

WEST MILFORD TOWNSHIP BOARD OF EDUCATION

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**BOARD OF EDUCATION
MINUTES
WORKSHOP/REGULAR MEETING
SEPTEMBER 17, 2024**

Mrs. Claire Lockwood, Board President, called to order the Workshop/Regular Meeting of the Board of Education at 7:04 p.m., in the Macopin School Auditorium. 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.

MR. WILLIAM SCHOLTS, BOARD SECRETARY, CALLED THE ROLL:

TRUSTEE	ATTENDANCE	TRUSTEE	ATTENDANCE	TRUSTEE	ATTENDANCE
Mr. Cytowicz	Absent/Arr. 9:01 p.m.	Mr. Lippe	Present	Mrs. Van Dyk	Present
Mrs. Dwyer	Absent	Mrs. Marquard	Present	Mrs. Racano	Present
Mrs. Jurgensen	Present	Mrs. Romeo	Present	Mrs. Lockwood	Present

ADMINISTRATION	POSITION	ATTENDANCE
Dr. Brian Kitchin	Superintendent of Schools	Present
Mr. William Scholts	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
Megan Seidner	Student Representative	Present

There were approximately 73 members of the public in attendance.

Minutes for the Workshop/Regular Meeting of September 17, 2024

Motion by Mrs. Romeo, seconded by Mrs. Racano, to allow Dr. Kitchin, Superintendent of Schools, to report on the Junior Highlanders 2024 Olympic Team and to allow the Student Representative report (Megan Seidner) to be done prior to the Board going into Executive Session.

VOICE VOTE:

ALL IN FAVOR.

MOTION PASSED.

VII. SUPERINTENDENT'S REPORT - Dr. Brian Kitchin

- Dr. Kitchin introduced Mr. Brian Leslie who provided the Board and the community with the AAU West Milford Junior Highlanders 2024 Olympic Team. Mr. Leslie explained what the program is, working with student athletes who are interested in learning about track and field and cross-country, and he stated this program was established in Macopin in 2016. He spoke about the team's participation, focus, and team accomplishments. "Meet the Athletes of the JHTC 2024 Olympic Team - Greensboro, NC" - student athletes that actually completed at the Junior Olympics are: Jonathan Andrade, Camila Artiga, John Ascenzo, Massimo Balestrieri, Matteo Balestrieri, John Banks, Chloe Barkley, Leah Barkley, Kayla Clegg, Elizabeth Clifton, Pax Cummings, Ryan Escolano, Jackson Field, Alexander Fulton, Emma Lawrence, Bryce Leslie, Cameron Leslie, Peyton Lowenstein, Emma McKiernan, Ryleigh McKiernan, Giuliana Muto, Silvio Muto, Nicolas Patino, Carter Patton, Henry Pullaro, Roberty Pyne, Skyler Pyne, Claire Riley, Carter Schenk, Daniel Telofski, Joseph Telofski, Michael Telofski, and Abigail Von Der Heyde. Dr. Kitchin acknowledged each of these student athletes with a Certificate of Recognition from the Board of Education.

Mrs. Romeo stated that when the Board has presentations, normally this many people do not show up. She commended the parents and support that this team has here tonight, and expressed to them to keep up the good work.

- Dr. Kitchin and Mrs. Lockwood introduced the Student Representative for the 2024-2025 school year, Megan Seidner, and welcomed her. Megan stated that she is extremely honored to be the Student Representative to the Board. She spoke about the start of the school year and spoke about highlights and upcoming events at the High School, including the Class of 2028 attending the Freshman orientation; the Highlander Leadership program; Back to School Night on September 19th; SAT testing hosted at West Milford High School on Saturday, October 5th; and PSAT testing hosted at the High School on Monday, October 14th, which will be an excused college visitation day for Seniors. Megan thanked the Board for welcoming her.

VI. EXECUTIVE SESSION RESOLUTION

Motion by Mrs. Racano, seconded by Mrs. Romeo, to approve the following Resolution:

RESOLVED, that the Board go into Executive Session for approximately thirty (30) minutes for the purpose of conducting a HIB appeal.

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

VOICE VOTE:

All in Favor.

MOTION PASSED.

The Board went into Executive Session at 7:23 p.m.

Minutes for the Workshop/Regular Meeting of September 17, 2024

VI. EXECUTIVE SESSION RESOLUTION - Continued

The Board returned to the Public Meeting at 8:23 p.m.

ROLL CALL UPON RETURN FROM EXECUTIVE SESSION:

TRUSTEE	ATTENDANCE	TRUSTEE	ATTENDANCE	TRUSTEE	ATTENDANCE
Mr. Cytowicz	Absent	Mr. Lippe	Present	Mrs. Van Dyk	Present
Mrs. Dwyer	Absent	Mrs. Romeo	Present	Mrs. Marquard	Present
Mrs. Jurgensen	Present	Mrs. Racano	Present	Mrs. Lockwood	Present

VII. SUPERINTENDENT'S REPORT - Dr. Brian Kitchin

- Dr. Kitchin discussed the Annual District Goals that are on the agenda for Board approval this evening.
- Dr. Kitchin spoke about a donation of school supplies for the District from the United Methodist Church at Newfoundland. Dr. Ressa provided the Board and the community with more information on this donation. Dr. Ressa stated we are very grateful for this donation, and recognized members of the staff and congregation at the United Methodist Church at Newfoundland.
- Dr. Kitchin provided the Board and the community with a report on HIB/ITP Training and Program Information - Period 2. He stated we have met all of our training requirements for this, and next month Dr. Kitchin will be reporting a more detailed breakdown of our HIB self-assessment.
- Dr. Kitchin also recognized Meagan Seidner, our Student Representative, and expressed that she did a great job on her report this evening.

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

- Mr. Novak stated there would be several presentations for the Board and the community this evening. He asked Mr. Joseph Trentacosta, Director of Athletics, to begin the presentations. Mr. Trentacosta spoke about the Varsity Football Game on September 13th and presented the Board and the community with a "T-Mobile Friday Night 5G Lights" football video. He thanked the Board and central administration for allowing the 5G T-Mobile Grant to fully staff that event. He also acknowledged Mr. Joseph Jordan for the video, and he thanked Mr. Nate Bedford for footage as well. Mr. Trentacosta also explained the T-Mobile Grant and how West Milford is involved in this program.
- Mr. Novak continued with Summer Committee Reports. Presentations to the Board and the community included our English Summer Committee, I-Ready and AI, presented by Mrs. Sharon West; our Guidance Summer Committee and the revision of School Counselor Handbooks and College App Bootcamp, presented by Mrs. Karen Johnson; and Maple Road School First Friday Summer Committee and a partnership with World of Change, presented by Mr. Bill Kane.
- Mr. Novak acknowledged Dr. Dana Swarts, Principal of Apshawa School, who helped with this process and acknowledged Elementary school faculty in the audience that were members from the District Elementary Literacy Committee, as well as Mrs. Sharon West. Mr. Novak provided the Board and the community with a presentation on K-5 Language Arts entitled, "Wonders from Start to Finish," covering investigation, piloting, selection, and implementation.

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

- Investigation included what we are looking for in a program; why we are looking for this in a program; and what do we want to see and vet against our criteria, and what the District Literacy Committee (DLC) selected. It also included discussion and the voting process for piloting, as well as investigation closure in choosing Wonders and Magnetic Reading as the final two programs to pilot. Piloting included the Magnetic Team, which began on March 18th and the Wonders Team, which began on May 3rd. Selection included pilot discussion; results of responses as to which K-5 Language Arts program are you choosing for a 2024-2025 implementation; and of 17 responses, Wonders being selected, and the next steps to prepare for implementation. Lastly, implementation included June training, Summer DLC work, Summer curriculum work, Professional Development Day turnkey training; and student feedback - Grades 4 and 5. Additionally, the future roadmap to implementation consists of: Step 1 - October 14th PD Day training; Step 2 - Wonders Family Night; Step 3 - Mid-year report card revision; and Step 4 - data collection of Districtwide feedback, and DLC reconvenes to analyze and make a decision for 2025-2026. The presentation concluded with the names of the members of the District Literacy Committee, and names of the Piloting & Curriculum Team. Mr. Novak thanked all of the team members for their hard work and dedication to this process. He also stated that the Wonders Family Night (K-5) will be held on October 29, 2024, at 6:30 p.m.
- Board members had questions and comments on the presentation. Mr. Novak and Dr. Swarts responded to their inquiries. Dr. Kitchin thanked Mr. Novak for all of his work, and also thanked all of the Committees.

IX. SPECIAL REPORTS AND CORRESPONDENCE - Mr. William Scholts, Board Secretary/Business Administrator

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

- August 20, 2024 Workshop/Regular Meeting
- August 20, 2024 Executive Session

VOICE VOTE:

All in Favor.

MOTION PASSED.

X. PRESIDENT'S REPORT - Mrs. Claire Lockwood

Mrs. Lockwood thanked Mr. Joseph Trentacosta, and Mr. Douglas Glenn and all of the Maintenance staff, for their hard work in getting the area prepared and safe for the amazing Veteran's Night Celebration at the Football game. She also thanked Mr. Glenn and his staff for getting the District ready for the opening of schools. She spoke about the Committee participating in a tour of some of the grounds and buildings, and seeing some of the amazing things Mr. Glenn and his staff have been working on. She stated that the Committee was very impressed with what they saw and what they heard. She also thanked the administration and the teachers for a wonderful opening first day for staff, and commended the administrators for doing a great job. She also expressed that the first day of school for students went just as well, and that the feedback was great. She wished everyone a great 2024-2025 school year.

XI. 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 question 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.

XII. 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.

XII. PUBLIC COMMENT - AGENDA ITEMS - Continued

Caitlyn Babcock, 13 Post Place, West Milford. Ms. Babcock stated that she enjoyed the presentation and is very excited about the new language arts program. She had a question about Special Education, and stated that the resource room was mentioned but she was wondering if it also included the self-contained programs as well. Mr. Novak responded to her inquiry.

Motion by Mr. Lippe, seconded by Mrs. Van Dyk, to close Public Comment.

VOICE VOTE: All in Favor. MOTION PASSED.

XIII. MOTION BY MR. CYTOWICZ, SECONDED BY MR. LIPPE, TO ADOPT THE AGENDA AS PRESENTED AND AMENDED, INCLUDING HAND CARRY.

VOICE VOTE: All in Favor. MOTION PASSED.

XIV. EDUCATION - Mrs. Teresa Dwyer, Chairperson

Motion by Mrs. Racano, seconded by Mrs. Romeo, to **POSTPONE** item #1 to be voted on after Executive Session.

VOICE VOTE: All in Favor. MOTION PASSED.

ITEM #1 WAS "POSTPONED" TO BE VOTED ON AFTER EXECUTIVE SESSION

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

DISCUSSION: Mrs. Lockwood thanked the Academic Success Committee and Mr. Strianse for all of the work and time they have given up to this point in regards to the scheduling at the High School.

Mrs. Van Dyk commented she is very happy to see this resolution, and feels it is a very transparent way of changing things and getting the input from staff, parents, and community members, in order to be successful.

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

WHEREAS, the West Milford Board of Education is committed to maximizing academic and instructional outcomes for our students;

WHEREAS, it is recognized that there exist a variety of scheduling options in different school districts that may enhance student learning and instructional efficacy;

WHEREAS, the current scheduling system in place may or may not be the optimal choice for our students' academic needs moving forward;

WHEREAS, the implementation of a new schedule has broad-reaching impacts on all aspects of a school's functioning, including but not limited to instructional time, resource allocation, credit acquisition, staff assignments, extra-curriculars, food service, and student engagement;

XIV. EDUCATION - Mrs. Dwyer, Chairperson - Continued

2. (Continued)

NOW, THEREFORE, BE IT RESOLVED, that the West Milford Board of Education directs the administration to form a committee tasked with investigating and evaluating various scheduling options available in other districts;

BE IT FURTHER RESOLVED, that the committee shall assess the potential benefits and challenges associated with each scheduling option and make recommendations that align with our goal of enhancing academic and instructional outcomes for all students;

BE IT FURTHER RESOLVED, that the committee will include a diverse representation from stakeholders, including educators, administrators, parents, and community members, to ensure a comprehensive examination of scheduling options;

BE IT FURTHER RESOLVED, that the committee shall report its findings and recommendations to the Board of Education following the completion of their research and development of recommendations, enabling informed decision-making for the future of our students' educational experience.

ROLL CALL FOR ITEM #2:

TRUSTEE	VOTE	TRUSTEE	VOTE	TRUSTEE	VOTE
Mrs. Dwyer	Absent	Mr. Cytowicz	Yes	Mr. Lippe	Yes
Mrs. Jurgensen	Yes	Mrs. Romeo	Yes	Mrs. Marquard	Yes
Mrs. Racano	Yes	Mrs. Van Dyk	Yes	Mrs. Lockwood	Yes

The **MOTION PASSED**.

Motion by Mrs. Racano, seconded by Mrs. Van Dyk, to approve the following agenda items #3 through #13:

DISCUSSION: Mrs. Van Dyk spoke about item #13, a tuition receivable placement, and thanked Dr. Ressa. She spoke about the original vision for Highlander Academy, and that as a Board member who has sat for many years, it gives her great pride in knowing that we have stayed on course and are servicing our population that is so in need. She is very proud to be on this Board, and thanked him again for engraining this into our District.

Mrs. Romeo also spoke about item #13, and agreed with Mrs. Van Dyk. She also inquired about items #10 and #11, and asked for clarification on the difference in tuitions. Mr. Scholts responded to her inquiry. Dr. Ressa thanked the Board for their support for these programs. She also inquired about private school tuition versus public schools. Dr. Ressa responded to her inquiry and provided her with more detailed information.

Mrs. Romeo then inquired about item #4. Mr. Novak responded to her inquiry. She also inquired about item #8, and a list of what programs are actually being implemented in our District. Dr. Ressa responded to her inquiry, and spoke about looking at new programs and ones that were done last year.

Lastly, Mrs. Romeo inquired about item #9, and what we would actually be hiring them for. Dr. Ressa responded to her inquiry and provided detailed information on the agencies.

XIV. EDUCATION - Mrs. Dwyer, Chairperson - Continued

- 3. The recommendation of the Superintendent to approve the following **DISTRICT GOALS** for the 2024-2025 school year:
 - Evaluate academic and instructional programming and curricular content, making adjustments as needed, to ensure an education of the highest quality is accessible for all students.
 - Ensure the program and operational management of the district is structured in a way that maximizes the opportunities for success for all students academically, socially, and emotionally.
 - Maintain and update district facilities in a fiscally responsible manner to ensure a safe and secure learning environment for all students to learn, grow, and thrive.
- 4. The recommendation of the Superintendent to approve the following **CURRICULUM ADOPTIONS (S)** for the 2024-2025 school year: (Documentation provided electronically.)

ELEMENTARY

English Language Arts

Wonders, Kindergarten through Grade 5

MACOPIN SCHOOL

Mathematics

Pre-Advanced Placement Algebra

- 5. The recommendation of the Superintendent to accept the **PLAY UNIFIED GRANT** for Macopin Middle School, in the amount of \$5,000.00, for the 2024-2025 school year.
- 6. The recommendation of the Superintendent to accept additional funds for the **TEEN SUMMIT GRANT**, for the 2024-2025 school year, in the amount of \$500.00, for a total amount of \$1,000.00.
- 7. The recommendation of the Superintendent to approve the following **HIGH SCHOOL OVERNIGHT FIELD TRIP**, for the 2024-2025 school year:

CHOIR

Purpose of Trip: The choir will participate in a choral clinic at the University of Maryland, where they will perform and be adjudicated as part of the WorldStrides Washington, D.C. Heritage Festival. The choir will experience the visual and performing arts in Washington, D.C., by attending two theater performances and visiting the Smithsonian Art Museum.

Location:	Herndon, Virginia
Dates of Trip:	April 4 - April 6, 2025
Number of Students:	40
Cost of Trip to Students:	\$999.00
Name of Advisor:	Dwight Weaver
Name of Chaperone(s):	Heather Burns

XIV. EDUCATION - Mrs. Dwyer, Chairperson - Continued

7. (Continued)

Number of School Days Missed: 1
Cost to District: \$0.00

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

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

PASSAIC COUNTY-BOARD RESOLUTION SCHOOL YEAR 2024-2025

WHEREAS, West Milford Township Public Schools wishes to partner with New Jersey Community Development Corporation (NJCDC) to implement the New Jersey Statewide Student Support Services (NJ4S) program in various District schools;

WHEREAS, NJCDC'S NJ4S program is a youth mental health support initiative, funded by the New Jersey Department of Children and Families (NJDCF), to provide school-based clinical and non-clinical prevention services for students in grades K-12 throughout Passaic County;

WHEREAS, upon request from any District school, NJCDC will mobilize one or more prevention specialist(s) and/or licensed clinician(s) who will provide on-site mental health counseling and/or non-clinical services for students, including workshops, assemblies, and presentations focused on preventing bullying, suicide, substance abuse, teen pregnancy, and other relevant topics;

WHEREAS, NJCDC will provide these services at no cost to the District, and will supply documentation of liability insurance and documentation showing that employees underwent an adequate criminal history review by the New Jersey Department of Education (NJDOE).

NOW, THEREFORE, BE IT RESOLVED, that the District approves this partnership with NJCDC to implement the NJ4S program, at no cost to the District, and authorizes the Superintendent to take any and all action necessary to effectuate it.

9. The recommendation of the Superintendent to approve the following **ADDITIONS to the GENERAL EDUCATION/SPECIAL EDUCATION DISTRICT CONSULTANTS, PHYSICIANS, HOSPITALS/MEDICAL CENTERS, CLINICS, and AGENCIES**, for the 2024-2025 school year:

Psychiatrists - Evaluation

The Center for Developmental Psychiatry
Jason Dean, M.D. \$1,000.00 per evaluation

Hospitals/Medical Centers, Consultants, Clinics and Agencies

CBS Therapy, Cranston, Rhode Island

10. The recommendation of the Superintendent to approve the following **SCHOOL YEAR SPECIAL EDUCATION OUT-OF-DISTRICT DAY SCHOOL TUITION CONTRACT**, retroactive from February 14, 2024, through June 30, 2024:

XIV. EDUCATION - Mrs. Dwyer, Chairperson - Continued

10. (Continued)

<u>Number of Students</u>	<u>Tuition</u>	<u>Placement</u>
1 Student #: 71103	\$28,454.00	Windsor Learning Academy Pompton Lakes, New Jersey

11. The recommendation of the Superintendent to approve the following **SCHOOL YEAR SPECIAL EDUCATION OUT-OF-DISTRICT DAY SCHOOL TUITION CONTRACT**, retroactive from September 5, 2024, through June 30, 2025:

<u>Number of Students</u>	<u>Tuition</u>	<u>Placement</u>
1 Student #: 71103	\$81,090.00	Windsor Learning Center Pompton Lakes, New Jersey

12. 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.)

(13.) The recommendation of the Superintendent to approve the following **SPECIAL EDUCATION TUITION RECEIVABLE CONTRACT**, retroactive from September 16, 2024, through June 30, 2025:

<u>District Placement</u>	<u>Tuition</u>	<u>Sending District</u>
West Milford High School Student #: 74710	\$19,435.80	Jefferson Township Public Schools Jefferson, New Jersey

ROLL CALL FOR ITEMS #3 THROUGH #13:

TRUSTEE	VOTE	TRUSTEE	VOTE	TRUSTEE	VOTE
Mrs. Dwyer	Absent	Mr. Cytowicz	Yes	Mr. Lippe	Yes
Mrs. Jurgensen	Yes	Mrs. Romeo	Yes	Mrs. Marquard	Yes
Mrs. Racano	Yes	Mrs. Van Dyk	Yes	Mrs. Lockwood	Yes

The **MOTION PASSED**.

XV. 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. Racano, to approve the following agenda item #1:

1. **BE IT RESOLVED**, that on this date, September 17, 2024, the Board acknowledges the appointment(s) of the following staff member(s), as per Board resolution approved on June 25, 2024:

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

1. (Continued)

DYLAN CAPALBO, Encore Teacher, Upper Greenwood Lake School (PC#90.06.28.ANS), at the annual salary of \$62,600.00 (MA/4), with health benefits, retroactive from September 1, 2024, through June 30, 2025, per Board of Education/WMEA Agreement. (Replaces Kruse) Account: 11-230-100-101-10-10-000

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

PATRICK KEYZER, Special Class Aide, Macopin School (PC#60.08.S5.BLJ), at the annual salary of \$24,382.00 (Step 1), with health benefits, retroactive from September 1, 2024, through June 30, 2025, per Board of Education/WMTAA Agreement. (New Position) Account: 11-190-100-106-10-10-000

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

JOANNA NOLAN, Special Class Aide, Macopin School (PC#60.08.S5.AVP), at the annual salary of \$25,492.00 (Step 3), with health benefits, retroactive from September 9, 2024, through June 30, 2025, per Board of Education/WMTAA Agreement. (New Position) Account: 11-213-100-106-10-10-000

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

MARISA MCDONALD, Special Class Aide, Maple Road School (#60.03.S5.BOA), at the annual salary of \$24,382.00 (Step 1), with health benefits, retroactive from September 16, 2024, through June 30, 2025, per Board of Education/WMTAA Agreement. (Replaces McGeehan) Account: 11-212-100-106-10-10-000

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

ROLL CALL FOR ITEM #1:

TRUSTEE	VOTE	TRUSTEE	VOTE	TRUSTEE	VOTE
Mrs. Van Dyk	Yes	Mrs. Racano	Yes	Mrs. Dwyer	Absent
Mr. Cytowicz	Yes	Mrs. Romeo	Yes	Mrs. Marquard	Yes
Mrs. Jurgensen	Yes	Mr. Lippe	Yes	Mrs. Lockwood	Yes

The **MOTION PASSED**.

Motion by Mrs. Van Dyk, seconded by Mr. Cytowicz, to approve the following agenda items #2 through #38:

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

WHEREAS, employee #5185 is currently on medical leave of absence; and

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

2. (Continued)

WHEREAS, the employee's accrued sick leave balance will be exhausted prior to employee's scheduled return from leave; and

WHEREAS, certain staff members have volunteered to donate sick days from their own accrued sick leave balance to the employee so that he/she may remain on paid sick leave until the scheduled return or through the end of the current school year, whichever comes first; and

WHEREAS, said staff members have agreed that, upon the donation of sick days to the employee, their own accrued sick leave balances shall diminish by an equal number of days as were donated, and such days will be given to the employee as if they were their own; and

WHEREAS, the Board and the West Milford Education Association have agreed that such action shall not create any future precedent for the use and accrual of sick days, nor shall this donation constitute the creation of a formal sick day bank in the District;

NOW, THEREFORE, BE IT RESOLVED, upon the recommendation of the Superintendent, that the Board hereby approves the donation and transfer of one (1) sick day per volunteering employee to employee #5185 in the order designated on the list maintained in the Business Administrator's office, such that employees serving in the same position as the employee will, if they wish, donate one (1) day each to the employee, then employees serving in the same department with employee will do the same, then any other employee wishing to donate a day may do so; and

BE IT FURTHER RESOLVED, that the accrued sick leave balance of any employee who donates a sick day to employee #5185 be reduced by an equal number of days, and any donated days shall become the property of employee #5185, and will not be eligible for later use or reimbursement by the individual who donated the day upon his or her retirement; and

BE IT FURTHER RESOLVED, the Board's action to approve the above donation of sick days shall in no way confer any benefit to the donating employee(s), nor shall the approval constitute any permanent change in District policy or procedure with respect to the use and accrual of sick days.

3. The recommendation of the Superintendent to accept the resignation of **KYLIE KLIMEK**, School Nurse, High School, effective November 10, 2024.
4. The recommendation of the Superintendent to accept the resignation of **BRIANNA O'CONNOR**, Bus Driver, Transportation, effective September 24, 2024.
5. The recommendation of the Superintendent to approve the appointment of **STACY CLARKE**, Vehicle Aide, Transportation (PC#25.18.T5.CBK), 4.75 hours/day, at the hourly rate of \$17.00 (Step 1), without health benefits, effective September 18, 2024, through June 30, 2025, per Board of Education/WMBDA Agreement. (Replaces Polkowski) Account: 11-000-270-161-10-10-000

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

6. The recommendation of the Superintendent to approve the appointment of **DIANA SEUGLING**, Replacement Social Worker, Districtwide (PC#99.98.00.XXX), at the annual salary of \$60,800.00 (MA/1) (prorated), with health benefits, effective October 1, 2024, through May 30, 2025, per Board of Education Agreement. (Replaces Employee #4242) Account: 11-000-218-104-10-10-071

NOTE: The duration of this position is based on the date of the employee's return to work. Salary may be adjusted pending the completion of contract negotiations.

7. The recommendation of the Superintendent to approve the appointment of **MELISSA MALEC**, Long-Term Substitute Special Education Teacher, Apshawa School (PC#99.01.00.XXX), at the per diem rate \$250.00, with health benefits, retroactive from September 5, 2024, through October 30, 2024, per Board of Education Agreement. (Replaces Employee #4255) Account: 11-209-100-101-10-10-000

NOTE: The duration of this position is based on the date of the employee's return to work. Pending County approval of 40-day extension.

8. The recommendation of the Superintendent to approve the appointment of **NICHOLAS LIGOSH**, Long-Term Substitute English Teacher, Macopin School at the per diem rate of \$250.00, with health benefits, retroactive from September 5, 2024, through September 27, 2024, per Board of Education Agreement. (Replaces Employee #2777) Account: 11-130-100-101-10-10-103

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

9. The recommendation of the Superintendent to approve **an amendment to a previously approved resolution (August 2024)** to the appointment of **NICHOLAS LIGOSH**, Long-Term Substitute Social Studies Teacher, Macopin School (PC#99.08.00.CHR), at the per diem rate of \$250.00, with health benefits, effective **September 30, 2024**, through **November 26, 2024**, per Board of Education Agreement. (Replaces Employee #3424) Account: 11-130-100-101-10-10-103

NOTE: The duration of this position is based on the date of the employee's return to work. Pending County approval of 40-day extension.

10. The recommendation of the Superintendent to approve the appointment of **MADISON BABCOCK**, Replacement Special Class Aide, Maple Road School (#93.03.00.BKR), at the per diem rate of \$110.00, with health benefits, retroactive from September 5, 2024, through January 31, 2025, per Board of Education Agreement. (New Position) Account: 11-190-100-106-10-10-000

11. The recommendation of the Superintendent to approve the appointment of **SAMANTHA JANESKI**, Replacement Special Class Aide, Paradise Knoll School (#93.05.00.XXX), at the per diem rate of \$130.00, with health benefits, effective September 18, 2024, through November 22, 2024, per Board of Education Agreement. (Replaces Employee #5361) Account: 11-190-100-106-10-10-000

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

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

12. The recommendation of the Superintendent to **RESCIND**, the appointment of **DESTINY VIDAL**, Replacement Special Class Aide, Maple Road School (99.03.00.CGV), at the per diem rate of \$110.00, with health benefits, retroactive from September 16, 2024, through March 28, 2025, per Board of Education Agreement. (Replaces Employee #5661) Account: 11-212-100-106-10-10-000
13. The recommendation of the Superintendent to approve the appointment of **ELAINA MANDARINO**, Replacement Special Class Aide, Maple Road School (93.03.00.CGV), at the per diem rate of \$110.00, with health benefits, effective October 1, 2024, through January 31, 2025, per Board of Education Agreement. (Replaces Employee #5661) Account: 11-212-100-106-10-10-000

NOTE: Pending medical and fingerprint clearance. The duration of this position is based on the date of the employee's return to work.

14. The recommendation of the Superintendent to **RESCIND** the appointment of **LAURIE MOLLOY**, Special Class Aide, High School (PC#60.09.S5.AWI), at the annual salary of \$34,348.00 (Step 13), with health benefits, effective September 1, 2024, through June 30, 2025, per Board of Education/WMTAA Agreement. (Replaces McConnell) Account: 11-204-100-106-10-10-000
15. The recommendation of the Superintendent to approve a **TRANSFER OF ASSIGNMENT** for **TRACY LYNCH**, from Administrative Assistant, Board Office, to Secretary, High School (PC#65.09.S2.AYK), at the annual salary of \$58,644.00 (Step 8) (prorated), with health benefits, effective January 2, 2025, through June 30, 2025, per Board of Education/WMESA Agreement. (Replaces Reda) Account: 11-000-240-105-10-10-149

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

16. The recommendation of the Superintendent to approve a **TRANSFER OF ASSIGNMENT** for **RICHARD SPECK**, from Custodian, High School, to Assistant Head Custodian, High School (PC#45.09.M2.BCN), at the annual salary of \$64,704.00, and Assistant Head Custodian Stipend of \$5,213.00 (prorated), with health benefits, effective September 18, 2024, through June 30, 2025, per Board of Education/WMCMA Agreement. (Replaces Fitzpatrick) Account: 11-000-262-110-10-10-000.

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

17. The recommendation of the Superintendent to approve a **TRANSFER OF ASSIGNMENT** for **BRUCE LEDERMAN**, from Custodian, Apshawa School, to Assistant Head Custodian, Apshawa School (PC#45.01.M2.BBN), at the annual salary of \$47,879.00, and Assistant Head Custodian Stipend of \$2,954.00 (prorated), with health benefits, effective October 1, 2024, through June 30, 2025, per Board of Education/WMCMA Agreement. (Replaces Kuhles) Account: 11-000-262-110-10-10-000.

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

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

18. The recommendation of the Superintendent to approve an **EXTENSION** to a leave of absence for Employee #0601, with pay using sick days, retroactive from August 31, 2024, through September 30, 2024. (Medical)

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

19. The recommendation of the Superintendent to approve a leave of absence for Employee #5185, with pay using sick days, retroactive from September 1, through October 11, 2024. (Medical)

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

20. The recommendation of the Superintendent to approve the appointment of **GAIL BARTILUCCI**, Long-Term Substitute World Language Teacher, High School at the per diem rate of \$150.00, with health benefits, retroactive from September 11, 2024, through October 11, 2024, per Board of Education Agreement. (Replaces Employee #5185) Account: 11-140-100-101-10-10-103

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

21. The recommendation of the Superintendent to approve a leave of absence for Employee #4838, with pay using sick days, effective December 9, 2024, through February 14, 2025, then without pay under the Family Medical Leave Act, effective February 18, 2025, through May 16, 2025. (Maternity/Child Rearing)

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

22. The recommendation of the Superintendent to approve a leave of absence for Employee #2038, without pay under the Family Medical Leave Act, retroactive from September 9, 2024, through October 4, 2024. (Medical)

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

23. The recommendation of the Superintendent to approve a leave of absence for Employee #3008, with pay using sick days, retroactive from September 5, 2024, through October 31, 2024. (Medical)

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

24. The recommendation of the Superintendent to approve the following additions to the certified personnel list of **SUBSTITUTE TEACHERS/COACHES/NURSES/SPECIAL PROJECTS** for the 2024-2025 school year, effective September 18, 2024, through June 30, 2025:

ALAYNA O'BRIEN (Teacher)
CHRISTINE DUBY (Nurse)
VALERIE MURPHY (Teacher)

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

25. The recommendation of the Superintendent to approve the following additions to the non-certified personnel list of **SUBSTITUTE SECRETARIES/BUILDING AIDES/CAFETERIA AIDES/SPECIAL CLASS AIDES/SACC AIDES/OPERATIONS/SCHOOL BUS/VAN/SPECIAL USE VEHICLE DRIVERS & VEHICLE AIDES** for the 2024-2025 school year, effective September 18, 2024, through June 30, 2025:

JEANENE CASELLA (SACC)
LOGAN GERITANO (Special Class Aide, SACC)
MEGAN FAVRE (Special Class Aide)
SAMANTHA JANESKI (Special Class Aide)
TELA KUNISCH (SACC)
ELAINA MANDARINO (Special Class Aide)

26. The recommendation of the Superintendent to approve *an amendment to a previously approved resolution (May, June, July, and August 2024)* for the following **CHILD STUDY TEAM MEMBERS, THERAPISTS AND TEACHERS** for the purpose of **IEP CASE MANAGEMENT, TESTING AND MEETINGS**, for the months of July and August 2024, at various hourly rates, per Board of Education/WMEA Agreement - Account: 11-000-219-104-10-10-700:

<u>Employee</u>	<u>Hourly Rate</u>	<u>Number of Hours</u>	<u>Payment Not to Exceed</u>
DOMENICA BASSORA	\$78.93	139.0	\$10,971.07
JANET SCALES	\$82.00	39.0	\$ 3,198.00
STEPHANIE JANITZ	\$47.86	17.0	\$ 813.57
TRICIA GINDER	\$47.93	8.5	\$ 407.39

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

27. The recommendation of the Superintendent to approve an **ADDITION** to a previously approved resolution for the following **CHILD STUDY TEAM MEMBERS, THERAPISTS, and TEACHERS** for the purpose of **IEP CASE MANAGEMENT, TESTING, AND MEETINGS**, retroactive from July and August 2024, at various hourly rates, per Board of Education/WMEA Agreement - Account: 11-000-219-104-10-10-700:

<u>Employee</u>	<u>Hourly Rate</u>	<u>Number of Hours</u>	<u>Payment Not to Exceed</u>
SUZANNE OESTERLE	\$56.93	7	\$398.50

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

28. The recommendation of the Superintendent to approve the following **TRANSFER OF ASSIGNMENT**, for the 2024-2025 school year, retroactive from September 1, 2024, through June 30, 2025:

<u>Employee</u>	<u>From</u>	<u>To</u>
JOSE BARRIENTOS (PC#60.09.S5.AUY) Account: 11-209-100-106-10-10-105	Special Class Aide Macopin	Special Class Aide Highlander Academy

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

29. The recommendation of the Superintendent to **RESCIND** the **INCREASE OF ASSIGNMENT** for **VINCENZA CERTOSIMO**, Multilingual Learner Teacher, High School, to teacher a sixth period with the addition of \$10,000.00 to their salary, with health benefits, retroactive from September 1, 2024, through June 30, 2025, per Board of Education/WMEA Agreement. Account: 11-140-100-101-10-10-000.
30. The recommendation of the 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, retroactive from September 1, 2024, through June 30, 2025, per Board of Education/WMEA Agreement. Account: 11-140-100-101-10-10-000:

<u>Employee</u>	<u>Subject</u>	<u>School</u>
RYAN HEERSCHAP	Mathematics	High School
LEEANN GENNETT	Mathematics	High School
JILL NITKINAS	Mathematics	High School
ANGELA PATTERSON	Mathematics	High School

NOTE: Prorated based on staffing needs. Stipend may be adjusted pending the completion of contract negotiations.

31. The recommendation of the Superintendent to approve the **INCREASE OF ASSIGNMENT** for the following teacher, to teach an additional semester course with the addition of \$5,000.00 to their salary, with health benefits, retroactive from September 1, 2024, through June 30, 2025, per Board of Education/WMEA Agreement. Account: 11-140-100-101-10-10-000:

<u>Employee</u>	<u>Subject</u>	<u>School</u>
ANNA NIEWODNICZANSKA	Mathematics	High School

NOTE: Prorated based on staffing needs. Stipend may be adjusted pending the completion of contract negotiations.

32. The recommendation of the Superintendent to approve a stipend for **CYNTHIA RAJNAI**, Physical Therapist, Districtwide, of \$1,900.00 for earned Doctorate Degree, retroactive from September 1, 2024, through June 30, 2025, per Board of Education/WMEA Agreement.

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

33. The recommendation of the Superintendent to approve a payment to **PAMELA TAVARONE-BIESIADA**, District Nurse, in the total amount of \$610.00, for services rendered from September 21, 2024, through September 23, 2024, for the High School Concert Choir trip in Port Murray, New Jersey. Account: 11-401-100-110-10-10-000.

NOTE: Funded by students through the overall trip cost.

34. The recommendation of the Superintendent to approve an **ADDITIONAL ASSIGNMENT** for **BRITTANY ROTUNDA**, District Nurse, to provide medical support for Student #72970, at the hourly rate of \$40.29, not to exceed 46 hours, per Board of Education/WMEA Agreement. Account: 11-000-213-104-10-10-645

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

34. (Continued)

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

35. The recommendation of the Superintendent to approve the following **ADDITIONAL** mentors for the **PROVISIONAL TEACHER PROCESS (PTP) TRAINING**, retroactive from August 29, 2024, 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:

Employee

CATHERINE BLOMGREN
SHIRLEY PAULINO

NOTE: Funded through Title IIA Grant. Hourly rate may be adjusted pending the completion of contract negotiations.

36. The recommendation of the Superintendent to approve the following **MARSHALL HILL ELEMENTARY STUDENT ACTIVITY AFTER SCHOOL CLUBS, ADVISORS, and HOURS** for the 2024-2025 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>
SHAWN RHINESMITH	Green Team	12	\$444.00
JANET SCALES	Green Team	12	\$444.00

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

37. The recommendation of the Superintendent to approve *an amendment to a previously approved resolution (August 2024)*, for **MACOPIN SCHOOL STUDENT ACTIVITY AFTER SCHOOL CLUBS, ADVISORS and HOURS** for the Fall 2024-2025 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>Assignment</u>	<u>Hours</u>	<u>Stipend</u>
RYAN KYPERS	Chess Club (Winter)	12	\$444.00
ERICA MCPARTLAND	Unified Bowling (Winter)	25	\$925.00

NOTE: The above clubs are funded through the student registration fees. Hourly rate may be adjusted pending the completion of contract negotiations. **McPartland replaces Jones.**

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

ASSISTANT TRANSPORTATION SUPERVISOR

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

ROLL CALL FOR ITEMS #2 THROUGH #38:

TRUSTEE	VOTE	TRUSTEE	VOTE	TRUSTEE	VOTE
Mrs. Van Dyk	Yes	Mrs. Racano	Yes	Mrs. Dwyer	Absent
Mr. Cytowicz	Yes	Mrs. Romeo	Yes	Mrs. Marquard	Yes
Mrs. Jurgensen	Yes	Mr. Lippe	Yes	Mrs. Lockwood	Yes

The **MOTION PASSED.**

XVI. OPERATIONS & FINANCE - Mr. Peter Lippe, Chairperson

DISCUSSION: Mr. Lippe asked that before he moved item #1, he wanted to comment about and reiterate what Mrs. Lockwood stated about Mr. Douglas Glenn and the Committee tour. He expressed that it was amazing to see not only what they got accomplished, but how quickly it was accomplished and how well it was done. He feels it was really refreshing to see, and he thanked the administration and the Maintenance staff.

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

DISCUSSION: Dr. Kitchin spoke about item #1 briefly. He explained this is a joint effort on behalf of many S2 Districts to take a stand and say that the quality of education that we are able to provide based on the funding formula the State has put out has been diminished. He feels it is very important to recognize that without that funding, it becomes much more burdensome on our taxpayers, and much more challenging to maintain the standards that is expected of our Board members, that our teachers expect of themselves, and that our community expects of our schools. He spoke about the percentage changes in Northern New Jersey for some of these S2 Districts, and stated that if this motion carries, Mr. Scholts will be communicating this with the State to let them know what our stance is on this, in conjunction with many others Districts being impacted in the same way.

Mr. Lippe thanked Dr. Kitchen for bringing this to the Board's attention. He asked if there was some way this could be published for the general public to see, so they can have a real picture as to what Districts of our type are facing and get a better understanding of it. Dr. Kitchin asked if he would like this resolution specifically to be posted on our website, after it is approved by the Board. Mr. Lippe feels it would show what we are trying to accomplish here. Dr. Kitchin stated that it will be shared publicly after Board approval.

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

WHEREAS, the School Funding Reform Act of 2008 ("SFRA"), N.J.S.A. 18A:7F-43, *et seq.*, was intended by the New Jersey Legislature ("Legislature") "to develop an equitable and predictable way to distribute State aid that addresses deficiencies found in past formulas as identified by the Supreme Court," N.J.S.A. 18A:7F-44h; and

XVI. OPERATIONS & FINANCE - Mr. Lippe, Chairperson - Continued

1. (Continued)

WHEREAS, in enacting the SFRA, the Legislature declared that “[t]he development and implementation of an equitable and adequate school funding formula will not only ensure that the State’s students have access to a constitutional education as defined by the core curriculum content standards, but also may help to reduce property taxes and assist communities in planning to meet their education expenses” and that “[t]he development of a predictable, transparent school funding formula is essential for school districts to plan effectively and deliver the quality education that our citizens expect and our Constitution requires,” *N.J.S.A. 18A:7F-44q*; and

WHEREAS, on April 24, 2024, *nj.com* reported that during the period from 2007-08 (*i.e.*, the last year before New Jersey overhauled its school funding formula) and 2024-25 (*i.e.*, the first year the formula will be fully implemented), widespread disparities that have developed between school funding changes and enrollment changes among various school districts, including the West Milford School District; and

WHEREAS, among Passaic County school districts, the following illustrative disparities have developed between school funding changes and enrollment changes:

<u>District</u>	<u>Funding Change %</u>	<u>Enrollment Change %</u>
Bloomington Borough	-43.0%	- 2.4%
Lakeland Regional	-66.8%	-26.5%
Ringwood Borough	-47.7%	-24.7%
Wanaque Borough	-45.4%	- 9.0%
West Milford Township	-63.2%	-30.5%

WHEREAS, among Sussex County school districts, the following illustrative disparities have developed between school funding changes and enrollment changes:

<u>District</u>	<u>Funding Change %</u>	<u>Enrollment Change %</u>
Frankford Township	-60.3%	-26.6%
Hamburg Borough	-35.2%	-15.8%
Hampton Township	-51.0%	-23.8%
Hardyston Township	-42.4%	-21.5%
Hopatcong Township	-77.4%	-41.4%
Kittatinny Regional	-70.4%	-34.6%
Stillwater Township	-73.0%	-30.7%

WHEREAS, among Morris County school districts, the following illustrative disparities have developed between school funding changes and enrollment changes:

XVI. OPERATIONS & FINANCE – Mr. Lippe, Chairperson – Continued

1. (Continued)

<u>District</u>	<u>Funding Change %</u>	<u>Enrollment Change %</u>
Jefferson Township	-65.3%	-31.7%
Randolph Township	-34.2%	-24.4%
Roxbury Township	-49.2%	-23.2%
Washington Township	-53.7%	-31.1%

WHEREAS, the direct and immediate effect of these disparities between school funding changes and enrollment changes has been to defeat the legislative intent behind the SFRA by exacerbating the local property tax burden in these communities and by depriving these school districts of an equitable, predictable, and transparent school funding formula that will enable them to plan effectively and deliver the quality education that our students deserve; and

WHEREAS, the Superintendent of Schools recommends the adoption of this Resolution;

NOW, THEREFORE, BE IT RESOLVED, that the West Milford School District (“Board”) hereby endorses legislative reform of the school funding formula enacted under the SFRA that will remediate the disparities that have developed between school funding changes and enrollment changes during its implementation and commends that such reform include, but not be limited to, the avoidance of catastrophic aid losses between school years and the limitation of state aid reductions for relatively small fluctuations in enrollment between school years; and

BE IT FURTHER RESOLVED, that the Board requests that the Board Secretary transmit a certified copy of this Resolution to Governor Philip Murphy; State Senate President Nicholas Scutari; Assembly Speaker Craig Coughlin; State Senator Parker Space; Assembly Persons Michael Inganamort and Dawn Fantasia; and the Boards of Education of the aforementioned school districts.

ROLL CALL FOR ITEM #1:

TRUSTEE	VOTE	TRUSTEE	VOTE	TRUSTEE	VOTE
Mr. Lippe	Yes	Mrs. Dwyer	Absent	Mrs. Marquard	Yes
Mrs. Racano	Yes	Mr. Cytowicz	Yes	Mrs. Van Dyk	Yes
Mrs. Jurgensen	Yes	Mrs. Romeo	Yes	Mrs. Lockwood	Yes

The **MOTION PASSED**.

Motion by Mr. Lippe, seconded by Mrs. Jurgensen, to approve the following agenda items #2 through #8:

2. The recommendation of the Superintendent to approve an agreement for additional services with **STRAUSS ESMAY ASSOCIATES, LLP**, Toms River, New Jersey, for **DISTRICT Online** and **PUBLIC ACCESS Online** initial set-up fee and annual fees, in the amount of \$4,235.00, for the 2024-2025 school year.

XVI. OPERATIONS & FINANCE - Mr. Lippe, Chairperson - Continued

3. The recommendation of the Superintendent to approve a Lease Agreement with **ICE VAULT ARENA** and **WORLDWIDE ATHLETIC RECREATION, LLC**, Wayne, New Jersey, for rental of ice time in the amount of \$36,661.50 for the High School Ice Hockey Team (Cooperative Ice Hockey Program), for the 2024-2025 school year.

NOTE: The District will be reimbursed percentages based on participation from the Pequannock Board of Education and the Pompton Lakes Board of Education for the rental charges.

4. The recommendation of the Superintendent to approve an agreement with **JAG-ONE ATHLETIC TRAINING SERVICES**, Bridgewater, New Jersey, for athletic training services for West Milford High School, at the per diem rate of \$85.00/hour, per substitute athletic trainer, for the 2024-2025 school year, retroactive from July 1, 2024.
5. The recommendation of the Superintendent to approve the following Resolution:

WHEREAS, every New Jersey school district must submit an updated **LONG RANGE FACILITY PLAN** to the Commissioner of Education; and

WHEREAS, regulations require that every Board of Education must approve of the submission of this plan;

NOW, THEREFORE, BE IT RESOLVED, that the West Milford Board of Education accepts a proposal from and authorizes **SETTEMBRINO ARCHITECTS**, Atlantic Highlands, New Jersey, to submit a **REVISED** Long Range Facilities Plan for the West Milford School District to the Commissioner of Education, in an amount not to exceed \$75,000.00, plus reimbursable expenses; and

BE IT FURTHER RESOLVED that the Superintendent and the School Business Administrator, in accordance with regulation, shall provide an advisory copy of this plan to the local planning board.

6. The recommendation of the Superintendent to accept the **DONATION** of school supplies for the District, from **UNITED METHODIST CHURCH AT NEWFOUNDLAND**, Newfoundland, New Jersey, for the 2024-2025 school year, valued at approximately \$660.00.
7. The recommendation of the Superintendent to approve **TRAINING AND TRAVEL RELATED EXPENDITURES** for Board Office Staff, at the mileage rate established by the Board. (Documentation provided electronically.)
8. The recommendation of the Superintendent to approve the following Resolution:

RESOLVED, that the Board of Education accepts the Settlement Agreement between the West Milford Township Board of Education and Employee #4773; and

BE IT FURTHER RESOLVED, that the Board President and Board Secretary is authorized to sign the agreement on behalf of the Board.

XVI. OPERATIONS & FINANCE - Mr. Lippe, Chairperson - Continued

ROLL CALL FOR ITEMS #2 THROUGH #8:

TRUSTEE	VOTE	TRUSTEE	VOTE	TRUSTEE	VOTE
Mr. Lippe	Yes	Mrs. Dwyer	Absent	Mrs. Marquard	Yes
Mrs. Racano	Yes	Mr. Cytowicz	Yes	Mrs. Van Dyk	Yes
Mrs. Jurgensen	Yes	Mrs. Romeo	Yes	Mrs. Lockwood	Yes

The **MOTION PASSED.**

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

- The recommendation of the Superintendent to approve the **PAYROLL** of August 30, 2024 and September 13, 2024, in the amount of \$2,444,858.21. (Documentation provided electronically.)

ROLL CALL FOR ITEM #9:

TRUSTEE	VOTE	TRUSTEE	VOTE	TRUSTEE	VOTE
Mr. Lippe	Yes	Mrs. Dwyer	Absent	Mrs. Marquard	Abstain
Mrs. Racano	Yes	Mr. Cytowicz	Yes	Mrs. Van Dyk	Abstain
Mrs. Jurgensen	Yes	Mrs. Romeo	Recuse	Mrs. Lockwood	Yes

The **MOTION PASSED.**

Motion by Mr. Lippe, seconded by Mr. Cytowicz, to approve the following agenda items #10 through #14:

- The recommendation of the Superintendent to approve the **LIST OF BILLS/VENDORS** for the period ending September 17, 2024, in the amount of \$3,131,280.21. (Documentation provided electronically.)

- The recommendation of the Superintendent to approve the following **TRANSFER OF FUNDS RESOLUTION** for the period ending **June 30, 2024:**

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 \$251,000.00.

- The recommendation of the Superintendent to approve the following **TRANSFER OF FUNDS RESOLUTION** for the period ending **September 17, 2024:**

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 **2024-2025** budget be affirmed and approved. (See folder insert.)

Total transfers in the amount of \$140,079.09.

XVI. OPERATIONS & FINANCE - Mr. Lippe, Chairperson - Continued

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

WHEREAS, the Agenda file of **September 17, 2024** 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:

\$14,755,903.76 as of July 31, 2024; therefore

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

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

RESOLVED, that the Board certify as of July 31, 2024, 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 #10 THROUGH #14:

TRUSTEE	VOTE	TRUSTEE	VOTE	TRUSTEE	VOTE
Mr. Lippe	Yes	Mrs. Dwyer	Absent	Mrs. Marquard	Yes
Mrs. Racano	Yes	Mr. Cytowicz	Yes	Mrs. Van Dyk	Yes
Mrs. Jurgensen	Yes	Mrs. Romeo	Yes	Mrs. Lockwood	Yes

The **MOTION PASSED**.

XVII. COMMITTEE REPORTS/LIAISONS

Parks & Recreation - Mrs. Dwyer - No report.

Safety - Mrs. Racano/Mrs. Dwyer - Mrs. Racano stated that the first meeting is coming up in the Fall. No date has been set.

Superintendent’s Roundtable - Mrs. Racano/Mrs. Van Dyk - Mrs. Racano indicated that the first meeting will be on Thursday, September 19th.

Passaic County School Boards Association - Mrs. Lockwood indicated that the first meeting is on September 25, 2024.

New Jersey School Boards Association - Mr. Cytowicz stated that the NJSBA Workshop on October 21st - October 24th, 2024, and is highly recommended, and that the Delegate Assembly is on December 7, 2024

Legislative - Mr. Cytowicz/Mr. Lippe - No report.

XVII. COMMITTEE REPORTS/LIAISONS - Continued

Technology Oversight - Mr. Lippe/Mrs. Marquard - Mr. Lippe stated that there has been no meeting. However, during the Committee tour, he saw the new Computer Lab at the High School and the technology that was impressive.

Township/Board of Education Joint Committee - Mr. Cytowicz/Mrs. Romeo/Mrs. Van Dyk/Mrs. Lockwood - Mrs. Lockwood indicated there will be a meeting in October.

West Milford Municipal Alliance - Mrs. Van Dyk/Mrs. Jurgensen - Mrs. Van Dyk spoke about the meeting held on Monday, September 9th. The WMMA is still looking for input on the survey as to where to direct the money received from the Opioid settlement. If anyone is interested in taking the survey, she encouraged them to do so. There will be an Internet Safety event on October 2, 2024, at the West Milford Library, at 5:15 p.m., conducted by NJ4S. There will also be a Town Hall Substance Abuse event, to be held at Town Hall during Red Ribbon week on October 24, 2024, with multiple groups there including Hope One, the Township Police, and the West Milford Municipal Alliance. She spoke about a special conference on February 1, 2025, and also stated that the Wellness Family Festival will take place on April 5, 2025, at West Milford High School.

Special Education Parent Advisory Committee (SEPAC) - Mrs. Marquard/Mrs. Lockwood - The parent planning meeting for SEPAC, which is virtual, will be on October 8th at 7:00 p.m., and the SEPAC meeting will be held on October 16, 2024, at Upper Greenwood Lake School, from 7:00-9:00 p.m.

XVIII. OLD BUSINESS

Mr. Lippe stated that we have discussed Free and Reduced Lunch responses at the past meeting, and inquired as to how much better is it now. Mr. Novak responded to his inquiry and provided additional information on how we will bring it back to the forefront of conversations over the next few weeks, prior to Back to School Nights.

Mrs. Romeo inquired about the turf at Dygos Field. Mr. Scholts indicated we are meeting with the Township, and they have included money in their budget for this year for the engineering study. Mr. Glenn is working on getting quotes for this. They have also included money in their budget this year for lighting, and Mr. Glenn is working on updating those quotes as well, as the previous quotes were from a little while back. So for this year, the Township will be doing the engineering study for feasibility of the turf field, and then the Township is looking into possibly funding for the turf for the future year's budget.

Mrs. Romeo inquired as to when Dygos Field would be completed. Mr. Scholts responded to her inquiry. Mrs. Lockwood commented that information on the Dygos Field turf was mentioned in a flyer that was mailed out to taxpayers from the Township. Dr. Kitchin mentioned that Mr. Glenn has some sketches from an architect that he met with on possible layouts for this, however nothing is official at this point. Mr. Scholts commented that the Board approved the updating of the long range facility plan, and that will have to be incorporated into it as well.

Mrs. Romeo spoke about the Operations & Finance Committee tour of the District and saw many of the projects done by the Custodial and Maintenance staff. She was so impressed, and discussed the projects. She pointed out that Mr. Glenn spoke so highly of his team of staff members, and how hard they work.

XVIII. OLD BUSINESS - Continued

Mrs. Romeo stated she would like them to know that. She asked Dr. Kitchin to please have Mr. Glenn share his video with the Board members who have not seen it, so they can see the before and after video of the projects. Dr. Kitchin indicated that Mr. Glenn sent an email to his entire staff thanking them for all of the effort they have put in and expressing his appreciation, and he made sure the administration was included on it.

Mrs. Van Dyk also spoke about the wonderful job they did, and how impressed she was on how much was done in such a short amount of time. She is very pleased that the Maintenance and Custodial staff knows that the Board sees what has been done to get the opening of school ready, and how much they are appreciated by the Board. Dr. Kitchin also shared a story of a student injury that occurred on a field that resulted in an ambulance being called. He explained how Mr. Glenn raced to open the gate so the ambulance could get directly to the student, and how his staff stopped cutting the lawn to direct the ambulance to speed up the process in helping the student.

Mrs. Romeo expressed that the staff has always been top notch, but it is really nice to be appreciated and to feel it, and to hear it said, and she feels that is the difference.

Mrs. Romeo spoke about a statement that she had made last month. She had commented about an agenda item, and stands firmly behind that women and men should be paid the same. She knows it is a contract issue and a union issue regarding sporting events, with a Head Coach getting paid less than an Assistant Coach, and understands that it is the union's job to fight for that. Her statement is that she truly does believe that football is important, and that her last statement was not about football. She is a huge supporter of football in this town and of our High School, and that she just firmly stands for equality.

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

VOICE VOTE: All in Favor. MOTION PASSED.

XIX. NEW BUSINESS

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

VOICE VOTE: All in Favor. MOTION PASSED.

XX. 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.

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

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

Kate Romeo, 1 Crest Hill Drive, Oak Ridge. Mrs. Romeo spoke as a parent. She stated it has come to her attention as a parent that the school handbooks and the Board policy and regulations are not as distinct as they really should be. She specifically read Macopin's from the last school year, and the High School's from this school year, and they do not represent the work that she has seen done on this Board of Education in the last six years. It is hard seeing this as a parent, but she has been a Board member for six years and knows all of the work that the Policy Committee has put in. She feels that in some way these two things have to be put together. She stated that this should be a project moving forward, and possibly a Summer committee for next year. She expressed that we cannot have rules and regulations in the school that do not represent what the Board has decided for regulations and policy. Mrs. Romeo wanted to comment on this as a parent.

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

VOICE VOTE: All in Favor. MOTION PASSED.

XXI. EXECUTIVE SESSION

At 10:14 p.m., Mrs. Racano made a motion, seconded by Mr. Cytowicz, to go into Executive Session for the purpose of discussing personnel and HIBs.

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 sixty (60) minutes, and will return to the public meeting. Action will be taken.

VOICE VOTE: All in Favor. MOTION PASSED.

The Board returned to the Public Meeting at 11:02 p.m.

ROLL CALL UPON RETURN FROM EXECUTIVE SESSION:

TRUSTEE	ATTENDANCE	TRUSTEE	ATTENDANCE	TRUSTEE	ATTENDANCE
Mrs. Van Dyk	Absent	Mrs. Dwyer	Absent	Mrs. Racano	Present
Mrs. Romeo	Absent	Mr. Lippe	Present	Mrs. Marquard	Absent
Mrs. Jurgensen	Present	Mr. Cytowicz	Present	Mrs. Lockwood	Present

XIV. EDUCATION - Mrs. Teresa Dwyer, Chairperson

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

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

WHEREAS, the Board heard a HIB appeal 2024/E-9, in Executive Session at the August 20, 2024 meeting; and

XIV. EDUCATION - Mrs. Dwyer, Chairperson - Continued

1. (Continued)

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

WHEREAS, the Board considered the testimony of the appellant to the discussion levied by the Board of Education from August 20, 2024;

NOW, THEREFORE, BE IT RESOLVED, that the Board of Education wishes to:

- B. Overturn the Board decision from August 20, 2024, to substantiate the allegations of HIB, resulting in an unsubstantiated allegation.

DISCUSSION: Mr. Cytowicz clarified that despite the fact he was not present for the in-person testimony, when you are a Board member, you are given detailed documents during Executive Sessions, and stated that he did go through those documents to make this decision.

Mr. Lippe wanted to point out for the general public, who may be looking at an agenda that was printed, that the Board is very specifically looking at only one part of this, and that is the "B" section of this particular item. He also stated that the Board is not going to vote on either "A" or "C."

Mrs. Lockwood confirmed that the Board will only be voting on "B."

ROLL CALL FOR ITEM #1:

TRUSTEE	VOTE	TRUSTEE	VOTE	TRUSTEE	VOTE
Mrs. Dwyer	Absent	Mr. Cytowicz	Yes	Mr. Lippe	Yes
Mrs. Jurgensen	Yes	Mrs. Romeo	Absent	Mrs. Marquard	Absent
Mrs. Racano	Yes	Mrs. Van Dyk	Absent	Mrs. Lockwood	Yes

The **MOTION PASSED**.

XXII. EXECUTIVE SESSION

At 11:07 p.m., Mrs. Lockwood made a motion, seconded by Mr. Cytowicz, to go back into Executive Session for the purpose of discussing appointments.

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 not be taken, and the Board will adjourn from Executive Session.

VOICE VOTE: All in Favor. MOTION PASSED.

Respectfully submitted,

**William Scholts
Board Secretary**