

WEST MILFORD TOWNSHIP BOARD OF EDUCATION

46 Highlander Drive
West Milford, NJ 07480
(973) 697-1700
www.wmtps.org

**BOARD OF EDUCATION
MINUTES
WORKSHOP/REGULAR MEETING
NOVEMBER 19, 2024**

DISTRICT GOALS - 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.*

Mrs. Claire Lockwood, Board President, called to order the Workshop/Regular Meeting of the Board of Education at 7:00 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	Mr. Lippe	Present	Mrs. Van Dyk	Present
Mrs. Dwyer	Present	Mrs. Marquard	Present	Mrs. Racano	Present
Mrs. Jurgensen	Present	Mrs. Romeo	Present	Mrs. Lockwood	Present

Minutes for the Workshop/Regular Meeting of November 19, 2024

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

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 23 members of the public in attendance.

VI. SUPERINTENDENT'S REPORT - Dr. Brian Kitchin

- Dr. Kitchin introduced Mrs. Karen Johnson, Supervisor of Guidance, and Mr. Matthew Strianse, High School Principal, to recognize some of our students in the College Board National Recognition Award Program. Mrs. Johnson stated she was happy to report to the Board that a number of West Milford High School students earned academic demographic honors for the College Board National Recognition Program. This program celebrates students' hard work in High School and showcases their strong academic performance. For the first time, the academic honors recognized a first generation student in addition to rural, small town, Black, Indigenous, and Hispanic/Latino students. These recognitions provide an opportunity for our students to share their strong academic achievements with colleges and scholarship programs. Mrs. Johnson announced each of the students and their National Recognitions, and Mr. Strianse provided each of them with a Certificate of Recognition from the Board of Education.
- Dr. Kitchin thanked Mrs. Johnson and Mr. Strianse. He expressed that it is very important when we have opportunities to recognize our students in a public forum such as this, and how important it is that Administration and the Board are reminded of what these recognitions are for. He asked all of the students who were present for their award recognition to please come up to take a photograph with the Board and the Administration.
- Dr. Kitchin provided the Board with an update on the Highlander Education Foundation. Dr. Kitchin attended a meeting with the foundation leadership, along with Mrs. Lockwood, Mrs. Racano, and Mr. Novak, to go over a few items, including grant awards. He explained that the foundation aims to raise funds to give out grants to our teachers for different programs and things that are sort of beyond what the budget is able to support, and the foundation wanted to re-establish a process of doing this. Dr. Kitchin continued to report what was discussed at the meeting.
- Megan Seidner, Student Representative, reported on recent events at the High School, including the Annual Spooktacular and Macopin Haunted Hallway; the Highlander Marching Band accomplishments and winning a State Championship; the Military Tattoo event; West Milford Theater Arts Department and their performances of "Clue"; and sports teams, including the Highlander Football team season, the Highlander Boys Soccer team season, the Highlander Cross-Country season, and the Highlander Field Hockey season.

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

- Miss Seidner also spoke about upcoming events, including a "Journey for Julian" Volleyball Tournament to raise money for an Apshawa Grade 1 student, sponsored by the Varsity and Interact Clubs; WMHS PTSO and Maple Road PTO partnering for a Thanksgiving Pro Wrestling Fundraiser event at the High School; Parent/Teacher Conferences for Macopin and the High School; the annual On-Site Decision Day; and the West Milford Women's Equality and Empowerment Club holding a homeroom competition to raise toys for the Oasis Haven for Women and Children.

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

- Mr. Novak spoke about parent/teacher conferences for Macopin School and West Milford High School. He also spoke about a significant change with the calendar and parent/teacher conferences for our Elementary Schools, to be held on January 6th and January 7th, 2025. He provided the Board and the community with some background on switching Elementary Schools to a trimester schedule, while Macopin and the High School remained on the classic four (4) marking period schedule. After further discussion, it was recommended that this adjustment be made. It will be the first year with this change, and Elementary teachers will be able to sit with the report card in place and be able to speak about the end of that first marking cycle for their students. This process will be reviewed and surveys will be taken by our staff and from the community following this change in our schedule for this year, to see if has value moving forward and to build on and be better going forward for this process. He also spoke about meetings with Principals and K-5 Grade levels to discuss the communication piece for our Elementary Schools on November 25th and 26th. Communication about being aware of the report card process and parent/teacher discussions not happening until January, but that our staff will be having on-going communications about progress. It will be a unified process across the District, where every family receives a mid-marking period check-in from Elementary teachers for student progress at this point and time, in advance of the January conferences. Mr. Novak indicated that a District School Messenger communication will be sent out by him next week, explaining all of this to our families and letting everyone know exactly what is coming home next week, and what to expect from our Elementary teachers in advance of scheduling the conferences.

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

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

- October 15, 2024 Workshop/Regular Meeting
- October 15, 2024 Executive Session

VOICE VOTE:

All in Favor.

MOTION PASSED.

IX. PRESIDENT'S REPORT - Mrs. Claire Lockwood

Mrs. Lockwood spoke about the Military Tattoo, and explained what an amazing event it is. She also spoke about the High School play entitled, "Clue." She attended one of the performances and expressed how wonderful the talent and acting is by the students. She spoke about all of the work that goes into the sets, and that it was truly an amazing event. Mrs. Lockwood then discussed the NJSBA Workshop, and stated that a lot of Board members and the Administration attended. It is a great way to connect with other Board members, districts, administrators, and there are professional development opportunities with workshops and presentations. She thanked the Board members and administrators that attended.

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 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.

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. 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.

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

VOICE VOTE: All in Favor. MOTION PASSED.

XII. MOTION BY MRS. VAN DYK, SECONDED BY MRS. DWYER, TO ADOPT THE AGENDA AS PRESENTED AND AMENDED, INCLUDING HAND CARRY.

VOICE VOTE: All in Favor. MOTION PASSED.

XIII. EDUCATION - Mrs. Teresa Dwyer, Chairperson

Motion by Mrs. Dwyer, seconded by Mrs. Marquard, to approve the following agenda items #1 through #7:

DISCUSSION: Mrs. Dwyer inquired about item #3. She asked if we have insurance on those trips, in the event they are canceled. Mr. Novak responded to her inquiry.

Mrs. Romeo inquired about item #2, and asked where the grant is from and where does the money go towards. Dr. Ressa responded to her inquiries, and Mr. Scholts provided additional information. Mrs. Romeo also inquired about item #7, and asked if these were HIBs that were discussed in our last Executive Session. Dr. Kitchin confirmed that is correct, and provided her with additional information.

1. The recommendation of the Superintendent to approve the following **CURRICULUM ADOPTION** for the 2024-2025 school year: (Documentation provided electronically.)

HIGH SCHOOL

Mathematics

Cybersecurity

2. The recommendation of the Superintendent to accept the **PLAY UNIFIED GRANT** for the High School, in the amount of \$7,500.00, for the 2024-2025 school year.

XIII. EDUCATION - Mrs. Dwyer, Chairperson - Continued

3. The recommendation of the Superintendent to approve the following **OVERNIGHT FIELD TRIPS** for the 2024-2025 school year:

SEVENTH GRADE - PHILADELPHIA, PA

Purpose of Trip: Students will engage in a culminating experience that combines U.S. History topics, which are included in the 7th grade curriculum, current events and is also an exceptional social experience.

Location:	Philadelphia, Pennsylvania
Dates of Trip:	March 6 - 7, 2025
Number of Students:	Approximately 150
Cost of Trip to Students:	\$421.00
Name of Advisor(s):	Dr. Gregory Matlosz
Number of Chaperone(s):	Approximately 19
Number of School Days Missed:	2 days
Cost to District:	\$0.00

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

HIGH SCHOOL - BASEBALL

Purpose of Trip: To experience educational-based athletics in a different part of the country while preparing for our regular season. We would also use this time to promote team bonding and continue to develop a positive culture within our program.

Location:	Fort Pierce, Florida
Dates of Trip:	March 19 - 23, 2025
Number of Students:	16
Cost of Trip to Students:	\$1,320.00
Name of Advisor(s):	Taylor Pevny
Name of Chaperone(s):	Jason Benz Jake Mathews
Number of School Days Missed:	3 days
Cost to District:	\$0.00

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

HIGH SCHOOL - CHOIR

Purpose of Trip: Choral competition, performance, and workshop.

Location:	New York, New York
Dates of Trip:	April 24 - 26, 2025
Number of Students:	34
Cost of Trip to Students:	\$750.00
Name of Advisor(s):	Dwight Weaver
Name of Chaperone(s):	Heather Burns Susan Kaczor
Number of School Days Missed:	2 days
Cost to District:	\$0.00

NOTE: All transportation, student, and chaperone fees are included in the total cost of the trip. Replaces the Choir overnight trip approved in September 2024.

XIII. EDUCATION - Mrs. Dwyer, Chairperson - Continued

4. The recommendation of the Superintendent to approve the following field trip destinations to be added to the list of Board approved **FIELD TRIP LOCATIONS** for the 2024-2025 school year:

- Waywayanda State Park, Hewitt, New Jersey

5. The recommendation of the Superintendent to approve the following **VOCATIONAL/TECHNICAL PAYABLE CONTRACT** for the 2024-2025 school year:

<u>Number of Students</u>	<u>Tuition</u>	<u>Placement</u>
1 Student #: 70705	\$8,140.00	Ho-Ho-Kus School of Trade Paterson, New Jersey

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

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

WHEREAS, in accordance with the requirements set forth in P.L. 2010, Chapter 122, the West Milford Board of Education has received results of HIB investigative reports on **November 19, 2024**; therefore,

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

<u>Incident Report Number</u>	<u>Board Determination</u>
2025/E-1	Unsubstantiated
2025/M-1	Substantiated
2025/H-1	Unsubstantiated
2025/H-2	Substantiated

ROLL CALL FOR ITEMS #1 THROUGH #7:

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

*Mrs. Romeo voted "No" to item #7.

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.

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

Motion by Mrs. Van Dyk, seconded by Mr. Lippe, to approve the following agenda items #1 through #43:

DISCUSSION: Mrs. Lockwood spoke about item #1 and item #2. She stated that both of these gentlemen have worked in this District for a very long time. Mr. Hummer has been in the District for 25 years, and Mr. Gillen has been in this District for 31 years. On behalf of the Board of Education, she thanked them for all of their years of service, and wished them good luck in their retirement.

Mrs. Van Dyk spoke about item #2, Mr. Gillen. She expressed she was on the Board when he first started, and that he is a person who is always there to help. She feels he truly has a passion for the District, and is another person that we are losing that truly echoes West Milford. She is sad to see him go, but wishes him the very best in his retirement.

Mrs. Jurgensen also spoke about item #2, Mr. Gillen. She stated that she has known him since she attended school here, that he is very close to her family. She also wished him well in his retirement.

Mrs. Romeo spoke about item #41. Although she cannot vote on it, she feels that this is a position that Mr. Novak has been fulfilling for a very long time. She expressed her congratulations to him and that it is a title that he deserves, and she is very happy and proud of him. Mrs. Romeo also spoke about item #43, Brittany Rotunda, and how wonderful she is in her current position. She is happy to see her now in a full-time role in our District.

Mrs. Romeo then spoke about item #2, Mr. Gillen. She stated that she worked with him in this District for many years, and he is a wonderful guy who was always there to help. She wished him well in his retirement. She also spoke about item #4, Kelly Padovani, who was the bus driver in her neighborhood and was very good with the kids.

Mrs. Romeo expressed her concerns regarding a history of not hiring someone to shadow a current employee that is leaving, and if it possible to discuss this further as a Board. Dr. Kitchin responded to her concerns.

Mrs. Jurgensen spoke about item #41, Mr. Novak. She stated that she started working for him, and that now she gets to work with him, and expressed that she is really happy for him to finally get the title that he deserves.

Mrs. Marquard also spoke about item #2, Mr. Gillen. She expressed that there is no one that she knows that has worked harder for their team than Tom Gillen, and he will be greatly missed. She also spoke about item #1, John Hummer. She has worked with him and feels he is a silent, amazing person in our District who has done a lot for us over the years, and he will be greatly missed as well. She then spoke about item #41, Mr. Novak, and expressed that she cannot vote for him as well, but thinks that he is amazing and that he clearly deserves this title. She extended her congratulations to him.

Mr. Lippe also spoke about item #41, and wanted to recognize the work that Mr. Novak has done and congratulated him.

Mrs. Dwyer spoke about item #2, and thanked Mr. Gillen for everything he has done for the District. She spoke about a circumstance at the High School and how Mr. Gillen stepped in and immediately helped remediate the situation. He is a wonderful worker and will be sorely missed. She also spoke about item #41, Mr. Novak, and she is happy for his new title in the District.

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

DISCUSSION: Mrs. Romeo spoke about item #40, and her concerns about the Cheerleading team. Dr. Kitchin responded to her concern.

Mr. Lippe spoke about item #42. He indicated that he worked closely with Mr. Ligosh in Boy Scout camps, and feels he will be a real asset for our District.

1. The recommendation of the Superintendent to accept, with regret, the resignation of **JOHN HUMMER**, Network Systems Engineer, Districtwide, effective February 1, 2025, for the purpose of retirement.
2. The recommendation of the Superintendent to accept, with regret, the resignation of **THOMAS GILLEN**, Maintenance Mechanic HVAC, Operations, effective January 1, 2025, for the purpose of retirement.
3. The recommendation of the Superintendent to accept the resignation of **BRENDALICIA GARCIA-ARGUETA**, Special Class Aide, Maple Road School, effective December 20, 2024 (last day).

NOTE: Employee will be released from 60 days' notice required per contract if a replacement is hired prior to December 20, 2024.

4. The recommendation of the Superintendent to accept the resignation of **KELLY PADOVANI**, Bus Driver, Transportation, effective November 22, 2024 (last day).
5. The recommendation of the Superintendent to accept the resignation of **DEIRDRE MATHEWS**, Bus Driver, Transportation, effective November 22, 2024 (last day).
6. The recommendation of the Superintendent to approve the appointment of **LAURIE KLIMEK**, Assistant Transportation Supervisor, Districtwide, (PC#13.18.P4.XXX), at the annual salary of \$64,000.00 (prorated), with health benefits, effective December 1, 2024, through June 30, 2025, per Board of Education Agreement. (New Position) Account: 11-000-270-160-10-10-000
7. The recommendation of the Superintendent to approve the appointment of **DANIELLE MORABITO**, Administrative Assistant, Board Office (PC#70.10.S1.AXH), at the annual salary of \$55,000.00 (prorated), with health benefits, effective December 1, 2024, through June 30, 2025, per Board of Education/Unaffiliated Board Office Unit Agreement. (Replaces Smolinski) Account: 11-000-230-105-10-10-110

NOTE: Pending medical and fingerprint clearance.

8. The recommendation of the Superintendent to approve the appointment of **DIANA SEUGLING**, Social Worker (CST), Apshawa/Marshall Hill Schools (PC#90.04.41.BMC; #90.01.41.ATP), at the annual salary of \$60,800.00 (MA/1) (prorated), with health benefits, effective January 2, 2025, through June 30, 2025, per Board of Education/WMEA Agreement. (Replaces Messineo) Account: 11-000-219-104-10-10-142

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

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

9. The recommendation of the Superintendent to approve a **TEMPORARY TRANSFER OF ASSIGNMENT** for **DIANA SEUGLING**, from Social Worker (CST), Apshawa/Marshall Hill Schools, to Social Worker, Maple Road/Highlander Prep, effective January 2, 2025, through May 30, 2025. (Replaces Employee #4242)

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

10. The recommendation of the Superintendent to approve the appointment of **ROBERT WEISS**, Technology Education Teacher, High School (PC#90.09.18.AKY), at the annual salary of \$83,100.00 (MA+60/12) (prorated), with health benefits, effective February 3, 2025, through June 30, 2025, per Board of Education/WMEA Agreement. (Replaces Latronica) Account: 11-140-100-101-10-10-000

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

11. The recommendation of the Superintendent to approve the appointment of **PATRICIA MONTANO**, Special Education Teacher, Apshawa School (PC#90.01.31.BWH), at the annual salary of \$56,400.00 (BA/1) (prorated), with health benefits, effective January 2, 2025, through June 30, 2025, per Board of Education/WMEA Agreement. (Replaces Gornall) Account: 11-209-100-101-10-10-000

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

12. The recommendation of the Superintendent to approve the appointment of **MEGAN MAFFEI**, Special Class Aide, Highlander Academy (PC#60.09.S5.AWJ), at the annual salary of \$24,382.00 (Step 1) (prorated), with health benefits, effective November 20, 2024, through June 30, 2025, per Board of Education/WMTAA Agreement. (New Position) Account: 11-209-100-106-10-10-105

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

13. The recommendation of the Superintendent to approve the appointment of **KEVIN MCKEEVER**, Special Class Aide, Apshawa School (PC#60.01.S5.AVJ), at the annual salary of \$24,382.00 (Step 1) (prorated), with health benefits, effective November 20, 2024, through June 30, 2025, per Board of Education/WMTAA Agreement. (Replaces Juvrud) Account: 11-209-100-106-10-10-105

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

14. The recommendation of the Superintendent to approve the appointment of **MELISSA SIMMONS**, Special Class Aide, Apshawa School (PC#60.01.S5.BJX), at the annual salary of \$24,382.00 (Step 1) (prorated), with health benefits, effective November 20, 2024, through June 30, 2025, per Board of Education/WMTAA Agreement. (Replaces Ferrara) Account: 11-209-100-106-10-10-000

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

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

15. The recommendation of the Superintendent to approve the appointment of **SARAH HILLEBRAND**, Special Class Aide, Maple Road School (PC#60.03.S5.AVV), at the annual salary of \$25,492.00 (Step 3) (prorated), with health benefits, effective January 2, 2025, through June 30, 2025, per Board of Education/WMTAA Agreement. (Replaces Garcia-Argueta) Account: 11-209-100-106-10-10-000

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

16. The recommendation of the Superintendent to approve the appointment of **SAMANTHA SEVERANCE**, Replacement Special Education Teacher, Maple Road School (PC#99.03.40.XXX), at the annual salary of \$56,400.00 (BA/1) (prorated), with health benefits, effective December 9, 2024, through May 16, 2025, per Board of Education Agreement. (Replaces Employee #4838) Account: 11-213-100-101-10-10-000

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.

17. The recommendation of the Superintendent to approve the appointment of **DEBORAH MALATAK**, Long-Term Substitute Special Education Teacher, Apschawa School (PC#99.01.00.CES), at the per diem rate of \$250.00, with health benefits, effective January 2, 2025, through February 7, 2025, per Board of Education Agreement. (Replaces Employee #4887) Account: 11-213-100-101-10-10-000

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.

18. The recommendation of the Superintendent to approve an **EXTENSION** to the appointment of **NOELLE RIESENMAN**, 0.6 Long-Term Substitute Art Teacher, Macopin School (PC#99.08.00.BJH), at the per diem rate of \$150.00, without health benefits, retroactive from October 31, 2024, through December 6, 2024, per Board of Education Agreement. (Replaces Elsea) Account: 11-130-100-101-10-10-103

19. The recommendation of the Superintendent to **RESCIND** the appointment of **LINDA DECKER**, Cafeteria Aide, Maple Road School, (PC#30.03.F4.BSM), at the annual salary of \$5,611.00, without health benefits, retroactive from September 1, 2024, through June 30, 2025, per Board of Education/WMTAA Agreement. (Replaces Dimitrion) Account: 11-000-262-107-10-10-000

20. The recommendation of the Superintendent to approve a leave of absence for Employee #3319, with pay using sick days, effective December 10, 2024, through March 14, 2025. (Medical)

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

21. The recommendation of the Superintendent to approve an **EXTENSION** to a leave of absence for Employee #3044, without pay, effective January 27, 2025, through March 31, 2025. (Child Rearing)

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

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

- 22. The recommendation of the Superintendent **to approve an amendment to a previously approved resolution (August 2024)** for **CAROLE TUFARO**, Replacement Grade 2 Teacher, Marshall Hill School (PC#99.04.00.CCD) at the per diem rate of \$250.00, with health benefits, **retroactive from September 5, 2024, through November 27, 2024, then at the annual salary of \$56,400.00 (BA/1) (prorated), with health benefits, effective December 2, 2024, through March 31, 2025**, per Board of Education Agreement. (Replaces Employee #3044) Account: 11-120-100-101-10-10-103

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

- 23. The recommendation of the Superintendent to approve a leave of absence for Employee #5249, with pay using sick and personal days, effective December 5, 2024, through December 18, 2024, then without pay, effective December 19, 2024, through January 2, 2025. (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 November 20, 2024, through June 30, 2025:

ERICA ZAYAT (Teacher)
JENNIFER BUSTAMANTE (Teacher)
JESSICA SCONFENZA (Teacher)
KEVIN MCKEEVER (Teacher)
ROBERT TUCKER (Coach)
SAMANTHA SEVERANCE (Teacher)
TIMOTHY DONOVAN (Teacher)

- 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 November 20, 2024, through June 30, 2025:

CHERYL MARIENTHAL (Bus Driver)
KELLY PADOVANI (Bus Driver)
MELISSA SIMMONS (Special Class Aide)
NATALIE CASELLA (SACC Aide)

- 26. The recommendation of the Superintendent to approve the following **WEST MILFORD SCHOOL AGED CHILD CARE (SACC) PROVIDER**, for the 2024-2025 school year, effective November 20, 2024 - Account: 62-990-320-101-10-10-403:

<u>Employee</u>	<u>Title</u>	<u>Annual Salary</u>
ANTOINETTE RICCIARDI	Child Care Provider	\$10,920.00 (prorated)

NOTE: Increase in number of days.

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

27. The recommendation of the Superintendent to approve an **INCREASE OF ASSIGNMENT** for **JENNIFER WALLIN** for the purpose of **SPEECH THERAPY SESSIONS**, from November 2024 through February 2025, at the hourly rate of \$61.86, not to exceed sixteen (16) hours, per Board of Education/WMEA Agreement - Account: 11-000-216-104-10-10-000

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

28. The recommendation of the Superintendent to approve a payment to **JOYCE RILEY**, District Nurse, in the total amount of \$200.00 for services rendered, retroactive from November 5, 2024, through November 6, 2024, for the Macopin School 6th Grade Field Trip to Fairview Lake, Newton, New Jersey. Account: 11-401-100-110-10-10-000

29. The recommendation of the Superintendent to approve the following **EMPLOYEE RETIREMENT/SICK DAY PAYMENTS**, for payment January 15, 2025, 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>WMEA Agreement</u>			
LINDA JACOBS	Capped	\$125.00	\$16,250.00
BRIAN MCLAUGHLIN	Capped	\$125.00	\$16,250.00
JENNIFER METCALF	Capped	\$125.00	\$16,250.00
JENELLE PEINE	Capped	\$125.00	\$16,250.00
WENDY WITTMAN	91	\$125.00	\$11,375.00
<u>WMTAA Agreement</u>			
MIRIAM MCCARTHY	Capped	\$40.00	\$ 5,000.00
<u>WMCMA Agreement</u>			
EDWARD OLLEARO	151.5	\$60.00	\$9,090.00

30. The recommendation of the Superintendent to approve the following **STUDENT ACTIVITY ASSIGNMENTS and STIPENDS** for the 2024-2025 school year, at a stipend per event of \$75.00 for Chaperones, per Board of Education/WMEA Agreement - Account: 11-401-100-110-10-10-000:

<u>Employee</u>	<u>Position</u>	<u>School</u>
KRISTA DEHAAS	Chaperone	Apshawa
SARAH WARREN	Chaperone	Apshawa
KRISTI CLAVE	Chaperone	Maple Road
TRICIA GRANEY	Chaperone	Maple Road
JENNA SOKOLIK	Chaperone	Maple Road/Paradise Knoll
CHRISTINE GENARDI-FISHER	Chaperone	Marshall Hill
JENNIFER CASPERSON	Chaperone	Marshall Hill
NICOLE HILL	Chaperone (Spring)	Paradise Knoll
MELISSA KEIL	Chaperone (Winter)	Paradise Knoll
CHARLENE PAPPAS	Chaperone	Upper Greenwood Lake
KRISTINE RALICKI	Chaperone	Upper Greenwood Lake
MATTHEW GRAMATA	Chaperone	Macopin

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

30. (Continued)

<u>Employee</u>	<u>Position</u>	<u>School</u>
ERICA MCPARTLAND	Chaperone	Macopin
MATTHEW PACCIONE	Chaperone	Macopin
SUSAN KACZOR	Chaperone	Macopin/High School
ANTHONY PATERNO	Chaperone	Macopin
DWIGHT WEAVER	Chaperone	Macopin
HEATHER BURNS	Chaperone	High School

NOTE: Positions are for Winter and Spring Concerts, unless indicated. Payment may change pending contract negotiations.

31. The recommendation of the Superintendent to approve the following **APSHAWA 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: 20-231-100-101-10-50-XXX - ESEA Title I Grant:

<u>Advisor</u>	<u>Club</u>	<u>Hours</u>	<u>Payment</u>
ERIN DAVIE	Chess	4.5	\$166.50
ERIN DAVIE	Hawkeye Homework Help	5	\$185.00
SARAH WARREN	Measurements and Problem Solving	5	\$185.00

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

32. The recommendation of the Superintendent *to approve an amendment to a previously approved resolution (September 2024)*, for 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	24	\$888.00
JANET SCALES	Green Team	24	\$888.00
TARA GUARINO	Board Gamers	5	\$185.00
RACHEL LEHR	Board Gamers	5	\$185.00

NOTE: Funded through the PTA. Hourly rate may be adjusted pending the completion of contract negotiation

33. The recommendation of the Superintendent to approve the following **MARSHALL HILL ELEMENTARY STUDENT ACTIVITY AFTER SCHOOL CLUB, ADVISORS, and HOURS** for the 2024-2025 school year, at the hourly rate of \$37.00, per Board of Education/WMEA Agreement - Account: 20-231-100-101-10-50-XXX - ESEA Title I Grant:

<u>Advisor</u>	<u>Club</u>	<u>Hours</u>	<u>Payment</u>
MELISSA BERGH	Mindfulness	8	\$296.00
JANET SCALES	Mindfulness	8	\$296.00

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

33. (Continued)

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

34. The recommendation of the Superintendent to approve the following **MACOPIN SCHOOL STUDENT ACTIVITY CLUB, ADVISORS and HOURS** for the 2024-2025 school year, at the hourly rate of \$37.00, per Board of Education/WMEA Agreement - Account: 20-231-100-101-10-50-XXX - ESEA Title I Grant:

<u>Employee</u>	<u>Club</u>	<u>Hours</u>	<u>Payment</u>
JILL NITKINAS	Algebra Readiness	20	\$740.00
MELISSA WELCH	Algebra Readiness	20	\$740.00

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

35. The recommendation of the Superintendent to approve the following **MACOPIN SCHOOL STUDENT ACTIVITY ASSIGNMENTS and STIPENDS** for the 2024-2025 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>
ALEXIS RIZZO	Director	\$ 2,205.00
JESSICA ZIEGENBALG*	Producer	\$ 1,080.00
LORRAINE POAT*	Asst. Director 1	\$ 755.00
MATTHEW PACCIONE*	Asst. Director 2	\$ 755.00
ALEXIS RIZZO*	Co-Choreographer	\$ 540.00
SUSAN KACZOR*	Co-Choreographer	\$ 540.00

*Funded through the proceeds of the play. Stipends may be adjusted pending the completion of contract negotiations.

36. The recommendation of the Superintendent to approve **an amendment to a previously approved resolution (July 2024)** for the following **HIGH SCHOOL CLUB STUDENT ACTIVITY 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>
NICOLE KLOSZ	Highlander Business Explorations Club	30
DENISE WHITE	Highlander Business Explorations Club	30
JAKE MATHEWS	Highlander Intramural Club	20
NICOLE GWINNETT	Unified Basketball	40
KRISTI CLAVE	Unified Basketball	30
JESSICA PERUCKI	Unified Bowling	60

37. The recommendation of the Superintendent to approve the following **HIGH SCHOOL STUDENT ACTIVITY ASSIGNMENT and STIPEND** for the **WINTER 2024-2025 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>
ROBERT TUCKER	Asst. Ice Hockey	A	\$5,338.00

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

37. (Continued)

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

38. The recommendation of the Superintendent to approve the following **STUDENT (S)/INTERN (S)** for the 2024-2025 school year, at no cost to the District:

<u>Student Teacher</u>	<u>College</u>	<u>Subject/Grade</u>
PATRICK BIERNAT	William Paterson University	P.E. & Health/9-12
ALEXA PRISCO	William Paterson University	P.E. & Health/6-8

39. The recommendation of the Superintendent to approve the following **VOLUNTEERS** for the 2024-2025 school year:

<u>Name</u>	<u>School</u>	<u>Assignment</u>
DESTINY GERETY	Maple Road	Preschool Class
JOSEPH FABBO	Maple Road	Preschool Class
SYDNEY BATTINELLI*	High School	Cheerleading

*Pending medical and fingerprint clearance.

(40.) The recommendation of the Superintendent to accept the resignation of **OLIVIA WARNET**, Head Cheerleading Coach, High School, retroactive from November 15, 2024 (last day).

(41.) The recommendation of the Superintendent to approve the appointment of **DANIEL NOVAK**, Assistant Superintendent, Districtwide (PC#15.10.P3.XXX), at the annual salary of \$175,000.00 (prorated salary of \$107,020.00), with health benefits, effective November 20, 2024, through June 30, 2025, pursuant to the terms of the employment contract approved by the Interim Executive County Superintendent. (New Position) Account: 11-000-230-104-10-10-110

(42.) The recommendation of the Superintendent to approve the appointment of **NICHOLAS LIGOSH**, Replacement Social Studies Teacher, Macopin School (PC#99.08.00.CHR), at the annual salary of \$56,400.00 (BA/1) (prorated), with health benefits, effective December 2, 2024, through March 7, 2025, 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. Salary may be adjusted pending the completion of contract negotiations.

(43.) The recommendation of the Superintendent to approve a **TRANSFER OF ASSIGNMENT** for **BRITTANY ROTONDA**, from 0.5 School Nurse, Highlander Academy, to 1.0 School Nurse, High School (PC#90.09.25.AMM), at the annual salary of \$59,900.00 (BA/6) (prorated) with health benefits, effective November 25, 2024, through June 30, 2025, per Board of Education/WMEA Agreement. (Replaces Klimek) Account: 11-000-213-104-10-10-345

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

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

ROLL CALL FOR ITEMS #1 THROUGH #43:

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

*Mrs. Van Dyk and Mrs. Marquard "Abstained" on item #41.

**Mrs. Romeo "Recused" on item #31 and item #41.

The **MOTION PASSED.**

Mrs. Lockwood congratulated Mr. Novak, and asked if he would like to speak. Mr. Novak thanked the Board for their kind words and feedback, and expressed his appreciation. He feels this year, we have had a tremendous resurgence in District pride, teamwork, and shared values, and he could not be more proud to be sitting right now in this position. He thanked the Board again, his administrative colleagues, and especially Mr. Scholts who has been in contact with the County to receive approval. He looks forward to continuing to work with Dr. Kitchin, and also thanked Dr. Dana Swarts for her support.

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

Motion by Mr. Lippe, seconded by Mrs. Marquard, to approve the following agenda items #1 through #4:

1. The recommendation of the Superintendent to accept an amendment of **CORPORATE NAME AND CODE ONLY** from **ARTHUR JORDAN TRANSPORTATION, INC. (1749)**, to **JORDAN TRANSPORTATION, INC. (9808)**, Butler, New Jersey; and that all rights and obligations of the judiciary and of the contractor under the current **STUDENT TRANSPORTATION CONTRACT** for **IN-DISTRICT COMBINATION ROUTES**, per Bid Code 08-10, taken on July 15, 2008 (Renewal #16) (May 2024) are unaffected by this change.
2. The recommendation of the Superintendent to approve the completion of **SCHOOL BUS EMERGENCY EVACUATION DRILL REPORTS** for all routes, in accordance with N.J.A.C. 6A:27-11.2: (Documentation provided electronically.)

<u>Date</u>	<u>School</u>	<u>Principal/Supervisor</u>
10/22/2024	Paradise Knoll	Jennifer Miller
10/23/2024	Marshall Hill	Patrick O'Donnell
10/23/2024	High School/Highlander Academy	Matthew Strianse
10/23/2024	Macopin	Dr. Gregory Matlosz
10/23/2024	Apshawa	Dr. Dana Swarts
10/23/2024	Maple Road	William Kane
10/23/2024	Upper Greenwood Lake	Dr. Jared Fowler

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

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

BE IT RESOLVED that the Board of Education, having received written notification of the 2023-2024 extraordinary aid in the amount of \$391,711 that was not appropriated during 2023-2024, and pursuant to N.J.A.C. 6A:23A-13.3(d) that allows a district board of education at any time and without Commissioner approval, to appropriate unbudgeted or under-budgeted State aid for which the approval was granted by the Department in written notification to the district of the additional aid, approves the transfer of **\$200,000** to the district’s General Fund as follows:

11-000-217-330-10-16-000 Extraordinary Services-Special Ed. \$200,000

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

ROLL CALL FOR ITEMS #1 THROUGH #4:

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

The **MOTION PASSED.**

Motion by Mr. Lippe, seconded by Mrs. Marquard, to approve the following agenda item #5:

5. The recommendation of the Superintendent to approve the **PAYROLL** of October 31, 2024 and November 15, 2024, in the amount of \$4,171,775.91. (Documentation provided electronically.)

ROLL CALL FOR ITEM #5:

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

The **MOTION PASSED.**

Motion by Mr. Lippe, seconded by Mrs. Marquard, to approve the following agenda items #6 through #9:

6. The recommendation of the Superintendent to approve the **LIST OF BILLS/VENDORS** for the period ending November 19, 2024, in the amount of \$3,294,942.16. (Documentation provided electronically.)
7. The recommendation of the Superintendent to approve the following **TRANSFER OF FUNDS RESOLUTION** for the period ending **November 19, 2024:**

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

7. (Continued)

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 \$379,185.79.

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

WHEREAS, the Agenda file of **November 19, 2024** Regular Meeting of the Board contains the A148 Report of the Secretary and the A149 Treasurer's Monthly Report; and

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

\$15,702,005.96 as of September 30, 2024; therefore

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

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

RESOLVED, that the Board certify as of September 30, 2024, after review of the Secretary's Monthly (A-148) Report and Treasurer's Monthly Report (A-149), and upon consultation with the appropriate district officials that, to the best of our knowledge, no major account or fund has been over-expended in accordance with N.J.A.C. 6A:23A-13.3 and 6A:23A-16.10, and that sufficient funds are available to meet the district's financial obligations for the remainder of the fiscal year.

ROLL CALL FOR ITEMS #6 THROUGH #9:

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

The **MOTION PASSED**.

XVI. POLICY - Mr. William Cytowicz, Chairperson

Motion by Mrs. Marquard, seconded by Mrs. Van Dyk, to approve the following agenda items #1 through #3:

DISCUSSION: Mrs. Romeo spoke about item #2. She indicated that although she is aware it is a first reading, she will be voting "No" to item #2, and explained her reasons why. Dr. Kitchin responded to a discussion that took place during the Policy Committee meeting, and provided more specific information on the Regulation and Policy matching and aligning with what our current practice is, with further discussion by the Committee.

XVI. POLICY - Mr. Cytowicz, Chairperson - Continued

DISCUSSION: Mr. Lippe spoke about item #1, and asked Dr. Kitchin if he could explain the change to this Bylaw. Dr. Kitchin responded and provided the Board and the community with an explanation of this amendment.

1. The recommendation of the Superintendent to approve the second reading of a **revised BYLAW** entitled, "Public Participation in Board Meetings." (Code 0167) (Documentation provided electronically.)
2. The recommendation of the Superintendent to approve the first reading of a **new REGULATION** entitled, "Honoring Student Achievement." (Code 5440) (Documentation provided electronically.)
3. The recommendation of the Superintendent to approve the first reading of a **new POLICY** entitled, "Expectations for Conduct at Interscholastic Competitions/Events." (Code 9161.1) (Documentation provided electronically.)

ROLL CALL FOR ITEMS #1 THROUGH #3:

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

*Mrs. Romeo voted "No" to item #2.

The **MOTION PASSED.**

XVII. NEGOTIATIONS - Mrs. Tara Racano, Chairperson

Motion by Mrs. Racano, seconded by Mrs. Marquard, to approve the following agenda items #1 through #3:

DISCUSSION: Mrs. Lockwood thanked the Negotiations Committee for the time commitment that has been put in, as this has been a tough year. She indicated that although there are three different items on the agenda, there are actually five contracts, with item #1 having three attached to that. She thanked the Committee for all of the time they have put into negotiations.

1. **BE IT RESOLVED**, that the West Milford Board of Education ratifies the Memorandum of Agreement and salary guides with the West Milford Education Association, on behalf of the West Milford Education Association, the West Milford Educational Secretaries Association, and the West Milford Special Class Aides (doing business as the West Milford Teacher Assistant Association) for the period retroactive from July 1, 2024, through June 30, 2025; and

BE IT FURTHER RESOLVED, that the Board President and Board Secretary are authorized to execute the final contract documents, once placed in a form acceptable to Board Counsel.

2. **BE IT RESOLVED**, that the West Milford Board of Education ratifies the Memorandum of Agreement and salary guides with the West Milford Principals and Supervisors Association, for the period retroactive from July 1, 2024, through June 30, 2027; and

XVII. NEGOTIATIONS - Mrs. Racano, Chairperson - Continued

2. (Continued)

BE IT FURTHER RESOLVED, that the Board President and Board Secretary are authorized to execute the final contract documents, once placed in a form acceptable to Board Counsel.

3. **BE IT RESOLVED**, that the West Milford Board of Education ratifies the Memorandum of Agreement with the West Milford Unaffiliated Board Office Unit, for the period retroactive from July 1, 2024, through June 30, 2027; and

BE IT FURTHER RESOLVED, that the Board President and Board Secretary are authorized to execute the final contract documents, once placed in a form acceptable to Board Counsel.

ROLL CALL FOR ITEMS #1 THROUGH #3:

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

*Mrs. Van Dyk "Abstained" on items #1 and #2.

The **MOTION PASSED**.

XVIII. COMMITTEE REPORTS/LIAISONS

Parks & Recreation - Mrs. Dwyer spoke about topics discussed at the meeting, including a mention of a discussion about a feasibility study for Hillcrest in concert with the Board of Education; the Echo Lake Pond; the Christmas Lighting Ceremony on December 2nd; and a Food Pantry at the Recreation Building for Township distribution. Another topic was a Fishing event to be held in conjunction with the Greenwood Lake Fishing group, and discussion of starting a Fishing Camp for next Summer. There was also discussion of some type of digger machines at Bubbling Springs for the children to experience, but there is no date scheduled as of yet, and indicated there will be a Tri-Paddle Board Tournament (Pickle Ball) in April. She also spoke about lights that have been fixed at Bubbling Springs and brand new grass, and discussion of turf for Dygos Field for next year. Lastly, military banner applications are still available, and there was discussion of a multi-purpose plan for a playground, she believes, near Dygos Field hoping to be completed by June of 2026.

Safety - Mrs. Racano/Mrs. Dwyer - No report.

Superintendent's Roundtable - Mrs. Racano/Mrs. Van Dyk - Mrs. Racano spoke about a meeting held last week, and topics discussed included the Wonders program and word definitions; the paving project on Maple Road; the visitor bleachers at the turf field; the main hot lunch selection for the day running out at the Elementary schools; and a discussion about Grades K-2 students taking home Chromebooks as a practice after Thanksgiving.

XVIII. COMMITTEE REPORTS/LIAISONS - Continued

Passaic County School Boards Association - Mrs. Lockwood indicated the next meeting will be held on December 9, 2024. She will not be able to attend, as she will be attending an Education Committee meeting. She stated if another Board member would like to attend, it will be held at Lakeland Regional High School at 6:00 p.m. The topic is "Harnessing the Power of Public Relations, Social Media, and Technology," and it is hybrid.

New Jersey School Boards Association - Mr. Cytowicz - No report.

Legislative - Mr. Cytowicz/Mr. Lippe - No report. Mrs. Lockwood indicated there is a Delegate Assembly on December 7, 2024, at 9:00 a.m., at Mercer County College.

Technology Oversight - Mr. Lippe/Mrs. Marquard - No report.

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

West Milford Municipal Alliance - Mrs. Van Dyk/Mrs. Jurgensen - No report.

Special Education Parent Advisory Committee (SEPAC) - Mrs. Marquard/Mrs. Lockwood - Mrs. Marquard stated that on October 16th there was a meeting at Upper Greenwood Lake School, attended by Dr. Swarts, Mr. Novak, Ms. Blades, Dr. Ressa, and Dr. Kitchin. Dr. Swarts and Mr. Novak gave an in-depth presentation for Wonderworks, and there was discussion on topics including buckle and bus safety; receiving text messages from School Messenger and no indication of what school it is coming from; foreign language options; and having consistent inclusion opportunities between all Elementary schools. She indicated that also discussed was how the District follows up with our out-of-district placements, and Dr. Kitchin provided detailed information on this topic and how important it is. The next meeting will be on January 15, 2025, at 7:00 p.m., at Highlander Academy/Prep.

XIX. OLD BUSINESS

Motion by Mrs. Racano, seconded by Mrs. Van Dyk, to close Old Business.

VOICE VOTE:

All in Favor.

MOTION PASSED.

XX. NEW BUSINESS

Mrs. Racano spoke about the Boys Varsity Soccer team. She stated that not only did they have a good season, they were the best in West Milford history. She spoke about their great record, Big North Conference Championship, making it to the County Semi-Finals, and the State Group Semi-Finals. She expressed that they are just a really awesome group of kids who have been playing together in West Milford soccer clubs for a long time. She is very proud and wanted to highlight that accomplishment.

Mrs. Romeo indicated the West Milford Marching Band is doing their "Tag Day" in December, where they will go and play music in front of local businesses. She also spoke about them doing a scavenger hunt.

XX. NEW BUSINESS - Continued

Mrs. Marquard thanked all of our Township volunteer firefighters, and for the lives they have saved over the past week. She spoke about some firefighters who were seen by her husband and son at the Military Tattoo event, who were taking a break to see the event, and then going back to work for a night shift. She stated it was a great opportunity for her son to really appreciate what they do. We have a lot of high school students and graduates who go in as volunteer firefighters and EMS. She feels it is important for us as a community to thank them when we see them, and for parents to reiterate to their children how important they are to our community and the lives they save. She expressed that they really deserve our support and appreciation.

Dr. Kitchin also expressed how both the fire department and the police have been so great in communicating with the District on all of the things that have been going on. He thanked them for helping to support us to keep schools open, helping to support our transportation of students, and giving us an understanding of what to expect from smoke and the impact around the community.

Mrs. Van Dyk thanked Dr. Kitchin for keeping the schools open, and she feels it was important that the kids came in, and explained why. She thanked Dr. Kitchin for staying on top of the situation and informing the parents each day of the latest updates. She expressed her appreciation of how Dr. Kitchin handled the situation.

Mrs. Jurgensen thanked staff members who also volunteer on the Fire Department. They wear dual hats, and they are doing their jobs at school and also going out to save lives.

Motion by Mrs. Van Dyk, seconded by Mr. Lippe, 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.

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

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

VOICE VOTE: All in Favor. MOTION PASSED.

XXII. EXECUTIVE SESSION

At 8:13 p.m., Mrs. Racano made a motion, seconded by Mr. Lippe, to go into Executive Session for the purpose of discussing personnel appointments, resignations, current litigation matters, special education matters, negotiations, HIBs, and matters of attorney/client privilege.

The executive session minutes will not be released until such time as the privilege or confidentiality is no longer applicable. The Board will be in Executive Session for approximately forty-five (45) minutes, and will return to the public meeting. Action may be taken.

VOICE VOTE: All in Favor MOTION PASSED.

The Board returned to the Public Meeting at 9:12 p.m.

ROLL CALL UPON RETURN FROM EXECUTIVE SESSION:

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

XXIII. ADJOURNMENT

Motion by Mr. Lippe, seconded by Mrs. Dwyer, to adjourn the meeting at 9:13 p.m.

VOICE VOTE: All in Favor. MOTION PASSED.

Respectfully submitted,

**William Scholts
Board Secretary**