

WARREN TOWNSHIP SCHOOLS

Board of Education Meeting * November 25, 2019 * 7:00 PM

Warren Middle School

I. Call to Order and Statement of Presiding Officer David Brezee, President

Re: Chapter 231 P.L. 1975: "The adequate notice of this regular meeting as required by the Open Public Meetings Act was provided by the posting, mailing/delivery, and filing of this notice on January 8, 2019. This notice was on that date posted on the bulletin board in the Township Office, sent to the Courier News, the Echoes Sentinel and TAP into Warren, and filed with the Township Clerk of the Township of Warren, all in accordance with the requirements of the Open Public Meetings Act."

II. Pledge of Allegiance

III. Roll Call

___ Aaron Bellish	___ Naresh Chand	___ Jeannine Sarosy
___ Christian Bellmann	___ Lisa DiMaggio	___ Ayanna Taylor-Venson
___ David Brezee	___ Marc Franco	___ Patricia Zohn

IV. Minutes

- RESOLVED, that the Board of Education approves the public and private session minutes of the October 28, 2019 Board Meeting.

V. Correspondence and Information

· HIB Information

Total # of Investigations:

Total # of Determined Bullying Incidents:

2

2

· Suspension Report

In School:

Out of School:

0

1

· Fire Drills

ALT
October 4

Central
October 2

Mt. Horeb
October 2

Woodland
October 3

Middle
October 2

· Security Drills

ALT
October 22
Lockdown

Central
October 21
Lockdown

Mt. Horeb
October 24
Lockdown

Woodland
October 24
Lockdown

Middle
October 22
Lockdown

- VI. President's Remarks – Mr. David Brezee
- VII. Superintendent's Remarks – Dr. Matthew Mingle
 - Quarterly Goals Update
- VIII. Presentation
 - Presentation of the 2018-2019 Audit - Steven McDermott, Suplee, Clooney & Company
 - Recognition of Service - Dr. Naresh Chand
- IX. Discussion
- X. Committee Reports
- XI. Public Commentary (agenda items only)

Note on public input at BOE meetings: Board Policy #0167, adopted on June 18, 2018, provides for public participation in Board of Education meetings. Such participation is governed by the following rules:

1. A participant must be recognized by the presiding officer and must preface comments by an announcement of his/her name, address, and group affiliation, if applicable;
2. Each statement made by a participant shall be limited to three minutes' duration. If necessary, the public comment portion of the meeting may be extended fifteen minutes with Board approval;
3. No participant may speak more than once on the same topic until all others who wish to speak on that topic have been heard;
4. All statements, questions, or inquiries shall be directed to the presiding officer and any questions or inquiries directed by a participant to another Board member shall be redirected to the presiding officer who shall determine if such statement, question, or inquiry shall be addressed by the presiding officer on behalf of the Board;

The portion of the meeting during which participation of the public is invited shall be limited to fifteen minutes (limit may be adjusted at the discretion of the presiding officer as circumstances dictate).

- XII. Items for Board Consideration/Action
 - A. Education
 - A.1. HIB Report
RESOLVED, that the Board of Education accepts the HIB Report submitted by the Superintendent for the period ending on October 28, 2019
 - A.2. Field Trip Destinations
RESOLVED, that the Board of Education hereby approves the following field trip destination for the 2019-2020 School Year:
 - Museum of Early Trades and Crafts - Madison, NJ
 - Mount Saint Mary Academy - Watchung, NJ
 - A.3. Home Instruction
RESOLVED, that the Board of Education approves up to 10 hours per week of home instruction for the following:
 - a. Student #8076834857, beginning December 9, 2019, for three weeks, at a rate of \$50 per hour, at a cost not to exceed \$1,500.
 - b. Student #6951876656, beginning December 2, 2019 for four weeks, at a rate of \$50 per hour, at a cost not to exceed \$2,000.
 - B. Finance/Operations/Transportation
 - B.1. Payment of Bills
RESOLVED, that the Board of Education approves the payment of bills for the

month of November 2019 in the amount of \$3,866,411.99.

B.2. Board Secretary's and Treasurer's Report

WHEREAS, the Board of Education has received the report of the secretary for the month of October 2019; and

WHEREAS, this report shows the following balances on October 31, 2019:

FUND	CASH BALANCE	APPROPRIATION BALANCE	FUND BALANCE
(10) General Current Expense Fund	\$10,974,661.55		\$1,063,861.93
(10) General Current Expense		\$38,614.00	
(11) Current Expense		\$2,623,539.73	
(12) Capital Outlay		\$57,050.54	
(13) Special Schools		\$18,538.43	
(20) Special Revenue Fund	(\$123,007.63)	\$47,398.22	\$0.00
(30) Capital Projects Fund	\$4,794,095.17	(\$846,787.82)	(\$1,763,502.48)
(40) Debt Service Fund	\$60,336.00	\$0.00	\$0.00
TOTAL GOVERNMENTAL FUNDS	\$15,706,085.09	\$1,938,353.10	(\$699,640.55)
(60) Milk Fund	\$15,952.45	\$ (26,000.00)	\$ 5,198.02
(61) Juice and Water Fund	\$5,774.35	\$ (11,000.00)	\$ 1,811.56
TOTAL ENTERPRISE FUNDS	\$21,726.80	(\$37,000.00)	\$7,009.58

WHEREAS, in compliance with law and code the secretary has certified that, as of the date of the reports, no budgetary line item account has obligations and payments (contractual orders) which in total exceed the amount appropriated by the district board of education, now, therefore, be it

RESOLVED, the Board of Education accepts the above reference reports and certifications and be it

FURTHER RESOLVED, in compliance with law and code, the Board of Education certifies that, after review of the secretary's monthly financial report (appropriation section), to the best of its knowledge, no major account or fund has been over expended in violation of law and code and that sufficient funds are available to meet the district's financial obligations for the remainder of the year.

B.3. Budget Transfers for the Month of October 2019

RESOLVED, the Board of Education ratifies the following transfers between budget line items that have been approved by the Superintendent of Schools and that are now being reported to the Board pursuant to Policy 6422:

	TO:		FROM:		
1.	11-000-222-600-030-00-10	Library Supplies - Renovations - CS	11-000-261-420-030-00-03	Library Renovations - CS	\$769
2.	11-000-222-600-035-00-10	Library Supplies - Renovations- MHS	11-000-261-420-030-00-03	Library Renovations - CS	\$1,534
3.	11-000-222-600-035-00-10	Library Supplies - Renovations- MHS	11-000-261-420-035-00-04	Library Renovations - MHS	\$2,303
4.	11-000-222-600-035-00-10	Library Supplies - Renovations- MHS	12-120-100-730-035-00-00	Library Renovations - Equip. - MHS	\$9,125
5.	11-000-222-600-035-00-10	Library Supplies - Renovations- MHS	12-120-100-730-040-00-00	Library Renovations - Equip. - ALT	\$8,641
6.	11-000-222-600-040-00-10	Library Supplies - Renovations - ALT	11-190-100-610-040-05-10	Instructional Supplies - ALT	\$1,760
7.	11-000-222-600-040-00-10	Library Supplies - Renovations - ALT	12-120-100-730-040-00-00	Library Renovations - Equip. - ALT	\$34,674
8.	11-000-222-600-040-00-10	Library Supplies - Renovations - ALT	12-120-100-730-050-00-00	Library Renovations - Equip. - WS	\$7,538

9.	11-000-222-600-050-00-10	Library Supplies - Renovations - WS	11-000-261-420-050-00-06	Library Renos - WS	\$2,306
10.	11-000-222-600-050-00-10	Library Supplies - Renovations - WS	12-120-100-730-050-00-00	Library Renovations - Equip. - WS	\$22,931
11.	11-000-230-630-000-01-00	BOE - Meeting Supplies	11-000-230-610-000-01-00	Administration - Supplies	\$55
12.	11-000-251-100-000-01-00	Salaries - Business Office	11-000-262-100-000-09-00	Salaries - Custodians	\$5,213
13.	11-190-100-610-033-07-10	Instructional Supplies - MS	11-000-221-600-033-12-00	Curriculum Supplies - MS	\$600
14.	11-190-100-610-033-07-10	Instructional Supplies - MS	11-000-221-600-035-12-00	Curriculum Supplies - MHS	\$527
15.	11-213-100-101-030-03-00	Salaries - RC Teachers - CS	11-230-100-101-030-03-00	Salaries - Basic Skills - CS	\$5,545
16.	11-213-100-101-033-07-00	Salaries - RC Teachers - MS	11-204-100-101-033-07-00	Salaries - LLD - MS	\$96,287
17.	11-213-100-101-050-06-00	Salaries - RC Teachers - WS	11-230-100-101-050-06-00	Salaries - Basic Skills - WS	\$2,416
18.	11-214-100-101-033-07-00	Salaries - Autism - MS	11-230-100-101-033-07-00	Salaries - Basic Skills - MS	\$9,779
19.	11-214-100-500-030-08-00	Autism - Other Purchased Svcs.- CS	11-214-100-610-030-08-00	Autism Supplies - CS	\$288
20.	11-219-100-320-033-08-00	Special Ed - Home Instruction - Purchased Services - MS	11-000-219-800-030-08-00	CST - Dues & Membership - CS	\$800
21.	11-219-100-320-033-08-00	Special Ed - Home Instruction - Purchased Services - MS	11-000-219-800-033-08-00	CST - Dues & Membership - MS	\$800
22.	11-219-100-320-033-08-00	Special Ed - Home Instruction - Purchased Services - MS	11-000-219-800-035-08-00	CST - Dues & Membership - MHS	\$800
23.	11-219-100-320-033-08-00	Special Ed - Home Instruction - Purchased Services - MS	11-000-219-800-040-08-00	CST - Dues & Membership - ALT	\$800
24.	11-219-100-320-033-08-00	Special Ed - Home Instruction - Purchased Services - MS	11-000-219-800-050-08-00	CST - Dues & Membership - WS	\$800
25.	12-120-100-730-030-00-00	Library Renovations - Equip. - CS	12-120-100-730-035-00-00	Library Renovations - Equip. - MHS	\$2,324
26.	12-130-100-730-033-07-00	Instructional Equipment - MS	11-190-100-610-033-11-01	Supplies - Instruct. Hardware - MS	\$7,590

B.4. Travel Approval

Whereas, in accordance with State of New Jersey School District Accountability Act (A-5) and the Warren Township Schools' Policy 6471-School District Travel, travel by school district employees and Board of Education members must be approved in advance.

Now Therefore Be It RESOLVED, the Warren Township Schools Board of Education approves the following expenses for faculty, staff, administrators, and board members for seminars, conferences and workshops. The expense includes travel costs, if applicable:

Name	School	Workshop/Conference	Location	Month/Yr	Cost
Derek Ressa	District	Preparing for Special Education Mediation and Due Process Hearings	Monroe	Dec 2019	\$169
Linnea Middleton	MH	Professional Education Systems Institute - Autism De-Escalate Meltdowns and Diffuss Explosive Behaviors in Children and Adolescents	Edison	Dec 2019	\$235

Deborah Yankowicz	MH	Professional Education Systems Institute - Autism De-Escalate Meltdowns and Diffuss Explosive Behaviors in Children and Adolescents	Edison	Dec 2019	\$228
Beatrice Schwarzkopf	MS	Professional Education Systems Institute - Autism De-Escalate Meltdowns and Diffuss Explosive Behaviors in Children and Adolescents	Edison	Dec 2019	\$258
Rebecca Hartman	CS	Professional Education Systems Institute - Autism De-Escalate Meltdowns and Diffuss Explosive Behaviors in Children and Adolescents	Edison	Dec 2019	\$257
Elizabeth Maag	MH	New Jersey Conference for Kindergarten Teachers	Atlantic City	Feb 2020	\$479
Meredith Fishelman	MH	New Jersey Conference for Kindergarten Teachers	Atlantic City	Feb 2020	\$545
Kelly Stankiewicz	MH	Professional Education Systems Institute - Play Therapy	Online	Dec 2019	\$200
Stacey Hann-Modugno	District	New Jersey Techspo 2020	Atlantic City	Jan 2020	\$670
Alison Tugya	CS	New Jersey Techspo 2020	Atlantic City	Jan 2020	\$749
Emily Niclas	WS	Zooming In: Strategies for Concrete Learners	Lakewood	Dec 2019	\$299
Danielle Buzby	MS	Cardiopulmonary Resuscitation - First Aid Instructor Certification	Metuchen	Jan 2020	\$373
Michele Lepore	MS	Cardiopulmonary Resuscitation - First Aid Instructor Certification	Metuchen	Jan 2020	\$379

Lauren Valera	WS	Practical Co-Teaching Strategies to Effectively Support Your English Language Learners in Inclusive Classrooms (Grades K-8)	West Orange	Dec 2019	\$387
Susan Jackson	ALT	New Jersey Association of School Librarians 2019 Fall Conference	East Brunswick	Dec 2019	\$200
Sean Mealey	MS	New Jersey Association for Health, Physical Education, Recreation and Dance Annual Conference	Long Branch	Feb 2020	\$360
Michelle Zgombic	CS	New Jersey Educational Computing Cooperative: 34th Annual Educational Technology Conference	Montclair	Jan 2020	\$330
Alexandra Pranzo	WS	Decrease Attention-Getting and Tantrum Behaviors; Practical Solutions	West Orange	Jan 2020	\$279

All of the above travel has been approved by the Superintendent. The School Business Administrator shall track and record these costs to insure that the maximum amount is not exceeded.

- B.5. Capital Improvement Plan
RESOLVED, that the Board of Education hereby approves the district's proposed 2020 - 2023 Capital Improvement Plan.
- B.6. CJ Pride Participation
RESOLVED, that the Board of Education hereby approves the district's participation in CJ Pride for the 2019-2020 School Year at cost of \$2,000.
- B.7. Transportation for Out of District Students
RESOLVED, that the Board of Education approves a transportation contract with Somerset County Educational Services Commission for 2019-2020 school year transportation for out of district students as follows:

Contractor	School	Student Id	Cost
SCESC	PG Chambers	5275815264, 8009989713 and 3138342376	\$83,194.78

(This motion reflects additional student ridership and supersedes the P.G. Chambers transportation motion on the board's September 3, 2019 agenda.)

- B.8. Acceptance of the audit for the 2018-2019 School Year
 WHEREAS, the Board of Education has engaged Suplee Clooney & Company of Westfield, NJ, to audit the district's Comprehensive Annual Financial Report (CAFR) for the fiscal year ended June 30, 2019, in compliance with N.J.S.A.18A:23-1 et seq, and,

WHEREAS, this audit has been completed and the CAFR filed with the State Department of Education and submitted to the Warren Township Board of Education along with a synopsis of the audit report and recommendations, which synopsis and recommendations are available for public review, and,

WHEREAS, pertinent results of operations during the 2018-2019 school year are:

<u>School Year 2018-2019</u>		
REVENUES	Final Budget	Actual
Local Sources	\$ 40,590,191	\$ 41,076,498
State Sources*	\$ 1,656,048	\$ 8,825,707
Federal Sources	\$ -	\$ -
TOTAL	\$ 42,246,239	\$ 49,902,205
EXPENDITURES		
Regular Instruction	\$ 11,886,666	\$ 11,715,473
Special Education	\$ 4,462,621	\$ 4,359,357
Other Instruction	\$ 1,788,031	\$ 1,765,291
Undistributed Expenditures*	\$ 24,468,704	\$ 30,189,603
Total General Expenses(A1-4)	\$ 42,606,022	\$ 48,029,724
Capital Outlay	\$ 2,246,160	\$ 1,347,410
Special Schools	\$ 264,799	\$ 264,700
Transfer of Funds to Charter School	\$ 36,8520	\$ 27,639
TOTAL	\$ 45,153,833	\$ 49,669,483
OTHER SOURCES/USES		
Transfer in from Capital Projects	\$ -	\$ -
Transfer to Capital Projects	\$ -	\$ -
EXCESS (DEFICIENCY)		\$ 232,721
Fund Balance July 1, 2018		\$ 9,249,993
Fund Balance June 30, 2019	\$ -	\$ 9,482,714
Analysis of Fund Balance		
Reserved		
Excess Surplus- subsequent year's expenditures (2019-2020)		\$ 460,000
Excess Surplus (2020-2021)		\$ 461,000
Emergency Reserve Account		\$ 11,659
Maintenance Reserve Account		\$ 180,775
Capital Reserve Account		\$ 6,443,494
Encumbrances		\$ 861,924

TOTAL** (Undesignated Fund Balance)	\$ 1,063,862
*Majority of variance due to State's TPAF FICA reimbursement and payments to pension (\$6,959,987)	
**Allowable Undesignated Fund Balance	
2% of 2018-19 General Fund Expenditures	\$ 854,190
NP Transportation	\$ 39,730
Excess Extraordinary Aid	\$ 169,942
	\$ 1,063,862
Sources: Audit Report Exhibit C-1 and Auditor's Management Report	

Now therefore be it,
RESOLVED, that the Board of Education hereby accepts the report, notes the following recommendations, and directs that appropriate corrective action be taken:

Recommendation: None
Corrective Action: None

- B.9. Furniture and Carpeting Purchasing - Library Renovations
RESOLVED, that the Board of Education approves the following purchases for the library renovation project:

Vendor	Contract	Total Cost
Arcadia	NJ State Contract #G2004-A81706	\$10,620.60 \$10,351.75
ERG	NJ State Contract #G2004-A81618	\$19,707.24 \$19,671.28
Haskell	NJ State Contract #G2004-A81716	\$8,402.40
Media Technologies	ESCNJ 17/18 - 16	\$169,761.16
Smith System	ESCNJ 17/18 - 16	\$11,313.84 \$12,477.94
Trendway	NJ State Contract #G2004-A81642	\$3,841.04
KI	ESCNJ 17/18 - 16	\$240.93
CLC-MJ/TMC	ESCNJ 17/18 - 16	\$93,823.34 \$91,732.62
CLC	NA	\$1,742.00
Gillespie Group	ESCNJ #19/20-05	\$17,293.93
Gillespie Group	NA	\$17,640.00
Allstate Office Interiors	NA	\$18,273.40
Yogibo	NA	\$634.14
TOTAL		\$354,386.48 \$354,422.59

(This motion supersedes previous motion dated October 7, 2019.)

- B.10. Joint Agreement between CCESC and Warren Township BOE
RESOLVED, that the Board of Education approves entering into a General Services contract between Camden County Educational Services Commission (CCESC) and the Warren Township Board of Education, with an associated 5% administrative fee.

C. Personnel/Student Services

- C.1. Resignation - Board of Education
RESOLVED, that the Board of Education hereby accepts the resignation of Board of Education member Dr. Naresh Chand, with gratitude for his service to the Warren Township students, effective December 31, 2019.

- C.2. Substitute Teachers
RESOLVED, that the Board of Education approves the following to be appointed as a substitute teachers for the 2019-2020 school year.

Name
Austin Wimbush
Laura Thomasey

- C.3. Retirement/Resignation
RESOLVED, that the Board of Education approves the retirement/resignations of the following staff:

Name	Position	Location	Retirement/Resignation	Dates of Service
Emily Puhak	1:1 Paraprofessional 08-33-08/bis	MS	Resignation	9/1/2013 - 12/13/2019
Jan Donlay	Transportation Coordinator 04-00-24/bgw	District	Retirement	10/26/2012 - 7/31/2020

- C.4. Warren Staff Academy Courses Instructor Stipend 2019-2020
RESOLVED, that the Board of Education approves the following staff for reimbursement as an Instructor. Each instructor will be reimbursed at the WTEA contractual rate \$50.00 per hour. The total cost shall not exceed \$2,300.00

Name	Course	Date	Prep Hours	Instructor Hours	Cost Total
Rebecca Hartman	Behavior Management & De-escalation	Dec 12, 2019 and Feb 20, 2020	2	2	\$200
Melissa Smolenski	Beyond Conferring: Addressing Student Needs Such as "Grammar Gaps" Through Goal Setting, Strategy Groups and Assessment	Dec 9 and 11, 2019 Jan 13 and 15, 2020 Feb 2 and 3, 2020	9	3	\$600
Cheryl Plager	Social Studies Learning Strand	Jan 8, 29, and Feb 12, 2020	9	3	\$600
Nancy Andrews	i-Ready	Jan 14, 15, 21 and 22, 2020	6	2	\$400
Carol Brown	Obsessive Compulsive Disorder and Obsessive Compulsive Personality	Jan 13, 2020	4.5	1.5	\$300

MaryEllen Weaver	Classroom Mindset: Build a Culture of Student Success	Dec 12 and 19, 2019	2	2	\$200
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- C.5. Long Term Substitute
RESOLVED, that the Board of Education approves the following individual as a Long Term Substitute:

Name	Effective Date	Replacing Employee #
Christina Mancino	11/12/2019 through 2/2/2020	#1464

- C.6. Leave Request
RESOLVED, that the Board of Education approves the following leave requests:

Employee ID	Paid/Unpaid
#3159	FMLA - April 3, 2020 through May 15, 2020 (paid) FMLA - May 18, 2020 through June 30, 2020 (unpaid)
#3122	FMLA - September 3, 2019 through October 7, 2019 (paid) FMLA - October 8, 2019 through November 22, 2019 (unpaid) Extended Leave - November 25, 2019 through December 1, 2019 (unpaid) (This motion supersedes previous motion dated October 28, 2019.)
#3218	FMLA - April 13, 2020 through May 18, 2020 (paid) FMLA - May 19, 2020 through June 30, 2020 (unpaid) NJFLA - August 31, 2020 through October 16, 2020 (unpaid)
#2217	FMLA - December 11, 2019 through January 27, 2020 (paid)
#2717	FMLA (Intermittent) - 6/5/2019 through on or about 10/24/2019 (paid) Extended Leave (Intermittent) 10/25/2019 through 11/18/2019 (paid) (This motion supersedes previous motion dated June 6, 2019.)
#1467	FMLA - November 25, 2019 - December 9, 2019 (paid)

- C.7. Nursing Plans
RESOLVED, that the Board of Education approves the 2019-2020 Nursing Plans for Angelo L. Tomaso School, Central School, Mount Horeb School, Woodland School and Warren Middle School.

- C.8. CPR Certification of Instructors Stipend
RESOLVED, that the Board of Education approves the following staff for a stipend for their participation in CPR Instructor Certification at Community Safety Consultants on January 20 and 25, 2020. Each of the staff will be paid at the WTEA contract rate of \$20.00 per hour, due to the fact that these courses are outside contract hours, for a total cost not to exceed \$440.

Staff Member	Dates	Total Hours	Cost Total
Danielle Buzby	January 20 and 25, 2020	11	\$220
Michele Lepore	January 20 and 25, 2020	11	\$220

- C.9. 2019-2020 Approval of Title I - Extended Day Tutor
 RESOLVED, that the Board of Education approves the appointment of the following staff members as Title I - Extended Day Tutors, to be paid the contractual rate of \$50 per hour. Total cost dependent upon the needs of identified students in the district's Title I school(s), which are Central and Mt. Horeb Schools, at a total cost not to exceed \$40,800. Cost to be fully funded by ESEA Title I.

Name
Brielle Crowe
Allison Hecht
Catherine Maguire

- C.10. Custodial Substitutes
 RESOLVED, that the Board of Education approves the following as a Substitute Custodians for the 2019-2020 school year at the approved substitute custodian pay rate.

Name
Arcania Almonte
Ester Serrano

- C.11. Transfer/Change in Assignment
 RESOLVED, that the Board of Education approves the transfer/change in assignment of the following district staff:

Name	Effective Date	From	To
Rebecca Hartman	9/1/2019 - 6/30/2020	School Psychologist CS 02-30-06/bbh - .2 MS 02-33-06/bbi - .2 MH 02-35--06/bbj - .2 ALT 02-40-06/bbk - .2 WS 02-50-06/bbi - .2	School Psychologist CS - 02-30-22-bjx - .6 MS - 02-33-22/bjy - .1 MH - 02-35-2/2bjz - .1 ALT - 02-40-22/bka - .1 WS - 02-50-22/bkb - .1
Edward Lee	9/1/2019 - 6/30/2020	School Psychologist MH - 02-35-06/bbm - .6 WS - 02-50-06/bbn - .4	School Psychologist MH - 02-35-22/bkc - .75 WS - 02-50-22/bkd - .25
Sara von Bartheld	9/1/2019 - 6/30/2020	School Social Worker ALT - 02-40-06/azi - .4 WS - 02-50-06/azj - .4	School Social Worker ALT - 02-40-22/bkg - .5 WS - 02-50-22/bkh - .3
Michelle Barbagallo	9/1/2019 - 6/30/2020	Occupational Therapist MH - 02-35-19/bbt - 1.0	Occupational Therapist CS - 02-30--22/bki - .4 MH - 02-35-22/bkl - .6
Elizabeth Bisson	9/1/2019 - 6/30/2020	1:1 Paraprofessional ALT - 08-40-08/bfz 1.0	Paraprofessional ALT - 08-40-08/bkv - 1.0
Giuseppina Maccagnan	9/1/2019 - 6/30/2020	Classroom Paraprofessional ALT - 08-40-08/bgj - 1.0	Paraprofessional - Seed program 08-40-08/bkm - 1.0

Michaela Porras	9/1/2019 - 6/30/2020	1:1 Paraprofessional ALT - 08-40-08/bgb - 1.0	1:1 Paraprofessional ALT - 08-40-08/bkn - .5 ALT - 08-40-08/bko - .5
Teresa Kuprat	9/1/2019 - 6/30/2020	Paraprofessional - SEED program ALT - 08-40-08/bge - 1.0	Paraprofessional ALT - 08-40-08/bkp - 1.0
Angela Arpino	9/1/2019 - 6/30/2020	1:1 Paraprofessional CS - 08-30-08/bfn - 1.0	Paraprofessional CS - 08-30-08/bkq - 1.0
Cheryl Kallio	9/1/2019 - 6/30/2020	1:1 Paraprofessional MS - 08-33-08/biy - 1.0	Paraprofessional MS - 08-33-08/bkr - 1.0
Emily Puhak	9/1/2019 - 6/30/2020	LLD Paraprofessional MS - 08-33-08/bis - 1.0	1:1 Paraprofessional MS - 08-33-08/biy - 1.0
Sarah Claxton	9/1/2019 - 6/30/2020	Paraprofessional MS - 08-33-08/bin - 1.0	1:1 Paraprofessional MS - 08-33-08/bks - 1.0
MaryBeth Greco	9/1/2019 - 6/30/2020	ASAP Reading Teacher ALT - 02-40-22/afh - 1.0	ASAP Reading Teacher ALT - 02-40-22/bkt- .75 WS -02-50-22/bku - .25
Lori Vigliotti	9/1/2019 - 6/30/2020	Special Education Teacher MS - 02-33-19/bcx - 1.0	LLD Teacher WMS - 02-33-19/bkw - .5 Special Education Teacher WMS - 02-33-19/bkw - .5
Kimberly Felber	8/28/2019 -12/31/2019	Leave Replacement Grade 1 Teacher	Leave Replacement Grade 1 Teacher 02-30-22/bkk
Kelsey Harcourt	8/28/2019 - 1/7/2020	Leave Replacement School Counselor	Leave Replacement School Counselor 02-33-23/bkj

C.12. Approval to Create Positions

RESOLVED, that the Board of Education hereby approves the creation of the following positions for 2019-2020:

Location	Position	Full-Time Equivalent
CS	School Psychologist 02-30-22/bjx	.60
MS	School Psychologist 02-33-22/bjy	.10
MH	School Psychologist 02-35-2/2bjz	.10
ALT	School Psychologist 02-40-22/bka	.10
WS	School Psychologist 02-50-22/bkb	.10
MH	School Psychologist 02-35-22bkc	.75
WS	School Psychologist 02-50-22/bkd	.25
ALT	School Social Worker 02-40-22/bkg	.50

WS	School Social Worker 02-50-22/bkh	.30
CS	Occupational Therapist 02-30--22/bki	.40
MH	Occupational Therapist 02-35-22/bkl	.60
ALT	Paraprofessional - SEED program 08-40-08-/bkm	1.0
ALT	1:1 Paraprofessional 08-40-08/bkn	.50
ALT	Classroom Paraprofessional 08-40-08/bko	.50
ALT	Classroom Paraprofessional 08-40-08/bkp	1.0
CS	Classroom Paraprofessional 08-30-08/bkq	1.0
MS	Classroom Paraprofessional 08-33-08/bkr	1.0
MS	Classroom Paraprofessional 08-33-08/biy	1.0
MS	1:1 Paraprofessional 08-33-08/bks	1.0
ALT	ASAP Reading 02-40-22/bkt	.75
WS	ASAP Reading 02-50-22/bku	.25
ALT	Classroom Paraprofessional 08-40-08/bkv	1.0
MS	Leave Replacement Counselor 02-33-23/bkj	1.0
CS	Leave Replacement Grade 1 Teacher 02-30-22/bkk	1.0

- C.13. Approval to Abolish Positions
RESOLVED, that the Board of Education hereby approves the abolishment of the following positions:

Location	Position	Full-Time Equivalent
CS	School Psychologist 02-30-06bbh	.20
MS	School Psychologist 02-33-06/bbi	.20
MH	School Psychologist 02-35-06/bbj	.20

ALT	School Psychologist 02-40-06/bbk	.20
WS	School Psychologist 02-50-06/bbl	.20
MH	School Psychologist 02-35-06/bbm	.60
WS	School Psychologist 02-50-06/bbn	.40
ALT	School Social Worker 02-40-06-azi	.40
WS	School Social Worker 02-50-06/azj	.40
District	Occupational Therapist 02-35-19/bbt	1.0
ALT	1:1 Paraprofessional 08-40-08/bfz	1.0
ALT	Classroom Paraprofessional 08-40-08/bgj	1.0
ALT	1:1 Paraprofessional 08-40-08/bgb	1.0
ALT	Paraprofessional - SEED program 08-40-08/bge	1.0
CS	1:1 Paraprofessional 08-30-08/bfn	1.0
MS	1:1 Paraprofessional 08-33-03/bis	1.0
MS	Classroom Paraprofessional 08-33-08/bin	1.0
ALT	ASAP Reading Teacher 02-40-22/afh	1.0

D. Policy

D.1. Policies – First Reading

RESOLVED, that the Board of Education approves the first reading of the following policies:

Number	Name	New/Revision	Source of Changes
1642	Earned Sick Leave	N	SEA
3159	Teaching Staff Member/School District Reporting Responsibilities	R	SEA
3218	Use, Possession or Distribution of Substances (Teaching Staff Members)	R	SEA
4218	Use, Possession or Distribution of Substances	R	SEA

	(Support Staff Members)		
4219	Commercial Driver's License Controlled Substance and Alcohol Use Testing	R	SEA
6112	Reimbursement of Federal and Other Grant Expenditures	R	SEA
8630	Bus Driver/Bus Aide Responsibility	R	SEA
8670	Transportation of Special Needs Students	R	SEA
9210	Parent Organizations	R	SEA
9400	Media Relations	R	SEA

XIII. Unfinished Business

XIV. New Business

XV. Public Commentary (any topic)

XVI. Executive Session

WHEREAS, the Open Public Meetings Act, N.J.S.A.10:4-11, permits the Board of Education to meet in closed session to discuss certain matters, now, therefore be it

RESOLVED, the Board of Education adjourns to closed session to discuss:

specific prospective or current employees unless all who could be adversely affected request an open session. The discussion is regarding the Superintendent's contract.

Action will not be taken upon return to public session;

the length of the meeting is anticipated to be approximately 10 minutes; and be it

FURTHER RESOLVED, the minutes of this closed session be made public when the need for confidentiality no longer exists.

XVII. Adjourn

2019-2020 Board Goals

1. Negotiate successor collective bargaining agreements with the WTAA and WTEA.
2. Adopt a five-year capital improvement plan.
3. Adopt a strategic plan.

2019-2020 District Goals

1. Develop programs and practices that support each student and staff member in learning about and practicing a lifestyle that is socially, emotionally, and mentally healthy.
 - Whole Child connection - Healthy, Safe, Supported
2. Implement consistent safety and security procedures and practices throughout the district.
 - Whole Child connection - Healthy, Safe
3. Collaboratively develop a strategic plan with community stakeholders by Spring 2020.
 - Whole Child connection - Healthy, Safe, Engaged, Supported, Challenged