

# WARREN TOWNSHIP SCHOOLS

Board of Education Meeting \* October 7, 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 session minutes of the September 16, 2019 Board Meeting.

V. Correspondence and Information

· HIB Information

Total # of Investigations:

Total # of Determined Bullying Incidents:

0

0

· Suspension Report

In School:

Out of School:

.5

0

· Fire Drills

ALT  
September 6

Central  
September 9

Mt. Horeb  
September 9

Woodland  
September 6

Middle  
September 12

· Security Drills

ALT  
September 24  
Non-Fire  
Evacuation

Central  
September 20  
Non-Fire  
Evacuation

Mt. Horeb  
September 23  
Non-Fire  
Evacuation

Woodland  
September 20  
Non-Fire  
Evacuation

Middle  
September 18  
Non-Fire  
Evacuation

- VI. President's Remarks – Mr. David Brezee
  - Special Recognition - Healthier Somerset Healthy Workplace Bronze Award
    - *Employee Wellness Committee Members - Jan Brennan, Michelle Wegener (ALT), Patsy Iannacone, Rebecca Sutherland (Central), Meredith Fishelman, Denise Kennedy, Doris Zanchelli (Mt. Horeb), Alex Pranzo, Joan Toth (Woodland), Carol Brown, Peter Kassalow (WMS), Bill Kimmick, Matt Mingle (District).*
  - Special Recognition - New Jersey School Public Relations Association School Communication Award for Video - 1st Place
    - *Human Resources/Communications Coordinator Shannon Regan, ALT Principal Christine Smith, Central Principal Alison Tugya, Mt. Horeb Principal Scott Cook, Woodland Principal Jeff Heaney, Weiniger Group CEO Judy Weiniger*
- VII. Superintendent's Remarks – Dr. Matthew Mingle
- VIII. Presentations
  - Olweus Bullying Prevention Program - Mr. Randy Nathan
  - Summer Fun Academic Support Program - Mrs. Meryl Lettire, Mrs. Melissa Smolenksi
- 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 September 16, 2019.
    - A.2. Self-Assessment under Anti-Bullying Bill of Rights  
RESOLVED, that the Board of Education approves the School Self-Assessment for Determining Grades under the Anti-Bullying Bill of Rights for the 2018-2019 school year.

A.3. Overnight Trips

RESOLVED, that the Board of Education approves the Warren Middle School overnight trips as follows:

- a. Grade 8 - Philadelphia and Hershey, PA, May 28-29, 2020
- b. Grade 7 - Fairview Lakes YMCA Camp, May 28-29, 2020

B. Finance/Operations/Transportation

B.1. Board Secretary's and Treasurer's Report

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

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

FUND	CASH BALANCE	APPROPRIATION BALANCE	FUND BALANCE
(10) General Current Expense Fund	\$8,352,234.13		\$1,063,861.93
(10) General Current Expense		\$0.00	
(11) Current Expense		\$2,218,783.70	
(12) Capital Outlay		\$223,703.36	
(13) Special Schools		\$18,542.43	
(20) Special Revenue Fund	\$68,113.72	\$66,728.72	\$0.00
(30) Capital Projects Fund	\$5,164,470.06	(\$286,987.82)	(\$1,763,502.48)
(40) Debt Service Fund	\$60,336.00	\$0.00	\$0.00
TOTAL GOVERNMENTAL FUNDS	\$13,645,153.91	\$2,240,770.39	(\$699,640.55)
(60) Milk Fund	\$5,198.02	\$ (26,000.00)	\$ 5,198.02
(61) Juice and Water Fund	\$1,811.56	\$ (11,000.00)	\$ 1,811.56
TOTAL ENTERPRISE FUNDS	\$7,009.58	(\$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.2. Budget Transfers for the Month of August 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.	11-000-221-500-030-12-00	Curriculum - Other Purch. Svcs. - CS	11-000-221-600-030-12-00	Curriculum - Supplies - CS	\$16
2.	11-000-221-500-033-12-00	Curriculum - Other Purch. Svcs. - MS	11-000-221-600-033-12-00	Curriculum - Supplies - MS	\$16
3.	11-000-221-500-035-12-00	Curriculum - Other Purch. Svcs.- MHS	11-000-221-600-035-12-00	Curriculum - Supplies - MHS	\$16
4.	11-000-221-500-040-12-00	Curriculum - Other Purch. Svcs. - ALT	11-000-221-600-040-12-00	Curriculum - Supplies - ALT	\$16
5.	11-000-221-500-050-12-00	Curriculum - Other Purch. Svcs. - WS	11-000-221-600-050-12-00	Curriculum - Supplies - WS	\$16
6.	11-000-262-300-000-09-00	Purchased Prof. & Tech. Svcs. - Maint.	11-000-262-610-000-09-00	Building Supplies - Maintenance	\$10,000
7.	11-000-263-420-00-09-00	Grounds - Repairs & Maint. Svcs.	12-000-400-450-000-00-00	Construction Services	\$29,975
8.	11-000-270-390-000-10-00	Transportation- Other Purchased Services	11-000-270-420-000-10-00	Transportation - Repair and Maintenance	\$1,500
9.	11-190-100-500-030-11-01	Other Purchased Services - Tech - CS	11-000-222-500-030-11-01	Other Purchased Svcs. - Tech - CS	\$500
10.	11-190-100-500-033-11-01	Other Purchased Services - Tech - MS	11-000-222-500-033-11-01	Other Purchased Svcs. - Tech - MS	\$2,000
11.	11-190-100-500-050-11-01	Other Purchased Services - Tech- WS	11-000-222-500-050-11-01	Other Purchased Svcs. - Tech - WS	\$1,500
12.	11-190-100-610-033-07-10	Instructional Supplies - MS	11-401-100-100-033-07-00	Co-curricular Stipends - MS	\$1,470
13.	11-219-100-320-050-08-00	Special Ed - Home Instruction - Purchased Services - WS	11-000-219-320-050-08-00	CST - Purchased Educational Services - WS	\$30,000
14.	11-401-100-500-035-04-00	Co-curricular Clubs-Purch. Svcs- MHS	11-401-100-600-035-04-00	Co-curricular Supplies - MHS	\$299
15.	11-401-100-600-035-04-00	Co-curricular Supplies - MHS	11-190-100-610-035-04-10	Instructional Supplies - MHS	\$100

### B.3. 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
Matthew Mingle	District	2019 Foundation for Educational Administration, New Jersey Principals and Supervisors Association Fall Conference	Long Branch	Oct 2019	\$192
William Kimmick	District	2019 Foundation for Educational Administration, New Jersey Principals and Supervisors Association Fall Conference	Long Branch	Oct 2019	\$192

Derek Ressa	District	The Leaders Guide to Comprehensive Social Emotional Learning Implementation	New Providence	Dec 2019	\$154
Cynthia Cassidy	MS	New Jersey Association of School Librarians Fall Conference	East Brunswick	Dec 2019	\$207
Kelly Stankiewicz	MH	Enhancing your clinical toolbox: Cognitive Behavior Therapy for Childhood Anxiety	Piscataway	Dec 2019	\$160
Laurie Donovan	CS	Bureau of Education and Research School Based Occupational Therapists: Reducing Challenging Behaviors to increase student success	Mt. Laurel	Nov 2019	\$302
Alison Hales	ALT	Bureau of Education and Research School Based Occupational Therapists: Reducing Challenging Behaviors to increase student success	Mt. Laurel	Nov 2019	\$279
Jessica Nathan	CS	Responsive Classroom Leadership Seminar	New York, NY	Dec 2019	\$199
Kelly Brown	MS	2019 New Jersey Science Convention	Princeton	Oct 2019	\$184
Cathlin Sweeney	MS	2019 New Jersey Science Convention	Princeton	Oct 2019	\$185

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.4. School Employees' Health Benefits Program Waiver Payments  
WHEREAS, N.J.S.A. 52:14-17.31a, in conjunction with N.J.S.A. 52:14-17.46.11, permits employers participating in the School Employees' Health Benefits Program ("SEHBP") to unilaterally establish an amount to be paid to employees who agree to waive their health benefits coverage in

exchange for a cash payment; and

WHEREAS, the employer has sole discretion as to whether or not to offer employees health benefits waiver payments which are not subject to the collective bargaining process in accordance with N.J.S.A. 52:14-17.31a(c); and

WHEREAS, the Board of Education previously offered an incentive for eligible employees who waive medical insurance in the amount of 25%, or \$5,000, whichever is less, of the amount saved by the employer because of the employee's waiver of coverage; and

WHEREAS, the supporting waiver language has been removed from the agreements with each of the district's bargaining units; and

WHEREAS, the Board of Education is exercising its discretion in accordance with N.J.S.A. 52:14-17.31a(c) to offer an incentive for eligible employees who waive medical insurance;

NOW, THEREFORE, BE IT RESOLVED, by the Board of Education of the Township of Warren, County of Somerset, State of New Jersey, that it will offer an incentive for eligible employees who waive medical insurance in the amount of 25%, or \$5,000, whichever is less, of the amount saved by the employer because of the employee's waiver of coverage for Calendar Year 2020; and

BE IT FURTHER RESOLVED that an employee who has health benefit coverage through a spouse or from another source, other than the State Health Benefits Plan or the SEHBP, and who can demonstrate same to the Business Administrator, may elect to forego all or a portion of his/her medical, dental and/or prescription coverage for a full year and receive a cash payment of twenty-five percent (25%) of the premium savings to the Board of Education, or \$5,000, whichever is less, of the amount saved by the employer. Said payment will not be considered salary, nor will it be considered pensionable. The Business Office shall provide the forms by which an employee shall waive coverage and apply for payment; and

BE IT FURTHER RESOLVED that an employee who has waived all or a portion of his/her medical benefit coverage will be allowed to restore such coverage on an immediate basis, without the necessity of a health questionnaire for the employee or his/her family members, in the event of a hardship or change of life event. Reentry to all health benefit coverage for reason of hardship or change of life applies only in the following situations, which result in the loss of health benefits coverage through the employee's spouse or other source:

- Termination of employment (proof of termination of benefits required);
- Legal Separation (a copy of decree is required);
- Group contract/policy terminated (proof of termination of benefits required);
- Disability of spouse which eliminates benefits (proof of termination of benefits required);
- Divorce (a copy of the decree is required);
- Death of Spouse (a copy of death certificate is required);
- Military Discharge (a copy of DD214 is required);
- Application under these circumstances must be made within sixty (60) days of the life event to the Board of Education's Payroll/Benefit Office;
- In addition, any employee who has waived all his/her health benefit coverage may automatically restore his/her coverage by applying during

the open enrollment period during any year. The reinstatement date under such conditions will be January 1. It will not be necessary for any employee or his/her family members to complete a Statement of Health (proof of insurability) to restore coverage during the open enrollment period.

B.5. Submission of Amendment for Federal Grant Monies  
RESOLVED, that the Board of Education approves the submission to the Department of Education of an amendment to the application for 2019-20 ESEA Title IV Federal Grant Program as follows:

- ESEA - Title IV

Amendment reflects a reallocation of monies from Instruction - Professional and Technical Services and Instructional Supplies to Support Services - Professional and Technical Services.

B.6. Comprehensive Maintenance Plan (CMP)  
RESOLVED, that the Board of Education approves the following motion:  
Whereas, the Department of Education requires New Jersey School Districts to submit the Comprehensive Maintenance Plan (CMP) and the Annual Maintenance Budget Amount Worksheet (M-1) documenting "required" maintenance activities for each of its public school facilities, and

Whereas, the required maintenance activities as listed in the attached document for the various school facilities of the Warren Township Schools are consistent with these requirements, and

Whereas, all past and planned activities are reasonable to keep school facilities open and safe for use or in their original condition and to keep their system warranties valid, and

Now, therefore be it resolved that the Warren Township School District hereby authorizes the School Business Administrator to submit the Comprehensive Maintenance Plan (CMP) and the Annual Maintenance Budget Amount Worksheet (M-1) for the Warren Township Schools in compliance with Department of Education requirements.

B.7. Central School Window Replacement Project  
*WHEREAS*, a recommendation was made by the Superintendent of Schools to the Warren Township Board of Education ("Board") to seek a contract for construction services for the Window Replacement Project at Central School (hereinafter "Project"); and

*WHEREAS*, the Project was properly advertised to prospective bidders in accordance with N.J.S.A. 18A:18A-4; and

*WHEREAS*, on Wednesday, September 25, 2019 the Board received the following bids from potential bidders in accordance with N.J.S.A. 18A:18A-1, *et seq.*;

Vendor	Base	Alternate 1	Total
D&E Window and Door LLC	\$560,300	(\$500)	\$559,800
Panoramic Window and Door Systems Inc.	\$596,000	\$16,000	\$612,000
APS Contracting, Inc.	\$618,000	\$20,000	\$638,000
ZN Construction	\$812,000	\$16,000	\$828,000

SMAC Corp.	\$838,300	\$17,000	\$855,300
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WHEREAS, D&E Window and Door LLC's bid has been reviewed by the design professionals and attorney and is the lowest and is responsive to the bid requirements for the Project,

NOW, THEREFORE:

BE IT RESOLVED, that the Board hereby awards the Project to D&E Window and Door LLC. for Five hundred fifty-nine thousand eight hundred dollars (\$559,800). This contract and all of the project's professional and ancillary fees are to be paid from the monies as authorized in the district's referendum.

B.8. Sale of Obsolete Item

RESOLVED, that the Board of Education declares as obsolete the following item:

Item Type	Make	Asset Tag Number(s)
Dump Truck	2001 Dodge 3500	900734

BE IT FURTHER RESOLVED, that the Board of Education approves the sale of the listed equipment in accordance with N.J.S.A. 18A:18A:45 – Sale of Property.

B.9. Acceptance of Grant Award

RESOLVED, that the Board of Education accepts the Grant Monies from the Municipal Youth Services Commission totaling \$12,124:

- a. Diversity Club - \$2,676
- b. SAVE Promise Club - \$2,576
- c. Boys Council - \$3,436
- d. Girls Council - Middle School - \$1,718
- e. Girls Council - ALT - \$1,718

(This motion supersedes previous motion from September 16, 2019.)

B.10. Furniture and Carpeting Purchasing

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
ERG	NJ State Contract #G2004-A81618	\$19,707.24
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
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
CLC	NA	\$1,742.00



Gillespie Group	ESCNJ #19/20-05	\$17,293.93
Gillespie Group	NA	\$17,640.00
TOTAL		\$354,386.48

B.11. Donation - The Learning Experience of Warren  
RESOLVED, that the Board of Education accepts, with gratitude, a donation in the amount of \$2,000 from The Learning Experience of Warren to be used for the Administrator Video Project.

C. Personnel/Student Services

C.1. Employment for the 2019-2020 School Year  
RESOLVED, upon recommendation from the Superintendent that the Board of Education approve the following Personnel items including the emergent employment of the following employees (indicated by \*) conditional upon the final approval by the New Jersey Department of Education The Board further authorizes the submission of an application for emergency hiring pursuant to N.J.S.A. 18A:6-7.1, et. Seq., N.J.S.A. 18A:6.14.12, et. Seq., if applicable Staff members shall be paid in accordance with provisions in their collective bargaining agreement and/or in accordance with a schedule provided to all employees prior to the beginning of the contract or school year.

Name	Position/PCR	Location	Degree	Step	Salary	Effective Date	Tenure	Discussion
Kimberly Felber	Grade 1 Teacher 02-30-22/acl	CS	BA	1	\$58,240	1/2/2019 - 6/30/2020	No	To replace employee #2574
Jessica Bostwick	Special Education Teacher 02-40-19/bch	ALT	MA+30	1	\$69,888 (prorated)	On or about 11/25/2019 - 6/30/2020	No	To replace employee #3444

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

Name
Rachida Ghodbane
Catherine Taillon
Michelle Ceccato

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
MaryPat Brown	ASAP Math Teacher 02-30-22/bbu	CS	Retirement	9/1/1995 - 12/31/2019

C.4. After School Activities/Clubs  
 RESOLVED, that the Board of Education approves the following:

Name	Club/Activity	Location	Sessions	Cost
Beatrice Schwarzkopf Midge Johnson **	Buddy to Buddy	MS	30 (total)	\$735 each
Katherine Boraski Erica Pawlo	Girls Circle	ALT	26 (total)	\$637 each (grant funded)
Keith Koellhoffer David Arnold	Boys Council (Fall)	MS	26 (total)	\$637 each (grant funded)
Nicholas Galluccio David Arnold	Boys Council (Winter)	MS	26 (total)	\$637 each (grant funded)
Carol Brown	Diversity Club	MS	30	\$1,470 (grant funded)
Amy Jensen	Morning Choir	MS	30	\$1,470
Diane McCloskey	Director MS Play	MS		\$2,714
Jennifer Ronkiewicz	Set Designer	MS		\$1,470
Kelly Backus	Assistant Director	MS		\$1,470
Beverly MacGorman	Production Manager	MS		\$2,714
Joel VanTine	Stage and Sound Director	MS		\$1,470

(\*\*This motion supersedes previous motion from September 16, 2019.)

C.5. Transfer of Staff  
 RESOLVED, that the Board of Education approves the transfer/change in assignment of the following district staff:

Name	From	To	Effective Date
Lyndsay Carroll	Grade 1 Teacher, CS. 02-30-22/acl	ASAP Math Teacher, CS. 02-30-22/bbu	1/2/2020 - 6/30/2020
Laurie Donovan	Occupational Therapist 02-33-19/azy - MS 02-50-19/azz - WS	Occupational Therapist 02-33-19/azy - MS 02-30-19/bbr - CS	9/16/2019 - 6/30/2020
Alison Hales	Occupational Therapist 02-30-19/bbr - CS 2-40-19/bbs - ALT	Occupational Therapist 02-50-19/azz - WS 2-40-19/bbs - ALT	9/16/2019 - 6/30/2020
Emily Niclas	Speech Therapist, WS, 02-50-20/alv	Speech Therapist 02-30-22/bjs, CS - .2 02-50-22/bjv, WS - .8	9/16/2019 - 6/30/2020

Jennifer McMahon	Speech Therapist, MH, 02-35-20/adg	Speech Therapist, WS 02-50-22/bju, WS - .2 02-35-22/bjt, MH - .8	9/16/2019 - 6/30/2020
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C.6. Special Education Service Provider List

RESOLVED that the Board of Education approves the addition of Kavita Sinha M.D., owner/provider of Neuroscience Associates, MDPA, to the Service Provider List for Neuro-Developmental and Neurological Evaluations, at a rate of \$450 per evaluation, including a written report, for the 2019-2020 School Year.

C.7. Approval of Inservice Day Presenters

RESOLVED, that the Board of Education approves the following October 14 and 15, 2019 Inservice Day presenters, (compensation rate according to the 2017-2020 WTEA Collective Bargaining Agreement) for a total cost not to exceed \$4,750.00.

Nicholas Bayachek	Catherine Murphy
Carol Brown	Jessica Nathan
Danielle Buzby	Alexandra Pranzo
Lisa Carlson	Jennifer Ronkiewicz
Cynthia Cassidy	Susan Sage
Sean Convery	Kelly Stankiewicz
Justin Guglielmino	Melissa Smolenski
Melanie Haig	Kristen Stoyanov
Jessica Halpern	Rebecca Sutherland
Allison Hecht	Jeffrey Sutherland
Amy Jensen	Lori Vigliotti
Susan Kline	Michelle Wegener
Sean Mealey	

C.8. Crisis Prevention Intervention Training Instructor Stipend 2019-2020

RESOLVED, that the Board of Education approves the following staff as Crisis Prevention Intervention (CPI) Instructors. Each staff member will be reimbursed at the WTEA contract rate \$50.00 per hour. For a total cost shall not exceed \$3,400.00.

Course	Staff Member	Date	First Offering Prep hours	Instructor Hours	Total Cost
CPI Initial Training	Brittany Leonard	Oct 21, 2019	16.5 hours	Within contract day paid for prep only	\$825.00
CPI Initial Training	Caitlin Atkinson	Oct 22, 2019	16.5 hours	Within contract day paid for prep only	\$825.00
CPI Refresher Training	Caitlin Atkinson	Oct 14, 2019	9 hours	Within contract day paid for prep only	\$450.00
CPI Refresher Training	Brittany Leonard	Oct 14, 2019	9 hours	Within contract day paid for prep only	\$450.00

Course	Staff Member	Date	Repeat Offering Prep hours	Instructor Hours	Total Cost
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CPI Initial Training	Rebecca Hartman	Oct 21 & 22, 2019	11 hours	Within contract day paid for prep only	\$550.00
CPI Refresher Training	Caitlin Atkinson	Oct 15, 2019	3 hours	Within contract day paid for prep only	\$150.00
CPI Refresher Training	Brittany Leonard	Oct 15, 2019	3 hours	Within contract day paid for prep only	\$150.00

C.9. CPR / First Aid Professional Development 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 contract rate \$50 per hour according to the following table. The total cost shall not exceed \$800.00.

Course	Staff Member	Date	Prep Hours	Instructor Hours	Cost Total
CPR and First Aid	Jan Brennan	Oct 14, 2019	4	Within contract day paid for prep only	\$200.00
CPR and First Aid	Lisa Lontai	Oct 14, 2019	4	Within contract day paid for prep only	\$200.00
CPR	Jan Brennan	Oct 16, 2019	2	2	\$200.00
CPR	Lisa Lontai	Oct 16, 2019	2	2	\$200.00

C.10. 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 \$3,200.00

Name	Course	Date	Prep Hours	Instructor Hours	Cost Total
Carol Brown	Training to become a facilitator for Girls Circle	Nov 18 and Nov 25, 2019	9	3	\$600.00
Susan Cooper	"If You Mustache a Question" - The Art of Asking Essential Questions	Oct 16 and Oct 23, 2019	6	2	\$400.00
Dan Ticchio	Using Phenomena to Engage Students in Life Science	Nov 18, 2019	3	1	\$200.00
Marianne Larson	Utilizing BAS Data to Plan for Strategy Instruction	Oct 23, 2019	1	1	\$100.00
MaryEllen Weaver	Classroom Mindset: Build a Culture of Student Success	Oct 22 and Oct 29, 2019	6	2	\$400.00
Michelle Zgombic	Let's Explore the Chrome Webstore: Apps and Extensions, Add-ons for Google Suite	Mar 4, 2020	4.5	1.5	\$300.00
Michelle Zgombic	Finding Student Voice on FlipGrid!	Dec 5, 2019	4.5	1.5	\$300.00
Michelle Zgombic	Let's Get Organized! with Google Calendar and Google Keep	Jan 2, 2020	4.5	1.5	\$300.00
Michelle Zgombic	Digital Designer via Google Docs	Nov 19, 2019	4.5	1.5	\$300.00
Michelle Zgombic	Grading Made Easy: Online Assessment with Google Quizzes	Feb 6, 2020	4.5	1.5	\$300.00

C.11. Additional Hours

RESOLVED, that the Board of Education approves the following additional hours:

Name	Student #	School	Club/Purpose	Starting Date	Cost
Sherri Strauss	621107	ALT	Archery	Oct. 2, 2019	\$670
Eileen Sebor	621229	MS	Buddy to Buddy, Fitness & Wellness, Cross Country	Oct. 1, 2019	\$1,402
Richard Bardy	620905	MS	Fitness & Wellness	Oct. 1, 2019	\$1,407
Cathryn Ticchio	621787	MS	Board Games, Mindfulness	Oct. 1, 2019	\$1,038
Celeste Ostry	620109	MS	STS, Board Games, Fitness & Wellness	Oct. 1, 2019	\$1,876

C.12. Leave Request

RESOLVED, that the Board of Education approves the following leave requests:

Employee ID	Paid/Unpaid
#2242	FMLA - September 5, 2019 through on or about October 2, 2019, (½ days) (paid) FMLA - October 3, 2019 through October 14, 2019 (paid) (This motion supersedes previous motion from September 3, 2019.)

C.13. Approval to Create Position

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

Location	Position	PCR	Full-Time Equivalent
Central	Speech Therapist	02-30-22/bjs	.2
Woodland	Speech Therapist	02-50-22/bjv	.8
Woodland	Speech Therapist	02-50-22/bju	.2
Mt. Horeb	Speech Therapist	02-35-22/bjt	.8

C.14. Approval to Abolish Positions

RESOLVED, that the Board of Education hereby approves the abolishment of the following positions:

Location	Position	Full-Time Equivalent
WS	Speech Therapist 02-50-20/alv	1.0
MH	Speech Therapist 02-35-20/adg	1.0

XIII. Unfinished Business

XIV. Public Commentary (any topic)

XV. 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:

a collective bargaining agreement and/or negotiations related to it; and  
protection of public safety and property and/or investigations of possible violations or  
violations of law

Action may be taken upon return to public session;

the length of the meeting is anticipated to be approximately 45 minutes; and be it

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

XVI. New Business

- School Resource Officer

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