

THE MINUTES HAVE NOT BEEN FORMALLY APPROVED AND ARE SUBJECT TO MODIFICATION AT THE NEXT REGULAR BOARD MEETING.

**KITTATINNY REGIONAL HIGH SCHOOL  
BOARD OF EDUCATION MEETING  
REGULAR MEETING  
DECEMBER 14, 2017**

**\*STATE MANDATED REQUIREMENT – BOARD MUST COMPLY AND MAY NOT  
DEFEAT BY MAJORITY NO VOTES.**

The Regular Meeting of the Kittatinny Regional High School Board of Education was held on Thursday, December 14, 2017 in the High School Library. The Board President, Ms. Shaffer, called the meeting to order with the salute to the flag and the statement that the meeting was being held in conformity with the Open Public Meetings Act.

Members Present: Ms. Eleanore Shaffer, President  
Mr. Carl D. Cooper, Vice President  
Mr. David Ormesher  
Mrs. Barbara Andrews  
Mrs. Judy Youngs  
Mr. Robert Greene  
Mr. James Hunt

Members Absent: Mrs. Moira Douglas

Also present were Mr. Craig Hutcheson, Superintendent, Mrs. Kathleen Kane, Business Administrator, Mrs. Lorraine Walther, Assistant Board Secretary, and Public.

At 7:00 pm, the Board President, Ms. Shaffer, called the meeting to order **Call to**  
with the salute to the flag and the statement that the meeting was being held **Order**  
in conformity with the Open Public Meetings Act as follows:

The New Jersey Open Public Meetings Law was enacted to insure the right of the public to have advance notice of and to attend the meeting of the public bodies at which any business affecting their interests is discussed or acted upon. In accordance with the provisions of this Act, the Kittatinny Regional High School Board of Education has caused notice of this meeting to be published by having the date, time and place thereof posted: The New Jersey Herald, the Sunday New Jersey Herald, Constituent Municipal Buildings, Constituent Boards of Education, and the Kittatinny Regional High School.

A motion was made by Mr. Greene, seconded by Mr. Cooper and carried by a unanimous vote of the members present to approve the Work Session Minutes of November 2, 2017, the Regular Session Minutes of November 16, 2017, and the Executive Session Minutes of November 2 & 16, 2017.

A motion was made by Mr. Ormesher, seconded by Mr. Hunt and carried by a unanimous vote of the members present to approve the Financial Statements of the Treasurer of School Monies and the Secretary's Report of November, 2017.

### **EXECUTIVE SESSION**

At 7:03 p.m., the following resolution was approved by Mr. Greene, seconded by Mr. Cooper and carried by a unanimous vote of the members present: **Executive Session**

WHEREAS, The Open Public Meetings Act, Chapter 231, PL 1975, permits the exclusion of the public from a meeting in certain circumstances; and

WHEREAS, the Kittatinny Regional Board of Education is of the opinion that such circumstances presently exist;

NOW, THEREFORE, BE IT RESOLVED, by the Kittatinny Regional Board of Education, County of Sussex, State of New Jersey, that a closed session of this Board of Education (where the public shall be excluded) will be held at this time for the purpose of discussing: litigation and personnel.

BE IT FURTHER RESOLVED, that the action of the Board with regard to the above entitled matters shall be disclosed to the public at a later date and to the extent that the same is not prejudicial to the interests of the parties involved, and would not result in a possible invasion of their right of privacy.

At 7:50 p.m., a motion was made by Mr. Hunt, seconded by Mr. Cooper and carried by a unanimous vote of the members present to adjourn Executive Session, the results of which will be made public this evening. **Adjourn Executive Session**

### **CORRESPONDENCE**

Mr. Hutcheson – two pieces of correspondence with the packet is going around.

- Mrs. Andrews questioned the Lady Cougar Alumni Field Hockey rejection of the fundraiser that they've had for the past two years.
- Mr. Hutcheson will follow up with Mr. Carroll for reasons.

### **COMMENDATIONS**

- The following students for being named Students of the Month for November:
  - 7<sup>th</sup> Grade: Caedon Jones, Alexa Shotwell
  - 8<sup>th</sup> Grade: Severiano Cartagena, Abbie Ankrom
  - 9<sup>th</sup> Grade: Ryan Smaletz, Kylie DiBella
  - 10<sup>th</sup> Grade: Dylan Modafferi, Zoe Lockburner
  - 11<sup>th</sup> Grade: Austin Smith, Kathryn Merrill
  - 12<sup>th</sup> Grade: Billy Connors, Sarah Calderon
- Junior High and High School Band/Choir Teachers, Lexie Straulina, Chris Henke, Patrice Kane and Jarred Matthes and all the student participants for enjoyable Holiday Concerts on December 6 and December 13, 2017.
- Michele Kaminskyj and the Interact Club for putting together Thanksgiving Day dinners and breakfasts for 21 families in our school community.
- Gayle Tidona for receiving the 1<sup>st</sup> marking period Golden Apple award.
- Doug Carnegie, Tracy Paparella, Zach Goldstein, Jeff Gely, Kristiana Lightcap, Grace Valenti, Katrisha Ricadela, Amy Minkewicz for hosting the SCARC Explorers in their classes on November 17, 2017. They created lessons that the young adults from SCARC could participate in with the help of our students.
- Coach Jason Geleski and members of the Boys Basketball team for volunteering at Manna House on November 24, 2017 with preparing and serving meals to community members.

### **PETITIONS FROM THE AUDIENCE**

- Ms. Christine Bisl – I just have a quick question did you receive the letter from me? Would that be in the correspondence?
- Ms. Shaffer – that would be sent directly to the board, yes, that was in the board's packet
- Ms. Bisl – okay, thank you. I would just like to tell you why I'm here in support of our Coaches completely. When Katarina, my daughter, was in 8<sup>th</sup> grade we attended the activity fair. We met the coaches and the cheer team to see what it was all about they had just won nationals in Dallas and were so excited that Katarina wanted to try out. I too was excited for my daughter because the team was so friendly and positive. I felt that it would be a great opportunity for her to be in that atmosphere. She tried out and made the team, she went to every practice that summer and dedicated herself to learning as much as she could as it was her very first time cheering. First day of school she came home and told us she was going to quit the team. I asked her why and she told me she couldn't learn all the cheers. They learn over sixty cheers, movements, precisions, etc, they do a lot. I emailed the coaches and asked to speak to them regarding this matter. I had an appointment immediately with them the next day at 2:17. I went in and spoke to them and came to the conclusion that my daughter is a competitive young lady. The Coaches assured me that they would be there to help her through it whatever she needed, they told me that they have stuck to those promises since that meeting. Through their coaching Kat has been motivated to be the best she can be and she made varsity by her very first football season. To see the pride in her face to be a part of such a team is something I'll never forget. Our family has great hopes to attend nationals again next year; we want the title back. To my daughter it's all about being on a

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competitive cheer team, this is not recreational it's competitive, you have to train hard so you compete hard. This is most recently demonstrated by their victory at Wallkill High School where they took first place as eight day champs. In closing I would just like to add that I wish parents would speak to our coach's face to face dealing with issues through email often leads to problems with the recipients misconstruing what the sender is saying, and we have lost a lot of personal touches for that, in that aspect. So my husband and I fully support our coaches and will be there pushing our daughter in the direction of great success. Thank you

- Ms. Shaffer – thank you very much, do we have any other presentations?
- Hi my name is Allie Kruck, I'm here speaking today to support the KRHS cheerleading team, their coaches, and the cheer program. My daughter Julia has cheered with the KMF rec program for years and all she ever wanted to do when she started her time at Kittatinny was to participate on the varsity team. She knew that would take hard work and dedication. She worked hard at the gym during her 7<sup>th</sup> and 8<sup>th</sup> grade years on tumbling because she knew how high the bar was set to be a member of the varsity team, but as fate would have it the week before tryouts she fractured her ankle. She was devastated but new she had two choices, don't go and possibly miss out on something that she had dreamed about or show up in a boot and prove to her future coaches what she was made of. She made the team as an alternate and was okay with that even though she still hadn't officially made the team. Julia worked hard all summer rehabbing her ankle while she was still working with the team. She missed her first home game because she was still working on getting back her handspring to varsity standards, but the coaches gave her the opportunity to be the cougar for the football game and she was able to be on the mat with her team. As a young freshman she proved to herself, her teammates and coaches that you have to work hard, sacrifice, accept criticism, have strong work ethic, be a team player, and do whatever was needed to help the team and coaches to be the best. We know that our daughter is a better person today because of her coaches and the team she has cheered with for the last three years. She has learned how to be a strong and how to lead effectively. Her coaches and upper classmen instilled that in her and she will carry with that her after she graduates. We can say that watching her cheer at Kittatinny has been a wonderful highlight for us as her parents. To see her and her teammates along with her coaches at football games cheering on the boys to cheering at the girls and boys basketball games and the wrestling matches. These girls and coaches support everyone at the school right down to recently cheering at the girls' soccer team this past fall. The spirit and dedication they give the KRHS family overflows from both the coaches and the team. In closing I want to share that one of the greatest moments in our young daughter's life was the 2015 trip to NCA Nationals in Dallas. To see her and her team perform and make a memory like that was once in a lifetime. To watch our daughter perform with her team at such a grand event was amazing, then to see her team win overall and walk up the mat as national champions. The coaches did not have to take them across the country and have them experience that they didn't have to work them the way they did, but they did and

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they continue to love, support, and encourage our kids to know that they can do great things. Our daughter will carry that feeling of winning that national title for the rest of her life. She'll be starting her senior year next year, she continues to support and coach the KMFL rec program through interaction being the best cheerleaders. She has carried the values and morals to the KMF rec program that these coaches ingrained her and we are proud of her for that, thank you.

- Ms. Shaffer – thank you very much Mrs. Kruck. Do we have any other petitions?
- My name is Patti Gentile my daughter is a former KRHS varsity cheerleader, she graduated in 2017. I'm here to support the coaches. Let me start by saying that my daughter new that in order to make this team she needed to have and maintain a certain criteria. My daughter among other girls rose to the challenge, worked hard, set goals, and achieved varsity status as a freshman. I watched with pride as that team went on to win the national title at the NCA competition in Dallas, Texas in 2016 and being successful again in Dallas the following year. I loved watching my daughter cheer and I still go to watch the girls when I can as I miss being part of the group. The love and support that these coaches have for their team is amazing. Through there coaching I watched my daughter developed confidence, character, and become an effective leader and mentor to the younger girls. Never in four years as a Kittatinny varsity cheerleader did my daughter ever come home and complain that practice was too tough. My daughter had to work hard to have the honor of achieving varsity status and was so excited she earned her varsity jacket. I guess that some are willing to put in the work and have what it takes to be part of a competitive team and others simply do not. I've watched these coaches put so much time and effort into this team all of them having families of their own, sacrificing time with their families in order to accompany their team to various competition. All they received in return is to be maligned and disrespected by overinvolved parents that are raising entitled children that expect to be handed something in life they did not work for or earn. I witnessed the girls at a game this past season and saw some of the girls put on their jackets only to quickly to remove them and put on warm up jackets the same as the other girls, why? Is it because all the girls did not have varsity status? This is absolutely ridiculous and unfair it only devalues the hard work of the girls who earned the right and honor to wear that varsity jackets. I'm also hearing that these same helicopter parents are complaining that coaches are too tough on their entitled children. There is nothing wrong with being tough as this is high school varsity, competition, national championship team. You need to be tough or someone gets seriously injured or worse. My daughter was a flyer, believe me, I was very happy that these coaches were tough. If the administration allows this nonsense by parents who obviously have no boundaries when it comes to their children, does not support the coaches, then I feel this is the beginning of the end of high school sports as this behavior by parents is a sad epidemic in this country. I feel sorry for the parents, sorry for the children of these parents because they will be doomed to a life of failure because the parents are robbing them of problem solving and coping skills. The parents should be supporting the coaches and teaching their children respect. Thank you.
- Ms. Shaffer – thank you very much, do we have other petitions?

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- My name is Gianna Gentile and I am a graduate of Kittatinny Regional High School. I was a member of the Kittatinny cheerleading team for the past four years. I am writing to you today in support of my coaches needless to say those were the best four years of my life. When I was just a freshman I tried out for the team and my whole world changed the minute I became a Kittatinny cheerleader. Not only did I become a member of the team I became a part of a family in which I will continue to be a part of that family for the rest of my life. When I first got on the team because of my size I was chosen to be a flyer. I had absolutely no experience at all but my coaches helped me and took the time to work with me for hours and hours on end. It was tough trying to learn how to fly, that is not just something that you pick up on overnight. Yes I was terrible at the beginning but when I stumbled and fall do you think my coaches held my hand and told me it was okay, absolutely not. They pushed me to get back up and do it again until it was perfect. I wanted to give up; why didn't I? because there was absolutely no way my coaches would ever let me or anyone else ever give up. My coaches pushed me and gave me confidence in myself which I had never before experienced. I am beyond thankful for that. Yes, they are tough why shouldn't anyone else expect a coach to be like that, any and every team would fail if coaches constantly treated their athletes like little flowers and held their hand in every little thing. Coaches are absolutely not there to be your friends they are there to coach you and I strongly believe if anyone else who thinks differently should not get the privilege to be a part of a high school varsity sport. Coaches are there to criticize you, to yell at you, and make you better they are not there to babysit us. When you sign up for a varsity team, especially the Kittatinny cheerleading team, you are committing to an intense competition team this is not rec anymore. These students need to realize they cannot cry to their Mommies when something gets tough. You and I both know this isn't just the cheerleading team, this is a whole generation of children that feel entitled and feel their parents are entitled to manipulate and try to destroy coaches for simply doing their job. This will be the beginning of the end of all high school sports if you let children control the future of our coaches. Never once did I go home and complain to my Mother that my coaches were too tough on me. I simply let them critique me, went home, thought very hard about it, went back and fixed my mistake. Needless to say when I came back and couldn't perfect what I had left off on not so well the support and joy my coaches gave me was an amazing rewarding feeling. It is a privilege to be considered a Kittatinny cheerleader, I was honored to earn a spot on varsity as a freshmen. Now a days children feel that they are entitled to be on varsity. I had to work my but off to earn that spot, what are we teaching children if we just hand them everything? They will never learn to work hard for something they want. I worked hard to earn that spot and I continue to work hard all the way until my last day as a senior on the team. I truly feel bad for the future children if this nonsense keeps occurring. They are truly missing out on learning a valuable life lessons. Did I mention I was part of both teams that won a national championship title again do you seriously believe my coaches weren't tough on us. Winning a national championship title not once but twice was the most amazing feeling you can ever imagine. Being on that mat and having our name called told us our hard work had paid off. That never would've happened without my coaches. Not only were we

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working to win a national championship title for ourselves and for our team we wanted to win it for my coaches. My coaches deserved to win a national championship title not just us. The amount of time and effort they have put into our team and program is unbelievable now not only are they at every single practice, game, competition, and event with us they have children of their own. My coaches are completely dedicated to this team and I'm absolutely disgusted that children and parents are trying to destroy them. Is that the things they get for being with us day and night constantly; like I said, they have children of their own and they still choose to be with us every single day. These coaches also have to take off extra time from their families when we go to certain competitions such as Texas and Maryland. These woman sacrifice everything for us and I would sacrifice anything for them. They are my family, not only are they there to coach us, but they constantly make sure that everything was okay at home with our families and always checked up on how we were doing in school. They were always there for us when we needed it even if we were just having a bad day. I could go to these woman for absolutely anything and everything they have given me the world and I intend to do everything I can to prove to you they have done nothing but change my life for the better. I truly would not be the person I am today without these women, they have taught me, shaped me, and reminded me that no matter what, no matter what I can do whatever I put my mind to. They have taught me to never give up and never let anyone tell me what I can and cannot do. These are the most powerful and strong women you will ever meet and I truly hope one day I can be half the woman that they are.

- Ms. Shaffer – thank you, thank you very much.
- Hi my name is Sarah Dudes and I am a senior on the Kittatinny cheer team. I worked my butt off every single day to get where I am now, now I am a captain on this team. We were a national winning team; how do you think we won?, by coaches treating us like babies no they pushed us every day to our best ability. I'm so happy they pushed me they had made me a better person and I thank them for that. Thank you and I feel the exact way as Gianna.
- Ms. Shaffer – thank you very much.
- Hi my name is Brooke Wallgren, I am also a former Kittatinny cheerleader. I was approached at the end of my 8<sup>th</sup> grade year by my cheerleading coaches to encourage me to come out and try out. Them coaching me was the greatest thing that has every happened in my life. Spending four years on the cheerleading team has taught me more than I would've learned anywhere I feel like. They taught me a lot about life it wasn't just cheerleading it was more about being successful and they always encouraged homework. They always encourages me to keep pushing and
- Ms. Shaffer – it's okay take a deep breath and take your time.
- Ms. Wallgren – yeah my coaches, it was more about, I mean, they taught me how to be successful in life, ya know. I'm in college right now because of them, I work as hard as I do every day because they taught me how to. I don't know I'm just going to stop talking because I'm going to start crying. Thank you, thank you guys for helping me with my life.
- Ms. Shaffer – thank you very much and you did a nice job.

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- Hi my name is Taylor Kettle, I'm a current senior at Kittatinny. I'm in the CI program this year, but for the last three years I was on the Kittatinny cheerleading team. I really think a lot of these skills of these woman, like they're both very, very powerful woman and they're smart and they just, like one of my first experiences with somebody who like they believed in me like ya know like kind of told me told me that I could do it. You know like I could be that I could grow up to be a doctor or I could be the president of the world, they inspired me to work hard and dream for what I believed I could do. They push us every single day in that practice room and I learned a lot of really important skills that I feel I use every single day now. I have three jobs, I work really, really hard, I'm not able to be on the team this year because I've had to work my jobs, but I was just thinking about it and some of these girls they think they can miss out on practice they can like come late or leave early and stuff and if you had a job in the real world that is kind of like what they're preparing us for. If you had a job, my job every day was to be there 2:30 to 5:30 five days a week and I said oh I'm going to be a couple minutes late this day I'm going to leave early this day and like that wouldn't fly and that's what they're trying to teach us ya know. If I was to show up to work not wear my company shirt my boss would probably fire me or send me home for the day because that's my uniform that's what I have to wear to work, ya know. Like teacher's here they can't just wear what they want and stuff they have to wear the required clothing. I just think a lot of the skills we learn on this team like you're held accountable for your actions on this team and that is what they are trying to teach us. They're very strong they helped me believe in myself, I have big dreams now, these women they're so supportive they're second parents to me. The other day one of my friends who was also on the cheerleading team was in a car accident she isn't on the team anymore, she also had to leave the team for work reasons to make money to go to college, which they both inspired us to do. I wasn't even thinking about my future until my coach Georges told me you really need to think about this you need to go to college you what are you going to do after high school. I was kind of last year I didn't want to go to class, I got in trouble a lot for not going to class, I wouldn't come to school, I would do what I felt like because I was like why does it matter. My coaches inspired me to come to school every day, to get myself together, to get a job, to go to college, now I'm saving up my money so I can get a further education than Kittatinny. They opened my mind up to see past that I just feel like I learned so many valuable skills from these woman. They just really care about us, they genuinely care about each and every single girl that goes through their program whether you stick with it or not, and I would really hate to see anybody else coach the program because I coach third and fourth graders myself for the KMFL program and I wouldn't want anybody but these woman to be their coach in high school because they're going to show my girls the techniques they use. They're going to show them the proper way to cheer and for some girls that means a college education. That could be the scholarship that gets them to college and I just think it's really important these woman show them the same values that they taught me cause without them who knows where I'd be, I could be a drop out right now, like ya know, who knows what I'd be doing I could be in juvie they really, really helped a lot I was kind of a



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screw up before I met them. I don't know these woman are really, really, they genuinely care, I don't know, that's all I have to say.

- Ms. Shaffer – thank you very much, thank you.
- Hi my name is Arlene Konar I have cheered in this room I'm actually on the wall somewhere. I was Denise Georges' first cheerleader twenty years ago. I did send a letter and I'll just read it. Dear Kittatinny BOE: The intent of this letter is for information only. I feel there is a need sometimes to step back and remember those who helped mold you into the person you are today. Just for a moment think back to that one teacher/coach or friend who you will never forget. For me this person is my cheer coach Denise Georges and my teammate Sam. I had a very hard upbringing and had some terrible experiences growing up; however, I found someone that I could confide in, trust and rely on. Denise taught me several lessons about growing up that I was reluctant to learn at home. She cared about me as a person, always available when I needed her, and treated me as if I was her own. Because she believed in me and her authentic relationship, I grew up to love people. That was very big deal for someone who has been hurt growing up a young woman, it was hard. It only takes one person to breathe life into another hurting soul to change their whole destiny. Because Denise gave me a second chance at life I now pay it forward and coach for young ones myself I seek out those souls that just need someone to believe in them. There are some lessons that I learned only through this cheer program and that is trust and sisterhood. I cheered with Sam for several years and there are more times that I can count that she put herself at risk to save me from getting hurt. One thing you have to understand about this program is that you learn about putting others before yourself. You learn to love, trust and care. This family of girls have a safe place to go to and feel welcomed during these difficult times of their growth. This is essential to becoming a great citizen and giving back to the community. Because of this cheer program you are saving many lives. Some girls come to this program from a broken home, unstable relationships, and low self-esteem. They graduate this program with self-respect and a positive outlook on life, and all because of Denise and Sam. Think about how many girls they have helped out in the past twenty years. I know I am just one. Thank you
- Ms. Shaffer – thank you very much. Do we have any other presentations?
- Hi Carmen Ferrante, I happen to agree 100% with what those girls said about what coaches should do and that's to coach and to encourage and to treat you with respect, and I think there's a little misunderstanding here because my daughter was also part of the team that went to Dallas and she worked hard for it and she would still be working hard if she wasn't mistreated and called names and forced to leave the team. And it also maybe a misunderstanding that I thought this hearing was last month because I could have paraded a bunch of Mom's in here with their kids to do this all over again but I thought that was done. With that being said I do agree with what being said and there's a difference girls between being coached and being mistreated and this was said in a private meeting and I'm gonna say it here out loud my daughter took a polygraph test about the names that she was called and how she was mistreated and she passed with almost a perfect score which no one has ever done. No one gets a perfect score.

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- Ms. Shaffer – Mr. Ferrante your addressing, your addressing the board not
- Mr. Ferrante – she takes the polygraph test she passes with almost a perfect score to prove that she was telling the truth because this isn't about the team and not being part of it because my daughter wants to be part of that team that's why she stayed at this school and I'm not a helicopter parent. My son left my house at the age of thirteen to go to school in Bergen County to chase his dream of wrestling, okay, so I don't baby my kids. The reason why we're in this position is because I told my daughter to stand on her own two feet and she passed that polygraph test with flying colors. So I'll say it I'd like to ask the coach to take a polygraph test and see how well she does cause I already know my daughter passed. So if she's telling the truth let's prove it because my daughter did she stood on her own two feet like these girls were being told being taught to do and when it related into was being pushed off of something she loved to do that she's also been doing since she was five years old and coached one of the mother's daughters here who stood up and said that this woman played a big part in her life. My daughter coached her daughter last year and was told by her daughter when I need to leave I want to hold your hand so I guess my daughter was doing something right too. There's a misunderstanding here about what's going on and who's telling the truth and maybe who's telling a different story of the truth and what's being portrayed to these nice people. So I'll challenge them again to take the polygraph test like my daughter did, I'd even be willing to pay for it, and then we'll know who is telling the truth.
- Ms. Shaffer – thank you Mr. Ferrante, do we have any other petitions.
- Mrs. Jen Durso – First of all I just want to say that I do understand that some girls on the team have good experiences that is not why we're here we're here because my daughter had a bad experience as you can hear obviously these girls know some parts of the HIB that they should not know so I don't know whose telling them. I just feel like the intimidation is still going on I feel there excluded I feel that I'm very disappointed to hear people's portrayal of me, they don't even know me and I have four successful daughters who I did never baby, I have never held their hand, I have never gone to school and fought over one thing for any of them, four, not one of them. This is the first time that we've had a problem so you know they've all been part of teams they know what team work are. I just feel that they used this platform I think it's great for them to support the coaches but I don't think it was great that they tore us apart as parents and even our daughters because they made it sound like our daughter weren't hard working, that our daughters got upset because I don't know why because they didn't want to work hard I guess our daughters are lazy that's what they were saying. I bet if you go to any of the teachers who have had any of my kids I can't say all of them but I bet you a percentage of them will tell you my daughters are very hard working daughters and I take insult to that. I know we did what was right and that's what I want my daughters to do to stand up and do what's right.
- Ms. Shaffer – thank you Mrs. Durso, do we have any other presentations before this board
- Ms. Sharon Quinzufkie – my daughter, Alexis, is a freshman this year. She came in from another school so this was her first introduction coming into Kittatinny and she was very nervous. She tried out over the summer and made the team she, I was hesitant because she was part of the midget team, the KMFL, a few years ago and there was a lot of issues that

**PETITIONS FROM THE AUDIENCE** – con't

were going on so I was very hesitant of her coming in and I really strongly tried to talk her out of it. However she decided that was something she wanted to do so I had a conversation with Sam and said to her I really don't want a repeat of what's going on, my daughter was berated on the KMFL, she was ridiculed and it was really a bad experience for her so I was very forthcoming very straight with her I didn't know Denise at the time I had heard different things about Denise I heard things about Sam I really was not wanting her to be a part of this team; she however won out. That being said it has been such a positive experience for her she has loved being a part of this team. I've gotten to know Denise which she's been wonderful. I am very forward, straightforward person, I speak my mind good or bad it's who I am. I let them know what I wanted for my daughter I have no problem with her being corrected if she's doing something wrong, I don't want her being berated there's a difference between guiding and berating and she's not a perfect kid I'm now a perfect person I don't think anyone in this world is in this room is a perfect person. However she's growing, she's become such a part of this school, she loves it the only negative now though, is now she doesn't feel the team is what the team was she had known people prior to being on the team and she had heard all the fun things and all the things they were going to do and it was a much more relaxed atmosphere, it's not now, now it's there very tense, the coaches are really watching themselves because they're so afraid they really can't be who they are they can't be personable, they really have to watch they have to make sure there walking the line and just not being the coaches that these girls have had the experiences with so that being said I would hate to see anything happen to these coaches they have been such a wonderful influence on my daughter for such a short period of time I would really love for her to have another three years. She's working hard on her back hand spring so she can be a varsity cheerleader because it's something that's important to her and they just want, my daughter, I had a meeting these coaches they have parent meetings where you can go and talk and bring your daughter so my daughter was skipping lunch a couple times and at practice she was not up to par a couple times. I spoke to Denise and Sam about it, Denise actually offered to go into her room to have lunch and do her studying 'cause she was skipping lunch to go up the cafeteria to study. Denise went out of her way to extend that to her. Sam has been nothing but wonderful with her. It my short amount of experience it has been a very, very positive experience and I'm hoping it will continue to be able to bring her to the next level for the next couple of years.

- Ms. Shaffer – okay thank you, thank you very much, do we have any other petitions?
- Hi my name is Jenna Dispenziere. If you would have told me a couple of years ago that I would be a Kittatinny cheerleader I never would have believed you, but I, sorry
- Ms. Shaffer – that's alright, take a deep breath and start again
- Ms. Dispenziere – I came to the activity, I guess, fair and one of my coaches was there and I told her I had never done cheerleading before and I only done dance, but I was maybe interested in trying out. She told me that we would love for me to try out and at the time, I didn't know if I was really going to do it or not, and I did and I made the team and I was so excited and I worked so hard to learn the cheers over the summer and I couldn't come to every practice because we were on vacation but I was sent videos to learn the cheers. I

**PETITIONS FROM THE AUDIENCE** – con't

tried to learn all the best that I could and when I came in, and I was maybe, I didn't know them all very good. I worked really hard, I would know them all for the games. My coaches pushed me so hard to like I would not be where I am today without them and now they're not even allowed to coach us because, because people like I don't even know what they're doing, but like just, they're not allowed to even like sometimes you just need to be yelled at to do something right and they're not even allowed to coach us at all. If they think, like if anybody thinks that we're going to win a national title again without being able to have the same to be able to be coached like I was my freshman year, and I know that even then they had to be easier on us than they were previously there's no way that we're ever going to be the team we were without them being able to coach us and I just don't understand.

- Ms. Shaffer – thank you very much.

**CSA REPORT**

Mr. Hutcheson reported on the following items:

- We received a payment from Federal Impact Aid last month from the fiscal year 2016 application. It was a partial but probably a final payment of around \$19,000. We probably will be only seeing 2017 and forward money at this point forth. The application is due by January 31<sup>st</sup> so I will be completing that over the next month.
- In your packets you had some handouts one reference a law enforcement memorandum of understanding and agreement and it was some commentary on why we went back to the 2015 MOA due to the new law in regards to video tape and access of video tape by law enforcement. They're trying to iron out some wrinkles in that process some of the concerns are warrantless searches things that when they first came up with the MOA they didn't think about so that is why we have a 2015 version. Also in the handout are new HIB updates for the board to review, these are change in policy and procedures and we have to discuss whether we want to incorporate one of the policies and procedures which is an initial principal review of any referred HIB case.
- If you happen to see in the NJ School Boards notes there were six questions during the election in November for school districts. Unfortunately five of those six failed and that's why I've continually said I'm not in favor of doing anything that we can't save money for as far as when it comes to Capital reserve and projects in the school. One of those projects that we initially have done, and you can see some work later on tonight, is our media center that hopefully will be open on January 2<sup>nd</sup> for the students. We're making great progress and our next big project will be to address the forty three year old chiller that is original to the building. That's going to be a very big endeavor.
- Also in your packet is a hand out about the Explorers program that you have as far as a commendation.

**CSA REPORT** – con't

- I do want to let you know that a week and a half ago we had an issue with one of our contractors in the media center. He actually had a heart attack here on campus, we had to have him ambulated out and actually he did survive; he's recovering. Mr. Carroll was lucky enough to happening to walk between the two dumpsters that the contractors have and he was laying in between them which normally you wouldn't see, luckily we saw him and attended to him; but he's recovering.
- There's some other handouts about State aid cuts, Science testing - they'll be new science testing coming up grades 5, 8, & 11. This is not a graduation exam, yet it is the new science program to meet the federal standards. Lastly there's a legislative update in your packet.

**FINANCE, BUDGET AND INSURANCE**

Pursuant to N.J.A.C. 6A:23A-16.10(c)3, I certify that as of December 14, 2017, no budgetary line item account has obligations and payments (contractual orders) which in total exceed the amount appropriated by the district board of education.

\_\_\_\_\_  
Board Secretary

\_\_\_\_\_  
Date

- |  |  |
|--|--|
| A. A motion was made by Mr. Cooper, seconded by Mr. Hunt and carried by a unanimous vote of the members present to certify pursuant to N.J.A.C. 6A:23A-16.10(c)4 that as of December 14, 2017, after review of the appropriations section of secretary's monthly fiscal report and upon consultation with the Business Administrator to the best of our knowledge that no major account or funds has been over expended in violation of N.J.A.C. 6A:23A-16.10(c)4 and sufficient funds are available for the remainder of the fiscal year. | <b>Certify<br/>Financial<br/>Statements</b>        |
| B. A motion was made by Mr. Cooper, seconded by Mr. Hunt and carried by a unanimous vote of the members present to approve the following finance items:<br><br>Payment of bills – December 2017<br>List of transfers – November 2017   | <b>November<br/>Transfers /<br/>December Bills</b> |
| C. A motion was made by Mr. Cooper, seconded by Mr. Hunt and carried by a unanimous vote of the members present to approve the attached monthly travel for administration, Board members and staff as per Board policy. (Attachment F-1)   | <b>Monthly<br/>Travel</b>                          |

**FINANCE, BUDGET AND INSURANCE** – con't

D. A motion was made by Mr. Cooper, seconded by Mr. Hunt and carried by a unanimous vote of the members present to approve application for Annual State School Aid (ASSA) Report as submitted to the New Jersey Department of Education on December 1, 2017 based on a data snapshot from October 15, 2017 as follows:

**Application for  
 Annual State  
 School Aid  
 Application  
 Report**

2017-18 Resident Enrollment Data: 977.5 (2016-17 ASSA – 1009.5)

E. A motion was made by Mrs. Andrews, seconded by Mr. Cooper and carried by a unanimous vote of the members present to approve monthly contract with The Grove School for student #2402 in the amount of \$2,968.33 per month for special education services. (Current out of district placement with modifications.)

**The Grove  
 School**

F. A motion was made by Mrs. Andrews, seconded by Mr. Cooper and carried by a unanimous vote of the members present to accept the monthly bank balances for the following accounts:

**Bank Account  
 Balance  
 Report**

Bank Accounts	11/30/17 Balance
Adult Education	\$63,934.26
Cafeteria	\$68,572.39
Driver Education	\$4,469.81
Petty Cash	\$303.25
School Store	\$9,536.26
Student Activities	\$222,958.48
Athletics	\$6,567.09
Unemployment Trust	\$256,253.42

**PERSONNEL**

A. A motion was made by Mr. Greene, seconded by Mrs. Andrews and carried by a unanimous vote of the members present to approve the following substitute teachers pending completion of necessary paperwork and satisfactory criminal background check as recommended by the Superintendent:

**Substitute  
 Teachers**

Jodie Chadwick

**PERSONNEL** – con't

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|---|---|
| B. A motion was made by Mr. Greene, seconded by Mrs. Andrews and carried by a unanimous vote of the members present to approve David Lado as a consultant to work with one KRHS student to compete as an individual at winter track competitions, pending completion of necessary paperwork and satisfactory background check as recommended by the Superintendent. | <b>Consultant</b>                                     |
| C. A motion was made by Mr. Greene, seconded by Mrs. Andrews and carried by a unanimous vote of the members present to approve Denis Cook to revise Advanced Placement (AP) Calculus AB curriculum to meet AP Central/College Board standards at a rate of \$40/hour for a maximum of four hours, as recommended by the Superintendent.                             | <b>Revise<br/>Advanced<br/>Placement<br/>Calculus</b> |
| D. A motion was made by Mr. Greene, seconded by Mrs. Andrews and carried by a unanimous vote of the members present to approve Melissa Garris to intern with the Guidance Department from January 2018 through August 2018, as recommended by the Superintendent. Melissa is working towards her master's degree in School Counseling through Capella University.   | <b>Guidance<br/>Intern</b>                            |
| E. A motion was made by Mr. Greene, seconded by Mrs. Andrews and carried by a unanimous vote of the members present to approve Elizabeth Hirsch as a student lifeguard at a rate of \$8.44/hour, as recommended by the Superintendent.  | <b>Student<br/>Lifeguard</b>                          |
| F. A motion was made by Mr. Greene, seconded by Mrs. Andrews and carried by a unanimous vote of the members present to approve Anthony Gummerson as Assistant Wrestling Coach, split stipend, Step 1, at a salary of \$2,918 (\$5,836 full stipend), as recommended by the Superintendent.  | <b>Assistant<br/>Wrestling<br/>Coach</b>              |
| G. A motion was made by Mr. Cooper, seconded by Mr. Greene and carried by a unanimous vote of the members present to approve Allison Hermann as Driver's Education on the road Instructor at the rate of \$27.50 per hour, pending completion of certification and necessary paperwork and satisfactory background check as recommended by the Superintendent.      | <b>Driver's<br/>Education<br/>Road<br/>Instructor</b> |

**PERSONNEL** – con't

- H. A motion was made by Mr. Cooper, seconded by Mr. Greene and carried by a unanimous vote of the members present to approve the attached expenses and resolution for Craig Hutcheson, Superintendent, to attend the National Association for Federally Impacted Schools (NAFIS) Conference in Bonita Springs, Florida on January 5-8, 2018, General Services Administration (GSA) hotel rate is \$110/day (cost of Hyatt Regency Coconut Point Resort and Spa is \$204/per night plus tax); GSA meal allowance will be \$59/day, (75%) first and last day. (Note: hotel rate does exceed GSA rate of \$110.) (Attachment P-1) **CSA to Attend NAFIS Conference**
- I. A motion was made by Mr. Cooper, seconded by Mr. Greene and carried by a unanimous vote of the members present to approve the attached expenses and resolution for Brian Schulman, Athletic Trainer, to attend the Eastern Athletic Trainer's Association Conference in Boston, Massachusetts on January 5-6, 2018, General Services Administration (GSA) hotel rate is \$169/day (cost of Boston Hotel is \$159/per night plus tax.) (Note: hotel rate does not exceed GSA rate of \$169.) (Attachment P-2) **Athletic Trainer to Attend Eastern Athletic Trainer's Conference**
- J. A motion was made by Mr. Cooper, seconded by Mr. Greene and carried by a unanimous vote of the members present to approve job description for the Kittatinny Region Shared Service Curriculum Coordinator. (Attachment P-3) **Job Description**
- K. A motion was made by Mr. Greene, seconded by Mrs. Andrews and carried by a unanimous roll call vote of the members present to approve a shared service contract with Stillwater Township School District as the LEA to employ Cali Roberts, (.5 FTE) part-time Curriculum Coordinator, at a cost of \$51,149.40, split equally between Kittatinny Regional School District, Fredon Township School District, Hampton Township School District, Sandyston-Walpack School District and Stillwater Township School District at an annual cost of 10,231.88 for each school district prorated to 6,139.13 from January 2, 2018 until June 30, 2018. (Attachment P-4) **Shared Service Contract – Part Time Curriculum Coordinator**
- L. A motion was made by Mr. Cooper, seconded by Mr. Greene and carried by a unanimous vote of the members present to table motion to approve \_\_\_\_\_ as Teacher of Technology Education, Industrial Arts or Art, effective \_\_\_\_\_, 2018, Step \_\_\_\_\_, salary to be determined upon settlement of the collective negotiated bargaining agreement, pending completion of certification and necessary paperwork and satisfactory background check as recommended by the Superintendent. (Attachment P-5) **Tabled Motion**



**PERSONNEL** – con't

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| M. A motion was made by Mr. Cooper, seconded by Mr. Greene and carried by a unanimous vote of the members present to allow the Superintendent to offer employment, upon consultation with the Board of Education President, to perspective employees of the Kittatinny Regional School District from December 15, 2017 up to and including January 4, 2018. | <b>CSA to Offer Employment</b>            |
| N. A motion was made by Mr. Cooper, seconded by Mr. Greene and carried by a unanimous vote of the members present to accept the resignation of Nathalie Mahoney, Teacher of French, effective February 9, 2018.   | <b>Resignation Teacher of French</b>      |
| O. A motion was made by Mr. Cooper, seconded by Mr. Greene and carried by a unanimous vote of the members present to post/advertise for Teacher of French.  | <b>Post / Advertise Teacher of French</b> |

**CURRICULUM**

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|---|---|
| A. A motion was made by Mr. Cooper, seconded by Mr. Greene and carried by a unanimous vote of the members present to approve the monthly suspension report. (Attachment C-1)  | <b>Monthly Suspension Report</b>                |
| B. A motion was made by Mr. Cooper, seconded by Mr. Greene and carried by a unanimous vote of the members present to approve the Harassment, Intimidation and Bullying (HIB) report. (Seven investigated – NO HIB found.) (Attachment C-2)          | <b>HIB Report</b>                               |
| C. A motion was made by Mr. Greene, seconded by Mrs. Youngs and carried by a unanimous roll call vote of the members present to approve affirmation of the recommendation of the HIB Team/Superintendent for appeal case St. #1256.                 | <b>Affirmation of HIB Appeal Case St. #1256</b> |
| D. A motion was made by Mr. Cooper, seconded by Mrs. Andrews and carried by a unanimous roll call vote of the members present to approve affirmation of the recommendation of the HIB Team/Superintendent for appeal case St. #1472.                | <b>Affirmation of HIB Appeal Case St. #1472</b> |
| E. A motion was made by Mr. Cooper, seconded by Mr. Greene and carried by a unanimous vote of the members present to approve Community Awareness Night on Monday, January 22, 2018 in the Library and Gymnasium sponsored by senior Health classes. | <b>Community Awareness Night</b>                |

**CURRICULUM** – con't

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| F. A motion was made by Mr. Cooper, seconded by Mr. Greene and carried by a unanimous vote of the members present to approve the administration of a field test for the Biology I Honors class during the month of January which will provide data to Biological Sciences Curriculum Study. Participation in this test may result in additional grant opportunities. | <b>Field Test for<br/>Biology I<br/>Honors Class</b>               |
| G. A motion was made by Mr. Cooper, seconded by Mr. Greene and carried by a unanimous vote of the members present to approve Life Skills trip to Fairview Lake YMCA Camp in Stillwater on Friday, May 25, 2018. Cost of \$25 per person to be paid by Employment Orientation. Transportation via Kittatinny bus.   | <b>Life Skills<br/>Trip</b>  |
| H. A motion was made by Mr. Cooper, seconded by Mr. Greene and carried by a unanimous vote of the members present to approve Bagful of Bagels as a community based instruction stop during Life Skills trips.  | <b>Bagful of<br/>Bagels</b>  |
| I. A motion was made by Mr. Cooper, seconded by Mr. Greene and carried by a unanimous vote of the members present to approve High School Robotics Club members to attend competition at Sparta High School on Saturday January 6, 2018. Transportation via Kittatinny bus. Participation fee covered by Robotics Club.   | <b>Robotics<br/>Club<br/>Members to<br/>Attend<br/>Competition</b> |
| J. A motion was made by Mr. Cooper, seconded by Mr. Greene and carried by a unanimous vote of the members present to approve Kittatinny High School Choir trip to New Orleans, May 23, 2018 through May 27, 2018. (Attachment C-3)   | <b>Choir Trip</b>  |

Information:

Homebound Instruction count for November 2017: 3  
Fall Conference Appointments on December 7, 2017: High School - 518; Jr. High - 336; Total:  
854 (last year 844)

**POLICY**

A. A motion was made by Mr. Greene, seconded by Mr. Cooper and carried by a unanimous vote of the members present to approve 1<sup>st</sup> reading of the following policies: **First Reading of Policy Numbers:**

- #1120 Board of Education Meetings (major revision) (POL-1)
- #1330 Use of School Facilities (minor revision) (POL-2)
- #2131 Chief School Administrator (minor revision) (POL-3)
- #2240 Research, Evaluation and Planning (minor revision) (POL-4)
- #4113/4114 – 4213/4214 Assignment/Transfer (minor revision) (POL-5)
- #5111 Admission (minor revision) (POL-6)
- #5131 Conduct/Discipline (minor revision) (POL-7)
- #5131.5 Vandalism/Violence (minor revision) (POL-8)

**1120, 1330,  
2131, 2240,  
4113/4114 –  
4213/4214,  
5111, 5131, &  
5131.5**

B. A motion was made by Mr. Greene, seconded by Mr. Hunt and carried by a unanimous roll call vote of the members present to approve 2<sup>nd</sup> reading and adoption of the following policies:

**Second Reading & Adoption of Policy**

- #4112.2/4212.2 – Certification
- #4112.4-4212.4 – Employee Health
- #4112.6/4212.6 – Personnel Records
- #5113 – Absences and Excuses
- #5114 – Suspension and Expulsion
- #5134 – Married/Pregnant Pupils
- #5141 – Health
- #5141.4 – Missing, Abused and Neglected Children
- #5145.4 – Equal Educational Opportunity
- #6173 – Home Instruction
- #7110 – Long-Range Facilities Planning

**Numbers:  
4112.2/4212.2,  
4112.4-4212.4,  
4112.6/4212.6,  
5113, 5114,  
5134, 5141,  
5141.4, 5145.4,  
6173, & 7110**

**TRANSPORTATION**

A. A motion was made by Mr. Cooper, seconded by Mr. Ormesher and carried by a majority vote with Mrs. Youngs refraining from voting to approve:

**Stocker Bus  
 Company –  
 Quoted Field  
 Trips**

Stocker Bus Company – Quoted Field Trips

Identification#	Destination	Per Bus	Cost Per Bus	Total Cost
FT-16	Pax Amicus Castle	1 – 54 pass. bus	\$265.00	\$ 265.00
FT-17	Bristol Glen & St. Moritz	1 – 54 pass. bus	\$185.00	\$ 185.00
FT-18	Choirs @District Schools	2 – 54 pass. Buses	\$395.00	\$ 790.00
FT-19	Ski Club @ Camelback	1 – 54 pass. bus	\$345.00	\$2,070.00
FT-20	Intrepid Space 7 <sup>th</sup> Grade	4 – 54 pass. Buses	\$495.00	\$1,980.00
FT-21	NJIT	1 – 54 pass. bus	\$525.00	\$ 525.00
FT-22	Newton Holiday Parade	3 – 54 pass. Buses	\$175.00	\$ 525.00
FT-23	Design Media Research	2 – 54 pass. Buses	\$265.00	\$ 530.00
Multi Contract # - QFT17-2 – Total Cost				\$5,145.00

**BUILDING AND GROUNDS**

A. A motion was made by Mr. Cooper, seconded by Mrs. Andrews and carried by a unanimous vote of the members present to reject bathroom bid project #2465-050-17-1000 received on November 14, 2017 upon review and recommendation by the Board attorney.

**Reject  
 Bathroom  
 Bid Project  
 #2465-050-  
 17-1000**

B. A motion was made by Mr. Cooper, seconded by Mrs. Andrews and carried by a unanimous vote of the members present to approve the following building use request as per the time, date and place listed on the application as recommended by the Superintendent:

**Building Use  
 Requests**

Stillwater-Fredon Wrestling Club for wrestling on Thursdays, December 7, 2017 through February 8, 2018 from 6:00 p.m. to 8:00 p.m. in the junior high gymnasium.

Hampton-Sandyston Wrestling Club for a wrestling jamboree on Saturday, January 6, 2018 from 8:00 a.m. to 12:00 p.m. in the junior high gymnasium.

Girls Scout Troop #96514 for earning badges on Friday, January 19, 2018 (snow date Friday, January 26, 2018) from 4:00 – 5:30 p.m. using the art room.

**NEGOTIATIONS**

No new information - committee meeting scheduled for January 31, 2017 at 4:00 p.m.

**LEGAL**

**MISCELLANEOUS**

- A. A motion was made by Mr. Cooper, seconded by Mrs. Andrews and carried by a unanimous roll call vote of the members present to approve the Quality Single Accountability Continuum (QSAC) equivalency waiver application to be submitted to the Department of Education, Sussex County Office, Rosalie Lamonte, Executive County Superintendent. (Attachment M-1)
- Quality Single  
Accountability  
Continuum  
Equivalency  
Waiver  
Application**

Possible Executive Session for one or more of the exceptions allowable under the Open Public Meetings Act.

**ADJOURNMENT**

At 8:50 p.m., a motion was made by Mr. Ormesher, seconded by Mr. Greene and carried by a unanimous vote of the members present to adjourn the meeting.

Respectfully submitted,

Kathleen Kane  
Board Secretary