

**KITTATINNY REGIONAL HIGH SCHOOL
BOARD OF EDUCATION MEETING
REGULAR MEETING
JULY 26, 2018**

****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, July 26, 2018 in the High School Library. The Board President, Mr. Cooper, 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: Mr. Carl D. Cooper, President
 Ms. Eleanore Shaffer, Vice-President
 Mrs. Judy Youngs
 Mr. Robert Greene
 Mr. James Hunt
 Mrs. Moira Douglas
 Mr. David Ormesher
 Mrs. Barbara Andrews

Members Absent: None

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, Mr. Cooper, 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 Mrs. Douglas, seconded by Ms. Shaffer and carried by a unanimous vote of the members present to approve the Work Session Minutes of June 7, 2018.

A motion was made by Mrs. Douglas, seconded by Mrs. Youngs and carried by a unanimous vote of the members present to approve the Regular Minutes of June 14, 2018.

A motion was made by Ms. Shaffer, seconded by Mrs. Youngs and carried by a unanimous vote of the members present to approve the Executive Session Minutes of June 7 and 14, 2018.

A motion was made by Mr. Ormesher, seconded by Mr. Greene 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 June, 2018.

CORRESPONDENCE

COMMENDATIONS

- The following students for being named Students of the Month for May:
 - 7th: Andrew Knutelsky; Erika McCarty
 - 8th: Ryan Alviani; Emily Wohlleber
 - 9th: Ryan Hickey; Emmalee Hayes
 - 10th: Brett Harvey; Nellie Choma
 - 11th: Jacob Hickey; Julie Kruck
 - 12th: Jonathan Neuhs; Eliza Delgado
- Kathryn Lasso, Vinny White and Cindy Bizik for facilitating and assisting during the 8th Grade Awards Ceremony.
- Patrick Mahon and Casey Heinke for creating a memorable evening for the 8th grade students at their end of year 8th Grade Dinner Dance.
- Chris Carroll for obtaining KRHS sponsorships from Atlantic Health.

PETITIONS FROM THE AUDIENCE

- Mrs. Gayle Tidona read a statement on behalf of the Kittatinny Education Association in light of the ongoing collective bargaining between negotiations teams of the BOE and the KEA. A copy of the statement was given to all members of the board of education and a copy is on file in the minute book.
- Mr. Ed Szabo, Stillwater, I've been here a couple of times trying to get some interest stirred up regarding the Governor's support for the legalizing of marijuana. I passed out information hoping that you would all be interested and either pass a resolution, send a letter, whatever. I am stopping here tonight on the basis of giving you an update, I've already made a couple of trips to not only Kittatinny but to Stillwater School, the Technical School, and I've been to the College a couple of times. In addition to that I've been with the Freeholders and yesterday I was with Jeff Spatola who is the representative of Steve Oroho and Wirths. The reason I wanted to update you was to let you know what

PETITIONS FROM THE AUDIENCE – con't

I've been doing, but I also wanted to know I tried to emphasize the importance about all of this. Really to follow the money because this is going to create a tremendous problem in the future with our young people. I just felt that it was important enough to talk about. I wanted to mention to you the Wall St. Journal had a full page article on Juul, Juul the manufacturer of any number of products, but this is on the basis of preventing adults from continuing smoking, a smoke cessation thing. At the same time this is also a vapor situation that I'm sure you're all aware but in any case when I saw this full page ad I decided to do a little investigation. I called the Wall Street Journal and asked; what is the cost of a full page advertisement in the Wall Street Journal? When I inquired they asked if it's the NY edition or the entire country; is it black and white or in color? How about you give me all of the answers because I don't have any; the NY edition black and white one day \$59,393, national basis one day, \$277,000. When I look at the money you consider and have to worry about and you think of these kind of numbers they're staggering. The color ads, NY \$89,000, for the country \$354,823. Today, July 26, Wall Street Journal, the same company, only they modified the ad, bottom line it gets so outrageous when we're worrying about money; believe it or not Juul is valued at \$15 billion dollars. So we're talking big money and I'm saying it should be weighed in your decision as to whether you want to support or fight our Governor in the state of New Jersey. Thank you. Is there any responses or have you decided on anything?

- Mr. Hutcheson stated that I am currently working on a resolution for the board to look at in September in regards to the legalization of marijuana and how it could affect school districts and education.
- Mr. Szabo – I thank you very much. It couldn't come at a more timely occasion and the reason I say it is because the papers today and yesterday are starting to cover this now and according to Jeff Spatola representing our three state folks he says they're working on the legislation right now. Thank you
- Ms. Janet Halpin, Stillwater, I'm here tonight to listen but for the teachers I want to let you know how it impacts students. My daughter went to school here in 8th grade and she needed extra help. Her teacher said come in at lunch time and she came in at lunch time; then in April there was no extra help at lunch. She was left hanging and the importance that her teacher told her about extra help and getting additional assistance, you have to pass the parcc algebra test so you can graduate high school. So all that pressure is on a thirteen year old kid, eighth grader, so she was left to stay after school for math round table and struggle. I don't know, she's an honors student, she's gotten honors certificates and all of that, I'm just letting you know as a board how it's impacting the students. We need to come up with a plan to help these teachers and to meet in the middle and resolve this. We've got three weeks left, school starts to open up and you get classrooms ready, computers ready. As for Meghan she moved on to Pope, there's a lot of extra help at Pope John, but my son will be here. Thank you

CSA REPORT

Mr. Hutcheson reported on the following items:

- Just an update on the virus we've been experiencing and battling with the last month and a half. We thought we had a good handle on it until recently and now it seems to be re-infecting machines. We may have to bring in some additional outside help to make sure we are ready in four weeks for the school year to open. Just met with the IT coordinator today and the process of what we did was we installed malware on each machine, installed cleaning software on each machine, unplugged all non-use machines. We were down to around 20 infected machines, but now we're back up to 80 infected machines, so we're trying to figure out what's going on. We probably have to bring someone in to address this at a higher level IT expertise.
- We worked collaboratively with the Sussex Charter School and allowed our pool to be used for a technology contest that they did with underwater robots. It was well received and it is something we may be joining with them to do next year. It was a nice collaborative effort that we have not done before.
- Sussex County and our school district were hit with losses of state aid. Our school, in the paper, they had us losing \$90,000 when actually in state aid we lost \$131,000. Sussex County got hit hard and will continue to be hit hard for the next seven years if this law continues in this direction. The proposed reduction in aid will nearly double each year if something doesn't change or at least go up 50% each year. So we're experiencing \$131,000 next year and we're looking at \$200,000 the year after and who knows seven years out. This is obviously not good news because our taxpayer already pays for 65% of our budget comparative to more urban areas which the taxpayers there pay for about 5, 10, or 15%. The overall issue with fiscal and financing and budgets is not good news it's a loss we did not anticipate. For this year the recommendation from Mrs. Kane and I is to take it out of surplus so we don't affect current operating budget lines, but that doesn't solve the issue for next year which we're expecting more cuts. I'll keep you updated on what we do and hopefully they'll be some sort of relief for the more rural areas which seem to be more hardly hit with this cut in state aid.
- We had special ed monitoring and we're doing fine there, they want us to focus on three areas, some were reevaluation dates, some were real time issues. Our student information system was not populating the I.E.P. with the correct information. We've corrected that and we're out of monitoring and doing fine at this point.
- We will be approving a shared service agreement with Fredon Township this evening to share our special education coordinator. That is a shared service agreement I'd like to look at retroactively to July 1st. Fredon did not have any coordinator starting July 1st and rather than leave them in a lurch, I made the decision to allow Mrs. Merrill to work with Fredon and begin her process of shared services there, hopefully, with the thought that the board would approve it. It certainly saves a little bit of money but that is not the key, the biggest key for us is we have a more articulated special education program from K-6. They've had a lot of turnover in that department that hasn't had consistency or continuity so we're hoping we can present that and Mrs. Merrill is doing a great job. She's been commended by Fredon administration and they like working with her.

CSA REPORT – con't

- We are working on a program for curriculum and mapping that assists teachers in lesson planning called Rubicon Atlas. We're looking to roll it out in August and September through the administrative ranks and hopefully that will allow us to more accurately make a curriculum map for our students and for our school and that will allow us to be more successful in our Qsac monitoring process next year.
- May have read in the paper that the PARCC is seemingly going away, but they'll be aspects of it that will stay. Mr. Bosworth and I went to a state meeting at Lenape Valley to give our feedback on how we felt there was too much testing, how we felt the test could be rolled back as far as length of test, along with a number of other things. Right now what seems to be happening is the length of the test is going to be shortened, the overall number of tests will be reduced, hopefully just one in high school for graduation will be the threshold you have to pass and it's not going to be as connected to teacher evaluation as it previously was. The reality is we have to have an exam for E.S.E.A. and exams are not going away. It's just a matter of how they are administered in New Jersey. Hopefully it will be more of a deeper assessment than with our curriculum change from common core to NJ Student Learning Standards where it was mostly a name change and some minor other things.

FINANCE, BUDGET AND INSURANCE

Pursuant to N.J.A.C. 6A:23A-16.10(c)3, I certify that as of July 26, 2018, 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 Mrs. Andrews, seconded by Mrs. Douglas 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 July 26, 2018, 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.

**Certify
Financial
Statements**

B. A motion was made by Mrs. Andrews, seconded by Mrs. Douglas and carried by a unanimous vote of the members present to approve the following finance items:

**June
Transfers /
July Bills**

Payment of bills – July 2018

List of transfers – June 2018

FINANCE, BUDGET AND INSURANCE – con't

- C. A motion was made by Mrs. Andrews, seconded by Mrs. Douglas and carried by a unanimous vote of the members present to approve a professional services contract between the Kittatinny Regional Board of Education and Water Management Services, Inc. to provide water and wastewater management services for the 2018-2019 school year, without competitive bidding, at an annual cost of \$33,635.52 (\$2,068.56 per month for services and \$734.40 per month for laboratory certified tests) with additional work paid at \$65 per hour. (No increase from 2017-2018.) **Water Management Services, Inc.**
- D. A motion was made by Mr. Greene, seconded by Ms. Shaffer and carried by a unanimous vote of the members present to approve contract with the State of New Jersey, Commission for the Blind and Visually Impaired for the 2018-2019 school year for student #1115 for Education Level 1 Services at a cost of \$1,900 each. (No increase from 2017-2018.) **State of NJ Commission for the Blind & Visually Impaired**
- E. A motion was made by Mr. Greene, seconded by Ms. Shaffer and carried by a unanimous vote of the members present to approve itinerant contract (for transitional services) with Mountain Lakes Board of Education for the 2018-2019 school year for students #1275 and #1716 at a cost of \$640 each. (Increase of \$40 or 6.6%.) **Mountain Lakes Board of Education**
- F. A motion was made by Mr. Greene, seconded by Ms. Shaffer and carried by a unanimous vote of the members present to approve the 2018-2019 Special Education tuition contract with Willowglen Academy for Student #19454 for a per diem rate of 440.59 day (\$92,523.90) plus extraordinary services at a per diem rate of \$95.00 per day (\$19,950) for a total of \$112,473.90. (Per diem rate increase of \$58.80 or 15%.) **Willowglen Academy**
- G. A motion was made by Mr. Greene, seconded by Ms. Shaffer and carried by a unanimous vote of the members present to approve the 2018-2019 Special Education tuition contract with Stepping Stone School for Student #884 for a per diem rate of \$250.70 per day (\$45,126) plus extraordinary services at a per diem rate of \$225 (\$40,500) for a total of \$85,626. (Per diem rate decrease of \$18.03 or .07%.) **Stepping Stone School**
- H. A motion was made by Mr. Greene, seconded by Ms. Shaffer and carried by a unanimous vote of the members present to approve 2018-2019 school year assessment proposal with the School Alliance Insurance Fund for workman's compensation, general liability, auto and school leader's professional liability at an annual cost of \$337,716. (Increase of \$16,078 or 5%.) **School Alliance Insurance Fund**

FINANCE, BUDGET AND INSURANCE – con’t

- I. A motion was made by Mr. Greene, seconded by Ms. Shaffer and carried by a unanimous vote of the members present to approve agreements for the resale of snow removal chemicals and the resale of motor fuels between the Kittatinny Regional Board of Education and the County of Sussex for the 2018-2019 school year. **County of Sussex Agreements**
- J. A motion was made by Mrs. Douglas, seconded by Ms. Shaffer and carried by a unanimous roll call vote of the members present to approve the use of surplus to maintain budgeted appropriations due to the reduction in state aid for the 2018-2019 school year in the amount of \$130,941. **Use of Surplus for 2018-2019**
- K. A motion was made by Mrs. Youngs, seconded by Mr. Greene and carried by a unanimous roll call vote of the members present to approve Applications for Additional State Assistance Pursuant to P.L. 2017, c.99 in the amount of \$130,941. **Application for Additional State Assistance**
- L. A motion was made by Mr. Greene, seconded by Ms. Shaffer 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) **Monthly Travel**
- M. A motion was made by Mrs. Douglas, seconded by Mr. Greene and carried by a unanimous roll call vote of the members present to approve the 2018-2019 Interlocal Services Agreement for Shared Services of the Coordinator/Director of Special Education between the Kittatinny Regional School District Board of Education and the Fredon Township School District Board of Education. (Attachment F-2) **2018-2019 Interlocal Services Agreement**
- N. A motion was made by Ms. Shaffer, seconded by Mrs. Youngs 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	6/30/18 Balance
Adult Education	\$69,696.94
Cafeteria	\$82,881.75
Driver Education	\$2,318.27
Petty Cash	\$285.51
School Store	\$10,546.04
Student Activities	\$218,556.76
Athletics	\$2,866.34
Unemployment Trust	\$268,251.25

PERSONNEL

- A. A motion was made by Mr. Greene, seconded by Ms. Shaffer 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:
- Theresa Iliff
Robin Knutelsky (Tutor)
Adam Kudlacik
Martyn Mazuryk (Renewal)
Emily Wisneski
- B. A motion was made by Mrs. Andrews, seconded by Mr. Greene and carried by a unanimous roll call vote of the members present to approve confirmation of approval of annual contract for Kathleen Kane, Business Administrator, for the 2018-2019 school year as approved at the June 14, 2018 Board of Education meeting under Personnel, Motion H and by the Executive County Superintendent, Rosalie Lamonte.
- C. A motion was made by Mrs. Andrews, seconded by Ms. Shaffer and carried by a unanimous roll call vote of the members present to approve Deborah Merrill as Coordinator/Director of Special Education for shared services with the Kittatinny Regional School District Board of Education and the Fredon Township School District Board of Education at the salary of \$112,305, for the 2018-2019 school year, effective July 1, 2018.
- D. **Motion to approve three-year contract for Jane Junior, Executive Secretary to the Superintendent, for the years 2018-2021, as recommended by the Superintendent. (Attachment P-1)
- E. **Motion to approve three-year contract for Darlene Nardone, Accounts Payable Clerk, for the years 2018-2021, as recommended by the Superintendent. (Attachment P-2)
- F. **Motion to approve three-year contract for Mary Jo Van Kirk, Transportation Coordinator, for the years 2018-2021, as recommended by the Superintendent. (Attachment P-3)
- Substitute Teachers**
- Business Administrator Contract**
- Coordinator / Director of Special Education Shared Services**
- Tabled – Executive Secretary to the Superintendent**
- Tabled – Accounts Payable Clerk**
- Tabled – Transportation Coordinator**

PERSONNEL – con't

- G. **Motion to approve three-year contract for Lorraine Walther, Assistant Board Secretary/Payroll Clerk, for the years 2018-2021, as recommended by the Superintendent. (Attachment P-4) **Tabled – Assistant Board Secretary / Payroll Clerk**
- H. A motion was made by Ms. Shaffer, seconded by Mrs. Douglas and carried by a unanimous vote of the members present to approve the following mentors (fee to be paid by mentee through the district):

Grace Valenti – Mentor for Carmelina Stolzenberg (English)
Carolle Im – Mentor for Emily Wisneski (Social Studies) **Mentors**
- I. A motion was made by Ms. Shaffer, seconded by Mrs. Douglas and carried by a unanimous vote of the members present to approve a one-time payment to Carol Fishbone, Supervisor, in the amount of \$500 for services performed above and beyond her normal job responsibilities. **One Time Payment**
- J. A motion was made by Ms. Shaffer, seconded by Mrs. Douglas and carried by a unanimous vote of the members present to approve a one-time payment to Colleen Chiariello in the amount of \$500 for services performed above and beyond her normal job responsibilities. **One Time Payment**
- K. A motion was made by Ms. Shaffer, seconded by Mrs. Douglas and carried by a unanimous vote of the members present to accept the resignation of Chris Tryde as Junior High Tech Director, effective immediately, as recommended by the Superintendent. **Resignation – Junior High Tech Director**
- L. A motion was made by Ms. Shaffer, seconded by Mrs. Douglas and carried by a unanimous vote of the members present to post/advertise for Junior High Tech Director. **Post / Advertise Junior High Tech Director**
- M. A motion was made by Ms. Shaffer, seconded by Mrs. Douglas and carried by a unanimous vote of the members present to accept the resignation of Denise Georges as Head Cheer Coach, effective immediately, as recommended by the Superintendent. **Resignation – Head Cheer Coach**
- N. A motion was made by Ms. Shaffer, seconded by Mrs. Douglas and carried by a unanimous vote of the members present to accept the resignation of Amy Minkewicz as Junior High Girls Field Hockey Coach, effective immediately, as recommended by the Superintendent. **Resignation – Junior High Girls Field Hockey Coach**

PERSONNEL – con't

- O. A motion was made by Ms. Shaffer, seconded by Mrs. Douglas and carried by a unanimous vote of the members present to accept the resignation of Emilyann Murray as Assistant Girls Lacrosse Coach, effective immediately, as recommended by the Superintendent. **Resignation – Assistant Girls Lacrosse Coach**
- P. A motion was made by Ms. Shaffer, seconded by Mrs. Douglas and carried by a unanimous vote of the members present to post/advertise for the following coaching positions for 2018-2019: **Post / Advertise: Head Cheer, Junior High Field Hockey, & Assistant Girls Lacrosse Coaches**
- Head Cheer Coach
Junior High Field Hockey Coach
Assistant Girls Lacrosse Coach
- Q. A motion was made by Ms. Shaffer, seconded by Mrs. Douglas and carried by a unanimous vote of the members present to post/advertise for Paraprofessional. **Post / Advertise Para-Professional**
- R. A motion was made by Ms. Shaffer, seconded by Mrs. Douglas and carried by a unanimous vote of the members present to approve the following Co-Curricular positions for the 2018-2019 school year, as recommended by the Superintendent: **2018-2019 Co-Curricular Positions**
- Freshman Class Advisor – Desiree Gascon - \$1,895
Junior Class Co-Advisor – Tracy Paparella - \$2,720
Junior Class Co-Advisor – Karen Ruitenberg - \$2,720
JH Musical Business Manager – Colleen Chiariello - \$1,125
(Final stipends to be determined pending settlement of the collective negotiated agreement.)
- S. A motion was made by Mrs. Andrews, seconded by Mrs. Douglas and carried by a unanimous vote of the members present to approve the following coaching positions for the 2018-2019 school year, as recommended by the Superintendent: **2018-2019 Head Field Hockey Coach**
- Emily Wisneski – Head Field Hockey Coach, Step 1, \$7,083
(Final stipend to be determined pending settlement of the collective negotiated agreement.)

PERSONNEL – con't

T. A motion was made by Mrs. Andrews, seconded by Mrs. Douglas and carried by a unanimous vote of the members present to approve Matt Majka to transport and chaperone 17 student athletes to the Victory Road Leadership Summit in Asbury Park, New Jersey, on July 16 and 17, 2018 at a rate of \$25 per hour, as recommended by the Superintendent.

**Victory Road
Leadership
Summit**

U. A motion was made by Mrs. Andrews, seconded by Mrs. Douglas and carried by a unanimous vote of the members present to approve tabled motion from June 14, 2018 Board Meeting approving the hourly rate of \$28 for School Resource Officers for a maximum of seven (7) hours per day for the 2018-2019 school year, as recommended by the Superintendent. (No benefits.)

**School
Resource
Officers
Hourly Rate**

V. A motion was made by Mrs. Andrews, seconded by Mrs. Douglas and carried by a unanimous vote of the members present to approve Phillip Gallo as Volunteer for the Marching Band in preparation for the 2018-2019 Marching Band season, as recommended by the Superintendent.

**Marching
Band
Volunteer**

W. A motion was made by Mrs. Andrews, seconded by Mrs. Douglas and carried by a unanimous vote of the members present to approve the following swim personnel for the 2018-2019 school year, as recommended by the Superintendent:

**2018-2019
Swim
Personnel**

Timing System Operator

Tracy Paparella - \$50 per meet

Vinny White - \$50 per meet

Substitute Lifeguard

Hannah Soutter - \$9.00 per hour

X. A motion was made by Mrs. Andrews, seconded by Mrs. Douglas and carried by a unanimous vote of the members present to approve the following Summer Theater Camp personnel, as recommended by the Superintendent (to be paid from camp fees):

**Summer
Theater
Camp
Personnel**

Student Workers – rate of \$10 per hour (25 hours maximum)

Jada Guido

Riley McMullen

Cade Morgan

Samantha Snover (alumni)

Logan Stolk

Josh Taylor

Matt Turner

PERSONNEL – con't

Y. A motion was made by Ms. Shaffer, seconded by Mrs. Douglas and carried by a unanimous vote of the members present to approve Trevor Hunt to serve as a student teacher in the Social Studies Department from October 16, 2018 through December 13, 2018, pending completion of necessary paperwork and satisfactory background check, as recommended by the Superintendent. Mr. Hunt is currently enrolled in the Social Studies education program at East Stroudsburg University and is currently a substitute in our district.

**Student
 Teacher –
 Social
 Studies**

Z. A motion was made by Ms. Shaffer, seconded by Mrs. Douglas and carried by a unanimous vote of the members present to approve the following pay rates for the 2018-2019 school year:

**2018-2019
 Pay Rates**

School Year Lifeguards:	
Seniors	\$10.00 per hour
All others	\$ 9.00 per hour
Summer Lifeguards:	
Driver's Education Instructor	\$30.00 per hour (w/3 year KRHS experience)
Driver's Education Instructor	\$27.00 per hour

AA. A motion was made by Ms. Shaffer, seconded by Mrs. Douglas and carried by a unanimous vote of the members present to approve rate increases for the following employees effective September 1, 2018:

**Hourly Pay
 Rates**

Tammy House (full-time bus driver)	.50¢ (\$21.20)
Deborah Little (full-time bus driver)	.50¢ (\$19.50)
Denise Welch (part-time bus driver)	.50¢ (\$20.36)
Walter Van Kirk (part-time bus driver)	.50¢ (\$19.50)
Scott Brown (part-time custodian)	.50¢ (\$17.50)
Glen Eisenecker (substitute custodian)	.50¢ (\$14.00)

PERSONNEL – con’t

BB. A motion was made by Ms. Shaffer, seconded by Mrs. Douglas and carried by a unanimous vote of the members present to approve the following faculty to move up on guide for the 2018-2019 school year (salary and step to be determined upon settlement of the collective negotiated agreement) pending certification and documentation of official transcripts by September 1, 2018, as recommended by the Superintendent:

**2018-2019
 Move Up On
 Guide**

<u>Employee</u>	<u>Degree</u>	<u>Step</u>	<u>Salary</u>
Barry Caffrey	MA	TBD	TBD
Christopher Henke	MA+60	TBD	TBD
Patrick Mahon	BA+36	TBD	TBD
Brittany Marinaro	MA	TBD	TBD
Jazmine Penkala	MA	TBD	TBD
Kim Staerker	BA+15	TBD	TBD
Grace Valenti	MA	TBD	TBD

CC. A motion was made by Mrs. Youngs, seconded by Mrs. Andrews and carried by a majority vote of the members present with Mrs. Douglas abstaining to approve the following substitute teachers, coaches with substitute credentials, substitute nurses, substitute secretaries, substitute custodians and homebound tutors for the 2018-2019 school year, as recommended by the Superintendent:

**2018-2019
 Substitute
 Teachers,
 Coaches,
 Nurses,
 Secretaries,
 Custodians,
 &
 Homebound
 Tutors**

Substitute Teachers

William Antonucci, Eric Armstrong, Mark Bajkowsky, Bradley Batastini, Robert Bigott, Emily Boyle, Colleen Chiariello, Robert Chirico, Diane Christiano, Samuel Ciccarella, Brooke Coltelli, Robert Comstock, Judith Consentino, John Cuozzo, Jennifer Demartino, Aileen Donovan, Maureen Douglas, Danae Dotz, Cassidy Dube, Harry Dunleavy, Cort Enoksen, Robert Erlemann, Keith Festa, Linda Fragomeni, Jack Freund, Jennifer Fuchs, Sophia Gallagher, Melissa Garris, Christina George, Maureen Gill, Carmine Gonnella, Richard Hayzler, Casey Heinke, Samantha Hennet, Harriet Hester, Jacqueline Hough, Thomas Hubmaster, Trevor Hunt, Tyler Hunt, Joy Ismajloski, Stephanie Jacobs, Daniel Jetter, Dana Johnson, Elizabeth Kenah, Michael Kenah, Lillian Kinney, Scott Leiter, Richard Levit, Nancy Lynch, John Major, Martyn Mazuryk, William McCloskey, Kaitlyn McSweeney, Michael Meehan, Joseph Mello, Ryan Morville, Thomas Morville, Maureen Newman, Gene Niedzwiecki, Danielle Nugent, Gregory Orlando, Lisa Palsgrove, Salvatore Paolucci, Nicholas Pastor Poe, Zachary Pastor Poe, Morgan Philhower, Kathleen Quinn, Gillian Raye, Amy Ricciardi, Jennifer Rolon, William Roselli,

PERSONNEL – con't

Kristen Schulman, Lauren Seibert, Theresa Seibert, Kathryn Sellers,
Cheryl Shadwell, Jessica Shone, Amy Sisto, Samantha Snellen,
Walter Stumpf, Jeremy Thide, Daniel Titus, Rebecca Tooker, B.
Dorean Venezia, Ian Wolverton,

Coaches with Substitute Credentials

Jodie Chadwick, Joseph Coltelli, Guy Gordon, Anthony Gummerson,
Samantha Hennessey, Thomas Hubmaster, Ricardo Levit, Michael
Meehan, George Morville, Ryan Morville, Thomas Morville

Substitute Nurses

Trisha Boffa, Lori Knoll, Justine Mahon, Carol Marinaro, Maureen
Warden

Substitute Secretaries

Barbara Dennis

Substitute Custodians

Glen Eisenecker

Homebound Tutors

Bradley Batastini, Harry Dunleavy, Kirk Kandel, Jennifer Rolon

DD. A motion was made by Mrs. Douglas, seconded by Mrs. Andrews 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 Washington, D.C. on September 22-26, 2018. General Services Administration (GSA) hotel rate is \$250/day (cost of Hyatt Regency Washington on Capitol Hill is \$359/per night plus tax); GSA meal allowance will be \$69/day, (75%) first and last day. (Note: hotel rate does exceed GSA rate of \$250.) (Attachment P-5)

**National
Association
for Federally
Impacted
Schools
(NAFIS)
Conference**

PERSONNEL – con't

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| EE. A motion was made by Mrs. Douglas, seconded by Mrs. Andrews and carried by a unanimous vote of the members present to allow the Superintendent to post and advertise positions and offer employment, upon consultation with the Board of Education President, to perspective employees of the Kittatinny Regional School District from July 27, 2018 up to and including September 6, 2018. | Superintendent to Post / Advertise Positions & Offer Employment |
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CURRICULUM

- | | |
|---|--|
| A. A motion was made by Ms. Shaffer, seconded by Mr. Greene and carried by a unanimous vote of the members present to approve the monthly suspension report. (Attachment C-1) | Monthly Suspension Report |
| B. A motion was made by Ms. Shaffer, seconded by Mr. Greene and carried by a unanimous vote of the members present to approve the Harassment, Intimidation and Bullying (HIB) report. (Attachment C-2) | HIB Report |
| C. A motion was made by Ms. Shaffer, seconded by Mr. Greene and carried by a unanimous vote of the members present to approve the attached list of field/activity trips. (Attachment C-3) | Field / Activity Trips |
| D. A motion was made by Ms. Shaffer, seconded by Mr. Greene and carried by a unanimous vote of the members present to approve the attached list of fundraisers. (Attachment C-4) | Fundraisers |
| E. A motion was made by Ms. Shaffer, seconded by Mr. Greene and carried by a unanimous vote of the members present to approve the attached student handbook changes. (Attachment C-5) | Student Handbook Changes |
| F. A motion was made by Ms. Shaffer, seconded by Mr. Greene and carried by a unanimous vote of the members present to approve School Self-Assessment for Determining Grades under the Anti-Bullying Bill of Rights Act. (Attachment C-6). | School Self – Assessment for Determining Grades |
| G. A motion was made by Ms. Shaffer, seconded by Mr. Greene and carried by a unanimous vote of the members present to approve the Special Education Annual Public Reporting of Local District Performance for 2016-2017. (Attachment C-7) | Special Education Annual Public Reporting |

CURRICULUM – con't

- H. A motion was made by Ms. Shaffer, seconded by Mr. Greene and carried by a unanimous vote of the members present to approve Concurrent Enrollment Agreement with Sussex County Community College for the 2018-2019 school year. **2018-2019 Concurrent Enrollment Agreement with SCCC**
- I. A motion was made by Ms. Shaffer, seconded by Mr. Greene and carried by a unanimous vote of the members present to approve two extended detentions per month at \$25/hour for the 2018-2019 school year, as recommended by the Superintendent. **Two Extended Detentions**
- J. A motion was made by Ms. Shaffer, seconded by Mr. Greene and carried by a unanimous vote of the members present to approve the school administration to work with local law enforcement and the Prosecutor's Office requesting random K-9 Unit sweeps of the school building and grounds through the 2018-2019 school year. **2018-2019 Random K-9 Unit Sweeps**
- K. A motion was made by Mrs. Douglas, seconded by Mr. Greene and carried by a unanimous vote of the members present to approve Athletic Training Club to be run by Athletic Trainer, Brian Schulman. Club will introduce students to the basics of athletic training at the high school level. Club schedule will be determined by Trainer and athletic sports schedules. **Athletic Training Club**
- L. A motion was made by Mrs. Douglas, seconded by Mr. Greene and carried by a unanimous vote of the members present to approve the following fundraisers: **Fundraisers**
- Baseball to sell KCAA magnets. Prices to range from \$5 - \$10 based on magnet size which will be sold at school sporting events through the year.
- Interact, Peer Leadership/Cougar Pride to host Night Walk on Tuesday, September 25, 2018, during week of lights from 6:00 – 9:00 p.m. Proceeds to benefit charity to be determined. Registration fee of \$10 per person. Chaperones for event will be paid through registration fees. Rain date of Saturday, September 29, 2018.

CURRICULUM – con't

- M. A motion was made by Mrs. Douglas, seconded by Mr. Greene and carried by a unanimous vote of the members present to approve the following Interact service activities:

**Interact
Service
Activities**

Purchase two outdoor picnic tables, umbrellas and bases for the outdoor eating area during the 2018-2019 school year. No cost to the district.

Purchase and installation of pavers and two benches under the tree in the outdoor eating area during the 2019-2020 school year. No cost to the district.

9/11 School Wide Community Service event composed of various class activities during the school day such as veterans care packs, homeless packs, soldier survival wristbands, toys for local animal shelter, etc.

- N. A motion was made by Mrs. Douglas, seconded by Mr. Greene and carried by a unanimous vote of the members present to approve Bernie Ivin, Program Founder, Director and Clinician from Strength for Change to speak to faculty and staff about Suicide Prevention on September 18, 2018 at a cost of \$1,000 to be paid by the Guidance Department.

**Speaker from
Strength for
Change**

Information:

Homebound Instruction count for June 2018: 6

POLICY

TRANSPORTATION

- A. A motion was made by Mrs. Andrews, seconded by Mrs. Douglas and carried by a majority vote of the members present with Mrs. Youngs refraining from voting to approve:
 First Student, Lafayette – School Year 2018-19

**First Student,
 Lafayette –
 School Year
 2018-19**

Route	Prev Yrs Cost	Aide	# of Days	CPI	Extension	Inc/Dec	Total Cost
K-3	\$36,528.02	N/A	180	1.51%	\$551.57	\$2.00	\$37,079.59
K-4	\$36,528.02	N/A	180	1.51%	\$551.57	\$2.00	\$37,079.59
K-6	\$38,593.39	N/A	180	1.51%	\$582.76	\$2.00	\$39,176.15
K-8	\$39,552.02	N/A	180	1.51%	\$597.24	\$2.00	\$40,149.26
Total Cost Multi Contract #1, Renewal #26 - \$153,484.59							

Route	Prev Yrs Cost	Aide	# of Days	CPI	Extension	Inc/Dec	Total Cost
K-22	\$49,459.00	N/A	180	1.51%	\$746.83	\$2.00	\$50,205.83
Total Cost Multi Contract #1, Renewal #26 - \$50,205.83							

Route	Prev Yrs Cost	Aide	# of Days	CPI	Extension	Inc/Dec	Total Cost
K-2	\$39,826.34	N/A	180	1.51%	\$601.38	\$2.00	\$40,427.72
Total Cost Multi Contract #2, Renewal #25 - \$40,427.72							

- B. A motion was made by Mrs. Andrews, seconded by Mrs. Douglas and carried by a majority vote of the members present with Mrs. Youngs refraining from voting to approve:
 Stocker Bus Company – School Year 2018-19

**Stocker Bus
 Company –
 School Year
 2018-19**

Route	Prev Yrs Cost	Aide	# of Days	CPI	Extension	Inc/Dec	Total Cost
K-10	\$36,724.90	N/A	180	1.51%	\$554.55	\$2.00	\$37,279.45
K-11	\$35,475.93	N/A	180	1.51%	\$535.69	\$2.00	\$36,011.62
K-14	\$35,511.99	N/A	180	1.51%	\$536.23	\$2.00	\$36,048.22
K-15	\$36,911.93	N/A	180	1.51%	\$557.37	\$2.00	\$37,469.30
K-16	\$35,503.19	N/A	180	1.51%	\$536.10	\$2.00	\$36,039.29
K-17	\$35,511.99	N/A	180	1.51%	\$536.23	\$2.00	\$36,048.22
K-19	\$35,475.93	N/A	180	1.51%	\$535.69	\$2.00	\$36,011.62
K-20	\$50,953.30	N/A	180	1.51%	\$769.39	\$2.00	\$51,722.69
K-21/SW5	\$85,081.50	N/A	180	1.51%	\$1,284.73	\$2.00	\$86,366.23
K-26	\$35,749.88	N/A	180	1.51%	\$539.82	\$2.00	\$36,289.70
K-27	\$38,998.26	N/A	180	1.51%	\$588.87	\$2.00	\$39,587.13
K-28	\$39,702.63	N/A	180	1.51%	\$599.51	\$2.00	\$40,302.14
SW2	\$35,569.12	N/A	180	1.51%	\$537.09	\$2.00	\$36,106.21
Total Cost Multi Contract #1, Renewal #25 - \$545,281.82							

TRANSPORTATION – con't

<u>Route</u>	<u>Prev Yrs Cost</u>	<u>Aide</u>	<u># of Days</u>	<u>CPI</u>	<u>Extension</u>	<u>Inc/Dec</u>	<u>Total Cost</u>
K-23	\$204.72	N/A	180	1.51%	\$3.09	\$2.00	\$207.81
Total Cost Multi Contract #K-23, Renewal #13 - \$37,405.80							

<u>Route</u>	<u>Prev Yrs Cost</u>	<u>Aide</u>	<u># of Days</u>	<u>CPI</u>	<u>Extension</u>	<u>Inc/Dec</u>	<u>Total Cost</u>
K330-1	\$77.03	N/A	142	1.51%	\$1.16	\$2.00	\$78.19
K330-2	\$77.03	N/A	142	1.51%	\$1.16	\$2.00	\$78.19
K330-3	\$77.03	N/A	142	1.51%	\$1.16	\$2.00	\$78.19
K330-4	\$77.03	N/A	142	1.51%	\$1.16	\$2.00	\$78.19
Total Cost Multi Contract #K330, Renewal#9 - \$44,411.92							

<u>Route</u>	<u>Prev Yrs Cost</u>	<u>Aide</u>	<u># of Days</u>	<u>CPI</u>	<u>Extension</u>	<u>Inc/Dec</u>	<u>Total Cost</u>
K5:30-1	\$72.76	N/A	170	1.51%	\$1.10	\$2.00	\$73.86
K5:30-2	\$72.76	N/A	170	1.51%	\$1.10	\$2.00	\$73.86
K5:30-3	\$73.76	N/A	170	1.51%	\$1.10	\$2.00	\$73.86
K5:30-4	\$73.76	N/A	170	1.51%	\$1.10	\$2.00	\$73.86
Total Cost Multi Contract #K-5:30, Renewal #5 - \$50,224.80							

<u>Route</u>	<u>Prev Yrs Cost</u>	<u>Aide</u>	<u># of Days</u>	<u>CPI</u>	<u>Extension</u>	<u>Inc/Dec</u>	<u>Total Cost</u>
KST09-1	\$171.40	N/A	180	1.51%	\$2.59	\$2.00	\$173.99
KST09-2	\$243.18	N/A	180	1.51%	\$3.67	\$2.00	\$246.85
Total Cost Multi Contract #KST09, Renewal #9 - \$75,751.20							

<u>Route</u>	<u>Prev Yrs Cost</u>	<u>Aide</u>	<u># of Days</u>	<u>CPI</u>	<u>Extension</u>	<u>Inc/Dec</u>	<u>Total Cost</u>
K70S	\$41,214.25	N/A	180	1.51%	\$622.34	\$2.00	\$41,836.59
Total Cost Multi Contact #10, Renewal #21 - \$41,836.59							

<u>Route</u>	<u>Prev Yrs Cost</u>	<u>Aide</u>	<u># of Days</u>	<u>CPI</u>	<u>Extension</u>	<u>Inc/Dec</u>	<u>Total Cost</u>
SWPS	\$132.00	N/A	180	1.51%	\$1.99	\$2.00	\$133.99
Total Cost Multi Contract #SWPS-1, Renewal #1 - \$24,118.20							

C. A motion was made by Ms. Shaffer, seconded by Mr. Greene and carried by a majority vote of the members present with Mrs. Youngs refraining from voting to approve:
 Stocker Bus Company – Athletic Trips

**Stocker Bus
 Company –
 Athletic Trips**

<u>Trip#</u>	<u>Prev Yrs Cost</u>	<u>Aide</u>	<u>#of Days</u>	<u>CPI</u>	<u>Total Cost</u>
KA13	\$124,992.42	N/A	180	1.51%	\$126,880.41

TRANSPORTATION – con't

D. A motion was made by Ms. Shaffer, seconded by Mr. Greene and carried by a majority vote of the members present with Mrs. Youngs refraining from voting to approve the joint resolution for participation of transportation services for the 2018-2019 school year between Kittatinny Regional High School and the Sussex County Regional Cooperative.

**2018-2019
Transportation
Services with
Sussex County
Regional
Cooperative**

E. A motion was made by Ms. Shaffer, seconded by Mr. Greene and carried by a majority vote of the members present with Mrs. Youngs refraining from voting to approve the following School Bus Drivers for the 2018-2019 school year:

**2018-2019
School Bus
Drivers**

Tammy House, Debbie Little, Walter Van Kirk, Denise Welch, Andrew Meyers, Matthew Majka, and Lisa Chamblings.

BUILDING AND GROUNDS

A. A motion was made by Mrs. Douglas, seconded by Mr. Greene 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**

North Jersey Barracudas from September 1, 2018 to August 31, 2019 based upon availability and to be scheduled with the aquatics director utilizing the pool.

Hampton Rec Basketball for instructional basketball for 4 – 5 year olds, July 30, August 2, 6, 9, 13, 16, 20, & 23, 2018 from 5:00 to 6:00 p.m. utilizing the high school or junior high gym.

Kittatinny Cougar Travel Basketball for basketball practice and games for children grades 4 – 8. October 15, 2018 to March 8, 2019 5:30 – 9:00 p.m. utilizing the middle and high school gymnasiums.

Kittatinny Soccer Club for Soccer from August 20, 2018 to November 18, 2018, 5:00 p.m. to 8:00 p.m. utilizing the athletic fields.

BUILDING AND GROUNDS – con't

B. A motion was made by Mrs. Douglas, seconded by Mr. Greene and carried by a unanimous vote of the members present to authorize HQW Architects to submit the application for State Project #37-2465-050-18-2000 for the Weight Room foundation as an Other Capital Project.

**Authorize
HQW
Architects to
Submit
Application
for State
Project**

C. A motion was made by Mrs. Douglas, seconded by Mr. Greene and carried by a unanimous vote of the members present to approve contract with Wallkill Group in the amount of \$171,000 for State Project #2465-050-18-2000, Weight Room Foundation, as recommended by HQW Architects.

**Wallkill
Group
Contract –
Weight Room
Foundation**

Wallkill Group	\$ 171,000
A-Tech Concrete	\$ 187,000

NEGOTIATIONS

LEGAL

EXECUTIVE SESSION

At 7:45 p.m., the following resolution was approved by Mr. Greene, seconded by Ms. Shaffer 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: legal and negotiations.

EXECUTIVE SESSION – con't

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 7:55 p.m., a motion was made by Mr. Hunt, seconded by Ms. Shaffer and carried by a unanimous vote of the members present to adjourn Executive Session, the results of which will not be made public this evening.

**Adjourn
Executive
Session**

NEW BUSINESS

- For those of you who don't know me I'm Jim Hunt, I've asked the board if I could make a comment about some discussions for maybe the public's benefit. I'm the chairman of the board negotiating committee and I've sat here meeting after meeting with things being said I take exception to some of that but don't want to get into it. I would like to know based on your letter; would you agree that the only thing that was holding up the settlement was the longevity issue?
- Mrs. Tidona – first of all I'm not on the, I read the comment for the association, but it seemed to me
- Mrs. Butler – I'm happy to answer that and I would say yes that is true.
- Mr. Hunt – thank you, and again I just want to express my take on the whole thing would you also agree the proposal for longevity does not affect any of the current staff other than possibly a handful of coaches?
- Mrs. Butler – yes
- Mr. Hunt – our first negotiation meeting the board let it be known that longevity was an issue and we wanted to address it, would you agree with that?
- Mrs. Butler – not that I recall, honestly, but I wouldn't say no because that was quite a while ago, we discussed a lot of things.
- Mr. Hunt – so I guess my frustration is that we went meeting after meeting to try to hammer out some details on other things eventually got there in my mind, the longevity issue wasn't addressed in a number of meetings. Along the way the board kept saying that the longevity had to be addressed. At the point that it got addressed obviously we couldn't come to an agreement and that's where we are at now. I just want the public to be clear that in my mind, maybe not the board's mind, the only thing stopping us from being settled is the issue of a longevity payment to a person who is not hired yet and will not affect that person for fifteen years. I understand how the KEA feels about the union matter and they want to make sure that they want to settle this year but those are the facts.
- Mrs. Butler – if I could just clarify for everyone as well at the fact finding hearing on the 27th your board attorney didn't present your case as if all other tentative agreements were off the table and now it's a package that your offering us and despite what we've accomplished leading up to this point those things are behind us now and because we're not willing to give you what you're asking for on longevity your willing to back track on all those other options.

NEW BUSINESS – con't

- Mr. Hunt – only two things I'll say to that the only reason that is, is because the only way those tentative agreements were ever going to be agreed upon was if those was if there was an agreement with longevity.
- Mrs. Butler – if that was something you shared with us eighteen months ago we probably would be in a different place right now in all honesty but I am speaking for the team and that was never made clear to us. That's where our frustration lies at this point.
- Mr. Hunt – I would ask my committee and board members that we've discussed it I think it was made we kept saying this was a tentative agreement based upon
- Mrs. Butler – the only thing that we interpreted it as a connected agreement was the salary percentage and longevity.
- Ms. Shaffer – the benefits
- Mr. Hunt – the benefits
- Mrs. Butler – we were told that if we couldn't agree to longevity then the percentage of salary were not agreed upon.
- Mr. Hunt – so my other statement on that is my understanding is that I have no legal basis for this but my understanding is once we went fact finding that pretty much took the other things off the table
- Mrs. Butler – well I guess the people who are assisting us I guess have very different opinions on that and we'll just have to see what the fact finder tells us next month. I think that's where we're at right now, and I don't know if there's much benefit to us going back and forth.
- Mr. Hunt – no I don't think there is again my
- Mrs. Butler – I'll be happy to sit down with you anytime and have a further discussion about it. We offered a counter to your longevity proposal after the fact finding mediation that we go no response on after multiple times of asking, and we were hopeful that it was something we could move forward on to come to some kind of resolution prior to the start of next school year.
- Mr. Hunt – again I just wanted the public to realize our stumbling block is not
- Mrs. Butler – right, in addition to that I want to reiterate what you said about the fact that it wouldn't impact finances for another fifteen years as well.
- Mr. Hunt – based on what's happening right now we have to cover two years, ten years, fifteen years.

MISCELLANEOUS

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

ADJOURNMENT

At 8:02 p.m., a motion was made by Mr. Ormesher, seconded by Mrs. Andrews and carried by a unanimous vote of the members present to adjourn the meeting.

Respectfully submitted,

Kathleen Kane
Board Secretary