

**KITTATINNY REGIONAL HIGH SCHOOL
BOARD OF EDUCATION MEETING
REGULAR MEETING
SEPTEMBER 13, 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, September 13, 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
Mr. James Hunt
Mrs. Moira Douglas
Mr. David Ormesher
Mrs. Barbara Andrews

Members Absent: Mr. Robert Greene
Mrs. Judy Youngs

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 Ms. Shaffer, seconded by Mrs. Douglas and carried by a unanimous vote of the members present to approve the Regular Minutes of July 26, 2018 and the Executive Session Minutes of July 26, 2018.

Table motion to approve the Financial Statements of the Treasurer of School Monies and the Secretary's Report of July and August, 2018.

EXECUTIVE SESSION

At 7:05 p.m., the following resolution was approved by Ms. Shaffer, seconded by Mrs. Douglas 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.

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 7:15 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**

CORRESPONDENCE

COMMENDATIONS

- Mike Meehan, Tara Pastor Poe and Vinny White for an outstanding job painting the hallways, locker room, and classrooms in the building.
- Rob Erlemann, Ric Arias and Mike Hoffmann for working diligently to remedy severe security issues on our network.
- Secretarial staff, custodial staff, buildings and grounds staff and maintenance staff for all of their assistance in preparing us for a successful school opening.

COMMENDATIONS – con't

- Tracy Paparella and Karen Ruitenber and Peer Leaders for their help during the 7th grade summer orientation.
- Doug Carnegie for receiving the Lindsey Meyer Teen Institute's Sharon McGee Memorial "Advisor of the Year" award.
- Pete DeMartini as recipient of the Golden Apple award for 4th marking period 2017-2018.
- Shepherd of the Hills Lutheran Church/Connect with Community for donating 20 backpacks filled with school supplies.
- John Daly for having perfect attendance for the 2017-2018 school year.

PETITIONS FROM THE AUDIENCE

- Mr. Ed Szabo, I was very happy to see on your agenda this evening the approval of the resolution against the legalization of marijuana. Thank you for the courage and to have the guts to do something like that and make such a positive move for the children instead of always hearing about everything is for the kids and this is something dynamic that I think you've done that really is remarkable. I charge the KEA to come out and declare against marijuana by the Governor too. I suggest that would be a wonderful move if they have the courage to do that. I would like you also to know today on the front page of the Wall Street Journal and also in the New Jersey Herald they're talking about on a national basis to halt the sale of E-Cigarettes/Vapes. There are also two other articles about what other impacts this marijuana thing has had. I commend you all for getting involved in it and doing it. In today's paper they were also talking about cannabis in your candy, in your chocolate, in your honey, in your dessert. It's very, very important and I thank you.
- Mrs. Theresa Butler, from Newton, NJ, KEA President and teacher here at Kittatinny, I would like to offer the perspective, KEA, the negotiations team in regard to the recent fact finders report as the Board of Ed team will be sharing or has shared with the entire board our most recent proposal during executive session tonight. The proposal you are going to review or have reviewed is based on the recommendations of the fact finder as a starting point on which to continue discussion as recommended by the neutral party in this final report. We feel that it is important that all board members have an opportunity to consider our rationale on the remaining points both parties have yet to agree on in this process. We as a team feel both sides have worked to come to an agreement on many aspects of the contract this includes a new scale for employee health care contributions, it's our stronghold that the Board of Ed recognizes mutual agreement of the percentages they have offered prior to and at the fact finding hearing not the percentages suggested by the fact finder in his report. We are of the opinion that the Board of Ed percentages are ones that we can accept as a compromise on our part. The status of longevity remains a point of contention between our two parties. The fact finder has suggested a reduced rate awarded to new hires of July 1, 2018 without any incremental increase for the remainder of the employees tenure. The KEA proposal matches the starting amount of the board of Ed's most recent offer. Where we differ relative to longevity is on incremental increases every five years thereafter.

PETITIONS FROM THE AUDIENCE – con't

We are seeking to maintain incremental gains every five years beyond the fifteenth year of service. I would like to share the rationale that the KEA has for this stance. The idea of longevity was instituted to reward employees who dedicated at least fifteen years to the Kittatinny school district. We believe there is still merit in this recognition and a competitive longevity package can certainly encourage an individual to remain at Kittatinny. Another rationale for maintaining longevity in our collective bargaining agreement is to provide monetary gains to our most senior employees who have reached the top of the salary guide and do not receive incremental raises as members moving through the guide do. These veteran members are also facing the largest healthcare contributions based on their salary. The longevity payments help to offset these ever increasing contributions to some degree. We believe that the fact finders rationale for reducing longevity does not reflect reality of movement through the teacher's guide. While we do have a comparatively short twelve step guide, not one teacher currently in building, has reached the top of the guide in less than fifteen years of service due to budgetary constraints placed on the district by the Christie administration. In reality most teachers will not or have not reached the top of the guide in less than sixteen years. The final rationale for the KEA stands on longevity is a philosophical one, as members of a union it is our belief that we work to maintain the integrity of the contract that previous members fought hard to establish as well as working to keep the standards of benefits for all members no matter what their hire date. All teachers carry the same responsibilities no matter how many years each has taught. This is true of all members who share the same job title. As representatives of these diverse groups of educators the KEA negotiations team continue to hold firm that all should be equally compensated. We also recognize the need for compromise in the negotiation process. This is why our most recent proposal offers what we view as a significant compromise to longevity guidelines as they currently exist and we ask that these modifications are not implemented until ratification of the contract so not to ask current KEA members to vote against the interest of themselves or their coworkers. Please bear in mind that our association, who is a wide breadth of members, in various roles throughout the building including paraprofessionals, custodial, maintenance and grounds, and secretarial staff as well as teachers. The issue that remains does not impact the overwhelming majority of current association members keeping this in mind it is hard to validate criticisms of teacher greed and self-serving agendas. We are acting to maintain the strength and integrity of our contract for future members to the best of our ability. I'd also just quickly like to comment on the content provided for the public on the KRHS homepage. We feel that at this time it is not a reflection of accurate current salaries of KEA membership, we ask you to consider our membership not only the teaching staff but the others as I've named. To focus the conversation around only teacher's salaries is not a true reflection of who this association negotiates for during collective bargaining. A recent NJ.com article from September 4th shows the median teacher's salary \$2,500 less than what it was listed on the school website. The school ranking is currently thirty third in the state down from nineteenth place as reported on the home page. Since our teacher was placed on a salary guide based on experience and education level we feel it is imperative to also inform the public

PETITIONS FROM THE AUDIENCE – con't

that nearly fifty percent of our teaching staff have been teaching for greater than fifteen years and vast majority have advanced degrees up to the doctoral level. Putting these values and rankings in context makes for a more informed public. Finally we feel it is important to note that of the nine public high schools in Sussex County Kittatinny is ranked fourth highest in median teacher salaries. This puts our district as essentially the median in salary in our county. We as an association feel these are important changes to consider to update please in the board of Ed press release on the school home page.
Thanks

CSA REPORT

Mr. Hutcheson reported on the following items:

- I am looking into the Sussex County Community College and the spring recommendations for the SCCC visit and who goes; I'll have that for the next meeting. We talked about that at the last meeting and there was a question on how they were selected.
- By the next meeting we should start establishing district goals and CSA goals or goal.
- Impact Aid meeting next weekend in Washington, D.C. The first meeting is Saturday afternoon and continues through Wednesday. This is my first meeting in Washington as the President of the association.
- Handout in your packet regarding PARCC test scores and how that now has been a reduced impact on the teacher evaluation process. We still need results and outcomes from our students. How we get results and outcomes is directly related to our instruction in the classroom and our teachers; that is something we'll continue to look at.
- We are looking to have our new chiller hooked up on Saturday, Sunday, and Monday after a delay of three weeks. We've had a temporary chiller for the last three weeks and it's working, but we want to be finished with this project.
- Shared services committee meeting on October 9, 6:00 p.m., at Stillwater for the committee.
- The school year is off to a good start with good attendance by the students. Hoping to proceed forth in a very positive academic school year in all realms.

FINANCE, BUDGET AND INSURANCE

Pursuant to N.J.A.C. 6A:23A-16.10(c)3, I certify that as of September 13, 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

FINANCE, BUDGET AND INSURANCE – con't

- A. A motion was made by Mr. Hunt, 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 September 13, 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 Mr. Hunt, seconded by Mrs. Douglas and carried by a unanimous vote of the members present to approve the following finance items: **August Transfers / September Bills**
- Payment of bills – September 2018
List of transfers – August 2018
- C. A motion was made by Mr. Hunt, seconded by Mrs. Douglas 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**
- D. A motion was made by Mrs. Andrews, seconded by Mrs. Douglas and carried by a unanimous vote of the members present to approve tuition contract with Sussex County Technical School for the 2018-2019 school year at a cost of \$2,184 per student. (Current student count is 45 full-time and 17 share-time. $53.5 \text{ students} \times \$2,184 = \$116,844$ in tuition costs.) (No increase in student tuition.) **Tuition Contract – Sussex County Technical School**
- E. *Action Taken at Work Session. (Approval of settlement agreement for student #2402.)*
- F. A motion was made by Mrs. Andrews, seconded by Mrs. Douglas and carried by a unanimous vote of the members present to approve special education tuition contract for student #2402 with the Fusion School for the 2018-2019 school year in the amount of \$69,646. **Tuition Contract – Fusion School**

FINANCE, BUDGET AND INSURANCE – con't

- G. A motion was made by Mrs. Andrews, seconded by Mrs. Douglas 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	7/31/18 Balance
Adult Education	\$68,676.95
Cafeteria	\$61,653.83
Driver Education	\$3,180.31
Petty Cash	\$568.55
School Store	\$10,546.96
Student Activities	\$201,211.89
Athletics	\$2,664.09
Unemployment Trust	\$272,474.96

Bank Accounts	8/31/18 Balance
Adult Education	\$67,719.67
Cafeteria	\$59,178.22
Driver Education	\$2,095.43
Petty Cash	\$563.20
School Store	\$10,547.86
Student Activities	\$186,368.19
Athletics	\$5,413.40
Unemployment Trust	\$272,490.06

PERSONNEL

- A. A motion was made by Mrs. Andrews, and 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:

**Substitute
 Teachers**

- David deWit
- Kathleen Ennis
- Larry Duckles (renewal)
- Zach Fowler (renewal)
- Kevin Knissel
- Emily Maio
- Amjed Masood (renewal)
- Nick Pentimore (renewal)
- Christopher Warden
- Tasha Wehrenberg

PERSONNEL – con't

- B. A motion was made by Mrs. Andrews, seconded by Mrs. Douglas and carried by a unanimous vote of the members present to amend Motion S under Personnel from the June 14, 2018 Board meeting minutes removing Tara Jones and approving Allie Conklin as chaperone for the Lindsey Meyer Teen Institute Summer Conference at a rate of \$1,000, to be paid through Title 1 funds, as recommended by the Superintendent. **Amend Motion S, June 14, 2018, Chaperone – Lindsey Meyer Teen Institute Summer Conference**
- C. A motion was made by Mrs. Andrews, seconded by Mrs. Douglas and carried by a unanimous vote of the members present to amend Motion Z under Personnel from the July 26, 2018 Board meeting minutes approving lifeguard rates (other than seniors) at \$9.50 per hour (originally approved at \$9.00 per hour), as recommended by the Superintendent. **Amend Motion Z, July 26, 2018 – Lifeguard Rates**
- D. *Action Taken at Work Session. (Approval of amended motion for Grace Valenti to move on guide to MA+15.)*
- E. *Action Taken at Work Session. (Approval of Michelle Bakker as Administrative Assistant.)*
- F. *Action Taken at Work Session. (Approval of FMLA medical leave for Samuel Ciccarella.)*
- G. *Action Taken at Work Session. (Approval of FMLA medical leave for Elizabeth Henke.)*
- H. A motion was made by Mrs. Andrews, seconded by Mrs. Douglas and carried by a unanimous vote of the members present to approve the Co-Curricular positions for the 2018-2019 school year, as recommended by the Superintendent. (Attachment P-2) **2018 – 2019 Co-Curricular Positions**
- I. 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 mentors (fee to be paid by the mentee through the district), as recommended by the Superintendent: **Mentors**

Tara Pastor Poe - Mentor for Theresa Iliff (Business)

Danielle Tooker - Mentor for Adam Kudlacik (Business)

PERSONNEL – con't

- J. 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 teachers to present at the New Teachers Orientation at a rate of \$40 per hour (maximum of three hours), as recommended by the Superintendent:

**New Teacher
Orientation
Presenters**

Doug Carnegie
Dan Craig
Jessica Galipeau
Ellen Kolonoski
Kristiana Lightcap
Vicky Recenello

- K. A motion was made by Ms. Shaffer, seconded by Mrs. Andrews and carried by a unanimous vote of the members present to approve the following teachers for Rubicon Atlas training at a rate of \$100 each, as recommended by the Superintendent:

**Rubicon
Atlas
Training**

Theresa Butler	Heidi Meakin
TJ Orlando	Tara Pastor Poe
Karen Ruitenberg	Holly Ciannella
Ali Gely	Ellen Kolonoski
Kristiana Lightcap	Mercedes Lippert
Lindsay Sadowski	

- L. A motion was made by Ms. Shaffer, seconded by Mrs. Andrews and carried by a unanimous vote of the members present to approve Heather Anderson and Kristiana Lightcap for curriculum writing for 7th and 8th grade Art, at a rate of \$40 per hour (maximum of 4 hours each), as recommended by the Superintendent.

**7th & 8th Grade
Curriculum
Writing
Personnel**

- M. *Action Taken at Work Session. (Approval of Carmelina Stolzenberg as Junior High Field Hockey Co-Coach.)*

PERSONNEL – con't

- N. A motion was made by Ms. Shaffer, seconded by Mrs. Andrews and carried by a unanimous vote of the members present to approve the following personnel as special education bus aides for the 2018-2019 school year at a rate of \$15 per hour, as recommended by the Superintendent:
- | | |
|-----------------------------|-------------------------------|
| Sophia Gallagher | Linda Fragomeni (substitute) |
| Jennifer Fuchs | Carmine Gonnella (substitute) |
| Casey Heinke | Kathy Quinn (substitute) |
| Aileen Donovan (substitute) | Gillian Raye (substitute) |
| Cort Enoksen (substitute) | Lauren Seibert (substitute) |
- O. A motion was made by Ms. Shaffer, seconded by Mrs. Andrews and carried by a unanimous vote of the members present to approve the following Paraprofessionals for personal care services for the 2018-2019 school year (\$1 per hour additional for personal care services), as recommended by the Superintendent:
- | | |
|-----------------|-------------------------------|
| Aileen Donovan | Sophia Gallagher (substitute) |
| Cort Enoksen | Carmine Gonnella (substitute) |
| Linda Fragomeni | Casey Heinke (substitute) |
| Jennifer Fuchs | Lauren Seibert (substitute) |
| Kathleen Quinn | |
| Gillian Raye | |
- P. A motion was made by Ms. Shaffer, seconded by Mrs. Andrews and carried by a unanimous vote of the members present to approve Shawn Tuit as Supervisor of Men's Group at a rate of \$40 per hour (paid through the IDEA grant), maximum of 50 hours for the 2018-2019 school year, as recommended by the Superintendent. There will be a High School group and a Junior High group, each held once a week.
- Q. A motion was made by Ms. Shaffer, seconded by Mrs. Andrews and carried by a unanimous vote of the members present to approve Amy Dippel as Supervisor of Women's Group at a rate of \$40 per hour (paid through the IDEA grant), maximum of 22 hours for the 2018-2019 school year, as recommended by the Superintendent. The group will meet once a week.

**2018 – 2019
Bus Aides**

**2018 – 2019
Para-
professional
Personal Care
Services**

**2018 – 2019
Men's Group
Supervisor**

**2018 – 2019
Women's
Group
Supervisor**

PERSONNEL – con't

- R. A motion was made by Ms. Shaffer, seconded by Mrs. Andrews and carried by a unanimous vote of the members present to approve the following teachers to supervise the After School Homework Help Program at a rate of \$40 per hour (paid through the IDEA grant), maximum of 70 hours total for the 2018-2019 school year, as recommended by the Superintendent:

**2018 – 2019
After School
Homework
Help Program
Personnel**

Alli Conklin
Patricia Gear
Michael Lupo
Patrick Mahon

- S. A motion was made by Ms. Shaffer, seconded by Mrs. Andrews and carried by a unanimous vote of the members present to approve Tara Pastor Poe and Carol Fishbone as instructors for the College Essay Writing Workshop in October and November, 2018, at a rate of \$40 per hour to be paid from student registration fees, not to exceed eight hours each, as recommended by the Superintendent.

**College Essay
Writing
Workshop
Personnel**

- T. A motion was made by Ms. Shaffer, seconded by Mrs. Andrews and carried by a unanimous vote of the members present to approve the following teachers to be paid at a rate of \$40 per hour, not to exceed a total of \$2,000 per teacher (funded through ESSA Grant), for supervising the Math Roundtable and Writing Club to run through May 2019, as recommended by the Superintendent:

**Math
Roundtable &
Writing Club
Personnel**

Ric Arias (Math)	Tara Pastor Poe (English/Language Arts)
Denis Cook (Math)	Karyn Soltis (English/Language Arts)
Paul Cashen (Math)	Tracy Paparella (Substitute)
Grace Valenti (Substitute)	

PERSONNEL – con't

- U. A motion was made by Ms. Shaffer, seconded by Mrs. Andrews and carried by a unanimous vote of the members present to approve the following faculty as Athletic Department Site Managers for the 2018-2019 school year at a rate of \$100 per athletic event (maximum of 35 events coverage), as recommended by the Superintendent:
- | | |
|-----------------|-----------------|
| Brandt Anderson | Heather Mate |
| Cynthia Bach | Joseph Mate |
| Dana Bitondo | Gene McNicholas |
| Joseph Boyle | Deb Merrill |
| Steve Butler | Andy Meyers |
| Doug Carnegie | Thomas Orlando |
| Chris Cummins | Joshua Reed |
| Nick DeGennaro | Betty Scymanski |
| Carol Fishbone | George Soutter |
| Jeffrey Gely | Andy VanOrden |
| Matt Majka | Robert Vesper |
- V. A motion was made by Ms. Shaffer, seconded by Mrs. Andrews and carried by a unanimous vote of the members present to approve Ana Maniago to administer the Access for English Language Learners test for two new students during the month of September at a rate of \$150 per test, as recommended by the Superintendent.
- W. A motion was made by Ms. Shaffer, seconded by Mrs. Andrews and carried by a unanimous vote of the members present to approve expenses and the attached resolution for Craig Hutcheson and Kathy Kane to attend the New Jersey School Boards Association (NJSBA) Conference in Atlantic City, New Jersey on October 22-25, 2018. (Attachment P-3)
- X. A motion was made by Ms. Shaffer, seconded by Mrs. Andrews and carried by a unanimous vote of the members present to approve Jacqueline Kovach, Jessica Pavlick and Dawn Atkins as band equipment truck drivers at a rate of \$75 per away football game and \$125 for marching band competitions, pending completion of satisfactory background check and motor vehicle check, as recommended by the Superintendent.

**2018 – 2019
Athletic
Department
Site Managers**

**Access for
English
Language
Learners Test
Personnel**

**NJSBA
Conference
Attendance**

**Band
Equipment
Truck Drivers**

PERSONNEL – con't

- Y. A motion was made by Ms. Shaffer, seconded by Mrs. Andrews and carried by a unanimous vote of the members present to approve the following staff members, if needed, as volunteer band equipment truck drivers for away football games and for marching band competitions:
- Roy Chiariello
Chris Henke
Craig Hutcheson
Patrice Kane
Chris Tryde
- AA. A motion was made by Ms. Shaffer, seconded by Mrs. Andrews and carried by a unanimous vote of the members present to post/advertise for National Honor Society Advisor or Co-Advisor.
- BB. A motion was made by Ms. Shaffer, seconded by Mrs. Andrews and carried by a unanimous vote of the members present to approve Chris Henke as Driver's Education Behind the Wheel Instructor at a rate of \$27/hour, pending completion of New Jersey Motor Vehicle Commission application approval, upon the recommendation of the Superintendent.
- CC. A motion was made by Mr. Hunt, seconded by Ms. Shaffer and carried by a unanimous roll call vote of the members present to approve tabled motion from July 26, 2018 Board meeting 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-4)
- DD. A motion was made by Ms. Shaffer, seconded by Mrs. Andrews and carried by a unanimous roll call vote of the members present to approve tabled motion from July 26, 2018 Board meeting to approve three-year contract for Darlene Nardone, Accounts Payable Clerk, for the years 2018-2021, as recommended by the Superintendent. (Attachment P-5)
- Volunteer
Band
Equipment
Truck Drivers**
- Post /
Advertise
National
Honor Society
Advisor or Co-
Advisor**
- Driver's
Education
Behind the
Wheel
Instructor**
- Executive
Secretary
Three Year
Contract**
- Accounts
Payable Clerk
Three Year
Contract**

PERSONNEL – con't

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| EE. 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 tabled motion from July 26, 2018 Board meeting to approve three-year contract for Mary Jo Van Kirk, Transportation Coordinator, for the years 2018-2021, as recommended by the Superintendent. (Attachment P-6) | Transportation
Coordinator
Three Year
Contract |
| FF. A motion was made by Ms. Shaffer, seconded by Mr. Hunt and carried by a unanimous roll call vote of the members present to approve tabled motion from July 26, 2018 Board meeting 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-7) | Assistant
Board
Secretary /
Payroll Clerk
Three Year
Contract |
| GG. A motion was made by Mrs. Andrews, seconded by Mrs. Douglas and carried by a unanimous vote of the members present to post/advertise for IT Support Specialist. | Post /
Advertise IT
Support
Specialist |

Mr. Brian Bosworth, Principal, gave a presentation of the Parcc Scores. We are moving in the right direction with our scores.

CURRICULUM

- | | |
|---|---|
| A. A motion was made by Mrs. Andrews, seconded by Ms. Shaffer and carried by a unanimous vote of the members present to approve the monthly suspension report. No report at this time. | Monthly Suspension
Report |
| B. A motion was made by Mrs. Andrews, seconded by Ms. Shaffer and carried by a unanimous vote of the members present to approve the Harassment, Intimidation and Bullying (HIB) report. No report at this time. | HIB Report |
| C. A motion was made by Mrs. Andrews, seconded by Ms. Shaffer and carried by a unanimous vote of the members present to approve 2017-2018 attendance rates as follows: | 2017 – 2018
Attendance Rates |

Administration / Staff – 94.7% / 95.2%
Students – 94.49%

CURRICULUM – con't

- D. A motion was made by Mrs. Andrews, seconded by Ms. Shaffer and carried by a unanimous vote of the members present to approve the following field trips: **Field Trips**

Sussex County Community College for Spring College/Career Fair in April for 10-15 students through the Guidance Department. Transportation via Kittatinny bus. No cost to attend.

Innovation Accelerator Challenge at Rider University on October 1, 2018 (alternate date of October 15, 2018) for 15 Kaleidoscope students. Students will get to hear from a NASA scientist, meet successful entrepreneurs and compete in a game to build on innovation skills. Transportation via Kittatinny bus. No cost to attend.

Six Flags Great Adventure in Jackson, New Jersey, for 15 students to attend Lindsey Meyer Teen Institute Reunion Conference on Saturday, October 13, 2018. No cost to attend conference. Transportation via Kittatinny bus.

- E. A motion was made by Mrs. Andrews, seconded by Ms. Shaffer and carried by a unanimous vote of the members present to approve the following students who moved out of district to remain at Kittatinny Regional High School as non-tuition, non-resident students for the 2018-2019 school year. (Transportation via parents.): **Non-Tuition, Non-Resident Students for 2018-2019**

Student #1088 Student #19455

- F. A motion was made by Mrs. Andrews, seconded by Ms. Shaffer and carried by a unanimous vote of the members present to approve Kessler Rehab of Sparta to present an informational session on preventing ACL injuries to the Girls Soccer program at KRHS on September 25, 2018 before the start of practice. (No cost to the district.) **Kessler Rehab of Sparta Informational Session to Girls Soccer Program**

- G. A motion was made by Mrs. Andrews, seconded by Mr. Hunt and carried by a unanimous vote of the members present to approve Class of 2019 fundraiser during the week of September 17-21, 2018, in lieu of a dance, to sell Homecoming pins at a cost of \$3 each and royal blue and white leis at a cost of \$2 each, during all lunch periods and at the Homecoming game. Door prizes will be given to people who purchase pins. The class will also host a photo booth where photos will be sold for \$3 each or two for \$5. **Class of 2019 Fundraiser**

CURRICULUM – con't

H. A motion was made by Mrs. Andrews, seconded by Mr. Hunt and carried by a unanimous vote of the members present to amend Motion D under Curriculum from the July 26, 2018 Board meeting minutes removing all Jeans Day Fundraisers from the motion as each Jeans Day will be individually recommended by the Superintendent.

Amend Motion D, July 26, 2018, Jeans Day Fundraisers

POLICY – No policy approvals.

TRANSPORTATION

A. A motion was made by Mrs. Douglas, seconded by Ms. Shaffer and carried by a unanimous vote of the members present to approve:

Stocker Bus Company – Quoted Sport Trips

Stocker Bus Company – Quoted Sport Trips – Month of August

Identification#	Destination	Per Bus	Cost Per Bus	Total Cost
S-1	B. Soccer @ Morris Knolls	1- 54 pass.	\$290.00	\$290.00
S-2	Football @ Hackettstown HS	2-54 pass.	\$325.00	\$650.00
S-3	Field Hockey @ High Point	1-54 pass	\$290.00	\$290.00
S-4	B. Soccer @ Belvidere HS	1-54 pass	\$290.00	\$290.00
S-5	B. Soccer @ Warren Hills	1-54 pass	\$290.00	\$290.00
Multi Contract # - QST18-1 – Total \$1,810.00				

B. A motion was made by Mrs. Douglas, seconded by Ms. Shaffer and carried by a unanimous vote of the members present to approve Jointure between Kittatinny Regional School District and Montague Board of Education to transport sixteen Montague students on Route K-21 to Kittatinny Regional High School for the total price of \$16,000.00 for the 2018-2019 school year. (All costs to be borne by Montague Board of Education.)

Jointure with Montague Board of Education

C. A motion was made by Mrs. Douglas, seconded by Ms. Shaffer and carried by a unanimous vote of the members present to approve Jointure between Kittatinny Regional School District and North Warren High School District to transport one North Warren student on Route K-3 to Kittatinny Regional High School for the total price of \$639.30 for the 2018-2019 school year. (All costs to be borne by North Warren High School District.)

Jointure with North Warren High School District

TRANSPORTATION – con't

D. A motion was made by Mrs. Douglas, seconded by Ms. Shaffer and carried by a unanimous vote of the members present to approve the attached bus stops for the 2018-2019 school year. (Attachment T-1) **2018 -2019 Bus Stops**

E. A motion was made by Mrs. Douglas, seconded by Ms. Shaffer and carried by a unanimous vote of the members present to approve Hazardous Routes as outlined in NJSA 18A-1.5 and Board of Education Transportation Policy for the 2018-2019 school year are: K-2, K-4, K-10, K-15, K-16, K-21, K-23, K-26. **2018 – 2019 Hazardous Routes**

F. A motion was made by Mrs. Andrews, seconded by Ms. Shaffer and carried by a unanimous vote of the members present to approve Jointure between Kittatinny Regional School District and Stillwater Township School District to transport six students to Stillwater School on Route SPS at the total price of \$15,713.75 for the 2018-2019 school year. (All costs to be borne by Stillwater Township School District.) **Jointure with Stillwater Township School District**

G. A motion was made by Mrs. Andrews, seconded by Ms. Shaffer and carried by a unanimous vote of the members present to approve Jointure between Kittatinny Regional School District and Hampton Township School District to transport four students on Route HPS to Stillwater Township School at the price of \$15,713.75 for the 2018-2019 school year and two students on Route HK to Hampton Township School at a price of \$13,703.85 for the 2018-2019 school year. Total price for the Joint Transportation is \$29,417.60. (All costs to be borne by Hampton Township School District.) **Jointure with Hampton Township School District**

H. A motion was made by Mrs. Andrews, seconded by Ms. Shaffer and carried by a unanimous vote of the members present to approve: **First Student, Lafayette – 2018 – 2019 School Year**

First Student, Lafayette – 2018-2019 School Year				
<u>Route</u>	<u>Aide</u>	<u># of Days</u>	<u>Inc/Dec</u>	<u>Per Diem</u>
SW-4	N/A	180	1.95	\$216.00
Multi Contract SW-4 / Bid Number SW-4/2018				
Total Cost for the school year \$38,880.00. (All costs to be borne by Sandyston Walpack Board of Education.)				

TRANSPORTATION – con't

- I. A motion was made by Mrs. Andrews, seconded by Ms. Shaffer and carried by a unanimous vote of the members present to approve:

**Parental
Contract –
2018 – 2019
School Year**

Parental Contract – 2018-2019 School Year

<u>Route</u>	<u>Total Contract Amount</u>	<u>Destination</u>
P-1	\$2,140.00	Stillwater Township School

(All costs to be borne by Sandyston Walpack Board of Education.)

BUILDING AND GROUNDS

- A. A motion was made by Ms. Shaffer, seconded by Mrs. Douglas and carried by a unanimous vote of the members present to approve the Annual Facilities Checklist Health and Safety Evaluation of School Buildings. (Attachment B&G-1)

**Annual
Facilities
Checklist
Health &
Safety
Evaluation of
School
Buildings**

- B. 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 building use request as per the time, date and place listed on the application as recommended by the Superintendent:

**Building Use
Requests**

Learning at College Experience, LACE, for dancing on Wednesday, October 3, 2018 from 4:00 p.m. to 6:30 p.m.

Kittatinny Midget Football League for youth football and cheerleading practices, meetings, and one game from September 15, 2018 to June 11, 2019 utilizing the football field and library.

Hampton Sandyston Wrestling Club for wrestling instruction from November 1, 2018 to March 24, 2019 from 5:30 p.m. to 8:00 p.m. utilizing the gymnasium and auxiliary gym.

Cub Scouts Pack 96 for meetings on Tuesdays from September 2018 through June 2019, from 6:00 p.m. to 8:00 p.m., utilizing athletic fields, gymnasium, classroom and pool.

Discussion:

Security Updates – we will be purchasing the lobby guard system, but we are still waiting for one more quote. It is a visitor management system that scans your driver's license and does an immediate back ground check. We have three entrances open in the morning with personnel monitoring those areas.

Summer Projects - update

Mr. Cooper read the following fact finding statement:

On Friday, August 31, 2018, the Kittatinny Regional Board of Education received the Fact-Finding Report from the independent, State-appointed fact-finder regarding the on-going Teacher negotiations. While the details of the report cannot be released publicly for ten days, the Board's Negotiating Committee has reviewed the report and is recommending that the Board accept the independent fact-finder's report. We believe that the report provides for a fair settlement and we ask that the Kittatinny Regional Education Association also approve and accept the fact finder's report, so we can settle the negotiations and move forward. The fact finder's report was based on the data and evidence presented by both sides at a fact finding hearing in June 27, 2018 and legal briefs filed in July, 2018. The independent fact finders job is to evaluate the date and provide a recommendation for a fair settlement. The independent fact finder was approved by both the Board and the Teacher's Association before the process started. On September 13, 2018, or after ten days, after the issuance of the report, the fact finding report will be made public. If both parties accept the report, the contract will be settled. If either party does not accept the report within twenty days of its issuance, the Public Employment Relations Commission will appoint a super conciliator to further assist the parties. There is no set time limit to reach an agreement in super conciliation. Again, to bring closure to these negotiations and to settle the Teachers' contract, the Board is recommending the acceptance of the fact finder's report and encourages the Teachers' Association to do the same.

Respectfully,

Kittatinny Regional Board of Education

NEGOTIATIONS

A. A motion was made by Mrs. Andrews, seconded by Mr. Hunt and carried by a majority roll call vote of the members present with Mrs. Douglas abstaining to accept Fact-Finder Edmund Gerber's August 31, 2018 Report and Recommendations for Settlement in its entirety.

**Accept Fact
Finder Report &
Recommendations**

B. A motion was made by Mr. Hunt, seconded by Mr. Hunt, seconded by Mrs. Andrews and carried by a majority roll call vote of the members present with Mrs. Douglas abstaining to make the Fact Finding Report a public document after the approval by the Board of Education on September 13, 2018.

**Make Fact Finder
Report A Public
Document**

NEGOTIATIONS – con't

- C. A motion was made by Mrs. Andrews, seconded by Ms. Shaffer and carried by a majority roll call vote of the members present with Mrs. Douglas abstaining to approve attached Resolution approving the Fact Finding Report. (Attachment N-1)
- Resolution
Approving Fact
Finding Report**

LEGAL

MISCELLANEOUS

A motion was made by Ms. Shaffer, seconded by Mrs. Andrews and carried by a unanimous vote of the members present to approve the Kittatinny Regional School District Shared Services Board Resolution. (Attachment M-1)

A motion was made by Ms. Shaffer, seconded by Mrs. Andrews and carried by a unanimous vote of the members present to approve Resolution Opposing the Legalization of Marijuana. (Attachment M-2)

ADJOURNMENT

At 7:59 p.m., a motion was made by Mr. Ormesher, seconded by Mrs. Douglas and carried by a unanimous vote of the members present to adjourn the meeting.

Respectfully submitted,

Kathleen Kane
Board Secretary