

WEST MILFORD TOWNSHIP BOARD OF EDUCATION  
 46 Highlander Drive  
 West Milford, NJ 07480  
 (973) 697-1700  
[www.wmtps.org](http://www.wmtps.org)

**BOARD OF EDUCATION  
 MINUTES  
 WORKSHOP/REGULAR MEETING  
 AUGUST 28, 2012**

Mr. David Richards, Board President, called to order the Workshop/Regular Meeting of the Board of Education at 7:30 p.m. on August 28, 2012, which was held in the Westbrook School Media Center. He led the flag salute, read the Open Public Meetings Act Statement and asked for a moment of silence in honor of the service men and women from West Milford who are stationed around the world, especially those who have lost their lives defending our freedom and the American way of life. Mr. Richards reminded everyone in attendance to silence or turn off their cell phones and note the locations of the emergency exits. The Board reserved the right to act on any and all agenda items.

**OPEN PUBLIC MEETINGS ACT STATEMENT**

In accordance with the provisions of the Open Public Meetings Act, a public notice of this meeting has been sent to Board Members, all district schools, the Herald News, the Trends, the Record, Aim West Milford, the Messenger, West Milford Town Hall, the County Superintendent's Office, the Board Attorney, and Cablevision of Warwick; and posted in the Administration Building with a copy in the district's monitoring files. Copies of the Board Meeting Calendar Resolution were provided to all local media, Town Hall, Township Library, and all district schools.

**MS. BARBARA FRANCISCO, BOARD SECRETARY, CALLED THE ROLL:**

TRUSTEE	ATTENDANCE	TRUSTEE	ATTENDANCE	TRUSTEE	ATTENDANCE
Mr. Babbitt	Present/Arr. 7:33 p.m.	Mr. Foody	Present	Mr. Richards	Present
Mr. Bailey	Present/Arr. 7:57 p.m.	Mr. Gottlieb	Present	Mrs. Richards	Present
Mr. Conlon	Present	Mrs. Koeppe	Present	Mrs. Schultz	Present

ADMINISTRATION	POSITION	ATTENDANCE
Dr. James V. McLaughlin	Superintendent of Schools	Present
Ms. Barbara Francisco	Board Secretary/Business Administrator	Present
Ms. Iris Wechling	Director of Education	Present
Mr. Howard B. Heller	Director of Special Services	Present
Marc H. Zitomer, Esq.	Board of Education Attorney	Present

There were approximately 10 members of the public in attendance.

VI. EXECUTIVE SESSION RESOLUTION

DISCUSSION: Mr. Foody requested that the executive session resolution be amended for specificity. He also indicated that the information in the district's Policy Manual should be more specific.

Mr. Conlon suggested an amendment to the executive session resolution to include unaffiliated personnel and land acquisition.

Motion by Mr. Conlon, seconded by Mrs. Schultz, to approve the following Resolution, as amended:

**RESOLVED**, that the Board go into Executive Session at approximately 9:00 p.m., for approximately 90 minutes, for the purpose of discussing personnel, student matters, negotiations with unaffiliated personnel, acquisition of the Wallisch/Hillcrest properties, and matters of attorney-client privilege.

The executive session minutes will not be released until such time as the privilege or confidentiality is no longer applicable.

**VOICE VOTE:**

**All in Favor.**

**MOTION PASSED.**

VII. SUPERINTENDENT'S REPORT - Dr. James V. McLaughlin

- Last evening the Board of Education engaged in its annual retreat. The experience was rewarding and productive as the Board successfully developed its goals for the 2012-2013 school year.
  - I will share the proposed goals with the staff upon their return to school on September 4<sup>th</sup>.
  - Every effort will be made to publicize the goals through postings in school offices, the district website and other areas of outreach.
- The school district has hired a total of 77 staff during the summer recess in order to fill all vacancies prior to September. In the course of the hiring process, numerous applications were reviewed, individual and group interviews conducted and demonstration lessons observed. As a result I believe we are prepared for the best/most capable individuals available to work with the students of West Milford. I extend a sincere appreciation to the principals, supervisors and staff who engaged in carrying out this critical process.
- Tomorrow and Thursday our new staff will participate in orientation and professional development to allow them to make an effective transition to their work in the district. In the course of this training, staff will become familiar with district protocols, meet a variety of administrators, building orientations and receive instruction in technology applications.
- Special thanks to the West Milford Education Association for providing lunch for our new teacher orientation.

VII. SUPERINTENDENT'S REPORT - Dr. McLaughlin - Continued

- This Fall, the West Milford Rotary will once again sponsor Career Day. This is a valuable experience where professionals from a variety of fields speak to high school students and inspire a possible career interest. Rotary has sponsored this event since 1962 and it is just one of the ways that this organization supports the efforts of our district. Members of the public are asked to please consider volunteering as a speaker, and if interested, can contact me.
- Last week I visited five of our district schools to survey our readiness for September 6<sup>th</sup>. I will be visiting the remaining three schools before Friday. I have been incredibly impressed with the work done by our maintenance and custodial staff. Their hard work and dedication is commended and appreciated.
- Likewise, I wish to point out the work done by our teachers as they readied their classrooms this summer for the September arrival of students. In my visits to the schools, staff was present and engaged in preparation, many times with their own children in tow. Our children are fortunate to have teachers who care so much about them and the value they place on instruction.
- Kindergarten orientations have been, or will occur, in each of our six elementary schools, beginning on August 21<sup>st</sup> in Maple Road and ending on August 30<sup>th</sup>. This is an especially noteworthy orientation for the children, who will be West Milford's first full time Kindergarten class. A big thank you to our kindergarten teachers and to our bus drivers who have provided an inviting introductory experience for our newest students.
- On a final note, I was pleased to accept an invitation to the End of Band Camp Performance on Friday. The hard work of our students over the long days of camp paid off in this demonstration of their skills as both individuals and as a group. The performance was truly impressive.

VIII. SPECIAL REPORTS AND CORRESPONDENCE - Ms. Barbara Francisco, Board Secretary/  
Business Administrator

Motion by Mr. Conlon, seconded by Mr. Gottlieb, to approve the following Board of Education meeting minutes:

- Workshop/Regular Meeting of July 24, 2012
- Executive Session of July 24, 2012

VOICE VOTE:

All in Favor.

MOTION PASSED.

IX. PRESIDENT'S REPORT - Mr. David Richards

Mr. Richards recognized Howard Heller for his years of service to the district and presented him with a plaque from the Board of Education.

DISCUSSION: Mr. Foody asked why the attorney report is no longer included on the agenda and Mr. Zitomer responded.

Mr. Foody asked the district to look into unclaimed property that was listed in the newspaper. He also suggested that the Board's Training and Travel resolution read individually and Mr. Zitomer responded.

X. MOTION BY MR. CONLON, SECONDED BY MR. GOTTLIEB, TO ADOPT THE AGENDA, AS AMENDED.

VOICE VOTE: All in Favor. MOTION PASSED.

XI. PETITIONS & REQUESTS

Petitioners who have requested to speak prior to the meeting will be first with five (5) minutes for each petitioner, for a period of thirty (30) minutes; and then time permitting, other petitions and requests limited to five (5) minutes per petitioner will be allowed, until the thirty (30) minute period transpires; and at the conclusion of the meeting for another period of thirty (30) minutes with a maximum of five (5) minutes for each petitioner. Petitioners speaking during the first session of the Petitions & Requests are asked to address topics listed in the agenda. All speakers are asked to give their full name, spell their last name, and provide their address. Speakers may not use the names of students during Petitions and Requests.

Gary Steele addressed the Board regarding voting procedure.

Motion by Mr. Conlon, seconded by Mrs. Schultz, to close Petitions and Requests.

VOICE VOTE: All in Favor. MOTION PASSED.

The Board recessed at 8:05 p.m., and returned to the public meeting at 8:13 p.m.

XII. BUDGET & FINANCE/TRANSPORTATION/OPERATIONS/CAPITAL IMPROVEMENTS - Mr. Gregory Bailey, Chairperson

Motion by Mr. Bailey, seconded by Mrs. Schultz, to approve the following agenda items:

1. The recommendation of Superintendent to submit an amendment to a previously approved resolution (June 2012) for the following SUBSTITUTE PAY RATES for the 2012-2013 school year as listed below:

A. Certified Staff:

Standard Certificate, Certificate of Eligibility or Certificate of Eligibility with Advanced Standing	\$85/day
<b>Standard Certificate, Provisional Certificate (Long Term Positions Only)</b>	<b>\$150/day</b>
County Substitute Nurse Certificate/RN	\$125/day
County Substitute Certificate	\$70/day

B. Secretary/Building Aide/Cafeteria Aide:

Secretary/Building Aides	\$10/hour
Cafeteria Aides	\$7.25/hour (1 <sup>st</sup> Yr)
	\$8/hour (2 <sup>nd</sup> Yr)

XII. BUDGET & FINANCE/TRANSPORTATION/OPERATIONS/CAPITAL IMPROVEMENTS - Mr. Bailey, Chairperson - Continued

1. (Continued)

C. Special Class Aide:

Standard Certificate, Certificate of Eligibility or Certificate of Eligibility with Advanced Standing	\$85/day (F/T) \$42.50/day (P/T)
---	-------------------------------------

County Substitute Certificate	\$70/day (F/T) \$35/day (P/T)
-------------------------------	----------------------------------

No Certificate (60 College Credits)	\$60/day (F/T) \$30/day (P/T)
-------------------------------------	----------------------------------

D. Operations Staff:

<b>Driver</b>	<b>\$18/hour</b>
Custodial/Maintenance	\$11/hour

2. The recommendation of the Superintendent to approve the renewal of two (2) **PUPIL TRANSPORTATION ROUTES** for the 2012-2013 school year, to **ST. CATHERINE OF BOLOGNA SCHOOL**, Ringwood, New Jersey, transporting fifty-nine (59) West Milford resident students, effective September 1, 2012, through June 30, 2013, at a per pupil cost of \$759.34, for a total cost of \$44,801.06.

3. The recommendation of the Superintendent to approve a **PUPIL TRANSPORTATION JOINTURE AGREEMENT** with the **BLOOMINGDALE BOARD OF EDUCATION**, to transport fourteen (14) West Milford students and four (4) Bloomingdale students to **PASSAIC COUNTY TECHNICAL INSTITUTE**, Wayne, New Jersey, (PCT #1), effective September 1, 2012, through June 30, 2013, at a per diem cost of \$243.47, for 180 days, for a cost to Bloomingdale of \$9,738.80, and a cost to West Milford of \$34,085.80, for a total cost of \$43,824.60.

4. The recommendation of the Superintendent to approve a transportation shuttle trip request for **WEST MILFORD MIDGET FOOTBALL ASSOCIATION**, to provide bus shuttle services from West Milford PAL to Hillcrest Community Center, to accommodate extra parking for attendees of the West Milford Midget Football Pep Rally on August 31, 2012, at the in-county field trip transportation rate of \$35.00 per hour.

5. The recommendation of the Superintendent to approve the renewal of additional **TRANSPORTATION DAYCARE ROUTES** for the 2012-2013 school year to **KIDDIE ACADEMY**, located on Cahill Cross Road, West Milford, New Jersey, effective September 1, 2012, through June 30, 2013, for 181 days, at a per diem cost of \$24.95, for a total route cost of \$4,515.78.

NOTE: This transportation includes further routes to and from Marshall Hill School, as well as routes to and from Upper Greenwood Lake School.

6. The recommendation of the Superintendent to approve a **JOINT TRANSPORTATION SERVICES AGREEMENT** with **PASSAIC COUNTY EDUCATIONAL SERVICES COMMISSION**, to transport four (4) West Milford students to **HO-HO-KUS SCHOOL OF TRADE**, Paterson, New Jersey (Route #6020), for the 2012-2013 school year, effective September 1, 2012, through June 30, 2013, at a route cost of \$9,600.00, plus a 4% administrative fee of \$384.00, for a total cost of \$9,984.00.

**XII. BUDGET & FINANCE/TRANSPORTATION/OPERATIONS/CAPITAL IMPROVEMENTS - Mr. Bailey, Chairperson - Continued**

7. The recommendation of the Superintendent to approve the award of a contract for the purchase of two (2) 2014 Type 'B' 24-Passenger School Buses (DRW-Gasoline), to **H.A. DE HART & SON, INC.**, Thorofare, New Jersey, through membership with the **MIDDLESEX REGIONAL EDUCATIONAL SERVICES COMMISSION**, Cooperative Pricing System Agreement (contract term 4/23/09-4/23/14), School Bus Bid #11/12-46 (bid term 3/1/12-2/28/13), at a cost of \$51,543.06 per bus, for a total purchase price of \$103,086.12. (Documentation provided electronically).
8. The recommendation of the Superintendent to accept **REIMBURSEMENT OF NONPUBLIC SCHOOL TRANSPORTATION COSTS** in the amount of \$61,272.90 and amend the 2012-2013 budget as follows:
 

<u>Revenue</u>	
10-3190-000	Other Unrestricted State Aid     \$ 61,272.90
 <u>Appropriation</u>	
11-000-270-503-18-18-000	Aid in Lieu     \$ 61,272.90
9. The recommendation of the Superintendent to approve a Photography Service Agreement with **LORS PHOTOGRAPHY**, Union, New Jersey, for the 2012-2013, 2013-2014, and 2014-2015 school years.
10. The recommendation of the Superintendent to approve a three year agreement with **OPTIMUM LIGHTPATH** for increased Internet bandwidth in the amount of \$220.00 per month.
11. The recommendation of the Superintendent to approve an agreement with **STONE GATE ASSOCIATES**, Holmdel, New Jersey, for Emergency Management Planning Consulting Services in an amount not to exceed \$5,927.00.
12. The recommendation of the Superintendent to enter into an agreement with **THE MARASIM GROUP, INC.**, Andover, New Jersey, for training and vehicle record keeping at a rate of \$50.00 per hour, on an as needed basis, for the 2012-2013 school year.
13. The recommendation of the Superintendent to approve **TRAINING AND TRAVEL RELATED EXPENDITURES** for Operations Staff at the mileage rate established by the Board. (Documentation provided electronically.)
14. The recommendation of the Superintendent to accept the **DONATION** of four (4) Dymo Interactive MimioTeach Systems, valued at \$4,296.00, from the Apshawa School PTA.

**ROLL CALL VOTE:**

TRUSTEE	VOTE	TRUSTEE	VOTE	TRUSTEE	VOTE
Mr. Babbitt	Yes	Mr. Foody	Yes	Mr. Richards	Yes
Mr. Bailey	Yes	Mr. Gottlieb	Yes	Mrs. Richards	Yes
Mr. Conlon	Yes	Mrs. Koeppe	Yes	Mrs. Schultz	Yes

The **MOTION PASSED** unanimously.

**XII. BUDGET & FINANCE/TRANSPORTATION/OPERATIONS/CAPITAL IMPROVEMENTS - Mr. Bailey, Chairperson - Continued**

Motion by Mr. Bailey, seconded by Mrs. Schultz, to approve the following agenda item:

- 15. The recommendation of the Superintendent to approve the **LIST OF BILLS/VENDORS**, for the period ending **August 28, 2012**, in the amount of \$2,704,560.20. (Documentation provided electronically.)

**ROLL CALL VOTE:**

TRUSTEE	VOTE	TRUSTEE	VOTE	TRUSTEE	VOTE
Mr. Babbitt	Yes	Mr. Foody	Abstained	Mr. Richards	Yes
Mr. Bailey	Yes	Mr. Gottlieb	Yes	Mrs. Richards	Yes
Mr. Conlon	Yes	Mrs. Koeppe	Yes	Mrs. Schultz	Yes

The **MOTION PASSED:** 8 Yes; 1 Abstention

Motion by Mr. Bailey, seconded by Mr. Conlon, to approve the following agenda item:

- 16. The recommendation of the Superintendent to ratify the following **TRANSFER OF FUNDS RESOLUTION** for the period ending **June 30, 2012:**

**BE IT RESOLVED**, by the Board of Education of the Township of West Milford that the following transfers made on the financial records of the Board affecting the **2011-2012** budget be affirmed and approved. (See folder insert.)

Total transfers in the amount of \$612,518.32.

NOTE: Includes required transfers to close out the 2011-2012 school year.

**ROLL CALL VOTE:**

TRUSTEE	VOTE	TRUSTEE	VOTE	TRUSTEE	VOTE
Mr. Babbitt	Yes	Mr. Foody	No	Mr. Richards	Yes
Mr. Bailey	Yes	Mr. Gottlieb	Yes	Mrs. Richards	Yes
Mr. Conlon	Yes	Mrs. Koeppe	Yes	Mrs. Schultz	Yes

The **MOTION PASSED:** 8 Yes; 1 No

Motion by Mr. Bailey, seconded by Mr. Conlon, to approve the following agenda item:

- 17. The recommendation of the Superintendent to ratify the following **TRANSFER OF FUNDS RESOLUTION** for the period ending **July 24, 2012:**

**BE IT RESOLVED**, by the Board of Education of the Township of West Milford that the following transfers made on the financial records of the Board affecting the **2012-2013** budget be affirmed and approved. (See folder insert.)

XII. BUDGET & FINANCE/TRANSPORTATION/OPERATIONS/CAPITAL IMPROVEMENTS - Mr. Bailey, Chairperson - Continued

17. (Continued)

Total transfers in the amount of \$5,920.00.

**ROLL CALL VOTE:**

TRUSTEE	VOTE	TRUSTEE	VOTE	TRUSTEE	VOTE
Mr. Babbitt	Yes	Mr. Foody	No	Mr. Richards	Yes
Mr. Bailey	Yes	Mr. Gottlieb	Yes	Mrs. Richards	Yes
Mr. Conlon	Yes	Mrs. Koeppe	Yes	Mrs. Schultz	Yes

The **MOTION PASSED:** 8 Yes; 1 No

Motion by Mr. Bailey, seconded by Mr. Conlon, to approve the following agenda item:

18. The recommendation of the Superintendent to approve the following **TRANSFER OF FUNDS RESOLUTION** for the period ending **August 28, 2012:**

**BE IT RESOLVED**, by the Board of Education of the Township of West Milford that the following transfers made on the financial records of the Board affecting the **2012-2013** budget be affirmed and approved. (See folder insert.)

Total transfers in the amount of \$24,320.58.

**ROLL CALL VOTE:**

TRUSTEE	VOTE	TRUSTEE	VOTE	TRUSTEE	VOTE
Mr. Babbitt	Yes	Mr. Foody	No	Mr. Richards	Yes
Mr. Bailey	Yes	Mr. Gottlieb	Yes	Mrs. Richards	Yes
Mr. Conlon	Yes	Mrs. Koeppe	Yes	Mrs. Schultz	Yes

The **MOTION PASSED:** 8 Yes; 1 No

Motion by Mr. Bailey, seconded by Mr. Conlon, to approve the following agenda item:

19. The recommendation of the Superintendent to approve the **PAYROLL** of **July 31, and August 15, 2012**, in the amount of \$764,839.96. (Documentation provided electronically.)

**ROLL CALL VOTE:**

TRUSTEE	VOTE	TRUSTEE	VOTE	TRUSTEE	VOTE
Mr. Babbitt	Yes	Mr. Foody	Yes	Mr. Richards	Yes
Mr. Bailey	Yes	Mr. Gottlieb	Yes	Mrs. Richards	Yes
Mr. Conlon	Abstained	Mrs. Koeppe	Yes	Mrs. Schultz	Yes

The **MOTION PASSED:** 8 Yes; 1 Abstention



XII. BUDGET & FINANCE/TRANSPORTATION/OPERATIONS/CAPITAL IMPROVEMENTS - Mr. Bailey, Chairperson - Continued

Motion by Mr. Bailey, seconded by Mr. Conlon, to approve the following agenda items:

- 20. The recommendation of the Superintendent to approve the following Resolution:

**WHEREAS**, the Agenda file of **August 28, 2012** Regular Meeting of the Board contains the A148 Report of the Secretary and the A149 Treasurer's Monthly Report; and

**WHEREAS**, both the A148 and A149 are in agreement with the cash balance in the Governmental Funds of:

\$3,578,622.96 as of June 30, 2012; therefore

**BE IT RESOLVED**, that the Report of the Secretary and the Report of the Treasurer's Monthly Report be accepted. (Documentation provided electronically.)

- 21. The recommendation of the Superintendent to approve the following Resolution:

**RESOLVED**, that the Board certify as of June 30, 2012, after review of the Secretary's Monthly (A-148) Report and Treasurer's Monthly Report (A-149), and upon consultation with the appropriate district officials that, to the best of our knowledge, no major account or fund has been over-expended in accordance with N.J.A.C. 6A:23A-13.3 and 6A:23A-16.10, and that sufficient funds are available to meet the district's financial obligations for the remainder of the fiscal year.

**ROLL CALL VOTE:**

TRUSTEE	VOTE	TRUSTEE	VOTE	TRUSTEE	VOTE
Mr. Babbitt	Yes	Mr. Foody	Yes	Mr. Richards	Yes
Mr. Bailey	Yes	Mr. Gottlieb	Yes	Mrs. Richards	Yes
Mr. Conlon	Yes	Mrs. Koeppe	Yes	Mrs. Schultz	Yes

The **MOTION PASSED** unanimously.

The following motion was revised to enable the Trustees to vote separately on each participant.

Motion by Mr. Bailey, seconded by Mr. Conlon, to approve the following agenda item:

- 22a. The recommendation of the Superintendent to approve **an amendment to a previously approved resolution** (July 2012) as follows:

**RESOLVED**, to approve **TRAINING AND TRAVEL EXPENDITURES**, at the mileage rate established by the Board, for Dr. James V. McLaughlin to attend the New Jersey School Boards Annual Workshop. (Documentation provided electronically.)

XII. BUDGET & FINANCE/TRANSPORTATION/OPERATIONS/CAPITAL IMPROVEMENTS - Mr. Bailey, Chairperson - Continued

ROLL CALL VOTE:

TRUSTEE	VOTE	TRUSTEE	VOTE	TRUSTEE	VOTE
Mr. Babbitt	Yes	Mr. Foody	Yes	Mr. Richards	Yes
Mr. Bailey	Yes	Mr. Gottlieb	Yes	Mrs. Richards	Yes
Mr. Conlon	Yes	Mrs. Koeppe	Yes	Mrs. Schultz	Yes

The **MOTION PASSED** unanimously.

Motion by Mr. Conlon, seconded by Mrs. Schultz, to approve the following agenda item:

22b. The recommendation of the Superintendent to approve **an amendment to a previously approved resolution** (July 2012) as follows:

**RESOLVED**, to approve **TRAINING AND TRAVEL EXPENDITURES**, at the mileage rate established by the Board, for Kevin Babbitt to attend the New Jersey School Boards Annual Workshop. (Documentation provided electronically.)

ROLL CALL VOTE:

TRUSTEE	VOTE	TRUSTEE	VOTE	TRUSTEE	VOTE
Mr. Babbitt	Abstained	Mr. Foody	Yes	Mr. Richards	Yes
Mr. Bailey	Yes	Mr. Gottlieb	Yes	Mrs. Richards	Yes
Mr. Conlon	Yes	Mrs. Koeppe	Yes	Mrs. Schultz	Yes

The **MOTION PASSED**: 8 Yes; 1 Abstention

Motion by Mr. Conlon, seconded by Mr. Gottlieb, to approve the following agenda item:

22c. The recommendation of the Superintendent to approve **an amendment to a previously approved resolution** (July 2012) as follows:

**RESOLVED**, to approve **TRAINING AND TRAVEL EXPENDITURES**, at the mileage rate established by the Board, for James Foody to attend the New Jersey School Boards Annual Workshop. (Documentation provided electronically.)

ROLL CALL VOTE:

TRUSTEE	VOTE	TRUSTEE	VOTE	TRUSTEE	VOTE
Mr. Babbitt	Yes	Mr. Foody	Abstained	Mr. Richards	Yes
Mr. Bailey	No	Mr. Gottlieb	Yes	Mrs. Richards	Yes
Mr. Conlon	Yes	Mrs. Koeppe	Yes	Mrs. Schultz	Yes

The **MOTION PASSED**: 7 Yes; 1 No; 1 Abstention

XII. BUDGET & FINANCE/TRANSPORTATION/OPERATIONS/CAPITAL IMPROVEMENTS - Mr. Bailey, Chairperson - Continued

Motion by Mr. Conlon, seconded by Mrs. Schultz, to approve the following agenda item:

22d. The recommendation of the Superintendent to approve ***an amendment to a previously approved resolution*** (July 2012) as follows:

**RESOLVED**, to approve **TRAINING AND TRAVEL EXPENDITURES**, at the mileage rate established by the Board, for Wayne Gottlieb to attend the New Jersey School Boards Annual Workshop. (Documentation provided electronically.)

**ROLL CALL VOTE:**

TRUSTEE	VOTE	TRUSTEE	VOTE	TRUSTEE	VOTE
Mr. Babbitt	Yes	Mr. Foody	Yes	Mr. Richards	Yes
Mr. Bailey	Yes	Mr. Gottlieb	Abstained	Mrs. Richards	Yes
Mr. Conlon	Yes	Mrs. Koeppe	Yes	Mrs. Schultz	Yes

The **MOTION PASSED:** 8 Yes; 1 Abstention

Motion by Mr. Conlon, seconded by Mrs. Schultz, to approve the following agenda item:

22e. The recommendation of the Superintendent to approve ***an amendment to a previously approved resolution*** (July 2012) as follows:

**RESOLVED**, to approve **TRAINING AND TRAVEL EXPENDITURES**, at the mileage rate established by the Board, for Inga Koeppe to attend the New Jersey School Boards Annual Workshop. (Documentation provided electronically.)

**ROLL CALL VOTE:**

TRUSTEE	VOTE	TRUSTEE	VOTE	TRUSTEE	VOTE
Mr. Babbitt	Yes	Mr. Foody	Yes	Mr. Richards	Yes
Mr. Bailey	Yes	Mr. Gottlieb	Yes	Mrs. Richards	Yes
Mr. Conlon	Yes	Mrs. Koeppe	Abstained	Mrs. Schultz	Yes

The **MOTION PASSED:** 8 Yes; 1 Abstention

Motion by Mr. Conlon, seconded by Mr. Foody, to approve the following agenda item:

22f. The recommendation of the Superintendent to approve ***an amendment to a previously approved resolution*** (July 2012) as follows:

**RESOLVED**, to approve **TRAINING AND REGISTRATION EXPENDITURES**, at the mileage rate established by the Board, for David Richards to attend the New Jersey School Boards Annual Workshop. (Documentation provided electronically.)

XII. BUDGET & FINANCE/TRANSPORTATION/OPERATIONS/CAPITAL IMPROVEMENTS - Mr. Bailey, Chairperson - Continued

22f. (Continued)

**ROLL CALL VOTE:**

TRUSTEE	VOTE	TRUSTEE	VOTE	TRUSTEE	VOTE
Mr. Babbitt	Yes	Mr. Foody	Yes	Mr. Richards	Abstained
Mr. Bailey	Yes	Mr. Gottlieb	Yes	Mrs. Richards	Abstained
Mr. Conlon	Yes	Mrs. Koeppe	Yes	Mrs. Schultz	Yes

The **MOTION PASSED:** 7 Yes; 2 Abstentions

Motion by Mr. Conlon, seconded by Mrs. Schultz, to approve the following agenda item:

22g. The recommendation of the Superintendent to approve **an amendment to a previously approved resolution** (July 2012) as follows:

**RESOLVED**, to approve **TRAINING AND REGISTRATION EXPENDITURES**, at the mileage rate established by the Board, for Donna Richards to attend the New Jersey School Boards Annual Workshop. (Documentation provided electronically.)

**ROLL CALL VOTE:**

TRUSTEE	VOTE	TRUSTEE	VOTE	TRUSTEE	VOTE
Mr. Babbitt	Yes	Mr. Foody	Yes	Mr. Richards	Abstained
Mr. Bailey	Yes	Mr. Gottlieb	Yes	Mrs. Richards	Abstained
Mr. Conlon	Yes	Mrs. Koeppe	Yes	Mrs. Schultz	Yes

The **MOTION PASSED:** 7 Yes; 2 Abstentions

Motion by Mr. Conlon, seconded by Mrs. Schultz, to approve the following agenda item:

22h. The recommendation of the Superintendent to approve **an amendment to a previously approved resolution** (July 2012) as follows:

**RESOLVED**, to approve **TRAINING AND TRAVEL EXPENDITURES**, at the mileage rate established by the Board, for Marilyn Schultz to attend the New Jersey School Boards Annual Workshop. (Documentation provided electronically.)

**ROLL CALL VOTE:**

TRUSTEE	VOTE	TRUSTEE	VOTE	TRUSTEE	VOTE
Mr. Babbitt	Yes	Mr. Foody	Yes	Mr. Richards	Yes
Mr. Bailey	Yes	Mr. Gottlieb	Yes	Mrs. Richards	Yes
Mr. Conlon	Yes	Mrs. Koeppe	Yes	Mrs. Schultz	Abstention

The **MOTION PASSED:** 8 Yes; 1 Abstention

XIII. PERSONNEL/STUDENT AFFAIRS - Mr. Wayne Gottlieb, Chairperson

Please Note: All appointees recommended for employment have met the New Jersey State law requirements for the criminal history review. However, due to the time necessary to complete the process prior to the needed start date, some appointees are recommended on an emergent basis under the exception provision of the Board Policy (Code 4112.5). Those appointees are indicated with an asterisk (\*). Candidates with (\*\*) have completed the criminal history review through a previous employer.

Motion by Mr. Gottlieb, seconded by Mr. Conlon, to approve the following agenda items:

1. The recommendation of the Superintendent to accept the resignation, with regret, of **CHARLOTTE PETERSON**, Art Teacher, District-wide, effective January 1, 2013, for the purpose of retirement.
2. The recommendation of the Superintendent to accept the resignation of **ERIN HALAT**, Music Teacher, District-wide, retroactive from August 16, 2012.
3. The recommendation of the Superintendent to accept the resignation of **TRACEY CLOUSE**, Cafeteria Aide, Westbrook School, retroactive from August 16, 2012.
4. The recommendation of the Superintendent to accept the resignation of **ALICE LONGO**, Cafeteria Aide, Paradise Knoll School, retroactive from August 10, 2012.
5. The recommendation of the Superintendent to accept the resignation of **KAREN PASQUALE**, Cafeteria Aide, Westbrook School, retroactive from July 20, 2012.
6. The recommendation of the Superintendent to accept the resignation of **SUSAN GANGI**, Cafeteria Aide, Maple Road School, retroactive from August 23, 2012.
7. The recommendation of the Superintendent to accept the resignation of **KAREN PASQUALE**, SACC Teacher, Westbrook School, effective September 1, 2012.
8. The recommendation of the Superintendent to approve the appointment of **ERIC SIEGAL (\*\*)**, Supervisor of Science K-12, District-wide (PC#10.98.P4.AJM), at the prorated salary of \$90,000.00, with health benefits, effective August 29, 2012, or earliest availability thereafter, through June 30, 2013, per Board of Education/WMAAS Agreement. (Replaces Codey) Accounts: 11-000-221-102-10-10-143 (90%); 11-000-223-102-10-10-143 (10%)
9. The recommendation of the Superintendent to approve the additional assignment for **TIMOTHY GILLEN**, Athletic Director, District-wide, to include Supervisor of Physical Education/Health/Drivers Education, Grades 7-12, Macopin and High School (PC#10.98.P2.AJL), with a stipend of \$10,000.00, effective September 1, 2012, through June 30, 2013, per Board of Education/WMAAS Agreement. (Replaces Anzelone)  
Account: 11-000-221-102-10-10-143

**XIII. PERSONNEL/STUDENT AFFAIRS - Mr. Gottlieb, Chairperson - Continued**

10. The recommendation of the Superintendent to approve the appointment of **BEBARCE EL-TAYIB (\*)**, Systems Operation Manager, District-wide (PC#12.98.P4.BST), at the prorated salary of \$92,000.00, with health benefits, effective August 29, 2012 or earliest availability thereafter, through June 30, 2013, per Board of Education Agreement. (New Position) Account: 11-000-252-110-10-10-000
  
11. The recommendation of the Superintendent to approve the appointment of **JACLYN SMITH**, 4<sup>th</sup> Grade Teacher, Paradise Knoll School (PC#90.05.07.BSD), at the salary of \$51,000.00 (MA/1), with health benefits, effective September 1, 2012, through June 30, 2013, per Board of Education/WMEA Agreement. (Replaces Gomez) Account: 11-120-100-101-10-10-000  
  
NOTE: Salary to be adjusted pending the completion of contract negotiations.
  
12. The recommendation of the Superintendent to approve the appointment of **YANET GUEVARA (\*\*)**, World Language Teacher, Macopin School (PC#90.08.46.AOG), at the salary of \$55,300.00 (BA+30/5), with health benefits, effective September 1, 2012, through June 30, 2013, per Board of Education/WMEA Agreement. (Replaces Molina) Account: 11-130-100-101-10-10-000  
  
NOTE: Salary to be adjusted pending the completion of contract negotiations.
  
13. The recommendation of the Superintendent to approve the appointment of **ERIN BRANAGAN**, 0.5 Encore Teacher, Maple Road School (PC#90.03.28.ANO), at the salary of \$23,500.00 (BA/1), without health benefits, effective September 1, 2012, through June 30, 2013, per Board of Education/WMEA Agreement. (New Position) Account: 11-230-100-101-10-10-000  
  
NOTE: Salary to be adjusted pending the completion of contract negotiations.
  
14. The recommendation of the Superintendent to approve the appointment of **NICHOLAS PADOVANI (\*)**, 0.5 Social Worker, High School, (PC#90.09.41.ATS), at the salary of \$25,500.00 (MA/1), without health benefits, effective September 1, 2012, through June 30, 2013, per Board of Education/WMEA Agreement. (New Position) Account: 11-000-219-104-10-10-142  
  
NOTE: Salary to be adjusted pending the completion of contract negotiations.
  
15. The recommendation of the Superintendent to approve the appointment of **KRISTINA JIMENEZ**, 0.5 Special Class Aide, Paradise Knoll School (PC#60.05.S5.AUU), at the salary of \$9,909.00, without health benefits, effective September 1, 2012, through June 30, 2013, per Board of Education/WMTAA Agreement. (Replaces Smith) Account: 11-190-100-106-10-10-000  
  
NOTE: Salary to be adjusted pending the completion of contract negotiations.

**XIII. PERSONNEL/STUDENT AFFAIRS - Mr. Gottlieb, Chairperson - Continued**

16. The recommendation of the Superintendent to approve the appointment of **TRACY NOVAK (\*)**, 0.5 Special Class Aide, Apshawa School (PC#60.01.S5.BOH), at the salary of \$9,909.00, without health benefits, effective September 1, 2012, through June 30, 2013, per Board of Education/WMTAA Agreement. (Replaces McCourt) Account: 11-213-100-106-10-10-000

NOTE: Salary to be adjusted pending the completion of contract negotiations.

17. The recommendation of the Superintendent to approve the appointment of **EILEEN ESPINOSA (\*)**, Cafeteria Aide, Paradise Knoll School (PC#30.05.F4.BBL), at the salary of \$4,299.00, without health benefits, effective September 1, 2012, through June 30, 2013, per Board of Education/WMCAA Agreement. (Replaces Longo) Account: 11-000-262-107-10-10-000
18. The recommendation of the Superintendent to approve the appointment of **PHYLLIS NADLER (\*)**, Cafeteria Aide, High School (PC#30.09.F4.BAV), at the salary of \$6,018.00, without health benefits, effective September 1, 2012, through June 30, 2013, per Board of Education/WMCAA Agreement. (Replaces Bertha) Account: 11-000-262-107-10-10-000
19. The recommendation of the Superintendent to approve the appointment of **MEGAN WALSH-GAMMON (\*)**, Cafeteria Aide, Westbrook School (PC#30.07.F4.BAP), at the salary of \$4,299.00, without health benefits, effective September 1, 2012, through June 30, 2013, per Board of Education/WMCAA Agreement. (Replaces Pasquale) Account: 11-000-262-107-10-10-000
20. The recommendation of the Superintendent to approve the appointment of **MARK DeRISSIO**, Mechanic - Class 2, Transportation Department (PC#45.18.M6.BSX), at a prorated salary of \$57,500.00, with Commercial Drivers License Stipend of \$175.00, effective September 4, 2012, through June 30, 2013, per Board of Education/WMCMA Agreement. (New Position) Account: 11-000-270-160-10-10-000

NOTE: Salary to be adjusted pending completion of contract negotiations.

21. The recommendation of the Superintendent to approve the **INCREASE OF ASSIGNMENT** for **CYNTHIA RANIERI**, from a 0.4 Media Specialist, Marshall Hill School, to a full time Media Specialist, Marshall Hill School (PC#90.04.22.BMH), at the salary of \$56,310.00 (MA/4), with health benefits, effective September 1, 2012, through June 30, 2013, per Board of Education/WMEA Agreement. (New Position) Account: 11-000-222-101-10-10-226

NOTE: Salary to be adjusted pending the completion of contract negotiations.

22. The recommendation of the Superintendent to approve the **REASSIGNMENT OF DANIEL BABCOCK**, from Custodian, Apshawa School, to Assistant Head Custodian, Westbrook School (PC#45.08.M3.BCK), 180-day probationary period, at a prorated salary of \$55,445.00 and a stipend of \$2,590.00, effective September 4, 2012, through June 30, 2013. (Replaces Fitzpatrick) Account: 11-000-262-110-10-10-000

NOTE: Salary to be adjusted pending completion of contract negotiations.

**XIII. PERSONNEL/STUDENT AFFAIRS - Mr. Gottlieb, Chairperson - Continued**

23. The recommendation of the Superintendent to approve the **REASSIGNMENT OF DORA SWACKHAMMER**, from Part-Time Custodian, Administration Building/High School, to Administration Building/Transportation Department (PC#45.18.M6.BDH), effective September 4, 2012, through June 30, 2013. Account: 11-000-262-110-10-000
24. The recommendation of the Superintendent to approve the **REASSIGNMENT OF TIMOTHY THURSTON**, Custodian, High School (PC#45.09.M2.BCM), from evening shift to morning shift (8:30 a.m. - 5:00 p.m.), effective September 4, 2012, through June 30, 2013. Account: 11-000-262-110-10-000
25. The recommendation of the Superintendent to approve the appointment of **KRISTIE TIMMINS (\*)**, Long Term Substitute Nurse, Maple Road School (PC#99.03.00.BSG), at daily rate of \$150.00, without health benefits, effective October 1, 2012, through November 30, 2012. (Replaces Polcari) Account: 11-120-100-101-10-103

NOTE: The duration of the position is based on the date of the employee's return to work.

26. The recommendation of the Superintendent to approve the appointment of **KIRSTEN MUSCIANO (\*\*)**, Long Term Substitute Physical Education/Health Teacher, High School (PC#99.09.00.BKE), at the daily rate of \$150.00, without health benefits, effective September 1, 2012, through December 1, 2012. (Replaces Cullen) Account: 11-140-100-101-10-103

NOTE: The duration of the position is based on the date of the employee's return to work.

27. The recommendation of the Superintendent to approve the following additions to the certified personnel list of **SUBSTITUTE TEACHERS/ COACHES/HOME INSTRUCTORS/NURSES/SPECIAL PROJECTS** for the 2012-2013 school year, effective September 1, 2012, through June 30, 2013:

**KRISTIE TIMMINS** (Nurse)  
**KIRSTEN MUSCIANO** (Teacher)  
**ELIZABETH BOBROWSKI** (Teacher, Home Instruction)  
**CATHY HIESTER** (Teacher)  
**JENNIFER MAGNOTTA** (Teacher)  
**MARIANNE WALSH** (Teacher)  
**ROBERT SZUSZKOWSKI** (Teacher)  
**ROSEMARY McNIFF** (Teacher)  
**KAREN NORMAN** (Teacher)  
**ALYSSA PAPPAS** (Teacher)

28. The recommendation of the Superintendent to approve the following additions to the non-certified personnel list of **SUBSTITUTE SECRETARIES/ BUILDING AIDES/CAFETERIA AIDES/SPECIAL CLASS AIDES/CUSTODIANS/ TRANSPORTATION** for the 2012-2013 school year, effective September 1, 2012, through June 30, 2013:

**CHRISTINE BERTHA** (Secretary, Building Aide)  
**ELIZABETH MARTINELLI** (Secretary, Building Aide)  
**DANIEL MEGLETTI** (School Bus/Van/Special Use Vehicle Driver, Custodian)  
**EDWARD FINN** (Custodian)  
**BERTHOLD ZIEM** (Custodian)



**XIII. PERSONNEL/STUDENT AFFAIRS - Mr. Gottlieb, Chairperson - Continued**

28. (Continued)

**AARON GUARDUCCI** (Custodian)  
**JOHN GALLOWAY** (School Bus/Van/Special Use Vehicle Driver)  
**LAURA TALLIA** (Custodian)  
**SUSAN GANGI** (Cafeteria Aide)

29. The recommendation of the Superintendent to approve the following **STUDENT TEACHER/PRACTICUM TEACHER/INTERN**, for the 2012-2013 school year, at no cost to the district:

<u>Student Teacher</u>	<u>College</u>	<u>Subject/Grade</u>
<b>ALYSSA PAPPAS</b>	Ramapo College	Social Worker - Elementary

30. The recommendation of the Superintendent to approve **PERFECT ATTENDANCE AWARDS** for the following employees, in accordance with the provisions of Article 5(H) of the Agreement between the West Milford Board of Education and the West Milford Bus Drivers Association, for the 2011-2012 school year - Account: 11-000-270-160-10-10-000:

<u>Name</u>	<u>Position</u>	<u>Amount</u>
<b>CARL SWALLING</b>	School Bus Driver	\$375.00
<b>NICOLA WORONEKIN</b>	School Bus Driver	\$375.00

NOTE: This award may be adjusted pending completion of contract negotiations.

31. The recommendation of the Superintendent to approve **an amendment to a previously adopted resolution (June 12, 2012)**, for the following **DRIVERS AND VEHICLE AIDES** to provide transportation for **OUT-OF-DISTRICT SUMMER PLACEMENTS** for the 2012-2013 school year, at the contracted hourly rate per Board of Education/West Milford Bus Drivers Association Agreement and SUV Drivers employment terms **retroactive from August 6, 2012**, as follows - Account: 11-000-270-161-10-10-700:

<u>Staff Member</u>	<u>Route</u>	<u>Days</u>	<u>Rate of Pay</u>
<b>LAURA TALLIA</b>	<b>Vehicle Aide-New Beg. #3</b>	<b>10</b>	<b>\$11.00/Hour</b>

NOTE: Salary may be adjusted pending the completion of contract negotiations.

32. The recommendation of Superintendent to submit an **amendment to a previously approved resolution (June 2012)**, for the following **REALTIME SUMMER TRAINING** for the 2012-2013 school year at the rate of \$33.00 per hour, per Board of Education/WMEA Agreement - Account: 20-270-100-101-10-50-001:

<u>Staff Member</u>	<u>Hours</u>	<u>Total</u>
<b>MICHAEL PADILLA - HIGH SCHOOL</b>	<b>4</b>	<b>\$132.00</b>

NOTE: Hourly rate to be adjusted pending the completion of contract negotiations.

**XIII. PERSONNEL/STUDENT AFFAIRS - Mr. Gottlieb, Chairperson - Continued**

33. The recommendation of the Superintendent to approve the following **HIGH SCHOOL STUDENT ACTIVITY ASSIGNMENTS** and **STIPENDS** for the 2012-2013 School Year, per Board of Education/WMEA Agreement - Account: 11-401-100-110-10-10-000; \*\*11-190-100-320-09-66-962:

<u>Employee</u>	<u>Assignment</u>	<u>Stipend</u>
<b>STEPHEN MILLER</b>	Yearbook Assistant Advisor	\$2,180.00
<b>JOSEPH SMOLINSKI</b>	Pipe Instructor	\$3,540.00
<b>TRICIA O'SHEA**</b>	Clinician (Fall Guard)	\$1,000.00

NOTE: Stipends may be adjusted pending the completion of contract negotiations. Yearbook Assistant Advisor stipend funded through the proceeds of the yearbook sales.

34. The recommendation of the Superintendent to approve the following **HIGH SCHOOL CLUB STUDENT ACTIVITY, ADVISORS** and **HOURS** for the 2012-2013 school year, at the hourly rate of \$28.00, per Board of Education/WMEA Agreement - Account: 11-401-100-110-10-10-000:

<u>Advisor</u>	<u>Club</u>	<u>Hours</u>
<b>MICHAEL ROSE</b>	Science Club	100(combined)

NOTE: Hourly rate to be adjusted pending completion of contract negotiations.

35. The recommendation of the Superintendent to approve the **UNIFORM STATE MEMORANDUM OF AGREEMENT** between the West Milford Board of Education and the Law Enforcement Officials for the 2012-2013 school year.
36. The recommendation of the Superintendent to approve an **amendment to a previously approved resolution (April 2012)** and appoint **ERIC SANDVE** to the following **COMPLIANCE OFFICER POSITIONS** for the 2012-2013 school year:
- ENVIRONMENTAL COMPLIANCE COORDINATOR**  
**INTEGRATED PEST MANAGEMENT COORDINATOR**  
**RIGHT TO KNOW LIAISON**
37. The recommendation of the Superintendent to abolish the position of **SERVICEMAN/MECHANIC HELPER** effective September 17, 2012.
38. The recommendation of the Superintendent to establish the position of **FUEL TECHNICIAN**.
39. The recommendation of the Superintendent to approve the following **JOB DESCRIPTIONS**: (Documentation provided electronically.)
- CHIEF MECHANIC - TRANSPORTATION** (New)  
**FUEL TECHNICIAN** (New)  
**MECHANIC-CLASS 2** (New)  
**VOLUNTEER** (New)

XIII. PERSONNEL/STUDENT AFFAIRS - Mr. Gottlieb, Chairperson - Continued

(40.) The recommendation of the Superintendent to approve the appointment of **DOREEN ELBORJ (\*\*)**, Assistant Principal, High School (PC#10.09.P2.AJK), at the prorated salary of \$100,000.00, with health benefits, effective August 29, 2012, or earliest availability thereafter, through June 30, 2013, per Board of Education/WMAAS Agreement. (Replaces Anzelone) Account: 11-000-240-103-10-10-150

NOTE: Start date is pending fingerprint clearance.

(41.) The recommendation of the Superintendent to approve the appointment of **MARYANN LINDSTROM (\*)**, Cafeteria Aide, Westbrook School (PC#30.07.F4.BAO), at the salary of \$4,299.00, without health benefits, effective September 1, 2012, through June 30, 2013, per Board of Education/WMCAA Agreement. (Replaces Clouse) Account: 11-000-262-107-10-10-000

NOTE: Start date pending fingerprint clearance.

(42.) The recommendation of the Superintendent to approve the appointment of **CHRISTINE PATERNO (\*\*)**, Music Teacher, District-wide (PC#90.03.24.BMQ), at the salary of \$76,150.00 (MA/13), with health benefits, effective September 1, 2012, through June 30, 2013, per Board of Education/WMEA Agreement. (Replaces Halat) Account: 11-120-100-101-10-10-000

NOTE: Start date pending fingerprint clearance. Salary to be adjusted pending the completion of contract negotiations.

(43.) The recommendation of the Superintendent to approve the appointment of **DANIELLE BURTON (\*)**, Long Term Substitute Mathematics Teacher, High School (PC#99.09.00.BNT), at the salary of \$150.00 per day, without health benefits, effective September 4, 2012, through November 21, 2012. (Replaces Patterson) Account: 11-140-100-101-10-10-103

NOTE: Start date pending expedite of certification and fingerprint clearance.

(44.) The recommendation of the Superintendent to approve the **REASSIGNMENT OF KEITH WAUCHEK** from Serviceman Helper/Custodian, Transportation Department, to Custodian, Apshawa School (PC#45.01.M3.BBO), at a salary of \$55,165.00, longevity \$500.00 and stipend of \$175.00, effective September 4, 2012, through June 30, 2013. (Replaces Babcock) Account: 11-000-262-110-10-10-000

NOTE: Salary to be adjusted pending completion of contract negotiations.

(45.) The recommendation of the Superintendent to approve the following **STUDENT TEACHER/PRACTICUM TEACHER/INTERN**, for the 2012-2013 school year, at no cost to the district:

<u>Student Teacher</u>	<u>College</u>	<u>Subject/Grade</u>
Stephanie Guzman	Montclair State	Guidance/Macopin School

**XIII. PERSONNEL/STUDENT AFFAIRS - Mr. Gottlieb, Chairperson - Continued**

(46.) The recommendation of the Superintendent to approve the following additions to the certified personnel list of **SUBSTITUTE TEACHERS/ COACHES/HOME INSTRUCTORS/NURSES/SPECIAL PROJECTS** for the 2012-2013 school year, effective September 1, 2012, through June 30, 2013:

**DANIELLE BURTON** (Teacher)  
**STEPHANIE GUZMAN** (Teacher)

(47.) The recommendation of the Superintendent to approve the appointment of **CAYLA CERCHIE**, Community School Preschool Teacher, Maple Road School, at the rate of \$15.00 per hour not to exceed \$11,250.00, effective September 1, 2012, through June 30, 2013. (Replaces Douma) Account: 52-990-320-101-10-10-404

NOTE: Pending fingerprint clearance.

(48.) The recommendation of the Superintendent to approve the appointment of the following staff members for the **WEST MILFORD COMMUNITY SCHOOL'S SACC AND PRE-SCHOOL PROGRAMS**, effective September 1, 2012, through June 30, 2013 - Accounts: 52-990-320-101-10-10-403, \*52-990-320-101-10-10-404:

<u>Employee</u>	<u>Position</u>	<u>Hourly Rate</u>	<u>Not to Exceed</u>
LISA HEMMERLIN	Head SACC	\$16.00	\$16,320.00
PATRICIA BELLINA	Head SACC	\$16.00	\$16,320.00
FRANCES BOUGH	Head SACC	\$16.00	\$16,320.00
VERONICA RICCIARDI	Head SACC	\$16.00	\$12,000.00
KIMBERLY SMITH	Head SACC	\$16.00	\$16,320.00
ROSA ESTUPINAN	Head SACC	\$15.00	\$15,300.00
JUDITH BARRY	SACC Aide	\$11.90	\$ 5,712.00
MEGAN MOORE	SACC Aide	\$10.15	\$10,353.00
ALYSSA ROBERTS	SACC Aide	\$11.75	\$ 8,812.50
CHRISTINE TURRE	SACC Aide	\$11.85	\$ 5,474.70
JANET EID	SACC Aide	\$10.45	\$ 6,332.70
LORI DAY	SACC Aide	\$10.30	\$ 3,090.00
BRENDA BISHOP	SACC Aide	\$15.50	\$15,810.00
SANDRA MOORE	SACC Aide	\$11.60	\$ 4,732.80
AGNES FATTORUSSO	SACC Aide	\$10.00	\$ 7,500.00
DIANE SICILIANO*	Pre-School Aide	\$14.50	\$10,657.50

**DISCUSSION:** Mrs. Schultz stated that she would like more time to review resumes for new hires.

**ROLL CALL VOTE:**

<b>TRUSTEE</b>	<b>VOTE</b>	<b>TRUSTEE</b>	<b>VOTE</b>	<b>TRUSTEE</b>	<b>VOTE</b>
Mr. Babbitt	Yes	Mr. Foody	Yes	Mr. Richards	Absent
Mr. Bailey	Yes	Mr. Gottlieb	Yes	Mrs. Richards	Yes
Mr. Conlon	Yes	Mrs. Koeppe	Yes	Mrs. Schultz	Yes

The **MOTION PASSED** unanimously.

**XIII. PERSONNEL/STUDENT AFFAIRS - Mr. Gottlieb, Chairperson - Continued**

Motion by Mr. Gottlieb, seconded by Mrs. Schultz, to approve the following agenda item:

- (49.) The recommendation of the Superintendent to approve the following **UNAFFILIATED PERSONNEL SALARIES** for the 2012-2013 school year, retroactive from July 1, 2012, through June 30, 2012:

<u>Employee</u>	<u>Assignment</u>	<u>Salary</u>
<b>SHARON SIEBER</b>	Supervisor of Food Services Account: 50-910-310-101-10-10-000	\$ 45,759
<b>IRIS WECHLING</b>	Director of Education Account: 11-000-230-104-10-10-110	\$143,667

**ROLL CALL VOTE FOR MRS. SIEBER:**

TRUSTEE	VOTE	TRUSTEE	VOTE	TRUSTEE	VOTE
Mr. Babbitt	Yes	Mr. Foody	Yes	Mr. Richards	Yes
Mr. Bailey	Absent	Mr. Gottlieb	Yes	Mrs. Richards	Yes
Mr. Conlon	Abstained	Mrs. Koeppe	Yes	Mrs. Schultz	No

The **MOTION PASSED:** 6 Yes; 1 No; 1 Abstention

**ROLL CALL VOTE FOR MS. WECHLING:**

TRUSTEE	VOTE	TRUSTEE	VOTE	TRUSTEE	VOTE
Mr. Babbitt	Yes	Mr. Foody	No	Mr. Richards	Yes
Mr. Bailey	Absent	Mr. Gottlieb	No	Mrs. Richards	Yes
Mr. Conlon	Abstained	Mrs. Koeppe	Yes	Mrs. Schultz	No

The **MOTION PASSED:** 4 Yes; 3 No; 1 Abstention

**XIV. EDUCATION - Mrs. Marilyn Schultz, Chairperson**

Motion by Mrs. Schultz, seconded by Mr. Conlon, to approve the following agenda items:

1. The recommendation of the Superintendent to approve the following **CHANGE TO THE MIDDLE SCHOOL PROGRAM** for the 2012-2013 school year:

<u>SUBJECT COURSE</u>	<u>TYPE OF CHANGE</u>
<u>Mathematics</u> Mathematics 7: PreAlgebra	New Adoption

XIV. EDUCATION - Mrs. Schultz, Chairperson - Continued

2. The recommendation of the Superintendent to approve the following **CHANGE TO THE HIGH SCHOOL PROGRAM** for the 2012-2013 school year:

<u>SUBJECT COURSE</u>	<u>TYPE OF CHANGE</u>
<u>Visual and Performing Arts</u> Rock of Ages	New Adoption

3. The recommendation of the Superintendent to approve the following **CURRICULUM ADOPTIONS** for the 2012-2013 school year:

MACOPIN

Mathematics

Mathematics 7: Pre-Algebra

4. The recommendation of the Superintendent to approve the following **CURRICULUM REVISIONS** for the 2012-2013 school year:

ELEMENTARY SCHOOL

Language Arts Literacy

Language Arts Literacy-Kindergarten  
Reading/Language Arts Literacy-Grade 1  
Reading/Language Arts Literacy-Grade 2  
Reading/Language Arts Literacy-Grade 3  
Reading/Language Arts Literacy-Grade 4  
Reading/Language Arts Literacy-Grade 5  
Language Arts Literacy-Grade 6

Mathematics

Mathematics - Grade 3  
Mathematics - Grade 4  
Mathematics - Grade 5

Music

General Music K-6

World Language

Spanish - Grade 3  
Spanish - Grade 6

MACOPIN

English

All About Me: A Writing Workshop-Grade 7  
English Honors-Grade 8  
Foundations of Language Arts-Grade 7  
Language and Literature-Grade 7  
Foundations of Language Arts-Grade 8  
Language and Literature-Grade 8  
Related Arts-Hot Topics: Write About It-Grade 8  
Related Arts-Media Literacy-Grade 8

Science

Resource Center Physical Science-Grade 8

XIV. EDUCATION - Mrs. Schultz, Chairperson - Continued

4. (Continued)

Social Studies

Grade 7 Social Studies Skills  
Grade 7 World History and Geography  
Grade 8 American Citizenship

Visual and Performing Arts

Related Arts - Art 7  
Related Arts - Art 8  
Choir

World Language

French 7-1A  
French 8-1B  
German 7-1A  
German 8-1B  
Italian 7-1A  
Italian 8-1B  
Spanish 7-1A  
Spanish 8-1B

HIGH SCHOOL

English

Film Literacy  
Basic Skills English 12  
English 1B  
English 1C  
English 1H  
English 2B  
English 2C  
English 2H  
English 3B  
English 3C  
English 3 Language & Composition-Advanced Placement  
English 3H-Advanced Placement  
English 4B-Remedial World Literature  
English 4C-World Literature  
English 4 Language & Composition-Advanced Placement  
English 4H-Advanced Placement  
Fundamentals of English-Grades 9-10  
Fundamentals of English-Grades 11-12  
Communication Arts & Media 1  
Communication Arts & Media 2  
Communication Arts & Media 3  
Creative Writing  
Advanced Creative Writing  
Journalism  
Introduction to Philosophy

Science

Anatomy and Physiology Honors  
Astronomy  
Bioethical Issues  
Chemistry 10 Honors  
Electricity and Electronics

XIV. EDUCATION - Mrs. Schultz, Chairperson - Continued

4. (Continued)

Science

Microbiology and Immunology  
Oceanography  
Physics I  
Physics I Honors

Social Studies

Advanced Placement Economics  
Advanced Placement Psychology  
Advanced Placement United States Government and Politics  
Advanced Placement United States History II Honors  
Holocaust/Genocide Studies  
Introduction to Behavioral Sciences  
Law in American Society  
United States History IB  
United States History IC  
United States History I Honors  
United States History IIB  
United States History IIC  
Western Civilization - Honors  
World and National Affairs  
World History B  
World History C  
World History Honors

Visual and Performing Arts

Women's Chorus  
Men's Chorus  
Concert Choir (includes Honors)  
Guitar 1/Lunch  
Harmony and Theory  
Piano 1/Lunch  
Rock of Ages

World Language

American Sign Language  
French 1  
French 2  
French 4H/5H AP (Part 1)  
German 1  
German 4H/5H (Part 2)  
Italian 1  
Italian 2  
Italian 3  
Introduction to Conversational Spanish  
Spanish 1  
Spanish 2  
Spanish 3  
Spanish 4H/5H - AP 5/H (Course 2)



**XIV. EDUCATION - Mrs. Schultz, Chairperson - Continued**

5. The recommendation of the Superintendent to approve the following **TEXTBOOK ADOPTION** for the 2012-2013 school year:

Course: Advanced Placement US History II-Grade 11  
Textbook: A Survey: American History 14<sup>th</sup> Edition  
Author: Alan Brinkley  
Publisher: McGraw Hill  
Copyright: 2012  
Number of Books Needed: 60  
Cost Per Book: \$122.25

6. The recommendation of the Superintendent to approve the following 7<sup>th</sup> and 8<sup>th</sup> grade **OVERNIGHT FIELD TRIPS** for the 2012-2013 school year:

**SEVENTH GRADE - FAIRVIEW LAKE**

Purpose of Trip: The purpose of this trip is to promote team building and cohesion among our new seventh grade students. Our students come from six different neighborhood elementary schools and this experience aids in understanding and cooperation. This is a social and team-building experience that has proven successful in the past. Also, students are able to receive an "outdoor" education.

Location: Stillwater, New Jersey  
Dates of Trip: November 5-7, 2012  
Number of Students: Approximately 250  
Cost of Trip to Students: \$195.00  
Name of Advisor: Marc Citro  
Number of School Days Missed: 3  
Number of Chaperones: Approximately 25 chaperones plus two administrators

NOTE: All transportation, chaperone, and student fees are included in the total cost of the trip. There is no additional cost to the Board.

**EIGHTH GRADE - WASHINGTON, D.C.**

Purpose of Trip: This trip is a culminating experience that combines United States history topics, which are included in the 8<sup>th</sup> grade curriculum, current events, and is also an exceptional social experience. This trip also serves as our eighth grade promotional trip and is available for any interested eighth grader who meets our discipline policy.

Location: Washington, D.C.  
Dates of Trip: June 5-7, 2013  
Number of Students: Approximately 250  
Cost of Trip to Students: \$565.00  
Name of Advisor: Marc Citro  
Number of School Days Missed: 3  
Number of Chaperones: Approximately 25 chaperones plus two administrators

NOTE: All transportation, chaperone, and student fees are included in the total cost of the trip. There is no additional cost to the Board.

**XIV. EDUCATION - Mrs. Schultz, Chairperson - Continued**

7. The recommendation of the Superintendent to accept funds for the **RACE TO THE TOP (RTTT)** Formula Grant FY 2012-2015 in the amount of \$36,151.
8. The recommendation of the Superintendent to accept a \$2,500 grant from the **GIANTS FOUNDATION** for the Westbrook School.
9. The recommendation of the Superintendent to approve an agreement with the Passaic County Technical Institute, acting as the Lead Education Agency (LEA), to establish a consortium for the submission of the **NO CHILD LEFT BEHIND (NCLB) - TITLE III GRANT FY 2013** in the amount of \$3,393.
10. The recommendation of the Superintendent to approve the establishment of a **NON-RESIDENT TUITION RECEIVABLE CONTRACT** between Anabel Damstrom, West Milford School District Teacher, and the West Milford Board of Education for the 2012-2013 school year.
11. The recommendation of the Superintendent to approve the following recommended 2012-2013 school year **OUT-OF-DISTRICT DAY SCHOOL PLACEMENT PAYABLE CONTRACTS**:

<u>Number of Students</u>	<u>Tuition</u>	<u>Placement</u>
2	\$ 150,840.00	Allegro School Cedar Knolls, New Jersey
1	\$ 41,880.60	Banyan School Fairfield, New Jersey
1	\$ 46,744.20	Banyan Upper School Fairfield, New Jersey
1	\$ 62,000.00	Celebrate the Children Byram, New Jersey
1	\$ 55,080.00	Chapel Hill Academy Pompton Plains, New Jersey
3	\$ 155,932.47	Children's Institute Verona, New Jersey
1	\$ 70,125.00	Children's Therapy Center Upper School Fairlawn, New Jersey
4	\$ 167,954.40	ECLC Chatham, New Jersey
1	\$ 55,606.60	East Mountain Youth Center Carrier Clinic Belle Mead, New Jersey
1	\$ 52,684.20	Glenview Academy Fairfield, New Jersey

Minutes for the Workshop/Regular Meeting of August 28, 2012

XIV. EDUCATION - Mrs. Schultz, Chairperson - Continued

11. (Continued)

<u>Number of Students</u>	<u>Tuition</u>	<u>Placement</u>
1	\$ 46,539.00	George Washington School (YCS) Hackensack, New Jersey
2	\$ 90,716.40	Holmstead School Ridgewood, New Jersey
3	\$ 177,450.00	Lake Drive School Mountain Lakes Board of Ed. Mountain Lakes, New Jersey
2	\$ 106,171.00	Lakeland Andover Lafayette, New Jersey
1	\$ 50,862.60	Mount St. Joseph's Totowa, New Jersey
28	\$1,281,420.00	New Beginnings Annex Maple Road School West Milford, New Jersey
6	\$ 260,506.80	New Beginnings Annex II Macopin School West Milford, New Jersey
13	\$ 690,791.40	New Beginnings Fairfield, New Jersey
1	\$ 48,837.60	Partners in Education Outreach Program Butler, New Jersey
1	\$ 55,800.00	Partners in Education Outreach Program Kinnelon, New Jersey
2	\$ 110,937.60	P.G. Chambers School Cedar Knolls, New Jersey
2	\$ 123,640.00	Park Lake School Morris County Ed. Serv. Comm. Morristown, New Jersey
2	\$ 110,772.00	Passaic Cty. Cerebral Palsy Ctr. Little Falls, New Jersey
3	\$ 144,892.08	Shepard School Kinnelon, New Jersey
2	\$ 24,573.00	Sussex County Charter School For Technology Sussex, New Jersey

XIV. EDUCATION - Mrs. Schultz, Chairperson - Continued

11. (Continued)

<u>Number of Students</u>	<u>Tuition</u>	<u>Placement</u>
1	\$ 49,608.00	YCS Sawtelle Learning Center Montclair, New Jersey

A.I. - Auditory Impaired/Deaf; C.I. - Communication Impaired;  
 E.D. - Emotionally Disturbed; M.D. - Multiply Disabled;  
 O.H.I. - Other Health Impaired; P.S.D. - Preschool Disabled;  
 C.I.M. - Cognitively Impaired Moderate; S.L.D. - Severe Learning  
 Disability; (R) - Residential Placement arranged by the State Department  
 of Human Resources - West Milford School District is responsible for the  
 educational component.

12. The recommendation of the Superintendent to approve payment for a 1:1 aide for an autistic student attending the 2012-2013 school year program at Celebrate the Children, Byram, New Jersey, per the student's IEP, at a cost of \$26,911.80.
13. The recommendation of the Superintendent to approve payment for a 1:1 aide for a multiply disabled student attending the 2012-2013 school year program at the Passaic County Elks Cerebral Palsy Center, Clifton, New Jersey, per the student's IEP, at a cost of \$37,715.40.
14. The recommendation of the Superintendent to approve payment for two (2) 1:1 aides for autistic students attending the 2012-2013 school year program at The Children's Institute, Verona, New Jersey, per the students' IEPs, at a cost of \$22,875.00 per aide.
15. The recommendation of the Superintendent to approve payment for a 1:1 aide for a multiply disabled student attending the 2012-2013 school year program at The Children's Therapy Center, Upper School, Fair Lawn, New Jersey, per the student's IEP, at a cost of \$22,440.00.
16. The recommendation of the Superintendent to approve payment for a 1:1 aide for a multiply disabled student attending the 2012-2013 school year program at P.G. Chambers School, Cedar Knolls, New Jersey, per the student's IEP, at a cost of \$32,175.00.
17. The recommendation of the Superintendent to approve payment for five (5) 1:1 aides for autistic students attending the 2012-2013 school year program at New Beginnings Annex, West Milford, New Jersey, per the students' IEPs at a cost of \$28,800.00 per aide.
18. The recommendation of the Superintendent to approve payment for four (4) 1:1 aides for autistic students attending the 2012-2013 school year program at New Beginnings, Fairfield, New Jersey, per the students' IEPs at a cost of \$28,800.00 per aide.
19. The recommendation of the Superintendent to approve payment for a 1:1 aide for a multiply disabled student attending the 2012-2013 school year program at YCS, George Washington School, Hackensack, New Jersey, per the student's IEP at a cost of \$26,573.40 per aide.

**XIV. EDUCATION - Mrs. Schultz, Chairperson - Continued**

20. The recommendation of the Superintendent to approve the following vocational/technical payable contracts for the 2012-2013 school year:

18 Students in Regular Vocational Classes @ \$11,614.00	\$209,052.00	Passaic Cty. Technical Institute Wayne, New Jersey
7 Students in Special Vocational Classes @ \$18,829.00	\$131,803.00	Passaic Cty. Technical Institute Wayne, New Jersey
4 Special Education Share Time Students @ \$9,900.00	\$ 39,600.00	Ho-Ho-Kus School of Trade and Technical Sciences Paterson, New Jersey

21. The recommendation of the Superintendent to approve the following 2012-2013 school year contracts for the Commission for the Blind:

2 Level 1 Service Contracts @ \$1,700.00 each	\$ 3,400.00
1 Level 4 Service Contract @ \$13,000.00 each	\$13,000.00

22. The recommendation of the Superintendent to approve the following addition to the **SPECIAL SERVICES CONSULTANTS, PHYSICIANS, HOSPITALS/MEDICAL CENTERS, CLINICS AND AGENCIES** for the 2012-2013 school year:

Atlantic Rehabilitation Institute, Morristown, New Jersey (Associated with Atlantic Health Systems)

23. The recommendation of the Superintendent to approve **TRAINING AND TRAVEL RELATED EXPENDITURES** for Instructional and School Support Staff at the mileage rate established by the Board. (Documentation provided electronically.)

**ROLL CALL VOTE:**

TRUSTEE	VOTE	TRUSTEE	VOTE	TRUSTEE	VOTE
Mr. Babbitt	Yes	Mr. Foody	Yes	Mr. Richards	Yes
Mr. Bailey	Yes	Mr. Gottlieb	Yes	Mrs. Richards	Yes
Mr. Conlon	Yes	Mrs. Koeppe	Yes	Mrs. Schultz	Yes

The **MOTION PASSED** unanimously.

**XV. POLICY - Mr. Matthew Conlon, Chairperson**

Motion by Mr. Conlon, seconded by Mr. Bailey, to approve the following agenda items:

1. The recommendation of the Superintendent to approve the First Reading of the revised **POLICY** entitled, "Pupil Assessment." (Code #2622) (Documentation provided electronically.)
2. The recommendation of the Superintendent to approve the Second Reading and Adoption of the **POLICY** entitled, "School Volunteers." (Code #9180) (Documentation provided electronically.)

**XV. POLICY - Mr. Conlon, Chairperson - Continued**

3. The recommendation of the Superintendent to approve a Second Reading and Adoption **POLICY** entitled, "Volunteer Athletic Coaches and Co-Curricular Activity Advisors/Assistants." (Code #9181) (Documentation provided electronically.)

**ROLL CALL VOTE:**

TRUSTEE	VOTE	TRUSTEE	VOTE	TRUSTEE	VOTE
Mr. Babbitt	Yes	Mr. Foody	Yes	Mr. Richards	Yes
Mr. Bailey	Yes	Mr. Gottlieb	Yes	Mrs. Richards	Yes
Mr. Conlon	Yes	Mrs. Koeppe	Yes	Mrs. Schultz	Yes

The **MOTION PASSED** unanimously.

**XVI. SPECIAL COMMITTEES/LIAISON REPORTS**

Parks & Recreation - Mr. Conlon had no report.

Safety - Mr. Babbitt reported that a meeting has been scheduled for September.

Superintendent's Roundtable - Mrs. Schultz had no report.

Passaic County School Boards Association/New Jersey School Boards Association/Legislative - Mr. Gottlieb provided an overview of the new evaluation system.

Technology - Mr. Richards/Mr. Conlon/Mrs. Koeppe/Mrs. Richards - There was no report.

West Milford Education Foundation - Mrs. Koeppe reported that a meeting has been scheduled for September.

**XVII. OLD BUSINESS**

Motion by Mr. Conlon, seconded by Mrs. Schultz, to close Old Business.

**VOICE VOTE: All in Favor. MOTION PASSED.**

**XVIII. NEW BUSINESS**

Mr. Foody spoke about the Board Retreat.

Motion by Mr. Conlon, seconded by Mr. Bailey, to approve the following Agenda items:

**(1.) West Milford District Goals 2012 - 2013**

1. Increase Guidance Department Services
  - a. From 10-12 months (year round)
  - b. Increase intervention
  - c. Increase academic risk taking

**XVIII. NEW BUSINESS - Continued**

(1.) (Continued)

- 2. Increase community awareness through many multimedia areas.
  - a. Investigate Cable
  - b. TV Science
- 3. Choose and implement new Teacher Evaluation System as per state mandate.

(2.) **West Milford Board of Education Goals 2012 - 2013**

- 1. Increase and maintain communication between the Board of Education and the Superintendent.
- 2. To become a certified board by NJSBA over a two (2) year period.
- 3. To celebrate West Milford School District's Successes and Achievements!

**ROLL CALL VOTE:**

TRUSTEE	VOTE	TRUSTEE	VOTE	TRUSTEE	VOTE
Mr. Babbitt	Yes	Mr. Foody	Yes	Mr. Richards	Yes
Mr. Bailey	Yes	Mr. Gottlieb	Yes	Mrs. Richards	Yes
Mr. Conlon	Yes	Mrs. Koeppe	Yes	Mrs. Schultz	Yes

The **MOTION PASSED** unanimously.

Mr. Foody made a motion, seconded by Mr. Conlon, to have the Board institute a strategic plan.

**DISCUSSION:** The Board discussed the motion, and while in agreement, they would like an opportunity to further discuss the matter.

Mr. Conlon made a motion, seconded by Mrs. Schultz, to postpone consideration of this resolution until the BOE has additional information.

**ROLL CALL VOTE:**

TRUSTEE	VOTE	TRUSTEE	VOTE	TRUSTEE	VOTE
Mr. Babbitt	Yes	Mr. Foody	No	Mr. Richards	Yes
Mr. Bailey	Abstained	Mr. Gottlieb	Yes	Mrs. Richards	Yes
Mr. Conlon	Yes	Mrs. Koeppe	Yes	Mrs. Schultz	Yes

The **MOTION PASSED:** 7 Yes; 1 No; 1 Abstention

**XVIII. NEW BUSINESS - Continued**

Mr. Bailey thanked Mr. Heller for his service and dedication to West Milford and wished him good luck in his retirement.

Mr. Bailey asked that it be noted that the rehabilitation of McCormack Field has been a resounding success. He applauds the Board for their efforts.

Dr. McLaughlin read a thank you from the Co-Chairperson of Relay for Life.

Motion by Mr. Conlon, seconded by Mrs. Schultz, to close New Business.

**VOICE VOTE: All in Favor. MOTION PASSED.**

**XIX. PETITIONS & REQUESTS**

Petitioners who have requested to speak prior to the meeting will be first with five (5) minutes for each petitioner, for a period of thirty (30) minutes; and then time permitting, other petitions and requests limited to five (5) minutes per petitioner will be allowed, until the thirty (30) minute period transpires. All speakers are asked to give their full name, spell their last name, and provide their address. Speakers may not use the names of students during Petitions and Requests.

Mary Ryan-Zanotti spoke about the digital sign on Macopin Road and thanked the Board of Education.

Greg Sheremeta offered congratulations to Mr. Heller on his retirement on behalf of the WMEA.

Gary Steele spoke about a dedicated cable station, the need to use microphones, and Robert's Rules.

Motion by Mr. Conlon, seconded by Mrs. Schultz, to close Petitions and Requests.

**VOICE VOTE: All in Favor. MOTION PASSED.**

**XX. EXECUTIVE SESSION & ADJOURNMENT**

At 8:53 p.m., Mr. Conlon made a motion, seconded by Mrs. Schultz, to adjourn into executive session.

**VOICE VOTE: All in Favor. MOTION PASSED.**

Respectfully submitted,

Barbara Francisco  
Board Secretary/Business Administrator

tc