

MORRIS SCHOOL DISTRICT
Minutes of September 22, 2008
LAFAYETTE LEARNING CENTER

The regular business meeting of the Board of Education of the Morris School District, of Morris County, New Jersey was held in the Lafayette Learning Center, 31 Hazel Street, Morristown, New Jersey 07960 on Monday evening **September 22, 2008 at 6:30 p.m.**

William VanTassel, the Assistant Board Secretary, called the meeting to order and made the following announcement:. The New Jersey Open Public Meeting Law was enacted to insure the right of the public to have advance notice of and to attend the meetings of public bodies at which any business affecting their interest is discussed or acted upon. In accordance with the provisions of this Act the Board of Education of the Morris School District in the County of Morris has caused notice of this meeting to be published by having the date, time and place thereof posted. The notice was mailed to the Daily Record, the Star Ledger, and to those persons or entities requesting notification, filed with the municipal clerks of Morris Plains, Morristown and Morris Township, and posted at the Administration Center, 31 Hazel Street, Morristown, New Jersey.

At the Roll Call, the following Board Members were present: Mrs. Marie Fornaro, Ms. Theresa Kaag, Morris Plains Representative, Ms. Lynn Horowitz, Ms. Sandra McNeil, Mrs. Teresa Murphy, , Mrs. Ann Rhines, Dr. Angela Rieck, Ms. Lisa Pollak, Vice-President and Mrs. Nancy Bangiola, President. Dr. Peter Gallerstein arrived at 6:36 p.m.

At 6:35 p.m. Dr. Rieck moved to go into closed session to discuss legal, negotiation and personnel matters. Ms. Horowitz seconded the motion which carried unanimously with Dr. Gallerstein absent.

Also present were Dr. Thomas Ficarra, Superintendent; Dr. Patricia Camp, Director of Curriculum and Instruction; Mr. Andrew Williams, Director of Curriculum and Instruction; Ms. Martha Weber, Manager of Human Resources; Mr. William VanTassel, Assistant Board Secretary and Mrs. Nancy Helterman, Director of Pupil Services. Attorneys Anthony Ruscigno and M.L. Fabian from the firm of Porzio Bromberg and Newman were also present.

At 7:25 p.m. Dr. Rieck moved to go into open session. Ms. Horowitz seconded the motion which carried unanimously. Student Representatives, Avi Jayaraman, Kelsey Brown and approximately 10 members of the public, press and staff were now present.

When the Board reconvened, Mrs. Bangiola announced that the Board had been meeting in closed session for the purpose of discussing legal, negotiation and personnel matters.

PLEDGE OF ALLEGIANCE

Mrs. Bangiola led the audience in the Pledge of Allegiance.

SUPERINTENDENT'S REPORT

Dr. Ficarra reported the high school as well as all our schools opened smoothly.

PUBLIC COMMENT

One parent spoke concerning:

- Back to School Night
- Rotating Block at MHS
- QSAC
- Study Hall's at MHS

Another parent spoke concerning:

The aid for his son which has changed due to budget cuts.

The father is upset because the aid was let go. He is requesting the district make an exception, and rehire this aid ahead of those with seniority, since this aid has done so much to help his son progress in school and to feel good about himself.

COMMITTEE REPORTS

Morristown High School

Avi and Kelsey reported:

September 16, 2008	MHS hosted Iron Hills Principal's Meeting. SGO presidents from each school also attended.
September 18, 2008	Back to School Night – good turnout
September 27, 2008	Bilingual Day
October 3, 2008	Coffee House
October 7, 2008	Senior Night
October 8, 2008	Mini College Fair
October 16, 2008	Sophomore Night
October 18, 2008	Homecoming
October 13, 2008	Spirit Week

School Play -

New director this year is Joe Walgomoath a 1984 graduate of MHS. He has written, produced and performed on Broadway.

The play "Auntie Mame" will be November 14 & 15

Curriculum Committee

Ms. Horowitz reported they met and discussed:

The curriculum which is being approved this evening.

Some curriculum's are being updated for QSAC.

Teacher's Aids - being put in place for writing curriculum.

K-5 Math – some decisions made.

3rd grade will remain as a heterogeneous grouping.

4th & 5th grades will remain homogeneous grouping at this time.

Curriculum updates are being shared with Morris Plains.

Inventories are being conducted in all the school libraries.

Finance Committee

Mrs. Murphy reported they met this evening before the board meeting and discussed:

Capital projects for next year.

Letter received from state regarding Turf.

We do not need a permit from them to install turf at the football field.

Now we can go to county and local commissions who may require us to get approval.

Human Resources

Dr. Rieck reported they met and discussed:

Negotiations.

Personnel being approved this evening.

CABAS Program for our students with Autism which is run in conjunction with Columbia University.

Frelinghuysen VPB

Mrs. Rhines reported on the VPB meetings since June 24.

June 24 – Tim Lukas provided workshop “Tools for Building Schools that Learn”.

June 25 & 26 – Three goals were established:

1. To create a positive school community characterized by unity and mutual respect.
2. To use data effectively to improve instruction and learning.
3. To continue to develop a culture of Professional Learning Communities.

June 27 – VPB and Team Leaders worked on the opening of school and House Days.

Sept. 2 – Staff was presented with an overview of why the VPB decided to target the ISL students for 2008-2009.

Kim Richards presented NJASK scores

Sept. 3 - Presentation by Mike Schmoker author of “Results Now”.

Sept. 8 - Each house reviewed building goals.

Sept. 12- Each house administrator met with their ISL team.

Sept. 19 – First House Day.

Morris Plains

Ms. Kaag reported:

High School Representatives from the Science Academy spoke to the 8th graders today. Send/Receive Agreement being worked on.

Linda Murphy is coming to address Morris Plains parents at the November 11, 2008 board meeting.

New Principal/Curriculum Coordinator has met with Andy Williams

Morris Plains would like to continue participating in Morris School District’s professional Development days.

SCIENCE ACADEMY

Dr. Gallerstein requested the board be updated regarding the operations of the Science Academy

HIGH SCHOOL REQUIREMENTS

Mrs. Fornaro questioned new requirements for High School Students.

Are these requirements being addressed now even though they do not go into effect yet.

Dr. Ficarra responded that they are.

MINUTES

Motion #1 that upon the recommendation of the Superintendent, the Board of Education approve executive minutes from the regular business meeting of:

September 8, 2008

Motion #2 that upon the recommendation of the Superintendent, the Board of Education approve minutes from the special board meeting of:

September 11, 2008

Motion #3 that upon the recommendation of the Superintendent, the Board of Education approve minutes from the regular business meeting of:

September 8, 2008

MINUTES (Motions #1-2)

Moved by Dr. Rieck, seconded by Ms. Pollak

AYES: Mrs. Fornaro, Dr. Gallerstein, Ms. Horowitz, Ms. Kaag, Ms. McNeil, Mrs. Murphy, Dr. Rieck, Mrs. Rhines, Ms. Pollak, Mrs. Bangiola

NOES: None

ABSENT: None

POLICY

Motion #1 that upon the recommendation of the Superintendent, the Board of Education approve for first reading:

Policy #9272	Nepotism
Policy #3327.1	Political Contributions
Policy #3327.2	Contribution to Board Members and Contract Awards

Motion #2 that upon the recommendation of the Superintendent, the Board of Education rescind the following policies:

4112.8	Nepotism
4212.8	Nepotism

EXPLANATION

These policies are replaced by policy #9272

POLICY (Motions #1-2)

Moved by Dr. Rieck, seconded by Ms. Pollak

AYES: Mrs. Fornaro, Dr. Gallerstein, Ms. Horowitz, Ms. Kaag, Ms. McNeil, Mrs. Murphy, Dr. Rieck, Mrs. Rhines, Ms. Pollak, Mrs. Bangiola

NOES: None

ABSENT: None

EDUCATIONAL MATTERS

Motion #1 that, upon the recommendation of the Superintendent, the Board of Education approve the contract between the Bridgewater-Raritan Regional Board of Education and the Morris School District for the training of Debra Welter for Reading Recovery in the amount of \$3,700 (local funds) for the 2008-2009 school year.

EXPLANATION:

Debra Welter, a new teacher, needs to be re-certified as a Reading Recovery Teacher for the Morris School District.

Motion #2 that, upon the recommendation of the Superintendent and the Board Curriculum Committee, the Board of Education approve the following new curricula for the Morris School District for the 2008-2009 school year:

- Grades 6-8 Orchestra Curriculum
- Grades 6-8 Choral Curriculum
- K-5 World Language Curriculum
- English 4 World Literature Curriculum
- English 4 World Literature SRA Curriculum
- English Communications Skills Curriculum
- K-5 Writing, Listening, and Speaking Curriculum
- Art Studio 2D Design (Updated with NJCCCS)
- Drawing (Updated with NJCCCS)
- AP Studio Art (Updated with NJCCCS)

EXPLANATION:

These curriculums were reviewed by Curriculum Council and the Board Curriculum Committee and recommended for Board approval.

Motion #3 on the recommendation of the Superintendent, the Board of Education accept monies from the Morris Education Foundation for the following grants:

<u>Amount</u>	<u>School</u>	<u>Project</u>
\$1,500	Hillcrest	Countries: Raising Pride & Cultural Awareness about Students' Origins This grant will support the Morris School District's World Language Curriculum by expanding and bringing up-to-date a collection of books on foreign countries and their cultures and folklore. All of the students at Hillcrest will be involved in a multicultural project. They will do research, read books, write reports, learn to appreciate the cultures of the many students, do art projects which will be displayed throughout the school, and celebrate all their new knowledge at a special multicultural day which will be held later in the year. Parents and friends will be invited to share all that was learning during the year.

\$800 Alfred Vail **Partners in Reading: Supporting Your Child’s Early Reading Skills**
This will be an evening community outreach program. The program will benefit the early reader and the importance of support at home to reinforce literacy acquisition. The program will be offered to thirty first grade students and their parents who are committed to enhancing their child’s reading development. There will be three evening cooperative sessions that will consist of two forty-five minute sessions. During the first sessions, presenters will instruct parents and emphasize the child’s developing relationship with printed material. During the second evening, emphasize will be placed on the child becoming aware of how words work. The third evening will emphasize the connection between reading and writing. The total program will engage the child and parent in the reading process to reinforce skills learned in school.

Motion #4 on the recommendation of the Superintendent, the Board of Education approve submission of the No Child Left Behind Application for FY 2009 from the New Jersey State Department of Education in the amount of \$805,736.

Title I, Part A	\$513,961
Title I, Part D	\$7,491
Title II, Part A	\$186,278
Title II, Part D	\$4,268
Title III	\$76,537
Title IV	\$17,201

EXPLANATION:

The grant incorporates the following programs:

- Title I, Part A: *Improving Basic Programs Operated by Local Education agencies*
- Title I, Part A: *School Improvement*
- *Title I: SIA*
- Title I, Part D: *Prevention and Intervention Programs for Children and Youth who are Neglected, Delinquent, or At-Risk*
- Title II, Part A: *Teacher and Principal Training and Recruiting Fund*
- Title II, Part D: *Enhancing Education Through Technology*
- Title III, Part A: *Grants and Subgrants for English Language Acquisition and Language Enhancement*
- Title IV, Part A: *Safe and Drug-Free Schools and Communities Act*

Motion #5 that, upon the recommendation of the Superintendent and the Board Curriculum Committee, the Board of Education approve the following curriculums updated with the latest NJCCC Standards for the 2008-2009 school year (QSAC Requirement).

BUSINESS

Accounting 1
Accounting 2
Bus. Org. & Management
Entrepreneurship
International Business
Business Law
Computer Keyboarding/
Word Processing
Personal Finance 1
Cooperative Business 1
Cooperative Business 2

**CONSUMER, FAMILY &
LIFE SKILLS**

Child Care Development 1
Child Care Development 2
Child Care 3 & 4
Food Preparation 1
Food Preparation 2
International Foods

GUIDANCE

6-12 Guidance

HEALTH/PE

PE Grades 9-12
Health Education 9-12

MATHEMATICS

Applied Mathematics

Pre-Algebra
Algebra 1
Algebra 1 Plus
Algebra 1 Honors
Algebra 2
Algebra 2 Plus
Algebra 2 Honors
Geometry
Geometry Plus
Geometry Honors
Algebra 3 Trigonometry
Pre Calculus
Pre Calculus Honors

Calculus
AP Calculus AB
AP Calculus BC
Statistics
AP Statistics
Discrete Math
SAT Program
Technology for Math & Science

SCIENCE

Geophysical Systems
Geophysical Honors
Environmental Science
AP Environmental Science
Field Ecology
Biology A
Biology B
Biology Honors
Biology Bilingual
AP Biology
Current Topics in Biology
Chemistry A
Chemistry B
Chemistry Honors
AP Chemistry
Organic Chemistry
Physics A
Physics B
Physics Honors
AP Physics
Light & Wave Motion
Research Science 1
Research Science 2
Agribiotechnology
Health Science
Anatomy & Physiology

TECHNOLOGY ED.

Grades 7-8 Technology Ed.
Broadcasting Radio
Broadcasting Television
Broadcasting Production
Broadcasting Advanced Production

Drafting & Design 1
Drafting & Design 2
Architectural Design and Model Making
Design Studio
Applied Design
Transportation & Design – Air
Transportation & Design – Land & Water
Basic Electronics
Cisco Networking Academy Program
Electronic Technology
Multimedia
Information Technology
Photo Imaging 1
Photo Imaging 2
Photo Imaging 3
Flash Animation
Web Design with Dreamweaver
Found. of Woodworking 1
Found. of Woodworking 2
Intermediate Wood Process/Design
Advanced Woodworking/ Furniture Design
Cabinet Making
Graphic Design 1
Graphic Design 2
Graphic Design 3

EDUCATIONAL MATTERS (Motions #1-5)

Moved by Dr. Rieck, seconded by Ms. Pollak

AYES: Mrs. Fornaro, Dr. Gallerstein, Ms. Horowitz, Ms. Kaag, Ms. McNeil, Mrs. Murphy,
Dr. Rieck, Mrs. Rhines, Ms. Pollak, Mrs. Bangiola

NOES: None

ABSENT: None

PUPIL SERVICES

OUT OF DISTRICT/HOME INSTRUCTION ROSTER

Motion #1 On the recommendation of the Superintendent, that the Board of Education approve placements and instructional services for students with disabilities, including those on Home Instruction and those attending schools for which tuition is charged, during the 2008-2009 school year, as noted in the detailed listing attached herein and maintained on file in the Board Secretary's office.

PUPIL SERVICE (Motion #1)

Moved by Dr. Rieck, seconded by Ms. Pollak

AYES: Mrs. Fornaro, Dr. Gallerstein, Ms. Horowitz, Ms. Kaag, Ms. McNeil, Mrs. Murphy,
Dr. Rieck, Mrs. Rhines, Ms. Pollak, Mrs. Bangiola

NOES: None

ABSENT: None

HUMAN RESOURCES

ABOLISH POSITION(S) 2008-2009

Motion #1 that, upon the recommendation of the Superintendent, the Board of Education abolish the following position(s) for the 2008-2009 school year:

- 0.8 – Social Worker, Pupil Services

ESTABLISH POSITION(S) 2008-2009

Motion #2 that, upon the recommendation of the Superintendent, the Board of Education establish the following position(s) for the 2008-2009 school year:

- 1.0 – Social Worker, Pupil Services

EXPLANATION: This change will create equity between Alfred Vail and the other K-2 schools with respect to counseling and child study team social work services.

RESIGNATION(S)/TERMINATION(S) 2008-2009

Motion #3 that, upon the recommendation of the Superintendent, the Board of Education approve the resignation(s) and/or termination(s) of the following staff according to the effective date and reason shown:

McCoy, David Groundskeeper, Bldgs & Grds	September 20, 2008 Resignation
McCoy, David Head Groundskeeper, Stipend Position	September 20, 2008 Resignation
Richards, Kimberly Instructional Leader, FMS	September 29, 2008 Resignation

APPOINTMENT(S) 2008-2009

Motion #4 that, upon the recommendation of the Superintendent, the Board of Education approve the appointment of the following to the position/s stated at the annual salary rates and effective date/s shown, and further that the Board of Education approve the submission to the County Superintendent applications for emergency hiring and each applicant's attestation that s/he has not been convicted of any disqualifying crime pursuant to the provisions of N.J.S.A. 18a6-7.1 et seq.; 18:39-17 et seq.; 18A:6-4.13 et seq.:

In Place Of:

Choi, Sunny * CABAS Trainee, PS	\$32,812 .75 BA, Step 1	09/19/08-06/30/09	Established Agenda: 09/08/08
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APPOINTMENT(S) 2008-2009

			<u>In Place Of:</u>
Curcio, Timothy World Language, MHS	\$43,749 BA, Step 1	09/01/08-06/30/09	Galdi, A. Leave Replacement
DiMaggio, Jessica Grade 2/3, NP	\$46,949 MA, Step 1	09/15/08-02/27/09	Rosso, N. Leave Replacement
DiNapoli, Carol * Food Service Worker, AH	\$ 5,216 \$9.50/hr, 3 hrs/day, 183 days/yr	09/15/08-06/30/09	Abdou, E. Resigned
Ferrise, Katherine Kindergarten, HC	\$46,949 MA, Step 1	09/01/08-12/21/08	Feeney, M. Leave Replacement
Harris-Wilson, Nicole ® * LR/PG Aide, AV	\$ 4,320 \$12/hr, 2 hrs/day, 180 days/yr	09/16/08-06/30/09	Swaggerty, C. Reassigned
Meechan, Michele */** Supervisor of Payroll, CO	\$64,000	10/08/08-06/30/09	Ludwig, D. Resigned
Nobles, Ionia * LR/PG Aide, TJ	\$ 4,320 \$12/hr, 2 hrs/day, 180 days/yr	09/17/08-06/30/09	Johnson, I Retired
Riano, Johanna * LR/PG Aide, HC	\$ 4,320 \$12/hr, 2 hrs/day, 180 days/yr	09/16/08-06/30/09	Kemp, D. Appt. Rescinded
Saechao, Ma * LR/PG Aide, SX	\$ 4,320 \$12/hr, 2 hrs/day, 180 days/yr	09/16/08-06/30/09	Meza, I. Resigned
Setteducato, Mary * Food Service Worker, FMS	\$ 6,085 \$9.50/hr, 3 ½ hrs/day, 183 days/yr	09/15/08-06/30/09	Blaney, M. Resigned

* Pending completion of 90-day probation period.

** Pending completion of paperwork.

RESCIND APPOINTMENT 2008-2009

Motion #5 that, upon the recommendation of the Superintendent, the Board of Education rescind the appointment of Employee #3108 to the position of Lunchroom/Playground Aide assigned to WD. The employee never reported to work; all attempts at communication have failed. (Agenda: 05/12/08 – Motion #5)

LEAVE(S) OF ABSENCE 2008-2009

Motion #6 that, upon the recommendation of the Superintendent, the Board of Education approve a leave of absence to the following staff under the conditions stated and effective dates shown:

Caruso, Sandra School Counselor, FMS	10/24/08-01/28/09 FMLA *** Medical
Ohlandt, Deborah Secretary, Buildings & Grounds	08/27/08-10/01/08 FMLA *** Medical Revised dates
Settembre, Leah Grade 1, WD	09/02/08-09/05/08 Maternity */** 09/06/08-11/28/08 FMLA *** 11/29/08-01/31/09 Childrearing *** Revised dates

- * Accumulated sick leave may be used up to a period of eight weeks (four weeks before and four weeks after the birth of the baby).
- ** An additional two weeks of sick leave may be granted with proper documentation from attending physician.
- *** Without pay.

CHANGE(S) OF ASSIGNMENT AND/OR SALARY 2008-2009

Motion #7 that, upon the recommendation of the Superintendent, the Board of Education approve the 2008-2009 change(s) of assignment and/or salary for the following staff:

<u>Transfer</u>	<u>Former Assignment</u>	<u>In Place Of:</u>
Chiariello, Cynthia Social Worker, PS \$64,463 (MA, Step 10)	.8 Social Worker, PS	09/23/08-06/30/09 Established Agenda: 09/22/08
Gast, Donald P/T Custodian, MHS	AH	09/02/08-06/30/09 Ospina DeRuiz, M. Reassigned
Ospina DeRuiz, Maria P/T Custodian, AH	MHS	09/02/08-06/30/09 Gast, D. Reassigned

SUBSTITUTE(S) 2008-2009

Motion #8 that, upon the recommendation of the Superintendent, the Board of Education approve that the following name(s) be added to the list of substitutes for the 2008-2009 school year, and further that the Board approve submission to the County Superintendent applications for emergency hiring and each applicant's attestation that s/he has not been convicted of any disqualifying crime pursuant to the provisions of N.J.S.A. 18a:6-7.1 et seq., 18A:6-4.13 et seq.:

Teacher – Degreed

Duffy, Trudi

Goad, Amy

Gorman, Kelsey

Harris, Andre

Pritchett, Barbara

Verma-Arora, Preeti

Teacher Assistant

Duffy, Trudi

Teacher – Own Classroom – Currently TA

Reilly, Geraldine

EXTRA SERVICES 2008-2009

Motion #9 that, upon the recommendation of the Superintendent, the Board of Education approve the revision (**in bold**) in dates for the following staff member for providing clerical services outside of her regular work day to the Building & Grounds Department for the period shown:

Johnson, Melissa - .5 Clerk, AV – **7/14/08-10/1/08**

EXPLANATION: The current Buildings & Grounds secretary is on a medical leave and will return to work on 10/2/08. The clerical services provided by Ms. Johnson helps with the daily operations of the department to serve the District's needs. Upon submission of an approved time sheet, she will be compensated at her regular hourly rate.

Motion #10 that, upon the recommendation of the Superintendent, the Board of Education approve compensation to the following employee for home tutoring during the months of July and August 2008 with a student with disabilities:

Bremer, Jennifer, Special Education Teacher - MHS

EXPLANATION: Upon submission of approved timesheets, she will be compensated at 1/140th of her monthly salary for up to 15 hours.

EXTRA SERVICES 2008-2009

Motion #11 that, upon the recommendation of the Superintendent, the Board of Education approve compensation to the following employee for home programming for a student with disabilities:

Salazar, Jennifer, Behavior Specialist Teacher – AV

EXPLANATION: Upon submission of approved timesheets, she will be compensated at 1/140th of her monthly salary for up to 30 hours during the summer and for up to 4 hours per month thereafter.

COMMUNITY SCHOOL- SUNRISE/SUNSET 2008-2009

Motion #12 that, upon the recommendation of the Superintendent, the Board of Education approve the following Sunrise/Sunset staff as a substitute:

Vorhies, Cara \$13.00/hr

EXPLANATION: Salary to be paid from collected tuitions.

Motion #13 that, upon the recommendation of the Superintendent, the Board of Education approve the following rate change:

Covington, Janet from \$20.00/hr to \$21.00/hr

EXPLANATION: Salary to be paid from collected tuitions.

NEW TEACHER ORIENTATION IN/INSERVICE TRAINING 2008-2009

Motion #14 that, upon the recommendation of the Superintendent, the Board of Education approve compensation to the following new teachers for the orientation/in-service training August 18 – 22, 2008:

Almonte, Wilkia	Kenny, Kristina
Alvater, Teddie	Krickus, Melissa
Antoniello, Rocco	LaBarbera, Andrew
Boyle, Colleen	Lee, Alice
Burke, Janeen	Lempin, Kirsten
Caballero, Angel	Leonhard, Kristen
Campbell, Michael	Mortillo, Noelle
Cheikes, Ellen	Olsen, John
Ciambrone, Kristen	Rosario, Yesenia
Cortez, Rosemary	Rubin, Judith
Corwin, Alison	Salas, Diego
Covington, Janet	Samuel, Rachel
Curcio, Timothy	Sconiers, Randolph
DiMaggio, Jessica	Skoldberg, Derek
Graddy, Sharon	Smalling, Sarah
Hammell, Celeste	Talesnick, Melanie
Hart, Ana	Tartar, Dax
Hatala, Lisa	Testa, Gina
Hefter, Nina	Vogt, Mary
Jarmulowicz, Peter	Welter, Debra
Karger, Sarah	Wiehe, Petra
Kaufman, William	

EXPLANATION: Upon submission of approved timesheets, they will be compensated at a rate of \$25 per hour per contract language.

TENURE TRACK SUPPORT REVISION 2008-2009

Motion #15 that, upon the recommendation of the Superintendent, the Board of Education approve compensation to the following staff for training in portfolio construction and peer support for the 2008-2009 school year:

Program: First & Second Year Tenure Track
Description: The tenure track teachers will write portfolios and will receive on-going support from their mentor
Dates: September 2008 – June 2009
Participating Staff: First year tenure track teachers for up to 10 hours each
Second year tenure track teachers for up to 5 hours each
Funding Source: Local
Rate of Payment: \$25/hour

First Year Tenure Track Teachers

Alvater, Teddie	LaBarbera, Andrew
Boyle, Colleen	Lempin, Kirsten
Burke, Janeen	Lieberman, Keri*
Caballero, Angel	McLain, Carolyn
Campbell, Michael	Mortillo, Noelle*
Ciambrone, Kristen	Olsen, John
Cortez, Rosemary	Rosario, Yesenia
Corwin, Alison	Rubin, Judith
Covington, Janet	Salas, Diego*
Curcio, Timothy*	Samuel, Rachel
Jessica DiMaggio*	Skoldberg, Derek
Ferrise, Katherine*	Smalling, Sarah
Graddy, Sharon	Tartar, Dax
Hart, Ana	Talesnick, Melanie
Hefter, Nina*	Testa, Gina*
Jarmulowicz, Peter	Vogt, Mary
Karger, Sarah	Welter, Debra
Kaufman, William*	Wiehe, Petra

* Leave replacement

TENURE TRACK SUPPORT REVISION 2008-2009

Second Year Tenure Track Teachers

Allen, Tracy	Kenny, Kristina
Almonte, Wilkia	Kilkenny, Ramona
Antoniello, Rocco	Krickus, Melissa
Baxter, Jennifer	Lake, Kimberly
Belmonte, Lauren	LaVigna, A. Francesca*
Borges, Janessa	Leonhard, Kristen
Carey, Susan	Maloney, Kristy
Cheikes, Ellen	Marullo, Brad
Clancy, Kelly	Moschella, Angela
DeLosSantos, Lissette	Palumbo, Jo Ann
DelGuercio, Dean	Piascik, Anne
Engelfried, Debora	Pisello, Daniel
Esposito, Elizabeth	Ruiz, Ivan
Favaro, Dina	Salazar, Jennifer
Femia, Charles	Szamreta, Sarah
Guerriero, Bernadette	Vagnini, Brian
Isolda, Marie	Warchol, Kathryn
Kelly, Donna	Ward, Sarah

* Leave replacement

EXPLANATION: Portfolio development and teacher support are part of the District's new evaluation and tenure process.

SALARY FOR NON-REPRESENTED STAFF 2008-2009

Motion #16 that, upon the recommendation of the Board of Education the salary shown below be approved for the following non-represented staff member effective 7/1/08-6/30/09:

Van Tassel, William – Manager of Operations/Assistant Board Secretary, \$80,437

EXPLANATION: Mr. Van Tassel will receive an adjustment of his salary for the 2008-2009 school year in the amount of \$2,441 for his increased responsibilities. His increase in his contracted salary is 3.5% to equal \$80,437.

REVISED JOB DESCRIPTION

Motion #17 that, upon the recommendation of the Superintendent and after review by the Human Resources Committee, the Board of Education approve the following revised job description:

➤ Supervisor of Payroll

MORRIS SCHOOL DISTRICT
Job Description

110.11

Title: Supervisor of Payroll
Supervisor: Business Administrator/Board Secretary

Qualifications: Experience in payroll and employee benefits
Responsibilities:

1. Responsible for the supervision of the payroll accounting system of the District and have authority over staff members assigned to him/her.
2. Supervise the payroll system for all Board employees, including food services, special schools and/or program employees, as shall be prescribed by the State Board of Education, in accordance with the uniform system of bookkeeping presented by the State Board of Education, or as approved for special program purposes.
3. Supervise day-to-day operation of the Payroll/Benefits accounting system, including timekeeping, sick leave records, pension and other deduction and related employee benefits, and the processing of Workers' Compensation and unemployment claims.
4. Calculate and process data for computer input for both payroll purposes and for program budget accounting purposes.
5. Generate financial and other reports relating to payroll and employee benefits as required by law to the State Department and to the State and Federal governments.
6. Maintain separate payroll records of school food services, Community School and for programs and pilots funded under Federal, State or other acts or grants.
7. Counsel employees of the Board of Education regarding all matters pertaining to payroll, pension, insurance, accident claims, hospitalization, major medical claims, and all deductions from salary and fringe benefits.
8. Supervise the District's Workers' Compensation and light duty programs in coordination with the Human Resources Department.
9. Assist with preparation of and monitor and/or implement agenda motions related to personnel matters.
10. Check employee contracts for accuracy and follow-up that they are returned and maintain contract files.
11. Assist with preparation of the annual budget including calculation of all salary and employee benefits program appropriations.
12. Assist with preparation of annual financial reports.
13. Assist in the recruitment of authorized staff for payroll office.
14. Provide inservice training to improve skills of subordinates and evaluates their performance.
15. Perform such other duties in fulfillment of his/her general responsibility as may be necessary or desirable.

Contract Terms
Of Employment: Full time, 12-month position

JOB DESCRIPTION

Motion #18 that, upon the recommendation of the Superintendent and after review by the Human Resources Committee, the Board of Education approve the following job description:

- CABAS Trainee

MORRIS SCHOOL DISTRICT
Job Description

Title: CABAS Trainee

Reports To: Director of Pupil Services, Supervisor of Special Education, Building Administrator

Qualifications:

- Training in the theory and practice of behavioral interventions with students demonstrating atypical development
- Must meet NJ HQTAs standards
- College degree preferred

Responsibilities: With guidance from a certified teacher, strengthen capacity in the following responsibilities:

1. Conduct ABA trials and assist with individualized instruction.
2. Assist with implementing behavioral intervention plans for students as required in their Individualized Education Programs (IEPs).
3. Implement individually designed programs in classroom, home, or other appropriate settings.
4. Work effectively and flexibly with students demonstrating atypical development in social behaviors, attention, learning and pragmatics of language.
5. Demonstrate use of acceptable procedures for intervening if students engage in inappropriate behaviors or physical challenges.
6. Follow directions of the certificated staff member with responsibility for the behavior and/or educational plans.
7. Interact with parents appropriately within the home setting and during staffings and conferences.
8. Maintain accurate, current data on each student in the manner specified in the individualized plans or as directed by the teacher/behavior specialist.
9. Provide regular feedback to supervising staff member on student progress.
10. Participate regularly in the staffings established to review progress and modify plans.
11. Assist with preparation of materials.
12. Participate in training sessions specified by the Director of Pupil Services.
13. Provide own transportation among sites with travel reimbursement in accordance with district procedures.
14. Perform such other tasks and assuming such other responsibilities as assigned by Director of Pupil Services, Supervisor of Special Education and/or Building Administrator.

Contract Terms
Of Employment:

Full-time, 186-days, 7-hours per day (inclusive of lunch) with flexible daily hours as determined by student's needs not to exceed one school year with no benefits.

CURRICULUM/HUMAN RESOURCES

K-8 MUSIC CURRICULUM 2008-2009

Motion #19 that, upon the recommendation of the Superintendent, and review by the Curriculum Committee, the Board of Education approve the following staff members for curriculum research:

Program: Grades K-8 Music Curriculum Research
Description: Teachers will research current practices in music and develop curriculum maps.
Dates: July 2008-June 2009
Participating Staff: MHS Music staff for a maximum of 20 hours per person
Funding Source: Local
Rate: 1/140th of monthly salary
Grades K-8 Music Curriculum Research Teachers:

Bowers, Jean	Marullo, Brad
Carroll, Deborah	Schumacher, John
Ciambrone, Kristen	Schwam, Ariella
Della Peruti, Carol	Urgino, Roland
DiMatteo, Argaille	Vogt, Mary
Gonsky, Lawrence	

EXPLANATION: Curriculum development proceeds according to the District's first principles of program development; i.e., research-oriented inquiry, collaborative work, consensus building, opportunities for dialogue.

K-5 MATH CURRICULUM 2008-2009

Motion #20 that, upon the recommendation of the Superintendent, and review by the Curriculum Committee, the Board of Education approve the following staff members for K-5 Math Curriculum research:

Program: Grades K-5 Math Curriculum Research
Description: Teachers will be doing curriculum research.
Dates: September 2008-June 2009
Participating Staff: K-5 Math teachers for a maximum of 20 hours per person
Funding Source: Local
Rate: 1/140th of monthly salary
Grades K-5 Math Curriculum Research Teachers:
Cahill, Marcy Tudorowsky, Nina
Catanzaro, Dawn Tulli, Nicole
Esposito, Debra Williams, Christine
Gutierrez, Lauren

EXPLANATION: Curriculum development proceeds according to the District's first principles of program development; i.e., research-oriented inquiry, collaborative work, consensus building, opportunities for dialogue.

K-5 SCIENCE SPECIALISTS 2008-2009

Motion #21 that, upon the recommendation of the Superintendent, and review by the Curriculum Committee, the Board of Education approve the following K-5 Science Specialists for curriculum research:

Program: Grades K-5 Science Specialists Curriculum Research
Description: K-5 Science specialists will research curriculum.
Dates: September 2008-June 2009
Participating Staff: K-5 Science specialists for a maximum of 20 hours per person
Funding Source: Local
Rate: 1/140th of monthly salary
Grades K-5 Science Specialists Curriculum Research Teachers:
Cahill, Jacob Mortillo, Noelle
Hefter, Frederick Parrillo, Joseph
Lewis-Lahey, Anthony Russell, Robert
Meyer, Gabrielle

EXPLANATION: Curriculum development proceeds according to the District's first principles of program development; i.e., research-oriented inquiry, collaborative work, consensus building, opportunities for dialogue.

SUMMER 2008 EMPLOYMENT

Motion #22 that, upon the recommendation of the Superintendent, the Board of Education approve the appointment of the following and payment upon submission of approved time sheets for the staff who will be involved with the 2008 summer curriculum programs, projects and employments as listed on the following pages, and further that the Board of Education approve the submission to the County Superintendent applications for emergency hiring and each applicant's attestation that s/he has not been convicted of any disqualifying crime pursuant to the provisions of N.J.S.A. 18a:6-7.1 et seq., 18:39-17 et seq.; 18A:6-4.13 at seq.:

Program: #S-16 Preschool Students with Disabilities

Description: Provide extended school year services to maintain progress and prevent regression for students who qualify as Preschool Students with Disabilities, as specified in their IEPs.

Dates: June 30 - August 8, 2008 (July 4 Schools Closed)

Positions: Teachers, Teacher Assistants, Secretary and Nurse

Coordinator: Rosenberger, Kathryn – Stipend \$1,625

Teachers – hourly rate shown:

Bass-Singleton, Robin, \$39

DiDomenico, Sherry, \$39

Eddey, Ilene, \$39

Graddy, Sharon, \$34

Hodge, Nichole, \$34

Substitute Teachers - \$34/hour:

Baran, Christine

Capote, Alice

DeMouthe, Judith

Manahan, Ilene

Strelec, Melissa ®

Underhill, Marilyn

Walch, Adele

Worrall, Kathryn

Nurses – hourly rate shown:

Dodge, Melissa, \$39

Guerriero, Bernadette, \$34

Substitute Nurse - \$34/hour:

Lamb, Fran

Teacher Assistants - \$13/hour:

Bosworth, Cassandra

Gould, Sarah ®

Rome, Gail

Rosenberger, Kristen ®

Tulli, Nicole

Underhill, Marilyn

Teacher Assistant Substitute - \$13/hour:

Bedell, Linda

Contillo, Linda

DiDomenico, Louise

Graddy, Sharon

Letko, Rosemary

Sluk, Maureen

Worrall, Kathryn

Secretary - \$13/hour:

Koba, Migdonia

Funding: IDEA & Local

Program: #S-18 Related Services for Students with Disabilities

Description: Provide Related Services to support students enrolled in Preschool and Elementary Programs for students with disabilities, according to their IEPs.

Dates: June 23 - August 31, 2008 (July 4 Schools Closed)

Positions: Speech/Language Specialists, Occupational Therapists, Teacher/Behavior Specialist, and Assistant Behavior Specialists, Teacher Assistants, Nurse

Speech/Language Specialists – hourly rate:

Artis, Carmen

Beeck, Jean

Corona, Beverly

Fazari, Maria

Hatala, Lisa

Hitchcock, Rebecca

Maloney, Kristy

Marazita, Kathleen

Occupational Therapist – hourly rate:

Laureano, Melinda

Counselor – hourly rate:

Chiariello, Cynthia

Thevenin, Elizabeth

Teacher-Behavior Specialists – hourly rate:

Bautista, Adora

Casperson, Megan

Deardorff, Jill

Heinsohn, Heidi

Marigliano, Nicholas

Mocko, Jennifer

Salazar, Jennifer

Assistant Behavior Specialists – hourly rate:

Alejo, Merry

Baran, Christine

Bedell, Christine

Bragg, Shikina

Buchner, Stephanie

Carrigan, Joanne

Collins, Kathryn

Correia, Mark

Duncan, Susan

Gamble, Lorenzo

Gibbs, Annmarie

Gill, Karen

Gould, Michelle

Grant, Heather

Hammond, Aatifa

Marrano, Marisa

Meza, Luz

Marrano, Salvatore

Rhodeside, Gemma - delete

Sogorka, Marcie

Smith, Kathleen

Smith, Kimberly

Solaro, Christie

Walch, Adele

Westenberger, Martha

Woehrle, Danielle

Yingling, Cari

Zagoric, Stephanie

ABS Substitutes – hourly rate:

Keown, Mary

ABS Substitute(s) Long Term/With Exp - \$23

Rhodeside, Gemma

ABS Substitute(s) Long Term/Highly Exp - \$27.50

Suthern, Mary Jo

ABS Substitute(s) Long Term/WO Exp - \$20:

Wilcox, Catherine

ABS – Subbing for Teachers – hourly + \$50

Gill, Karen

Walsh, Adele

Duncan, Susan

Funding: Local/IDEA

Program: Guidance Services – MHS

Description: Guidance services are needed during the summer to complete and correct schedules. Counselors will be working with students and parents as they do this. In addition, counselors will be meeting with and scheduling new students. They will also be working on developing new programs to be offered next year to students and parents. The SACs will be continuing their work with parents and students during the summer months. They will also be working on a community service reference guide for the guidance counselors and child student team. In addition, they will be collaborating with the Teen Pride supervisors to create an orientation training program for Teen Pride interns who will be working with MHS students.

Staff: Guidance Counselors, SACs

Rate of pay: 1/140 of monthly salary

Counselors:

Acevedo, Jose	134.5 hours
Barbone, Elizabeth	160 hours
Cardona, H. Peter	125 hours
Cheikes, Ellen	159.5 hours
Esposito, Elizabeth	133.5 hours
Kenny, Kristina	160 hours
O'Donnell, Kathleen	140 hours
Streiff, Cheryl	123 hours
Tate, Gladys	125 hours

SAC's:

McCabe, Ralph	140 hours
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Social Worker:

Jones-Williams, Karen	138 hours
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Funding: Local

Shaded sections approved on previous agendas.

HUMAN RESOURCES (Motions #1-23)

Moved by Dr. Rieck, seconded by Ms. Pollak

AYES: Mrs. Fornaro, Dr. Gallerstein, Ms. Horowitz, Ms. Kaag, Ms. McNeil, Mrs. Murphy,
Dr. Rieck, Mrs. Rhines, Ms. Pollak, Mrs. Bangiola

NOES: None

ABSENT: None

BUSINESS MATTERS

BUDGET TRANSFERS

Motion #1 that upon the recommendation of the Superintendent, the Board of Education approve Budget Transfers for the 2008-2009 budget through **September 22, 2008.**

BILLS LIST

Motion #2 that upon the recommendation of the Superintendent, the Board of Education approve the attached bills list for the period ending:

September 22, 2008

MEMORANDUM OF AGREEMENT

Motion #3 that upon the recommendation of the Superintendent, the Board of Education approve the Revised Memorandum of Agreement between the Morris School District and the Law Enforcement Officials of Morristown and Morris Township. (Agreement on file in Business Administrator's Office)

ARCHITECT CONTRACT

Motion #4 that upon the recommendation of the Superintendent, the Board of Education approve the Agreement between the Morris School District and USA Architects for professional services in connection with the Normandy Park School Roof Replacement.

EXPLANATION

USA Architects was approved as the Architect for this project May 12, 2008. This is the actual Contract between MSD and USA. (Agreement on file in Business Administrator's Office)

PROFESSIONAL SERVICES

Motion #5 WHEREAS, there exists a need for professional services for **2008-2009** and funds are available for these purposes.

WHEREAS, the Public School Contracts Law (Chapter 114, Laws of 1977) requires that the Resolution authorizing the award of contracts for professional services without competitive bids be publicly adopted,

NOW THEREFORE BE IT RESOLVED by the Morris School District Board of Education that the following be engaged for professional services as described and in the amount not to exceed as follows, subject to the execution of an agreement acceptable to the Superintendent.

TEEN PRIDE

\$150,000.00

TEEN PRIDE PAYMENT (Revision)

Motion #6 that upon the recommendation of the Superintendent, the Board of Education approve a revision to the last quarter 07-08 payment to Teen Pride. Payment was approved in the amount of \$37,500.00. After review of appropriate benchmarking documentation the payment will be \$32,325.00.

PAYMENT

- Motion #7 that upon the recommendation of the Superintendent, the Board of Education approve payment #2 to Advanced Plumbing Design, Inc. in the amount of \$29,784.00 for work done on the Sussex Avenue School Condensate Pump Replacement through July 25, 2008.
- Motion #8 that upon the recommendation of the Superintendent, the Board of Education approve payment #3 to Advanced Plumbing Design, Inc. in the amount of \$1,673.00 for work done on the Sussex Avenue School Condensate Pump Replacement through July 25, 2008.
- Motion #9 that upon the recommendation of the Superintendent, the Board of Education approve a payment to USA Architects in the amount of \$70,009.54 for professional service work done on the Normandy Park Roof Upgrade through September 8, 2008.
- Motion #10 that upon the recommendation of the Superintendent, the Board of Education approve a payment to Cubellis Architects in the amount of \$838.50 for professional service work done on the Lafayette Learning Center through August 29, 2008.
- Motion #11 that upon the recommendation of the Superintendent, the Board of Education approve a payment to Cubellis Architects in the amount of \$1,189.48 for professional service work done on the Morristown High School Environmental Survey through August 29, 2008.
- Motion #12 that upon the recommendation of the Superintendent, the Board of Education approve a payment to Cubellis Architects in the amount of \$316.89 for professional service work done on the Morristown High School HVAC/HV Replacement through August 29, 2008.
- Motion #13 that upon the recommendation of the Superintendent, the Board of Education approve a payment to Cubellis Architects in the amount of \$462.39 for professional service work done on the Woodland School Classroom Renovations through August 29, 2008.

BID

Bus Parts

- Motion #14 that bids for Bus Parts, 08-028, having been duly advertised and received on August 28, 2008, the award be made to Buy Wise Auto Parts, Vauxhall, NJ, for electrical/non electrical bus parts and automotive fluids/compounds at a material discount of 50%; to Air Brake & Equipment, Hillside, NJ, for air parts at a material discount of 45%; and to Bus Parts Warehouse, Manlius, NY, for school safety parts at a material discount of 25%, on an "as needed basis" with prices to hold until 6/30/09, from 2008-2009 Current Expense Funds.

INFORMATION SHARING AGREEMENTS

Motion #15 that upon the recommendation of the Superintendent, the Board of Education approve Information Sharing Agreements for the following 403B tax shelter companies:

Lincoln Financial Group
Lincoln Investment
Retirement Annuity Consultants, Inc.(Great West)/Lincoln Investment Planning, Inc.
Fidelity (If approved by counsel)

EXPLANATION

The Board allows employees of the Morris School District to participate in a deferred compensation plan established and maintained under the provisions of Section 403(b) of the Internal Revenue Code.

Recent changes in the tax law now require the Board to enter into Service Provider Agreements and Information Sharing Agreements by January 1, 2009 with the various vendors who provide investment products for the plan participants.

TRAVEL & REIMBURSEMENT

Motion #16 that upon the recommendation of the Superintendent, the Board of Education approve the following resolution:

WHEREAS, employees are attending conferences, conventions, staff training seminars or workshops as depicted on attachment A: and

WHEREAS, the attendance at stated functions was previously approved by the chief school administrator as work related and within the scope of the work responsibilities of the attendees; and

WHEREAS, the attendance at the functions was approved as critical to the instructional needs of the school district or furthering the efficient operation of the school district; and

WHEREAS, the travel and related expenses particular to attendance at these functions are in compliance with the state travel payment guidelines established by the Department of Treasury and with guidelines established by the Federal Office of Management and Budget; be it

RESOLVED, that the board approves the travel and related expenses particular to attendance at these functions.

AUTHORIZATION FOR 403(b)Plan

Motion #17 that upon the recommendation of the Superintendent, the Board of Education authorize the Superintendent, Business Administrator or Manager of Operations to execute the 403(b) Plan, and any Information Sharing Agreements, (Valic) all in the form presented to the Board, as may be necessary or desirable to implement and maintain the plan in compliance with applicable law. Board confirmation to be approved at the next regular meeting October 13, 2008.

MANAGER OF OPERATIONS CONTRACT

Motion #18 that upon the recommendation of the Superintendent, the Board of Education approve the employment contract, of Mr. William VanTassel, Manager of Operations/Assistant Board Secretary, for the 2008-2009 school year.

HEALTH BENEFIT COVERAGE

(revised from August 25, 2008 board meeting, business matters motion #18)

Motion #19 that the Morris School District Board of Education approve Traditional Plan Health and Dental Coverage, retroactively to August 12, 2002, consistent with the parties' ongoing understanding, for Thomas Ficarra, Superintendent of Schools. This is in effect until the district changes health plan coverage on August 1, 2008. This is subject to any necessary state approval.

BUSINESS MATTERS (Motions #1-19)

Moved by Dr. Rieck, seconded by Ms. Pollak

AYES: Mrs. Fornaro, Dr. Gallerstein, Ms. Horowitz, Ms. Kaag, Ms. McNeil, Mrs. Murphy,
Dr. Rieck, Mrs. Rhines, Ms. Pollak, Mrs. Bangiola

NOES: None

ABSENT: None

NEW BUSINESS BROUGHT BEFORE THE BOARD

District's representation at the fall festival.

Because of new state regulations regarding fiscal accountability, efficiency and budgeting procedures the district's participation in the fall festival is limited.

ADJOURNMENT (8:26 p.m.)

Moved by Dr. Rieck, seconded by Ms. Pollak

AYES: Mrs. Fornaro, Dr. Gallerstein, Ms. Horowitz, Ms. Kaag, Ms. McNeil, Mrs. Murphy,
Dr. Rieck, Mrs. Rhines, Ms. Pollak, Mrs. Bangiola

NOES: None

ABSENT: None

Respectfully Submitted

William VanTassel
Assistant Board Secretary