

WEST MILFORD TOWNSHIP BOARD OF EDUCATION

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BOARD OF EDUCATION
MINUTES
WORKSHOP/REGULAR MEETING
DECEMBER 20, 2022

DISTRICT GOALS - 2022-2023 SCHOOL YEAR

- *Enhance the District math program through a commitment to rigorous, standards-based instruction, professional development and best practice, and selection of quality materials.*
- *Stabilize District finances and find cost-effective solutions to the compound difficulties of S2 reductions in State Aid and declining enrollment.*
- *Build and foster a culture of mental and physical wellness for student and staff in order to craft a more supportive educational environment.*
- *Increase a sense of unity across all schools in the District.*

Mrs. Lynda Van Dyk, Board President, called to order the Workshop/Regular Meeting of the Board of Education, at 7:01 p.m., in the Westbrook School Media Center. Mrs. Van Dyk asked for a moment of silence to remember those who are going through some difficult times in our community, and to please remember the members of the community. She led the flag salute, read the Open Public Meetings Act Statement, and reminded everyone in attendance to silence or turn off their cell phones and note the locations of the emergency exits.

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 Suburban Trends, the Record, the Messenger, West Milford Town Hall, the County Superintendent's Office, the Board Attorney, Cablevision of Warwick and West Milford TV77; and posted in the Administration Building. 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
Mrs. Romeo	Present	Mrs. Dwyer	Present	Mrs. Lockwood	Present
Mrs. Stephenson	Present	Mr. Guarino	Absent/Arr. 7:25 p.m.	Mr. Stillman	Present
Mr. Conklin	Present	Mrs. O'Brien	Present	Mrs. Van Dyk	Present

Minutes for the Workshop/Regular Meeting of December 20, 2022

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

ADMINISTRATION	POSITION	ATTENDANCE
Dr. Alex Anemone	Superintendent of Schools	Present
Ms. Barbara Francisco	Board Secretary/Business Administrator	Present
Mr. Daniel Novak	Director of Education	Present
Dr. Elizabeth McQuaid	Director of Special Services	Present
Andrew Brown, Esq.	Board of Education Attorney	Present
Gabriella Meza	Student Representative	Present

There were approximately 15 members of the public in attendance.

VI. SUPERINTENDENT'S REPORT - Dr. Alex Anemone

- Dr. Anemone recognized High School student, Erik Reilly, who has an Eagle Scout project he would like to complete in the Spring of 2023, at the Paradise Knoll Elementary School playground. Board members were provided with a packet of information detailing the Eagle Scout project. Erik's proposal was the installation of a Gaga Ball Pit at Paradise Knoll School. He included the rules and regulations of the game and how it can be used, the size of the pit, plans of how it will be built, as well as where the location of the Gaga Ball Pit will be. He also spoke about the approximate cost of the project and fundraising for it. Board members asked questions about the project, which were answered by Erik.
- Dr. Anemone recognized two Elementary teachers from Paradise Knoll School, Jill Cullen and Kelly Frasca. He spoke about a new program "Island of Flags," which was very successful. Dr. Anemone asked Mrs. Cullen and Mrs. Frasca to provide the Board with the background of this program. Mrs. Cullen explained that prior to COVID, Mrs. Frasca's son hosted the "Island of Flags" project, and Mrs. Frasca pitched the idea to her back then. This year, since all of the schools were able host our veterans back in the schools, they thought it would be a good year to pitch the project. The V.F.W., as many know, has been suffering financially. Our local V.F.W. has been searching for a home and has luckily found one. It is in need of a lot of financial assistance in order to host our veterans. The project was posted Districtwide and had many supporters, including our student body and families. Mrs. Cullen was the founder of the districtwide Veteran's Day Tribute in the Elementary schools many years ago, because of the veterans in her family. She thanked everyone for embracing our veterans and to see the students be involved in the project was amazing. Mrs. Cullen and Mrs. Frasca thanked Dr. Anemone for allowing them to run the project, and thanked the staff and community for going above and beyond. They raised \$2,763.00 in a short period of time. In addition to that, the flags were a sea across West Milford. She is hopeful that this project will continue, and thanked the Board for all of their support. A check was donated to the local V.F.W.

Dr. Anemone presented Certificates of Recognition to both Mrs. Cullen and Mrs. Frasca on behalf of the Board.

VI. SUPERINTENDENT'S REPORT - Dr. Anemone - Continued

- Dr. Anemone reported on "On Site Decision Day" held at the High School. He gave an overview of the event, how students meet with colleges on site and provide their academic profile to admissions officers, and that they can receive a decision on that day. In most cases, the application fees are waived. Of the students that attended, there were 273 separate appointments this year, with 100 students participating. Of those 273 appointments, 240 students were accepted to one or more colleges, 27 students are on a wait list, no students were denied, and 2 did not attend. Scholarships earned between \$5,000 and \$15,000 for multiple students. He thanked Ms. Lambert for coordinating "On Site Decision Day" and congratulated our seniors.
- Gabriella Meza, Student Representative, provided the Board and the community with highlights of recent events at the High School. She spoke about "On Site Decision Day," the Band and Choir performing their Holiday Concerts, TV Science presenting their Winter Rec Assembly, Winter Sports, Holiday Spirit Week, National Honor Society collecting gifts and donations for families in need, and the Holiday Door Decorating competition. She wished everyone a happy and healthy holiday season.
- Mrs. Romeo commented on "On Site Decision Day" and what an incredible day it is. She understands the amount of work that goes into this and feels our Guidance Department does a great job, and our students are very lucky. She thanked Dr. Anemone.

VII. DIRECTOR OF EDUCATION'S REPORT - Mr. Daniel Novak

- Mr. Novak agreed with Mrs. Romeo with regarding the "On Site Decision Day" and what a tremendous event this is for our students. He also stated that Ms. Lambert is often reached out to by various schools around Northern New Jersey to see how we do this, and she will often give tours to other high schools that day to observe how it is done.
- Mr. Novak provided the Board and the community with highlights on new courses being proposed for our program of studies at the High School for the 2023-2024 school year. He then provided detailed information to the Board and the community regarding the following courses: AP Human Geography, SAT Seminar, and an EMT Course. He spoke about Brenda Ludwig, Interim Supervisor, who has been involved in working on the program of study entitled, "Aviation: Pilot Pathway." Mr. Novak thanked Mrs. Ludwig and introduced Mr. Menier, who has volunteered to participate with us in this new program and serve as a community resource. Mr. Menier was invited to speak to the Board about his background and experience. Both he and his wife are graduates of West Milford High School and have lived in West Milford for over 65 years. He is a licensed FAA Mechanic and has worked in aviation maintenance for over 50 years. He is retired and belongs to the Experimental Aircraft Association (EAA) in Lincoln Park, where they promote youth workshops and rides. He feels this is a great program for young students to participate in, as the aviation field is very short of people. He thanked the Board and is glad to help with the High School program. Mr. Novak stated that Mr. Menier provided a portfolio of Certificates he has accumulated over 50 years in the field. Once the course and the curriculum are approved, it will include a wide array of opportunities in the aviation industry for students.

VII. DIRECTOR OF EDUCATION'S REPORT - Mr. Novak - Continued

- Mr. Novak wanted to take an opportunity to say goodbye to Dr. McQuaid. He stated she has made him a better administrator and feels her leaving is a huge loss for our District. He also feels she is leaving the District better than she found it, and she will be greatly missed.

- Dr. McQuaid addressed the Board, the Administration, and the community. She has been a part of this District for 10 years and wanted to take the opportunity to say farewell to the administrators, the students, the teachers, the Child Study Team, the social workers, the nurses, special class aides, therapists, staff, parents, and the community of West Milford. She asked that whatever you do, do it with all of your heart, and she empathized that her heart is certainly here. At the October meeting, she could barely speak when she resigned, because West Milford is a special place to her and her family. Her and her husband, Chuck, were raised in West Milford, attended school here, work here, and made it their home. They are raising two children here and they are students in our public school system. She stated that her family is vested in this community, so the success of the West Milford School District and the West Milford community is very important to them. When she was offered the position of Director of Special Services, she was very happy that she had the opportunity to work in and help to improve the District that educated her. With this focus, she endeavored to make West Milford Special Services one of the finest in the State. With the cooperation and support of this administration and our school community, we have improved programs for special needs students and have achieved success in many areas. Under this administration, we have returned out of district students to our schools, while opening new programs such as CLIMB, our Autism program, and saving the taxpayers money while also providing those with specialized needs a quality education in the least restrictive environment. Also under this administration, we strengthened Highlander Academy which has generated revenue for the District and serve students that would have once been sent out of district, also saving the taxpayers. Our Academy team, as well as our CLIMB team, is outstanding and highly recognized. We have improved Special Services for special needs students, providing multi-sensory reading that reaches both students with special needs and also those without an IEP in the general education environment. General and special education partnerships and our cross-collaboration is noteworthy and highly effective. We expanded our transition program to serve students post-graduation and ensure they have community-based instruction opportunities here in West Milford, returning multiple students back to our District program, with parents that see the value in what our High School programs offer. Our transition team in the Highlander Cove is a leader in the field often hosting events for other Districts to come and see our programs. She also spoke about SEPAC and parents, and educational partnerships and support. She thanked the administrators, teachers, staff, parents, and students, and feels that West Milford services and the educational programs are extremely successful because of them. She also thanked Dr. Anemone, Mr. Novak, Ms. Francisco, the leadership team of Principals, Supervisors, Administrators, teachers, staff and parents whose hard work and dedication to the students of the District are unparalleled. She also thanked the students who brightened her day, reminded her of why she is here, and who will always hold a special place in her heart. She hopes that West Milford will continue to improve and excel. She asked that each of us not only look to our own interests, but also the interest of others.

VII. DIRECTOR OF EDUCATION'S REPORT - Mr. Novak - Continued

- Dr. McQuaid's hope for the future is that the incoming Board will support the advice and recommendations of the educators they employ. Where there is no counsel, the people fall, but in the multitude of counselors, there is safety. The Chief administrator and educational leaders of the District are experts in the field and diligently work to improve schools and educational services to students. Everyone must always remember that the students are the foremost priority of all who have the privilege to be involved in the educational process. This administration has always operated with that principal in mind. She stated she plans to stay involved in the community, and once again thanked the Board and the community for allowing her to serve here. She is grateful for this, and she will cherish her time spent in West Milford.

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

Motion by Mrs. Dwyer, seconded by Mrs. Stephenson, to approve the following Board of Education meeting minutes:

- November 29, 2022 Workshop/Regular Meeting
- November 29, 2022 Executive Session

VOICE VOTE:

All in Favor.

MOTION PASSED.

IX. PRESIDENT'S REPORT - Mrs. Lynda Van Dyk

Mrs. Van Dyk wished everyone in the community Happy Holidays and a Happy New Year. She encouraged everyone to come out and see our students at the Holiday Concerts.

X. PUBLIC COMMENT - AGENDA ITEMS (PLEASE SIGN IN)

This portion of the meeting is open to members of the public for the purpose of addressing resolutions on this agenda only. Members of the public who have requested to speak prior to the meeting will be recognized by the chair first. Each speaker will be given five (5) minutes, for a period of thirty (30) minutes; and then time permitting, other public comment limited to five (5) minutes per speaker will be allowed, until the thirty (30) minute period transpires. All members of the public speaking during this public comment period are asked to address topics listed in the agenda. All speakers are asked to sign the register provided and to give their full name, spell their last name, group affiliation, if appropriate, and provide their address. Issues raised by members of the public may or may not be responded to by the Board. All comments will be considered and a response will be forthcoming if and when appropriate.

The Board asks that members of the public be courteous and respectful of the rights of other individuals when speaking. Specifically, comments regarding students and employees of the Board are discouraged, and the Board and the Administration will not respond to them. Students and employees have specific legal rights afforded to them by the laws of New Jersey. The Board is not responsible and is not liable for any comments made by members of the public.

X. PUBLIC COMMENT - AGENDA ITEMS - Continued

Members of the public should consider their comments in light of the legal rights of those affected or identified in their comments. Members of the public are reminded that they are legally responsible and liable for their comments.

Dr. Marisa Gough, 34 Center Street, West Milford. She had questions to ask the Board on behalf of parents that have reached out to her. She was looking at the resignations on the agenda and saw that two (2) Kindergarten teachers from Upper Greenwood Lake School are resigning. She asked if there could be a way to ease the transition for these young Kindergarten students by the new teacher coming in to shadow for a day or two, or maybe a farewell party, just to make it easier for the children. She is aware that the Principal did send a farewell letter to the parents that was very heartfelt, but the kids do not know that. She also had a question about whether or not we heard anything regarding the stabilization aid grant. She asked about an update on the pending approval from the County regarding middle school aged children to become part of the Highlander Academy. Lastly, she commented that her family has only been part of the West Milford school district for a short time and her children are age 3 and 5 years old. Her daughter attends Westbrook and she was told that next year she would be going to Marshall Hill. Her daughter attends day care next door to Marshall Hill School, so she feels that her family's transition will be fine. She wished Dr. McQuaid the best in her new position and stated that all of the feedback on Dr. McQuaid's time in West Milford was very positive. She hopes that the administration and the Board are thinking proactively for the Fall, and how we are going to utilize this space to its full capacity.

Dr. Anemone stated that we have not heard any information to date regarding the Stabilization Aid Grant. Mr. Novak explained teacher transition and how things will be handled regarding the Kindergarten teachers at Upper Greenwood Lake. Dr. McQuaid responded to the inquiry regarding middle school aged students attending Highlander Academy, and that the paperwork will reflect relocating students to a different school, as we are not closing a school. It would be more transfer paperwork, and the County will do a walk through with our Interim Special Services Director and Ms. Francisco. Dr. McQuaid is confident that the Interim Director will carry through the plans that she will leave.

Motion by Mrs. O'Brien, seconded by Mrs. Dwyer, to close Public Comment.

VOICE VOTE: All in Favor. MOTION PASSED.

XI. MOTION BY MRS. ROMEO, SECONDED BY MRS. O'BRIEN, TO ADOPT THE AGENDA AS PRESENTED AND AMENDED, INCLUDING HAND CARRYS, AND REMOVING AGENDA ITEM #26 UNDER PERSONNEL/STUDENT AFFAIRS FOR FURTHER DISCUSSION.

VOICE VOTE: All in Favor. MOTION PASSED.

XII. EDUCATION - Mrs. Teresa Dwyer, Chairperson

Motion by Mrs. Dwyer, seconded by Mrs. O'Brien, to approve the following agenda items #1 through #7, and item #9:

XII. EDUCATION - Mrs. Dwyer, Chairperson - Continued

1. The recommendation of the Superintendent to approve the following **SCHOOL CALENDARS** - (Calendars provided electronically):

SCHOOL YEAR 2023-2024
SCHOOL YEAR 2024-2025

2. The recommendation of the Superintendent to approve the **2023-2024 and 2024-2025 CALENDARS FOR TWELVE MONTH EMPLOYEES**. (Calendars provided electronically.)
3. The recommendation of the Superintendent to approve the following **CHANGES TO SECONDARY PROGRAMS** for the 2023-2024 school year:

<u>Name of Course</u>	<u>Type of Change</u>	<u>School Year</u>
Aviation: Pilot Pathway High School	New Course	2023-2024
SAT Seminar High School	New Course	2023-2024
EMT Course High School	New Course	2023-2024

4. The recommendation of the Superintendent to accept the **NEW YORK JETS HIGH SCHOOL GIRLS FLAG FOOTBALL GRANT** in the amount of \$9,000.00, for the 2022-2023 school year.
5. The recommendation of the Superintendent to approve the following **OVERNIGHT FIELD TRIPS** for the 2022-2023 school year:

SEVENTH GRADE - PHILADELPHIA, PA

Purpose of Trip: Students will engage in a culminating experience that combines US History topics, which are included in the 7th Grade curriculum, current events and is also an exceptional social experience.

Location:	Philadelphia, PA
Dates of Trip:	March 30 - March 31, 2023
Number of Students:	200
Cost of Trip to Students:	\$384.00
Name of Advisor(s):	Oliver Pruksarnukul
Name of Chaperone(s):	To Be Determined
Number of School Days Missed:	2
Cost to District:	\$0.00

NOTE: All student and chaperone fees are included in the total cost of the trip.

EIGHTH GRADE - WASHINGTON, D.C.

Purpose of Trip: Students will engage in a culminating experience that combines US History topics, which are included in the 8th Grade curriculum, current events and is also an exceptional social experience.

Location:	Washington, D.C.
Dates of Trip:	May 31 - June 2, 2023
Number of Students:	250

XII. EDUCATION - Mrs. Dwyer, Chairperson - Continued

5. (Continued)

EIGHTH GRADE - WASHINGTON, D.C.

Cost of Trip to Students: \$570.00
Name of Advisor(s): Oliver Pruksarnukul
Name of Chaperone(s): To Be Determined
Number of School Days Missed: 3
Cost to District: \$0.00

NOTE: All student and chaperone fees are included in the total cost of the trip.

HIGH SCHOOL CHEER

Purpose of Trip: To compete at a national cheerleading competition with other high school teams from around the country at the Midwest Cheer and Dance Chocolate Town National in Hershey, PA.

Location: Hershey, PA
Dates of Trip: February 24 - February 27, 2023
Number of Students: 15
Cost of Trip to Students: \$1,500.00
Name of Advisor(s): Krista Tripodi
Name of Chaperone(s): Krista Tripodi
Number of School Days Missed: 2
Cost to District: \$0.00

NOTE: All student and chaperone fees are included in the total cost of the trip.

6. The recommendation of the Superintendent to approve **D.C. FAGAN PSYCHOLOGICAL SERVICES, LLC**, to conduct a neuropsychological evaluation for student #70065, not to exceed \$4,000.00, for the 2022-2023 school year.
7. 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.)

ITEM #8 TO BE VOTED ON AFTER EXECUTIVE SESSION

- (9.) The recommendation of the Superintendent to approve an **ADDITION** to the following **GENERAL EDUCATION/SPECIAL EDUCATION DISTRICT CONSULTANTS, PHYSICIANS, HOSPITALS/MEDICAL CENTERS, CLINICS, AGENCIES** for the 2022-2023 school year:

Immediate Care Children's Psychiatric Center, LLC

XII. EDUCATION - Mrs. Dwyer, Chairperson - Continued

ROLL CALL FOR ITEMS #1 THROUGH #7, AND ITEM #9:

TRUSTEE	VOTE	TRUSTEE	VOTE	TRUSTEE	VOTE
Mrs. Dwyer	Yes	Mrs. Lockwood	Yes	Mrs. Romeo	Yes
Mrs. Stephenson	Yes	Mrs. O'Brien	Yes	Mr. Conklin	Yes
Mr. Guarino	Yes	Mr. Stillman	Yes	Mrs. Van Dyk	Yes

The **MOTION PASSED.**

XIII. PERSONNEL/STUDENT AFFAIRS - Mr. Raymond Guarino, Chairperson

NOTE: All appointees recommended for employment will meet the New Jersey State law requirements for the criminal history review prior to their start date.

Motion by Mr. Guarino, seconded by Mrs. O'Brien, to approve the following agenda items #1 through #25, and items #27 through #31:

1. The recommendation of the Superintendent to accept the resignation of **TINA THOMPSON**, Kindergarten Teacher, Upper Greenwood Lake School, effective December 31, 2022.
2. The recommendation of the Superintendent to accept the resignation of **TINA PASQUINO**, Kindergarten Teacher, Upper Greenwood Lake School, effective February 11, 2023.

NOTE: Employee will be released from 60 days' notice required per contract if a replacement is hired prior to February 11, 2023.

3. The recommendation of the Superintendent to approve the appointment of **KAREN D'AVINO**, Interim Director of Special Services, Districtwide (PC#15.10.P3.BVY), at the per diem rate of \$800.00, without health benefits, effective January 3, 2023, through June 30, 2023, per Board of Education Agreement. (Replaces McQuaid) Account: 11-000-219-104-10-10-142

NOTE: Pending fingerprint clearance.

4. The recommendation of the Superintendent to approve **an amendment to a previously approved resolution (May/June 2022)**, for the following **COMPLIANCE OFFICERS** for the 2022-2023 school year:

Division of Child Protection and Permanency **KAREN D'AVINO, Interim Director of Special Services**

Homeless Liaison **KAREN D'AVINO, Interim Director of Special Services**

Law Enforcement Liaison/Handle with Care **KAREN D'AVINO, Interim Director of Special Services**

NOTE: Replaces McQuaid. Effective January 3, 2023.

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

5. The recommendation of the Superintendent to approve the appointment of **PATRICIA HART**, Interim Principal, Apshawa School (PC#10.01.P1.CIM), at the per diem rate of \$700.00, without health benefits, effective January 3, 2023, through June 30, 2023, per Board of Education Agreement. (Replaces Scillieri) Account: 11-000-240-103-10-10-150
6. The recommendation of the Superintendent to approve the appointment of **TARA LAURETTA**, Special Class Aide, Highlander Academy (PC#60.09.S5.AVB), at the annual salary of \$24,142.00 (Step 1) (prorated), with health benefits, effective January 3, 2023, through June 30, 2023, per Board of Education/WMTAA Agreement. (Replaces Minick) Account: 11-209-100-106-10-10-105

NOTE: Pending fingerprint clearance.

7. The recommendation of the Superintendent to approve the appointment of **ANTHONY BARRIERO**, School Bus/Van Driver, Transportation (PC#25.18.T1.BEU), 4 hours/day, at the annual salary of \$15,159.72 (prorated), without health benefits, effective January 18, 2023, through June 30, 2023, per Board of Education/WMBDA Agreement. (Replaces Galloway) Account: 11-000-270-161-10-10-000

NOTE: Pending successful completion of CDL license.

8. The recommendation of the Superintendent to approve an **INCREASE OF ASSIGNMENT** for **LORRAINE POAT**, from 0.6 Art Teacher, Macopin School to 1.0 Art Teacher, Macopin School, at the annual salary of \$59,400.00 (BA/6) (prorated), with health benefits, effective January 3, 2023, through June 30, 2023, per Board of Education/WMEA Agreement. (Replaces Cosgrove) Account: 11-130-100-101-10-10-000
9. The recommendation of the Superintendent to approve an **EXTENSION** to a leave of absence for **JENNIFER FEAR**, Mathematics Teacher, Macopin School, with pay using sick days, retroactive from December 6, 2022, through January 2, 2023. (Medical)

NOTE: The employee may return prior to the above date pending medical certification.

10. The recommendation of the Superintendent to approve the appointment of **GINA EDMOND**, Replacement Mathematics Teacher, Macopin School, at the per diem rate of \$200.00, with health benefits, retroactive from October 24, 2022, through December 23, 2022, per Board of Education Agreement. Account: 11-130-100-101-10-10-103
11. The recommendation of the Superintendent to approve a leave of absence for **AMI HOGUE**, Special Education Teacher, Paradise Knoll School, with pay using sick days, effective March 20, 2023, through May 5, 2023, then without pay under the Family Medical Leave Act, effective May 8, 2023, through September 29, 2023. (Maternity/Child Rearing)

NOTE: The employee may return prior to the above date pending medical certification.

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

12. The recommendation of the Superintendent to approve an unpaid leave of absence for **CHRISTINE COSTANZA**, School Bus/Van Driver, Transportation, retroactive from December 1, 2022, through December 15, 2022. (Medical)
13. The recommendation of the Superintendent to approve a leave of absence for **JUDITH SCULLY**, School Bus/Van Driver, Transportation, with pay using sick days, retroactive from November 15, 2022, through December 6, 2022, then without pay under the Family Medical Leave Act, retroactive from December 7, 2022, through December 20, 2022. (Medical)
14. The recommendation of the Superintendent to approve a leave of absence for **DAVID DeLUCCA**, School Bus/Van Driver, Transportation, with pay using sick days, retroactive from December 19, 2022, through December 23, 2022, then without pay, effective January 3, 2023, through September 18, 2023. (Medical)

NOTE: The employee may return prior to the above date pending medical certification.

15. The recommendation of the Superintendent to approve a leave of absence for **WALTER FRANKE**, Fuel Technician, Transportation, with pay using sick and personal days, retroactive from December 5, 2022, through December 9, 2022, then without pay, retroactive from December 12, 2022, through March 3, 2023. (Medical)

NOTE: The employee may return prior to the above date pending medical certification.

16. The recommendation of the Superintendent to approve the following additions to the certified personnel list of **SUBSTITUTE TEACHERS/COACHES/NURSES/SPECIAL PROJECTS** for the 2022-2023 school year, effective December 21, 2022, through June 30, 2023:

KEITH WILLIAMS (Teacher)
LAUREN RIVERA (Teacher)
MELISSA DORAN* (Teacher)
KAREN D'AVINO (Special Projects)
PATRICIA HART (Special Projects)
BRENDA WEINMANN LUDWIG (Special Projects)

*Pending fingerprint clearance.

17. The recommendation of the Superintendent to approve the appointment of **ANTHONY BARRIERO** as an additional **SNOW REMOVAL WORKER**, to provide emergency snow removal from school vehicles, at the hourly rate of \$25.00, for the 2022-2023 school year, as established by the Board of Education - Account: 11-000-270-160-10-10-103
18. The recommendation of the Superintendent to approve the following **EMPLOYEE RETIREMENT/SICK DAY PAYMENTS**, for payment January 15, 2023, in accordance with the provisions of the Board of Education negotiated agreement - Account: 11-000-291-290-10-13-000:

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

18. (Continued)

<u>Employee/Agreement</u>	<u>Days</u>	<u>Unit Rate</u>	<u>Payment</u>
<u>WMPSA Agreement</u>			
COLEEN WEISS-MAGASIC	93.5	\$160.00	\$14,960.00
<u>WMEA Agreement</u>			
LESLIE FINKE	Capped	\$125.00	\$16,250.00
JENNIFER KUPCHO	87.5	\$125.00	\$10,937.50
ROBERT WIEDMANN	Capped	\$125.00	\$16,250.00
<u>WMESA Agreement</u>			
MARILUZ ALONSO	37.5	\$ 76.00	\$ 2,850.00
DEBORAH VAN ZILE	Capped	\$ 76.00	\$ 9,500.00

19. The recommendation of the Superintendent to approve the following **TRANSFER OF ASSIGNMENT**, for the 2022-2023 school year, effective January 17, 2023, through June 30, 2023:

<u>Employee</u>	<u>From</u>	<u>To</u>
DENISE PODMOKLY (PC#30.05.F4.BAF) Account: 11-000-262-107-10-10-000	Cafeteria Aide Marshall Hill	Cafeteria Aide Paradise Knoll

20. The recommendation of the Superintendent to approve **an amendment to a previously approved resolution (June 2022)** to the following **INTERVENTION and REFERRAL SERVICES/RESPONSE TO INTERVENTION COMMITTEE - SUMMER 2022**, at the hourly rate of \$36.00, **not to exceed four (4) hours** per staff member, per Board of Education/WMEA Agreement - Account: 20-270-200-101-10-50-XXX - ESEA Title IIA Grant:

<u>Employee</u>
WENDY BECKER
MEGHAN DONEGAN
MAUREEN KELLY
JAIME KETTNER
KIMBERLY WALKER
CHARLINE BUONGIORNO
ALAINA CINQUEMANI
RACHEL FERRIS
SYRENA LoRe
JOSE ESTRADA
KENNETH RYERSON
CATHERINE SIGNORELLI

NOTE: Funded through ESEA Title IIA Grant.

21. The recommendation of the Superintendent to approve the following **MAPLE ROAD ELEMENTARY SCHOOL STUDENT ACTIVITY CLUB, ADVISORS and HOURS** for the 2022-2023 school year, at the hourly rate of \$36.00, per Board of Education/WMEA Agreement - Account: 20-490-100-101-10-50-103 - ARP ESSER III Grant:

<u>Advisor</u>	<u>Club</u>	<u>Hours</u>	<u>Payment</u>
TRICIA GRANEY	Mustang Movers	22.5	\$810.00
JAMIE HOLLICK	Mustang Movers	22.5	\$810.00
DEBRA REDDING	Mustang Movers	22.5	\$810.00

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

21. (Continued)

NOTE: Funded through the ARP ESSER III Grant.

22. The recommendation of the Superintendent to approve the following **FAMILY MATH NIGHT, ADVISORS, and HOURS** for the 2022-2023 school year, at the hourly rate of \$36.00, per Board of Education/WMEA Agreement - Account: 20-280-200-101-10-50-XXX - ESEA Title IV Grant:

<u>Employee</u>	<u>School</u>	<u>Hours</u>	<u>Payment</u>
THOMAS ANTONUCCI	Maple Road	3	\$108.00
TRICIA GRANNEY	Maple Road	3	\$108.00
JAMIE HOLLICK	Maple Road	3	\$108.00
ARIANNA MCGUINNESS	Maple Road	3	\$108.00
KRISTEN ROSIMINI	Maple Road	3	\$108.00

NOTE: Funded through the ESEA Title IV Grant.

23. The recommendation of the Superintendent to approve the following **FAMILY LITERACY NIGHT, ADVISORS, and HOURS** for the 2022-2023 school year, at the hourly rate of \$36.00, per Board of Education/WMEA Agreement - Account: 20-231-100-101-10-50-XXX - ESEA Title I Grant:

<u>Employee</u>	<u>School</u>	<u>Hours</u>	<u>Payment</u>
ELAINE ADRAGNA	Marshall Hill	5	\$180.00
COLLEEN BEGLEY	Marshall Hill	5	\$180.00
MELISSA BERGH	Marshall Hill	5	\$180.00
JULIE CANGIALOSI	Marshall Hill	5	\$180.00
TARA GUARINO	Marshall Hill	5	\$180.00
MARILYN LASALANDRA	Marshall Hill	5	\$180.00
RACHEL LEHR	Marshall Hill	5	\$180.00
MAUREEN MULLIGAN	Marshall Hill	5	\$180.00
JANET SCALES	Marshall Hill	5	\$180.00
KAETLYN SCARPA	Marshall Hill	5	\$180.00
MELISSA VARIAN	Marshall Hill	5	\$180.00

NOTE: Funded through the ESEA Title I Grant.

24. The recommendation of the Superintendent to approve **an amendment to a previously approved resolution (November 2022)** for the following **WESTBROOK ELEMENTARY SCHOOL STUDENT ACTIVITY CLUB, ADVISOR, and HOURS** for the 2022-2023 school year, at the hourly rate of \$36.00, per Board of Education/WMEA Agreement - Account: 20-490-100-101-10-50-103 - ARP ESSER III Grant:

<u>Advisor</u>	<u>Club</u>	<u>Hours</u>	<u>Payment</u>
LYNN DOHERTY	Fall into Phonics	42	\$1,512.00

NOTE: Funded through the ARP ESSER III Grant.

25. The recommendation of the Superintendent to approve the following **MACOPIN SCHOOL STUDENT ACTIVITY CLUB, ADVISORS and HOURS**, for the 2022-2023 school year, at the hourly rate of \$36.00, per Board of Education/WMEA Agreement - Account: 11-401-100-110-10-10-000:

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

25. (Continued)

<u>Advisor</u>	<u>Club</u>	<u>Hours</u>	<u>Payment</u>
ROBERT CALLAMARI	Historical Film	27	\$972.00
JOSEPH SMOLINSKI	Historical Film	27	\$972.00

ITEM #26 WAS REMOVED FROM THE AGENDA FOR FURTHER DISCUSSION

27. The recommendation of the Superintendent to approve **KRISTI CLAVE**, Special Olympics of New Jersey Unified Sports Liaison, at the hourly rate of \$36.00, not to exceed 35 hours, for a payment of \$1,260.00, for the 2022-2023 school year, per Board of Education/WMEA Agreement - Account: 20-066-100-101-10-50-000

NOTE: Funded through the Play Unified Grant.

28. The recommendation of the Superintendent to approve the following **VOLUNTEER** to the **STUDENT ACTIVITY PROGRAM** for the 2022-2023 school year:

<u>Name</u>	<u>School</u>	<u>Assignment</u>
JASON LOMBARDO	High School	Ice Hockey (Boys)

(29.) The recommendation of the Superintendent to approve the following **TRANSFER OF ASSIGNMENT**, for the 2022-2023 school year, effective January 1, 2023, through June 30, 2023:

<u>Employee</u>	<u>From</u>	<u>To</u>
KRISTINE COLUCCI (PC#60.09.S5.AVQ) Account: 11-190-100-106-10-10-000	Special Class Aide Macopin	Special Class Aide High School

(30.) The recommendation of the Superintendent to approve the appointment of **BETH ELSEA**, 0.6 Art Teacher, Macopin School (PC#90.08.10.AIT), at the annual salary of \$45,240.00 (BA/15) (prorated), without health benefits, effective January 3, 2023, through June 30, 2023, per Board of Education/WMEA Agreement. (Replaces Cosgrove) Account: 11-130-100-101-10-10-000

NOTE: Pending medical and fingerprint clearance. This appointment is pursuant to Chapter 408, P.L. for the 2022-2023 school year.

(31.) The recommendation of the Superintendent to approve the appointment of **WHITNEY LAWRENCE**, Special Class Aide, Maple Road School (PC#60.03.S5.CCB), at the annual salary of \$24,142.00 (Step 1) (prorated), with health benefits, effective January 3, 2023, through June 30, 2023, per Board of Education/WMTAA Agreement. (Replaces Kunisch) Account: 11-214-100-106-10-10-000

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

ROLL CALL FOR ITEMS #1 THROUGH #25, AND ITEMS #27 THROUGH #31:

TRUSTEE	VOTE	TRUSTEE	VOTE	TRUSTEE	VOTE
Mr. Guarino	Yes*	Mrs. Lockwood	Yes	Mrs. Dwyer	Yes**
Mrs. O'Brien	Yes	Mrs. Romeo	Yes	Mr. Stillman	Yes
Mrs. Stephenson	Yes	Mr. Conklin	Yes	Mrs. Van Dyk	Yes

*Mr. Guarino "Abstained" on item #23.

**Mrs. Dwyer "Abstained" on item #3.

The **MOTION PASSED.**

Dr. Anemone congratulated Dr. Karen D'Avino on her appointment as Interim Director of Special Services. Dr. D'Avino addressed the Board and the community. She explained her background and that she is very excited to work with the faculty and the families in West Milford, and to serve our students. She looks forward to doing the best she can to assist the District, and she wished Dr. McQuaid congratulations on her new position.

XIV. OPERATIONS & FINANCE - Mr. Jaycen Stillman, Chairperson

Motion by Mr. Stillman, seconded by Mrs. O'Brien, to approve the following agenda items #1 through #6:

1. The recommendation of the Superintendent to accept a proposal from **TRANE NORTH JERSEY**, Pine Brook, New Jersey, for HVAC Upgrades for Maple Road Elementary School, in the amount of \$370,843.20 (Co-Op Contract Number: OMNIA Racine #3341), to be funded through the ARP ESSER III Grant. (Documentation provided electronically.)
2. The recommendation of the Superintendent to accept a proposal from **TRANE NORTH JERSEY**, Pine Brook, New Jersey, for HVAC Upgrades for Marshall Hill Elementary School, in the amount of \$396,982.35 (Co-Op Contract Number: OMNIA Racine #3341), to be funded through the ARP ESSER III Grant. (Documentation provided electronically.)
3. The recommendation of the Superintendent to accept a proposal from **TRANE NORTH JERSEY**, Pine Brook, New Jersey, for HVAC Upgrades for Macopin School, in the amount of \$354,295.01 (Co-Op Contract Number: OMNIA Racine #3341), to be funded through the ARP ESSER III Grant. (Documentation provided electronically.)
4. The recommendation of the Superintendent to approve the award of a contract for the purchase of three (3) 2025 24-Passenger School Buses, to **H.A. DE HART & SON, INC.**, Thorofare, New Jersey, through membership with the **HUNTERDON COUNTY EDUCATIONAL SERVICES COMMISSION**, Cooperative Purchasing Agreement, School Bus Bid HCESC-VEH-22-10, for a total purchase price of \$278,301.24, and to finance said purchase through **MUNICIPAL CAPITAL FINANCE**, Allentown, Pennsylvania, with a five (5) year lease/purchase term. (Documentation provided electronically.)

NOTE: Final lease cost to be determined at time of delivery.

XIV. OPERATIONS & FINANCE – Mr. Stillman, Chairperson – Continued

5. The recommendation of the Superintendent to accept a proposal from **SETTEMBRINO ARCHITECTS**, Atlantic Highlands, New Jersey, to perform architectural and engineering services for window and exterior door replacement at Upper Greenwood Lake Elementary School, including R.O.D. Grant application and submission, submission of application to the New Jersey Department of Education, and Long Range Facility Plan updates, if required, in the amount of \$75,000.00, plus reimbursable expenses. (Documentation provided electronically.)
6. The recommendation of Superintendent to approve the **REVISED SUBSTITUTE PAY RATES**, effective January 1, 2023, for the remainder of the 2022-2023 school year. (Documentation provided electronically.)

ROLL CALL FOR ITEMS #1 THROUGH #6:

TRUSTEE	VOTE	TRUSTEE	VOTE	TRUSTEE	VOTE
Mr. Stillman	Yes	Mrs. Dwyer	Yes	Mr. Conklin	Yes
Mrs. Stephenson	Yes	Mr. Guarino	Yes	Mrs. Romeo	Yes*
Mrs. Lockwood	Yes	Mrs. O'Brien	Yes	Mrs. Van Dyk	Yes

*Mrs. Romeo "Abstained" on item #6.

The **MOTION PASSED.**

Motion by Mr. Stillman, seconded by Mrs. O'Brien, to approve the following agenda item #7:

7. The recommendation of the Superintendent to approve the **PAYROLL** of November 30, 2022 and December 15, 2022, in the amount of \$4,092,309.56. (Documentation provided electronically.)

ROLL CALL FOR ITEM #7:

TRUSTEE	VOTE	TRUSTEE	VOTE	TRUSTEE	VOTE
Mr. Stillman	Yes	Mrs. Dwyer	Yes	Mr. Conklin	Yes
Mrs. Stephenson	Yes	Mr. Guarino	Abstain	Mrs. Romeo	Abstain
Mrs. Lockwood	Yes	Mrs. O'Brien	Yes	Mrs. Van Dyk	Abstain

The **MOTION PASSED.**

Motion by Mr. Stillman, seconded by Mrs. O'Brien, to approve the following agenda items #8 through #9:

8. The recommendation of the Superintendent to approve the **LIST OF BILLS/VENDORS** for the period ending **December 20, 2022**, in the amount of \$2,669,748.84. (Documentation provided electronically.)
9. The recommendation of the Superintendent to approve the following **TRANSFER OF FUNDS RESOLUTION** for the period ending **December 20, 2022:**

XIV. OPERATIONS & FINANCE - Mr. Stillman, Chairperson - Continued

9. (Continued)

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 **2022-2023** budget be affirmed and approved. (See folder insert.)

Total transfers in the amount of \$7,090.45.

ROLL CALL FOR ITEMS #8 THROUGH #9:

TRUSTEE	VOTE	TRUSTEE	VOTE	TRUSTEE	VOTE
Mr. Stillman	Yes	Mrs. O'Brien	Yes	Mrs. Romeo	Yes
Mrs. Stephenson	Yes	Mrs. Lockwood	Yes	Mr. Conklin	Yes
Mr. Guarino	Yes	Mrs. Dwyer	Yes	Mrs. Van Dyk	Yes

The **MOTION PASSED**.

XV. POLICY - Mrs. Courtney Stephenson, Chairperson

Motion by Mrs. Stephenson, seconded by Mrs. O'Brien, to approve the following agenda items #1 through #2:

DISCUSSION: Mrs. Stephenson wanted the community to be aware of these policy changes. She explained the changes to item #1, the Homework policy. She also spoke about item #2, Religious Holidays, and the Board trying to accommodate all diverse populations in our community.

Mrs. Romeo inquired about item #2, and requested further discussion. Dr. Anemone responded to her inquiry and provided clarification.

Mrs. Van Dyk stated that both items are a first reading and can go back to committee for further discussion.

Mrs. O'Brien also spoke about the policy committee reviewing issues that are brought forth to them. She explained that a cross comparison is done of different districts in the area to see what those districts are doing, and to see what would be best for the West Milford community. She wants the community to know that for these two policies, the committee did their due diligence in trying to get the best for our students, and for our community members and their families.

1. The recommendation of the Superintendent to approve the first reading of a **revised POLICY** entitled, "Homework." (Code 2330) (Documentation provided electronically.)
2. The recommendation of the Superintendent to approve the first reading of a **revised POLICY** entitled, "Religious Holidays." (Code 8810) (Documentation provided electronically.)

XV. POLICY - Mrs. Cortney Stephenson, Chairperson - Continued

ROLL CALL FOR ITEMS #1 THROUGH #2:

TRUSTEE	VOTE	TRUSTEE	VOTE	TRUSTEE	VOTE
Mrs. Stephenson	Yes	Mr. Guarino	Yes	Mrs. Dwyer	Yes
Mr. Stillman	Yes	Mr. Conklin	Yes	Mrs. Lockwood	Yes
Mrs. O'Brien	Yes	Mrs. Romeo	Yes*	Mrs. Van Dyk	Yes

*Mrs. Romeo voted "No" to item #2.

The MOTION PASSED.

XVI. COMMITTEE REPORTS/LIAISONS

Parks & Recreation - Mr. Conklin - No report.

Safety - Mrs. Van Dyk - No report.

Superintendent's Roundtable - Mrs. Lockwood/Mrs. Van Dyk - Mrs. Lockwood reported there was a meeting last week with the PTA/PTO's, and that the Elementary School Principals joined the meeting. There was a collaborative discussion to present ideas to help students transition as flawlessly as possible for the changes coming in September 2023. There were many great ideas presented: 4th Grade Yearbooks - possible consideration for Westbrook. A yearbook sale offered at cost to all families (not for profit), and possibly yearbooks for every grade in Westbrook, so that every student can take something with them from their time at Westbrook. Transition Day for the end of May/early June, where students changing schools could possibly go visit their new schools. An Open House in August that would coincide with Kindergarten Experience. PTA/PTO's and schools, including families, coming to their school in September 2023 and future PTA/PTO meetings, Activity Nights, Family Fun Nights, etc. Meet and Greet for staff that will be moving to other buildings with their new principals and fellow teachers. Pen Pal Google Meets between students, so they can begin to get to know one another. For Westbrook students and staff, possibly doing a big send-off/End of Year party for them, and PTA/PTO's may want to consider school celebrations for the students moving schools. Also discussed was that the Westbrook PTA has allotted for their scholarships for graduating seniors to be continued until the current 4th Graders graduate from West Milford High School, which would be the Class of 2031. A suggestion was made about using School Messenger to be able to utilize all of the activities coming up, and getting the information out to all pertinent parties. Mrs. Lockwood announced that the Paradise Knoll PTA will be hosting their Wizards event on March 18, 2023. This is a huge event and more information will follow.

Passaic County School Boards Association - Mrs. Dwyer/Mrs. Van Dyk - No report.

New Jersey School Boards Association - Mrs. Dwyer/Mrs. Van Dyk - No report.

Legislative - Mrs. O'Brien reported that on December 8, 2022, the Assembly Education Committee and the Assembly Human Services Committee approved various bills concerning Pre-K and K-12 education. She provided the Board and the community with detailed information on these bills, including student drop-out prevention, Department of Education registry of tutors, and High Efficiency Accelerated Learning Grant Program.

XVI. COMMITTEE REPORTS/LIAISONS - Continued

Technology Oversight - Mr. Guarino indicated that due to a delayed opening of schools, the meeting was postponed.

Township/Board of Education Joint Committee - Mrs. Dwyer/Mrs. Van Dyk/ Mr. Guarino - Mrs. Van Dyk stated there was a meeting on December 9th, however there was nothing to report. She explained they will be forming a new Committee with the reorganization of the Board.

West Milford Municipal Alliance - Mrs. Stephenson/Mrs. Romeo - Mrs. Stephenson thanked those who were able to attend the GCADA Meeting to see Kelly Hart win the volunteer award for Passaic County, and stated that we are so lucky to have her as part of the WMMA. She thanked Kate Romeo for representing our Board this year. There was a meeting on Monday. She reported that Mrs. O'Brien applied for the Atlantic Health Grant with the intention of obtaining money towards the "Heroes and Cool Kids" program for 2023. The WMMA made it through the pre-application. There is a meeting next month, and the application is due at the end of January. She thanked individuals from The Center for Drug and Alcohol Resources, who are working on reallocating the money we received from the Youth Leadership Grant, which will be up for discussion in January. Also to be discussed is having a DEA representative come to our community, to our school and other groups, to discuss and bring awareness to drug issues in the community, county and state, and dealing with drug abuse. The next meeting will be on Wednesday, January 11, 2023, at 7:00 p.m.

Special Education Parent Advisory Committee (SEPAC) - Mrs. Lockwood spoke about a Zoom meeting with Dr. McQuaid and parents. She stated Dr. McQuaid gave a discussion about all of the Special Education programs and detailed plans she was leaving for the Interim Director of Special Services. Mrs. Lockwood expressed that SEPAC wishes Dr. McQuaid well in the new position, and that she will be greatly missed. Mrs. Lockwood wished her good luck in her new position.

XVII. OLD BUSINESS

Mrs. Dwyer stated she would like to see how much revenue has been brought in since the inception of the Highlander Academy for out-of-district students. She would also like to know the cost to refurbish the Westbrook school building. She also inquired as to how school choice is going to be dealt with when parents do not want their children moved from school to school.

Mrs. Lockwood stated she would like to know how much we have saved the District in keeping our students in this District, and how much would it cost to send those students out-of-district.

Dr. McQuaid and Ms. Francisco provided the community and the Board with information on the cost of a private program and the cost of a public program. Dr. McQuaid and Ms. Francisco also provided additional information on the Transportation costs that our District has incurred.

Mrs. Romeo inquired as to transportation of field trips, and if a District could bid for those field trips. Ms. Francisco responded to her inquiry and explained the time restrictions and limitations that we have, as well as lack of school bus drivers.

XVII. OLD BUSINESS - Continued

Mrs. Romeo also spoke about her appreciation for the discussion on the transition activities for our elementary students. She requests, as a family member and a community member, to please not make it just about Westbrook, as many of our students are changing schools. She believes that one of the biggest struggles that we have as a District is that we don't always have all of the opportunities at all of our elementary schools. She would like it to be all the same, as it is extremely personal to many people in our community and she would like it done the right way.

Mrs. Van Dyk and Dr. Anemone spoke more about the discussion on the planning process for the transition, and the reasons for the discussion.

Mrs. Van Dyk spoke about the Reorganization Meeting scheduled for January 3, 2023. She stated there are two new Board members that have not received their fingerprint clearance as of yet. She suggested that the Board meeting be moved to January 10, 2023, to give the clearance another week to come back. She spoke to Kathy Helewa from New Jersey School Boards, and there are some other Districts who are doing this, however we cannot go past the January 10th date to reorganize. She asked Board members if they would be available.

Board members discussed this and advised Mrs. Van Dyk of their schedules. Ms. Francisco advised the Board that the Reorganization Meeting will remain on January 3, 2023, and if a change needed to be done the week prior, she would contact the Board.

Motion by Mrs. O'Brien, seconded by Mrs. Dwyer, to close Old Business.

VOICE VOTE: All in Favor. MOTION PASSED.

XVIII. NEW BUSINESS

Dr. Anemone spoke about the outgoing Board members and their experiences as they served during the pandemic. He spoke about each Board member and their contributions to the Board, and expressed his appreciation for each of them.

Motion by Mrs. O'Brien, seconded by Mrs. Lockwood, to approve the following Resolution:

WHEREAS, Mr. Michael Conklin has served as a prominent member of the West Milford Board of Education from January 2020 until December 2022; and

WHEREAS, Mr. Conklin has diligently served on the Operations and Finance Committee, the Negotiations Committee, and was a liaison for the Parks and Recreation Committee; and

WHEREAS, Mr. Conklin held uppermost the welfare of our students in his decisions and served with great skill and dedication; and

WHEREAS, his service on the Board has brought him the respect of his colleagues on the Board, the administrative staff, and the teaching and support staff;

NOW, THEREFORE, BE IT RESOLVED that the Board of Education, on behalf of the grateful community, publicly acknowledges and expresses its sincerest appreciation to Mr. Conklin for his outstanding contributions to the West Milford Township Public School District; and

XVIII. NEW BUSINESS - Continued

BE IT FURTHER RESOLVED that this Resolution be spread upon the minutes of the Workshop/Regular Meeting of the Board of Education of December 20, 2022, and presented to Mr. Michael Conklin.

VOICE VOTE: All in Favor. MOTION PASSED.

Motion by Mrs. O'Brien, seconded by Mrs. Lockwood, to approve the following Resolution:

WHEREAS, Mrs. Cortney Stephenson has served as a prominent member of the West Milford Board of Education from January 2020 until December 2022; and

WHEREAS, Mrs. Stephenson has diligently served on and chaired the Personnel and Policy Committees, served on the Education Committee, and was a liaison for the West Milford Municipal Alliance Committee, and

WHEREAS, Mrs. Stephenson held uppermost the welfare of our students in her decisions and served with great skill and dedication; and

WHEREAS, her service on the Board has brought her the respect of her colleagues on the Board, the administrative staff, and the teaching and support staff;

NOW, THEREFORE, BE IT RESOLVED that the Board of Education, on behalf of the grateful community, publicly acknowledges and expresses its sincerest appreciation to Mrs. Stephenson for her outstanding contributions to the West Milford Township Public School District; and

BE IT FURTHER RESOLVED that this Resolution be spread upon the minutes of the Workshop/Regular Meeting of the Board of Education of December 20, 2022, and presented to Mrs. Cortney Stephenson.

VOICE VOTE: All in Favor. MOTION PASSED.

Motion by Mrs. O'Brien, seconded by Mrs. Lockwood, to approve the following Resolution:

WHEREAS, Mr. Jaycen Stillman has served as a prominent member of the West Milford Board of Education from January 2020 until December 2022; and

WHEREAS, Mr. Stillman has diligently served on and chaired the Operations and Finance Committee, served on the Personnel and Negotiations Committees, and was a liaison for the Parks and Recreation Committee; and

WHEREAS, Mr. Stillman held uppermost the welfare of our students in his decisions and served with great skill and dedication; and

WHEREAS, his service on the Board has brought him the respect of his colleagues on the Board, the administrative staff, and the teaching and support staff;

NOW, THEREFORE, BE IT RESOLVED that the Board of Education, on behalf of the grateful community, publicly acknowledges and expresses its sincerest appreciation to Mr. Stillman for his outstanding contributions to the West Milford Township Public School District; and

XVIII. NEW BUSINESS - Continued

BE IT FURTHER RESOLVED that this Resolution be spread upon the minutes of the Workshop/Regular Meeting of the Board of Education of December 20, 2022, and presented to Mr. Jaycen Stillman.

VOICE VOTE:

All in Favor.

MOTION PASSED.

Mr. Stillman addressed the Board. He stated that he appreciates his fellow Board members, and the experience he has shared with them. He also appreciates the Administration for the last three (3) years that have been eventful. He also thanked Mr. Brown, the Board Attorney.

Mr. Conklin thanked the West Milford community for giving him the opportunity to serve on the Board. He thanked his family and friends who have been his constant supporters, and stated he could not have done it without them. He ran for the Board to try and make a difference and to make this District better for all of the children, teachers, administrators, and staff. It is nearly impossible to make a difference when your hands are tied and the State continually cuts funds. He feels he did his best with the situation at hand, and he hopes this Board continues to fight for what is right and works hard to improve the school district. He stated that all West Milford kids deserve better. He thanked the new Board members for coming in and stepping up and trying to make a positive change, and he thanked Dr. McQuaid and Dr. Anemone for all that they do.

Mrs. Stephenson thanked everyone that supported her during her three (3) year term on the Board of Education. She stated that being in this position has taught her many life lessons that she is grateful to have learned. Serving the community that she loves and listening to the West Milford citizens has been very rewarding to her. She thanked the Administration for respecting her even when she disagreed with some of their decisions. She also thanked the Board members for listening to her suggestions. Even though her term is over, she will still be very present. She encouraged the Board members to please be transparent with the community as they all go through these next few difficult years. She also asked that they please communicate openly with each other and please have some urgency and rigor within, yet be mindful that children are your main concern. She thinks that everyone sitting at this table can agree that nothing can remain status quo, and changes are needed and growth needs to happen for this District to be saved. She feels positions and seats must be rearranged in order for that to happen. She hopes that as new members come in that there is a change coming. She stated that the community of West Milford is depending on them to have the fire within themselves to make those changes happen.

Mrs. Van Dyk, Board President, thanked each of the outgoing Board members for their time on the Board, and that she knows it is not an easy task. She appreciates everything they have done, and the thoughts and ideas they have brought forward. She expressed that West Milford thanks them for serving.

Mrs. Dwyer, Board Vice President, expressed how she worked closely with Mrs. Stephenson and that she will be missed, as well as Mr. Conklin and Mr. Stillman.

Mrs. Romeo expressed that she will miss the outgoing Board members very much, and she appreciates the friendships that have developed. She thanked them for everything they have done for the Board and for the students of West Milford.

XVIII. NEW BUSINESS - Continued

Motion by Mrs. Lockwood, seconded by Mrs. Dwyer, to close New Business.

VOICE VOTE:

All in Favor.

MOTION PASSED.

XIX. PUBLIC COMMENT - AGENDA OR NON-AGENDA ITEMS (PLEASE SIGN IN)

This portion of the meeting is open to members of the public having a legitimate interest in the actions of the Board for the purpose of addressing any subject matter pertinent to and/or directly related to the operation of the West Milford Public School District. Members of the public who have requested to speak prior to the meeting will be recognized by the chair first. Each speaker will be given five (5) minutes, for a period of thirty (30) minutes; and then time permitting, other public comment limited to five (5) minutes per speaker will be allowed, until the thirty (30) minute period transpires. All speakers are asked to sign the register provided and give their full name, spell their last name, group affiliation, if appropriate, and provide their address. Issues raised by members of the public may or may not be responded to by the Board. All comments will be considered and a response will be forthcoming if and when appropriate.

The Board asks that members of the public be courteous and respectful of the rights of other individuals when speaking. Specifically, comments regarding students and employees of the Board are discouraged, and the Board and the Administration will not respond to them. Students and employees have specific legal rights afforded to them by the laws of New Jersey. The Board is not responsible and is not liable for any comments made by members of the public.

Members of the public should consider their comments in light of the legal rights of those affected or identified in their comments. Members of the public are reminded that they are legally responsible and liable for their comments.

Rachel Werner, 37 Alvin Road, West Milford. She is speaking as a concerned member of the Highview Estates neighborhood, a neighborhood located very close to Westbrook and Maple Road Elementary schools, Macopin School, and the High School. She asked the Board to reconsider the redistricting of Highview Estates from Maple Road to Apshawa, and asked them to keep Highview Estates at Maple Road, where it was and has always been. She and others have purchased their homes due to the close proximity of the elementary, middle and high schools, and they pay a very fair amount of taxes because of this. She feels that now the Board is asking elementary aged children to go from a five minute bus ride to perhaps a 30-40 minute bus ride. She feels these are not High School aged kids who would probably be able to handle the ride, but Kindergarteners and elementary aged children who will not be able to handle a bus ride that long. She also feels if these children can stay at Maple Road, the Board would not have to figure out details of coming up with a new bus route to transport them to Apshawa. At the November meeting, the Highview parents presented the Board with numbers and data supporting the fact that the 32 Highview children would still be able to fit at Maple Road without going over the State maximum class size. She understands that the Board has already made difficult decisions, and they will continue to do so. She and the Highview parents thank the Board for listening to their concerns and giving them the time to speak. She asked the Board to take the information into consideration and review the numbers and the data to keep Highview children at Maple Road Elementary School. She provided handouts to them.

XIX. PUBLIC COMMENT - AGENDA OR NON-AGENDA ITEMS - Continued

Dr. Marisa Gough, 34 Center Street, West Milford. Dr. Gough had questions regarding topics spoken about in Old Business. She inquired regarding the Board members who were waiting for fingerprint clearance. She asked if that included waiting for the write-in vote for Tara Racano.

Mrs. Van Dyk responded to her inquiry.

Dr. Gough then inquired about Transportation, which seems to be an issue in West Milford, and not having enough bus drivers. She asked if parents can waive bus stops and opt to bring their children to school themselves. She has noticed that there are bus drivers who will stop at bus stops and no children will get on the bus. She has spoken to parents that are driving their kids to school to gain some extra time. She does not know if this is able to be done, but asks if it is possible to create some type of a waiver.

William Cytowicz, 1953 Macopin Road, West Milford. He wanted to say to the three departing Board members that it is not easy, and a single "Yes" or "No" can really tug at your heartstrings when decisions are made. He stated that decisions are made and done for the right reasons, and he thanked them for truly putting their heart into it. To the current Board members, he stated he will see them in January and looks forward to serving with them again for the same reasons. These students that we work towards building into better people, he feels, is so worth it. He stated that he can't wait to do it again and he also speaks for Mr. Lippe, who is looking forward to serving on the Board. To the administrators, staff, teachers, custodial staff, cafeteria workers, bus drivers, he feels that this place is always incredible from the time the lights turn on, to the time they turn off. He spoke about the future and having to make decisions, and feels that we will pull through. He has the deepest hope in his heart that it will make this District stronger. He thanked Dr. McQuaid for everything she has done for the District. Her departure is upsetting, but it will open a new journey for her and a new opportunity for someone to fill those shoes. His vision is for this school district to become stronger and better, and hopes it is proven right.

Motion by Mrs. O'Brien, seconded by Mrs. Lockwood, to close Public Comment.

VOICE VOTE: All in Favor. MOTION PASSED.

XX. EXECUTIVE SESSION

At 8:58 p.m., Mrs. Dwyer made a motion, seconded by Mrs. O'Brien, to go into Executive Session for approximately thirty (30) minutes, for the purpose of discussing personnel appointments, resignations, current litigation matters, special education matters, HIBs, negotiations, and matters of attorney/client privilege. The Board will return to the Public Meeting for action.

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.

The Board returned to the Public Meeting at 9:40 p.m.

XX. EXECUTIVE SESSION - Continued

ROLL CALL UPON RETURN FROM EXECUTIVE SESSION:

TRUSTEE	ATTENDANCE	TRUSTEE	ATTENDANCE	TRUSTEE	ATTENDANCE
Mrs. Romeo	Present	Mrs. Dwyer	Present	Mrs. Lockwood	Present
Mrs. Stephenson	Present	Mrs. O'Brien	Present	Mr. Conklin	Present
Mr. Stillman	Present	Mr. Guarino	Present	Mrs. Van Dyk	Present

XII. EDUCATION - Mrs. Teresa Dwyer, Chairperson

Motion by Mrs. Dwyer, seconded by Mr. Stillman, to approve the following agenda item #8:

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

WHEREAS, in accordance with the requirements set forth in P.L. 2010, Chapter 122, the West Milford Board of Education has received results of HIB investigative reports on **December 20, 2022**; therefore,

BE IT RESOLVED, that the West Milford Board of Education approves issuance of written decisions affirming, rejecting or modifying the Superintendent's determination in the following HIB investigation(s):

<u>Incident Report Number</u>	<u>Board Determination</u>
2023/M-2	Unsubstantiated
2023/M-4	Unsubstantiated
2023/H-3	Substantiated
2023/E-2	Unsubstantiated

ROLL CALL FOR ITEM #8:

TRUSTEE	VOTE	TRUSTEE	VOTE	TRUSTEE	VOTE
Mrs. Dwyer	Yes	Mrs. Lockwood	Yes	Mrs. Romeo	Yes
Mrs. Stephenson	Yes	Mrs. O'Brien	Yes	Mr. Conklin	Yes
Mr. Guarino	Yes	Mr. Stillman	Yes	Mrs. Van Dyk	Yes

The **MOTION PASSED.**

XXI. ADJOURNMENT

Motion by Mr. Stillman, seconded by Mr. Conklin, to adjourn the meeting at 9:42 p.m.

VOICE VOTE: All in Favor. MOTION PASSED.

Respectfully submitted,

Barbara Francisco
Board Secretary