

MORRIS SCHOOL DISTRICT
Minutes of June 24, 2019
LAFAYETTE LEARNING CENTER

The regular/organizational meeting of the Board of Education of the Morris School District, of Morris County, New Jersey was held in the Auditorium of Lafayette Learning Center, Morristown, New Jersey 07960 on Monday evening, June 24, 2019 at 6:36 p.m.

Joan Frederick, Assistant Board Secretary, called the meeting to order and made the following announcement: The New Jersey Open Public Meeting Law was enacted to ensure 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, and to those persons or entities requesting notification, posted on the district website and posted at the Administration Center, 31 Hazel Street, Morristown, New Jersey.

At the Roll Call, the following Board Members were present: Mrs. Nancy Bangiola, Board Vice-President, Mrs. Meredith Davidson, Dr. Peter Gallerstein, Ms. Linda K. Murphy, Mr. Vij Pawar, Mr. Leonard Posey, Mrs. Ann Rhines and Ms. Melissa Spiotta.

Ms. Lucia Galdi, Morris Plains Representative and Ms. Lisa Pollak, Board President were absent.

Also present were Mr. Mackey Pendergrast, Superintendent, Ms. Lora Clark, Director of Human Resources, Personnel & Equity, Ms. Deb Engelfried, Supervisor of Social Emotional Learning (SEL) and Information Management, Mrs. Joan Frederick, Assistant Business Administrator and Ms. Shannon M. Boyne, Associate, Cleary Giacobbe Alfieri & Jacobs, LLC.

Ms. Jennifer Adkins, Community School Coordinator, Mr. Richard Ferrone, District Manager of Safety and Operations, Ms. Kelly Harte, Assistant Superintendent of Curriculum and Instruction, Ms. Suzanne Olimpio, Assistant Superintendent of Pupil Services, arrived at 7:30 pm.

Ms. Erica Hartman, Director of Technology, Instructional, Mr. Anthony LoFranco, Business Administrator/Board Secretary, Dr. Jessica Neu, Director of Pupil Services, Ms. Josephine Noone, Director of Curriculum and Instruction, and Dr. Jennifer van Frank, Communications & Community Relations Coordinator were absent.

There were approximately 30 people from the public and staff in attendance.

At 6:37 p.m, Mr. Pawar moved to go into closed session to discuss student and personnel matters.

Ms. Spiotta seconded the motion which carried unanimously with Ms. Galdi and Ms. Pollak absent.

At 7:50 p.m., Mr. Pawar moved to go into open session. Mr. Posey seconded the motion, which carried unanimously.

PLEDGE OF ALLEGIANCE

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

SUPERINTENDENT'S REPORT

Mr. Pendergrast presented the Morris County Superintendent Leadership Award to Frelinghuysen Middle School student, Angelissa Gutierrez.

Mr. Marc Gold, along with coaches recognized the three FMS students that were part of all three county championship Soccer, Basketball and Lacrosse teams this year.

Mr. Pendergrast continued by recognizing the retirees for the current school year.

Mr. Pendergrast presented the Violence & Vandalism Report.

PRESIDENT'S REPORT

None

PUBLIC COMMENT

Members of the public came forward on the following:

- *High School access during asbestos abatement*
- *Morristown, New Jersey African American History Film Project*
- *Language Arts Program lack of rigor*

COMMITTEE REPORTS

Curriculum

Mrs. Rhines reported the following was discussed:

- *ESEA-ESSA Grant Submission*
- *Weir Family/Massenberg Foundation/UMASS Amherst Partnership*
- *Financial Literacy for FMS*
- *Summer Programs @ Drew University/Morris School District*
- *ExSEL @ FMS update*
- *PE/Health DOE requirement update*

Human Resources

Ms. Spiotta reported the following was discussed:

- *Resignations/Retirements*
- *Appointments*
- *Transfers*
- *Transportation Consultant*
- *Job Descriptions*

Finance

Mr. Pawar reported the following was discussed:

- *Donations*
- *Bid Awards*
- *Grant Submission*
- *Summer Projects Update*
- *New Contracts*

EXECUTIVE SESSION

Motion #1 AUTHORIZING EXECUTIVE SESSION

WHEREAS, while the Sen. Byron M. Baer Open Public Meetings Act (N.J.S.A. 10:4-6 et seq.) requires all meetings of the Morris School District Board of Education to be held in public, N.J.S.A. 10:4-12(b) sets forth nine (9) types of matters that may lawfully be discussed in "Executive Session," without the public being permitted to attend, and

WHEREAS, the Board has determined that three (3) issues are permitted by N.J.S.A. 10:4-12(b) to be discussed without the public in attendance and shall be discussed during an Executive Session to be held on June 24, 2019 at 6:30 P.M, and

WHEREAS, the nine (9) exceptions to open public meetings set forth in N.J.S.A. 10:4-12(b) are listed below, and next to each exception is a box which will be marked when the issues to be privately discussed fall within that exception, and after each exception is a space where additional information that will disclose as much information about the discussion as possible without undermining the purpose of the exception shall be written:

☒ "(1) Any matter which, by express provision of Federal law, State statute or rule of court shall be rendered confidential or excluded from public discussion." The nature of the matter, described as specifically as possible without undermining the need for confidentiality are: Student Matters

☐ "(2) Any matter in which the release of information would impair a right to receive funds from the federal government." The nature of the matter, described as specifically as possible without undermining the need for confidentiality is:

☐ "(3) Any material the disclosure of which constitutes an unwarranted invasion of individual privacy such as any records, data, reports, recommendations, or other personal material of any educational, training, social service, medical, health, custodial, child protection, rehabilitation, legal defense, welfare, housing, relocation, insurance and similar program or institution operated by a public body pertaining to any specific individual admitted to or served by such institution or program, including but not limited to information relative to the individual's personal and family circumstances, and any material pertaining to admission, discharge, treatment, progress or condition of any individual, unless the individual concerned (or, in the case of a minor or incompetent, his guardian) shall request in writing that the same be disclosed publicly." The nature of the matter, described as specifically as possible without undermining the need for confidentiality is:

☐ "(4) Any collective bargaining agreement, or the terms and conditions of which are proposed for inclusion in any collective bargaining agreement, including the negotiation of terms and conditions with employees or representatives of employees of the public body." The collective bargaining contract(s) discussed are between (1) the Board and the Morris School District Administrators Association.

☐ "(5) Any matter involving the purchase lease or acquisition of real property with public funds, the setting of bank rates or investment of public funds where it could adversely affect the public interest if discussion of such matters were disclosed." The nature of the matter, described as specifically as possible without undermining the need for confidentiality is:

☐ "(6) Any tactics and techniques utilized in protecting the safety and property of the public provided that their disclosure could impair such protection. Any investigations of violations or possible violations of the law." The nature of the matter, described as specifically as possible without undermining the need for confidentiality is:

☐ "(7) Any pending or anticipated litigation or contract negotiation in which the public body is or may become a party. Any matters falling within the attorney-client privilege, to the extent that confidentiality is required in order for the attorney to exercise his ethical duties as a lawyer." The parties to and docket numbers of each item of litigation and/or the parties to each contract discussed are and the nature of the discussion, described as specifically as possible without undermining the need for confidentiality is:

☒ "(8) Any matter involving the employment, appointment, termination of employment, terms and conditions of employment, evaluation of the performance, promotion or disciplining of any specific prospective public officer or employee or current public officer or employee employed or appointed by the public body, unless all individual employees or appointees whose rights could be adversely affected request in writing that such matter or matters be discussed at a public meeting." Subject to the balancing of the public's interest and the employee's privacy rights under South Jersey Publishing Co. v. New Jersey Expressway Authority, 124 N.J. 478 (1991), the employee(s) and nature of the discussion, described as specifically as possible without undermining the need for confidentiality are:

☐ "(9) Any deliberation of a public body occurring after a public hearing that may result in the imposition of a specific civil penalty upon the responding party or the suspension or loss of a license or permit belonging to the responding party as a result of an act of omission for which the responding party bears responsibility." The nature of the matter, described as specifically as possible without undermining the need for confidentiality is:

WHEREAS, the length of the Executive Session is estimated to be sixty (60) minutes after which the public meeting of the Board shall (select one) ☐ reconvene and immediately adjourn or ☒ reconvene and proceed with business where formal action will be taken.

NOW, THEREFORE, BE IT RESOLVED that the Morris School District Board of Education will go into Executive Session for only the above stated reasons; and

BE IT FURTHER RESOLVED that the Board hereby declares that its discussion of the aforementioned subject(s) will be made public at a time when the public's interest in disclosure is greater than any privacy or governmental interest being protected from disclosure.

EXECUTIVE SESSION (Motion #1)

Moved by Mr. Pawar, seconded by Ms. Spiotta

AYES: Mrs. Davidson, Dr. Gallerstein, Ms. Murphy, Mr. Pawar,
Mr. Posey, Mrs. Rhines, Ms. Spiotta, Mrs. Bangiola

NOES: None

ABSTAIN: None

ABSENT: Ms. Galdi, Ms. Pollak

MINUTES

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

June 3, 2019

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

June 3, 2019

MINUTES (Motions #1-2)

Moved by Mr. Pawar, seconded by Ms. Spiotta

AYES: Mrs. Davidson, Dr. Gallerstein, Ms. Murphy, Mr. Pawar,
 Mrs. Rhines, Ms. Spiotta, Mrs. Bangiola

NOES: None

ABSTAIN: Mr. Posey

ABSENT: Ms. Galdi, Ms. Pollak

POLICY

RESIDENCY RESOLUTION

Motion #1 that upon the recommendation of the Superintendent, the Board of Education approve the following resolution:

WHEREAS, on June 5, 2019, the parents/guardians of students #702398 were provided with a Notice of Initial Determination of Ineligibility for a free education in the Morris School District ("MSD") based upon the administration's review of their domicile/residency status; and

WHEREAS, they were notified of the right to request a hearing before the Board of Education to demonstrate that the students are entitled to attend school in the MSD; and

WHEREAS, they did not request such a hearing; and

WHEREAS, they have provided no documentation to support the student's eligibility for a free education in the MSD.

NOW, THEREFORE, be it resolved that student #702398 is not eligible to receive a free education in the MSD and the administration is authorized to provide the parents/guardians with a Notice of Final Ineligibility, which will include the rate of tuition that may be assessed against them, along with information regarding their right to appeal this determination to the Commissioner of Education.

SECOND READING

Motion #2 that, upon the recommendation of the Superintendent, the Board of Education approve for second reading the following new/revised bylaws/policies/regulations:

P1140 Affirmative Action Program

P2260 Affirmative Action Program for School and Classroom Practices

P2422 Health and Physical Education

P2430 Extra Curricular Activities

P2431 Athletic Competition

P3240 Professional Development for Teachers and School Leaders

P5755 Equity in Educational Programs and Services

P5756 Gender Identity and Expression

DISTRICT PRIORITY:

These policy updates support the district goal Health, Wellness, and Safety, "The Morris School District will implement safety and security actions as well as wellness strategies for students, teachers, and parents in order to ensure a comprehensively healthy community in which each student is empowered to maximize his/her potential". They also support the Equity and Inclusion plan "to create a more equitable, inclusive learning community that will promote lifelong success for each student" under Curriculum & Instruction, Professional Development & Training and Relationships & Partnerships.

HIB HEARING

Motion #3 **TABLED**

POLICY (Motions #1-2, with Motion #3 Tabled)

Moved by Ms. Spiotta, seconded by Mr. Pawar

AYES: Mrs. Davidson, Dr. Gallerstein, Ms. Murphy, Mr. Pawar,
 Mr. Posey, Mrs. Rhines, Ms. Spiotta, Mrs. Bangiola

NOES: None

ABSTAIN: None

ABSENT: Ms. Galdi, Ms. Pollak

AFFIRMATIVE ACTION PROGRAM - M

1140 AFFIRMATIVE ACTION PROGRAM

The Board of Education shall adopt and implement written educational equality and equity policies in accordance with the provisions of N.J.A.C. 6A:7 – Managing For Equality And Equity In Education.

The Board's affirmative action program shall recognize and value the diversity of persons and groups within society and promote the acceptance of persons of diverse backgrounds regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, gender identity or expression, religion, disability, or socioeconomic status. The affirmative action program will also promote equal educational opportunity and foster a learning environment that is free from all forms of prejudice, discrimination, and harassment based upon race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, gender identity or expression, religion, disability, or socioeconomic status in the policies, programs, and practices of the Board of Education.

The Board shall inform the school community it serves of these policies in a manner including, but not limited to, the district's customary methods of information dissemination. The Board shall develop a Comprehensive Equity Plan once every three years, which shall identify and correct all discriminatory and inequitable educational and hiring policies, patterns, programs, and practices affecting its facilities, programs, pupils, and staff.

The Board shall assess the district's needs for achieving equality and equity in educational programs based on an analysis of pupil performance data such as: National Assessment of Educational Progress and State assessment results, Pre-Kindergarten through grade twelve promotion/retention data, Pre-Kindergarten through grade twelve completion rates; re-examination and re-evaluation of classification and placement of pupils in special education programs if there is an over representation within certain groups; staffing practices; pupil demographic and behavioral data; quality of program data; and stakeholder satisfaction data prior to developing the Comprehensive Equity Plan. The purpose of the needs assessment is to identify and eliminate discriminatory practices and other barriers in achieving equality and equity in educational programs.

The Board shall annually designate a member of its staff as the Affirmative Action Officer and form an Affirmative Action Team, of whom the Affirmative Action Officer is a member, to coordinate and implement the requirements of N.J.A.C. 6A:7 – Managing For Equality And Equity in Education. The Board shall assure that all stakeholders know who the Affirmative Action Officer is and how to access him or her.



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AFFIRMATIVE ACTION PROGRAM - M

The Affirmative Action Officer ~~must~~ shall have a New Jersey standard certification with an administrative, instructional, or educational services endorsement, pursuant to N.J.A.C. 6A:9B et seq. The Affirmative Action Officer shall: coordinate the required professional development training for certificated and non-certificated staff pursuant to N.J.A.C. 6A:7-1.6; notify all pupils and employees of district grievance procedures for handling discrimination complaints; and ensure the district grievance procedures, which include investigative responsibilities and reporting information, are followed.

The Affirmative Action Team shall: develop the Comprehensive Equity Plan pursuant to N.J.A.C. 6A:7-1.4(c); oversee the implementation of the district's Comprehensive Equity Plan pursuant to N.J.A.C. 6A:7-1.4(c); collaborate with the Affirmative Action Officer on coordination of the required professional development training for certificated and non-certificated staff pursuant to N.J.A.C. 6A:7-1.6; monitor the implementation of the Comprehensive Equity Plan; and conduct the annual district internal monitoring to ensure continuing compliance with State and Federal statutes governing educational equality and equity, pursuant to N.J.A.C. 6A:7-1.4(d).

The Board shall provide professional development training to all certificated and non-certificated school staff members on a continuing basis to identify and resolve problems associated with the pupil achievement gap and other inequities arising from prejudice on the basis of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, gender identity or expression, religion, disability, or socioeconomic status. All new certificated and non-certificated staff members shall be provided with professional development training on educational equality and equity issues within the first year of employment. Parents and other community members shall be invited to participate in the professional development training.

The Commissioner or his/her designee shall provide technical assistance to local school districts for the development of policy guidelines, procedures, and in-service training for Affirmative Action Officers so as to aid in the elimination of prejudice on the basis of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, gender identity or expression, religion, disability, or socioeconomic status.

N.J.A.C. 6A:7-1.4; 6A:7-1.5; 6A:7-1.6

Adopted: 26 September 2011

Revised: xx June 2019



AFFIRMATIVE ACTION PROGRAM FOR SCHOOL AND CLASSROOM PRACTICES (M)
2260 AFFIRMATIVE ACTION PROGRAM FOR SCHOOL AND CLASSROOM
PRACTICES

The Board of Education shall provide equal and bias-free access for all pupils to all school facilities, courses, programs, activities, and services, regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, gender identity or expression, religion, disability, or socioeconomic status, by:

1. Ensuring equal and barrier-free access to all school and classroom facilities;
2. Attaining minority representation within each school, which approximates the district's overall minority representation. Exact apportionment is not required, however, the ultimate goal is a reasonable plan achieving the greatest degree of racial balance, which is feasible and consistent with sound educational values and procedures;
3. Utilizing a State approved English language proficiency measure on an annual basis for determining the special needs of English language learners and their progress in learning English of language-minority pupils pursuant to N.J.A.C. 6A:15-1.3~~(be)~~;
4. Utilizing bias-free multiple measures for determining the special needs of pupils with disabilities, pursuant to N.J.A.C. 6A:14-3.4;
5. Ensuring that support services, including intervention and referral services and school health services pursuant to N.J.A.C. 6A:16, are available to all pupils; and
6. Ensuring that a pupil is not discriminated against because of a medical condition. A pupil shall not be excluded from any education program or activity because of a long-term medical condition unless a physician certifies that such exclusion is necessary. If excluded, the pupil shall be provided with equivalent and timely instruction that may include home instruction, without prejudice or penalty.

The Board of Education shall ensure that the district's curriculum and instruction are aligned to the State's Core Curriculum Content Standards and address the elimination of discrimination by narrowing the achievement gap, by providing equity in educational programs and by providing opportunities for pupils to interact positively with others regardless of race, creed, color, national origin, ancestry, age, marital status, affectional



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or sexual orientation, gender, gender identity or expression, religion, disability, or
socioeconomic status, by:

1. Ensuring there are no differential requirements for completion of course offerings or programs of study solely on the basis of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, gender identity or expression, religion, disability, or socioeconomic status;
2. Ensuring courses shall not be offered separately on the basis of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, gender identity or expression, religion, disability, or socioeconomic status;
 - a. Portions of classes which deal exclusively with human sexuality may be conducted in separate developmentally appropriate sessions for male and female pupils, provided that the course content for such separately conducted sessions is the same.
3. Reducing or preventing the underrepresentation of minority, female, and male pupils in all classes and programs including gifted and talented, accelerated, and advanced classes;
4. Ensuring that schools demonstrate the inclusion of a multicultural curriculum in its instructional content, materials and methods, and that pupils understand the basic tenet of multiculturalism;
5. Ensuring that African American history, as well as the history of other cultures, is infused into the curriculum and taught as part of the history of the United States, pursuant to N.J.S.A. 18A:35-1 and the New Jersey Core Curriculum Content Standards; and
6. Ensuring that instruction on the Holocaust and other acts of genocide is included in the curriculum of all elementary and secondary schools, as developmentally appropriate, pursuant to N.J.S.A. 18A:35-28.

The Board of Education shall ensure all pupils have access to adequate and appropriate counseling services. When informing pupils about possible careers, professional or vocational opportunities, the Board shall not restrict or limit the options presented to pupils on the basis of race, creed, color, national origin, ancestry, age, marital status,



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affectional or sexual orientation, gender, gender identity or expression, religion, disability, or socioeconomic status. The district will not use tests, guidance, or counseling materials which are biased or stereotyped on the basis of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, gender identity or expression, religion, disability, or socioeconomic status.

The Board of Education shall ensure that the district's physical education program and its athletic programs are equitable, co-educational, and do not discriminate on the basis of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, gender identity or expression, religion, disability, or socioeconomic status, as follows:

1. The district shall provide separate restroom, locker room, and shower facilities on the basis of gender, but such facilities provided for pupils of each gender shall be comparable;
2. A school within the school district may choose to operate separate teams for both genders in one or more sports or single teams open competitively to members of both genders, so long as the athletic program as a whole provides equal opportunities for pupils of both genders to participate in sports at comparable levels of difficulty and competency; and
3. The activities comprising such athletic programs shall receive equitable treatment, including, but not limited to, staff salaries, purchase and maintenance of equipment, quality and availability of facilities, scheduling of practice and game time, length of season, and all other related areas or matters.
4. The Board of Education values student wellness and time with their families. In support of this, no games, practices, rehearsals or school activities of any kind will be held on the first day of Rosh Hashanah, Yom Kippur, Thanksgiving Day, Christmas Day, Martin Luther King, Jr. Day, or Good Friday without Superintendent approval.

N.J.S.A. 18A:36-20
N.J.A.C. 6A:7-1.7



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AFFIRMATIVE ACTION PROGRAM FOR SCHOOL AND CLASSROOM PRACTICES (M)

Adopted: 12 January 2009, 25 January 2010, 12 September 2011, xx June 2019



HEALTH EDUCATION AND PHYSICAL EDUCATION (M)
2422 HEALTH EDUCATION AND PHYSICAL EDUCATION (M)

The Board of Education will provide a comprehensive health education program aligned with the Student Learning Standards (NJSLS) New Jersey Department of Education Core Curriculum Content Standards, that emphasizes the natural interdisciplinary connection between wellness and health and physical education. The primary focus of the NJSLS CCCS is the development of knowledge and skills that influence healthy behaviors within the context of self, family, school, and the local and global community. This program will be a coordinated sequential curriculum at all grade levels, with instructional units appropriate to the age, growth and development, and maturity of pupils.

The NJSLS incorporate New Jersey statutes related to health and well-being of students in New Jersey schools. The following statutes incorporated into the NJSLS include, but are not limited to, the following requirements:

1. Accident and Fire Prevention (N.J.S.A. 18A:6-2) requires regular courses of instruction in accident and fire prevention.
2. Breast Self-Examination (N.J.S.A. 18A:35-5.4) requires offering instruction on breast self-examination for students in grades seven through twelve.
3. Bullying Prevention Programs (N.J.S.A. 18A:37-17) requires the establishment of bullying prevention programs.
4. Cancer Awareness (N.J.S.A. 18A:40-33) requires the development of a school program on cancer awareness by the Commissioner of Education
5. Dating Violence Education (N.J.S.A. 18A:35-4.23a) requires instruction regarding dating violence in grades seven through twelve.
6. Domestic Violence Education (N.J.S.A. 18A:35-4.23) allows instruction on problems related to domestic violence and child abuse.



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HEALTH EDUCATION AND PHYSICAL EDUCATION (M)

7. Gang Violence Prevention (N.J.S.A. 18A:35-4.26) requires instruction in gang violence prevention for elementary school students.
8. Health, Safety, and Physical Education (N.J.S.A. 18A:35) requires that all students in grades one through twelve participate in at least two and one-half hours of health, safety, and physical education each school week.
9. Drugs, Alcohol, Tobacco, Controlled Dangerous Substances, and Anabolic Steroids (N.J.S.A. 18A:40A-1) requires instructional programs on drugs, alcohol, anabolic steroids, tobacco, and controlled dangerous substances and the development of curriculum guidelines for each grade Kindergarten through twelve.
10. Lyme Disease Prevention (N.J.S.A. 18A:35-5.1 through 5.3) requires the development of Lyme Disease curriculum guidelines and training to all teaching staff members who instruct students with Lyme Disease.
11. Organ Donation (N.J.S.A. 18A:7F-4.3) requires information relative to organ donation to be given to students in grades nine through twelve.
12. Sexual Assault Prevention (N.J.S.A. 18A:35-4.3) requires the development of a sexual assault prevention education program by the Commissioner of Education for utilization by school districts.
13. Stress Abstinence (N.J.S.A. 18A:35-4.19 through N.J.S.A. 18A:35-4.22), also known as the "AIDS Prevention Act of 1999," requires sex education programs to stress abstinence.



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14. Suicide Prevention (N.J.S.A. 18A:6-111 through 113) requires instruction in suicide prevention in public schools.
15. Cardiopulmonary Resuscitation (CPR)/Automated External Defibrillator (AED) (N.J.S.A. 18A:35-4.28 and 18A:35-4.29) requires public high schools and charter schools to provide instruction in cardiopulmonary resuscitation and the use of an automated external defibrillator to each student prior to graduation.
16. Sexually Explicit Images through Electronic Means (N.J.S.A. 18A:35-4.32 and 4.33) requires instruction, once during middle school, on the social, emotional, and legal consequences of distributing and soliciting sexually explicit images through electronic means.
1716. Other Statutory or Administrative Codes. The Board will incorporate into its health and physical education curriculum any other requirements of the NJSL in Comprehensive Health and Physical Education.

In accordance with the provisions of N.J.S.A. 18A:35-4.7, any student whose parent presents to the Principal a signed statement that any part of the instruction in health, family life education, or sex education is in conflict with his/her conscience or sincerely held moral or religious beliefs shall be excused from that portion of the course where such instruction is being given and no penalties as to credit or graduation shall result.

The Board of Education must provide two and one-half hours of health, safety, and physical education courses in each school week, or proportionately less when holidays fall within the week. Recess period(s) shall not be used to meet the requirements of N.J.S.A. 18A:35-5, 7, and 8.

In accordance with N.J.S.A. 18A:35-4.31, the Board of Education shall provide a daily recess period of at least twenty minutes for students in grades Kindergarten through five. A recess period is not required on a school day in which the day is substantially shortened due to a delayed opening or early dismissal. The recess period shall be outdoors, if feasible. A student shall not be denied recess for any reason, except as a consequence of a violation of the school district's Code of Student Conduct, including a harassment,



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intimidation, or bullying (HIB) investigation pursuant to N.J.S.A. 18A:37-13 et seq. Students may not be denied recess more than twice per week for a violation of the Code of Student Conduct or HIB investigation and these students shall be provided restorative justice activities during the recess period. Restorative justice activities mean activities designed to improve the socioemotional and behavioral responses of students through the use of more appropriate and less punitive interventions thereby establishing a more supportive and inclusive school culture. The student's recess period should be scheduled in a manner that does not interfere with the implementation of a student's Individualized Education Program (IEP). School staff may deny recess for a student on the advice of a medical professional, school nurse, or the provisions of a student's IEP and/or 504 Plan.

A copy of the NJSLs for Comprehensive Health and Physical Education and all related curriculum/course guides and instructional material shall be available for public inspection in each school.

N.J.S.A. 18A:35-4.31; 18A:35-5; 18A:35-7; 18A:35-8

~~The Superintendent will develop and recommend to the Board a program of health education designed for pupils to master the Cumulative Progress Indicators of the Department of Education's Comprehensive Health Education and Physical Education Core Curriculum Content Standards.~~

~~Staffing~~

~~Except as provided below for human sexuality and family life education, courses in health education will be taught by teachers whose certification qualifies them to teach health education. Teachers of the human sexuality and family life, substance use and abuse, and HIV prevention programs will be offered specific in-service training.~~

~~Excusal~~



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HEALTH EDUCATION AND PHYSICAL EDUCATION (M)

Any pupil whose parent(s) or legal guardian(s) presents to the School Principal a signed statement that any part of the instruction in health, human sexuality and family life education or sex education program is in conflict with his/her conscience or sincerely held moral or religious beliefs shall be excused from the portion of the course in which such instruction is being given, and no penalties as to credit or graduation shall result.

Community Involvement

The Superintendent will ensure the program is aligned with the New Jersey Department of Education's Core Curriculum Content Standards. The programs of instruction for human sexuality and family life education will be developed through appropriate consultation and in participation with teachers, school administrators, parent(s) or legal guardian(s), appropriate age school pupils, physicians, members of the clergy, and representative members of the community. Such consultation shall continue, as appropriate, as the program is continually evaluated and revised.

Human Sexuality and Family Life Education

All pupils will learn the biological, cultural, and psychological aspects of human sexuality and family life. The Board will adopt a coordinated, sequential human sexuality and family life education program aligned with the New Jersey Department of Education's Core Curriculum Content Standards. Any education that is given as part of any planned course, curriculum or other instructional program and that is intended to impart information or promote discussion or understanding in regard to human sexual behavior, sexual feelings and values, human sexuality and reproduction, pregnancy avoidance or termination, HIV infection or sexually transmitted diseases, and any materials including, but not limited, to handouts, speakers, notes or audiovisuals presented on school property concerning methods for the prevention of acquired immune deficiency syndrome (HIV/AIDS), other sexually transmitted diseases and of avoiding pregnancy, will stress that abstinence from sexual activity is the only completely reliable means of eliminating the sexual transmission of HIV/AIDS and other sexually transmitted diseases and of avoiding pregnancy.

The Board will include in its human sexuality and family life curriculum instruction on reasons, skills and strategies for remaining or becoming abstinent from sexual activity. Any instruction concerning the use of contraceptives or prophylactics, such as condoms, will also include information on their failure rates for preventing pregnancy, HIV and other sexually transmitted diseases in actual use among adolescent populations and shall clearly explain the difference between risk reduction through the use of such devices and risk elimination through abstinence. In addition, the human sexuality and family life curriculum will stress the importance of avoiding intravenous drug use.



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HEALTH EDUCATION AND PHYSICAL EDUCATION (M)

~~A copy of the complete district human sexuality and family life education curriculum and all instructional materials shall be available for public inspection in each school in the district prior to its use in any classroom. The parent(s) or legal guardian(s) of each pupil enrolled in the program shall receive annually an outline of the curriculum and a list of instructional materials for that pupil's grade along with notice of the availability for review of the complete curriculum and all materials.~~

~~The human sexuality and family life program may be taught by district personnel certified to teach biology, comprehensive science, elementary grades, health, health and physical education, home economics, nursery school, psychology, or special education classes, and the school nurse. The program may utilize the contributions of such community resource persons as parent(s) or legal guardian(s), physicians, the clergy, attorneys, school social workers, school psychologists, and law enforcement personnel. The Board encourages the utilization of teachers in other disciplines through an interdisciplinary approach.~~

~~Use and Abuse of Alcohol, Tobacco, and Other Drugs~~

~~All pupils will learn the physical, mental, emotional, and social effects of the use and abuse of alcohol, tobacco, and other drugs. The Board will adopt a coordinated, sequential human sexuality and family life education program aligned with the New Jersey Department of Education's Core Curriculum Content Standards.~~

~~N.J.S.A. 18A:35-1 et seq.; 18A:35-4 et seq.; 18A:40A-1 et seq.
N.J.A.C. 6A:7-1.7~~

Adopted: 12 January 2009

Revised: xx June 2019



EXTRA-CURRICULAR ACTIVITIES (M)

2430 EXTRA-CURRICULAR ACTIVITIES (M)

It is the policy of Morris School District to provide pupils in grades six through twelve with opportunities to participate in a variety of athletic and extracurricular activities as an adjunct to their regular education program. These activities shall foster individual development and promote school spirit.

For purposes of this policy, "extracurricular activities" shall be those activities that are sponsored or approved by the Board but are not offered for credit toward graduation. Such activities shall generally be conducted outside the regular school day, available to pupils who voluntarily elect to participate, marked by pupil participation in the processes of initiation, planning, organizing and execution and shall ordinarily include band, clubs, dramatic or musical presentations, and intramural and interscholastic sports.

Eligibility for participation in these activities should be based on academic performance and behavioral standards which affirm the importance of achievement in the regular education program. At the same time, these standards shall serve to maintain and promote positive attitudes toward academic learning. Therefore the purpose of the extra curricular activities shall be:

- A. To develop useful new capabilities in pupils that can lead to extension of career opportunities;
- B. To develop pupil initiative and provide for the exercise of responsibility;
- C. To develop leadership capabilities and good organizational skills;
- D. To aid pupils in the social skills;
- E. To enable pupils to explore a wider range of individual interests than might be available in the regular program.

Equal access to school facilities shall be granted to all activities that meet this definition.

The Superintendent shall prepare procedures to implement an extracurricular program which shall:

- A. Assess the needs and interests of the pupils of this district;
- B. Ensure the provision of competent guidance and supervision by staff;



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- C. Guard against the exploitation of pupils;
- D. Provide for a variety of experiences and a diversity of organizational models;
- E. Provide for the continuing evaluation of the extracurricular program and staff;
- F. Ensure that all extracurricular activities are open to all eligible pupils and that all pupils are fully informed of the opportunities open to them, including those who are in home instruction or in special placements through an IEP.

The guidance goal for each pupil shall be a balanced program of appropriate academic studies and activities to be determined by the school, the parent(s) or legal guardian(s) and the pupil. Guidance is necessary to encourage nonparticipants, and to prevent the overenthusiastic from emphasizing activities at the cost of their academic performance.

Only persons in the employ of a Board of Education shall be permitted to organize district pupils during school time or during any recess in the school day for purposes of instruction or coaching or for conducting games, events, or contests in physical education or athletics.

No activity shall be considered to be under the sponsorship of this Board unless it has been approved by the Board on recommendation of the Superintendent. Fund-raising activities of extracurricular groups must be approved by the Board.

All pupils in good disciplinary and academic standing shall have equal access to all extracurricular activities regardless of race, color, creed, religion, sex, affectional or sexual orientation, national origin, ancestry, marital status, place of residence within the district, social or economic status, or nonapplicable disability.

Good Disciplinary Standing

Good disciplinary standing shall be defined by the code of conduct.

Good Academic Standing

Good academic standing shall be defined by the code of conduct.

Attendance

The district's attendance policy shall also apply.



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EXTRA-CURRICULAR ACTIVITIES (M)

Implementation

The Superintendent shall direct development of detailed regulations to ensure equitable implementation of this policy. Particular care shall be taken to ensure that all extra-curricular programs and their operation comply with district affirmative action/equity requirements. Participation in academically related coaching or tutoring groups may be exempt from the eligibility requirement at the Superintendent's discretion.

The Board of Education values student wellness and time with their families. In support of this, no games, practices, rehearsals or school activities of any kind will be held on the first day of Rosh Hashanah, Yom Kippur, Thanksgiving Day, Christmas Day, Martin Luther King, Jr. Day, or Good Friday without Superintendent approval.

Eligibility standards for participation in interscholastic athletics competition and extracurricular activities shall be developed by the administration in consultation with faculty, pupils, the parent advisory group and approved by the Board of Education.

This policy shall apply to all extracurricular programs and activities offered in grades six through twelve which are apart from the regular school program.

The middle and high school Principals shall be responsible for enforcing the policy and implementing the rules governing athletic and co-curricular participation. Both Principals shall be responsible for monitoring eligibility requirements and identifying ineligible pupils.

Under this policy the Principal or the IEP Team for a special education pupil may grant a waiver when the personal and academic progress of the pupil shows marked improvement, but may not meet the objective criteria of this policy. The Principals shall review teacher recommendations and parent(s) or legal guardian(s) concerns when considering policy exceptions and report all such cases to the Superintendent. All decisions under this policy are subject to review in accordance with Board Policy.

39 U.S.C.A. 1701 et seq.
N.J.S.A. 18A:11-3; 18A:42-2; 18A:42-5



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EXTRA-CURRICULAR ACTIVITIES (M)

Adopted: 12 January 2009 Revised June 2019

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MORRIS BOARD OF EDUCATION

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ATHLETIC COMPETITION (M)

2431 ATHLETIC COMPETITION (M)

The Board of Education recognizes the value of athletic competition as an integral part of the total school experience. Game activities and practice sessions provide opportunities to learn the values of competition and good sportsmanship.

For the purpose of this Policy, athletic programs include all activities relating to competitive sports contests, games, events, or sports exhibitions involving individual students or teams of students when such events occur within or between schools within this district or with any schools outside this district. The programs of athletic competition shall include, but are not limited to, high school interscholastic athletic programs, middle school interscholastic athletic programs where school teams or squads play teams or squads from other school districts, and/or intramural athletic programs within a school or among schools in the district and any cheerleading program or activity in the school district.

The Board of Education values student wellness and time with their families. In support of this, no games, practices, rehearsals or school activities of any kind will be held on the first day of Rosh Hashanah, Yom Kippur, Thanksgiving Day, Christmas Day, Martin Luther King, Jr. Day, or Good Friday without Superintendent approval.

Eligibility Standards

A student who wishes to participate in an athletic program must submit, on a form provided by the district, the signed consent of his/her parent(s) or legal guardian(s). The consent of the parent(s) or legal guardian(s) of a student who wishes to participate in a program of athletic competition will include an acknowledgment of the physical hazards that may be encountered in the activity.

Student participation in a athletic programs shall be governed by the following eligibility standards:

1. To be eligible for participation in the interscholastic athletic program of a New Jersey State Interscholastic Athletic Association (NJSIAA) member school, all high school students must meet, at a minimum, all the eligibility requirements of the Constitution, Bylaws, and Rules and Regulations of the NJSIAA. Home schooled children are not eligible to participate in the high school interscholastic athletic program of this district.



ATHLETIC COMPETITION (M)

2. A student in grades 6 through 8 is eligible for participation in school district sponsored athletic programs if he/she passed all courses required for promotion or graduation in the preceding year. Home schooled children are not eligible to participate in school district sponsored programs of athletic competition of this district.
3. A student in any grade must maintain a satisfactory record of attendance to be eligible for participation in school district sponsored athletic program. An attendance record is unsatisfactory if the number of unexcused absences exceed 16 school days in the school year prior to the student commencing participation in school district sponsored programs of athletic competition. In the event a high school student athlete exceeds unexcused absences, there will be a conference between the Assistant Principal, Athletic Director and student.
4. A student in any grade who fails to observe school rules for student conduct may forfeit his/her eligibility for participation in school district sponsored athletic programs

Notice of the school district's eligibility requirements shall be available to students.

Required Examinations – Interscholastic or Intramural Team or Squad

Students enrolled in grades six to twelve must receive a medical examination, in accordance with the provisions of N.J.S.A. 18A:40-41.7, prior to participation on a school-sponsored interscholastic or intramural team or squad and any cheerleading program or activity.

The examination shall be conducted within 365 days prior to the first day of official practice in an athletic season. For students grades 9 – 12, parents/legal guardians may choose to have the examination conducted by either the school physician or by their own private physician at the "medical home" which is defined as a health care provider pursuant to N.J.A.C. 6A:16-1.3. The medical examination required prior to participation shall be in accordance with the requirements as outlined in N.J.A.C. 6A:16-2.2(h)1 and Regulation 2431.2 and shall be documented using the Preparticipation Physical Evaluation form required by the Department of Education.



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ATHLETIC COMPETITION (M)

The school district shall distribute the Commissioner of Education developed Sudden Cardiac Arrest pamphlet to all students participating in or desiring to participate in an athletic activity, as defined in N.J.S.A. 18A:40-41.e., and the student's parents/legal guardians shall comply with the requirements of N.J.S.A. 18A:40-41.d each year and prior to participation by the student in an athletic activity.

The school district shall annually distribute the Commissioner of Education-developed Educational Fact Sheet relative to use and misuse of opioid drugs for sports related injuries to parents/ legal guardians of students who participate in athletic activities and comply with the requirements of N.J.S.A 18A:40-41.10.

Information concerning a student's HIV/AIDS status shall not be required as part of the medical examination or health history pursuant to N.J.S.A. 26:5C-1 et seq. The health findings of this medical examination shall be maintained as part of the student's health record.

Emergency Procedures

Athletic coaches shall be trained in first aid to include sports-related concussion and head injuries, the use of a defibrillator, the identification of student athletes who are injured or disabled in the course of any athletic program or activity, and any other first aid procedures or other health related trainings required by law or the Superintendent.

The Superintendent shall prepare and present to the Board for its approval procedures for the emergency treatment of injuries and disabilities that occur in the course of any athletic program or activity. Emergency procedures shall be reviewed not less than once in each school year and shall be disseminated to appropriate staff members.

Interscholastic Standards

The Board shall approve annually a program of interscholastic athletics and shall require that all facilities utilized in that program, whether or not the property of this Board, properly safeguard both players and spectators and are kept free from hazardous conditions.

The Board adopts the Constitution, Bylaws, Rules, and Regulations of the New Jersey State Interscholastic Athletic Association as Board policy and shall review such rules on a regular basis to ascertain they continue to be in conformity with the objectives of this Board.



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ATHLETIC COMPETITION (M)

The Superintendent shall annually prepare, approve, and present to the Board for its consideration a program of interscholastic athletics that includes a complete schedule of athletic events and may inform the Board of changes in that schedule.

N.J.S.A. 2C:21-11

N.J.S.A. 18A:11-3 et seq. ; 18A :40-41 : 18A :40-41.10

N.J.A.C. 6A:7-1.7(d); 6A:16-1.3; 6A:16-2.1 et seq.

Revised: 11 March 2019, 3 April, 2017, 17 June, 2013, 24 September, 2012, 12 January, 2009, xx June 2019



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Teaching Staff Members

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PROFESSIONAL DEVELOPMENT

3240 PROFESSIONAL DEVELOPMENT FOR TEACHERS AND SCHOOL LEADERS

The Board of Education encourages all teaching staff members to pursue a program of continuing professional development by course work or matriculation in institutions of higher learning, participation in workshops and conferences, membership in professional organizations, and independent scholarship.

The Board will offer additional compensation in recognition of the completion of graduate courses of study in accordance with the appropriate negotiated salary schedule.

The Superintendent will permit teaching staff members to visit other schools and classrooms; attend local, regional, or national conferences; and participate in committees, workshops, and panels, both within and outside this district. Requests for participation in such professional development activities must be submitted in writing to the Curriculum office for approval and must demonstrate a nexus between the activity and the employee's professional responsibilities. In addition, the Board of Education must approve all travel expenditures in accordance with N.J.S.A. 18A:11-12 and the State of New Jersey Department of the Treasury, Office of Management and Budget Circulars 08-19-OMB and 06-14-OMB (OMB Circulars) and any superseding circulars and any additional requirements set forth in N.J.A.C. 6A:23A-7 et seq

Teaching staff members will be reimbursed, to a pre-approved limit for the actual costs of their participation in an approved professional development activity.

A teaching staff member who has been granted time off and/or reimbursed for a professional development activity shall submit to the Curriculum office, within ten days, a written report of the activity.

-All active teachers, defined as staff whose positions require possession of the instructional or educational services certificates in accordance with N.J.A.C. 6A:9B-8 through 11 and 13 and all active school leaders serving on a permanent or interim basis whose positions require possession of the Chief School Administrator, Principal, or Supervisor endorsement in accordance with N.J.A.C.



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PROFESSIONAL DEVELOPMENT

6A:9B-12 shall comply with the professional development requirements as outlined in N.J.A.C. 6A:9C-4.1 et seq.

To meet the professional development requirement, each teacher shall be guided by an individual Professional Development Plan (PDP), which shall include at least twenty hours per year of qualifying activities as outlined in N.J.A.C. 6A:9C-4.4. The PDP shall be developed by each teacher's supervisor in consultation with the teacher and shall align with the Professional Standards for Teachers in N.J.A.C. 6A:9-3.3 and the Standards for Professional Learning in N.J.A.C. 6A:9C-3.3. The PDP shall be updated annually in accordance with N.J.A.C. 9C-4.4(c) and modified during the year as outlined in N.J.A.C. 9C-4.4(d).

~~Each active teacher shall be required to complete 100 clock hours of State-approved continuing professional development and/or in service every five years pursuant with N.J.A.C. 6:11-13.1 et seq. Professional activities/meetings referenced in this Policy must be included as a State-approved experience, as recommended by the Professional Teaching Standards Board (N.J.A.C. 6:11-13.4) and approved by the Commissioner of Education to satisfy the 100-hour requirement.~~

District-level and school-level professional development planning and implementation shall be in accordance with the requirements of N.J.A.C. 6A:9C-4.2.

Implementation of the professional development requirement for school leaders shall be in accordance with N.J.A.C. 6A:9C-4.3.

The Board of Education shall comply with the monitoring and assistance requirements as outlined in N.J.A.C. 6A:9C-4.4.

The Board shall monitor and enforce the professional development requirements for teachers and school leaders set forth in N.J.A.C. 6A:9C-4.1 et seq. and shall actively assist and support the provision of opportunities and resources, and the efforts by teachers and school leaders to meet the professional development requirements.

~~The Superintendent shall prepare and distribute to all teaching staff members regulations governing professional development activities. The Superintendent shall report regularly to the Board on the professional development activities of teaching staff members.~~



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PROFESSIONAL DEVELOPMENT

N.J.S.A. 18A:31-2, 18A:6-111

N.J.A.C. 6A:9-3.3; 6A:13-2.1; 6A:9B-8 through 13; 6A:9C-3.3;
6A:9C-4.1 et seq.

N.J.A.C. 6:8-2.8(a)4; 6:11-13.1 et seq.

Adopted: 12 January 2009, 31 October 2011, xx June 2019



EQUITY IN EDUCATIONAL PROGRAMS AND SERVICES (M)

5755 EQUITY IN EDUCATIONAL PROGRAMS AND SERVICES (M)

Equity In Student Access

It is the policy of the Board of Education to ensure equal and bias-free access to all school facilities, courses, programs, activities, and services, regardless of race, color, creed, religion, national origin, ancestry, age, marital status, affectational or sexual orientation, gender, gender identity or expression, socioeconomic status, or disability.

The school district administration will ensure: that all students will have equal and barrier-free access to all school and classroom facilities, that minority and female students are not under-represented in gifted and talented or accelerated/advanced courses and that minority and male students are not over-represented in detentions, suspensions, expulsions, dropouts, or special needs classifications. Support services will be available to all students and that all limited English-proficient students and students with disabilities will have equal and bias-free access to all school programs and activities. The school district will ensure equal and bias-free access for all students to computers, computer classes, vocational education classes, and technologically-advanced instructional assistance, regardless of race, color, creed, religion, national origin, ancestry, age, marital status, affectational or sexual orientation, gender, gender identity or expression, socioeconomic status, or disability.

The Board of Education will refrain from locating new facilities in areas that will contribute to imbalanced, isolated, or racially identifiable school enrollments. The school district administration will assign students to ensure that the racial/national origin composition of each school's enrollment reflects the composition of the districtwide enrollment and so that school and classroom enrollments are not identifiable on the basis of race, color, creed, religion, national origin, ancestry, age, marital status, affectational or sexual orientation, gender, gender identity or expression, socioeconomic status, or disability.

Students will not be separated or isolated by race, color, creed, religion, national origin, ancestry, age, marital status, affectational or sexual orientation, gender, gender identity or expression, socioeconomic status, or disability within schools, courses, classes, programs, or extracurricular activities. Bias-free multiple measures for determining the special needs of language-minority students and students with disabilities will be utilized. Pregnant students will be permitted to remain in the regular school program and activities and if not permitted to attend school by her doctor, the student will be provided equivalent instruction.



EQUITY IN EDUCATIONAL PROGRAMS AND SERVICES (M)

Equity in Guidance Programs and Support Services

The school district will ensure the guidance program and support services provides access to adequate and appropriate counseling services for all students, including, but not limited to, minority students, limited English-proficient students, non-college bound students, and students with disabilities. A full range of possible career, professional, and/or vocational choices will be presented to all students.

Equity in Physical Education Training

All school district physical education programs will be co-educational with any exceptions to be in accordance with Federal and State laws and regulations.

Equity in Athletic Programs

The school district's athletic program will provide equitable opportunities for female and male students to participate in athletics and equitable support for cheerleading programs and comparable facilities for male and female teams. The athletic program will have relatively equal numbers of varsity and sub-varsity teams for male and female teams and equitable scheduling of night games, practice times, and numbers of games for male and female teams.

The Board of Education values student wellness and time with their families. In support of this, no games, practices, rehearsals or school activities of any kind will be held on the first day of Rosh Hashanah, Yom Kippur, Thanksgiving Day, Christmas Day, Martin Luther King, Jr. Day, or Good Friday without Superintendent approval.

Appeal Procedure

Any student or their parent may appeal school practices involving equity through the procedure established in Regulation 5750.

N.J.A.C. 6:4-1 et seq.

Title IX of the Education Amendments of 1972

N.J.A.C. 6A:7-1.1 et seq.



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EQUITY IN EDUCATIONAL PROGRAMS AND SERVICES (M)

Adopted: xx June 2019, 28 November, 2016, 12 January 2009



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GENDER IDENTITY AND EXPRESSIONTRANSGENDER STUDENTS

5756 GENDER IDENTITY AND EXPRESSIONTRANSGENDER STUDENTS

The Board of Education is committed to ensuring that our schools are predictable, consistent, safe, and supportive spaces for each student, each day. Our enduring aspiration is that each child will feel a sense of belonging to each school community and that they are validated for their own uniqueness as an individual.

The New Jersey Law Against Discrimination (NJLAD), N.J.S.A. 10:5-12(11)(f), generally makes it unlawful for schools to subject individuals to differential treatment based on gender identity or expression. Title IX of the Education Amendments of 1972 ("Title IX") specifically prohibits discrimination on the basis of sex in Federally-funded education programs and activities [20 U.S.C. § 1681(a)].

N.J.S.A. 18A:36-41 directs the Commissioner of Education to establish guidelines outlined in this Policy to provide direction for schools in addressing common issues concerning the needs of transgender students, and to assist schools in establishing policies and procedures that ensure a supportive and nondiscriminatory environment for transgender students.

The Board of Education strives to provide a safe and supportive environment for all students. In furthering this goal, the Board adopts this Policy to address the needs of transgender and gender-nonconforming students enrolled in the school district.

Definitions/Terms

A safe and supportive environment within a school begins with understanding and respect. The Board believes students, ~~teachers, and administrators~~ and all Morris School District staff (certificated and non-certificated) should be provided with common terminology associated with gender identity. The terms listed below are commonly used by advocacy and human rights groups; however students may prefer other terms to describe their gender identity, appearance, or behavior. It is recommended that school personnel discuss with the student the terminology and pronouns each student has chosen.

For the purposes of this Policy:

1. "Gender": Socially determined characteristics, roles, behaviors, and attributes a society expects from and considers appropriate for males and females; these characteristics are often referred to as "feminine" and "masculine".



GENDER IDENTITY AND EXPRESSION TRANSGENDER STUDENTS

2. "Gender identity" means any person's deeply held sense or understanding of their own gender, regardless of the gender they were assigned at birth. All people have a gender identity, even if that identity is fluid or indeterminate.
3. "Gender expression" means external manifestations of gender, expressed through a variety of different ways such as: a person's name, pronouns, clothing, haircut, behavior, voice, and/or body characteristics. Society may identify or label these cues as masculine and feminine, yet the individual who expresses them may not be doing so with that label in mind.
4. "Assigned sex at birth (ASAB)" refers to the biological sex designation recorded on a person's birth certificate upon the initial issuance of that certificate, should such a record be provided at birth.
5. "Gender assigned at birth" refers to the gender a child is assigned at birth or assumed to be, based on their biological sex assigned at birth.
6. "Sexual orientation" describes a person's enduring physical, romantic, and/or emotional attraction to another person. Gender identity and sexual orientation are not the same. A transgender person (gender identity) may be straight, lesbian, gay, bisexual, or asexual (sexual orientation). For example, a person who transitions from male to female and is attracted solely to men may identify as a straight woman. A person's sexual orientation may change over time or may remain constant throughout their life.
7. "Transgender" is a term which describes an individual whose gender identity and/or gender expression differ from those typically associated with the sex and gender assigned to the individual at birth. For instance, a person whose ASAB is female may instead identify as a male.
8. "Transition" is the process by which a transgender person recognizes that their authentic gender identity is not the same as the gender assigned at birth, and develops a more affirming gender expression that feels authentic to them. Some individuals socially transition, for example, through dress, use of names and/or pronouns. Some individuals may undergo physical transition, which might include hormone treatments and surgery. School district personnel should avoid the phrase "sex change," as it is an inaccurate description of the transition process; the process is more accurately described as "gender-confirming."



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GENDER IDENTITY AND EXPRESSION ~~TRANSGENDER STUDENTS~~

9. "LGBTQ" is an acronym for "lesbian, gay, bisexual, transgender, and queer/questioning." All expressions or identities are recognized and valued in our school district.

10. "Gender nonconforming" describes a person who displays gender traits that are not consistent with stereotypical characteristics associated with one's birth-assigned sex and/or legal gender marker, or others' perception of that sex including possibly one's family or community. Gender nonconformity is not necessarily an indication that a youth is transgender; many non-transgender youth do not conform to stereotypical expectations. This term can be used to describe people whose gender expression differs from stereotypical expectations about how boys and girls are "supposed to" look or act.

11. "Gender expansive, Gender diverse, Gender fluid, Gender non-binary, Agender, Gender queer" are terms that convey a wider, more flexible range of gender identities and/or expressions than typically associated with the binary gender system. For example, students who identify as gender queer or gender fluid might not identify as boys or girls; for these students, the non-binary gender identity functions as the student's gender identity.

12. "Cisgender" refers to individuals whose gender identity, expression, or behavior conforms with those stereotypically associated with their sex assigned at birth

For the purposes of this Policy:-

1. ~~"Gender expression" refers to the way a student represents or expresses gender to others, often through behavior, clothing, hairstyles, activities, voice, or mannerisms.~~
2. ~~"Gender identity" means a student's deeply held sense or psychological knowledge of their own gender, regardless of the gender they were assigned at birth.~~
3. ~~"Gender identity or expression" also means having or being perceived as having a gender related identity or expression whether or not stereotypically associated with a person's assigned sex at birth.~~
4. ~~"Gender nonconforming" describes a student whose gender expression differs from stereotypical expectations, such as "feminine" boys, "masculine" girls, and those who are perceived as androgynous.~~
5. ~~"Transgender" describes students whose gender identity is different from their gender assigned at birth.~~



GENDER IDENTITY AND EXPRESSION TRANSGENDER STUDENTS

Student-Centered Approach

If students are struggling with the question of gender identity or expression, they are encouraged to reach out to their counselor or any trusted staff member to initiate a private conversation.

The school district shall accept a student's asserted gender identity; parental consent is not required (New Jersey Department of Education – October 2018 Transgender Student Guidance for School Districts). A student need not meet any threshold diagnosis or treatment requirements to have his or her gender identity recognized and respected by the school district, school, or school staff members. In addition, a legal or court-ordered name change is not required. There is no affirmative duty for any school district staff member to notify a student's parent of the student's gender identity or expression, regardless of a student's age, except in the case of a specific and compelling need, as explained in the following paragraph.

In the case of a specific and compelling need, such as a health or safety crisis or a medical necessity, the school district may be legally obligated to disclose a student's gender identity. In this event, the Principal or designee should inform the student, to the extent possible, that the school or school district intends to disclose the student's gender identity for the student's protection and well-being. Prior to disclosure, if possible the student should be given the opportunity to personally disclose that information. The school district should make every effort to ensure any disclosure is made in a way that reduces or eliminates the risk of re-disclosure and protects the student. Those measures may include the facilitation of counseling for the student and the student's family to facilitate the family's acceptance and support of the student's **transgender** gender identity and expression status.

The Principal or designee should have an open but confidential discussion with the student to ascertain the student's preference on matters such as chosen name, chosen pronoun to use, and parental communications. A **transgender** student shall be addressed at school by the name and pronoun chosen by the student, regardless of whether a legal name change or change in official school records has occurred. The school shall issue school documentation for a **transgender** student, such as student identification cards, in the name chosen by the student. A **transgender** student shall be allowed to dress in accordance with the student's gender identity.

The Principal or designee should also discuss with the student, and any other individuals at the student's request, the risks associated with the student's



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GENDER IDENTITY AND EXPRESSION~~TRANSGENDER STUDENTS~~

transgender status being inadvertently disclosed. For example, the Principal or designee should inform the student the transgender status may be revealed due to other students' discussions at home. The Principal or designee should work with the transgender student to ensure awareness of activities and events that may inadvertently disclose the transgender student's status.

The Principal or designee, and the student and other qualified staff or consultants necessary may meet to discuss actions and or accommodations that the district and school personnel may take to create a safe and supportive learning environment. These actions should include the development of a Gender Support Plan and Gender Communication Plan per this policy's regulation. In the course of these discussions, staff will determine with the student the involvement of the parents/guardians and whether or not they will be included in subsequent meetings and the overall accommodation plan.

There may be instances where a parent of a minor student disagrees with the student regarding the name and pronoun to be used at school and in the student's education records. In the event a parent objects to the minor student's name change request, the Superintendent or designee should consult the Board Attorney regarding the minor student's civil rights and protections under the NJLAD. School staff members should continue to refer to the student in accordance with the student's chosen name and pronoun at school and may consider providing resource information regarding family counseling and support services outside of the school district.

School districts ~~should be mindful~~ should ensure support of students when there are disputes between minor students and parents concerning the student's gender identity or expression. Many support resources are available through advocacy groups and resources from the New Jersey Department of Children and Families and New Jersey Department of Education's "Child Abuse, Neglect, and Missing Children" webpage.

Safe and Supportive Environment

The Board has developed and adopted this Policy to ensure that its schools provide a safe and supportive learning environment that is free from discrimination and harassment for all students. Gender-based policies, rules, and practices can have the effect of marginalizing, stigmatizing, and excluding students, whether they are gender nonconforming or not. The Board believes that its policies, rules, and practices should be as inclusive as possible, in consonance with district values.



GENDER IDENTITY AND EXPRESSIONTRANSGENDER STUDENTS

The Superintendent or designee shall review and update existing policies and procedures, including those regarding classroom activities, school ceremonies, school photographs, and dress codes, to verify transgender students are not marginalized, stigmatized, or excluded. In addition, the school district shall take the following steps to establish and maintain a nondiscriminatory environment for all students:

- The school district must comply with N.J.S.A. 18A:37-15 and N.J.A.C. 6A:16-7.7, which prohibit harassment, intimidation, and bullying. The Board is required to develop, adopt, and implement a Policy in accordance with N.J.S.A. 18A:37-15 and N.J.A.C. 6A:16-7.7 that prohibits harassment, intimidation, or bullying on school property, at a school-sponsored function, or on a school bus. If harassment, intimidation, or bullying based on gender identity creates a hostile environment, the school must take prompt and effective steps to end the harassment, intimidation, or bullying, prevent its recurrence, and, as appropriate, remedy its effects.
- The Superintendent or designee should ensure training is provided annually to school staff members on sensitivity and respect towards gender identity, gender expression, and transgender students.
- A committee shall be formed to review music, theatrical performances, etc to ensure respect and sensitivity toward gender identity and expression.
- Social and Emotional Learning (SEL) concepts should be incorporated into school culture and curricula.
- The school district may seek a variety of professionals, including counselors and school psychologists, to provide emotional supports for all students who demonstrate a need. The Superintendent or designee shall ensure school counselors are knowledgeable regarding issues and concerns relevant to transgender students, students facing other gender identity issues, or students who may be transitioning.
- Students have the right to dress in accordance with their gender identity or expression that is consistently asserted at school, within the constraints of the school policy for student dress (5132 Student dress). Student dress codes should not be enforced more strictly for transgender and gender nonconforming students than for other students.



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- A school's obligation to ensure nondiscrimination on the basis of gender identity requires schools to provide transgender students equal access to educational programs and activities, even in circumstances in which other students, parents, or community members raise objections or concerns.

Confidentiality and Privacy

School staff members may not disclose information that may reveal a student's transgender status except as allowed by law. The Principal or designee is advised to work with the student to create an appropriate confidentiality plan regarding the student's transgender or transitioning status.

The school district shall keep confidential a current, new, or prospective student's transgender status. Schools should address the student using a chosen name and the student's birth name should be kept confidential by school and school staff members.

Harassment, Intimidation and Bullying

During a harassment, intimidation, or bullying investigation, the school district is obligated to develop a procedure to report, verbally and in writing, an act of harassment, intimidation, and bullying committed by an adult or youth against a student, pursuant to N.J.A.C. 6A:16-7.7(a)2viii. In this instance, the Principal or designee should inform the student of the school's obligation to report the findings of the harassment, intimidation, and bullying investigation pursuant to N.J.S.A. 18A:37-15(d), which permits the parents of the students who are parties to the investigation to receive information about the investigation in accordance with Federal and State law and regulation. Under harassment, intimidation, and bullying legal requirements, parents are entitled to know the nature of the investigation; whether the district found evidence of harassment, intimidation, or bullying; or whether disciplinary action was imposed or services provided to address the incident of harassment, intimidation, or bullying.

The Principal or designee shall take into account the circumstances of the incident when providing notification to parents of all students involved in the reported harassment, intimidation, or bullying incident and when conveying the nature of the incident, including the actual or perceived protected category motivating the alleged offense, pursuant to N.J.A.C. 6A:16-7.7(a)2viii(2).



GENDER IDENTITY AND EXPRESSION TRANSGENDER STUDENTS

Disclosure of personally identifiable information from a student's education record to other school officials within the school district, whom the school district has determined have a legitimate educational interest in the information, may be permissible under Family Educational Rights and Privacy Act (FERPA) (34 C.F.R. § 99.31(a)(1)). The school district shall make a concerted effort to ensure school officials obtain access to only those education records in which they have legitimate educational interests.

The school district shall comply with all laws and regulations regarding the confidentiality of student records and student privacy, including the requirements set forth at 20 U.S.C. § 1232g, Family Educational Rights and Privacy Act; 34 CFR Part 99, Family Educational Rights and Privacy; 20 U.S.C. § 1232h, Protection of Pupil Rights; 34 CFR Part 98, Student Rights in Research, Experimental Programs, and Testing; P.L. 104-191, Health Insurance Portability and Accountability Act; 45 CFR Part 160, General Administrative Requirements; 20 U.S.C. § 7917, Transfer of school disciplinary records; 42 CFR Part 2, Confidentiality of Alcohol and Drug Abuse Patient Records; N.J.S.A. 18A:40A-7.1, Confidentiality of certain information provided by pupils, exceptions; N.J.A.C. 6A:16-3.2, Confidentiality of student alcohol and other drug information; N.J.S.A. 18A:36-19, Pupil Records, creation, maintenance and retention, security and access, regulations, nonliability; N.J.S.A. 2A:4A-60, Disclosure of juvenile information, penalties for disclosure; N.J.A.C. 6A:32-7, Student Records; N.J.A.C. 6A:14-2.9, Student records; as well as all other existing Federal and State laws and rules pertaining to student records and confidentiality.

School Records

If a student has expressed a preference to be called by a name other than their birth name, permanent student records containing the student's birth name should be kept in a separate, confidential file. This file should only be shared with appropriate school staff members after consultation with the student. A separate file containing records bearing the student's chosen name may also be kept. If the student has previously been known at school or in school records by a birth name, the Principal or designee should direct school staff members to use the student's chosen name and not the student's birth name.

To ensure consistency among teachers, school administrators, substitute teachers, and other school staff members, every effort should be made to immediately update student education records (for example, attendance records, transcripts, Individualized Education Programs (IEP), etc. with the student's chosen name and



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gender pronouns, consistent with the student's gender identity and expression, and not circulate records with the student's birth name, unless directed by the student.

- The school district shall report to the New Jersey Department of Education (NJDOE) through NJ SMART a student's name or gender based upon that student's chosen name and corresponding gender identity. Changing the name or gender identity from what was reported in previous years will not affect the reliability of the data reported.
- If the school district changes a student's name or gender identity, it must also maintain locally a separate record reflecting the student's legal name and sex assigned at birth until receipt of documentation of a legal change of name or gender.

Activities

With respect to gender-segregated classes, programs, or athletic activities, including intramural and interscholastic athletics, all students must be allowed to participate in a manner consistent with their gender identity as per NJDOE Transgender Student Guidance for School Districts and NJSIAA Transgender Policy)

The school district shall:

- Provide transgender students with the same opportunities to participate in physical education as other students in accordance with their gender identity;
- Permit a transgender student to participate in gender-segregated school activities in accordance with the student's gender identity;
- Permit and support the formation of student clubs or programs regarding issues related to lesbian, gay, bisexual, transgender, and queer/questioning (LGBTQ) youth; and
- Offer support in the creation of peer led educational groups.

Use of Facilities

All students are entitled to have access to restrooms, locker rooms, and changing facilities in accordance with their gender identity to allow for involvement in various school programs and activities.



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In all cases, the Principal or designee must work with the student and school staff members so all parties are aware of facility policies and understand the student may access the restroom, locker room, and changing facility that corresponds to the student's gender identity. While some transgender students will want this arrangement, others may be uncomfortable with it. Transgender students who are uncomfortable using a gender-segregated restroom should be provided with a safe and adequate alternative, such as a single "unisex" restroom or the nurse's restroom. Similarly, some transgender students may be uncomfortable using the changing facilities that correspond to the student's gender identity. Non-transgender students should also be afforded the option to use a private facility, such as a unisex facility or the nurse's restroom, should they feel uncomfortable.

The Superintendent or designee will make available to school staff members a variety of resources regarding professional development opportunities as sourced by the NJDOE as well as developmentally appropriate information for students regarding LGBTQ issues.

The Board adopts this Policy to help school and district administrators take steps to create an inclusive environment in which transgender and gender nonconforming students feel safe and supported, and to ensure each school provides equal educational opportunities for all students, in compliance with N.J.A.C. 6A:7-1.1 et seq.

N.J.S.A. 18A:36-41; 18A:37-15

N.J.A.C. 6A:7-1.1 et seq.; N.J.A.C. 6A:16-7.7

New Jersey Department of Education – October 2018

Transgender Student Guidance for School Districts

~~Gender-related identity may be provided to the school district by a parent of a student or by an adult student with evidence including, but not limited to, medical history, care or treatment of the gender-related identity, consistent and uniform assertion of the gender-related identity, or any other evidence that the gender-related identity is sincerely held as part of the student's core identity.~~

~~The Board of Education believes the responsibility for determining a student's gender-related identity rests with the student, or in the case of young students not yet able to advocate for themselves, with the parent. Therefore, the Board will accept a student's assertion of his or her gender identity when there is consistent and uniform assertion of the gender-related identity, or any other evidence that the gender-related identity is sincerely held as a part of the student's core identity. The Board authorizes the~~



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~~Superintendent or designee to question a student's asserted gender identity when there is a credible basis for believing the student's gender-related identity is being asserted for some improper purpose. Confirmation of a student's asserted gender must include a letter from a parent or the adult student to the Superintendent of Schools indicating the student is gender non-conforming.~~

~~The Board recognizes school related issues regarding transgender students will vary on a case by case basis. Therefore, the Superintendent of Schools or designee will meet with the parent and student to discuss school related issues such as the name and pronoun to be used by district staff in referring to the student, the gender identification to be used on the student's records, district staff members that should be informed of the student's access and use of restrooms, locker rooms, changing facilities, physical education classes, and other gender issues affecting the transgender student and his/her attendance at school. The school district will take reasonable measures to accommodate the needs of transgender students.~~

Adopted: 16 DECEMBER 2014

Revised xx June 2019



EDUCATIONAL MATTERS

HARASSMENT, INTIMIDATION, AND BULLYING REPORT

Motion #1 that, upon the recommendation of the Superintendent, the Board of Education accept the Harassment, Intimidation, and Bullying report for the period ending, June 3, 2019.

CURRICULUM 2018-2019

Motion #2 that, upon the recommendation of the Superintendent, and the Board Curriculum Committee, the Board of Education approve the following curriculum development/revisions:

Date	Content	Grade Level	Purpose of Revision	Funding
6/24/2019	ExSEL	6-8	Creation of ExSEL curriculum to be implemented during the ExSEL period at FMS beginning in the 2019-20 school year.	Local
6/24/2019	World Language	9-12	Revisions to Level 2 and Level 5 World Language at MHS to align with updated standards, design update assessment and pacing and ensure integration of culture.	Local
6/24/2019	Math	6-8	Revisions to integrate two Financial Literacy lessons into math curriculum at each grade level 6-8 in order to meet new DOE requirement to expand Financial Literacy to Middle School level.	Local

EXPLANATION:

All proposals are explained in the chart above. All revisions, creation of curriculum will be completed by August 5, 2019 and brought to the BOE committee and BOE as a whole for approval prior to August 30, 2019.

DISTRICT PRIORITY:

In support of the Way Forward commitments to Mastery by Grade 3 and in Language Arts & Math and Engage and Empower with Technology these curriculum revisions will ensure that all curriculum is aligned to NJ standards and provides equal access to the highest quality instruction, resources and learning for all students. In addition, the creation of the “ExSEL” curriculum for FMS supports the district goals around Health, Student Wellness.

FINANCIAL LITERACY MATERIALS/PLATFORM (FMS)

Motion #3 that, upon the recommendation of the Superintendent, the Board of Education

approve the use of the EverFi Financial Literacy Materials/Platform.

EXPLANATION:

There is an NJ DOE mandate that requires the teaching of Financial Literacy in middle school grades beginning September 2019. To respond to this mandate and support curriculum revisions that include Financial Literacy instruction during math class in grades 6-8, the district will utilize materials and instructional online platform provided through EverFi to help teachers facilitate problem based learning opportunities for students on important financial based topics such as responsible money choices, credit and borrowing and investing and saving.

DISTRICT PRIORITY:

The addition of Financial Literacy instruction at the middle school will satisfy the DOE mandate and support The Way Forward focus of supporting students to be Prepared For Life- "The MSD will graduate globally competent students, Accordingly, each student will be equipped with knowledge and skills, understanding of leadership and citizenship, social capital, habits of thinking."

2018-2019 FIELD TRIPS

Motion #4 that, upon the recommendation of the Superintendent, and the Board Curriculum Committee, the Board of Education approve the following field trips for the 2018-2019 school year: (See attached Educational folder)

ESEA-ESSA GRANT 2019-2020

Motion #5 that, upon the recommendation of the Superintendent, and the Board Curriculum Committee, the Board of Education approve submission of the ESEA-ESSA grant for 2019-2020.

EXPLANATION:

The Elementary and Secondary Education Act (ESEA) of 1965 represented a major new commitment by the federal government to "quality and equality" in educating our young people. The Every Student Succeeds Act (ESSA) replaced No Child Left Behind (NCLB). It is the reauthorization of the Elementary and Secondary Education Act (ESEA). The Morris School District is awarded funds under this grant based on student population and is then required to submit a grant application outlining the plan for use of those funds. A plan has been established that will enhance district programs under Title I, Title II, Title III and Title IV. Details on each grant can be found in the BOE Minutes folder.

DISTRICT PRIORITY:

The programs and expenses outlined in the ESEA-ESSA grant submission support district goals related to Our Way Forward: "Mastery by Grade 3" and "Mastery Language Arts & Math" in addition several of the programs in the grant application support goals in the Equity & Inclusion Action Plan under Curriculum & Instruction, Professional Development & Training and Relationships & Partnerships.

WEIR FAMILY/MASSENBERG FOUNDATION/UMASS AMHERST PARTNERSHIP

Motion #6 that, upon the recommendation of the Superintendent, and the Board Curriculum Committee, the Board of Education approve the Weir family/Massenberg Foundation/University of Massachusetts Amherst Partnership.

EXPLANATION:

The Weir Family and the Massenberg Foundation in partnership with The UMass Colleges of Social and Behavioral Sciences, Information and Computer Science, Engineering and Natural Sciences will cover all expenses for a one week on campus summer camp experience for six MHS students to engage in STEM explorations and learning.

DISTRICT PRIORITY:

In addition to supporting MSD goals around expansion of STEM programs and increasing student awareness around opportunities and careers in STEM based fields, this partnership also supports the Equity and Inclusion Action Plan goal related to Social Networks & Social Capital. This partnership has allowed students to interact with the family and foundation and allows MSD to expand the learning space around STEM and college-career readiness through the family and foundation's generosity and advocacy for students.

DREW TEACH PARTNERSHIP PROGRAM

Motion #7 that, upon the recommendation of the Superintendent, and the Board Curriculum Committee, the Board of Education approve the DrewTEACH Partnership for the 2019-20 school year.

EXPLANATION:

Through the MSD DrewTEACH partnership, MSD staff will have the opportunity to engage in a variety of topics and opportunities facilitated by Drew University's Education Dept. MSD staff will receive high quality professional development in areas related to standards based grading, using technology in the classroom and differentiated instruction. The formal partnership allows us to create a professional development plan with Drew University that provides free teacher attendance Drew University based PD sessions and onsite training and support for MSD teachers in areas identified by MSD administration.

DISTRICT PRIORITY:

*The DrewTEACH partnership will support the district priority for **Professional Development & Training**: "MSD will provide all personnel with yearly sustained professional training that fosters a more inclusive and equitable learning community."*

DREW SUMMER STEAM ENRICHMENT PROGRAM

Motion #8 that, upon the recommendation of the Superintendent, and the Board Curriculum Committee, the Board of Education approve the DREW Summer STEAM Enrichment Program.

EXPLANATION:

The STEAM enrichment week is a summer experience being offered to 20 MSD students rising to grades 5-8. Our partners at Drew University are hosting the enrichment week and are offering free tuition for the 20 MSD students identified through NSBE (National Society of Black Engineers, Jr.) and two of our Summer Program Community Partnerships (Neighborhood House, SOAR) to attend. The curriculum department will pay \$50.00 per student and the district will provide transportation to and from the camp.

DISTRICT PRIORITY:

In addition to supporting MSD goals around expansion of STEM programs and increasing student awareness around opportunities in STEM, this partnership also supports the Equity and Inclusion Action Plan goal related to Social Networks & Social Capital. Our strong partnership with Drew University provides pathways for students and their families to experience support and learning opportunities from systems and partners outside of the Morris School District as a way to build a stronger sense of connection to the community.

MEF DONOR GRANT

Motion #9 that, upon the recommendation of the Superintendent, the Board of Education accept monies received from a private donor for the following Morris Educational Foundation donor grant:

<u>Amount</u>	<u>School</u>	<u>Project</u>
\$500	Normandy Park	Book Room

EDUCATIONAL MATTERS (Motions #1-9)

Moved by Ms. Spiotta, seconded by Mr. Pawar

AYES: Mrs. Davidson, Dr. Gallerstein, Ms. Murphy, Mr. Pawar,
Mr. Posey, Mrs. Rhines, Ms. Spiotta, Mrs. Bangiola

NOES: None

ABSTAIN: None

ABSENT: Ms. Galdi, Ms. Pollak

PUPIL SERVICES

OUT OF DISTRICT/HOME INSTRUCTION ROSTER

Motion #1 that, upon the recommendation of the Superintendent, the Board of Education approve placements and instructional services for students with disabilities, including those received by the district and those attending schools for which tuition is charged, for the month of June 2019, as noted in the detailed listing maintained on file in the Board Secretary's office.

EXPLANATION

Students with IEPs whose needs cannot be met in the programs that exist within the district are placed in outside private and public schools approved by the New Jersey Department of Education for students with disabilities. Attendance is monitored monthly in order to ensure students are enrolled as agreed and the state-mandated contract with each school states that two weeks' notice is required for removal of a student. Case managers make at least two visits per school year for each student enrolled in one of these schools, including one visit that involves the convening of an IEP Team to complete an annual review of the student's IEP. In order to preserve confidentiality, all students are identified only by their local and/or state identification numbers in any listing that is maintained outside the Office of Pupil Services.

STIPULATION OF SETTLEMENT

Motion #2 **Tabled**

SPECIAL OLYMPICS PROJECT UNIFY GRANT PROGRAM

Motion #3 that, upon the recommendation of the Superintendent, the Board of Education approve the submission of a grant application for the Special Olympics Play Unified Grant Program. This three year grant proposes a three year plan to launch Unified Fitness at K-2 schools during recess and subsequently growing to include all K-5 schools by the end of the grant.

IDEA 2019-2020 GRANT

Motion # 4 that, upon the recommendation of the Superintendent, the Board of Education approve submission of the IDEA grant application for the FY 20 as follows:

Allocation

Preschool: \$ 53,009

Basic

District \$ 1,444,242

Non-Public \$ 104,782

TOTAL \$ 1,549,024

STIPULATION OF SETTLEMENT

Motion #5 **Tabled**

STIPULATION OF SETTLEMENT

Motion #6 **Tabled**

PUPIL SERVICES (Motions #1,3-4 with Motions # 2,5-6 Tabled)

Moved by Ms. Spiotta, seconded by Mr. Posey

AYES: Mrs. Davidson, Dr. Gallerstein, Ms. Murphy, Mr. Pawar,
 Mr. Posey, Mrs. Rhines, Ms. Spiotta, Mrs. Bangiola

NOES: None

ABSTAIN: None

ABSENT: Ms. Galdi, Ms. Pollak

HUMAN RESOURCES

ABOLISH POSITION(S) 2019-2020

Motion #1 that, upon the recommendation of the Superintendent, the Board of Education abolish the following position(s) for the 2019-2020 school year:

- (1) 1.0 Assistant Superintendent of Pupil Services
- (1) 0.5 Bilingual Newcomer Success Counselor, MHS
- (1) 1.0 Math, FMS

ESTABLISH POSITION(S) 2019-2020

Motion #2 that, upon the recommendation of the Superintendent, the Board of Education establish the following position(s) for the 2019-2020 school year:

- (1) 1.0 6th-12th Grade Supervisor of Special Education, CO
- (1) 1.0 American Sign Language Club Advisor, Extra Pay, MHS
- (1) 1.0 Bilingual Newcomer Success Counselor, MHS
- (1) 1.0 Bil. Social Studies, MHS
- (1) 1.0 Director of Bilingual/ELL Programs K-12, CO
- (1) 1.0 Drill Team Advisor, Extra Pay, MHS
- (1) 1.0 Ecology Club Advisor, Extra Pay, FMS
- (1) 1.2 Education Technology Specialist (ETS) - 12 months, Elementary
- (1) 1.0 ELA, FMS
- (1) 1.0 Health/PE Teacher, FMS
- (1) 1.0 Mock Trial Advisor, Extra Pay, MHS
- (1) 1.0 National Junior Honor Society Advisor, Extra Pay, FMS
- (1) 1.0 (PBIS) Positive Behavior Intervention System Coordinator, Extra Pay, FMS
- (1) 1.0 PreK- 5th Grade Supervisor of Special Education, CO
- (1) 1.0 SAC, FMS
- (1) 1.0 School Psychologist, PS
- (1) 1.0 Science, MHS

RESIGNATION(S)/TERMINATION(S)/RETIREMENT(S) 2018-2019

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

Stecky-Ogintz, Jonathan	June 17, 2019
1.0 Computer Tech, Technology	Resignation

RESIGNATION(S)/TERMINATION(S)/RETIREMENT(S) 2019-2020

Motion #4 that, upon the recommendation of the Superintendent, the Board of Education approve the resignation(s), termination(s) and/or retirement(s) of the following staff according to the effective date and reason shown:

Andre, Karen	January 1, 2020
1.0 Principal, LLC	Retirement

Ayres, Deborah 1.0 Teacher Assistant, HC	July 1, 2019 Retirement (Revised date)
Colucci, Nicole 1.0 Special Ed., LLC	July 1, 2019 Resignation
Jonas, Frank 1.0 Assistant Mechanic, Trans.	July 8, 2019 Resignation
Neu, Jessica 1.0 Director of Pupil Services, CO	August 12, 2019 Resignation
Ochs, Laura 1.0 Speech Therapist, PS	July 1, 2019 Resignation
Skrod, Christina 1.0 ELA, FMS	August 29, 2019 Resignation
Soriano, Sasha 1.0 School Counselor, PS	July 1, 2019 Resignation
Thelemaque, Katina 1.0 ELA, FMS	July 1, 2019 Resignation
Tomson, Jeremy 1.0 Business Ed., MHS	July 1, 2019 Resignation
Watson, John 0.5 Assistant Dispatcher, Transportation	November 1, 2019 Resignation

APPOINTMENT(S) 2018-2019 */**

Motion #5 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, pending approval of all Human Resource documents and/or requirements 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.:

Aguilar, Gloria 1.0 Custodian, MHS	\$35,000	06/24/19-06/30/19	<u>In place of:</u> Agudelo, J. Resigned
Swanson, Keith 1.0 Foreman/Maintenance, B&G	\$45,000	06/18/19-06/30/19	Est. 05/06/19

- * Pending probationary period
- ** Pending completion of paperwork

APPOINTMENT(S) 2019-2020 */**

Motion #6 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, pending approval of all Human Resource documents and/or requirements 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.:

			<u>In place of:</u>
Beneventine, Ashley 1.0 Social Worker, PS	\$57,144 MA, Step 1	09/01/19-06/30/20	DuPre-Burns, M. Retired
Bueno, Nathalia 1.0 Health/PE, FMS	\$54,307 BA, Step 2	09/01/19-06/30/20	Employee #5261
Cardona, Daniela 1.0 WL Spanish,TJ/NP	\$53,544 BA, Step 1	09/01/19-06/30/20	Employee #6525
Clemente, Maria 1.0 SAC, FMS	\$61,932 MA, Step 7	09/01/19-06/30/20	Est. 06/24/19
Cortez, Lindsey 1.0 ELA, FMS	\$57,144 MA, Step 1	09/01/19-06/30/20	Est. 06/24/19
Dehn, Karlie 1.0 OT, PS	\$57,907 MA, Step 3	09/01/19-06/30/20	Est. 06/03/19
Ekstroem-Knudsen, Jonathan 1.0 Science, MHS	\$57,144 MA, Step 1	09/01/19-06/30/20	Est. 06/24/19
Fenimore, James 1.0 Assistant Principal, TJ/WD	\$103,000	TBD	Est. 05/06/19
Guerra-Conte, Karla 1.0 Elem/Bil, AH	\$63,532 MA, Step 8	09/01/19-06/30/20	TBD
Heiman, Carli 1.0 Spec. Ed., HC	\$57,144 MA, Step 1	09/01/19-06/30/20	Chen. A. Resigned
Kim, Ji Young 1.0 Grade 2, HC	\$57,144 MA Step 1	09/01/19-06/30/20	Gentilini, L. Resigned
Landy, Sarah 1.0 Spec. Ed., FMS	\$57,144 MA, Step 1	09/01/19-06/30/20	Waggner, R. Reassigned

Martinez, David 1.0 Bil. Social Studies, MHS	\$54,307 BA, Step 3	09/01/19-06/30/20	Established 06/24/19
Masur, Julia 1.0 School Psychologist, PS	\$60,044 MA30, Step 1	09/01/19-06/30/20	Est. 06/24/19
Pedrero-Davila, Gabriela 1.0 Kindergarten, HC	\$57,144 MA, Step 1	09/01/19-06/30/20	Mellon, L. Resigned
Roth, Alexandra 1.0 Chemistry, MHS	\$54,307 BA, Step 2	09/01/19-06/30/20	Established 06/24/19
Sanchez, Ruben 1.0 Health/PE, FMS	\$58,332 BA, Step 7	09/01/19-06/30/20	Est. 06/24/19
Smith, Taylor 1.0 Science, FMS	\$54,307 BA, Step 3	09/01/19-06/30/20	Albanese, S. Leave Replacement
Trezza, Kristen 1.0 Spec. Ed., FMS	\$54,307 BA, Step 2	09/01/19-06/30/20	Thelemaque, K. Resigned
Wecht, Alysha 1.0 ELA, MHS	\$56,302 BA, Step 5	09/01/19-06/30/20	Codey, D. Resigned

* Pending probationary period

** Pending completion of paperwork

RESCIND MOTION – APPOINTMENT(S) - 2019-2020

Motion #7 that, upon the recommendation of the Superintendent, the Board of Education Rescind the approval for the following support staff.

Alarcon, Jessica 1.0 OT, PS	\$66,002 DOC, Step 5	09/01/19-06/30/20	<u>In place of:</u> Est. 06/03/19
Salgado, Ricardo 1.0 Pre-K, LLC	\$70,177 MA, Step 11	09/01/19-06/30/20	Menendez, N. Retired

* Previously Approved under Human Resources Motion #3 on the June 3, 2019 Board of Education Agenda.

REAPPOINTMENT AND SALARIES OF NON-CERTIFICATED STAFF 2019-2020 **

Motion #8 that, upon the recommendation of the Superintendent, the Board of Education approve the following staff reappointment and salary for the 2019-2020 school year:

Aguilar, Gloria 1.0 Custodian, MHS	\$35,000	09/01/19-06/30/20
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Hauryluke, Michele 0.5 ABS, PS	\$12,880 (Revised)	09/01/19-06/30/20
Swanson, Keith 1.0 Foreman/Maintenance, B&G	\$45,000	07/01/19-06/30/20

- * Pending probationary period
- ** Pending completion of paperwork

SUBSTITUTE APPOINTMENTS 2019-2020

Motion #9 that, upon the recommendation of the Superintendent, the Board of Education approve the following name(s) be added to the list of substitutes, and approve all Morris School District Substitute Teachers to also provide service as Teacher Assistant, ABS, and Lunchroom Playground Aide as assigned for the 2019-2020 school year, and further that the Board of Education approve submission to the County Superintendent application 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.:

Buildings & Grounds

Bell, Tahir
Regan, Brady

Bus Driver

Rosa, Brenda
Yermak, Irina

Teacher

Bedell, Linda
Skrod, Christina

CHANGE OF LEVEL OF PROFESSIONAL PREPARATION 2019-2020

Motion #10 that, upon the recommendation of the Superintendent, the Board of Education approve a change of salary for the following certificated staff members that have successfully satisfied the requirements for a change of level of professional preparation:

Employee	School/Dept.	18-19 Level	18-19 Salary	19-20 Level	19-20 Salary
Babula, John	1.0 Grade 5, TJ	BA, Step 20	\$87,612	MA, Step 20	\$91,212
Carolan, Nicole	1.0 Pre-K, LLC	BA, Step 3	\$54,307	MA, Step 3	\$57,907
Pistner, Blake	1.0 Sp. Ed., TJ	BA Step 5	\$56,302	MA, Step 5	\$59,902

JOB DESCRIPTION(S) 2019-2020

Motion #11 that, upon the recommendation of the Superintendent, the Board of Education approve the following job descriptions:

- Computer Technician
- Student Data Integration Specialist
- Tech Support Specialist - Central Office

218.10 MORRIS SCHOOL DISTRICT
JOB DESCRIPTION

TITLE: COMPUTER TECHNICIAN

REPORTS TO: DIRECTOR OF TECHNOLOGY

RESPONSIBILITIES:

- ☐ Maintain MSD's desktops, laptops and peripherals for Administration and Education use by performing:
 - Hardware analysis and replacement both in office and out in the field
 - Software installations both in office and out in the field
 - Troubleshoot client computers to network/Internet connectivity
 - Maintain and troubleshoot printers and scanners
 - Maintain infrastructure; hubs, switches, wiring
 - Splice and install Ethernet & Coax wiring in the district
 - Willingness to help in other areas such as: networking and planning

QUALIFICATIONS:

- ☐ Perform responsibilities with accuracy, efficiency and professionalism at all times
- ☐ 1 to 3 years experience as a Computer Technician in a large environment
- ☐ Strong working knowledge of current versions of Windows OS, Mac OS & iOS, Microsoft Office & 365 and Google Apps for Education
- ☐ Experience with Microsoft Networks preferred
- ☐ Ability to configure and install printers and other scanners
- ☐ Ability to configure and install various client software
- ☐ Excellent PC & MAC hardware and software troubleshooting skills a must
- ☐ Familiarity with the public school system and custom software a plus
- ☐ High School diploma required
- ☐ Technical school degree preferred
- ☐ Industry certifications preferred

CONTRACT

TERMS: 12- Months, full time (Monday-Friday- School Work Day)

MORRIS SCHOOL DISTRICT
Job Description

Title: Student Data Integration Specialist

Reports to: Supervisor of SEL and Student Information and Director of Technology Integration

Qualifications

- Bachelor's degree
- Strong communication, interpersonal and project management/organizational skills with the ability to work with all levels of the organization to identify needs, provide training, and implement new functionality / processes within the student information systems
- Highly organized, with proven experience in planning and executing technical / application projects within timelines and of high quality
- Strong knowledge of NJDOE policies and code related to student information management
- Experience in pre K-12 education preferred

Specific Duties:

Student Information Management

1. Ensure proper configuration and integrity (data and security) of student and district data
2. Develop and deliver training, consultation, and coaching to administration, support staff and teaching staff in system functions and related district processes and procedures; (i.e. grade management, PowerTeacher gradebook, parent/student portal)
3. Identify areas of process improvement through the use of the student information system and other available technology.
4. Manage data collection and organization of key student data for state and federal reporting (CRDC and ASSA)
5. Serve as main point of contact of communications with student information system vendor
6. Manage and provide status updates of open issues, new requests, and upcoming projects/initiatives related to student information

Interoperability

1. Assist in the design, development, implementation and ongoing support of data integration of key student systems (Versitrans, NJSMART, ELLevation, SNAP, PowerSchool, PowerSchool Registration, Swift K12, iReady)
2. Create and manage users and groups in Google Admin Console and PowerSchool Swift K12

Family support

1. Provide backup assistance with registrations (as needed)
2. Manage Charter School registration and transfer process and liaise with Charter school staff regarding enrollment data
3. Assist in Spanish translation of district communications (as needed)

**MORRIS SCHOOL DISTRICT
JOB DESCRIPTION**

Title: Tech Support Specialist - Central Office
Reports to: Director of Technology

JOB GOAL: Perform all responsibilities in technology with accuracy, efficiency and professionalism in accordance with duties and responsibilities.

Qualifications:

- Perform responsibilities with accuracy, efficiency and professionalism at all times
- 2 + years' experience coordinating a large office environment
- Strong working knowledge of Telephony and Data Communications systems
- Proficient in Desktop applications such as Microsoft Word Processing and Spreadsheets
- Working experience with a variety of cloud based computing systems
- Experience with Help Desk Automation Software and Apps
- Experience supporting executive level administration personnel
- Strong working knowledge within Google Apps for Education
- Bachelors of Science in Technology field or equivalent Work Experience required
- Industry certifications desirable

Specific Duties:

Support and ensure the operation of MSD's Computer Systems for Administration and Education in the following areas:

1. Triage Technology outages quickly and efficiently
2. Route work order assignments to appropriate staff
3. Data exporting and formatting for use in other programs
4. Department billing and purchase order creation
5. Project scheduling
6. Vendor follow-up to ensure completion of projects
7. Other related duties assigned by Supervisor(s)

Term Of
Employment: 12- Months, full time

LEAVE(S) OF ABSENCE 2019-2020

Motion #12 that, upon the recommendation of the Superintendent, the Board of Education approve a leave of absence to the following staff members under the conditions stated and effective dates shown:

Sullivan, Elizabeth	09/01/19-09/22/19*-Maternity
1.0 Science, FMS	09/23/19-12/15/19**-FMLA

12/16/19-04/20/20 ***-Childrearing

- * 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) – with pay/with benefits.
- ** Without pay/with benefits
- *** Without pay/without benefits

TRANSFER(S), CHANGE(S) OF ASSIGNMENT, TITLE AND OR/ SALARY 2018-2019

Motion #13 that, upon the recommendation of the Superintendent, the Board of Education approve the change(s) of assignment and/or salary for the following certified and non-certificated staff:

Employee	Former Assignment	New Assignment	Effective	Salary	In Place of
Cabezas-Ortega, Cesar	1.0 Custodian, SX	N/A	05/31/19	\$35,000 700 Longevity ____888 Lic. Stipend \$36,588	N/A
Gomez, Adrianna	1.0 Custodian, MHS	N/A	3/6/19	\$35,000 ____888 Lic. Stipend \$35,888	N/A

TRANSFER(S), CHANGE(S) OF ASSIGNMENT, TITLE AND OR/ SALARY 2019-2020

Motion #14 that, upon the recommendation of the Superintendent, the Board of Education approve the change(s) of assignment and/or salary for the following certified and non-certificated staff:

Employee	Former Assignment	New Assignment	Effective	Salary	In Place of
Barrero, Erika	0.5 Clerk, AV	0.5 Teacher Assistant, AV	9/1/19	\$14,015 *	Vail, S. Resigned
Benson, Rori	1.0 LDT-C, PS	1.0 6-12 Supervisor of Special Education, CO	7/1/9	\$121,000	Est. 6/24/19
Biller, Heidi	1.0 Grade 1, WD	1.2 ETS K-5 (12 months), Elementary	7/1/19	\$78,896 1.2 MA, Step 9	Est. 6/24/19
Cabezas-Ortega, Cesar	1.0 Custodian, SX	N/A	07/01/19	\$36,033 700 Longevity ____888 Lic. Stipend	N/A

				\$37,621	
Dordoni, Kiina	1.0 Asst. Principal, MHS	1.0 Director of Bil/ELL Programs K-12, CO	7/1/19	\$128,000	Est. 6/24/19
Guglielmi, Yessenia	0.5 Bil Newcomer Success Counselor, MHS	1.0 Bil Newcomer Success Counselor, MHS	9/1/19	\$57,144 MA, Step 1	Est. 6/24/19
Gomez, Adrianna	1.0 Custodian, MHS	N/A	7/1/19	\$36,032 ____888 Lic. Stipend \$36,920	N/A
Heywood, Danae	1.0 LDT-C, PS	1.0 PreK-5th Grade Supervisor of Special Education, CO	7/1/19	\$103,000	Est. 6/24/19
Weber, John	1.0 Student Support Staff, MHS	1.0 Security Monitor, MHS	9/1/19	N/A	Est. 6/4/18

* As on file with the Human Resources Department

COMMUNITY SCHOOL 2019-2020

Motion #15 that, upon the recommendation of the Superintendent, the Board of Education approve the following Summer Music Academy staff:

Carroll, Casey	Instructor	\$25.00/hr
Chu, Ross	Instructor	\$25.00/hr
Chung, Tiffany	Instructor	\$25.00/hr
Gerin, Marissa	Instructor	\$25.00/hr
Havington, Andrew	Instructor	\$25.00/hr
Huaman, Raul	Instructor	\$25.00/hr
Myers, Stephen	Instructor	\$25.00/hr
Palatucci, John	Instructor	\$25.00/hr
Santiago, Delfin	Instructor	\$25.00/hr
Sauer, Ryan	Instructor	\$25.00/hr
Speers, Kimberlee	Aide	\$12.00/hr
Tempest, Bryce	Instructor	\$25.00/hr
Unger, Allison	Instructor	\$25.00/hr

EXPLANATION: Salaries to be paid out of collected tuitions.

Motion #16 that, upon the recommendation of the Superintendent, the Board of Education approve the following Summer Plus Substitute staff:

Unger, Allison

Instructor

\$27.00/hr

EXPLANATION: Salaries to be paid out of collected tuitions.

FIELD TRIP 2018-2019

Motion #17 that, upon the recommendation of the Superintendent, the Board of Education approve the following chaperones for the 2018-2019 field trip for the FMS eighth grade students to Washington, D.C., on June 6-7, 2019

Program: Overnight Field Trip to Washington, D.C.

Description: Chaperones

Dates: June 6-7, 2019

Funding: FMS - HSA

Rate: As per contract language

Bozza, Amy
Brown, Renee
Burdge, Jeffrey
Campbell-Studer, Kimberly
Colucci, Michelle
Coyne, Timothy
D'Elia, Marianna
Daly, Ashley
Gallagher, David
Green, Devan
Jackson, Mikal
Lefkovits, Alexandria
London, Karen
Minerowicz, Carly
Montague, Tara
Mytrowitz, Kristina
Ocasio, Ariel
Oesterle, Victoria
Perez, Andrew
Perez, Cynthia
Phinn, Vincent
Rogich, Monica
Salas, Diego
Sanders, Michelle
Satkowski, Sarah
Scheerer, Harrison
Unger, Allison
Verteramo, Vincent

EXPLANATION: Upon submission of an approved timesheet, staff member will be compensated as outlined above.

SIGNING BONUS 2019-2020

Motion #18 that, upon the recommendation of the Superintendent, the Board of Education authorizes the payment of a signing bonus to the following staff:

Staff Member	Position	Location	Signing Bonus
Clemente, Maria	SAC	FMS	\$5,000
Roth, Alexandra	Chemistry Teacher	MHS	\$3,000

EXPLANATION: Payment will be made in two equal installments - one in September and one following the completion of four (4) months employment.

SUBSTITUTE SALARY RATES 2018-2019 - REVISED

Motion #19 that, upon the recommendation of the Superintendent, the Board of Education approve the following addition to the Substitute Salary rates effective July 1, 2019 (**changes in bold**):

Category	Current Rates
Assistant Behavior Specialist	\$15.00/hr
Athletic Trainer	\$35.00/hr
Bedside Teacher	\$50.00/hr
Bedside Teacher - Group of 2-4 students	\$50.00/hr
Bedside – Home Programming Special Education *	\$55.00/hr
Bus Aide	\$15.00/hr
Bus Driver	\$30.00/hr
Confidential Secretary	\$15.00/hr
Buildings & Grounds	\$15.00/hr
Lifeguard	\$11.00/hr
Guidance Counselor Long Term	\$195/day
LR/PG Aide	\$15.00/hr
Nurse	\$200/full, \$115/half
Related Services Long Terms	\$25 - \$135/hr.
Secretary/Clerk	\$100/full/\$50/half
Secretary, Long Term	\$140.00/day
Security Monitors	\$20.00/hr
Social Worker Long Term	\$195/day
Teacher	\$100/full, \$65/half
Teacher, long term	\$195/day
Teacher Assistant (less than 3 ½ hours)	\$11.50/hr
Teacher Assistant	\$70/full, \$40/half

Teacher Assistant, long term	\$100/full, \$50/half
Current Teacher Assistant/ABS (Cover own classroom)	\$7.14/hr. additional

* As determined by student's IEP

***HUMAN RESOURCES/CURRICULUM
CURRICULUM DEVELOPMENT***

Motion #20 that upon the recommendation of the Superintendent, and the Board Curriculum Committee, the Board of Education approve the following curriculum development/revisions:

Program: Health
Description: K-2 Health
Dates: June, 2019 – June, 2020
Funding Source: Local
Rate: As per contract language

Michel, Hailee

Program: Health
Description: 3-5 Health
Dates: June, 2019 – June, 2020
Funding Source: Local
Rate: As per contract language

Michel, Hailee

Program: Physical Education
Description: K-2 Physical Education
Dates: June, 2019 – June, 2020
Funding Source: Local
Rate: As per contract language

Jones, Robert

Program: Physical Education
Description: 3-5 Physical Education
Dates: June, 2019 – June, 2020
Funding Source: Local
Rate: As per contract language

Jones, Robert

Program: Library and Technology
Description: K-5 Library and Technology
Dates: June, 2019 – June, 2020

Funding Source: Local
Rate: As per contract language

Kelly, Christine
Pollock-Gilson, Wendy

Program: Library and Technology
Description: Navigating Digital Systems, gr. 6 elective
Dates: June, 2019 – June, 2020
Funding Source: Local
Rate: As per contract language

Flanagan, Christine

Program: History
Description: AP US History, gr. 10-12
Dates: June, 2019 – June, 2020
Funding Source: Local
Rate: As per contract language

Rooney, Kevin

Program: History
Description: Latinx; 5 credit elective, gr. 10-12
Dates: June, 2019 – June, 2020
Funding Source: Local
Rate: As per contract language

Caprioli, Betiana

Program: Language Arts
Description: Mystery Genre, gr. 11-12
Dates: June, 2019 – June, 2020
Funding Source: Local
Rate: As per contract language

Pisciotta, Allison

Program: Language Arts
Description: World Literature, gr. 12
Dates: June, 2019 – June, 2020

Funding Source: Local
Rate: As per contract language

Madden, John

Program: Special Education
Description: Transition Skills, gr. 9-12
Dates: June, 2019 – June, 2020
Funding Source: Local
Rate: As per contract language

Ronay, Scott

Program: Special Education
Description: Citizenship and Community, gr. 9-12
Dates: June, 2019 – June, 2020
Funding Source: Local
Rate: As per contract language

Rubin, Stephanie

Program: Special Education
Description: Fundamentals of Personal Finance, gr. 9-12
Dates: June, 2019 – June, 2020
Funding Source: Local
Rate: As per contract language

Pino, Samantha

Program: Humanities Academy
Description: Design Thinking: Application and Experimentation, gr. 10
Dates: June, 2019 – June, 2020
Funding Source: Local
Rate: As per contract language

Madden, John

Program: Humanities Academy
Description: Design Thinking: Action Research, gr. 11
Dates: June, 2019 – June, 2020
Funding Source: Local

Rate: As per contract language

Daly, Matthew

Program: ExSEL
Description: Exploring Social Emotional Learning, gr. 6-8
Dates: June, 2019 – June, 2020
Funding Source: Local
Rate: As per contract language

Abrahamsen, Brynn
Kraft, Christine
Louie, Melissa
Molinaro, Jean-Marie
Ricucci, Giovanna

Program: World Language
Description: World Language Level 2 & Level 5, gr. 9-12
Dates: June, 2019 – June, 2020
Funding Source: Local
Rate: As per contract language

Level 2:
Formoso, Alejandra
Moise, Roodly
Percontino, Angela

Level 5:
Catania, Gloria
Corke, Gloria
Loaiza-Beltran, Eder

EXPLANATION:

Upon submission of an approved timesheet, staff member will be compensated as outlined above.

FAMILY ENGAGEMENT SESSIONS (revision)

Motion #21 that, upon the recommendation of the Superintendent, and the Board Curriculum Committee, the Board of Education approve staff for the following:

Program: Title I & Title III Summer Family Engagement Sessions
Description: Family Engagement to help families access learning and higher levels of proficiency toward standards.

Dates: June, 2019
Funding Source: Title I and III
Staff: K-8

Black, Adene (Title I)
Castro, Jennifer (Title I)
Chang, Helen (Title I)
Giuliano, Irena (Title I)
Guzman, Marcie (Title I)
Herrera, Karen (Title III)
Katterman, Lisa (Title I)
Kwiatkoski, Erin (Title III)
Lagos, Claudia (Title III)
LoVerde, Melanie (Title I)
Marvez, Audrey (Title III)
Norman, Anja (Title III)
Puccio, Carolina (Title III)
Sommer, Jeanette (Title III)
Torre, Michelle (Title III)
Vargas, Marco (Title III)
Vasquez, Yeimi (Title III)
Velez-Manning, Vilma (Title III)
Vila Chave, Maria (Title III)
Welter, Debra (Title I)
Yoser, Jodi (Title I)

EXPLANATION:

Upon submission of an approved timesheet, staff member will be compensated as outlined above.

PRESCHOOL CURRICULUM TRAINING

Motion #22 that, upon the recommendation of the Superintendent, and the Board Curriculum Committee, the Board of Education approve staff for the following:

Program: Preschool Curriculum Training
Description: LLC Preschool is changing curriculum resources to use of the Creative Curriculum. All staff are to receive the first two full days of training to ensure that all staff are trained and ready for implementation in September 2019. Community partner classrooms will also be using Creative Curriculum. Staff compensation will be per union contract with general education staff paid through Preschool Education Aid grant funding and special education staff to be paid through local funding.
Dates: June 25 & June 26, 2019

Funding Source: PEEA Grant and Local funds
Rate: \$25.00 per hour

Teachers: General Education

~~Bass-Singleton, Robin (replacement)~~

Bonilla, Armida

Carolan, Nicole

DiDomenico, Sherry

Ford, Jennifer

Jackson, Avelyn

Manobianca, Amy

Mendonca, Carolina

~~Salgado, Ricardo~~

Young, Kristina

Teacher Assistants: General Education

Celis, Maria

Damiano, Mary

Correa, Rosario

Mazza, Maria

McCormack, Margaret

Permison, Gabriela

Price, Kristen

Ryan, Diane

Terhune, Wendy

Teachers: Special Education

Bautista, Adora

~~Catanzaro, Danielle~~

~~Colucci, Nicole~~

Corona, Beverly

Eck, Tracey

Fazari, Maria

Golob, Janis

Hitchcock, Rebecca

Mercado, Nicole

~~Santana, Socorro~~

Varneckas, Colleen

Wiehe, Petra

~~Young, Kristina~~

EXPLANATION:

Upon submission of an approved timesheet, staff member will be compensated as outlined above.

SPANISH TRANSLATORS 2018-2019 (revision)

Motion #23 that, upon the recommendation of the Superintendent, the Board of Education approve the appointment of Spanish Translators for the 2018-2019 school year:

Program: Spanish Translators
Description: Translation services
Dates: September, 2018 – June, 2019
Funding Source: Local
Rate: As per contract language

Staff:
Bernal, Yeisson (**additional 5 hours**)
Bowman, Isabel (5 additional hours)
Cohen, Cheryl (2 hours)
Formoso, Alejandra
Loaiza-Beltran, Eder
Restrepo, Maria (additional 15 hours)
Vargas, Marco (additional 15 hours)
Vila Chave, Maria (additional 15 hours)

EXPLANATION:

Upon submission of an approved timesheet, staff member will be compensated as outlined above.

MIDDLE & HIGH SCHOOL ELA ASSESSMENT PLANNING TEAM

Motion #24 that, upon the recommendation of the Superintendent, and the Board Curriculum Committee, the Board of Education approve the following:

Program: Middle & High School ELA Assessment Planning Team
Description: ELA Assessment Team will work together with the Supervisor of ELA to refine and align the Common Benchmark Assessments.
Dates: July 1 - August 30, 2019
Funding Source: Local

Abrahamsen, Brynn
Adler, Kathleen
Dabinett, Kelly
Leidy-Stauffer, Laura
McGrover, Jessica
Portelli, Rachel

EXPLANATION:

Upon submission of an approved timesheet, staff member will be compensated as outlined above.

PROFESSIONAL DEVELOPMENT/TRAINING

Motion #25 that upon the recommendation of the Superintendent, the Board of Education approve the following Professional Development/training:

Program:	K-8 Content Managers/Webmasters
Description:	New website platform training (Finalsite) for K-8 Content Managers/Webmasters only
Dates:	July, 2019 – August, 2019
Funding Source:	Local
Rate:	\$25 per hour; up to nine hours

Graziano, Jean
Kelly, Christine
Parrillo, Joseph
Rosso, Keith
Russell, Robert
Salas, Teddie
Sutton, Patricia

EXPLANATION:

Upon submission of an approved timesheet, staff member will be compensated as outlined above.

2019 MSD SUMMER PROFESSIONAL DEVELOPMENT ACADEMY

Motion #26 that, upon the recommendation of the Superintendent, and the Board Curriculum Committee, the Board of Education approve the following Summer Professional Development Academy activities:

Program:	2019 MSD Summer Professional Development Academy
Description:	Annual Summer Teacher professional learning series focused on district goals and initiatives.
Dates:	August, 2019
Funding Source:	Title II (pending funding and enrollment)
Rate:	As per contract language for presenters \$25.00/hour for attendees

Cobillich, Barbara
Madden, John
Nair, Rajashree
Nally, Ryan
Vila Chave, Maria

SUMMER 2019

***ALL SUMMER EMPLOYMENT PENDING FUNDING AND ENROLLMENT
SUMMER ACADEMY PROGRAMS***

Motion #27 that, upon the recommendation of the Superintendent, the Board of Education approve the appointment of the following and payment upon submission of approve time sheets for the staff who will be involved with the 2019 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.:

Posting: #D1
Position: Special Education Extended School Year Program Coordinator
Program: PreK-12 Special Education
Dates: April 1, 2019 – June 26, 2019
July 8, 2019 – August 9, 2019
Stipend: \$7,000
Funding Source: Local

McBride, Sean

Posting: #D14
Position: Special Education Extended School Year Program Pre-School Site Leader
Program: PreK-12 Special Education
Dates: April 1, 2019 – June 26, 2019
July 8, 2019 – August 9, 2019
Stipend: \$4,500
Funding Source: IDEA Grant

Rudiger, Kristen

Posting: #D3
Program: PK-12 Extended School Year (ESY) for Special Education
Description: Provide extended school year services to students with significant disabilities.
Dates: July 8, 2019 – August 9, 2019
Funding Source: Local Funds

Teachers – \$34.00/hr

Bie, Jennifer

Bisulca, Tracy

Bruskin, Jennifer

Carolan, Nicole
Cobilich, Barbara
Colucci, Nicole
Eck, Tracey
Esteves, Cecilia
Hwang, Jihye
Jackson, Avelyn
Kersey, Warren
Merrell, Brooke
O'Brien, Matthew
Ronay, Scott
Sun, Yifei
Verteramo, Vincent
Wiehe, Petra
Wilcox-Avalos, Catherine
Young, Kristina

Teachers – \$39.00/hr

Bozzi, Amy
Corona, Stephanie
Davis, F. Yvonne
Hodge, Nichole
Robertelli, Savina

Substitute Teachers - \$34.00/hr

Black, Adene
Clark, Bridget
Clark, Katherine
DiDomenico, Sherry
Hamfeldt, Tomasina
Heher, Kathleen
Manobianca, Amy
Smith, Kathleen
Vanorskie, Louis
Verma-Arora, Preeti
Waxgiser, Samantha

Teacher Assistants - \$13.00/hr

Celis, Maria
Gaskins, Courtney
~~Granato, Cynthia~~
Taylor, Nailah

Substitute Teacher Assistants - \$13.00/hr

Clark, Bridget
Clark, Katherine

Assistant Behavior Specialists - \$27.50/hr

Arakelian, Allison
Amieva, Lucy
Baran, Christine
Barry, Nancy
Berry-Brown, Kendra
Bonilla, Armida
Carfano, Kristin
Casadevall, Andrew
DeLillo, Heather
Escobar Nunez, Libia
Esposito, Debra
Facchini, Maria
Granato, Cynthia
Griffith, June
Gupta, Sheela
Haith, Seynabou
Hammond, Aatifa
Hanczyk, Victoria
Handel, Madeline
Heher, Kathleen
Kaczorowska, Daria
Kardaras, Barbara
McDonald, Eugene
Mercer, Joshua
Mestell, Jonathan
Meza, Luz
Nally, Ryan
Opena, Paul
Opipari, Carolyn
Phinn, Vincent
Rangel, Teresa
Rios-Vargas, Daniela
Rolfe, Jill
Semper, Lisa
Smith, Kathleen
Tierney, Kaleigh
Titus-Thermitus, Carline
Toler, Michelle
Vanorskie, Louis
~~Waxgiser, Samantha~~
Weiss, Gloria
Weller, Michael
Williams, Nancy B.
Yoo, Jaime

Substitute Assistant Behavior Specialists - \$27.50/hr

Black, Adene

Hamfeldt, Tomasina

Handel, Madeline
Manobianca, Amy
Sharma, Sunita B.
Smith, Kathleen
Verma-Arora, Preeti
Waxgiser, Sandra

Speech Therapists – 1/140th of monthly salary

Beeck, F. Jean
Corona, Beverly
Hitchcock, Rebecca
Lagonigro Fazari, Maria

Nurses – 1/140th of monthly salary

Caamano-Hussein, Christina
Goss, Margaret
McDonald, Sharon
Ruta, Linda

Substitute Nurses – 1/140th of monthly salary

Gill, Karen

Substitute Nurses – \$34/hr

—Gill, Karen
Kelly, Kathleen

Secretary - \$13/hr

Ahrens, Sandra
—Catania, Gloria

Substitute Secretaries - \$13/hr

—Ahrens, Sandra

Volunteers

Chin, Sarah
Dhar, Natasha Thussu
Fahmy, Leana
Hadley, Luca
Siguencia Calle, Zaida
Padilla Ortiz, Carmen
Ona, Stephanie
Osorio Melgar, Keydi
Reynolds, Jordan

Posting:
Program:

#D4-A

CST Evaluations (psychological, educational, social history, speech and occupational therapy)

Description: CST evaluations to be completed by CST case managers in compliance with state and federal regulations.
Dates: June 24, 2019 – June 30, 2019
July 1, 2019-August 31, 2019
Funding: Local Funds
Compensation: Not to exceed 50 evaluations to be paid per contract language
Staff: All MSD CST/evaluation staff

Posting: #D4-B
Program: CST Services
Description: Child Study Teams are needed during the summer for IEP development, parent conferences, and scheduling in compliance with state and federal regulations. General and special education teachers participate in eligibility and IEP meetings, as required by the state administrative code.
Dates: June 24, 2019 – June 30, 2019
July 1, 2019-August 31, 2019
Funding: Local Funds
Hrs/Compensation: Not to exceed 750 hours total at 1/140th
Staff: All MSD certificated staff and CST/evaluation staff

Posting: #D5
Program: Summer Nursing Services Project
Description: To complete paperwork for required immunizations and new enrollee records.
Dates: June 24, 2019 – June 30, 2019
July 1, 2019 – August 31, 2019
Funding: Local Funds
Hrs./Compensation: Not to exceed 375 hours total at 1/140th
Staff: All MSD nursing staff

Posting: #D11
Positions: Custodial Work Crews
Dates: June 24, 2019 - August 30, 2019
Funding: Local Funds
Staff: Bassano, James (Supervisor) \$18.00/hour
Jordan, Robert \$15.00/hour

Posting: #D12
Positions: Field Maintenance
Dates: April 29, 2019 – June 28, 2019
July 1, 2019 – August 30, 2019
Funding: Local Funds
Staff: Bell, Tahir ® \$15.00/hour

Benitez, Herbert	\$15.00/hour
Davis, Treyvaughn	\$15.00/hour
Dobbs, Kenshin	\$15.00/hour
Regan, Brady	\$15.00/hour
Zdroik, Clayton	\$15.00/hour

EXPLANATION: Upon submission of an approved timesheet, employees will be compensated as outlined above.

Posting:	#D8
Position:	Bus Drivers
Dates:	07/08/19-08/08/19
Funding Source:	Title I & Local Funds
Rate:	Hourly rate of pay

Bus Drivers

Alberto, Margherita
Borda, Maria
Byron, Adrienne
Clark, George
Cortes, Juan
Dullys, Denel
Ferrero, Frank
Fortier, Mary Heather
Giraldo, Luz
Griffith, Daivd
Kitchens, Ana
O'Grady, Zina
Richardson, Elissa
Rodriguez, Nora
Scharin, Jeffrey
Scherr, Judit
Shaw, Maria
Toro, Kimberly
Toro, Rosemary
Wilkerson, George

Substitute Bus Drivers - \$30/hr

Belalcazar, Maryury
Huerta, Mario
McKay, Betty
McKay, Eugene
Muhammad, Veronica

**Ramirez, Marisol
Rodriguez, Nora
Towns, Hawthorne
Vasquez, Monica
Yeboah, Joseph**

Posting:	#D9
Position:	Bus Aides
Dates:	07/08/19-08/08/19
Funding Source:	Title I & Local Funds
Rate:	Hourly rate of pay

Bus Aides

**Anderson, Felice
Cardoza, Melissa
Foster, Katrina
Gibson, Phyllis
Muhammad, Veronica
McNeal, Karee
Nobles, Alice
Ortiz, Luz
Prudencio, Maria
Robinson, Rose
Stewart, Elastine
Williams, Candida
Williams, Donald
Woods, Bobby
Yohari Guerrero, Afaf**

Posting:	#D10
Position:	Bus Washers
Dates:	06/26/17-08/03/17
Funding Source:	Local Funds
Rate:	\$12.00 per hour; not to exceed 40 total hours each

Bus Washers 7/1/19 – 8/12/19

**Cortes, Juan
Gibson, Phyliss
Muhammad, Veronica**

MISCELLANEOUS *

Motion #28 that, upon recommendation of the Superintendent, the Board of Education approve the following individuals for the purpose of providing consulting services to the Transportation Department for the 2019-2020 school year at the rate of \$500 per day not to exceed 110 days:

**Goodwin, Ralph, Interim Assistant Business Administrator for Operations
Effective 07/01/2019-06/30/2020**

EXPLANATION: Upon submission of an approved timesheet, Interim Assistant Business Administrator for Operations will be compensated as outlined above.

*** Pending completion of paperwork**

HUMAN RESOURCES (Motions #1-28, with Amended Motion #6)

Moved by Ms. Spiotta, seconded by Mr. Posey

AYES: Mrs. Davidson, Dr. Gallerstein, Ms. Murphy, Mr. Pawar,
Mr. Posey, Mrs. Rhines, Ms. Spiotta, Mrs. Bangiola

NOES: None

ABSTAIN: None

ABSENT: Ms. Galdi, Ms. Pollak

BUSINESS MATTERS

BILLS LIST 2018-2019

Motion #1 that upon the recommendation of the Superintendent, the Board of Education approve the attached 2018-2019 bills list for the period ending:

June 15, 2019 (payroll)

June 24, 2019

OUTSTANDING CHECKS

Motion #2 that the following outstanding checks be cancelled and the money be returned to the General Account for 2018 - 2019:

<u>Check #</u>	<u>Date</u>	<u>Amount</u>
109967	11/5/18	\$216.19

DONATIONS

Motion #3 that upon the recommendation of the Superintendent, the Board of Education approve the donation of computer cables from Frelinghuysen Middle School teacher, Cheryl Stetz Bamert. These cables will be used throughout the district by need as determined by the Technology Department. A letter of gratitude will be sent to the donor.

Motion #4 that upon the recommendation of the Superintendent, the Board of Education approve the monetary donation of \$1,500 to purchase a French Horn for the Frelinghuysen Middle School Band from the Samms Family. A letter of gratitude will be sent to the donor.

Motion #5 that upon the recommendation of the Superintendent, the Board of Education accepts the donation of approximately 50 nail and screw storage bins from Morristown Lumber to be used by the Industrial Arts and STEM departments at Frelinghuysen Middle School. A letter of appreciation will be sent to the donor.

Motion #6 that upon the recommendation of the Superintendent, the Board of Education accepts the donation of a Cello, Cello Bow, Cello Case and Folding Music Stand to be used by the Morristown High School Orchestra from Hector Mislavsky and Judy Martinez in memory of their son, Myles Mislavsky, MHS class of 2013. A letter of appreciation will be sent to the donor.

MEMBERSHIPS

NEW JERSEY SCHOOL BOARDS ASSOCIATION

Motion #7 that upon the recommendation of the Superintendent, the Board of Education approve the district's membership in the New Jersey School Boards Association for the 2019-2020 school year.

***NEW JERSEY STATE INTERSCHOLASTIC ATHLETIC ASSOCIATION
(NJSIAA) 2019 - 2020***

Motion #8 that upon the recommendation of the Superintendent, the Board of Education approve the following Resolution:

Pursuant to the provisions of Chapter 172 of the Laws of 1979 approved by the Governor of the State of New Jersey on August 26, 1979 (N.J.S.A. 18A:11-3, et seq), it is necessary for our member schools to adopt by resolution membership in the NJSIAA. It must be emphasized that in adopting such a resolution, a member school agrees to be governed by the Constitution, Bylaws and Rules and regulations of NJSIAA, including all rules governing student-athletic eligibility

STATEMENT OF ASSURANCE 2018-2019

Lead Testing Program

Motion #9 that upon the recommendation of the Superintendent, the Board of Education approve the annual submission of the Statement of Assurance for the Lead Testing Program for the 2018-2019 school year.

AGREEMENTS

SCHOOL RESOURCE OFFICER (SRO) - TOWNSHIP

Motion #10 that upon the recommendation of the Superintendent, the Board of Education approve the SRO agreement between the Morris School District and the Township of

Morris for the School Resource Officer Program for two (2) one (1) year periods:

September 1, 2019 - August 31, 2020	\$79,560.00
September 1, 2020 - August 31, 2021	\$81,150.00

EXPLANATION

Agreement on file in Business Administrator's office.

MORRIS COUNTY MUNICIPAL UTILITIES AUTHORITY

Motion #11 that upon the recommendation of the Superintendent, the Board of Education approve the, one year renewal agreement with Morris County Municipal Utilities Authority for recycling requirements for the 2019-2020 school year in the amount of \$18,300.00.

GROUP TOURS & TRAVEL, LLC.

Motion #12 that upon the recommendation of the Superintendent, the Board of Education approve the agreement between Group Tours & Travel and Community School for the 2019-2020 school year.

EXPLANATION

Group Trips and Travel, LLC (GTT) will provide day trips for the Community School beginning September 2019. GTT will handle all trip development, registration and supervision of the actual trips. Community School will provide advertising in our brochure in exchange for a \$20 per person stipend for clients who register using our code numbers.

CONTRACTS

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

Pursuant to PL 2015, Chapter 47 the Morris School District Board of Education intends to renew, award, or permit to expire the following contracts previously awarded by the board of education for the 2019-2020 school year. These contracts are, have been, and will continue to be in full compliance with all state and federal statutes and regulations; in particular, New Jersey Title 18A:18. et.seq, NJAC Chapter 6A:23A, and Federal Procurement Regulations 2CFR Part 200.317 et. Seq. (A list of these contracts is on file in the Business Administrator's office)

BIDS

District Computer Repairs

Motion #14 that upon the recommendation of the Superintendent, the Board of Education approve pursuant to the provisions of N.J.S.A. 18A:18A-42, bid for District Computer Repairs, #19-006, having been duly advertised and received on May 14, 2019, the award be made to Softnetworks, LLC, Whippany, NJ, for July 1, 2019 - June 30, 2020. The District has the option of renewing the bid for (2) one year extensions at 0% increase.

District Computer Repairs	NPA Computers, Inc.	Softnetworks, LLC
Hourly Repair Rate	\$45.00	\$45.00
Material Mark Up %	10.00%	10.00%

EXPLANATION

The Bid packages submitted were equal in price. The Bid is to be awarded to Softnetworks, LLC, the vendor whose response is the most advantageous, price and other factors considered. There is a positive working relationship between the District and the vendor, and their work has been timely.

HVAC Time & Materials

Motion #15 that upon the recommendation of the Superintendent, the Board of Education approve pursuant to the provisions of N.J.S.A. 18A:18A-42, the bid for HVAC Time and Materials, Bid #19-002 (B), having been duly advertised, and received on June 18, 2019, the award be made to KCG, Inc., Towaco, New Jersey, at \$81.00 per hour as specified below from July 1, 2019 – June 30, 2020. The District has the option of renewing the bid for (2) one year extensions.

Service/Charge Per Hour	KCG, Inc.	McCloskey Mechanical Contractors, Inc.	Unitemp, Inc.
Refrigeration Repairman	\$81.00	\$93.00	\$104.00
Air Conditioning Repairman	\$81.00	\$93.00	\$104.00
Heating & Vent. Equip Repair Mechanic	\$81.00	\$93.00	\$104.00
Heating & Vent. Repair Journeyman	\$81.00	\$93.00	\$104.00
Temp Control Mechanic (Electric)	\$81.00	\$93.00	\$124.00
Temp Control Mechanic Journeyman (Electric)	\$81.00	\$93.00	\$135.00
Temp Control Mechanic (Pneumatic)	\$81.00	\$93.00	\$135.00
Temp Control Mech. Journeyman (Pneumatic)	\$81.00	\$93.00	\$135.00
Supervisor	\$81.00	\$93.00	\$128.00

Bid Renewal #18-016 MSD School Related Activity Student Transportation

Motion #16 that upon the recommendation of the Superintendent, the Board of Education approve pursuant to the provisions of N.J.S.A. 18A:18A-42, the bid for MSD School Related Activity Student Transportation, Bid #18-016, having been duly advertised and received on August 1, 2018, and awarded on August 27, 2018 to Byram Bus, Inc., Stanhope, NJ, shall be renewed at a 1.45% increase for the 2019-2020 school year as set forth below:

Trip ID Number	Destination	Departure/Return Time	Basis of Bid (cost per hour, per bus)	Bus Per Hour Cost
A	Various	SPORTS - DROP - PICK	54 Passenger	\$90.29
A	Various	SPORTS - DROP - PICK	VAN	\$90.29
B	Various	BUS PRESENT FOR ENTIRE SPORT TRIP	54 Passenger	\$90.29
B	Various	BUS PRESENT FOR ENTIRE SPORT TRIP	VAN	\$90.29
C	Various	SPORTS - DROP ONLY	54 Passenger	\$90.29
C	Various	SPORTS - DROP ONLY	VAN	\$90.29
D	Various	SPORTS - IN DISTRICT	54 Passenger	\$90.29
D	Various	SPORTS - IN DISTRICT	VAN	\$90.29

Bid Renewal #17-004 Lawncare

Motion #17 that upon the recommendation of the Superintendent, the Board of Education approve pursuant to the provisions of N.J.S.A. 18A:18A-42, the bid for Lawncare #17-004, having been duly advertised and received on June 1, 2017 and awarded on June 26, 2017 to TruGreen Limited Partnership, Randolph, New Jersey, in the amount of \$26,027.00, shall be renewed for the second one-year renewal, at a 0% increase for the 2019-2020 school year.

Bid Renewal #17-009 Bus Repairs

Motion #18 that upon the recommendation of the Superintendent, the Board of Education approve pursuant to the provisions of N.J.S.A. 18A:18A-42, bid for District Bus Repairs, #17-009, having been duly advertised and received on July 20, 2017 and awarded on

August 21, 2017 to Byram Bus, Stanhope, NJ, shall be renewed at a 0% increase for the second one-year renewal for the 2019-2020 school year as set forth below.

Byram Bus	Materials Discount %	Hourly Labor Rate	One way towing charge (hook up)	Per hour charge
In-Shop Repairs	20%	\$75.00	\$70.00	\$150/hour
On-Site Repairs	20%	\$95.00	N/A	N/A

RFP Renewal #18-025 Providing after school enrichment and recreational programs for students in grades K-5

Motion #19 that upon the recommendation of the Superintendent, the Board of Education approve pursuant to the provisions of N.J.S.A. 18A:18A-42, the RFP for Providing after school enrichment and recreational programs for students in grades K-5, #18-025, having been duly advertised and received on August 30, 2018, and awarded on September 17, 2018 to AlphaBEST Education, Inc., Lewisville, NC, shall be renewed at a 0% increase for the first one-year renewal for the 2019-2020 school year as set forth below. Expenses will be offset by program fees.

<u>Category</u>	<u>Vendor</u>	<u>Cost Per Student</u>
STEM	AlphaBEST Education, Inc.	\$90
Theater/Art	AlphaBEST Education, Inc.	\$90
Art	AlphaBEST Education, Inc.	\$90
Arts/Entertainment	AlphaBEST Education, Inc.	\$90
Language Arts	AlphaBEST Education, Inc.	\$90
World Language and Culture	AlphaBEST Education, Inc.	\$90
Sports and Fitness	AlphaBEST Education, Inc.	\$90

CAPITAL RESERVE Transfer of Current Year Surplus to Capital Reserve

Motion #20 that upon the recommendation of the Superintendent, the Board of Education approve the following resolution concerning transfer of current year surplus to capital reserve.

WHEREAS, NJSA 18A:21-2, NJSA 18A7G-31, and NJSA:7F-41 permit a Board of Education to establish and/or deposit into certain reserve accounts at year end, and

WHEREAS, the aforementioned statutes authorize procedures, under the authority of the Commissioner of Education, which permit the Board of Education to transfer unanticipated excess current revenue or unexpended appropriations into reserve accounts during the month of June by board resolution, and

WHEREAS, the Morris School District Board of Education wishes to transfer Unanticipated excess current year revenue or unexpended appropriations from the general fund into a Capital Reserve Account at year end, and

WHEREAS, the Morris School District Board of Education has determined that (a maximum amount of) \$2,000,000.00 is available for such purpose to transfer; (if assumptions are not correct we will reduce proportionally)

NOW THEREFORE BE IT RESOLVED by the Morris School District Board of Education that it hereby authorizes the district's School Business Administrator to make this transfer consistent with all applicable laws and regulations.

EXPLANATION

This was discussed with the finance committee.

MAINTENANCE RESERVE Transfer of Current Year Surplus to Maintenance Reserve

Motion #21 that upon the recommendation of the Superintendent, the Board of Education approve the following resolution concerning transfer of current year surplus to maintenance reserve.

WHEREAS, NJSA 18A:21-2, NJSA 18A7G-31, and NJSA:7F-41 permit a Board of Education to establish and/or deposit into certain reserve accounts at year end, and

WHEREAS, the aforementioned statutes authorize procedures, under the authority of The Commissioner of Education, which permit the Board of Education to transfer unanticipated excess current revenue or unexpended appropriations into reserve accounts during the month of June by board resolution, and

WHEREAS, the Morris School District Board of Education wishes to transfer unanticipated

excess current year revenue or unexpended appropriations from the general fund into a Maintenance Reserve Account at year end, and

WHEREAS, the Morris School District Board of Education has determined that (a maximum amount of) \$ 500,000.00 is available for such purpose to transfer; (if assumptions are not correct we will reduce proportionally)

NOW THEREFORE BE IT RESOLVED by the Morris School District Board of Education that it hereby authorizes the district's School Business Administrator to make this transfer consistent with all applicable laws and regulations.

EXPLANATION

This was discussed with the finance committee.

CORRECTIVE ACTION PLAN

Department of Agriculture Procurement

Motion #22 that upon the recommendation of the Superintendent, the Board of Education approves the submission of the Corrective Action Plan in regards to the findings from the Department of Agriculture Procurement Audit.

EXPLANATION

This was discussed in the June Finance Committee Meeting

CONSTRUCTION

Morristown High School Broadcast Studio Upgrades

Motion #23 that upon the recommendation of the Superintendent, the Board of Education approve the following resolution:

Whereas, The Board of Education of Morris School District in the County of Morris, New Jersey (the "Board"), desires to proceed with a school facilities project consisting generally of:

**MORRISTOWN HIGH SCHOOL
BROADCAST STUDIO UPGRADES**

Whereas, the Board now seeks to take the initial steps in order to proceed with the Project:

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF EDUCATION OF MORRIS SCHOOL DISTRICT IN THE COUNTY OF MORRIS, STATE OF NEW JERSEY, as follows:

Section 1. In accordance with the requirements of Section 6A:26-3 of the New Jersey Administrative Code, the Board hereby approves the Schematic Plans prepared in connection with the Project and

the Board further authorizes the submission of same to the Morris County Superintendent of Schools and the New Jersey Department of Education for approval.

Section 2. The Board hereby authorizes the amendment to its Long-Range Facilities Plan in order to reflect the proposed Project.

Section 3. The School Administration and such other officers and agents of the Board as are necessary, including the Board attorney, bond counsel and architect, are hereby authorized to perform such other acts, to execute such other documents and to do such other things as are necessary to implement the determinations of the Board set forth in this resolution.

Section 4. This project is being funded as an “other capital project” and will not require state funding and the District is not seeking a Grant.

Section 5. This resolution shall take effect immediately.

PROFESSIONAL SERVICES 2018-19

Motion #24 WHEREAS, there exists a need for professional services for 2018-2019 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:

Daytop Village of New Jersey	Home Instruction	\$120/day
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PROFESSIONAL SERVICES 2018-19 - Revised

Motion #25 WHEREAS, there exists a need for professional services for 2018-2019 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:

NPS Learning Consulting, LLC	Educational Evaluations Travel fee	\$475/evaluation \$75
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EXPLANATION

Motion originally approved June 3, 2019 Motion #25. **Revisions in bold.**

PROFESSIONAL SERVICES 2019-20

Teen Pride “Intensive”

Motion #26 WHEREAS, there exists a need for professional services for 2019-2020 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 as follows:

TEEN PRIDE	Intensive Counseling Services	\$114,800.00
	as per contract	

EXPLANATION

Services to be provided at Frelinghuysen Middle School. Contract is on file in the Business Administrator’s office.

Motion #27 WHEREAS, there exists a need for professional services for 2019-2020 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:

Creative Speech Solutions, LLC	Speech Language Services Occupational Therapy Services Speech and Occupational Evaluations Augmentative Alternative Evaluations	\$90/hour \$90/hour \$350/evaluation \$450/evaluation
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PAYMENTS

Motion #28 that upon the recommendation of the Superintendent, the Board of Education approves Payment #1 to AB Contracting, LLC in the amount of \$12,868.29 for the work done on the Transportation Building Renovations through May 29, 2019.
(Invoice 6102019-01)

Motion #29 that upon the recommendation of the Superintendent, the Board of Education approves the following payments to DiCara Rubino Architects:

<u>Project</u>	<u>Amount</u>
Toilet Renovations - MHS/TJ	\$23,040.66
Transportation Bldg. Renovations	\$ 3,010.15
MHS Phase IV Renovations	\$42,360.68

ORGANIZATIONAL MOTION (revised)

Motion #30 that upon the recommendation of the Superintendent, the Board of Education approve the revised organizational motion. Original Motion approved 6/3/19.
Revisions in bold.

Petty Cash

Motion, that the Board approve the following petty cash funds for the 2019-2020 school Year as per Policy 6620

Account Title	Custodian(s)	Amount	Maximum Single Expenditure
High School Office	Principal	\$ 450	\$50
Alexander Hamilton School	Principal	\$200	\$50
Hillcrest School	Principal	\$200	\$50
Sussex Avenue School	Principal	\$200	\$50
Thomas Jefferson School	Principal	\$200	\$50
Alfred Vail School	Principal	\$200	\$50
Woodland School	Principal	\$200	\$50
Normandy Park Magnet School	Principal	\$200	\$50
Lafayette Learning Center	Principal	\$200	\$50
Cafeteria Change Fund	Food Services	\$1000	\$0

Maintenance	Supervisor of Buildings and Grounds	\$200	\$50
Administration Offices	School Business Administrator/Board Secretary	\$1,000	\$500
Frelinghuysen Middle School	Principal	\$200	\$50
Transportation	Supervisor of Transportation	\$200	\$50
Pupil Services	Director of Pupil Services	\$400	\$100
Community School	Director of Community School	\$3,000	\$200
Community School Office Fund	Director of Community School	\$1,000	\$200

TRAVEL & REIMBURSEMENT

Motion #31 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: 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.

BIDS

Broadcast Studio Upgrades at Morristown High School

Motion #32 that upon the recommendation of the Superintendent, the Board of Education approve pursuant to the provisions of N.J.S.A. 18A:18A-42, the bid for Broadcast Studio Upgrades at Morristown High School, Bid #19-017, having been duly advertised and received on June 21, 2019, the award be made to M&M Construction Company, Inc., Union, New Jersey, sole bidder, in the amount of \$440,000.00, from the district's Capital Reserve Fund, as set forth below:

Bidder	Base Bid (including allowance)
M & M Construction Company, Inc.	\$440,000.00

Morristown High School Athletic Uniforms

Motion #33 that upon the recommendation of the Superintendent, the Board of Education approve pursuant to the provisions of N.J.S.A. 18A:18A-42, bids for Morristown High School Athletic Uniforms, Bid #19-005, having been duly advertised and received on May 30, 2019, the award, which represents line-item low bids for estimated quantities, be made in the amount of \$25,143.48 for the 2019-2020 School Year.

Bid Amount	Award	Vendor	Description of Award
\$ 7,790.10	\$ 1,656.20	Riddell	Baseball jerseys
\$11,486.80	\$ 4,941.78	Sportsman's	Baseball pants, Girls Soccer shorts and jerseys, Girls swimsuits
\$15,911.40	\$ 4,570.80	BSN Sports	Boys Basketball jerseys and shorts, Boys & Girls Golf Polos, Boys & Girls Swimming caps, Girls Soccer shorts
\$17,902.00	\$ 7,586.70	Metuchen Center, Inc.	Boys & Girls Golf Polo, Pullover lightweight jacket, pullover fleece. Boys Ice Hockey jerseys
\$ 5,565.00	\$ 2,430.00	Triple Crown Sports	Boys swimsuits, Boys & Girls Bowling polos and sweatshirts
\$ 3,958.00	\$ 3,958.00	Varsity Spirit Fashion	Cheerleading shells & skirts
\$62,613.30	\$25,143.48	Total	

Softball Field Improvements at Frelinghuysen Middle School

Motion #34 that upon the recommendation of the Superintendent, the Board of Education approve pursuant to the provisions of N.J.S.A. 18A:18A-42, the bid for Softball Field Improvements at Frelinghuysen Middle School, Bid #19-016, having been duly advertised and received on June 21, 2019, the award be made to M&M Construction Company, Inc., Union, New Jersey, sole bidder, in the amount of \$454,000.00, pending completion of forms, as set forth below:

Bidder	Base Bid (including allowance)	Alternate #1 Home Run Fence	Alternate #2 Protection Fence	Total Bid, including Alternates
M & M Construction Company, Inc.	\$385,000.00	+\$51,000.00	+\$18,000.00	\$454,000.00

BUSINESS MATTERS (Motions #1-34)

Moved by Ms. Spiotta, seconded by Dr. Gallerstein

AYES: Mrs. Davidson, Dr. Gallerstein, Ms. Murphy, Mr. Pawar,
Mr. Posey, Mrs. Rhines, Ms. Spiotta, Mrs. Bangiola

NOES: None

ABSTAIN: None

ABSENT: Ms. Galdi, Ms. Pollak

CLOSED SESSION (9:32 pm)

Moved by Mr. Posey, seconded by Mr. Pawar

AYES: Mrs. Davidson, Dr. Gallerstein, Ms. Murphy, Mr. Pawar,
Mr. Posey, Mrs. Rhines, Ms. Spiotta, Mrs. Bangiola

NOES: None

ABSTAIN: None

ABSENT: Ms. Galdi, Ms. Pollak

Dr. Gallerstein left at 9:32 pm

OPEN SESSION (10:47 pm)

Moved by Mr. Pawar, seconded by Mr. Posey

AYES: Mrs. Davidson, Ms. Murphy, Mr. Pawar,
Mr. Posey, Mrs. Rhines, Ms. Spiotta, Mrs. Bangiola

NOES: None

ABSTAIN: None

ABSENT: Ms. Galdi, Dr. Gallerstein, Ms. Pollak

POLICY

HIB HEARING

Motion #3 that upon the recommendation of the Superintendent, the Board of Education approve the following resolution:

BE IT RESOLVED that, following the hearing conducted on June 24, 2019; and having heard from District personnel; and having reviewed the investigation report And other relevant documentation, the Board hereby affirms its decision to accept the Superintendent's recommendation regarding HIB Investigation No. 76-201043 NPS.

POLICY (Motion #3)

Moved by Mr. Pawar, seconded by Mr. Posey

AYES: Ms. Murphy, Mrs. Rhines

NOES: Ms. Davidson, Ms. Spiotta, Mr. Posey, Mr. Pawar, Mrs. Bangiola

ABSTAIN: None

ABSENT: Ms. Galdi, Dr. Gallerstein, Ms. Pollak

POLICY (Motion #3 to amend correct HIB #76-201043)

Moved by Mrs. Bangiola, seconded by Ms. Spiotta

AYES: Mrs. Davidson, Ms. Murphy, Mr. Pawar, Mr. Posey, Mrs. Rhines, Ms. Spiotta, Mrs. Bangiola

NOES: None

ABSTAIN: None

ABSENT: Ms. Galdi, Dr. Gallerstein, Ms. Pollak

PUPIL SERVICES

STIPULATION OF SETTLEMENT

Motion #2 that, upon the recommendation of the Superintendent, the Board of Education approve Stipulation of Settlement resolving a dispute pertaining to student #606992. The Stipulation of Settlement is on file in the office of the Assistant Superintendent of Pupil Services.

STIPULATION OF SETTLEMENT

Motion #5 that, upon the recommendation of the Superintendent, the Board of Education approve Stipulation of Settlement resolving a dispute pertaining to student #613451. The Stipulation of Settlement is on file in the office of the Assistant Superintendent of Pupil Services.

STIPULATION OF SETTLEMENT

Motion #6 that, upon the recommendation of the Superintendent, the Board of Education approve Stipulation of Settlement resolving a dispute pertaining to student #613943. The Stipulation of Settlement is on file in the office of the Assistant Superintendent of Pupil Services.

PUPIL SERVICES (Motions #2, 5-6)

Moved by Ms. Murphy, seconded by Ms. Spiotta

AYES: Mrs. Davidson, Ms. Murphy, Mr. Pawar, Mr. Posey, Mrs. Rhines, Ms. Spiotta,
Mrs. Bangiola

NOES: None

ABSTAIN: None

ABSENT: Ms. Galdi, Dr. Gallerstein, Ms. Pollak

ADJOURNMENT (10:58 pm)

Moved by Mr. Pawar, seconded by Mrs. Bangiola

AYES: Mrs. Davidson, Ms. Murphy, Mr. Pawar,
Mr. Posey, Mrs. Rhines, Ms. Spiotta, Mrs. Bangiola

NOES: None

ABSTAIN: None

ABSENT: Ms. Galdi, Dr. Gallerstein, Ms. Pollak

Respectfully Submitted,

Anthony Lo Franco
Business Administrator/
Board Secretary