

MORRIS SCHOOL DISTRICT
Minutes of March 25, 2019
MORRISTOWN HIGH SCHOOL

The regular meeting of the Board of Education of the Morris School District, of Morris County, New Jersey was held in the Learning Commons of Morristown High School, Morristown, New Jersey 07960 on Monday evening, March 25, 2019 at 6:36 p.m.

Anthony LoFranco, 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 Ms. Suzanne Olimpio, Assistant Superintendent of Pupil Services, Mr. Anthony LoFranco, Business Administrator/Board Secretary, Ms. Lora Clark, Director of Human Resources, Personnel & Equity, and Ms. Deb Engelfried, Supervisor of Social Emotional Learning (SEL) and Information Management.

Ms. Jennifer Adkins, Community School Coordinator and Mr. Richard Ferrone, District Manager of Safety and Operations, arrived at 7:30 pm.

Mrs. Joan Frederick, Assistant Business Administrator, Ms. Kelly Harte, Assistant Superintendent of Curriculum and Instruction, Ms. Erica Hartman, Director of Technology, Instructional, Dr. Jessica Neu, Director of Pupil Services, Ms. Josephine Noone, Director of Curriculum and Instruction, Mr. Mackey Pendergrast, Superintendent, and Dr. Jennifer van Frank, Communications & Community Relations Coordinator, were absent.

There were approximately 6 people from the public, press and staff in attendance.

At 6:38 p.m, Mr. Posey moved to go into closed session to discuss legal and confidential matters.

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

At 7:23 p.m., Mr. Posey moved to go into open session. Mrs. Davidson seconded the motion, which carried unanimously.

PLEDGE OF ALLEGIANCE

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

SUPERINTENDENT'S REPORT

In Mr. Pendergrast's absence, Ms. Olimpio briefly spoke about the League of Innovative schools in which the Morris School District had been admitted to two years ago and where Mr. Pendergrast was currently attending a conference for.

PUBLIC COMMENT

Members of the public came forward on the following:

- *How the Green Team is formed related to the Sustainability Policy*
- *Allowing/Promoting students to ride their bikes to school, therefore revising the current policy*
- *Information on providing Safety Training on riding bikes to school to district for free*

COMMITTEE REPORTS

Finance Committee

Dr. Gallerstein reported the following was discussed:

- *2019-2020 Budget*
- *Furniture Donation*
- *HSA Quasi Entity Insurance*
- *Employee Health Benefit Changes*
- *Lease Purchases*
- *Capital Projects Update*
 - *Transportation Building*
 - *Toilet Upgrades - MHS/TJ*
- *Emergency plumbing*

Human Resources

Ms. Spiotta reported the following was discussed:

- *Appointments*
- *Resignations/Retirements*
- *Minimum wage requirements*
- *Comprehensive Equity Plan Committee future meeting*

Curriculum

Mrs. Rhines reported the following was discussed:

- *Summer Programs*
- *Montclair University Professional Development Partnership*
- *Special Education Transition Program*
- *Music Honors Program*
- *Review of new Social Studies Unit (K-5)*
- *Health Curriculum Revisions Plan*
- *Preschool Expansion*

Board Goals Committee

Mrs. Davidson shared that the meeting is being scheduled for the Board Goals Committee to take place within the next few weeks.

Policy

Nancy reported the following was discussed:

- *Unsafe School Choice Policy*
- *Removal of Students for Firearms Offense Policy*
- *Reporting Violence, Vandalism, HIB, Alcohol and other Drug Offenses Policy*
- *Field Trips*
- *Transgender Protection discussion for a policy to be created*
- *Future Policies*

MHS Students

Ms. Vargas reported the following:

- *3/28 - MHS Senior Fashion Show*
- *4/2 - District Orchestra Concert - 7pm - MHS*
- *4/4 - Bands of Morristown Concert*
- *4/1 - 4/12 MHS Dodgeball Tournament*

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 March 25, 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. 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

BUSINESS PORTION OF THE MEETING

MINUTES

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

March 11, 2019

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

March 11, 2019

MINUTES (Motions #1-2)

Moved by Dr. Gallerstein, 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

POLICY

FIRST READING

Motion #1 that upon the recommendation of the Superintendent, the Board of Education approve for first reading the following new/revised bylaws/policies/regulations:

- P2340 Field Trips
- P2415.06 Unsafe School Choice Option (M)
- P5611 Removal of Students for Firearms Offenses (M)
- P8461 Reporting Violence, Vandalism, Harassment, Intimidation, Bullying, Alcohol and other Drug Offenses (M)
- ~~P8900 Sustainability-~~ **TABLED**

2340 FIELD TRIPS

The Board of Education recognizes that field trips ~~and in-school cultural programs~~ are effective means for enriching curriculum objectives and for stimulating student interest, inquiry, and social growth. Parent(s) or legal guardian(s) are therefore encouraged to expose their children to the many cultural facilities and activities available in and around our geographic area. Class **Field** trips ~~and cultural in-school programs~~, if **must be** carefully planned and executed with stated objectives, activities and outcomes. can also extend and enrich the curriculum and so the Board of Education recommends that teachers also utilize these readily available community resources.

For purposes of this policy, a field trip is defined as any journey by a group of students away from the school premises, under the supervision of a certificated staff member, and integrally related to an approved course of study, or extracurricular activity.

Participation on a field trip is a privilege. A student may be denied permission to participate by the Principal based upon the student's behavior. Students on field trips remain under the supervision of the Board of Education and are subject to its rules and regulations. A student who violates rules or disregards the authority of supervisors on a field trip significantly endangers the safety of other students and may be summarily dismissed from the trip.

The Superintendent or his/her designee shall develop regulations for day trips that are, at a minimum:

- Appropriate for the curriculum and educationally worthwhile.
- Suitable for the age of the students.
- Local (preferable).
- Practical.
- Cost effective and within the confines of budgetary limitations.
- Set maximum transportation times.

Requirements

1. The faculty member shall review the merits of the field trip with the appropriate immediate supervisor who will advise and counsel on those merits.
2. The immediate supervisor of the faculty member will forward the field trip request form for administrative approval after all aspects of the trip have been discussed and clarified. All field trips will require Building Principal approval, Superintendent or Designee approval, and Board of Education approval. Exceptions to this procedure will be made by the Superintendent or Designee.

3. Requests for day field trips must be received by the Superintendent or Designee no later than thirty days preceding the trip. Requests for overnight field trips must be received by the Superintendent or Designee no later than seventy-five days preceding the trip. (The only exceptions would include such events as play-offs, finals, etc., which are frequently scheduled by outside agencies or through circumstances beyond the control of the school officials.) Overnight trips must be discussed with the Building Principal in time to secure Superintendent approval prior to proceeding with making any further arrangements for the trip.

Requests for overnight trips must be accompanied by the following:

- a. Complete trip itinerary including dates, hotels, addresses and phone numbers. Note: The faculty member is not permitted to make on-site alterations to a trip itinerary, once approved, except where the health, safety or welfare of students is imperiled or where changes or substitutions beyond the control of the faculty member have frustrated the purpose of the trip.
- b. An insurance certificate from the tour operator (if applicable) naming the Morris School District Board of Education as an insured party for a minimum insurance coverage of \$5 million.
- c. Confirmation from the approved transportation company that arrangements have been made to provide service for the proposed trip (if applicable).
- d. A supervisory plan indicating a ratio of chaperones to students of no less than 1:10. For overnight trips, there should be one security guard for every floor that students are on. Identification of security companies should be part of the field trip application and must be qualified to meet the needs of the students to ensure their safety.
- e. Detailed descriptions of accommodations which include all students staying on one floor if possible.
- f. Detailed descriptions of supervisory procedures to ensure student safety.

4. Students must obtain the written approval of each of their teachers prior to an overnight trip. Students are responsible for all work missed due to their participation in the field trip.

5. Parental permission slips are required for each student participating in any field trip.

6. Arrangements must be made for any students who require the presence of an aide or nurse on any field trip.

7. Arrangements must be made for medical emergencies during an overnight field trip. The Board of Education permits self-administration of medication on field trips for asthma, epinephrine, or other potentially life-threatening medication by students in grades six through twelve with a doctor's order on the district form, or by students deemed responsible and able to meet criteria set by the Board. All conditions established by law and Board policy shall be met. Epinephrine shall be administered via auto-inject to students in emergencies on field trips by the school nurse, his/her designee, the student's parent(s) or legal guardian(s) or the student himself/herself in accordance with Board policy.

8. On the day of departure, a field trip list of students in attendance, together with their respective permission slips, must be submitted to the school office. Following the trip, the Principal may require the faculty member, chaperones, and/or students to evaluate the trip.
9. There must be at least one certified, contracted faculty member, supervisor or administrator who is a district employee accompanying students; there must be at least one faculty member on each bus and additional faculty members or chaperones, as circumstances require. Additional chaperones should be considered if the experience requires the student group to be dispersed on arrival at the site of visitation. If a trip requires an overnight stay and the students are not all of one gender, every effort will be made to ensure at least one male and one female chaperone.
10. At no time during a field trip is an adult chaperone permitted to be alone in a hotel room or other private setting with a student except where the health, safety or welfare of a student is imperiled.
11. As field trips are an extension of the school program, all rules and regulations that apply to students in school shall apply to students on a field trip. Use or possession of alcohol or controlled substances is specifically prohibited, regardless of the type or destination of the field trip. A student who violates rules or disregards the authority of supervisors on the field trip may significantly endanger the safety of other students and may be dismissed from the trip.
12. The faculty member will review acceptable standards of conduct with the students in advance of the trip. The faculty member has primary responsibility for the conduct of the students. Students who cannot be self-controlled or faculty member-controlled may be excluded from field trips with permission of the Building Principal. Students may also be excluded by the Building Principal for reasons determined at the building level.
13. Trip arrangements are to be explained to students by the faculty member. Depending upon the circumstances, the Building Principal may either require the faculty member to communicate arrangements in writing to parent(s) or legal guardian(s) or to schedule a pre-trip parent meeting.
14. Faculty members are responsible for formulating a field trip Emergency Communication Kit which is to include: adult and student lists with home and emergency contact information; maps indicating itinerary, routes and destination; and information relevant to emergency communication if such becomes necessary, i.e., administrative phone numbers (office and home/cell), unique student health concerns, etc. Should an emergency occur during the trip, the faculty member is responsible for notifying the Principal by telephone as soon as possible.
15. Date of trip, time, and number of students involved should be sent to the manager of the cafeteria, in writing, at least three days before the trip, if the trip will impact food services in the building.
16. On return to the school building, faculty members sponsoring the trip are responsible for the safety of students awaiting parent(s) or legal guardian(s) pickup. Faculty members are to remain at the school until all students have left the premises.
17. Private transportation should only be used in extreme cases. When private vehicles are used, the owners of the vehicles must have adequate liability insurance for the protection of the students. In addition, the faculty member must be certain that the driver is licensed and competent and that parent(s) or legal guardian(s) are properly informed by permission slip of these unique circumstances.

18. Students are not allowed to drive to and from a field trip site. Parents may not drive to and from an overnight field trip unless emergency circumstances apply. If and when busses are hired to transport students on a day field trip and a parent chooses not to send his/her child(ren) on the bus, the said parent may opt to drive his/her own child(ren) to or from the field trip destination only when the following criteria are met:

- a. The parent must complete and sign a permission form that releases the Board of Education from any and all liability while transporting his/her child(ren) to and from the field trip destination.
- b. All children who are transported by their parent(s) for a field trip must first report to the school and homeroom teacher and/or designee for attendance purposes.
- c. Upon arrival at the field trip destination, all students who were transported privately must report to the homeroom teacher or designee for attendance. Students and their parents must remain with the class for the duration of the field trip activities.
- d. Once the field trip activities are completed, the child(ren) can be released to the custody of their parent(s) and transported back home.

19. The board shall bear all expenses of day field trips aligned with the curriculum. Parents/guardians may be asked to contribute to the expense of other types of excursions. Students may also organize and execute their own fundraising events after obtaining permission from the building administrator and Board of Education. No student is to be denied the right to participate because of inability to pay.

International trips

Field trips outside of the United States are not sanctioned by the Board of Education.

~~For the purposes of this policy, field trips are defined as trips that are outside of that school's premises, and would include going to another school within the district. Cultural events are defined as events that occur on that school's premises.~~

~~Safety of students must be of prime concern; adequate supervision must be provided by staff aided by other adult chaperones; and parent(s) or legal guardian(s) permission must be obtained for each student participating. students denied the right to participate for whatever reason shall be provided with a meaningful educational program at school.~~

~~The Board of Education, at its discretion, will fund transportation and admission costs for a limited number of grade level, curriculum-related field trips or cultural events. Parent(s) or legal guardian(s) may be asked to assume partial cost of one activity fee as determined annually by the district cultural arts/field trip committee. However, no child shall be excluded from any field trip because of an inability to pay.~~

~~Special Trips and School-Sponsored Curriculum Trips~~

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~~Each teacher will submit an official request, indicating the nature of the trip, its objectives and anticipated outcomes, relevance to core curriculum standards, number of students and adult chaperones and any other necessary details required to allow administration to accurately determine the soundness of the proposed educational experience and its related expense. Notification of students, requests for parental permission, and final arrangements (e.g., fund raising, reservations, etc) shall be initiated by the teacher only after receiving approval of the trip. Teachers, chaperones, and other adult volunteers, as well as students, parent(s) or legal guardian(s), must understand that although the trip is designed for the school day, unforeseen delays may occur and they should plan accordingly. The Board of Education appreciates the hours beyond the regular school day that the staff volunteers. There shall be a written evaluation provided by the faculty member to the building administrator within one week of the trip.~~

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~~The Supervisor of Transportation must receive advance written notice and will make all necessary transportation arrangements.~~

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~~Building administrators may approve in-school cultural events within the confines of their budgets and other funding sources which he/she deems educationally worthwhile.~~

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~~The Superintendent or his/her designee is authorized to approve all local and out-of-State day trips within the confines of budgetary limitations and which he/she deems educationally worthwhile. are aligned with the curriculum.~~

~~The Board does not endorse, support, or assume liability in any way for any staff member of this district who takes students on trips not approved by the Board or Superintendent in accordance with this policy, and shall not be liable for the welfare of students who travel on such trips. unauthorized trips. No staff member may solicit students of this district Solicitation for such trips within the facilities or on the grounds of the district without the Superintendent's approval. Board permission is strictly forbidden.~~

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~~All overnight and/or out of country trips planned for the current school year must be recommended by the Superintendent to the Board of Education for approval at the earliest opportunity. After Board of Education approval, parent(s) or legal guardian(s) must be extended the courtesy of as much notice as possible before the planned departure. The Board of Education shall not be expected to fund such activities regardless of their worthiness and the parent(s) or legal guardian(s) should understand that the students, through their fund-raising activities, will accumulate all or a portion of the funds necessary for such trips. Such trips, if at all possible, should be scheduled during school vacation periods.~~

N.J.S.A. 18A:36-21 et seq.; 18A:53-2

Adopted: 12 January 2009

2415.06 UNSAFE SCHOOL CHOICE OPTION (M)

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The New Jersey Department of Education (NJDOE) is required to establish an Unsafe School Choice Option (USCO) Policy per the Elementary and Secondary Act (ESEA) of 1965, as reauthorized under the Federal Every Student Succeeds Act of 2015 (ESSA). The USCO Policy requires that students who attend a persistently dangerous public elementary or secondary school as determined by the NJDOE, or become victims of a violent criminal offense while in or on school grounds of a public school that they attend, be allowed to attend a safe public school within the district. The USCO provision under the ESSA contains two provisions that apply to school districts that receive funds under ESSA: Provision I - Persistently Dangerous Schools and Provision II - Victims of Violent Criminal Offenses.

~~The Unsafe School Choice Option (USCO) provision of The No Child Left Behind Act of 2001 (NCLB) §9532 contains two provisions that apply to school districts that receive funds under NCLB: Provision I - Persistently Dangerous Schools and Provision II - Victims of Violent Criminal Offenses.~~

Effective the beginning of each school year, school districts receiving ~~NCLB~~ ESSA funds must be prepared to complete the transfer of ~~pupils~~ students who choose to exercise Provision I and Provision II of ~~NCLB~~ and this Unsafe School Choice Option Policy. Compliance with the Policy is a condition of receiving funds under any and all titles under ~~NCLB~~ ESSA. The Superintendent is required to certify compliance with this USCO Policy to the New Jersey Department of Education (NJDOE) in the application for ~~NCLB~~ ESSA funds.

USCO Policy Provision I - Persistently Dangerous Schools (PDS)

1. Criteria for Determining Persistently Dangerous Schools.

A persistently dangerous school is a public elementary or secondary school building (except for Regional Day Schools, Educational Services Commissions and Special Services School Districts) that meets the objective criteria determined by the New Jersey Department of Education (NJDOE) for three consecutive years and is part of a school district that receives funds under ~~NCLB~~ ESSA. The NJDOE will use the most current available data from the ~~Electronic Violence and Vandalism Reporting System (EVVRS)~~ Student Safety Data System (SSDS) to identify persistently dangerous schools on or before July 31 of each year, ~~in compliance with federal regulations (68 FR 16789).~~

2. Procedures and Guidelines for Schools Determined to be Persistently Dangerous.

A school district will be notified by the NJDOE on or before July 31 of each year if a school(s) in the school district has been identified as a PDS. Once the district receives notification a school is identified as persistently dangerous, the district must inform all parents of enrolled pupils in the school of the designation within fifteen calendar days of the notice and offer them the option for their children to transfer to a safe public school within the district by the beginning of the respective school year. The district must complete all transfers by the beginning of the school year following the July notification.

~~Pupils~~ **Students** are not required to accept the transfer option, but they must be afforded the opportunity to do so. Parental notice regarding the status of the school and the offer to transfer pupils should be made simultaneously. Parents of enrolled pupils **students** must be notified of the persistently dangerous designation whether or not there is another school within the district for the transferring pupils. **students**.

To the extent possible, the district will allow transferring pupils to transfer to schools that ~~are making adequate yearly progress in accordance with NCLB and have not been identified as being in need of school improvement, corrective action or restructuring~~ **low performing, under the State's ESSA accountability system. When a transfer school is not available within the school district, the district may seek arrangements for students to transfer to the nearest charter school or neighboring district; however this is not required.** The district ~~will~~ **may** take into account the needs and preferences of the affected ~~pupils~~ **students** and parents.

3. Corrective Action Plan for a School Identified as Persistently Dangerous.

If a school in the district is identified **by the NJDOE** as persistently dangerous, the district will submit to the NJDOE, ~~on or before August 25,~~ documentation of compliance with the parent notification requirement and actions taken to complete the transfer arrangements for all ~~pupils~~ **students** exercising the option by the first day of the school year. **Additionally, the district is required to will also** develop and submit for approval a corrective action plan to the NJDOE on or before September 30 of the same year, which will apply to the respective school year. The corrective action plan, which must be completed in the format provided by the NJDOE, will describe how the school will reduce the number of incidents of violence as determined by the ~~EVVRS~~ **SSDS**. The NJDOE will provide schools with guidance for their corrective action plans, as well as monitor the school district's timely completion of the approved plans.

In the spring of each following year, the NJDOE will re-evaluate the status of a school identified as persistently dangerous. The NJDOE will review the school's progress towards completing ~~their~~ **its** corrective action plan and compare the current year's incidents of violence, as reported on the ~~EVVRS~~ **SSDS**, to the criteria for determining persistently dangerous schools (PDS). A school identified as maintaining the persistently dangerous designation will be notified by the NJDOE on or before July 31 of the respective year and will be required to submit for approval a revised corrective action plan by ~~August 25~~ **September 30** of that year, which will apply to the respective school year. The school district must inform all parents of enrolled ~~pupils~~ **students** in the school of the designation within fifteen calendar days of the notice and offer them the option for their children to transfer to a safe public school by the beginning of the respective school year **in accordance with 2 above.**

A school no longer designated persistently dangerous will be notified on or before July 31 of the respective year. The persistently dangerous designation will be removed after one or more years contingent upon successful fulfillment of the criteria for removal, as determined by ~~and in accordance with guidance provided by the NJDOE.~~ **evidence of the school's progress toward successfully completing the approved corrective action plan, and evidence of incidents that no longer meet the criteria for determining PDS, described above, for one school year, the year in which the corrective action plan was in effect.**

4. Procedures and Guidelines for Early Warning of Schools.

~~Effective in 2004, if~~ **When** a school meets the criteria set forth in this Policy for ~~two consecutive~~ **one** years, the district will be notified of ~~their pattern~~ **the types** of offenses **that have led to an early notification**. **This notification**, on or before August 15 of each year, **will be informational only**. A school that no longer meets the criteria for PDS for one year will no longer be considered in early notification status. A school that meets the criteria for two consecutive years will move into early warning status outlined below.

If a school meets the criteria set forth in this Policy for two consecutive years, the district will be notified of the pattern of offenses on or before August 15 of each year. . If notified, the district will develop and submit to ~~the NJDOE~~ for approval a ~~corrective action~~ **school safety** plan to the **NJDOE** on or before September 30 of the same year, which will apply to the respective school year. The ~~corrective action~~ **school safety** plan, which must be completed in the format provided by the NJDOE, will describe how the school will reduce the number of incidents of violence as determined by the EVVRS **SSDS**. The NJDOE will provide **an early warning** ~~the~~ school with guidance for ~~their corrective action~~ **its school safety** plan, as well as monitor the school's timely completion of the approved plan. ~~This school shall become a top priority for intensified district support for research-based programs and technical assistance.~~ A school receiving an "early warning" notice is not required to provide the transfer option to pupils.

In the spring of each following year, the NJDOE will reevaluate the school's progress towards completing ~~their corrective action~~ **its school safety** plan and compare the current year's incidents of violence, as reported on the ~~EVVRS~~ **SSDS**, to the criteria for determining persistently dangerous schools. **The s**Schools will be notified of their **its** status on or before July 31 of the respective year.

A school that ~~has successfully completed their corrective action plan and reported violent incidents that~~ no longer meets the Criteria for Determining Persistently Dangerous Schools for one school year (the year in which the corrective action plan was in effect) will no longer be required to submit a ~~Corrective Action~~ **school safety** Plan.

A school that ~~does not successfully complete their Corrective Action Plan and that~~ meets the criteria set forth ~~in this Policy~~ **for PDS** for a third consecutive year will be designated as persistently dangerous and will be required to submit for approval a revised corrective action plan on or before September 30 of that year, which will apply to the respective school year. The district will also provide the transfer option to pupils in the school designated as persistently dangerous.

5. Schools Not Receiving ~~NCLB~~ **ESSA** Funds, but Meeting the Criteria for PDS.

School buildings and districts that do ~~not~~ receive federal funds under ~~NCLB~~ **ESSA**, but meet any one of the criteria for persistently dangerous schools, will be contacted by the NJDOE and be required to develop and submit for approval a ~~Corrective Action~~ **school safety** pPlan on or before September 30 of the respective year. The ~~Corrective Action Plan~~ **school safety plan** must be completed in the format provided by the NJDOE and describe how the school will reduce the number of incidents of violence as determined by the EVVRS **SSDS**. The NJDOE will provide the school guidance for ~~their corrective action~~ **its school safety** plan, as well as monitor the school's timely completion of the approved plan.

USCO Policy Provision II - Victims of Violent Criminal Offenses

The ~~Victim of Violent Criminal Offenses~~ **Unsafe School Choice Option** provision of ~~NCLB~~ **under the ESSA** requires a ~~pupil~~ **student** who becomes a victim of a violent criminal offense, as determined by State law, while in or on the grounds of a public elementary or secondary school that the pupil attends, be allowed to attend a safe public elementary or secondary school within the district, including a public charter school.

The individual victim provision of this Policy attempts to fulfill the requirement for the school district to provide relief to students who have been victimized, while providing a school with a practical means for making determinations on incidents of victimization that are within the purview of the school district. The individual victim section of this Policy has been crafted to enable school staff to make reasonable determinations and actions regarding this Policy.

The Superintendent will consult with the Board attorney and communicate with designated local and/or county law enforcement authorities, per the provisions of the Uniform State Memorandum of Agreement Between Education and Law Enforcement Officials and N.J.A.C. 6A:16-6.2(b)1213, on questions and issues that arise in the implementation of the individual victims of violent criminal offenses section of this Policy.

1. Criteria for Determining Victims of Violent Criminal Offenses

The following criteria must be used to determine when an enrolled ~~pupil~~ **student** has become a victim of a violent criminal offense while in or on the grounds of a public elementary or secondary school that the pupil **student** attends. These criteria only apply to a ~~pupil~~ **student** who has become a victim of one or more of the violent criminal offenses enumerated below:

A ~~pupil~~ **student** is considered a victim of a violent criminal offense when:

- a. A referral has been made to law enforcement officials for suspicion that one of the violent criminal offenses enumerated below has occurred; and
- b. One or more of the following applies:
 - (1) Law enforcement officials have filed formal charges against the perpetrator(s) for commission of the violent crime; or
 - (2) The ~~perpetrator~~ **offender(s)** of the violent crime ~~has been disciplined~~ **has received sanctions** in accordance with **the Board of Education's Code of Student Conduct** ~~school policy~~; or
 - (3) The ~~perpetrator~~ **offenders(s)** of the violent crime either has not been identified or is not an enrolled ~~pupil~~ **student(s)**, but it is clear that the ~~pupil~~ **student** (victim) has become a victim of a violent criminal offense based on objective indicators such as physical evidence, eyewitness testimony, and/or circumstantial evidence; or
 - (4) The pre-existence of a restraining order against the perpetrator(s) of the violent crime.

2. Procedures and Guidelines

Effective the first day of each school year beginning ~~in 2003~~, the district must be prepared to begin the transfer of any pupil~~student~~ who chooses to exercise the ~~unsafe school~~ individual choice option provision. The district must offer, within ~~fourteen~~ calendar days of the incident, an opportunity to transfer to a safe public school within the district to any pupil~~student~~ who has become a victim of a violent criminal offense while in or on the grounds of a public school that the pupil~~student~~ attends. While the pupil~~student~~ must be offered the opportunity to transfer, the pupil~~student~~ may elect to remain at the school.

To the extent possible, the district will allow any transferring pupil~~student~~ to transfer to a school that is ~~making adequate yearly progress in accordance with NCLB~~ has not been identified as low performing, under the State's ESSA accountability system and has not been identified as being in need of school improvement, corrective action or restructuring. ~~In addition, when a transfer is school is not available within the district, the district may seek arrangements for a student to transfer to the nearest charter school or neighboring district; however, this is no required.~~ The district ~~will~~ may take into account the needs and preferences of the affected pupil~~student~~ and his or her parent(s). Transfers must occur within thirty days of the determination that the pupil~~student~~ was a victim of a violent criminal offense.

3. Violent Criminal Offenses

The violent criminal offenses under New Jersey statutes that apply to the individual victim provision are identified and explained below. The offenses apply to completed offenses, as well as threats and attempts to commit the offenses. The offenses and attempts to commit the offenses apply only when they occur in or on the grounds, ~~as defined in N.J.A.C. 6A:16-1.3~~, of a school that the pupil~~student~~ attends. The offenses apply whether they occur wholly or in part in or on the grounds of a school that the pupil~~student~~ attends.

The offenses apply only to acts or attempts that are directed at a person (victim) or a group of specified individuals (victims), rather than acts that indiscriminately affect the entire school population or non-specified individuals or groups. ~~For the purposes of this Unsafe School Choice Option Policy, the term "victim" shall not include a pupil who purposely, knowingly or recklessly provokes the conduct constituting the criminal incident against him or her.~~

4. Applicable Violent Criminal Offenses

Below is a description of each applicable violent criminal offense that is based upon New Jersey statutes and references to statutory citations that provide complete explanations of each designated offense. The descriptions provided below are not intended to be a complete explanation of each offense or a substitute for the actual provisions of the authorizing statutes. Instead, the descriptions are provided as an aid in facilitating understanding of the general intent and practical applications of the violent criminal offenses that pertain to this Unsafe School Choice Option Policy.

- a. Homicide [N.J.S.A. 2C:11-2] - A person is a victim of a homicide when he or she is the child, sibling or other relative of a decedent, resulting from someone purposely,

knowingly or recklessly causing the death of the ~~pupil~~ **student**'s parent, sibling or relative in or on school grounds.

b. Assault [N.J.S.A. 2C:12-1(a)(1-3) and 2C:12-1(b)(1-4)] - A person is a victim of an assault when the actor purposely, knowingly or recklessly causes bodily injury to the victim [~~N.J.S.A. 2C:12-1(a)(1)~~]; negligently, recklessly, knowingly or purposely causes bodily injury to the victim with a deadly ~~weapon~~ [~~N.J.S.A. 2C:12-1(a)(2)~~; N.J.S.A. 2C:12-1(b)(2) and N.J.S.A. 2C:12-1(b)(3)]; attempts by physical menace to put the victim in fear of imminent serious bodily injury [~~N.J.S.A. 2C:12-1(a)(3)~~]; or knowingly points a firearm at or in the direction of the victim, whether or not the actor believes it to be loaded. [~~N.J.S.A. 2C:12-1(d)(4)~~].

c. ~~Aggravated Sexual Assault [N.J.S.A. 2C:14-2] - A person is a victim of an aggravated sexual assault when the actor commits an act of sexual penetration with the victim under any of the following circumstances:~~

(1) ~~The victim is less than thirteen years old.~~

(2) ~~The victim is:~~

(a) ~~At least thirteen, but less than sixteen years old; and~~

(i) ~~The actor is related to the victim by blood or affinity to the third degree; or~~

(ii) ~~The actor has supervisory or disciplinary power over the victim by virtue of the actor's legal, professional or occupational status; or~~

(iii) ~~The actor is a foster parent, a legal guardian or stands in loco parentis within the household.~~

(3) ~~The act is committed on the victim during the commission, or attempted commission, whether alone or with one or more persons, of robbery, kidnapping, homicide, aggravated assault on another, burglary, arson or criminal escape.~~

(4) ~~The actor is armed with a weapon or any object fashioned in such a manner as to lead the victim to reasonably believe it to be a weapon and threatens by word or gesture to use the weapon or object on the victim.~~

(5) ~~The actor is aided or abetted by one or more other persons and the actor uses physical force or coercion on the victim.~~

(6) ~~The actor uses physical force or coercion and severe personal injury is sustained by the victim.~~

(7) ~~The victim is one whom the actor knew or should have known was physically helpless, mentally defective or mentally incapacitated.~~

c5. Sexual Assault [N.J.S.A. 2C:14-2] -

A student is a victim of a sexual assault when the student is a victim of an act of sexual contact when the victim is less than thirteen years old and the actor is at least four years older than the victim, or the student is a victim of an act of sexual penetration under any of the following ~~circumstances~~:

~~A person is a victim of a sexual assault when:~~

- (1) The victim is less than thirteen years old.
 - (2) The victim is at least thirteen, but less than sixteen years old; and the actor is at least four years older than the victim.
 - (3) The victim is at least sixteen years old, but less than eighteen years old; and the actor has supervisory or disciplinary power over the victim.
 - (4) The actor uses physical force or coercion.
 - (5) The victim is one whom the actor knew or should have known was physically helpless, mentally defective, or mentally incapacitated.
- ~~a. The actor commits an act of sexual contact with a victim who is less than thirteen years old and the actor is at least four years older than the victim; or~~
 -
 - ~~b. The actor commits an act of sexual penetration with a victim under any of the following circumstances:~~
 -
 - (1) ~~The actor uses physical force or coercion, but the victim does not sustain severe personal injury.~~
 -
 - (2) ~~The victim is at least sixteen but less than eighteen years old.~~
 -
 - (3) ~~The actor has supervisory or disciplinary power of any nature or in any capacity over the victim.~~
 -
 - (4) ~~The victim is at least thirteen but less than sixteen years old and the actor is at least four years older than the victim.~~
6. Bias Intimidation [N.J.S.A. 2C:16-1(a)] - A person is a victim of the crime of bias intimidation when an actor commits, attempts to commit, conspires with another to commit or threatens the immediate commission of an offense specified in chapters 11 through 18 of Title 2C of the New Jersey Statutes; N.J.S.A. 2C:33-4; N.J.S.A. 2C:39-3; N.J.S.A. 2C:39-4 or N.J.S.A. 2C:39-5 in the following circumstances:
 - a. With a purpose to intimidate a victim or a group of specified victims because of race, color, religion, gender, handicap, sexual orientation or ethnicity; or

- b. Knowing that the conduct constituting the offense would cause a victim or a group of specified victims to be intimidated because of race, color, religion, gender, handicap, sexual orientation or ethnicity; or
 - c. Under circumstances that caused any victim of the underlying offense to be intimidated and the victim, considering the manner in which the offense was committed, reasonably believed either that:
 - (1) The offense was committed with a purpose to intimidate the victim or any person or entity in whose welfare the victim is interested because of race, color, religion, gender, handicap, sexual orientation or ethnicity; or
 - (2) The victim or the victim's property was selected to be the target of the offense because of race, color, religion, gender, handicap, sexual orientation or ethnicity.
7. Terroristic Threat [N.J.S.A. 2C:12-3(a) and 2C:12-3(b)] - A person is a victim of a terroristic threat when the actor threatens to commit one of the violent criminal offenses enumerated under the USCO Policy Provision II against the victim with the purpose to put the pupil~~student~~ in imminent fear of one of the violent crimes enumerated in the USCO Policy Provision II under circumstances reasonably causing the victim to believe the immediacy of the threat and the likelihood that it will be carried out. The definition of terroristic threat applies to N.J.S.A. 2C:12-3(a) insofar as the threat was directed at a person (victim) or a group of specified individuals (victims).
8. Robbery [N.J.S.A. 2C:15-1] - A person is a victim of a robbery when the actor, in the course of committing a theft, inflicts bodily injury; or uses force upon the victim; or threatens the victim with or purposely puts the victim in fear of immediate bodily injury.
9. Kidnapping [N.J.S.A. 2C:13-1] - A person is a victim of a kidnapping when the actor unlawfully removes the victim from the school or school grounds; or the actor unlawfully confines the victim with the purpose of holding the victim for ransom or reward as a shield or hostage; or the actor unlawfully removes the victim from the school or school grounds or a substantial distance from where he or she is found in school or on school grounds; or if the actor unlawfully confines a ~~pupil~~student for a substantial period of time to facilitate commission of a crime or flight thereafter, or to inflict bodily injury on or terrorize the victim.
10. Arson [N.J.S.A. 2C:17-1] - A person is a victim of arson when the actor **purposely or knowingly** starts a fire or causes an explosion in or on the grounds of a school whereby purposely or knowingly the victim or group of specified victims are in danger of death or bodily injury; or with the purpose of destroying or damaging the victim's or group of specified victim's property that is in the school or on school grounds.

Miscellaneous Provisions of USCO

- 1. Transfer Time Period – Persistently Dangerous Schools

The transfer will be temporary and will be in effect as long as the ~~pupil~~**student**'s original school is identified as persistently dangerous.

2. Charter School Transfer Option

While ~~NCLB~~ **ESSA** permits affected ~~pupil~~**students** to be afforded the opportunity to attend a public charter school, in addition to a safe public elementary school or secondary school within the school district, the application of this provision in New Jersey is limited. Transfers to a charter school can only occur as a part of the charter school's "equal opportunity" selection process and among charter schools administered under the same managing authority (i.e., charter schools within the charter school district).

Since charter schools in New Jersey are considered public LEA's, pursuant to N.J.S.A. 18A:36A-3, operated independently of a local board of education, transfers may only take place among charter schools within the LEA. Therefore, ~~pupil~~**students** may be permitted to transfer to another charter school that is administered under the same managing authority of the charter school, but are not permitted to transfer to a school in the local public school district administered by a local board of education.

However, pursuant to N.J.S.A. 18A:36A-7, a charter school must be open to all ~~pupil~~**students** on a space available basis and may not discriminate in its admission policies or practices (although it may establish reasonable criteria to evaluate prospective ~~pupil~~**students**), and in accordance with N.J.S.A. 18A:36A-8, if there are more applications to enroll in the charter school than there are spaces available, the charter school must select ~~pupil~~**students** to attend using a random selection process for enrollment.

3. Funding Sources for USCO

The Unsafe School Choice Option ~~law~~-**statute** does not authorize resources specifically to help cover USCO costs **associated with transferring a student from a PDS**. However, under certain circumstances Federal funds may be used. For example, ~~funds under SDFSCA~~ (**ESEA Title IV, Part A of the NCLB**) may be used to establish safe zones of passage to and from school to ensure that ~~pupil~~**students** travel safely on their way to school and on their way home [Section 4115(b)(2)(E)(v)]. In addition, ~~SDFSCA~~ **ESEA Title IV, Part A** funds may be used to help cover costs such as tuition or transportation related to the Unsafe School Choice Option or expansion of public school choice [Section 5121(8) and 5131(12 and (25))].

4. Special Education ~~Pupil~~**Students**

The district will provide transferred special education ~~pupil~~**students** with the program required by the ~~pupil~~**student**'s Individualized Education Program (IEP).

5. Transfer Schools

In the event there is not another school within the school district for a transferring ~~pupil~~**student**, the district is not required to transfer the ~~pupil~~**student** to a school outside the school district.

~~Under the federal regulations (68 FR 16789), this Policy only applies to offenses that occur in the 2003–2004 school year and thereafter. Beginning with the 2004–2005 school year, the district must provide the transfer option to victims of violent criminal offenses that occurred in the previous school year, if the determination that the pupil was a victim was made thirty days or fewer before the end of the school year.~~

The district will use the school choice option as one response to incidents of victimization. Additionally, the district will develop and implement appropriate strategies for addressing the circumstances that contribute to or support victimization, as well as consistently and proactively manage individuals who have victimized **pupilstudents**. The district will promote the importance of school safety and respond to the needs of **pupilstudents** and staff. Pursuant to the law, the district will provide an opportunity for **pupilstudents**, parents and school district and law enforcement personnel to discuss methods for keeping schools safe from violence; to create school safety plans; and to recognize **pupilstudent** in need of help. The district will organize activities to prevent school violence, including, but not limited to, age-appropriate opportunities for pupil discussion on conflict resolution, issues of **pupilstudent** diversity and tolerance. Law enforcement personnel will be invited to join members of the teaching staff in the discussions. Programs shall also be provided for school district employees that are designated to help school district employees recognize warning signs of school violence and to instruct school district employees on recommended conduct during an incident of school violence.

N.J.S.A. 18A:17-46 requires a public hearing in the third week in October of each year for the Superintendent to report to the Board all acts of violence and vandalism that occurred in the district during the previous school year. The public hearing shall be transcribed and kept on file in the Board of Education Office. The transcript shall be made available to the public upon request. The Board must also file the transcript with the NJDOE for review.

~~No Child Left Behind Act of 2001 §9532~~

Every Student Succeeds Act (ESSA) of 2015

Title VIII, Part F Subpart 2, SEC 8532

Adopted: 12 January 2009

Revised March 11, 2019

5611 REMOVAL OF STUDENTS FOR FIREARMS OFFENSES (M)

The Board of Education is committed to providing a safe and secure school environment to all students attending the public schools. To provide this environment, the Board of Education will implement policies and procedures regarding student offenses involving firearms, as defined in N.J.S.A. 2C:39-1(f) and 18 U.S.C. §921, pursuant to The Zero Tolerance For Guns Act, N.J.S.A. 18A:37-7 through N.J.S.A. 37-12.

Policy and Regulation 5611 shall apply to a student who is convicted or adjudicated de-linquent for possession of a firearm on school grounds, convicted or adjudicated delinquent for committing a crime while in possession of a firearm on school grounds, or found knowingly in possession of a firearm on school grounds. A student, other than a student with a disability, convicted or adjudicated delinquent for these firearm offenses shall be immediately removed from the school's general education program for a period of not less than one calendar year and placed in an alternative education program according to the requirements of N.J.A.C. 6A:16-9.1 **et seq** **The Superintendent may modify on a case-by-case basis the removal of a general education student in accordance with N.J.A.C. 6A:16-5.5(b)1.** A student with a disability convicted or adjudicated delinquent for these firearm offenses shall be immediately removed in accordance with the provisions of N.J.A.C. 6A:14 and applicable Federal regulations and shall receive a placement in accordance with N.J.A.C. 6A:14.

The Principal or designee shall remove the student in accordance with the requirements outlined in N.J.A.C. 6A:16-5.5(d), which includes notifying the appropriate law enforcement agency of a possible violation of the New Jersey Code of Criminal Justice.

If it is found that the removed student did not commit these firearm offenses, the student shall be immediately returned to the program from which he or she was removed.

The Superintendent shall make the final determination on whether the general education student removed in accordance with the requirements of N.J.A.C. 6A:16-5.5 and this Policy is prepared to return to the general education program or will remain in an alternative education program, pursuant to N.J.A.C. 6A:16-9.1 et seq, or receive home or other out-of-school instruction, pursuant to N.J.A.C. 6A:16-10 based on the criteria outlined in N.J.A.C. 6A:16-5.5(i).

If a student, other than a student with a disability, is removed from the general education program pursuant to N.J.A.C. 6A:16-5.5 and this Policy, and a placement in an alternative education program is not available, the general education student shall be provided home or other out-of-school instruction according to N.J.A.C. 6A:16-10.2 until placement is available.

The Superintendent of Schools biannually shall submit to the Commissioner of Education a report on each incident under N.J.A.C. 6A:16-5.5 utilizing the ~~Electronic Violence and Vandalism Reporting System~~ Student Data Safety System (SSDS), pursuant to N.J.A.C. 6A:16-5.3(d)1.

This Policy and Regulation 5611, implementing the requirements of N.J.A.C. 6A:16-5.5, shall be annually disseminated to all school staff, students, and parents.

N.J.S.A. 18A:37-1 et seq.

N.J.A.C. 6A:14-2.8 et seq.; 6A:16-5.5; 6A:16-6.1 et seq.; 6A:16-7.1 et seq.; 6A:16-8.1 et seq.; 6A:16-9.1 et seq.; 6A:16-10.2

Adopted: 12 January 2009, 16 December 2014

Revised: 11 March 2019

8461 REPORTING VIOLENCE, VANDALISM, HARASSMENT, INTIMIDATION, BULLYING,
ALCOHOL AND OTHER DRUG ABUSE OFFENSES (M)

M

The Board of Education shall observe “School Violence Awareness Week” during the week beginning with the third Monday in October of each year by organizing activities to prevent school violence. Activities shall include, but are not limited to, age-appropriate opportunities for pupil discussion on conflict resolution, issues of pupil diversity, and tolerance. The Board shall invite law enforcement personnel to join members of the teaching staff in the discussions and provide programs for school employees that are designed to help them recognize warning signs of school violence and to instruct them on recommended conduct during an incident of school violence. **The Board of Education shall disseminate to students’ parents an informational pamphlet prepared by the New Jersey Department of Education (NJDOE) on how a parent can limit a child’s exposure to violence on television, cell phones, computers, and other electronic devices, on an annual basis pursuant to N.J.S.A. 18A:40-44.**

In accordance with N.J.A.C. 6A: 16-5.2 any ~~Any~~ school employee who observes or has direct knowledge from a participant or victim of an act of violence; **including harassment, intimidation, and bullying;** or the possession or distribution of alcohol or other drugs on school grounds, and any school employee who reports a pupil for being under the influence of alcohol or other drugs, according to the requirements of N.J.S.A. 18A:40A-12 and N.J.A.C. 6A:16-4.3, shall file a report describing the incident to the school Principal, in accordance with N.J.S.A. 18A:17-46. The report shall be on a form adopted by the Board to include all of the incident detail and offender and victim information that are reported on the ~~Electronic Violence and Vandalism Reporting System (EVVRS)~~. **School Safety and Data System (SSDS).**

A report alleging an incident of harassment, intimidation, or bullying shall be made in accordance with the provisions of N.J.S.A. 18A:37-13.1 and Policy 5512.

The Building Principal, for each incident report of violence; **including, vandalism,** harassment, intimidation, **and bullying, vandalism, and alcohol, and** or other drug abuse offenses, shall review the incident report for accuracy; forward a copy of the incident report to the Superintendent; and notify the Superintendent of the action taken regarding the incident. The Board shall not discharge or subject to any manner of discrimination any school employee who files a report pursuant to N.J.A.C. 6A:16-5.3.

The majority representative of the school employees’ bargaining units shall have monthly access to the number and disposition of all reported acts of school violence, **including vandalism,** harassment, intimidation and bullying, **and vandalism,** pursuant to N.J.S.A. 18A:17-46. Personally identifying information may be provided to the majority representative of the school employees’ bargaining units only in instances when school administrators have reason to believe that the safety of a school staff member is at risk.

Twice ~~Two times~~ each school year, **once** between September 1 and January 1 and **once** between January 1 and June 30, ~~at a public hearing held pursuant to N.J.S.A. 18A:17-46,~~ the Superintendent shall report to the Board at a public meeting all acts of violence, **including vandalism,** harassment, intimidation, ~~and bullying, vandalism,~~ and ~~incidents of alcohol and other drug abuse offenses~~ that occurred during the previous reporting period ~~in accordance~~ **according to** with the provisions of N.J.S.A. 18A:17-46 and N.J.A.C. 6A:16-5.3. The report shall include the number of reports of harassment, intimidation, or bullying, the status of all investigations, the nature of the bullying based on one of the protected categories identified in section 2

of P.L.2002, c.83, the names of the investigators, the type and nature of discipline imposed on any student engaged in harassment, intimidation or bullying, and any other measures imposed, training conducted, or programs implemented, to reduce harassment, intimidation, or bullying. The information shall also be reported once during each reporting period to the NJDOE. The report must include data broken down by the enumerated categories as listed in section 2 of P.L. 2002, c.83 (C18A:37-14), and data broken down by each school in the district, in addition to district wide data. (It shall be a violation to improperly release any confidential information not authorized by Federal or State law for public release.

The report shall be used to grade each school for the purpose of assessing its effort to implement policies and programs consistent with the provisions of P.L. 2002, c.83 (C.18A:37-13 et seq.). The district shall receive a grade determined by averaging the grades of all the schools in the district. The Commissioner shall promulgate guidelines for a program to grade schools for the purposes of N.J.S.A. 18A:17-46. The grade received by a school and the district shall be posted on the homepage of the school's website. The grade for the district and each school of the district shall be posted on the homepage of the district's website. A link to the report shall be available on the district's website. The information shall be posted on the websites within ten days of the receipt of a grade by the school and district.

Whenever it is alleged a school employee has knowingly falsified ~~the report~~ reported information on acts of ~~on~~ violence, or vandalism, or any incident included in the annual report on violence and vandalism harassment, intimidation and bullying required under N.J.S.A. 18A:17-46, the Board shall make a determination regarding whether the employee committed the act. The Board shall provide written notice of the allegations to the employee and the employee shall be entitled to a hearing before the Board in accordance with the provisions of N.J.A.C. 6A:16-5.3(gf)2. Upon a determination by the Board that an employee has knowingly falsified the report reported information, the Board may take appropriate action as outlined in N.J.A.C. 6A:16-5.3(g)3. ~~Any action taken by the Board shall be based on its consideration of the nature of the conduct, the circumstances under which it occurred, and the employee's prior employment record. Any employee having been found responsible for the falsification of the annual report by the Board shall have the right to file a grievance under their respective bargaining agreements, appeal the Board's determination to the Commissioner of Education and subsequently to the State Board of Education, or appeal the decision to the Superior Court of New Jersey. The availability of appeal options shall be based upon the action taken by the Board.~~

~~The A~~ Board of Education shall submit and implement corrective action plans for high incidences of violence, vandalism, or alcohol or other drug abuse upon notification by the Commissioner of Education.

The Board shall provide ongoing staff training, in cooperation with the ~~Department of Education~~ NJDOE, in fulfilling the reporting requirements of N.J.S.A. 18A:17-46.

N.J.S.A. 18A:17-46; 18A:36-5.1; 18A:40-44
N.J.A.C. 6A:16-5.2; 6A:16-5.3

Adopted: 12 January 2009, 28 June 2010, 12 September 2011
Revised: 11 March 2019

8900 SUSTAINABILITY TABLED

~~The Morris School District Board of Education recognizes the importance of minimizing the District's use of natural resources, providing a high quality environment that promotes health and productivity and the effective management of our fiscal resources.~~

~~The Board of Education agrees that the Superintendent of Schools and designated administrative staff will be responsible for developing a resource management program that includes strategies for implementing effective and sustainable resource practices, exploring renewable and clean energy technologies, reducing energy and water consumption, minimizing utility costs, reducing the amount of waste of consumable materials, encouraging recycling and green procurement practices, and promoting conservation principles by implementation of the following actions:~~

- ~~1. Energy and Energy Conservation Curriculum: The Morris School District Public Schools will seek to integrate the concepts of resources conservation, including waste reduction and recycling, into our District's environmental curriculum at all grade levels.~~
- ~~2. Consumable Waste Reduction: Whenever possible and economically practical, the Morris School District Schools will seek to reduce the consumption of consumable materials, fully utilize all materials before disposal, and minimize the use of non-biodegradable products.~~
- ~~3. Recycling and Environmental Operations: The Morris School District Schools will explore collaboration with local, state, and federal entities to promote recycling efforts.~~
- ~~4. Facility Operations, Maintenance, Construction and Renovations: The Morris School District Schools will strive to develop and implement an operations and maintenance program for its buildings and facilities that embraces practices for energy conservation, energy cost containment, and revenue enhancements. In addition, it will be the administration's goal to develop construction or renovation projects that adhere to LEED Silver standards. Furthermore, when economically viable and practical, the Morris School District Schools will develop site improvements that will attempt to reduce greenhouse gases while promoting environmentally-friendly lifestyles. Potential steps could include increased utilization of landscaping plantings, school garden/learning centers, and greening of selected locales.~~

~~The Morris School District Green Team, Wellness Committee and Superintendent will be responsible for the development and implementation of this Sustainability Policy.~~

POLICY (to amend Motion #1 labeling Policy 8900 - Sustainability)

Moved by Mrs. Davidson, 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

POLICY (Amended Motion #1)

Moved by Mrs. Davidson, 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

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, March 11, 2019.

2018-2019 FIELD TRIPS

Motion #2 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)

K-9 SUMMER ACADEMIC PROGRAMS 2018-19

Motion #3 that, upon the recommendation of the Superintendent, and the Board Curriculum Committee, the Board of Education approve the provision of Summer Academic Programs for MSD students in Grades K-9:

Program:	Grades K-9 Summer Academic Programs: The Neighborhood House; SOAR Summer; 9th Grade Summer Bridge
Description:	Provide instruction through grade level specific programs in English Language Arts, Mathematics, Social and Personal Habits for Success, for identified struggling learners in grades K-8. Dates: July 8, 2019 - August 9, 2019
Projected Enrollment:	Approximately 350 students
Funding Source:	Local

DISTRICT PRIORITY: *In support of district goal for Equity & Inclusion: Curriculum* “The provision of summer programs for MSD students supports mastery of standards, strong transitions, social connections and community partnerships.”

MONTCLAIR STATE UNIVERSITY NETWORK FOR EDUCATIONAL RENEWAL PARTNERSHIP (MSUNER)

Motion #4 that, upon the recommendation of the Superintendent, and the Board Curriculum Committee, the Board of Education approve the Montclair State University: Network for Educational Renewal partnership with the Morris School District.

EXPLANATION:

The Montclair State University Network for Educational Renewal (MSUNER) is a school-university partnership dedicated to the simultaneous renewal of the schools and teacher education through collaboration among Montclair State University and its partner school districts. In partner districts, teachers and administrators gain the opportunity to work with Montclair State University faculty at school sites and at the

university. It is a model of partnership that effectively links all aspects of teacher preparation and development resulting in a continuous cycle of school, university and teacher renewal.

DISTRICT PRIORITY: *In support of district goal for **Equity & Inclusion***

Professional Development and Training: Professional development must be sustained over multiple years in order to be effective. Accordingly, the Morris School District will craft a multiyear training outline that coherently balances the three interlocking components essential for an inclusive learning community: (1) culturally responsive and intercultural competency training; (2) restorative practice strategies; and (3) trauma-sensitive schools training.

MEF GRANTS

Motion #5 that, upon the recommendation of the Superintendent, the Board of Education accept monies from the Morris Educational Foundation for the following grant:

<u>Amount</u>	<u>School</u>	<u>Project</u>
\$2,300	FMS	Revitalize the FMS Garden – William Majestic

The FMS garden was established a number of years ago. Unfortunately, it is now in disrepair. As a consequence of design and lack of long-term solutions for maintenance, the garden has become unsustainable. The space needs to be redesigned. A plan has been developed to accomplish this. In addition, an Ecology Club will be created to act as keepers for the space. The space provides many interdisciplinary and extracurricular opportunities for staff and students. Students can learn and appreciate lessons on sustainability, visualize and experience green engineering in urban spaces, reflect on agricultural history and practice, explore careers in farm-to-table cooking, or simply be inspired by the vibrancy and diversity of nature when writing, drawing, or taking pictures. This grant will enable FMS to purchase the boards for new raised beds, grass seed, hay, limestone, top soil, and labor.

\$400.00	MHS	New Jersey High School Film Challenge
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This will be the third year that MHS students will be competing in the New Jersey High School Film Challenge. Our students have one “Best Overall Film” for the past two years. The event also features interesting and pertinent seminars with media professionals. The entry fee is \$100 per team.

\$4,500.00	FMS	Frelinghuysen Trip to Washington, DC
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There are 10 students who need full scholarships to participate in the annual 8th grade trip to Washington, D.C. FMS is asking for any help with MEF can provide.

\$3,263.88	HC	Light Up Learning
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The Light Up Learning Grant will provide light tables, translucent manipulatives, and translucent sensory materials for student inquiry and discovery in The H.I.L.L.(Innovative and Learning Lab). The light tables provide an engaging

LED-illuminated surface for students to work collaboratively with the translucent blocks and tiles, as well as supporting mathematical thinking in the areas of geometry and algebraic thinking. Currently, the H.I.L.L. has a compact light table for students to use. Due to the popularity of the table, combined with the student learning opportunities and gains currently taking place, Hillcrest would like to expand on this innovative learning tool. This hands-on approach to learning will allow Hillcrest's young learners to think out of the box.

\$973.55 Sussex Researching and Decorating Ceiling Tiles

The goal of this project is to guide the fifth grade students in researching famous and influential heroes and discovering inspirational quotes which will be used in planning and creating their own decorative ceiling tiles. This is an opportunity for the students to leave their mark on their school forever. This project will benefit students and staff because when walking down the hall, they will be able to see the fruits of their labor. Currently, there is beautiful artwork on the walls and bulletin boards, but there is nothing on the ceiling. In addition, this project will impact learning as Principles of Design will be explained, demonstrated, and incorporated along with team work skills and class participation.

\$525.00 Sussex Yoga and Mindfulness in the Classroom

This grant will pay for a teacher to attend a Yoga 4 Classrooms IMPLEMENT Leader Training Course during the summer. As a result of this training, the teacher will be able to train teachers at all of our elementary schools to obtain a deeper understanding of how to utilize this Mindfulness and Yoga program in their classrooms. The implementation of this program is a way for teachers to address the social and emotional competencies through a simple and clearly outlined curriculum.

\$3,600.00 MHS Melanin Minds Washington DC Smithsonian Trip

MHS seeks to impact the dialogue around equity, discrimination, history, political activism and other challenging topics. Through this field trip, they will investigate a more complete telling of American history, the legacy of race in American society, the institutions, and the individual's role in fostering inclusion and providing the tools to foster conversation with students and others. This trip will provide an opportunity for those who are interested in African American culture to explore and revel in this history through interactive exhibitions. This grant will help nine students who require financial support.

\$1,975.00 MHS Honoring Community Partnerships and Building
New Opportunities for the Colonial L.I.F.E.
Program

This grant is designed to expand opportunities for the students in the Colonial L.I.F.E. Program (Learning Independence for Employment) and the Transition Skills program and has the potential to impact a larger number of students as community partnerships for internships are developed. Twenty-eight businesses/departments have or are currently offering our students a Structured Learning Experience (SLE) will be honored at the event as well as three departments in the MSD. This grant will allow us to increase our community partnerships and to showcase our comprehensive program. An invitation will be extended to other businesses in town. These businesses can gain an understanding of the program and gather additional information about how they can partner with us in the future. Students in the photography club and film club will take pictures at the event as well as film the presentation utilizing the knowledge gained in their classes. The forum will be an open house/awards presentation during a luncheon. Following the presentation of certificates of appreciation to the businesses involved and reception, visitors will have the opportunity to tour our learning spaces.

\$650.00 MHS “Like” Film Screening & Panel Discussion

Parent Education Program at Morristown High School, April 30, 2019, 7 pm
Indiflix’s original film “Like,” a documentary about the impact of social media on our lives will be screened for the Morris School District community – parents, educators, students, and the community at large. As technology continues to progress, and children are exposed at even earlier ages, education and discussion on this topic are critical to understanding how it affects us and how we can manage it going forward. The screening will be followed by a panel discussion incorporating representatives of the Morris School District administration, students, Morristown Medical Center staff and other community stakeholders.

EDUCATIONAL MATTERS (Motions #1-5)

Moved by Mr. Posey, seconded by Ms. Spiotta

AYES: Mrs. Davidson, Dr. Gallerstein, Ms. Murphy, Mr. Pawar, Mr. Posey, Mrs. Rhines (Motions #1-4), Ms. Spiotta (Motions #1-4), Mrs. Bangiola

NOES: None

ABSTAIN: Mrs. Rhines (Motion #5), Ms. Spiotta (Motion #5)

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 March 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.

STRUCTURED LEARNING EXPERIENCES (SLE) 2018-2019- revised

Motion #2 that, upon the recommendation of the Superintendent, the Board of Education approve the provision of instruction in the community that involve specific individualized student learning objectives, in order to meet the needs of students with disabilities who require Structured Learning Experiences for the 2018-2019 school year. Part of the program involves off-site internships and job sampling at job sites and other community partnerships. Parents are informed of each of these off-site experiences in advance. Structured Learning Experience is not a field trip as directed by NJDOE. The list of community partnerships is as follows:

Five Below

Beyer Ford

Bubba Rose

Century 21

Frelinghuysen Arboretum

~~Game Vault~~

Grow it Green (Early Street, Urban Farm and College St. Elizabeth)

I Do I Do

I HOP restaurant

Metlife

Morris County Courthouse

Morris County Sheriff's Office

Morristown Car Wash

Morristown/Morris Township Public Library

Panera Bread

Staples

Tito's Burritos Commissary Kitchen

Verilli's Bakery

Whitsons Food Services

EXPLANATION

Structured Learning Experiences, such as job sampling and internships, give students an opportunity to utilize their skills in the real world in integrated community business settings with the guidance of a job coach/SLE instructor. A formal training plan will be written as part of the student's IEP and overseen by a Structured Learning Coordinator for any type of SLE. **Motion was originally approved on September 17, 2018 (motion #6), revised on October 1, 2018 (motion #4) and revised on 1/28/2019 (motion #2). Motion has been revised to include, in bold, additional SLEs and remove a business that is no longer involved.**

DISTRICT PRIORITY: *In support of district goal for **Equity & Inclusion***

Least Restrictive Environment: Nationwide and in New Jersey, students with disabilities are disproportionately placed in more restrictive settings for academic and behavioral concerns. Accordingly, the Morris School District will take steps to continue to reduce the number of students who are placed in more restrictive settings (such as resource room or out-of-district placements). Expanding co-teaching offerings and training as well as trauma informed training, and a review and analysis of the Boggs Center Evaluation are important action steps.

PUPIL SERVICES (Motions #1-2)

Moved by Mrs. Davidson, 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

HUMAN RESOURCES

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

Motion #1 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:

Hardenberg, Marie	July 1, 2019
1.0 Principal, WD	Resignation

APPOINTMENT(S) 2018-2019 */**/**

Motion #2 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.:

Chin, Michelle	\$5,400	03/18/19-06/30/19	<u>In place of:</u> Shaw, M.
0.3 LR/PG Aide, NP	\$15/hr, 2 hrs/day, 180 days/year		Reassigned
Hauryluke, Michele	\$12,880	04/01 /19-06/30/19	Est. 03/11/19
0.5 ABS, PS	\$20/hr; 3 ½ hrs/day, 184 days		

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

SUBSTITUTE APPOINTMENTS 2018-2019

Motion #3 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 2018-2019 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.:

Bus Driver

Jenkins, Melissa (eff. 3/25/19)

Teacher

Flynn, Katharyn

Stern, Megan (eff. 3/20/19)

LR/PG Aide

Huerta, Mario – (eff. 3/15/19 - \$15 pr/hr)

Ramirez, Marisol – (eff. 3/15/19 - \$15 pr/hr)

Williams, Candida – (\$15 pr/hr)

~~JOB DESCRIPTION(S) 2019-2020~~ – *PULLED*

~~Motion #4~~ that, upon the recommendation of the Superintendent, the Board of Education approve the following job descriptions:

- ~~1.0 Supervisor of Culturally Responsive Instruction and Bilingual/ELL Programs K-12~~

~~MORRIS SCHOOL DISTRICT~~

~~Job Description~~

~~Title: Supervisor of Bilingual/ELL Programs K-12 & Culturally Responsive Instruction~~

~~Supervisor: Assistant Superintendent of Curriculum and Instruction~~

~~Qualifications:~~

- ~~● — Appropriate NJ Teaching Certification and N Principal/Supervisor Certification required~~
- ~~● — Bilingual Spanish (Excellent Speaking, Reading & Writing skills)~~
- ~~● — Excellent communication skills (Verbal & Written)~~
- ~~● — Knowledge of Bilingual Program Requirements for NJ~~
- ~~● — Proven understanding and implementation of CRT practices~~
- ~~● — Ability to organize and manage time to meet deadlines~~

~~Responsibilities~~

~~BILINGUAL PROGRAMS~~

- ~~● — Coordinate and develop the K-12 ELL/Bilingual Program curriculum, resources and staff development.~~
- ~~● — Organize and facilitate the Bilingual Parent Advisory Council~~
- ~~● — Oversee intake and placement of Bilingual/ELL students K-12~~
- ~~● — Ensure Bilingual Code compliance for all programs K-12~~
- ~~● — Oversee ACCESS testing and required standardized testing as it relates to Bilingual/ELL students.~~
- ~~● — Manage, update and use online platforms to collect/analyze data on Bilingual student performance K-12~~
- ~~● — Facilitate articulation meetings with Bilingual program teachers~~
- ~~● — Coordinate and communicate with administrators at all levels with regard to Bilingual programs, resources, teaching and professional development.~~

INSTRUCTION

- ~~Provide ongoing professional development, classroom modeling and follow-up with regard to CRT and best practices for instruction~~
- ~~Ensure that culturally appropriate resources are embedded and used across all content/curriculum areas~~
- ~~Work with the Curriculum department to facilitate professional development opportunities for staff that support understanding of, and improved response to, relevant cultural differences.~~
- ~~Use online platforms to analyze student data and assess/respond to equity in performance and achievement~~
- ~~Complete walkthroughs and teacher observations across K-12 schools~~
- ~~Facilitate articulation meetings with teachers across the district~~
- ~~Coordinate and communicate with administrators at all levels with regard to CRT resources, teaching and professional development.~~

OTHER

- ~~Provide input to the establishment and proposed means of achieving district goals that impact minority students, by raising awareness of relevant cultural differences~~
- ~~Coordinate workshops for parents that address the needs of minority children relative to district curricula and expectations~~
- ~~Other duties as assigned by the Assistant Superintendent of Curriculum and Instruction.~~

Contract Terms

Of Employment: 12-month position

LEAVE(S) OF ABSENCE 2018-2019

Motion #5 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:

Employee #2945 02/21/19-03/29/19 ** Administrative
(Revised dates)

Flynn, Laurie 3/25/19 - 6/30/19 - FMLA - Intermittent**
1.0 TA, LLC

Folkes, Caitlin 02/19/19-04/09/19 * - Maternity
1.0 Science, FMS 04/10/19-06/30/19 ** - FMLA

* 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

COMMUNITY SCHOOL SUMMER PLUS 2018-2019

Motion #6 that, upon the recommendation of the Superintendent, the Board of Education approve the following Summer Plus staff:

Abrams, Isabel	Aide	\$15.75/hr
Abrams, Zachary	Aide	\$15.75/hr
Barna, Kobie	Aide	\$10.00/hr
Bell, Beverly	Security	\$20.50/hr
Brockington, Mamie	Aide	\$15.75/hr
Brown, Gerald®	Instructor	\$27.00/hr
Burroughs, Alexa®	Aide	\$10.00/hr
Burroughs, K'yanna®	Aide	\$12.25/hr
Burroughs, Tiffany®	Aide	\$15.75/hr
Burroughs, Tiffany®	Instructor	\$27.00/hr
Cantareno, AnnMarie	Aide	\$12.25/hr
Caruso, Jillian®	Instructor	\$27.00/hr
Caruso, Michael	Instructor	\$27.00/hr
Compton, Rachel	Instructor	\$27.00/hr
Caravaglia, Michelle	Instructor	\$27.00/hr
Connor, Kevin	Aide	\$10.00/hr
Correa, Rosario	Aide	\$15.75/hr
Damiano, Mary	Aide	\$15.25/hr
Davis, Edgar	Aide	\$15.75/hr
DeVita, Cassandra	Instructor	\$27.00/hr
Diamond, Paige	Instructor	\$27.00/hr
Escobedo, Nicole	Instructor	\$27.00/hr
Falconer, Brianna	Instructor	\$27.00/hr
Ferrarelli, Kathryn®	Instructor	\$27.00/hr
Johnson, Wayne	Instructor	\$27.00/hr
Jorge, Belkis	Instructor	\$27.00/hr
Kerri, Rudina®	Aide	\$15.75/hr
Koba, Migdona	Aide	\$15.50/hr
Koba, Migdona	1:1 Aide	\$16.50/hr
Kubin, Julia	Aide	\$10.00/hr
Lawson, Kimberly	Instructor	\$27.00/hr
Louie, Melissa	Instructor	\$27.00/hr
Majorossy, Stephanie	Instructor	\$27.00/hr
Mataj, Marieta®	Kitchen Coordinator	\$18.00/hr
McCormack, Diane	Leadership for Tomorrow Supervisor	\$35.00/hr
McElwee, Jermaine	Leadership for Tomorrow Asst Supervisor	\$27.00/hr
Noonan, Susan	Instructor	\$27.00/hr
Pallino, Jeffrey®	Instructor	\$27.00/hr
Pappas, Aferdita®	Aide	\$15.75/hr
Parish, Daniel	Instructor	\$27.00/hr
Price, Ashley	Instructor	\$27.00/hr

Reilly, Kathleen	Instructor	\$27.00/hr
Rogers, Michelle	Instructor	\$27.00/hr
Rogers, Richard	Aide	\$15.50/hr
Romeo, Alexa	Instructor	\$27.00/hr
Ruppel, Megan®	Instructor	\$27.00/hr
Simpson, Christina	Aide	\$15.50/hr
Sinche, Michael	Aide	\$10.25/hr
Singleton, Melissa	Aide	\$15.75/hr
Strelec, Melissa	Instructor	\$27.00/hr
Sullivan, Elizabeth	Instructor	\$27.00/hr
Swanson, Deanna	Aide	\$10.00/hr
Terhune, Wendy	Aide	\$15.25/hr
Turan, Najiba	Aide	\$15.50/hr
Underhill, Krista	Instructor	\$27.00/hr
Underhill, Marilyn	Aide	\$15.75/hr
Underhill, Marilyn	1:1 Aide	\$16.75/hr
Underhill, Stephanie	Instructor	\$27.00/hr
Wallace, Dawn	Instructor	\$27.00/hr
Ward-Miller, Angela	Aide	\$15.25/hr
Zak, Christopher	Instructor	\$27.00/hr

EXPLANATION: Salaries to be paid from collected tuitions.

COMMUNITY SCHOOL 2019-2020

Motion #7 that, upon recommendation of the Superintendent, the Board of Education approve the following Community School staff for the Summer Music Academy:

Gallagher, David	Coordinator (shared)	\$35.00/hr
Ocasio, Ariel	Coordinator (shared)	\$35.00/hr

EXPLANATION: Mr. Gallagher and Mr. Ocasio will share the coordinator's position. Each will be compensated at the coordinator's rate for up to 15 hours prior to the start of the Academy. Mr. Ocasio will be compensated as the Program Coordinator from 7/1/19 – 7/26/19. All salaries are to be paid out of collected tuitions.

Motion #8 that, upon the recommendation of the Superintendent, the Board of Education approve the following Summer Plus position:

Rogers, Emily	Supervisor	\$35.00/hr
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EXPLANATION: Ms. Rogers will be the Summer Plus Supervisor for the 2019 Summer Plus Program. The responsibilities include pre-season planning from 1/3/19-6/28/19, as needed, as well as full time hourly during the program, 7/1/19-8/9/19. Salary to be paid from collected tuitions.

Motion #9 that, upon the recommendation of the Superintendent, the Board of Education approve the following Sunrise Substitute Coordinator:

Lewis-Lahey, Anthony \$19.00/hr

EXPLANATION: Salary to be paid from collected tuition.

COMPREHENSIVE EQUITY PLAN STATEMENT OF ASSURANCE

Motion #10 that upon the recommendation of the Superintendent, the Board of Education approve the following staff to the Affirmative Action Team to review and prepare the District’s Comprehensive Equity Plan Statement of Assurance for the 2019-2020 school year.

- Carmel, Matthew
- Engelfried, Debora
- Falk, Deirdre
- Horton, Chester
- LoFranco, Anthony
- McBride, Belinda
- Neu, Jessica
- Sumski, Gregory

SALARIES - MORRIS SCHOOL DISTRICT ADMINISTRATORS’ ASSOCIATION 2018-2019

Motion #11 that, upon the recommendation of the Superintendent, the Board of Education approve the revisions to salaries (**revisions in bold**) of the Morris School District Administrators’ Association Staff staff for the 2018-2019 school year as filed with the School Business Administrator/Board Secretary and Human Resources offices.

SUBSTITUTE SALARY RATES 2018-2019 - REVISED

Motion #12 that, upon the recommendation of the Superintendent, the Board of Education approve the following addition to the Substitute Salary rates effective January 7, 2019 (**changes in bold**):

Category	Current Rates
Assistant Behavior Specialist	\$14.29/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	\$8.45/hr
Bus Driver	\$28.00/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, \$90/half
Related Services Long Term	\$25 - \$135/hr.
Secretary/Clerk	\$100/full/\$50/half
Secretary, Long Term	\$140.00/day
Security Monitor	\$20.00/hr
Teacher	\$100/full, \$65/half
Social Worker Long Term	\$195/day
Teacher Assistant	\$70/full, \$40/half
Teacher Assistant (less than 3 ½ hours)	\$11.50/hr
Teacher Assistant, long term	\$100/full, \$50/half
Teacher, long term	\$195/day
Current Teacher Assistant/ABS (Cover own classroom)	\$7.14/hr. additional

* As determined by student's IEP

HUMAN RESOURCES/CURRICULUM (revised)

PROFESSIONAL DEVELOPMENT - SHELTERED ENGLISH INSTRUCTION

Motion #13 that, upon the recommendation of the Superintendent, and the Board Curriculum Committee, the Board of Education approve the following Professional Development:

Program: Professional Development
 Description: Online PD for Sheltered English Instruction certification.
 Dates: February, 2019 - June, 2019
 Funding: Grant funded/Title III
 Rate: Stipend - \$375

Baldonado, Lauren (HC)

Bozza, Amy (FMS)

Brown, Mara (FMS)

Jones, Robert (AH)

Lewis-Lahey, Anthony (SX)

Rooney-McNamara, Patricia (FMS)

Mytrowitz, Kristina (FMS)

Mortillo, Noelle (WD)

Oesterle, Victoria (FMS)

Scalera, Mary Lou (AV))

Toye, Crystal (NP)

Varughese, Rachel (FMS)

Wells, Kristen (TJ)

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

Motion #14 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:

Vincent, James
1.0 Security, MHS

April 1, 2019
Retirement

HUMAN RESOURCES (Motions #1-3, #5-14)

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

BUSINESS MATTERS

Financial Reports

Motion #1 **Financial Reports of the Secretary to the Board of Education**
that the Board of Education approve the following financial reports as on
file in the Business Administrator's office for the month of **January 2019.**

- Fund 10 -- General Fund
- Fund 20 -- Special Revenue Fund
- Fund 30 -- Capital Projects Fund
- Fund 40 -- Debt Service Fund

Statement of Cash Balances

that the Board of Education accept the Statement of Cash Balances for the month of
January 2019 which are reconciled with the Board Secretary's Reports by
fund for that month.

Motion #2 Pursuant to N.J.A.C. 6A:23-2.11 (c) 3, we certify that as of **January 2019** after
review of the Secretary's monthly financial report (appropriations section) and upon
consultation with the appropriate district officials, to the best of our knowledge, no major
account or fund has been over expended in violation of N.J.A.C. 6A:23-2.11(a) and that
sufficient funds are available to meet the district's financial obligations for the remainder of
the fiscal year.

Motion #3 Pursuant to N.J.A.C. 6A:23-2.11 (c) 4, I certify that as of **January 2019** no
budgetary line item account has been over expended in violation of N.J.A.C. 6A:23-2.11 (b).

Business Administrator/Board Secretary

March 25, 2019
Date

BUDGET TRANSFERS

Motion #4 that upon the recommendation of the Superintendent, the Board of Education approve
the Budget Transfers as on file in the Business Administrator's Office for the
2018-2019 budget through **January 2019.**

BILLS LIST 2018-2019

Motion #5 that upon the recommendation of the Superintendent, the Board of Education approve
the attached 2018-2019 bills list for the period ending:

March 15, 2019 (payroll)
March 25, 2019

DONATION

Motion #6 that upon the recommendation of the Superintendent, the Board of Education accept the donation of office furniture at Central Office, Morristown High School and Sussex Avenue School from Lanza/Keystone Property Management.

EXPLANATION

This was discussed at the March Finance Committee Meeting.

EMERGENCY CONTRACTING

Motion #7 that upon the recommendation of the Superintendent, the Board of Education recognizes the emergency situation at Morristown High School due to a sewage back up and authorizes a contract with Rapid Recovery in accordance with N.J.S.A.18A:18-7.

EXPLANATION

On March 12, 2019 Morristown High School experienced a sewer back-up that impacted a mechanical room and the nearby hallway. Rapid Recovery was used to clean and sanitize the impacted areas. No additional quotes were obtained. This was discussed in the Finance Committee Meeting.

QUASI ENTITY

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

WHEREAS, the School Alliance Insurance Fund membership allows additional insured status for Booster Clubs, Foundations and other affiliated entities, and

WHEREAS, upon completion of the Quasi Entity General Application, and a formal BOE resolution recognizing the Entity as an additional insured receiving quasi entity status,

NOW, THEREFORE BE IT RESOLVED, The Morris School District formally Recognizes the following as a Quasi Entity of the Morris School District:

Something Special Preschool HSA
Woodland HSA
Sussex Ave HSA
Thomas Jefferson PTO
Normandy Park HSA
Frelinghuysen Middle School HSA
Morristown High School HSA

SCHOOL EMPLOYEE HEALTH BENEFIT PROGRAM

Motion #9 that upon the recommendation of the Superintendent, the Board of Education approve the following Resolution:

WHEREAS, Education Employers can limit the medical plans offered under the School Employees' Health Benefits Program.

WHEREAS, Employers must offer at least one plan from each category.

NOW, THEREFORE BE IT RESOLVED, The Morris School District will not offer the following plan(s):

AETNA FREEDOM10

NJ DIRECT10

EXPLANATION

The District is updating it's plan offerings with the State Education Health Benefit Plan (SEHBP) by eliminating the \$10 copay plans, based on the recently negotiated employment contracts. The change will be effective for all members on June 1, 2019.

PROFESSIONAL SERVICES 2018-2019

Motion #10 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:

Tolga Taneli, MD LLC	Psychiatric Evaluations	\$750/evaluation
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BIDS

Transportation Building Renovation

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

WHEREAS, the Morris School District Board of Education advertised for bids for the Renovations Project at the Morris Board of Education Transportation Building (“Project”); and

WHEREAS, the bid submitted by the putative lowest responsible bidder for the Project, MBT Contracting, LLC, is materially defective because it did not submit a DPMC 701 form, which sets forth the total amount of the contractor’s uncompleted contracts, which is a material non waivable defect; and

WHEREAS, the lowest responsible bid for the Project was submitted by AB Contracting, LLC with a base bid in the amount of \$139,000, which is responsive in all materials respects; and

WHEREAS, the Board desires to award the contract for the Project to AB Contracting.

NOW THEREFORE BE IT RESOLVED:

1. The Board hereby rejects the bid submitted by MBT Contracting LLC because it is materially defective.
2. The Board hereby awards the contract for the Renovations Project at the Morris Board of Education Transportation Building to AB Contracting, LLC in a total contract amount of \$139,000.
3. This award is expressly conditioned upon AB Contracting, LLC furnishing the requisite documentation as required in the project specifications, including the insurance certificate, bonds, and an executed A-101-Standard Form of Agreement Between Owner and Contractor and A-201-General Conditions of the Contract for Construction, as prepared by the Board Attorney, within ten (10) days of the date hereof.
4. The Board Attorney is hereby directed to draft the agreement with the successful bidder consistent with this Resolution and with the terms contained in the bid documents approved by the Board for the Project.
5. The Board President and the Board Secretary are hereby authorized to execute such agreement and any other documents necessary to effectuate the terms of this Resolution.

District Website Redesign, Hosting and Migration from Existing Website

Motion # 12 that RFP # 18-028: District Website Redesign, Hosting and Migration from Existing Website, having been advertised and received on February 26, 2019, be awarded to Active Internet Technologies LLC, dba Finalsite, Glastonbury, CT, based on overall score of 457 as set forth below:

VENDOR:	Edlio, LLC	Active Internet Technologies LLC, dba Finalsite	SchoolPresser, LLC	West Interactive Services Corp., School Messenger
Total Score	440	457	223	437

This award is expressly conditioned upon Active Internet Technologies LLC, dba Finalsite furnishing the requisite documentation as required in the RFP specifications within ten (10) days of the date hereof.

EXPLANATION

All proposals were reviewed by an Evaluation Committee, consisting of district administrators. The top three bidders were brought in-district for a 1.5-hour demonstration. This was discussed in the Finance Committee Meeting.

TRAVEL & REIMBURSEMENT

Motion #13 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.

BUSINESS MATTERS (Motions #1-13)

Moved by Mr. Posey, 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

ADJOURNMENT (8:32 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

Respectfully Submitted,

Anthony Lo Franco
Business Administrator/
Board Secretary