

MORRIS SCHOOL DISTRICT
Minutes of August 6, 2018
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 August 6, 2018 at 6:57 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 insure the right of the public to have advance notice of and to attend the meetings of public bodies at which any business affecting their interest is discussed or acted upon. In accordance with the provisions of this Act the Board of Education of the Morris School District in the County of Morris has caused notice of this meeting to be published by having the date, time and place thereof posted. The notice was mailed to the Daily Record, 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.

A regular business meeting of the Morris School District Board of Education will be held Monday, August 06, 2018. The board will open the meeting at 6:30 p.m. and immediately go into executive session until 7:30 p.m. when open public session will begin. The meeting will be held in the Learning Commons of Morristown High School, 50 Early Street, Morristown, New Jersey.

Action will be taken. This is an additional board meeting to the current schedule.

At the Roll Call, the following Board Members were present: Mrs. Nancy Bangiola, Mrs. Meredith Davidson, Ms. Prim Minchello, Mr. Leonard Posey and Ms. Lisa Pollak, President.

Ms. Lucia Galdi, Morris Plains Representative, Dr. Peter Gallerstein, Mrs. Ann Rhines and Ms. Jeanette Thomas were absent.

Also present were Mr. Mackey Pendergrast, Superintendent, Mr. Anthony LoFranco, Business Administrator/Board Secretary, and Ms. Lora Clark, Director of Human Resources, Personnel & Equity.

Ms. Clark departed at 6:55 pm

Ms. Suzanne Olimpio, Assistant Superintendent of Pupil Services and Ms. Jennifer Adkins, Community School Coordinator arrived at 7:30 pm.

Mrs. Joan Frederick, Assistant Business Administrator, Ms. Kelly Harte, Assistant Superintendent of Curriculum and Instruction, Ms. Erica Hartman, Supervisor of Technology Integration, Ms. Josephine Noone, Director of Curriculum and Instruction, Ms. Deb Engelfried, Supervisor Strategic Planning and Student Information Management, Dr. Jessica Neu, Supervisor of Special Ed., PreK - 12 were absent.

There were approximately 5 people from the public, press and staff in attendance.

At 6:59 p.m Mr. Posey moved to go into closed session to discuss legal and confidential matters.

Mrs. Bangiola seconded the motion which carried unanimously with Ms. Galdi, Dr. Gallerstein, Mrs. Rhines and Ms. Thomas absent.

At 7:37 p.m. Ms. Pollak moved to go into open session. Mrs. Davidson seconded the motion, which carried unanimously with Ms. Galdi, Dr. Gallerstein, Mrs. Rhines and Ms. Thomas absent.

PLEDGE OF ALLEGIANCE

Ms. Pollak led the Board in the Pledge of Allegiance.

BOARD ORGANIZATION

ELECTION OF VICE PRESIDENT

The meeting is open for nominations for Vice President of the Board.

Nancy Bangiola nominated by Leonard Posey Second Lisa Pollak

Motion that nominations be closed: Lisa Pollak Second Leonard Posey

Motion #1 that the Board of Education approve the appointment of Nancy Bangiola as a Vice President of the Morris School District Board of Education effective August 6, 2018.

BOARD ORGANIZATION (Motion #1)

Moved by Mrs. Pollak, seconded by Mr. Posey

AYES: Mrs. Bangiola, Mrs. Davidson, Ms. Minchello, Mr. Posey,
Ms. Pollak

NOES: None

ABSTAIN: None

ABSENT: Ms. Galdi, Dr. Gallerstein, Mrs. Rhines, Ms. Thomas

BOARD MEMBER APPOINTMENT

Motion #2 that the Board of Education approve the appointment of Melissa Spiotta as a member of the Morris School District Board of Education effective August 6, 2018.

EXPLANATION

Melissa Spiotta will be fulfilling the unexpired term of former Morris Township Board Member, Dr. Jennifer van Frank. This term expires in December 2019.

BOARD ORGANIZATION (Motion #2)

Moved by Mrs. Pollak, seconded by Mrs. Bangiola

AYES: Mrs. Bangiola, Mrs. Davidson, Ms. Minchello, Mr. Posey, Ms. Pollak

NOES: None

ABSTAIN: None

ABSENT: Ms. Galdi, Dr. Gallerstein, Mrs. Rhines, Ms. Thomas

SUPERINTENDENT'S REPORT

Mr. Pendergrast briefly updated the board with all the preparation going on in the summer for the start of school.

PRESIDENT'S REPORT

None

PUBLIC COMMENT

Newly appointed Board Member, Melissa Spiotta came forward to thank the Board of Education.

COMMITTEE REPORTS

None

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:

July 23, 2018

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

July 23, 2018

MINUTES (Motions #1-2)

Moved by Mrs. Bangiola, seconded by Mr. Posey

AYES: Mrs. Bangiola, Mrs. Davidson, Mr. Posey, Ms. Pollak

NOES: None

ABSTAIN: Ms. Minchello

ABSENT: Ms. Galdi, Dr. Gallerstein, Mrs. Rhines, Ms. Thomas

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:

P1613 Disclosure and Review of Applicant's Employment History

R1613 Disclosure and Review of Applicant's Employment History

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1613 DISCLOSURE AND REVIEW OF APPLICANT'S
EMPLOYMENT HISTORY

A school district, charter school, nonpublic school, or contracted service provider holding a contract with a school district, charter school, or nonpublic school (hiring entity) shall not employ for pay or contract for the paid services of any person serving in a position which involves regular contact with students unless the hiring entity complies with the requirements of N.J.S.A. 18A:6-7.6 et seq. and as outlined in Policy and Regulation 1613.

An applicant the hiring entity seeks to offer employment to and will fill a position which involves regular contact with students shall be required to provide their employment history pursuant to N.J.S.A. 18A:6-7.7.a.(1). The applicant shall also provide written authorization that consents to and authorizes the disclosure of information regarding the applicant's employment history and the release of related records by the applicant's current or employer(s) regarding child abuse and/or sexual misconduct pursuant to N.J.S.A. 18A:6-7.7.a.(2). The applicant shall also provide a written statement as to whether the applicant has any employment history regarding child abuse or sexual misconduct pursuant to N.J.S.A. 18A:6-7.7.a.(3).

A hiring entity shall review an applicant's employment history as required in N.J.S.A. 18A:6-7.7.b. and if the hiring entity determines to continue the applicant's employment application process, the hiring entity shall contact those employers listed by the applicant and request confirmation of the information provided by the applicant pursuant to N.J.S.A. 18A:6-7.7.a.

Upon the hiring entity receiving and reviewing the information disclosed by the applicant's current and/or former employer(s), and finding an affirmative response to any of the inquiries required in N.J.S.A. 18A:7.7.b.(2), and if the hiring entity determines to continue with the applicant's job application process, the hiring entity shall make further inquiries of the applicant's current or former employer(s) to ascertain additional details regarding the information disclosed.

The failure of an employer to provide the information requested by the hiring entity pursuant to N.J.S.A. 18A:6-7.7.b. within a twenty-day timeframe may be grounds for the automatic disqualification of an applicant from employment with a hiring entity in accordance with N.J.S.A. 18A:6-7.9.c.

In accordance with the provisions of N.J.S.A. 18A:6-7.9.c., a hiring entity shall not be liable for any claims brought by an applicant who is not offered employment or whose employment is terminated because of any information received or due to the inability to conduct a full review of the applicant's employment history pursuant to N.J.S.A. 18A:6-7.7.

In accordance with the provisions of N.J.S.A. 18A:6-7.9.d., a hiring entity shall have the right to immediately terminate an individual's employment or rescind an offer of employment if the applicant is offered employment or commences employment following June 1, 2018 and

information regarding the applicant's history of sexual misconduct or child abuse is subsequently discovered or obtained by the employer that the employer determines disqualifies the applicant or employee from employment under N.J.S.A. 18A:6-7.6 et seq. The termination of employment pursuant to N.J.S.A. 18A:6-7.9 shall not be subject to any grievance or appeals procedures or tenure proceedings pursuant to any collectively bargained or negotiated agreement or any law, rule, or regulation.

A hiring entity may employ or contract with an applicant on a provisional basis for a period not to exceed ninety days pending review of information received pursuant to N.J.S.A. 18A:6-7.7.b. provided the conditions outlined in N.J.S.A. 18A:6-7.10.b. are satisfied.

All requests for information sent to this school district, charter school, or nonpublic school from a hiring entity regarding a current or former employee in accordance N.J.S.A. 18A:6-7.6 et seq. shall be directed to the Superintendent or designee. The Superintendent or designee shall review the request for information and confirm the applicant's employment relationship and ensure the written authorization is in compliance with N.J.S.A. 18A:6-7.7.a.(2) prior to the release of information requested and the release of related records in accordance with N.J.S.A. 18A:6-7.6 et seq.

On or after June 1, 2018, a hiring entity may not enter into a collectively bargained or negotiated agreement, an employment contract, an agreement for resignation or termination, a severance agreement, or any other contract or agreement or take any action that is prohibited as outlined in N.J.S.A. 18A:6-7.12. Any provision of an employment contract or agreement for resignation or termination or a severance agreement that is executed, amended, or entered into after June 1, 2018 and that is contrary to N.J.S.A. 18A:6-7.6 et seq. shall be void and unenforceable.

Pursuant to N.J.S.A. 18A:6-7.11, information received by a school district, charter school, or nonpublic school under Policy and Regulation 1613 and N.J.S.A. 18A:6-7.6 et seq. shall not be deemed a public record under N.J.S.A. 47:1A-1 et seq. or the common law concerning access to public records. A school district, charter school, or nonpublic school that provides information or records about a current or former employee or applicant shall be immune from criminal and civil liability for the disclosure of the information, unless the information or records provided were knowingly false.

N.J.S.A. 18A:6-7.6; 18A:6-7.7; 18A:6-7.8; 18A:6-7.9;
18A:6-7.10; 18A:6-7.11; 18A:6-7.12; 18A:6-7.13

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**R 1613 DISCLOSURE AND REVIEW OF APPLICANT'S
EMPLOYMENT HISTORY**

A school district, charter school, nonpublic school, or contracted service provider holding a contract with a school district, charter school, or nonpublic school shall not employ for pay or contract for the paid services of any person serving in a position which involves regular contact with students and is offered employment or commences employment following June 1, 2018 unless the school district, charter school, nonpublic school, or contracted service provider complies with the requirements of N.J.S.A. 18A:6-7.6 et seq. as outlined in Policy and Regulation 1613.

A. Definitions (N.J.S.A. 18A:6-7.6 et seq.)

For the purposes of this Policy and Regulation:

1. “Applicant” means any person considered for employment or offered employment for pay or contract for the paid services of any person serving in a position which involves regular contact with students.
2. “Child abuse” means any conduct that falls under the purview and reporting requirements of N.J.S.A. 9:6-8.8 et seq. and is directed toward or against a child or student, regardless of the age of the child or student.
3. “Disclosure Information Request Form” shall be the State of New Jersey Sexual Misconduct/Child Abuse Disclosure Information Request, P.L. 2018, Chapter 5 or a similar form developed by the hiring entity.
4. “Disclosure Release Form” shall be the State of New Jersey Sexual Misconduct/Child Abuse Disclosure Release, P.L. 2018, Chapter 5 or a similar form developed by the hiring entity.
5. “Hiring entity” means all school entities including school districts, charter schools, nonpublic schools, or contracted service providers holding a contract with a school district, charter school, or nonpublic school.
6. “Sexual misconduct” means any verbal, nonverbal, written, or electronic communication, or any other act directed toward or with a student that is designed to establish a sexual relationship with the student, including a sexual invitation, dating or soliciting a date, engaging in sexual dialogue, making sexually suggestive comments, self-disclosure or physical exposure of a sexual or erotic nature, and any other sexual, indecent, or erotic contact with a student.

**B. Hiring Entity Required Application and Review Process
(N.J.S.A. 18A:6-7.7)**

1. A hiring entity shall not employ for pay or contract for the paid services of any person serving in a position which involves regular contact with students unless the hiring entity complies with the provisions of N.J.S.A. 18A:6-7.6 et seq.
 - a. The hiring entity shall require an applicant to provide a Disclosure Release Form which must include the following information:
 - (1) A list, including name, address, telephone number, and other relevant contact information of the applicant's:
 - (a) Current employer;
 - (b) All former employers within the last twenty years that were schools; and
 - (c) All former employers within the last twenty years where the applicant was employed in a position that involved direct contact with children; and
 - (2) A written authorization that consents to and authorizes disclosure of the information requested under b. below pursuant to N.J.S.A. 18A:6-7.7.a.(2) and the release of related records by the applicant's employers listed under B.1.a.(1) above, and that releases those employers from liability that may arise from the disclosure or release of records;
 - (3) A written statement as to whether the applicant:
 - (a) Has been the subject of any child abuse or sexual misconduct investigation by any employer, State licensing agency, law enforcement agency, or the Department of Children and Families, unless the investigation resulted in a finding the allegations were false or the alleged incident of child abuse or sexual misconduct was not substantiated;
 - (b) Has ever been disciplined, discharged, nonrenewed, asked to resign from employment, resigned from or otherwise separated from any employment while allegations of child abuse or sexual misconduct were pending or under investigation, or due to an adjudication or finding of child abuse or sexual misconduct; or
 - (c) Has ever had a license, professional license, or certificate suspended, surrendered, or revoked while allegations of child abuse or sexual misconduct were

pending or under investigation, or due to an adjudication or finding of child abuse or sexual misconduct.

- (4) The hiring entity must comply with the requirements of N.J.S.A. 18A:6-7.6 et seq. for every applicant who will be employed by the hiring entity.
 - (a) However, the provisions of N.J.S.A. 18A:6-7.6 et seq. may be required by the hiring entity for any applicant.
- b. The Superintendent or designee of the hiring entity will review the applicant's Disclosure Release Form. Upon determining to continue the application process, the Superintendent or designee shall provide the applicant's Disclosure Release Form to all employers listed by the applicant under the provisions of N.J.S.A. 18A:6-7.7.a.(1) and B.1.a.(1) above and provide all employers listed with the applicant's written authorization that consents to and authorizes disclosure in accordance with N.J.S.A.18A:6-7.7.a.(2) and B.1.a.(2) and request the following information:
 - (1) The dates of employment of the applicant; and
 - (2) A statement as to whether the applicant:
 - (a) Was the subject of any child abuse or sexual misconduct investigation by any employer, State licensing agency, law enforcement agency, or the Department of Children and Families, unless the investigation resulted in a finding that the allegations were false or the alleged incident of child abuse or sexual misconduct was not substantiated;
 - (b) Was disciplined, discharged, nonrenewed, asked to resign from employment, resigned from or otherwise separated from any employment while allegations of child abuse or sexual misconduct were pending or under investigation, or due to an adjudication or finding of child abuse or sexual misconduct; or
 - (c) Has ever had a license, professional license, or certificate suspended, surrendered, or revoked while allegations of child abuse or sexual misconduct were pending or under investigation, or due to an adjudication or finding of child abuse or sexual misconduct.
- c. The review of the applicant's employment history may be conducted through telephonic, electronic, or written communications in accordance with N.J.S.A. 18A:6-7.7.

- (1) If the review is conducted by telephone, the results of the review shall be documented in writing by the Superintendent or designee responsible for reviewing the applicant's employment history. The Superintendent or designee may use the Disclosure Release Form to complete this review.
 2. After reviewing the information disclosed by an employer under B.1.b. above and finding an affirmative response to any of the inquiries listed and if the Superintendent or designee of the hiring entity determines to continue with the applicant's job application process, the Superintendent or designee shall make further inquiries of the applicant's current and/or former employer(s) to ascertain additional details regarding the matter disclosed pursuant to N.J.S.A. 18A:6-7.10.
 - a. The Superintendent or designee shall make these additional inquiries by requesting the current and/or former employer to complete the Disclosure Information Request Form and attach additional information, including the initial complaint and final report, if any, regarding the incident of child abuse or sexual misconduct.
 - b. The Superintendent, upon receiving and reviewing the additional information disclosed in accordance with B.2.a. above, will make a determination to continue with the applicant's job application process.
 3. All employment history documentation for each applicant employed by the hiring entity in accordance with N.J.S.A. 18A:6-7.6 et seq. shall be maintained in the employee's personnel file. All employment history documentation for an applicant not hired shall be maintained by the Superintendent or designee and destroyed in accordance with the New Jersey Department of Revenue – Records Management Services Records Retention and Disposition Schedule.
 4. Employment history review pursuant to N.J.S.A. 18A:6-7.6 et seq. is not required for applicants the hiring entity does not wish to employ.
 5. The hiring entity, in accordance with N.J.S.A. 18A:6-7.9.b., in conducting the review of the employment history of an out-of-State applicant, shall make, and document with specificity, diligent efforts to:
 - a. Verify the information provided by the applicant pursuant to N.J.S.A. 18A:6-7.7.a. and B.1.a. above; and
 - b. Obtain from any out-of-State employers listed by the applicant the information requested pursuant to N.J.S.A. 18A:6-7.7.b. and B.1.b. above.
- C. Completing a Disclosure Request from a Hiring Entity Regarding a Current or Former Employee (N.J.S.A. 18A:6-7.9)

1. All requests for information from a hiring entity regarding a current or former employee of this school district, charter school, or nonpublic school in accordance N.J.S.A. 18A:6-7.6 et seq. shall be directed to the Superintendent or designee.
 - a. The Superintendent or designee, upon receiving a request from a hiring entity for information, shall provide the information requested in accordance with N.J.S.A.18A:6-7.6 et seq. to the hiring entity submitting the request if:
 - (1) The employment relationship is confirmed pursuant to N.J.S.A. 18A:6-7.7.a.(1) and B.1.a.(1) above; and
 - (2) The written authorization is in compliance with N.J.S.A. 18A:6-7.7.a.(2) and B.1.a.(2) above.
 - b. At the discretion of the Superintendent, the requested information may be provided through telephonic, electronic, or written communications, pursuant to N.J.S.A. 18A:6-7.7 and B.1.c. above.
2. In the event a hiring entity requests additional information from this school district, charter school, or nonpublic school beyond a response to the questions as outlined in N.J.S.A. 18A:6-7.7.b. and B.1.b. above, the Superintendent or designee will review the written request and will make a determination as to the additional information and/or documentation to be provided to the hiring entity. Any request for additional information and/or documentation must be submitted by the hiring entity in writing to the Superintendent or designee before providing any additional information and/or documentation.
 - a. Upon providing such additional information and/or documentation, the Superintendent or designee will take every measure to ensure privacy and confidentiality, consistent with State and Federal laws and regulations regarding student privacy and the privacy rights of others.
 - b. Any personally identifiable information regarding any student or other individual other than the applicant's personally identifiable information shall be redacted prior to the release of any additional information.
 - c. The requested additional information should be provided to the hiring entity within twenty days, as required by statute.
3. A copy of all requests for information and any information provided to a hiring entity, in accordance with the provisions of Policy and Regulation 1613 and N.J.S.A. 18A:6-7.6 et seq., shall be maintained by the Superintendent or designee in the applicant's personnel file and shall only be destroyed in accordance with the New Jersey Department of Revenue – Records Management Services Records Retention and Disposition Schedule.

D. Timeline for Current or Prior Employers to Disclose Information
(N.J.S.A. 18A:6-7.9)

1. No later than twenty days after receiving a request for information under N.J.S.A. 18A:6-7.7.b. and B.1.b. above, an employer that has or had an employment relationship within the last twenty years with the applicant shall disclose the information requested pursuant to N.J.S.A. 18A:6-7.6 et seq.
2. The failure of an employer to provide the information requested pursuant to N.J.S.A. 18A:6-7.7.b. and B.1.b. above within the twenty day timeframe established under N.J.S.A. 18A:6-7.9.a. and D.1. above may be grounds for the automatic disqualification of an applicant from employment with a hiring entity. A hiring entity shall not be liable for any claims brought by an applicant who is not offered employment or whose employment is terminated:
 - a. Because of any information received by the hiring entity from an employer pursuant to N.J.S.A. 18A:6-7.7 and B. above; or
 - b. Due to the inability of the hiring entity to conduct a full review of the applicant's employment history pursuant to N.J.S.A. 18A:6-7.7.b. and B.1.b. above.

E. Provisional Employment (N.J.S.A. 18A:6-7.10)

A hiring entity may employ or contract with an applicant on a provisional basis for a period not to exceed ninety days pending review by the hiring entity of information received pursuant to N.J.S.A. 18A:6-7.7 and B. above, provided that all of the following conditions are satisfied:

1. The applicant has complied with N.J.S.A. 18A:6-7.7.a. and B.1.a. above;
2. The hiring entity has no knowledge or information pertaining to the applicant that the applicant is required to disclose pursuant to N.J.S.A. 18A:6-7.7.a.(3) and B.1.a.(3); and
3. The hiring entity determines that special or emergent circumstances exist that justify the temporary employment of the applicant.

F. Penalties to Applicants (N.J.S.A. 18A:6-7.8)

1. An applicant who willfully provides false information or willfully fails to disclose information required in N.J.S.A. 18A:6-7.7.a. and B.1.a. above:
 - a. Shall be subject to discipline up to, and including, termination or denial of employment;
 - b. May be deemed in violation of subsection a. of N.J.S.A. 2C:28-3; and

- c. May be subject to a civil penalty of not more than \$500 which shall be collected in proceedings in accordance with the "Penalty Enforcement Law of 1999," P.L. 1999, c.274 (N.J.S.A. 2A:58-10 et seq.).
 2. A hiring entity shall include a notification of the penalties set forth in N.J.S.A. 18A:6-7.8 and F.1. above on all applications for employment for positions which involve regular contact with students.
- G. Termination (N.J.S.A. 18A:6-7.9.d.)
 1. A hiring entity shall have the right to immediately terminate an individual's employment or rescind an offer of employment if:
 - a. The applicant is offered employment or commences employment with the hiring entity following June 1, 2018; and
 - b. Information regarding the applicant's history of sexual misconduct or child abuse is subsequently discovered or obtained by the hiring entity that the hiring entity determines disqualifies the applicant or employee from employment.
 2. The termination of employment pursuant to the provisions outlined in G.1. above and pursuant to N.J.S.A. 18A:6-7.9 shall not be subject to any grievance or appeals procedures or tenure proceedings pursuant to any collectively bargained or negotiated agreement or any law, rule, or regulation.
- H. Information Not Deemed Public Record and Immunity (N.J.S.A. 18A:6-7.11)
 1. Information received by an employer in accordance with Policy and Regulation 1613 and N.J.S.A. 18A:6-7.6 et seq. shall not be deemed a public record under N.J.S.A. 47:1A-1 et seq. or the common law concerning access to public records.
 2. An employer, school district, charter school, nonpublic school, school administrator, or contracted service provider that provides information or records about a current or former employee or applicant shall be immune from criminal and civil liability for the disclosure of the information, unless the information or records provided were knowingly false. The immunity shall be in addition to and not in limitation of any other immunity provided by law.
- I. Prohibited Actions Relative to Certain Agreements and Employment Contracts (N.J.S.A. 18A:6-7.12)
 1. On or after June 1, 2018, a school district, charter school, nonpublic school, or contracted service provider may not enter into a collectively bargained or negotiated agreement, an employment contract, an agreement for resignation or termination, a severance agreement, or any other contract or agreement or take any action that:

- a. Has the effect of suppressing or destroying information relating to an investigation related to a report of suspected child abuse or sexual misconduct by a current or former employee;
 - b. Affects the ability of a school district, charter school, nonpublic school, or contracted service provider to report suspected child abuse or sexual misconduct to the appropriate authorities; or
 - c. Requires the school district, charter school, nonpublic school, or contracted service provider to expunge information about allegations or finding of suspected child abuse or sexual misconduct from any documents maintained by the school district, charter school, nonpublic school, or contracted service provider, unless after investigation the allegations are found to be false or the alleged incident of child abuse or sexual misconduct has not been substantiated.
2. Any provision of an employment contract or agreement for resignation or termination or a severance agreement that is executed, amended, or entered into after June 1, 2018 and that is contrary to N.J.S.A. 18A:6-7.12 shall be void and unenforceable.

J. Public Awareness Campaign (N.J.S.A. 18A:7.13)

1. The New Jersey Department of Education (NJDOE) shall establish a public awareness campaign to publicize the provisions of N.J.S.A. 18A:6-7.6 et seq. and to ensure applicants and employers are aware of their respective rights and responsibilities under N.J.S.A. 18A:6-7.6 et seq. The NJDOE shall post on its website guidance documents and any other informational materials that may assist applicants and employers in the implementation of and compliance with N.J.S.A. 18A:6-7.6 et seq.
2. The NJDOE developed forms for applicants and employers may be used to comply with the requirements of Policy and Regulation 1613 and N.J.S.A. 18A:6-7.7, as well as any other forms necessary to carry out the provisions of N.J.S.A. 18A:6-7.6 et seq.

SECOND READING

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

P3283 Electronic Communications between Certificated Staff Members and Student/Parents or Guardians (M) (additions in blue text; deletions in red with strikethrough)

POLICY (Motions #1-2)

Moved by Mrs. Bangiola, seconded by Mr. Posey

AYES: Mrs. Bangiola, Mrs. Davidson, Ms. Minchello, Mr. Posey, Ms. Pollak

NOES: None

ABSTAIN: None

ABSENT: Ms. Galdi, Dr. Gallerstein, Mrs. Rhines, Ms. Thomas

EDUCATIONAL MATTERS

PRESCHOOL EDUCATION EXPANSION AIDE (PEEA) GRANT APPLICATION

Motion #1 that, upon the recommendation of the Superintendent, the Board of Education approve the Preschool Education Expansion Aide (PEEA) application submitted on August 1, 2018, in the amount of \$927,795.

EXPLANATION

The purpose of this grant application is to serve additional students. Morris School District will be partnering with Head Start to serve an additional 29 students. We will also be enhancing the program at Lafayette Learning Center. This is year 1 of a 5 year grant, if approved, a grant for years 2-5 will be prepared and submitted by November 2018.

MEF DONOR GRANTS

Motion #2 that, upon the recommendation of the Superintendent, the Board of Education accept monies received from private donors for the following Morris Educational Foundation donor grants:

<u>Amount</u>	<u>School</u>	<u>Project</u>
\$5,000	MHS	Chemistry Department (lab supplies)
\$1,500	MHS	Chemistry Department (lab supplies)

NON RESIDENT STUDENT ATTENDANCE (revised)

Motion #3 that, upon the recommendation of the Superintendent, the Board of Education approve the following students in the Morris School District listed, for the 2018-2019 school year, under the terms of Policy 5111, Eligibility of Resident/Non-resident Pupils, governing the attendance of twenty-three non-resident full time staff members: (See attached Educational folder. **New student in bold**)

EDUCATIONAL MATTERS (Motions #1-3)

Moved by Mrs. Bangiola, seconded by Mr. Posey

AYES: Mrs. Bangiola, Mrs. Davidson, Ms. Minchello, Mr. Posey, Ms. Pollak

NOES: None

ABSTAIN: None

ABSENT: Ms. Galdi, Dr. Gallerstein, Mrs. Rhines, Ms. Thomas

PUPIL SERVICES

STIPULATION OF SETTLEMENT

Motion # 1 that, upon the recommendation of the Superintendent, the Board of Education approve Stipulation of Settlement resolving a dispute pertaining to student #610507. The Stipulation of Settlement is on file in the office of the Director of Pupil Services.

PUPIL SERVICES (Motion #1)

Moved by Mrs. Bangiola, seconded by Ms. Pollak

AYES: Mrs. Bangiola, Mrs. Davidson, Ms. Minchello, Mr. Posey, Ms. Pollak

NOES: None

ABSTAIN: None

ABSENT: Ms. Galdi, Dr. Gallerstein, Mrs. Rhines, Ms. Thomas

HUMAN RESOURCES

ABOLISH POSITION(S) 2018-2019

Motion #1 that, upon the recommendation of the Superintendent, the Board of Education establish the following position(s) for the 2018-2019 school year:

- (1) 1.0 Supervisor of Special Education PreK - 12
- (1) 1.0 Supervisor of Technology Integration

ESTABLISH POSITION(S) 2018-2019

Motion #2 that, upon the recommendation of the Superintendent, the Board of Education establish the following position(s) for the 2018-2019 school year:

- (1) 0.5 Assistant Behavior Specialist, PS
- (1) 1.0 Assistant Behavior Specialist, PS
- (1) 1.0 Director of Pupil Services
- (1) 1.0 Director of Technology (Instructional)

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

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

Berdecia, Antonio 1.0 Social Studies, FMS	October 2, 2018 Resignation
Harris, Nicole 0.3 LR/PG Aide, AV	June 30, 2018 Resignation
Huster, Jennifer 0.5 Assistant Behavior Specialist, PS	August 15, 2018 Resignation
Shaw, Joseph 1.0 Bus Driver, Transportation	August 11, 2018 Resignation
Vaughn, Sarah 1.0 Grade 1, WD	August 15, 2018 RIF

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

Motion #4 that, upon the recommendation of the Superintendent, the Board of Education approve the appointment of the following to the position/s stated at the annual salary rates and effective date/s shown, and further that the Board of Education approve the submission to the County Superintendent applications for emergency hiring, 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.:

In place of:

Alberto, Margherita 1.0 Bus Driver, Trans.	\$20,700 \$23 per hr., 5 hrs per day	09/01/18-06/30/19	Employee #6199
Benson Rori 1.0 LDT-C, PS	\$92,905 MA30, Step 20	TBD	Sell, J. Retired
Gomez, Adrianna 1.0 Custodian, MHS	\$30,000	08/02/18-06/30/19	Nasi, R. Resigned
Kutyla, Gary 1.0 Secretary, Payroll	\$59,263 Class V, Step 16	08/21/18-06/30/19	De los Santos, E. Resigned
Limon, Sarah 0.5 Assistant Behavior Specialist, PS	\$18,867	09/01/18-06/30/19	Est. 08/06/18
Marchese, Vincent 1.0 Assistant Principal, MHS	\$103,000	TBD	Pellechio, R. Resigned
Mitevski, Amy 1.0 Elem. Special Ed., NP	\$62,922 MA, Step 8	09/01/18-06/30/19	Miller, C. Reassigned
Robinson-Rowe, Frances 0.3 LR/PG Aide, AV	\$4,320 \$12/hr, 2 hrs/day, 180 days	09/01/18-06/30/19	Gano, P. Resigned
Suarez, Mallory 0.3 LR/PG Aide, WD	\$4,320 \$12/hr, 2 hrs/day, 180 days	09/01/18-06/30/19	Roman, M. Resigned
Vidal, Alexandra 1.0 Spanish, NP/TJ	\$50,312 BA, Step 1	09/01/18-06/30/19	Fierro, S. Retired

- * Pending probationary period
- ** Pending completion of paperwork
- *** Salaries to be adjusted pending successful contract negotiations

SUBSTITUTE APPOINTMENTS 2018-2019

Motion #5 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.:

Athletic Volunteer

Mateus, Santiago (Soccer – Boys)

Bus Drivers

Andrews, Bianca
 Lee Jr., Edgar

Nurse

Harding-Tuttle, Meaghan

Secretary

Monahan, Margaret

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

Motion #6 that, upon the recommendation of the Superintendent, the Board of Education approve the change(s) of assignment and/or salary for the following certified and non-certificated staff:

Employee	Former Assignment	New Assignment	Salary	Effective	In Place of
Hartman, Erica	1.0 Supervisor of Technology Integration	1.0 Director of Technology (Instructional)	N/A	07/01/18	N/A
Jorge, Belkis	1.0 Teacher Assistant, PS	0.5 Teacher Assistant, NP 0.5 Teacher Assistant, PS	N/A	09/01/18	Rangel, T. Reassigned
Neu, Jessica	1.0 Supervisor of Special Ed., PreK - 12	1.0 Director of Pupil Services	N/A	07/01/18	N/A
Rangel, Teresa	0.5 Teacher Assistant, NP	0.5 Assistant Behavior Specialist, PS	\$18,867	09/01/18	Opipari, C. Reassigned
Semper, Lisa	0.5 ABS, PS	1.0 ABS, PS	\$25,760	09/01/18	Est. 08/06/18

HUMAN RESOURCES (Motions #1-6)

Moved by Mrs. Bangiola, seconded by Ms. Pollak

AYES: Mrs. Bangiola, Mrs. Davidson, Ms. Minchello, Mr. Posey, Ms. Pollak

NOES: None

ABSTAIN: None

ABSENT: Ms. Galdi, Dr. Gallerstein, Mrs. Rhines, Ms. Thomas

BUSINESS MATTERS

BILLS LIST 2018-2019

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

**July 31, 2018 (payroll)
August 06, 2018**

AGREEMENT

MORRIS COUNTY VOCATIONAL SCHOOL DISTRICT 2018-2019

Motion #2 that upon the recommendation of the Superintendent, the Board of Education approve an agreement with the Morris County Vocational School District for the 2018-2019 school year and approve the following tuition:

	<u>Full Time Student</u>	<u>Part Time Student</u>
<i>General Education</i>	\$ 9,100.00	\$4,550.00
<i>Special Education</i>	\$11,000.00	\$5,500.00

COMPREHENSIVE EQUITY PLAN STATEMENT OF ASSURANCE

Motion #3 that upon the recommendation of the Superintendent, the Board of Education approve the Comprehensive Equity Plan Statement of Assurance for the 2018-2019 school year as on file in the Business Office.

CONSTRUCTION

Motion #4 that upon the recommendation of the Superintendent, the Board of Education approve the following

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

**FIRE ALARM UPGRADES AT
SUSSEX AVENUE SCHOOL**

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

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

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

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

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

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

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

Section 5. This resolution shall take effect immediately.

SALE OF SURPLUS PROPERTY

Motion #5 WHEREAS the following property is not needed for school purposes; there exists a need for all available space at the various schools; and, the NJ Public School Contracts Law, 18A: 18A-45, requires a resolution authorizing the disposition of surplus property,

NOW, THEREFORE BE IT RESOLVED by the Morris School District Board of Education authorizes the Business Administrator to dispose of this surplus property. The items that are in saleable condition will be listed on GovDeals.com, **per state contract 83453**. Items not sold within 15 days of listing may be removed from district premises at no cost to the district. Items listed as salvage will be removed from school property.

Description	Age	Location	Disposal
3 - Storage Containers	N/A	LLC	Gov Deals/Disposal
4 - Savin Copiers	8-11 years	MHS/FMS/HC	Gov Deals/Disposal
36 – Dell & HP Desktop Computers	N/A	MHS	Gov Deals/Disposal
3 – Dell LCD Monitors	N/A	MHS	Gov Deals/Disposal
154 – Samsung Chromebooks	N/A	MHS	Gov Deals/Disposal
32 - Apple MacBook Laptops	N/A	MHS	Gov Deals/Disposal
28 – Dell & HP Chromebooks	N/A	MHS	Gov Deals/Disposal
3 – Dell Netbooks	N/A	MHS	Gov Deals/Disposal
2 – Serving Tables	38+ years	LLC	Gov Deals/Disposal
1 – Nurse Exam Table	N/A	LLC	Gov Deals/Disposal
5 – Laptop Carts	N/A	MHS/FMS	Gov Deals/Disposal
1 – Smart Sympodium	N/A	MHS	Gov Deals/Disposal
46 –Apple IMACs	N/A	MHS	Gov Deals/Disposal
1 – Folding Machine	15 years	FMS	GovDeals/Disposal
1 – Washing Machine and Dryer	N/A	MHS	GovDeals/Disposal

3 – Little Tykes Picnic Tables	N/A	AV	GovDeals/Disposal
7 – Dell Laptop & 2 MAC Clamshell	N/A	MHS	GovDeals/Disposal
1 – Dell LCD Projector	N/A	MHS	GovDeals/Disposal
5 – Panasonic DVD Players	N/A	MHS	GovDeals/Disposal

CHANGE ORDERS

Motion #6 that upon the recommendation of the Superintendent, the Board of Education approve Change Orders #3 & #5 for GPC, Inc.:

<i>Contract Amount</i>	<i>\$1,717,000.00</i>
Allowance	\$ 31,815.00
Change Order GC-3 (Encapsulate window/replace wall)	(\$ 8,816.00)
Change Order GC-5 (Abatement of pipe)	<u>(\$ 2,632.50)</u>
Remaining Allowance	\$ 20,366.50

EXPLANATION

There is no change to the contract amount. This was discussed at the Finance Committee Meeting.

Motion #7 that upon the recommendation of the Superintendent, the Board of Education approve Change Order #4 for GPC, Inc.:

<i>Original Contract Amount</i>	<i>\$1,717,000.00</i>
Change Order GC-4 (Additional roofing repairs)	<u>\$ 24,441.90</u>
<i>Revised Contract Amount</i>	<i>\$1,741,441.90</i>

EXPLANATION

This was discussed at the Finance Committee Meeting.

PAYMENTS

Motion #8 that upon the recommendation of the Superintendent, the Board of Education approve Payment #1 to Mechanical Preservation Associates in the amount of \$54,275.14, for the work down on the Alfred Vail Boiler Replacements through July 18, 2018.

TRAVEL & REIMBURSEMENT

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

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

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

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

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

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

BUSINESS MATTERS (Motions #1-9)

Moved by Mrs. Bangiola, seconded by Mr. Posey

AYES: Mrs. Bangiola, Mrs. Davidson, Ms. Minchello, Mr. Posey, Ms. Pollak

NOES: None

ABSTAIN: None

ABSENT: Ms. Galdi, Dr. Gallerstein, Mrs. Rhines, Ms. Thomas

NEW BUSINESS BROUGHT BEFORE THE BOARD

None

ADJOURNMENT (8:09 p.m.)

Moved by Ms. Pollak, seconded by Mrs. Bangiola

AYES: Mrs. Bangiola, Mrs. Davidson, Ms. Minchello, Mr. Posey, Ms. Pollak

NOES: None

ABSTAIN: None

ABSENT: Ms. Galdi, Dr. Gallerstein, Mrs. Rhines, Ms. Thomas

**The above motions were all re-approved at the August 27, 2018 Board Meeting as a Consent Agenda*

Respectfully Submitted,

Anthony Lo Franco
Business Administrator/
Board Secretary