

MORRIS SCHOOL DISTRICT  
Minutes of July 20, 2020  
VIRTUALLY VIA ZOOM

The regular business meeting of the Board of Education of the Morris School District, of Morris County, New Jersey was held virtually via Zoom on Monday evening, July 20, 2020 at 6:35 p.m.

Anthony Lo Franco, 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 remotely: Mrs. Nancy Bangiola (6:41 pm), Board President, Mrs. Meredith Davidson, \*Ms. Lucia Galdi (6:39 pm), Morris Plains Representative, Ms. Linda K. Murphy, Mr. Vij Pawar, Mrs. Susan Pedalino, Ms. Lisa Pollak, Mrs. Ann Rhines, Mr. Alan Smith, and Mrs. Melissa Spiotta, Board Vice-President.

*\*Votes by Ms. Galdi pertain to the items outlined under statute N.J.S.A. 18A:38-8.1*

Also present virtually were Mr. Mackey Pendergrast, Superintendent, Mr. Anthony Lo Franco, Business Administrator/Board Secretary, Ms. Lora Clark, Director of Human Resources, Personnel & Equity, Ms. Deb Engelfried, Supervisor of Social Emotional Learning (SEL) and Information Management, Mr. Marc Gold, Director of Pupil Services.

The Board moved to go into closed session at 6:36 pm

**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 July 20, 2020 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**

Moved by Ms. Pollak, seconded by Mrs. Davidson

AYES: Mrs. Davidson, Ms. Galdi, Ms. Murphy, Mr. Pawar, Mrs. Pedalino, Ms. Pollak, Mrs. Rhines, Mr. Smith, Mrs. Spiotta, Mrs. Bangiola

NOES: None

ABSTAIN: None

ABSENT: None

At 7:13 pm, Ms. Murphy, moved to go into open session and recess. Mrs. Pedalino seconded the motion which carried unanimously.

Also present, remotely at 7:30, Mrs. Jennifer Adkins, Community School Coordinator, Ms. Kiina Dordoni, Director of Bilingual and ELL Programs, K-12, Mrs. Joan Frederick, Assistant Business Administrator, Ms. Kelly Harte, Assistant Superintendent for Curriculum, Mrs. Erica Hartman, Director of Technology, Instruction and Dr. Jennifer van Frank, Communications & Community Relations Coordinator.

Public Session began at 7:37 pm

There were approximately 273 members of the public, staff and local media virtually in attendance.

### **PLEDGE OF ALLEGIANCE**

*Mrs. Spiotta led the Board in the pledge.*

### **SUPERINTENDENT'S REPORT**

*Mr. Pendergrast began by honoring John Lewis, United States House Representative of Georgia.*

*Mr. Pendergrast reported on the following topics:*

#### **❖ Anti Racism Action Plan and Pledge**

*Mr. Pendergrast introduced Ms. Lora Clark and Ms. Deb Engelfried to speak on the district's actions with staff and students to create the Anti-Racism action plan and pledge.*

#### **❖ Fall Reopening Plan**

*Mr. Pendergrast updated the board with a re-entry timeline and virtual learning updates.*

#### **❖ Violence & Vandalism Report**

*Questions & comments were taken from the Board.*

### **PRESIDENT REPORT**

*Mrs. Bangiola expressed her appreciation for the district's hard work in the planning for the new school year, also understanding how difficult this is on all the parents and staff of the students. Mrs. Bangiola also spoke in honor of John Lewis.*

### **COMMITTEE REPORTS**

#### **Policy**

*Mrs. Spiotta reported the following policies were discussed:*

- *Domestic Violence*
- *Reporting potentially missing or abused children*
- *Anti-Racism & Social Justice*
- *Policy updates pertaining to School Reopening*

#### **Curriculum**

*Mrs. Rhines reported the following was discussed:*

- *Music courses*
- *New Math programs*
- *Virtual Summer programs*
- *Professional Development*
- *VEEP Updates*
- *Anti Racist & Culturally Responsive Curriculum*
- *AP courses and credits*

#### **Finance**

*Ms. Murphy reported the following was discussed:*

- *Transportation*
- *Bus Financing*
- *Insurance Renewals*
- *Asset Surplus*

- *Food Service*
- *Resident purchase from district*
- *Field Use*
- *Legal Matters*

### **Human Resources**

*Mr. Smith reported the following was discussed:*

- *Reallocations between abolished and established positions*
- *Appointments & Change of Assignments*
- *Retirements/Resignations*

### **PUBLIC COMMENT**

*Members of the public submitted questions/comments electronically on the following topic(s):*

- *Increase on communication, specifically to Spanish speaking families*
- *Plan on getting all students meals during in-person and/or virtual school year*
- *Preference for face shields rather than masks*
- *Procedure when a child becomes sick*
- *Staff teaching options based on their needs*
- *Plan of action for mid-year switch of in-school vs. virtual*
- *Explanation for disparity of test score improvements between ethnicities*
- *District responsibility in creating Parent Advisory Groups*
- *Length of school day*
- *Transportation to after school programs*
- *How gym and music classes will be handled*
- *Support for students with IEP*
- *Support for Special Education students*
- *The Way Forward Action Plan update*
- *Reallocation of salaries and/or positions regarding open positions*
- *An all virtual learning option for families at high risk*
- *Aligned curriculum between Morris Plains and Morris School District*
- *Equity Inclusion Alliance team*
- *Violence & Vandalism Report terms*
- *Communication reaching new comer students regarding all reopening plans*
- *Risks of going back to school*
- *Board meetings continuing virtual or changing to in-person*
- *Increased live teacher interaction with virtual learning*
- *Building level meetings for parents before the start of school*
- *Available resources and prep time for teachers*
- *Student travel bans/quarantining before returning to school*
- *Compressed learning in possible shortened school days*
- *Procedure when a child/teacher tests positive for COVID-19*
- *Tracking of district's interventionist program*
- *Administration demographics and hiring practices*

*Mr. Pendergrast addressed the the public related to their comments/questions*

**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:

June 22, 2020

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

June 22, 2020

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

July 7, 2020

**MINUTES (Motions #1-3)**

Moved by Mrs. Spiotta, seconded by Ms. Pollak

AYES: Mrs. Davidson, Ms. Galdi, Ms. Murphy, Mr. Pawar, Mrs. Pedalino,  
Ms. Pollak, Mrs. Rhines, Mr. Smith, Mrs. Spiotta, Mrs. Bangiola

NOES: None

ABSTAIN: None

ABSENT: None

**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:

1581 Domestic Violence

8462 Reporting Potentially Missing or Abused Children

**POLICY (Motion #1)**

Moved by Mrs. Spiotta, seconded by Ms. Pollak

AYES: Mrs. Davidson, Ms. Galdi, Ms. Murphy, Mr. Pawar, Mrs. Pedalino,  
Ms. Pollak, Mrs. Rhines, Mr. Smith, Mrs. Spiotta, Mrs. Bangiola

NOES: None

ABSTAIN: None

ABSENT: None

**EDUCATIONAL MATTERS**

***CURRICULUM DEVELOPMENT 2020-2021***

Motion #1 that, upon the recommendation of the Superintendent, and the Board Curriculum Committee, the Board of Education approve the following curriculum revisions for the 2020-21 school year:

Date	Content	Grade Level	Revisions/Additions	Funding
7/2020	Music: Honors Chorus Honors Wind Ensemble/Symphonic Honors Orchestra	9-12	New courses at MHS Music Department, to support the honors level offerings.	Local

***MATH PROGRAM UPGRADES AND UPDATED MATERIALS***

Motion #2 that, upon the recommendation of the Superintendent, and the Board Curriculum Committee, the Board of Education approve the following Math Program upgrades and updated materials. (See attached Educational folder.)

***SUMMER FOCUS/VIRTUAL PROGRAMS 2020***

Motion #3 that, upon the recommendation of the Superintendent, and the Board Curriculum Committee, the Board of Education approve the following Summer Focus/Virtual Programs. (See attached Educational folder.)

Program: Summer Step Up  
 Description: (FMS), grades 6-8  
 Dates: August, 2020  
 Funding Source: Local

Program: Summer Bridge  
 Description: (MHS); rising 9th graders  
 Dates: August, 2020  
 Funding Source: Local

Program: Summer Support Series  
 Description: Rising 2nd-8th graders  
 Dates: August, 2020  
 Funding Source: Local



***PROFESSIONAL DEVELOPMENT 2020-2021***

Motion #4 that, upon the recommendation of the Superintendent, and the Board Curriculum Committee, the Board of Education approve the following Summer Professional Development Academy:

Program: Professional Development Academy  
Description: Summer Virtual Teacher Learning  
Dates: August, 2020  
Funding Source: Title II

Motion #5 that, upon the recommendation of the Superintendent, and the Board Curriculum Committee, the Board of Education approve the following:

Program: Learning Academy  
Description: Teachers to work with K. Harte and E. Hartman to develop content.  
Dates: August, 2020  
Funding Source: Title II

***TEACHING FOR BILITERACY***

Motion #6 that, upon the recommendation of the Superintendent, and the Board Curriculum Committee, the Board of Education approve the following:

Program: Teaching for Biliteracy  
Description: Three Day Virtual Summer Institute: Teaching for Biliteracy is the framework for bilingual instruction that will be adopted and rolled out beginning in the 2020-2021 school year.  
Dates: August 4-6 & August 11-13, 2020  
Funding: Title II Grant

**District Priority:**

There are 947 ELLs, 16.8% of the total student body, in the Morris School District and an additional 176 former ELLs who are still monitored in their general education classes. About 900 of the students who are ELLs are emerging Spanish-English bilinguals. In order to ensure that we are providing our students with the highest quality literacy instruction that includes both Spanish Language Development and English Language Development (ELD) instruction while supporting the development of independent learners, it is necessary that a language and literacy framework is implemented in bilingual classrooms district-wide.

Qualitative survey data from teachers, supported by quantitative assessment data, demonstrate a need for professional development that is specifically aimed at supporting Spanish literacy development.

Having a language framework in place, coupled with data from our newly purchased STAR Reading Assessment for grades 3-12 will be transformative for the development of biliteracy.

***TEACHING FOR BILITERACY CURRICULUM WORK***

Motion #7 that, upon the recommendation of the Superintendent, and the Board Curriculum Committee, the Board of Education approve the following:

Program:	Teaching for Biliteracy
Description:	Teachers to work with administrators on curriculum adjustments and data analysis, as a result of the three day virtual summer institute attended in August 2020
Dates:	September 2020-June 2021
Funding:	Local

**EDUCATIONAL MATTERS (Motions #1-7)**

Moved by Mrs. Spiotta, seconded by Ms. Pollak

AYES: Mrs. Davidson, Ms. Galdi, Ms. Murphy, Mr. Pawar, Mrs. Pedalino,  
Ms. Pollak, Mrs. Rhines, Mr. Smith, Mrs. Spiotta, Mrs. Bangiola

NOES: None

ABSTAIN: None

ABSENT: None

**PUPIL SERVICES**

***EXTENDED SCHOOL PROGRAMS AND TRANSPORTATION SUMMER 2020***

Motion # 1 that, upon the recommendation of the Superintendent, the Board of Education approve extended school year programs and transportation for students with disabilities as noted in the detailed listing attached herein.

***IDEA 2020-2021 GRANT***

Motion #2 that, upon the recommendation of the Superintendent, the Board of Education approve the acceptance of IDEA grant funds for the FY 21 as follows:

**Allocation**

Preschool: \$ 54,291

**Basic**

District \$ 1,604,320

Non-Public \$ 123,716

TOTAL \$ 1,728,036

**PUPIL SERVICES (Motions #1-2)**

Moved by Mrs. Spiotta, seconded by Ms. Pollak

AYES: Mrs. Davidson, Ms. Galdi, Ms. Murphy, Mr. Pawar, Mrs. Pedalino,  
Ms. Pollak, Mrs. Rhines, Mr. Smith, Mrs. Spiotta, Mrs. Bangiola

NOES: None

ABSTAIN: None

ABSENT: None

## **HUMAN RESOURCES**

### ***ABOLISH POSITION(S) 2020-2021***

Motion #1 that, upon the recommendation of the Superintendent, the Board of Education abolish the following position(s) for the 2020-2021 school year:

- **1.0 Assistant Superintendent of Curriculum & Instruction, CO**
- **1.0 BCBA, PS**
- 0.5 Bus Aide, Trans. (24)
- 0.5 ESL, TJ
- 0.5 ESL, NP
- 1.0 Grade 1, WD (2)
- 1.0 Grade 3, AH
- 1.0 Grade 5, TJ
- 1.0 Intervention, AH
- 1.0 Intervention (~~Quest~~), SX
- 1.0 Intervention, WD
- 1.0 Special Education, LLC
- 1.0 Special Education, TJ (2)
- **1.0 Supervisor, Social Emotional Learning and Information Management**
- 1.0 Teacher Assistant, MHS

### ***ESTABLISH POSITION(S) 2020-2021***

Motion #2 that, upon the recommendation of the Superintendent, the Board of Education establish the following position(s) for the 2020-2021 school year:

- 1.0 ABS, PS
- 1.0 Assistant Superintendent, CO
- **1.0 BCBA, K-5 (Gen. Ed.)**
- 1.0 Bus Aide, Transportation (17)
- 1.0 Bus Driver, Transportation (5)
- **1.0 Director of Data Analysis and Programs**
- 1.0 ESL, MHS
- 1.0 ESL, TJ
- 1.0 Grade 2, WD (2)
- 1.0 Grade 4, SX
- 1.0 Master Teacher, LLC
- 1.0 Special Education, FMS
- 1.0 Special Education, NP
- 1.0 Special Education, WD
- 1.0 Teacher Assistant, AV

### ***RESIGNATION(S)/TERMINATION(S)/RETIREMENT(S) 2020-2021***

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:

Brown, Kevin

August 1, 2020

0.5 Custodian B&G	Retired
<b>Butler, Michael</b> <b>1.0 Teacher - ETV/Radio, MHS</b>	<b>September 1, 2020</b> <b>Retired</b>
Conrads, Edward 1.0 Attendance Officer, CO	July 1, 2020 Resigned
Davis, F. Yvonne 1.0 Spec. Ed. Social Studies, FMS	October 1, 2020 Retired
Leidy-Stauffer, Laura 1.0 Lang. Arts, FMS	July 1, 2020 Resigned

***APPOINTMENT(S) 2020-2021 \*/\*\****

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.:

			<u>In place of:</u>
Ardila, Stephanie 1.0 Class III Secretary, MHS	\$40,695 Class III, Step 3	07/27/20-06/30/21	Johnson, W. End of Service
Balon, Natalie 1.0 Spr. Spec. Ed. (6-12), PS	\$103,000	08/24/20-06/30/21 (Revised dates)	Benson, R. Reassigned
Bateman, Wendy 1.0 ESL, AV	\$61,572 MA, Step 6 (revised salary)	09/01/20-06/30/21	Wertheim-Fraebel, E. Retired
Bralla, Renata 1.0 School Social Worker, PSMA, Step 1	\$58,877	09/01/20-04/16/21	Demopoulos, A. Leave Replacement
Gomez, Katherine 0.5 Teacher Asst., LLC	\$12,305 Col. B, Step 1	09/01/20-06/30/21	Torres, A. Reassigned
Kennedy, Kelly 1.0 Spec. Ed. LA, FMS	\$58,877 MA, Step 1	09/01/20-06/30/21	Skurkovich, L. Reassigned
Langan, Amanda 1.0 Spanish Teacher, FMS	\$55,277 BA, Step 2	09/01/20-06/30/21	Employee #6808
Mosquera, Jacqueline 1.0 Master Teacher, LLC	\$77,402 MA, Step 14	09/01/20-06/30/21	Est. 07/20/20

Munson, Bonnie 1.0 LDT-C, PS Replacement	\$75,762 MA30, Step 12	09/01/20-06/30/21	Waggner, R. Leave
Nisbett, Carla 1.0 Spec. Ed. Soc. St., FMS	\$61,572 MA, Step 6	09/01/20-06/30/21	Verteramo, V. Reassigned
Pereyra, Tatiana 1.0 Interventionist, FMS	\$61,572 MA, Step 6	09/01/20-06/30/21	Mager, E. Resigned
Profita, Nicole 1.0 Spec. Ed. Math, FMS	\$58,877 MA, Step 1	09/01/20-06/30/21	Bischoff, K. Resigned
Recarte, Melissa 1.0 Lang. Arts, FMS	\$55,277 BA, Step 2	09/01/20-06/30/21	Leidy-Stauffer, L. Resigned
Rivers, Denise 1.0 Teacher Asst., PS	\$24,610 Col. B, Step 1	09/01/20-06/30/21	Ryan, D. Retired
Tabor, Noelle 1.0 Math, MHS	\$59,077 BA, Step 7	09/01/20-06/30/21	Chamberlain, B. Retired
Tepedino, Kathryn 1.0 ELL, MHS	\$80,302 MA30, Step 14	09/01/20-06/30/21	Employee #6133
Tufaro, Thomas 1.0 LDTC, PS	\$83,502 DOC, Step 14	09/01/20-06/30/21	Est. 06/22/20
Walker, Emily 1.0 Science, FMS	\$82,572 MA30, Step 15	09/01/20-06/30/21	Folkes, C. Leave Replacement

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

***SUBSTITUTE APPOINTMENTS 2020-2021***

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 2020-2021 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.:

**Substitute Teachers**

McQueeney, Lauren  
Rapp, Megan  
Zurcher, Madeleine

***JOB DESCRIPTION(S) 2020-2021***

Motion #6 that, upon the recommendation of the Superintendent, the Board of Education approve the following job descriptions:

- Morris School District Virtual Academy Design Team Member
- ~~Preparedness and Response Health (Nurse) Coordinator~~
- **Director of Data Analysis and Programs**



**Morris School District  
Stipend Position**

**TITLE:** Morris School District Virtual Academy Design Team Member

**REPORTS TO:** Designated Administrator

The Morris School District is creating a Design Team to plan the scope & sequence, assessments and learning experiences for students that will participate in the online only program upon reentry to school for the 2020-21 school year.

Each Design Team member will complete approximately 25 hours of work over the summer to create this content in collaboration with an assigned administrator and content supervisors.

**QUALIFICATIONS:**

- Teacher Certification
- Classroom teaching experience in the MSD
- Knowledge of grade level standards
- Understanding of various virtual learning tools and technologies
- Experience writing curriculum (preferred)
- Ability to collaborate, strategized, and work independently to meet deadlines

**RESPONSIBILITIES:**

For the course/grade level assigned, the Design Team will:

- Follow the course scope and sequence that cohesively aligns to the in class learning model
- Follow daily learning activity guidelines for technology use
- Adhere to the district approved Assessment Calendar
- Create preliminary guidelines for students and parents participating in the Virtual Academy Model

- Create activities that support a welcoming virtual learning environment through use of tone and positive statements
- Prepare lessons with clarity and knowledge of possible student misconceptions
- Design and execute engaging lessons with use of District provided resources to address grade specific standards

**SALARY:**

- As per contract language and not to exceed 25 hours per team member.

**APPLICATION PROCEDURE:**

- Submit letter of interest via email to Lora Clark, Director of Human Resources with applicable posting number.

**~~MORRIS SCHOOL DISTRICT~~**  
**~~Job Description~~**

**Title:** Preparedness and Response Health (Nurse) Coordinator

**Reports to:** ~~Director of Pupil Services~~ Assistant Superintendent

**Qualifications:**

- ~~● A current NJ license as a Registered Nurse and a valid NJDOE School Nurse endorsement~~
- ~~● Has a strong working knowledge of the district's health services program, as well as local, state, and federal laws relevant to school health services~~
- ~~● Possesses demonstrated leadership skills and strong project management and risk management skills.~~

**Responsibilities Include**

- ~~1. Responsible for the coordination and implementation of COVID and other contagious disease preparedness standards to facilitate a safe environment for students, staff, and families.~~
- ~~2. Establish mechanisms to collect, review, and track data required by local, state, and federal entities, which are consistent with District policies and procedures.~~
- ~~3. Track staff and student attendance looking for trends and ensure initiation of risk management procedures if trends show increase in infections.~~
- ~~4. Conduct interviews in a professional manner that reflects emotional and cultural awareness; assess symptoms to determine if testing is needed.~~
- ~~5. Oversee and ensure proper training of all staff, families and students in use of PPE.~~
- ~~6. Provide oversight and management of PPE inventory.~~
- ~~7. Prepare programming addressing proper social distancing practices.~~
- ~~8. Develop relationships and collaborate with partners/ stakeholders, both internal and external to the district such as: other local hospital disaster coordinators, the area healthcare coalition, and emergency medical services, public health, fire, and law enforcement agencies.~~
- ~~9. Collaborate with Manager of Security Operations, Director of HR, and other district administration to ensure cohesive plans and transparent communication and planning.~~



~~10. Manage the school nurses:~~

- ~~a. Prepares agendas and leads monthly meetings~~
- ~~b. Monitors daily staffing~~
- ~~c. Reviews field trip requests and need for nursing coverage~~

~~Contract Terms  
Of Employment:~~

~~SALARY (funded via CARES grant)~~

MORRIS SCHOOL DISTRICT  
Job Description

Title: Director of Data Analysis and Programs  
Reports To: Superintendent of Schools

Qualifications:

- Principal or School Administrator Certification
- Ability to manage data as an asset, analyzing, interpreting, and responding to data sets; improving and ensuring interoperability of data across systems (improve data quality, ensure data accessibility, reliability, consistency, and security)
- Proven leadership in defining and managing organizational change initiatives ensuring engagement and elevation of all stakeholder voices (human, process, systems) Results driven, collaborative, strategic thinker, with ability to work on multiple projects simultaneously, and manage risks
- Ability to partner closely and successfully with others at all levels of the organization, provide training for and ongoing oversight of programs and initiatives
- Exceptional data, application management, and project management skills; demonstrated ability to balance small and large priorities, create action plans and track progress accordingly
- Strong knowledge of NJDOE policies and code
- Proven experience in cross functional data governance, ensuring adoption and adherence to data quality and process governance
- Strong knowledge of social and emotional learning, positive school climate, culturally relevant pedagogy and practices, and other areas of contemporary education reform
- Demonstrated understanding of and dedication to issues of equity and inclusion in school environments

**Job Goal:** The primary responsibility is to provide district wide coherency of academic, behavioral, social and emotional and community strategies and programs to support the success of each student. Under the direction of the Superintendent of Schools, the Director of Data Analysis and Programs will work collaboratively and in close partnership with the Director of Curriculum and Instruction, Director of Pupil Services, Director of ELL and Bilingual Programs, the Director of HR and Equity and building principals in all matters pertaining to the development and implementation of a consistent Multi-Tiered System of Support (MTSS), which includes developing coherency and

accountability districtwide in social and emotional learning programs (SEL), equity and inclusion strategies, and other academic and behavior supports, to ensure each student will ascend socially, emotionally, and academically. The Director of Data Analysis and Programs will provide leadership and vision for the seamless management and integration of student data and information in the district Learner Positioning System (Student Success Dashboard) to enable informed decision-making that supports student growth in our schools.

**Specific Duties:**

1. **MTSS:** Develop and implement a consistent Multi-Tiered System of Support (MTSS) model of tiered intervention processes and procedures across the district. Facilitate academic, social emotional, mental health, physical health, and attendance support through problem solving and MTSS. Provide training, consultation, and support to administrators, teachers, and school-based leadership teams to facilitate implementation of MTSS at the district and school levels. Ensure the development, identification, and establishment of interventions at Tier II and III across the district. Plan and implement PD in collaboration with curriculum, pupil services, and educational technology. Assist schools in protocols for analyzing student needs and linking student needs to appropriate interventions for struggling students. Establish connections for MTSS framework and philosophy to other district initiatives. Design and implement a process for leveraging the Student Dashboard for longitudinal tracking of supports and interventions to ensure programs and supports are in place to address each student's individual needs. Support building administration with the IRS structure and processes in order to identify and implement teaching practices to support individual student needs.

**SEL:** Provide overall leadership, coordination, and support for the implementation of SEL initiatives districtwide. Partner with central office and school leadership to build the capacity of staff to implement and sustain SEL programs and approaches. Evaluate SEL initiatives using data from the Student Dashboard (including academic, attendance, and discipline), SEL surveys, and climate surveys as well as through needs assessment activities including focus groups with key stakeholders. Continuously refine and improve practices and PD to ensure students' positive growth and development. Include the building of racial literacy among all students as a critical dimension of SEL competencies.

**Equity:** In partnership with central office and school leadership, develop district- and schoolwide monitoring systems to collect input, analyze data (both qualitative and quantitative), and monitor/report on progress. Provide leadership, collaboration, and support to differentiate our organizational vision for E&I into role-specific actions and performance management/accountability systems; and to ensure that our E&I vision is infused into the MSD organization through its systems, tools, curricula, policies, structures, and practices. Support and advocate for faculty, staff, and administrators who are being impacted by issues of equity and inclusion. Champion a positive culture including feedback and training for those

who need to develop their skills and/or awareness of the impact they are having on others.

1. **Student Information Management:** Facilitate strategic decision-making and analysis in order to drive student achievement at district and building levels, leveraging the integrated student data management system. Analyze district- and school-level data in key areas of focus (learning, behavior, attendance, SEL) and track student ascension and learning. Ensure accurate provisioning of individual student data and aggregate data to NJDOE and Federal Agencies (NJSMART submissions, CRDC, ASSA, etc.).
2. **Interoperability:** Integrate and oversee student-related electronic data management systems to ensure: automated communications, systems flexibility, data validation, and documentation of all processes and procedures. Maximize the capabilities of the student information system and interoperability with other systems for building and district purposes (PowerSchool, Alert Solutions,, SwiftK12, Versitrans, MealsPlus, Snap, IEP Direct, HIBster, Canvas).
3. **HIB:** Provide leadership and foster a positive school climate in the role of District Anti-Bullying Coordinator. Serve as district point person in legal matters related to HIB. Communicate with families and the BOE attorney as necessary throughout the HIB process. Lead school and district administration and Antibullying Specialists in the understanding of and adherence to the Anti-bullying Bill of Rights and district HIB policy. Provide training, consult and mentor anti-bullying specialists in HIB policy, and ensure a holistic approach to health and wellness of students involved in HIB incidents. Review, submit, and report Violence and Vandalism to NJDOE.
4. **Enrollment / Residency:** Lead, develop, coordinate and implement strategies and processes for student enrollment PreK–12, ensuring adherence to the desegregation order. Provide ongoing review and definition of processes to ensure student residency. Lead annual incoming Kindergarten registration process.
5. **Grants:** Serve as lead accountable for the preparation, submission, and management of spend of federal and local grants (ESSA, Impact Aid). Ensure ongoing consultation and partnership with non-public schools and Morris County Juvenile Detention Center related to the grant budgeting, spend, and reporting.
6. **Supervision and Evaluation:** Conduct classroom observations and evaluations. Collaborate with building administration to support best instructional practices. Supervise and evaluate Student Information Data Specialist(s) and District Registrar. Provision key staff data and staff evaluation data to NJDOE.

Terms of Employment: 12 Month – Full Time

**LEAVE(S) OF ABSENCE 2020-2021**

Motion #7 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:

<b>Employee # 4071</b>	<b>09/01/20-TBD **** Administrative</b>
<b>Louie, Melissa</b> <b>1.0 Language Arts, FMS</b>	<b>09/09/19-11/03/19*-Maternity</b> <b>11/04/19-02/05/20**-FMLA</b> <b>02/06/20-11/11/20***-Childrearing</b> <b>(revised dates)</b>
McDonald, Sharon 1.0 School Nurse, PS	09/01/20-06/30/21 ** - FMLA (Intermittent - 56 days)
<b>Sullivan, Elizabeth</b> <b>1.0 Science, FMS</b>	<b>09/01/19-09/30/19*-Maternity</b> <b>10/01/19-01/01/20**-FMLA</b> <b>01/02/20-10/01/21***-Childrearing</b> <b>(revised dates)</b>

- \* Accumulated sick leave may be used up to a period of eight weeks (four weeks before and four weeks after the birth of the baby) – with pay/with benefits.
- \*\* Without pay/with benefits
- \*\*\* Without pay/without benefits

**INVOLUNTARY TRANSFERS 2020-2021**

Motion #8 that upon the recommendation of the Superintendent, the Board of Education approve compensation in the amount of \$100 to each of the following staff members due to involuntary transfer for the 2020-2021 school year:

<b>Staff Member</b>	<b>2019-2020 Assignment</b>	<b>2020-2021 Assignment</b>
Bertos, Fani	1.0 Speech Therapist, WD/LLC	1.0 Speech Therapist, AV/WD
Caamano-Hussein, Christina	1.0 School Nurse, FMS	1.0 School Nurse, PS
Castaneda, Nicky Lee	1.0 Bilingual Teacher, WD	1.0 Bilingual Teacher, TJ
Correia-Solorzano, Janet	1.0 Spec. Ed., WD	1.0 Spec. Ed, LLC
Esteves, Cecilia	1.0 Spec. Ed., TJ	1.0 Spec. Ed., NP
Evans, Gabriela	1.0 Spec. Ed., TJ	1.0 Bilingual, WD
Fleming, Carol	1.0 School Nurse, WD	1.0 School Nurse, PS
Glueck, Evelyn	1.0 School Nurse, MHS	1.0 School Nurse, PS

Goss, Margeret	1.0 School Nurse, SX	1.0 School Nurse, PS
Guzman, Marcie	1.0 Intervention, TJ	1.0 Grade 2, WD
Gutierrez, Lauren	1.0 Grade 3, SX	1.0 Grade 4, TJ
Hall, Paola	1.0 LDT-C, AH/HC	1.0 LDT-C, AH/HC/NP
Kwiatkoski, Erin	1.0 Bilingual Teacher, TJ	1.0 Bilingual Teacher, WD
Lagonigro-Fazari, Maria	0.5 Speech Therapist, AV	0.5 Speech Therapist, LLC
Little, Stephanie	1.0 Grade 4, AH	1.0 Grade 4, TJ
McDonald, Sharon	1.0 School Nurse, FMS	1.0 School Nurse, PS
Moreno, Lauren	1.0 School Nurse, MHS	1.0 School Nurse, PS
Pennetti, Sarah	1.0 Grade 3, SX	1.0 Grade 2, WD
Plate, Kelly	1.0 Speech Therapist, FMS	1.0 Speech Therapist, FMS/MHS
Roby, Lara	1.0 ELL, TJ/NP	1.0 ELL, TJ
Schierer, Laura	1.0 Spec. Ed., FMS	1.0 Spec. Ed., LLC
Tang, Sarah	1.0 ELL, AH	1.0 Bilingual, WD
Uscamayta, Jessica	1.0 Speech Therapist, FMS/MHS	1.0 Speech Therapist, FMS
Webster, Adriana	1.0 School Nurse, FMS	1.0 School Nurse, PS
Weston, Deborah	1.0 LDT-C, AH/HC/NP	1.0 LDT-C, AH/HC
White, Alina	1.0 ELL, FMS	1.0 ELL, MHS
Wiehe, Petra	1.0 Spec. Ed., LLC	1.0 Spec. Ed., WD

***TRANSFER(S), CHANGE(S) OF ASSIGNMENT, TITLE AND OR/ SALARY 2020-2021***

Motion #9 that, upon the recommendation of the Superintendent, the Board of Education approve the change(s) of assignment and/or salary for the following certified staff:

<b>Employee</b>	<b>Former Assignment</b>	<b>New Assignment</b>	<b>Effective</b>	<b>Replacing</b>	<b>Salary</b>

Beltran, Nancy	1.0 Teacher Assistant, MHS	1.0 Teacher Assistant, AV	09/01/20	Est. 07/20/20	N/A
<b>Casperson, Meghan</b>	<b>1.0 BCBA, PS</b>	<b>1.0 BCBA, K-5 (Gen. Ed.)</b>	<b>09/01/20</b>	<b>Est. 07/20/20</b>	<b>N/A</b>
Cristao, Pauliana	0.5 Teacher Assistant, PS	1.0 Teacher Assistant PS	09/01/20	Curley, M. Reassigned	\$24,936 Col. B, Step 2
Curley, Meredith	1.0 Teacher Assistant, PS	1.0 ABS, PS	09/01/20	Est. 07/20/20	\$25,760 \$20/hr, 184 days, 7 hrs/day
<b>Engelfried, Debora</b>	<b>Supervisor SEL and Information Management</b>	<b>Director of Data Analysis and Programs</b>	<b>07/20/20</b>	<b>Est. 07/20/20</b>	<b>\$151,000</b>
Eriksen, Carolyn	1.0 School Nurse, HC	1.0 School Nurse, PS	09/01/20	N/A	N/A
Gill, Karen	1.0 School Nurse, TJ	1.0 School Nurse, PS	09/01/20	N/A	N/A
Gillespie, Beth	0.5 Special Ed. Teacher, SX	1.0 Special Ed. Teacher, SX	09/01/20	Amsallen, J. Retired	\$104,412 MA, Step 25
Harte, Kelly	Assistant Superintendent of Curriculum and Instruction	Assistant Superintendent	7/20/20	Est. 07/20/20	N/A
Kenny, Janice	1.0 School Nurse, MHS	1.0 School Nurse PS	09/01/20	N/A	N/A
Korczukowski, Deborah	1.0 School Nurse, LLC	1.0 School Nurse, PS	09/01/20	N/A	N/A
Mendez, Paula	1.0 School Nurse, AV	1.0 School Nurse, PS	09/01/20	N/A	N/A

Ruta, Linda	1.0 School Nurse, MHS	1.0 School Nurse, PS	09/01/20	N/A	N/A
Supple, Mary Beth	1.0 School Nurse, NP	1.0 School Nurse PS	09/01/20	N/A	N/A

***CHANGE OF LEVEL OF PROFESSIONAL PREPARATION 2020-2021***

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

Employee	School/Dept.	19-20 Level	19-20 Salary	20-21 Level	20-21 Salary
Jones, Robert	1.0 Phys. Ed/Health, AH	BA, Step 14	\$73,802	MA, Step 14	\$77,402

***COMMUNITY SCHOOL 2020-2021***

Motion #11 that, upon recommendation of the Superintendent, the Board of Education approve the following Community School staff for the Summer Music Academy:

Ocasio, Ariel                      Coordinator                      \$35.00/hr

***EXPLANATION:*** Mr. Ocasio was to be the Coordinator for the Summer Music Academy and the Virtual Summer Music Academy. The responsibilities include pre-season planning from 1/2/20-7/10/20, as needed, as well as full time hourly during the program, 6/29/20-8/7/20. Salary will be paid from collected tuitions.

***NURSING - EXTRA SERVICES***

Motion #12 that, upon the recommendation of the Superintendent, the Board of Education approve the following Morris School District staff member as follows:

Program:                      Nursing support related to COVID-19  
 Dates:                              July 1, 2020 through August 31, 2020  
 Funding Source:              CARES Grant  
 Rate:                                      As per Contract language  
 Staff:                                      Mendez, Paula

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

***PRINCIPAL STIPEND***

Motion #13 that, upon the recommendation of the Superintendent, the Board of Education approve the following Morris School District staff member to the Coordinating Principal Stipend position:

Program: Coordinating Principal Stipend  
Dates: July 1, 2020 through June 30, 2021  
Funding Source: Local  
Rate: Stipend in the amount of \$16,500 to be paid in equal monthly installments  
Staff: Frazzano, Cristina

***RETIREMENT INCENTIVE PAYMENT***

Motion #14 that, upon the recommendation of the Superintendent, the Board of Education approve the payment of a \$750 incentive for providing notification of retirement from the school district by February 1, 2020 to the following staff members:

Amsallen, Juliette  
Hull, Christopher  
Koban, Douglas  
Laureano, Melinda  
Tudorowsky, Nina  
Wertheim-Fraebel, Elisabeth

***ELEVATING STUDENT VOICE - PARTNERSHIP WITH MHS STUDENT EQUITY AND INCLUSION BOARD***

Motion #15 that, upon the recommendation of the Superintendent, the Board of Education approve:

Program: Elevating Student Voice - Equity & Inclusion  
Description: MSD administration will partner with the MHS Student Equity and Inclusion team to meet weekly over the summer with the following key areas of focus that align directly with MHS E&I team boards: restorative practices/code of conduct, school climate review and reform (HIB policy, hate speech, bias incidents), development of district and school level PD for summer and fall, development of training for students on these topics.  
Dates: July 1, 2020 - August 31, 2020  
Funding Source: Title IV (3 hours per week per student for 8 weeks)  
Rate: \$12 per hour  
Staff: Bautista, Amanda  
Dhar, Natasha  
Dummett, Amaya  
ExileKeith, Angelina  
Ezell, Nicole



Fitzgerald, MacKenzie  
Grant, Ashley  
Julien, Valencia  
King, Jason  
Masud, Alia  
Richardson, Noah  
Robinson, Jordan  
Ruiz, Christopher  
Shea, Rory  
Vargas, Krista  
Vel, Shivani  
Voltaggio, Nicholas  
Webber, Tomi

**EXPLANATION:** Upon submission of an approved timesheet, staff will be compensated as above pending completion of paperwork.

***HUMAN RESOURCES/CURRICULUM  
TEACHING FOR BILITERACY***

Motion #16 that, upon the recommendation of the Superintendent, and the Board Curriculum Committee, the Board of Education approve the following:

Program:	Teaching for Biliteracy
Description:	Three Day Virtual Summer Institute: Teaching for Biliteracy is the framework for bilingual instruction that will be adopted and rolled out beginning in the 2020-2021 school year.
Dates:	August 4-6 & August 11-13
Funding:	Title II Grant
Rate:	\$25/hr for 10.5 hrs

Artiga, Monica (WD)  
Castaneda, Nicky Lee (TJ)  
Guerra Conte, Karla (AH)  
Kern, Tina (MHS)  
Lagos, Claudia (TJ)  
Norman, Anja (AH)  
Perez, Cynthia (FMS)  
Petrucci, Debora (MHS)  
Vargas, Marco (FMS)

***BILITERACY CURRICULUM REVISIONS***

Motion #17 that, upon the recommendation of the Superintendent, and the Board Curriculum

Committee, the Board of Education approve the following:

Program: Teaching for Biliteracy  
 Description: Teachers to work with administrators on curriculum adjustments and data analysis, as a result of the three day virtual summer program.  
 Dates: August 1, 2020 - August 31, 2020  
 Funding: Local  
 Rate: As per contract language; total of 65 hours  
 As assigned/distributed per K. Dordoni

Artiga, Monica (WD)  
 Castaneda, Nicky Lee (TJ)  
 Guerra Conte, Karla (AH)  
 Kern, Tina (MHS)  
 Lagos, Claudia (TJ)  
 Norman, Anja (AH)  
 Perez, Cynthia (FMS)  
 Petrucci, Debora (MHS)  
 Vargas, Marco (FMS)

**EXPLANATION:**

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

***RESOLUTION OF THE MORRIS SCHOOL DISTRICT BOARD OF EDUCATION AND THE EDUCATION ASSOCIATION OF MORRIS SIDEBAR AGREEMENT TO MEMORANDUM OF AGREEMENT***

Motion #18 that, upon the recommendation of the Superintendent, the Board of Education Approve a Sidebar Agreement to the Memorandum of Agreement for July 1, 2018 through June 30, 2022, on file with the Business Administrator and Director of Human Resources.

***EXTRA PAY 2020-2021***

Motion #19 that, upon the recommendation of the Superintendent, the Board of Education approve the following extra-pay positions for the 2020-2021 school year:

<b>MORRISTOWN HIGH SCHOOL ATHLETICS</b>					
<b>POSITION</b>	<b>STAFF MEMBER</b>	<b>YR EXP.</b>	<b>SALARY</b>	<b>INC</b>	<b>TOTAL SALARY</b>
<b>ATHLETICS – MHS</b>					
<b>Cheerleading</b>					
Head Coach – Fall	Chase, Christina	12	\$5,092		\$5,092
Assistant Coach – Fall	Perez, Cynthia	2	\$3,591		\$3,591

<b>Cross Country</b>					
Head Coach – Boys	Buccino, Paul	25	\$6,331	4	\$7,811
Head Coach – Girls	Componile, Bernadette	2	\$5,192		\$5,192
<b>Field Hockey</b>					
Head Coach	DeBiasse, Katherine	3	\$5,964		\$5,964
Assistant Coach	Costa, Kelli	2	\$4,887		\$4,887
Assistant Coach	Goss, Emily	3	\$4,887		\$4,887
Assistant Coach	Jordan, Robert	2	\$4,887		\$4,887
<b>Football</b>					
Head Coach	Power, John	19	\$9,797		\$9,797
Assistant Coach	Ashford, Kendall	7	\$5,989		\$5,989
Assistant Coach	Flynn, Casey	4	\$5,740		\$5,740
Assistant Coach	Jacobus, Scott	8	\$5,989		\$5,989
Assistant Coach	Mitchell, Omar	15	\$6,370		\$6,370
Assistant Coach	Mullen, William	5	\$5,740		\$5,740
Assistant Coach	Rzucidlo, William	3	\$5,740		\$5,740
Assistant Coach	Salako, Olajuwon	3	\$5,740		\$5,740
Assistant Coach	Yeager, Kevin	8	\$5,989		\$5,989
<b>Soccer</b>					
Head Coach – Boys	Salas, Diego	3	\$5,964		\$5,964
Assistant Coach – Boys	Loaiza-Beltran, Eder	3	\$4,887		\$4,887
Assistant Coach – Boys	Ranawat, Surina	9	\$5,204		\$5,204
Head Coach – Girls	Hansen, Scott	4	\$5,964		\$5,964
Assistant Coach – Girls	Bodnarchuk, John	30	\$4,975	4	\$6,455
Assistant Coach – Girls	Percontino, Angela	1	\$4,887		\$4,887
Assistant Coach – Girls	Weber, John	4	\$4,887		\$4,887
<b>Tennis</b>					
Head Coach – Girls	Tukel, Jeffrey	23	\$5,497		\$5,497
Assistant Coach – Girls	Lieberman, Lance	1	\$3,591		\$3,591
Assistant Coach - Girls	Serra, Michael	4	\$3,591		\$3,591
<b>Volleyball</b>					
Head Coach – Girls	Costigan, Rita	3	\$5,964		\$5,964
Assistant Coach – Girls	Catania, Gloria	2	\$4,887		\$4,887
Assistant Coach – Girls	Trifari, Don	6	\$5,204		\$5,204

<b>FRELINGHUYSEN MIDDLE SCHOOL ATHLETICS</b>					
<b>POSITION</b>	<b>STAFF MEMBER</b>	<b>YR EXP.</b>	<b>SALARY</b>	<b>INC</b>	<b>TOTAL SALARY</b>
<b>ATHLETICS – FMS</b>					
<b>Cross Country</b>					

Head Coach	Coyne, Timothy	1	\$3,629		\$3,629
Assistant Coach	Cortez, Lindsey	1	\$1,996		\$1,996
<b>Field Hockey</b>					
Head Coach	Manahan, Bryan	20	\$4,975	4	\$6,455
Assistant Coach	Daly, Ashley	12	\$2,713	3	\$3,823
Assistant Coach	Green, Devan	11	\$1,957		\$1,957
<b>Soccer</b>					
Head Coach – Boys	Bernal, Yeisson	8	\$3,042		\$3,042
Assistant Coach – Boys	Scheerer, Harrison	3	\$1,673		\$1,673
Head Coach – Girls	Cahill, Jacob	5	\$3,042		\$3,042
Assistant Coach – Girls	Burdge, Jeffrey4	3	\$1,673		\$1,673

<b>MORRISTOWN HIGH SCHOOL - CO-CURRICULAR</b>					
<b>POSITION</b>	<b>STAFF MEMBER</b>	<b>YR EXP.</b>	<b>SALARY</b>	<b>INC</b>	<b>TOTAL SALARY</b>
<b>CO-CURRICULAR – MHS</b>					
<b>Student Finance</b>					
Director of Accounts – Athletics	Bassano, James	15	\$3,619	4	\$5,099

<b>FRELINGHUYSEN MIDDLE SCHOOL - CO-CURRICULAR</b>					
<b>POSITION</b>	<b>STAFF MEMBER</b>	<b>YR EXP.</b>	<b>SALARY</b>	<b>INC</b>	<b>TOTAL SALARY</b>
<b>CO-CURRICULAR – FMS</b>					
<b>Treasurer</b>	Osborne, Ricky	16	\$3,619	4	\$5,099

**EXPLANATION:** Payments listed above are in accordance with the Sidebar Agreement dated July 20, 2020.

**HUMAN RESOURCES (Motions #1-19)**

Moved by Mrs. Spiotta, seconded by Ms. Pollak

AYES: Mrs. Davidson (Motions #2-19), Ms. Galdi, Ms. Murphy, Mr. Pawar, Mrs. Pedalino, Ms. Pollak, Mrs. Rhines, Mr. Smith, Mrs. Spiotta, Mrs. Bangiola

NOES: Mrs. Davidson (Motion #1)

ABSTAIN: None

ABSENT: None



**AGREEMENTS**

***Morris County Educational Services Commission (Co-operative Bidding & Purchasing)***

Motion #7 WHEREAS, there exists a need for professional services for **2020-2021** 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 Morris County Educational Services Commission be engaged for Cooperative Bidding and Purchasing Services at a cost of \$25,875.00.

***MORRIS COUNTY MUNICIPAL UTILITIES AUTHORITY***

Motion #8 that upon the recommendation of the Superintendent, the Board of Education approve the, one year renewal agreement with Morris County Municipal Utilities Authority for recycling requirements for the 2020-2021 school year in the amount of \$18,666.00.

***SRO AGREEMENT***

Motion #9 that upon the recommendation of the Superintendent, the Board of Education approve the SRO agreement between the Morris School District and the Town of Morristown for the School Resource Officer Program for two (2) one (1) year periods:

September 1, 2020 - June 30, 2021	\$78,000.00
September 1, 2021 - June 30, 2022	\$79,560.00

**EXPLANATION**

Agreement on file in Business Administrator's office.

***SLEO III AGREEMENT - Town***

Motion #10 that upon the recommendation of the Superintendent, the Board of Education approve the SLEO III agreement between the Morris School District and the Town of Morristown for the Special Law Enforcement Officer Class 3 for the term of July 1, 2020 through June 30, 2022 at the following schools:

Alexander Hamilton Elementary School  
Thomas Jefferson Elementary School  
Morristown High School

**EXPLANATION**

Agreement on file in Business Administrator's office.

***SLEO III AGREEMENT - Township***

Motion #11 that upon the recommendation of the Superintendent, the Board of Education approve the SLEO III agreement between the Morris School District and the Township of Morris for the Special Law Enforcement Officer Class 3 for the term of July 1, 2020 through June 30, 2022 at the following schools:

Frelinghuysen Middle School  
Normandy Park School  
Sussex Avenue School  
Hillcrest School  
Woodland School  
Alfred Vail School

**EXPLANATION**

Agreement on file in Business Administrator's office.

***PEEA PROVIDER CONTRACTS 2020-2021***

Motion #12 that upon the recommendation of the Superintendent, the Board of Education approve the following agreements to provide high quality preschool services, in accordance with Preschool Expansion Education Aid (PEEA):

Head Start Community Program of Morris County  
The Greater Morristown YMCA  
Cornerstone Family Programs - Neighborhood House  
Temple B'Nai Or  
The Salvation Army  
The Madison Area YMCA

**EXPLANATION**

Morris School District receives PreSchool Education Expansion Aid (PEEA) funding from the New Jersey Department of Education. Funds are used to offset costs of preschool classrooms at Lafayette Learning Center, Hillcrest and Alfred Vail as well as for preschool classrooms with community providers. The contracts are State templates. Agreements are on file in the Business Administrator's Office.

**ESSER - CARES ACT GRANT 2020-2021**

***Elementary and Secondary School Emergency Relief Fund***

Motion #13 that, upon the recommendation of the Superintendent, the Board of Education accept the ESSER – CARES act grant funds for the 2020-2021 school year.

<u>Allocation</u>	
Public	\$ 283,053
Non-Public	<u>\$ 139,350</u>
Total	\$ 422,403

**INSURANCE**

***Workers' Compensation***

Motion #14 that upon the recommendation of the Superintendent, the Board of Education approves the renewal of the Workers Compensation and Supplemental Compensation Insurance provider the Morville Agency with the New Jersey Schools Insurance Group (NJSIG) for the 2020-2021 School Year.

***Excess Umbrella Policy***

Motion #15 that upon the recommendation of the Superintendent, the Board of Education approves the excess umbrella insurance provider as the Morville Agency with the Fireman's Fund CAP Shared Excess Liability Policy for the 2020-2021 School Year.

***Property, General Liability, Automobile, Base Umbrella, Bond***

Motion #16 that the insurance coverages as detailed below be renewed for the 2020-2021 School Year at the premiums shown, through the subject to adjustment for updated appraisal values and changes in vehicle counts or enrollments; and, that payments be made when bills are received based upon the terms, conditions, and endorsements of the policies, as shown.

<b>School Alliance Insurance Fund Policy Package</b>	<b>Projected Premiums</b>
Property Policy (varying deductible) (EDP coverage, Inland Marine, Boiler & Machinery, Crime)	\$ 605,154.00
General Liability Coverage (\$20,000,000 )	
Automobile (based upon 63 vehicles and deductibles of \$1,000)	
Public Official Bonds	
BA \$420,000	
Assistant BA \$200,000	
<b>TOTAL</b>	<hr/> <b>\$ 605,154.00</b>



**BIDS**

**RFP 19-024: Environmental Consultant**

Motion #17 that RFP # 19-024 Environmental Consultant, having been duly advertised and received on June 11, 2020 be awarded to Environmental Design Inc. based on pricing and other factors, identified in the RFP, as set forth below:

	Environ- mental Design Inc.	Tectonic	AERO Environ mental	Karl & Associat es Inc	Brinkerhoff
1. Complete and responsive to RFP requirements?	5	5	5	5	5
2. Has past performance been documented?	10	10	10	10	10
3. Does proposal reflect consultant is well versed?	15	14	14	14	14
4. Does respondent meet licensing/certification requirements?	15	15	15	15	15
5. Minimum 10 years' experience with public educational facilities?	15	15	15	15	15
6. Does respondent document experience with public schools?	5	5	5	5	5
7. Demonstrate a track record of reliable and competent service?	15	15	15	15	15
8. How does prices on bid proposal compare to other proposals submitted?	15	12	12	14	5
9. Has respondent provided evidence of insurance requirements?	5	5	5	5	5
	<b>100</b>	96	96	98	89

**Bid Award #20-001 Morristown High School Athletic Uniforms**

Motion #18 that upon the recommendation of the Superintendent, the Board of Education approve pursuant to the provisions of N.J.S.A. 18A:18A-42, bids for Morristown High School Athletic Uniforms, Bid #20-001, having been duly advertised and received on June 11, 2020, the award, which represents line-item low bids for estimated quantities, be made in the amount of \$35,640.58 for the 2020-2021 School Year.

Bid Amount	Award	Vendor	Description of Award
\$ 28,589.22	<b>\$ 8,614.20</b>	Riddell	Softball Jerseys, Fencing Full Zip Jackets, Weld Jackets
\$ 33,070.84	<b>\$ 15,500.38</b>	BSN Sports	Softball Pants, Tennis Polo Shirts and Shirts Indoor Track Shorts and Singlets Field Hockey Kilts, Volleyball Shorts, Long Sleeve Shirts, Jerseys and Backpacks, Swimming Caps, Golf Polo Shirts, Basketball Jerseys, Shorts, Hoodies, and Sweatpants
\$ 35,475.20	<b>\$ 2,415.00</b>	Metuchen Center, Inc.	Tennis Shorts, Indoor Track Compression Tanks and Shorts

\$ 16,434.60	\$ 9,111.00	Triple Crown Sports	Tennis Polo Shirts, Fencing Weld Pants, Field Hockey Jerseys, Swimsuits
\$113,569.86	\$35,640.58	<b>Total</b>	

**BIDS RENEWALS**

**BID #16-015**

Motion #19 Renewal at 1.70% for Bid No. 16-015 for To and From School Bus Transportation to Jordan Transportation Co., Inc., Prinbrook, New Jersey for the 2020-2021 school year in the amount of \$449,264.04 with an increase/decrease mileage adjustment of \$1.00 per mile.

<u>ROUTE NO.</u>	<u>SCHOOL</u>	<u>ROUTE COST</u>	<u>AIDE COST</u>	<u>MILEAGE ADJ.</u> <u>PER MILE</u>	<u>TOTAL COST</u>
115PA	Frelinghuysen	\$37,438.67		\$1.00	\$37,438.67
6013	Sussex	\$37,438.67		\$1.00	\$37,438.67
1201	Unity Charter	\$37,438.67		\$1.00	\$37,438.67
4046	Alexander Hamilton	\$37,438.67		\$1.00	\$37,438.67
127P	Morristown High	\$37,438.67		\$1.00	\$37,438.67
3005	Normandy	\$37,438.67		\$1.00	\$37,438.67
159	Frelinghuysen	\$37,438.67		\$1.00	\$37,438.67
83	Alfred Vail	\$37,438.67		\$1.00	\$37,438.67
9310	Morristown High	\$37,438.67		\$1.00	\$37,438.67
9314	Unity Charter	\$37,438.67		\$1.00	\$37,438.67
9365	Frelinghuysen	\$37,438.67		\$1.00	\$37,438.67
9364	Alexander Hamilton	\$37,438.67		\$1.00	\$37,438.67

TOTAL ROUTE COST \$449,264.04

**BID #00-030**

Motion #20 Renewal 1.70% for Bid No. 00-030 for To and From School Bus Transportation to Wilkerson Transportation Co., Inc., Parsippany, New Jersey for the 2020-2021 school year in the amount of \$146,827.16 with an increase/decrease mileage adjustment of \$2.00 per mile.

<u>ROUTE NO.</u>	<u>SCHOOL</u>	<u>ROUTE COST</u>	<u>AIDE COST</u>	<u>PER MILE</u>	<u>TOTAL COST</u>
1010	Morristown High	\$36,706.79		\$2.00	\$36,706.79
3002	Normandy Park	\$36,706.79		\$2.00	\$36,706.79
1610	Assumption	\$36,706.79		\$2.00	\$36,706.79
6110	Vail/Sussex	\$36,706.79		\$2.00	\$36,706.79

TOTAL ROUTE COST \$146,827.16

***FEE SCHEDULE***

Motion #21 that upon the recommendation of the Superintendent, the Board of Education approve the fee schedule for facility use for the 2020-2021 school year as attached.

**EXPLANATION**

This was discussed at the finance committee meeting.

***SALE OF SURPLUS PROPERTY***

Motion #22 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.

<b>Description</b>	<b>Age</b>	<b>Location</b>	<b>Disposal</b>
5 - Savin Copiers	Various	MHS	Gov Deals/Disposal
2- Savin Copiers	Various	BOE Offices	Gov Deals/Disposal
4- Savin Copier	Various	AV/HC/WD/TJ	Gov Deals/Disposal

***PAYMENTS***

Motion #23 that upon the recommendation of the Superintendent, the Board of Education approve the following payments to DiCara Rubino Architects:

<b>Project</b>	<b>Amount</b>
MHS & TJ Toilet Renovations	\$ 271.85
MHS Track & Field Replacement	\$ 84,539.95

**LEASE/ PURCHASE FINANCING**

Motion #24 that upon the recommendation of the Superintendent, the Board of Education approve the following resolution:

**RESOLUTION OF THE BOARD OF EDUCATION OF THE MORRIS SCHOOL DISTRICT, IN THE COUNTY OF MORRIS, NEW JERSEY DETERMINING TO FINANCE ACQUISITION OF CERTAIN VEHICLES AND EQUIPMENT BY MEANS OF AN EQUIPMENT LEASE PURCHASE FINANCING IN AN AMOUNT NOT EXCEEDING \$1,537,000, AUTHORIZING AN ADVERTISEMENT FOR BIDS IF NECESSARY, DELEGATING THE AWARD OF THE BID, AUTHORIZING THE EXECUTION OF THE LEASE AND RELATED DOCUMENTS AND AUTHORIZING OTHER ACTIONS NECESSARY TO COMPLETE THE TRANSACTION**

**WHEREAS**, the Board of Education (the "Board") of the Morris School District (the "School District", in the County of Morris, New Jersey is created and is charged by law with the responsibility to provide a system of public education within the school district over which the Board has jurisdiction and to acquire and install equipment therefor; and

**WHEREAS**, the Board has determined to fund the acquisition of certain vehicles and equipment consisting of copiers and passenger busses and other equipment necessary for school purposes including financing and incidental or related costs (the "Equipment") by means of an equipment lease purchase financing for a term that does not exceed five (5) years pursuant to the provisions of N.J.S.A. 18A:20-4.2(f) and N.J.S.A. 18A:18A-1 *et. seq.*; and

**WHEREAS**, the Board has selected the Hunterdon County Educational Services Commission as financial advisor (the "Financial Advisor") and McManimon, Scotland & Baumann, LLC, as special counsel (the "Special Counsel") for the purpose of advising and assisting with the proposed lease purchase financing of the Equipment; and

**WHEREAS**, in accordance with the procedures set forth in N.J.S.A 18A:18A-1 *et. seq.* (the "Public School Contracts Law") and the regulations promulgated thereunder, a notice of the bid will be published if required and bids or quotes (hereinafter simply referred to as "bids") are scheduled to

be returned to the Business Administrator, who, with the assistance of the Special Counsel and the Financial Advisor, will determine the lowest responsive and responsible bidder to purchase the Lease (as hereinafter defined) from the Board (hereinafter referred to as the "Purchaser"); and

**WHEREAS**, the Board will enter into a lease purchase agreement (the "Lease") and other related documents with the Purchaser in an amount not to exceed \$1,537,000 to finance the Equipment; and

**WHEREAS**, the Board desires to authorize the delegation of the award of the bid to the Business Administrator/Board Secretary and further authorizes the Board President, Business Administrator/Board Secretary, Financial Advisor and Special Counsel to prepare and to execute the Lease and certain other documents and agreements necessary or incidental to the transactions contemplated thereby;

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

Section 1. The Board hereby determines to finance the Equipment by means of a lease purchase financing in a principal amount not exceeding \$1,537,000 in accordance with the requirements of the Public School Contracts Law. The lease shall be for a period not to exceed five years and the interest portion of rent shall be calculated at a rate per annum not in excess of the rate set forth in the legally responsive bid producing the lowest yield. The Business Administrator/Board Secretary, the Financial Advisor, the Special Counsel and other appropriate representatives of the Board (the "Professionals") are hereby authorized to prepare the necessary timetables, bid documents and other related documents as may be necessary and to take other steps necessary to prepare for and to implement the proposed financing.

Section 2. The Board hereby authorizes the publication of a request for bid if required in accordance with the Public School Contracts Law or the solicitation of quotes in order to prepare for the proposed transaction.

Section 3. The Board President and/or the Business Administrator/Board Secretary are authorized to award the bid and the Lease in accordance with the terms of this resolution to the lowest bidder in accordance with the bid proposals or quotes submitted to the Business Administrator/Board Secretary, which winning bid proposal or quote will be retained on file in the office of the Business Administrator/Board Secretary. The Purchaser's interest rate will be held fixed for a period of thirty (30) days from the date of the bid or such longer period as recommended by the Financial Advisor. If the closing does not occur within such thirty (30) day or longer period from the date of the bid, the interest rate will be calculated in accordance with the index rate recommended by the Financial Advisor as set forth in the bid specifications.

Section 4. The Board President and/or the Business Administrator/Board Secretary are hereby authorized to execute and deliver the Lease, an agent or an escrow agreement, an assignment agreement, if necessary, and such other documents as may be necessary to consummate the transaction in a form approved by Special Counsel. Specifically, the Board authorizes the Board President or the Business Administrator to establish an escrow account for the deposit of the Lease proceeds and to direct the deposit and investment of the Lease proceeds in the escrow in accordance with the requirements of law. The Business Administrator is also authorized to pay any agreed upon fees in connection with the transaction including any escrow agent fee. The Board President and/or Business Administrator are also authorized and directed to take on behalf of the School District such other actions as shall be necessary and appropriate to accomplish the lease purchase financing for the Equipment in accordance with the terms of the Lease and this resolution and pursuant to the terms of

the agreements and instruments authorized to be prepared hereby and to accomplish the performance of the obligations of the School District in respect thereto.

Section 5. The payment of rent or other monies due under the Lease shall be made only from the General Fund of the School District. Neither the Board, the School District nor any agency, department or political subdivision thereof, shall be obligated to pay any sum due under the Lease to the Purchaser from any taxing source unless an appropriation is made in a duly approved budget of the School District. The obligations of the School District shall not constitute indebtedness of the School District or the constituent municipalities or of any department, agency or political subdivision thereof. The Lease shall set forth the term of the lease purchase agreement for the Equipment, the rental payments to be paid by the School District in respect thereof and the dates on which such rent shall be due and payable.

Section 6. The Board hereby covenants that it will comply with any conditions subsequent imposed by the Internal Revenue Code of 1986, as amended (the "Code"), in order to preserve the exemption from taxation of interest on the Lease, including the requirement to rebate all net investment earnings on the gross proceeds above the yield on the Lease, if applicable. The Board authorizes the Business Administrator to act and determine on behalf of the Board whether the Lease will be designated as "bank qualified" within the meaning of Section 265 of the Code. The Board hereby declares its intent to issue the Lease in the expected maximum principal amount of the Lease set forth herein and to use the proceeds of the Lease to pay or to reimburse expenditures for the costs of the purpose for which the Lease is authorized herein. This resolution is a declaration of intent within the meaning and for the purposes of Treasury Regulations Section 1.150-2 or any successor provisions of federal income tax law.

Section 7. The references herein to officers of this School District and in actions taken on behalf of this Board include any interim, acting or successor officers holding those positions.

Section 8. Any action authorized herein taken prior to the adoption of this resolution is hereby ratified and deemed to be taken pursuant to this resolution.

Section 9. This resolution supersedes the \$540,000 lease authorization resolution adopted June 8, 2020.

Section 10. This resolution shall take effect immediately.

**BUSINESS MATTERS (Motions #1-24)**

Moved by Mrs. Spiotta, seconded by Ms. Pollak

AYES: Mrs. Davidson (Motions #1-8, 12-22, 24), Ms. Galdi, Ms. Murphy, Mr. Pawar, Mrs. Pedalino, Ms. Pollak, Mrs. Rhines, Mr. Smith, Mrs. Spiotta, Mrs. Bangiola

NOES: None

ABSTAIN: Mrs. Davidson (Motions #9-11, 23)

ABSENT: None

**NEW BUSINESS BROUGHT BEFORE THE BOARD**

*The Board discussed location/virtual options for the next Board Retreat.*

**ADJOURNMENT (10:48 PM)**

Moved by Mr. Pawar, seconded by Mrs. Spiotta

AYES: Mrs. Davidson, Ms. Galdi, Ms. Murphy, Mr. Pawar, Mrs. Pedalino, Ms. Pollak, Mrs. Rhines, Mr. Smith, Mrs. Spiotta, Mrs. Bangiola

NOES: None

ABSTAIN: None

ABSENT: None

Respectfully Submitted,

Anthony Lo Franco  
Business Administrator/  
Board Secretary