

MORRIS SCHOOL DISTRICT  
VIRTUAL VIA ZOOM

REGULAR BUSINESS MEETING	November 9, 2020
EXECUTIVE SESSION	6:30 P.M.
OPEN SESSION	7:30 P.M.
CALL TO ORDER STATEMENT	OPEN PUBLIC MEETING
ROLL CALL	Mrs. Nancy Bangiola Mrs. Meredith Davidson Ms. Linda K. Murphy Mr. Vij Pawar Mrs. Susan Pedalino Ms. Lisa Pollak Mrs. Ann Rhines Mr. Alan Smith Ms. Melissa Spiotta Ms. Lucia Galdi
MORRIS PLAINS REPRESENTATIVE	
STUDENT REPRESENTATIVES	Ms. Briana Franco Ms. Amaya Dummett
PLEDGE OF ALLEGIANCE	
SUPERINTENDENT’S REPORT	District Priorities: Equity, Inclusion, Anti-Racism
PRESIDENT’S REPORT	
PUBLIC COMMENT	1 Hour (3 minutes per person)
COMMITTEE REPORTS	
BUSINESS AGENDA	
Communications	All correspondence to the board must be addressed through the board secretary. Copies are available in the Board Secretary’s Office
Minutes	
Policy	
Educational Matters	
Pupil Service	
Human Resources	
Business Matters	
NEW BUSINESS BROUGHT BEFORE THE BOARD	
EXECUTIVE SESSION	
ADJOURNMENT	

***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 November 9, 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.

**MINUTES**

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

October 5, 2020

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

October 5, 2020

**POLICY**

***SUBSTITUTE HANDBOOK***

Motion #1 that upon the recommendation of the Superintendent, the Board of Education approve the [Morris School District Substitute Handbook](#).

***NEW TEACHER MENTORSHIP PROGRAM***

Motion #2 that, upon the recommendation of the Superintendent, the Board of Education recognize the district's partnership with local colleges and the district's support of a doctoral study through Saint Elizabeth University. This partnership is for the purpose of researching/surveying the district's New Teacher Mentorship Program and is aligned with Morris School District Policy #9550 - Educational Research Projects.

***RESIDENCY RESOLUTION***

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

WHEREAS, on October 30, 2020, the parents/guardians of student #702277 were provided with a Notice of Initial Determination of Ineligibility for a free education in the Morris School District ("MSD") based upon the administration's review of their domicile/residency status; and

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

WHEREAS, they did not request such a hearing; and

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

NOW, THEREFORE, be it resolved that the student #702277 is not eligible to receive a free education in the MSD and the administration is authorized to provide the parents/guardians with a Notice of Final Ineligibility, which will include the rate of tuition that may be assessed against them, along with information regarding their right to appeal this determination to the Commissioner of Education.

***BOARD OF EDUCATION PLEDGE***

Motion #4

RESOLUTION AFFIRMING OUR COMMITMENT TO BE AN ANTI-RACIST SCHOOL  
DISTRICT AND OUR PLEDGE TO PROMOTE SOCIAL JUSTICE

The year 2021 marks the fiftieth anniversary of the 1971 Jenkins decision, a landmark N.J. Supreme Court case in public school integration that created the Morris School District on the premise that diversity of student body and racial balance are critical educational priorities necessary for all

students, regardless of background, and that it is incumbent on the public school system to provide the complete scope of educational opportunities and advancement for all students in our community.

In view of this original purpose intrinsic to our district's founding and its particular relevance today as we face the continued and manifold repercussions of systemic racism in the United States, The Morris School District Board of Education hereby affirms the commitment to partner with all members of our community to accomplish the critical work of anti-racism and equal opportunity in order to accelerate and achieve progress in social justice and to establish a true "Community of Communities" in the Morris School District.

**WHEREAS**, it is the mission of the Morris School District to empower each student to ascend academically, socially, and emotionally by providing equal access to continuous opportunities for achieving academic excellence, developing meaningful relationships, and becoming future ready;

**WHEREAS**, the Morris School District Board of Education recognizes it is imperative that the Morris School District, both as a place of education and as a place of employment, create a culture of acceptance, affirmation, inclusion, anti-racism and empowerment for all members of the school district community;

**WHEREAS**, the Morris School District Board of Education recognizes it is crucial that the Morris School District continue to strive to be anti-racist, working relentlessly to end racism and racist actions or biased practices in our schools, whether overt or implicit;

**WHEREAS**, the Morris School District Board of Education recognizes it is critical that the Morris School District promote social justice in education, strive to view all matters through an anti-racist lens in order to rectify any gaps in the district's aforementioned mission, and support policies that promote racial equity;

**WHEREAS**, the Morris School District Board of Education recognizes it is of vital importance that it invest in resources for and require the Morris School District to educate students about race, racism, institutional racism, implicit bias, and racial history, helping students understand and confront racism at the level of systems and institutions, as well as address individual acts of prejudice;

**WHEREAS**, the Morris School District Board of Education recognizes it is essential that the Morris School District cultivate all students' critical, independent thinking skills and readiness to become engaged citizens, thus positioning them to participate fully in a democratic society rooted in egalitarian ideals;

**NOW, THEREFORE BE IT RESOLVED**, that the Morris School District Board of Education hereby affirms its commitment to be an anti-racist school district and promote social justice in education; and

**BE IT FURTHER RESOLVED**, that the Morris School District Board of Education will review the district's policies, regulations and practices through an anti-racist and social justice lens; and

**BE IT FURTHER RESOLVED**, that the Morris School District Board of Education will require via policy that Morris School District schools review administrative practices, procedures, goals, and objectives through an anti-racist and social justice lens, striving for a diverse staff of educators and administrators that reflects the diversity of our student population and for an anti-racist culture in which all students and staff feel empowered, valued, and successful; and

**BE IT FURTHER RESOLVED**, that the Morris School District Board of Education will require via policy that Morris School District Schools review curriculum and resources through an anti-racist and social justice lens, striving to reexamine how we frame our nation's history, ensuring diverse representation in our curriculum, especially African American, Black, Latinx, Native American and Asian writers, and holistically evaluating and addressing the diversity of voices and viewpoints presented in curriculum; and

**BE IT FURTHER RESOLVED**, that the Morris School District Board of Education will educate itself about race, racism, institutional racism, implicit bias, and racial history and will continue to allocate resources to implement this resolution.

**DEFINITIONS:**

**Systemic racism:** encompasses the history and current reality of institutional racism across all institutions and society. It refers to the history, culture, ideology, and interactions of institutions and policies that perpetuate a system of inequity that is detrimental to communities of color.

**Social justice:** a concept of fair and just relations between the individual and society as measured by equal access to economic, political and social rights and opportunities for everyone.

**Anti-racism:** the practice of identifying, challenging, and changing the values, structures, and behaviors that perpetuate systemic racism.

**Institutional racism:** occurs within institutions and organizations, such as schools, that adopt and maintain policies, practices, and procedures that often unintentionally produce inequitable outcomes for people of color and advantages for white people.

**Implicit bias:** The attitudes or stereotypes that affect our understanding, actions and decisions in an unconscious manner.

***SCHOOL CALENDAR 2021-2022***

**Motion #5** that upon the recommendation of the Superintendent, the Board of Education approve The school calendar for the 2021-2022 school year:

[2021-2022 School Calendar](#)

***OFFICE STAFF CALENDAR 2021-2022***

Motion #6 that, upon the recommendation of the Superintendent, the Board of Education approve the office staff calendar for the 2021-2022 school year:

2021-2022 Office Staff Calendar

***MAINTENANCE AND CUSTODIAL STAFF CALENDAR 2021-2022***

Motion #7 that upon the recommendation of the Superintendent, the Board of Education approve the Maintenance and Custodial Staff Calendar for the 2021-2022 school year as per the attached.

2021-2022 Maintenance & Custodial Staff Calendar



**EDUCATIONAL MATTERS**

***K-12 HEALTH CURRICULUM PLANNING COMMITTEE***

Motion #1 that, upon the recommendation of the Superintendent, and the Board Curriculum Committee, the Board of Education approve the following:

Program: K-12 Health Curriculum Planning Committee  
Description: Planning committee to review state guidelines and new content updates in an effort to develop an action plan based on topics, instructional approach and alternative programs in K-12 Health education. Curriculum to be revised/updated in summer of 2021.  
Dates: October, 2020 – June, 2021  
Funding Source: Local

***FAMILY ENGAGEMENT SESSIONS***

Motion #2 that, upon the recommendation of the Superintendent, and the Board Curriculum Committee, the Board of Education approve staff for the following:

Program: Title I & Title III Family Engagement Sessions  
Description: Family Engagement to help families access learning and higher levels of proficiency toward standards.  
Funding Source: Title I and III  
Dates: October, 2020 - June, 2021  
Staff: All certificated staff

***EXPLANATION:***

Family Engagement sessions are designed to help families access learning and higher levels of proficiency toward standards. For Title I: To help students who are failing, or most at risk of failing, to meet state academic standards. For Title III: To help students attain English language proficiency and meet state academic standards. Sessions will be presented at each school that receives funding. In addition to the academic focus of the sessions, presenters will also connect parents/families to resources in the community.

***MSD REOPENING PLAN 2020-2021 (revised)***

Motion #3 WHEREAS, the plan to reopen schools for the 2020-2021 school year includes, to the extent possible and within the confines as dictated by the District's buildings and facilities, the health, safety, and "Leadership and Planning" measures identified as "Anticipated Minimum Standards" (minimum standards) in the Department of Education's The Road Back, Restart and Recovery Plan for Education; and

WHEREAS, the District's plan, to the extent possible will implement those minimum standards as outlined in the District's reopening plan; and

WHEREAS, the District's plan, to the extent possible, will adhere to the directives of the Governor and the Department of Education of the State of New Jersey regarding the reopening of schools for 2020-2021; and

NOW, BE IT RESOLVED, that the Board has considered the above and, upon the recommendation of the Superintendent, approves the submission of the updated [MSD Reopening Plan](#) for reopening schools for the 2020-2021 school year to the Department of Education. The update reflects expanding the preschool schedule from a hybrid/cohort schedule to five days a week schedule. The fully remote option will still be available.

***MEF GRANTS***

Motion #4 that, upon the recommendation of the Superintendent, the Board of Education accept monies from the Morris Educational Foundation for the following grants:

<u>Amount</u>	<u>School</u>	<u>Project</u>
1,000 thermometers	FMS, MHS	Digital thermometers for self-check health evaluations

The school nurses at Morristown High School and Frelinghuysen Middle School have found that not all families in the Morris School District have or are able to purchase reliable thermometers for self-check health evaluations. Temperature checks must be performed at home for students in these two schools. This is increasingly important as a component to keeping schools open as flu season begins, and Covid numbers increase. School nurses at each school will distribute thermometers to families with need. Any extra thermometers will be distributed to families in other Morris School District Schools.

\$1,540	MHS	MEF Student Colonial Wishlist (school supplies)
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Virtual learning is a new experience for us all, and with that comes new challenges we must overcome. One challenge that arises with virtual learning is lack of access to adequate school supplies needed for courses, as students now do not have the ability to utilize communal classroom supplies or borrow from friends. In order to enhance the virtual learning experience for both students and educators, SGO would like to provide school supplies free of charge for those who may have difficulty obtaining said supplies during these difficult times. This money from this grant will go directly to buying and distributing school supplies to the students of the MHS community, resulting in a fulfilling learning experience for all this school year.

**PUPIL SERVICES**

***OUT OF DISTRICT ROSTER***

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

**EXPLANATION**

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

***2020 IDEA FINAL REPORT CARRYOVER***

Motion # 2 that, upon the recommendation of the Superintendent, the Board of Education approve submission of the 2020 IDEA Final Report and to accept carry-over funds which are available for appropriate use between July 1, 2020 and June 30, 2021, as follows:

	<b>Public</b>	<b>Non-Public</b>
IDEA – Part B	\$7,212	\$3,406

**EXPLANATION**

Unexpended funds from the 2020 IDEA Grant are rolled over as carry-over funds and available for use in the 2021 IDEA grant.

**2021 IDEA AMENDMENT APPLICATION**

Motion #3 that, upon the recommendation of the Superintendent, the Board of Education approve submission of the IDEA amendment application for the FY 2021 and accepts the grant modifications for these funds in the amount of \$1,792,945.

<b>FY'21</b>	<b>FY'21</b>	<b>FY'20</b>	<b>FY'20</b>	
Public	Non-Public	Public	Non-Public	<b>TOTAL</b>
\$1,658,611	\$123,716	\$7,212	\$3,406	\$1,792,945

**EXPLANATION**

The FY2021 application is being amended to include 2019-2020 IDEA carry-over funds.

**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) 0.5 ABS, PS
- (1) 1.0 Office Manager, Community School (eff. 11/04/20)

***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:

- (3) 1.0 ABS, PS
- (1) 1.0 **Speech Therapist, PS**

***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) (***revisions in bold***) of the following staff according to the effective date and reason shown:

Gray, Glenna 1.0 ELL Teacher, FMS	<b>November 2, 2020</b> Resigned <i>(Revised date)</i>
Liebowitz, Samantha 1.0 CABAS Trainee, HC	November 5, 2020 Resigned
Powell, Bradd 1.0 Science, FMS	January 1, 2021 Retired
Sanchez, Ruben 1.0 Phys. Ed./Health, FMS	January 1, 2021 Resigned
Semper, Lisa 1.0 ABS, PS	October 27, 2020 Resigned
Spallino, Gabrielle 1.0 ABS, PS	October 20, 2020 Resigned
Tang, Sarah 1.0 Elem. Bil. Teacher, WD	November <b>19</b> , 2020 Resigned
Veras, Jarlyn 1.0 Early Childhood Supervisor, LLC	December 7, 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>
Ajxup, Ericka 1.0 Custodian, HC	\$35,000	10/15/20-06/30/21	Escobar Andrade, O. Reassigned
Mojena, Laura 1.0 School Nurse, PS	\$76,072 BA, Step 15	01/04/21-06/30/21	Goss, M. Reassigned
Heher, Kathleen 0.5 ABS, PS	\$12,880	10/19/20-06/30/21	Rangel, T. Resigned
Martinez, Gustavo 1.0 Bus Driver, Trans.	\$31,050 \$30/hr, 5.75 hrs/day, 180 days/year	10/21/20-06/30/21	Henry, D. Resigned
Rangel, Teresa 1.0 ABS, PS	\$25,760 \$20/hr, 7 hrs/day, 184 days	11/02/20-06/30/21	Semper, L. Resigned

- \* 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.:

Athletic Volunteers

Cahill, Jake (Basketball – Girls)  
Thorsen, Jesse (Wrestling – Boys)  
Webber, John (Softball – Girls)

Substitute Secretaries

Gonzalez, Glenna (10/19/2020)

Substitute Custodians

Ajxup, Rosa Elias  
Florez Morales, Leidi

Substitute Teachers

Barrow, Megan (eff. 10/8/2020)  
Duffus, Dashone (10/8/2020)  
Feeney, Lisa (10/22/2020)  
Grenz, Dianne (eff. 10/8/2020)  
McLaughlin, Christine (eff. 10/30/2020)  
O'Reilly, Joseph (eff. 10/26/2020)  
Santana, Andrea (eff. 10/30/2020)  
Thorsen, Christine (eff. 10/7/2020)

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

Motion #6 that, upon the recommendation of the Superintendent, the Board of Education approve a leave of absence (***revisions in bold***) to the following staff members under the conditions stated and effective dates shown:

Angulo, Yamilet <b>0.5 Clerk, AV</b>	10/19/20-10/30/20 **** - EPSLA 11/02/20-12/23/20 ***** - EFMLEA
Artiga, Monica 1.0 Bilingual Teacher, WD	04/26/21-05/21/21 * - Maternity 05/24/21-10/25/21 ** - FMLA/NJFLA
Jimenez, Elizabeth 1.0 Spanish, FMS	10/19/20-10/30/20 **** - EPSLA 11/02/20-12/23/20 ***** - EFMLEA
<b>Levato, Teresita</b> <b>1.0 Class III Admin. Asst., FMS</b>	<b>11/10/20-11/20/20 **** EPSLA</b>
Louie, Melissa 1.0 Language Arts, FMS	09/09/19-11/03/19 * - Maternity 11/04/19-02/05/20 ** - FMLA/NJFLA 02/06/20- <b>06/30/21</b> *** - Childrearing (revised dates)
Mitevski, Amy 1.0 Special Ed., NP	03/03/21-04/07/21 * - Maternity 09/01/21-11/23/21 ** - FMLA
Pecoraro, Emma 1.0 Science Teacher, MHS	05/03/21-06/08/21 * - Maternity 06/09/21-11/09/21 ** - FMLA/NJFLA
Pelletier, Elise 1.0 ABS, MHS	11/03/20-11/30/20 ** - Personal
Robbins, Rachel 1.0 Language Arts, FMS	04/06/21-05/03/21 * - Maternity 05/04/21-10/04/21 ** - FMLA/NJFLA
Toledo, Rebecca 1.0 Bilingual Science, MHS	<b>09/10/20-09/25/20</b> * - Maternity <b>09/29/20-10/23/20</b> ** - FMLA/NJFLA (revised dates)
Valverde, Dunnia	11/02/20-12/31/20***** - EFMLEA

1.0 Custodian, AV

(Intermittent)

Verrengia, Karyn

06/21/21-06/22/21 \* - Maternity

1.0 Language Arts, FMS

09/01/21-11/23/21 \*\* - FMLA/NJFLA

- \* 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
- \*\*\*\* Two-thirds of regular rate of pay up to \$200 per day and \$10,000 in aggregate
- \*\*\*\*\* Two-thirds of regular rate of pay up to \$200 per day and \$10,000 in aggregate

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

Motion #7 that, upon the recommendation of the Superintendent, the Board of Education approve the following job descriptions:

- 1.0 Alliance of Black School Educators Mentor - Stipend
- 1.0 Board Certified Behavior Analyst



**MORRIS SCHOOL DISTRICT  
JOB DESCRIPTION**

Position: Alliance of Black School Educators Mentor

Supervisor: Director of Human Resources

The position of ABSE Mentor will support newly hired teachers of color with becoming acclimated to their school as well as district.

Qualifications:

- Tenured Teacher
- Effective communication skills

Responsibilities:

1. Assist mentee with becoming familiar with school and district procedures and protocols.
2. Connects mentee with additional resources/support when needed
3. Commits to fostering a healthy mentor/mentee relationship.
4. Meets with mentee outside of the work day.
5. Maintains confidentiality.
6. Provides encouragement and support.

**MORRIS SCHOOL DISTRICT  
JOB DESCRIPTION**

TITLE: Board Certified Behavior Analyst

REPORTS TO: Director of Curriculum and Instruction

QUALIFICATIONS:

- ❖ Master's degree in Education, Special Education or Psychology, New Jersey Teacher certification in general education and special education; Board Certified Behavior Analyst certificate
- ❖ Specialized training and demonstrated expertise in school-based Applied Behavior Analysis (ABA)
- ❖ Experience working with special education and general education students
- ❖ Certified Instructor in Crisis Management
- ❖ Such alternatives to the above qualifications as the Board deems appropriate and acceptable under state law

RESPONSIBILITIES:

- Provide educational resources, training, and technical support to administrators, teachers, and support staff in the design, implementation, and evaluation of behavior management systems designed to meet the needs of students with behavior challenges, in accordance with all directives, standards, procedures, policies, laws, rules, regulation, codes, and guidelines
- Accurately completes all requisite paperwork and reports in a timely fashion and in approved formats
- Attends IR & S and 504 planning meetings, and IEP eligibility meetings to provide input on the use of behavioral procedures for certain students
- Regards personal information concerning students or families as confidential and utilizes such information only as an aide in helping the student to attain appropriate educational goals
- Communicates effectively and efficiently to families, professionals, and ancillary service providers in reference to the principles of ABA and individual applications
- Trains, supports, and implements crisis training protocols and procedures in accordance with State and District policies
- Develops, implements, and monitors the effectiveness of individual and classwide behavior management protocols based on the principles of ABA
- Develops and disseminates professional development in-services
- Offers embedded professional development by modeling behavior management and instructional strategies based on the principles of ABA on a routine basis in the classroom setting

- Provides individual and group parent/family training on as needed basis during the school day
- Evaluates and analyzes individual student's behavior and performance needs, through direct observation and including the use of Functional Behavioral Assessments
- Creates, implements, and monitors accurate data collection formats
- Consults and collaborates with various professionals and non-professionals in the development, implementation and maintenance of individual and/or group behavior support plans
- Demonstrates interest, effort, and continued professional growth as related to the field of ABA
- Maintains knowledge on current issues, laws and regulations regarding positive behavior interventions and crisis management
- Performs such other duties as assigned by the Superintendent or his designee

CONTRACT TERMS  
OF EMPLOYMENT:

10-Month position

**EXTRA PAY 2020-2021**

Motion #8 that, upon the recommendation of the Superintendent, the Board of Education approve the following extra-pay positions for the 2020-2021 school year:

MORRISTOWN HIGH SCHOOL - CO-CURRICULAR					
POSITION	STAFF MEMBER	YR. EXP.	SALARY	INC	TOTAL SALARY
CO-CURRICULAR – MHS					
Cohort Leader/Freshman Experience	Caruso, Michael	2	\$1,500		\$1,500
Cohort Leader/Freshman Experience	Disch, Kaitlynn	5	\$1,500		\$1,500
Cohort Leader/Freshman Experience	Flynn, Casey	3	\$1,500		\$1,500
Cohort Leader/Freshman Experience	LaGrave, Jessica	3	\$1,500		\$1,500
Cohort Teacher/9 <sup>th</sup> Grade Experience	Bosworth, Connor	3	\$1,000		\$1,000
Cohort Teacher/9 <sup>th</sup> Grade Experience	Componile, Bernadette	3	\$1,000		\$1,000
Cohort Teacher/9 <sup>th</sup> Grade Experience	Componile, Joseph	3	\$1,000		\$1,000
Cohort Teacher/9 <sup>th</sup> Grade Experience	DiGennaro, Peter	1	\$1,000		\$1,000
Cohort Teacher/9 <sup>th</sup> Grade Experience	Drewery, Gordon	3	\$1,000		\$1,000

Cohort Teacher/9 <sup>th</sup> Grade Experience	Emma, David	3	\$1,000		\$1,000
Cohort Teacher/9 <sup>th</sup> Grade Experience	Hall, Kathleen	3	\$1,000		\$1,000
Cohort Teacher/9 <sup>th</sup> Grade Experience	Jordan, Robert	2	\$1,000		\$1,000
Cohort Teacher/9 <sup>th</sup> Grade Experience	Kolker, Mariel	3	\$1,000		\$1,000
Cohort Teacher/9 <sup>th</sup> Grade Experience	Matro, Brian	3	\$1,000		\$1,000
Cohort Teacher/9 <sup>th</sup> Grade Experience	McBride, Sean	1	\$1,000		\$1,000
Cohort Teacher/9 <sup>th</sup> Grade Experience	Petrillo-Spencer, Deborah	3	\$1,000		\$1,000
Cohort Teacher/9 <sup>th</sup> Grade Experience	Tabor, Noelle	1	\$1,000		\$1,000
Cohort Teacher/9 <sup>th</sup> Grade Experience	Thorsen, Jesse	1	\$1,000		\$1,000
Cohort Teacher/9 <sup>th</sup> Grade Experience	Villane, Kristen	3	\$1,000		\$1,000
Cohort Teacher/9 <sup>th</sup> Grade Experience	Wilpert, Marya	1	\$1,000		\$1,000
Newcomer Cohort Teacher (Bilingual)	Bouchard, Judson	4	\$1,000		\$1,000
Newcomer Cohort Teacher (Bilingual)	Miranda-Casablanca, Cynthia	1	\$1,000		\$1,000

Newcomer Cohort Teacher (Bilingual)	O'Rourke, Kaitlin	4	\$1,000		\$1,000
Newcomer Cohort Teacher (Bilingual)	Petrucci, Debora	3	\$1,000		\$1,000
Newcomer Cohort Teacher (Bilingual)	Rosario, Anllileny	3	\$1,000		\$1,000

**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 (**revisions in bold**) for the following certified staff:

Employee	Former Assignment	New Assignment	Effective	Salary	In Place Of:
Beltran, Nancy	1.0 TA., AV	1.0 Bilingual Teacher, WD	11/09/20	\$55,277 BA, Step 2	Tang, S. Leave Replacement
Provus, Amy	0.5 TA, PS	1.0 ABS, PS	10/14/20	\$25,760 \$20/hr, 7 hrs/day, 184 days/year	Est. 10/05/20
<b>Sommer, Jeanette</b>	<b>1.0 ELL, NP</b>	<b>1.0 ELL, FMS</b>	<b>11/09/20</b>	<b>N/A</b>	<b>Gray, G. Resigned</b>
Texeira, Dina	0.5 ABS, PS	1.0 ABS, PS	10/05/20	<b>\$26,135</b> (\$25,760 + <b>\$375</b> long) <b>(Revised salary)</b>	Est. 10/05/20

**COMMUNITY SCHOOL 2020-2021**

Motion #10 that, upon the recommendation of the Superintendent, the Board of Education approve the following Sunrise/Sunset staff. This is effective from November 16, 2020 through the end of the fourth marking period, June 22, 2021. Staff will be compensated for actual days worked when school is in session. Any days that the Morris School District is fully virtual and Sunrise/Sunset is not operating will not be compensated:

Andrade, Nilsa	Assistant	\$15.00/hr
Ballard, Martha	Assistant	\$15.00/hr
Brockington, Mamie	Site Leader	\$21.35/hr

Burroughs, Alexa	Assistant	\$14.00/hr
Burroughs, Shari	Sub Site Leader	\$19.00/hr
Burroughs, Tiffany	Site Leader	\$19.00/hr
Damiano, Mary	Sub Assistant	\$15.00/hr
Granato, Cynthia	Sub Assistant	\$15.00/hr
Jorge, Belkis	Assistant	\$17.00/hr
Kersey, Warren	Site Leader	\$19.00/hr
Koba, Migdonia	Assistant	\$15.00/hr
Lewis-Lahey, Anthony	Sub Site Leader	\$21.00/hr
Licardi, Christine	Assistant	\$15.00/hr
Majorossy, Stephanie	Sub Site Leader	\$25.00/hr
McElwee, Jermaine	Site Leader	\$22.15/hr
Moaven, Parvaneh	Assistant	\$15.00/hr
Pappas, Aferdita	Assistant	\$17.00/hr
Ramirez, Sheryl	Assistant	\$16.00/hr
Singleton, Melissa	Assistant	\$15.00/hr
Terhune, Wendy	Site Leader	\$21.75/hr
Turan, Najiba	Assistant	\$15.00/hr
Wallace, Dawn	Site Leader	\$22.15/hr
Webb, Sehkai	Assistant	\$14.00/hr

**EXPLANATION:** Salaries to be paid out of collected tuitions.

Motion #11 that, upon recommendation of the Superintendent, the Board of Education approve the following Sunrise Sunset Staff, retro-active from October 12, 2020 through November 13, 2020:

Granato, Cynthia	Sub Assistant	\$15.00/hr
Licardi, Christine	Assistant	\$15.00/hr

***HUMAN RESOURCES/CURRICULUM***

***FAMILY ENGAGEMENT SESSIONS***

Motion #12 that, upon the recommendation of the Superintendent, and the Board Curriculum Committee, the Board of Education approve staff for the following:

Program:	Title I & Title III Family Engagement Sessions
Description:	Family Engagement to help families access learning and higher levels of proficiency toward standards.
Funding Source:	Title I and III
Dates:	October, 2020 - June, 2021
Staff:	All certificated staff

**EXPLANATION:**

Family Engagement sessions are designed to help families access learning and higher levels of proficiency toward standards. For Title I: To help students who are failing, or most at risk of failing, to meet state academic standards. For Title III: To help students attain English language proficiency and meet state academic standards. Sessions will be presented at each school that receives funding.

In addition to the academic focus of the sessions, presenters will also connect parents/families to resources in the community.

***VIRTUAL SUMMER PROGRAMS 2020 (revised)***

Motion #13 that, upon the recommendation of the Superintendent, and the Board Curriculum Committee, the Board of Education approve the following Virtual Summer Programs.

Program: Summer Support Series  
 Description: MSD, SOAR, NABE, St. Peters  
 Dates: August, 2020  
 Funding Source: Local  
 Rate: As per contract language; not to exceed 75 hours

Guzman, Marcie  
 Harpaul, Ingrid  
 Kersey, Warren  
 Martell, Marlene  
 Rooney, Kevin  
**Villa-Chave, Cecilia (100 hours)**

**EXPLANATION:**

Upon submission of an approved timesheet, 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 #14 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 #15 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 - 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>Winter Guard – Head</b>	Aitken, Meghan	4	\$2,100		\$2,100
<b>Winter Guard – Assistant</b>	Sperry, Felicia	4	\$1,809		\$1,809



<b>Drama</b>					
<b>Drama Director – Fall</b>	Adams, Katie	1	\$3,619		\$3,619
<b>Backstage Manager – Fall</b>	Adams, Katie	3	\$1,809		\$1,809
<b>.5 Costumer – Fall</b>	Rubin, Stephanie	1	\$906		\$906
<b>Lighting Coordinator – Fall</b>	Hession, Michael	3	\$1,250		\$1,250
<b>Technical Assistant – Fall</b>	Gulen, Michael	1	\$3,619		\$3,619
<b>Drama Director – Spring</b>	Adams, Katie	3	\$4,925		\$4,925
<b>Assistant Director – Spring</b>	Rubin, Stephanie	3	\$2,513		\$2,513
<b>Backstage Manager – Spring</b>	Adams, Katie	3	\$1,809		\$1,809
<b>.5 Costumer – Spring</b>	Rubin, Stephanie	1	\$906		\$906
<b>Lighting Coordinator – Spring</b>	Hession, Michael	3	\$1,250		\$1,250
<b>Music Director – Spring</b>	Gallagher, David	6	\$4,522		\$4,522
<b>Technical Assistant – Spring</b>	Gulen, Michael	3	\$2,513		\$2,513

**EXTRA PAY 2020-2021**

Motion #16 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 - WINTER</b>					
<b>Athletic Site Manager (Winter)</b>	Piccolo, Rose	3	\$2,333		\$2,333
<b>Basketball</b>					
Head Coach – Boys	Serra, Michael	7	\$7,111		\$7,111
Assistant Coach – Boys	Anderson, Charles	5	\$5,037		\$5,037
Assistant Coach – Boys	Mullen, William	2	\$5,037		\$5,037
Head Coach – Girls	Pisciotto, James	14	\$8,594	3	\$9,704
Assistant Coach – Girls	Ferrara, Allison	1	\$5,037		\$5,037

Assistant Coach – Girls	Vanorskie, Louis	5	\$5,037		\$5,037
<b>Bowling</b>					
Head Coach	Edmonson, Christopher	1	\$4,419		\$4,419
Unified Assistant Coach	Edmonson, Christopher	1	\$2,000		\$2,000
<b>Cheerleading</b>					
Head Coach	Chase, Christina	11	\$5,092		\$5,092
Assistant Coach	Perez, Cynthia	2	\$3,591		\$3,591
<b>Fencing</b>					
Head Coach	Awad, Christopher	12	\$6,856		\$6,856
Assistant Coach	Diamond, Paige	4	\$2,444		\$2,444
Assistant Coach	Vassoler, Caitlin	4	\$4,887		\$4,887
<b>Ice Hockey</b>					
Head Coach - Boys	Jones, Robert	12	\$7,708		\$7,708
Assistant Coach - Boys	Jones, Stephen	8	\$5,913		\$5,913
<b>Indoor Track</b>					
Head Track Coach	Buccino, Paul	25	\$8,594	4	\$10,074
Assistant Coach	Duman, Kamau	2	\$4,887		\$4,887
<b>Swimming</b>					
Head Coach	Gelegonya, Donna	29	\$8,594	4	\$10,074
Assistant Coach	Componile, Bernadette	8	\$4,680		\$4,680
Assistant Coach	Sparano, Robert	14	\$5,428	3	\$6,538
<b>Unified Assistant Coach</b>	Edmonson, Christopher	1	\$2,000		\$2,000
<b>Unified Swim Coach</b>	Prevete, Kathleen	4	\$1,000		\$1,000
<b>Unified Swim Coach</b>	Weller, Michael	2	\$1,000		\$1,000
<b>Wrestling</b>					
Head Coach	Flynn, Casey	4	\$6,522		\$6,522
Assistant Coach	Towns, Desmond	4	\$5,037		\$5,037

**EXPLANATION:** Payments listed above are in accordance with the Sidebar Agreement dated November 9, 2020.

**EXTRA PAY REVISION 2020-2021**

Motion #17 that, upon the recommendation of the Superintendent, the Board of Education approve the following extra-pay positions (**revisions in bold**) for the 2020-2021 school year:

<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>Winter Guard – Assistant</b>	Catania, Gloria <b>(resigned)</b>	1	<b>\$0</b>		<b>\$0</b>

**EXPLANATION:** Payments listed above are in accordance with the Sidebar Agreement dated November 9, 2020.

**BUSINESS MATTERS**

**Financial Reports**

Motion # 1     **Financial Reports of the Secretary to the Board of Education**  
that the Board of Education approve the following financial report as on  
file in the Business Administrator’s office for the month of September 2020  
Fund 10 -- General Fund  
Fund 20 -- Special Revenue Fund  
Fund 30 -- Capital Projects Fund  
Fund 40 -- Debt Service Fund

**Statement of Cash Balances**

that the Board of Education accept the Statement of Cash Balances for the month of  
September 2020 which are reconciled with the Board Secretary's Reports by fund for  
that month.

Motion #2     Pursuant to N.J.A.C. 6A:23-2.11 (c) 3, we certify that as of **September 2020**  
after review of the Secretary's monthly financial report (appropriations section)  
and upon consultation with the appropriate district officials, to the best of our  
knowledge, no major account or fund has been over expended in violation of N.J.A.C.  
6A:23-2.11(a) and that sufficient funds are available to meet the district's financial  
obligations for the remainder of the fiscal year.

Motion #3     Pursuant to N.J.A.C. 6A:23-2.11 (c) 4, I certify that as of **September 2020**  
no budgetary line item account has been over-extended in violation of N.J.A.C.  
6A:23-2.11 (b).

\_\_\_\_\_  
Business Administrator/Board Secretary                      **November 9, 2020**  
Date

**BUDGET TRANSFERS**

Motion #4     that upon the recommendation of the Superintendent, the Board of Education approve  
the Budget Transfers as on file in the Business Administrator’s Office for the  
2020-2021 budget through September 2020.

**BILLS LIST 2020-2021**

Motion #5     that upon the recommendation of the Superintendent, the Board of Education approve  
the attached 2020-2021 bills list for the period ending:

**October 15 & 31, 2020 (payroll)**  
**November 9, 2020**

**HSA FUNDRAISING 2020-2021**

Motion #6     that upon the recommendation of the Superintendent, the Board of Education  
approve the list of HSA/PTO fundraisers *received thus far* for the 2020-2021 school  
year as attached.

**ORGANIZATIONAL MOTIONS - revised**

Motion #7 that upon the recommendation of the Superintendent, the Board of Education approve the following revised reorganization motion:

21. **Attendance Officer**

Motion that the Board approve *The Valori Group, LLC* as the Attendance Officers for the Morris School District for the 2020-2021 school year.

**EXPLANATION**

Originally approved on June 8, 2020 approving Edward Conrads as Attendance Officer who has since resigned.

**STATEMENT OF ASSURANCE**

***School Safety & Security Plan Annual Review***

Motion #8 that upon the recommendation of the Superintendent, the Board of Education approves the annual submission of the Statement of Assurance for the School Safety & Security Plan for the 2020-2021 school year.

**BIDS**

**Bid # 20-021 54 Passenger School Bus Rental**

Motion #9 that upon the recommendation of the Superintendent, the Board of Education approve pursuant to the provisions of N.J.S.A. 18A:18A-42, the bid for 54 Passenger School Bus Rental, Bid #20-021, having been duly advertised and received on October 14, 2020 awarded to Yellow Bus Leasing Co., Bellmwar, N.J. for a total of seven (7) buses for seven (7) months, December 2020 - June 2021:

Fixed monthly rate	\$ 1,971.12/bus
Total monthly rent	\$13,797.84/month
Total Bid amount	\$96,584.88 (7 buses x 7 months)

**EXPLANATION**

Approval pending receipt of final paperwork (Form AA-302)

**GRANT APPLICATIONS**

**Water Infrastructure Grant**

Motion #10 that upon the recommendation of the Superintendent, the Board of Education approves the submission of the Water Infrastructure Grant application. The grant's objective is to remediate drinking water contamination through water infrastructure improvements.

**EXPLANATION**

This grant will reimburse the District for water fountain replacements for drinking water sources that tested high for lead or kitchen sinks used for food preparation. The replacements took place in 2016. Local funds were used to finance the project, as well as continued replacement of the filters.

**School Security Grant**

Motion #11 that upon the recommendation of the Superintendent, the Board of Education approves the submission of the School Security Grant application. The grant's objective is to comply with Alyssa's Law (P.L. 2019, c.33) and support select school security infrastructure improvements prescribed in N.J.S.A. 18A:7G-5 after certification of Alyssa's Law compliance by the NJSDA.

**EXPLANATION**

This grant will be used for (1) reimbursement of costs associated with bringing the buildings into compliance for Alyssa's Law and (2) for the construction of security vestibules which are included as part of the 2020-2021 capital reserve budget.

**PAYMENTS**

Motion #12 that upon the recommendation of the Superintendent, the Board of Education approves the following payments to DiCara Rubino Architects:

<b>Project</b>	<b>Amount</b>
Parking Lot Expansion - LLC	\$6,994.25
Life Skills Classroom - MHS	\$1,661.45

**PROFESSIONAL SERVICES 2020-2021**

Motion #13 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 the following be engaged for professional services as described and in the amount not to exceed as follows:

EI US, LLC DBA LearnWell Education	Home / Bedside Instruction	\$54.50/hour plus 33%for admin./prep time
Saint Clare's Hospital	Home / Bedside Instruction	\$55/hour
University Behavioral Health Care, Rutgers, The State University of New Jersey	Home/Bedside Instruction, Acute Inpatient Services	\$65/hour
Glasberg Behavioral Consulting Services, LLC	BCBA Home Programming	\$150/hour
Brett DiNovi & Associates, LLC	BCBA Consultation Services Clinical Associates Behavior Consultation	\$52/hour \$130/hour
<del>Platt Psychiatric Associates, LLC</del>	<del>Basic Student In-office Consultation Expedited Student Psychiatric Consultation Complex Student Psychiatric Consultation</del>	<del>\$700 \$850 \$1,200</del>
Stepping Forward Counseling Center, LLC	Home Instruction	\$75/hour

**PROFESSIONAL SERVICES 2020-2021 - Revised**

Motion #14 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 the following be engaged for professional services as described and in the amount not to exceed as follows:

Fast ER Urgent Care	Basic Student Medical Exam	\$70/exam
	Complex Student Medical Exam	\$175/exam
	Extended panel urine drug collection with ETG/S with MRO review	\$70
	Breath alcohol test with confirmation of all positives	\$25
	On call fee - 3 hour min. (if outside normal business hours)	\$50/hour
	Review of student's sports forms - 2 hour min.	\$100/hour
	<b>Review of employee work accommodations</b>	<b>\$200/hr</b>