

MORRIS SCHOOL DISTRICT
Minutes of August 30, 2021
MORRISTOWN HIGH SCHOOL, LEARNING COMMONS

The special business meeting of the Board of Education of the Morris School District, of Morris County, New Jersey was held in the Learning Commons at Morristown High School, Morristown, NJ on Monday evening, August 30, 2021 at 6:01p.m.

The meeting was called 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, and posted at the Administration Center, 31 Hazel Street, Morristown, New Jersey.

A special meeting of the Board of Education will be held Monday, August 30, 2021 in the Learning Commons of Morristown High School, 50 Early Street, Morristown, NJ from 6:00 – 8:30 pm. The purpose of the meeting is for a board retreat and any other new business which might be brought before the board. The meeting will open at 6:00 pm and go immediately into closed session to discuss confidential matters. Action may be taken.

At the Roll Call, the following Board Members were present: Mrs. Nancy Bangiola (6:13 pm), Mrs. Meredith Davidson, *Ms. Lucia Galdi, Morris Plains Representative, Ms. Linda K. Murphy, Board Vice-President, Mrs. Susan Pedalino, Mrs. Ann Rhines, Dr. Vivian Rodriguez, Mrs. Melissa Spiotta, Board President and Mrs. Elisabeth Wall.

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

Mr. Alan Smith was absent.

No one from the public was present.

BUSINESS PORTION OF THE MEETING
HUMAN RESOURCES

ABOLISH POSITION(S) 2021-2022

Motion #1 that, upon the recommendation of the Superintendent, the Board of Education abolish the following position(s) for the 2021-2022 school year:

- (3) 0.5 ABS, PS
- (1) 1.0 Manager of Human Resources

ESTABLISH POSITION(S) 2021-2022

Motion #2 that, upon the recommendation of the Superintendent, the Board of Education establish the following position(s) for the 2021-2022 school year:

- (1) 1.0 ABS, PS
- (1) 1.0 Assistant Director of Human Resources (eff. 08/24/21)

RESIGNATION(S)/TERMINATION(S)/RETIREMENT(S) 2021-2022

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:

Benson, Rori 1.0 LDT-C, PS	October 25, 2021 Resigned
Berres, Nicole 0.5 Clerk, TJ	September 8, 2021 Resigned
Bigas, Jeffrey 1.0 Health/PE, FMS	August 31, 2021 Resigned (Revised date)
Cavalier, Vincenza 0.5 Teacher Assistant, AV	September 1, 2021 Resigned
Evans, Gabriela 1.0 Grade 2 Bilingual, WD	October 22, 2021 Resigned
Heher, Kathleen 0.5 ABS, PS	September 10, 2021 Resigned

APPOINTMENT(S) 2021-2022

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>
Acosta, Julian 1.0 Bus Driver, TRANS	\$29,700 \$30/hr, 5.5 hrs/day, 180 days/year	09/01/21-06/30/22	Est. 7/20/20
Barbosa, Emily 1.0 CABAS Trainee, AH	\$22,784	09/01/21-06/30/22	Smith, E. Internship Completed
Bowman, Sasha 1.0 Special Education, WD	\$79,602 BA, Step 16 <i>(Revised step)</i>	09/01/21-06/30/22	Wiehe, P. Resigned
Buonaiuto, Loredana 0.5 Teacher Assistant, WD	\$12,643 Col. B, Step 1	09/01/21-06/30/22	Caravaglia, M. Resigned
Calo, Lia 1.0 Bilingual, SX	\$59,642 MA, Step 1	09/01/21-06/30/22	Gomez, C. Resigned
Carnevale, Rocco 1.0 Phys. Ed/Health, FMS	\$56,772 BA, Step 3	09/01/21-06/30/22	Bigas, J. Resigned
Dollar, Renee 1.0 Bus Aide, TRANS	\$13,500 \$15/hr., 5 hrs/day, 180 days/year	09/01/21-06/30/22	Est. 07/20/20
Domicoli, Vincenzina 1.0 Bus Aide, TRANS	\$13,500 \$15/hr., 5 hrs/day, 180 days/year	09/01/21-06/30/22	Est. 07/20/20
Draus, Cassandra 1.0 CABAS Trainee, HC	\$22,784	09/01/21-06/30/22	Chan, K. Internship Completed
Hernandez, Albert 1.0 Security, MHS	\$35,000	09/01/21-06/30/22	Cetrulo, R. Reassigned
Lorenz, Isabel 1.0 CABAS Trainee, HC	\$22,784	09/01/21-06/30/22	Barrel, A. Internship Completed
Mackay, Kyla 1.0 CABAS Trainee, HC	\$22,784	09/01/21-06/30/22	Geiger, H. Internship Completed

McMahon, Catherine 1.0 ABS, PS	\$25,760 \$15/hr, 7 hrs/day, 184 days/year	09/02/21-06/30/22	Est. 08/23/21
Morales-Enamorado, Maria 1.0 Class V Secretary, TRANS	\$55,160 Class V, Step 10	08/31/21-06/30/22	Alessio, K. Resigned
Pinto, Diana 1.0 Class V Secretary, SX	\$48,095 Class V, Step 5	09/13/21-06/30/22	Johnson, M. Reassigned
Pollio, Erin 1.0 Spec. Ed. ELA, MHS	\$59,642 MA, Step 1	09/01/21-06/30/22	Portelli, R. Resigned
Rodriguez, Heydee 1.0 Bus Aide, TRANS.	\$13,500 \$15/hr, 5 hrs/day, 180 days/year	09/01/21-06/30/22	Est. 7/20/20
Syed, Nadia 1.0 CABAS Trainee, HC	\$22,784	09/01/21-06/30/22	Torres, L. Internship Completed
Trinidad, Taty 0.5 Class I Clerk, WD	\$15,835 Class I, Step 6	09/08/21-06/30/22	Dutton, S. Reassigned

SUBSTITUTE APPOINTMENTS 2021-2022

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 2021-2022 school year, and further that the Board of Education approve submission to the County Superintendent application for emergency hiring and each applicant's attestation that s/he has not been convicted of any disqualifying crime pursuant to the provisions of N.J.S.A 18A:6-7.1 et seq., 18A:6-4.13 et seq.:

Athletic Volunteer

Giordano, Jennifer (Football)
Kapp, Nicholas (Fencing)

Lunchroom/Playground Aide

Asberry, Alicia	Haley, Shurliana	Ramos, Monica
Alberto, Margherita	Jenkins, Melissa	Rodriguez, Nora
Arias, Kimberly	Joseph, Abiola	Shaw, Maria
Buckley, Natalia	Muhammad, Veronica	Soto, Luz
Cadavid, Luz	Nobles, Alice	Torres, Tammy
Capetillo, Ana	O'Grady, Zina	Vance-Banks, Jerrell
Cardona Ospina, Lorena	O'Neill, Joan	Wilkerson, George
Casadevall, Samuel	Ortiz, Luz	
Elangovan, Brindha	Osborne-Rogers, Myra	

Teacher

Milich, Gregory

CHANGE(S) OF ASSIGNMENT, HOURS/SALARY 2021-2022

Motion #6 that, upon the recommendation of the Superintendent, the Board of Education approve the change(s) of hours/salary for the following certified staff:

Last	First	Former Assignment	Assignment	Eff. Date	Replacing	21-22 Base Salary	Long	Lic	21-22 Total Salary
Cabezas - Ortega *	Cesar	1.0 Custodian, SX	N/A	9/1/21	N/A	\$45,490	\$925	\$888	\$47,303
Cadavid	Luz	1.0 Bus Driver, TRANS	N/A	9/1/21	N/A	\$31,532 \$31.85/hr 5.5 hrs/day 180 days/year	\$375	N/A	\$31,907
Cetrulo	Robert	1.0 Security, MHS	1.0 Security, FMS	9/1/21	N/A	N/A	N/A	N/A	N/A
Cotten	Tawanna	0.5 ABS, PS	1.0 ABS, PS	9/1/21	Collins, K. Retired	\$25,760 \$15/hr 7 hrs/day 184 days/year	N/A	N/A	\$25,760
Hackett *	Akeem	1.0 Custodian, LLC	N/A	9/1/21	N/A	\$45,490	\$700	\$888	\$47,078
Leung	Caroline	1.0 LDT-C, PS	N/A	9/1/21	N/A	\$67,612 MA30 Step 8	N/A	N/A	\$67,612
Miranda *	Sandra	1.0 Custodian, FMS	N/A	9/1/21	N/A	\$45,490	\$700	\$888	\$47,078
Morreale	Judith	1.0 Class V, SX	1.0 Class V, TJ	8/24/21	Johnson, M. Reassigned	N/A	N/A		N/A
Vila Chave	Maria	1.0 Grade 4 / 5, TJ	1.0 ELL/Bil. Program Specialist, SX	09/01/21	Est. 06/14/21	N/A	N/A		N/A

* In accordance with a Sidebar Agreement dated August 23, 2021 between the Board of Education of the Morris School District and The Education Association of Morris

EXTRA PAY 2021-2022

Motion #7 that, upon the recommendation of the Superintendent, the Board of Education approve the following extra-pay positions for the 2021-2022 school year:

CO-CURRICULAR					
POSITION	STAFF MEMBER	YR EXP.	SALARY	INC	TOTAL SALARY
Digital content manager K-8 (NP)	Russell, Robert	4	\$500	NG	\$500

LEAVE(S) OF ABSENCE 2021-2022

Motion #8 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:

Castro-Yarpaz, Jenniffer	05/05/21-06/16/21 * Maternity
1.0 Language Arts, FMS	06/17/21-11/22/21 ** NJFLA
	11/23/21-01/28/22 *** Childrearing

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

EXTRA PAY 2021-2022

Motion #9 that, upon the recommendation of the Superintendent, the Board of Education approve the following extra-pay positions for the 2021-2022 school year:

MORRISTOWN HIGH SCHOOL ATHLETICS					
POSITION	STAFF MEMBER	YR EXP.	SALARY	INC	TOTAL SALARY
ATHLETICS - FMS					
INDOOR TRACK					
Indoor Track Assistant Coach	Salako, Olajuwon	1	\$4,887	NG	\$4,887
SOCCER					
Assistant Coach - Girls	Aragon, Pedro	1	\$4,887	NG	\$4,887

EXTRA PAY REVISIONS 2021-2022

Motion #10 that, upon the recommendation of the Superintendent, the Board of Education approve the following extra-pay positions (**revisions in bold**) for the 2021-2022 school year:

MORRISTOWN HIGH SCHOOL ATHLETICS					
POSITION	STAFF MEMBER	YR EXP.	SALARY	INC	TOTAL SALARY

ATHLETICS - FMS					
INDOOR TRACK					
Indoor Track Assistant Coach	Vena, Nicholas	1	\$0	NG	\$0
FRELINGHUYSEN MIDDLE SCHOOL CO-CURRICULAR					
POSITION	STAFF MEMBER	YR EXP.	SALARY	INC	TOTAL SALARY
CO-CURRICULAR - FMS					
Digital Content Manager (FMS)	Rosso, Keith	4	\$500	NG	\$500
National Society of Black Engineers -Co-Advisor	Pereyra, Tatiana	2	\$453	NG	\$453
National Society of Black Engineers -Co-Advisor	Nisbett, Carla	1	\$453	NG	\$453

HUMAN RESOURCES (Motions #1-10)

Moved by Mrs. Spiotta, seconded by Mrs. Pedalino

AYES: Mrs. Davidson, Ms. Galdi, Mrs. Pedalino, Mrs. Rhines, Dr. Rodriguez,
 Mrs. Wall, Ms. Murphy, Mrs. Spiotta

NOES: None

ABSTAIN: None

ABSENT: Mrs. Bangiola, Mr. Smith

BUSINESS MATTERS

BILLS LIST 2021-2022

Motion #1 that upon the recommendation of the Superintendent, the Board of Education approve the attached 2021-2022 bills list for the period ending:

August 30, 2021

BUSINESS MATTERS (Motion #1)

Moved by Mrs. Spiotta, seconded by Mrs. Pedalino

AYES: Mrs. Davidson, Ms. Galdi, Mrs. Pedalino, Mrs. Rhines, Dr. Rodriguez,
Mrs. Wall, Ms. Murphy, Mrs. Spiotta

NOES: None

ABSTAIN: None

ABSENT: Mrs. Bangiola, Mr. Smith

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 August 30, 2021 at 6:12 P.M, and

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

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

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

"(3) Any material the disclosure of which constitutes an unwarranted invasion of individual privacy such as any records, data, reports, recommendations, or other personal material of any educational, training, social service, medical, health, custodial, child protection, rehabilitation, legal defense, welfare, housing, relocation, insurance and similar program or institution operated by a public body pertaining to any specific individual admitted to or served by such institution or program,

including but not limited to information relative to the individual's personal and family circumstances, and any material pertaining to admission, discharge, treatment, progress or condition of any individual, unless the individual concerned (or, in the case of a minor or incompetent, his guardian) shall request in writing that the same be disclosed publicly." The nature of the matter, described as specifically as possible without undermining the need for confidentiality is:

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

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

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

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

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

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

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

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

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

EXECUTIVE SESSION (Motion #1)

Moved by Mrs. Murphy, seconded by Mrs. Pedalino

AYES: Mrs. Davidson, Ms. Galdi, Mrs. Pedalino, Mrs. Rhines,
Dr. Rodriguez, Mrs. Wall, Ms. Murphy, Mrs. Spiotta

NOES: None

ABSTAIN: None

ABSENT: Mrs. Bangiola, Mr. Smith

OPEN SESSION (8:45 PM)

Moved by Ms. Murphy, seconded by Mrs. Bangiola

AYES: Mrs. Bangiola, Mrs. Davidson, Ms. Galdi, Mrs. Pedalino, Mrs. Rhines,
Dr. Rodriguez, Mrs. Wall, Ms. Murphy, Mrs. Spiotta

NOES: None

ABSTAIN: None

ABSENT: Mr. Smith

ADJOURNMENT (8:46 PM)

Moved by Ms. Murphy, seconded by Mrs. Spiotta

AYES: Mrs. Bangiola, Mrs. Davidson, Ms. Galdi, Mrs. Pedalino, Mrs. Rhines,
Dr. Rodriguez, Mrs. Wall, Ms. Murphy, Mrs. Spiotta

NOES: None

ABSTAIN: None

ABSENT: Mr. Smith

Respectfully Submitted,

Elisabeth Wall
Board Member