

MORRIS SCHOOL DISTRICT  
MORRISTOWN HIGH SCHOOL, LEARNING COMMONS

|                                       |  |
|---------------------------------------|--|
| REGULAR BUSINESS MEETING              | November 20, 2023  |
| EXECUTIVE SESSION                     | 6:30 P.M.  |
| OPEN SESSION                          | 7:30 P.M.  |
| CALL TO ORDER STATEMENT               | OPEN PUBLIC MEETING  |
| ROLL CALL                             | Mrs. Katie Cole<br>Mrs. Meredith Davidson<br>Mr. Cary Lloyd<br>Ms. Linda K. Murphy<br>Mrs. Susan Pedalino<br>Dr. Vivian Rodriguez<br>Mr. Alan Smith<br>Mrs. Melissa Spiotta<br>Mrs. Beth Wall<br>Ms. Lucia Galdi |
| MORRIS PLAINS REPRESENTATIVE          |  |
| STUDENT REPRESENTATIVES               | Ms. Abigail Osorio Euceda<br>Ms. Isabella Mastrodomenico   |
| PLEDGE OF ALLEGIANCE                  |  |
| SUPERINTENDENT'S REPORT               |  |
| PRESIDENT'S REPORT                    |  |
| COMMITTEE REPORTS                     |  |
| PUBLIC COMMENT                        | 1 Hour (3 minutes per person)  |
| BUSINESS AGENDA                       |  |
| Communications                        | All correspondence to the board must be<br>addressed through the board secretary. Copies<br>are available in the Board<br>Secretary's Office   |
| Minutes                               |  |
| Policy                                |  |
| Educational Matters                   |  |
| Pupil Services                        |  |
| 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 20, 2023 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 30, 2023

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

October 30, 2023

**POLICY**

***SECOND 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:

[0162 Notice of Board Meetings](#)

[2423 Bilingual and ESL Education](#)

[2419 School Threat Assessment Teams](#)

[3212 Attendance](#)

[4212 Attendance](#)

[5111 Eligibility of Resident/Non-Resident Students](#)

[8500 Food Services](#)

**EDUCATIONAL MATTERS**

**DISTRICT**

***HARASSMENT, INTIMIDATION, AND BULLYING REPORT***

Motion #1 that, upon the recommendation of the Superintendent, the Board of Education accept the Harassment, Intimidation, and Bullying report for the period ending, October 30, 2023.

**PK-8**

***ANNUAL PRESCHOOL OPERATIONAL PLAN***

Motion #2 that, upon the recommendation of the Superintendent, and the Board Curriculum Committee, the Board of Education approve the [Annual Preschool Operational Plan](#).

***EXPLANATION:***

The purpose of the Three-Year Preschool Program Plan is to provide a comprehensive description of how the school district will implement each component of a high-quality preschool program for three- and four-year-old children as detailed in the [New Jersey Administrative Code \(N.J.A.C.\) 6A:13A](#) and in the [Preschool Program Implementation Guidelines](#). The Department of Education requires the district to submit a Three-Year Preschool Program Operational Plan. A school district's Preschool Program Operational Plan should be based on the results of data derived from program assessments, including the Early Childhood Environmental Rating Scale-revised (ECERS-3), curriculum-specific program assessment tools, the Self-Assessment and Validation System (SAVS) and/or, Grow NJ Kids self-assessment and any other source of information specific to the school district's preschool program.

**PK-8**

***PRESCHOOL EXPANSION ENROLLMENT PROJECTIONS***

Motion #3 that, upon the recommendation of the Superintendent, and the Board Curriculum Committee, the Board of Education approve the submission of the Preschool Expansion Enrollment Projections for the 2024-2025 school year.

| <b>School-Year</b> | <b>Private Provider</b> | <b>Head Start</b> | <b>In-District</b> | <b>Total Grant Spots</b> |
|--------------------|-------------------------|-------------------|--------------------|--------------------------|
| 2024-2025          | 464                     | 55                | 70                 | 589                      |

For 2024-2025 we are projected an enrollment of 80 special education students and 589 general education students, for a total projected enrollment of 669.

**DISTRICT**

***FIELD TRIPS***

Motion #4 that, upon the recommendation of the Superintendent, and the Board Curriculum Committee, the Board of Education approve the following additional [Field Trips](#)

**DISTRICT**

***COMMUNITY SCHOOL 2023-2024 - After School Program***

Motion #5 that, upon the recommendation of the Superintendent, and the Board Curriculum Committee, the Board of Education approve the [Sunset After School Program](#)

***EXPLANATION:*** The vendor Pearl Observatory will discuss topics of history of the Earth/NJ Fossils, Gravity and the Downhill Racer, Sunset and the Straw Rocket Challenge. Each topic will be presented to all programs in one hour sessions, the vendor provides all materials.

**DISTRICT**

***LOCAL HIGH IMPACT TUTORING COORDINATORS***

Motion #6 that, upon the recommendation of the Superintendent, and the Board Curriculum Committee, the Board of Education approve the grant funded Local High Impact Tutoring Coordinator.

***EXPLANATION:*** Four (4) local tutoring coordinators, one for each 3-5 school, will receive a stipend (grant funded) to coordinate between district leads and the professional tutoring off-site program coordinator. Responsibilities include organizing meetings and communication between homeroom teachers and professional tutors, analyzing student assessment data, planning for individual or small group instruction, assessing instructional resources and reporting progress monitoring on a weekly basis.

**PK-8**

***K-2 ELA INSTRUCTIONAL MATERIALS COMMITTEE***

Motion #7 that, upon the recommendation of the Superintendent, and the Board Curriculum Committee, the Board of Education approve the K-2 ELA Instructional Materials Committee

|                 |  |
|-----------------|--|
| Program:        | K-2 ELA Instructional Materials Committee  |
| Description:    | Review and evaluate standards aligned with ELA instructional materials for the K-2 elementary grades |
| Dates:          | December, 2023 - May, 2024   |
| Funding Source: | Local  |

**EXPLANATION:** One teacher from each K-2 grade level, consisting of representatives from each school and Bilingual, ESL, and Special Education programs to review and evaluate high-quality, standard-aligned ELA instructional materials for the elementary grades. These 7 teachers will be allotted five hours each locally funded.

**PK-8**

**6-8 MATH INSTRUCTIONAL MATERIALS COMMITTEE**

Motion #8 that, upon the recommendation of the Superintendent, and the Board Curriculum Committee, the Board of Education approve the 6-8 Math Instructional Materials Committee

|                 |   |
|-----------------|---|
| Program:        | 6-8 Math Instructional Materials Committee  |
| Description:    | Review and evaluate standards aligned with Math instructional materials for the elementary grades |
| Dates:          | December, 2023 - May, 2024  |
| Funding Source: | Local   |

**EXPLANATION:** One teacher from each 6-8 grade level, consisting of representatives from each school and Bilingual, ESL, and Special Education programs to review and evaluate high-quality, standard-aligned Math instructional materials for the elementary grades. These 6 teachers will be allotted five hours each locally funded.

**PK-8**

**PROFESSIONAL DEVELOPMENT FOR PRESCHOOL INSTRUCTIONAL COACHES IN THE MSD PRESCHOOL PROGRAM**

Motion #9 that, upon the recommendation of the Superintendent, and the Board Curriculum Committee, the Board of Education approve the Professional Development for Preschool Instructional Coaches in the MSD Preschool Program

|              |   |
|--------------|---|
| Program:     | MSD Preschool Program   |
| Description: | Provide the instructional coaches with training from NIEER to become reliable in the tool ECERs 3 |
| Dates:       | December 11 - 13, 2023 (Virtual Training)<br>December 14 - 18, 2023 (in person training)          |
| Funding:     | Preschool Grant Funds   |



***MEF GRANTS 2023-2024***

Motion #10 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>   |
|--------------------|---------------|---------------|--|
| <b><i>PK-8</i></b> | \$3,600.00    | LLC           | Reading Readiness:<br>Preschooler-Parent Shared<br>Reading-Carolina Mendonca |

The project will provide opportunities to increase parent involvement for preschool learners. Literacy activities will be created and designed to establish family reading routines for Spanish and English speaking parents and their children at all of the district’s preschool locations. The goals will include increasing family reading, vocabulary development, and language development for parents and their children. Age-appropriate books for the preschool students will help in establishing daily reading routines. These reading opportunities also will teach parents how to use books to teach their children early literacy skills such as phonemic awareness, letter recognition, numeracy, colors, rhymes, singing, and vocabulary.

|                    | <u>Amount</u> | <u>School</u> | <u>Project</u>                         |
|--------------------|---------------|---------------|--|
| <b><i>PK-8</i></b> | \$2,000.00    | WD            | Woodland Laminator-Theresa<br>Townsend |

This grant will fund a hot laminator for Woodland School. The school is in need of this important tool so that the teachers will be able to make materials last so that they can be used for the full year or more without being replaced. In addition, it will allow students to write with dry erase markers on papers that have been laminated, increasing the diversity of their learning.

|                    | <u>Amount</u> | <u>School</u> | <u>Project</u>                               |
|--------------------|---------------|---------------|--|
| <b><i>9-12</i></b> | \$500.00      | MHS           | Morristown High School<br>Theatre Department |

A grant from the Flexner family to support the Morristown High School theatre program. This grant is to be used at the discretion of the program.

|                    | <u>Amount</u> | <u>School</u> | <u>Project</u>  |
|--------------------|---------------|---------------|-----------------|
| <b><i>PK-8</i></b> | \$5,000.00    | SX            | Anonymous Donor |

This gift from an anonymous donor will provide flexible furniture at Sussex Avenue School.

|             | <u>Amount</u> | <u>School</u> | <u>Project</u> |
|-------------|---------------|---------------|----------------|
| <b>9-12</b> | \$1,100.00    | MHS           | Jazz for Teens |

This grant from an anonymous donor will underwrite the tuition for one Morristown High School student to participate in Jazz for Teens at NJPAC during the 2023-2024 program year.

<https://www.njpac.org/education-program/jazz-for-teens/>

|             | <u>Amount</u> | <u>School</u> | <u>Project</u>  |
|-------------|---------------|---------------|-----------------|
| <b>PK-8</b> | \$5,000.00    | NP            | Anonymous Donor |

This gift from an anonymous donor will cover part of the expense of a MPAC residency dealing with the theater. The theater is the theme this year for Normandy Park.

**PUPIL SERVICES**

***OUT OF DISTRICT ROSTER***

Motion #1 that, upon the recommendation of the Superintendent, the Board of Education approves 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 for students with disabilities. Attendance is monitored monthly in order to ensure students are enrolled as agreed and IEPs are being followed. 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.

***2023 IDEA FINAL REPORT CARRYOVER***

Motion #2 that, upon the recommendation of the Superintendent, the Board of Education approve submission of the 2023 IDEA Final Report and to accept carry-over funds which are available for appropriate use between July 1, 2023 and June 30, 2024, as follows:

|               | <b>Public</b> | <b>Non-Public</b> |
|---------------|---------------|-------------------|
| IDEA – Part B | \$ 0          | \$ 63,569         |

**EXPLANATION**

Unexpended funds from the 2023 IDEA Grant are rolled over as carry-over funds and available for use in the 2024 IDEA grant.

**2024 IDEA AMENDMENT APPLICATION SUBMISSION**

Motion #3 that, upon the recommendation of the Superintendent, the Board of Education approve submission of the IDEA amendment application for the FY 2024 and modifications for these funds in the amount of \$2,025,750.

|           | <b>FY'24</b> | <b>FY'24</b> | <b>FY'23</b> | <b>FY'23</b> |              |
|-----------|--------------|--------------|--------------|--------------|--------------|
|           | Public       | Non-Public   | Public       | Non-Public   | <b>TOTAL</b> |
| PRESCHOOL | \$ 65,518    | \$ 0         | \$ 0         | \$ 0         | \$ 65,518    |
| BASIC     | \$ 1,868,217 | \$ 93,964    | \$ 0         | \$ 63,569    | \$ 2,025,750 |

**EXPLANATION**

The FY2024 application is being amended to include 2022-2023 IDEA carry-over funds.

**HUMAN RESOURCES**

***ABOLISH/ESTABLISH POSITION(S) 2023-2024***

Motion #1 that, upon the recommendation of the Superintendent, the Board of Education abolish and establish the following position(s) for the 2023-2024 school year:

| <b>ABOLISH</b>         | <b>ESTABLISH</b>                           | <b>Effective date</b> |
|------------------------|--|-----------------------|
| <b><i>PK-8</i></b>     |  |                       |
| N/A                    | 1.0 Grade 5, SX                            | 11/27/23              |
| N/A                    | 1.0 Assistant Principal, FMS               | 11/01/23              |
| <b><i>DISTRICT</i></b> |  |                       |
| N/A                    | .5 Secretary (Class IV),<br>Transportation | 11/14/23              |

***RESIGNATION(S)/TERMINATION(S)/RETIREMENT(S) 2024-2025***

Motion #2 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:

|   |  |
|---|--|
| <b><i>9-12</i></b>                      |  |
| Fleming, Carol<br>1.0 School Nurse, MHS | July 1, 2024<br>Retired<br><i>(Revised date)</i> |

***RESIGNATION(S)/TERMINATION(S)/RETIREMENT(S) 2023-2024***

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:

|                                |  |
|--------------------------------|--|
| <b><i>PK-8</i></b>             |  |
| <b>Employee #5933</b>          | <b>November 5, 2023<br/>Terminated</b> |
| Employee #7569                 | October 23, 2023<br>End of Service     |
| Dupree, Jasmine<br>1.0 ESL, NP | December 29, 2023<br>Resigned          |

|  |                               |
|--|-------------------------------|
| Guillermo, Jailene<br>1.0 Social Worker, SX    | January 12, 2024<br>Resigned  |
| Herrera-Ramos, Jacqueline<br>1.0 Secretary, SX | November 20, 2023<br>Resigned |
| Makar, Youstina<br>1.0 French, FMS             | November 17, 2023<br>Resigned |
| O'Donnell, Nichole<br>1.0 LDTC, SX             | January 12, 2024<br>Resigned  |
| Supple, Mary<br>1.0 School Nurse, NP           | February 1, 2024<br>Retired   |
| <b><i>DISTRICT</i></b>                         |                               |
| Rasit, Hani<br>1.0 Bus Driver, Transportation  | November 25, 2023<br>Resigned |

***APPOINTMENT(S) 2023-2024 \*/\*\****

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. 18A:6-7.1 et seq.; 18:39-17 et seq.; 18A:6-4.13 et seq.:

|  |                            |                   | In Place of:                |
|--|----------------------------|-------------------|-----------------------------|
| <b><i>PK-8</i></b>   |                            |                   |                             |
| Acrin, Genevieve<br>1.0 ESL, NP                                    | \$70,895<br>MA, Step 10    | 01/22/24-06/30/24 | Dupree, J.<br>Resigned      |
| Argenziano, Anna Maria<br>1.0 Special Ed.<br>(Self-Contained), FMS | \$94,515<br>MA, Step 20    | 01/08/24-06/30/24 | Herbert, M.<br>Reassigned   |
| Martins, Melissa<br>1.0 LDTC, TJ/WD                                | \$109,865<br>MA30, Step 15 | 01/03/24-06/30/24 | Voswinkel, A.<br>Reassigned |
| McGrane, Alyssa<br>1.0 ABS, AH                                     | \$30,912                   | 11/21/23-06/30/24 | Employee #7569              |
| <b><i>DISTRICT</i></b>   |                            |                   |                             |
| Bischoff, Kristen  | \$15,654                   | 11/14/23-06/30/24 | Est. 11/20/23               |

|  |                  |                   |                      |
|--|------------------|-------------------|----------------------|
| .5 Secretary,<br>Transportation            | Class IV, Step 3 |                   |                      |
| <b>9-12</b>                                |                  |                   |                      |
| Giron Montoya, Paula<br>1.0 Custodian, MHS | \$36,000         | 11/27/23-06/30/24 | Geary, F.<br>Retired |

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

***TRANSFER(S), CHANGE(S) OF ASSIGNMENT, TITLE AND OR/ SALARY 2023-2024***

Motion #5 that, upon the recommendation of the Superintendent, the Board of Education approve the change(s) of assignment and/or salary for the following staff:

| <b>Employee</b>            | <b>Former Assignment</b>         | <b>New Assignment</b>           | <b>Effective</b>      | <b>Salary</b>  | <b>In Place Of:</b>        |
|----------------------------|----------------------------------|---------------------------------|-----------------------|--|----------------------------|
| <b>PK-8</b>                |                                  |                                 |                       |  |                            |
| Adair,<br>Megan            | 0.5<br>Kindergarten<br>TA, NP    | 1.0 Grade 5,<br>SX              | 11/27/23-<br>06/30/24 | \$63,665<br>BA, Step 6   | Est. 11/20/23              |
| Angulo,<br>Yamilet         | .5 Clerk, AV                     | 1.0 Secretary,<br>AV            | 11/21/23-<br>06/30/24 | \$49,350<br>Class V, Step 5  | Livingston, L.<br>Resigned |
| Gagliardi,<br>Elissa       | 1.0 Teacher<br>Assistant,<br>LLC | 1.0 Teacher<br>Assistant,<br>WD | 08/30/23-<br>06/30/24 | \$48,671<br>(\$44,246 Base -<br>Step Y +<br>\$ 1,000 ISCA +<br>\$2,500 (Braille<br>ISCA +<br>\$925 (longevity) | N/A                        |
| Lemus<br>Doninelli,<br>Ana | 1.0 Custodian,<br>HC             | N/A                             | 07/01/23              | \$39,198<br>(\$38,223 Base<br>Salary +<br>\$975 Lic. stipend)  | N/A                        |

|                         |   |   |                   |   |                      |
|-------------------------|---|---|-------------------|---|----------------------|
| Simmons, Frances        | 0.3 LR/PG Aide, SX                            | 0.5 Kindergarten Teacher Asst., NP                  | 12/04/23-06/30/24 | \$14,048 Col. B, Step 6   | Adair, M. Reassigned |
| <b><i>DISTRICT</i></b>  |   |   |                   |   |                      |
| Bankole, Henry          | 1.0 Bus Driver                                | N/A   | 10/02/23-06/30/24 | \$31 per hour<br>6 hours per day<br>180 days per year<br>\$33,480 Annual Salary | N/A                  |
| Cadavid, Luz            | 1.0 Bus Driver                                | N/A   | 10/31/23-06/30/24 | 6.75 hour per day<br>180 days per year  | N/A                  |
| Lidaque Gabriel, Andrea | 1.0 Bus Aide, Transportation <i>(revised)</i> | 1.0 Bus Aide/LR/PG Aide, Trans/LLC <i>(revised)</i> | 09/05/23-06/30/24 | \$16.54 per hour Trans<br>\$16 per hour LR/PG Aide <i>(revised)</i>             | Est. 10/30/23        |

***DISTRICT***

***SUBSTITUTE APPOINTMENTS 2023-2024***

Motion #6 that, upon the recommendation of the Superintendent, the Board of Education approves the following name(s) be added to the list of substitutes and approves all Morris School District Substitute Teachers to also provide service as Teacher Assistant, ABS, and Lunchroom Playground Aide as assigned for the 2023-2024 school year, and further that the Board of Education approve submission to the County Superintendent application for emergency hiring and each applicant's attestation that s/he has not been convicted of any disqualifying crime pursuant to the provisions of N.J.S.A. 18A:6-7.1 et seq., 18A:6-4.13 et seq.:

**Bus Driver**

Gibson, Phyllis (eff. 10/30/2023)

**Nurse**

Barter, Christina

**Teacher**

Cabrera, Rosalba (eff. 09/05/2023)

Cofield, Marianne (eff. 10/09/2023)

McGrane, Alyssa

Touw, Mia (eff. 10/31/2023)



**Volunteer**

Scalley, Megan (Softball)  
Thomas, Ryan (Ice Hockey)  
Thorsen, Dylan (Wrestling)  
Towns, Desmond (Wrestling)  
Villhauer, Edwin (Track & Field)

**EXPLANATION:** Upon the submission of approved timesheets, the staff will be compensated at approved substitute rates.

***LEAVE(S) OF ABSENCE 2023-2024***

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><i>PK-8</i></b>     |   |   |
| Employee #2088         | 01/22/24-02/02/24   | FMLA **                                       |
| Employee #3044         | 03/01/24-04/26/24<br>04/29/24-06/30/24<br>08/28/24-09/27/24 | Maternity *<br>FMLA/NJFLA **<br>FMLA/NJFLA ** |
| Employee #5875         | 09/15/23-10/31/23<br><i>(revised dates)</i>                 | *** Administrative                            |
| Employee #5913         | 02/14/24-03/22/24   | NJFLA (Intermittent) **                       |
| <b><i>DISTRICT</i></b> |   |   |
| Employee #5933         | 10/27/23-11/04/23   | Administrative ***                            |

\* 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

\*\*\* With pay/with benefits

**DISTRICT**

***ADVISORY BOARD 2023-2024***

Motion #8 that, upon the recommendation of the Superintendent, the Board of Education approve the staff listed on the attached to serve as Advisory Board for the 2023-2024 school year:

[Advisory Board 2023-2024](#)

***DISTRICT***

***ALLIANCE OF BLACK EDUCATORS MENTOR***

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

Program: Alliance of Black Educators Mentor  
Description: Mentor for non-tenured teachers of color  
Dates: 09/01/23-06/30/24  
Funding Source: Title IV  
Rate: \$1,000 stipend, each  
Staff: Kersey, Warren  
Lee, Rodney

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

***DISTRICT***

***COMMUNITY SCHOOL 2023-2024***

Motion #10 that, upon the recommendation of the Superintendent, the Board of Education approve the following Sunrise/Sunset staff:

|   |           |             |
|---|-----------|-------------|
| Araujo, Aydan (retroactive to 10/25/2023)   | Assistant | \$18.00/hr  |
| Engler, Melissa (retroactive to 10/25/2023) | Assistant | \$18.00/hr  |
| Simmons, Frances (retroactive to 10/16/23)  | Assistant | \$18.00/hr. |

**EXPLANATION:** Staff will be compensated for days work upon submission of an approved timesheet. Sunrise/Sunset staff will not be compensated for days that the program is not operating due to District closure.

Motion #11 that, upon the recommendation of the Superintendent, the Board of Education approve the following Community School Ski Program staff. This program will run for five weeks in January and February, with make-up days as needed due to weather.

|                    |              |               |
|--------------------|--------------|---------------|
| Beeck, F. Jean     | MHS Ski Lead | \$235.00/week |
| Bozza, Amy         | MHS Ski      | \$175.00/week |
| Kennedy, Kelly     | FMS Ski      | \$175.00/week |
| Ocasio, Ariel      | FMS Ski      | \$175.00/week |
| Rogalsky, Erica    | FMS Ski      | \$175.00/week |
| Rosso, Keith       | FMS Ski Lead | \$235.00/week |
| Scheerer, Harrison | FMS Ski      | \$175.00/week |

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

Motion #12 that, upon the recommendation of the Superintendent, the Board of Education approve the following Community School Ski Program staff hourly rate. This rate will be used for preparatory meetings and additional hours for equipment drop off:

|                    |              |            |
|--------------------|--------------|------------|
| Beeck, F. Jean     | MHS Ski Lead | \$32.00/hr |
| Bozza, Amy         | MHS Ski      | \$25.00/hr |
| Kennedy, Kelly     | FMS Ski      | \$25.00/hr |
| Ocasio, Ariel      | FMS Ski      | \$25.00/hr |
| Rogalsky, Erica    | FMS Ski      | \$25.00/hr |
| Rosso, Keith       | FMS Ski Lead | \$32.00/hr |
| Scheerer, Harrison | FMS Ski      | \$25.00/hr |

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

***DISTRICT***

***EXTRACURRICULAR SUPPORT 2023-2024 (revised)***

Motion #13 that, upon the recommendation of the Superintendent, the Board of Education approve all Morris School District certificated staff and non-certificated staff who hold the appropriate credentials to provide extracurricular support (**non-instructional support**) in before or after school activities to Special Education students, as needed for the 2023-2024 school year, at a rate of \$24.72/hr.

**EXPLANATION:** This is a pre-established annual extra pay position. Upon the submission of approved timesheets, the staff will be compensated as outlined above.

***EXTRA PAY 2023-2024***

Motion #14 that, upon the recommendation of the Superintendent, the Board of Education approves the following extra-pay positions for the 2023-2024 school year:

| <b>MORRISTOWN HIGH SCHOOL ATHLETICS</b> |                     |                     |
|---|---------------------|---------------------|
| <b>POSITION</b>                         | <b>STAFF MEMBER</b> | <b>TOTAL SALARY</b> |
| <b>9-12</b>                             |                     |                     |
| <b>Baseball</b>                         |                     |                     |
| Head Coach (1 of 1)                     | Capozzi, Justin     | \$7,708             |
| Assistant Coach (1 of 3)                | Rivera, Jason       | \$5,935             |
| <b>Fencing Assistant Coach (2 of 3)</b> | Gringeri, Melissa   | \$5,622             |

|   |                   |         |
|---|-------------------|---------|
| <b>Golf Head Coach - Girls (1 of 1)</b>                   | Componile, Joseph | \$5,982 |
| <b>Ice Hockey Head Coach - Girls (1 of 1)</b>             | Rosena, Angelo    | \$7,708 |
| <b>Lacrosse Assistant Coach - Boys (2 of 3)</b>           | Biondich, Robert  | \$6,096 |
| <b>Softball Assistant Coach (2 of 2)</b>                  | Aragon, Pedro     | \$5,935 |
| <b>Track &amp; Field Assistant Coach - Girls (1 of 2)</b> | Brown, Gerald     | \$5,622 |

**PK-8**

***FMS SUPERVISORS ADM. DETENTION (6-8) - 2023-2024***

Motion #15 that, upon the recommendation of the Superintendent, the Board of Education approve all Frelinghuysen Middle School certificated and non-certificated staff who hold appropriate teaching credentials to provide supervision of detention as assigned for the 2023-2024 school year at a rate of \$24.72/hr.

**EXPLANATION:** This is a pre-established annual extra pay position. Upon the submission of approved timesheets, the staff will be compensated as outlined above.

**PK-8**

***FMS ACADEMIC TUTORIAL PROGRAM 4 DAYS PER WEEK (6-8) - 2023-2024***

Motion #16 that, upon the recommendation of the Superintendent, the Board of Education approve all Frelinghuysen Middle School certificated and non-certificated staff who hold appropriate teaching credentials to provide homework tutorial supervision as assigned for the 2023-2024 school year at a rate of \$25.00/hr.

**EXPLANATION:** This is a pre-established annual stipend position. Upon the submission of approved timesheets, the staff will be compensated as outlined above (not to exceed \$36,000 in total).

**DISTRICT**

***HOME INSTRUCTION 2023-2024***

Motion #17 that, upon the recommendation of the Superintendent, the Board of Education approve all Morris School District certificated staff and all non-certificated staff who hold appropriate teaching credentials to provide home instruction as assigned for the 2023-2024 school year.

**EXPLANATION:** Upon the submission of approved timesheets, the staff will be compensated as outlined on the approved Substitute Salary Rates 2023-2024.

**DISTRICT**

***HOME PROGRAMMING SPECIAL EDUCATION 2023-2024***

Motion #18 that, upon the recommendation of the Superintendent, the Board of Education approves all certificated and non-certificated staff who hold appropriate teaching credentials to provide home programming as assigned for the 2023-2024 school year.

**EXPLANATION:** Upon submission of a timesheet, staff members will be paid as outlined on the approved Substitute Salary Rates 2023-2024.

**9-12**

**SWIM TEAM RENTALS LIFEGUARDS 2023-2024**

Motion #19 that, upon the recommendation of the Superintendent, the Board of Education approve the following individuals as site managers and lifeguards for the swim team rentals:

**Lifeguard(s) - \$18 per hour**

Gomez Bedoya, Valeria  
Jameson, Madeline  
Jameson, Penelope  
Johnson, Norah  
Lima, Samantha  
McDonnell, Kayleigh  
Sangurima Chacha, Mischelle  
Scott, Svala  
Susanto, Joshua  
Vyas, Aarya  
Woodworth, Jake  
Wright, Kaitlyn

**Substitute(s) - \$18 per hour**

Alexopoulos, Andrew  
Burns, Claire  
Eapen, Keira

**EXPLANATION:** The monies to cover these costs are being paid from the pool use rentals.

**9-12**

**MHS SUPERVISORS ADM. DETENTION (9-12) DETENTION 2023-2024**

Motion #20 that, upon the recommendation of the Superintendent, the Board of Education approve all Morristown High School certificated and non-certificated staff who hold appropriate teaching credentials to provide supervision of detention as assigned for the 2023-2024 school year at a rate of \$24.72/hr.

**EXPLANATION:** This is a pre-established annual extra pay position. Upon the submission of approved timesheets, the staff will be compensated as outlined above.

**9-12**

**MHS HOMEWORK TUTORIAL PROGRAM (9-12) - 2023-2024**

Motion #21 that, upon the recommendation of the Superintendent, the Board of Education approve all Morristown High School certificated staff and all non-certificated staff who hold appropriate teaching credentials to provide homework tutorial supervision as assigned for the 2023-2024 school year at a rate of \$25.00/hr.

**EXPLANATION:** This is a pre-established annual stipend position. Upon the submission of approved timesheets, the staff will be compensated as outlined above (not to exceed \$5,000 in total).

***DISTRICT***

***REFERRAL BONUS 2023-2024***

Motion #22 that, upon the recommendation of the Superintendent, the Board of Education authorizes the payment of a referral bonus to the following staff:

| <b>Staff Member</b> | <b>Position</b> | <b>Location</b> | <b>Referral Bonus</b> |
|---------------------|-----------------|-----------------|-----------------------|
| McNeal, Karee       | 1.0 Bus Driver  | Transportation  | \$500                 |
| Scherr, Judit       | 1.0 Bus Driver  | Transportation  | \$500                 |
| Shaw, Maria         | 1.0 Bus Driver  | Transportation  | \$500                 |

**EXPLANATION:** Referred staff member has successfully completed the required ninety (90) day probationary period. Payment will be made to staff member as outlined above.

***DISTRICT***

***MORRIS SCHOOL DISTRICT COMMITTEES 2023-2024***

Motion #23 that, upon the recommendation of the Superintendent, the Board of Education approve the following named staff to serve on the Morris School District Committees as listed for the 2023-2024 school year:

[Morris School District Committees 2023-2024](#)

***DISTRICT***

***STUDENT TEACHER APPOINTMENTS 2023-2024***

Motion #24 that, upon the recommendation of the Superintendent, the Board of Education approve the following name(s) be added to the list of student teachers, and approve all Morris School District Student Teachers, as assigned for the 2023-2024 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.:

**Student Teacher**

Korczukowski, Chase (County College of Morris)  
Prochilo, Eliza (University of Georgia)

***HR/CURRICULUM***

***PK-8***

***K-5 SOCIAL STUDIES INSTRUCTIONAL PROFESSIONAL DEVELOPMENT***

Motion #25 that, upon the recommendation of the Superintendent and the Board Curriculum Committee, the Board of Education approve K-5 Social Studies Instructional Materials Committee. Certified Staff members to review instructional materials.

|              |   |
|--------------|---|
| Program:     | K-5 Social Studies Instructional Professional Development   |
| Description: | Professional Development  |
| Date:        | December 11, 2023   |
| Funding:     | Local Funds   |
| Rate:        | 2 hours each staff member<br>\$25 per hour as per contract language   |
| Staff:       | Allocco, Christina (AV)<br>Archibald, Noreen (NP)<br>Bruno, Kimberly (SX)<br>Cacchio, Mary (SX)<br>Cadavid, Olga (WD)<br>Castello, Jennifer (NP)<br>Clark, Katherine (NP)<br>Diana, Joelle (NP)<br>Feeney, Maria (HC)<br>Glavin, Maria (AH)<br>Gutierrez, Lauren (TJ)<br>Harpaul, Celia (HC)<br>Jacobs-Pennetti, Sarah (WD)<br>Korman, Kari (AV)<br>Kwiatkoski, Erin (TJ)<br>Lagos, Claudia (TJ)<br>Lieberman, Lance (WD)<br>Mahony, Sarah (NP)<br>Ortiz-Davis, Ana (NP)<br>Rajashree, Nair (AH)<br>Richardson, Nicole (NP)<br>Rose, Hollie (TJ)<br>Sement, Ufuk (NP)<br>Tepedino, Kathryn (NP) |

***EXPLANATION:*** The first hour of the K-5 Social Studies Professional Development will be covered in an after school meeting on December 11, 2023. Upon submission of an approved timesheet, the second hour will be paid as outlined above.

**BUSINESS MATTERS**

**DISTRICT**

**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 2023**  
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 2023** which is 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 2023**  
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 2023**  
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 20, 2023**  
Date

**DISTRICT**

**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  
2023-2024 budget through **September 2023**.

**DISTRICT**

**BILLS LIST 2023-2024**

- Motion #5 that, upon the recommendation of the Superintendent, the Board of Education  
approve the attached 2023-2024 bills list for the period ending:

**October 31, 2023 & November 15, 2023 (payroll)**  
**November 20, 2023**



***DONATIONS***

***9-12***

Motion #6 that upon the recommendation of the Superintendent, the Board of Education approve the donation from Morristown High School's Class of 1955 in the amount of \$906.69. A letter of appreciation for the support of the district will be sent to the donor.

***PK-8***

Motion #7 that upon the recommendation of the Superintendent, the Board of Education approve the donation of a saxophone and trombone for Normandy Park School from John & Laura Fitzgerald. A letter of appreciation for the support of the district will be sent to the donor.

***DISTRICT***

***School Alliance Insurance Fund - Indemnity & Trust Renewal Agreement***

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

**WHEREAS**, the **Morris School District**, hereafter referred to as "**Educational Facility**" is a member of the School Alliance Insurance Fund, hereinafter referred to as "**Fund**"; and

**WHEREAS**, said renewal membership terminates as of July 1, 2023 at 12:01 a.m. standard time, unless earlier renewed by agreement between the **Educational Facility** and the **Fund**; and

**WHEREAS**, the **Educational Facility** is afforded the following types of coverages:

Package - Property, Boiler & Machinery, General and Auto Liability,  
Environmental Impairment Liability

Excess Liability (AL/GL)

School Leaders Professional Liability

Excess Liability (SLPL)

**WHEREAS**, the Educational Facility desires to renew said membership

**NOW THEREFORE, BE IT RESOLVED** as follows:

1. The **Educational Facility** agrees to renew its membership in the **Fund** for a period of three years beginning July 1, 2023, and ending July 1, 2026 at 12:01 a.m. eastern standard time, and to be subject to the coverages, operating procedures, bylaws, and other organizational and operational documents of the **Fund** presently existing or as from time to time amended by the **Fund** and/or the Department of Banking and Insurance.

2. The **Educational Facility's** Business Official, Anthony Lo Franco ,is hereby appointed as the **Educational Facility's** Fund Commissioner and is authorized to execute the renewal Indemnity and Trust Agreement thereby evidencing annexed hereto and made a part hereof and to deliver same to the **Fund the Educational Facility's** renewal of its membership.

***DISTRICT***

***Joint Transportation***

***Greater Morristown YMCA***

Motion #9 WHEREAS, in accordance with the statutes of 18A:18A-11, Boards of Education of two or more districts may provide jointly, by agreement, the transportation of pupils attending schools within or outside of the district:

WHEREAS, Morris School District and the Greater Morristown YMCA intend to enter into an agreement to provide certain transportation services for Greater Morristown YMCA,

NOW THEREFORE, BE IT RESOLVED:

1. that the Business Administrator/Board Secretary be authorized to pursue the said transportation jointure with the School District of Greater Morristown YMCA.
2. that the services provided by the Morris School District Board of Education shall be provided in accordance with the rules, regulations and policies as established by the Morris School District Board of Education.
3. that the cost of transportation, as apportioned to each participating district and computed by Morris School District, shall be in accordance with policy as established by the Morris School District Board of Education.
4. that Greater Morristown YMCA will pay a management fee to Morris School District.

BE IT ALSO RESOLVED, that the Morris School District Board of Education be authorized to enter into a transportation jointure for the 2023-2024 school year with Greater Morristown YMCA.

***DISTRICT***

***STATEMENT OF ASSURANCE***

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

Motion #10 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 2023-2024 school year.

**PK-8**

**PAYMENTS**

Motion #11 that upon the recommendation of the Superintendent, the Board of Education approve Payment #8 to Safeway Contracting, Inc., Union, NJ, in the amount of \$123,754.40 for work done on Woodland School HVAC, Windows & Roofing Improvements through November 9, 2023.

**PROFESSIONAL SERVICES - revised**

**DISTRICT**

Motion #12 WHEREAS there exists a need for professional services for 2023-2024 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 as follows:

|                                  |                |   |
|----------------------------------|----------------|---|
| Wiley, Malehorn, Sirota & Raynes | Legal Services | <b>Attorney \$205/hr</b><br>Counsel/Associates \$160/hr<br>Paralegal \$100/hr |
|----------------------------------|----------------|---|

**EXPLANATION**

Originally approved June 12, 2023. Revised to reflect rate increase as of October 2023.

***DISTRICT***

***PROFESSIONAL SERVICES***

Motion #13 WHEREAS there exists a need for professional services for 2023-2024 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 as follows:

|                  |                        |                                    |
|------------------|------------------------|------------------------------------|
| Truview BSI, LLC | Investigative Services | <a href="#">See attached rates</a> |
|------------------|------------------------|------------------------------------|

***TRAVEL & REIMBURSEMENT***

Motion #14 that upon the recommendation of the Superintendent, the Board of Education approve the following resolution:

WHEREAS, employees are attending conferences, conventions, staff training seminars or workshops as depicted on [attachment](#): and

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

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

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

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