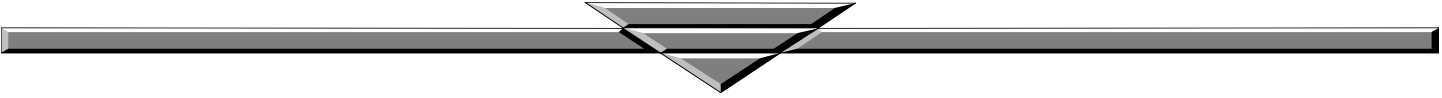


HAWTHORNE, NEW JERSEY



Tuesday, June 11, 2024  
Regular Meeting – 7:00 P.M.  
Board of Education Meeting Room


This Meeting is Being Recorded

MEMBERS OF THE BOARD


Abigail Goff, President  
Alex Clavijo, Vice President

Joseph Carr  
Michael Doyle  
Jennifer Ehrentraut  
Erica Mulkey-Koltzan  
Anthony Puluse  
Jay Shortway  
Marco Totaro

Richard A. Spirito, Superintendent of Schools  
Jenine Murray, Business Administrator/Board Secretary



Next Meeting  
Regular Meeting  
July 16, 2024 at 7:00 P.M.



**MEETING CALLED TO ORDER:**

**Time:** \_\_\_\_\_

**PUBLIC PORTION OF MEETING BEGINS:**

The New Jersey Open Public Meeting Law was enacted to ensure the rights 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 Business Administrator/Board Secretary has caused notice of this meeting to be published by having the date, time, and place thereof posted on the bulletin board of the municipal building, communicated to The Herald News, The Record, and filed with the Clerk of the Borough of Hawthorne.

(Ask for Roll Call)

ROLL CALL:	PRESENT	ABSENT	Time of arrival after meeting has been called to order.
Joseph Carr			
Alex Clavijo			
Michael Doyle			
Jennifer Ehrentraut			
Erica Mulkey-Koltzan			
Anthony Puluse			
Jay Shortway			
Marco Totaro			
Abigail Goff			

Also Present: Richard A. Spirito, Superintendent of Schools  
Jenine Murray, Business Administrator/Board Secretary  
And approximately \_\_\_\_\_ members of the public.

**FLAG SALUTE:**

**MEETING REGULATIONS:**

During each regular meeting, two opportunities are provided for citizens to ask questions and to make comments. During the first opportunity, early on the agenda, the meeting is open to the public for the purpose of addressing items listed for approval on this agenda only. The second opportunity occurs just prior to adjournment, when citizens may address any subject matter that is pertinent to and/or directly related to the operation of the school district.

Persons wishing to speak must upon being recognized, rise, state their name, address and subject matter. Comments and questions shall be addressed to the Board President or the presiding officer and shall be limited to five minutes per person. The Board may (or may not) respond to issues raised by members of the public at the time they are raised, but will provide a response if and when appropriate.

The Board asks that members of the public be courteous and mindful of the rights of other individuals when speaking. Please note that the Board will not respond to comments regarding students or board employees in light of the privacy rights held by those individuals. Moreover, the Board discourages comments about such individuals, and will not be responsible for such comments. Members of the public who choose to speak during this public session should carefully consider their comments, since they could be held personally liable for any statements they make.

Finally, please note that in accordance with District Policy the Board will not officially comment or respond to any matter mentioned unless it can confirm that the matter has first been brought to the attention of the appropriate school personnel in an attempt to resolve the issue.

**PUBLIC BE HEARD - AGENDA ITEMS ONLY:**

**APPROVAL OF MINUTES:**

May 7, 2024 – Youth Night - Regular Meeting - Public & Private

**Board of Education Roll Call Vote**

	<b>Mr.</b>	<b>Mr.</b>	<b>Mr.</b>	<b>Ms.</b>	<b>Mrs.</b>	<b>Mr.</b>	<b>Mr.</b>	<b>Mr.</b>	<b>Mrs.</b>
	<b><u>Carr</u></b>	<b><u>Clavijo</u></b>	<b><u>Doyle</u></b>	<b><u>Ehrentraut</u></b>	<b><u>Mulkey-Koltzan</u></b>	<b><u>Puluse</u></b>	<b><u>Shortway</u></b>	<b><u>Totaro</u></b>	<b><u>Goff</u></b>
<b>Motion</b>									
<b>Aye</b>									
<b>Nay</b>									
<b>Abstain</b>									
<b>Absent</b>									

**CORRESPONDENCE:**

**REPORTS:**

A. Superintendent’s Report – Dr. Richard A. Spirito

**CURRICULUM AND INSTRUCTION:**

**Jennifer Ehrentraut, Chairperson**

**ACTION ITEMS:**

Pursuant to the recommendation of the Superintendent of Schools, the Committee on Curriculum and Instruction recommends the following resolutions:

CI-1. **Approval of Field Trips**

Be it resolved, that the Hawthorne Board of Education approve the following in accordance with Policy 2340:

<b>School</b>	<b>Group</b>	<b>Destination</b>	<b>Transportation</b>	<b>Cost Per Student</b>	<b>Outside Funding</b>
Bear Cave	Bear Cave Transition House Students	Retro Fitness	HPS	\$0.00	\$0.00
Bear Cave	Bear Cave Transition House Students	Shop Rite, Wyckoff	HPS	\$0.00	\$0.00
Bear Cave	Bear Cave Transition House Students	Work Based Learning – Locations will Vary	HPS	\$0.00	\$0.00
Bear Cave	Bear Cave Transition House Students	Various Leisure Trips (bowling, shopping mall, zoo, restaurants, hiking, etc.)	HPS	\$0.00	\$0.00

CI-2. Approval of the NJDOE LIEP (Language Instruction Educational Program) Three Year Plan and subsequent submission to the New Jersey Department of Education.

CI-3. The Board approves the submission of updated American Rescue Plan (ARP) Safe Return Plans.

CI-4. Approval of an agreement with TherapyTravelers, LLC dba Epic Special Education Staffing for direct behavioral analysis paraprofessional services at a rate of \$60.00 per hour, on an as needed basis, for the 2024 – 2025 school year.

CI-5. Approval of an agreement with Dr. Jo Ann Pereira Delgado to provide onsite BCBA services, one day a week for the 2024 – 2025 school year at a rate of \$175.00 per hour.

- CI-6. Approval of an agreement with Northern Region Educational Services Commission for Occupational Therapy Services, two days per week for the 2024 – 2025 school year at a rate of \$100.00 per hour.
- CI-7. Approval of an agreement with Northern Region Educational Services Commission for Occupational Therapy Services from July 1, 2024 through July 31, 2024 at a rate of \$100.00 per hour.
- CI-8. Approval of an agreement with St. Joseph’s Children’s Hospital for comprehensive evaluations for the 2024 – 2025 school year at a rate of \$650.00 per evaluation on an as needed basis.
- CI-9. Approval of an agreement with Center for Family Resources for Early Intervention for eligible preschool students for the 2024 – 2025 school year.
- CI-10. Approval of an agreement with Best of You Therapy to provide speech services from July 1, 2024 through July 31, 2024 at a rate of \$105.00 per hour.
- CI-11. Approval of an agreement with ProCare to provide two paraprofessionals from July 1, 2024 – July 31, 2024 at a rate of \$55.00 each, per hour.
- CI-12. Approval of an agreement with EPIC Special Education Staffing to providing staffing from July 1, 2024 through July 31, 2024 at a rate of \$60.00 per hour.
- CI-13. Approval of an agreement with Danielle Berman for educational services including case management and evaluations from July 1, 2024 through July 31, 2024 at a rate of \$125.00 per hour.
- CI-14. Approval of a contractual agreement with Bergen County Special Services for Chapters 192/193 services. This service is funded by grants to the nonpublic schools. The term of this agreement shall be in effect July 1, 2024 through June 30, 2025.
- CI-15. Approval of a contractual agreement with Bergen County Special Services for the provision of educational services for non-public school students through IDEA funding. The term of this agreement shall be in effect from July 1, 2024 through June 30, 2025.
- CI-16. Approval of an agreement with Learn Well for 10 hours of educational services per week for one resident student (file # 060124) beginning May 8, 2024 at a rate of \$57.75 per hour.
- CI-17. Approval of an agreement with Learn Well for 10 hours of educational services per week for one resident student (file # 060124) beginning June 3, 2024 at a rate of \$57.75 per hour.
- CI-18. Approval of an agreement with Educational Services Commission of New Jersey to provide instructional services for one resident student (file # 060224) at a rate of \$84.00 per hour for the remainder of 2023 – 2024 school year.
- CI-19. Approval of a tuition contract for student (file # 060324) placement from Prospect Park Board of Education to Hawthorne Board of Education in the Roosevelt Elementary School, emotional regulation impairment class, from July 1, 2024 - June 18, 2025 at a rate of \$8,787.80 per month.

- CI-20. Approval of a tuition contract for student (file # 060424) placement from Pompton Lakes Board of Education to Hawthorne Board of Education in the Bear Cave Program from September 3, 2024 - June 18, 2025 at a rate of \$4,082.60 per month.
- CI-21. Approval of a tuition contract for student (file # 060524) placement from Glen Rock Board of Education to Hawthorne Board of Education in the Bear Cave Program from September 3, 2024 - June 18, 2025 at a rate of \$4,082.60 per month.
- CI-22. Approval of an agreement with Bergen County Special Services School District for Audiological services for seven resident students (file # 060624, # 060724, # 060824, #060924, # 061024, # 061124, and # 061224) at a rate not to exceed \$7,605.00 for the 2024 – 2025 school year.

BE IT RESOLVED, that the Hawthorne Board of Education approve the following student out of district placements based upon NJ Department of Education Maximum:

	School	SY Tuition	Additional Services	ESY Tuition	Student #	Dates of Term	Discussion
CI-23.	New Beginnings	\$478.94 per diem for 182 days \$87,167.08	\$305.00 per diem for 212 days \$64,660.00	\$478.94 per diem for 30 days \$14,368.20	Student (file # 061324)	7/8/2024 - 6/2025	ESY & 24-25 SY
CI-24.	New Beginnings	\$478.94 per diem for 182 days \$87,167.08	\$305.00 per diem for 212 days \$64,660.00	\$478.94 per diem for 30 days \$14,368.20	Student (file # 061424)	7/8/2024 – 6/2024	ESY & 24-25 SY
CI-25.	Cornerstone Day School	\$472.75 per diem for 192 days \$90,768.00	N/A	\$472.75 per diem for 28 days \$13,237.00	Student (file # 061524)	7/8/2024 – 6/2025	ESY & 24-25 SY
CI-26.	Chancellor Academy	\$459.15 per diem for 183 days \$84,024.45	N/A	\$459.15 per diem for 20 days \$9,183.00	Student (file # 061624)	7/1/2024 – 6/2025	ESY & 24-25 SY
CI-27.	Chancellor Academy	\$459.15 per diem for 183 days \$84,024.45	N/A	\$459.15 per diem for 20 days \$9,183.00	Student (file # 061724)	7/1/2024 – 6/2025	ESY & 24-25 SY
CI-28.	P.G. Chambers School	\$499.78 per diem for 180 days \$89,960.40	N/A	\$499.78 per diem for 30 days \$14,993.40	Student (file # 061824)	7/8/2024 – 6/2025	ESY & 24-25 SY
CI-29.	Educational Partnership for Instructing Children, Inc. (EPIC)	\$650.69 per diem for 182 days \$118,425.58	N/A	\$650.69 per diem for 28 days \$18,219.32	Student (file # 061924)	7/1/2024 – 6/2025	ESY & 24-25 SY

	School	SY Tuition	Additional Services	ESY Tuition	Student #	Dates of Term	Discussion
CI-30.	Sage Alliance	N/A	N/A	\$5,860.00	Student (file # 062024)	6/24/2024 – 7/26/24	ESY 24-25
CI-31.	Sage Alliance	\$415.99 per diem for 180 days \$74,878.20	N/A	N/A	Student (file # 062024)	9/3/2024 – 6/2025	24-25 SY
CI-32.	Sage Alliance	\$415.99 per diem for 180 days \$74,878.20	N/A	N/A	Student (file # 062124)	9/3/2024 – 6/2025	24-25 SY
CI-33.	Sage Alliance	\$453.96 per diem for 24 days \$10,895.04	N/A	N/A	Student (file # 062224)	5/28/2024 – 6/2024	23-24 SY
CI-34.	Bergen County Special Services School District	N/A	\$65.00 per hour for each extra service	\$5,550.00	Student (file # 062324)	7/1/2024 – 7/26/2024	ESY 24-25
CI-35.	Bergen County Special Services School District	N/A	\$65.00 per hour for each extra service plus \$6,400.00	\$8,225.00	Student (file # 062424)	6/26/2024 – 8/8/2024	ESY 24-25
CI-36.	Bergen County Special Services School District	N/A	\$65.00 per hour for each extra service	\$8,225.00	Student (file # 062524)	6/26/2024 – 8/8/2024	ESY 24-25
CI-37.	Bergen County Special Services School District	N/A	\$65.00 per hour for each extra service	\$5,550.00	Student (file # 062624)	7/1/2024 – 7/26/2024	ESY 24-25
CI-38.	Bergen County Special Services School District	N/A	\$65.00 per hour for each extra service	\$5,550.00	Student (file # 062724)	7/1/2024 – 7/26/2024	ESY 24-25
CI-39.	Bergen County Special Services School District	N/A	\$65.00 per hour for each extra service	\$8,225.00	Student (file # 062824)	6/26/2024 – 8/8/2024	ESY 24-25
CI-40.	Bergen County Special Services School District	N/A	\$65.00 per hour for each extra service plus \$6,400.00	\$8,225.00	Student (file # 062924)	6/26/2024 – 8/8/2024	ESY 24-25
CI-41.	Bergen County Special Services School District	N/A	\$65.00 per hour for each extra service plus \$6,400.00	\$8,225.00	Student (file # 063024)	6/26/2024 – 8/8/2024	ESY 24-25
CI-42.	Bergen County Special Services School District	N/A	\$65.00 per hour for each extra service plus \$4,250.00	\$5,550.00	Student (file # 063124)	7/1/2024 – 7/26/2024	ESY 24-25

	School	SY Tuition	Additional Services	ESY Tuition	Student #	Dates of Term	Discussion
CI-43.	Shepard Preparatory High School	\$336.60 per diem for 183 days \$61,597.80	N/A	\$336.60 per diem for 30 days \$10,098.00	Student (file # 063224)	7/1/2024 – 6/2025	ESY & 24-25 SY
CI-44.	Shepard Preparatory High School	\$336.60 per diem for 183 days \$61,597.80	N/A	\$336.60 per diem for 30 days \$10,098.00	Student (file # 063324)	7/1/2024 – 6/2025	ESY & 24-25 SY
CI-45.	Shepard Preparatory High School	\$336.60 per diem for 183 days \$61,597.80	N/A	\$336.60 per diem for 30 days \$10,098.00	Student (file # 063424)	7/1/2024 – 6/2025	ESY & 24-25 SY
CI-46.	Shepard Preparatory High School	\$336.60 per diem for 183 days \$61,597.80	N/A	\$336.60 per diem for 30 days \$10,098.00	Student (file # 063524)	7/1/2024 – 6/2025	ESY & 24-25 SY
CI-47.	The Felician School for Exceptional Children	\$365.34 per diem for 183 days \$66,857.22	N/A	\$365.34 per diem for 21 days \$7,672.14	Student (file # 063624)	7/1/2024 – 6/2025	ESY & 24-25 SY
CI-48.	Item Removed						
CI-49.	The Felician School for Exceptional Children	\$365.34 per diem for 183 days \$66,857.22	\$225.00 per diem for 204 days \$45,900.00	\$365.34 per diem for 21 days \$7,672.14	Student (file # 063824)	7/1/2024 – 6/2025	ESY & 24-25 SY
CI-50.	ECLC of New Jersey, Ho-Ho-Kus Campus	\$440.39 per diem for 180 days \$79,270.20	\$175.00 per diem for 200 days \$35,000.00	\$440.39 per diem for 20 days \$8,807.80	Student (file # 063924)	7/1/2024 – 6/2025	ESY & 24-25 SY
CI-51.	The CTC Academy	\$489.82 per diem for 183 days \$89,637.06		\$489.82 per diem for 23 days \$11,265.86	Student (file # 060224)	7/8/2024 – 6/2025	ESY & 24-25 SY
CI-52.	Sage Alliance	\$474.39 per diem for 210 days \$99,621.90	N/A		Student (file # 064024)	7/1/2024 – 6/2025	ESY & 24-25 SY
CI-53.	Shepard Preparatory High School	\$326.52 per diem for 183 days \$59,753.16	N/A	\$326.52 per diem for 30 days \$9,795.60	Student (file # 064124)	7/1/2024 – 6/2025	ESY & 25-25 SY
CI-54.	Durand, Inc.	\$418.97 per diem for 180 days \$75,414.60	\$210.00 per diem for 217 days \$45,570.00	\$418.97 per diem for 37 days \$15,501.89	Student (file # 064224)	7/1/2024 – 6/2025	ESY & 24-25 SY

	School	SY Tuition	Additional Services	ESY Tuition	Student #	Dates of Term	Discussion
CI-55.	Bancroft	\$489.79 per diem for 180 days \$88,162.20	\$250.00 per diem for 210 days \$52,500.00	\$489.79 per diem for 30 days \$14,693.70	Student (file # 064324)	7/1/2024 – 6/2025	ESY & 24-25 SY

CI-56. Approval of home instruction for Hawthorne resident pupil(s) as follows:

- a. Student (file #064424) – Instruction starting date: 5/16/24  
Home Instructor – Educere
- b. Student (file #064424) – Instruction starting date: 6/10/24  
Home Instructor – Educere
- c. Student (file #064524) – Instruction starting date: 5/16/24  
Home Instructor – Educere
- d. Student (file #064624) – Instruction starting date: 5/20/24  
Home Instructor – Educere
- e. Student (file #064724) – Instruction starting date: \*7/1/24  
Home Instructor – Sarah Morgan for PT
- f. Student (file #064824) – Instruction starting date: 5/23/24  
Home Instructor – Educere
- g. Student (file #064924) – Instruction starting date: 5/30/24  
Home Instructor – Educere
- h. Student (file #065024) – Instruction starting date: 5/31/24  
Home Instructor – Educere
- i. Student (file #065124) – Instruction starting date: 5/30/24  
Home Instructor – Educere
- j. Student (file #065224) – Instruction starting date: 6/10/24  
Home Instructor – \*Carol Murphy, plus additional teachers TBD
- k. \*Student (file #065624) – Instruction starting date: 6/10/24  
Home Instructor – Educere

\*CI-57. Approval of an agreement with 247 Healthcare Solutions LLC dba Interim Healthcare for a nurse for one resident student (file # 065424) from September 3, 2024 through June 30, 2025 at a rate of \$85.00 per hour.

\*CI-58. Approval of an agreement with 247 Healthcare Solutions LLC dba Interim Healthcare for a PCA/Para for one resident student (file #065524) from September 3, 2024 through June 30, 2025 at a rate of \$54.00 per hour.



**ATH-1. MEMBERSHIP RESOLUTION NEW JERSEY STATE INTERSCHOLASTIC ATHLETIC ASSOCIATION:**

The Board of Education of School District No. 2100, County of Passaic, State of New Jersey, as provided for in Chapter 172 Laws 1979 (N.J.S.A. 18A:113, et seq.) herewith enrolls Hawthorne High School as a member of the New Jersey State Interscholastic Athletic Association to participate in the approved interschool athletic program sponsored by the NJSIAA for the 2024-2025 school year.

Member school voluntarily agrees to join the New Jersey State Interscholastic Athletic Association (NJSIAA), which is a non-profit association of public and non-public high schools in the State of New Jersey and is authorized to participate in the approved athletic activities sponsored by the NJSIAA. The Board of Education (of a public school) or Chief School Administrator (of a non-public school) hereby adopts as its own policy and agrees to be governed by the Constitution, Bylaws, Rules and Regulations of the NJSIAA.

**Board of Education Roll Call Vote**

	<u>Mr. Clavijo</u>	<u>Mr. Doyle</u>	<u>Ms. Ehrentraut</u>	<u>Mrs. Mulkey-Koltzan</u>	<u>Mr. Puluse</u>	<u>Mr. Shortway</u>	<u>Mr. Totaro</u>	<u>Mr. Carr</u>	<u>Mrs. Goff</u>
<b>Motion</b>									
<b>Aye</b>									
<b>Nay</b>									
<b>Abstain</b>									
<b>Absent</b>									

**PERSONNEL:**

**Jennifer Ehrentraut, Chairperson**

The following resolutions are pursuant to the recommendation of the Superintendent of Schools.

**ACTION ITEMS:**

**Appointments, Retirements, Terminations, Resignations, Rescissions:**

<b>Item #</b>	<b>Name</b>	<b>Action</b>	<b>Position</b>	<b>Degree /Step</b>	<b>Salary</b>	<b>School</b>	<b>Effective Date</b>	<b>Notice Date or Ending Date</b>	<b>Reason/ Account</b>
P-1.	Laura Sciortino	Resign	Computer Teacher	n/a	n/a	LMS	7/1/24*	Last Day on Payroll 6/30/24*	*Conditional Resignation Contingent Upon Approval of Disability Retirement by TPAF
P-2.	Patricia DeVries	Resign	School Nurse	n/a	n/a	LMS	7/1/24	Last Day on Payroll 6/30/24	Resignation
P-3.	Rebecca Herz	Resign	School Social Worker	n/a	n/a	WS	7/1/24	Last Day on Payroll 6/30/24	Resignation
P-4.	Mathew Massahos	Resign	Teacher of Mathematics	n/a	n/a	LMS	7/1/24	Last Day on Payroll 6/30/24	Resignation

Item #	Name	Action	Position	Degree /Step	Salary	School	Effective Date	Notice Date or Ending Date	Reason/ Account
P-5.	Doris Fitzpatrick	Resign	Part Time Para Substitute	n/a	n/a	JS	5/21/24	Last Day on Payroll 5/20/24	Resignation
P-6.	Jennifer Morales	Resign	Teacher	n/a	n/a	District	5/9/24	n/a	Resignation
P-7.	Chanoska Adames	Adjustment in Assignment	Teacher of Spanish Pending Receipt of State Certification	BA/7	\$60,910 subject to adjustment at the conclusion of negotiations	LMS	9/1/24	6/30/25	To Fill a Vacancy
P-8.	Irene Yetter	Adjustment in Assignment	Academic Coordinator	n/a	n/a	RS	9/1/24	6/30/25	To Fill a Vacancy Created by the Adjustment in Assignment of Jackie Passero
P-9.	Samantha Biss	Hire	Elementary School Teacher	MA/2	\$59,815 subject to adjustment at the conclusion of negotiations	JS	9/1/24	6/30/25	To Fill a Vacancy
P-10.	Lillian Carnero	Hire	School Nurse	M+15/15A	\$90,615 subject to adjustment at the conclusion of negotiations	LMS	9/1/24	6/30/25	To Fill a Vacancy Created by the Resignation of Patricia De Vries
P-11.	Luis Herranz	Hire	Teacher of Spanish	BA/11	\$65,090 subject to adjustment at the conclusion of negotiations	HHS	9/1/24	6/30/25	To Fill a Vacancy Created by the Resignation of Wilbana Timothy
P-12.	Tamara Kipkeeva	Hire	Guidance Counselor	BA/2	\$56,715 subject to adjustment at the conclusion of negotiations	RS	9/1/24	6/30/25	To Fill a Vacancy in a Position that was Previously Funded through ESSER
P-13.	Krista Maher	Hire	Elementary School Teacher	MA/5	\$60,815 subject to adjustment at the conclusion of negotiations	WS	9/1/24	6/30/25	To Fill a Vacancy
P-14.	Amanda Mohre	Hire	Elementary School Teacher	BA/6	\$59,210 subject to adjustment at the conclusion of negotiations	WS	9/1/24	6/30/25	To Fill a Vacancy Created by the Retirement of Karen Schell

Item #	Name	Action	Position	Degree /Step	Salary	School	Effective Date	Notice Date or Ending Date	Reason/ Account
P-15.	Cassandra Parkin	Hire	Teacher of Students with Disabilities	BA/3	\$56,965 subject to adjustment at the conclusion of negotiations	JS/WS	9/1/24	6/30/25	To Fill a Vacancy
P-16.	Natasha Saavedra	Hire	Guidance Counselor	M+30/3	\$64,715 subject to adjustment at the conclusion of negotiations	LMS	9/1/24	6/30/25	To Fill a Vacancy
P-17.	Kaylee Seiders	Hire	Teacher of Students with Disabilities	B+15/2	\$58,265 subject to adjustment at the conclusion of negotiations	WS	9/1/24	6/30/25	To Fill a Vacancy
P-18.	Coral Silfa	Hire	School Social Worker	M+30/11	\$72,840 subject to adjustment at the conclusion of negotiations	WS	9/1/24	6/30/25	To Fill a Vacancy Created by the Resignation of Rebecca Herz
P-19.	Jessica Bryan	Hire	Long Term Substitute Elementary School Teacher	BA/4	\$56,965 subject to adjustment at the conclusion of negotiations	RS	9/1/24	6/30/25	To Fill a Vacancy for the Full Year Unpaid Leave of Chelsea Perrone
P-20.	Grace Mariani	Hire	Long Term Substitute Teacher	BA/1	\$282 per diem, No Benefits	WS	9/3/24	1/16/25	To Fill a Vacancy Created by the Maternity Leave of Jaclyn Schluter
P-21.	Carrie Parker	Extra Duty	BCBA Mentor	n/a	\$47.75 per hour not to exceed 3.5 hours	JS	7/1/24	7/31/24	BCBA to Observe/Mentor Toni Ann Topolski for her RBT
P-22.	Zane Chase; Huda Garoub; Hailey Johnson; Rachel Penn; Sanam Rahimi; Mint Sethbhakdi	Hire	Teacher Assistants	n/a	\$27,000	WS	9/1/24 Pending completion of criminal history review	6/18/25	Per Contract with Columbia University approved on the May 7, 2024 Agenda
P-23.	Diane Maher	Extra Duty	Chaperone	n/a	\$33.66 per hour	HHS	5/30/24	n/a	Chaperone for Student (file #065324) for HHS Dance Concert. This is a change of the Chaperone originally approved on the May agenda.

Item #	Name	Action	Position	Degree /Step	Salary	School	Effective Date	Notice Date or Ending Date	Reason/ Account
P-24.	Daniel Hicks	Hire	Football - Ass't	n/a	Stipend of \$6,800 Subject to adjustment at the end of negotiations	HHS	2024-2025 Season	End of Season	To Fill a Vacancy
P-25.	Fatmir Mimini	Hire	Soccer-Head-G	n/a	Stipend of \$7,650 Subject to adjustment at the end of negotiations	HHS	2024-2025 Season	End of Season	To Fill a Vacancy
P-26.	Danielle Popis	Hire	Basketball – Head - G	n/a	Stipend of \$8,300 Subject to adjustment at the end of negotiations	HHS	2024-2025 Season	End of Season	To Fill a Vacancy
P-27.	Maranyeli De Dios	Hire	Administrative Assistant	n/a	\$39,000	HHS	7/1/24 Pending completion of criminal history review	6/30/25	To Fill a Vacancy
P-28.	Rachel Louis	Extra Duty	Bus Aide	n/a	\$15.25 per hour	District	5/15/24	6/30/24	Extra Duty

*\* All appointments are subject to the satisfactory completion of the criminal history records check required by law and subject to verification of job qualifications and prior experience if necessary. In the event the criminal history checks are not completed, these applications are subject to the approval of the County Superintendent for emergent hiring procedures.*

- P-29. Appointment of the persons listed in the report entitled “Extra-Duty Assignments School Year 2024-205” dated June 11, 2024, as submitted by the Superintendent of Schools under separate cover.
- P-30. Appointment of the persons listed in the report entitled “Extra-Duty Coaching Assignments School Year 2024-205” dated June 11, 2024, as submitted by the Superintendent of Schools under separate cover.
- P-31. Approval of summer curriculum work as listed on the report entitled, "Curriculum Writing Mandates" as submitted by the Superintendent of Schools under separate cover.
- P-32. Approval of the following staff for the 6-12 Credit Recovery Summer School Program between June 27, 2024 and August 15, 2024, not to exceed 61 hours, to be paid out of ESSER Summer Learning Funds.

Employee	Subject	Hourly Rate
Matthew Corvo	Social Studies	\$53.68
Melanie De Dios	ESL	\$45.06
Kathleen Huffman	Science	\$46.15
Toni Naugle	English	\$62.69

Employee	Subject	Hourly Rate
John Passero	Math	\$66.00

- P-33. Appointment of the following staff to serve in the positions listed below for the 2024 Extended Year Program in accordance with rates listed in Appendix D of the teachers’ contract on file in the Board office, subject to adjustment at the conclusion of negotiations between the Hawthorne Teachers’ Association and the Hawthorne Board of Education.

Home Therapy	Coordinator
Hila Sela	Tonya Barnes

- P-34. Appointment of the following staff to serve as needed during the summer 2024 extended year program as follows:

Employee	Position	Hourly Rate
Vincent Affinito	Security	\$28.50
James Carrone	Security	\$28.50
Ryan Dockray	Security	\$28.50
James Garrison	Security	\$28.50
Paul Laurencot	Security	\$28.50
Scott Verrone	Security	\$28.50
*Brian Vanderhook	Security	\$28.50

- P-35. Appointment of the following staff to serve as needed during the summer 2024 extended year program as listed below in accordance with the contract on file in the Board of Education office.

Employee	Position	Hourly Rate
Peggie Cruz	Bus Driver	\$29.92
Blanca Garcia	Bus Driver	\$29.92
Ismet Mefail	Bus Driver	\$34.00
Antonio Melecia	Bus Driver	\$29.92
Mireya Perez	Bus Driver	\$29.92
Diane Haverty	Bus Aide	\$15.25
Holly Knepper	Bus Aide	\$15.25
Brandi Shortway	Bus Aide	\$15.25

- P-36. **Approval of Summer Contracts – Extended Year Special Education Program**  
 Appointment of staff for the 2024 summer program as listed in reports entitled “ESY Pay” dated June 11, 2024, as submitted by the Superintendent of Schools under separate cover, and in accordance with the contract on file in the Board Office. The program runs Monday through Thursday from July 1, 2024 through July 31, 2024, with the exception of Thursday, July 4, 2024. These contracts are based on pending enrollments.

- P-37. Appointment of the following persons to serve in the positions listed below, in the Extended School Year Special Education Program, not to exceed hours listed, based on their hourly rates. The program runs Monday through Thursday July 1, 2024 through July 31, 202, with the exception of Thursday, July 4, 2024. These contracts are based on pending enrollments.

Employee	Position	Hours	Hourly Rate
Sarah Morgan	Physical Therapist	Not to exceed 25 hrs.	\$65.98

Employee	Position	Hours	Hourly Rate
Kathryn Galarosa	Physical Therapist	Not to exceed 30 hrs.	\$63.74
Alicia Nunziato	Occupational Therapist	Not to exceed 25 hrs.	\$67.71
Irene Miroshnik	Occupational Therapist	Not to exceed 20 hrs.	\$62.41
Deborah Kirschner	Speech Therapist	Not to exceed 33 hrs.	\$58.89
Kerri Oetting	Speech Therapist	Not to exceed 40 hrs.	\$46.76
Margaret Rainey	Speech Therapist	Not to exceed 45 hrs.	\$70.96
Alexandria Soto	Speech Therapist	Not to exceed 40 hrs.	\$50.58

P-38. Appointment of the following child study team members and related service providers for case management &/or evaluations as listed below, to serve during the summer 2024, as follows, per their hourly rates:

Employee	Position	Hours	Hourly Rate
Jennifer Stier	LDTC	100	\$67.01
Shakira Adkins	LDTC	75	\$65.36
Dawn Torpey	LDTC	50	\$67.71
Diana Evans	LDTC	100	\$55.66
Alicia Nunziato	Occupational Therapist	10	\$67.71
Irene Miroshnik	Occupational Therapist	10	\$62.41
Kathryn Galarosa	Physical Therapist	10	\$63.74
Sarah Morgan	Physical Therapist	10	\$65.98
Elaine Jorgensen	School Psychologist	75	\$69.11
Emma Kolenovic	School Psychologist	40	\$56.60
Fabio Simao	School Psychologist	100	\$55.66
Nicole Matano	School Psychologist	100	\$71.58
Debbie Kinney Chen	Social Worker	40	\$67.33
Alexandria Soto	Speech Therapist	10	\$50.87
Deborah Kirschner	Speech Therapist	10	\$58.89
Kerri Oetting	Speech Therapist	40	\$46.76
Margaret Rainey	Speech Therapist	20	\$70.96
Shari Shepetofsky	Speech Therapist	20	\$72.27

P-39. Appointment of the following persons to serve in Eligibility, IEP and 504 meetings as needed in the summer of 2024 per their hourly rates:

Employee	Hourly Rate
Janene Broking	\$45.51
Tara Connor	\$39.39
Scott Crimmel	\$69.94
Heather DiSerio	\$66.85
Cynthia Dockray	\$43.74
Daniele Ferraro	\$40.30
Jonelle Genberg	\$62.09
Carol Murphy	\$66.98
Brianna Palmer	\$41.16
Mary Roca	\$45.51
Lisa Ruben	\$65.73

<b>Employee</b>	<b>Hourly Rate</b>
Alyssa Schlossberg	\$67.48
Danielle Sico	\$66.85
Breda Snee	\$62.51
Rebecca Grunfeld	\$51.22
Tyler Ten Kate	\$42.53
Christin Thompson	\$67.57
Lisa Thompson-Struckus	\$52.29
Patricia Wilson	\$51.11
Dawn Zagatta	\$64.68
Ashley Baber	\$47.30
Amanda Bushoven	\$46.63
Anne Carlock	\$50.39
Catherine Corry	\$55.53
Kimberly Crecca	\$48.87
Susan Di Roma	\$68.04
Elizabeth Farkas	\$66.05
Jade Greppo	\$51.11
Allison Happ	\$47.23
Kathleen Huffman	\$46.15
Laura Mazzacca	\$60.49
Erin McKeon	\$49.27
Rene Snudden	\$64.92
Irene Yetter	\$67.79
Kerri Casey	\$58.10
Tracey Della Pesca	\$67.17
Susan Hahn	\$60.31
Pamela Kraus	\$62.20
Jenna Longo	\$46.15
Ewelina Maxwell	\$48.87
Ashlee Quilliam	\$41.16
Meghan Robbie	\$47.75
Kristen Segreto	\$64.85
Tracy Tobiassen	\$66.48
Jennifer Trentacosta	\$65.08

P-40. Appointment of the following staff to serve in the positions listed below for the 2024-2025 School Year in accordance with rates listed in Appendix D of the teachers’ contract on file in the Board office, subject to adjustment at the conclusion of negotiations between the Hawthorne Teachers’ Association and the Hawthorne Board of Education.

<b>Home Therapy</b>
Amy Phiefer
Camille Ellerbrook
Hila Sela

<b>Coordinator</b>
Carrie Parker
Dana Janots
Kerri Casey

Home Therapy	Coordinator
Kristine Blau	Tonya Barnes
Mackenzie Friedman	Teresa Cassidy Bennett
Teresa Magna Davenport	
Tonya Barnes	
Teresa Cassidy Bennett	

P-41. Acceptance of the following student(s) to complete his/her/their student field experience(s) in education in the Hawthorne Public School District during the 2024-2025 school year. This/these placement(s) is/are subject to the satisfactory completion of the criminal history records check required by law. In the event the criminal history checks(s) is/are not completed this/these placement(s) is/are subject to the approval of the County Superintendent for emergent hiring procedures. Per this resolution this/these student(s) is/are also approved as (a) substitute teacher(s) in the Hawthorne Public School District contingent upon obtaining a county substitute certificate.

Student	College	Type	Subject Area	Coop. Teacher/Admin.	Loc
Tirzah Carvalho	Rutgers	Observation	Speech	Margaret Rainey	JS
Amanda Penna	WPU	Practicum	LDTC	Dawn Torpey	JS
Jennifer Verdina	NJCU	Practicum	School Psychologist	Emma Kolenovic	HHS

**Appointments, Retirements, Terminations, Resignations, Rescissions:**

Item #	Name	Action	Position	Degree /Step	Salary	School	Effective Date	Notice Date or Ending Date	Reason/ Account
*P-42.	Laura Thomas	Resign	Teacher of Mathematics	n/a	n/a	LMS	7/1/24*	Last Day on Payroll 6/30/24*	*Resignation Pending Deferred Retirement
*P-43.	Sara Gustafson	Adjust	Teacher of Students with Disabilities	M+45/2	\$66,015 subject to adjustment at the conclusion of negotiations	RS	9/1/24	6/30/25	Adjustment in Degree Status
*P-44.	Anthony Cornetta	Hire	Teacher of Physical Education	BA/6	\$59,210 subject to adjustment at the conclusion of negotiations	LMS	9/1/24	6/30/25	To Fill a Vacancy
*P-45.	Peter Kaplan	Hire	Teacher of Physics	M+60/12	\$80,140 subject to adjustment at the conclusion of negotiations	HHS	9/1/24	6/30/25	To Fill a Vacancy Created by the Resignation of Eric Stuart
*P-46.	Denish Sanchez	Hire	Social Worker	MA/11	\$68,190 subject to adjustment at the conclusion of negotiations	JS/RS	9/1/24	6/30/25	To Fill a Vacancy Created by the Retirement of Cathy Della Pesca





**FINANCE AND ADMINISTRATION:**

**Alex Clavijo, Chairperson**

**DONATIONS:**

- A. \*Acceptance of donations of an estimated \$13,720.00 from the Roosevelt School PTO, for the paving of the inner courtyard at Roosevelt Elementary School and purchase and installation of a new playground valued at approximately \$60,000.00.

**ACTION ITEMS:**

Pursuant to the recommendation of the Superintendent of Schools, the Committee on Finance and Administration recommends the following resolutions:

- F-1. Acceptance of the Secretary's and Treasurer's Report for March, 2024 and the Board Secretary certifies that no budgetary line item account has been over expended and that sufficient funds are available to meet the District's financial obligation.
- F-2. Approval to make the necessary transfers for the period March 1 through March 31, 2024, for the budget year 2023 - 2024 in compliance with N.J.A.C. 6A:232.11. A list of these transfers is submitted under separate cover and shall be made an integral part of this resolution.
- F-3. Resolved, that upon the recommendation of the Superintendent of Schools, the Hawthorne Board of Education approves Post & Kelly Electric Co., Inc. Payment Application #17, in the amount of \$57,967.00 for districtwide generator project.
- F-4. Approval of an agreement with Thomson Reuters for the use of the Clear Proflex Program at a monthly rate of \$784.16 for 3 years.
- F-5. Approval of an Agreement with Morris County Elevator for elevator maintenance for the 2024 – 2025 school year at a quarterly rate of \$2,940.00.
- F-6. Approval of renewal amendment to school physician and sports medicine services agreement with Columbia University, NY, NY to provide the services of School Medical Examiner to the Hawthorne Board of Education for the 2024-2025 school year at a cost of \$26,788.00.
- F-7. Approval of an agreement with SIS Works from September 1, 2024 through August 31, 2025 at a yearly rate of \$23,000.00.
- F-8. Approval of an agreement with Language Learning Network to provide one onsite instructional teacher for the 2024 – 2025 school year at rate of \$115,000.00.
- F-9. Approval of an Agreement with Phoenix Advisors, LLC for Municipal Advisor and Continuing Disclosure Services from July 1, 2024 through June 30, 2025 at a base annual fee of \$1,350.00.
- F-10. WHEREAS, N.J.S.A. 6A:23A-14.4 permits a Board of Education to establish and/or deposit into certain reserve accounts at year end, and  
  
WHEREAS, the aforementioned statutes authorize procedures, under the authority of the Commissioner of Education, which permit a board of education to transfer anticipated excess current revenue or unexpended appropriations into reserve accounts during the month of June by board resolution, and

WHEREAS, the Hawthorne Board of Education would like to deposit anticipated current year surplus into a Capital Reserve account at year end, and,

WHEREAS, the Hawthorne Board of Education has determined that up to \$1,400,000.00, after the 2% unreserved surplus calculation, is available for such purpose of transfer,

NOW THEREFORE BE IT RESOLVED by the Hawthorne Board of Education that it hereby authorizes the district’s School Business Administrator to make this transfer consistent with all applicable laws and regulations.

\*F-11. The Hawthorne Board of Education approves a withdrawal from the maintenance reserve in the amount of \$50,000.00 for use on required maintenance activities for school facilities, as reported in the comprehensive maintenance plan.

\*F-12. WHEREAS, P.L.2024, c.13: Stabilized School Budget Aid Grant Program and Increased Tax Levy Cap for Certain Districts, and;

WHEREAS, Under the Stabilized School budget Aid Grant Program, a school district subject to a State school aid reduction in the 2024-2025 school year is eligible for an aid grant equal to 45% of the amount of the school district’s State school aid reduction, and;

WHEREAS, Districts were provided notice of the amounts eligible on or about May 15, 2024, and;

WHEREAS, Districts must appropriate these funds no later than July 5, 2024, and;

BE IT RESOLVED, that the Hawthorne Board of Education appropriates the additional funds received in the amount of \$ 398,124.00 in the following budgetary line items:

Budget line	Amount	Description
3200	\$178,097	Total Regular Programs-Instruction
17600	\$ 5,100	Total School Sponsored Athletics - Instruction
21620	\$163,755	Total Instructional Alternative Ed Program
30620	\$ 20,000	Total Undist. Expenditures - Health Services
47620	\$ 28,000	Total Undist. Expend. - Admin. Info Technology
51120	3,172	Total Undist. Expend. -Oper. And Maint. Of Plant Serv.

NOW, THEREFORE, BE IT RESOLVED that the Hawthorne Board of Education hereby adopts the following final budget for SY 2024-2025:

	General Fund	Special Revenue	Debt Service	TOTAL
2024-2025 Total Expenditures	\$ 51,085,671	\$ 1,465,365	\$ 1,940,418	\$54,491,454
Less: Anticipated Revenues	\$ 7,503,465	\$ 1,465,365	\$ 569,717	\$9,538,547
Taxes to be Raised	\$43,582,206	0 -	\$ 1,370,701	\$44,952,907

A-1. Be it resolved that the Board of Education affirms the Superintendent's decision on HIB #2023-2024: HHS 264838 and authorizes the Superintendent to notify the parents of the Board’s decision.

A-2. Be it resolved that the Board of Education affirms the Superintendent's decision on HIB #2023-2024: LMS 264786 and authorizes the Superintendent to notify the parents of the Board’s decision.

A-3. Be it resolved that the Hawthorne Board of Education “SFA” awards the contract for Food Service Management to The Pomptonian, Inc. “FSMC” for the food service operation for 2024-2025.

1. FSMC Fee:

The FSMC shall receive, in addition to the costs of operation, an administrative/management fee of \$0.2646 per reimbursable meal and meal equivalent to compensate the FSMC for administrative and management costs. This fee shall be billed monthly as a cost of operation. The SFA guarantees the payment of such costs and fee to the FSMC.

Total meals are calculated by adding reimbursable meal pattern meals served and meal equivalents. The number of reimbursable meals served to the children shall be determined by actual count. Cash receipts, other than from sales of reimbursable program meals served to the children, shall be divided by \$4.70 to arrive at an equivalent meal count.

The per meal administrative/management fee of \$0.2646 will be multiplied by total meals.

2. There is no guaranteed financial performance

3. Total Cost of Contract:

Total expenses (cost) include food, labor, supplies, other expenses, and FSMC management fee.

The Total Cost of Contract is \$1,038,033.03

**Board of Education Roll Call Vote**

	Ms. <u>Ehrentraut</u>	Mrs. <u>Mulkey-Koltzan</u>	Mr. <u>Puluse</u>	Mr. <u>Shortway</u>	Mr. <u>Totaro</u>	Mr. <u>Carr</u>	Mr. <u>Clavijo</u>	Mr. <u>Doyle</u>	Mrs. <u>Goff</u>
Motion									
Aye									
Nay									
Abstain									
Absent									

**CLAIMS:**

**Anthony Puluse**

*In accordance with N.J.A.C. 6A:23-2:11(b), (c) 3, and (c) 4;*

CL-1. Approval of the June 2024 Bill List.

It is recommended that the Board approve the bill list for the month of June 2024.

**Board of Education Roll Call Vote**

	Mrs. <u>Mulkey-Koltzan</u>	Mr. <u>Puluse</u>	Mr. <u>Shortway</u>	Mr. <u>Totaro</u>	Mr. <u>Carr</u>	Mr. <u>Clavijo</u>	Mr. <u>Doyle</u>	Ms. <u>Ehrentraut</u>	Mrs. <u>Goff</u>
Motion									
Aye									
Nay									
Abstain									
Absent									

**BUILDINGS AND GROUNDS:**

**Marco Totaro, Chairperson**

**ACTION ITEMS:**

Pursuant to the recommendation of the Superintendent of Schools, the Committee on Buildings and Grounds recommends the following resolutions:

- BG-1. Approval of applications for use of school property, subject to non-interference with school activities and the execution of the appropriate releases, including receipt of a Certificate of Insurance.

**HAWTHORNE HIGH SCHOOL:**

Facilities	Date and Times	Applicant
High School Football Field and Bathrooms in the Den	Saturday, June 22, 2024 9:00 a.m. to 8:00 p.m.  Sunday, June 23, 2024 9:00 a.m. to 4:00 p.m.	<b><u>Hawthorne Caballeros Drum &amp; Bugle Corps</u></b> Drill Rehearsal
High School Football Field	Monday – Thursday 7/22/24 – 7/25/24 5:30 p.m. to 8:00 p.m.	<b><u>Hawthorne Football</u></b> Summer Football Camp

- BG-2. Award of a transportation contract to the Northern Region Educational Services Commission, 82 Totowa Road, Wayne, NJ, for transportation of Hawthorne students to and from the school indicated in the amount and date listed on the contract:

ROUTE #	School	Contractor	# of Students	Cost + Surcharge	Dates
Q3213	Lincoln MS – Hawthorne	Omar Transportation	1	\$8,580.00 + \$257.40	4/24/24 - 6/2024
*Q3223	Hawthorne HS/Lincoln MS	Omar Transportation	1	\$4,560.00 + \$136.80	5/20/24 – 6/2024
*Q3221	EPIC School	All Points Transportation	1	\$1,510.00 + \$135.30	6/3/24 – 6/2024

- \*BG-3. WHEREAS, the Hawthorne Board of Education advertised for bids for the Roof Retrofit at the Lincoln Middle School Project (“Project”) which is eligible for a ROD Grant under DOE Project #2100-070-23-R501 and SDA Project No. 2100-070—23G51F, Grant #G5-6617; and

WHEREAS, on June 4, 2024, the Board received bids for the Project, as reflected on the attached bid tabulation sheet; and

WHEREAS, Advanced Roofing & Sheet Metal Company, Inc. (“Advanced”), submitted the apparent lowest bid for the Project, with a base bid in the amount of \$322,500.00; and

WHEREAS, it is the Board’s desire to award the contract for the Project to Advanced; and

NOW THEREFORE BE IT RESOLVED that the Board hereby awards the contract for the Roof Retrofit at the Lincoln Middle School to the lowest bidder, Advanced in a total contract sum of \$322,500.00 inclusive of an Allowance of \$12,500.00.

BE IT FURTHER RESOLVED that this award is expressly conditioned upon the contractor furnishing the requisite insurance certificate and labor and materials/performance bond as required in the Project specifications, together with an AA201-Project Manning Report, and an executed AIA contract, as prepared by the Board Attorney, within ten days of the date hereof.

BE IT FURTHER RESOLVED that the Board Attorney is hereby directed to draft the agreement with the successful bidder consistent with this Resolution and with the terms contained in the bid documents approved by the Board for the Project. The Board President and the Board Secretary are hereby authorized to execute such agreement and any other documents necessary to effectuate the terms of this resolution.

**Board of Education Roll Call Vote**

	Mr. <u>Puluse</u>	Mr. <u>Shortway</u>	Mr. <u>Totaro</u>	Mr. <u>Carr</u>	Mr. <u>Clavijo</u>	Mr. <u>Doyle</u>	Ms. <u>Ehrentraut</u>	Mrs. <u>Mulkey-Koltzan</u>	Mrs. <u>Goff</u>
Motion									
Aye									
Nay									
Abstain									
Absent									

**COMMITTEE AND LIAISON REPORTS:**

**COMMITTEE**

Legislative .....	Joseph Carr
Finance & Administration .....	Alex Clavijo
Policy .....	Michael Doyle
Council Liaison .....	Jennifer Ehrentraut
Curriculum & Instruction .....	Jennifer Ehrentraut
NJSBA .....	Abigail Goff
PCSBA .....	Erica Mulkey-Koltzan
HEF/SEPAC/PTOs.....	Anthony Puluse
Buildings & Grounds.....	Marco Totaro

**CHAIRPERSON**

**PUBLIC BE HEARD:**

At this time, members of the public may ask questions or make comments on educational issues or school matters.

**GENERAL COMMENTS AND QUESTIONS FROM THE BOARD RELATED TO SCHOOL DISTRICT:**

**NEW BUSINESS:**

**OLD BUSINESS:**

**PRIVATE SESSION:**

Be it resolved that the Hawthorne Board of Education convenes an Executive Session to discuss exempt matters pertaining to:

1. A matter rendered confidential by federal or state law
2. A matter in which release of information would impair the right to receive government funds
3. Material the disclosure of which constitutes an unwarranted invasion of individual privacy
4. A collective bargaining agreement and/or negotiation related to it
5. A matter involving the purchase, lease or acquisition of real property with public funds
6. Protection of public safety and property and/or investigations of possible violations or violations of law
7. Pending or anticipated litigation or contract negotiation and/or matters of attorney-client privilege
8. Specific prospective or current employees unless all who could be adversely affected request an open session
9. Deliberation after a public hearing that could result in a civil penalty or other loss

