

MORRIS SCHOOL DISTRICT
MORRISTOWN HIGH SCHOOL, LEARNING COMMONS

REGULAR/REORGANIZATIONAL MEETING	January 3, 2025
EXECUTIVE SESSION	5:00 P.M.
OPEN SESSION	5:00 P.M.
CALL TO ORDER STATEMENT	OPEN PUBLIC MEETING
ADMINISTRATION OF OATH OF OFFICE	Katie Cole - Morris Twp. Linda K. Murphy - Morris Twp. Vivian Rodriguez - Morristown
ROLL CALL	Mrs. Katie Cole Mrs. Meredith Davidson Mr. Cary Lloyd Ms. Linda K. Murphy Mrs. Susan Pedalino Dr. Vivian Rodriguez Mr. Alan Smith Mrs. Melissa Spiotta Mrs. Beth Wall
PLEDGE OF ALLEGIANCE	
ELECTION OF OFFICERS BOARD ORGANIZATION	
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 addressed through the board secretary. Copies are available in the Board Secretary's Office
Minutes	
Policy	
Educational Matters	
Human Resources	
Business	
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 January 3, 2025 at 5:00 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.

BOARD OF ORGANIZATION

1. **Oath of Office for new Board members when called on individually**
Newly elected School Board Members will be sworn in by the Board Secretary, Anthony LoFranco.

Katie Cole	Morris Twp.	3 Year Term
Linda K. Murphy	Morris Twp.	3 Year Term
Vivian Rodriguez	Morristown	3 Year Term

2. **Election of President of the Board**
The meeting is now open for nominations for President of the Board.

_____ nominated by _____ Second _____

_____ nominated by _____ Second _____

Motion, that nominations be closed: _____ Second _____

Vote for President

3. **Election of Vice President**
The meeting is open for nominations for Vice President of the Board.

_____ nominated by _____ Second _____

_____ nominated by _____ Second _____

Motion that nominations be closed: _____ Second _____

Vote for Vice President

4. **Appointment and Delegates**

Appointment, by the President, of alternate delegate to the New Jersey School Boards Association and the Morris County School Boards Association.

Delegate **Board President**
State Alternate _____
County Alternate _____

Appointment, by the President, of a Member to the Morris County Educational Services Commission Board of Directors.

Member: _____

Appointment, by the President, of a Member to the Morris Educational Foundation.

Member: _____

5. **Code of Ethics**

Motion, that the Board of Education adopt the “Code of Ethics for School Board Members” as per the [attached](#).

6. **Parliamentary Procedures**

Motion that the Board of Education approve Robert’s Rules of Order as the official Guide for Parliamentary Procedure for the Morris School District.

7. **Policy**

Motion, that all policies, rules, regulations, handbooks and other legislative or regulatory action of this Board, in force immediately prior to this reorganization meeting, are hereby continued in force, as if the Board Year had not changed.

8. **Authorizations**

Motion, that the Assistant Board Secretary or in his/her absence, the President, or the Vice President, act as Board Secretary in the absence of the Board Secretary.

9. **Business Administrator Authorization**

Motion that the Board of Education approve the Business Administrator/Board Secretary to approve bids, approve account transfers, pay bills, approve construction change orders and approve travel in accordance with policies #0147, 0147A, 3440 and 4440, Board Member Travel Expenses; Staff Travel Expenses and N.J.S.A. 18A:11-12, in between board meetings on an emergency basis with list of such bids, transfers, payments, construction change orders and travel subject to presentation and ratification at the next business meeting of the board.

10. **Superintendent's Authorization**

Motion that the Board of Education approve the Superintendent of Schools or her designee to employ school personnel to fill vacancies in existing job classifications as they may occur in between board meetings on an emergency basis with a list of those employed subject to presentation and ratification at the next business meeting of the board.

11. **Charges for Reproducing Public Documents**

Motion, that the Board of Education approves the following rates for photocopying of public documents in compliance with NJSA 47:1A-1

Letter size or smaller	\$0.05/page
Legal size or larger	\$0.07/page

12. **Meeting Dates Designation**

Motion, that the meetings of the Board of Education shall be held on Monday evenings unless otherwise noted (as per [attached](#) schedule of meeting dates). The meetings will open at 6:30 p.m. and immediately adjourn to closed session until 7:30 when the regular business meeting will begin. In the event that said schedule is hereafter revised, the Board Secretary is hereby directed to post and direct notice to The Daily Record and TAPInto Morrisotwn at least 48 hours before the revised meeting date.

13. **Official Newspaper**

Motion, that the Daily Record be designated as the official newspaper of the Morris School District. Other notices, which require a broader circulation, shall also be published in The Star Ledger. A second newspaper for the publication of Board meeting dates shall be published in TAPInto Morristown.

MINUTES
DISTRICT

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

December 9, 2024

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

December 9, 2024

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

December 16, 2024

Motion #4 that upon the recommendation of the Superintendent, the Board of Education, approve minutes from the regular business meeting of:

December 16, 2024

POLICY

SCHOOL BOARD RECOGNITION MONTH

Motion #1 that upon the recommendation of the Superintendent, the Board of Education approve the following resolution:

WHEREAS, the New Jersey School Boards Association has declared January 2025 to be School Board Recognition Month, a time when all residents can acknowledge the contributions made by our local school board members; and

WHEREAS, the Morristown Board of Education is one of 581 local school boards in New Jersey, which sets policies and oversees operations for public school districts; and

WHEREAS, the Morristown Board of Education embraces the goal of high-quality education for all New Jersey public school students; and

WHEREAS, New Jersey's local school boards help determine the educational goals for approximately 1.4 million children in pre-kindergarten through 12th grade; and

WHEREAS, New Jersey's 5,000 local school board members, who receive no remuneration for their services, act as advocates for public school students as they work with administrators, teachers and parents for the betterment of public education; and

WHEREAS, school boards strive to provide the resources necessary to meet the needs of all students, including those with special needs; and

WHEREAS, Boards of Education provide accountability to the public; they communicate the needs of the school district to the public; and they convey to school administrators the public's expectations for the schools; and

WHEREAS, New Jersey can take pride in its schools, which rank among the nation's best in key achievement indicators such as the National Assessment of Educational Progress scores, and the preparation for college through advanced placement offerings and SAT assessments.

NOW, THEREFORE, I, Timothy P. Dougherty, Mayor of the Town of Morristown, do hereby proclaim January 2025 as

SCHOOL BOARD RECOGNITION MONTH

in the Town of Morristown.

RESIDENCY RESOLUTION - PULLED

~~Motion #2 — that upon the recommendation of the Superintendent, the Board of Education approve the following resolution:~~

~~WHEREAS,~~

~~On December 20, 2024 the parents/guardians of student #708580 were provided with a Notice of Initial Determination of Ineligibility for a free education in the Morris School District ("MSD") based upon the administration's review of their domicile/residency status; and~~

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

~~WHEREAS, they did not request such a hearing; and~~

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

~~NOW, THEREFORE, be it resolved that the student #708580 is not eligible to receive a free education in the MSD and the administration is authorized to provide the parents/guardians with a Notice of Final Ineligibility, which will include the rate of tuition that may be assessed against them, along with information regarding their right to appeal this determination to the Commissioner of Education;~~

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, December 16, 2024.

PK-8

ORTON GILLINGHAM COHORT (revision)

Motion #2 that, upon the recommendation of the Superintendent, and the Board Curriculum Committee, the Board of Education approve the Orton Gillingham Cohort.

Revision in bold

Program: Orton Gillingham Cohort
Description: Certification for Orton Gillingham Cohort
Dates: January 7;14;21;28 (3.5hr Lecture)
March 4;11;18;25
April 1;8;22;29
Make-up dates May 6th;13th
Staff: **Bouchard, Judson (MHS)**
Calo, Lia (SX)
DePaola, Angela (WD)
Hamilton, Kristen (AH)
Kahwaty, Nicole (AV)
Kenny, Lauren (TJ)
Krickus, Melissa (NP)
Lozaw, Dorelly (HC)
Lucignani, Megan (TJ)
Marmora, Pamela (AH)
Rosso, Nicole (NP)
Ventresca, Lauren (WD)
White, Alina (HC)

EXPLANATION: A cohort of up to 15 teachers will be selected to become certified in Orton Gillingham through a cohort instructed by Fairleigh Dickinson University, funded by Title II.

HUMAN RESOURCES

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

Motion #1 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:

PK-8	
Karr, Alyssa ABS, AH	January 6, 2025 Resigned
Mack, Vanessa 1.0 Speech Therapist, AH/TJ	March 1, 2025 Resigned
DISTRICT	
Bischoff, Kristen .5 Class IV Secretary (182 days), Transportation	January 4, 2025 Resigned
Hodge, Valerie 1.0 Bus Aide, Transportation	December 24, 2024 Resigned
McNeal, Karee 1.0 Bus Driver, Transportation	January 21, 2025 Resigned
Poissant, Alan 1.0 Head Mechanic, Transportation	January 21 2025 Resigned

APPOINTMENT(S) 2024-2025 */**

Motion #2 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:
PK-8			
Lyons, Amy 0.5 Kindergarten Teacher Asst., NP	\$14,418 Col. B, Step 5	01/06/25-06/30/25	Crawford, J. Reassigned

* Pending probationary period
** Pending completion of paperwork

DISTRICT

DOE PORTFOLIO APPEAL 2024-2025

Motion #3 that, upon the recommendation of the Superintendent and the Board Curriculum Committee, the Board of Education approve the DOE Portfolio Appeal.

Program: DOE Portfolio Appeal 2024-2025
Description: Assist in the oversight of the English and Math
Dates: January 6, 2025 - June 15, 2025
Funding: Local
Rate: As per contract language - See below

Mathematics (not to exceed 14 hours total)

DeOliveria, John
Gasparro, Leyla
Goss, Kaitlin
Kemp, Christiana
Kuijpers, Samantha
Schwartz, Allison
Serra, Michael
Shauger, Julianna
Trimmer, Grace
Villane, Kristen

Language Arts (not to exceed 14 hours total)

Angelo, Amy
Dajer, Luis
Quesada-Martir, Abigail
Rubin, Stephanie

EXPLANATION: Staff members will assist in the oversight of the DOE required English and Math Portfolio Appeal Process. District Supervisor will approve staff member's scheduled hours prior to portfolio assistant. Upon submission of an approved timesheet, compensation will be paid as outlined above.

DISTRICT

STUDENT TEACHER APPOINTMENTS 2024-2025

Motion #4 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 2024-2025 school year, and further that the Board of Education approve submission to the County Superintendent application for emergency hiring and each 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

Novak, Courtney (Fairleigh Dickinson University)

DISTRICT

SUBSTITUTE APPOINTMENTS 2024-2025

Motion #5 that, upon the recommendation of the Superintendent, the Board of Education approve the following name(s) be added to the list of substitutes, and approve all Morris School District Substitute Teachers to also provide service as Teacher Assistant, ABS, and Lunchroom Playground Aide as assigned for the 2024-2025 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.:

Teacher

Ferreira, Sylvia (eff. 01/03/2025)
Oricchio, Lynda (eff. 12/20/2024)

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

9-12

LUNCH MONITORS - MHS 2024-2025

Motion #6 that, upon the recommendation of the Superintendent, the Board of Education approve the following Morristown High School staff (**revisions in bold**) to provide supervision during lunch as deemed necessary and approved by the Principal for the 2024-2025 school year.

Program: Lunch Monitor(s) Morristown High School
Date: 09/03/24-06/30/25
Funding Source: Local
Rate: As per contract language
(not to exceed 50 minutes per day per staff member)
\$28 per shift - not to exceed 12 staff members per shift
Staff: **All MHS certificated staff
scheduled by Building Administration**

~~Aragon, Pedro~~
~~Campbell, Michael~~
~~DiGiacchino, Gregory~~
~~Drewery, Gordon~~
~~Furphey, Jennifer~~
~~Kiernan, Brian~~
~~Kenny, Christopher~~
~~Labrador-Freige, Flavio~~
~~McBride, Sean~~
~~Meza, Luz~~
~~Reyes, Anthony~~
~~Salas, Diego~~

Substitute(s)
~~Franeo, Kelvin~~
~~Loaiza Beltran, Eder~~
~~Madden, John~~
~~Serra, Michael~~
~~Talavera, Jehimy~~

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

TRANSFER(S), CHANGE(S) OF ASSIGNMENT, TITLE AND OR/ SALARY 2024-2025

Motion #7 that, upon the recommendation of the Superintendent, the Board of Education approve the change(s) of assignment and/or salary for the following staff:

Employee	Former Assignment	New Assignment	Effective	Salary	In Place Of:
<i>DISTRICT</i>					
Vasquez Espinosa, Monica	1.0 Assistant Dispatcher, Transportation	1.0 Bus Driver, Transportation	1/3/25-6/30/25	\$43,361 \$38.21 per hour 6.25 hrs/day 180 days per year +\$375 Longevity	Yermak I. Resigned

BUSINESS MATTERS

BID AWARDS

PK-8

Bid Award Hillcrest Roof Replacement

Motion #1 that upon the recommendation of the Superintendent, the Board of Education approve, pursuant to the provisions of N.J.S.A. 18A:18A-42, the bid for the Hillcrest Roof Replacement, #25-026, having been duly advertised and received on December 5, 2024 be awarded to Safeway Contracting, Union, New Jersey as set forth below:

	Base Bid	Alternate Bid #1	Alternate Bid #2
Billy Contracting & Restoration	\$2,914,000	\$ 4,200	\$ 5,000
D.A. Nolt	\$4,842,442	\$54,241	\$43,393
Mak Group	\$2,959,758	\$39,800	\$7,500
NorthEast Roof Maintenance	\$3,348,000	\$66,000	\$36,000
Safeway Contracting	\$2,829,000	\$10,000	\$6,000
SMAC Corp.	\$3,270,000	\$28,000	\$10,000
TNT Construction Group	\$2,880,000	\$12,000	\$6,000
USA General Contractors	\$3,658,600	\$20,000	\$25,000

PK-8

Bid Award Frelinghuysen Middle School Boiler Replacement

Motion #2 that upon the recommendation of the Superintendent, the Board of Education approve, pursuant to the provisions of N.J.S.A. 18A:18A-42, the bid for the Frelinghuysen Middle School Boiler Replacement, #25-030, having been duly advertised and received on December 12, 2024 be awarded to Desesa Engineering, Livingston, New Jersey as set forth below:

	Base Bid	Alternate Bid #1	Total Bid
C. Dougherty & Co.	\$1,477,000	\$64,000	\$1,541,000
Desesa Engineering	\$1,265,000	\$50,850	\$1,315,850
Unitemp Mechanical Degrees	\$1,599,000	\$38,600	\$1,637,600

9-12

Bid Award Morristown High School Partial HVAC Upgrades

Motion #3 that upon the recommendation of the Superintendent, the Board of Education approve, pursuant to the provisions of N.J.S.A. 18A:18A-42, the bid for the Morristown High School Partial HVAC Upgrades, #25-032, having been duly advertised and received on December 12, 2024 be awarded to Desesa Engineering, Livingston, New Jersey as set forth below:

	Base Bid	Alternate #1	Alternate #2	Total Bid
Central Pack Engineering	\$635,850	\$152,000	\$109,900	\$ 897,750
Desesa Engineering	\$577,000	\$152,000	\$126,000	\$ 855,000
EACM Corp.	\$1,025,000	\$137,000	\$130,000	\$1,292,000
Environmental Climate Control	\$597,000	\$167,000	\$125,000	\$ 889,000
First Goal Heating & Cooling	\$556,000	\$142,000	\$163,000	\$ 861,000
Pattman Plumbing, Heating & AC	\$654,800	\$187,500	\$206,250	\$1,048,550
TM Brennan Service	\$679,000	\$147,000	\$127,000	\$ 953,000

9-12

Bid Award Morristown High School Roof Replacement

Motion #4 that upon the recommendation of the Superintendent, the Board of Education approve, pursuant to the provisions of N.J.S.A. 18A:18A-42, the bid for the Morristown High School Roof Replacement, #25-033, having been duly advertised and received on December 19, 2024 be awarded to Billy Contracting & Restoration, Paterson, New Jersey as set forth below:

	Base Bid	Alternate Bid #1	Total Bid
Billy Contracting & Restoration	\$2,944,000	\$524,700	\$3,468,700
Mak Group	\$3,623,758	\$698,000	\$4,321,758
Northeast Roof Maintenance	\$3,245,000	\$434,604	\$3,679,604
Pravco	\$3,912,418	\$0	\$3,912,418
Safeway Contracting	\$3,950,000	\$471,000	\$4,421,000
USA General Contractors	\$3,294,000	\$494,000	\$3,788,000
VMG Group	\$4,786,000	\$848,000	\$5,634,000