

MORRIS SCHOOL DISTRICT
MORRISTOWN HIGH SCHOOL, LEARNING COMMONS

REGULAR BUSINESS MEETING

January 27, 2025

EXECUTIVE SESSION

6:30 P.M.

OPEN SESSION

7:30 P.M.

CALL TO ORDER STATEMENT

OPEN PUBLIC MEETING

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

MORRIS PLAINS REPRESENTATIVE

Mrs. Christina Perry

STUDENT REPRESENTATIVES

Ms. Isabella Mastrodomenico

Mr. Garrett Gregor

PLEDGE OF ALLEGIANCE

Three Year District Goals: 2023-2026

Goal 1: Increase the academic rigor for all students, publicly report student achievement progress and interventions designed to address areas for improvement

Goal 2: Enhance district programs to better meet our students' social emotional and co-curricular needs

Goal 3: Integrate the Long Range Facilities Plan and each school's facility needs assessments to inform a capital improvement schedule that focuses on optimal learning environments for all students and faculty

Morris School District Board of Education Goals: 2024

Goal 1: Improve and Enhance Board of Education Performance and Effectiveness

Goal 2: Improve Board of Education Engagement with School, District, and Community Stakeholders

SUPERINTENDENT'S REPORT

2023-2024 Audit Report

Recognition of Morris Plains

Representative, Lucia Galdi for dedication to the district January 1, 2013 - December 31, 2024

PRESIDENT'S REPORT

COMMITTEE REPORTS

PUBLIC COMMENT

1 Hour (3 minutes per person)

BUSINESS AGENDA

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 27, 2025 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 minutes from the regular business meeting of:

January 3, 2025

POLICY

DISTRICT

SECOND READING

Motion #1 that upon the recommendation of the Superintendent, the Board of Education approve for second reading the following new/revised bylaws/policies/regulations:

[2310 - Pupil Grouping](#)

[2330 - Homework](#)

[2416 - Programs for Pregnant Pupils](#)

[2435 - NJSIAA Random Testing for Interscholastic Athletics](#)

[2452 - Adult Community Education](#)

[2466 - Needless Public Labeling of Pupils with Disabilities](#)

[2510 - Adoption of Textbooks](#)

[2530 - Resource Materials](#)

[2531 - Use of Copyrighted Materials](#)

[2551 - Musical Instruments](#)

[2631 - New Jersey Quality Single Accountability Continuum \(QSAC\)](#)

[5756 - Gender Identity and Expression](#)

DISTRICT

FIRST READING

Motion #2 that upon the recommendation of the Superintendent, the Board of Education approve for first reading the following new/revised bylaws/policies/regulations:

~~[2312 - Class Size](#)~~

[2412 - Home Instruction Due to Health Condition](#)

[2418 - Section 504 of the Rehabilitation Act of 1973 - Students](#)

[2428.1 - Standards-Based Instructional Priorities](#)

[2440 - Summer School](#)

[2460 - Special Education](#)

[2481 - Home or Out-of-School Instruction for a General Education Student for Reasons other than a Temporary or Chronic Health Condition](#)

[2560 - Live Animals in School](#)

[5460 - High School Graduation](#)

[5512 - Harassment, Intimidation, or Bullying](#)

[5533 - Smoking](#)

[7441 - Electronic Surveillance in School Buildings and on School Grounds](#)

[8500 - Food Services](#)

[9320 - Cooperation with Law Enforcement Agencies](#)

SCHOOL CALENDAR 2024-2025 (revised)

Motion #3 that upon the recommendation of the Superintendent, the Board of Education approve the revisions to the [school calendar](#) for the 2024-2025 school year.

EXPLANATION

On December 31, 2024, Governor Murphy signed into law legislation rescheduling the June 2025 Primary Election Date from June 3, 2025 to June 10, 2025 due to the observance of the Jewish holiday of Shavuot.

DISTRICT

RESIDENCY RESOLUTION

Motion #4 that upon the recommendation of the Superintendent, the Board of Education approve the following resolution:

WHEREAS,
the parents/guardians of the students in the list on file 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 students in the list on file are 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, January 3, 2025.

DISTRICT

FIELD TRIPS

Motion #2 that, upon the recommendation of the Superintendent, and the Board Curriculum Committee, the Board of Education approve the following additional [Field Trips](#)

DISTRICT

NEW CALCULUS A-LEVEL COURSE

Motion #3 that, upon the recommendation of the Superintendent, and the Board Curriculum Committee, the Board of Education approve the New Calculus A-Level Course

EXPLANATION: A new class for the High School. There is now an honors level, but we want a standard (A-Level) course. There will be a Curriculum revision for Calculus Honors and Curriculum writing for the new Calculus course.

DISTRICT

MHS SLE CURRICULUM WRITING

Motion #4 that, upon the recommendation of the Superintendent, and the Board Curriculum Committee, the Board of Education approve the MHS SLE Curriculum Writing

Program:	MHS SLE Curriculum Writing
Description:	Career Readiness Standards
Dates:	February 1, 2025 - April 1, 2025
Funding:	Local

EXPLANATION: Update the scope and sequence to reinforce pre-employment skills and review Post-secondary options. Define thematic learning units that adhere to Career Readiness Standards.

DISTRICT

EXPANDING COMPUTER SCIENCE PROFESSIONAL LEARNING GRANT PARTNERSHIP

Motion #5 that, upon the recommendation of the Superintendent, and the Board Curriculum Committee, the Board of Education approve the Expanding Computer Science Professional Learning Grant

EXPLANATION: The New Jersey Institute of Technology (NJIT) is applying for an NJ DOE grant to establish a Computer Science Hub in Northern New Jersey. The grant requires that NJIT partner with at least 3 LEAs. NJIT reached out to MSD about a partnership. The Grant aims to establish three geographically distributed Computer Science Hubs to provide high-quality, standards-based professional learning for K-12 educators. We're applying for the North Region. The goal is to increase the number of well-prepared educators from diverse backgrounds who can teach computer science and expand equitable access to computer science education for all K-12 students.

DISTRICT

SUMMER ACADEMIC PROGRAM 2025

Motion #6 that, upon the recommendation of the Superintendent, and the Board Curriculum Committee, the Board of Education approve the [Summer Academic Program](#) for MSD students in Grades K -12

Program: Extended School Year;Bilingual 6-8;Pre-K Transition Program;Summer Plus K-5;Summer Plus 6-8; Summer Music Academy 4-12;Summer Learning Academy K-5; Summer Learning Academy 6-8; Advanced Geometry; Advanced Algebra 1; Algebra 1 Bootcamp; Algebra II Bootcamp; Intro to Pre-AP; STEM Academy

Description: The programs were designed to span across all grade levels, and support struggling learners, bilingual student populations, special education students, and the acceleration of learning skill sets.

Dates: June, 2025 - August, 2025

Funding Source: Title I; Local: Title III

EXPLANATION: These programs will support ongoing student learning and growth.

PK-8

“JUST LIKE ME” GRADES 3-5

Motion #7 that, upon the recommendation of the Superintendent, and the Board Curriculum Committee, the Board of Education approve the program “Just Like Me” Grades 3-5.

EXPLANATION: This program connects a male student participant with a male MSD Middle and High School teacher who either shares or can identify with the participant’s culture. Students benefit by establishing relationships with their future teachers and by developing a growth mindset for learning. Sessions will be held once each month at the elementary schools.

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K-5 SUMMER LEARNING ACADEMY COORDINATOR

Motion #8 that, upon the recommendation of the Superintendent, and the Board Curriculum Committee, the Board of Education approve the following program:

Program:	K-5 Summer Learning Academy Coordinator
Description:	Coordinator
Dates:	July 1, 2025 - July 31, 2025
Funding:	Stipend

EXPLANATION: The Coordinator for the K-5 Summer Program will work in collaboration with the administrator in charge of K-5 Summer Programs. The coordinator will be responsible for the planning, organizing, implementation, and evaluation of all components of MSD extended school programs.

PK-8

ESY SUMMER COORDINATOR

Motion #9 that, upon the recommendation of the Superintendent, and the Board Curriculum Committee, the Board of Education approve the ESY Summer Coordinator:

Program:	ESY Summer Coordinator
Description:	Coordinator
Dates:	July 1, 2025 - July 30, 2025
Funding:	Stipend

EXPLANATION: A coordinator for the ESY Summer Program will be needed. The coordinator will be responsible for the planning, organizing, implementation, and evaluation of all components of MSD extended school programs

MEF GRANTS

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>
9-12	\$8,054.00	MHS	Advanced Mirrorless Camera Photography Grant - Brian Kievning

The goal of this grant is to purchase 2 advanced mirrorless camera setups specifically for doing fast action sports photography and event photography in challenging lighting situations. This request comes as a result of the school moving towards more night games with the addition of new turf lights. A higher level of equipment will be able to generate quality images in a fast-paced game. Using this type of equipment at events is at the core of career development. These photographs also will enhance the photos in the yearbook.

	<u>Amount</u>	<u>School</u>	<u>Project</u>
	\$1,400.00	MHS	Geriatric Sensory Impairment kit-Christina Doyle

There are four healthcare pathways classes. In each class, authentic experiences are invaluable and a key part of learning. These courses strive to make every part of the curriculum real-life which students can use as they pursue their healthcare career or just to help them as they navigate through life. Part of these classroom experiences is teaching students how aging impacts individuals, and families, as well as the impact on our healthcare practitioners and system. The Geriatric Sensory impairment kit includes the following: Hearing Impairment Simulator, Geriatric Arthritis Simulator, and Geriatric Tremor Simulator. The lesson topics are as follows: Hearing Loss and Impairment, the Impact of Aging on Bones and Joints, Understanding Tremors in the Elderly, and The Geriatric Experience.

	<u>Amount</u>	<u>School</u>	<u>Project</u>
PK-8	\$6,500.00	AH/AV/HC NP/SX/TJ/WD	CoLibri Book Care for MSD Elementary Schools

Book care and maintaining a diverse book collection is the top priority for the media specialists in each building. Each building has thousands of titles that must be maintained and cared for while in the hands of young learners. The books are not always returned in their original condition and become easily damaged due to modern book construction and production methods. A remedy to this issue will be the purchase of a special book-covering machine, named the CoLibri System. This machine utilizes thicker materials and will custom cut, laminate, and cover books of varying sizes so that we can prolong and protect our district's collections. By purchasing this system and the appropriate covers, over 3,000 students and staff members will benefit because our books will be able to withstand continued wear and tear and offer a longer shelf life while in the hands of our students. There will be four

machines purchased. For future years, the media specialists will pay for the additional coverage through their school budgets.

DISTRICT

2024-2025 ESEA - ELEMENTARY AND SECONDARY EDUCATION ACT GRANT APPLICATION

Motion #11 that, upon the recommendation of the Superintendent, the Board of Education accepts the funds for the Elementary and Secondary Education Act application for the fiscal year 2024-2025 in the amount of \$1,903,862.

	<u>Allocation</u>
TITLE I - Part A	\$1,110,703
TITLE I – Part I D	\$ 38,577
TITLE II - A	\$ 267,716
TITLE III	\$ 422,002
TITLE IV PART A	<u>\$ 64,864</u>
TOTAL ALLOCATION	\$1,903,862

EXPLANATION:

The grant award includes the 2023-2024 ESEA carry-over. This motion accepts the funds for the Grant.

PUPIL SERVICES

DISTRICT

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 January 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.

HUMAN RESOURCES

ABOLISH/ESTABLISH POSITION(S) 2024-2025

Motion #1 that, upon the recommendation of the Superintendent, the Board of Education abolish and establish the following position(s) for the 2024-2025 school year:

ABOLISH	ESTABLISH	Effective date
<i>PK-8</i>		
N/A	1.0 ABS, HC	01/07/25
<i>DISTRICT</i>		
N/A	1.0 Bus Aide (LEAVE REPLACEMENT), Transportation	01/09/25
1.0 Accounts Payable Specialist (Class V), Accounting	1.0 Accounts Payable Specialist (Class VI), Accounting	01/28/25

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:

<i>PK-8</i>	
Anastasio, Jamie 1.0 School Psychologist, AV/SX	March 21, 2025 Resigned
Nisbett, Carla 1.0 Spec. Ed., FMS	March 7, 2025 Resigned
<i>9-12</i>	
Employee #6210	January 6, 2025 Terminated
Caamano-Hussein, Christina 1.0 School Nurse, MHS	January 10, 2025 Resigned
<i>DISTRICT</i>	
Employee #6161	February 10, 2025 Terminated
Employee #7598	February 10, 2025 Terminated

RESIGNATION(S)/TERMINATION(S)/RETIREMENT(S) 2025-2026

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:

PK-8	
Marazita, Kathleen .4 Speech Therapist, AH	July 1, 2025 Retired
Mendez, Paula 1.0 School Nurse, AV	July 1, 2025 Retired
9-12	
Hall, Kathleen 1.0 Spec. Ed., MHS	July 1, 2025 Retired
Herbert, Patricia 1.1 Transition Coordinator, MHS	July 1, 2025 Retired
Novello, Maryanne 1.0 Class V Secretary, Guidance (MHS)	July 1, 2025 Retired

APPOINTMENT(S) 2024-2025 */**

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:
PK-8			
Bell, Tahir .5 Kindergarten TA, HC	\$13,218 Col. A, Step 1	01/24/25-06/30/25	Walters, E. Resigned
Blair, Emily 1.0 ESL, FMS	\$69,530 MA, Step 7	02/12/25-06/18/25	Employee #7786 LEAVE REPLACEMENT
Lindsey, Aneisa 1.0 ABS, WD	\$33,050 \$25.66 per hour	01/21/25-06/30/25	McMahon, C. Reassigned

	7 hours per day 184 days per year		
Sanchez, Ava 1.0 ABS, HC	\$33,050 \$25.66 per hour 7 hours per day 184 days per year	02/03/25-06/30/25	Davino, G. Resigned
<i>DISTRICT</i>			
Andrade Rodas, Roderico 1.0 Bus Aide, Transportation	\$17,100 \$19.00 per hour 5 hours per day 180 days per year	01/28/25-6/30/25	Hodge, V. Resigned
Baldassari Rodriguez, Ana 1.0 Bus Aide (LEAVE REPLACEMENT), Transportation	\$17,100 \$19.00 per hour 5 hours per day 180 days per year	01/09/25-06/30/25	Est. 01/27/25
Molina Ropero, Francy 1.0 Bus Driver, Transportation	\$36,225 \$35.00 per hour 5.75 hours per day 180 days per year	01/07/25-06/30/25	McKay, E. Retired
Rini, James 1.0 Maintenance, B&G	\$75,000	01/20/25-06/30/25	Scafati, S. Resigned
Vasiyschouk, Olha 1.0 Accounts Payable Specialist (Class VI), Accounting	\$69,675 Class VI, Step 14	02/18/25-06/30/25	Est. 01/27/25

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

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.:

Athletic Volunteer

Fedak, Stephen (Baseball)
McCormack, Mollie (Lacrosse)

Plokhoy, Shane (Lacrosse)
 Quinn, Peter (Baseball)

Buildings and Grounds

Lindsey, Aneisa

Bus Aide

Anchundia, Sabrina ® (eff. 01/02/2025)
 Castro Lopez, Lucila (eff. 01/07/2025)

Bus Driver

Higgs, Aaron (eff. 01/10/2025)
 McNeal, Karee (eff. 01/22/2025)

Lunchroom/Playground Aide

Lyons, Amy (eff. 01/11/2025)

Teacher

Bello, Shauna (eff. 01/16/2025)
 Carter, Ebony (eff. 01/23/2025)
 DeSantis, Michael (eff. 01/16/2025)
 Fagan, Devon (eff. 01/08/2025)
 Karger, Rebecca (eff. 01/23/2025)
 Kirk, Benjamin (eff. 01/14/2024)
 Mesias, Phyllis (eff. 01/09/2025)
 Morris, Jenna (eff. 01/09/2025)
 Opipari, Gessica (eff. 01/08/2025)
 Votapek, Olivia (eff. 01/10/2025)
 Wear, Jenna (eff. 01/16/2025)
 Zapata, Yara (eff. 01/17/2025)

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

LEAVE(S) OF ABSENCE 2024-2025

Motion #6 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:

PK-8		
Employee #4468	12/16/24-01/28/25 01/29/25-04/29/25 (revised dates)	Maternity * FMLA/NJFLA **
Employee #4476	01/15/25-01/22/25	Military ***

Employee #5064	12/02/24-01/13/25 01/14/25-04/07/25 <i>(revised dates)</i>	Maternity * FMLA/NJFLA **
Employee #5799	05/06/25-06/18/25 08/27/25-11/18/25	Maternity * FMLA/NJFLA **
Employee #5985	12/02/24-02/07/25 02/10/25-05/09/25 <i>(revised dates)</i>	Maternity * FMLA/NJFLA **
Employee #7433	01/02/25-01/31/25 02/03/25-05/02/25	Maternity * FMLA/NJFLA **
Employee #7921	02/10/25-03/14/25 03/26/25-06/16/25 <i>(revised dates)</i>	Maternity * FMLA/NJFLA **
9-12		
Employee #6210	03/14/24-06/14/24 08/28/24-10/13/24 10/14/24-01/06/25 <i>(revised dates)</i>	Administrative *** Administrative ** Administrative ***
Employee #6709	01/13/25-06/30/25	NJFLA (Intermittent) ** <i>(revised)</i>
DISTRICT		
Employee #7991	01/27/25-04/25/25	Personal **
Employee #8070	01/16/25-01/27/25 <i>(revised dates)</i>	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

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:

PK-8					
Acosta Capellan, Pablo	1.0 ABS, NP	1.0 ABS, HC	01/07/25	N/A	Est. 01/27/25
Mantone, Jerald	1.0 Security, MHS	1.0 Security, FMS	01/27/25	N/A	Williams, J. Reassigned
9-12					
Sliwa, Agnieska	1.0 Custodian, MHS	N/A	07/12/24	\$42,975 (\$42,000 base salary +\$975 license stipend)	N/A
Williams, Jacob	1.0 Security Monitor, FMS	1.0 Security Monitor, MHS	01/27/25	N/A	Mantone, J. Reassigned
DISTRICT					
Inestroza Portillo, Cristhian	1.0 Mechanic, Transportation	1.0 Head Mechanic (PM), Transportation	01/21/25	\$80,000	Poissant, A. Resigned
Robinson, Rose	1.0 Bus Aide, Transportation	N/A	01/28/25	\$21,696 \$20.60 per hour 5.75 hours per day 180 days per year (revised hours)	N/A

DISTRICT

COMMUNITY SCHOOL 2024-2025

Motion #8 that, upon the recommendation of the Superintendent, the Board of Education approve the following Sunrise/Sunset staff.

Barry, Rachel	One on One Teacher Aide	\$20/hour	01/10/25
Clark, Bridget	Group Teacher	\$35/hour	01/22/25

Harris Fuller, Kymberlye ®	Teacher Aide	\$17/hour	01/02/25
Kersey, Warren	Group Teacher	\$35/hour	01/27/25
Rocco, Andrew	Teacher Aide	\$17.00/hour	12/19/24
Ruglio, Nicole	Teacher Aide	\$17.00/hour	12/19/24

EXPLANATION: Upon submission of an approved timesheet, staff will be paid as outlined above. Salaries to be paid out of collected tuition.

DISTRICT

COMMUNITY SCHOOL 2024-2025

Motion #9 that, upon the recommendation of the Superintendent, the Board of Education approve the following Community School Ski Club.

Molinaro, Jean-Marie	Chaperone	\$30/hour	Effective Date 1/10/2025
Picado, Jack	Chaperone	\$30/hour	Effective Date 1/10/2025
Velez, Stephanie	Chaperone	\$30/hour	Effective Date 1/10/2025

EXPLANATION: Upon submission of an approved timesheet, staff will be paid as outlined above. Salaries to be paid out of collected tuition.

EXTRA PAY 2024-2025

Motion #10 that, upon the recommendation of the Superintendent, the Board of Education approves the following extra-pay positions for the 2024-2025 school year:

MORRISTOWN HIGH SCHOOL ATHLETICS		
POSITION	STAFF MEMBER	TOTAL SALARY
9-12		
Flag Football (2 of 2)	Phinn, Vincent	\$4,993
Lacrosse Assistant Coach - Girls (2 of 3)	Herbert, Meghan	\$7,161
Softball		
Assistant Coach (1 of 2)	Aragon, Pedro	\$7,161
Assistant Coach (2 of 2)	Shauger, Julianna	\$7,161

Tennis Assistant Coach - Boys (1 of 1)	Reyes, Anthony	\$5,780
Volleyball Assistant Coach - Boys (2 of 2)	Trifari, Don	\$6,479

MORRISTOWN HIGH SCHOOL CO-CURRICULAR			
POSITION	TIER	STAFF MEMBER	TOTAL SALARY
9-12			
World Language Club & Honor Society Advisor - Chinese	2	Hong, Yunjie	\$1,800

9-12

PROFESSIONAL DEVELOPMENT - LLC

Motion #11 that, upon the recommendation of the Superintendent, the Board of Education approve the following staff for Professional Development as stated

Program: Professional Development
 Description: PD on challenging behaviors and the Pyramid Model
 Dates: January 15, 2025 (virtual - not to exceed one hour)
 Funding: PEA Grant
 Rate: 1/140th
 Staff: Abreu, Angelica
 Devivo, Nathalie
 Lopez, Jessica
 Raphael, Nicole
 Young, Kristina

DISTRICT

PROVISIONAL/NOVICE TEACHER MENTORS AS PRESENTERS – 2024-2025

Motion #12 that, upon the recommendation of the Superintendent, the Board of Education approve the following provisional teacher mentors (**revisions in bold**) to facilitate professional development sessions:

Program: Provisional / Novice Teacher Mentors
 Description: Presenters Dates: October, 2024– June, 2025
 Funding Source: Title II
 Rate: As per contract language - not to exceed 10 hours
 Staff: **Abreu, Angelica**
 Biller, Heidi
 Casperson, Meghan
Jimenez, Jarelis
Lopez, Jessica
Nicol, Katherine

EXPLANATION: The new mentorship model will enhance new faculty training to include intercultural competence and culturally responsive practices. This model extends support for new teachers beyond the 1-1 mentoring requirement required by New Jersey regulation.

DISTRICT

STUDENT TEACHER APPOINTMENTS 2024-2025

Motion #13 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

- Abruzzo, Olivia (Fairleigh Dickinson University)
- Foer, Sydney (Seton Hall University)
- Hoyos, Valentina (Seton Hall University)
- Konopka, Magda (Fairleigh Dickinson University)
- Romanowski, Grace (Fairleigh Dickinson University)
- Votapek, Olivia (Sacred Heart University)
- White, Ryley (The College of New Jersey)

9-12

SIGNING BONUS 2024-2025

Motion #14 that, upon the recommendation of the Superintendent, the Board of Education authorizes the payment of a signing bonus to the following staff:

Staff Member	Position	Location	Signing Bonus
Bordeleau-Barreto, Gaby	1.0 Spanish Heritage	MHS	\$1,000

EXPLANATION: Payment will be made to staff member as outlined above.

9-12

TENURE CHARGES 2024-2025

Motion #15 that, upon the recommendation of the Superintendent, the Board of Education approve the revocation of tenure and immediate termination of employee #6210 consistent with the January 6, 2025, Opinion and Award of Arbitrator, James McKeever on file with the Human Resources Office and Business Administrator Office.

HUMAN RESOURCES/CURRICULUM

DISTRICT

MHS SLE CURRICULUM WRITING

Motion #16 that, upon the recommendation of the Superintendent, and the Board Curriculum Committee, the Board of Education approve the MHS SLE Curriculum Writing

Program: MHS SLE Curriculum Writing
Description: Career Readiness Standards
Dates: February 1, 2025 - April 1, 2025
Funding: Local
Rate: As per contract language
Staff: Herbert, Patricia

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

DISTRICT

FMS MATH ENRICHMENT AFTER SCHOOL (revision)

Motion #17 that, upon the recommendation of the Superintendent, and the Board Curriculum Committee, the Board of Education approve the FMS Math Enrichment After School (**revision in bold**)

Posting: #I 43
Program: FMS Math Enrichment after school
Description: Math reinforcement
Date: September, 2024 - June, 2025
Funding: Local
Rate: As per Contract language 1/140th per hour
Not to exceed two (2) hours per day
\$39/hr. for planning
Staff: McLain, Carolyn
Pardo, Veronica

Substitute

London, Karen

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

PK-8

INTENSIVE PHONICS (revision)

Motion #18 that, upon the recommendation of the Superintendent, and the Board Curriculum Committee, the Board of Education approve the Intensive Phonics **(revision in bold)**

Posting: #I-53
Program: Intensive Phonics
Description: Supporting foundational skills in grades 6-8
Dates: November, 2024 - May, 2025
Funding: Title I
Rate: 1-1/140th per contract language plus \$39 a week prep
90 min sessions
Staff: Ferrer, Mercy
Jackson, Mikal
Smith, Tara

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

PK-8

ENGLISH LANGUAGE ARTS/SOCIAL STUDIES/MATH & SCIENCE LAB(revision)

Motion #19 that, upon the recommendation of the Superintendent, and the Board Curriculum Committee, the Board of Education approve the English Language Arts/Social Studies/Math & Science Lab **(revision in bold)**

Posting: #I-51
Program: English Language Arts/Social Studies/Math & Science Lab
Description: Support in core content areas
Dates: November, 2024 - May, 2025
Funding: Title I
Rate: 1/140th per contract language (no prep time)
Staff: **Bailey, Lauren**
Carey, Susan
Janosy, Allison
Karosen, Michael
Larkin, Katheryn
London, Karen
McLain, Carolyn
Majestic, William

Nicol, Katherine
Nisbett, Carla
Propfe, Michelle
Recarte, Melissa
Romanker, Shawn
Varughese, Rachel
Virgen, Giselle

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

DISTRICT

***RESOLUTION OF THE MORRIS SCHOOL DISTRICT BOARD OF EDUCATION
AND THE EDUCATION ASSOCIATION OF MORRIS SIDEBAR AGREEMENT TO
MEMORANDUM OF AGREEMENT***

Motion #20 that upon the recommendation of the Superintendent, the Board of Education approve a Sidebar Agreement to the Memorandum of Agreement between the Morris School District and The Education Association of Morris for July 1, 2022 - June 30, 2026:

Sidebar Agreement - Maintenance Range Increase

BUSINESS MATTERS

DISTRICT

Financial Reports - Revised

Motion #1 **Financial Reports of the Secretary to the Board of Education**
that the Board of Education approve the following **revised** financial reports as on file in the Business Administrator's office for the months of **June - October 2024**.

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 **revised** Statement of Cash Balances for the months of **June - October 2024** which are reconciled with the Board Secretary's Reports by fund for those months.

Motion #2 Pursuant to N.J.A.C. 6A:23-2.11 (c) 3, we certify that as of **June - October 2024**, after review of the **revised** Secretary's monthly financial reports (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 **June - October 2024** no budgetary line item account has been over expended in violation of N.J.A.C. 6A:23-2.11 (b).

Business Administrator/Board Secretary **January 27, 2025**
Date

DISTRICT

BUDGET TRANSFERS

Motion #4 that, upon the recommendation of the Superintendent, the Board of Education . approve the **revised** Budget Transfers as on file in the Business Administrator's Office for the 2024-2025 budget as of **June - October 2024**.

DISTRICT

Financial Reports

Motion #5 **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 **November 2024**

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 November 2024 which is reconciled with the Board Secretary's Reports by fund for that month.

Motion #6 Pursuant to N.J.A.C. 6A:23-2.11 (c) 3, we certify that as of **November 2024** 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 #7 Pursuant to N.J.A.C. 6A:23-2.11 (c) 4, I certify that as of **November 2024** 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 January 27, 2025
Date

DISTRICT

BUDGET TRANSFERS

Motion #8 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 2024-2025 budget through November 2024.

DISTRICT

BILLS LIST 2024-2025

Motion #9 that, upon the recommendation of the Superintendent, the Board of Education approve the attached 2024-2025 bills list for the period ending:

December 31, 2024 & January 15, 2025 (payroll)
January 27, 2025
January 28, 2024 (NACHA)

DONATIONS

PK-8

Motion #10 that upon the recommendation of the Superintendent, the Board of Education approves the donation of one free assembly valued at \$800.00 for Sussex Avenue School from Jubilee Children's Entertainment. Jubilee's focus is to provide a fun, stimulating educational experience, promoting social/emotional, physical and decision making development while providing the highest service to the students. A letter of appreciation will be sent to the donor for their support of the district.

Motion #11 that upon the recommendation of the Superintendent, the Board of Education approves the donation of flexible seating for the Alexander Hamilton library from the Alexander Hamilton Home & School Association, with a value of approximately \$4,963.00. A letter of appreciation will be sent to the donor for their support of the district.

9-12

Motion #12 that upon the recommendation of the Superintendent, the Board of Education approves the donation of \$1,000 from the Springbrook Country Club for the Morristown High School Chorus.

DISTRICT

ANNUAL COMPREHENSIVE FINANCIAL REPORT

Motion #13 that upon the recommendation of the Superintendent, the Board of Education acknowledges receipt and approves the 2023-2024 [Annual Comprehensive Financial Report](#) and [Auditor's Management Report](#) on Administrative findings with one recommendation.

DISTRICT

CORRECTIVE ACTION PLAN

Motion #14 that upon the recommendation of the Superintendent, the Board of Education approves the submission of the [Correction Action Plan](#) in regards to the administrative findings from the 2023-2024 Financial Audit by PKF O'Connor Davies, LLP.

EXPLANATION

This was discussed at the January Finance Committee meeting.

PK-8

FLOOD INSURANCE

Motion #15 that renewal of Flood Insurance coverage for the policy period February 10, 2025 – February 10, 2026 be awarded to Selective Flood. This insurance is through the Morville Agency, Newton, New Jersey for:

Alexander Hamilton Elementary School

\$7,305.00

BID AWARDS

DISTRICT

Bid Award MHS, FMS & Woodland Security Vestibules

Motion #16 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 New Security Vestibule Additions at Morristown High School, Frelinghuysen Middle School & Woodland Elementary School, #25-034, having been duly advertised and received on January 16, 2025 be awarded to C.M.G. Group, Inc., Neptune City, New Jersey as set forth below:

Bidder	Base Bid	Alternate Bid #1 (WD)	Alternate Bid #1 (FMS)	Total Bid
De Sapia Construction	\$1,276,000	\$ 18,000	\$ 19,000	\$1,313,000
C.M.G. Group	\$1,057,000	\$ 35,500	\$ 16,700	\$1,109,200

SALE OF SURPLUS PROPERTY

Motion #17 that upon the recommendation of the Superintendent, the Board of Education approve the following resolution:

WHEREAS the following property is not needed for school purposes; there exists a need for all available space at the various schools; and, the NJ Public School Contracts Law, 18A: 18A-45, requires a resolution authorizing the disposition of surplus property,

NOW, THEREFORE BE IT RESOLVED by the Morris School District Board of Education authorizes the Business Administrator to dispose of this surplus property. The items that are in saleable condition will be listed on the online auction site www.GovDeals.com or sold through a 3rd party vendor. The sale is being conducted pursuant to Local Finance Notice 2008-9. The terms and conditions of the agreement entered into with GovDeals are available on the vendor's website and available in the Morris School district's Business Office. Items not sold within 14 days of listing may be removed from district premises at no cost to the district. Items listed as salvage will be removed from school property.

Description	Quantity	Age	Asset Tag #	Location	Comment
9-12					
Savin MP 7503 Copier	1	6 years	015468	MHS	Replaced; Outdated
PK-8					
Savin MP 5054 Copier	1	10 years	015236	NP	Replaced; Outdated
Savin MP 7503 Copier	1	6 years	015523	SX	Replaced; Outdated
Savin MP 5055 Copier	1	8 years	015309	SX	Replaced; Outdated
Range Burner Top	1	35 years	03071	AH	Replaced; Outdated
Range Griddle Top	1	40 years	01221	HC	Replaced; Outdated

PROFESSIONAL SERVICES 2024-2025

Motion #18 WHEREAS there exists a need for professional services for 2024-2025 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:

McDonald Hopkins, LLC	Legal Services	Attorney - \$395/hr Associate - \$295/hr
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PAYMENTS

PK-8

Motion #19 that upon the recommendation of the Superintendent, the Board of Education approves Payment #4 to The Ambient Group, LLC, Williamstown, NJ, in the amount of \$6,313.57 for work done on Alexander Hamilton Soil Remediation through November 6, 2024.

Motion #20 that upon the recommendation of the Superintendent, the Board of Education approves Payment #15 to Safeway Contracting, Inc., Union, NJ, in the amount of \$216,719.36 for work done on Woodland HVAC, Windows & Roofing Improvements through January 7, 2025.

Motion #21 that upon the recommendation of the Superintendent, the Board of Education approve the following payments to Parette Somjen Architects:

Project	Amount
<u>PK-8</u>	
AV Fire Alarm Replacement	\$ 800.00
AV Security Vestibule	\$ 213.82
HC Security Vestibule	\$ 200.00
HC Roof Replacement	\$13,134.93
NP Security Vestibule	\$ 208.04
WD HVAC Improvements	\$ 2,034.84

WD Security Vestibule	\$ 7,812.73
FMS Boiler Replacement	\$16,222.75
FMS Security Vestibule	\$ 4,222.78
9-12	
MHS Room 112 HVAC Upgrades	\$37,920.31
MHS Security Vestibule	\$ 5,773.63
MHS Roof Replacement	\$ 6,393.52
MHS Home Ec. & Life Skills HVAC Upgrades	\$16,292.27
MHS Home Ec. Renovations	\$ 500.00

TRAVEL & REIMBURSEMENT

Motion #22 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