

MORRIS SCHOOL DISTRICT
LAFAYETTE LEARNING CENTER, 2ND FLOOR LARGE CONFERENCE ROOM

SPECIAL BUSINESS MEETING

February 10, 2025

EXECUTIVE SESSION

6:00 P.M.

OPEN SESSION

6:00 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

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

PRESIDENT'S REPORT

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 February 10, 2025 at 6:00 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.

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>		
1.0 Cafeteria Driver, B&G	0.5 Custodian, B&G	02/11/25

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>	
Employee #8070	January 28, 2025 Terminated
Faison, Blake 1.0 CPIS, LLC	January 13, 2025 Resigned
<i>DISTRICT</i>	
Pisciotto, Anna 1.0 Bus Aide, Transportation	January 16, 2025 Resigned

APPOINTMENT(S) 2024-2025 */**

Motion #3 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:
<i>PK-8</i>			
Capece Clemente, Flavia 1.0 ABS, LLC	02/03/25-06/30/25	\$33,050 \$25.66 per hour 7 hrs/day 184 days/year	Fields, J. Reassigned

DeLaEspriella, Aura 0.3 LR/PG Aide, NP	02/10/25-06/30/25	\$5,760 \$16 per hour 2 hrs/day 180 days/year	Poll, R. Resigned
Rothstock, Patricia ® 1.0 Custodian, FMS	02/10/25-06/30/25	\$42,000	Velasquez Sabio, L. Resigned
Zinckgraf, Susan 0.3 LR/PG Aide, AV	02/18/25-06/30/25	\$5,760 \$16 per hour 2 hrs/day 180 days/year	Est. 08/15/24
9-12			
Quezada, Robert 1.0 Security, MHS	02/18/25-06/30/25	\$36,500	Employee #7944 Terminated
DISTRICT			
Aspauzo Meiggs, Victor 1.0 Bus Driver, Transportation	02/03/25-06/30/25	\$36,225 \$35 per hour 5.75 hrs/day 180 days/year	Duque, E. Resigned
Bernard, Dania 1.0 Bus Driver, Transportation	02/10/25-06/30/25	\$37,800 \$35 per hour 6 hrs/day 180 days/year	Huerta, M. Resigned
Cepero, Adrian 1.0 Executive Director of Technology, CO	02/18/25-06/30/25	\$185,000	Est. 05/13/24

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

LEAVE(S) OF ABSENCE 2024-2025

Motion #4 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 #2502	02/01/25-01/31/26	FMLA (Intermittent) **
Employee #6161	01/23/25-02/07/25	Administrative ****

9-12		
Employee #4020	02/14/25-02/13/26	NJFLA (Intermittent) **
<i>DISTRICT</i>		
Employee #8140	01/28/25 (PM) - TBD	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
- *** Without pay/without benefits
- **** With pay/with benefits

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

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

Employee	Former Assignment	New Assignment	Effective	Salary	In Place Of:
<i>PK-8</i>					
Fields, Judi	1.0 ABS, LLC	0.5 Kindergarten Teacher Assistant, WD	02/03/25	\$13,869 Col A., Step 2	Ayala, F. Resigned
DISTRICT					
Domicoli, Vincenzina	1.0 Bus Aide/LR/PG Aide, Transportation/AH	N/A	02/11/25	Transportation: \$22,613 \$20.10 per hour . 6.25 hours per day 180 days per year LR/PG Aide: \$5,954 \$16.54 per hour 8 hours week 180 days per year	N/A

DISTRICT

MISCELLANEOUS - (INTERIM ADMINISTRATOR)

Motion #6 that, upon recommendation of the Superintendent, the Board of Education approve the following individuals for the purpose of conducting formal teacher observations at the rate of \$125 per completed observation:

Jadick, Necole - Interim Administrator
Effective : 2/24/2025 to 6/18/2025

Heinegg, James - Interim Administrator
Effective: 2/25/2025 to 6/18/2025

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

DISTRICT

MISCELLANEOUS - (PER DIEM ADMINISTRATOR)

Motion #7 that, upon recommendation of the Superintendent, the Board of Education approve the following individuals for the purpose of managing schools in the absence of the School Administrator at the rate of \$550 per day:

Jadick, Necole - Per Diem Administrator
Effective : 2/24/2025 to 6/18/2025

Heinegg, James - Per Diem Administrator
Effective: 2/25/2025 to 6/18/2025

EXPLANATION: Upon submission of an approved timesheet, Per Diem Administrator will be compensated as outlined above.

BUSINESS MATTERS

PROFESSIONAL SERVICES 2024-2025

Motion #1 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:

DAB Solutions, LLC	Consulting	\$150/hr On average 20 hrs/week
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