

MORRIS SCHOOL DISTRICT
Minutes of March 10, 2025
MORRISTOWN HIGH SCHOOL

The regular business meeting of the Board of Education of the Morris School District, of Morris County, New Jersey was held in the Learning Commons of the Morristown High School, Morristown, NJ on Monday evening, March 10, 2025 at 6:30pm.

Mr. Daniel Borgo called the meeting to order and made the following announcement: The New Jersey Open Public Meeting Law was enacted to ensure the right 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 Board of Education of the Morris School District in the County of Morris has caused notice of this meeting to be published by having the date, time and place thereof posted. The notice was mailed to the Daily Record, TAPinto Morristown and to those persons or entities requesting notification, posted on the district website and posted at the Administration Center, 31 Hazel Street, Morristown, New Jersey.

At the Roll Call, the following Board Members were present: Mrs. Katie Cole, Board President, Mrs. Meredith Davidson, Board Vice-President, Ms. Linda K. Murphy, Mrs. Susan Pedalino, Ms. Tina Perry, Morris Plains Representative, Dr. Vivian Rodriguez, Mr. Alan Smith (6:35pm), Mrs. Melissa Spiotta, and Mrs. Beth Wall.

Mr. Cary Lloyd, Mrs. Melissa Spiotta and Mrs. Beth Wall were absent.

Also present at 6:30pm, Dr. Anne Mucci, Superintendent, Mr. Daniel Borgo, Interim Business Administrator/Board Secretary and Ms. Lora Clark, Director of Human Resources, Personnel & Equity.

The Board moved to go into closed session at 6:32pm.

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 March 10, 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.

EXECUTIVE SESSION (Motion #1)

Moved by Mrs. Pedalino, seconded by Mrs. Wall

AYES: Mrs. Cole, Mrs. Davidson, Mr. Lloyd, Ms. Murphy,
Mrs. Pedalino, Ms. Perry, Mr. Smith, Mrs. Spiotta, Mrs. Wall

NOES: None

ABSTAIN: None

ABSENT: Dr. Rodriguez

At 6:56 pm, Ms. Murphy moved to go into open session and recess until 7:30 pm. Mrs. Pedalino seconded the motion which was carried unanimously.

Also present, at 7:30 p.m, Ms. Elysia Caraballo, Director Community School, Ms. Debora Engelfried, Director of Data & Analysis Programs, Mrs. Joan Frederick, Assistant Business Administrator, Mr. Matthew Kriley, Director of Elementary Education, Dr. Diana Pinto-Gomez, Assistant Superintendent of Pupil Services and Bilingual Education with approximately 25 members of the public/media in attendance.

PLEDGE OF ALLEGIANCE

Mrs. Cole led the Board in the pledge of allegiance.

COMMITTEE REPORTS

Student Representatives

Ms. Mastrodomenico highlighted the following:

- *Pickleball Tournaments - interest form sent out*
- *Colonial Crown planning*
- *Pep-rally planned for June*
- *Working with focus groups to evaluate school atmosphere, new school policies & SGO*
- *MHS Production of Les Miserable tickets on sale*
- *Winter sports ended strong*
- *Spring sports just started*

SUPERINTENDENT'S REPORT

Dr. Mucci introduced Ms. Charlene Peterson, New Jersey School Boards Association Field Representative to present the Final Report of the District's Strategic Planning.

The Board offered words of appreciation to Ms. Peterson for her guidance throughout this process and presented her with a gift for her upcoming retirement.

Dr. Mucci and Mr. Kriley continued presenting to the Board the Strategic Planning Long Term Goals and Action Plans, thanking administration for their support and help in developing these action plans.

Lastly, Dr. Mucci and Mr. Borgo presented the District Goals and Preliminary Budget for 2025-2026.

Questions & comments were taken from the Board.

COMMITTEE REPORTS

Policy

Mrs. Cole highlighted in Mrs. Wall's absence that there's many policies reviewed on the agenda, and many were pushed until the next meeting to allow further discussion with the committee.

Curriculum

Mrs. Pedalino highlighted the following topic(s) discussed:

- *Field Trips*
- *Summer Coordinator for Bilingual/ALL programs/WIDA Testing*

- *SOAR (Student Outreach & Academic Reinforcement) summer bridge program*
- *Summer Academic Chart*
- *CKLA Curriculum update*

Finance

Ms. Murphy highlighted the following topic(s) discussed:

- *Preliminary Review of 25-26 Budget*
- *State Aid*
- *Mennen agreement for graduation*
- *RFP for Architect of Record*
- *Sale of Surplus Assets*
- *Food Service Update*
 - *New Serving line installation at TJ during Spring Break*
 - *Waiting on new POS system for an additional serving line in MHS Media Center*
 - *New Driver starting*
 - *Third serving line opening at FMS for breakfast*

Human Resources

- *Mrs. Cole mentioned it was a quick meeting and any additional items were discussed in executive session.*

Governance

Mrs. Davidson highlighted the following was discussed:

- *Balancing of student recognitions*
- *Committee functions and duties*
- *Board Goals*
- *Strategic Planning next steps*

Morris Educational Foundation

Mrs. Cole highlighted the following:

- *Morristown ONStage was successful*
- *Colonial Nation trivia night, 3/24/25*

PUBLIC COMMENT

Mrs. Cole read the following statement:

Before we open the meeting to public comment, we wish to remind you that our meeting is now video-recorded and publicly aired. While the Board welcomes and encourages public comment, we ask that you be respectful, including in any comments you might make about staff. The Board does not endorse any comments made by a speaker, nor will the Board be held liable for any comments made by members of the public. The law prevents the Board from speaking about specific students and about personnel matters. For this reason, the Board will not answer any questions on these subjects. Finally, the Board's policy limits each speaker to three minutes. We ask that you respect this policy and the time of your fellow community members by concluding your comments once you

reach three minutes. Public comment is open for an hour or until public comments are complete, whichever comes first.

At this point, I would like to invite any members of the public to come forward and provide your full name and address.

Members of the public came forward about the following topics:

- Consider service hours required for graduation for all students*
- Gratitude for the pre-calculus summer program*

BUSINESS PORTION OF THE MEETING

Ms. Perry read in the following statement:

As appointed representative of the sending Morris Plains School District to the Morris School District Board of Education, I would like to clarify that my votes on tonight's Business Agenda items will relate only to those items that are identified as applicable District-wide, to grades PreK-12, or to the High School, grades 9-12.

I am abstaining from voting on any agenda item pertaining solely to the Elementary and Middle Schools, grades PreK-8.

MINUTES

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

February 24, 2025

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

February 24, 2025

MINUTES (Motions #1-2)

Moved by Mrs. Davidson, seconded by Mrs. Pedalino

AYES: Ms. Murphy, Mrs. Pedalino, Ms. Perry, Dr. Rodriguez,
Mr. Smith, Mrs. Davidson, Mrs. Cole

NOES: None

ABSTAIN: None

ABSENT: Mr. Lloyd, Mrs. Spiotta, Mrs. Wall

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:

- 2365 - Acceptable Use of Generative Artificial Intelligence (AI)
- ~~9163 - Spectator Code of Conduct for Interscholastic Events~~
- 5710 - Student Grievance
- 2415.02 - Title I Fiscal Responsibilities
- 2415.20 - Every Student Succeeds Act Complaints
- 2415.30 - Title I Educational Stability for Children in Foster Care
- 2431.3 - Practice & Pre-Season Heat Acclimation for Interscholastic Athletics
- 2464 - Gifted and Talented Students
- 2467 - Surrogate Parents and Resource Family Parents
- 2610 - Educational Program Evaluation
- 2624 - Grading System
- 2700 - Services to Nonpublic School Students

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~~
- 2430 - Field Trips
- 2415.06 - Unsafe School Choice Option
- 3112 - Abolishing Positions
- 3125.2 - Employment of Substitute Teachers
- 3130 - Assignment and Transfer
- 3143 - Dismissal
- 3211 - Code of Ethics
- 3211.3 - Consulting Outside the District
- 3217 - Use of Corporal Punishment
- 3218 - Use, Possession, or Distribution of Substances
- 5111 - Eligibility of Resident/Nonresident Students

DISTRICT

RESIDENCY RESOLUTION

Motion #3 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.

Student #	Date of initial letter of ineligibility
705441	2/21/2025
702023	2/21/2025
702022	2/21/2025

POLICY (Motions #1-3)

Moved by Mrs. Davidson, seconded by Ms. Murphy

AYES: Ms. Murphy, Mrs. Pedalino, Ms. Perry, Dr. Rodriguez,
Mr. Smith, Mrs. Davidson, Mrs. Cole

NOES: None

ABSTAIN: None

ABSENT: Mr. Lloyd, Mrs. Spiotta, Mrs. Wall

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, February 24, 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

SUMMER COORDINATOR FOR BILINGUAL/ALL PROGRAMS/WIDA TESTING

Motion #3 that, upon the recommendation of the Superintendent, and the Board Curriculum Committee, the Board of Education approve the Summer Coordinator For Bilingual/ All Programs/WIDA Testing

Program:	Summer Coordinator for Bilingual/All Programs/Wida Testing
Description:	Coordinator
Dates:	June, 2025 - August, 2025
Funding:	Title III

EXPLANATION: One Summer Coordinator will collaborate with building administration to review student files and support student growth and development, assist with multiple measures to determine program placement, administer WIDA Model to new registrants across all grade levels, and serve as a parent liaison to interpret/translate and provide program information.

PK-8

SOAR SUMMER BRIDGE PROGRAM

Motion #4 that, upon the recommendation of the Superintendent, and the Board Curriculum Committee, the Board of Education approve the SOAR Summer Bridge Program

EXPLANATION: Student Outreach and Academic Reinforcement Program will benefit a cohort of students in grades 4-8.

EDUCATIONAL MATTERS (Motions #1-4)

Moved by Mrs. Davidson, seconded by Dr. Rodriguez

AYES: Ms. Murphy, Mrs. Pedalino, Ms. Perry, Dr. Rodriguez,
Mr. Smith, Mrs. Davidson, Mrs. Cole

NOES: None

ABSTAIN: None

ABSENT: Mr. Lloyd, Mrs. Spiotta, Mrs. Wall

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 March 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.

PUPIL SERVICES (Motion #1)

Moved by Mrs. Davidson, seconded by Mrs. Pedalino

AYES: Ms. Murphy, Mrs. Pedalino, Ms. Perry, Dr. Rodriguez,
Mr. Smith, Mrs. Davidson

NOES: None

ABSTAIN: Mrs. Cole

ABSENT: Mr. Lloyd, Mrs. Spiotta, Mrs. Wall

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 Assistant Behavior Specialist, TJ	N/A	02/28/25
N/A	0.4 Math Specialist, K-5	03/10/25
1.0 Social Worker for the MSD Preschool Program, LLC	N/A	03/10/25

ABOLISH/ESTABLISH POSITION(S) 2025-2026

Motion #2 that, upon the recommendation of the Superintendent, the Board of Education abolish and establish the following position(s) for the 2025-2026 school year:

ABOLISH	ESTABLISH	Effective date
<i>9-12</i>		
1.0 Guidance Counselor, MHS	1.0 School Counselor, MHS	07/01/25

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>			
DeVivo, Nathalie 1.0 Social Worker, LLC	\$76,505 MA, Step 12	12/02/24-05/09/25 (Revised dates)	Employee #5985
Gualtieri, Michele 0.4 Math Specialist, AH	\$31,570 MA, Step 13	03/31/25-06/30/25	Est. 11/25/24

McEllen, Kate 0.4 Math Specialist, TJ	\$32,730 MA30, Step 13	03/31/25-06/30/25	Est. 03/10/25
Stoffers, Pamela 1.0 Psychologist, AV/SX	\$84,245 MA30, Step 14	05/12/25-06/30/25	Anastasio, J. Resigned
9-12			
Wear, Jenna 1.0 Grade 5, TJ	\$62,835 BA, Step 1	02/18/25-06/30/25	R. Curcio Resigned
DISTRICT			
Castro Lopez, Lucila 1.0 Bus Aide, Transportation	\$17,100 \$19/hour 5 hrs/day 180 days/year	03/10/25-06/30/25	Pisciotta, A. Resigned
Schmaling, Doris .5 Class IV Secretary (182 days), Transportation	03/03/25-06/30/25	\$19,500 .5 Class IV, Step 2 (revised)	Bischoff, K. Resigned

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

APPOINTMENT(S) 2025-2026 */**

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:
9-12			
Meyer, Siobhan 1.0 School Counselor, MHS	\$88,115 MA30, Step 15	08/27/25-06/30/2026	Est. 03/10/25

- * 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

McCoy, Ryan (Lacrosse)

Buildings & Grounds

Llanos Carjaval, Andres (eff. 03/04/2025)

Bus Driver

Saltos, Henry (eff. 02/26/2025)

Lunchroom/Playground Aide

Bernard, Dania (eff. 02/27/2025)

Jean-Louis, Jean (eff. 02/18/2025)

Teacher

Anderson, Laura (eff. 02/26/2025)

Bellog, Michelle (eff. 03/07/2025)

Guttridge, Marta (eff. 02/28/2025)

McKinley, Steven (eff. 03/07/2025)

Pait, Amanda (eff. 01/01/2025)

Rodriguez, Dominique (eff. 02/28/2025)

Salem, Amira (eff. 02/26/2025)

Scarinci, Valerie (eff. 03/04/2025)

Speckhart, Margaret (eff. 02/27/2025)

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:

9-12		
Employee #8133	02/25/25-03/10/25	Administrative ***
DISTRICT		
Employee #5301	03/03/25-02/03/26 (Intermittent)	NJFLA **
Employee #5943	02/26/25-03/05/25 03/06/25-03/10/25	Administrative *** Administrative **
Employee #6677	03/07/25 (PM) - TBD	Administrative ***
Employee #7152	02/10/25-03/07/25 (Intermittent) (revised dates)	NJFLA **
Employee #8140	01/28/25- 02/26/25 (revised dates)	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

LEAVE(S) OF ABSENCE 2025-2026

Motion #7 that, upon the recommendation of the Superintendent, the Board of Education approve a leave of absence to the following staff members under the conditions stated and effective dates shown:

DISTRICT		
Employee #4775	08/27/25-09/09/25 09/10/25-12/02/25	Maternity * FMLA/NJFLA **

- * 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 #8 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					
Cristao, Pauliana	1.0 ABS, TJ	1.0 ABS, AV	02/28/25	N/A	Torres, A. Resigned
Montoya, Karen	1.0 Social Worker for the MSD Preschool Program, LLC	1.0 CPIS - Social Worker, LLC	03/11/25	N/A	Est. 02/24/25
DISTRICT					
Arias Jaramillo, Alejandra	1.0 Bus Aide, Transportation	1.0 Bus Driver, Transportation	03/10/25	<u>\$37,800</u> \$35/hour 6 hrs/day 180 days/year	Employee #7598 Terminated
Baldassari Rodriguez, Ana	1.0 Bus Aide (Leave Replacement), Transportation	1.0 Bus Aide, Transportation	03/10/25	<u>\$17,955</u> \$19/hour 5.25 hrs/day 180 days/year	Employee #8070

EXTRA PAY 2024-2025

Motion #9 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		
Lacrosse		
Assistant Coach - Boys (2 of 3)	Lodato, Joseph	\$7,161

Assistant Coach - Boys (3 of 3)	Curley, Ian	\$7,161
Track & Field Assistant Coach - Boys (3 of 3)	Bosworth, Connor	\$6,479

DISTRICT

SUBSTITUTE SALARY RATES 2024-2025 - REVISED

Motion #10 that, upon the recommendation of the Superintendent, the Board of Education approve the following addition to the Substitute Salary rates (changes in bold):

Category	Current Rates
Assistant Behavior Specialist	\$130/full, \$65/half
Athletic Trainer	\$40/hr
Bedside Teacher	\$55/hr
Bus Aide	\$19/hr
Bus Driver	\$35/hr
Buildings & Grounds	\$21/hr
Lifeguard	\$19/hr
LR/PG Aide	\$16/hr
Nurse	\$200/full, \$115/half
Secretary/Clerk	\$130/full, \$65/half
Secretary/Clerk, Long Term	\$150/full, \$75/half
Security Monitor	\$20/hr
Teacher	\$140/full, \$80/half
Teacher, long term (beginning at day 10)	\$200/day
Teacher Assistant	\$110/full, \$55/half
Current Teacher Assistant/ABS (Cover own classroom)	\$10/hr additional

DISTRICT

PK-12 SPECIAL EDUCATION EXTENDED SCHOOL YEAR

Motion #11 that, upon the recommendation of the Superintendent, and the Board Curriculum Committee, the Board of Education approve PK-12 Special Education Extended School Year:

Program: PK-12 Special Education Extended School Year
Position: Extended School Year Special Education Program - Coordinator
Description: Staff will oversee the program in July and be involved in the planning and staffing of the program.
Date: March, 2025 - June, 2025 (Preparation)
July 1, 2025 - July 31, 2025 (ESY Program) (*excludes July 4, 2025*)
Funding: Local
Rate: \$7,000 (Stipend)
Staff: Kraft, Christina

FMS SPRING MUSICAL 2024-2025

Motion #12 that, upon the recommendation of the Superintendent, the Board of Education approve the following for the FMS 2024-2025 Spring Musical

Program: FMS Spring Musical
Dates: February 28, 2025 and March 1, 2025
Funding: FMS Student Activity Account
Rate: As outlined below

Pit Director - \$2,000

David Gallagher

Bass - \$300

Tomblin, Samantha

Viola - \$200

Davis, Norma

Trumpet - \$250

Beadle, Timothy

Trombone - \$250

Morla, Nathan

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

DISTRICT

MISCELLANEOUS - (INTERIM ADMINISTRATOR - Revision)

Motion #13 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 (**revisions in bold**):

Jadick, Necole - Interim Administrator
Effective : **3/10/2025** to 6/18/2025

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

DISTRICT

MISCELLANEOUS - (PER DIEM ADMINISTRATOR - Revision)

Motion #14 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 (**revisions in bold**):

Jadick, Necole - Per Diem Administrator
Effective : **3/10/2025** to 6/18/2025

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

DISTRICT

NEW TEACHER/MENTOR TRAINING

Motion #15 that upon the recommendation of the Superintendent, the Board of Education approve the following New Teacher/Mentor training (**revisions in bold**) :

Program: New Teacher/Mentor Training
Description: To provide training to newly hired novice certificated staff and their mentors
Dates: August 2024 - June 2025
Funding Source: Title II
Rate: \$25 per hour
Staff:

TEACHER	MENTOR
Benson, Alison	Grosso, Lauren
Casadevall, Samuel	Archibald, Noreen
Crocco, Amanda	N/A

Dimoski, Emili	Nair, Rajashree
Estanqueiro Garrana, Lara	Guerra-conte, Karla
Finnegan, Kate	Bueno, Nathalia
Fitzgerald, Kelly	Cahill, Jacob
Fortmuller, Lindsey	Fascia, Tracey
Herrera Rojas, Vanessa	Kelly, Vanessa
Hiciano, Bryan	Torre, Michelle
Higgins, Hunter	N/A
Hong, Yunjie	Murphy, Kelly
Kahwaty, Nicole	Roby, Lara
Lartigue, Pauline	N/A
Luetchau, Kristen	Piascik, Anne
Lydon, Sean	London, Karen
Maddalena, Catherine	Clark, Katherine
McClam, Kayanna	Rizzolo, Cathie
McHugh, Alison	Goss, Emily
McMahon, Catherine	Trezza, Kristen
Rocks, Sean	Burdge, Jeffrey
Rowland, Maureen	Nicol, Katherine
Seiler, Frances	Rauchbach, Patricia
Somick, Skylar	Hamilton, Kristen
Virgen, Giselle	McLain, Carolyn
Wear, Jenna	Babula, John

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

DISTRICT

2024-2025 SECURITY STIPEND

Motion #16 that, upon the recommendation of the Superintendent, the Board of Education approve the following:

Position: Security Scheduling

Description: Maintains the overtime rotation schedule for all security personnel according to TEAM provisions

Dates: 03/01/25-06/30/25
Rate: \$800 per month - Stipend
Funding Source: Local
Staff: Horton, Chester

EXPLANATION: Staff member will be compensated as outlined above.

DISTRICT

STUDENT TEACHER APPOINTMENTS 2024-2025

Motion #17 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

Torres, Adriana (Felician University)

HUMAN RESOURCES/CURRICULUM

DISTRICT

SUMMER ACADEMIC PROGRAM 2025

Motion #18 that, upon the recommendation of the Superintendent, and the Board Curriculum Committee, the Board of Education approve the Summer Academic Program 2025

Program: MHS STEM Academy Summer Orientation Program
Description: Summer Program
Dates: July 15, 2025 - July 17, 2025
Funding: Local
Staff: Componile, Bernadette
Componile, Joseph
Doyle, Christina
Pecoraro, Emma
Ranawat, Surina
Scheerer, Harrison
Trampler, Helen

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

SETTLEMENT AGREEMENT AND MUTUAL RELEASE

PK-8

Motion #19 that, upon the recommendation of the Superintendent, the Board of Education approve the Settlement Agreement and Mutual Release between the Morris School District Board of Education and Employee #2200.

SETTLEMENT AGREEMENT AND MUTUAL RELEASE

DISTRICT

Motion #20 that, upon the recommendation of the Superintendent, the Board of Education approve the Settlement Agreement and Mutual Release between the Morris School District Board of Education and Employee #6331.

HUMAN RESOURCES (Motions #1-20)

Moved by Mrs. Davidson, seconded by Mr. Smith

AYES: Ms. Murphy, Mrs. Pedalino, Ms. Perry, Dr. Rodriguez,
Mr. Smith, Mrs. Davidson, Mrs. Cole

NOES: None

ABSTAIN: None

ABSENT: Mr. Lloyd, Mrs. Spiotta, Mrs. Wall

BUSINESS MATTERS

Financial Reports

- Motion #1 **Financial Reports of the Secretary to the Board of Education**
that the Board of Education approve the following financial report as on file in the Business Administrator's office for the month of **January 2025**
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 **January 2025** which is reconciled with the Board Secretary's Reports by fund for that month.

- Motion #2 Pursuant to N.J.A.C. 6A:23-2.11 (c) 3, we certify that as of **January 2025** after review of the Secretary's monthly financial report (appropriations section) and upon consultation with the appropriate district officials, to the best of our knowledge, no major account or fund has been over expended in violation of N.J.A.C. 6A:23-2.11(a) and that sufficient funds are available to meet the district's financial obligations for the remainder of the fiscal year.
- Motion #3 Pursuant to N.J.A.C. 6A:23-2.11 (c) 4, I certify that as of **January 2025** 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 **March 10, 2025**
Date

DISTRICT

BUDGET TRANSFERS

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

DISTRICT

BILLS LIST 2024-2025

- Motion #5 that, upon the recommendation of the Superintendent, the Board of Education approve the attached 2024-2025 bills list for the period ending:

February 28, 2025 (payroll)
March 10, 2025
March 11, 2024 (NACHA)
February 28, 2025 (Food Service)

DISTRICT

MORRIS COUNTY PARK COMMISSION AGREEMENT

Motion #6 that upon the recommendation of the Superintendent, the Board of Education approve the agreement totaling \$7,000 with the Morris County Park Commission's William G. Mennen Sports Arena. The agreement is for use of the facility Tuesday, June 17, 2025 for the Frelinghuysen Middle School Graduation and Wednesday, June 18, 2025 for the Morristown High School Graduation.

WASHINGTON VALLEY SCHOOLHOUSE AGREEMENT

Motion #7 that upon the recommendation of the Superintendent, the Board of Education approve the 20 year lease agreement with the Washington Valley Community Association and Morris School District as on file in the Business Administrator's Office.

SEMI Corrective Action Plan

Motion #8 that upon the recommendation of the Superintendent, the Board of Education approves Corrective Action Plan for the SEMI Federal Medicaid Reimbursement Program, to be submitted to the Executive County Superintendent of Schools with the FY26 Budget.

EXPLANATION

An action plan is required for districts that did not meet 100% of budgeted reimbursement revenue by June 30, 2024 and for districts that did not achieve a benchmark of at least 90% of Parent Consent Forms.

PAYMENTS

PK-8

Motion #9 that upon the recommendation of the Superintendent, the Board of Education approve Payment #16 in the amount of \$131,120.70 to Safeway Contracting, Inc, Union, NJ for the work done on the Woodland HVAC, Window and Roofing Improvements through February 24, 2025.

Motion #10 that upon the recommendation of the Superintendent, the Board of Education approve the following payments to Parette Somjen Architects:

Project	Amount
PK-8	
AH Bldg Management System Upgrade	\$ 200.00
AV Fire Alarm Replacement	\$ 1,700.00

AV Security Vestibule	\$ 347.39
HC Bldg Management System Upgrade	\$ 485.72
HC Security Vestibule	\$ 200.00
HC Roof Replacement	\$ 5,075.58
NP Security Vestibule	\$ 200.00
NP Fire Alarm Replacement	\$ 1,342.60
TJ Bldg Management System Upgrade	\$ 200.00
WD Security Vestibule	\$ 1,050.00
FMS Boiler Replacement	\$ 2,945.59
FMS Security Vestibule	\$ 450.00
FMS Elevator Replacement	\$ 500.00
9-12	
MHS Room 112 HVAC Upgrades	\$ 1,071.21
MHS Security Vestibule	\$ 700.00
MHS Roof Replacement	\$ 5,405.11
MHS Home Ec. & Life Skills HVAC Upgrades	\$ 1,193.29
MHS Home Ec. Renovations	\$ 892.31
MHS Atrium	\$ 1,100.00
MHS 2025 Pre-Referendum Services	\$17,515.41

SALE OF SURPLUS PROPERTY

Motion #11 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.

<u>Description</u>	<u>Quantity</u>	<u>Age</u>	<u>Asset Tag #</u>	<u>Location</u>	<u>Comment</u>
<i>PK-8</i>					
Table - wooden	2	20+ years	N/A	AH	Worn; no longer needed
<i>DISTRICT</i>					
Filing Cabinet	5	20+ years	N/A	Central Office	Worn; replaced
Table	5	20+ years	N/A	Central Office	Worn; replaced
Bookshelf	1	20+ years	N/A	Central Office	Worn; replaced
Desk	7	20+ years	N/A	Central Office	Worn; replaced

DISTRICT

PROFESSIONAL SERVICES 2024-2025

Motion #12 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:

PenServ Plan Services Inc. Third Party Administrator for the
 403(b) and 457(b) Retirement Plans

EXPLANATION

Due to recent IRS legislation affecting retirement plans, a third party administrator is needed to manage the 403(b) and 457(b) retirement plans.

TRAVEL & REIMBURSEMENT

Motion #13 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.

DISTRICT

PRELIMINARY BUDGET

SUBMISSION OF PRELIMINARY BUDGET 2025-2026

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

BE IT RESOLVED that the preliminary budget be approved for the 2025-2026 School Year using the 2025-2026 state aid figures and the Secretary of the Board of Education be authorized to submit to the Executive County Superintendent for approval in accordance with N.J.S.A. 18A:7F-5 and 18A:F-6:

	<u>GENERAL FUND</u>	<u>SPECIAL REVENUES</u>	<u>TOTAL</u>
2025-2026 Total Expenditures	\$ 134,962,231	\$ 16,169,810	\$ 151,132,041
Less: Anticipated Revenues	< \$ 27,307,157 >	< \$ 16,169,810 >	< \$ 43,476,967 >
Taxes to be Raised	\$ 107,655,074	\$ 0	\$ 107,655,074

Adjustment for Banked Cap: \$1,756,065

BE IT RESOLVED that the Board of Education includes in the tentative budget the adjustment for banked cap in the amount of \$1,756,065. In accordance with N.J.A.C. 6A:23A-10.3(b), the district has fully exhausted all eligible statutory spending authority. The adjustment is needed to maintain current programming and necessary building improvements.

BE IT FURTHER RESOLVED, the Secretary of the Board of Education be authorized to advertise said preliminary budget in the Daily Record in accordance with the form suggested by the New Jersey Department of Education and according to law;

BE IT FURTHER RESOLVED, a public hearing on the budget for the 2025-2026 school year will be held at Morristown High School on April 28, 2025 at 7:30pm.

CAPITAL RESERVE ACCOUNT WITHDRAWAL

Motion #15 that upon the recommendation of the Superintendent, the Board of Education approve the following resolution:

BE IT RESOLVED, that the Morris School District Board of Education includes in the budget a capital reserve withdrawal in the amount of \$682,093 for the following project:

Turf Field- Harter Rd	\$682,093
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MAINTENANCE RESERVE ACCOUNT WITHDRAWAL

Motion #16 that upon the recommendation of the Superintendent, the Board of Education approve the following resolution

BE IT RESOLVED, that the Morris School District Board of Education includes in the budget a maintenance reserve withdrawal in the amount of \$1,000,000 for qualifying projects such as door, floor, playground, steps and railing replacements and paving repairs.

PROFESSIONAL SERVICES 2025-2026

Motion #17 WHEREAS, pursuant to N.J.A.C. 6A:23A:5.2 (a) a board of education must establish a maximum dollar limit for professional services and public relations, as defined in N.J.A.C. 6A:23A:9.3-14

NOW, THEREFORE, BE IT RESOLVED, that the Morris Board of Education hereby establishes the following maximums for the 2025-2026 school year as follows:

Architecture/Engineering *	\$ 179,000
Legal	281,000
Audit	54,300
Private Investigator	10,000
Physician	<u>108,000</u>
Total	\$ 632,300

BE IT FURTHER RESOLVED, that the School Business Administrator track and record these costs to ensure that the maximum amount is not exceeded.

* Does not include projects funded through Capital Reserve.

MAXIMUM TRAVEL

Motion #18 WHEREAS, pursuant to N.J.A.C. 6A:23A-7.3, the Morris School District Board of Education must establish a maximum travel dollar limit for travel expenditure, as defined in N.J.A.C. 6A:23A-7.1 et seq.,

BE IT RESOLVED that the Board of Education includes in the tentative budget a maximum travel expenditure supported by State and local funds in the amount of **\$113,739** for the 2025-2026 school year. The maximum travel expenditure amount supported by State and local funds for the 2024-2025 school year is **\$118,248**, of which **\$35,233** has been spent and **\$10,024** is encumbered as of March 4, 2025. WHEREAS, the Board of Education resolution did not address the election to exclude travel expenditures supported by federal funds from the maximum travel expenditure amount; and

BE IT RESOLVED that the Morris School District Board of Education hereby elects to exclude federal travel expenditures supported by federal funds from the maximum travel expenditure amount and reaffirms the maximum travel expenditure amount for the 2025-2026 school year to be **\$113,739**.

TRAVEL AND RELATED EXPENSE REIMBURSEMENT

Motion #19 WHEREAS, The Board of Education recognizes school staff and Board members will incur travel expenses related to and within the scope of their current responsibilities and for travel that promotes the delivery of instruction or furthers the efficient operation of the school district;

AND, N.J.A.C. 6A:23A Subchapter 7 requires Board members to receive approval of these expenses by a majority of the full voting membership of the Board and staff members to receive prior approval of these expenses by the Superintendent of Schools and a majority of the full voting membership of the Board;

AND, a board of education may establish, for regular district business travel only, an annual school year threshold of \$150 per staff member where prior Board approval shall not be required unless this annual threshold for a staff member is exceeded in a given school year (July 1 through June 30);

AND, travel and related expenses not in compliance with N.J.A.C. 6A:23A Subchapter 7 but deemed by the board of education to be necessary and unavoidable as noted on the approved Board of Education Out of District Travel and Reimbursement Forms;

BE IT RESOLVED, the Board of Education approves all travel not in compliance with N.J.A.C. 6A:23A Subchapter 7 as being necessary and unavoidable as noted on the approved Board of Education Out of District Travel and Reimbursement Forms; and

BE IT FURTHER RESOLVED, the Board of Education includes in the tentative budget travel and related expense reimbursements in accordance with N.J.A.C. 6A:23A Subchapter 7, to a maximum expenditure of **\$113,739** for all staff and board members for the 2025-2026 school year. The School Business Administrator/Board

Secretary shall track and record these costs to ensure that the maximum amount is not exceeded.

PRESCHOOL EDUCATION AID BUDGET

Motion #20 that upon the recommendation of the Superintendent, the Board of Education approves the submission of the 2025-2026 Preschool Education Aid grant in the amount of \$11,576,368 to the Department of Education, Division of Early Childhood Education. The grant includes \$996,036 district funds to support students with disabilities in the General Education classroom.

BUSINESS MATTERS (Motions #1-20)

Moved by Mrs. Davidson, seconded by Mrs. Pedalino

AYES: Ms. Murphy, Mrs. Pedalino, Ms.Perry, Dr. Rodriguez,
Mr. Smith, Mrs. Davidson, Mrs. Cole (Motions #1-4, 6-20)

NOES: None

ABSTAIN: Mrs. Cole (Motion #5)

ABSENT: Mr. Lloyd, Mrs. Spiotta, Mrs. Wall

ADJOURNMENT (9:35PM)

Moved by Mrs. Pedalino, seconded by Mr. Smith

AYES: Ms. Murphy, Mrs. Pedalino, Ms.Perry, Dr. Rodriguez,
Mr. Smith, Mrs. Davidson, Mrs. Cole

NOES: None

ABSTAIN: None

ABSENT: Mr. Lloyd, Mrs. Spiotta, Mrs. Wall

Respectfully Submitted,

Daniel Borgo
Interim Business Administrator/
Board Secretary