

MORRIS SCHOOL DISTRICT
Minutes of September 2, 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 Tuesday evening, September 2, 2025 at 6:30pm.

Mr. Anthony Lo Franco 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, Mr. Cary Lloyd, Ms. Linda K. Murphy, Mrs. Susan Pedalino, Ms. Tina Perry, Morris Plains Representative, Dr. Vivian Rodriguez, Mr. Alan Smith (6:35pm), and Mrs. Melissa Spiotta.

Mrs. Beth Wall was absent.

Also present at 6:30pm, Dr. Anne Mucci, Superintendent, Mr. Anthony Lo Franco, Business Administrator/Board Secretary, Ms. Lora Clark, Director of Human Resources, Personnel & Equity and Ms. Tina Alberto, Anti-Bullying Coordinator (6:30 - 6:53pm).

The Board moved to go into closed session at 6:31pm.

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 September 2, 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 Mr. Lloyd

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

NOES: None

ABSTAIN: None

ABSENT: Mr. Smith, Mrs. Wall

At 7:28 pm, Mrs. Spiotta moved to go into open session. Mr. Lloyd seconded the motion which was carried unanimously.

Also present, for open session, Mrs. Joan Frederick, Assistant Business Administrator and Dr. Diana Pinto-Gomez, Director of Pupil Services & Bilingual Education, with approximately 9 members of the public/media in attendance.

PLEDGE OF ALLEGIANCE

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

SUPERINTENDENT'S REPORT

Dr. Mucci reported/highlighted the following:

- *Thank you to Buildings & Grounds Department, school buildings looked great*
- *First day of school bus routes went well*
- *9/29 BOE meeting presentation will include a full review of building improvements as well as a recognition for Mr. Chris L. Martin*
- *10/27 BOE meeting will include a complete report on Spring 2025 Assessments/AP Exams*
- *Expect a welcome back letter sent out later in the week*

PRESENTATIONS

Dr. Pinto-Gomez presented the ACCESS Scores report. Questions & comments were taken from the Board.

PRESIDENT'S REPORT

Mrs. Cole welcomed everyone back to school.

COMMITTEE REPORTS

Curriculum

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

- *Field Trips*
- *Pre-AP Summer Virtual Institute*
- *AP English Language and Composition textbooks*
- *Big Brother Big Sisters Workplace Mentoring Program*
- *Professional Development for new PreK teachers, Teacher Assistants and Instructional Coaches*
- *Community School Adult School classes*
- *Access Testing by Dr. Diana Pinto-Gomez*
- *AP Student Performance Review by Mrs. Sophia Kenny & Mr. Kevin Rooney*
- *Initial review of NJSLA Math at FMS & MHS by Mr. Alex Gentul*
- *Strategic Plan update/25-26 District Goals by Mr. Matthew Kriley & Dr. Anne Mucci*

Finance

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

- *Trees for schools grant*
- *FMS turf field proposal*
- *Filming requests at MHS*
- *Prek grant revision*

- *Facility project updates*
- *Transportation updates*
- *Food Service updates*

Human Resources

Mrs. Spiotta highlighted the following:

- *Mentoring Plan*
- *Appointment of Assistant Director of Human Resources*

Board Governance

Mrs. Davidson highlighted the following discussed:

- *Board agenda calendars*
- *Reviewed past retreat agendas*
- *Board certifications*
- *Board self evaluation*

Morris Plains

Ms. Perry highlighted the following:

- *Reporting of ACCESS results*

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:

- *Tax assessments - how are values used in the formula*
- *Delay in completion of MHS security vestibule*

Mr. Lo Franco & Dr. Mucci responded to the public comments.

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 special business meeting of:

June 18, 2025
August 12, 2025

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

June 18, 2025
August 12, 2025

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

July 21, 2025

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

July 21, 2025

MINUTES (Motions #1-4)

Moved by Mrs. Davidson, seconded by Mrs. Spiotta

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

NOES: None

ABSTAIN: None

ABSENT: 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:

2430 - Field Trips

3125 - Employment of Teaching Staff Members

4111 - Creating Positions

4123 - Probationary Period

4124 - Employment Contract

4125 - Employment of Support Staff Members (M)

4130 - Assignment and Transfer

4140 - Termination

4145 - Layoffs

4146 - Nonrenewal of Nontenured Support Staff Member

4150 - Discipline

4152 - Freezing or Reducing Wages

4159 - Support Staff Member/School District Reporting Responsibilities

5336 - Therapy Dog

9320 - Cooperation with Law Enforcement Agency

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:

4161 - Examination For Cause

4211.3 - Consulting Outside the District

4214 - Conflict of Interest

4215 - Code of Ethics

4218 - Use, Possession, or Distribution of Substances (M)

4220 - Employee Evaluation

4230 - Outside Activities

4240 - Employee Training

4281 - Inappropriate Staff Conduct

4282 - Use of Social Networking Sites

4283 - Electronic Communications Between Support Staff Members and Students (M)

7511 - Athletic Field Light Usage

DISTRICT

ABOLISH

Motion #3 that upon the recommendation of the Superintendent, the Board of Education Approve the abolishment of the following policies:

1648.15 - Recordkeeping for Healthcare Settings in School Buildings - COVID 19
4284 - Right of Privacy

EXPLANATION

Policy 1648.15: No longer in effect as per the NJ Department of Health.

Policy 4284: Duplicate of policy 4324

POLICY (Motions #1-3)

Moved by Mrs. Davidson, seconded by Mrs. Spiotta

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

NOES: None

ABSTAIN: None

ABSENT: 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, July 21, 2025.

DISTRICT

INTERDISTRICT SCHOOL CHOICE

Motion #2 that, upon the recommendation of the Superintendent, and the Board Curriculum Committee, the Board of Education approve the following 11 Interdistrict School Choice students, under the terms of Policy 5117, Interdistrict School Choice, to the Morris School District for the 2025-2026 School year.

DISTRICT

NON RESIDENT STUDENT ATTENDANCE

Motion #3 that, upon the recommendation of the Superintendent, the Board Education approve the following listed students in the Morris School District for the 2025-2026 school year, under the terms of Policy 5111, Eligibility of Resident/Non-resident Students, governing the attendance of 26 non resident full time staff members' children.

DISTRICT

***BIG BROTHER BIG SISTERS WORKPLACE MENTORING PROGRAM
SANOFI & MORRISTOWN HIGH SCHOOL***

Motion #4 that, upon the recommendation of the Superintendent, and the Board Curriculum Committee, the Board of Education approve the Big Brother & Big Sisters Memorandum of Understanding.

EXPLANATION: 2025-2026 Mentorship program with Big Brothers Big Sisters of Coastal and Northern NJ, Sanofi and Morristown High school to enhance the student's educational experience.

DISTRICT

FIELD TRIPS

Motion #5 that, upon the recommendation of the Superintendent, and the Board Curriculum Committee, the Board of Education approve the following Field Trips.

DISTRICT

Motion #6 that, upon the recommendation of the Superintendent, and the Board Curriculum Committee, the Board of Education approve Pre-AP Summer Virtual Institute training to prepare for the implementation of Pre-AP English courses.

DISTRICT

Motion #7 that, upon the recommendation of the Superintendent, and the Board Curriculum Committee, the Board of Education approve AP English Language and Composition textbooks: The Language of Composition and AP Edition of English Language and Composition

DISTRICT

Motion #8 that, upon the recommendation of the Superintendent, and the Board Curriculum Committee, the Board of Education approve Professional Development for new PreK Teachers, Teacher Assistants, and Instructional Coaches.

EXPLANATION: Staff members will receive professional development sessions on Creative Curriculum, the Pyramid Model, and the NJ Preschool Teaching and Learning Standards.

DISTRICT

Motion #9 that, upon the recommendation of the Superintendent, and the Board Curriculum Committee, the Board of Education approve the Community School/Morris Adult School 2025 Fall Morris Adult School Classes.

EDUCATIONAL MATTERS (Motions #1-9)

Moved by Mrs. Davidson, seconded by Dr. Rodriguez

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

NOES: None

ABSTAIN: None

ABSENT: 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 September 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.

9-12

COMMUNITY BASED INSTRUCTION (CBI) 2025-2026 SCHOOL YEAR

Motion #2 that, upon the recommendation of the Superintendent, the Board of Education approve the provision of instruction in the community that involves specific individualized student learning objectives, in order to meet the needs of students with disabilities who require Community Based Instruction for the 2025-2026 school year. Part of the program involves off-site experiences at community environments. Parents are informed of each of these off-site experiences in advance. Community Based Instruction is not a field trip as directed by NJDOE.

EXPLANATION: Community Based Instruction facilitates the transition to adult life for students with disabilities through sustained and repeated instruction that takes place in the community and provides "real life" opportunities to teach components of NJ Core Curriculum Content Standards and Common Core State Standards. Based on age-appropriate transition assessments, transition planning also addresses post-secondary goals including self-help, health, housing, independent living, finances, other daily living skills, and postsecondary education or employment and career development. List of sites is on file in the Business Administrator's office, updated as necessary.

9-12

WORK BASED LEARNING (WBL) 2025-2026 SCHOOL YEAR

Motion #3 that, upon the recommendation of the Superintendent, the Board of Education approves the provision of instruction in the community that involves specific individualized student learning objectives, in order to meet the needs of students with disabilities who require Structured Learning Experiences for the 2025-2026 school year. Part of the program involves off-site internships and job sampling at job sites and other community partnerships. Parents are informed of each of these off-site experiences in advance. Structured Learning Experience is not a field trip as directed by NJDOE. The list of community partnerships is as follows:

Frelinghuysen Arboretum
Grow It Green
IHOP
Iron Culture
Lafayette Learning Center
Morris County Courthouse
Verilli's Bakery
Tiffany and Co.
Pomptonian
Normandy Park School
Mayo Performing Arts Center

PUPIL SERVICES (Motions #1-3)

Moved by Mrs. Davidson, seconded by Mr. Smith

AYES: Mr. Lloyd, Ms. Murphy, Mrs. Pedalino, Ms. Perry, Dr. Rodriguez,
Mr. Smith, Mrs. Spiotta, Mrs. Davidson, Mrs. Cole (Motions #2-3)

NOES: None

ABSTAIN: Mrs. Cole (Motion #1)

ABSENT: Mrs. Wall

HUMAN RESOURCES

ABOLISH/ESTABLISH POSITION(S) 2025-2026

Motion #1 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>PK-8</i>		
N/A	0.5 Kindergarten Teacher Assistant, HC	09/02/25
N/A	1.0 Grade 2, HC	08/27/25
1.0 Grade K / 1 (Bilingual), WD	1.0 Grade K (Bilingual), WD	08/27/25
1.0 Occupational Therapist, AV/NP	1.0 Occupational Therapist, AH/AV	08/27/25
1.0 Special Ed LLD Severe, FMS	1.0 Special Ed (Self Contained), FMS	08/27/25
<i>9-12</i>		
N/A	1.0 Social Worker, MHS	08/27/25
1.0 Class III Secretary, MHS	1.0 Class IV Secretary (197 days), MHS	08/27/25
<i>DISTRICT</i>		
1.0 Attendance Officer, MSD	N/A	08/27/25
N/A	1.0 Bus Aide, Transportation	08/28/25
N/A	1.0 Bus Driver, Transportation	08/28/25
1.0 Class VI Secretary, CO	1.0 Class IV Clerk, CO	08/27/25
1.0 Custodial Supervisor, B&G	N/A	08/27/25

RESCIND MOTION – RESIGNATION(S)/TERMINATION(S)/RETIREMENT(S) 2025-2026

Motion #2 that, upon the recommendation of the Superintendent, the Board of Education rescind the approval of the **appointment** of the following certificated staff previously approved under Human Resources Motion #5 on the July 21, 2025 Board of Education Agenda:

APPOINTMENT(S) 2025-2026 */**

Motion #5 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			
Capitelli, Taylor 1.0 PreK Spec. Ed. (Self Contained), LLC	\$72,135 MA, Step 8	08/27/25-06/30/26	Employee #7567

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

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	
Azarow, Jaclyn 0.5 Kindergarten Teacher Assistant, AV	August 20, 2025 Resigned
Barry, Nancy 1.0 ABS, SX	August 26, 2025 Resigned
Bourland, Camille 1.0 ABS, LLC	August 30, 2025 Resigned
Harris, Kathleen 0.5 Kindergarten Teacher Assistant, WD	July 1, 2025 Resigned
Jacas, Kadeen 1.0 ABS, LLC	August 25, 2025 Resigned
Lindsey, Aneisa 1.0 ABS, WD	August 12, 2025 Resigned
Employee #7111	October 26, 2025 Terminated
9-12	
Diatta, Brooke 1.0 Special Education, MHS	October 10, 2025 Resigned
DISTRICT	
Danus, James 1.0 Courier/Groundskeeper, B&G	December 1, 2025 Retired
DeChiaro, Amanda	September 1, 2025

1.0 Bus Driver, Transportation	Resigned
Fasciana, Mark 1.0 Assistant Director of Human Resources, CO	September 5, 2025 Resigned
Grau, Maria 1.0 Custodian, FMS	September 1, 2025 Resigned
Kutyla, Gary 1.0 Class VI, Payroll	October 1, 2025 Resigned
Rios, Jacqueline 1.0 Bus Driver, Transportation	September 10, 2025 Resigned
Vasquez Campos, Pedro 1.0 Bus Driver, Transportation	August 19, 2025 Resigned

DISTRICT

SUBSTITUTE SALARY RATES 2025-2026

Motion #4 that, upon the recommendation of the Superintendent, the Board of Education approve the following addition to the Substitute Salary rates (changes in bold):

Effective September 1, 2025

Category	Current Rates
Assistant Behavior Specialist	\$135/full, \$70/half
Athletic Trainer	\$40/hr
Bedside Teacher/Home Instructor	\$55/hr
Bus Aide	\$19/hr
Bus Driver	\$35/hr
Buildings & Grounds	\$21/hr
Lifeguard	\$19/hr
LR/PG Aide	\$17/hr
Nurse	\$210/full, \$125/half
Secretary/Clerk	\$140/full, \$70 half
Secretary/Clerk, Long Term	\$150/full, \$75/half
Security Monitors	\$20/hr

Teacher	\$150/full, \$85/half
Teacher, long term (beginning at day 10)	\$200/day
Teacher Assistant	\$115/full, \$60/half
Current Teacher Assistant/ABS (Cover own classroom)	\$15/hr additional

JOB DESCRIPTION(S) 2025-2026

Motion #5 that, upon the recommendation of the Superintendent, the Board of Education approve the following job descriptions:

- Communications and Community Relations Coordinator
- Residency Specialist

DISTRICT

SUBSTITUTE APPOINTMENTS 2025-2026

Motion #6 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 2025-2026 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.:

ABS

Canales, Adelene

Athletic Volunteer

Champi, Sydney (Volleyball)
Flynn, Ryan (Football)
Villhauer, Edwin (Indoor Track)

Bus Driver

Delgado Ramirez, Jhon

Lunchroom/Playground Aide

Hatch, Sofia

Nurse

Marchese, Angela®

Substitute Teacher

Ali, Amna
Gerran, Vance
Kenny, Joan
Khan, Saman

Kucukozyigit, Ugur
Pica, Gianna
Reddington, Catherine
Romano, Julia
Ruggeri, Kristina
Thomas, Megs
Waddington, Ana

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

APPOINTMENT(S) 2025-2026 */**

Motion #7 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			
Aguero Gonzalez, Cynthia 1.0 Preschool Teacher Assistant, LLC	\$32,510 Col. B, Step 13	09/02/25-06/30/26	Price, K. Retired
Castiglia, Toni Marie 1.0 PreK Spec. Ed. Self Contained, LLC	\$75,615 MA, Step 11	08/27/25-06/30/26	Employee #7567
Castro, Meg 1.0 Spec. Ed (Self Contained), FMS	\$71,075 MA, Step 7	08/27/25-06/30/26	Est. 08/25/25
Diaz, Nailah 1.0 ABS, LLC	\$34,171	08/27/25-06/30/26	Jacas, K. Resigned
Gaston, Raiza 0.5 Kindergarten Teacher Assistant, HC	\$16,255 Col B, Step 13	09/02/25-06/30/26	Sanchez, A. Reassigned
Grifonetti, Kara 1.0 Occupational Therapist, AH/AV	\$70,025 MA, Step 5	09/08/25-06/30/26	Est. 08/25/25
Kinney, Minsu 1.0 ABS, MHS	\$34,171	08/27/25-06/30/26	Employee #7229

Leach, Maria 1.0 ABS, HC	\$34,171	09/08/25-06/30/26	Sanchez, A. Reassigned
McAloon, Eleanor 1.0 Special Ed., NP	\$65,425 BA, Step 3	08/27/25-12/12/25	Employee #6512 Leave Replacement
Mesias, Phyllis 1.0 ABS, AH	\$34,171	08/27/25-06/30/26	Sanchez, A. Reassigned
Mortimer, Annemarie 1.0 Special Ed (Self contained), AH	\$64,425 BA, Step 1	08/27/25-06/30/26	Seiler, F. Resigned
O'Hara, Cassandra 1.0 Grade 2, HC	\$69,025 MA, Step 3	08/27/25-06/30/26	Est. 08/25/25
Rhodes, Ashley 1.0 Language Arts, FMS	\$80,415 MA, Step 13	08/27/25-06/30/26	Trezza, K. Reassigned
Roome, William 1.0 Phys. Ed./Health, SX	\$65,425 BA, Step 3	10/10/25-06/30/26	Mullen, W. Reassigned
Volonnino, Lauren 1.0 Science, FMS	\$65,425 BA, Step 3	10/10/25-03/27/26	Employee #3925 Leave Replacement
Wilson, Brittany 1.0 LDTC, AV/NP/SX	\$83,315 MA30, Step 13	10/27/25-06/30/26	Employee #7936
9-12			
Amorin, Paola .86 Class IV Secretary (Attendance), MHS	\$46,737 Class IV, Step 10	08/25/25-06/30/26	Alicea-Romano, D. Reassigned
Biswas, Mousumi 1.0 Math, MHS	\$69,025 MA, Step 3	08/27/25-12/12/25	Employee #4404 Leave Replacement
Dungee, Raymond 1.0 Security, MHS	\$36,500	08/27/25-06/30/26	Employee #8219
Gomes, Domenica 1.0 Psychologist, MHS	\$70,025 MA, Step 5	08/27/25-06/30/26	Bazurto, S. Reassigned
Karger, Rebecca 1.0 Special Ed. MHS	\$65,425 BA, Step 2	08/27/25-06/30/26	O'Brien, M. Reassigned
McCullough, William 1.0 Industrial Arts, MHS	\$87,615 MA, Step 16	08/27/25-06/30/26	Shohen, L. Resigned
Vasan, Bindu 1.0 Class V Secretary	\$60,855 Class V, Step 12	08/01/25-06/30/26	Novello, M. Retired

(Guidance), MHS			
<i>DISTRICT</i>			
Argenziano, Christopher 1.0 Assistant Director of Human Resources, CO	\$150,000	10/27/25-06/30/26	Fasciana, M. Resigned
Jimenez Romero, Ana 1.0 Bus Aide, Transportation	\$17,100 \$19 per hour 5 hours per day 180 days per year	08/28/25-06/30/26	Woods, B. Retired
Llanos, Andres 1.0 Custodian (Floater), B&G	\$42,000	07/14/25-06/30/26	Employee #7619
Merchan Moya, Anabela 1.0 Bus Aide, Transportation	\$17,100 \$19 per hour 5 hours per day 180 days per year	08/28/25-06/30/26	Est. 09/02/25
Muzzo, Noeli 1.0 Class V Secretary, Community School	\$55,415 Class V, Step 8 (Revised)	07/21/25-06/30/26	Burroughs, S. Retired
Nunes Viana, Kleber (<i>revised</i>) 1.0 Bus Driver, Transportation	\$31,500 \$35 per hour 5 hours per day 180 days per year	08/28/25-06/30/26	Est. 05/12/25
Nunez, Francineth 1.0 Bus Aide, Transportation	\$17,100 \$19 per hour 5 hours per day 180 days per year	08/28/25-06/30/26	Employee #1340
Rodriguez Mateus, Jeysson 1.0 Bus Driver, Transportation	\$37,800 \$35 per hour 6 hours per day 180 days per year	08/28/25-06/30/26	Vasquez Campos, P. Resigned
Rojas, Diana 1.0 Bus Aide, Transportation	\$17,100 \$19 per hour 5 hours per day 180 days per year	08/28/25-06/30/26	Carrasco Cortes, Y.. Reassigned
Romero Torres, Maria 1.0 Bus Driver, Transportation	\$31,500 \$35 per hour 5 hours per day 180 days per year	08/28/25-06/30/26	Employee #6407

Vargas, Hernan 1.0 Bus Driver, Transportation	\$37,800 \$35 per hour 6 hours per day 180 days per year	08/28/25-06/30/26	Employee #5931
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- * Pending probationary period
- ** Pending completion of paperwork

LEAVE(S) OF ABSENCE 2025-2026

Motion #8 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 #6130	03/10/25-05/26/25 05/27/25-06/13/25 08/27/25-10/29/25 10/30/25-06/18/26	Maternity * FMLA/NJFLA ** FMLA/NJFLA ** Childrearing ***
Employee #6512	08/27/25-09/12/25 09/15/25-12/05/25 (revised dates)	Maternity * FMLA/NJFLA **
Employee #7111	09/02/25-10/25/25	Administrative ****
Employee #7199	11/10/25-12/29/25 01/05/26-03/27/26	Maternity * FMLA/NJFLA **
Employee #7488	08/27/25-09/30/25 (revised dates)	NJFLA **
Employee #8090	12/26/25-01/29/26 01/30/26-04/30/26	Maternity * FMLA/NJFLA **
9-12		
Employee #4811	12/24/25-03/04/26 03/05/26-06/03/26	Maternity * FMLA/NJFLA **
Employee #4946	02/17/26-05/18/26	NJFLA **
Employee #5124	08/27/25-09/11/25 09/12/25-12/04/25 (revised dates)	Maternity * FMLA/NJFLA **
Employee #5799	05/06/25-06/16/25 08/27/25-11/18/25 11/19/25-06/18/26	Maternity * FMLA/NJFLA ** Childrearing ***

	(revised dates)	
Employee #7633	11/19/25-11/18/26	FMLA (Intermittent) **

- * 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 2025-2026

Motion #9 that, upon the recommendation of the Superintendent, the Board of Education approve the change(s) of assignment and/or salary for the following certified staff:

Employee	Current Position	New Position	Salary	In Place of:	Effective
PK-8					
Ellis, Calbert	1.0 Custodian, MHS	1.0 Custodian, FMS	N/A	Stumpf, M. Reassigned	09/02/25
Gorman, Heather	0.5 Kindergarten Teacher Assistant, AV	1.0 ABS, AV	\$34,546 (\$34,171 base + 375 Long)	Barry, R. Resigned	08/27/25
Manzanares, Norbel	1.0 Custodian, MHS	1.0 Custodian, AH	N/A	Rojas, H. Reassigned	09/02/25
Reilly, Isabella	1.0 Special Ed, WD	1.0 Grade 1, WD	N/A	Xenitelis, C. Retired	11/03/25
Restrepo, Maria	1.0 Grade K / 1 (Bilingual), WD	1.0 Grade K (Bilingual), WD	N/A	Est. 08/25/25	08/27/25
Valverde, Eunice	1.0 Custodian, MHS	1.0 Custodian, FMS	N/A	Rojas, E. Reassigned	09/02/25
9-12					
Alicea-Romano, Deborah	.86 Class IV (Attendance), MHS	.86 Class IV Secretary (197 days), MHS	N/A	Est. 08/25/25	08/25/25
Phinn, Vincent	1.0 Social Worker, TJ	1.0 Social Worker, MHS	N/A	Est. 08/25/25	08/27/25
Rojas, Edma	1.0 Custodian, FMS	1.0 Custodian, MHS	N/A	Valverde, E. Reassigned	09/02/25

Rojas, Henry	1.0 Custodian, AH	1.0 Custodian, MHS	N/A	Manzanares, N. Reassigned	09/02/25
Stumpf, Michael	1.0 Custodian, FMS	1.0 Custodian, MHS	N/A	Ellis, C. Reassigned	09/02/25
DISTRICT					
Cardona Agudelo, Mateo	1.0 Residency Specialist, CO	N/A	\$61,870	N/A	09/03/25

DISTRICT

CHANGE(S) OF HOURS/ SALARY 2025-2026

Motion #10 that, upon the recommendation of the Superintendent, the Board of Education approve the change(s) of hours/salary for the following staff:

2025-2026 Transportation Change of Hours and/or Salary

CHANGE OF LEVEL OF PROFESSIONAL PREPARATION 2025-2026

Motion #11 that, upon the recommendation of the Superintendent, the Board of Education approve a change of salary for the following certificated staff members that have successfully satisfied the requirements for a change of level of professional preparation:

Employee	School/Dept.	Current Level	Current Salary	25-26 Level	25-26 Salary	Eff.
PK-8						
Monahan, David	1.0 Nurse, TJ	BA, Step 17	\$86,415	MA, Step 17	\$90,015	8/27/25
9-12						
Cepeda, Tanya	1.0 Social Studies, MHS	MA, Step 16	\$87,615	MA30, Step 16	\$90,515	8/27/25

9-12

AP PEER TUTORING PROGRAM

Motion #12 that, upon the recommendation of the Superintendent, the Board of Education approve the following staff for the following program:

Program: AP Peer Tutoring Program
 Description: Administer the AP Peer Tutoring program
 Dates: 09/01/25 - 5/31/26
 Funding: Local

Rate: \$29/hr (up to 20 hours)
Staff: LaGrave, Jessica

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

9-12

AP AFTER-SCHOOL STUDY LAB SUPERVISOR

Motion #13 that, upon the recommendation of the Superintendent, the Board of Education approve the following staff for the following program:

Program: AP After School Study Lab
Description: To supervise AP after school study lab
Dates: 09/01/25 - 05/31/26
Funding: Local
Rate: \$29/hr (with approval of Supervisor)
Staff: MHS AP Teachers

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

9-12

AP EXAM REVIEW SESSIONS

Motion #14 that, upon the recommendation of the Superintendent, the Board of Education approve the following staff for the following program:

Program: AP Exam Review Sessions
Description: MHS AP teachers lead 3-hour review sessions prior to the AP exam period
Dates: 09/01/25 - 05/31/26
Funding: Local
Rate: \$29/hr (with approval of Supervisor)
Staff: MHS AP Teachers

9-12

AP PEER MENTORING PROGRAM - ADVANCED PLACEMENT TEACHERS-MHS

Motion #15 that, upon the recommendation of the Superintendent, the Board of Education approve the following Morristown High School staff to provide supervision during lunch as deemed necessary and approved by the Principal for the 2025-2026 school year.

Program: AP Peer Mentoring Program
Date: 09/01/25 - 5/31/26
Funding Source: Local
Rate: \$28 per hour

Staff: (not to exceed four (4) hours per week, per teacher)
MHS AP Teachers

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

DISTRICT

AUXILIARY PERSONNEL SERVICES RATES 2025-2026

Motion #16 that, upon the recommendation of the Superintendent, the Board of Education approve the following rates for auxiliary personnel services at Morristown High School and Frelinghuysen Middle School interscholastic events as indicated below and that payment be made through regular payroll procedures, unless otherwise specified:

<u>Title</u>	<u>Recommended Rate Per Event</u>
Site Managers	\$100
Basketball Site Managers	
Double header	\$120
Triple header	\$160
Football Site Manager	\$125
Football Chain Crew	\$ 60
Pool Site Manager (per assignment)	\$160
Ticket Collectors/Sellers	\$ 80
Ticket Event Workers	\$ 60
Announcers	\$ 60
Timers/Scorers	
Basketball	
1 game	\$ 60
2 games	\$120
3 games	\$140
Wrestling	
3 matches	\$175
4 matches 2 timers @	\$230
Other Sports	
1 game/meet	\$ 80
2 games/meets	\$ 95
3 games/meets	\$130
Track Event Workers	\$ 60
Security (one game)	\$85
Game Officials	Prevailing rate
Police and Firefighters	Prevailing rate

DISTRICT

COMMUNITY SCHOOL 2025-2026

Motion #17 that, upon the recommendation of the Superintendent, the Board of Education approve the following Summer Music Academy and Summer Plus Staff effective June 30, 2025 - August 8, 2025 (**revisions in bold**). This will include pre-camp meetings, the camp season and post-camp cleanup. Hours will be assigned as needed.

NAME	POSITION	HOURLY RATE	Effective Date
Cole, Lucy	Teacher Assistant	\$25	6/26/2025
Havington, Andrew	Summer Music Teacher	\$50	6/30/2025
Markovich, Bryn	Gatekeeper	\$35	6/26/2025
Pisano, Joseph	Teacher Assistant	\$25	6/26/2025
Ubriaco, Thomas	Summer Music Teacher	\$50	6/30/2025

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 2025-2026

Motion #18 that, upon the recommendation of the Superintendent, the Board of Education approve the following Sunrise and Sunset Staff for the 2025-2026 school year. This will include all staff orientation and training sessions. Hours will be assigned as needed.

NAME	POSITION	HOURLY RATE
Andrade, Nilsa	Site Leader	\$30
Araujo, Lilah	Teacher Assistant	\$18
Baccaro, Jessica	Teacher Assistant	\$20
Bankhead, Brenda	Site Leader	\$35
Bankhead, Brenda	Group Teacher	\$25
Barber, Linda	Teacher Assistant	\$20
Barry, Lisa	Teacher Assistant	\$18
Biller, Heidi	Group Teacher	\$35
Brockington, Mamie	Substitute	\$30
Champi, Sydney	Group Teacher	\$35
Chavis, Jamal	Group Teacher	\$25
Clark, Bridget	Group Teacher	\$35
Curley, Meredith	Group Teacher	\$25

Damiano, Mary	Substitute	\$30
DeLeon Cottom, Ashley	Teacher Assistant	\$20
Diaz, Khirstie	Group Teacher	\$35
Diaz, Khirstie	Counselor	\$65
Dickson, Ty-Teyonna	Substitute	\$25
Duffy, Sara	Teacher Assistant	\$20
Guerriero, Esperanza	Teacher Assistant	\$20
Gupta, Sheela	Group Teacher	\$25
Harpaul, Celia	Group Teacher	\$35
Harris Fuller, Kymberlye	Teacher Assistant	\$18
Hernandez, Natalie	Group Teacher	\$35
Jackson, Cathleen	Teacher Assistant	\$25
Jorge, Belkis	Site Leader	\$30
Kahwaty, Nicole	Group Teacher	\$35
Kerri, Mateo	Teacher Assistant	\$20
Kerri, Rudina	Teacher Assistant	\$20
Kersey, Warren	Site Leader	\$45
Koba, Migdonia	Group Teacher	\$25
Lewis-Lahey, Anthony	Sunrise Coordinator	\$45
Lindsey, LaTasha	Site Leader	\$35
Markovich, Bryn	Group Teacher	\$35
Martin Lindsey, J'Nisah	Teacher Assistant	\$19
McElwee, Jermaine	Site Leader	\$30
Miller, Alexandra	Teacher Assistant	\$18
Molina, Vivian	Teacher Assistant	\$20
Navarro, Carina	Counselor	\$65
Pappas, Aferdita	Site Leader	\$30
Ramirez, Emma	Teacher Assistant	\$20
Ramirez, Sheryl	Group Teacher	\$25
Rangel, Teresa	Group Teacher	\$30
Riley, Lawrence	Site Leader	\$35

Ripa, Lucia	Substitute	\$20
Robertelli, Savina	Site Leader	\$35
Russo, Carolyn	Group Teacher	\$25
Saint Juste, Zoey	Teacher Assistant	\$20
Simmons, Frances	Group Teacher	\$35
Singleton, Melissa	Group Teacher	\$30
Smith, Khyra	Site Leader	\$30
Steitz, Allison	Site Leader	\$35
Stroh, Katherine	Group Teacher	\$30
Tate, Monica	Group Leader	\$35
Valencia, Stephanie	Teacher Assistant	\$19
Vorhies, Cara	Teacher Assistant	\$19
Walker, Brianna	Group Teacher	\$25
Wetcher, Persephone	Teacher Assistant	\$18
Zapata, Yara	Site Leader	\$35

EXTRA PAY REVISION 2025-2026

Motion #19 that, upon the recommendation of the Superintendent, the Board of Education approve the following extra-pay positions (**revisions in bold**) for the 2025-2026 school year:

MORRISTOWN HIGH SCHOOL CO-CURRICULAR			
POSITION	TIER	STAFF MEMBER	TOTAL SALARY
9-12			
Assessment Coordinator	N/A	Mead-McGeechan, Susan (rescind)	\$0
F.C.C.L.A. Co-Advisor	½ of 2	Sparano, Jodi	\$1,650

FRELINGHUYSEN MIDDLE SCHOOL ATHLETICS		
POSITION	STAFF MEMBER	TOTAL SALARY
PK-8		
Soccer Head Coach - Girls	Bueno, Nathalia (resigned)	\$0

Soccer Assistant Coach - Girls	Picado, Jack (resigned)	\$0
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FRELINGHUYSEN MIDDLE SCHOOL CO-CURRICULAR			
POSITION	TIER	STAFF MEMBER	TOTAL SALARY
PK-8			
Team Leader Grade 7	N/A	Trezza, Kristen (rescind)	\$0

DISTRICT CO-CURRICULAR			
POSITION	TIER	STAFF MEMBER	TOTAL SALARY
DISTRICT			
PK-5 Helping Teacher - Sussex		Jacobus, Amy (01/01/2026 - 06/30/2026)	\$1,546
PK-5 Helping Teacher - Sussex		Lewis-Lahey, Anthony	\$2,577
PK-5 Helping Teacher - Sussex		Weber, Rebecca	\$2,577

EXTRA PAY 2025-2026

Motion #20 that, upon the recommendation of the Superintendent, the Board of Education approve the following extra-pay positions for the 2025-2026 school year:

MORRISTOWN HIGH SCHOOL ATHLETICS		
POSITION	STAFF MEMBER	TOTAL SALARY
9-12		
Drill Team Coach	Scott, Christine	\$5,982
Field Hockey Assistant Coach - Girls (2 of 2)	Blankmeyer, Brittany (eff. 08/18/2025)	\$6,479
Soccer Assistant Coach - Boys (3 of 3)	Lopez Amaya, Kevin (eff. 08/22/2025)	\$7,161

MORRISTOWN HIGH SCHOOL CO-CURRICULAR			
POSITION	TIER	STAFF MEMBER	TOTAL SALARY
9-12			

Equity & Inclusion Student Council Advisor	3	Cortez, Lindsey	\$2,100
F.C.C.L.A. Co-Advisor	½ of 2	Kelly, Megan	\$1,650
Girls Who Code	2		
Co-Advisor	½ of 2	Trimmer, Grace	\$1,650
Co-Advisor	½ of 2	Villane, Kristen	\$1,650
PSAT Test Site Supervisor	N/A	Adamo, Sarah	\$700
Technology Student Association (TSA) Advisor	3	Gabel, Jason	\$2,100

FRELINGHUYSEN MIDDLE SCHOOL ATHLETICS		
POSITION	STAFF MEMBER	TOTAL SALARY
<i>PK-8</i>		
Cross Country		
Head Coach (1 of 1)	Rogers-Martin, Dayjahnae	\$4,227
Assistant Coach (1 of 2)	Bazurto, Sandra	\$2,959
Assistant Coach (2 of 2)	Leung, Caroline	\$2,959
Field Hockey		
Head Coach (1 of 1)	Manahan, Bryan (GF)	\$6,455
Assistant Coach (1 of 2)	Daly, Ashley (GF)	\$3,823
Assistant Coach (2 of 2)	Finnegan, Kate	\$2,959
Soccer		
Head Coach - Boys (1 of 1)	Vargas, Marco	\$4,537
Assistant Coach - Boys (1 of 1)	Scheerer, Harrison	\$3,176
Head Coach - Girls (1 of 1)	Picado, Jack	\$4,537
Assistant Coach - Girls (1 of 1)	Velez, Stephanie*	\$3,176

* pending completion of paperwork

FRELINGHUYSEN MIDDLE SCHOOL CO-CURRICULAR			
POSITION	TIER	STAFF MEMBER	TOTAL SALARY
<i>PK-8</i>			
Team Leader - Bilingual	N/A	Puccio, Carolina	\$5,989
Team Leader Grade 7	N/A	Green, Devan	\$5,989

DISTRICT CO-CURRICULAR		
POSITION	STAFF MEMBER	TOTAL SALARY
<i>DISTRICT</i>		
PK-5 Helping Teacher - Sussex	Cacchio, Mary (09/01/2025-12/30/2025)	\$1,031

FMS EXTRA PERIOD COVERAGE 2025-2026

Motion #21 that, upon the recommendation of the Superintendent, the Board of Education approve the following staff for the 2025-2026 7th period coverage

Program: 7th Period Coverage
 Description: Certificated staff to cover an extra 7th period due to District Need
 Dates: 09/02/25-06/30/26
 Funding: Local
 Rate: As per Contract language
 Staff: Beadle, Timothy
 Belzel, Jessica Lynn
 Bernstein, Gary
 Erlenborn, Gillian
 Escobedo, Nicole
 Ocasio, Ariel
 Rodrigues, Erin
 Rosso, Keith
 Scheerer, Harrison
 Tomblin, Samantha

Program: 8 periods surpassing current Contract language of 6 periods
 Description: Certificated staff to cover an extra periods due to District Need
 Dates: 09/02/25-06/30/26
 Funding: Local
 Rate: \$5,750 for 8 sections
 Staff: Antoniello, Rocco
 Burdge, Jeffrey

Cahill, Jacob
Carey, Susan
Cheff, Allie
Collevecchio, Danielle
DosSantos, Veronica
Fitzgerald, Kelly Anne
Gabbidon, Lancelot
Gross, Kristina
Hernandez, Ramona
Jimenez, Elizabeth
Karosen, Michael
Kennedy, Craig
Kolker, Mariel
Lesnick, Ian
Majestic, William
Molinaro, Jean-Marie
Muster, Anna
Oesterle, Victoria
Parker, Taylor
Perez, Cynthia
Pisacane, Maria
Propfe, Michelle
Ratner, Alyssa
Rogich, Monica
Rolfe, Jill
Romanker, Shawn
Rooney-McNamara, Patricia
Solorzano, Janet
Strang, Nicole
Sullivan, Elizabeth
Velez, Stephanie
Vogel, Nancy

DISTRICT

MSD FRAMEWORK FOR TEACHING 2025-2026

Motion #22 Whereas, The Teacher Effectiveness and Accountability for the Children of New Jersey Act requires all New Jersey Public School districts to adopt educator evaluation rubrics that include state-approved teacher and principal practice evaluation instruments; and

Whereas, the superintendent recommends that the Charlotte Danielson: Frameworks for Teaching Evaluation System (2022) be adopted by the Morris School District School Board for the 2025-2026 school year.

Therefore, the Board of Education adopts the Charlotte Danielson: Frameworks for Teaching Evaluation System (2022) for the 2025-2026 school year.

MSD Framework for Teaching - 2025-2026
New Behaviorist Observation
New LDTC Observation
New Occupational Therapist Observation
New School Psychologist Observation
New Social Worker Observation
New Speech Language Pathologist Observation
New T.R.A.I.L. Clinician Observation

DISTRICT

2025-2026 MSD MENTOR PLAN

Motion #23 that, upon the recommendation of the Superintendent, the Board of Education approve the 2025-2026 MSD Mentor Plan

DISTRICT

2025-2026 HIGH EFFECTIVE EDUCATOR ACTIVITIES

Motion #24 that, upon the recommendation of the Superintendent, the Board of Education approve the Commissioner-Approved Highly Effective Educator Activities

DISTRICT

NEW TEACHER TRAINING 2025-2026 (Revised)

Motion #25 that, upon the recommendation of the Superintendent, the Board of Education approve the following (**revisions in bold**):

Position:	New Teacher Training
Description:	Teachers will engage in a session to assist with the transition to their newly acquired Morris School District role
Dates:	August 25, 2025
Rate:	\$25.00 per hour (not to exceed 7 hours)
Funding Source:	Title II
Staff:	<u>New Teacher Training 2025-2026 Staff List (Revised)</u>

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

DISTRICT

MORRISTOWN JUVENILE DETENTION CENTER SERVICES 2025-2026

Motion #26 that, upon the recommendation of the Superintendent, and the Board Curriculum Committee, the Board of Education approve the following staff to provide instructional support for students in Morristown Juvenile Detention Center.

Program:	Instructional Support for students in Morristown Juvenile Detention Center
Description:	Services provided after school hours
Dates:	08/27/25-06/30/26
Funding:	Title I-D
Rate:	1/140 th of salary (Not to exceed 500 hours total)

Staff: (Pending availability of ESEA grant funding)
Angelo, Amy
Cepada, Tanya
Diehl, Christopher
Rooney, Kevin

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

DISTRICT

SOCIAL WORKER INTERN APPOINTMENTS 2025-2026

Motion #27 that, upon the recommendation of the Superintendent, the Board of Education approve the following name(s) be added to the list of social work interns, and approve all Morris School District Social Work Interns, as assigned for the 2025-2026 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.:

Social Work Intern

Brown, M. Allyson (Ramapo College)
Dedes, Margarita (Montclair State University)
Medina-Sullivan, Samantha (Montclair State University)
Moulton, Gabriella (Rutgers University)
Rivera, Marilyn (New York University)
Rubino, Jenna (Ramapo College)
Sargente, Olivia (Ramapo College)

DISTRICT

STUDENT TEACHER APPOINTMENTS 2025-2026

Motion #28 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 2025-2026 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

O'Mahoney, Grace (Rutgers University)

SUPERINTENDENT APPOINTMENT & SALARY 2025-2030

Motion #29 that, upon the recommendation of the Superintendent, the Board of Education desires to continue to employ Dr. Anne Mucci as its Superintendent of Schools; and

WHEREAS, Dr. Mucci has agreed to continue to serve in the role of Superintendent of Schools; and

NOW, THEREFORE, BE IT RESOLVED, that the Morris School District Board of Education does hereby appoint Dr. Anne Mucci as its Superintendent of Schools, effective July 1, 2025 through June 30, 2030, subject to the terms and conditions of the Contract of Employment; and

BE IT FURTHER RESOLVED that Dr. Anne Mucci's employment is subject to the terms and conditions of a Contract of Employment that has been approved by the County Superintendent and which is hereby approved by the Morris School District Board of Education as filed with the School Business Administrator/ Board Secretary and Human Resources office; and

BE IT FURTHER RESOLVED, that the Board President and Board Secretary are authorized and directed to execute the aforesaid Contract of Employment on behalf of the Morris School District Board of Education.

DISTRICT

SUMMER ACADEMIC PROGRAM 2025

Motion #30 that, upon the recommendation of the Superintendent, and the Board Curriculum Committee, the Board of Education approve the Summer Academic Program 2025 (**revisions in bold**)

Program: Summer Learning Academy-Grades K-5
Description: Summer Program
Dates: July 1, 2025 - July 31, 2025 (no class July 4th)
Set up date June 30, 2025
Funding: Title I
Rate: \$50 per hour
Staff: Arroyo-Dopazo, Alexandra
Calo, Lia
Camacho, Alisa
Casadevall, Samuel
Champi, Sydney
Culmone, Gloria
Eriksen, Carolyn
Goss, Margaret

Hall, Rachel

Harpaul, Celia
Kahwaty, Nicole
Katterman, Lisa
Kenny, Lauren
Manahan, Katie
Marvez-Kaliko, Audrey
McCormack, Mollie
Murphy, Catherine

Philips, Melissa

Torre, Michelle
Toye, Crystal - Morristown Neighborhood House
Tuzzeo, Margaret
Welter, Debra

DISTRICT

SECURITY STIPEND 2025-2026

Motion #31 that, upon the recommendation of the Superintendent, the Board of Education approve the following (**revision in bold**):

Position: Security Scheduling
Description: Maintains the overtime rotation schedule for all security personnel according to TEAM provisions
Dates: 7/01/25 - **12/31/25**
Rate: \$800 per month - Stipend
Funding Source: Local
Staff: Horton, Chester

EXPLANATION: Staff member will be compensated as outlined above.

ESEA GRANT PAYROLL REVISION 2024 - 2025

Motion #32 that, upon the recommendation of the Superintendent, the Board of Education approve the following ESEA payroll revision for the 2024 - 2025 school year:

Title IV

Name	Position / Account Number	Grant Salary Allocated
King, Stephanie	Equity & Inclusion Advisor 20-280-200-101-14-00	\$ 2,100
Johnson Jr., Edward	National Society of Black Engineers K-5 Advisor 20-280-200-101-14-00	\$ 2,000
Chitundu, Holly	National Society of Black Engineers 6-8 Advisor 20-280-200-101-14-00	\$ 2,100

EXPLANATION: The salary revision in bold represents a change in staff allocated to the ESEA grant

HUMAN RESOURCES/CURRICULUM

PK-8

WHAT I NEED (W.I.N.) 3-5 TUTORING (revision)

Motion #33 that, upon the recommendation of the Superintendent, and the Board Curriculum Committee, the Board of Education approve the What I Need (W.I.N.) Grades 3 - 5 Tutoring (**revisions in bold**).

Program: What I Need (W.I.N.) 3-5 Tutoring
Description: Academic Support for 3-5
Dates: October 2024 - June 2025
Funding: High Impact Tutoring Grant
Rate: \$35 per session (20-minute session)
\$45 per session (30-minute session)
\$39 per session (prep period)

Staff: Arroyo-Dopazo, Alexandra
Babula, John
Basso, Lauren
Brown, Jeffrey
Bruno, Kimberly
Cacchio, Mary
Calo, Lia
Cardona, Daniela
Caruso, Heidi
Castello, Jennifer
Champi, Sydney
Folmar, Leslye
Gutierrez, Lauren
Hamilton, Kristen
Hensley, Lauren
Higgins, Hunter
Krickus, Melissa
Lagos, Claudia
Langsdorf, Marie
Little, Stephanie
LoDolce, Blake
Mahony, Sarah
Martinez, Sara
Marvez-Kaliko, Audrey
McCormack, Mollie
Milesky, Susan
Mitevski, Amy
Murphy, Catherine
Pencinger, Jennifer

Rafael Calderon, Tatyana
Salamone, Kirsten
Sement, Ufuk
Slawecki, Elizabeth
Steitz, Allison
Stritmater, Kathleen
Tulli, Nicole

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

PK-8

K-8 BILINGUAL ACADEMIC AFTER SCHOOL TEACHERS - revised

Motion #34 that, upon the recommendation of the Superintendent, and the Board Curriculum Committee, the Board of Education approve the K-8 Bilingual Academic After school Teacher:

Posting: #I-49
Program: K-8 Bilingual Academic After school Teacher
Description: After school Academic Support for K-8 Bilingual
Dates: October, 2024 - June, 2025
Funding: Title III
Rate: \$50/hr
Staff: Murphy, Cathleen (AV)
Carranza, Paola (HC)
Kelly-Ruano, Francis (TJ)
Rafael Caldron, Tatyana (TJ)
Arroyo-Dopazo, Alexandra (AH)
Kelly, Vanessa (AH)
Calo, Lia (SX)
Marvez-Kaliko, Audrey (SX)
Vargas, Marco (FMS)
Rogich, Monica (FMS)

Substitute:
Sommer, Jeanette (HC)

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

HUMAN RESOURCES (Motions #1-34)

Moved by Mrs. Davidson, seconded by Mrs. Spiotta

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

NOES: None

ABSTAIN: None

ABSENT: Mrs. Wall

BUSINESS MATTERS

DISTRICT

BILLS LIST 2025-2026

Motion #1 that, upon the recommendation of the Superintendent, the Board of Education approve the attached 2025-2026 bills list for the period ending:

July 31, 2025 & August 15 & 31, 2025 (payroll)

August 31, 2025 (Food Service)

August 12, 2025 & September 2, 2025

August 12, 2025 & September 2, 2025 (NACHA)

Flood Insurance

Motion #2 that renewal of Flood Insurance coverage for the policy period September 8, 2025–September 8, 2026 for:

Frelinghuysen Middle School	\$2,567.00
Frelinghuysen Building & Grounds Building	\$1,956.00
Woodland Elementary School	\$1,424.00

Be awarded to Selective Insurance at the annual premium listed above. This insurance is through The Morville Agency, Newton, New Jersey.

9-12

MORRIS COUNTY VOCATIONAL SCHOOL DISTRICT 2025-2026

Motion #3 that upon the recommendation of the Superintendent, the Board of Education approve an agreement with the Morris County Vocational School District for the 2025-2026 school year and approve the following tuition. Agreement on file in the Business Administrator’s Office:

	<u>Full Time Student</u>	<u>Part Time Student</u>
<i>General Education</i>	\$10,175.00	\$5,030.00
<i>Special Education</i>	\$15,361.00	\$7,681.00

PK-8

AGREEMENT

SCHOOL RESOURCE OFFICER (SRO) - TOWNSHIP

Motion #4 that upon the recommendation of the Superintendent, the Board of Education approve the SRO agreement between the Morris School District and the Township of Morris for the School Resource Officer Program for two (2) one (1) year periods:

September 1, 2025 - August 31, 2026	\$ 97,500
September 1, 2026 - August 31, 2027	\$102,000

PARENT TRANSPORTATION CONTRACTS 2025-2026

Motion #5 that upon the recommendation of the Superintendent, the Board of Education approve the following contracts:

Transporting To:	Contract Term:	Student ID	Amount:
Morris Hills High School	08/26/25 - 06/15/26	622369	\$18,000

EXPLANATION

These contracts allow for the parents to transport their child listed above, who has specialized needs/programs. These contracts will cover transportation to and from the listed schools each day. These contracts will also need to be approved by the Morris County Superintendent once they are approved by the Morris School District Board of Education.

PK-8

ALTERNATE TOILET 2025-2026

Motion #6 that upon the recommendation of the Superintendent, the Board of Education, approve the use of an alternate method of compliance in accordance with N.J.A.C. 6A:26-6.3(h)4ii by providing toilet rooms adjacent to or outside the classroom in lieu of individual toilet rooms in:

School	Classroom #
Hillcrest	9, 11, 12, 13,14, 22, 23
Normandy Park	22, 23, 26
Lafayette Learning Center	103, 104, 105, 106
Woodland	5, 12, 14
Children on the Green	1, 2, 3
Morristown Neighborhood House	1, 2, 3, 4, 5, 6
Temple B’Nai Or	1, 2, 3, 4, 5
YMCA - Angela’s Place	1, 2, 3
YMCA - YZone	1, 2

PK-8

DUAL USE ROOMS 2025-2026

Motion #7 that upon the recommendation of the Superintendent, the Board of Education approve the dual use of rooms for the following schools:

School	Room #	Dual Use
Frelinghuysen MS	104/106	World Language/Spanish
Frelinghuysen MS	202/203	Math/Bilingual Science
Frelinghuysen MS	221/222	Math/Language Arts
Sussex Ave School	102	Intervention/Special Education

PK-8

TEMPORARY USE RENEWAL 2025-2026

Motion #8 that upon the recommendation of the Superintendent, the Board of Education approve use of Temporary Instructional Space in the following location(s):

Location	Room #'s
Frelinghuysen Middle School	Trailer C
*Lafayette Learning Center	# 101-108
*YMCA - Angela's Place	#1 - 3
*Children on the Green	#1 - 3
*Kirby Children's Center	#1 - 4
*Morristown Neighborhood House	#1 - 6
*YMCA-Richard Blake Children's Center	#1 - 3
*Robert C. Grant Head Start Center	#1 -5
*Temple B'Nai Or	#1-5
*YMCA - YZone	#1 - 2

EXPLANATION

*A county waiver is required for Pre-K Instructional Space that is less than 950 square feet.

CHANGE ORDERS

Motion #9 that upon the recommendation of the Superintendent, the Board of Education approve the following change orders:

Vendor	Project	Change Order #	Change Order	Amount
9-12				
Billy Contracting & Restoration, Inc.	MHS Roof Replacement	2	Supply & install sheet metal ducting	\$ 9,913.00
DeSesa Engineering Company	MHS HVAC Upgrades	3	New soffit in classroom 112 office	\$ 6,462.00
DeSesa Engineering Company	FMS Boiler Replacement	3	Remove & replace existing HW piping from chimney demolition	\$21,150.00

CONSTRUCTION PAYMENTS

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

Vendor	Project	Period to	Payment App #	Amount
9-12				
Billy Contracting & Restoration	MHS Roof Replacement	08/05/25	2	\$477,260.00
C.M.G. Group	MHS, FMS, WD Security Vestibules	08/31/25	3	\$233,458.05
DeSesa Engineering Company	MHS Partial HVAC	07/31/25	6	\$294,146.02
Skopye, LLC	MHS Ceiling & Lighting Replacement	07/31/25	2	\$161,820.98
PK-8				
CAP Elevator	FMS Elevator Replacement	07/31/25	5	\$121,666.50
CAP Elevator	FMS Elevator Replacement	08/15/25	6	\$ 40,000.00
DeSesa Engineering Company	FMS Boiler Replacement	07/31/25	6	\$238,450.00

Safeway Contracting, Inc.	Hillcrest Roof	08/11/25	3	\$289,835.00
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PRESCHOOL EDUCATION AID BUDGET - Revised

Motion #11 that upon the recommendation of the Superintendent, the Board of Education approves the award of the 2025-2026 Preschool Education Aid grant in the amount of **\$11,891,812** 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.

EXPLANATION

The revision reflects the \$315,444.00 carryover erroneously omitted in funding.

PROFESSIONAL SERVICES 2025-2026

Motion #12 WHEREAS there exists a need for professional services for 2025-2026 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:

Laura Bishop Communications	Communication Services	Pre-Referendum Fee: Not to exceed \$20,000 Referendum Fee: Not to exceed \$50,000 Video Production: \$20,000
Aero Environmental Services, Inc.	Environmental Consulting Services	Not to exceed \$30,000
Bayada Home Health Care, Inc.	1:1 Nursing Services	\$72/hr
EI, US, LLC (Learnwell)	Home/Bedside Instruction	\$64/hr
RWC Surveying	Land Surveying	\$12,000
Porzio Bromberg & Newman	Legal Services	Attorney: \$235/hr
Whitestone Associates, Inc.	Environmental & Geotechnical Evaluation/Remediation Services	Stormwater Area Evaluation - \$8,450 Private Utility Mark-Out - \$1,450

PK-8

CONSTRUCTION

Frelinghuysen Middle School Turf Field

Motion #13 that upon the recommendation of the Superintendent, the Board of Education approve the following resolution:

WHEREAS, the Board wishes turf the field at Frelinghuysen Middle School which require specifications and drawings of licensed architects and engineers,

BE IT RESOLVED, that the Board authorizes and approves Gianforcaro Architects, Engineers & Planners to submit all necessary plans and paperwork for this project, should it be required, as "Other Capital Project" to the Department of Education for approval, and

BE IT FURTHER RESOLVED, this project may be an amendment to the Long Range Facilities Plan with no state funding being requested, and with the projects being funded through the general operating and capital reserve accounts.

TRAVEL & REIMBURSEMENT

Motion #14 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.

BUSINESS MATTERS (Motions #1-14)

Moved by Mrs. Davidson, seconded by Dr. Rodriguez

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

NOES: None

ABSTAIN: None

ABSENT: Mrs. Wall

ADJOURNMENT (8:28PM)

Moved by Mrs. Spiotta, seconded by Mrs. Pedalino

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

NOES: None

ABSTAIN: None

ABSENT: Mrs. Wall

Respectfully Submitted,

Anthony Lo Franco
Business Administrator/
Board Secretary