

MORRIS SCHOOL DISTRICT
Minutes of September 29, 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, September 29, 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, Mr. Cary Lloyd, Ms. Linda K. Murphy, Mrs. Susan Pedalino, Dr. Vivian Rodriguez, Mr. Alan Smith, Mrs. Melissa Spiotta and Mrs. Beth Wall.

Mrs. Meredith Davidson, Board Vice-President and Ms. Tina Perry, Morris Plains Representative, were 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, Dr. Diana Pinto-Gomez, Assistant Superintendent of Pupil Services & Bilingual Services (6:30pm - 6:38pm), Ms. Tina Alberto, Anti-Bullying Coordinator (6:30 - 6:34pm) and Mr. Vito Gagliardi, Principal Attorney with Porzio Bromberg & Newman (6:30pm - 7:20pm).

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 29, 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 Ms. Murphy, seconded by Mrs. Pedalino

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

NOES: None

ABSTAIN: None

ABSENT: Mrs. Davidson, Ms. Perry

At 7:29 pm, Mrs. Spiotta moved to go into open session. Ms. Murphy seconded the motion which was carried unanimously.

Also present, for open session, Mrs. Joan Frederick, Assistant Business Administrator with approximately 30 members of the public/media in attendance.

PLEDGE OF ALLEGIANCE

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

PRESENTATIONS

- *Glenn Miller, Director of Building & Grounds presented the award for the 2024-2025 Cleanest School to the Foreman and Custodial Staff at Sussex Avenue School.*
- *The Board read in the following resolution, followed by Mr. Martin's family sharing their sentiments:*

HONORING THE LIFE AND LEGACY OF CHRISTOPHER LAWRENCE DONOVAN MARTIN

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

WHEREAS, Christopher Lawrence Donovan Martin recently passed away at the age of 87; and

WHEREAS, originally from Guyana, Mr. Martin immigrated to the United States in 1957 and earned a degree in Civil and Structural Engineering from Howard University; and

WHEREAS, he began his professional career at Allied Chemical Corporation in 1961, where he worked for twenty years building and designing chemical plants and briefly served as the corporation's Equal Employment Opportunity coordinator; and

WHEREAS, Mr. Martin moved to Morristown in the early 1960s with his wife and children, immediately engaging in public service—leading tenants' rights efforts and defending residents of Flagler Street; and

WHEREAS, in 1967, Mr. Martin, alongside Mr. James Lassiter, became one of the first African American members elected to the Morristown Board of Aldermen, serving two terms during which he helped stop a plan to demolish homes on Franklin and South Streets and challenged the construction of Route 287, later organizing the relocation of homes to the area now known as Historic Speedwell; and

WHEREAS, he took pivotal roles in the Fair Housing Council, Urban Renewal Committee, and Morris County NAACP, advocating against discriminatory practices in housing and local businesses; and

WHEREAS, Mr. Martin's service to education began with his tenure on the Morristown Board of Education, serving from 1978 to 1982—contributing his engineering expertise to the high school redevelopment project—and again from 1987 to 1990, acting as Vice President and then President of the Board; and

WHEREAS, he was instrumental in organizing student busing following the merger of Morristown and Morris Township school systems in 1973; and

WHEREAS, Mr. Martin also served on numerous other boards and commissions, including the Urban League, Morristown Planning Board, United Way of Morris County, Anti-Poverty Commission, Morris County Park Commission, Latino Soccer League, Historic Speedwell Board of Trustees, and as director of engineering and maintenance for Morristown Housing Authority—implementing modernization of public housing, senior housing at Early Street, and a residents’ center in Manahan Village; and

WHEREAS, Mr. Martin was remembered by the community as a consummate public servant and referred to fondly as a “Morristown Champion,” and hailed by local leaders for breaking down barriers and ensuring fair representation for the Black community;

NOW, THEREFORE, BE IT RESOLVED, that the Morris School District Board of Education hereby extends its deepest condolences to the family of Christopher Lawrence Donovan Martin;

BE IT FURTHER RESOLVED, that the Board honors and celebrates Mr. Martin’s lifetime of service to public education, civil rights, housing equity, and community development;

BE IT FURTHER RESOLVED, that the Board acknowledges the profound impact of his leadership during critical periods of school redevelopment, desegregation, and district consolidation, and his contributions to the well-being and representation of the Morristown community;

BE IT FURTHER RESOLVED, that the Board directs this resolution be included in its official minutes, shared with his family, and shared within district schools as a testament to his enduring legacy.

At this time the Board took a brief recess, resuming at 8:00 pm.

COMMITTEE REPORTS

Student Representatives:

Mr. Gregor and Ms. Zheng reported on the topics:

- *Fall sports update*
- *Clubs events update*
- *Spirit Week*
- *AP Club*
- *Club roundtables*
- *Homecoming Dance*
- *SMART Pass hallway system*
- *Free AP exams*

PRESENTATIONS Cont’d

- *Mr. Glenn Miller presented the Summer Project Update to the Board.*
- *Ms. Laura Bishop & Ms. Rose Pezzuti presented Bond Referendum Communications to the Board.*

Questions and comments were taken from the Board.

SUPERINTENDENT'S REPORT

Dr. Mucci spoke about the publicly shared 2026-2027 draft school calendar and what entails in preparing the calendar each year.

PRESIDENT'S REPORT

Mrs. Cole thanked the public for their feedback on the 2026-2027 draft calendar.

COMMITTEE REPORTS CONT'D

Curriculum

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

- *Field Trips*
- *Summer curriculum writing*
- *MEF grant summaries*
- *Community School ski program*
- *Professional development plan*
- *NJSCI Culture & Climate survey*

Finance

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

- *Additional bus parking at Central Park School*
- *Surplus asset sales/disposal*
- *Updated drawings for FMS turf field*
- *WJSV Sponsorship*
- *Audit update*
- *Summer project update*
- *Transportation*
 - *Hazardous Routes approval*
 - *Live feed video in buses*
 - *Professional development*
- *Food Service*
 - *Now fully staffed*
 - *Rebuilt 2 freezers and working on one more*
 - *Free & Reduced application update*

Human Resources

Mrs. Spiotta highlighted the following:

- *2026-2027 Calendar*
- *Retiree incentive update*

Policy

Mrs. Wall highlighted the following discussed:

- *Policy 5336 - Therapy Dogs*
- *Periodic district policy review*
- *Updates to policies mandated by Strauss Esmay*

Board Governance

Ms. Murphy highlighted the following discussed:

- *Board agenda calendars*
- *Negotiations committee timeline*
- *Committee functions and duties*
- *Board certification update*
- *Board evaluation*

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:

- *Parsippany High School students presented their non-profit organization, Budget Bridge Foundation, aimed at closing the global financial literacy gap, urging the Board to be sure every student graduates with necessary financial literacy, specifically, personal finance.*
- *2026-2027 draft school calendar issues for some district families*

Dr. Mucci responded to the public comments.

BUSINESS PORTION OF THE MEETING

MINUTES

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

September 2, 2025

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

September 2, 2025

MINUTES (Motions #1-2)

Moved by Mrs. Wall, seconded by Mrs. Spiotta

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

NOES: None

ABSTAIN: Mrs. Wall

ABSENT: Mrs. Davidson, Ms. Perry

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:

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

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:

0143 - Board member Election and Appointment

0173 - Duties of Public School Accountant

0174 - Legal Services

0177 - Professional Services

1570 - Internal Controls

Regulation 1570 - Internal Controls

1620 - Administrative Employment Contracts

1636.01 - Notification of Promotion, New Job, and Transfer Opportunities

2422 - Statutory Curricular Requirements

4219 - Commercial Driver's License Controlled Substances and Alcohol Testing (M)

4322 - Staff Member's Use of Personal Cellular Telephones/Other Communication Devices

4324 - Right of Privacy

4351 - Healthy Workplace Environment

4352 - Sexual Harassment (M)

4360 - Support Staff Member Tenure

4381 - Protection Against Retaliation

4410 - Compensation

4413 - Overtime Compensation

4415 - Substitute Wages

4420 - Benefits

4421.13 - Postnatal Accommodations

4425 - Work Related Disability Pay

5339.01 - Student Sun Protection

5336 - Therapy Dogs

6111 - Special Education Medicaid Initiative (SEMI) Program (Mandated)

Regulation 6111 - Special Education Medicaid Initiative (SEMI) Program (Mandated)

6220 - Budget Preparation (Mandated)

Regulation 6220 - Budget Preparation

POLICY (Motions #1-2)

Moved by Mrs. Wall, seconded by Mrs. Spiotta

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

NOES: None

ABSTAIN: None

ABSENT: Mrs. Davidson, Ms. Perry

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, September 2, 2025.

DISTRICT

MSD PROFESSIONAL DEVELOPMENT PLAN 2025-2026

Motion #2 that, upon the recommendation of the Superintendent, and the Board Curriculum Committee, the Board of Education approve the MSD Professional Development Plan 2025-2026

EXPLANATION: Professional development regulations specify requirements for school and district PD planning. To support districts, the NJDOE provides guidance and optional templates that outline the requirements of each type of plan, with instructions for developing the plan and sample populated plans for illustrative purposes only.

DISTRICT

NJSCI CULTURE & CLIMATE SURVEY

Motion #3 that upon the recommendation of the Superintendent, the Board of Education approve the administering of the New Jersey School Climate Improve Survey.

EXPLANATION

The New Jersey School Climate Improvement (NJSCI) Survey is a statewide initiative designed to gather feedback from students, staff, and families on key aspects of school culture and climate. The survey measures perceptions of safety, relationships, teaching and learning, and the overall school environment. Results provide valuable insights to help districts identify strengths and areas for growth, guide decision-making, and ensure that schools foster welcoming, inclusive, and supportive environments for all members of the community. The survey will be administered to all stakeholders in early October.

DISTRICT

FIELD TRIPS

Motion #4 that, upon the recommendation of the Superintendent, and the Board Curriculum Committee, the Board of Education approve the following Field Trips

DISTRICT

MSD SUMMER CURRICULUM

Motion #5 that, upon the recommendation of the Superintendent, and the Board Curriculum Committee, the Board of Education approve the MSD summer curriculum.

EXPLANATION: The writing and revision process is based on curricular needs, such as cyclic updates, new state standards, and the development of new approved courses of study. More curricular work will continue throughout the year by PLC teams during units of study.

MEF GRANTS

Motion #6 that, upon the recommendation of the Superintendent, the Board of Education Accept monies from the Morris Educational Foundation for the following Grants:

	<u>Amount</u>	<u>School</u>	<u>Project</u>
<u>PK-8</u>	\$1,700	FMS, Hillcrest	Footprints-Marc Gold

The Footprints program connects Frelinghuysen Middle School students and Hillcrest Elementary School Kindergarten students to foster mentorship, community engagement, and academic skill-building. Once each marking period, middle school students will visit Hillcrest classrooms to read age-appropriate books and lead related educational lessons. These lessons focus on literacy, emotional regulation, social skills, numeracy and more. Footprints empowers middle schoolers to build confidence, public speaking, and leadership skills while giving kindergarteners positive role models and a memorable learning experience. The grant will be used for supplies, books, and a culminating activity.

	<u>Amount</u>	<u>School</u>	<u>Project</u>
	\$4,075	LLC	Reading Readiness: Preschooler-Parent Shared Reading – Carolina Mendonca

The project, which is donor-designated, will provide opportunities to increase parent involvement for preschool learners. Literacy activities will be created and designed to establish family reading routines for Spanish and English- speaking parents and their children at all of the district’s preschool locations. The project’s goal will include increasing family reading, vocabulary development, and language development for parents and their children. Age-appropriate books for preschool students will help in establishing daily reading routines. These reading opportunities will also teach parents how to use books to teach their children early literacy skills such as phonemic awareness, letter recognition, numeracy, colors, rhymes, singing, and vocabulary. The

book club will be presented to parents as an opportunity to participate in a series of lessons throughout the year that will culminate in a celebration at the end for each parent who participated. The book club will be utilizing bilingual books. Meetings will be once a month from October until May.

<u>Amount</u>	<u>School</u>	<u>Project</u>
\$3,600	FMS	Tutoring Program Coordinator Stipend

9-12

<u>Amount</u>	<u>School</u>	<u>Project</u>
\$5,000	MHS	Equipment to Enhance MHS Lab Experience – Edwin Villhauer

This is a grant from the Novartis US Foundation to be used to enhance the chemistry class and lab experiences for tenth-grade introductory students as well as eleventh and twelfth-grade AP chemistry students. The grant will be used to strengthen the AP Chemistry lab experiences with an updated inquiry program, complete with College Board pre-and post-lab questions. In addition, it will enhance the after-class experience with a blended learning program (FinnPrep) and will be used to continue upgrades to the department's Chemistry lab equipment.

<u>Amount</u>	<u>School</u>	<u>Project</u>
\$5,798.00	MHS	Advanced Telephoto Sport Lens Grant-Brian Kievning

This grant will directly impact the upper level photography students in grades 10-12. This grant will enable the purchase of two advanced telephoto lenses (camera body and 100-500mm lens) specifically for doing sports photography. These lenses would be used on the Advanced Camera grant purchased from last year and would extend the capability of these cameras for longer distance subjects. This grant will help us push deeper into professional photography not easily attained.

DISTRICT

COMMUNITY SCHOOL SKI PROGRAM

Motion #7 that, upon the recommendation of the Superintendent, and the Board Curriculum Committee, the Board of Education approve the Morris School District Community School Ski Program.

EXPLANATION: The Ski Program will be offered after school for Frelinghuysen Middle School and Morristown High School students at Mountain Creek during January and February 2026. Program costs are covered by collected participant tuition.

DISTRICT

MORRIS ARTS PROGRAM AT FMS and MHS 2025-2026-Her Words

Motion #8 that, upon the recommendation of the Superintendent, and the Board of Education approve the ***Morris Arts Program at FMS & MHS 2025-2026 Her Words***

EXPLANATION: This program would be offered free of charge to participants, funded by Morris Arts through county funding and individual donors. There would be two teaching artists leading each session and one school counselor present for each session. The program was established in 2005 and had its beginning at FMS for a few years before later moving to MHS.

EDUCATIONAL MATTERS (Motions #1-8)

Moved by Mrs. Wall, seconded by Mrs. Spiotta

AYES: Mr. Lloyd, Ms. Murphy, Mrs. Pedalino, Dr. Rodriguez,
Mr. Smith, Mrs. Spiotta, Mrs. Wall, Mrs. Cole (Motions #1-5, 7-8)

NOES: None

ABSTAIN: Mrs. Cole (Motion #6)

ABSENT: Mrs. Davidson, Ms. Perry

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.

PK-8

STIPULATION OF SETTLEMENT

Motion #2 that, upon the recommendation of the Superintendent, the Board of Education approve Stipulation of Settlement resolving a dispute pertaining to student #623134. The Stipulation of Settlement is on file in the office of Pupil Services.

PUPIL SERVICES (Motions #1-2)

Moved by Mrs. Wall, seconded by Mrs. Spiotta

AYES: Mr. Lloyd, Ms. Murphy, Mrs. Pedalino, Dr. Rodriguez,
Mr. Smith, Mrs. Spiotta, Mrs. Wall, Mrs. Cole (Motion #2)

NOES: None

ABSTAIN: Mrs. Cole (Motion #1)

ABSENT: Mrs. Davidson, Ms. Perry

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	1.0 ABS, AH	09/29/25
N/A	1.0 ABS, WD	09/09/25
1.0 ETS, MHS	1.0 ETS, TJ	09/16/25
N/A	1.0 Tech. Ed., FMS	09/30/25
<i>DISTRICT</i>		
1.0 Maintenance, B&G	1.0 Maintenance (Electrician), B&G	09/30/25

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

Motion #2 that, upon the recommendation of the Superintendent, the Board of Education approve the resignation(s), termination(s) and/or retirement(s) of the following staff according to the effective date and reason shown:

<i>PK-8</i>	
Employee #6793	October 14, 2025 Terminated
Acosta Capellan, Pablo 1.0 ABS, WD	October 1, 2025 Resigned
Amieva, Lucy 0.5 Kindergarten Teacher Assistant, AV	August 21, 2025 Resigned
Muster, Anna 1.0 French, FMS	November 1, 2025 Retired
Stumpf, Michael 1.0 Custodian, FMS	April 1, 2026 Resigned
<i>9-12</i>	
Franko, Kelvin 1.0 Math, MHS	January 1, 2026 Retired

<i>DISTRICT</i>	
Torres, Tammy 1.0 Bus Driver, Transportation	October 1, 2025 Retired

APPOINTMENT(S) 2025-2026 */**

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>			
Lisi, Toni 1.0 Grade 3, TJ	\$65,425 BA, Step 2	09/11/25-12/23/25	Employee #6088 LEAVE REPLACEMENT
Rivas, Paula 1.0 Bilingual Grade 1 / 2, AV	\$68,535 BA, Step 8	09/04/25-06/30/26 <i>(revised dates)</i>	Langdon, Y. Reassigned
Santos, Mercer 0.5 Kindergarten TA, AV	\$14,496	09/29/25-06/30/26	Azarow, J. Resigned
Wilson, Brittany 1.0 LDTC, AV/NP/SX	\$83,315 MA30, Step 13	09/22/25-06/30/26 <i>(revised dates)</i>	Employee #7936
<i>9-12</i>			
Biswas, Mousumi 1.0 Math, MHS	\$69,025 MA, Step 3	08/27/25-01/15/26 <i>(revised dates)</i>	Employee #4404 LEAVE REPLACEMENT
Zuluaga, Andrea 1.0 ABS, MHS	\$34,171	09/14/25-06/30/26	Employee #7310
<i>DISTRICT</i>			
Bernales Jerez, Juan 1.0 Grounds, B&G	\$50,000	09/25/25-06/30/26	Employee #4585

Connolly, Michael 1.0 Bus Driver, Transportation	\$37,800 \$35/hour 6 hrs/day 180 days/year	09/08/25-06/30/26	Employee #6991
Mang, Christopher 1.0 Class VI Clerk, Payroll	\$78,700 Class VI, Step 19	10/01/25-06/30/26	Kutyla, G. Resigned
Nieva Caparachin, Ana Maria 1.0 Bus Driver, Transportation	\$37,800 \$35/hour 6 hrs/day 180 days/year	09/02/25-06/30/26	Est. 07/21/25
Valdez Paguay, Gloria 1.0 Bus Aide. Transportation	\$17,100 \$19/hour 5 hrs/day 180 days/year	09/02/25-06/30/26	Employee #8198

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

REAPPOINTMENT AND SALARIES OF CERTIFICATED STAFF 2025-2026

Motion #4 that, upon the recommendation of the Superintendent, the Board of Education approve the following staff reappointment and salary for the 2025-2026 school year:

<i>DISTRICT</i>			
Koval, Christy	.46 Intervention, CO	08/27/25-06/30/26	\$41,749 .46 BA, Step 19

DISTRICT

SUBSTITUTE APPOINTMENTS 2025-2026

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 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.:

Athletic Volunteer

Wright, Matthew (Football)

Bus Aide

Zuluaga, Andrea (after work hours)

Bus Driver

Jaimes Ojeda, Carlos (eff. 09/09/2025)

Jones, Bryan (eff. 09/22/2025)

Nino Triana, Yuro (eff. 09/29/25)

Lunchroom/Playground Aide

Johnson, Pernita

Merchan Moya, Anabela

Suarez, Marllory (eff. 09/08/2025)

Substitute Teacher

Boyd, Laura (eff. 09/08/2025)

Eck, Loreli (eff. 09/22/2025)

El-Hassan, SarahNajet (eff. 09/08/2025)

Heldt, Catherine (eff. 09/11/2025)

Hodge, Elainna (eff. 09/03/2025)

Roedel, Sara (eff. 09/03/2025)

Taylor, Angela (eff. 09/09/2025)

Yeoh, Andrew (eff. 09/25/2025)

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

LEAVE(S) OF ABSENCE 2025-2026

Motion #6 that, upon the recommendation of the Superintendent, the Board of Education approve a leave of absence to the following staff members under the conditions stated and effective dates shown:

PK-8		
Employee #0721	09/10/25-TBD	Administrative ****
Employee #4476	08/20/25-09/01/25	Military ****
Employee #5600	02/23/26-05/22/26	NJFLA **
Employee #6793	09/26/25-10/13/25	Administrative ****
Employee #6970	01/05/26 – 02/18/26 02/19/26 – 05/15/26	Maternity * FMLA/NJFLA **
Employee #7111	08/27/25-10/25/25 (revised dates)	Administrative ****
Employee #7460	01/05/26-03/26/26	NJFLA **

Employee #5815	9/29/25 - TBD	Administrative ****
9-12		
Employee #4404	08/27/25-10/13/25 10/14/25-01/15/26 (revised dates)	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

*** Without pay/without benefits

**** With pay/with benefits

TRANSFER(S), CHANGE(S) OF ASSIGNMENT, TITLE AND OR/ SALARY 2025-2026

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

Employee	Former Assignment	New Assignment	Effective	Salary	In Place Of:
PK-8					
Acosta Capellan, Pablo	1.0 ABS, HC	1.0 ABS, WD	09/09/25	N/A	Est. 09/29/25
Castiglione, Danielle	1.0 ABS, LLC	N/A	08/27/25	\$34,171	N/A
Clemente, Flavia	1.0 ABS, LLC	N/A	08/27/25	\$34,171	N/A
Degidio, Sara	1.0 ABS, LLC	N/A	08/27/25	\$34,171	N/A
Gamble, Lorenzo	1.0 ABS, NP	1.0 ABS, SX	09/09/25	N/A	Amieva, L. Reassigned
Gamble, Lorenzo	1.0 ABS, SX	1.0 ABS, WD	09/29/25	N/A	Lindsey, A. Resigned

Grogan, James	1.0 ETS, MHS	1.0 ETS, FMS	09/16/25	N/A	Masi, C. Reassigned
Jagoo, Charline	1.0 ABS, FMS	1.0 ABS, SX	09/29/25	N/A	Gamble, L. Reassigned
Markouris, Anna	1.0 ABS, AH	N/A	08/27/25	\$34,174	N/A
Masi, Christine	1.0 ETS, FMS	1.0 ETS, TJ	09/16/25	N/A	Est. 09/29/25
Simmons, Frances	.5 Kindergarten Teacher Assistant, NP	1.0 ABS, NP	09/05/25	\$34,171	Gamble, L. Reassigned
Vasquez Baldassari, Oscar	1.0 ABS, TJ	N/A	08/27/25	\$34,171	N/A
<i>DISTRICT</i>					
Dungee, Raymond	1.0 Security, MHS	1.0 Class IV Secretary, CO	09/30/25	\$49,810 Class IV, Step 6	Est. 09/02/25
Molina Roperro, Francy	1.0 Bus Driver, Transportation	N/A	08/27/25	\$40,714 \$36.19/hr 6.25 hrs/day 180 days/year	N/A

DISTRICT

ALPHA PHI ALPHA AGREEMENT

Motion #8 that upon the recommendation of the Superintendent, the Board of Education approve the agreement the partnership agreement between the Morris School District and Sigma Zeta Lambda Chapter of Alpha Phi Alpha Fraternity, Inc. for their Go To High School, Go To College Program for the 2025-2026 school year.

EXPLANATION: This partnership provides mentorship, academic enrichment and college readiness resources to students within the district. The aim is to support student success by offering structured guidance, leadership development and post-secondary planning opportunities, particularly for students from underserved communities.

CHANGE OF LEVEL OF PROFESSIONAL PREPARATION 2025-2026

Motion #9 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						
LoDolce, Blake	1.0 Spec Ed, TJ	MA, Step 11	\$75,615	MA30, Step 11	\$78,515	8/27/25

JOB DESCRIPTION(S) 2025-2026

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

- (1) Maintenance (Electrician)

DISTRICT

COMMUNITY SCHOOL 2025-2026 - REVISED

Motion #11 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	Effective Date
Andrade, Nilsa	Site Leader	\$30	09/02/2025
Araujo, Lilah	Teacher Assistant	\$18	09/02/2025
Baccaro, Jessica	Teacher Assistant	\$20	09/02/2025
Bankhead, Brenda	Site Leader	\$35	09/02/2025
Bankhead, Brenda	Group Teacher	\$25	09/02/2025
Barber, Linda	Teacher Assistant	\$20	09/02/2025
Barry, Lisa	Teacher Assistant	\$18	09/02/2025
Barthe, Jacques	Teacher Assistant	\$18	09/18/2025
Biller, Heidi	Group Teacher	\$35	09/02/2025
Brockington, Mamie	Substitute	\$30	09/02/2025
Bruno, Kimberly	Substitute Teacher	\$35	09/15/2025
Champi, Sydney	Group Teacher	\$35	09/02/2025
Chavis, Jamal	Group Teacher	\$25	09/02/2025

Clark, Bridget	Group Teacher	\$35	09/02/2025
Curley, Meredith	Group Teacher	\$35	09/02/2025
Damiano, Mary	Substitute	\$30	09/02/2025
DeLeon Cottom, Ashley	Teacher Assistant	\$20	09/02/2025
Diaz, Khirstie	Group Teacher	\$35	09/02/2025
Diaz, Khirstie	Counselor	\$65	09/02/2025
Dickson, Ty-Teyonna	Substitute	\$25	09/04/2025
Duffy, Sara	Teacher Assistant	\$20	09/02/2025
Guerriero, Esperanza	Teacher Assistant	\$20	09/02/2025
Gupta, Sheela	Group Teacher	\$25	09/02/2025
Harpaul, Celia	Group Teacher	\$35	09/02/2025
Harris Fuller, Kymberlye	Teacher Assistant	\$18	09/02/2025
Hernandez, Natalie	Group Teacher	\$35	09/02/2025
Jackson, Cathleen	Teacher Assistant	\$25	09/02/2025
Jorge, Belkis	Site Leader	\$30	09/02/2025
Kahwaty, Nicole	Group Teacher	\$35	09/02/2025
Kerri, Mateo	Teacher Assistant	\$20	09/02/2025
Kerri, Rudina	Group Teacher	\$25	09/08/2025
Kersey, Warren	Site Leader	\$45	09/02/2025
Koba, Migdonia	Group Teacher	\$25	09/02/2025
Lewis-Lahey, Anthony	Sunrise Coordinator	\$45	09/02/2025
Lindsey, LaTasha	Site Leader	\$35	09/02/2025
Markovich, Bryn	Group Teacher	\$35	09/02/2025
Martin Lindsey, J'Nisah	Teacher Assistant	\$19	09/02/2025
McElwee, Jermaine	Site Leader	\$30	09/02/2025
Miller, Alexandra	Teacher Assistant	\$18	09/02/2025
Molina, Vivian	Teacher Assistant	\$20	09/02/2025
Navarro, Carina	Counselor	\$65	09/02/2025
Pappas, Aferdita	Site Leader	\$30	09/02/2025
Ramirez, Emma	Substitute	\$20	09/02/2025
Ramirez, Sheryl	Substitute	\$25	09/02/2025

Rangel, Teresa	Group Teacher	\$30	09/02/2025
Riley, Lawrence	Site Leader	\$35	09/02/2025
Ripa, Lucia	Substitute	\$20	09/02/2025
Robertelli, Savina	Site Leader	\$35	09/02/2025
Rocco, Andrew	Teacher Assistant	\$18	09/02/2025
Russo, Carolyn	Group Teacher	\$25	09/02/2025
Saint Juste, Zoey	Teacher Assistant	\$20	09/02/2025
Simmons, Frances	Group Teacher	\$35	09/02/2025
Singleton, Melissa	Group Teacher	\$30	09/02/2025
Smith, Khyra	Site Leader	\$30	09/02/2025
Steitz, Allison	Site Leader	\$35	09/02/2025
Stroh, Katherine	Group Teacher	\$30	09/02/2025
Tate, Monica	Group Leader	\$35	09/02/2025
Valencia, Stephanie	Teacher Assistant	\$20	09/02/2025
Vorhies, Cara	Teacher Assistant	\$20	09/02/2025
Walker, Brianna	Group Teacher	\$25	09/02/2025
Wetcher, Persephone	Teacher Assistant	\$18	09/02/2025
Zapata, Yara	Site Leader	\$35	09/02/2025

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

EXTRA PAY REVISION 2025-2026

Motion #12 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			
Jazz Ensemble Co-Director	2	Beadle, Timothy	\$1,650

FRELINGHUYSEN MIDDLE SCHOOL CO-CURRICULAR			
POSITION	TIER	STAFF MEMBER	TOTAL SALARY
PK-8			
Drama Assistant Director	2	Diatta, Brooke (rescind)	\$0
Technology Student Advisor	2	Scheerer, Harrison (09/02/2025 - 02/20/2026, 05/26/2026-06/18/2026)	\$2,242

EXTRA PAY 2025-2026

Motion #13 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		
Basketball		
Head Coach - Boys (1 of 1)	Martin, Brian	\$8,951
Assistant Coach - Boys (1 of 2)	Harris, Aaron	\$7,161
Assistant Coach - Boys (2 of 2)	Phinn, Vincent	\$7,161
Head Coach - Girls (1 of 1)	Ferrara, Allison	\$8,951
Assistant Coach - Girls (1 of 2)	Vanorskie, Louis	\$7,161
Bowling Head Coach (1 of 1)	Cepeda, Tanya	\$7,225
Cheerleading - Winter		
Head Coach (1 of 1)	Chase, Christina	\$7,225
Assistant Coach (1 of 1)	Perez, Cynthia	\$5,780
Ice Hockey		
Head Coach - Boys (1 of 1)	Anderson, Ian	\$8,951
Assistant Coach - Boys (1 of 2)	Jones, Steven	\$7,161

Indoor Track		
Head Coach (1 of 1)	Vena, Nicholas	\$8,099
Assistant Coach (1 of 4)	Brown, Gerald	\$6,479
Assistant Coach (2 of 4)	Buccino, Paul	\$6,479
Assistant Coach (3 of 4)	DiGennaro, Peter	\$6,479
Assistant Coach (4 of 4)	Goss, Emily	\$6,479
Strength and Conditioning - Winter		
Coach (1 of 2)	Jacobus, Scott	\$5,000
Coach (2 of 2)	Somma, Antonio	\$5,000
Swimming		
Head Coach (1 of 1)	Cecala III, Joseph	\$8,099
Assistant Coach (1 of 2)	Componile, Bernadette	\$6,479
Assistant Coach (2 of 2)	Schwartz, Michelle	\$6,479
Unified Bowling Coach (1 of 1)	Cepeda, Tanya	\$2,993
Wrestling Head Coach (1 of 1)	Thorsen, Jesse	\$8,951

MORRISTOWN HIGH SCHOOL CO-CURRICULAR			
POSITION	TIER	STAFF MEMBER	TOTAL SALARY
9-12			
Assessment Coordinator	N/A	Vasan, Bindu	\$3,500
Cohort Leader/Freshman Experience Leader	N/A	DiGennaro, Peter	\$1,500
Cohort Leader/Freshman Experience Leader	N/A	Disch, Kaitlynn	\$1,500
Cohort Leader/Freshman Experience Leader	N/A	LaGrave, Jessica	\$1,500
Cohort Leader/Freshman Experience Leader	N/A	Montague, Tara	\$1,500

Cohort Teacher/9th Grade Experience	N/A	Angelo, Amy	\$1,000
Cohort Teacher/9th Grade Experience	N/A	Biswas, Mousumi	\$1,000
Cohort Teacher/9th Grade Experience	N/A	Bozza, Amy	\$1,000
Cohort Teacher/9th Grade Experience	N/A	Capozzi, Justin	\$1,000
Cohort Teacher/9th Grade Experience	N/A	Componile, Bernadette	\$1,000
Cohort Teacher/9th Grade Experience	N/A	Componile, Joseph	\$1,000
Cohort Teacher/9th Grade Experience	N/A	DiGennaro, Peter	\$1,000
Cohort Teacher/9th Grade Experience	N/A	Disch, Kaitlynn	\$1,000
Cohort Teacher/9th Grade Experience	N/A	Emma, David	\$1,000
Cohort Teacher/9th Grade Experience	N/A	Flynn, Casey	\$1,000
Cohort Teacher/9th Grade Experience	N/A	LaGrave, Jessica	\$1,000
Cohort Teacher/9th Grade Experience	N/A	Montague, Tara	\$1,000
Cohort Teacher/9th Grade Experience	N/A	Power, John	\$1,000
Cohort Teacher/9th Grade Experience	N/A	Schwartz, Allison	\$1,000
Cohort Teacher/9th Grade Experience	N/A	Thorsen, Jesse	\$1,000
Cohort Teacher/9th Grade Experience	N/A	Trifari, Don	\$1,000
Cohort Teacher/9th Grade Experience	N/A	Trimmer, Grace	\$1,000
Cohort Teacher/9th Grade Experience	N/A	Wilpert, Marya	\$1,000
Jazz Ensemble Co-Director	2	Morla, Nathan	\$1,650
Lead Teacher	N/A	Leff, Samantha	\$1,000
Model U.N. Advisor	3	Diamond, Paige	\$2,100
PSAT Test Site Coordinator	N/A	Velez, Jada	\$700
World Language Club & Honor Society Advisor - Chinese	2	Hong, Yunjie	\$3,300

FRELINGHUYSEN MIDDLE SCHOOL ATHLETICS		
POSITION	STAFF MEMBER	TOTAL SALARY

PK-8		
Basketball		
Head Coach - Boys (1 of 1)	Mullen, William	\$4,537
Head Coach - Girls (1 of 1)	Cahill, Jacob	\$4,537
Assistant Coach - Girls (1 of 1)	Daly, Ashley	\$3,176
Cheerleading Head Coach (1 of 1)	Bischoff, Nicole	\$4,227
Drill Team Head Coach (1 of 1)0	Rogers-Martin, Dayjahnae	\$3,684
Wrestling Head Coach (1 of 1)	Manahan, Bryan - GF	\$6,908

FRELINGHUYSEN MIDDLE SCHOOL CO-CURRICULAR			
POSITION	TIER	STAFF MEMBER	TOTAL SALARY
PK-8			
Equity and Inclusion Advisor	3	Ahmad, Zarah	\$2,100
National Society of Black Engineers 6-8 Advisor	3	Chitundu, Holly	\$2,100

DISTRICT

FAMILY OUTREACH

Motion #14 that upon the recommendation of the Superintendent, the Board of Education approve the following staff to provide onsite support to families

Description: To provide onsite support to families for re-residency, parent portal, lunch applications
 Dates: September 2, 2025 through June 18, 2026
 Funding Source: Title I
 Rate: \$25 per hour
 Staff: Cardona Agudelo, Mateo
 Jaber, Kefah
 Karr, Donna
 Martinez, Mayra
 Monje, Jose
 Perez, Catherine

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

PK-8

SCHOOL I&RS TEAMS 2025-2026

Motion #15 that, upon the recommendation of the Superintendent, the Board of Education approve the following named staff to serve as I&RS Teams for the 2025-2026 school year:

Program: School I&RS Team
Date: 08/27/25-06/30/26
Funding Source: Local
Rate: \$750 per Committee member
Staff: I&RS Committee Members 2025-2026

INVOLUNTARY TRANSFERS 2025-2026

Motion #16 that upon the recommendation of the Superintendent, the Board of Education approve compensation in the amount of \$100 to each of the following staff members due to involuntary transfer for the 2025-2026 school year:

Staff Member	Previous Assignment	New Assignment
PK-8		
Goldberg, Jessica	Alfred Vail School	Alexander Hamilton/Alfred Vail
Grogan, James	Morristown High School	Frelinghuysen Middle School
Kahwaty, Nicole	Alfred Vail/Sussex Avenue School	Sussex
Katterman, Lisa	Alexander Hamilton	Hillcrest
Kolker, Mariel	Morristown High School	Frelinghuysen Middle School
Masi, Christine	Frelinghuysen Middle School	Thomas Jefferson
Mullen, William	Sussex Avenue School	Frelinghuysen Middle School
9-12		
Diatta, Brooke	Frelinghuysen Middle School	Morristown High School
Phinn, Vincent	Thomas Jefferson	Morristown High School

9-12

MHS HOMEWORK CLUB 2025-2026

Motion #17 that, upon the recommendation of the Superintendent, the Board of Education approve the following for the 2025-2026 school year:

Program: Homework Club Morristown High School
Description: Tutoring services
Dates: September, 2025 - June, 2026
Funding Source: Local
Rate: \$28 per hour, not to exceed 208 hours total

Staff: Disch, Kaitlynn
LaGrave, Jessica

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

MHS EXTRA PERIOD COVERAGE 2025-2026

Motion #18 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: 2025-2026 school year
Funding: Local
Rate: As per Contract language
Staff: MHS Extra Period Coverage 2025-2026

DISTRICT

NEW TEACHER/MENTOR TRAINING

Motion #19 that upon the recommendation of the Superintendent, the Board of Education approve the following New Teacher/Mentor training:

Program: New Teacher/Mentor Training
Description: To provide training to newly hired novice certificated staff and their mentors
Dates: August 2025 - June 2026
Funding Source: Title II
Rate: \$25 per hour
Staff: Casperson, Meghan
Jones, Robert
McEllen, Kate
Nicol, Katherine
Tepedino, Kathryn
Umanzor, Abigail

PRESCHOOL EDUCATION AID (PEA) GRANT PAYROLL 2025-2026

Motion #20 that, upon the recommendation of the Superintendent, the Board of Education approves the following PEA payroll for the **2025-2026** school year:

Position / Account #	Name	Full Salary	Grant Funded % of Salary
Teacher 20-218-100-101-19-00	Boehler, Laura	\$ 88,115	100 %
	Carlucci, Annmarie	\$ 72,015	100 %
	Cohen, Michelle	\$ 67,475	100 %
	Maietta, Jennifer	\$ 74,270	100 %
	Manobianca, Amy	\$ 85,215	100 %
	Raphael, Nicole	\$ 71,135	100 %
	Schumann, Tamara	\$ 66,425	100 %
	Young, Kristina	\$ 73,215	100 %
Long Term Sub 20-218-100-101-19-99	Stropnickyy, Nancy	\$ 4,000	100 %
Relief Teacher 20-218-100-101-19-00	Reid- Gersten, Lauren	\$ 85,215	100 %
Teacher Assistants 20-218-100-106-19-00	Aguero Gonzalez, Cynthia	\$ 32,510	100 %
	Celis, Maria	\$ 47,888	100 %
	Gagliardi, Elissa	\$ 47,888	100 %
	Gomez, Katerine	\$ 30,010	100 %
	Hery, Julie	\$ 30,210	100 %
	Jorge, Belkis	\$ 47,888	100 %
	Simone, Giovanna	\$ 30,610	100 %
	Terhune, Wendy	\$ 47,888	100 %
Early Childhood Supervisor 20-218-200-102-19-00	Mendonca, Carolina	\$117,739	100 %
Principals 20-218-200-103-19-00	Adames, Jacquelyn	\$124,080	100 %
Bus Aides 20-218-200-104-19-00	Ballard, Martha	\$ 20,576	100 %
	Bedoya Quiroz, Angela	\$ 18,705	100 %
	Cadavid Ramirez, Selmar	\$ 19,640	100 %
	Castro Lopez, Lucila	\$ 17,100	100 %
	Dennis, Veronica	\$ 18,810	100 %
	Domicoli, Vincenzina	\$ 18,705	100 %
	Guifarro Cabrera, Sandra	\$ 7,856	100 %
	Johnson, Bridgette	\$ 14,090	100 %
	Lidque-Gabriel, Andrea	\$ 8,226	100 %
	Nobles, Alice	\$ 22,421	100 %

	Robinson, Rose Rojas, Diana Valdez Paguay, Gloria Williams, Candida Williams, Regina	\$ 19,545 \$ 17,955 \$ 7,182 \$ 14,353 \$ 8,230	100 % 100 % 100 % 100 % 100 %
Nurses 20-218-200-104-19-00	Goss, Margaret Vecchione, Jessica	\$109,215 \$ 69,615	100 % 100 %
Social Workers 20-218-200-104-19-00	Brillon, Courtney	\$ 78,015	100 %
Secretaries 20-218-200-105-19-00	Godoy, Jessica Piovesan, Juiliana	\$ 63,610 \$ 60,080	100 % 100 %
Custodians 20-218-200-110-19-00	Arbelaez Londono, Roberto Hackett, Akeem	\$ 21,714 \$ 33,714	50 % 50 %
Fiscal Specialist 20-218-200-110-19-00	Walker, Carla	\$ 40,741	50 %
Security Guard 20-218-200-110-19-00	Crowley, David	\$ 26,455	50 %
Community Parent Involvement Specialist 20-218-200-173-19-00	Montoya, Karen	\$ 78,015	100 %
Preschool Instructional Coaches 20-218-200-176-19-00	Cobilich, Barbara Jimenez, Jarelis	\$ 92,415 \$ 99,615	100 % 100 %
Preschool Intervention Referral Specialist 20-218-200-176-19-00	Abreu, Angelica Lopez, Jessica	\$ 80,415 \$ 76,115	100 % 100 %

EXPLANATION: Motion to approve positions and staff funded by the PEA grant.

PROVISIONAL/NOVICE TEACHER MENTORS – 2025-2026

Motion #21 that, upon the recommendation of the Superintendent, the Board of Education approve the following named certificated staff to serve as mentors to provisional/novice teachers as indicated below as required by N.J.A.C. 6A:9B-8 for the 2025-2026 school year:

Provisional/Novice Teacher	MSD Mentor	School
PK-8		
Antolovich, Melissa	Camacho, Alisa	AV
Beeck, Chelsea	Harpaul, Ingrid	HC
Bernier, Rosalie	Lopez, Jessica	Kiddie Academy
Brunello, Kristen	Bueno, Nathalia	FMS
Demnitz, Eric	Edwards, Brittany	YZone
Feaster, Victoria	Jones, Robert	AH
Forte, Marissa	Greenstein, Allyson	FMS
Gogarty, Allison	Torre, Michelle	AV
Kopec, Megan	Abreu, Angelica	Children's Corner
Kowalski, Chloe	London, Karen	FMS
Mahony, Sarah	Piasek, Anne	WD
Mortimer, Annemarie	Rauchbach, Patricia	AH
Murphy, Kelly Anne	Goss, Emily	AH
Pollard, Reese	Masotti, Adrianna	FMS
Reilly, Isabella	Brady, Dina	WD
Wear, Jenna	Babula, John	TJ
9-12		
Balasundaram, Sudha	Serra, Michael	MHS
Escobar, Jenifer	Bouchard, Judson	MHS
Gabel, Jason	Campbell, Michael	MHS
Karger, Rebecca	Bisulca, Tracy	MHS

Richardson, Chris	Villane, Kristen	MHS
Velez, Jada	Trimmer, Grace	MHS
Wright, Matthew	Albanese, Sarah	MHS

DISTRICT

SCHOOL BASED COMMITTEES 2025-2026

Motion #22 that, upon the recommendation of the Superintendent, the Board of Education approve the staff listed on the attached to serve as School Based Committees 2025-2026.

PK-8

SIGNING BONUS 2025-2026

Motion #23 that, upon the recommendation of the Superintendent, the Board of Education authorizes the payment of a signing bonus to the following staff:

Staff Member	Position	Location	Signing Bonus
Ahmad, Zarah	1.0 Math	FMS	\$5,000

EXPLANATION: Payment will be made in two equal installments - one in October and one following the completion of four (4) months employment.

DISTRICT

STUDENT TEACHER APPOINTMENTS 2025-2026

Motion #24 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

Gladwell, Alyssa (Seton Hall University) (eff. 09/26/25)

HR/CURRICULUM

DISTRICT

TUTORING SERVICES

Motion #25 that, upon the recommendation of the Superintendent, the Board of Education approve the following:

Description: To provide tutoring for identified students.
Dates: September 2, 2025 through June 30, 2026
Funding: Local
Rate: As per contract language (not to exceed \$65 per hour)
Staff: Tepedino, Kathryn

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

DISTRICT

EXTRACURRICULAR SUPPORT 2025-2026

Motion #26 that, upon the recommendation of the Superintendent, the Board of Education all Morris School District certificated staff and non-certificated staff who hold the appropriate credentials to provide extracurricular support in before or after school activities to special education students, as needed for the 2025-2026 school year, at a rate of \$28.00/hour.

EXPLANATION: This is a pre-established annual extra pay position. Upon the submission of an approved timesheet, staff members will be compensated as outlined above.

PK-8

CURRICULUM WRITING (K-5) ESL

Motion #27 that, upon the recommendation of the Superintendent, and the Board Curriculum Committee, the Board of Education approve the Curriculum Writing (K-5) ESL.

Posting: #J-23
Program: Curriculum Writing (K-5) ESL
Description: ESL Curriculum Writing (K-5)
Dates: August 27, 2025 - June 30, 2026
Funding: Local
Rate: As per contract language
Staff: Kahwaty, Nicole
Ventresca, Lauren

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

PK-8

CURRICULUM WRITING HERITAGE WORLD LANGUAGE

Motion #28 that, upon the recommendation of the Superintendent, and the Board Curriculum Committee, the Board of Education approve the Curriculum Writing (6-8) Heritage World Language:

Posting:	#J-24
Program:	Curriculum Writing Heritage World Language
Description:	Heritage World Language Curriculum Writing
Dates:	July 1, 2025 - August 26, 2025
Funding:	Local
Rate:	As per contract language; \$1,000 stipend per completed course per contract language
Staff:	Lesnick, Ian

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

DISTRICT

WIDA MODEL TESTING PROCTORS

Motion #29 that, upon the recommendation of the Superintendent, and the Board Curriculum Committee, the Board of Education approve the WIDA Model Testing proctors for the 2025-2026 school year.

Posting:	#J-27
Program:	WIDA Model Testing
Description:	ESL & Bilingual teachers administering the WIDA Model testing
Dates:	August 27, 2025-June 30, 2026
Funding:	Local
Rate:	As per contract language
Staff:	Calo, Lia Caprioli, Betiana Kahwaty, Nicole Langdon, Yeimi Moran, Jennifer

EXPLANATION: This is a pre-established annual extra pay position. Upon the submission of an approved timesheet, staff members will be compensated as outlined above.

DISTRICT

BILINGUAL OUTREACH TEAM 2025-2026 SCHOOL YEAR

Motion #30 that, upon the recommendation of the Superintendent, and the Board Curriculum Committee, the Board of Education approve the Bilingual Outreach Team 2025-2026:

Posting: #J-28
Program: Bilingual Outreach Team
Description: Assisting new families
Dates: August 27, 2025 - June 30, 2026
Funding: Title III
Rate: \$2,500 stipend
Staff: Caprioli, Betiana
Colon, Vanessa
Kelly-Ruano, Franciss
Restrepo, Maria
Romero, Jehimy

EXPLANATION: This is a pre-established annual extra pay position. Upon the submission of an approved timesheet, staff members will be compensated as outlined above.

DISTRICT

SOCIAL WORKER INTERN APPOINTMENTS 2025-2026

Motion #31 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

Chatelain, Jaydon (Ramapo College)

DISTRICT

MORRIS ARTS PROGRAM AT FMS and MHS 2025-2026-Her Words

Motion #32 that, upon the recommendation of the Superintendent, and the Board of Education approve the ***Morris Arts Program at FMS & MHS 2025-2026 Her Words***

Program: Morris Arts Program
Dates: October 1, 2025 - June 30, 2026
Funding: Local/Morris Arts
Rate: \$150 per session
Staff: Brown, Renee
Saenz de Viteri, Sibila

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

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

Motion #33 that upon the recommendation of the Superintendent, the Board of Education approve a Sidebar Agreement to the Memorandum of Agreement for July 1, 2022 - June 30, 2026:

Sidebar Agreement - One Time Incentive

HUMAN RESOURCES (Motions #1-33)

Moved by Mrs. Wall, seconded by Mrs. Spiotta

AYES: Mr. Lloyd, Ms. Murphy, Mrs. Pedalino, Dr. Rodriguez,
Mr. Smith, Mrs. Spiotta, Mrs. Wall (Motions #1-15, 17-33), Mrs. Cole

NOES: None

ABSTAIN: Mrs. Wall (Motion #16)

ABSENT: Mrs. Davidson, Ms. Perry

9-12

DONATION

Motion #6 that upon the recommendation of the Superintendent, the Board of Education approve a monetary donation from Morristown High School Class of 1974 and alumni Mr. Raymond R. Iannucci to the Morristown High School Heritage Club in appreciation for their role in organizing a tour for the Class of 1974. A letter of gratitude will be sent to the donor.

AGREEMENT

Motion #7 that upon the recommendation of the Superintendent, the Board of Education approve the Use Agreement with the Educational Services Commission of Morris County for the use of a portion of the parking lot located at 5 Jean Street, Morris Township, NJ from September 30, 2025 through June 30, 2026 as on file in the Business Administrator's Office.

DISTRICT

BIOSECURITY PLAN

Motion #8 that upon the recommendation of the Superintendent, the Board of Education approve the 2025-2026 BioSecurity Plan for Food Service.

EXPLANATION

There is no change to the BioSecurity Plan, only updating contact information. The plan is on file in the Business Administrator's Office.

DISTRICT

HAZARDOUS WALKING 2025-2026

Motion #9 that upon the recommendation of the Superintendent the Board of Education approve the list of bus routes which include "courtesy" riders that would otherwise have hazardous walking conditions as attached.

EXPLANATION

There may be multiple conditions for each route, therefore the hazards are being identified by the letter that relates to the hazard as indicated in Board Policy 8600 as listed below:

HAZARDOUS WALKING ROUTES:

- A. Population density;
- B. Traffic;
- C. Average vehicle velocity;
- D. Existence or absence of sufficient sidewalk space;
- E. Roads and highways that are winding or have blind curves;
- F. Roads or highways with steep inclines and declines;
- G. Drop-offs that are close proximity to a sidewalk;

- H. Bridges or overpasses that must be crossed to reach the school;
- I. Train tracks or trestles that must be crossed to reach the school;
- J. Busy roads and highways that must be crossed to reach the school.

SALE OF SURPLUS PROPERTY

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

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

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

<u>Description</u>	<u>Quantity</u>	<u>Age</u>	<u>Asset Tag #</u>	<u>Location</u>	<u>Comment</u>
2006 Ford F-350 pickup with plow. Truck #15	1	19 years	MG72873	B&G	End of useful life
Mini refrigerator	1	15+ years	N/A	Central Office	Replaced; No longer in working condition
Tables - Round 4'	10	30+ years	N/A	MHS	Replaced; Outdated
Tables - Square 4' x 4'	54	30+ years	N/A	MHS	Replaced; Outdated
Tables (long)	5	14+ years	N/A	LLC	Broken
Maroon Chairs	222	30+ years	N/A	MHS	Replaced; Outdated
Pitney Bowes D1200 Folding Machine	1	10 years	15184	Comm School	No longer in use
HP LaserJet Pro 400 MFP printer	1	12+ years	N/A	Comm School	No longer in use
Detecto Scale	1	5 years	N/A	NP	No longer in working condition

CHANGE ORDERS

Motion #11 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				
Skopye, LLC	MHS Ceiling & Lighting Replacement	1	Installation of new ceilings in corridors & classrooms	\$ 18,623.45

CONSTRUCTION PAYMENTS

Motion #12 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, Inc.	MHS Roof Replacement	09/08/25	3	\$339,570.00
C.M.G. Group, Inc.	MHS, FMS, WD Security Vestibules	08/31/25	4	\$97,113.25
De Sesa Engineering Co., Inc.	MHS Partial HVAC	08/31/25	7	\$177,288.86
Skopye, LLC	MHS Ceiling & Lighting Replacement	08/31/25	3	\$139,160.00
PK-8				
De Sesa Engineering Co., Inc.	FMS Boiler Replacement	08/31/25	7	\$139,127.50
Safeway Contracting, Inc.	Hillcrest Roof Replacement	09/12/25	4	\$179,585.00

PROFESSIONAL SERVICES

DISTRICT

Motion #13 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:

Positive Pathways Counseling, Inc.	Counseling Services - Traditional	\$206,515
Center for Children’s Behavioral Health	Home Instruction	\$99/hr
New Hope, I.B.H.C.	Home Instruction	\$650/week
Brookfield Schools	Home Instruction	\$55/hr
Verdantas, LLC	Consulting	\$5,000
Dr. Nicole Rafanello	Intake Therapy	\$300
	Therapy	\$250/hr
	Independent Psychological Evaluation & Assessment	\$400/hr \$4,000 retainer, payment upfront (10 hours) \$500/hr for hearing/trial/deposition

DISTRICT

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

Title IX Coordinator

Motion that the Board approve Robert Sparano, Principal, Sussex Avenue School, as the Title IX Coordinator for the Morris School District for the 2025-2026 school year.

TRAVEL & REIMBURSEMENT

Motion #15 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 #1-15)

Moved by Mrs. Wall, seconded by Dr. Rodriguez

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

NOES: None

ABSTAIN: None

ABSENT: Mrs. Davidson, Ms. Perry

NEW BUSINESS BROUGHT BEFORE THE BOARD

Dr. Rodriguez wished all the educators and students a great school year.

Additionally, being that it is Spanish Heritage month, Dr. Rodriguez recognized and applauded the Spanish language and culture present in our school district.

ADJOURNMENT (9:35 PM)

Moved by Mrs. Spiotta, seconded by Mrs. Pedalino

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

NOES: None

ABSTAIN: None

ABSENT: Mrs. Davidson, Ms. Perry

Respectfully Submitted,

Anthony Lo Franco
Business Administrator/
Board Secretary