

**REGULAR MEETING
BOARD OF EDUCATION, SCHOOL DISTRICT OF THE CHATHAMS
MONDAY, OCTOBER 1, 2018**

MINUTES

A regular meeting of the Board of Education was held this day in the Chatham High School Media Center located at 255 Lafayette Avenue, Chatham, NJ.

I. CALL TO ORDER: The meeting was called to order at 7:31 PM by the Board President, Jill Weber.

II. OPEN PUBLIC MEETING STATEMENT: Ms. Weber read the following statement:

In accordance with the requirements of the Open Public Meetings Act, I wish to announce that the New Jersey Open Public Meetings Law was enacted to insure the right of the public to have advance notice and to attend the meetings of the Public bodies at which any business affecting their interest is discussed or acted upon. In accordance with the provisions of this act the School District of the Chathams Board of Education has caused notice of this meeting to be published by having the date, time and place thereof posted in the Board Administrative Office, sent to the Clerks of Chatham Borough and Chatham Township, the Library of the Chathams, the Chatham Courier, the Daily Record, and the Star Ledger.

III. ROLL CALL

Present: Sal Arnuk, Mary Chambers, Ann Ciccarelli (arrived at 7:43 PM), Michelle Clark, Lata Kenney, Michael Ryan, Michael Valenti, and Jill Critchley Weber

Absent: Matthew Gilfillan was absent.

Also Present: Dr. Michael LaSusa, Superintendent; Mr. Peter Daquila, Business Administrator/Board Secretary; Ms. Karen Chase, Assistant Superintendent of Curriculum and Instruction; Dr. Vincent D'Elia, Assistant Superintendent of Student Support Services, Ms. Beth Grant, Human Resources Manager; and approximately fifty-seven (57) members of the public and press.

IV. PLEDGE OF ALLEGIANCE: Ms. Weber led the assembly in the Pledge of Allegiance.

V. BOARD PRESIDENT'S COMMENTS

- Ms. Weber welcomed everyone and congratulated Mrs. Gilfillan (Matthew's mother) on her 80th birthday and went on to say she celebrated her mom's birthday yesterday.

VI. ADMINISTRATIVE REPORTS

A. SUPERINTENDENT'S REPORT

- Dr. LaSusa gave an overview of school safety and security for the district and his recommendation to have Class III Officers in the district.

- Ms. Weber thanked Chief Gibbons and Chief Miller for attending this evening; she congratulated on their recent promotions and thanked them for keeping everyone safe.
- Both chiefs commented on response time being much faster if an officer is in the school. It eliminates the call to 911. The chiefs discussed the advantages of Class III Officers in the schools.
- The Board members asked the chiefs questions and the chiefs responded.

B. BUSINESS ADMINISTRATOR'S REPORT

- Mr. Daquila gave a Construction/Facility Update:
 - Chatham High School Auditorium: The seats are scheduled to be delivered on October 23.
 - Central Office Addition: The windows have been installed and the relocation of the water line has been completed. The interior work is ongoing. A portion of the new concrete sidewalk has been done and other site work will continue. The gas line still needs to be relocated. The substantial completion date is November 1, 2018.
 - Chatham Middle School Auditorium: The next planning meeting is this week. The architect is working on the bid documents.

VII. COMMITTEE REPORTS

- A. Personnel** – Ms. Kenney reported that the committee will meet on October 10.
- B. Curriculum** – Ms. Ciccarelli reported that the committee will meet on October 10.
- C. Finance/Facilities** – Ms. Weber reported that the committee met earlier this evening. They discussed the necessary number of participants to have a sport. They also discussed advertising, revenue, health benefits and the demographer. The auditor will attend the November 19th meeting to review the 2017/2018 audit.
- D. Policy and Planning** – Mr. Arnuk reported that the committee met on September 12 and will meet again on October 15.

Liaisons

Chatham Borough – Ms. Weber had nothing to report.

Chatham Township – Ms. Clark had nothing to report.

Chatham Athletic Boosters – Ms. Ciccarelli reported that they are scheduled to meet at 7:00 PM on October 2.

Chatham Performing Arts Boosters – Mr. Arnuk gave the following report:

Current Happenings or Performances

- The Marching Band received first place at the Roxbury competition on Saturday night. They also received awards for best music and best overall effect. The marching band will be competing next weekend at Randolph High School and the following weekend at Hanover Park HS.

Upcoming Performance Dates and Reminders

- Auditions were recently completed for the middle school musical, *The Wizard of Oz*. Performances will be on January 31, February 1, and February 2 in the Chatham High School Auditorium.

Other News

- A reminder to follow us on Facebook under “Chatham Performing Arts” and Twitter under @arts_chatham! We will be posting updates about the goings on in the department through these accounts and look forward to seeing you online!

- As always, thank you to the Board of Education for your constant support of the Performing Arts in Chatham. We look forward to continuing to provide experiences for our students that foster growth and opportunity, and we hope to see you at our performances throughout the year!

Chatham Education Foundation – Ms. Kenney reported that registration starts on October 4 for Trivia Night scheduled for November 3 at Fish and Games and the Township Building

Chatham Recreation – No report available.

PTO District Cabinet – Ms. Ciccarelli reported that the committee will meet on October 3.

VIII. MINUTES

Ms. Weber moved the following:

RESOLVED: That the Board of Education approves the minutes from the following meeting(s):

- September 17, 2018 – Public Session

The motion was seconded by Ms. Ciccarelli and approved 8-0 on a roll call vote.

IX. PUBLIC COMMENTARY

- Paul Krieg noted that he is supportive of a police presence in the schools. He feels the topic has not been transparent; the costs were not discussed.
- Julie Diplas said she feels the police will make the schools safer. She is confused if this is a Homeland Security suggestion then why is there no funding. She feels the Class III Officers should be voted on. She is not sure if the individual needs a weapon.
- Melissa Murphy, the mother of a Washington Avenue student, said she is concerned that each officer covers three schools and what the response time will be at a different school.
- Rozella Clyde shared that she has been an educator for 50 years and is opposed to spending \$100,000.00 on Class III officers. The money should be spent on education. She feels an educational environment needs to be maintained.
- Tracey Ness thanked the officers and the Board for discussing this difficult topic. She is concerned about proceeding without an “official” poll from the public regarding Class III officers in the schools.
- Robert Penn said that he has a background in education and civil service. He feels that Class III officers are a comfort to the students and offer many other values to the schools and the students.
- Diane Politano, the mother of a Chatham High School senior, feels an officer in the school makes the students feel comfortable and safe. She feels an officer should be in every school. The students need to be safe and protected.
- Laura Jones feels that officers are important and will improve safety. She feels that the funds should be spent on the areas to protect the most students. Technology spending to improve safety should be increased.
- Jennifer Mass, a Chatham Township resident, said she went to school with an SRO and everyone felt comfortable. She doesn’t want the students and staff to become dependent on the officers. She feels the voters need to push public officials on gun safety.
- Ms. Weber commented that the Board has been tactically working on security for years.
- Dr. LaSusa commented on two officers being added as the first step and that one officer works the entire school day for ten months. He doesn’t feel that polling the students is necessary. The Superintendent makes countless recommendations and doesn’t seek input on each decision that he makes.

X. ACTION ITEMS

A. PERSONNEL

On a motion by Ms. Kenney, seconded by Ms. Clark, the consent agenda items A.1 – A.14 (Item A.1 adjusted and Item A.13 added per addendum . **(Consent agenda item A.14 was approved following the executive session.)**

1. (152-18/19) Approval: Contracts - 2018/2019 School Year – **ADJUSTED PER ADDENDUM RESOLVED:** Upon recommendation of the Superintendent, the Board of Education approves contracts for the following individuals for the 2018/2019 school year, as per the agreement between the School District of the Chathams and the Chatham Education Association (CEA):

Name	Position	Location	FTE	Column/Step	Salary	Effective Date	Termination Date	Notes
Capano, James	Teacher of Math/BSI	CMS	1.00	BA/13	\$71,397.00 to be prorated based on start date	TBD	06/30/2019	
Himstreet, Kathryn	Paraprofessional	LAF	N/A	N/A	\$17.47/hourly	10/01/2018	06/30/2019	
Kupper, Patricia	Teacher of German	CHS	1.00	MA/10	\$70,253.00 Prorated \$56,553.67	10/31/2018	06/30/2019	Eligible for 3 shadow days @ \$100/diem

2. (153-18/19) Approval: Contract - Leave Replacement Teacher **RESOLVED:** Upon recommendation of the Superintendent, the Board of Education approves a contract for the following Leave Replacement Teacher for the 2018/2019 school year:

Name	Position	Location	Column/Step	Salary	Effective Date	Termination Date	Notes
Petrullo, Darryl	Teacher of Special Education	CMS	BA/2	\$56,353.00 Prorated at \$28,740.09	10/05/2018	03/07/2019	

3. (154-18/19) Approval: Maternity Leaves of Absence **RESOLVED:** Upon the recommendation of the Superintendent, the Board of Education approves the following *Maternity Leaves of Absence*:

Employee #	Leave Start Date	Accumulated Sick Days Applied	FMLA Start Date <i>(unpaid with benefits)</i>	NJFLA Start Date <i>(unpaid with benefits)</i>	Extended Leave Start Date <i>(unpaid without benefits)</i>	Date of Return <i>(Anticipated)</i>	Notes
ID# 7158	01/02/2019	40	03/01/2019	03/01/2019	N/A	06/03/2019	

ID# 7383	02/08/2019	40	04/08/2019	04/08/2019	N/A	09/01/2019	
ID# 4018	02/08/2019	40	04/04/2019	04/04/2019	N/A	09/01/2019	

4. (155-18/19) Approval: Unpaid Absences

RESOLVED: Upon recommendation of the Superintendent, the Board of Education approves the following unpaid absences during the 2018/2019 school year:

Name	Position	Location	Number of Requested Unpaid Days	Start Date	End Date	Notes
Tafro, Lisa	Paraprofessional	MAS	6	10/05/2018	10/12/2018	
Silverman, Abigail	School Counselor	WAS	1	10/16/2018	10/16/2018	
D'Costa, Lucy	Paraprofessional	WAS	3	11/19/2018	11/21/2018	

5. (156-18/19) Approval: Use of Accumulated Family Illness Days

RESOLVED: Upon recommendation of the Superintendent, the Board of Education approves the use of accumulated family illness days, as listed below:

Employee #	Location	Dates	Total Number of Days	Notes
ID# 1240	CHS	TBD	29	To be used as needed during the 2018/2019 school year.

6. (157-18/19) Approval: Mentors 2018/2019

RESOLVED: Upon recommendation of the Superintendent, the Board of Education approves the following staff members as Mentors for the 2018/2019 school year:

Mentor	Novice Teacher	School	Certificate	Weeks	Rate
Mallory Lynn	Catherine Spano	CHS	CEAS	30	\$550.00
Andrea Lacey	MaryAnn Massumi	CMS	CEAS	30	\$550.00
Kristi Froisland	Althea Nava	CHS	CEAS	30	\$550.00
Gayle Shepardson	Molly Kosch	CHS	CEAS	30	\$550.00
Kaitlin Leyden	Michelle Hennelly	CHS	CE	30	\$1,000.00
Rachel Goldberg	Stephanie Leggio	CMS	Provisional	30	\$550.00
LeeAnn Wertheim	Hannah Farrell	MAS	CEAS	30	\$550.00
Alexis Pravdiuk	William Reddan	CHS	CEAS	30	\$550.00
Kristen Fallon	Mackenzie Conway	CHS	CE	30	\$1,000.00
Lauren Flood	Vincent Ciccone	CMS	CEAS	30	\$550.00
Leslie Caulfield	Amy Policelli	HS/MS	CEAS	30	\$550.00

7. (158-18/19) Amendment: Contractual Extra Duty Stipend

RESOLVED: Upon recommendation of the Superintendent, the Board of Education amends the following staff member's contractual stipend for the 2018/2019 school year:

Staff Member	Activity	Location	Ratio	Compensation	Notes
Cummins, Thomas	Academic Team	CHS	0.30	\$3,016.24	Supersedes action on 08/27/2018 to amend ratio and compensation.

8. (159-18/19) Approval: District Substitutes

RESOLVED: Upon recommendation of the Superintendent, the Board of Education approves the following substitutes for the 2018/2019 school year:

Teacher	Para	Clerical	Nurse	Last Name	First Name
x	x	x		Myler	Tracy
x	x	x		O'Connell	Minati
x	x	x		Lepore	Megan

9. (160-18/19) Approval: Additional Paraprofessional Hours

RESOLVED: Upon recommendation of the Superintendent, the Board of Education approves Kathryn Pollack to provide paraprofessional support for one hour a week, at the rate of \$17.47 per hour for 4 weeks, not to exceed \$69.88, during extracurricular activities as per the IEP for special education student #20261614.

10. (161-18/19) Approval: Extra Hours Paraprofessional Staff

RESOLVED: Upon the recommendation of the Superintendent, the Board of Education approves Steven Schein to provide paraprofessional support for up to 6 hours per week for 10 weeks, at the rate of \$17.47 per hour, not to exceed \$1,048.20, during ASE activities as per the student IEPs.

11. (162-18/19) Approval: Maintenance Support

RESOLVED: Upon recommendation of the Superintendent, the Board of Education approves the following *Maintenance Support* at an hourly rate of \$11.00, on an as needed basis for the 2018/2019 school year:

Alec (AJ) Nappa	Stephen Piccari
William Merrell	

12. (163-18/19) Approval: Travel

WHEREAS: In accordance with the State of New Jersey School District Accountability Act (A-5) and the School District of the Chatham's *Policy 6471 - School District Travel*, travel by school district employees and Board of Education members must be approved in advance; now **THEREFORE, BE IT RESOLVED:** Upon recommendation of the Superintendent, the Board of Education approves the following expenses for faculty, staff, administrators, and board members for seminars, conferences and workshops. The expense includes travel costs, if applicable:

Month	Day	Year	First	Last	Position	Vendor	Purpose	Location	Cost
Oct	3-5	2018	Tatiana	Gilbert	Assistant Business Administrator	Keynet	Annual Conference	Philadelphia	\$500
Oct	17	2018	Sue	Butler	School Nurse	NJSSNA	Annual Health Conference	Somerset NJ	\$200
Oct	22-25	2018	John	Abdelmalak	Director of Technology	NJ School Boards	Annual Convention	Atlantic City	\$335
Oct	22-25	2018	Beth	Grant	HR Manager	NJ School Boards	Annual Convention	Atlantic City	\$335
Oct	23-25	2018	Mike	LaSusa	Superintendent	NJ School Boards	Annual Convention	Atlantic City	\$275
Oct	22-25	2018	Jill	Weber	BOE President	NJ School Boards	Annual Convention	Atlantic City	\$335
Oct	23-25	2018	Ann	Ciccarelli	BOE Member	NJ School Boards	Annual Convention	Atlantic City	\$275
Oct	22-24	2018	Mike	Ryan	BOE Member	NJ School Boards	Annual Convention	Atlantic City	\$275
Oct	23 & 24	2018	Kristen	Crawford	Science Supervisor	NJSC	Annual Science Convention	Princeton NJ	\$295
Oct	23	2018	Holly	Izsa	Grade 3 Teacher	NJSC	Annual Science Convention	Princeton NJ	\$185
Oct	23	2018	Laura	Noonan	Grade 3 Teacher	NJSC	Annual Science Convention	Princeton NJ	\$185
Oct	24	2018	Brian	Erb	Special Ed Teacher	NJSC	Annual Science Convention	Princeton NJ	\$185
Oct	24	2018	Betsy	Long	Biology Teacher	NJSC	Annual Science Convention	Princeton NJ	\$185
Oct	24	2018	Ceara	Cleaves	Science Teacher	NJSC	Annual Science Convention	Princeton NJ	\$185
Oct	24	2018	Jillian	Brandt	Science Teacher	NJSC	Annual Science Convention	Princeton NJ	\$185
Oct	30	2018	Andrea	Murphy	School Counselor	Good Grief	Confronting the Elephant in the Room	Morristown	\$125
Oct	30	2018	Bill	Librera	Assistant Principal	NIAAA	The Power of Curb Appeal	Madison	\$135
Nov	29	2018	Michelle	Thaler	Special Ed Teacher	Professional Education Systems Institute	On the Spot Techniques for Emotional/Behavioral Problems	Parsippany NJ	\$220
Dec	2-4	2018	Mary	Szoke	Library/Media Specialist	NJASL	Annual Conference	Long Branch NJ	\$190

13. (164-18/19) Acceptance: Resignation - **ADDED PER ADDENDUM**

RESOLVED: Upon recommendation of the Superintendent, the Board of Education accepts the resignation of the following staff member:

Name	Location/Position	Effective Date
Roche, Carol	SBS/Paraprofessional	10/12/2018

(Consent agenda item A.14 was approved following the executive session.)

B. FINANCE/FACILITIES

On a motion by Ms. Weber, seconded by Mr. Ryan, the consent agenda items B.1 – B.10, were approved by an 8-0 roll call vote.

Ms. Weber thanked the Lafayette School PTO for its donations as listed on this evening’s agenda for Board acceptance.

Dr. LaSusa noted that the PTOs have been terrific sources for equipment and funding.

1. *(124-18/19) Approval: Payments - Bills List & Payroll*

RESOLVED: Upon recommendation of the Superintendent, the Board of Education approves the following payments: *(Attachment B.1)*

Description	Totals
Bills List - October 1, 2018	\$1,829,930.06
Payroll - September 2018	\$3,996,565.48
TOTAL:	\$5,826,495.54

2. *(125-18/19) Approval: Preliminary Transfers - August 2018*

RESOLVED: Upon recommendation of the Superintendent, the Board of Education approves the Preliminary Report of August 2018 transfers within the 2018/2019 budget in compliance with N.J.A.C. 6A:23-2.11(A)2. *(Attachment B.2)*

3. *(126-18/19) Approval: Preliminary Monthly Report of County Transfers - August 2018*

RESOLVED: Upon recommendation of the Superintendent, the Board of Education approves the Preliminary Monthly Report of County Transfers for August 2018. *(Attachment B.3)*

4. *(127-18/19) Approval: Preliminary Report of the Board Secretary - August 2018*

RESOLVED: Upon recommendation of the Superintendent, the Board of Education approves the Preliminary Report of the Board Secretary for August 2018. *(Attachment B.4)*

5. *(128-18/19) Approval: Preliminary Report of the Board Treasurer - August 2018*

RESOLVED: Upon recommendation of the Superintendent, the Board of Education approves the Preliminary Report of the Board Treasurer for August 2018. *(Attachment B.5)*

6. *(129-18/19) Approval: Preliminary Finance Certification - August 2018*

RESOLVED: Pursuant to N.J.A.S. 18A:17-9, the Board Secretary does certify that no line item account has encumbrances and expenditures, which in total exceed the line item appropriation in violation of N.J.A.S. 18A:17-9. Pursuant to N.J.A.S. 18A:17-36, the School District of the Chathams Board of Education has reviewed for the minutes of this meeting the Board Secretary’s and Treasurer’s preliminary monthly financial reports for August 2018 that no account or fund has been over-expended in violation of N.J.A.S. 18A:17-36.

7. *(130-18/19) Approval: Recognize and Cancel Outstanding Checks*
RESOLVED: Upon recommendation of the Superintendent, the Board of Education recognizes and cancels all obligations associated with the outstanding checks for the general, payroll, cafeteria, and payroll agency checking accounts; and
WHEREAS: The general, payroll, cafeteria, and payroll agency account checks that are being canceled have been outstanding for a period that exceeds six months; now be it
FURTHER RESOLVED: That the Business Administrator/Board Secretary is authorized and directed to redeposit funds for the respective checking accounts outstanding checks after being canceled to the original respective checking accounts with PNC Bank, and the business administrator will have the discretion to transfer to another activity if appropriate. *(Outstanding check list on file in Business Office)*
8. *(131-18/19) Acceptance: LAF PTO Donation*
RESOLVED: Upon recommendation of the Superintendent, and as approved by the Lafayette School Principal, the Board of Education accepts a donation in the amount of \$41,781.00 from the Lafayette School PTO for the purchase and installation of a five piece Ninja Fitness Structure on the school's playground.
9. *(132-18/19) Acceptance: LAF PTO Donation*
RESOLVED: Upon recommendation of the Superintendent, and as approved by the Lafayette School Principal, the Board of Education accepts a donation from the Lafayette School PTO of an awning valued at \$8,528.00 to complement the new game zone on the school's playground.
10. *(133-18/19) Approval: Settlement Agreement*
RESOLVED: Upon the recommendation of the Superintendent, the Board of Education approves the Settlement Agreement between the district and the parents of student #1261160718.

C. CURRICULUM

On a motion by Ms. Ciccarelli, seconded by Mr. Arnuk, the consent agenda items C.1 – C.2 were approved by an 8-0 roll call vote.

1. *(038-18/19) Acceptance: Harassment, Intimidation and Bullying (HIB) Investigative Report for the period from September 17, 2018 through September 28, 2018.*
RESOLVED: Upon recommendation of the Superintendent, the Board of Education accepts the Harassment, Intimidation and Bullying (HIB) Investigative Report for the period of September 17, 2018 through September 28, 2018 pursuant to N.J.S.A. 18A:37-1 et seq.
2. *(039-18/19) Affirmation: Findings of Harassment, Intimidation and Bully Investigations*
RESOLVED: That the Board affirms the determination made by the Superintendent regarding the HIB Investigations reported by the Superintendent at the Board's September 17, 2018 Meeting, which encompasses all HIB findings from August 27, 2018 through September 14, 2018.

D. POLICY

On a motion by Mr. Arnuk, seconded by Mr. Valenti, the consent agenda items D.1 - D.2 were approved by an 8-0 roll call vote.

1. *(004-18/19) Approval: 2nd Reading and Adoption of Policies/Regulations*

RESOLVED: Upon recommendation of the Superintendent, the Board of Education approves the second reading and adoption of the policies/regulations listed below: *(Attachment D.1)*

- Policy/Regulation 1550 - Equal Employment/Anti-Discrimination Practices (M)
- Policy 2431 - Athletic Competition (M)
- Regulation 2431.2 - Medical Examination Prior to Participation on a School-Sponsored Interscholastic or Intramural Team or Squad (M)
- Policy 2431.8 - Varsity Letters for Interscholastic Extracurricular Activities (M) (NEW)
- Policy/Regulation 5350 - Student Suicide Prevention (M)
- Policy/Regulation 5561 - Use of Physical Restraint and Seclusion Techniques for Students with Disabilities (M)
- Policy 5601 - School Clearance Following Crisis Situation
- Policy 8561 - Procurement Procedures for School Nutrition Programs (M) (Revised)

2. *(005-18/19) Approval: SDOC Administrative Organizational Chart*

RESOLVED: Upon recommendation of the Superintendent, the Board of Education approves the revised SDOC Administrative Organizational Chart as part of Policy 1110, *District Organization: (Attachment D.2)*

XI. BOARD BUSINESS

- Ms. Kenney reminded everyone about the Chatham Education Foundation Trivia Night; if the Board wants a table please let her know by October 4.
 - Ms. Weber reported that Dr. LaSusa's recommendation is to hire a Class III Officer for Chatham High School and Chatham Middle School.
 - A straw poll vote of the Board was taken to proceed and initiate the process with the Borough and Township to hire Class II Officers. The results were 6 in favor and 1 not in favor.
- :
- Ms. Chambers is in favor and has spoken to Dr. LaSusa on this in detail.
 - Mr. Ryan struggles with the issue. He feels a more formal Q & A is needed before he can make a decision; he feels a survey is necessary.
 - Mr. Valenti said as a Board member and with his law enforcement background, he fully supports Dr. LaSusa's recommendation.
 - Mr. Arnuk feels that public input is necessary on many topics, but when it comes to public safety we need to listen to the experts. He supports Dr. LaSusa's decision.
 - Ms. Kenney supports the decision and is disappointed that the measure is necessary.
 - Ms. Ciccarelli feels that if the experts strongly recommend the Class III Officers, she supports Dr. LaSusa.
 - Ms. Clark fully supports Class III Officers and feels one is needed in every school.
 - Ms. Weber fully supports Class III Officers; the discussions will continue.
- The Board supports the Superintendent to hire two Class III Officers, one for the high school and one for the middle school.

- The Chatham Borough and Chatham Township Police Chiefs will work with Dr. LaSusa on setting the policies and procedures for the offer in the high school and middle school.

XII. PUBLIC COMMENTARY

- Jane Devlin thanked the Board, police chiefs, and school principals for their efforts. She feels that safety is not an issue that requires student and public input. She supports Dr. LaSusa's decision and thanked the Board for moving forward.
- Bill Heap chided that "man traps" should be gender neutral and be labeled as "person traps" in the future. He feels that Chatham is one of the safest towns. He doesn't feel that a police presence in the schools is required. He feels that blame should never be assigned and asked that the public show the Board the respect they deserve.
- Tracey Ness clarified that surveys are important, but the students shouldn't make decisions on safety.
- Robert Penn noted that technology is important, but it is operated by people. Personal interaction is the most valuable.

XIII. EXECUTIVE SESSION

At 9:54 PM Ms. Weber moved the following:

WHEREAS: The Open Public Meetings Act, N.J.S.A. 10:4-11, permits the Board of Education to meet in closed session to discuss certain matters, now, therefore be it

RESOLVED: The Board of Education adjourns to closed session to discuss student and personnel matters; and be it

FURTHER RESOLVED: The minutes of this closed session be made public when the need for confidentiality no longer exists.

The motion was seconded by Mr. Arnuk and approved by unanimous voice vote.

XIV. PUBLIC SESSION – The board reconvened in Public Session at 10:30 PM

XV. ADDITIONAL ACTION ITEMS

A. PERSONNEL

On a motion by Ms. Kenney, seconded by Ms. Clark, the additional consent agenda item A.14 was approved by an 8-0 roll call vote

14. (165-18/19) Approval: Superintendent's 2018/2019 Merit Goals

WHEREAS: NJAC 6A:23A-3.1 permits a board of education to include in its contract with the Superintendent of Schools, quantitative and qualitative criteria and associated merit salary bonuses in recognition of their achievement during the school year, and

WHEREAS: the Board of Education has now developed a set of three annual goals for the 2018/2019 school year that it wishes to include in its contract with the Superintendent; and

THEREFORE, BE IT RESOLVED: the Board of Education establishes qualitative and quantitative criteria and merit salary bonuses for their achievement: and that these items have been approved by the Executive County Superintendent of Schools before adding them to the superintendent's 2018/2019 contract. (Goals are on file in the Department of Human Resources).

XVI. ADJOURNMENT

On a motion by Ms. Weber, seconded by Mr. Arnuk, and as approved by unanimous voice vote, the meeting adjourned at 10:48 PM.

Minutes recorded by:

Peter Daquila
Business Administrator/Board Secretary