

The Randolph Township Board of Education held a Business Session meeting on Tuesday, January 21, 2020 at 7:15 pm Randolph High School Library, 511 Millbrook Avenue, Randolph, New Jersey.

CALL TO ORDER

Board President Joseph Faranetta called the meeting to order and read the following statement:

The New Jersey Open Public Meetings 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 interests is discussed or acted upon. In accordance with the provisions of this Act, the Randolph Township Board of Education has caused notice of this meeting to be published by having the date, time and place thereof posted in The Daily Record. It is also posted in all district schools as well as the Randolph Township Municipal Building.

ROLL CALL

The following Board members were present: Mr. Ronald Conti, Ms. Susan DeVito, Ms. Tammy MacKay, Ms. Allison Manfred, Ms. Dorene Roche, Dr. Robert A. Soni, Ms. Jeanne Stifelman, and Mr. Joseph Faranetta.

The following administrators were present: Miss Jennifer Fano, Superintendent, Mr. Gerald M. Eckert, School Business Administrator/Board Secretary, Mr. Stephen Frost, Assistant Business Administrator/Assistant Board Secretary, Board Counsel Christopher J. Sedefian and Marc H. Zitomer were also present.

EXECUTIVE CLOSED SESSION – 7:20 pm

Board Vice President Tammy MacKay moved a motion seconded by Board member Ronald Conti to go into Executive Closed Session. Board members present all in favor.

BE IT RESOLVED, in accordance with N.J.S.A. 10:4-12 and 10:4-13 that the Board of Education of the Township of Randolph will hold a Closed Session regarding Personnel, Negotiations, Litigation and matters of Attorney-Client privilege. It is not yet possible to determine when the matters discussed in Closed Session will be made public.

The Board reconvened to public session at 8:01 pm.

PLEDGE OF ALLEGIANCE

Director of Communications and Digital Media Matthew Pfouts was also present.

REVIEW AND APPROVAL OF MINUTES

Board member Ronald Conti moved a motion seconded by Jeanne Stifelman and carried by a roll call vote to approve the following Board minutes with an exception. Board member Susan DeVito abstained. Motion passed.

Executive Closed and Board Work Session 12-10-19
FFT Committee 12-19-19

CORRESPONDENCE

Mr. Faranetta shared an email from the County Superintendent about the district's mid-year budget review. He also shared a petition that was dropped off at his house.

Mr. Faranetta shared a number of emails received about the ski club.

Mr. Faranetta shared an OPRA request was received from Ms. Schleifstein on behalf of the BOE Meet-up group.

UPDATES, REPORTS AND PRESENTATIONS

Mr. Faranetta read a statement about a rally for Unity:

I, along with a few Board and Administrative folks, attended a rally for Unity at the Gottesman Academy on January 9. It was organized as a county-wide assembly to stand against hate and anti-semitism that included not only religious leaders, but government leaders and our law enforcement community in the county. It was a wonderful event and was attended by folks with a wide variety of ethnicity and religious beliefs. The speakers were similarly diverse. The "emcee" if you will was Sheriff Gannon. After his opening remarks, we heard from almost a dozen speakers of a variety of faiths and backgrounds, from Congresswoman Sherrill, State Senator Bucco and Morris County Prosecutor Fred Knapp.

Many of these speakers addressed a stage full of students from the Gottesman Academy who, in the words of the speakers, are our tomorrow. As they said, "they are our future and we owe it to them and to all members of society to rid the world of hate and let them grow up assured of their safety."

In my opinion, the most fascinating speaker was Attorney General Grewal. Not only is he a truly gifted speaker, but his message really hit home with me. I will try to very loosely paraphrase my interpretation of one of his thoughts. I would also like to compliment the Randolph Reporter in the coverage of both the event and his remarks.

As adults, we are the role models our children look up to. They learn from us. They try to imitate us and, ultimately, they aspire to make us proud. As they grow older and more independent, they look for their own ways to make us proud. In the world we live in today, that often brings them to social media. Social media, by design, brings like-minded people together. In the words of the AG, this is where the remark a parent made that may have been, thought of as an off handed and funny gesture can grow and fester into a group of hate. The child finds like-minded members on social media platforms like Facebook or Twitter and share ideas that align with that remark. Those ideas then take on hostile tones, then, become hate. That hate then becomes reality and, sadly, leads us to the problems we see in the world today. Where social media holds so much promise to deliver good, it can also create an environment of intolerance and evil. The Attorney General reminded us of the dramatic increase of hate crimes in our State alone and how much social media groups of like-minded people with bad and malicious intent, play a role in fueling that fire.

I had planned to talk about this event tonight immediately after it happened. It was that powerful. Jeanne, Tammy and I had reflected on the messages we heard and thought that they would be valuable to share. Then, it was brought to my attention that I was guilty of posting a tweet a few years back that could have been interpreted as that off handed message. Fortunately, I have few followers and am not very active in the twitter sphere, but with the benefit of the Unity Rally messages being so loud and clear, I realized that a tweet that basically stated that a song Jennifer Lopez was singing in Spanish on the 4th of July should have been in English, was something I should not have done. I regret it, apologize to anyone it may have offended and have deleted it.

I am a true believer in the power of diversity. I was lucky enough to many months as a teachers aide in New Brunswick with a grade school class of children many years ago. I have mentored HS aged children from urban backgrounds in my professional capacity. The kids in both of those settings were living challenging lives and were a very diverse group of kids. I won't try to prove or disprove who I am. Those of you who know me, know well enough where I come out in a conversation about hate and antisemitism. I don't stand for it.

The fact is, as a person, I need to always learn from my past. As a leader, I need to ensure that I help to accomplish what the speakers of that Unity Rally suggested. The kids are our future and we need to be sure that they receive a gift from us, a future with less racism, hate and with more tolerance.....and a world where they are safe.

The speakers at the Unity Rally, from law enforcement and government, to members of faith all shared the need for that same gift. As the rally was closed, the children were joined on stage by EVERY member of faith, including those who were "non-speakers" in the audience, to leave us with a song that was sung by all, regardless of background, to leave us with the spirit of Unity.

Ms. Stifelman echoed Mr. Faranetta statement and thanked Mr. Faranetta and Ms. MacKay for also attending.

Ms. MacKay reviewed her personal notes from the event.

Details about an event honoring Dr. Martin Luther King Jr. were shared.

Dr. Soni thanked Mr. Faranetta for apologizing for the tweet he discussed in his statement and read the following statement:

First, I want to thank Joe Faranetta for apologizing for his tweet. I found out about the tweet roughly a week ago, and as soon as I found out, I let Joe know that I was disappointed by the content of the tweet. I am glad to see that he realized that this was “inappropriate.” And, he recognizes that today we live in a different world than the one I grew up in.

In my house, the first language spoken was not English. It was Gujarati. It is spoken by roughly 55 million people around the world. It is the second most common spoken language in the Parsippany school district today – other than English. My mother spoke very little English when she moved here in 1964. In about 5 years, she learned enough spoken English to feel comfortable to talk to me as a young child. She would go back and forth between English and Gujarati.

However, she was told if her children were bi-lingual, they would be held back in school. So she listened to her friends and my sister’s kindergarten teacher. She stopped speaking Gujarati to us and only spoke English – even if it was not the easiest language to convey the emotion of a parent in. She would not do anything to hold me back.

Later on, she and my father regretted that they did not do more to teach us our language as they saw I could not communicate with my family in India. I could not speak to my grandmother, my aunts/uncles, and my cousins. It is something fortunately that I have overcome.

*To me, as I work with many people in many different regions in the world, what matters is not the language that is spoken, but what is said. For me language is the vehicle for the message. It is not the message. We should appreciate that our society is no longer one that preaches ‘tolerance’ and “appreciation” of diversity. Rather, ours is an *inclusive* society. We have to find a way to understand each other, however we communicate and with whatever language we use. I also appreciate that we have a significant number of bi-lingual learners in this district and a staff that is committed to educate them so they can be successful in our modern world.*

K-12 School Counseling Update – Greg Dimiceli

Ms. Fano introduced Greg Dimiceli, Director of School Counseling, to provide an update.

Mr. Faranetta asked what it means to have two meetings with students each year in the middle school and high school. Mr. Dimiceli stated that it could range from a general check-in to an SEL meeting. The goal is to make students feel supported and leave the door open to additional meetings.

Mr. Faranetta asked if group counseling sessions counted as a meeting with students (of the two per year expected). Mr. Dimiceli replied that these sessions do not count towards the two expected meetings.

Ms. MacKay asked about building the resource pool for outside therapists. Mr. Dimiceli replied that it comes from work throughout the community.

Ms. Stifelman asked where the counseling department's work ends and where school psychologists/child study team's work begins. She also asked whether the counselors have psychology credentials. Mr. Dimiceli provided that his counselors are there to support students but do not have a psychology degree. Ms. Stifelman followed up with a question about the number of students assigned to each counselor. Mr. Dimiceli replied that the work of identifying students in need is the job of the administration, teaching staff, counselors, and other staff.

Ms. Stifelman asked about the process for identifying students in need. Mr. Dimiceli replied that there are meetings to help students as they transition buildings and other interventions available, but that it is the role of the entire district to identify and assist those in need. Ms. Fano also added that the presentation is to discuss the scope of the counseling department. One of the biggest hurdles is working to identify those students who are in need. Ms. Stifelman asked about the process by which when a counselor identifies a child in need.

Dr. Soni asked if there is any consideration on how to coach students on the rejection/acceptance process for college. Mr. Dimiceli replied that this is more a part of the junior lesson in individual meetings.

Ms. Stifelman stated that in the junior year there is a meeting about developing a college list, and asked if there was another meeting in the beginning in senior year. She has been hearing about issues with paperwork getting to colleges in a timely manner. Dr. Soni added that the colleges have become more aggressive with telling students they have not received paperwork.

Ms. MacKay asked about stress and anxiety, and the gaps in student's education when they leave the district. Mr. Conti asked if there was a proactive approach rather than a reactive approach. Mr. Dimiceli provided that this is addressed through classroom lessons and parent nights.

Ms. Stifelman asked if there has been consideration given to adding study skills as a required course. Ms. Fano replied that it is being addressed within the curriculum.

Mr. Faranetta asked about the attendance for night events. Mr. Dimiceli stated that the events usually have around 300 attendees.

Ms. DeVito asked about the early college planning and junior college planning nights, and whether information was included for those who college may not be right. Mr. Dimiceli replied that early college planning included that information.

Mr. Faranetta asked about the naming convention of college night, and whether it could include reference to trade schools and others that may attend.

Mr. Conti asked how students are finding out about college fairs. Mr. Dimiceli; are provided through Naviance, and that students must sign up. It is broadcasted throughout the building.

Dr. Soni asked what would be different on a parent Naviance account versus a student account. Mr. Dimiceli provided that Naviance has evolved since then, and now having separate accounts make more sense.

Mr. Conti asked what counts as a check-in. Mr. Dimiceli replied that the check-in should be more involved. Mr. Conti also asked if it is possible to incorporate lessons into the health curriculum. Mr. Dimiceli replied that the department likes the relationship it builds through the classroom lessons.

Ms. Stifelman asked if there is a mechanism where teachers can ask for a student to talk to their counselor. Mr. Dimiceli replied that it is organic. There is no form, but there are discussions at teacher-based events. Ms. Stifelman asked why not have a process in place to raise those issues. She referenced a new law awaiting the governor's approval to administer a test each year about depression. Mr. Dimiceli invited Ms. Stifelman to meet.

Ms. MacKay discussed bringing in those who lead extra-curricular programs.

Ms. Fano noted National School Counselor Week is February 3-7.

STUDENT COUNCIL REPRESENTATIVE REPORT

COMMITTEE REPORTS

Communications- Dr. Soni;

-have not had the first official communications meeting. Dr. Soni then reviewed a memo about a meeting the BOE Meet-up group:

An ad-hoc Randolph BOE committee group was formed to meet the team who

developed, administered, and analyzed the survey results. The meeting lasted approximately 3 hours. The discussion was a healthy dialogue about the data present in the response. All board members expressed their appreciation for the time spent by the team to manage the survey and to present the response. Several board members asked questions of the meet-up team to ensure they understood how the data was taken and how it was presented. Dr. Soni indicated that he asked detailed questions as he felt that those that were not present from the board expected this team to develop a detailed understanding of the survey and its response. Ms. DeVito wanted to understand the data well in order to critically think about the conclusions as required. Ms. MacKay felt that this was a great opportunity to learn more about the survey response and appreciated the honest discussion with all the individuals. Ms. Manfred expressed that she appreciated that the info was presented in an easy to understand format.

The BOE meet-up team reported that almost 300 people took the survey. After exclusions, that included groups that were too small to be statistically significant or non-residents, roughly 240 individual responses were included in the analysis of the responses. There were several key points embedded in the 108-page PowerPoint presentation that was shared with the committee. The board members who were part of the ad-hoc committee were solicited afterwards to understand their overall feelings about the survey. All committee members expressed they were also interested in hearing from members of the community that are not part of Facebook.

Some of the key observations from the survey that generated response and questions from board members included:

- Members of the community did not feel like they were adequately informed about decisions and key information about board and district activities.*
- Members of the community felt that their input was not adequately taken with respect to key decisions.*
- Members of the community felt that the Board was not spending money wisely.*
- There are/were specific culture and climate issues associated with Ironia and Fernbrook elementary schools.*

After further dialogue with the BOE meet-up team, it was recognized that the number of responses for parents of children from specific elementary schools were small. As an example, parents of children currently enrolled in Ironia were identified as 7 unique responses. In general, the overall opinion of board members was to be cautious about drawing too many conclusions about the specific climate of specific buildings based on the survey response.

The district is now engaged in a website renovation/re-architecture that we hope will bring information to residents and stakeholders. We expect to be discussing the changes to the website in the communications committee.

We also expect that the communications committee will be trying more directly to bring information to stakeholders. This will include more details on budget and finance. This is to be discussed in the communications committee and in FFT. Further discussion regarding the survey and engagement with the BOE meet-up team is expected to be covered in the communications committee. The schedule for the year for the communications committee meetings will be announced shortly.

Education- None

Finance, Facilities and Transportation- Ms. Stifelman;

-meeting tomorrow to discuss.

Personnel- Ms. MacKay;

-dates will be posted tomorrow. Recommended all committees provide goals to Mr. Eckert.

Policy- Mr. Conti;

-getting set up for the beginning of the year.

Negotiations-Ms. DeVito;

-still in negotiations with the Teamsters. Dr. Soni replied that they are still awaiting a response from the REA team.

Mr. Faranetta will leave the committee structure as it has been shared. Wants a goal codified by the end of February from each committee.

Dr. Soni asked about the process for appointing a new Board member. Mr. Zitomer provided that because the selection will occur slightly after the sixty-five day statutory period, Ms. Fano will consult with the County Superintendent to obtain guidance but does not expect any issue.

LIAISON REPORTS

RAMRAC

-Stifelman-met on January 20. They have donated a score table. The district is grateful for their work. Sold love your melon hats and made \$4000. Mr. Hutchinson presented, and noted there will be an 8% increase in the cost of officiating next year. Coach Suk is retiring as a coach and his last match will be on January 28.

MCSBA

-Soni-attended meeting on January 16. Was a great opportunity to meet other Board

members. Spoke about streaming, consolidation, and vegetarian meals. The focus on the meeting was on training. During the training, an attorney reviewed multiple cases that have been recently decided.

PAG and PAC

-Ms. Roche-met at the YMCA in Randolph last Monday. Will have an open house on January 28. Open discussion at the YMCA about programs for children with special needs. Working on hosting a mental health forum at May. Ms. Stifelman noted she was at the meeting, and it was very well attended.

PUBLIC STATEMENT

A resident acknowledged Dr. Soni for an accurate representation of the BOE Meetup survey. Thanked Mr. Faranetta for his apology for an inappropriate tweet.

A resident and staff member thanked the technology department for helping her with multi-factor authentication.

Board member Dr. Soni moved a motion to extend the meeting. Motion seconded by Mr. Conti. All in favor.

A resident addressed issues with the ski club at Center Grove School.

A resident asked about the end of the school year and what would happen if the school year extended into camp. Ms. Fano replied that spring break would be the recommendation for extra days, and camp would be adjusted if additional days were needed.

OLD BUSINESS

NEW BUSINESS

Motions:

Board Motion 1

Personnel Motions 1-8

Education Motions 1-4

Finance, Facilities and Transportation Motions 1–9

BOARD MOTION 1

JANUARY 21, 2020

Revised: 1/21/20

On behalf of the Board, Mr. Faranetta moved a motion seconded by Mr. Conti to approve Board Motion 1. Motion unanimously carried by roll call vote to approve. Motion passed.

1. **RESOLVED** that the Board hereby appoint Allison Manfred to the Educational Services Commission of Morris County's Representative Assembly, N.J.S.A. 18A:6-51.

BOARD READ-IN MOTION

JANUARY 21, 2020

The Board President Joseph Faranetta read-in the following motion:

RESOLVED that the Board hereby affirms the Administration's findings in Case No. 205311_RMS_11222019 which was heard during this evening's executive session; and

BE IT FURTHER RESOLVED that the Board Secretary shall transmit a letter to the family with the basis for the Board's decision and a copy of this resolution. Mr. Conti second and motion unanimously carried by a roll call vote to affirm Administration's findings in the above-mentioned case number. Motion passed.

PERSONNEL AND ADMINISTRATIN 1-8 v2

JANUARY 21, 2020

Revised: 1-21-20

Pursuant to the recommendation of the Superintendent of Schools, and on behalf of the Personnel Committee, Board Vice President Tammy MacKay moved a motion seconded by Board member Ronald Conti and unanimously carried by a roll call vote to approve Personnel and Administration Motions 1-8. Motions passed.

1. RESIGNATIONS

A. Certificated Staff

1. Rescind the appointment of Henry Hill, Leave Replacement Teacher of Mathematics at Randolph Middle School, for the 2019-2020 school year.
2. Accept the resignation of Kristen DiFiore, Teacher of Social Studies and Psychology at Randolph High School, effective March 13, 2020.
3. Rescind the appointment of Jack Lamon, Paraprofessional at Ironia School for the 2019-2020 school year.
4. Accept the resignation for the purpose of retirement of LuAnn Mizzoni, School Counselor at Randolph Middle School effective July 1, 2020.

B. Support Staff

1. Accept the resignation of Bethany Levasseur, Paraprofessional at Center Grove School, effective January 3, 2020.

2. Accept the resignation for the purpose of retirement for Lizabeth Martello, Purchasing Supervisor, effective April 1, 2020.

2. APPOINTMENTS

A. Certificated Staff

1. Approve the appointment of Haydn Bowles, Teacher of Health and Physical Education at Ironia School, at a salary of \$60,040 (Level BA+30/Step 1) to be prorated based on start date, effective March 1, 2020 through June 30, 2020 for the 2019-2020 school year.

2. Approve the appointment of Victoria Poisseroux, Registered Nurse at a salary of \$54,140 (Level BA/Step 1) to be prorated based on start date, effective January 21, 2020 through June 30, 2020 for the 2019-2020 school year.

3. Extend the appointment of Alison Euvino, Leave Replacement Elementary School Teacher at Fernbrook School at the rate of \$270.70 per day through June 30, 2020.

4. Approve the appointment of Elizabeth Stagg, Leave Replacement Teacher of Mathematics at Randolph Middle School, at the rate of \$270.70 per day for the duration of the assignment, effective on or about February 3, 2020 through approximately June 30, 2020 pending CHRU clearance, completed employment paperwork and P.L. 2018, c.5 confirmation.

5. Approve the appointment of Jacqueline Epler, Instructional Coach at Randolph Middle School, at a salary of \$75,628 (Level MA+/Step 8-9) to be prorated based on start date, effective on or about February 24, 2020 through June 30, 2020 for the 2019-2020 school year pending CHRU clearance, completed employment paperwork and P.L. 2018, c.5 confirmation.

6. Approve the appointment of the following Substitute Teachers at the rate of \$95 per day for the 2019-2020 school year in accordance with the list below; pending CHRU clearance, completed employment paperwork and P.L. 2018, c.5 confirmation:

Elizabeth Stagg

B. Support Staff

1. Approve the appointment of Joel Figueroa, Custodian at Randolph High School, at a salary of \$46,567, to be prorated based on start date, effective January 22, 2020 through June 30, 2020 for the 2019-2020 school year.

2. Approve the appointment of Courtney Post, Paraprofessional at Center Grove

School, at a salary of \$23,299 (step 1), to be prorated based on start date, effective on or about January 22, 2020 through June 30, 2020 for the 2019-2020 school year pending CHRU clearance, completed employment paperwork and P.L. 2018, c.5 confirmation.

3. Adjust the appointment of Nancy Podesta, Part-Time Paraprofessional at Randolph High School, to Full-Time Paraprofessional at Randolph High School at a salary of \$25,103 (step 5), to be prorated based on start date, effective January 16, 2020 through June 30, 2020 for the 2019-2020 school year.

4. Approve the appointment of the following Substitute Custodians at the rate of \$12.50 per hour for the 2019-2020 school year in accordance with the list below; pending CHRU clearance, completed employment paperwork and P.L. 2018, c.5 confirmation:

Guadalupe Calle

5. Approve the appointment of Michael Stark, Paraprofessional at Shongum School, at a salary of \$23,299 (step 1), to be prorated based on start date, effective on or about January 22, 2020 through June 30, 2020 for the 2019-2020 school year pending CHRU clearance, completed employment paperwork and P.L. 2018, c.5 confirmation..

3. LEAVES OF ABSENCE

A. Certificated Staff

1. Adjust the approved leave of Employee I.D. #6928, identified on Schedule C, to reflect a paid medical leave of absence using sick days effective on or about February 3, 2020 through March 6, 2020, followed by an unpaid FMLA leave of absence effective on or about March 7, 2020 through March 26, 2020, followed by an unpaid NJFLA leave of absence effective on or about March 27, 2020 through June 30, 2020; be it further resolved the entire leave is with benefits.

2. Adjust the approved leave of Employee I.D. #7787, identified on Schedule D, to reflect a paid medical leave of absence using sick days effective on or about January 24, 2020 through February 19, 2020, followed by an unpaid FMLA leave of absence effective on or about March 20, 2020 through March 25, 2020, followed by an unpaid NJFLA leave of absence effective on or about March 26, 2020 through June 30, 2020; be it further resolved the entire leave is with benefits.

3. Approve that Employee I.D. #7799, identified on Schedule E, be placed on a paid medical leave of absence using sick days effective April 13, 2020 through May 8, 2020, followed by an unpaid FMLA leave of absence effective on or about May 9, 2020 through June 7, 2020, followed by an unpaid NJFLA leave of absence effective June 8, 2020 through June 30, 2020; be it further resolved the entire leave is with

benefits.

4. Extend the approved FMLA leave of Employee I.D. #5774, identified on Schedule H, through March 8, 2020 with an anticipated return date of March 9, 2020; be it further resolved the entire leave is with benefits.

5. Approve that Employee I.D. #6335, identified on Schedule I, be placed on a paid medical leave of absence using sick days effective on or about April 28, 2020 through June 8, 2020, followed by an unpaid FMLA leave of absence effective on or about July 9, 2020 through June 30, 2020; be it further resolved the entire leave is with benefits.

6. Approve that Employee I.D. #5849, identified on Schedule J, be placed on a paid medical leave of absence effective on or about March 9, 2020 through May 1, 2020, followed by an unpaid NJFLA leave of absence effective on or about May 2, 2020 through June 30, 2020; be it further resolved the entire leave is with benefits.

B. Support Staff

1. Approve that Employee I.D. #4337, identified on Schedule A, be placed on a paid medical leave of absence using sick days, effective January 8, 2020 through approximately January 23, 2020 with an anticipated return date of January 24, 2020; be it further resolved the entire leave is with benefits.

2. Approve that Employee I.D. #6721, identified on Schedule B, be suspended without pay on January 8, 2020.

3. Approve that Employee I.D. #4866, identified on Schedule F, be placed on an unpaid, intermittent FMLA leave of absence to be scheduled with the Employee Relations Office, effective January 13, 2020 through June 30, 2020.

4. Approve that Employee I.D. #7192, identified on Schedule G, be placed on an unpaid, intermittent FMLA leave of absence to be scheduled with the Employee Relations Office, effective January 16, 2020 through June 30, 2020.

4. SALARY ADJUSTMENTS

A. Certificated Staff

1. Approve the following level changes and salary adjustments retroactive to August 28, 2019 for the certificated staff listed below for the 2019-2020 school year due to previously completed courses and graduate credit received to move on the salary guide in accordance with the list below:

<u>Name</u>	<u>From Level</u>	<u>Step</u>	<u>Current Salary</u> <u>19-20</u>	<u>New Level</u>	<u>Step</u>	<u>Revised</u> <u>Salary</u> <u>19-20</u>
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Estela Flood BA 8-9 \$63,828 BA+30 8-9 \$69,728

5. ASSIGNMENT CHANGES

A. Certificated Staff

1. Approve the shared status of Haydn Bowles, Teacher of Health and Physical Education from Ironia School to Ironia School and Fernbrook School, for the 2019-2020 school year, salary to remain the same.

B. Support Staff

1. Approve the transfer of Pamela Leneghan, Paraprofessional at Center Grove School to Paraprofessional at Randolph High School, effective January 6, 2020 through June 30, 2020 for the 2019-2020 school year, salary to remain the same.

2. Approve the transfer of Valerie Kuglin, Paraprofessional at Fernbrook School to Paraprofessional at Center Grove School, effective January 15, 2020 for the 2019-2020 school year, salary to remain the same.

6. UNIQUE POSITION CODES

A. Support Staff

1. Deactivate UPC #505-18-0000-000-01, Community School Secretary, effective December 31, 2019.

2. Create UPC #112-37-0507-000-01, Community School Bookkeeper, effective January 1, 2020.

7. EXTRA PAY

B. Support Staff

1. Approve the following sick day payout for the following former Non-Affiliated Staff Member:

<u>Name</u>	<u>Location</u>	<u>Rate</u>	<u># of Days</u>	<u>Total to be paid</u>
Carol Cattano	Central Office	Per policy #4127	150	\$9,703.98

1. Approve the following vacation day payout for the following former staff member:

<u>Name</u>	<u>Location</u>	<u>Rate</u>	<u># of Days</u>	<u>Total to be paid</u>
Carol Cattano	Central Office	\$196.04	23.5	\$4,606.94

8. COMMUNITY SCHOOL

A. RESIGNATIONS

1. Accept the resignation of Muthu Chandra Sekeran, Site Manager at Ironia School, effective January 17, 2020.

B. APPOINTMENTS

1. Approve the appointments of the following individual for Before Care, After Care and Holiday Fun programs for the 2019-2020 school year; pending CHRU clearance, completed employment paperwork and P.L. 2018, c.5 confirmation:

<u>#</u>	<u>Name</u>	<u>Rate per hour</u>	<u>Position</u>	<u>Effective Date</u>
1	Melanie Lamac	\$25.00	Childcare Specialist	2019-2020 School year

2. Approve the appointment of the following Ski Club Assistant Advisors for the 2019-2020 season at the rate of \$170.00 per trip:

<u>Name</u>	<u>Location</u>
Margaret Mitchell-O'Donnell	Middle School

3. Approve the appointment of the following Ski Club Chaperones, for the 2019-2020 season at a rate of \$150 per trip:

Taylor Moore	Danielle Tromba	Helen Ogoff
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4. Approve the appointment of the following Summer Camp Division Heads for Summer 2020 and to each receive a stipend in the amount of \$7,000 for the season in accordance with the list below:

<u>Name</u>	<u>Division</u>
Casey Hawrylko	PreK-Kindergarten
Erik Novack	Grades 1-2
Jeffrey Todd	Grades 3-5
Andrea Hodgson	Grades 6-9

EDUCATION MOTIONS 1-4

JANUARY 21, 2020

On behalf of the Education Committee, Board member Susan DeVito moved a motion seconded by Board member Ronald Conti and unanimously carried by a roll call vote to approve Education Motions 1-4. Motions passed.

1. Professional Development

a. MOTION to approve up to 12 humanities and special education teachers to attend in-district DBQ Project training on March 17-18, 2020. All costs to be paid through the RMS humanities supervisor funds, not to exceed \$7,472.00.

b. MOTION to approve the following professional development opportunities:

Last Name	First Name	School	Name of Workshop	Date	Total Cost
Gatzke	Meredith	CO	Addressing Staff and Student Mental Health Issues	3/24/20	\$166.74
Emmons	Anthony	RHS	Artificial and Virtual Reality in K-12 Education	2/25/20	\$234.22
LaCapra	Dominick	RHS	Artificial and Virtual Reality in K-12 Education	2/25/20	\$373.00
Land	Michelle	RHS	County College of Morris- College Readiness Now	1/29/20	\$103.00
Patella	Christina	RHS	County College of Morris- College Readiness Now	1/29/20	\$103.00
Ashforth	Grace	RHS	Drew Writing Project Administrator Brunch/Meeting	1/28/20	\$121.35
Wright	Amelia	RHS	Drew Writing Project Administrator Brunch/Meeting	1/28/20	\$15.56

Ivin	Karen	RMS	Enhancing Your School Nurse Practice: Responding to Today's Evolving Challenges to Achieve Positive Outcomes	1/29/20	\$464.81
Satmaria	Laurie	RMS	Family and Consumer Science Winter Ed Camp	1/21/20	\$103.00
Dohner	Storey	FB	Fundations Level K Workshop	2/24/20	\$498.00
Lyons	Michael	RMS	Glazier Football Clinic	3/6/20, 3/7/20 & 3/8/20	\$1,143.00
Olsen	Jonathan	CO	Learning and the Brain: Schooling the Self	4/30/20, 5/1/20, 5/2/20 & 5/3/20	\$2,248.00
Huey	Jennifer	RHS	Lehigh Valley Counselor Tour	3/30/20, 3/31/20 & 4/1/20	\$115.67
Hetrick	Ryan	RHS	MAP Fusion 2020	6/29/20, 6/30/20, 7/1/20 & 7/2/20	\$2,704.00
Parama	Natalia	RHS	Motivation, Mindset and Grit	1/31/20	\$395.45
Abrusci	Kelly Ann	SH	New Jersey Association for Health, Physical Education Recreation and Dance Convention	2/24/20	\$223.16

Foran	Marybeth	RHS	New Jersey Association for Health, Physical Education Recreation and Dance Convention	2/23/20, 2/24/20, 2/25/20 & 2/26/20	\$949.00
Marsh	Audra	FB	New Jersey Association for Health, Physical Education Recreation and Dance Convention	2/23/20, 2/24/20, 2/25/20 & 2/26/20	\$1,355.24
Sufly	Colleen	RHS	New Jersey Association for Health, Physical Education Recreation and Dance Convention	2/24/20, 2/25/20 & 2/26/20	\$1,289.00
Agrati	Matthew	RHS	New Jersey Student Learning Assessments (NJSLA) Training	2/26/20	\$6.32
Soldivieri	Danielle	CO	New Jersey Student Learning Assessments (NJSLA) Training	2/26/20	\$30.00
DiAgostino	Lisa	RMS	NJ Association for Middle Level Education Annual Conference	3/13/20	\$139.00

Black	Nancy	RMS	NJ Teachers of English to Speakers of Other Languages/NJ Bilingual Educators Annual Conference	5/27/20, 5/28/20 & 5/29/20	\$615.51
Canfield	Cara	RHS	Personalized Learning Conference—Mid-Atlantic	3/11/20, 3/12/20 & 3/13/20	\$1,005.00
Abromavage	Barbara	CG	SHAPE America National Conference Salt Lake City, UT	4/20/20, 4/21/20, 4/22/20, 4/23/20 & 4/24/20	\$2,502.31
Bowles	Haydn	IR	SHAPE America National Conference. Salt Lake City, UT	4/20/20, 4/21/20, 4/22/20, 4/23/20 & 4/24/20	\$2,379.00
Cross	Linda Rebyak	RMS	SHAPE America National Conference, Salt Lake City, UT	4/20/20, 4/21/20, 4/22/20, 4/23/20 & 4/24/20	\$2,402.00
Debiec	Joshua	RMS	SHAPE America National Conference, Salt Lake City, UT	4/20/20, 4/21/20, 4/22/20, 4/23/20, 4/24/20, 4/25/20 & 4/26/20	\$2,430.00
Foran	Marybeth	RHS	SHAPE America National Conference, Salt Lake City, UT	4/20/20, 4/21/20, 4/22/20, 4/23/20, 4/24/20 & 4/25/20	\$2,523.00

Jannone	Christina	RHS	SHAPE America National Conference, Salt Lake City, UT	4/22/20, 4/23/20 & 4/24/20	\$1,805.00
Antonio-Mendoza	Ana	RHS	Teaching Proficiency through Reading and Storytelling (TPRS) Workshop	8/3/20, 8/4/20 & 8/5/20	\$430.70
Femminella	Regina	RHS	The Northeast Conference on the Teaching of Foreign Languages	2/14/20	\$407.40

2. Field Trips

- a. MOTION to approve the following field trips for Randolph Middle School. Cost for transportation and any associated fees will be paid by students. No student will be deprived of participation due to financial hardship.

Date	Grade/Teacher	Trip	# Chaperones Anticipated	# of Students	Club or Class
February 27, 2020 (Snow date: March 4, 2020)	ESL students, N. Black & C. Heuneman	Liberty Science Center Jersey City, NJ	2	14	Class
May 12, 2020 (Rain date: May 19, 2020)	ESL students, N. Black & C. Heuneman	Duke Farms Hillsborough, NJ	2	14	Class
February 5, 2020	Grade 6-8 students & A. Kelly	Randolph Elementary Schools	2	9	RMS Choral

- b. MOTION to approve the following field trip for Randolph High School. Cost for transportation and any associated fees will be paid by students. No student will be deprived of participation due to financial hardship.

Date	Grade/Teacher	Trip	# Chaperones Anticipated	# of Students	Club or Class
January 29, 2020	Grades 9-12 students & A. Wright	CCM Randolph, NJ	4	70	College Readiness Now Program
February 1, 2020 (Sat.)	Grades 9-12 students & S. Barrow	Raritan Valley Community College Branchburg, NJ	1	8	Academic Decathlon
February 5, 2020	Grades 9-12 students & M. Swiss	Randolph Elementary Schools	2	20	RHS/RMS Choral
March 12, 2020	Grades 9-12 students & M. Adriano	Broadway Dance Center, Hirschfeld Theatre & Planet Hollywood NY, NY	3	31	RHS Advanced Dance
February 1, 2020	Grades 9-12 students, P. Quinn & K. Burke	Ridge High School Basking Ridge, NJ	2	20	Speech & Debate
February 22, 2020	Grades 9-12 students, P. Quinn & K. Burke	Montville High School Montville, NJ	2	30	Speech & Debate
February 29, 2020	Grades 9-12 students, P. Quinn & K. Burke	Bridgewater High School Bridgewater, NJ	2	20	Speech & Debate

February 7-9, 2020	Grades 9-12 students & parents	University of Pennsylvania Philadelphia, PA	Parents only	20	Speech & Debate
February 1, 2020 (Sat.)	Grades 9-12 students & A. Palmer	Yale University, New Haven, CT	4	40	Science Olympiad Club
February 8, 2020 (Sat.)	Grades 9-12 students A. Palmer	Princeton University Princeton, NJ	2	20	Science Olympiad Club
February 21, 2020 (snow date 2/28/20)	Grades 9-12 students & K. Seanor	Covanta Union Rahway, NJ	4	40	AP Env. Science Class

3. Special Education

- a. MOTION to approve the placement of Randolph student SE20-88 Grade 1 in the special education program at Windsor Learning Center effective January 15, 2020 – June 30, 2020 and BE IT FUTHER MOVED, that a contract be entered into with Windsor Learning Center at the tuition rate of \$32,320.00 for the remainder of the 2019-2020 school year.

4. Miscellaneous

- a. MOTION to approve the Harassment, Intimidation and Bullying (HIB) reports for weeks ending December 20, 2019, January 3, 10 and 17, 2020.
- b. MOTION to accept the proclamation designating the February 3-7, 2020 as the annual observance of National School Counseling Week in Randolph Township Schools.
- c. MOTION to approve the following student teacher, practicum and/or intern placements for the 2019-2020 school year, pending a criminal background clearance:

Name:	Jamie Rough
University/College:	Rutgers University
Experience:	Mini Practicum
School/Grade:	Center Grove Elementary School/Kindergarten
Cooperating Teacher:	Brittany Dungan
Dates:	January 2020

Name: Brandon Jefferson
 University/College: Grand Canyon University
 Experience: Student Teaching
 School/Grade: Randolph High School/Special Education-10th Grade
 Cooperating Teacher: Beth Bierals
 Dates: January-April 2020

Name: Madeline Urban
 University/College: Montclair State University
 Experience: School Social Work Internship
 School/Grade: Randolph Middle School/6th-8th Grade
 Cooperating Teacher: Danielle Chadwick-Wever
 Dates: January-May 2020

FINANCE/FACILITIES & TRANSPORTATION MOTIONS 1–9 JANUARY 21, 2020

On behalf of the Finance, Facilities and Transportation Committee, Board member Jeanne Stifelman moved a motion seconded by Board member Ronald Conti and carried by a roll call vote to approve Finance/Facilities and Transportation Motions 1–9 with exceptions.

Board member Robert Soni voted YES to Motions No.1-3, Motions No.5-9 and abstained on Motion No.4. Board member Jeanne Stifelman abstained on check number 103823 and voted YES to all other FFT motions. Motions passed.

1. PAYMENT OF BILLS

RESOLVED, the Randolph Township Board of Education approve the attached list of checks, **Finance Exhibits 1 - 1.1**, and orders that they be attached to and made a part of the minutes.

1.	Check Register – 12/31/19	\$ 8,363,226.77
1.1	Check Register – 01/17/20	\$ 6,219,915.85

2. BUDGET

RESOLVED, the Randolph Township Board of Education approve **December 2019** transfer, **Finance Exhibits # 2.1 & 2.2**, and orders that they be attached to and made a part of the minutes.

2.1	Monthly Transfer Report 12/31/19
2.2	Expense Account Adjustment 12/31/19

3. REPORT OF THE SECRETARY AND TREASURER

WHEREAS, the Randolph Township Board of Education has received the Report of the Secretary for the month of **December 2019 Finance Exhibits # 3.1 – 3.5** consisting of:

3.1	Interim Balance Sheet/Board Secretary Report – 12/31/19
3.2	Revenue Report – 12/31/19
3.3	Budget Report – 12/31/19
3.4	Petty Cash Report – 12/31/19
3.5	Treasurer Report – 12/31/19

WHEREAS, in compliance with N.J.A.C. 6:20-2A.10(d), the Secretary has certified that, as of the date of the report(s), no budgetary line item account has obligations and payments (contractual orders) which in total exceed the amount appropriated by the district board of education.

NOW, THEREFORE, BE IT RESOLVED, the Randolph Township Board of Education accepts and approves the above referenced reports certification and orders that they be attached to and made a part of the minutes, and

BE IT FURTHER RESOLVED, in compliance with N.J.A.C. 6:20-2A.10(e), the Randolph Township Board of Education certifies that, after review of the secretary's monthly financial reports (appropriation section) and upon consultation with the appropriate district officials, to the best of it's knowledge, no major account or fund has been over-expended in violation of N.J.A.C. 6:20-2A.10(a)(1), and that sufficient funds are available to meet the district's financial obligations for the remainder of the year.

4. RESOLUTION TO APPROVE BOARD MEMBER ATTENDANCE AND TRAVEL TO NJSBA CONFERENCE

RESOLVED, the Randolph Township Board of Education approve Board Member travel to attend New Jersey School Board Association (NJSBA) conference:

Board member: Dr. Robert Soni

Conference: Social & Emotional Learning Conference

Location: Center at Mercer, 1200 Old Trenton Rd, West Windsor, NJ

Date: February 14, 2020

Registration fee: \$99.00

Travel/mileage: .31 cents/mile

Reimbursement of mileage, meals and incidental expenses (if any) are subject to the limitations and conditions set forth in *OMB Circular A-87* and in accordance with district Policy & Regulation *6471 School District Travel*:

5. RESOLUTION TO APPROVE CONTRACT AGREEMENT FOR SPEECH / LANGUAGE SERVICES OF LUCH SPEECH SERVICES LLC FOR PERIOD MARCH 1, 2020 – JUNE 19, 2020

RESOLVED, that the Board hereby approve an agreement for speech / language services of Catherine Luciani, Pediatric Speech and Language Consultant of Luch Speech Services LLC to work up to 15 hours per week, as needed, in the district at the rate of \$90 per hour, effective March 1, 2020 – June 19, 2020 to be paid from Special Services related services budget line, not to exceed \$18,000.

6. RESOLUTION TO APPROVE CONTRACT AGREEMENT FOR STUDENT TRANSPORTATION SERVICES

RESOLVED, the Randolph Township Board of Education approve parental contract agreement for reimbursement of transportation services of SE20-87 Grade PreK to and from Center Grove Elementary School for school year 2019-2020 at per diem rate of \$48.00 for period January 22, 2020 - June 30, 2020 not to exceed \$5,000 and per terms and conditions of the agreement.

7. MOTION TO ACCEPT FUNDS

RESOLVED, the Randolph Township Board of Education accept the following funds from the New Jersey Department of Education, Elementary and Secondary Education Act (ESEA) grant, school year 2019-2020 in include the carryover funds of \$20,142 from school year 2018-2019.

Title I – Part A	\$109,199
Title II – Part A	\$ 85,779
Title III –	\$ 18,851
Title III Immigrant-	\$ 264

8. ACCEPTANCE OF DONATIONS

RESOLVED the Randolph Township Board of Education accept the following grant donations:

➤ **HIGH SCHOOL:**

- donation from the Randolph Athletic Booster Club (RAMRAC) – 8’ Jumbo Digital Table; hardwood construction interactive scorer with 60” LED monitor & many other features, including advertising, having an estimated value of \$5,952. The scoring table to be used for all appropriate high school athletic contests.

➤ **FERNBROOK SCHOOL:**

- donation from the Fernbrook PTO, a check in the amount of \$4,800 to offset field trip costs of Fernbrook student population.

BE IT FURTHER RESOLVED, that Deborah Iosso, Principal of Randolph High School and Dr. Michelle Bernal, Principal of Fernbrook School acknowledge the donation in a letter to the appropriate parties.

9. RESOLUTION TO APPROVE CONTRACT AGREEMENT FOR SPEECH / LANGUAGE SERVICES OF LILLIAN G. ALCOCK-BRESKY FOR PERIOD MARCH 1, 2020 – JUNE 19, 2020

RESOLVED, that the Board hereby approve an agreement for speech/language services of Lillian G. Alcock-Bresky, Speech and Language Consultant to work up to 11 hours per week, as needed, in the district at the rate of \$90 per hour, effective March 1, 2020 – June 19, 2020 to be paid from Special Services related services budget line, not to exceed \$12,000.

Mr. Faranetta thanked RAM RAC for their donation. He also thanked the Fernbrook PTO for their donation to offset the cost of field trips.

BOARD COMMENTS

Ms. Manfred-none.

Ms. DeVito-noted a discussion at a school event where box tops were discussed. There is also now an app where you can take a picture of your receipt.

Ms. Stifelman-there is a student who got into West Point; Lauren Robles, a soccer player.

Dr. Soni-on January 29 is the jazz coffeehouse.

ADJOURNMENT

Board member Tammy MacKay moved a motion seconded by Board member Ronald Conti to adjourn the meeting. Board members present all present in favor.

The Board adjourned the meeting at 10:14 pm.

Respectfully submitted,

Gerald M. Eckert
Board Secretary