WARREN HILLS REGIONAL BOARD OF EDUCATION

REGULAR MEETING

May 12, 2015

7:00 p.m.

A. Call to order - Mr. Richard Havrisko

President’s Announcement: Adequate notice of this meeting in accordance with the Open Public Meeting Act has been given by posting one copy of a Notice of Meeting in the Warren Hills Regional Board of Education Office, by mailing copies to the “The Express-Times,” “The Warren-Reporter,” “The Star-Ledger,” and to the municipal clerks in the Borough of Washington and Townships of Franklin, Mansfield and Washington.

Pledge of Allegiance

Our Mission Statement

The Warren Hills Regional School District challenges and empowers a dynamic, diverse student body in a supportive learning environment by providing academic and co-curricular opportunities to become successful, productive members of the global community.

B. Roll Call - Ms. Maureen Joyce

<table>
<thead>
<tr>
<th>John Bell</th>
<th>Kristin Fox</th>
<th>Donna Golda</th>
</tr>
</thead>
<tbody>
<tr>
<td>Daniel Brundage</td>
<td>Kathleen Halpin</td>
<td>Lisa Marshall</td>
</tr>
<tr>
<td>Linda Feller</td>
<td>Christopher Hamler</td>
<td>Richard Havrisko</td>
</tr>
</tbody>
</table>

C. Minutes of the previous Regular and Executive Session meetings – Ms. Maureen Joyce (Motion_______ Second______________/Yes _____ No _____ Abstain ____)

D. Communications – Ms. Maureen Joyce

E. Citizens Participation – concerning action items.

F. Student Report - Student Council Representative

G. Superintendent’s Report - Dr. Thomas J. Altonjy

H. Committee Reports
I. **Action Items:**

**I. Personnel**

*1. Motion to accept, with regret, the retirement of Mrs. Maureen Joyce, Business Administrator/Board Secretary, effective August 1, 2015. (Motion__________ Second__________ /Yes_____ No_____ Abstain______*)

*2. Motion to approve employment of the attached personnel list “A” of tenured, certificated teaching staff for the 2015/2016 school year with salaries to be determined when negotiations are finalized. (Attachment A) (Motion__________ Second__________ /Yes_____ No_____ Abstain______*)

*3. Motion to approve employment of the attached personnel list “B” non-tenured, certificated teaching staff with eligibility for tenure on the appropriate date for the 2015/2016 school year with salaries to be determined when negotiations are finalized. (Attachment B) (Motion__________ Second__________ /Yes_____ No_____ Abstain______*)

*4. Motion to approve employment of the attached personnel list “C” non-tenured, certificated teaching staff for the 2015/2016 school year with salaries to be determined when negotiations are finalized. (Attachment C) (Motion__________ Second__________ /Yes_____ No_____ Abstain______*)

*5. Motion to approve employment of the attached personnel list “D” of tenured, certificated administrative staff for the 2015/2016 school year with salaries to be determined when negotiations are finalized. (Attachment D) (Motion__________ Second__________ /Yes_____ No_____ Abstain______*)

*6. Motion to approve employment of the attached personnel list “E” of non-tenured, certificated administrative staff for the 2015/2016 school year with salaries to be determined when negotiations are finalized. (Attachment E) (Motion__________ Second__________ /Yes_____ No_____ Abstain______*)

*7. Motion to approve employment of the following twelve month secretaries for the 2015-2016 school year with salaries to be determined when negotiations are finalized:

| Sherri Tomek | Bonnie Schwind | Dana Cadigan | Sherry Sarte |
| Jean Bracey | Laurie Macko | Michele Stillman | Robin Wright |
| Kim Salter | Christina Page | Mary Helck | Fay Perticari |
(Motion__________ Second__________ /Yes_____ No_____ Abstain______*)
8. Motion to approve employment of the following 10-month secretaries for the 2015-2016 school year with salaries to be determined when negotiations are finalized:

Elaine Watts                     Terry Hodge [retirement 10/01/15]

(Motion________________  Second_________________/Yes____ No____ Abstain____)  

9. Motion to approve employment of the following School Resource Personnel for the 2015-2016 school year with salaries to be determined when negotiations are finalized:

Jill Kirkendall                  Steven Bifano
Michael Exley                    Robert Kovacs
Charmaine Politano               Kathy Staples

(Motion________________  Second_________________/Yes____ No____ Abstain____)

10. Motion to approve employment of the following paraprofessionals for the 2015-2016 school year with salaries to be determined when negotiations are finalized:

Barbara Kolodziejczyk           Patricia Wintersteen
Priscilla Jacobson              Thomas Powers [MOTO Room]
Tammie Kerkenall                Robert M. Wiemer [MOTO Room]
Kathe Cooper Smith               

(Motion________________  Second_________________/Yes____ No____ Abstain____)

11. Motion to approve employment of Mrs. Bela Shah as high school Library Assistant for the 2015-2016 school year with salary to be determined when negotiations are finalized.

(Motion________________  Second_________________/Yes____ No____ Abstain____)

12. Motion to approve employment of Mrs. Charlene Finn as Payroll/Benefits Specialist for the 2015-2016 school year with an annual salary of $53,500, effective July 1, 2015.

(Motion________________  Second_________________/Yes____ No____ Abstain____)

13. Motion to abolish a French teaching position due to declining enrollment and, be it further resolved, as a result of the abolishment of the position, that Ms. Latifa Heuer would not be offered a contract for 2015-2016.

(Motion________________  Second_________________/Yes____ No____ Abstain____)

14. Motion to rescind the June 24, 2014 motion employing Tara Paulus and Amanda Best as Co-Advisors of the middle school Drama Club and to employ Amanda Best as the sole Advisor for the middle school Drama Club for the 2014-2015 school year with a stipend of $2,700.

(Motion________________  Second_________________/Yes____ No____ Abstain____)
15. Motion to approve William Paterson University student, Kelsey Vincello, to complete her 4-hour observation requirement for her Teaching Induction Workshop under the direction of Mr. Jeffrey Steele, Supervisor of Mathematics and Science during the spring 2015 semester.
(Motion________________ Second_________________/Yes_____ No_____ Abstain______)

16. Motion to approve the following middle school parent volunteers:

Patricia Smith   Fameeda Ali   Cynthia Wassmuth   Harry Appleby
(Motion________________ Second_________________/Yes_____ No_____ Abstain______)

II. Education and Policy

*1. Motion to accept the resignation of Board Member, John Bell, effective May 12, 2015.
(Motion________________ Second_________________/Yes_____ No_____ Abstain______)

*2. Motion to approve the second and final reading of the following revised policy and regulations for inclusion in the district’s policy manual, as recommended by the Education and Policy Committee and the Superintendent:

2240 Controversial Issues
3212 Attendance + regulations
4212 Attendance + regulations
3218 Substance Abuse + regulations
4218 Substance Abuse + regulations
5460 High School Graduation
5465 Early Graduation
5519 Dating Violence + regulations
8630 Bus Driver/Bus Aide Responsibility + procedures
(Motion________________ Second_________________/Yes_____ No_____ Abstain______)

*3. Motion to approve the first reading of the following revised policy and regulations for inclusion in the district’s policy manual, as recommended by the Education and Policy Committee and the Superintendent:

2430 Co-Curricular Activities + regulations
3244 In-Service Training
3310 Academic Freedom
3322 Staff Member’s Personal Use of Cellular Telephones
4322 Staff Member’s Personal Use of Cellular Telephones
7320 Lease of School Premises
7480 Motor Vehicles on School Property
7490 Animals on School Property

(Motion________________ Second_________________/Yes_____ No_____ Abstain______)

4
*4. Motion to approve the 2015-2016 school year calendar per attached.
(Motion________________Second________________/Yes_____No_____Abstain______)

*5. Motion to affirm the administrative decisions regarding the following HIB cases:

MS - 14-15 – 016 - 020
HS - 14-15 - 005 & 007

(Motion________________Second________________/Yes_____No_____Abstain______)

*6. Motion to approve submittal of the following Pension & Health Benefits Reform Resolution to the state legislature:

Pension and Health Benefits Reform

WHEREAS, the health of New Jersey's public employee retirement systems affects the state's economy and its citizens' quality of life, and impacts critical functions, ranging from the state's ability to borrow to finance public works projects to its annual budget including state aid to education and, consequently, the operation of the public schools; and

WHEREAS, the New Jersey Pension and Health Benefits Study Commission, appointed by Governor Chris Christie in 2014, has issued its final report, "A Roadmap to Resolution," which proposes monumental changes in how public employee benefits, particularly the Teachers' Pension and Annuity Fund (TPAF) and the School Employees' Health Benefits Program (SEHBP), are financed and administered; and

WHEREAS, the Warren Hills Regional Board of Education believes that reform must balance the health of the state's retiree benefits programs with local school boards' responsibility to provide sound educational programming; and

WHEREAS, TPAF benefits are established by the state and not through local school board action; and

WHEREAS, post-retirement medical benefits are provided to TPAF retirees through state legislation, not local school board action; and

WHEREAS, the Warren Hills Regional Board of Education believes that the TPAF and any new retirement program for certificated school district staff must be funded by the state government; and

WHEREAS, the Warren Hills Regional Board of Education believes that transferring payment of the employer's contribution to the teacher retirement plan and post-retirement medical benefits from the state to local school districts would have a detrimental impact on the resources necessary to maintain educational programming; and

WHEREAS, to restore solvency to, and avert future default of, the state's retirement programs, the pension and benefits reform act of 2011 (P.L. 2011, c.78) includes a schedule of annual state payments designed to close the deficit of the plans that serve school district employees; and

WHEREAS, medical benefits for retired school employees, which will total over $1 billion in 2015-2016, are a major cost-driver in the state budget; and

WHEREAS, the Warren Hills Regional Board of Education supports the current statutorily required employee contributions toward health benefits, which reflect current practice in the private sector and in public employment in other states, and have provided significant financial relief for local school districts,
thereby enabling them to direct resources toward educational programming, including teacher employment.

**NOW, THEREFORE, BE IT RESOLVED** that the Warren Hills Regional Board of Education urges the state Legislature and Governor to ensure that the employers' cost for teacher pensions and post-retirement medical benefits—financial obligations created by the state—are not transferred to local school districts; and be it further

**RESOLVED,** that to provide local school districts and local property taxpayers with financial relief, the Legislature should amend *P.L. 2011, c.78* to make the current employee contributions toward health coverage a permanent requirement and not a subject of labor negotiations; and be it further

**RESOLVED,** that to provide further control over the cost of health benefits, the Legislature should give local boards of education unilateral authority to enroll in the School Employee Health Benefits Program if the board determines that such action would generate financial savings; and be it further

**RESOLVED,** that the Warren Hills Regional Board of Education supports the goal of reducing the overall costs of public employee health and retirement benefits and urges the state Legislature and Governor to take a studied and comprehensive approach that will ensure the long-term solvency of the state's public employee retirement programs without unduly burdening local school district budgets and endangering educational programming; and be it further

**RESOLVED,** that this resolution be delivered to Governor Chris Christie, State Senate President Stephen M. Sweeney, Assembly Speaker Vincent Prieto; and the 23rd Legislative District's representatives in the state Senate and General Assembly; and be it further

**RESOLVED,** that a copy of this resolution be sent to the New Jersey School Boards Association.

(Motion_____________Second_____________/Yes_____No_____Abstain______)

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*7. Motion to approve the following Travel and Conference Requests:*

<table>
<thead>
<tr>
<th>NAME</th>
<th>TITLE</th>
<th>LOCATION</th>
<th>COST</th>
</tr>
</thead>
<tbody>
<tr>
<td>Keith Dennison</td>
<td>Legal One Training – Student Safety for General Education &amp; Special Needs Students</td>
<td>FEA, Monroe Township, NJ</td>
<td>$150. Registration + Mileage</td>
</tr>
</tbody>
</table>

(Motion_____________Second_____________/Yes_____No_____Abstain______)

6
*8. Motion to approve the following Field Trip Requests:

<table>
<thead>
<tr>
<th>Requested by:</th>
<th>Trip</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>Penny Giamoni</td>
<td>Peer Leadership to Teen Summit</td>
<td>Centenary College, Hacketstown, NJ</td>
</tr>
<tr>
<td>Nicole Silvis, Lisa</td>
<td>MS &amp; HS Student Council to NJASC Leadership Conference</td>
<td>The College of New Jersey, Trenton, NJ</td>
</tr>
<tr>
<td>Weisenstein &amp; Alexandra Helle</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cliff Platt</td>
<td>Advanced Theatre students to experience professional show</td>
<td>McCarter Theatre Center, Princeton, NJ</td>
</tr>
</tbody>
</table>

(Motion—Second— /Yes—No—Abstain____)

III. BUDGET AND FINANCE

*1. Motion to approve a Special Education Tuition Contract for Student 01-16 to attend DCCF, LLC for the summer program commencing July 8, 2015 and ending on August 7, 2015, in the amount of $4,950.00, together with a personal aide in the amount of $2,250.00.

(Motion—Second— /Yes—No—Abstain____)

*2. Motion to approve a Special Education Tuition Contract for Student 02-16 to attend DCCF, LLC for the summer program commencing July 8, 2015 and ending on August 7, 2015, in the amount of $4,950.00, together with a personal aide in the amount of $2,250.00.

(Motion—Second— /Yes—No—Abstain____)

*3. Motion to approve Change Order #3 with WHL Enterprises, Inc., t/a Bill Leary A/C & Heating in the amount of $25,431.44 to provide additional heating units, relocate cab heater and reconnect existing finitube. [previously approved by Facilities Committee]

(Motion—Second— /Yes—No—Abstain____)

*4. Motion to approve the Municipal Tax Schedule for the 2015/2016 school year [as attached].

(Motion—Second— /Yes—No—Abstain____)

J. Citizens Participation

K. Executive Session – as indicated by items a. and i. below

The Board of Education of the Warren Hills Regional School District in the County of Warren will adjourn into a closed meeting to discuss the items (s) which fall within an exception of our open meetings policy and permits the Board to have a private discussion, since it deals with specific exceptions contained in N.J.S.A. 10:4-12 b.
a. Matters rendered confidential by Federal Law, State Law, or Court Rule
b. Individual privacy
c. Collective bargaining agreements
d. Purchase or lease of real property if public interest could be adversely affected
e. Investment of public funds if public interest could be adversely affected
f. Tactics or techniques utilized in protecting public safety and property
g. Pending or anticipated litigation
h. Attorney-client privilege
i. Personnel – employment matters affecting a specific prospective or current employee

Any discussion held by the Board, which need not remain confidential, will be made public as soon as practical. Minutes of the private session will not be disclosed until the need for confidentiality no longer exists. All appropriate persons, who may be discussed in private session, have been adequately notified. Action may be taken.

L. Convene to Executive Session - _______ p.m.
(Motion______________ Second______________ /Yes_____ No_____ Abstain______)

M. Reconvene - _______ p.m.
(Motion______________ Second______________ /Yes_____ No_____ Abstain______)

N. Adjournment - _______ p.m.
(Motion______________ Second______________ /Yes_____ No_____ Abstain______)

*Roll Call
ATTACHMENT: PERSONNEL LIST "A"
Tenured, certificated teaching staff:

Sherry Anderson
Theresa Annecchiarico
Lori Apostol
Deborah Archer Cole
Michael Arminio
Jeffrey Balas
Noelle Baldwin
Cynthia Bamford
Mary Kaye Bartek
Rebecca Becker
Joseph Besser
Amanda Best
Laura Blackwell
Meredith Borrelli
Brigitte Burstein
Robert Cacchio
Rosemary Carnali
Lawrence Cascio
Jennifer Cavo
Kristen Chiara
Alda Conne
Patricia Corvino
Thomas Curran
Daryl Detrick
Margaret Devine
Diane DeVivo
Susan DeYoung
Ilona DiCosmo
Heather Dilts
Daniel Diveny
Terrence Dolan
Timothy Downs
Lawrence Dubiel
Bonita Duryea
Jodi Edmonds
Kim Eilenberger
Ari Eisner
Luanne Ferenci
Laura Filan
Courtney Flowers
Robin Fohr-Quimby
Maria Forsythe
Sharon Fretz
Michelle Gaffney
David Garcia
Lourdes Garcia
Ingrid Garofalo
Jennifer Giannoni
Jason Graf
Craig Green
Gabriela Harris
Alexandra Helle
Julia Henning
Heather Haslin
Cedric Hickerson
Courtney Hoffman
Mackenzie Holguin
Kevin Horn
Jarrett Hosbach
Joanne Huffman
Toni Ioffredo
Paul Irzinski
Patrick Kablis
Stephanie Karabinus
Kimberly Kavcak
Laurie Kerr
Shannon Klinder
LeeAnn Kubbishun
Stanley Kubbishun
Kenneth Kurpat
Rebecca Ladiana-Flanery
Jacqueline LaFrance
McKenzie Laubach
Cynthia Laws
Gina Legora
Toni Manfra
Shannon McDowell
Meghan McGeehan
Teresa McGuinness
Geri McKelvey
Elizabeth McKeown
Mary Ann McKinney
Cesar Mendes
Karen Menke
Danielle Miksch
Jessica Morgan
Lorraine Morris
Tammy Muffley
Laura Muroski
Elizabeth Nicolosi
Joshua Nordmark
Rebecca Nugent
Andrew Oakley
Patrick O'Brien
Jill Okladek
Catherine O'Neal
Jesse O'Neill
Michael Perruso
Michael Piancone
Clifford Platt
Deborah Post
Josephine Potter
Lisa Pysher
Michael Quinto
David Rader
Jessica Rader
Hope Ranalli
James Reynolds
Gina Ricardo-Regan
Debra Rokusny
Kimberly Roost
Ellen Russak
Barbara Russo
Sharyn Setzer
Nicole Silvis
James Smith
Renee Smola
Kerry Spanner
Raquel Stewart
Nancy Tershun
Lollita Trifiletti
Nancy Beth Viglianco
Lauren Voight
Lisa Weisenstein
Heather Wight
Jeremy Willis
Theresa Wilson
Sandra Young
L. Jeannie Zamora
Non-tenured, certificated teaching staff with eligibility for tenure:

Vittoria Busardo
Jeffrey Case
Teresa Fahy
Alison Frey
Trisha Nunnenkamp
Tara Paulus
Nicholas Sarlo
Non-tenured, certificated teaching staff for the 2015/2016 school year:

Salvatore Barillari
Christal Barr
Kimberly Beers
Lindsey Callander
Brittany Catalano
Carmello Chiara
Jesse Damiano
Jennifer Feldman
Jacqueline Gibbs
Adrienne Harpster
John Heine
Emily Kablis
Alison Loro
Elena McCormick
Kathleen Morgan
Amanda Nicol
Richard Patricia
David Sbriscia
Adam Slack
Mark Smith
Todd Solecito
Kerry Throckmorton
Deana Marie Turner
Timothy Zavacki
Tenured administrative staff for the 2015/2016 school year:

Earl Clymer, High School Principal
Patricia Hetrick, Middle School Principal
Dawn Moore, Director of Curriculum and Instruction
Susan Rader, High School Assistant Principal
David Smith, Middle School Assistant Principal
Non-tenured, certificated administrative staff for the 2015/2016 school year:

Glenn Barker, High School Assistant Principal
Peter Lubrecht, Jr., Director of Athletics and Extra-Curricular Activities
Keith Dennison, Supervisor of English and Social Studies
Amanda Brown, Supervisor of World Languages/Health/PE/Fine Arts
Brian DeBoer, Supervisor of Industrial Arts/Technology and Business
Jeffrey Steele, Supervisor of Mathematics and Science
Annette Walters, Director of Special Education
Warren Hills Regional Calendar
2015-2016

The Board of Education reserves the right to alter this calendar to meet New Jersey attendance standards and employee contracts.

Event or Holiday
July 3 - District and School Offices Closed [Offices close at 2:30 p.m. on 7/2/15]
August 28 - 31 - Staff In-Service - No School
September 1 - Opening Day for Students
September 7 - Labor Day - No School
September 17 - HS Back To School - Early Dismissal (both schools)
September 24 - MS Back To School - Early Dismissal (both schools)
October 7 - Staff In-Service Early Dismissal
October 12 - Staff In-Service - No School
November 3 - School Election - PLEASE VOTE
November 5 & 6 - NJEA Convention - No School
November 25 - Thanksgiving Recess - Early Dismissal
November 26 & 27 - Thanksgiving Recess - No School
December 23 - Winter Recess - Early Dismissal
December 24 - 31 - Winter Recess - No School
January 1 - New Years Day & Winter Recess Con’t - No School
January 18 - Martin Luther King Day - No School
January 27 - Staff In-Service - Early Dismissal
February 12 - 15 - President’s Weekend - No School
February 24 - Staff In-Service - Early Dismissal
March 25 - Good Friday - No School
March 28-31 - Spring Break - No School
April 1 - Spring Break - No School
April 13 - Staff In-Service - Early Dismissal
May 30 - Memorial Day - No School
June 15 - Grade 8 Promotion
June 16 - Last Day for Students - Early Dismissal - HS Graduation
June 17 - Staff In-Service/Last Day for Staff

The calendar allows for four (4) emergency closing days. In the event the district uses the majority of scheduled emergency closing days, the following days (in particular order) will be added back as school days into the calendar:
February 12, April 1, March 31, March 30, March 29 and March 28, 2016.
In the event the district does not use all/some of the schedule emergency closing days, remaining days (in particular order) will be additional days off and schools will be closed on:
May 27, May 31, June 16, June 15, 2016. The promotion & graduation dates will not change regardless of any changes.

From 6/21/15 - 8/27/15, schools and offices will be open from 8:00AM - 3:00PM. Offices will be closed on the morning of August 28, but will re-open at 11:00AM to 3:30PM. On August 31 offices will be open from 7:15AM to 3:30PM.

Staff In-Service Days-No School
Early Dismissal Days
No School
Board Approved 5 12 15
## 2015-2016 Municipal Tax Schedule

<table>
<thead>
<tr>
<th>Date</th>
<th>Franklin</th>
<th>Mansfield</th>
<th>Washington Boro</th>
<th>Washington Twp.</th>
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<tr>
<td>7/15/15</td>
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**Total**: $4,115,045.00  $5,963,789.00  $3,997,626.00  $7,735,402.00