

JACKSON TOWNSHIP BOARD OF EDUCATION
OFFICIAL BOARD MEETING
JANUARY 16, 2018
DISTRICT ADMINISTRATION BUILDING

An Official Meeting of the Jackson Township Board of Education was held in compliance with the Open Public Meeting Law and was called to order by Board President, Scott Sargent at 5:30 p.m. on January 16, 2018 in the Conference Room of the Administration Building.

Present: Mrs. Rivera
Mrs. Dey
Mr. Colucci
Mr. Walsh
Mr. Burnetsky
Ms. Grasso
Mr. Sargent

Also present: Dr. S. Genco, Superintendent of Schools; Mr. D. Baginski, Assistant Superintendent; Mrs. N. Pormilli, Assistant Superintendent; Ms. M. Richardson, Business Administrator/Board Secretary; Mr. N. Montenegro, Board Attorney.

On a motion by Mr. Burnetsky, seconded by Mrs. Dey, the Board of Education adjourned to Executive Session to discuss matters involving contract; employment of personnel-terms and conditions of employment; pending litigation; investigations and matters falling within the attorney-client privilege with respect to these subjects. No action will be taken. This meeting is not open to the public.

The Board would reconvene at approximately 6:30 p.m. in the Public Meeting Room of the District Administration Building for Public Session at which time action would be taken.

The Official Meeting of the Jackson Township Board of Education reconvened in the Public Meeting Room of the District Administration Building in compliance with the Open Public Meeting Law and was called to order by Board President, Scott Sargent at 6:30 p.m.

Present: Mrs. Rivera
Mrs. Dey
Mr. Colucci
Mr. Walsh
Mr. Burnetsky
Ms. Grasso
Mr. Sargent

Also present: Dr. S. Genco, Superintendent of Schools; Mr. D. Baginski, Assistant Superintendent; Mrs. N. Pormilli, Assistant Superintendent; Ms. M. Richardson, Business Administrator/Board Secretary; Mrs. S. Patterson, Assistant Business Administrator; Dr. R. Cerco, Director of Special Services; Mr. N. Montenegro, Board Attorney, staff members, township residents and newspaper representatives.

After the salute to the flag and the Certification of the meeting according to the tenets of the Open Public Meeting Law, Mr. Sargent made the following statement: "This meeting was duly authorized and is in compliance with the Open Public Meeting Law and has been advertised in the newspaper as an Official Meeting."

On a motion by Mrs. Dey, seconded by Mr. Burnetsky, the Board of Education approved the agenda with addendums, as submitted by the Superintendent of Schools.

Roll Call Vote: Yes: Mrs. Rivera
Mrs. Dey
Mr. Colucci
Mr. Walsh
Mr. Burnetsky
Ms. Grasso
Mr. Sargent

MOTION CARRIED

BOARD OF EDUCATION RECOGNITION

1. Student/Staff Recognition

• **Elms Sustainable Jersey for Schools and NJEA \$10,000 Grant Award**

Board Member, Sharon Dey stated as we begin talking about the people we are honoring tonight, it is going to seem like we are repeating ourselves. This very team has been here before – most recently just at our last meeting to accept a \$1,000 grant from First Energy for the Elms aquaponics program. They were also here last year for that same grant.

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They recently received a \$1,000 grant from the Toshiba America Foundation... and they and their colleagues have been here to receive \$10,000 in model classroom grants in the past.
Do you see where we are going with this?

This is a team committed to seeking out and earning ways to support our programs. Their efforts result in tens of thousands of dollars we can investing right into our classrooms.

They are not alone – in all of our schools, our dedicated staff looks for ways to enhance instruction through grants. As a board of education we are proud of all of their efforts and we thank them for going above and beyond for our students.

Tonight, it is my pleasure to recognize the team from Elms – again. For earning a \$10,000 grant from the Sustainable Jersey for Schools program and the New Jersey Education Association.

The NJEA funded 11 of these grants to area schools, to allow communities to come together to improve outcomes for students, staff and the environment. They also funded 35 different \$2,000 grants for the same purpose.

At Elms, these funds will help build a living science curriculum that includes agriculture, aquaculture and farming. Student learning will come alive through real-world problem solving in an authentic hands-on environment.

One of the teachers on this team – Danielle Parella – couldn't be here tonight. However, it is my pleasure to call up Elms Principal Michael Burgos and Elms Assistant Principal Shawn Levinson to be recognized. Together, they worked to make this happen, and the student of Elms are the better for it.

Superintendent Comments – Elms Grant

Dr. Genco stated he had the opportunity to go to the College of New Jersey with Mr. Burgos and accept the grant award and in looking at the 11 different \$10,000.00 awards, he can certainly say with the Elms School in Jackson, our award stands out citing you guys are doing a tremendous job; thank you!

2. Township Officials Present in Audience

None this month.

Mr. Sargent turned the meeting over to the Superintendent.

SUPERINTENDENT'S REPORT/INFORMATION ITEMS

- **Student Board Member Report**
Christie Suszko – Liberty
James Cook – Memorial

Dr. Genco announced Christie Suszko of Jackson Liberty High School will present her report to the Board:

Student Board Member: Christie Suszko

Good evening to the members of the Board of Education, the Superintendent, district administrators, staff members, teachers, and to those of you in the audience. I just wanted to take the opportunity to wish all of you a happy and healthy new year and look forward to seeing what the rest of our school year has in store. That being said, I look forward to updating you tonight, on some of the exciting activities at JLHS over the past few weeks.

Our winter sports are having fantastic seasons so far. The Girls and Boys Swim teams opened up the new year with two back to back wins and multiple records being broken. In addition, the Boys Basketball team is currently 5-5 with wins over Pinelands, Lacey, Monmouth Regional, Jackson Memorial, and Central. The Girls Basketball team picked up their 4th win of the season with a triple-overtime victory over Brick Township on Friday night! Furthermore, the Boys Ice Hockey team is currently sitting 6-4-1 and junior Nick Labianca just scored his 100th point on Friday. The team hopes to finish out the season strongly. The Boys and Girls Indoor Track teams both placed third at the Ocean County Championships, with many athletes running personal records. We had two first-place finishes at Counties: Aniyah Russell won the high jump and Dan Duffy won the 800 meter race! We wish all our teams' luck finishing out the remainder of their seasons!

Liberty's AtLib Drama Club are gearing up for their winter musical, Grease. The cast is working hard every day after school to prepare for the show, which will run February 22nd, 23rd, and 24th. To fundraise, they are hosting a Sock Hop Dance on February 9th where students will have fun dancing to the beat without their socks and dressed up as if they were in the 1950s.

JTV successfully ran their annual Holiday Spectacular Show before Christmas break. They are now preparing for the annual Student Television Network competition in Nashville on March 15-18th. Last year students broke Liberty records, coming home with five awards. We hope they have as much success this year!

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The Science National Honor Society will be holding their annual induction ceremony on Monday, February 5th. There new members will be initiated and seniors will have the intended major and college announced while they receive their graduation cords.

The Liberty DECA chapter had their Central Regional Competition last week. Students had a fun day interviewing in their respective categories and networking with other schools. Liberty came out on the leaderboards, including my first place role-play and third place overall finish in the Apparel and Accessories Marketing competition. I will be attending States in the beginning of March and hope to move onto nationals in Atlanta in April. In addition, our Mock Trial team has their Ocean County Competition next weekend, with the case this year focusing on the current drug epidemic. Last year they made school history by advancing to the Ocean County championships, ultimately coming in second place. Furthermore, the Future Business Leaders of America also have their competition coming up this month and the Future Educators of America will be teaching students at Crawford about financial literacy next week for Junior Achievement. We wish everyone success with their ventures!

Finally, Student Council has been very busy. One of our most popular events, Liberty Idol, is scheduled to go on next week, January 25th. There, students will compete in a singing competition to see who will be crowned this year's winner. We wish all the contestants luck!

As we approach the long stretch of weeks that spans from Winter to Spring break, all of our faculty, staff, and students look forward to see what new events and achievements are in store at Jackson Liberty for the rest of the 2017-2018 school year.

Dr. Genco thanked Christie for her presentation.

Dr. Genco announced James Cook of Jackson Memorial High School will present his report to the Board:

Student Board Member: James Cook

Good evening to the Board and all attendants.

PARCC testing has finally come to an end, until it returns once again during the spring season. I am confident in saying that these PARCC scores will be the best to-date from our hard-working student body.

In addition to this, over 20 members of our DECA club have qualified for states. This achievement truly reflects the future business savvy many of our students will possess in the professional world.

Model Congress, which is an excellent and interactive portion of our AP Government course, is now preparing to present their written bills in Trenton. One of our students, Annabelle Dunn, successfully obtained a position as the head of the Democratic Party. We expect several bills to pass in each party, and for our JMHS representatives to lead and set an example in Trenton.

To shift the focus towards our wonderful teaching staff at JMHS, Mrs. Cafara recently won the prestigious Teacher of the Year Award and Mr. Lemke was awarded with Paraprofessional of the Year. Both Mrs. Cafara and Mr. Lemke have displayed that an excellent teacher is always the best conduit for education. The tradition of excellent education is alive and well here at JMHS.

Our stage crew is meeting up to work on the sets and organization of our upcoming plays. As always, the product coming from our performing arts-minded students is nothing short of jaw-dropping. While enjoying our upcoming set of fantastic plays, keep in mind that a hard working crew of students stayed after to paint, build, and provide the lighting to support the talented performances of our actors and actresses.

Jackson Memorial's winter sports programs are exceeding expectations once again. Our varsity boys track team has won the Ocean County Relays Championship and placed in 2nd for the Ocean County Individual Championship. Standout jumper Devyn Lee has broken our long-standing high jump record of 6'3", recording a jump of 6'3.5". Our swimming program is expected to be top of the division once again, displaying to our rivals that the jags can never be counted out.

With our junior formal coming soon, many are buying dresses, suits, and voting on this year's ocean and space-inspired themes. I'm also sure some junior boys are planning creative ways to ask their crushes to the dance. The junior class eagerly awaits this dance as I did just a year ago.

JMHS is in the midst of a busy winter season: academically, athletically, and in the realm of performing arts. The student body will continue to offer their best efforts in the classroom, on the field, and on the stage, and our teachers will continue to inspire students to perform at the highest level. Thank you and go jags!

Dr. Genco thanked James for his presentation.

Dr. Genco stated he didn't hear anything about the girls' basketball team but believes they are doing very well. I just want to announce that our elementary concerts are underway and believe they begin this week. Our academic applications are due this Friday for our academies for next year and is looking forward to seeing those numbers.

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Dr. Genco continued he will present the remainder of his remarks at the conclusion of Dr. Nicastro's presentation to the Board. Dr. Phil Nicastro is here from Strauss Esmay and is our policy consultant. Dr. Nicastro is an Attorney and a former Superintendent and is going to do our Board ethics training for the year. Dr. Genco advised the Board we met with Dr. Nicastro at the New Jersey School Boards Association conference in Atlantic City.

Presentations

- Board Member Code of Ethics – Dr. Phil Nicastro, Strauss Esmay

Dr. Phil Nicastro of Strauss Esmay Associates, gave a power point presentation on the Code of Ethics Act and Law to the Board reviewing protocol and providing various scenarios advising what would be permissible and is not permissible in addressing them for all Boards of Education.

Board Member Inquiries/Comments on the Code of Ethics Presentation

Mr. Colucci asked what would be considered a large sum of money.

Dr. Nicastro responded \$25,000.00

Mrs. Dey asked but you cannot donate anything, correct.

Dr. Nicastro responded actually you can donate.

Dr. Genco responded you can donate and that's the point.

There were no further inquiries/comments on the Code of Ethics presentation.

Dr. Genco thanked Dr. Nicastro for his presentation to the Board.

- **2018-2019 Budget Process Introduction**

Dr. Genco stated it is the month of January and with it we begin the budget process for next year. The schools and departments have been working on their budgets since November and just want to give a little timeline of where we are at with that. We have tweaked some of it because of some things that came up last year. I will go through the budget process with the public and certainly the Board. We've always prided ourselves on providing multiple opportunities for the public and the Board to provide input and ask questions before we come up with a tentative budget. Since the law has changed in which a vote is not required, with the tentative budget and before the final budget, we typically have 5-6 weeks where we go over everything to achieve exactly what we want. When we look at our budget calendar, we've established it. If you recall last year, a number of our budget presentations were done after our dollars came from the state and we had already administratively cut some of those things so we presented those things again that we had cut so in order to avoid that from happening again and certainly the Board wants to be a part of the wish list we are trying to create and obviously being part of the process going through it. February 13th is the Committee of the Whole meeting, we're donating that entire Committee of the Whole to building a budget. Rather than doing 2-3 presentations that night, we're going to do all of them that one night. February 13th takes place before our numbers come from the state so you're actually going to see the real wishes of the administration, the different departments and the schools. That night will be a lengthy meeting, however, we're not going to do any other business, we're going to do all the budgets covering curriculum, special education, technology, guidance, co-curricular, athletics, facilities, capital projects and transportation all in one night as opposed to them being done over the course of three nights with one or possibly two nights being done after the state aid numbers come in. We're going to try it this way and believe you will like it better than separating it into 3 nights. I think we tried this one other time years ago and think it is a good practice. February 20th is our regular Board meeting of which we will conduct the business for that month noting on February 20th we should receive state aid figures. We have a new Governor that was sworn in today so they may push that back a week or two noting they have done that in the past but if they hold true to the timeline they've had in the last seven years, that night we will be walking into that Board meeting and have what we're getting from a state aid standpoint. March 13th is a time in which we'll have the Committee of the Whole meeting but that's the time in which we would be approving the tentative budget so we'll have plenty of time from that point to what we will see in April when we actually approve the final budget. We should approve the tentative budget March 13th so we can get it to the county to review to ensure we remain within our administrative cap and we're within all of our cap numbers because we cannot go beyond that. March 20th will be our business meeting and then April 24th is our combined Board meeting in which we'll have the public hearing on the final budget at which time we will be voting on it to move to the county and the state. When we look at that, the budget calendar provides us input, how to share input and ask questions. You may e-mail us with any inquiries; it will be on the website and we certainly put out media releases. We will put all of our budget presentations on line as soon as they're done. Once those presentations are out there, there will be people who may be interested in transportation or capital projects that will have the opportunity to share with us what their thoughts are. The full budget documents from a tentative standpoint will be out there once we approve the tentative budget and ultimately the final budget will be there with the tax rate and things of that nature as well. This is the information we try and get out to the public to be as transparent as much as we possibly can. Dr. Genco asked the Board if they have any questions on the timeline.

Jackson Township Board of Education
Board of Education Presentation
January 16, 2018



Presented by
Philip W. Nicasastro, Esquire
Straus Esmay Associates, LLP
School Policy & Regulation Consultants
1886 Hinds Road - Suite 1
Totnes River, New Jersey 08753
732-256-1500

“School Ethics Act”

- ◆ N.J.S.A. 18A:12-24 - Prohibited Acts
- ◆ 18A:12-24.1 - Code of Ethics for School Board Members
- ◆ N.J.S.A. 18A:12-27 - School Ethics Commission
- ◆ N.J.A.C. 6A:32-3.2- Requirements for the Code of Ethics for School Board Members and Charter School Board of Trustees Members.
 - Discussion, adopt policy and procedures in understanding Code of Ethics, provide documentation that Board members receive and review Code of Ethics & sign acknowledgement

Straus Esmay Associates’
Policy Guide - 0142
Board Member Qualifications,
Prohibited Acts, and Code of Ethics

- ◆ Qualification of Office
- ◆ Definitions – N.J.S.A. 18A:12-23
- ◆ Prohibited Acts – N.J.S.A. 18A:12-24.a through k
- ◆ Board Member Code of Ethics – N.J.S.A. 18A:12-24.1 a through j
- ◆ Requirements for Code of Ethics – N.J.A.C. 6A:32-3.2

Definitions

- ◆ N.J.S.A. 18A:12-23
 - “Administrators” - school administrator, principal, SBA, or position or supervisor that makes recommendations on hiring and purchasing
 - “Board Member” – person holding membership on Board of education by election or appointment
 - “Business” – corporation, partnership, firm, enterprise, etc.
 - “Member of immediate family” – spouse or dependent child of a school official residing in same household
 - “Relative” – spouse, natural or adopted child, parent, sibling of school official
 - “School official” – Board member

Prohibited Acts

- ◆ N.J.S.A. 18A:12-24.a. through k.
 - No school official or immediate family member may have interest in business organization or engage in business that is in substantial conflict with proper discharge of duties
 - No school official use or attempt to use position to secure unwarranted privileges, advantages, or employment for himself or others
 - No school official shall act in official capacity in any matter where he/she has an interest or direct or indirect financial involvement that might reasonably impair judgment or matter that creates some personal benefit
 - No school official shall undertake any employment or service, compensated or not which would reasonably expect to prejudice judgment

Prohibited Acts

- ◆ N.J.S.A. 18A:12-24.a. through k.
 - No school official, immediate family member or business organization in which he has interest shall accept anything of “value” for purpose of influencing, directly or indirectly, discharge of duties (campaign contribution exception)
 - No school official shall use or allow to be used office or employment or information not available to the public for purpose of financial gain to self, immediate family members or business organization
 - No school official or business organization in which he has interest shall represent any person or party other than Board against the Board

Board Member Code of Ethics

- ◆ N.J.S.A. 18A:12-24.1 a. through j.
 - Legislated Code of Ethics for Board members
 - 10 requirements for all Board of Education members
 - Uphold and enforce rules and laws; confine responsibilities to policy making; not administer; hold confidential, independent judgment; appoint best qualified; and support and protect school personnel in proper performance of their duties
 - Board members must refer all complaints to the Chief Administrative Officer and act on complaints at public meetings only after failure of administrative solutions

Board Member Code of Ethics

- ◆ N.J.A.C. 6A:32-3.2 – Requirements For Code of Ethics
 - Board must discuss School Ethics Act and Code of Ethics at a regularly scheduled public meeting annually
 - Board must adopt policy and procedures for the training of Board members regarding School Ethics Act and Code of Ethics
 - Board Members must sign an annual acknowledgement the Code of Ethics was received and reviewed and Board Member will become familiar with Code of Ethics
 - District administration must maintain copies of all signed acknowledgements

School Ethics Commission Responsibilities

- ◆ Issue Advisory Opinions
- ◆ Receive Complaints
- ◆ Receive and Retain Disclosure Statements
- ◆ Conduct Investigations
- ◆ Hold Hearings and Compel Witnesses
- ◆ Role of The Commissioner – Limited to the Recommended Sanction of the SEC and Appeals of SEC decisions

New Jersey School Ethics Commission Decisions and Advisory Opinions

Confidentiality

Board Member Posting Confidential E-Mail Regarding Staff Member Violates Act

- ◆ Alleged Board member posted on a website confidential information provided to all Board members from the administration about an employee's medical condition
- ◆ The Board member testified the e-mail was sent to his wife's e-mail account and he or his wife opened the e-mail, the e-mail was not marked *Confidential*, no one told him the information was confidential, and he posted the information on a website
- ◆ The SEC noted the Board member did not just release this confidential information to a limited amount of people, but posted it on an Internet chat room and bulletin board where anyone could access the information and this conduct undermined the staff member's ability to effectively execute his or her duties
- ◆ The School Ethics Commission recommended the Commissioner of Education impose a penalty of six months suspension for the Board member. The Commissioner concurred.

See: *In re: Jacobs v. Raymond D'Alary, Board of Education of the Sussex-Highway Regional School District, Sussex County, DKT NO 318-11 03* (Commissioner of Education, 6/9 January 2005)

Ethics Act Violated for Releasing Executive Session Information to Newspaper

- ◆ The complainant, a former Board member, alleged a current Board member violated the School Ethics Act when the current Board member released confidential information to a local newspaper regarding information pertaining to a legal bill for the Board of Education to represent the former Board member in a legal matter.
- ◆ The complainant alleged the legal bill was presented to the Board in closed session and should not have been released to the press or public and was a violation of N.J.S.A. 18A:12-24.1(g).
- ◆ The respondent Board member did not deny the allegations, but argued the information was not confidential.
- ◆ The Commission found although this bill may have been publicly discussed at a later date, it was not public information when discussed in executive session and the current Board member violated N.J.S.A. 18A:12-24.1(g) of the Code of Ethics for School Board members. The SEC recommended a penalty of reprimand and the Commissioner concurred.

See *In re: Connelly v. David Steverson, Keating Board of Education, Hudson County, DKT NO 318-10 11*, Commissioner of Education, 11 December 2011

Board Member Expressing Personal Opinion To Press

- ◆ To avoid violation of School Ethics Act:
 - Board member must remember authority rests with Board
 - Board member must ensure letter does not indicate it is being written on behalf of Board
 - Board member must indicate letter written as citizen and not Board member
 - Board member must write or speak accurately
 - Board member must maintain confidential of all matters if disclosed would needlessly injure schools

See Advisory Opinion 103-06, School Ethics Commission, March 10, 2006.

**New Jersey School Ethics Commission
Decisions and Advisory Opinions**

**Board Member Voting on
Employment & Contract Issues**

Board Member Voting on Contracts

- ◆ Board Member or their immediate family member is a member of same association in New Jersey, but not in District:
 - Board Member Not Participate in Collective Bargaining Process
 - Board Member Not Serve on Negotiations Committee
 - Board Member Only Apprised of Terms of Memo of Agreement after Agreement Reached
- ◆ Board Member May Vote During Public Meeting

Advisory Opinion Summarizes Analysis Required For Board Member Conflicts and Relatives

- ◆ The SEC indicated a Board member with a relative employed by the same school district, who is also a member of the LEA, creates a conflict that extends to all matters involving the LEA as well as to the relative's supervisors and other superiors in the chain of command ending with and including the Superintendent.
- ◆ For Board members with relatives employed by different districts who are also NJEA members, the inquiry turns on an analysis of those relatives' involvement with the Union in their district of employment.
 - However, the conflict is absolute, pursuant to an N.J.A.C. 6A:23A-6.2(a)(6), when a Board member's spouse is employed in a different district and is a NJEA member.
- ◆ As to a Board member who is a member of NJPSA and employed in a different school district, the SEC indicated Advisory Opinion A13-15 indicates this Board member may negotiate with the in-district local NJEA affiliate when there is absolutely no linkage, in either district, between the respective NJEA affiliates and the administrators' Union which represents the Board member.

See Advisory Opinion A25-15, School Ethics Commission, 26 January 2016.

Advisory Opinion

- ◆ The SEC issued an Advisory Opinion providing further clarification regarding paraprofessionals and substitute paraprofessionals indicating that regardless of what position a Board member's spouse is employed they are considered conflicted Board members and may not participate in any pre- or post-hire discussions of the Superintendent and may not be part of any aspect of the vetting process or any evaluation and contract discussions post-hire of the Superintendent.

See Advisory Opinion A25-14, School Ethics Commission, 25 June 2014

**New Jersey School Ethics Commission
Decisions and Advisory Opinions**

Board Members and Staff

Board Member Removed for “Acting” as Superintendent

- ◆ Board member
 - Brought SBA candidate to Board without Superintendent’s recommendation
 - Gave work directly to district staff
 - Ordered Rice Notice be provided to 2 employees who were terminated by Board at Board meeting
 - Hired technology staff person without consideration to Superintendent
 - Told other staff the Superintendent’s contract would not be renewed; etc.
- ◆ The School Ethics Commission recommended removal of the board member for violating the Code of Ethics and Commissioner affirms SEC decision.

See In the Matter of Jhilla Hankerson, C36-02 New Jersey School Ethics Commission, 24 April 03.

Ethics Act Violated When Board Member Acts As Administrator

- ◆ Board member goes directly to guidance office to obtain SAT score information and guidance secretary provided information based on Board member’s position
- ◆ In addition, while in the school building to inspect lockers, Board member instructed district employees to provide more supervision when pupils were present
- ◆ SEC finds Board member violated N.J.S.A. 18A:12-24(d) of Code of Ethics “not to administer schools... but see they are run well” in directly requesting information and directing staff
- ◆ SEC finds Board member violated N.J.S.A. 18A:24.1(j) by not referring complaints to Superintendent
- ◆ SEC recommends censure – Commissioner concurs

See In the Matter of William Latta, Delmar Board of Education, Gloucester County, DAT NO. 383-12 05, Commissioner of Education, 23 January 2006.

Board Member Meeting With Association Without Superintendent’s Knowledge

- ◆ Board President and Vice-President admitted at public meeting with Association President and Vice President of Teacher’s Association without Superintendent’s knowledge
- ◆ Board President indicated nothing was determined at meeting and no promises were made and Board President and Vice-President just listened to concerns
- ◆ SEC indicated meeting like this without Board authority or knowledge of Supt. violates Ethics Act

See In the Matter of Colleen Gardlow and Carmine Picusolo, West Essex Board of Education, Essex County, DAT NO. 93-2 06, Commissioner of Education, 12 June 2006.

New Jersey School Ethics Commission Decisions and Advisory Opinions

General Cases

Board Members Participating/Observing Exit Interviews Would Violate Ethics Act

- ◆ The SEC considered a request for an Advisory Opinion concerning Board members taking part in exit interviews conducted by school district administration for employees that leave the employment of the school district.
- ◆ The SEC reviewed N.J.S.A. 18A:12-24.1(c) and (d) that indicates Board members will confine their action to policy making, planning, and appraisal and will help to frame policies and plans only after the Board has consulted those who will be affected by them. Furthermore, the statute indicates Board members will carry out their responsibility not to administer to schools, but together with fellow Board members, to see that they are well run.
- ◆ The SEC assumed a Board member’s participation in an exit interview would constitute “Board action” and such action is not fairly within a Board member’s policy making, planning, and appraisal duties as required by N.J.S.A. 18A:12-24.1(e).
- ◆ The SEC indicated a Board member participating in an exit interview, or merely observing the exit interview, would breach the Board member’s obligation to refrain from becoming directly involved in activities or functions that are the responsibility of school personnel or the day-to-day administration of the district or charter school and would violate the Code of Ethics for school Board members.

See Advisory Opinion A13-10, School Ethics Commission, 14 February 2011.

Advisory Opinion

- ◆ The SEC issued an Advisory Opinion that the Board member would not violate the School Ethics Act for the Board member to express himself politically as a private citizen with regard to the endorsement of candidates in any election, including the School Board election.

See Advisory Opinion A36-14, School Ethics Commission, 29 October 2014
- ◆ The SEC issued an Advisory Opinion that a Board member would not violate the School Ethics Act if he were to donate a large sum of money to the district where he serves as a member of the Board of Education.

See Advisory Opinion A38-14, School Ethics Commission, 29 October 2014
- ◆ Discussion

2018-2019 Budget Process

**Board of Education Meeting
Jan. 16, 2018**

Budget Timeline - Public Input

- To provide multiple opportunities for the public to provide input and ask questions about the budget both before the tentative budget is created and before the public hearing.
- The budget calendar established by the state means the budget timeline culminates with the PUBLIC HEARING on April 24.

FEBRUARY 2018

Sunday	Monday	Tuesday	Weds	Thursday	Friday	Saturday
				1	2	3
4	5	6				10
11	12	13				17
		Feb. 13 5:30 PM @ Admin COTW and "Building-a- Budget"				
18	19	20	21	22	23	24
		Feb. 20 6:30 PM @ JMHS BOE Meeting				
25	26	27	28			

PRESENTATIONS:
Curriculum, Special
Education, Technology
Guidance, Co-Curricular,
Athletics, Facilities/Capital
Projects, Transportation

Tentative:
Expecting
State Aid
Figures

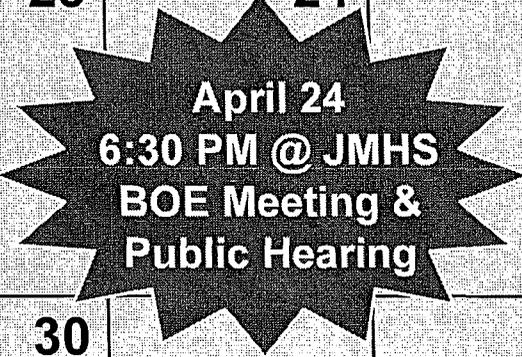
MARCH 2018

Sunday	Monday	Tuesday	Weds	Thursday	Friday	Saturday
				1	2	3
4	5	6	7	8	9	10
11	12	13 March 13 5:30 PM @ Admin Building COTW Meeting	14	15	16	17
18	19	20 March 20 6:30 PM @ Admin BOE Meeting	21	22	23	24
25	26	27	28	30	31	

Introduction of
the TENTATIVE
Budget

APRIL 2018

Sunday	Monday	Tuesday	Weds	Thursday	Friday	Saturday
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					



**April 24
6:30 PM @ JMHS
BOE Meeting &
Public Hearing**

Budget Information for the Public

Following this meeting we will announce budget meeting calendar and opportunities through: Web, Email & Media

Information posted as completed:

- Budget Calendar - Opportunities for Input
- How to Share Input, Ask Questions
- Budget Presentations
- Full Budget Documents - Tentative, Proposed, Final
- “Fast Facts” About the Budget

There were no questions presented on the budget process.

Performance Reports

Dr. Genco stated he wants to touch base on the performance reports that were released on January 12th. One of the things that we are in the process of doing is reviewing a tremendous amount of data. This years' school performance reports have changed compared to what we are used to seeing; on the front there is a one-page summary that's easy to read with highlights. He stated he is happy to say on that first summary page, for the most part, we've hit most of our targets. Attendance, especially at the secondary level, we're not hitting the target at this point but we've made some progress towards that and still have a long way to go. In the elementary division, we see huge gains in math and language arts. At the secondary level, we've seen a lot of progress in language arts but we're still lagging a little bit in math. Again, when you look at any type of progress reports, that type of data is about making important decisions about instruction. When you look at data, it isn't just a piece of data, you're talking about an individual student that makes up that data; it's about information instruction. Although the data was released January 12th, I have asked my central administration and building Principals to really take a close look at it and put bullet points together. If you look at one school's piece of data, you're looking at 25-35 pages of numbers which you don't know what you're looking at and it becomes overwhelming so we're going to try and put bullet points together and really focus on the positives and also look at things we need to improve upon so that will be coming up. We will download this information to our website but right now it is only available on the state DOE website but it is out there for anybody to look at. I have hard copies that I'm beginning to review as I have to make notations and recommendations so with that being said we are in that process as we speak. Does anyone have any questions.

There were no questions presented on the performance reports.

1. Enrollment Report for December, 2017
2. Security Drill Report for December, 2017
3. Suspension Report for December, 2017
4. Source 4 Teachers Long Term and Daily Substitute Assignments for December, 2017
5. Notes for Policy/Regulation
6. Board Attorney Billing Summary for December, 2017
 - Montenegro Thompson Montenegro & Genz
 - Campbell & Pruchnik, LLC
 - Schenck Price Smith & King LLP (Mark Zitomer)

Dr. Genco concluded his Superintendent's report and turned the meeting over to Mr. Sargent.

Discussion – January 16, 2018 Agenda

Mr. Sargent suggested the Board, in lieu of presenting committee reports tonight, discuss a new committee structure to volunteer for the committees they want to remain on and/or are interested in.

Dr. Genco advised with negotiations, we made choices in negotiations so moving forward, that will be a closed session piece to discuss and will post that with the other new committees.

The Board discussed the remaining committees and presented their choices to Mr. Sargent.

Mr. Sargent thanked the Board advising we will put this altogether after we determine the alternates, then prepare it and present it.

Dr. Genco remarked nice job Mr. Sargent.

Mr. Sargent stated all the volunteer work the Board does is amazing.

Standing Committee Reports: None - Restructuring New Committees

- State and County School Boards Representative – Mrs. Dey, Ms. Grasso & Mr. Walsh
- Parent Group Liaison – Mr. Burnetsky – *Next Presidents Council Meeting–February 5, 2018*
- Special Education – Ms. Grasso – *Next SEAC Meeting – February 12, 2018*
- Scholarship – *TBD*
- Buildings & Grounds – Mr. Colucci, TBD & Mr. Walsh (alt. Mrs. Dey)
- Budget/Finance – Mr. Burnetsky, Ms. Grasso & Mr. Walsh (Alt. *TBD*)
- Negotiations: Teamsters – Ms. Grasso, Mr. Sargent & Mr. Walsh
COSA – Ms. Grasso & Mr. Sargent

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APPROVAL OF MINUTES

On a motion by Mrs. Dey, seconded by Mr. Colucci, the Board of Education approved the following Board Meeting minutes:

Official Board Meeting – December 19, 2017 Closed Session Meeting
Official Board Meeting – December 19, 2017 Committee of the Whole/Business Meeting

Roll Call Vote: Yes: Mrs. Rivera
Mrs. Dey
Mr. Colucci
Mr. Walsh
Mr. Burnetsky
Ms. Grasso
Mr. Sargent

MOTION CARRIED

FINANCIAL REPORT

On a motion by Mr. Burnetsky, seconded by Mr. Walsh, the Board of Education approved Bills and Claims for January 1 – 16, 2018 and December 2017:

Total Computer Checks, January 1 – 16, 2018	\$ 4,143,233.57
Total Computer Checks, December 31, 2017	\$ 4,537,875.75
Total Hand Checks, December 31, 2017	\$ 43,334.76
Total Payroll, December 31, 2017	\$ 7,500,798.25
FICA, December 31, 2017	\$ 350,935.35
Total Board Share:	\$ 171,218.37
Pension & Ret. Health Benefits Pmt, December 31, 2017	\$ 3,334.66
JP Morgan Chase Refinancing of Existing Debt – Interest	\$ 1,414,237.50
Void Checks	\$ 0.00
Total Budgetary Payment December 31, 2017	\$14,021,734.64

FOOD SERVICE
BOARD BILLS AND CLAIMS

DECEMBER 2017 \$261,561.56

Roll Call Vote: Yes: Mrs. Rivera (Abstained on Check #172075)
Mrs. Dey
Mr. Colucci
Mr. Walsh
Mr. Burnetsky
Ms. Grasso
Mr. Sargent

MOTION CARRIED

On a motion by Mr. Walsh, seconded by Mrs. Dey, the Board of Education approved the Treasurer's & Board Secretary's reports for the month of November 2017.

Roll Call Vote: Yes: Mrs. Rivera
Mrs. Dey
Mr. Colucci
Mr. Walsh
Mr. Burnetsky
Ms. Grasso
Mr. Sargent

MOTION CARRIED

Board Secretary's Certification:

Pursuant to N.J.A.C. 6:20-2.12(d), I certify that as of November 30th, 2017, no budgetary line item account has obligations and payments (contractual orders) which in total exceed the amount appropriated by the Jackson Township Board of Education pursuant to N.J.S.A. 18A:22-8 and 18A:22-8.1.



Michelle D. Richardson

Mr. Sargent moved to open public forum on agenda items only.

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PUBLIC FORUM ON AGENDA ITEMS ONLY

On a motion by Mrs. Dey, seconded by Mr. Walsh, the public forum was opened for agenda items only by acclamation.

There being no response; on a motion by Mrs. Dey, seconded by Mr. Walsh, the public forum on agenda items only was closed by acclamation.

Discussion Items

RESOLUTIONS FOR ACTION

Board Member Inquiries/Comments on Finance

Mrs. Dey asked about Johnson Controls pricing.

Ms. Richardson explained this is our fifth year of a five year contract we have with them but still places it on the agenda each year for the Board to see.

Mrs. Dey asked how much was the increase compared to last year.

Ms. Richardson responded it was significant so we will be going out to bid being this is the last year of their contract.

Mr. Walsh inquired about motion #4, does the Teamsters contract have anything to do with purchasing their uniforms.

Mr. Sargent advised the new contract hasn't been finalized.

Ms. Richardson responded yes this comes under the old contract until a new contract is finalized.

There were no further inquiries/comments on Finance.

FINANCE:

On a motion by Mr. Burnetsky, seconded by Mr. Walsh, the Board of Education approved the following motions in block formation:

1. The Board of Education, based on the recommendation of the Board Secretary, approved the line-item transfers for the month of November, 2017.

Document A.

2. The Board of Education, based on the recommendation of the Board Secretary, approved the adjustments to the Federal and State Fund 20 Projects for the 2017-2018 school year for November, 2017.

Document B.

3. Pursuant to PL 2015, Chapter 47, the Jackson Township Board of Education intends to renew, award, or permit to expire the contracts subsequently awarded by the Board of Education, these contracts are, have been, and will continue to be in full compliance with all state and federal statutes and regulations; in particular, New Jersey Title 18A:18. et.seq, NJAC Chapter 23, and Federal Uniform Administrative Requirements 2CFR, Part200.

Document C.

4. The Board of Education authorized the Board Secretary to go out to bid for uniforms for the Facilities Department for the 2018-2019 school year.
5. The Board of Education, based on the recommendation of the Board Secretary, approved the contract with Johnson Controls, Blackwood, New Jersey for Year 5 of a five (5) year contract for the District's automatic temperature controls, facility management system and HVAC equipment from May 1, 2018 to April 30, 2019 in the amount of \$108,587.25.
6. The Board of Education approved the following Resolution for Lease Purchase and Financing of School Technology Equipment:

RESOLUTION OF THE BOARD OF EDUCATION OF THE TOWNSHIP OF JACKSON IN THE COUNTY OF OCEAN DETERMINING TO FINANCE TECHNOLOGY EQUIPMENT AND PROJECTS AND RELATED ACQUISITIONS THROUGH THE COMPETITIVE BID, RECOMMENDATION OF AWARD AND EXECUTION OF A LEASE PURCHASE AGREEMENT, APPROVING THE FORM OF CERTAIN AGREEMENTS INCLUDING A LEASE PURCHASE AGREEMENT, AUTHORIZING CERTAIN OFFICIALS OF THE BOARD TO EXECUTE SUCH AGREEMENTS AND AUTHORIZING OTHER ACTIONS NECESSARY TO ACCOMPLISH THE TRANSACTION.

WHEREAS, The Board of Education or the Township of Jackson in the County of Ocean, New Jersey (the "Board" when referring to the governing body, and the "School District" when referring to the legal entity and the territorial boundaries that are governed by the Board) has determined to lease purchase finance the acquisition of technology equipment and projects and related acquisitions and other miscellaneous costs required to enter into a Lease Purchase Agreement ("Lease, Agreement") for an amount of approximately \$1,800,000, and a term not to exceed five-years (collectively, the "Acquisition"); and

WHEREAS, Educational Services Commission Lease Purchase Bidding/Financial Advisory Service (ESC) will serve as financial advisor (the "Financial Advisor") to conduct a competitive bid (Bid) for the Lease Purchase to finance the cost of the Acquisition pursuant to the attached contract; and

WHEREAS, ESC will conduct the Bid for the Lease Purchase on or before March 20, 2018 and will make its recommendation to the Board prior to the March Board meeting; and

WHEREAS, The Board wishes to expedite the payment of the respective vendors of the Acquisition;

NOW THEREFORE BE IT RESOLVED BY THE BOARD OF EDUCATION OF THE TOWNSHIP OF JACKSON IN THE COUNTY OF OCEAN, NEW JERSEY, AS FOLLOWS:

The Board authorizes the Board President and the Board Secretary to award the Bid for the Lease Purchase upon the written recommendation of the Financial Advisor and to enter into Lease with the successful bidder after Board Counsel has reviewed the Agreement; and

The Board hereby approves the execution of the Lease to the Lessor in order to finance the Acquisition and authorizes the sale of the Lease to the recommended low bidder as Lessor. This award is to be made in accordance with the proposal form submitted by the Lessor to the Board Secretary as of the date of the Bid, said proposal shall be attached hereto, and kept on file with the Board Secretary; and

The Board authorizes the Board President or the Board Secretary to approve any changes or deletions to the Lease Agreement or related documents as may, in the judgment of Counsel be necessary, advisable and in the best interest of the Board; and

The Board authorizes the Board President or the Board Secretary to establish an escrow account for the deposit of the lease proceeds in accordance with the Governmental Unit Deposit Protection Act (GUDPA), and to direct the deposit and investment of the lease proceeds in escrow for the term of the lease; and

The Board hereby delegates the Board President and the Board Secretary the ability to execute the lease purchase agreement and other related financing documents with recommended low bidder, serving as the Lessor and purchaser of the lease purchase agreement (the "Lessor" and "Purchaser"), and Escrow Agent (Escrow Agent); and

The Lease is hereby designated as a "qualified tax-exempt obligation" for purposes of Section 265 (b) (3) (ii) of the Internal Revenue Code of 1986, as amended.

This resolution shall take effect immediately.

7. The Board of Education, as required by the New Jersey Department of Education, approved the non-public requests for technology funding to purchase the following items under the New Jersey Nonpublic School Technology Aide Program for St. Aloysius School through The Educational Services Commission:

Vendor: Apple Inc.

<u>Quantity</u>	<u>Description</u>	<u>Total</u>
1	MacBook Air 13-Inch	\$1,159.00
1	AppleCare+	\$183.00

Vendor: CDW

<u>Quantity</u>	<u>Description</u>	<u>Total</u>
20	Panasonic RP HT21-Headphones	\$133.20

8. The Board of Education, based on the recommendation of the Board Secretary, awards a professional services contract to Statistical Forecasting, LLC, Dorset, Vermont, to perform a demographic study for the District at a cost of \$10,700.00.

9. The Jackson Board of Education approved the following parent transportation contract agreement:

School: School for Children with Hidden Intelligence (SCHI), Lakewood, NJ
 Parent/Legal Guardian: A.L.
 Location: Lakewood, New Jersey
 Route: #1746

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Contract Term: December 20, 2017 – June 30, 2018
Contract Amount: \$75.00 Per Day

Roll Call Vote: Yes: Mrs. Rivera
Mrs. Dey
Mr. Colucci
Mr. Walsh
Mr. Burnetsky
Ms. Grasso
Mr. Sargent

MOTIONS CARRIED

Board Member Inquiries/Comments on Facilities

Mr. Walsh asked does Ocean County College actually pay us anything for using Liberty High School.

Ms. Richardson responded that's a good question.

Dr. Genco explained he doesn't believe they do because they provide discounts to our students that would be attending their classes.

Mr. Walsh commented he noticed they all come under the community school label.

Dr. Genco stated when something like that happens, we typically get breaks in tuition for Jackson residents and waive costs to them in that realm.

There were no further inquiries/comments presented on Facilities.

FACILITIES

On a motion by Mrs. Dey, seconded by Mr. Burnetsky, the Board of Education approved the following motion in block formation:

1. The Board of Education approved the use of facilities for groups as filed.

Document D.

Roll Call Vote: Yes: Mrs. Rivera
Mrs. Dey
Mr. Colucci
Mr. Walsh
Mr. Burnetsky
Ms. Grasso
Mr. Sargent

MOTION CARRIED

Board Member Inquiries/Comments on Programs

Mr. Walsh inquired about motion #8, is the CPR training for regular staff members like teachers and paraprofessionals.

Dr. Genco explained we run CPR training all the time and without looking at it, is not certain who falls under this particular training.

Ms. Grasso stated we have had a lot of reach out about transition day, can someone speak about that.

Dr. Genco explained with two days lost for snow, if you don't move it, you end up with 88 days in the first semester and it impacts the high school the most and we need 2 days in the second semester.

Dr. Genco stated getting back to transition day, it affects more along the lines of the secondary division and is a PD day for the elementary division but it really impacts the teachers at the secondary division by shortening their semester by 2 days and elongating the second semester by 2 days so it really does need to move.

Mrs. Dey advised that is in the body of the calendar.

Ms. Grasso responded it is but she just wanted clarification of why it was moved; so June 19th is now the last day, correct.

Dr. Genco advised we won't talk about the last day yet, it's only January. We moved the transition day and we moved the last day technically.

Ms. Grasso thanked Dr. Genco.

Mr. Walsh asked getting back to the defibrillators, are they for teachers to use.

Dr. Genco explained this is for compliance under Janet's Law so this would be for teachers that have access to where those defibrillators are outside the buildings.

Mr. Walsh commented he knows coaches have to know CPR.

Dr. Genco added and you have to have a secondary person at each of the schools where defibrillators are located.

Mr. Sargent stated in follow-up to this discussion, the police department does this course and they provide it for free; do we have the ability to possibly look at something like that in the future.

Dr. Genco responded we certainly could and it is very reasonable as well noting if you were to go to the "Y" for a CPR course it would cost much more money.

PROGRAMS

On a motion by Ms. Grasso, seconded by Mr. Walsh, the Board of Education approved the following motions in block formation:

1. The Board of Education approved the following student teachers as filed with the Assistant Superintendent:

REQUEST	COLLEGE/ UNIVERSITY	NAME	DATES	COOPERATING TEACHER(s)	SCHOOL
Observation	Brookdale CC	Madison Weeden	1/17/2018- 5/12/2018	Angelica Ortiz	Holman
Observation	Brookdale CC	Emina Regjaj	1/17/2018- 5/12/2018	Cynthia Amey A. Shadell	Rosenauer
Student Teaching	KeanUniversity	Matthew Pucci	1/17/2018- 5/12/2018	Kara Closius	Goetz
Student Teaching	Kean University	Victoria Kunz	1/17/2018- 5/12/2018	Victoria Kunz	McAuliffe

2. The Board of Education approved the revised 2017-2018 District Calendar that moves Transition Day/In Service Day (school closed for students) to Thursday, February 1, 2018 and moves the last day of school to Tuesday, June 19, 2018.
Document E.
3. The Board of Education approved the 2018-2019 District Calendar
Document F.
4. The Board of Education approved the extension of the Title I Foundations supplemental program, for the 2017-2018 school year to be paid by Title I Grant funds (20-231-100-110-09), not to exceed \$1,287.00.
5. The Board of Education approved the extension of the Title I Hands on Fractions supplemental program, for the 2017-2018 school year to be paid by Title I Grant Funds (20-231-100-110-09), not to exceed \$1,287.00.
6. The Board of Education approved the Title I after school student support for the for the 2017-2018 school year, to be paid through Title I grant funds (20-231-100-110-09), not to exceed \$2,009.00.
7. The Board of Education approved a workshop for the February 1, 2018 In-service Day (make-up weather date - June 13, 2018) to be presented by Laura McClintock, independent consultant for elementary and middle school World Language teachers to be paid by District funds (11-000-221-320-09-220000), not to exceed \$850.00 in total.
8. The Board of Education approved Health Educational Training, Howell, New Jersey to provide CPR training for staff members after school hours, at a rate of \$35.00 per staff member, total cost not to exceed \$315.00 to be paid from District funds (11-000-213-600-09-220000).
9. The Board of Education approved the Spring/Summer 2018 Community School brochure and programs.
Document G.
10. The Board of Education approved a contract for the 2017-2018 school year with Class Act Performing Artists and Speakers, Inc. to conduct an assembly on April 20, 2018 for Crawford-Rodriguez and Johnson Elementary School Kindergarten through Grade 2 students, total cost not to exceed \$3,800.00 (11-213-100-610-09).
11. The Board of Education approved professional day requests and the travel related expense resolution from school board and staff members as filed with the appropriate supervisor.

Document H.

12. The Board of Education approved the Spring Math Prep program for McAuliffe Middle School for the 2017-2018 school year, to be paid by district funds (13-412-100-101-09), not to exceed \$3,350.00.

Roll Call Vote: Yes: Mrs. Rivera
Mrs. Dey
Mr. Colucci
Mr. Walsh
Mr. Burnetsky
Ms. Grasso
Mr. Sargent (No on Motion #10)

MOTIONS CARRIED

Board Member Inquiries/Comments on Students

Mr. Walsh asked about motions #6 & #7, do we have it in the budget for chaperones and teachers to attend.

Mrs. Pormilli responded yes, noting advisors/chaperones are the teachers.

Dr. Genco explained you're typically not sending more than 20 students so that would be 2 advisors.

Mr. Walsh asked and that is budgeted, correct.

Dr. Genco responded yes.

Mr. Walsh inquired about motion #8, we're supplying transportation but no other costs to that, correct.

Dr. Genco responded correct.

STUDENTS:

On a motion by Ms. Grasso, seconded by Mrs. Dey, the Board of Education approved the following motions in block formation:

- | | | | |
|----|--------------|------------|---|
| a. | Two Students | Placement: | New Hanover Township School District
(11-000-100-561-09) |
| | | Effective: | 2017-2018 school year |
| | | Tuition: | \$15,000.00 per student |
| b. | One Student | Placement: | Berkley Township Board of Education |
| | | Effective: | September 26, 2017 |
| | | Tuition: | \$18,193.00 |
| c. | One Student | Placement: | Coastal Learning Center |
| | | Effective: | December 18, 2017 |
| | | Tuition: | \$42,000.00 |
| d. | One Student | Placement: | Jackson Regional Day School (11-000-100-565-09) |
| | | Effective: | January 2, 2018 |
| | | Tuition: | \$72,675.00 pro-rated |
| e. | One Student | Placement: | The Center for Educational Advancement (CEA) |
| | | Effective: | January 12, 2018 |
| | | Tuition: | \$54,000.00 pro-rated |
2. The Board of Education approved the following revision to an Out-of-District placement for the 2017-2018 school year (11-000-100-566-09):
- | | | | |
|----|-------------|------------|-----------------------|
| a. | One Student | Placement: | Ocean Academy |
| | | Effective: | 2017-2018 school year |
| | | Tuition: | \$93,310.00 with Aide |
3. The Board of Education approved a revision for the 2017-2018 school year with Frontline Technologies/Centris Group to provide document translation services as per the fee schedule on file with the Special Education Department and the Business Administrator's office, revised total cost not to exceed \$45,000.00 (11-000-219-320-09-210000).

4. The Board of Education approved services for the 2017-2018 school year with ABA By the Sea, LLC to provide homebound educational instruction for one (1) Jackson student at a rate of \$50.00 per hour, total cost not to exceed \$2,200.00 (11-150-100-320-09).

5. The Board of Education approved the following volunteer clubs and advisors for the 2017-2018 school year:

	<u>Volunteer Club</u>	<u>Volunteer Advisor(s)</u>	<u>School</u>
a.	Environmental Club	Kristine Eppinger	JLHS
b.	Namaste After School	Tracie Kearney & Megan Martin	JMHS

6. The Board of Education approved an overnight trip for the Jackson Liberty and Memorial High School DECA Clubs to the New Jersey DECA State Career Development Conference in Atlantic City, New Jersey, February 27, 2018 through March 1, 2018, cost to the District being student registration fees, district transportation and advisor/chaperone fees.
7. The Board of Education approved an overnight trip for the Jackson Liberty and Memorial High School DECA Clubs to the DECA International Career Development Conference in Atlanta, Georgia, Friday evening, April 20, 2018 through Wednesday, April 25, 2018, cost to the District being student registration fees, district transportation and advisor/chaperone fees.
8. The Board of Education approved a trip for Jackson Academy of the Arts Music students and AP Music Theory class students to the Philadelphia Orchestra Open Rehearsal for students at Verizon Hall at the Kimmel Center for the Performing Arts in Philadelphia, Pennsylvania on Thursday, April 26, 2018, cost to the Board being district transportation.
9. The Board of Education accepted, in accordance with N.J.S.A. 18A:37-15b(6), the monthly Harassment, Intimidation and Bullying (HIB) Report as presented to the Board of Education during Executive Session.

Document I.

10. The Board of Education approved educational field trips as filed with the Transportation Administrator.

Document J.

11. The Board of Education approved a trip for the Johnson Elementary School fourth grade class to Washington Crossing, Washington Crossing, Pennsylvania on Thursday, May 17, 2018, at no cost to the Board.

Roll Call Vote: Yes: Mrs. Rivera
 Mrs. Dey
 Mr. Colucci
 Mr. Walsh
 Mr. Burnetsky
 Ms. Grasso
 Mr. Sargent

MOTIONS CARRIED

Board Member Inquiries/Comments on Personnel

Mr. Colucci inquired about motion #4, how are we to replace them.

Dr. Genco responded not easily, we have a plan from a coverage standpoint for the second semester.

Mr. Rotante responded we hope to fill them with January graduates.

PERSONNEL

On a motion by Mrs. Dey, seconded by Mr. Walsh, the Board of Education approved the following motions in block formation:

1. The Board of Education approved the employment of the following substitutes for the 2017-2018 school year, effective January 17, 2018, unless otherwise noted:
- a. William Easley, Custodian, \$11.00 per hour
 - b. Carla Bird, Driver-Transportation, \$16.50 per hour
 - c. Roger Strassburg, Security, \$10.00 per hour
2. The Board of Education approved the following staff members for student teaching, co-curricular advisors and/or athletic coaches for the 2017-2018 school year, effective January 17, 2018, unless otherwise noted:
- a. Allison Nazzaro, Student Teacher

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3. The Board of Education, upon the recommendation of the Superintendent, accepted with best wishes, the resignation of the following employees, due to retirement:
 - a. Maria Ferreira, Secretary-JCOSA/Goetz, assigned to Child Care, effective March 1, 2018.
 - b. Donna Ciamarra, Foreman of Custodians & Grounds/Administration, effective August 1, 2018.
4. The Board of Education accepted the resignation of the following employees:
 - a. Daniel Lamela, Chemistry Teacher/JMHS, effective February 28, 2018.
 - b. Katherine Seay, English Teacher/JMHS, effective February 19, 2018 or sooner.
 - c. Ronald Brown, Paraprofessional-Classroom/JLHS, effective January 29, 2018.
5. The Board of Education approved a leave of absence for the following personnel:
 - a. George Keith, Custodian/District, assigned to Switlik, revised paid medical leave of absence, effective December 4, 2017 through January 1, 2018, returning January 2, 2018.
 - b. Karen Giorgianni, Van Aide/Transportation, extend unpaid Federal Family Medical Leave of Absence, effective January 12, 2018 through ½ day March 5, 2018; unpaid medical leave of absence, effective ½ day March 5, 2018 through March 8, 2018, returning March 9, 2018.
 - c. Hollyann Lasko, Food Service Worker-Lead/Holman, paid medical leave of absence, effective February 13, 2018 through March 16, 2018, returning March 19, 2018.
 - d. Pricilla Vigorito, Paraprofessional-Classroom/Goetz, unpaid Federal and NJ Family Medical Leave of Absence, effective January 16, 2018 through February 9, 2018, returning February 12, 2018.
 - e. Jennifer Phillips, Italian Teacher/JLHS, revised unpaid Federal Family Medical Leave of Absence, effective October 16, 2017 through January 24, 2018 (60 days), returning January 25, 2018
 - f. Robert Clarke, Special Education Teacher/McAuliffe, revised paid medical leave of absence, effective November 21, 2017 through January 26, 2018, returning January 29, 2018.
 - g. Megan Costello, Teacher-Science/McAuliffe, paid medical leave of absence, effective March 21, 2018 through April 27, 2018; unpaid Federal and NJ Family Medical Leave of Absence, effective April 30, 2018 through June 30, 2018 (36 days); unpaid Federal and NJ Family Medical Leave of Absence, effective September 4, 2018 through October 10, 2018 (24 days); unpaid Child Care Leave of Absence, effective October 11, 2018 through October 17, 2018, returning October 18, 2018.
 - h. Jacqueline Volpe, Teacher-Literacy/McAuliffe, revised paid medical leave of absence, effective September 12, 2017 through November 7, 2017; revised unpaid Federal and NJ Family Medical Leave of Absence, effective November 8, 2017 through February 16, 2018 (60 Days); returning February 20, 2018.
 - i. Laura Hughes, Reading Specialist/Crawford-Rodriguez, unpaid Child Care Leave of Absence, effective February 22, 2018 through February 28, 2017, returning March 1, 2018.
 - j. Marcie Such, Teacher-Grade 2/Holman, rescinds Medical Leave of Absence scheduled for January 2, 2018 through February 23, 2018.
 - k. Kaitlin Levine, Teacher-Grade 5/Switlik, revised paid medical leave of absence, effective January 2, 2018 through January 19, 2018; unpaid Federal Family Medical Leave of Absence, effective January 22, 2018 through March 16, 2018 (39 days); unpaid NJ Family Medical Leave of Absence, effective March 12, 2018, through March 16, 2018 (5 days), returning March 19, 2018.
 - l. Theresa Gosse, Paraprofessional-Shared/Elms, paid medical leave of absence, effective January 22, 2018 through March 2, 2018, returning March 5, 2018.
 - m. Megan Bender, Art Teacher/JLHS, revised unpaid Federal and NJ Family Medical Leave of Absence, effective October 9, 2017 through January 17, 2018 (60 days); revised unpaid Child Care Leave of Absence, effective January 18, 2018 through February 1, 2018, returning February 2, 2018.
 - n. Andrea Martinez, Teacher-Grade 1/Crawford-Rodriguez, paid medical leave of absence, effective May 14, 2018 through June 30, 2018; unpaid Federal and NJ Family Medical Leave, effective September 4, 2018 through December 5, 2018; unpaid Child Care Leave of Absence, effective December 6, 2018 through December 14, 2018, returning December 17, 2018.
 - o. Danielle Parella, Special Education Teacher/Elms, paid medical leave of absence, effective January 9, 2018 through February 23, 2018, returning February 26, 2018.
 - p. Efstratia Byrnes, Assistant Principal/Goetz, paid medical leave of absence, effective January 16, 2018 through February 2, 2018, returning February 5, 2018.
6. The Board of Education approved the following contract adjustments:
 - a. Patricia Teischler, Lunchroom Aide/Holman (11-000-262-107-04-250400), 3 hours per day, increase salary from \$4,660.20 pro-rated to \$4,768.20 pro-rated (3 hour per day - \$8.83 per hour) to reflect correct hourly rate, as per Step 1.

- b. Mary Anne De Marco, Italian Teacher/JLHS, leave of absence position (11-140-100-101-12-110440), replacing Jennifer Phillips (leave of absence), revised effective September 1, 2017 through January 24, 2018, salary \$52,927.00 pro-rated, in accordance with BA+30 Step 1 of the 2017-2018 JEA contract.
- c. Avedis Ajamian, Driver-Transportation/District (11-000-270-160-08), increase hours from 4 hours 20 per day to 6 hours 40 minutes per day, effective January 2, 2018 through June 30, 2018 (109 days), route adjustment, no change in hourly rate.
- d. Yvonne Barrett, Driver-Transportation/District (11-000-270-160-08), increase hours from 4 hours per day to 5 hours 40 minutes per day, effective January 2, 2018 through June 30, 2018 (109 days), route adjustment, no change in hourly rate.
- e. Francesca Dalconzo, Driver-Transportation/District (11-000-270-160-08), decrease hours from 6 hours 40 minutes per day to 5 hours 20 minutes per day, effective January 2, 2018 through June 30, 2018 (109 days), route adjustment, no change in hourly rate.
- f. Margaret Ely, Driver-Transportation/District (11-000-270-160-08), increase hours from 5 hours 20 minutes per day to 6 hours 5 minutes per day, effective January 2, 2018 through June 30, 2018 (109 days), route adjustment, no change in hourly rate.
- g. Donna Long, Driver-Transportation/District (11-000-270-160-08), increase hours from 5 hours 20 minutes per day to 7 hours per day, effective January 2, 2018 through June 30, 2018 (109 days), route adjustment, no change in hourly rate.
- h. Shirley Medina, Driver-Transportation/District (11-000-270-160-08), increase hours from 5 hours 40 minutes per day to 6 hours 40 minutes per day, effective January 2, 2018 through June 30, 2018 (109 days), route adjustment, no change in hourly rate.
- i. Ronald Rapp, Driver-Transportation/District (11-000-270-160-08), decrease hours from 6 hours 40 minutes per day to 5 hours 20 minutes per day, effective January 2, 2018 through June 30, 2018 (109 days), route adjustment, no change in hourly rate.
- j. Joann Rodriguez, Driver-Transportation/District (11-000-270-160-08), decrease hours from 6 hours 5 minutes per day to 5 hours 40 minutes per day, effective January 2, 2018 through June 30, 2018 (109 days), route adjustment, no change in hourly rate.
- k. Emily Clark, Music Teacher/Elms, increase salary from \$53,427.00 to \$54,727.00 pro-rated to reflect an increment increase from BA+30 Step 2 to MA Step 2, effective January 10, 2018 through June 30, 2018.
- l. Tracy White, Teacher/Goetz, increase salary from \$51,627.00 to \$52,127.00 to reflect correct step, effective September 1, 2017 through June 30, 2018, as per BA Step 2 of the 2017-2018 JEA contract.

7. The Board of Education approved the following contract adjustments for longevity for the 2017-2018 school year, in accordance with the current negotiated contracts:

	Last Name	First Name	Title	Bargaining Group	Effective Date	Reason	Current Salary	Adjustment	Adjusted Salary (Prorated)
a.	BOOK	JOAN	PARA-PROFESSIONAL - CLASSROOM	JEA	2/1/2018	15 Years Longevity	\$32,421.00	\$250.00	\$32,671.00
b.	CORTEZ	NATALIE	TEACHER	JEA	2/1/2018	17 Years Longevity	\$70,902.00	\$1,000.00	\$71,902.00
c.	HEROLD	PATRICIA	GUIDANCE COUNSELOR	JEA	2/1/2018	35 Years Longevity	\$89,802.00	\$500.00	\$90,302.00
d.	McKIERNAN	KATHLEEN	PRINCIPAL	JTAA	9/1/2017	20 Years Longevity	\$136,606.00		\$500.00
e.	NOVAK	HEATHER	ASSISTANT PRINCIPAL	JTAA	2/1/2018	20 Years Longevity	\$142,106.00		\$500.00
f.	WYSKOWSKI	ROBERT	TEACHER	JEA	2/1/2018	17 Years Longevity	\$84,202.00		\$1,000.00

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8. The Board of Education approved the following volunteer coaches for the 2017-2018 school year:

- a. Patrick Conti, Volunteer Assistant Weight Lifting Coach/JMHS, assisting Head Coach Vincent Mistretti.

9. The Board of Education approved the following Co-Curricular Advisor adjustments for the 2017-2018 school year:

Contract Adjustments:

- a. Arlene Wacha, transfer from DECA Club Advisor/JLHS to DECA Club Co-Advisor/JLHS, shared position with Tripti Desai, effective January 18, 2018 through June 30, 2018, stipend \$1,662.00 pro-rated (50% of \$3,324.00), as per Step B1 of the 2017-2018 JEA contract.

New Hires:

- b. Tripti Desai, DECA Club Co-Advisor/JLHS, shared position with Arlene Wacha, effective January 18, 2018 through June 30, 2018, stipend \$1,662.00 pro-rated (50% of \$3,324.00), as per Step B1 of the 2017-2018 JEA contract.
10. The Board of Education approved the following PARCC Appeals Process Teachers to provide students with instruction and assessment on the PARCC test, dates TBD between January – March, 2018, not to exceed 10 hours each at \$49.00 per hour (13-412-100-101-09):
 - a. Marilyn Coyle-Math/JLHS
 - b. Kathleen Dembinski-Literacy/JLHS
 - c. Lisa Soltmann-Math/JMHS
 - d. Michele McCann-Literacy/JMHS
 11. The Board of Education approved the following personnel for the Title IV Social Emotional Learning Program for the 2017-2018 school year, to be paid by Title IV Grant Funds (20-280-100-110-09), not to exceed \$2,548.00:
 - a. Lauren Komanitsky/Lead Teacher, 16 hours, \$49.00 per hour, \$784.00
 - b. Ashley Fedun, 12 hours, \$49.00 per hour, \$588.00
 - c. Melissa O’Neill, 12 hours, \$49.00 per hour, \$588.00
 - d. Sarah Poppe, 12 hours, \$49.00 per hour, \$588.00
 12. The Board of Education approved the following ESL personnel for ESL Student Screening for the 2017-2018 school year, to be paid through District funds (13-413-100-101-09), \$49.00 per hour, not to exceed \$2,475.00:
 - a. Melissa Kosakowski, Crawford-Rodriguez ESL Teacher
 - b. Dawn Coughlan, Holman ESL Teacher
 - c. Jacqueline Wright, Holman ESL Teacher
 - d. Brittney Penson, Rosenauer ESL Teacher
 - e. Lucy Salazar, McAuliffe & Liberty ESL Teacher
 13. The Board of Education approved the personnel for the Title I Spring Math Prep program for the 2017-2018 school year, to be paid by Title I Grant Funds (20-231-100-110-09), 1.25 hours per day, 21 days, \$49 per hour, for a total of \$1,286.25 per teacher, not to exceed \$15,435.00:
 - a. Donna Burke, Crawford-Rodriguez
 - b. Gina Karatzia, Crawford-Rodriguez
 - c. Kimberly Williams, Crawford-Rodriguez
 - d. Lori Henry, Holman
 - e. Lacey Majors, Holman
 - f. Jennifer Taibbi, Holman
 - g. Kathy Doherty, Rosenauer
 - h. Laura Mullins, Rosenauer
 - i. Cassandra Vetrano, Rosenauer
 - j. Taylor Brown, Switlik
 - k. Nancy Knigge, Switlik
 - l. Kelli Padron, Switlik

Substitutes, \$49.00 per hour:

 - m. Nicole Koopman, Rosenauer
 - n. Annette Vetrano, Rosenauer
 14. The Board of Education approved the following personnel for the Title I Social Emotional Learning Program for the 2017-2018 school year, to be paid by Title I Grant Funds (20-231-100-110-09), not to exceed \$784.00:
 - a. Samantha Coon, 4 hours, \$49.00 per hour, \$196.00
 - b. Nicole DiGeromino, 4 hours, \$49.00 per hour, \$196.00
 - c. Janice Jesberger, 4 hours, \$49.00 per hour, \$196.00
 - d. Corrie Skuya, 4 hours, \$49.00 per hour, \$196.00
 15. The Board of Education approved the personnel for the Tier II and Tier III Extended School Day (ESD) program at Elms Elementary for the 2017-2018 school year, to be paid by District Funds (13-413-100-101-09), not to exceed \$2,573.00:
 - a. Meghan Hulley, 1.25 hours per day, 21 days, \$49 per hour, \$1,286.25
 - b. Sheryl Konopack, 1.25 hours per day, 21 days, \$49 per hour, \$1,286.25
 16. The Board of Education approved the following personnel and salaries for the Community School Spring/Summer 2018 Programs:

Program	Position	Name	Salary	School
Aerob-ate Program	Instructor	Paul Goncalves	\$25/pp	Pineland Karate School

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Karate and Self Defense			\$25/pp	
Karate For Kids			\$25/pp	
Baton Twirling	Instructor	Faith Reese	\$25/hr.	Elms
Birds of Jackson	Instructor	Michael Mandracchia	\$14/hr.	JMHS
Boot Camp	Instructor	Carl Jordan	\$25/hr.	Johnson Elementary
Youth Basketball Training			\$25/hr.	Rosenauer Elementary
BLS Providers	Instructor	Lifeforce USA, Inc.	\$70/pp	JMHS
Defensive Driving			\$85/pp	JMHS
First Aid			\$45/pp	JMHS
Heartsaver CPR/AED Course			\$60/pp	JMHS
Crochet	Instructor	Carol Ann Marks	\$18/hr.	JMHS
Crochet 3 Week Workshop			\$18/hr.	JMHS
PSAT/SAT & ACT Preparation Course	Instructor	Educational Services Center	C.S. receives \$30 per student	JMHS
Fitness Line Dancing Social Dances for Weddings/Parties Salsa & Meringue Dance Night Out Country Line/Group Dancing	Instructor	Dance Time Productions	\$30/pp (singles) \$50 / per couple	Rosenauer Elementary

Fun Science	Instructor	Jim McCarthy	\$20/hr.	McAuliffe Middle School
Garden State Getaways	Instructor	Garden State Getaways, Faith Reese	C.S. gets paid \$5/per customer	Bus pick up at JMHS Parking Lot
Getting Paid to Talk	Instructor	Voice Coaches	\$35/hr.	JMHS
Hatha Yoga Summer Hatha Yoga	Instructor	Agatha Alvarado, RN, BA	\$65/pp \$46/pp	Crawford-Rodriguez
Intro to Google Platform	Instructor	Laurie Matassa	\$30/hr.	JLHS
Jazzercise	Instructor	Lisa Hogan	\$80/pp	Jazzercise Fitness Center
Kids Gymnastics	Instructor	Kim Weisel	\$30/hr.	Crawford-Rodriguez
	Substitute Instructors	Marisa Asta Ali Hill Lisa Rosenthal	\$25/hr.	
	Adult Aides	Marisa Asta Chris Conti Amy Hickman Ali Hill Anna Kwiatek Lisa Rosenthal	\$14/hr.	
	Aide	Alexa Asta	\$9/hr.	
	Student Aides	MacKenzie Caswell Juliana Kalmowitz Kimberly Kerr Patricia Kwiatek Cassandra Rudderow	\$9/hr.	
Kids Intro to Painting & Drawing Adult Intro to Drawing & Painting	Instructor	Bobbie Allaire	\$30/hr.	JMHS
Learning English Together (for Native French Speakers)	Instructor	Tali Beneli	\$30/hr.	JMHS

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Ocean County College Courses	Instructor	Ocean County College	CS receives \$33 per hour from OCC.	JLHS
Piano for Children	Instructor	Gerard Racioppi	\$30/hr.	McAuliffe Middle School
Summer Piano for Children			\$30/hr.	Goetz Middle School
Pilates	Instructor	Rachel Domenech-Cannella	\$40/pp	Crawford-Rodriguez
Summer Pilates			\$20/pp	
Powerful Tweens Meet Up	Instructor	Debra Ann Del Sardo	\$20/hr.	Goetz Middle School
Quilting	Instructor	Suzanne Rogalsky	\$21/hr.	Goetz Middle School
Sing n' Swing Kidz	Instructor	Randi Finkelstein	\$90/pp	Crawford-Rodriguez
	Volunteer	Susan Drake	\$0.00	
Volleyball (Competitive)	Instructor	Leslie Bartolf	\$24/hr.	JMHS
	Instructor	Casey Carey	\$20/hr.	
	Substitute Instructor	Jennifer Ferreira	\$20/hr. for Carey \$24/hr. (for Bartolf)	

Zumba Fitness	Instructor	Rachel Domenech-Cannella	\$40/pp	Crawford-Rodriguez
Summer Zumba			\$20/pp	
Summer Music Programs	Instructors	John McCarthy	\$30/hr.	Goetz Middle School
		Rebecca Fodor	\$30/hr.	
Summer Kindergarten Here I Come Who Wants To Be A First Grader	Teachers	Jen Malcom Elizabeth Olszuk Christine Temple	\$30/hr.	TBA
			\$30/hr.	
	Substitute Teachers	Maria Martinez Judy Guedes Cynthia Amey Alisha Robinson Lynda Sheridan	\$30/hr.	
			\$30/hr.	
Adult Aide	Maria Martinez Theresa Sherman Linda Wnorowski Beth Decker Maria Bagnato Alice Beauduy Patricia Staubach Karen Ryan	\$14/hr.		
		\$14/hr.		
Substitute Adult Aide	Judy Guedes Cynthia Amey Alisha Robinson Lynda Sheridan	\$14/hr.		

17. The Board of Education approved the following district personnel to provide Home Training Services for the 2017-2018 school year:
- a. Jacqueline Bell, Special Education Teacher, not to exceed 3 hours per month, effective January 8, 2018 through February 15, 2018, \$49.00 per hour, total cost not to exceed \$150.00.
18. The Board of Education approved a pensionable stipend of \$500.00 for the 2017-2018 school year for the following Paraprofessionals who are assigned to work in Pre-School Handicapped, SOLVE, SMART or PDD classrooms, or provide personal hygiene assistance or CPI:

LAST NAME	FIRST NAME	TITLE	LOCATION	STIPEND
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a.	DeLorenzi	Donna	Paraprofessional	Elms	\$500.00
b.	Macor	Catherine	Paraprofessional	Elms	\$500.00
c.	Antonelli	Susan	Paraprofessional	Elms	\$500.00
d.	Marsiglia	Sandra	Paraprofessional	Elms	\$500.00

19. The Board of Education approved the employment of the following personnel:
- Christopher Daniels, Driver-Transportation/District (11-000-270-160-08), replacing Ana Panzara (retired) (PC #937), 4 hours per day (5 days per week), effective January 17, 2018 through June 30, 2018 (99 days), \$19.24 per hour, as per step 3 of the Teamsters contract.
 - Jeffrey White, Driver-Transportation/District (11-000-270-160-08), replacing Anibar Yglesias (retired) (PC #1217), 4 hours per day (5 days per week), effective January 17, 2018 through June 30, 2018 (99 days), \$19.24 per hour, as per step 3 of the Teamsters contract.
 - Laureen Cagiano, Substance Abuse Coordinator-SAC/JLHS 11-000-218-104-09-220199), replacing Andrea Mangini-Harold (retired) (PC #1110), effective March 1, 2018 (pending release from current district) through June 30, 2018, salary \$56,027.00 pro-rated, as per MA+30 Step 1 of the 2017-2018 JEA contract.
 - Adriana Eisele, Art Teacher (11-140-100-101-12), replacing Ellen Fuge (retired) (PC #1068), effective February 1, 2018 (pending fingerprint approval) through June 30, 2018, salary \$51,627.00 pro-rated, as per BA Step 1 of the 2017-2018 JEA contract.
20. The Board of Education approved the suspension without pay of one (1) employee (I.D. #1718-04/103939), ten (10) days, for performance, name on file with the Superintendent.

Roll Call Vote: Yes: Mrs. Rivera
 Mrs. Dey
 Mr. Colucci
 Mr. Walsh
 Mr. Burnetsky (Abstained on Transportation & All Supervisors
 Related to Transportation)
 Ms. Grasso
 Mr. Sargent

MOTIONS CARRIED

PUBLIC FORUM

On a motion by Mr. Burnetsky, seconded by Mrs. Dey, the public forum was opened by acclamation.

There being no response, on a motion by Mrs. Dey, seconded by Mr. Walsh, the public forum was closed by acclamation.

Board Comments

Mrs. Rivera thanked everyone for their support and thanked everyone for coming out to the meeting and be safe with the snowstorm.

Mr. Walsh stated he has a question for Mr. Ostroff noting he was reading through the synopsis of everything going on in grounds and facilities and asked why the vestibules were not finished yet.

Mr. Ostroff responded our vendor came back a second time to update the information they had. They currently sent the information to CDW and they will provide us with the final proposal.

Mr. Walsh asked so they're all not working yet.

Mr. Ostroff responded they are all installed but the interior door sets are dogged back so they open freely until they're interconnected.

Mr. Walsh asked if there is any progress on the old waste plant.

Mr. Ostroff responded he has been in touch with the LSRP and our engineering firm; the specifications are still being compiled at this time but everything is moving forward and is hoping to go out to bid late winter and at the latest early spring.

Mr. Walsh congratulated Donna Ciamarra on her retirement, she has been a key figure in this district a very long time and has gotten a lot accomplished over the years and would just like to say congratulations to her.

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Mr. Burnetsky wished everyone a happy new year and congratulated the buildings and grounds guys for the big clean-up after the blizzard.

Mrs. Dey thanked everyone for coming out this evening and kudos to Elms again for their grant. Mr. Montenegro stay with me here because I struggle with this one – in recent events the other day when a picture was brought to my attention, and I first want to say our administration did an excellent job identifying everything so kudos. I want to thank the person that brought the snapshot to the attention of the school. As a parent of two children in that building, I'm speaking as a parent right now more so and do follow the chain of command but our community has a big concern about the environment in that building. I speak as a parent of a child with autism spectrum; yes, it's always in the community and yes, it is that school and I have a lot of concerns and I really want this looked at. This case was handled appropriately and wants everybody to know that but I have to question the environment in that building and that resonates in the community.

Dr. Genco, in response to Mrs. Deys' comments, stated Mrs. Dey spoke as a parent and as a Board member, she came to me and spoke with me about the cultural issues. Obviously this issue stems at Liberty and is not going to turn around and say the district as a whole doesn't continually have to work at this so thank you. As I voiced early on and voiced to the newspapers as well, certainly this type of behavior would never be tolerated noting we won't speak about student discipline here but I certainly want to assure the community at large that it would never be tolerated and would certainly always be addressed. With the bigger picture, you're correct, it is changing a culture that should never ever think that something that sensitive is ok.

Mrs. Dey thanked Dr. Genco.

Mr. Colucci commented kudos to Elms for the Aquaponics grant; that is an awesome type of grant.

Ms. Grasso congratulated Elms on the Aquaponics grant. On February 12th, is the life after school meeting so I will make every effort to attend and hope that we have more numbers there. Did we also do that last year or the year before because that was one of the larger workshops I was at. To ride on the coattails of Mrs. Dey, it is a culture and we're forced to try to stay ahead of it all the time and that's challenging. Kudos to the young lady who did the right thing. In today's world you have to do the right thing even though nobody's watching, it's important. I am hoping for a delayed opening tomorrow.

Dr. Genco responded Old Bridge may have a problem tomorrow morning but we won't; still, it doesn't stop me from setting my alarm at 4:00 a.m. to go out and inspect the roads.

Mr. Sargent commented he had the pleasure of attending a fund raiser at Chick-fil-A on Thursday but didn't eat much . . . great job by Mrs. Fisk for that fund raising event with the line out the door which is a pretty difficult thing to do between 5:00 and 8:00 p.m. on a Thursday night, it was great. In regards to what Mrs. Dey and Ms. Grasso spoke about. As a parent, I had an incident with my child and I had to weed through not allowing my emotions to dictate my approach and it's not an easy thing to do. I will tell you that there was a lesson to be learned for my child and a lesson for me as well. We had a conversation about that and the lesson for me was there are appropriate ways to take care of things and to be aware that stuff's not ok. It affects not only the child but everyone around him. Mrs. Dey, Ms. Grasso and everyone on the Board is in agreement that this type of behavior will never be tolerated from this Board; it is a culture thing and an education piece and I believe that this administration will continue to work diligently to change that culture.

There being no further comments, on a motion by Mrs. Dey, seconded by Mr. Burnetsky, the meeting was adjourned by acclamation at 7:38 p.m.

Respectfully Submitted,



Michelle Richardson
Business Administrator/
Board Secretary

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