

**PARSIPPANY-TROY HILLS
BOARD OF EDUCATION**

REGULAR MEETING OF
TUESDAY, AUGUST 5, 2014

The Parsippany-Troy Hills Board of Education held its Regular Meeting on Tuesday, August 5, 2014 at the BOE Administration Building, 292 Parsippany Road, Parsippany, NJ 07054.

CALL TO ORDER**CALL TO ORDER**

President Orthwein called the meeting to order at 6:30 p.m.

MEETING NOTICE**MEETING NOTICE**

President Orthwein stated that in compliance with Chapter 231, Public Law 1975 entitled Open Public Meetings Act, adequate notice of this meeting has been provided as specified in the Act. A meeting notice was published in the Daily Record and at the district website, www.ptahsd.k12.nj.us on July 28, 2014. Additionally the Notice of Meeting was posted at the Municipal building and a copy of Notice filed with the Township Clerk on July 31, 2014. This is an official meeting.

FIRE NOTICE**FIRE NOTICE**

The Fire Notice was read by President Orthwein.

ROLL CALL**ROLL CALL**

Present:

- Dr. Frank Calabria
- Mr. James Carifi
- Mr. Joseph Cistaro
- Mrs. Alison Cogan
- Mrs. Susy Golderer
- Mr. Sharif Shamsudin
- Mr. Frank Neglia
- Mrs. Fran Orthwein

Also Present:

- Mr. Scott E. Rixford, Superintendent
- Mrs. Eileen Hoehne, Director of Personnel
- Dr. Nancy Gigante, Director of Curriculum & Instruction
- Mr. Anthony Giordano, Director of Pupil Personnel Services
- Ms. Lyanna Rios, Assistant Board Secretary
- Mrs. Joan Benos, Administrative Assistant to Superintendent
- Mrs. Katherine Gilfillan, Esq., Board Attorney

SALUTE TO THE FLAG**SALUTE TO THE FLAG**

President Orthwein led the assembly in a salute to the flag.

APPROVAL OF MINUTES

APPROVAL OF MINUTES

On a motion by Mr. Neglia, seconded by Mrs. Cogan the minutes of the Work Session Meeting and Executive Session of July 19, 2014 and the minutes of the Regular Meeting and Executive Session of July 24, 2014 were unanimously approved by roll call vote.

CORRESPONDENCE

None.

CORRESPONDENCE

UNFINISHED BUSINESS

None.

UNFINISHED BUSINESS

COMMITTEE REPORTS

COMMITTEE REPORTS

President Orthwein stated that as this is a special meeting, there are no Committee Reports except for Policy and the new ad hoc Security Committee.

Mr. Carifi – Policy: Met on July 29th and in addition to Mr. Carifi, present was President Orthwein, Dr. Calabria, Mrs. Golderer, Superintendent Rixford and Mrs. Benos. The first item that was discussed was the request from the Booster Association regarding sponsorship recognition banners displayed on the fields as a fundraiser. The recommendation of the Committee is to leave it as it is for this year only, with the Superintendent or his designee to approve the banners. The Superintendent will set up a task force to review the fundraiser for the following year.

The following policies were all put forth for a first reading:

- Policy 1216 – Dress and Grooming – Administration
- Policy 2624 – Grading System
- Policy and Regulation 2412 – Home Instruction Due to Health Condition
- Policy and Regulation 2417 – Student Intervention and Referral Services
- Policy and Regulation 2481 – Home or Out of School Instruction for a General Education Student for Reasons other than a Temporary or Chronic Health Condition
- Policy 3216 – Dress and Grooming – Teaching Staff
- Policy 4216 – Dress and Grooming – Support Staff

Mrs. Orthwein asked if there were any questions on the policy being put forward. Hearing none Mrs. Orthwein asked Mr. Carifi for a report on the AdHoc Committee Meeting for School Security.

Mr. Carifi stated in attendance was Mrs. Orthwein, Mr. Neglia, Mrs. Cogan, Superintendent Rixford and Capt. James Smith, Paterson Director of Public Schools who was appointed by Governor Christie as the Task Force Coordinator throughout the state. The current SRO program was discussed and how they only work four days a week with one day uncovered. The BOE, responsible to cover one SRO had allotted \$136,088. The Board also had to supplement the fifth day and allotted another \$36,000 to pay towards the fifth day for five months.

After much discussion the Committee decided to look into the cost to hire retired officers

for the four secondary schools and if the town will provide one free SRO officer to use at the elementary schools.

Mr. Neglia stated that he agreed with the consensus of the Committee and asked Superintendent Rixford if he would move forward with looking into the SRO program.

Superintendent Rixford stated that it would be his understanding that while no formal motion is being made, the specifics of the task force would be to investigate getting four fulltime retired police officers that would work five days a week for the four secondary schools; and to work with the municipality regarding a free SRO to work with our SSOs. If that is the consensus of the Board, Superintendent Rixford will bring back a defined plan at the next meeting. If it is the feeling of the Board that this is the direction to pursue, then they must offer authorization to post for candidates. Superintendent Rixford indicated he would like to assure obtaining the right candidates for the positions before presenting a formal recommendation.

Mr. Shamsudin asked would you be looking for four SROs for the secondary schools?

Superintendent Rixford stated that personally he would like to see a fulltime law enforcement officer, or recently retired officer, in each of the four secondary schools. He would like to do this as economically as possible, as he did with the Re-Organization plan , noting he does not want to take anything from classroom funds. He believes utilizing retired officers that he can make the numbers work appropriately.

Captain Smith has worked in school security for a long time and agreed that utilizing retired officers works very well for a school district.

Mrs. Golderer stated that she recalled discussing this type of plan last year and we did not go forward with it because the officers would be district employees and there was a liability insurance issue.

Mrs. Orthwein stated that these issues would all be reviewed by Superintendent Rixford, and the Board needs to direct the Superintendent to fully vet this program.

Mr. Cistaro asked, from an operational stand point will these officers have the same privilege to arrest and engage as a Parsippany Police officer?

Superintendent Rixford stated that there are very specific rules that separate a retired police officer from an actively serving police officer, and that the Parsippany Police Department is legally responsible to respond to any incident at a school.

Mr. Carifi stated that the process would be the same as it is now, in that if there was a need at a school, the police would, typically responding within minutes, and the security guards would detain. The retired officers would do the same, detain and wait for the police.

Mrs. Golderer asked for clarification that we would not use the township SROs.

Superintendent Rixford responded that he could not definitely make this determination as

this is part of what needs to be studied. Currently the municipality provides one SRO but they are only available four days a week for one building. He would not turn down this generous offer by the town and thinks this position needs to be merged into the overall operation plan. Additionally he noted that half the cost of the additional SRO was paid by the district including overtime for the fifth day. If we consider this cost and add it up, he believes we can do better with the numbers.

Mrs. Orthwein asked for a consensus from the Board for Superintendent Rixford to move forward and explore school security and the placement of retired officers in the four secondary schools. Consensus to go forward was unanimous.

Mrs. Golderer asked about a meeting with the municipality regarding the fields.

President Orthwein stated this will be presented at the August 28th meeting.

Mrs. Golderer stated that she cannot attend the next meeting and would like to know the information following the meeting.

President Orthwein stated that she would get the report out to the Board.

Mrs. Golderer asked Board members to please look over the self-evaluation by this Friday, August 8th, and to send any questions to her so that she can schedule a Critical Issues Committee Meeting.

Superintendent Rixford presented his Bulletin #2 with an addendum.

The Superintendent thanked the Board for calling a second meeting in August. He noted that upwards of 300 candidates applied for the multiple positions that were posted. He asked to publicly note the herculean efforts of the senior administrators in accomplishing the task of interviewing and hiring.

The Superintendent introduced resolutions #1 – 21 and addendum items #22 – 34. He made note of a few items and introduced the prospective new hires that are present at this evenings meeting:

Item #19, Supervisor of K-5 Program, John Giacchi; Item #20, Appointment – Mt. Tabor Principal, Marlene Toomey; Item #21, Appointment – Assistant Principal for Academics and Performance, Dr. Gretel Perez; Item #22, Supervisor of K-5 Program, Lisa Gayet; Item #23, Appointment – Central Middle School Principal, Mr. Gary Borges; Item #24, Appointment – Supervisor of Guidance and Medical Services, Mrs. Cory Wegesa; Item #34, Appointment – District Network Administrator, unable to attend tonight, Mr. Vincent Manalo.

Additional in-district changes, Item #25, Change in Title, Mr. Juan Cruz, from Acting Director of Secondary Education to Director of Secondary Education; and Mrs. Joni Benos from Acting Chief of Staff/Public Information Officer to Chief of Staff/Public Information Officer.

Superintendent Rixford thanked the prospective candidates for coming out and attending the

meeting this evening.

Mr. Carifi expressed his appreciation and thanked the Superintendent for bringing the recommended candidates to meet the Board.

President Orthwein thanked the senior administrative team and expressed her feeling that the district will be opening the school year with a different and fresh approach.

President Orthwein asked that all the Board Members be registered for the NJSBA Workshop in October, and for each member to confirm with Joni if they will not be attending.

**SUPERINTENDENT’S BULLETIN
Number 2**

**SUPER’S BULLTN
August 5, 2014**

I. The Superintendent Reports. . .

1. Travel and Work Related Expenses

**TRAVEL
& EXPENSES**

WHEREAS, N.J.A.C. 6A:23B-1.1 et. seq. requires that each Board of Education adopt a formal policy and procedures relating to travel and expense reimbursement for its employees and Board members; and

WHEREAS, the Parsippany-Troy Hills Board of Education (the “Board”) adopted a Travel Expense Reimbursement Policy that addresses the reimbursement of travel-related expenses by Board members and employees of the District; and

WHEREAS, the Board has considered all other relevant guidelines and circulars associated with the adoption of its Travel Expense Reimbursement Policy; and

WHEREAS, the Board has determined that the travel listed in this Resolution is educationally necessary and fiscally prudent; and

WHEREAS, the Board has concluded that the travel and expense reimbursements listed in this Resolution are directly related to and within the scope of the employee’s current responsibilities; and

WHEREAS, the Board has determined that the travel and expense reimbursements listed in this Resolution are for travel that promotes the delivery of instruction or furthers the efficient operation of the school district; and

WHEREAS, the Board has concluded that the travel and expense reimbursements listed in this Resolution are in compliance with State travel reimbursement guidelines as established by the Department of Treasury and incorporated herein;

THEREFORE; BE IT RESOLVED, Pursuant to N.J.A.C. 6A:23B and Board Policy and upon the recommendation of the Superintendent, that the Parsippany-Troy Hills Board of Education, in the County of Morris, New Jersey, approve the travel requests below.

Name	Purpose	Date	Location	Estimated Expenses
Heather Peltack Nicole Paterno	Autism NJ	October 23-24, 2014	Atlantic City	\$691.80 ea Title IIA
Frank Calabria James Carifi Joseph Cistaro Alison Cogan Fran Orthwein Susy Golderer Frank Neglia Sharif Shamsudin Scott Rixford	NJSBA Conference	October 28-30, 2014	Atlantic City	\$700.00 ea

2. PTHEA Other Leaves of Absence

**PTHEA
OTHER LEAVES**

BE IT RESOLVED that the Board approve the PTHEA Other Leave of Absence for Kendra Calabria, Lake Parsippany Teacher, effective September 1, 2014 through June 30, 2015 as per the Agreement between the Board of Education and PTHEA.

3. **Board Policies**

**BOARD
POLICIES**

BE IT RESOLVED that the Board approve the following new and revised Board Policies/Regulations at this first of two readings.

Policy 1216 – Dress and Grooming – Administration

A

Policy 2624 – Grading System

B

Policy and Regulation 2412 – Home Instruction Due to Health Condition

C

Policy and Regulation 2417 – Student Intervention and Referral Services

D

Policy and Regulation 2481 – Home or Out of School Instruction for a General

E

Education Student for Reasons other than a Temporary or Chronic Health Condition

Policy 3216 – Dress and Grooming – Teaching Staff

F

Policy 4216 – Dress and Grooming – Support Staff

G

II. PERSONNEL

4. **TARGET: Teach Parsippany**

**TARGET
TEACH**

BE IT RESOLVED that the Board approve the teachers listed below with stipends indicated for the coordination of the TARGET: Teach Parsippany Program at the two high schools during the 2014-2015 school year:

Cristine Hild \$1,500

Linda Pusò \$3,000

James Wiegand \$3,000

5. **Transfer of Assignment – Local 32**

**TRANSFER
LOCAL 32**

BE IT RESOLVED that the Board approve the following transfer of assignment necessitating the following change of contract effective August 6, 2014:

Walter Mosuriak - Custodial Floater

From: \$29,181 + \$1,415 (2nd shift) + \$1,285 (BL)

To: \$29,181 + \$1,285 (BL)

6. **Corrections**

CORRECT

BE IT RESOLVED that the Board approve the following changes/corrections:

Re-employment – Custodians 2014-2015

Todd Barna

From: \$28,005 + \$1,415 (2nd Shift) + \$1,275 (BL) = \$30,705

To: \$28,005 + \$1,415 (2nd Shift) + \$1,285 (BL) = \$30,705

Employment – Acting Head Custodian

Janina Krasowska

From: December 18, 2013 through May 2, 2014

To: December 18, 2013 through May 30, 2014; June 4, 2014 through June 30, 2014

7. **PTHESA Perfect Attendance**

**PTHESA
PER ATTEND**

BE IT RESOLVED that the Board approve \$250 each for the Paraprofessionals named below who maintained Perfect Attendance from February 1, 2014 through June 20, 2014 in accordance with the PTHESA Agreement:

Venyta Cohen

Kimberly Cartelli-Martinez

8. **Approval of Employments**

**EMPLOY
CERTIF STAFF**

BE IT RESOLVED that the Board approve the employment of the individuals named below, for the 2014-2015 school year and that a contract be issued to them in accordance with the provisions of the Teacher's Salary Guide for the 2012-2015 school year for the educational level and experience indicated.

George Clark

BA

Certification:

Experience:

Guide Placement:

Effective:

Assignment:

Teacher of Italian PHS 3/5/PHHS 2/5

Montclair University – 2014

Italian

Student Teaching 15 weeks

Practicum – 15 Weeks

BA, Step 1, \$51,420

September 1, 2014

PHS 3/5 PHHS 2/5

(Replacement)

Christine Mann

BS

MS

Certification:

Experience:

Guide Placement:

Effective:

Assignment:

Teacher of Physical Science TA-53-22/bel

William & Mary – 1991

Northwestern – 1992

Physical Science

Pope John XXIII – 13 years

Ridge High School – 1 year

BA 15, Step 9, \$65,940

September 1, 2014

Parsippany Hills

(Replacement)

Danielle Plateroti

MEd

BA

Certification:

Experience:

Guide Placement:

Effective:

Assignment:

Teacher Grade 2 – TA-62-10/blj

Montclair University – 2014

Montclair - 2009

Elementary Science K-5/Teacher of Supplemental Instruction

Glen Ridge/Pequannock/Waldwick – 2.5 years

BA 30, Step 3, \$56,500

September 1, 2014

Eastlake

(Replacement)

Marcela Rumbarger

BA
Certification:
Experience:
Guide Placement:
Effective:
Assignment:

Teacher of Spanish – TA-55-15/din

University of San Buena Vista – 1996
Spanish
Substitute Teaching
BA, Step 1, \$20,568 (2/5)
September 1, 2014
Brooklawn
(Replacement)

Jonathan Sibilía

MA
BA
Certification:
Experience:
Guide Placement:
Effective:
Assignment:

Guidance Counselor

Montclair University – 2012
Ramapo – 2008
School Counselor
St. Mary's High School – 2 years
BA 45, Step 2, \$60,000
October 5, 2014 (or sooner pending release from current contract)
Parsippany High School
(Replacement)

9. **Approval of Employments – Pending Completion**

**EMPLOY
CERTIF STAFF**

BE IT RESOLVED that the Board approve, upon the recommendation of Superintendent, the appointment of the individuals named below subject to the receipt of all required employment documents including but not limited to completion of criminal history background check, proof of certification and any other materials, and execution of the requisite contract of employment to be signed by the Board President.

Brian DeVito

BA
Certification:
Experience:
Guide Placement:
Assignment:

Teacher of Chemistry

Kean University – 2011
Chemistry
Franklin High School – 3 years
BA, Step 4, \$53,800
PHS/PHHS
(Replacement)

Laura Duff

BA
MA
Certification:
Experience:
Guide Placement:
Assignment:

Teacher Grade 2

Loyola University – 2007
California State University – 2011
Elementary K-5
Baltimore – 2 years
Newark - 3 years
BA 30, Step 6, \$60,175
Lake Parsippany
(Replacement)

Kim Field

BA
MA
Certification:
Experience:

Media Specialist

University of Scranton – 1996
Rutgers University – 2013
School Library Media Specialist
Sayreville – 6 months
Hanover Township – 3 months

Guide Placement: West Orange – 4 months
BA 30, Step 2, \$55,700
Assignment: Intervale (1/5) Littleton (4/5)
(Replacement)

Marilyn Fitzgerald

BA
MA
Certification: Home Economics/Family Consumer Science
Experience: Ramapo Indian Hills – 1 year
Mt. Olive – 1 year
Mahwah – 25 years
Guide Placement: BA 45, Step 8, \$41,040 (3/5)
Assignment: Brooklawn
(Replacement)

Teacher of Family Consumer Science

Montclair – 1982
Montclair – 1994
Home Economics/Family Consumer Science
Ramapo Indian Hills – 1 year
Mt. Olive – 1 year
Mahwah – 25 years
BA 45, Step 8, \$41,040 (3/5)
Brooklawn
(Replacement)

Vicki Reinhard

BS
MSW
Certification: School Social Worker
Experience: Riverdale Public School – 6 years
Essex Valley – 2 years
Essex County – 3 years
Guide Placement: BA 60, Step 6, \$39,645 (3/5)
Assignment: District
(Addition)

Social Worker

Bloomsburg University – 1976
Rutgers University – 1999
School Social Worker
Riverdale Public School – 6 years
Essex Valley – 2 years
Essex County – 3 years
BA 60, Step 6, \$39,645 (3/5)
District
(Addition)

Heather Romeo

BS
Certification: English
Experience: Franklin High School – 3 years
Guide Placement: BA, Step 1, \$51,420
Assignment: PHS/PHHS
(Replacement)

Teacher of Reading and Writing

Kutztown University – 2012
English
Franklin High School – 3 years
BA, Step 1, \$51,420
PHS/PHHS
(Replacement)

Dana Valdez

BA
Certification: Elementary K-5/Elem 5-8w/LA/Elem 5-8w/Math
Experience: Wayne Township – 1 year
Guide Placement: BA, Step 2, \$52,000
Assignment: Lake Parsippany
(Replacement)

Grade 5

Montclair Univ. - 2013
Elementary K-5/Elem 5-8w/LA/Elem 5-8w/Math
Wayne Township – 1 year
BA, Step 2, \$52,000
Lake Parsippany
(Replacement)

Kenneth Valleau

MA
BA
Certification: Elementary K-5/Reading Specialist
Experience: Sunnyside Unified School District – 6.5 years
Guide Placement: BA 30, Step 5, \$58,500
Assignment: Intervale
(Replacement)

Grade 5

North American University – 2011
Montclair State – 2007
Elementary K-5/Reading Specialist
Sunnyside Unified School District – 6.5 years
BA 30, Step 5, \$58,500
Intervale
(Replacement)

10. **Maternity Leaves of Absence**

**MATERNITY
LEAVES**

BE IT RESOLVED that the Board approve the maternity leaves of absence as indicated below:

Employee #2436, Lake Hiawatha Teacher, has requested a maternity leave of absence on or about November 13, 2014 through December 1, 2014 utilizing her accumulated sick leave. Pursuant to PTHEA Agreement she is also requesting an unpaid childcare leave of absence from December 2, 2014 through March 13, 2015.

Employee #2264, Rockaway Meadow Teacher, has requested a maternity leave of absence on or about January 12, 2015 through January 16, 2015 utilizing her accumulated sick leave. Pursuant to PTHEA Agreement she is also requesting an unpaid childcare leave of absence from January 20, 2015 through March 13, 2015.

Employee #2805, Intervale Teacher, has requested a maternity leave of absence on or about November 4, 2014 through January 14, 2015 utilizing her accumulated sick leave. Pursuant to the Family Leave Act she is also requesting an unpaid childcare leave of absence from January 15, 2015 through April 20, 2015.

11. **Termination of Employment**

**TERMINATION
OF EMPLOY**

BE IT RESOLVED that the Board approve the termination of employment for H. Ronald Smith, Interim Assistant Superintendent for Business/Chief Financial Officer, effective October 31, 2014.

12. **Employment – HRS Management Services, Inc.**

**EMPLOY HRS
MGMT SVCS**

H

BE IT RESOLVED that the Board approve the employment of H. Ronald Smith, as a Consultant effective November 1, 2014 through June 30, 2015 at the rate of \$90.00/per hour, not to exceed \$48,600 as per the attached Agreement.

13. **Employment – Electrician**

**EMPLOY
ELEC**

BE IT RESOLVED that the Board approve John Prehart for the Licensed Electrician position in the Maintenance Department at a salary of \$60,000 (prorated) for the 2014-2015 school year effective August 11, 2014.

14. **Employment – Secretary**

**EMPLOY
SECY**

BE IT RESOLVED that the Board approve the employment of Jessica Valdes who has been selected as a secretary in the Maintenance Department replacing Tiffany Young, effective August 11, 2014. Ms. Valdes will be placed on 12 month-Guide B – Step 1-3 \$42,630.

15. **Retirement - Noontime Aide**

RETIRE

BE IT RESOLVED that the Board approve the resignation of Grace Fulgraff as a Noontime Aide for the purpose of retirement effective August 1, 2014.

16. **Curriculum Writing – CHANGE A/C #: 11.000.223.104.000.140** **CURR CHANGE**

BE IT RESOLVED that the Board approve the changes for the teachers listed below who will complete additional hours on curriculum revisions and should receive a payment of \$41.00/per hour.

From:

Vicky Santana	Italian II and II H	July 22-23, 2014	Angela Miniciello – PHS	8 hrs. X \$41.00/hr.	\$328.00
			Jaclyn Bevacqua – PHHS	8 hrs. X \$41.00/hr.	\$328.00

To:

Vicky Santana	Italian III and III H	July 22-23, 2014	Angela Miniciello – PHS	8 hrs. X \$41.00/hr.	\$328.00
			Jaclyn Bevacqua – PHHS	8 hrs. X \$41.00/hr.	\$328.00

17. **Summer Curriculum Work – A/C #11.000.223.104.000.140** **SMR CURR WORK**

BE IT RESOLVED that the Board approve payment of the amounts indicated based on \$41.00/hour to the individuals named below for the development of the following curriculum revisions:

	<u>Hours</u>	<u>Amount</u>
<u>Spanish 4</u>		
Damaris Delgado	16	\$656.00
Susana Plotquin	16	\$656.00
<u>Italian 3 & 3H</u>		
Angela Minichiello	8	\$328.00
Jaclyn Bevacqua	8	\$328.00
<u>ENG 353</u>		
Jessica Brosnan	12	\$492.00
Julianne Sanchez	12	\$492.00
Julie Stack	12	\$492.00
<u>SST 217 US History I</u>		
Joseph Qarmout	20	\$820.00
David Glass	20	\$820.00

18. **Teaching Strategies GOLD Creative Curriculum** **TRAINING**

BE IT RESOLVED that the following teachers and paraprofessionals be approved to attend the Teaching Strategies GOLD Creative Curriculum training to be held on August 25 and 26, 2014, for six hours each day, at the hourly rate of \$40.31 for teachers and \$16.24 for paraprofessionals:

Teachers

Abby Bruss
Melanie Rodzen
Jennifer Yee
Heidi Dotzenrod
Maureen Hendricks
Kathryn Krimmel
Jacqueline Takahashi
Doris Wong
Lucia Contuzzi
Emily Alston

Paraprofessionals

Evangeline Hesse
Christine To
Tracy Ruggiero
Jasmine Moore
Ruth Madpak
Elaine Loico
Barbara Hackling
Annemarie Grande
Karen Delade
Debra Zambito

19. **Appointment – Supervisor of K-5 Program**

**APPOINT
SUPV K-5**

BE IT RESOLVED that the Board approve, upon the recommendation of the Superintendent, the appointment of John Giacchi to the position of Supervisor of K-5 Program at a salary of \$107,000 plus benefits pursuant to the Board/APSA Agreement. The appointment is subject to the receipt of all required employment documents including, but not limited to completion of criminal history background check, proof of certification, and any other required materials, and execution of the requisite contract of employment to be signed by the Board President.

20. **Appointment – Mt. Tabor Principal**

**APPOINT
PRINCIPAL**

BE IT RESOLVED that the Board approve, upon the recommendation of the Superintendent, the appointment of Marlene Toomey to the position of Mt. Tabor Principal at a salary of \$114,000 plus benefits pursuant to the Board/APSA Agreement. The appointment is subject to the receipt of all required employment documents including, but not limited to completion of criminal history background check, proof of certification, and any other required materials, and execution of the requisite contract of employment to be signed by the Board President.

21. **Appointment-Assistant Principal for Academics and Performance**

**APPOINT
AP ACADEMICS**

BE IT RESOLVED that the Board approve, upon the recommendation of the Superintendent, the appointment of Gretel Perez to the position of Assistant Principal for Academics and Performance at a salary of \$99,000 plus benefits pursuant to the Board/APSA Agreement. The appointment is subject to the receipt of all required employment documents including, but not limited to completion of criminal history background check, proof of certification, and any other required materials, and execution of the requisite contract of employment to be signed by the Board President.

22. **Appointment – Supervisor of K-5 Program**

**APPOINT
SUPV K-5**

BE IT RESOLVED that the Board approve, upon the recommendation of the Superintendent, the appointment of Lisa Gayet to the position of Supervisor of K-5 Program at a salary of \$101,000 plus benefits pursuant to the Board/APSA Agreement. The appointment is subject to the receipt of all required employment documents including, but not limited to completion of criminal history background check, proof of certification, and any other required materials, and execution of the requisite contract of employment to be signed by the Board President.

23. **Appointment – Central Middle School Principal**

**APPOINT
PRINCIPAL**

BE IT RESOLVED that the Board approve, upon the recommendation of the Superintendent, the appointment of Gary Borges, M.A. to the position of Central Middle School Principal at a salary of \$135,000 plus benefits pursuant to the Board/APSA Agreement. The appointment is subject to the receipt of all required employment documents including, but not limited to completion of criminal history background check, proof of certification, and any other required materials, and execution of the requisite contract of employment to be signed by the Board President.

24. **Appointment- Supervisor of Guidance and Medical Services**

**APPOINT
SUPV GUID/MED SVCS**

BE IT RESOLVED that the Board approve, upon the recommendation of the Superintendent, the appointment of Cory Wegesa, LCSW to the position of Supervisor of Guidance and Medical Services at a salary of \$101,000 plus benefits pursuant to the Board/APSA Agreement. The appointment is subject to the receipt of all required employment documents including, but not limited to completion of criminal history background check, proof of certification, and any other required materials, and execution of the requisite contract of employment to be signed by the Board President.

25. **Change in Title**

**CHANGE IN
TITLE**

BE IT RESOLVED that the Board approve the following changes in title requiring no change in salary effective August 5, 2014:

	FROM:	TO:
Juan Cruz	Acting Director of Secondary Education	Director of Secondary Education
Joan Benos	Acting Chief of Staff/Public Information Officer	Chief of Staff/Public Information Officer

26. **Transfer of Assignment**

**TRANSFER
ASSIGN**

BE IT RESOLVED that the Board approve the following transfer of assignment necessitating no change of contract for the 2014-2015 school year.

Christina Zarcone

From: Social Studies BMS 5/5

To: Social Studies PHS 5/5

27. **Certificate of Retirement - PTHEA**

RETIRE

BE IT RESOLVED that the Board approve the resignation for the purpose of retirement of the following individual in accordance with the Board/P.T.H.E.A. Agreement:

Robin Antoshkiw RN, APN Nurse Lake Hiawatha November 1, 2014

28. **Summer Curriculum Work – A/C #11.000.223.104.000.140**

BE IT RESOLVED that the Board approve payment of the amounts indicated based on \$41.00/hour to the individuals named below for the development of the following curriculum revisions:

	<u>Hours</u>	<u>Amount</u>
<u>World History Honors, Gr. 9</u>		
Trevor Snyder	20	\$820.00
Jill Jelonek	19	\$779.00

29. **Certificate of Retirement - Aide**

BE IT RESOLVED that the Board approve the resignation of Mary Ellen Romano, Noontime Aide/SKIP Aide, for the purpose of retirement effective September 1, 2014.

30. **Resignations**

RESIGN

BE IT RESOLVED that the Board approve the resignations indicated below:

Christine Kleinwaks	One-to-One Paraprofessional	August 4, 2014
Lara Ferment	Instructional Paraprofessional	September 1, 2014
Rachel Mason	Teacher CMS/BMS (2/5)	August 5, 2014

31. **Major-Extra Responsibility Assignment**

MAJOR-EXTRA

BE IT RESOLVED that the Board approve the payment of the following stipend for major-extra responsibility assignments:

Parsippany High School

Matthew Lazzari Assistant Football Step 3 \$6,646

32. **Approval of Employment**

**EMPLOY
CERTIF STAFF**

BE IT RESOLVED that the Board approve the employment of the individual named below, for the 2014-2015 school year and that a contract be issued to them in accordance with the provisions of the Teacher's Salary Guide for the 2012-2015 school year for the educational level and experience indicated.

Sonali Nagle

BA
Certification:
Experience:

Teacher of Science/Resource

Bombay University - 1996
Elementary Education K-8/Teacher with Disabilities
Paterson – 1 year
Lincoln Park – 3 years
Parsippany – 1 year
Guide Placement: BA+45, Step 2, \$60,230
Effective: September 1, 2014
Assignment: CMS 2/5 Basic Skills Math, 1/5 Science, 2/5 Resource
(Replacement)

33. **Approval of Employments – Pending Completion**

**EMPLOY
CERTIF STAFF**

BE IT RESOLVED that the Board approve, upon the recommendation of Superintendent, the appointment of the individuals named below subject to the receipt of all required employment documents including but not limited to completion of criminal history background check, proof of certification and any other materials, and execution of the requisite contract of employment to be signed by the Board President.

Alexandra Mirjah

BA
Certification:
Experience:
Guide Placement:
Assignment:

Teacher of English

Fairleigh Dickinson - 2013
English
Student Teaching – 16 weeks
BA+30, Step 1, \$55,120
CMS 3/5, PHS 2/5
(Replacement)

34. **Appointment – District Network Administrator**

**APPOINT
DIST NETWORK ADMIN**

BE IT RESOLVED that the Board approve, upon the recommendation of the Superintendent, the appointment of Vincent Manalo, to the position of District Network Administrator at a salary of \$70,000.00 plus benefits. The appointment is subject to the receipt of all required employment documents including, but not limited to completion of criminal history background check, proof of certification, and any other required materials, and execution of the requisite contract of employment to be signed by the Board President.

Ms. Rios presented the Secretary report and requested approval of the Pomptonian lunch program price list for the 2014-2015 school year.

SECRETARY REPORT

SECRETARY REPORT

The following motions recommended by the Board Secretary are non-controversial, a matter of business, and will be voted on by one motion.

Pomptonian Food Service Management Contract Renewal

**POMPTONIAN
CONTRACT RENEW**

1. BE IT RESOLVED that the Board of Education approve the Pomptonian Food Service (Management Company) elementary, middle and high school price lists for the 2014-2015 school year per **EXHIBIT A**.

NEW BUSINESS

NEW BUSINESS

None.

HEARING OF PUBLIC

HEARING OF PUBLIC

Joe Kyle - President PTHEA – presented the following speech to the Board:

Ladies and Gentlemen, in rising to speak tonight, let me first say that I don't seek to publicly criticize the Superintendent. Mr. Rixford and I have had the opportunity to meet several times and more often than not we've found room for common ground.

However, I feel strongly that I must speak against the proposed policy (3216) on dress and grooming, not because I oppose professional dress, and not because I would oppose a policy on professional dress if the Board believed it was time to codify one, but because this proposed policy will hurt education in this district by limiting the effectiveness of teachers due simply to our current reality. That is, we have many buildings without temperature controls and/or many buildings with poor ventilation systems. Most buildings in our district are not temperature controlled. If they were, I would have little, if anything to speak on this evening. But this is our reality. I can speak to my building, PHS, in which most rooms do not have air conditioning. It's an old building, and the windows open out, which provides no airflow from outside. For the first two months of the year and the last two months, many rooms are hot and humid. Even on some milder, breezy days, the building remains hot if it was like that the day before. Even in the winter months, our heating system leaves some rooms uncomfortably warm. There are many buildings in this situation.

I've heard some say that professionals need to deal with heat and discomfort, but I think it's more important to have substance over style. Sure it would look nice to see all male teachers with dress shirts and ties, but our ultimate aim isn't to deal with the heat to look good – our collective goal is substance – Education: to focus the attention of 25 children, deal with any behavior issues, inattentive students, get them interested and excited to learn and think about the incorporation of the 14th amendment, or the Pythagorean formula, or Boyle's law, and at the same time be thinking of the next follow-up question while trying to get everyone involved in the class. This is difficult under the best conditions.

Let me repeat: I am not fighting professional dress. I'm not against wearing a tie. Like many, I do so most days, but I also recognize the need to take it off when we're starting to sweat by 10 am. We're still professionally dressed, but now we're not thinking about our physical discomfort and can focus completely on the needs of our students. I don't want Elementary teachers to be considering their dry cleaning bill before getting on the floor with their kids. I

don't want teachers to be less animated in their classrooms because their room is sweltering and stagnant.

Again, I'm not fighting professional dress. If you believe the time has come for a more specific code, then why not consider a list of what is inappropriate rather than what is appropriate? Let us work with administration to form a dress code. I'm concerned that as professionals who have always worked arm in arm to promote professional dress, we're on the precipice of having a code imposed on us. I read suggestions from the AASA, the School Superintendent's Association, written last year, that recommended, "opening the process to as many stakeholders as possible. Bring in the teachers, let them state preferences and be part of the compromise plan." It added, "Consider a policy that gives teachers discretion in establishing dress interpretation at individual schools according to their classroom needs." Bruce Hunter, former Spokesman for the AASA, stressed to school administrators the mistake of "a one-size fits all policy."

We support professional dress. If you believe a more specific policy is needed, what we're requesting is the opportunity to collaborate on one that meets the reality of our district's schools. Right now, this policy, as proposed, will hurt teacher effectiveness. That isn't a guess – it's not speculation – I'm telling you as a 22-year veteran of the classroom – a hot, uncomfortable teacher is less effective. One can say that shouldn't be the case - that teachers should just deal with the heat, but it will happen. The teachers of this district are doing a phenomenal job educating our students. Let's not jeopardize that.

Monica Sclafani – asked if allowances to the dress code will be made for school spirit days when teachers wear for example, Lake Parsippany shirts or through the PTAs purchase and wear shirts for school spirit days. She personally feels the dress code for the men, nice collared shirt and polo shirt, especially in the elementary schools, is fine.

The public portion was closed.

Superintendent Rixford stated that he would like to comment that the policy as written and suggested does allow for a large amount of waivers, for instance we do want to have spirit days for the students, and have to look at this judiciously for all spirit days and special event days. He suggested certain wording regarding the onset of warmer weather and that there will be relaxation of the dress code. It is his recommendation to start with the standard policy that can always be adjusted for recommended changes.

**ROLL CALL VOTES: SUPERINTENDENT'S BULLETIN #2
AND SECRETARY'S REPORT**

ROLL CALL VOTES

Mrs. Cogan moved and Mr. Neglia seconded a motion that the Board approve the Superintendent's Bulletin #2, Resolutions #1 – 34. The resolutions were approved by roll call vote with the following exceptions:

Dr. Calabria Recused himself on #2, PTHEA Other Leaves of Absence.

Mr. Shamsudin asked if he could vote no on a particular policy and was advised he could not, as item #3 is one item.

Mr. Shamsudin voted No on #3, Board Policies.

Mrs. Cogan moved and Mr. Neglia seconded a motion that the Board approve the Secretary's Report, Resolution #1. The resolution was unanimously approved by roll call vote.

ADJOURN

ADJOURN

President Orthwein called for adjournment of the meeting and requested a motion. Mr. Shamsudin moved to adjourn the meeting, seconded by Mr. Cistaro and the motion was unanimously approved by voice vote.

President Orthwein asked Superintendent Rixford if he had a date to make a full presentation to the public on the district reorganization.

Superintendent Rixford replied that the presentation is scheduled for the September 11, 2014 Board meeting with each individual senior cabinet member presenting their breakdown of positions along with an overview of how the reorganization will make things look different for the students.

Superintendent Rixford thanked the community for their tremendous support of the overall reorganization plan and reiterated that the new positions created, most of which were re-codified, that under no circumstance, no funds came from any line of classroom instruction. Vendor contracts, insurance companies, and other providers were looked at to get a better deal, along with grant opportunities. We were most proud of the fact that we did not look at any classroom lines.

Mrs. Golderer asked that if questions were still being put on the website which President Orthwein confirmed yes.

The meeting adjourned 7:28 p.m.

Respectfully submitted,

Joni Benos
Chief of Staff/Public Information Officer

**FOR ALL APPENDICES AND EXHIBIT
ATTACHMENTS AFOREMENTIONED IN THESE
MINUTES, PLEASE REFER TO THE
SUPERINTENDENT'S BULLETIN #2
INCLUSIVE OF THE SECRETARY REPORT
INITIALLY RECEIVED IN THE BOARD PACKET,
AND NOW POSTED AT THE DISTRICT WEBSITE**