

# **MINUTES OF THE REGULAR MEETING**

**of the  
NETCONG SCHOOL DISTRICT  
26 College Road  
Netcong, NJ 07857**

**September 27, 2011**

**I. CALL TO ORDER:** The meeting was called to order by President Morton at 7:00 PM. The meeting was held in the Netcong Public School Library as publicly advertised.

**A. FLAG SALUTE** – All of those present participated in the salute to the flag.

**B. OPEN PUBLIC MEETING ACT PROCLAMATION** – The following is made part of the minutes:

The New Jersey Open Public Meeting Law was enacted to ensure the right of the public to have advance notice of and to attend the meetings of public bodies at which any business affecting their interest is discussed or acted upon. In accordance with the provisions of the Act the Board of Education of the Netcong School District in the County of Morris has caused notice of this meeting to be published by having the date, time and place thereof posted. The notice was mailed to the Daily Record, The West Morris Reporter and those persons or entities requesting notification, and filed with the municipal clerk of the Borough of Netcong.

**C. MISSION STATEMENT** – The following is made part of the minutes:

Netcong School District, a small caring community, is committed to providing a quality, well-rounded education achieved through the New Jersey Core Curriculum Content Standards which inspires students to ultimately become fulfilled, contributing and productive citizens.

**D. ROLL CALL**

The following members were present: Mrs. Callahan, Mrs. Dalesandro, Mr. McQueeney, Mr. Olivo, Mrs. Popelka, Mr. Tranor, and Mr. Morton, President.

Absent: Mr. Arbolino and Mr. Still (arrived at 7:45 p.m.)

Also Present: Dr. Dwight Pfennig, Interim Superintendent  
Christine M. Werner, Business Administrator/Board Secretary  
There were also four (4) members of the public present.

**PETITIONS AND REQUESTS OF THE PUBLIC ~ AGENDA ITEMS ONLY**

Board Trustee McQueeney moved, seconded by Board Trustee Dalesandro to open the public session at 7:03 p.m. and was approved by a unanimous voice vote by all members present. President Morton opened the meeting to the public at 7:03 p.m.

There being no items for discussion at this time, Board Trustee Dalesandro moved, seconded by Board Trustee Olivo to close the public session at 7:04 pm. This was approved by a unanimous voice vote by all members present.

**EXECUTIVE SESSION**

Motion by Board Trustee Dalesandro, seconded by Board Trustee McQueeney, that RESOLVED, pursuant to N.J.S.A. 10:4-13 and 10:4-12 that the Netcong Board of Education hold a closed Executive Session regarding pending or anticipated litigation, contract negotiation, personnel, and/or matters pertaining to attorney/client privilege. It is expected that the discussion undertaken in this closed session can be made public at the time official action is taken.

The motion was made at 7:04 pm and was approved by a unanimous voice vote by all members present.

**EXECUTIVE SESSION – A motion is requested to come out of executive session.**

Motion by Board Trustee Dalesandro, seconded by Board Trustee McQueeney to close executive session at 7:45 pm. The motion was approved by a unanimous voice vote by all members present.

The Board reconvened in Public Session at 7:45 pm with the following members present:

**Board Trustee James Still entered the meeting at 7:45 p.m.**

**Present: Mrs. Callahan, Mrs. Dalesandro, Mr. McQueeney, Mr. Olivo, Mrs. Popelka, Mr. Still, Mr. Tranor and Mr. Morton, President.**

**II. PRESIDENT'S COMMENTS**

President Morton read the following statement:

“I would like to take a minute to recognize the historic change that took place with the opening of school last week. For the first time in a long time our students came back to a bright, colorful and more up-to-date Netcong School. There is still work to be done in the coming weeks to finish the project however anyone who has walked through or peeked into the school has been amazed by the transformation that has taken place. It was not an easy process and it was a very long summer, however, after hearing the students talk about how nice their school is, has made it all worth it.

I would like to thank our custodians for their hard work and efforts in putting the school back together in such a short period of time. I would also like to thank Mrs. Werner for all the time and effort that she put forth to help Dr. Pfennig and Mrs. Bammer get the school opened on time. I would like to thank Mr. Olivo and Mr. McQueeney for spending their entire Sunday with me to help get the outside grounds ready while our custodians were putting the school back together. I would also like to thank teachers and staff for coming in and getting their classrooms ready in such little time. They spent countless hours the first two days before the students came back turning their bright new rooms into classrooms. Finally, I would like to thank the residents of Netcong for supporting this project. This school was in major need of work. Our community now has a building to be very proud of.

In the coming years, I hope that this Board continues what we started here last year. The major work has been completed however there will always be work to be done to keep this school up-to-date.”

**III. INTERIM SUPERINTENDENT’S COMMENTS**

Dr. Pfennig reiterated Mr. Morton’s comments pertaining to the Referendum Construction Projects and the Opening of School last week.

Dr. Pfennig reported on the following matters:

**1. Fire Drill and Emergency Drill Report**

	DATE/TIME	EVACUATION TIME
Netcong Public School	09/26/11 – 10:22 am – 10:24 am	2:00 Minutes
Netcong Public School	T.B.D.	

**2. Board Goals and Superintendent’s Goals – 2011-2012**

**District Goals**

1. Meet and exceed AYP in Middle School
  - a. Successful implementation of new curriculum
2. Pass Instruction and Program Part of QSAC
3. Improve method of employee evaluation centered on accountability and responsibility
4. Improve and increase district and community communications
  - a. Website

Dr. Pfennig distributed and discussed a preliminary District/Interim Superintendent Action Plan to address the District Goals that were derived from the annual Board Retreat meeting held on August 30, 2011. Much discussion ensued. Dr. Pfennig noted that NJSBA has stated the following with regard to the District Goals for the 2011-2012 school year~ “The board adopts district-wide goals and performance measures that reflect that the highest priority is given to student achievement.”

## Board Goals

1. Complete an administrative restructuring initiative
2. Improve board accountability and responsibility
  - a. CSA Evaluation
  - b. Board Self Evaluation
  - c. Mandatory training
  - d. Attendance and preparation
3. Enhance and maintain student program and instruction through the budget process
  - a. Explore increased revenue sources
4. Increase vision and innovation for the district

### **3. NJASK Test Scores and Data**

Dr. Pfennig provided an overview of the NJASK test results for school year 2010-2011 and discussed/compared NJASK test data for 2006-2007, 2007-2008, 2008-2009, 2009-2010 and 2010-2011.

Dr. Pfennig discussed the following information:

- ✚ **NJASK Test Data** – 2006-2007, 2007-2008, 2008-2009, 2009-2010 and 2010-2011 school years for grades 3 - 8 including:
  1. AYP % - State % Standards – Goal (LAL and Math only)
  2. Subject Areas Covered – LAL, Math and Science (grade 4 and grade 8 only)
  3. Test Scores – Partially Proficient, Proficient and Advanced Proficient Data (#s and %) for each grade level and subject areas.
  
- ✚ **Netcong Elementary School Longitudinal NJASK Comparison Data** – 2006-2007, 2007-2008, 2008-2009, 2009-2010 and 2010-2011 school years for current 8<sup>th</sup> grade class with prior testing data gathered back 3<sup>rd</sup> grade.

**Discussion ensued.**

## **IV. SCHOOL BUSINESS ADMINISTRATOR CONSULTANT'S COMMENTS**

Mrs. Werner noted that the annual NJSBA Convention workshop will be held October 24 – 26, 2011 and asked all BOE Trustees to advise if they plan to attend. Mrs. Werner stated that she would be finalizing reservations and hotel accommodations in the next week or so. Mrs. Werner noted that she would also be preparing an Itinerary of Events for Board Members who planned to attend and noted that, this year, all BOE Trustees must register for the various workshops they wished to attend, on-line on the NJSBA website.

**BOARD CORRESPONDENCE****Correspondence**

Board Trustee Olivo moved the following resolution:

**RESOLVED**, the communications mentioned be listed in the minutes and action be taken as noted.

<b>Sender</b>	<b>Subject</b>	<b>Referred to</b>
Dolores Dalesandro, Borough Clerk	Request for Revised A4F Document	Christine Werner, B.A./B.S. Members, Netcong Board of Education
Rosann Liriano	Resignation	Mrs. Melissa Flach-Bammer, Acting Superintendent Members, Netcong Board of Education
Jeanette Mostowicz and Pat Marsico Netcong Garden Club	Netcong Learning Garden Update	Mrs. Melissa Flach-Bammer, Acting Superintendent Members, Netcong Board of Education
Alarm & Communication Technologies	Proposal – Repairs to Discrepancies Noted on NFPA Inspection of 09/14/11	Members, Netcong Board of Education Christine Werner, B.A./B.S.

**Discussion:** A brief discussion ensued. It was noted that the Board of Education and Administration cannot accommodate the request of the Netcong Garden Club, per the letter of correspondence received this evening, to provide custodial assistance for the upkeep of the NPS garden.

The motion was seconded by Board Trustee Popelka and was approved by a unanimous voice vote by all members present.

**V. OLD BUSINESS**

Discussion was held pertaining to the following matters:

Construction Meetings will cease at this time. The General Contractor, Fine Wall has been given 30 days to complete the items listed on the Preliminary Punch List. It was noted that the construction work is continuing after the school day ends. It was noted that in a couple of weeks, a final punch list will be compiled. Concern was expressed in terms of the following:

1. Completion of the Roof – when will this be done?
2. Boiler Room – contractors have been working in the boiler room during school hours, is this allowed?
3. Roof – contractors have been working on the roof during school hours, is this allowed?
4. Should contractors be required to have fingerprinting and background checks if they are working during the school day?
5. Removal of Dumpsters in front of NPS building – dumpsters have left gaping holes in the front garden area where 500 tulip bulbs were planted last year by the SADD group. What can be done to address the damage?

**Discussion ensued.**

**VI. COMMITTEE REPORTS**

**A. FINANCE/FACILITIES - Robert Olivo, Chairperson**

Motion by Board Trustee Olivo, seconded by Board Trustee Dalesandro that resolutions numbered 1 – 8 and resolution number 9 be addended and adopted as presented:

**BE IT RESOLVED** that resolutions numbered 1 – 8 be adopted as presented:

1. **BE IT RESOLVED** that the Netcong Board of Education, upon the recommendation of the Interim Superintendent and Business Administrator, accepts the following proposal pertaining to repairs to Discrepancies noted on NFPA Inspection of 09/14/11 from Alarm & Communication Technologies, Inc:

Proposal	Amount
<b>Items 3-20, 23, 3, 24, 25, and 29-34</b> Devices to be replaced, relocated, installed, repaired, programmed and tested.	
<b>Total:</b>	<b>\$10,719.00</b>

**BE IT RESOLVED**, that the Netcong Board of Education, upon the recommendation of the Interim Superintendent and the Business Administrator, approves the proposal as presented in the amount of **\$10,719.00**.  
 (Funding: Referendum Projects – Fund 30)

**Discussion:** Board Trustee Dalesandro stated she was uncomfortable about accepting ACT’s proposal without having ample time to review the proposal and would consequently abstain with regard to this resolution as presented.

2. **BE IT RESOLVED** that the Netcong Board of Education, upon the recommendation of the Interim Superintendent and Business Administrator, accepts the following Change Order proposal pertaining to additional Plumbing Work at the Music Room - # NET4740-GC 8R:

Change Oder Consideration	Quotation /Proposal
<b>NET4740</b> <b>Proposal GC 8R – Additional Plumbing Work @ Music Room</b> Replace roof drain pipe, which is leaking, work carried out w/ PVC pipe.	
<b>Total:</b>	<b>\$1,548.75</b>

**BE IT RESOLVED**, that the Netcong Board of Education, upon the recommendation of the Interim Superintendent, the Business Administrator, Parette Somjen Architects and Gianforcaro AEP approves the following change order in the amount of **\$1,548.75**:

CHANGE ORDER #	DESCRIPTION	COST
NET4740-GC 8R	Proposal GC 8R – Additional Plumbing Work @ Music Room	\$1,548.75
	<b>Total – Change Order NET4740-GC 8R:</b>	<b>\$1,548.75</b>

3. **BE IT RESOLVED** that the Netcong Board of Education, upon the recommendation of the Interim Superintendent, approves the bills list dated September 27, 2011.

4. **BE IT RESOLVED** that the Netcong Board of Education, upon the recommendation of the Interim Superintendent, approves the list of transfers and the monthly transfer report as of September 1, 2011.

	<b>From:</b>	<b>To:</b>
11-000-230-104-000-000 Gen Admin Salary	\$ 50,000.00	
11-000-230-320-000-000 Gen Admin Purchased Prof Services		\$ 50,000.00
<b>TOTAL</b>	<b>\$ 50,000.00</b>	<b>\$ 50,000.00</b>

5. **BE IT RESOLVED**, that the Netcong Board of Education, upon the recommendation of the Interim Superintendent and the Business Administrator approves payment to Fine Wall Corporation (Application #4) in the amount of \$676,551.42 for services through August 31, 2011 as per the authorization of Parette Somjen Architects and Gianforcaro AEP.

**Discussion:** Discussion ensued regarding the amount requested for payment. President Morton provided an overview of the AIA Application #4 presented for payment noting the frustration of the Board of Education and Administration that much of the construction work is still incomplete. Board Trustee Popelka noted that the General Contractor has promised again and again to complete the work yet it is not yet done. President Morton noted that the AIA submission has been authorized by both PSA and Gianforcaro, AEP.

6. **BE IT RESOLVED**, that the Netcong Board of Education, upon the recommendation of the Interim Superintendent and the Business Administrator approves payment to Gianforcaro AEP in the amount of \$14,175.00 for professional services through August 31, 2011.
7. **BE IT RESOLVED** that the Netcong Board of Education accepts the financial Reports of the School Business Administrator/Board Secretary for the month of July 31, 2011 and after the review of the Secretary's monthly financial reports (appropriation section) and upon consultation with the appropriate district officials, to the best of our knowledge, no major account or fund has been over expended in violation of N.J.A.C.6A:23-2.11 and that sufficient funds are available to meet the district's financial obligations for the remainder of the fiscal year.
8. **BE IT RESOLVED** that the Netcong Board of Education, upon the recommendation of the Interim Superintendent, approves the following Use of School Facilities Requests as noted:

<b>Group</b>	<b>Purpose</b>	<b>Date</b>	<b>Time</b>	<b>Fee (if applicable)</b>
Netcong Men's Basketball League	Netcong Men's Basketball League	Sundays	9:45 am – 12:45 pm	Reimbursement Custodial Charge  Multiple Usage Fee  Energy Surcharge
		12/04/11, 12/11/11		
		12/18/11, 01/08/12		
		01/22/12, 01/29/12		
		02/05/12, 02/12/12		
02/26/12, 03/04/12				

\* All dates/times are subject to cancellation in the event of inclement weather by the Acting Superintendent in consult with the Board President or Vice President and the Finance & Facilities Committee Chairperson.

**Discussion:** Discussion ensued regarding the Multiple Usage Fee to be charged, particularly with regard to outside groups that have non-profit status –vs- profit status. Mrs. Werner stated she would review the Board Policy to insure the Multiple Usage Fee is invoiced appropriately to the Netcong Men's Basketball League.

Motion by Board Trustee Dalesandro, seconded by Board Trustee Olivo that resolution number 9 – 9 be addended and adopted as presented:

9. **BE IT RESOLVED** that the Netcong Board of Education, upon the recommendation of the Interim Superintendent, approves the following Use of School Facilities Requests as noted:

Group	Purpose	Date	Time	Fee (if applicable)
Jr. Patriots Cheerleading	Practice	09/26/11 - 09/30/11		N/A
		10/03/11 - 10/07/11		
		10/10/11 - 10/12/11		
		10/17/11 - 10/20/11		
		10/24/11 - 10/27/11		

\* All dates/times are subject to cancellation in the event of inclement weather by the Acting Superintendent in consult with the Board President or Vice President

**Discussion:** A brief discussion ensued. It was noted that Time and Fee information should be noted.

Motion by Board Trustee Dalesandro, seconded by Board Trustee Olivo that resolution number 9 – 9 be amended and adopted as presented:

9. **BE IT RESOLVED** that the Netcong Board of Education, upon the recommendation of the Interim Superintendent, approves the following Use of School Facilities Requests as noted:

Group	Purpose	Date	Time	Fee (if applicable)
Jr. Patriots Cheerleading	Practice	09/26/11 - 09/30/11	6:00 pm – 8:00 pm	N/A Multiple Use Fee \$250.00
		10/03/11 - 10/07/11		
		10/10/11 - 10/12/11		
		10/17/11 - 10/20/11		
		10/24/11 - 10/27/11		

\* All dates/times are subject to cancellation in the event of inclement weather by the Acting Superintendent in consult with the Board President or Vice President

**All in favor.**

**VOTE:** FINANCE AND FACILITIES AGENDA ITEMS 1 – 8 AND 9 AS ADDENDED, AMENDED AND AS PRESENTED.

**AYES:** Mrs. Callahan, Mrs. Dalesandro, Mr. McQueeney, Mr. Olivo, Mrs. Popelka, Mr. Still, Mr. Tranor and Mr. Morton, President.

**NAYS:** Resolution #5 – Mrs. Callahan, Mrs. Dalesandro, Mr. McQueeney, Mr. Olivo, Mrs. Popelka, Mr. Still, Mr. Tranor and Mr. Morton, President

**ABSTENTIONS:** Mrs. Dalesandro – Resolution #1  
Resolution #9: Mr. McQueeney, Mr. Still, Mr. Tranor and Mr. Morton, President.

**Resolution #5 is not carried.**

**B. PERSONNEL**

**James Still, Chairperson**

Motion by Board Trustee Still, seconded by Board Trustee Popelka that resolutions numbered 1 – 5 be adopted as presented:

**BE IT RESOLVED** that resolution numbers 1 – 5 be adopted as presented:

1. **BE IT RESOLVED**, that the Netcong Board of Education, upon the recommendation of the Interim Superintendent, approves the following individuals as a temporary/part time/substitute custodians pending final County approval:  
(As noted, county approval refers to the fingerprinting process required by law for all state employees.)

Name	Effective Date	Hourly Wage
David A. Penicaro	September 01, 2011 – June 30, 2012	\$15.00 / Hour
Carol Vanderhoof	September 01, 2011 – June 30, 2012	\$15.00 / Hour

Motion by Board Trustee Dalesandro, seconded by Board Trustee McQueeny that resolution number 1 **be tabled** at this time pending Executive Session discussion:

1. **BE IT RESOLVED**, that the Netcong Board of Education, upon the recommendation of the Interim Superintendent, approves the following individuals as a temporary/part time/substitute custodians pending final County approval:  
(As noted, county approval refers to the fingerprinting process required by law for all state employees.)

Name	Effective Date	Hourly Wage
David A. Penicaro	September 01, 2011 – June 30, 2012	\$15.00 / Hour
Carol Vanderhoof	September 01, 2011 – June 30, 2012	\$15.00 / Hour

**All in favor.**

2. **BE IT RESOLVED**, that the Netcong Board of Education, upon the recommendation of the Interim Superintendent, accepts, with regret, the resignation of Rosann Liriano effective September 1, 2011.
3. **BE IT RESOLVED** that the Netcong Board of Education, upon the recommendation of the Interim Superintendent, approves the following classroom aide appointment for the 2011-2012 school year pending final County approval:  
(As noted, county approval refers to the fingerprinting process required by law for all state employees.)

Aide	Step On Guide	Max. Hours Per Week	Hourly Rate	Funding Source(s)
Amy Dickerson	Col. 3 – Step 2	17.75	\$11.67	Current Expense/Federal Grant

(\*Tentative last day of school – June 26, 2012)

4. **BE IT RESOLVED** that the Netcong Board of Education, upon the recommendation of the Interim Superintendent, **rescinds** the following classroom aide appointment for the 2011-2012 school year as follows:  
(Employee accepted a position in another school district.)

Aide	Step On Guide	Max. Hours Per Week	Hourly Rate	Funding Source(s)
Sharon Naedler (Sub Cert)	Col. 3 – Step 2*	17.17	\$11.67	Current Expense/Federal Grant

5. **BE IT RESOLVED** that the Netcong Board of Education, upon the recommendation of the Interim Superintendent, approves the following stipends and personnel for the listed positions for the 2011 – 2012 school year:

ADVISOR	ACTIVITY	STIPEND
Daryl Sandrue (LAL)	After School Extra Help Hours (2:50 pm – 4:00 pm approx)	\$25.76/day Tuesday <b>NCLB Title I Funding</b>
Tana Ferris (All)	After School Extra Help Hours (2:50 pm – 4:00 pm approx)	\$25.76/day Wednesday <b>NCLB Title I Funding</b>
Cathy DeVito (Math)	After School Extra Help Hours (2:50 pm – 4:00 pm approx)	\$25.76/day Thursday <b>NCLB Title I Funding</b>
Gina Szarejko	Computer Club	\$2,269.00
Kevin Earl	Breakfast Supervisor (8:00 am – 8:20 am approx)	\$20.60/hour 3 sessions = 1 hour
Cathy DeVito	Family Math	\$618
Mary Frances Koch	Family Math	\$618
Kim Arbolino	Inclement Weather (Gym) 8:05 am - 8:25 am	\$20.60/hour 3 sessions = 1 hour
Phyllis Konyak	Inclement Weather (Gym) 8:05 am - 8:25 am	\$20.60/hour 3 sessions = 1 hour
Katherine Threlkeld	Inclement Weather (Library) 8:05 am – 8:25 am	\$20.60/hour 3 sessions = 1 hour
Linda Cannon	Inclement Weather (Library) 8:05 am – 8:25 am	\$20.60/hour 3 sessions = 1 hour
Dina O’Hagan	Substitute Inclement Weather	\$20.60/hour 3 sessions = 1 hour
Kevin Earl	Lunch Room Supervisor	\$2,575.66
Dina O’Hagan	Substitute Lunch Assistant	\$25.76/hour
Kim Arbolino	School Newspaper Not to exceed 5 Issues	\$146.00 (Min. 3 Issues)
Sandy Jensen	Music Concerts	\$2,563.00
Amy Henry	S.A.D.D.	\$1,030.23
Jane Morin	S.A.D.D.	\$1,030.23
Jaci Rich	Student Council / 8 <sup>th</sup> Grade Advisor	\$2,563.00
Gina Szarjeko	Teacher In Charge	No Stipend
Darrell Sandrue	Teacher In Charge	No Stipend
Jaci Rich	Teacher In Charge	No Stipend

**Discussion:** Discussion ensued regarding the personnel stipend appointments and an inquiry pertaining to the lack of this resolution/list to include the Basketball Coaches (Boys and Girls) stipend positions for the 2011-2012 school year as presented. Mrs. Werner noted this was an oversight and stated that the Basketball Coach appointments/stipends will be listed on the next Agenda for the Board’s consideration and approval.

**VOTE:** PERSONNEL AGENDA ITEMS 2 - 5 AS PRESENTED.

**AYES:** Mrs. Callahan, Mrs. Dalesandro, Mr. McQueeney, Mr. Olivo, Mrs. Popelka, Mr. Still, Mr. Tranor and Mr. Morton, President.

**NAYS:** None

**ABSTENTIONS:** None

**C. EDUCATION****Frank Tranor, Chairperson**

Motion by Board Trustee Tranor, seconded by Board Trustee Popelka that resolutions numbered 1 – 17 be adopted as presented:

**BE IT RESOLVED** that resolution numbers 1 - 17 be adopted as presented:

1. **BE IT RESOLVED** that the Netcong Board of Education, upon the recommendation of the Interim Superintendent, approves the appointment of Mrs. Melissa Flach-Bammer as the district's 504 Officer and the following staff members to serve on the I&RS and 504 Committees for the 2011-2012 school year.

Ms. Jane Morin

Ms. Marlene Baccaro

Ms. Linda Cannon

Ms. Ann Marie Evans

Ms. Amy Henry

Ms. Cie DiRenzo

Ms. Katherine Threlkeld

Mr. Darrell Sandrue

2. **BE IT RESOLVED** that the Netcong Board of Education, upon the recommendation of the Interim Superintendent, approves the following staff members to serve on the Crisis Management Committee for the 2011-2012 school year at no additional expense to the district:

Ms. Cathy DeVito

Ms. Jane Morin

Ms. Gina Szarejko

Ms. Diane Flaherty

3. **BE IT RESOLVED** that the Netcong Board of Education, upon the recommendation of the Interim Superintendent, approves the following staff members to serve on the NPS Staff Advisory Committee for the 2011-2012 school year at no additional expense to the district:

Mrs. Marlene Baccaro

Ms. Valerie Becker

Ms. Jaci Rich

Ms. Cathy DeVito

Ms. Gina Szarejko

4. **BE IT RESOLVED** that the Netcong Board of Education, upon the recommendation of the Interim Superintendent, approves the following staff members to serve on the NPS Wellness Committee for the 2011-2012 school year at no additional expense to the district:

Mr. Kevin Earl

Ms. Marlene Baccaro

Ms. Jane Morin

5. **BE IT RESOLVED** that the Netcong Board of Education, upon the recommendation of the Interim Superintendent, approves the following staff members to serve on the NPS Professional Development Committee as follows at no additional expense to the district:

Ms. Kim Arbolino (until July 2012)

Ms. Katherine Threlkeld (until July 2012)

Mr. Kevin Earl (until July 2013)

Ms. Mary Frances Koch (until July 2013)

6. **BE IT RESOLVED** that the Netcong Board of Education, upon the recommendation of the Interim Superintendent, approves the following staff member to serve on the Technology Curriculum Revision Committee for the 2011-2012 school year at no additional expense to the district:

Ms. Gina Szarejko

Ms. Cathy DeVito

7. **BE IT RESOLVED** that the Netcong Board of Education, upon the recommendation of the Interim Superintendent, approves the following staff members to serve on the Preschool Curriculum Revision Committee for the 2011-2012 school year at no additional expense to the district:

Ms. Cie DiRenzo

Ms. Melissa Ninni



Date	Employee	Workshop	Estimated Cost
09/16/11	Mrs. Flach-Bammer	Morris County Spec. Ed. Coordinators Meeting Mountain Lakes, NJ	No Charge Mileage (Current Exp.)
10/14/11	Mrs. Henry	Morris County Spec. Ed. Coordinators Meeting Mountain Lakes, NJ	No Charge Mileage (Current Exp.)
11/04/11	Mrs. Henry	Morris County Spec. Ed. Coordinators Meeting Denville, NJ	No Charge Mileage (Current Exp.)
12/09/11	Mrs. Henry	Morris County Spec. Ed. Coordinators Meeting Mendham, NJ	No Charge Mileage (Current Exp.)
01/13/12	Mrs. Henry	Morris County Spec. Ed. Coordinators Meeting Morris Plains, NJ	No Charge Mileage (Current Exp.)
03/09/12	Mrs. Henry	Morris County Spec. Ed. Coordinators Meeting Morris Plains, NJ	No Charge Mileage (Current Exp.)
04/20/12	Mrs. Flach-Bammer	Morris County Spec. Ed. Coordinators Meeting Denville, NJ	No Charge Mileage (Current Exp.)
05/11/12	Mrs. Flach-Bammer	Morris County Spec. Ed. Coordinators Meeting Mountain Lakes, NJ	No Charge Mileage (Current Exp.)
06/08/12	Mrs. Flach-Bammer	Morris County Spec. Ed. Coordinators Meeting Mendham, NJ	No Charge Mileage (Current Exp.)

Date	Employee	Workshop	Estimated Cost
10/03-04/11	Mrs. Cook	AENJ Convention The Power of Art New Brunswick, NJ	\$160.00 N.C.L.B. Title II Mileage (Current Exp.)
10/11/11	Ms. Rich	NJSC Science Convention Somerset, NJ	\$148.00 N.C.L.B. Title II Mileage (Current Exp.)

**Discussion:** It was noted that all workshops shall be approved 30 days in advance of the date said workshop shall take place. Administration noted that in the future workshops and field trips will be approved in accordance with regulations. The tardiness in bringing the resolutions before the BOE for approval is due to an oversight in communication to/from Administration due to the late start of school and construction disrupting day to day operations.

14. **BE IT RESOLVED**, by the Netcong Board of Education, upon the recommendation of the Interim Superintendent, approves the following Field Trips as listed:

(Transportation will be provided as noted and funded as listed.)

Date	Grade	Field Trip
10/21/11	G & T "Hunger on Spaceship Earth"	St. Ann's Parish Church Parsippany, NJ (Current Expense)
10/26/11	G & T Math Marathon	Unitarian Fellowship Morristown, NJ (Current Expense)

**Discussion:** It was noted that G&T field trip transportation expense will be shared with Mt. Arlington school district. No parents are responsible for transporting their children to/from G&T events, they are district sponsored events.

15. **BE IT RESOLVED** by the Netcong Board of Education, upon the recommendation of the Interim Superintendent, authorizes the submission a request to the Morris County Office of Education requesting “Dual Use/Divided Space/Simultaneous Use” of the NPS Library for Resource Room and Small Group Instruction in accordance with the Morris County Executive Superintendent and School Business Administrator’s memorandum.
16. **BE IT RESOLVED** by the Netcong Board of Education, upon the recommendation of the Interim Superintendent, to approve the following Athletic/Basketball Field Trips as listed:

(Transportation will be provided as noted and funded as listed.)

Date/Day (Weather Permitting)	Team	School	Destination
12/05/11 (Monday)	Girls	Craig	Home Game
12/06/11 (Tuesday)	Boys Girls	Stanhope	Away Game - Current Expense Home Game
12/20/11 (Tuesday)	Boys Girls	Sussex Christian	Away Game – Current Expense HomeGame
01/03/12 (Tuesday)	Boys Girls	Byram	Away Game – Current Expense Home Game
01/10/12 (Tuesday)	Boys Girls	N.W. Christian Varsity Only	Away Game – Current Expense Away Game – Current Expense
01/17/12 (Tuesday)	Boys Girls	Byram	Home Game Away Game – Current Expense
01/23/12 (Monday)	Boys Girls	Ogdensburg	Away Game – Current Expense Home Game
01/24/12 (Tuesday)	Boys Girls	Sussex Christian	Home Game Away Game – Current Expense
01/26/12 (Thursday)	Boys	Craig Boys Varsity & JV	Home Game
01/30/12 (Monday)	Boys Girls	Stanhope	Home Game Away Game – Current Expense
01/31/12 (Tuesday)	Boys Girls	N.W. Christian Varsity Only	Home Game Home Game

17. **BE IT RESOLVED** by the Netcong Board of Education, upon the recommendation of the Acting Superintendent, to approve the contract with Applied Behavioral Consulting, LLC, to provide ABA (Applied Behavior Analysis) Services to Student #34-4004 of the Netcong School District based on the following fee schedule (as noted in the Professional services contract):

**September 26, 2011 – June 30, 2012**

<u>Professional Service</u>	<u>Rate</u>
ABA Therapy	\$125.00/per hour

**VOTE: EDUCATION AGENDA ITEMS 1 - 17 AS ADDENDED AND AS PRESENTED.**

**AYES:** Mrs. Callahan, Mrs. Dalesandro, Mr. McQueeney, Mr. Olivo, Mrs. Popelka, Mr. Still, Mr. Tranor and Mr. Morton, President.

**NAYS:** None

**ABSTENTIONS:** None

**VII. NEW BUSINESS**

Much discussion was held pertaining to the following matters:

President Morton wished Mrs. Flach-Bammer much luck and best wishes on the impending birth of her baby. President Morton officially welcomed Dr. Goduto, Interim Principal, back to Netcong stating that he has “hit the ground running” and that the district is happy to have the opportunity to bring back a familiar face to fill the role of the Interim Principal in the absence of Mrs. Flach-Bammer.

Board Trustee Popelka stated “Thank you Mrs. Werner for going above and beyond in terms of the construction pertaining to the Referendum projects and for assisting the custodians in opening the NPS last week. Board Trustee Popelka reminded all Board Trustees present that the criminal history review/”fingerprint” process is now required under the law for all Board of Education members. Board Trustee Popelka urged all BOE members to get this done by the next meeting.

Board Trustee Callahan initiated a conversation pertaining to the new school lockers and the NPS “back pack free” environment for students in grades 6-8. Board Trustee Callahan provided a demonstration and commentary pertaining to the new school lockers and asked that a student in attendance at the meeting this evening assist in the demonstration. Board Trustee Callahan stated that the children carry far too many books for long periods of time during the school day because the bell schedule does not allow for sufficient time for students to have frequent visits to lockers and that the new lockers are too small and cannot accommodate students’ storage needs for their books, coat, etc. Board Trustee Callahan noted that because the students are required to carry too many books during the course of the day, carrying other essentials, such as purses, is prohibitive. Board Trustee Callahan stated that the new lockers are smaller than the old lockers and that this is problematic. Board Trustee Callahan stated that we need to come up with a solution to address this problem because it is very problematic and confusing to the children. Much discussion ensued. Dr. Pfennig stated that this matter is within the auspices of the “day to day” operations of the district and that he would make every effort to meet with Dr. Goduto regarding this matter and together they will resolve this concern/problem. Dr. Pfennig also stated that this is a new situation that has come about resulting from the construction but that it can be worked out with time and that a conversation with either himself or Dr. Goduto prior to the Board of Education meeting this evening would have been a better means of communicating her (Mrs. Callahan’s) concerns. Dr. Pfennig added that he was comfortable that he and Dr. Goduto can reasonably work it out and resolve the matter sufficiently as part of the day to day operations of the school.

Board Trustee Dalesandro noted that in regard to the impending NJ QSAC monitoring process and school district operation efficiencies/Comparative Spending Guide information related thereof, the NPS district needs to look at additional revenue sources to bridge potential budgetary gaps in view of the 2% tax cap. Board Trustee Dalesandro then discussed the NJDOE “School Choice” program and suggested that Administration investigate making application to the NJDOE for consideration to be selected as a School Choice district at the next opportunity. Board Trustee Dalesandro stated that the School Choice district can increase student enrollment and that School Choice districts receive additional state aid revenues for students who opt to attend a School Choice district. Discussion ensued. Dr. Pfennig stated he would research this option and bring to NBOE Committees for additional discussion.

**VIII. MISCELLANEOUS**

Motion by Board Trustee Popelka, seconded by Board Trustee Dalesandro that resolution numbered 1 – 1 be adopted as presented:

**BE IT RESOLVED** that resolution number 1 - 1 be adopted as presented:

1. **BE IT RESOLVED** by the Netcong Board of Education, to approve the **first reading** and adoption of the following Bylaw, Policy and Regulation Revisions:

**BYLAW, POLICY AND REGULATION – revisions:**

<i>Number</i>	<i>Title</i>
0142	Board Member Qualifications, Prohibited Acts, and Code of Ethics
2431.4	Prevention and Treatment of Sports-Related Concussions and Head Injuries
<b>4211</b>	<b>Custodian Job Description</b>
4420	Support Staff Members Benefits
5512	Harassment, Intimidation, and Bullying

<i>Number</i>	<i>Title</i>
R 2431.4	Prevention and Treatment of Sports-Related Concussions and Head Injuries

**Discussion:** Board Trustee Dalesandro stated that she wanted to reiterate that in prior discussions, the Head Custodian reports to the Business Administrator and that in reference to Policy #4211 that the Custodian reports to the Head Custodian. A brief discussion ensued. Board Trustee Popelka stated that all NEW employees should be required to undergo a physical examination as part of their employment with us per Board Policy. Board Trustee Popelka stated that, per the BOE Personnel Committee meeting discussion, that Policy #4211 should also indicate that a custodian should be able to lift 50 lbs. Board Trustee Dalesandro stated that Policy #4211 should include school level experience is preferred and that the district shall include a question on the Custodial Application in reference to using machinery such as the tractor, as well as, other small equipment to gauge an individual’s capabilities with regard to same. Dr. Pfennig stated that any reference to use of or experience with machinery shall be considered “desirable” rather than mandatory and that the district shall provide for training as may be necessary. .

**VOTE:** MISCELLANEOUS AGENDA ITEM #1 AS PRESENTED.

**AYES:** Mrs. Callahan, Mrs. Dalesandro, Mr. McQueeney, Mr. Olivo, Mrs. Popelka, Mr. Still, Mr. Tranor and Mr. Morton, President.

**NAYS:** None

**ABSTENTIONS:** None

Board Trustee Olivo stated that only by the cooperation and “pulling together” of everyone, the Board of Education, President Morton and Board Trustee McQueeney, Administration, Mrs. Werner and the Custodial staff, was the district able to pull off a miracle in getting the school ready for opening. Board Trustee Olivo also commended the efforts and work of the Teachers in getting their classrooms ready for the children – “Thank You, I am very appreciative of everyone’s efforts.”

Mrs. Werner thanked President Morton, Board Trustee Olivo, Board Trustee McQueeney, Administration and the Custodial staff for working cooperatively in getting everything ready for the opening of the school. "The custodial staff has consistently gone above and beyond this Summer working numerous hours around and through the construction to open the school last week! Many thanks to all of the custodians for a job well done!"

Board Trustee Tranor "thanked" President Morton, Board Trustee Olivo, Board Trustee McQueeney and Mrs. Werner for all of their efforts in getting the school open.

Dr. Pfennig stated that new carpeting will be installed in the Music room and Library on Monday, October 3, 2011.

Board Trustee McQueeney stated that the temperature of the NPS Library is unstable. A brief discussion ensued. Dr. Pfennig stated that there is no rhyme or reason to the situation at this time but that every effort is being made to work with the HVAC contractor to regulate the temperature. Dr. Pfennig noted that he will make sure that this is monitored and noted to the General Contractor and HVAC contractor at the next opportunity.

### **PETITIONS AND REQUESTS OF THE PUBLIC**

Board Trustee Still moved, seconded by Board Trustee Dalesandro to open the public session at 8:26 p.m. and was approved by a unanimous voice vote by all members present. President Morton opened the meeting to the public at 8:26 pm.

**Mrs. Cheryl Stanaback ( ) made an inquiry regarding the selection of the new lockers and asked why the lockers that were selected were "stacked" – top and bottom rows of lockers rather than single lockers lined next to each other in rows as they had been in the past. President Morton stated that the lockers that were selected and put in place are wider to allow children to put more things in them rather than being too thin to accommodate backpacks for instance. President Morton also stated that the Architect had recommended that the district purchase these lockers because they are/have been the preference of Administration/Staff in many NJ school districts**

**Ms. Karin Bond (5 Koclas Drive) "thanked" President Morton, Board Trustee McQueeney, and Board Trustee Olivo for all of their hard work and efforts in working on the school grounds just prior to school opening. Ms. Bond stated "You did a great job!" Ms. Bond then stated that there has been a tremendous effort by the Netcong Garden Club, the Netcong PTA and parents/staff to make our Netcong Elementary Garden/Reading Center a beautiful place for our children and community. "Everyone who worked on it has done a fabulous job!"**

There being no further items for discussion at this time, Board Trustee Dalesandro moved, seconded by Board Trustee Still to close the public session at 8:30 pm. This was approved by a unanimous voice vote by all members present.

### **IX. EXECUTIVE SESSION**

Motion by Board Trustee Dalesandro, seconded by Board Trustee McQueeney, that **RESOLVED**, pursuant to N.J.S.A. 10:4-13 and 10:4-12 that the Netcong Board of Education hold a closed Executive Session regarding pending or anticipated litigation, contract negotiation, personnel, and/or matters pertaining to attorney/client privilege. It is expected that the discussion undertaken in this closed session can be made public at the time official action is taken.

The motion was made at 8:30 pm and was approved by a unanimous voice vote by all members present.

**EXECUTIVE SESSION – A motion is requested to come out of executive session.**

Motion by Board Trustee McQueeney, seconded by Board Trustee Tranor to close executive session at 10:12 pm. The motion was approved by a unanimous voice vote by all members present.

The Board reconvened in Public Session at 10:12 pm with the following members present:

Present: Mrs. Callahan, Mrs. Dalesandro, Mr. McQueeney, Mr. Olivo, Mrs. Popelka, Mr. Still, Mr. Tranor and Mr. Morton, President.

**X. MOTIONS FOLLOWING EXECUTIVE SESSION**

**B. PERSONNEL**

**James Still, Chairperson**

Motion by Board Trustee Still, seconded by Board Trustee Dalesandro that resolution number 1 be adopted as presented:

**BE IT RESOLVED** that resolution number 1 be adopted as presented:

1. **BE IT RESOLVED**, that the Netcong Board of Education, upon the recommendation of the Interim Superintendent, approves the following individuals as a temporary/part time/substitute custodians pending final County approval:  
(As noted, county approval refers to the fingerprinting process required by law for all state employees.)

Name	Effective Date	Hourly Wage
David A. Penicaro	September 01, 2011 – June 30, 2012	\$15.00 / Hour
Carol Vanderhoof	September 01, 2011 – June 30, 2012	\$15.00 / Hour

**VOTE: PERSONNEL AGENDA ITEM #1 AS PRESENTED.**

**AYES:** Mrs. Callahan, Mrs. Dalesandro, Mr. McQueeney, Mrs. Popelka, Mr. Still, Mr. Tranor, and Mr. Morton, President.

**NAYS:** None

**ABSTENTIONS:** Mr. Olivo

Motion by Board Trustee Still, seconded by Board Trustee Dalesandro that resolution number 5 be addended and adopted as presented:

5. **BE IT RESOLVED** that the Netcong Board of Education, upon the recommendation of the Interim Superintendent, approves the following **additional** stipend and personnel for the listed positions for the 2011 – 2012 school year:

ADVISOR	ACTIVITY	STIPEND
Kevin Earl	Lunch Room Supervisor Additional Lunch Period	\$2,575.66 Pro-Rata September 28, 2011- June 26, 2011

**VOTE:** **PERSONNEL AGENDA ITEM #5 AS ADDED AND AS PRESENTED.**

**AYES:** Mrs. Callahan, Mrs. Dalesandro, Mr. McQueeney, Mr. Olivo, Mrs. Popelka, Mr. Still, Mr. Tranor and Mr. Morton, President.

**NAYS:** None

**ABSTENTIONS:** None

**BE IT RESOLVED** that resolution number 6 be added and adopted as presented:

6. **BE IT RESOLVED** that the Netcong Board of Education, upon the recommendation of the Interim Superintendent, approves the employment of Mrs. Melissa Flach-Bammer as Principal/CST Coordinator of the Netcong Elementary School effective September 1, 2011 through June 30, 2012, contractual terms and conditions to be negotiated.

**VOTE:** **PERSONNEL AGENDA ITEM #6 AS ADDED AND AS PRESENTED.**

**AYES:** Mrs. Callahan, Mrs. Dalesandro, Mr. McQueeney, Mr. Olivo, Mrs. Popelka, Mr. Still, Mr. Tranor and Mr. Morton, President.

**NAYS:** None

**ABSTENTIONS:** None

**XI. ADJOURNMENT** – There being no further business to come before the board, Board Trustee Still made a motion, seconded by Board Trustee McQueeney and carried by Unanimous Voice Vote to adjourn the September 27, 2011 Regular Business Meeting of the Netcong Board of Education at 10:15 PM.

Respectfully Submitted,

Christine M. Werner  
Business Administrator/Board Secretary