



Netcong School District
26 College Road
Netcong, New Jersey 07857

REGULAR BOARD MEETING MINUTES

April 25, 2017
7:00 P.M.

I. CALL TO ORDER

The meeting was called to order to President Dalesandro at 7:00 p.m.

II. FLAG SALUTE

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

B. OPEN PUBLIC MEETING ACT PROCLAMATION- was made part of the minutes by Board Secretary Nicole Sylvester:

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 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, a tradition to nurture, inspire, empower, and achieve by all, for all.

D. BOARD GOALS

1. Successfully communicate information for a successful passage of the ballot question.
2. Continue and increase professional development for board members.
3. Create an in-house new board member orientation.

E. DISTRICT GOALS

1. To continue to improve student achievement.
2. To continue to be financially disciplined in the areas of spending while continuing to maintain improvements to facilities.
3. Explore/Strategize ways to restore programs if the Ballot Question passes or fails.
4. To continue to schedule/complete Referendum projects.

III. ROLL CALL

The following members were present: Mr. Callahan, Mrs. Callahan, Mr. Costanzo, Mrs. Dalesandro, Mr. Kranz, Mr. Morton, Ms. Santalucia and Mrs. Santana.

Not Present: Mr. Domick- work commitment

Also present: Dr. Gina Cinotti, Chief School Administrator
Nicole Sylvester, Business Administrator/Board Secretary
Derlys Gutierrez, Board Attorney
23 members of the public and teachers

IV. BOARD CORRESPONDENCE & APPROVAL OF MINUTES

Correspondence- Mrs. Sylvester read the following letter:

Dear Members of the Netcong Board of Education:

It was a pleasure to introduce ourselves as the current special education parent advisory committee (SEPAC).

New Jersey administrative code 6A: 14-1.2 (h) states that each Board of Education shall ensure that a special education parent advisory group is in place in the district to provide input to the district on issues concerning students with disabilities.

The purpose of the group is as follows:

- To provide direct input on the policies, programs and practices that impact services and supports for children with disabilities and their families.
- To increase the involvement of families of children with special needs and making recommendations on special education policy.
- To advise on matters that pertain to the education, health and safety of children with special needs.
- To advise on unmet needs of children with disabilities.

Netcong SEPAC hopes to support, strengthen and encourage a strong relationship with parents and the school by addressing systematic issues and the future of special education. We are excited to work with parents, staff, administration and the Board of Education to effectively share input, suggestions, and resources and collaborate together on issues that will benefit all students.

We look forward to the opportunity to regularly meet with the members of the board of education and administration as we establish our SEPAC Committee in the district.

Thank you for your time and we look forward to collaborating with you in the near future.

Sincerely,
Netcong SEPAC
Rep. Anne M. Witt
Rep. Lisa Schuffenhauer

Board Trustee Timothy Domick entered the room at 7:06 p.m.

Approval of Board Minutes

Mr. Morton made a motion to table the February 21, 2017 Work Session Minutes and the February 28, 2017 Regular Minutes below, it was seconded by Ms. Santalucia and was approved by a Unanimous Voice Vote by all members present.

Mr. Domick moved and Mr. Costanzo seconded that the Netcong Board of Education approve the minutes of the following meeting as submitted:

February 21, 2017	Executive Session Minutes - Part 1
February 21, 2017	Executive Session Minutes – Part 2
February 21, 2017	Work Session Minutes
February 28, 2017	Regular Minutes
February 28, 2017	Executive Session Minutes
March 21, 2017	Regular Minutes
March 21, 2017	Executive Session Minutes

The motion was approved by a Unanimous Voice Vote by all members present.

V. PRESIDENT’S COMMENTS

President Dalesandro reported that Dr. Cinotti would be doing a budget presentation along with a presentation on School Performance reports.

VI. LIAISON REPORTS

a. Netcong Educational Foundation

President Dalesandro read her report for the NEF's monthly meeting on April 13, 2017:

The Netcong Educational Foundation held its meeting on April 13, 2017 and the highlights of the meeting are as follows:

The Foundation was successful in translating the NEF handbook and enrollment forms to Spanish. This will help for a smoother enrolling transition.

The NEF was happy to hear that the Board is making progress in moving forward on upgrades and corrections to the emergency exit in the art room where the aftercare program is located.

Kate Walsh submitted a grant request for \$1,600 for the printing of agendas and folders for the 2017-2018 school year. The grant was unanimously approved.

The NEF is exploring sponsoring a trip to sky zone on one of the half days in June. The NEF will pick up the cost of the bus and half the price of admission. More details to follow.

The NEF is also exploring having a major fall fundraiser. Again, details to follow.

The NEF also heard a presentation by several parents regarding extracurricular activities and clubs for next year. Mrs. Jen Santana will be putting together some activities and club recommendations to submit to the NEF for sponsorship.

The next meeting of the NEF will be Wednesday, May 10 at 6 p.m. in the math room.

b. Netcong PTA

Mr. Costanzo reported that the April meeting was cancelled. He stated the PTA is accepting nominations and are concerned they don't have enough people to carry on the PTA and it could potentially dissipate. Mr. Costanzo asked Mrs. Dalesandro if he could have Mrs. Bond address the Board about PTA concerns at the next Board meeting.

c. Town Council

President Dalesandro read her report for the Town Council monthly meeting:

The Town Council held their public hearing and adoption of the 2017 municipal budget. Mrs. Valerie Dolan from the towns audit firm gave a review of the town's finances. She stated the town was in good financial shape. Also, the town will no longer pay a fee to Mt. Olive for a library card. Instead residents of Netcong may request a library card from the Sussex county library instead. The switch was a financial one and should have no impact on services.

d. Recreation Commission & Planning Board

Mr. Morton reported that the Recreation meeting is tomorrow, April 26th at 7:30 at Town Hall. They will hold the town wide garage sale on May 6th. On July 29th, there will be a Broadway bus trip to the School of Rock at 2 p.m. for \$85 a ticket including the bus ride. Every Saturday there will be tai chi at the park under the gazebo at no cost.

Mr. Morton reported that the Planning Board had no business and their meeting next Monday is cancelled.

VII. CHIEF SCHOOL ADMINISTRATOR COMMENTS

Dr. Cinotti & Mrs. Sylvester presented the 2017-18 Budget. Dr. Cinotti then presented the 2015-16 School Performance Report.

Dr. Cinotti reported that the Board already read the SEPAC – Special Education Parent Advisory Committee letter.

Dr. Cinotti reported that there were no volunteers this month to do student presentations.

Dr. Cinotti reported on the 2016-17 District Goal Update. Handouts were given to all Board members.

Dr. Cinotti gave her HIB Monthly report, Security Drill: 3/27/17 6 min., 4/11/17 10 min.; Fire Drills: 3/21/17, 5 min., 4/5/17, 5 min. and stated there were no suspensions.

Dr. Cinotti read a statement as follows:

“Work Session Minutes, April 18, 2017, Page 4 of 7, X. Executive Session”

“Dr. Cinotti, Mrs. Sylvester & Mr. Costanzo (voluntarily) exited the room at 7:12 pm.”

Work Session Executive Session Part I Minutes, April 18, 2017, Page 1

“Dr. Cinotti, Mrs. Sylvester & Mr. Costanzo (voluntarily) exited the room at 7:12 pm.”

The word voluntarily is not an accurate description of why Mr. Costanzo left the room. The School Ethics Commission issued an Advisory Opinion 3/28/17 which states Mr. Costanzo is conflicted and must limit his Board member activity due to the pending School Ethics case and a criminal complaint against him.

Specifically, Mr. Costanzo is conflicted in all matters related to the CSA, and this includes but is not limited to decisions, discussion (executive and public), evaluations, and personnel matters. Mr. Costanzo must recuse himself from these matters, abstain from every public vote on these matters, and limit his involvement with the CSA to avoid violating the School Ethics Act.

Please add this document to the minutes of tonight’s meeting, April 25, 2017.”

Dr. Cinotti provided a copy of the School Ethics Commission Advisory Opinion to Mrs. Sylvester to have as an attachment to the minutes.

Discussion ensued between Dr. Cinotti, Ms. Derlys Gutierrez and other Board Members regarding the definition of the word voluntary.

VIII. BUSINESS ADMINISTRATOR COMMENTS

None at this time.

IX. QUESTIONS/COMMENTS FROM THE PUBLIC – AGENDA ITEMS ONLY

Motion: Mr. Morton

Second: Mrs. Santana

Time: 7:40 pm

Public is invited to address the Board with any questions, comments, or concerns. The Board requests that the individual address the Board, giving name and address, and asks that all remarks be directed to the Chair. The public portion shall be limited to thirty minutes with a five-minute time limit on each participant. The Board wishes to remind all attendees at its meeting that while it subscribed without reservation to the principle of keeping the public completely informed, by policy it cannot allow public discussion of personnel matters. If a matter concerning the staff of the Netcong Public School is of interest or concern, the matter would be referred to the Chief School Administrator or the Board of Education, either by telephone or letter.

Mrs. Popelka asked a few questions as follows:

1. She indicated she did an evaluation of the 2016-17 budget and 2017-18 budget and there was a difference of \$190,264.
2. She indicated she noticed the Board Attorney is present and notes that she knows the budget groups professional fees together with other items but indicated she noticed a large number for professional fees of \$57,250. She then asked how much in attorney fees were for

2016-17 and 2017-18. Mrs. Sylvester responded indicating that we budgeted \$15,000 in 2016-17 of which has been overspent and budgeted \$20,000 in 2017-18.

3. Mrs. Popelka indicated that we had Instructional space and classroom needs. She asked why we re-instated Art, Music, and World Language rather than another Elementary teacher. Dr. Cinotti reported that the Board wanted programming versus another teacher.

4. Mrs. Popelka asked what kind of playground we were going to be getting for \$1,800. President Dalesandro indicated the motion for \$1,800 was to approve a grant we would receive of \$1,800, not to replace the playground.

5. Mrs. Popelka stated the Board was willing to spend \$85,000 on Annex upgrades but recommended they consider having a modular prefabricated come in to be priced as it would be less than fixing the entire building.

Mrs. Henry reported that they have been trying to get the SEPAC committee together for some time as this has been in law for a while. She stated they have tried over past years to have it up and running again and to work with other districts. She stated they now have a good handful of parents interested and have the committee up and running which is why the Board received the written letter which was read earlier. The committee is looking to bring in some speakers, one on May 9th, one from NJ Arc of NJ and invited other districts to come to the presentation. The presentation will be helping parents and community members as to what they can provide families with disabilities.

There being no comments from the public, a motion was made to close.

Motion: Mr. Morton

Second: Mr. Costanzo

Time: 7:51 p.m.

X. OLD BUSINESS

None at this time.

XI. INFORMATION/REPORTS/ACTIONS

A. FINANCE (B. Dalesandro, Chair)

Board Trustee Todd Morton moved and Board Trustee David Costanzo seconded, that the Netcong Board of Education approve resolutions #1-18 as presented:

1. Be it resolved that the Netcong Board of Education, upon the recommendation of the CSA, hereby approves the March 30, 2017 payroll in the amount of \$140,405.11.
2. Be it resolved that the Netcong Board of Education, upon the recommendation of the CSA, hereby approves the April 15, 2017 payroll in the amount of \$142,360.38.
3. Be it resolved that the Netcong Board of Education, upon the recommendation of the CSA, hereby approves the bills list for March 22, 2017 through April 25, 2017 in the amount of \$487,927.09.
4. Be it resolved that the Netcong Board of Education, upon the recommendation of the CSA, hereby accepts the following March 2017 Financial Reports. The Board Secretary's monthly certification, as attached, pursuant to N.J.A.C. 6:20-2.12(d) that as of March 31, 2017 no line

item account has encumbrances and expenditures, which in total exceed the line item appropriation in violation of N.J.S.A. 18A-22-8 and 18A-22-8.1. Pursuant to N.J.A.C. 6A:23A-16.10 the Netcong Board of Education, after review of the Board Secretary's and Treasurer's monthly financial reports certify that as of March 31, 2017 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:23-2.2 and that sufficient funds are available to meet the district's financial obligations for the remainder of the fiscal year.

5. Be it resolved that the Netcong Board of Education, upon the recommendation of the CSA, hereby approves the Transfers Reports for the month of March 2017.
6. Be it resolved that the Netcong Board of Education, upon the recommendation of the CSA, hereby approves the final budget be approved for the 2017-2018 School Year using the 2017-2018 state aid figures and the Secretary to the Board of Education of Schools for approval in accordance with the statutory deadline:

	General Fund	Special Revenues	Debt Service (Referendum)	Total
2017-18 Total Expenditures	\$5,033,640	\$159,657	\$151,053	\$5,344,350
Less: Anticipated Revenues	\$1,520,630	\$159,657	\$0	\$1,680,287
Taxes to be Raised (Tax levy)	\$3,513,010	\$0	\$151,053	\$3,664,063

And to advertise said final budget in the Daily Record in accordance with the form suggested by the State Department of Education and according to law.

Note: As required by the NJDOE, we must include capital & maintenance reserves as revenue and expenses, which equals \$294,283, therefore the General Fund is \$4,739,357 which is noted in the 17-18 budget presentation.

7. Be it resolved that the Netcong Board of Education, upon the recommendation of the CSA, hereby approves in the final budget the adjustment for enrollment in the amount of \$36,381.
8. Be it resolved that the Netcong Board of Education, hereby requests the approval of a capital reserve withdrawal in the amount of \$207,061 for the local share of following projects:

Project	Project Cost
Annex Upgrades	\$85,000
Gymnasium Repairs	\$50,300
Interior/Exterior Stair Repair/Replacement	\$64,811
SDA Assessment Fee	\$6,950
Total Project Cost	\$207,061

Note: This resolution is mandated by the NJDOE State Budget Guidelines to be included as a part of the advertised budget.

9. Be it resolved that the Netcong Board of Education, hereby approves the November ballot question to be advertised and submitted to the Executive County Superintendent as follows:

In addition to the regular advertised budget, the Netcong Board of Education will seek approval from the district's legal voters to raise an additional \$85,000 for General Funds in the same school year (2017-18). These taxes will be used exclusively for the hiring of one elementary teacher and benefits for the purpose of reducing class size. Approval of these taxes will result in a permanent increase in the district's tax levy. The proposed additional expenditures are in addition to those necessary for a thorough and efficient (T&E) education.

10. Be it resolved that the Netcong Board of Education, upon the recommendation of the CSA, hereby approves AXA as an approved provider.
11. Be it resolved that the Netcong Board of Education, upon the recommendation of the CSA, hereby approves the submission of the NJSIG grant in the amount of \$1,800 to repair playground equipment.
12. Be it resolved that the Netcong Board of Education, upon the recommendation of the CSA, hereby authorizes the submission of an Amendment Application to the 2016-2017 NCLB Title IIA application to adjust expenditures from the 2015-2016 school year.
13. Be it resolved that the Netcong Board of Education, upon the recommendation of the CSA, hereby authorizes the submission of an Amendment Application to the 2016-2017 IDEA Basic application to adjust expenditures from the 2015-2016 school year.
14. Be it resolved that the Netcong Board of Education, hereby approves the withdrawal of funds from Capital Reserve for the purpose transferring to Capital Outlay to fund the complete bleacher replacement project, which includes the following, but not limited to:
 - a. Bleacher demolition and replacement
 - b. State filing fees
 - c. Architectural fees
 - d. Electrical work
15. Be it resolved that the Netcong Board of Education, hereby approves the contract with Nickerson Corporation to replace the gym bleachers at a cost of \$69,418.
16. Be it resolved that the Netcong Board of Education, hereby authorizes Parette Somjen Architects to submit all necessary plans and paperwork to the Department of Education concerning the new gymnasium bleachers at Netcong Elementary School to serve as an application to the Office of School Facilities and an amendment to the district's Long Range Facility Plan; and

Be it further resolved, this project shall be an "Other Capital" project and the board of education is not seeking state funding but will fund the project through the district's Capital Reserve account.
17. Be it resolved that the Netcong Board of Education, hereby approves the proposal with Parette Somjen for state filing associated with the bleacher replacement at a cost of \$3,500.

18. Be it resolved that the Netcong Board of Education, hereby approves the proposal with Hewitt Electric for electrical associated with the bleacher replacement at a cost of \$1,900.

Roll Call Vote:

Yes: Mr. Callahan, Mrs. Callahan, Mr. Costanzo, Mrs. Dalesandro, Mr. Domick, Mr. Kranz, Mr. Morton, Ms. Santalucia and Mrs. Santana.

No: None

Abstain: None

B. POLICY (B. Dalesandro, Chair)

Board Trustee Todd Morton made a motion to amend resolution #1, Policy 9150 from reading “Policy” to “Policy/Reg”. The motion was seconded by Jen Santana and approved by a Unanimous Voice Vote by all members present.

Board Trustee Todd Morton moved and Board Trustee David Costanzo seconded, that the Netcong Board of Education approve resolutions #1-2 as amended:

1. Be it resolved that the Netcong Board of Education, upon the recommendation of the CSA, approves the **FIRST READING** of following Policy and Regulation Revisions:

<i>Policy/Reg</i>	#	Title	Type
	0000.01	Introduction (M)	Revised
	0000.02	Introduction (M)	Revised
	0000.03	Introduction (M)	Revised
Policy	2320	Independent Study Programs	Abolished
Policy	2415.06	Unsafe School Choice Option (M)	Revised
Regulation	2460.01	Special Education – Location, Identification & Referral (M)	Revised
Regulation	2460.8	Special Education – Free & Appropriate Public Education (M)	Revised
Regulation	2460.9	Special Education – Transition from Early Intervention Program to Preschool Programs (M)	Revised
Regulation	2460.15	Special Education	New
Regulation	2460.16	Special Education – Instructional Material to Blind or Print-Disabled Students (M)	Re-Adoption
Policy	2464	Gifted & Talented Students (M)	Revised
Policy	2467	Surrogate Parents and Foster Parents (M)	Revised
Policy	2622	Student Assessment (M)	Revised
Policy/Reg	3160	Physical Examination (M)	Revised
Policy/Reg	4160	Physical Examination (M)	Revised
Policy/Reg	5116	Education of Homeless Children (M)	Revised
Policy	7446	School Security Program	New
Policy	8350	Records Retention	New
Policy/Reg	9150	School Visitors	Revised

2. Be it resolved that the Netcong Board of Education, upon the recommendation of the CSA, approves the **SECOND READING** of following Policy and Regulation Revisions:

Policy/Reg	#	Title	Type
Policy	4434	Holidays	Revised

Roll Call Vote:

Yes: Mr. Callahan, Mrs. Callahan, Mr. Costanzo, Mrs. Dalesandro, Mr. Domick, Mr. Kranz, Mr. Morton, Ms. Santalucia and Mrs. Santana.

No: Mr. Morton on resolution #2

Abstain: None

- C. FACILITIES** (*T. Morton, Chair*)
None at this time.

- D. CURRICULUM** (*J. Santana, Chair*)

Board Trustee Jen Santana moved and Board Trustee Todd Morton seconded, that the Netcong Board of Education approve resolutions #1-4 as presented:

1. Be it resolved that the Netcong Board of Education, approves the following graduate courses for staff as per the NTA contract:

Date	Name	Graduate Course	College/Univ.	Cost
Summer 2017	Bonnie Lisk	Nature & Needs Individuals with Disabilities	Centenary Univ.	3 credits @ \$574.50/credit Total = \$1723.80 (mileage = \$0)

2. Be it resolved that the Netcong Board of Education, upon the recommendation of the CSA, approves the following Professional Development:

Date	Name	Workshop	Location	Cost
5/2/17	Nicole Sylvester Sandra Mangrella	CDK Accounting Year End Workshop	Washington, NJ	Roundtrip mileage 41.2 @ \$0.31/mile = \$12.77 each, Total mileage \$25.54
5/3/17	Liz Juliano	CDK Personnel Year End Workshop	Washington, NJ	\$50 Registration Fee Roundtrip mileage 41.2 @ \$0.31/mile = \$12.77 Total = \$62.77
5/9/17	Nicole Sylvester Sandra Mangrella	CDK Personnel Year End Workshop	Washington, NJ	\$50 Registration Fee Roundtrip mileage 41.2 @ \$0.31/mile = \$12.77 each, Total mileage \$25.54 Total = \$75.54
5/25/17	Gina Cinotti	Student Assessment & Data Summit	Somerville, NJ	No Registration fee Roundtrip mileage 51.2 @ \$0.31/mile - \$15.87 Total - \$15.87
6/7/17- 6/9/17	Nicole Sylvester	2017 NJASBO Conference	Atlantic City, NJ	\$275 Registration Fee \$275 Accommodations for 2 night stay Round trip mileage 280 @ \$0.31/mile = \$86.80 Total Cost = \$ 636.80

3. Be it resolved that Netcong Board of Education, upon the recommendation of the CSA, approves the submission of the application to the NJDOE to create a Preschool Disabilities Program for the 2017-2018 school year.
4. Be it resolved that the Netcong Board of Education, upon the recommendation of the CSA, approves the revised 2016-2017 school calendar for the purpose of giving back one unused snow day on Tuesday, May 30, 2017, where will school will be closed yet the district will be open.

Note: We were unable to give back Friday, May 26, 2017 as indicated on the calendar, due to the 7th grade Stokes field trip being scheduled on that day.

Roll Call Vote:

Yes: Mr. Callahan, Mrs. Callahan, Mr. Costanzo, Mrs. Dalesandro, Mr. Domick, Mr. Kranz, Mr. Morton, Ms. Santalucia and Mrs. Santana.

No: None

Abstain: Mr. Costanzo on resolution #2

E. PERSONNEL (Marianne Callahan, Chair)

Board Trustee Todd Morton made a motion to amend resolution #10, #11 and #12, to remove the words “one-year”. The motion was seconded by Jen Santana and approved by a Unanimous Voice Vote by all members present.

Board Trustee Marianne Callahan moved and Board Trustee Todd Morton seconded, that the Netcong Board of Education approve resolution #1-12 as amended:

1. Be it resolved that the Netcong Board of Education, upon the recommendation of the CSA, approves the following tenured certificated staff members and salaries, based on the 2015-16 NTA contract salary guide, for the 2017-2018 school year, pending the contract negotiations with the NTA.

Certified Staff/Tenured				
	<u>First</u>	<u>Last</u>	<u>Status</u>	<u>Salary</u>
1	Kim	Arbolino	FTE	\$82,535
2	Marlene	Baccaro	FTE	\$56,440
3	Jacqueline	Cinotti	FTE	\$56,440
4	Cathy	DeVito	FTE	\$92,535
5	Nick	DiDonato	0.80	\$55,991
6	Cie	DiRenzo	FTE	\$61,132
7	Robert	DeKleine	FTE	\$63,304
8	Suzanne	DeKleine	FTE	\$66,440
9	Ann Marie	Evans	FTE	\$58,849
10	Tana	Ferris	FTE	\$68,786
11	Amy	Henry	FTE	\$92,535
12	Mary Frances	Koch	FTE	\$82,535
13	Phyllis	Konyak	FTE	\$84,535
14	Christine	Longo	FTE	\$71,299
15	Jane	Morin	FTE	\$69,132
16	Melissa	Ninni	FTE	\$51,781

17	Dina	O'Hagan	FTE	\$51,781
18	Julio	Picallo	FTE	\$56,440
19	Darrell	Sandru	FTE	\$92,535
20	Gina	Szarejko	FTE	\$80,383

2. Be it resolved that the Netcong Board of Education, upon the recommendation of the CSA, approves the following non-tenured certificated staff members and salaries, based on the 2015-16 NTA contract salary guide, for the 2017-2018 school year, pending the contract negotiations with the NTA.

Certified Staff/Non-Tenured				
	<u>First</u>	<u>Last</u>	<u>Status</u>	<u>Salary</u>
1	Diana	Blakely	FTE	\$50,925
2	Shawn	Cryan	FTE	\$54,925
3	Britt	Huss	FTE	\$55,781
4	Bonnie	Lisk	FTE	\$50,070
5	Danielle	Painter	FTE	\$54,070
6	Christina	Sadel	FTE	\$50,925
7	Thomas	Salerno	FTE	\$54,070
8	Meganne	Secola	FTE	\$50,070
9	Hayley	Vicedomini	FTE	\$50,070

Motion #2, Item #3 Did Not Pass

3. Be it resolved that the Netcong Board of Education, upon the recommendation of the CSA, approves the following tenured Administration staff members, salaries, and contracts for the 2017-2018 school year:

Tenured Administration				
	<u>First</u>	<u>Last</u>	<u>Status</u>	<u>Salary</u>
1	Nicole	Sylvester	12 mths	\$81,600

Note: As determined by the Netcong Board of Education, salaries will remain frozen at the 2016-17 rate and any salary increases will be considered by the Board pending the outcome of the contract negotiation with the NTA.

4. Be it resolved that the Netcong Board of Education, upon the recommendation of the CSA, approves the following non-tenured Administration staff members, salaries, and contracts for the 2017-2018 school year:

Non- Tenured Administration				
	<u>First</u>	<u>Last</u>	<u>Status</u>	<u>Salary</u>
1	Kathleen	Walsh	12 mths	\$81,600

Note: As determined by the Netcong Board of Education, salaries will remain frozen at the 2016-17 rate and any salary increases will be considered by the Board pending the outcome of the contract negotiation with the NTA.

5. Be it resolved that the Netcong Board of Education, upon the recommendation of the CSA, approves the following tenured Support Staff members, salaries, and contracts for the 2017-2018 school year:

Tenured Support Staff				
	<u>First</u>	<u>Last</u>	<u>Status</u>	<u>Salary</u>
1	Mary Anne	Collins	12 mths	\$42,656

Note: As determined by the Netcong Board of Education, salaries will remain frozen at the 2016-17 rate and any salary increases will be considered by the Board pending the outcome of the contract negotiation with the NTA.

6. Be it resolved that the Netcong Board of Education, upon the recommendation of the CSA, approves the following non-tenured Support Staff members, salaries, and contracts for the 2017-2018 school year:

Non-Tenured Support Staff				
	<u>First</u>	<u>Last</u>	<u>Status</u>	<u>Salary</u>
1	Elizabeth	Juliano	12 mths	\$43,452
2	Sandra	Mangrella	12 mths	\$40,800

Note: As determined by the Netcong Board of Education, salaries will remain frozen at the 2016-17 rate and any salary increases will be considered by the Board pending the outcome of the contract negotiation with the NTA.

Motion #6 Did Not Pass

7. Be it resolved that the Netcong Board of Education, upon the recommendation of the CSA, approves the following Groundskeeper Staff members, salaries, and contracts for a fixed one-year term for the 2017-2018 school year:

Grounds				
	<u>First</u>	<u>Last</u>	<u>Status</u>	<u>Salary</u>
1	Todd	Ruggieri	12 mths	\$37,454
2	Nicholas	Serignese	12 mths	\$37,454

Note: As determined by the Netcong Board of Education, salaries will remain frozen at the 2016-17 rate and any salary increases will be considered by the Board pending the outcome of the contract negotiation with the NTA.

8. Be it resolved that the Netcong Board of Education, upon the recommendation of the CSA, approves the recommendation of tenure for Shawn Cryan as the PE/Health teacher effective September 1, 2017.
9. Be it resolved that the Netcong Board of Education, upon the recommendation of the CSA, approves the recommendation of tenure for Kathleen Walsh as the Assistant Principal effective July 1, 2017.
10. Be it resolved that the Netcong Board of Education, upon the recommendation of the CSA, approves the recommendation of Marilyn Garcia as a Substitute Teacher, for a fixed term effective April 26, 2017 through the remainder of the 16-17 school year, at a rate of \$70 per day for the first 10 days and \$80 per day thereafter.
11. Be it resolved that the Netcong Board of Education, upon the recommendation of the CSA,

approves the recommendation of Genine Laurie as a Substitute Instructional Aide, for a fixed term, effective April 26, 2017 through the remainder of the 16-17 school year, at a rate of \$11.30 per hour.

12. Be it resolved that the Netcong Board of Education, upon the recommendation of the CSA, approves the recommendation of Nicole Perretti as a Substitute Teacher, for a fixed term, effective April 26, 2017 through the remainder of the 16-17 school year, at a rate of \$70 per day for the first 10 days and \$80 per day thereafter.

Roll Call Vote:

Yes: Mr. Callahan, Mrs. Callahan, Mr. Costanzo, Mrs. Dalesandro, Mr. Domick, Mr. Kranz, Mr. Morton, Ms. Santalucia and Mrs. Santana.

No: Mrs. Callahan, Mr. Callahan, Mr. Costanzo, Mrs. Dalesandro, resolution #2, item #3

Abstain: Ms. Santalucia on resolution #2, item #3
Mrs. Callahan, Mr. Callahan, Mr. Costanzo, Ms. Santalucia, Mrs. Santana, Mrs. Dalesandro, on resolution #6
Mr. Costanzo, Mr. Morton, and Mrs. Santana on resolution #4 (Mr. Morton & Mr. Costanzo abstained due to personnel conflicts)
Mrs. Santana on resolution #1, 2, 3, 5, 7

Dr. Cinotti asked if there was a question regarding a personnel issue she why the Board did not ask the question during the Work Session meeting last week. She also asked if the Board could explain why the motions were not passed. Ms. Gutierrez recommended the Board not to respond. President Dalesandro indicated this would go back to the personnel committee. Dr. Cinotti asked if she could have an answer by Friday so she knew whether she should re-recommend the individuals or advertise for the position.

XII. MISCELLANEOUS

Mr. Morton expressed that at this point in time when he feels the Board should be coming together he feels the votes of which just happened on the personnel resolutions were disheartening.

XIII. COMMENTS FROM THE PUBLIC – ANY ISSUE/TOPIC

Motion: Mrs. Santana

Second: Mr. Costanzo

Time: 8:12 p.m.

The Public is invited to address the Board with any questions, comments, or concerns. The Board requests that the individual address the Board, giving name and address, and asks that all remarks be directed to the Chair. The public portion shall be limited to thirty minutes with a five-minute time limit on each participant. The Board wishes to remind all attendees at its meeting that while it subscribes without reservation to the principle of keeping the public completely informed, by policy it cannot allow public discussion of personnel matters. If a matter concerning the staff of the Netcong Public School is of interest or concern, the matter should be referred to the Chief School Administrator or the Board of Education, either by telephone or letter.

Mr. John Sylvester asked the Board if the \$500,000 to \$600,000 which the architect quotes on the annex building were true numbers. President Dalesandro indicated that they were not true numbers

as no quotes were derived on three classrooms spaces and the number seemed inflated and there was no evidence based on any bidding process.

Mrs. Bond asked why they were investing \$85,000 in the Annex on resolution #8 under Finance. President Dalesandro indicated this was not a commitment on repairs, it was a projected number. Mr. Costanzo indicated that these numbers are submitted ahead of time for budget purposes and this was not a set-in stone number.

Mr. Tosti indicated he was here on 4/18/17 and felt it was disconcerting that Mr. Costanzo was voluntarily leaving. He said this was inherently misleading due to the Advisory Opinion. He also stated that he believed there was a Board Policy on recording at meetings and pointed to the two people in the public.

Mrs. Popelka piggybacked on the videotaping policy stating that she believes they must announce to the chair they are recording. She also stated that she felt it was unacceptable that the Board was paying \$40,000 for attorney fees.

Miss DeVito then read the following statement from the NTA:

Dear Board of Education and Community Members,

We are the Netcong Teachers' Association (NTA) and we believe that having a knowledgeable and dedicated teaching staff, along with strong family involvement, are the biggest factors in our students' wonderful success! Educational research studies have shown that when families are involved in their children's education, the students are more likely to complete homework assignments well, while earning better grades and test scores. Also, the students' attendance rates and behaviors in school were better. Working hand-in-hand, school staff members, families, communities, and policy makers share responsibility for a child's education. When families and schools work together, our children win.

The NTA firmly believes that students' success later in life are directly related to the quality of their education. As educators, we are constantly finding ways to help our students accomplish their goals, both in and out of the classroom. Our school staff dedicates countless hours, including time spent before and after school, on weekends, and during school breaks, to help our students reach their greatest potential.

Lately, you may have noticed the NTA gathering before and after school wearing the same blue shirt and attending board meetings as a group. This is because we have been working without a contract since July 1, 2016. Despite our best efforts we were unable to settle and are now in the process of Medication. We are hopeful for a productive medication, this Thursday.

We are dedicated to our students and their families and are looking forward to many more years of dedication to you and your children.

Thank you for all your support,

The Netcong Teachers' Association (NTA)

Mrs. Juliano stated that she was surprised that she was not re-hired for the 2017-18 school year as she felt she had a good working relationship with each Board member. She stated she enjoyed working here over the last two years and another two years prior. Mrs. Juliano stated she was excited to return when the position became available because she truly enjoys working in the District because of the staff, students, parents and community members. She stated she will miss seeing the children each day because she cherishes each one of them.

It was noted that Maria Johnson and MaryLu Costanzo stated they were videotaping the meeting and they would be happy to share any videos they had taken.

There being no comments from the public, a motion was made to close.

Motion: Mr. Costanzo Second: Ms. Santalucia Time: 8:23 p.m.

XIV. EXECUTIVE SESSION

Motion: Mrs. Callahan Second: Mr. Kranz Time: 8:23 p.m.
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 one or more of the following: legal matters, negotiations, personnel issues, individual student matters, and matters which are attorney-client privileged. It is expected that the discussion undertaken in this closed session can be made public at the time official action is taken.

President Dalesandro advised the public that the Board would discuss legal and contractual matters and that she expected the session would take approximately 45-60 minutes, and action may or may not be taken after the Board recessed back to open session.

Dr. Cinotti voluntarily left the meeting at 8:25 p.m.

Mrs. Sylvester and Mr. Costanzo exited the room at 8:45 p.m.

Mr. Morton exited the room at 9:05 p.m.

Mrs. Sylvester and Mr. Costanzo re-entered the room at 9:09 p.m.

XV. RECONVENE

A motion was made and approved to come out of closed session.

Moved: Ms. Santalucia Second: Mrs. Santana Time: 9:09 pm

The Board reconvened in open session with all members in attendance and no members of the public.

XVI. MOTION AFTER EXECUTIVE SESSION:

Board Trustee Marianne Callahan moved and Board Trustee David Costanzo seconded, that the Netcong Board of Education approve the following resolutions:

1. Be it resolved that the Netcong Board of Education, hereby rescinds the resolution adopted on February 28, 2017 where Integrity Consulting Group was appointed as the district's broker of record.
2. Be it resolved that the Netcong Board of Education hereby approves the Public Employer Trust Agreement with Brown & Brown Benefit Advisors for the provision of dental insurance through Horizon Healthcare Services, Inc. from July 1, 2016 through June 30, 2018.

Roll Call Vote:

Yes: Mr. Callahan, Mrs. Callahan, Mr. Costanzo, Mrs. Dalesandro, Mr. Domick, Mr. Kranz, Ms. Santalucia and Mrs. Santana.

No: None

Abstain: None

XVII. ADJOURNMENT

With no further Business before the Board, a motion was made and approved to adjourn.

Moved: Mr. Kranz

Second: Mr. Costanzo

Time: 9:11 pm

Respectfully submitted,



Nicole Sylvester
Business Administrator/Board Secretary