

**PARSIPPANY-TROY HILLS
BOARD OF EDUCATION
REGULAR MEETING OF
Thursday, February 7, 2019**

The ParsIPPany-Troy Hills Board of Education held its Regular Meeting on Thursday, February 7, 2019 at Dr. Frank A. Calabria Education Center, 292 ParsIPPany Road, ParsIPPany, NJ 07054.

CALL TO ORDER

CALL TO ORDER

President Mr. Neglia called the meeting to order at 6:07 pm.

MEETING NOTICE

MEETING NOTICE

Mr. Neglia 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 on January 4, 2019 and at the district website <http://www.pthsd.k12.nj.us>. Additionally, the Notice of Meeting was posted at the Municipal building and a copy of Notice filed with the Township Clerk on January 21, 2019. This is an official meeting.

FIRE NOTICE

FIRE NOTICE

The Fire Notice was read by Mr. Neglia. He also reminded everyone to turn off/or silence all electronic devices so as to not disturb the meeting.

SALUTE TO THE FLAG

SALUTE TO THE FLAG

Mr. Neglia asked everyone to stand for the flag salute.

ROLL CALL

ROLL CALL

Present: Mr. Timothy Berrios
Mr. George Blair: present by telecom
Mr. Andrew Choffo
Mr. Joseph Cistaro
Mr. Matthew DeVitto
Mrs. Susy Golderer
Mrs. Judy Mayer
Mrs. Alison Cogan
Mr. Frank Neglia

Also Present: Dr. Barbara Sargent, Superintendent
Mrs. Robin Tedesco, Business Administrator
Dr. Robert Sutter, Asst. Superintendent- Human Resources
Mrs. Joan Benos, Chief of Staff/Public Information Officer
Ms. Gabrielle Conde, Asst. Business Administrator/Board Secretary
Mrs. Katherine Gilfillan, Esq. Board Attorney

ADJOURN TO EXECUTIVE SESSION

ADJOURN TO EXEC SESSION

At 6:07 p.m. a motion was made by Mrs. Golderer, seconded by Mrs. Cogan and was unanimously approved by roll call vote to adjourn to closed session for the purpose of a personnel matters, HIB's and legal update.

1. This public meeting is hereby recessed into a private session where the public shall be excluded for the purpose of discussion and consideration of the following: HIBs, legal matters, negotiations, and personnel.
2. It is the determination of the Board that a discussion of the aforementioned subject matter may be prejudicial to the interests of the parties involved and could result in a possible invasion of a right of privacy and be detrimental to the parties involved.
3. Discussion and/or action of the Board with regard to the above mentioned subject matter shall be (or not be) disclosed to the public within 60 days hereof.

RECONVENE OPEN SESSION

**RECONVENE
OPEN SESSION**

On a motion by Mr. Choffo, seconded by Mrs. Mayer and unanimously approved by roll call vote the regular meeting reconvened at 7:00 p.m.

STUDENT COMMITTEE REPORT

STUDENT COMM. REPORT

Ruth Kowalski and Missy Lalo reported on the events at Parsippany Hills High School. Carly Holmer and Katie Goddard reported on the events at Parsippany High School.

Mr. Neglia suspended the regular meeting so Dr. Sargent could present an update on the progress toward the 2018-2019 District Goals.

CORRESPONDENCE

None

CORRESPONDENCE

UNFINISHED BUSINESS

None

UNFINISHED BUSINESS

COMMITTEE REPORTS

COMMITTEE REPORTS

Transportation- Mr. Devitto stated there is no report.

Human Resources/ Labor Relations – Mrs. Mayer reported that the committee met on February 4, 2019 and discussed the following key points:

1. Personnel Matters - The Committee discussed numerous confidential district personnel matters.
2. QSAC Site Visit on February 28, 2019 - Dr. Sargent and Dr. Sutter reminded the committee of the upcoming QSAC visit.

3. Spanish Waivers - Dr. Sutter explained to the committee that the administration has decided to continue with the Spanish Waivers for AP courses at PHHS rather than hire a full time Spanish teacher. The position will be evaluated after the district staffing meeting at the end of March.
4. Vicky Santana, Coordinating Supervisor, is continuing to teach the AP Spanish class through the end of the 18-19 school year.

Policy- Mr. Choffo said Policy will be meeting next week, but there is no report this week.

Critical Issues – Mr. Berrios stated that critical issues are scheduled to meet on the 25th of February. He gave an update about the Town Council Meeting he attended as the district liaison. Some of the items mentioned, as of the 22nd January, was that no official news on the Route 10 project. The council approved unanimously, a study for residential housing development.

Mr. Choffo added that he attended a more recent meeting at the Town Council and wanted to report that the vote in favor of the 15/15 project will contain approximately 400+ units. He stressed the importance for the Board to know that the developer would pay a small amount of the taxes up front and that would be all the district would receive, so they would hardly have any funding from these big residential developments.

Mr. Berrios responded by making the public and the Board aware of the overcrowding of schools and other impacts to the district financially.

Mr. Choffo stated that the finance committee proposed the idea that the critical issues committee should take this on.

Teaching & Learning – Mrs. Golderer reported that the Teaching & Learning committee met on February 4, 2019 and discussed the following agenda topics:

1. **January PD Day** - Principals led professional development on a multitude of topics in their buildings, including time for collaboration and common planning. Supervisors led committee meetings.
2. **New Financial Literacy Instructional Requirements** for Middle School Students to Begin with the 2019-2020 School Year. Commissioner of Education will provide further guidance.
3. **New Jersey Appellate Division** invalidated NJ Dept of Ed regulations requiring high school students to pass certain PARCC tests in order to graduate stating it was in violation of a State law that such a test may only be given to eleventh-grade students. Districts have been instructed to continue with testing as usual this year and await further guidance.
4. **Advanced Math 5th grade**
 - A. Beginning in September - designed for students with exceptional ability in math. Students will be able to advance a full grade level in their study of mathematics and will complete Geometry by the end of grade eight.

5. **6th Grade Honors ELA**
 - A. Incoming 6th grade students will be offered a more intensive English workshop which will afford the students to a more rigorous program.
6. **3rd Grade Strings Program** - We will begin offering strings to our third graders in the upcoming school year. Students will have small group lessons once a week and there will be a concert performance toward the end of the school year.
7. **Full year of World Language grade 6** to give our students more exposure and facility with a language.
8. **Former Parsippany teacher**, Elizabeth A Omega, has requested to survey district teachers on a voluntary basis for her dissertation research study. Her request has been approved by this committee.

Buildings and Grounds – Mr. Cistaro stated that Buildings and Grounds met this evening but he does not have a report prepared at this time.

Finance – Reminder that the negotiations committee will be meeting with the mediator for negotiations with the PTHEA on the 19th of February and there is information on our website regarding the negotiations. The Finance Committee met earlier tonight and reviewed the budget including the Budget Calendar and she is happy to report we are on track. They discussed various capital projects the district may want to take on in the 2019-2020 budget year. They discussed the township development and possible ideas of how the finances will have to follow some of these developments.

APPROVAL OF MINUTES

On a Motion by Mr. Berrios, seconded by Mr. Choffo, the Executive and Regular minutes of the January 17, 2019 meeting, were voted on as follows:

BOARD MEMBERS	AYE	NAY	ABSTAIN	RECUSE	ABSENT	RESOLUTION NUMBERS
Mr. Berrios	X					
Mr. Blair	X					
Mr. Choffo	X					
Mr. Cistaro	X					
Mr. DeVitto	X					
Mrs. Golderer	X					
Mrs. Mayer	X					
Mrs. Cogan	X					
Mr. Neglia	X					

Dr. Sargent presented Superintendent Bulletin Number 12.

Mrs. Tedesco presented the Secretary Report.

SUPERINTENDENT'S BOARD OF EDUCATION BULLETIN

Number 12

February 7, 2019

The following motions are non-controversial, a matter of routine business and will be voted on by one motion:

ITEMS FOR DISCUSSION

I. LA – LEADERSHIP ACTIONS – BARBARA SARGENT, ED.D.

Dr. Barbara Sargent will present an update on the progress toward the 2018-2019 District Goals.

Strategic Goals

We will serve *all* of our students by focusing on the following goals within a comprehensive and coherent PK-12 framework:

- Our district will create an innovative and rigorous educational experience in a borderless learning community that produces creative students who are problem solvers and self-directed individuals.

- All students will receive social and emotional support to become adaptable, confident citizens who embody self-awareness and strong interpersonal skills, capable of responsible decision-making and managing their emotions and behaviors.

- Our community of adult learners will be fully engaged in professional growth experiences which enable them to continuously hone their craft and maximize student achievement.

II. GA – GENERAL ADMINISTRATION – JONI BENOS

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, 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
Jennifer Shollenberger	Auditory Therapy Conference	March 7-8, 2019	New York City	\$357.00 IDEA
Lauren Ogens	Vision Techniques	March 1, 2019	Parsippany, NJ	\$199.99 IDEA
Angie Meyer-Pflug	State Nurse’s Conference	March 30, 2019	East Princeton, NJ	\$225.00 Title IIA
Tara Snellings	AASA.NJASA/NJPSA Women’s Leadership Conference	March 14, 2019	Somerset, NJ	\$199.00 Title IIA
Deborah Raimo Jacqueline Levinson Kim Field Connie Marchese Beth Raff Christina Moawad	WINNERS Workshop	May 17, 2019	Whippany, NJ	\$209.00ea Title IIA
Deborah Korn Tracey Caso	NJTESOL Conference	May 30, 2019	New Brunswick, NJ	\$258.00ea Title III
Tali Axelrod	Harvard – Women in Education Leadership Conference	March 2-5, 2019	Cambridge, MA	\$4,106.00
Kathleen Muka	Eastern Division conference	April 4-5, 2019	Pittsburgh, PA	\$185.00
Carrie Sack	Eastern Division Conference	April 4-5, 2019	Pittsburgh, PA	\$677.00
Damaris Millheim	Understanding World-Level Reading Problems	March 15, 2019	Garwood, NJ	\$205.00 IDEA
Corrections:				
Todd Ricker	DAANJ State Conference	March 11-14, 2019	Atlantic City, NJ	From: \$729.84 To: \$989.84
Michael Nicosia	Improving Schools: The Art of Leadership – Harvard University	June 23-29, 2019	Cambridge, MA	From: \$6700.30 To: \$6,909.77

2. **Gifts to the District**

**GIFTS TO
THE DISTRICT**

BE IT RESOLVED that the Board accept the following gifts and that the Superintendent send a letter of appreciation.

Littleton Elementary School

Joanne Lai has donated one Flute Learner Instrument and one Clarinet Learner Instrument to Littleton School.

3. **Overnight Field Trip Approval**

**OVERNIGHT A
FIELD TRIPS**

BE IT RESOLVED that the Board approve the following overnight field trips for Parsippany High and Parsippany Hills High.

Parsippany High School

Grade 9-12 March 19-22, 2019 – FBLA State Convention,
Harrah’s Convention Center, Atlantic City, NJ

Parsippany Hills High School

Grade 9-12 February 21-22, 2019 – NJ All State Band NJMEA Convention
Brunswick Hilton & Towers, East Brunswick NJ

Grade 9-12 February 22-24, 2019 – JSA Mid-Atlantic States
Double Tree Hotel, Crystal City, Arlington VA and Washington, DC

Grade 9-12 March 4-6, 2019 – DECA State Competition
Harrah’s Convention Center, Atlantic City, NJ

Grade 9-12 March 19-22, 2019 – FBLA State Competition
Harrah’s Convention Center, Atlantic City, NJ

Grade 9-12 April 4-7, 2019 – All–Eastern Choir
Wyndham Grand - Pittsburgh, PA

4. **Field Trip Destinations**

**FIELD TRIP
DESTINATIONS**

BE IT RESOLVED that the Board approve the following Field Trip Destinations:

Destination

What the trip would be for

Deloitte Services LP
Parsippany, NJ

Virtual Enterprise PHHS

Wyndham Grand
Pittsburgh, PA

All-Eastern Choir PHHS

12. **Resignation- Noontime Aide**

**RESIGN
NOONTIME**

BE IT RESOLVED that the Board approve the following resignations as indicated.

Effective January 28, 2019

Ann Diamond Troy Hills Elementary School

Effective February 8, 2019

Michele Miller Rockaway Meadow Elementary School

13. **Resignations - Major-Extra Responsibility Assignments**

**RESIGN
COACHING**

BE IT RESOLVED that the Board approve the resignation of Daniel Olsen, Assistant Softball Coach at Parsippany Hills High School, effective February 7, 2019.

BE IT RESOLVED that the Board approve the resignation of James Kennedy, Assistant Spring Track Coach at Parsippany Hills High School, effective February 7, 2019.

14. **Termination of Employment**

**TERM
EMPLOY**

BE IT RESOLVED that the Board, based upon the recommendation of the Superintendent, approve the termination of employee #49965, probationary Custodian Floater, effective January 22, 2019.

15. **Employment - PTHESA**

**EMPLOY
PTHESA**

BE IT RESOLVED that the Board approve the individuals named below as Paraprofessionals in the areas indicated:

Rockaway Meadow Elementary School

Effective February 11, 2019:

Michele Miller Paraprofessional \$22,013.00 (prorated)

Sandra Platt Paraprofessional \$22,013.00 (prorated)

16. **Employment - Local 32**

**EMPLOY
LOCAL 32**

BE IT RESOLVED that the Board approve the employment of Edwin Canales Vargas, who has successfully completed his 150-day probationary period as a Full-Time Maintenance Worker in the Maintenance Department. A contract should be issued to him for the remainder of the 2018-2019 school year for \$32,024.00, effective January 26, 2019.

17. **Employment - Noontime Aide**

**EMPLOY
NOONTIME**

BE IT RESOLVED that the Board approve the individuals named below as Noontime Aides for the 2018-2019 school year at a rate of \$16.70 per hour

Effective 10/22/2018

Knollwood Elementary School

Suhila Mohayya 10 hours/week

Northvail Elementary School

Muzhda Wali 10 hours/week

18. **Transfer of Assignment – ESAPTH**

**TRANSFER
ESAPTH**

BE IT RESOLVED that the Board approve the transfer of assignment for the 2019-2020 school year, subject to any guide placement or other salary adjustment that may be due upon completion of the negotiations between the Board of Education and ESAPTH, effective August 1, 2019:

Judith Stander

From: Secretary – Supervisor’s Office
\$54,089.00 + \$1,525.00 (Longevity)

To: Head Secretary - Northvail Elementary School
\$54,089.00 + \$1,525.00 (Longevity) + \$700.00 (Head Secretary Stipend)
(Replacement - Valerie Steward)

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

**TRANSFER
LOCAL 32**

BE IT RESOLVED that the Board approve the individual named below who has been transferred/reassigned for the 2018-2019 school year, effective February 11, 2019:

Eloy Luna

From:
Custodian Rockaway Meadow \$31,375.00 + \$1,458.00 (2nd shift)

To:
Maintenance Worker Building & Grounds \$31,375.00

20. **Employment - Substitute**

EMPLOY SUB

BE IT RESOLVED that the Board approve the employment of the individual named below who has indicated her interest in serving as a substitute in the area indicated during the 2018-2019 school year, effective February 8, 2019.

Caroline Appice Substitute Bus Aide

21. **Late Bus Monitors**

**LATE BUS
MONITORS**

BE IT RESOLVED that the Board approve payment to the individuals named below who have indicated their willingness to serve as late bus monitors for 2018-2019 school year:

After School Late Bus 2:45-4:00

Brooklawn Middle School \$33.00/per session

Nicole Berkman
Shirley Huang

22. **Major-Extra Responsibility Assignment**

MAJOR-EXTRA

BE IT RESOLVED that the Board approve the major-extra coaching assignment for the 2018-2019 school year effective February 8, 2019:

Parsippany Hills High School

Head Softball Coach

Daniel Olsen Step 3 \$7,775.00

Head Boys Spring Track Coach

James Kennedy Step 2 \$7,387.00

23. **Appointment - Volunteer Extra - Curricular/Athletic Aides 2018-2019**

**VOL-EXTRA
CURR AIDES**

BE IT RESOLVED that the Board approve the appointment of the following individuals as volunteer extra-curricular athletic aides in the area indicated:

Parsippany High School - Chaperone, NJ FBLA State Conference

Elvin Frost

Parsippany Hills High School - Baseball

Jamel Demir Baseball

24. **Administrative Leave of Absence**

**ADMIN
LOA**

BE IT RESOLVED that the Board of Education approve an administrative leave of absence, with pay, for employee #30511, effective January 24, 2019 through February 5, 2019.

25. **Leave of Absence**

**LEAVE OF
ABSENCE**

BE IT RESOLVED that the Board approve a medical leave of absence for employee #43776, Driver, effective January 22, 2019 through March 12, 2019 utilizing accumulated sick leave pursuant to the Family and Medical Leave Act.

26. **Maternity Leave of Absence**

**MATERNITY
LEAVES**

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

Employee #31189, Teacher, has requested a maternity leave of absence on or about May 20, 2019 through June 20, 2019 utilizing accumulated sick leave. Pursuant to the Family and Medical Leave Act (FMLA), and inclusive of New Jersey Family Leave Act (NJFLA), she is also requesting an unpaid childcare leave of absence from August 28, 2019 through October 15, 2019.

Employee #40892, Teacher, has requested a maternity leave of absence on or about March 18, 2019 through May 17, 2019 utilizing accumulated sick leave. Pursuant to the Family and Medical Leave Act (FMLA) and inclusive of New Jersey Family Leave Act (NJFLA), she is also requesting an unpaid childcare leave of absence from May 20, 2019 through October 18, 2019 and under the terms of the PTHEA Agreement an unpaid childcare leave of absence from October 21, 2019 through November 6, 2019.

Employee #40729, Teacher, has requested a maternity leave of absence on or about May 13, 2019 through June 20, 2019 utilizing accumulated sick leave. Pursuant to the Family and Medical Leave Act (FMLA), and inclusive of New Jersey Family Leave Act (NJFLA), she is also requesting an unpaid childcare leave of absence from August 28, 2019 through November 22, 2019.

Employee #49457, Paraprofessional, has requested a maternity leave of absence on or about April 29, 2019 through May 16, 2019 utilizing accumulated sick leave, personal and family illness days. Pursuant to the Family and Medical Leave Act (FMLA), and inclusive of New Jersey Family Leave Act (NJFLA), she is also requesting an unpaid childcare leave of absence from May 17, 2019 through June 20, 2019.

27. **Title III ESL Instructors**

**TITLE III
ESL INSTRUCTORS**

BE IT RESOLVED that the Board approve Nicholas Tocci and Jennifer Kralik to continue their roles as the ESL Instructors for the Spring Adult English classes for the 2018-2019 school year. They should receive a stipend of \$640 each to be paid from Title III Grant Funds.

28. **Parsippany Adult & Community School**

PACE

BE IT RESOLVED that the Board approve the following Parsippany Adult and Community School list of staff salaries for the 2018-2019 school year, as indicated below:

Spring 2019 Term

<u>Name</u>	<u>Position</u>	<u>Anticipated Salary</u>
Bright, Lois	Instructor	\$600.00
Crisler, Jay	Instructor	\$270.00
Della Pia, Gloria	Instructor	\$300.00
Gatto, Maryann	Instructor	\$560.00
Gould, Douglas – 4 Courses	Instructor	\$44.00 – \$70.00/pp
Hudacko, Jamie	Instructor	\$300.00
Ilic, Dana	Instructor	\$490.00
Johnson, Debra	Instructor	\$800.00
Maccarella, Christine	Instructor	\$350.00
Montgomery, Alison	Instructor	\$800.00
Morris, Sandra	Instructor	\$960.00
Navarro, Theresa	Instructor	\$420.00
Ninos, Antonios	Instructor	\$1,050.00
Osvold, Anna Marie	Instructor	\$350.00
Popelsky, Marc – 5 Sessions	Instructor	\$21.00/pp
Rakos, Eva	Instructor	\$1,400.00
Restrepo, Zulma	Instructor	\$1,300.00
Russo, Joseph	Instructor	\$1750.00
Salem, Nahed	Instructor	\$900.00
Singerline, Dawn	Instructor	\$1,750.00
Dedrick, Kathleen	Site Coordinator	\$1,500.00
Engfer, Susan	Site Coordinator	\$1,500.00
Lotzer, Elaine	Site Coordinator	\$1,500.00

Vendors Paid Flat Rate

<u>Company Name</u>	<u>Anticipated Salary</u>
Eric Lang – Tai Chi	\$700.00
In Order, Inc.,	\$240.00
Mary Ellen Zung Health Coach	\$400.00
So You Studio	\$1,170.00
Voice Coaches	\$87.50

Vendors Paid Per Student

<u>Name</u>	<u>Rate Per Person</u>
Callahan Financial Services –1 Session	\$25.00/pp
Hypnosis Counseling Center –3 Sessions	\$40.00/pp
Mickey Gilbert’s College Choices –2 Sessions	\$15.00/pp
Society for the Education of American Sailors – 1 Course	\$200.00/pp
StageRight – Paul Boddy – 5 Trips	\$65.00-77.00/pp
Young Rembrandts –2 Courses	\$80.00-\$120/pp or per group

29. **Corrections**

CORRECTIONS

BE IT RESOLVED that the Board approve the corrections listed below:

Leave of Absence

Employee #30569

From: December 10, 2018 through January 11, 2019 utilizing accumulated sick leave and personal days, and an unpaid medical leave of absence from January 14, 2019 through January 21, 2019 pursuant to the Family and Medical Leave Act.

To: December 10, 2018 through January 11, 2019 utilizing accumulated sick leave and personal days, and an unpaid medical leave of absence from January 21, 2019 through February 4, 2019 pursuant to the Family and Medical Leave Act.

Employee #30823

From: a medical leave of absence from December 5, 2018 through February 1, 2019 utilizing accumulated sick leave pursuant to the Family and Medical Leave Act.

To: a medical leave of absence for employee #30823, Teacher, from December 5, 2018 through March 5, 2019 utilizing accumulated sick leave pursuant to the Family and Medical Leave Act.

Maternity Leave of Absence

Employee #40996

From: on or about February 1, 2019 through March 8, 2019 utilizing accumulated sick leave. Pursuant to the Family and Medical Leave Act (FMLA), and inclusive of New Jersey Family Leave Act (NJFLA), she is also requesting an unpaid childcare leave of absence from March 11, 2019 through June 20, 2019.

To: on or about February 1, 2019 through March 8, 2019 utilizing accumulated sick leave. Pursuant to the Family and Medical Leave Act (FMLA), and inclusive of New Jersey Family Leave Act (NJFLA), she is also requesting an unpaid childcare leave of absence from March 11, 2019 through June 7, 2019, and under the terms of the PTHEA Agreement an unpaid childcare leave of absence from June 10, 2019 through June 20, 2019.

Event Chaperones

Matthew Dalakian - Central Middle School
Caitlin Timmerman - Central Middle School

From: to be paid \$33.00/per session

To: to be paid \$51.00/per session

Parsippany Adult & Community School

Fall Term 2018

Debra Johnson - Instructor

From: anticipated salary of \$400.00

To: anticipated salary of \$800.00

V. PPS – PUPIL PERSONNEL SERVICES

30. Out-of-District Tuition Costs 2018-2019

**OOD
TUITION**

BE IT RESOLVED that the Board approve the tuition cost for a student with disabilities who will require a change of out-of-district placement for the remainder of the 2018-2019 school year. This student has been classified by the Child Study Team in accordance with Title 18A:46:

School	Student No.	Tuition Cost
Cornerstone Day School	42584	\$41,947.

31. Student Assistance

**STUDENT
ASSIST**

BE IT RESOLVED that the Board approve Erin Gibson, paraprofessional at Parsippany Hills High School, to assist two students during the winter ball on 2/7/19, as per the students' IEP, not to exceed three and one-half hours, at the hourly rate of \$22.26.

BE IT RESOLVED that the Board approve Roxanne Heberd, paraprofessional at Parsippany Hills High School, to assist a student during the winter ball on 2/7/19, as per the student's IEP, not to exceed three and one-half hours, at the hourly rate of \$22.26.

32. Community Based Instruction Site

COMM BASED

BE IT RESOLVED that the Board approve Jeremiah's Catering, 4 North Beverwyck Road, Lake Hiawatha, NJ as a Community Based Instruction site for the 2018-2019 school year.

33. SEMI Alternate Revenue Projection Request

SEMI

BE IT RESOLVED that the Board approve the submission of a SEMI Alternate Revenue Projection to the County Superintendent's office given the district's student population of health-related services.

34. Related Services Vendor

**RELATED
SVC PROVIDER**

BE IT RESOLVED that the Board approve Dr. Francesca Peckman as a related services provider for the 2018-2019 school year to provide counseling services at the rate of \$175 per session.

Parsippany-Troy Hills Board of Education
Minutes of the Regular Meeting of February 7, 2019

362

35. **Home Instruction**

**HOME
INSTRUCTION**

BE IT RESOLVED that the Board approve the following students who are on home instruction:

<u>Student</u>	<u>School</u>	<u>Grade</u>	<u>Reason</u>	<u>Anticipated End Date</u>
44069	Central	7	Medical	3/8/19
28611	OOD	12	Medical	3/8/19

36. **Harassment, Intimidation, and Bullying**

HIB

BE IT RESOLVED that the Board of Education affirms the Harassment, Intimidation, and Bullying (HIB) report for January 17, 2019.

Suspensions

SUSPENSIONS B

Seventeen secondary students have been suspended by their building principals as per New Jersey Statutes Title 18A:37-2-2.

VI. BUSINESS/FINANCE – ROBIN C. TEDESCO

37. **Payment of Bills**

**PAYMENT
OF BILLS**

BE IT RESOLVED, that the Board of Education approve the payment of current bills for February 7, 2019 for the 2018-2019 school year in the amount of \$7,788,232.78.

BE IT RESOLVED, that the Board of Education approve the payment of current bills/outstanding warrants for school activities for the month of January 2018-2019 school year in the amount of \$17,835.41.

38. **Transfer of Funds**

TRANSFER OF FUNDS C

BE IT RESOLVED that the Board of Education authorize the transfers in the 2018-2019 budget per detail of transfers report, January 2018 for the 2018-2019 school year, per state law.

39. **Secretary/Treasurer Report**

**SECRETARY
REPORT**

BE IT RESOLVED that the Board of Education acknowledge, accept and approve the report of the Board Secretary and Treasurer of School Monies for the period ending December 1 - 31, 2018.

I hereby certify that as of the end of December 2018 no budgetary line item account has been over expended in violation of N.J.A.C. 6A:23-16.10(a).



Robin C. Tedesco
Business Administrator/Board Secretary

Pursuant to N.J.A.C. 6A:23A-16.10(c)(4), the Board of Education hereby certifies that as of December 31, 2018 after review of the Secretary's monthly financial report for December 2018 (appropriations 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:23A- 16.10(a) and those sufficient funds are available to meet the district's financial obligations.

40. **Non-Public Security Aid**

**NON-PUBLIC
SECURITY AID**

BE IT RESOLVED, that the Board approve the additional entitlement from the State Department of Education for Non-Public Security Aid in the amount of \$37,350.00 for the 2018-2019 school year.

Parsippany-Troy Hills Board of Education
Minutes of the Regular Meeting of February 7, 2019

364

41. **Additional Funding**

**ADDITIONAL
FUNDING**

BE IT RESOLVED, that the Parsippany-Troy Hills Township Board of Education approve the additional funding received from the State Department of Education for Chapters 192/193 for 2018-2019 as follows:

Corrective Speech	\$1,607
-------------------	---------

42. **ESEA Grant Amendment**

**ESEA
GRANT**

BE IT RESOLVED, that the Board approve the submission and accept the approval of the FY 19 ESEA Consolidated Grant Amendment No. 2 to the New Jersey Department of Education to correct an error in the budget of the State EWEG system as follows:

Title IIA	(\$5,992)
Title III Immigrant	(\$1,239)

43. **Grant Approval**

**GRANT
APPROVAL**

BE IT RESOLVED, that the Parsippany-Troy Hills Township Board of Education approve the application of the 2018 Exxon Mobil Educational Alliance Program Grant and accepts the award of \$500 for Parsippany Hills High School.

PARSIPPANY-TROY HILLS TOWNSHIP SCHOOLS
SUPERINTENDENT'S BOARD OF EDUCATION BULLETIN

Number 12 ADDENDUM

February 7, 2019

The following motions are non-controversial, a matter of routine business and will be voted on by one motion:

44. **Resolution - Fitness for Duty**

**FITNESS
FOR DUTY**

WHEREAS, pursuant to N.J.S.A. 18A:16-2, N.J.A.C. 6A:32-6.3(b), the Board may require an employee to undergo a medical examination when the employee shows evidence of deviation from normal physical or mental health;

NOW, THEREFORE, BE IT RESOLVED, that Employee I.D. #30511, is hereby directed to immediately undergo a medical examination to determine his fitness to work, at Board expense,

BE IT FURTHER RESOLVED, that Employee I.D. #30511, is hereby directed to undergo a follow-up medical examination to determine his fitness to work, at Board expense,

BE IT FURTHER RESOLVED, that the Board of Education hereby approves the appointment of Dr. Mario Finkelstein to conduct said examinations at a cost not to exceed \$1,250.00 per examination; and

BE IT FURTHER RESOLVED, that the Superintendent or her designee shall provide the employee with written notification as to the reason for said examination, pursuant to law.

45. **RESOLUTION APPROVING SETTLEMENT AGREEMENT AND** **SETTLEMENT**
ACCEPTING THE RESIGNATION OF EMPLOYEE NO. 10008 **AGREE/RESIGN**

45.
Voted
Down

BE IT RESOLVED, that the Parsippany-Troy Hills Board of Education (hereinafter referred to as the "Board") hereby approves the Settlement Agreement to be entered into between the Board and Employee No. 10008; and

BE IT FURTHER RESOLVED, that the Board accepts the resignation of Employee No. 10008, effective April 1, 2019.

BE IT FURTHER RESOLVED, that the Board President and Board Secretary are directed to take such action necessary to effectuate the terms of the Agreement and resignation.

46. **Extended School Year 2019 Co-Coordinators**

ESY 2019

BE IT RESOLVED that the Board approve Cristina D'Ambola and Brian James as Co-Coordinators for the 2019 Extended School Year Program at a stipend of \$4,500 each.

47. **Appointment – Coordinating Supervisor of Special Education 6-12**

**APPOINT
CSSE 6-12**

BE IT RESOLVED that the Board approve Mrs. Tarah Santaniello, who has been recommended by the Superintendent, for the position of Coordinating Supervisor of Special Education 6-12. Mrs. Santaniello should receive a salary of \$101,000 + \$15,000 stipend (prorated) for additional professional responsibilities as assigned by the Superintendent, plus benefits, pursuant to the Board/APSA Agreement effective April 9, 2019.

48. **Employment – Interim Supervisor of Special Education**

**INTERIM
SUPV**

BE IT RESOLVED that the Board approve Bernadette Flaherty as the Interim Supervisor of Special Education commencing on February 19, 2019 through April 10, 2019 at an hourly rate of \$50.00, not to exceed 30 hours per week, pending receipt of all paperwork.

49. **Employment - PTHESA**

**EMPLOY
PTHESA**

BE IT RESOLVED that the Board approve the individuals named below as a Paraprofessional in the area indicated:

Troy Hills Elementary School
Effective February 11, 2019

Sara Gesumaria	Paraprofessional	\$22,013.00 (prorated)
----------------	------------------	------------------------

Brooklawn Middle School
Effective February 19 2019

Karly Merkle	Paraprofessional	\$22,013.00 (prorated)
--------------	------------------	------------------------

Central Middle School
Effective February 8, 2019

Stephen Hill	Paraprofessional	\$22,013.00 (prorated)
--------------	------------------	------------------------

Parsippany High School
Effective February 11, 2019

Kaitlin McGuire	Paraprofessional	\$22,013.00 (prorated)
-----------------	------------------	------------------------

50. **Transfer of Assignment - PTHEA**

**TRANSFER
PTHEA**

BE IT RESOLVED that the Board approve the individual named below who has been transferred/reassigned for the 2018-2019 school year as indicated effective February 11, 2019:

Anthony Vlahakes

From: 5/5 BSI Teacher- Littleton

To: .6 BSI Teacher at Littleton and .4 BSI Teacher at Troy Hills

51. **Leave of Absence**

**LEAVE OF
ABSENCE**

BE IT RESOLVED that the Board approve a medical leave of absence for employee #30511, Teacher, effective February 5, 2019 through April 30, 2019 utilizing accumulated sick leave pursuant to the Family and Medical Leave Act.

52. **Corrections**

CORRECTIONS

Employment - Acting Head Custodian

Johanna Andrews

From: October 26, 2018 through January 31, 2019

To: October 26, 2018 through June 30, 2019

Additional Sick Days – PTHEA

Employee #30569

From: twenty (20) additional non-accumulative sick days with pay, less the cost of a substitute, for, Teacher, from December 13, 2018 through January 18, 2019. This leave will be counted against available FMLA leave entitlement.

To: From: thirty (30) additional non-accumulative sick days with pay, less the cost of a substitute, for, Teacher, from December 13, 2018 through February 1, 2019. This leave will be counted against available FMLA leave entitlement.

Waiver of Teaching Loads

From:

Name	Location	Subject	Amount	Effect. Date	Class load	Formula
Sydney DeBari	PHHS	Spanish III Honors	\$2,811.70	11/12/18 -2/14/19	1	1/7
Jacqueline Forte	PHHS	AP Spanish	\$3,866.63	11/12/18 - 2/14/19	1	1/7
Marco Garcia	PHHS	Spanish III Honors	\$2,780.63	11/12/18 - 2/14/19	1	1/7
Misslady Torres	PHHS	Spanish V	\$5,356.07	11/12/18-2/14/19	1	1/7

Parsippany-Troy Hills Board of Education
Minutes of the Regular Meeting of February 7, 2019

368

To:

Name	Location	Subject	Amount	Effect. Date	Class load	Formula
Sydney DeBari	PHHS	Spanish III Honors	\$3,667.43	11/12/18 -6/20/19	1	1/7
Jacqueline Forte	PHHS	AP Spanish	\$5,043.42	11/12/18 - 6/20/19	1	1/7
Marco Garcia	PHHS	Spanish III Honors	\$3,626.90	11/12/18 - 6/20/19	1	1/7
Misslady Torres	PHHS	Spanish V	\$6,986.18	11/12/18-6/20/19	1	1/7

	<p>To: a medical leave of absence for employee #43776, Driver, effective January 14, 2019 through March 28, 2019 utilizing accumulated sick leave and personal days, and an unpaid leave of absence from March 29, 2019 through May 1, 2019, pursuant to the Family and Medical Leave Act</p>
Page 11 # 29	<p><u>Corrections</u></p> <p>Leave of Absence - Employee #30569</p> <p>From: December 10, 2018 through January 18, 2019 utilizing sick leave and personal days, and an unpaid medical leave of absence from January 21, 2019 through February 4, 2019 pursuant to the Family and Medical Leave Act.</p> <p>To: December 10, 2018 through February 1, 2019 utilizing sick leave and personal days, and an unpaid medical leave of absence on February 4, 2019 pursuant to the Family and Medical Leave Act</p>

NEW BUSINESS

NEW BUSINESS

Mrs. Mayer wanted to comment that a couple of weeks ago Mr. DeVitto, Mrs. Golderer, along with Dr. Sargent went around and toured three schools within the district. We were at Central Middle School, Parsippany High School and Intervale Elementary School. It's always great to see what goes on in the classrooms, having been in the classroom myself, I so appreciate what our staff does. I was overwhelmed with pride when I witnessed their teaching styles and enthusiasm. I do enjoy making those visits and I certainly would welcome the chance to keep going, so thank you for arranging that for us.

Mr. Berrios wanted to follow up on our visits with the exchange students from China. I know Mr. Neglia and his family as well as Mrs. Cogan and her family, very much enjoyed having them here with us. We had a great time watching them learn, it was truly rewarding and we are sad to see them go.

Mr. Neglia added that he also enjoyed his visit with the exchange students, it was quite refreshing and they were awesome.

Mrs. Cogan agreed, she thinks it was a great experience for the exchange students as well as our students to see the different ways of doing things in different cultures especially with kids their own age.

Mrs. Mayer reported that their last day here the students performed. Some played the piano while others danced. She was amazed and thinks they are such talented people and it was incredible to see them perform.

HEARING OF PUBLIC

HEARING OF PUBLIC

Laura Nelson: 36 year teacher in Parsippany. First, I want you to know that I appreciate your volunteerism on the Board of Education. You were voted in with every confidence from the public, that you can solve some difficult problems, like the one before you regarding our contract so I thank you. I would like to share with you a little of my story and I hope you can listen to it with openness and good intention. In my family our financial realities mean that making less compared to six years ago and because of a constant rising healthcare cost is very difficult. My husband and I, both work hard at our jobs. We have a small home in Mt. Tabor, we don't take any extravagant vacations. We have two well college graduated daughters, thanks to those behind me. We are continuing to pay the \$200,000 before interest for tuition to two NJ State schools. Although we did put money away when possible throughout the years, we were not able to put away the \$10,000 for 20 years in a row necessary. Hoping for financial assistance, my girls worked really hard in high school, earning GPA's above 4.0 and 3.5. They were girls scout gold recipients, captain of their swim teams, service volunteers and excellent students. But to FASFA we seemed well off, so only two small loans were offered. We realize that it has been a total privilege to send our two girls to college and so we whole heartedly take on the financial responsibility as a family. Another outstanding cost, is over \$12,000 yearly that is taken out of my paycheck for my 32% contribution into the health care system and that is before deductions and co-pays. As you know, it didn't always used to be this way. We do what needs to be done to deal with our financial realities. I work three jobs four days out of the

week: the morning reading program, teaching my special education students all day and then tutoring. For me, July means the summer school program and more tutoring but I believe in my heart that my financial reality does not need to get worse with every added year of experience and every new contract. I do think it's becoming harder and harder to feel respected and valued in light of the last few years in Parsippany. I have to be honest, it seems there's no breathers between contracts and significant events that have been taxing. We signed our last contract 9 months late and it felt like all too soon before we had to do it all again and now we're 7 months late with this one, so I hope you can understand why someone with 35 plus years, four certificates and a masters would feel undervalued. But hey we want to get back to the things teachers want to do that make us the happiest. I have worked 134 extra hours and I ask you to multiply some form of that by the rest of the teachers within the district and please take the time to appreciate the extras that we do with no payment and no cost to our district because we find it an honor to be teachers. I have been thinking about our district lately and what kind of district do we want to be known as? I thank you for your time and attention and I just want to ask you, what kind of district do we want to be?

Barbara Demarest: I have lived in Parsippany for 35 years and my two children have gone through the school system. I am a volunteer and committee chair at Pre-School Advantage, which is a local non-profit organization that funds preschool tuition for families that need help affording the cost of pre-school. As people focused on education, I know you are aware of the impact that Pre-K has on educational outcomes for children. I suspect you know that it is expensive and not universally available to all kids. Pre-School Advantage places children in 25 partner pre-schools, including three here in Parsippany. We have funded tuitions for 85 children in the 2018-2019 school year and 13 children in Parsippany attended. The Kindergarten and first grade teachers here in the district, will tell you how much better the children are prepared when they have been at a good pre-school. There can be school budget impacts as well if the students start school fluent in English. Pre-School Advantage is currently planning to expand its program with the intent of funding 100 children in the 2019-2020 school year. We are now accepting applications. How can you help? We need your help in informing parents and your employees of the district as well. These are opportunities that are available to people who are perhaps in the demographic of the employees of the school district. If you could tell me who to follow up with I would be happy to do so.

Susie Scholz: I teach second grade at Rockaway Meadow, I would just like to say that I have been in the district for 21 years and I love my job. In fact, I love it so much that I was diagnosed with cancer at the end of May and I am cancer free now. I had my surgery over the summer and my doctors wanted me to stay out of work for 8 weeks and I said "But I can't miss the first day of school" and they're like "you have one hundred and eighty something of them, you can miss the first day". And I said no, it's so important to start the routine. I have to be there so, they reluctantly wrote my letter, saying yes we think she's crazy but she can return to school and that I hope shows how much we love our job. But the financial aspect of our job, you don't expect to have that, you don't expect to have the call that you have cancer. Because I have a job and have insurance I could not qualify for any programs and so I could not work and as a single mother, I didn't have any income coming in over the summer. So now I am digging myself out of a major financial hole and I had to get multiple jobs. I work as a second grade school teacher, I work for an online newspaper writing stories and I work doing whatever else I can do just because I need to make ends meet as a single mother and dig myself out of this hole. I just wanted to share the love we have for our jobs and I wanted you to know that, so thank you very much.

Alice Thomas: I am a teacher at Rockaway Meadow and I am a teacher because it's my passion. I feel this is what I have always wanted to do and it's for the love of teaching. Yet, this is now my 19th year and as stated before, each year I progressively make less money. It's heartbreaking to come in every single day, spending my weekends preparing, studying teachers' editions, learning new curriculum, having less time to prepare and then coming home with less pay. It just is unspeakable in my mind. I also have three jobs, I work the morning program, I work all day long and then I go off to tutor sometimes until 9 o'clock in the evening to take care of the financial burden that we all have. Again, my husband is in industry, his costs go up and his insurance goes up but his salary or raise tends to match that or provide a little bit of an ease. Not with me, I go down while demands go up. It will be my 20th year next year, I have two masters' degrees from Columbia and I'm struggling to get a raise and I have a hard time sleeping with that. This is from Laura Nelson who did not get to finish hers, so I'm reading her last paragraph. I've been really thinking lately, what kind of district do we want to be known as? I am aware that you consider how other districts in our county are faring and progressing in their negotiations. I say however, that we should lead the way. We should be known as we once were, as a great district. Not only for receiving accolades and high scores, but one where the teachers are highly valued. You should not only please find a way, but let's be a district that leads the way.

Ben Walek: For those of you that don't know, number 45, the extended bulletin that was posted up there, the resolution approving the settlement agreement and resignation of employee number 10008. For those of you who don't know, 10008 is Ronald Cupitt, the custodian at Parsippany Hills High School. I had a whole speech because I was not aware he was resigning, he obviously could not comment on it or anything so I had no idea. I drove straight from lacrosse practice at college to get here and I will be making that same drive right back there tomorrow at 6:00 AM, that's how much this man means to me. I know most of you are probably going to go home and think you made the right decision in cutting a deal with Ron, whatever this settlement agreement is. Whether it's his pension or health benefits, I'm sure you guys are going to go home and sleep knowing you made the right decision instead of firing him. This is the worst thing for this man, he doesn't give up, he's a fighter and told us to always fight for what you believe in and do what you love. Freshman and sophomore year I was not in a good place, I was struggling and didn't want to be in school and I would go into Ron's office and he dug it out of me. I left for a semester and he told me I was making a mistake and he was right. I came back after my first semester and had a blast, I enjoyed going to my classes, partially because of some of the teachers I had but also because Ron Cupitt was there every step of the way with me. You're doing such a disservice to Parsippany Hills High School by making a deal with this man that takes him out of where he needs to be. Parsippany High has a Principal that they all love and respect, Parsippany Hills has Ronald Cupitt and you're taking him away from the kids. Ron's meant so much to so many kids and I have messages from so many kids and I'm not even going to get to read all of them. I really hope you guys can sleep with yourselves at night.

Cathy Raia: Wow, that's all I have to say. You sweep it right out from under our feet all the time, you go for the vote, we come in and it's done. Then you apologize later. There's a saying "you do it, you get it done and then you apologize later." It was great when I walked in here, also, you all have been quiet, stone-faced for the last two meetings I have been at. I walk in today, the vote is gone, the pressure is off of you, everyone is laughing and it's wonderful and were having such a good time. Well we're not, you represent us and you better remember that. Where is the open vote? Frank, you

had 5,400 votes at the last election, and I'm going to tell you this, Ron had 4,000 votes on a petition in two weeks. How long did you work for your candidacy. I am beyond, this is a bad cycle. We had this with Vasile, at least he talked, he may have argued with us but at least he talked. Everyone is knee jerking around here, you're getting sued from another student that had a relationship with a teacher. That's not going away, I'm going to have to pay for a lawyer. Set the record straight, you prolonged it. Now what are they suing for probably respect, or their sons name is out there now. It could have been avoided. Why was I not notified as a tax payer till two meetings ago, that October 18th he was let go. As a taxpayer, you didn't tell me I was paying someone on administrative leave. Why? Don't you have the time for that? What time do you have, that you're spending my money paying an administrative leave and I don't find out until December 15th. That is where trust is. You can go look up at that ceiling as much as you want, I don't trust you. Have a good one.

Jackie Forte: I am a teacher at Parsippany Hills High School. Teaching was not my first career, I worked a glamorous job as an executive at a PR firm in Manhattan. After a year and a half, I realized I'm not that glamorous. My sister in law convinced me that I would be a great teacher and it reminded me when I was little I spent quite a lot of time playing teacher to a class full of stuffed animals. Don't judge, it was a lonely childhood for the first seven years of my life. I thought to myself, I would be a good teacher, fast forward to now I am rated highly effective in my job every year and I work hard for that rating day in and day out. I tell my students all the time that they are the best part of my job and I truly mean that. They don't even realize that in my house we do struggle on a daily basis to make ends meet. Especially with my youngest daughter who was born in 2015 with Erb's Palsy. She requires physical and occupational therapy two to four times a week since birth. In May of last year, she underwent an emergency shoulder tendon transfer surgery. I quickly used up all my family illness days during the process of that surgery. To my surprise, after learning about my situation, Dr. Sutter was kind enough to provide me with additional family days after recognizing that I've always been an employee in good standing and with excellent attendance. Dr. Sutter's generosity and kindness, made me believe that this would be our most positive contract negotiation year and that he would restore my faith and humanity in this board and yet here we are again, as we are every contract. Look if anyone understands the need to be frugal, it is these teachers here, because it is how we have already been living. But if you're looking for ways to trim the fat please know we are not it. We are not the fat in your budget. We are the meat and potatoes of your budget, the whole meal. Without us, who will teach your children everything they need to know in order to succeed in life? Who will be the safe place for them to go every day and who will love your children the way you do? We are your village, so please acknowledge that with a fair contract to provide us with all that we deserve.

Anne Gencarelli: I am a retired teacher for Parsippany, I don't live in Parsippany but I did teach here for 33.5 years. In the same building. I was so proud to be a teacher in Parsippany and I still to this day love it. Those of you out here who were teachers' way back when, you remember that when we went into the field, we didn't do it for the money. When we started my salary was \$10,500. My counterparts that I went to school with, were already make 30, 40, 50 thousand dollars in the corporate world. I went into it because I loved it. Two perks were medical benefits and our pensions. We took that salary reduction because we knew that was something we would never have to pay into, well things have changed obviously. We do have to put into those,

understandable, mistakes were made at the state level. However, the teachers that are sitting behind me and the 750 strong in this district are worth more than they've been getting. I certainly hope with the mediation coming up on the 19th. that both sides can meet somewhere and get this over with so they can all get back to doing what they love doing. Working with the kids of Parsippany every day. Thank you

Richard DeAngelia: I apologize for my outburst, but I have to say I've watched this young man stand here once from outside that window several weeks ago. I've watched him speak at the Hills earlier last month and just now. I have to tell you, I watch these young adults from our community taught by our teachers, coached by some of you up here in various sports and I've watched with great pride as they come up here and voice their support for a man they love. A man who has given so much and members of this board know what he's done for my daughter because I wrote to you from the heart. It's really frustrating. I know you don't want to listen to people go on and on and you think it's over. I worked in a public agency for a number of years, I negotiated contracts and I'll address that in a moment. I've dealt with hiring and firing in a public agency and I know the pressure you're under. But at the same time, I watch this young man come up here and I look at these kids and I stand here with great pride and then I look at you and I am ashamed of how you have acted. I look at some of you who I know very well through my service with you and various community endeavors what happened here is not pride in Parsippany, it's not Christian, its wrong. And I hope you go home tonight and reflect upon it because you tore the heart of the Hills out of the Hills by accepting this. I couldn't get into the first meeting and I sat quietly the second meeting because I had wrote a letter and I hoped you would reconsider it. All the wonderful things this man has done for our children and it was ignored. I can't tell you how much it hurts me to stand here and look at some of you who I know so well. I am ashamed and sad and you should be as well. As for our teachers, I didn't really come here for that and I am ashamed at myself that I didn't fully understand what was going on with our teachers but again I have experience in negotiating public contracts and I know the pressure you're under with the cap. But you have to get it done. If two sides are committed to getting it done you can do it. It's wrong, year after year, cycle after cycle that these folks have to go through it. Sit down, get it done, do your jobs. Thank you.

Rosie Walek: As a kid going through the Parsippany School District, it's been a pleasure learning from all these amazing teachers and I think it's just terrible that you're not giving them the respect they deserve through these contracts. They deserve everything that they earn. Some of my friends struggle in school and have not been able to get extra help after school because these teachers are striking and rightfully so. Think about all the other people that these contract are affecting. It's not just affecting the teachers it is affecting us. My dad is a teacher at Brooklawn Middle School and my brother is in college right now and with his pay deduction I'm nervous about going to college and having to pay through all of that. That's terrifying. I look at you guys and you all look miserable, I think I've only ever seen Dr. Sargent, Mr. Neglia and Mr. Choffo smile. Those are the only people I've ever seen smile, you all look miserable. You need to show us how to behave as citizens and as human beings. We're all getting effected and without Ron, the Hills halls are quiet and its dark and there's a very obvious difference. It's really sad but thanks for listening.

Bill Cleary: A letter of resignation can be ripped up. I never understood why this was going on so long nor did I understand after the huge turnout on January 23rd, after hearing the voices of so many people why they were not listened to. I do not think it's because you are bad people. I've educated and coached many of your children. These are not bad people, I think what's driving this is fear of lawsuits. If you take the right steps, you follow the law of due process and listen to both sides, you won't lose. Send the man for a psychiatric evaluation if you feel that the man is not stable or safe to be around children. He has been cleared by the prosecutor's office and the police. It came as a surprise to me to hear that he had resigned, but he sounds more and more defeated by the day. He's depressed and lost weight, it doesn't have to be this way. I have worked for a Board of Education that have said, "Just do the right thing and if they want to sue us, tell them to get on line." My recommendation is to rip up his letter of resignation.

Joe Kyle: I am a teacher at Parsippany High School. Native Americans for a long time in this country dealt with extremely long treaties, long agreements, many promises, lots of words, continually violated by the US government. Chief Joseph of the Nez Perce responded to some US government officials, by saying simply, it does not require that many words to speak the truth. When I read your response, online, it was the first thing that came to mind. It does not require that many words to speak the truth. The issue that separates us is really quite simple, I don't know why it requires a 22 page missive. We read it, we went over it, and I will respond by saying this, we agree, the Board has agreed to raise our salary most contract years. We've never said otherwise. For the last 8 years, those on the top step have received an annual increase of .81% on the salary guide. About \$489 after taxes and mandatory withholdings. Even if we saw this increase in our take home pay it would not be even with rising prices, which have increased nearly 2% a year for over a decade. The problem is however, we don't see that amount because our Chapter 78 contributions exceed that increase in salary resulting in an overall decrease in take home pay, a point you carefully missed in your 22 page post. I've not told you my personal information yet, in 2009 I made \$7,300 less than I make today. Over the last 8 years, my salary has increased about .81% a year to \$7,300 more than it was in 2009. I taught for 17 years then and I've taught for 27 years now. I'm at the top of my game, I'm close to retirement I imagine. Today I take home \$115 dollars less per paycheck than I did 10 years ago. That's over \$2,000 dollars less per year. In those 10 years, I've had two children. I have a house, I have a mortgage and I have property taxes that have gone up over \$2,000 dollars in those 10 years and prices all over the place. But yet I take home \$2,000 dollars less than I did 10 years ago. The problem is there is no end in sight. You also hid from the fact that you have the right and the obligation to negotiate not only salary but contributions. You also have the right to go above the 2% cap if necessary and you know it. Another fact that you ignored is were not asking for anything that's going to have a significant impact on the budget. To give us slightly more pay over the course of the contract, costs about \$300,000 more than what you're offering. This is 22 hundredths of the district budget. That's the cost to treat us like professionals in a country of rising prices. It does not require that many words to tell the truth.

Jeff Berri: I am the proud parent of two graduates and one current sophomore. In 2016 and 2017 I had the privilege of working on the culture and climate committee at Par Hills. I didn't know what it was but I was proud to be a part of it. Our function at the time was to work to make Par Hills a better place for the students, the teachers and the administrators. I was surrounded by a group of highly educated, highly qualified degree of principals, counselors,

and teachers. We all worked on short term goals and long term goals for the school. Among this group, was one unique individual, he had the best perspective and the best ideas. He was the guy they turned to with the big questions. The funny thing is, we were all working to make Par Hills a better place, but this person already thought Par Hills was the best place on earth. His name is Ron Cupitt, tear up his resignation.

Ben Widdowson: I'm a junior at Parsippany Hills High School and you might know me as the guy who yelled at you on January 3rd, a month ago. I've been told I spoke well, but if I was disrespectful to you, I'd like to apologize, I didn't mean to lash out at you. And like you said to be respectful, I am going to be respectful tonight, as much as I can be. A month ago I talked about objectivity and I said that if you are being objective in your evaluation of Ron Cupitt's situation, you will think that he deserves to keep his job. I have not changed my opinion. In my speech I acknowledged that he has impacted many students lives who I have said were crying at lunch tables and had absolutely nowhere to go like Ben Walek who spoke before. Like I said before, he made one kid feel very unsafe and it's been brought to my attention tonight that he has signed a letter of resignation. He is the core of everything you told us to be. He was thoughtfulness, he was compassion, he was love and he was doing that all while being hilarious. Finding out you made him resign, or have some sort of deal of which I just learned the details of today, that killed a part of me. Because the best part about Ron is that he didn't give up, like we said before. He would do everything he did with a smile on his face and love in his heart. To make him concede on his own terms, is to kill the god that we made. Like everyone said before, tear up his letter of resignation. I understand you don't want to be sued for a threat that he made. I think you should send him to whatever counseling, evaluation or whatever he needs to be proven to be sane and stable to return to his job. Any amount of grandstanding at this podium will not save him, any amount of emotional stories, as we learned on January 3rd, will not prevent his resignation and prevent him from leaving our lives. So I wanted to end off with this, there are preventative methods that other people have said and I really think that if you want us to succeed and if you are objective, Ron Cupitt will keep his job and I will see him by my birthday on June 13th.

Jennifer Nazziola: Superintendent Sargent and Board of Education members, I wrote this before I saw the addendum so I am going to read it because it does come from me and how I felt before and then I will add at the end. I am once again speaking to you today regarding Ron Cupitt. In past meetings, I have come up here very passionately about this loving custodian, friend, mentor and family member. And when I say a family member, I mean a family member to us all. I have known Mr. Cupitt for over 10 years, from my involvement with the cheer recreational program when my daughter was just in second grade. Now she's 20 and a sophomore in college. Ron was there to help our program when we'd use the high school facilities for cheer practice and cheer competitions. We were blessed to meet Ron at various functions for the cheer program as well as when our elementary school used the auditorium for band and choral performances. Ron was always there not only doing his job, but applauding the children on all that they do and all that they achieve. Who would have known back then, 12 years ago, that he would also be a watchful eye on them when they would attend the high school. Being involved in various recreational programs, PTA positions and having even worked on the Board of Education building here prior to my third child being born, I have never met such a kind caring soul. One who never passes another human being by without acknowledging them, even on his own bad

days. Dr. Sargent, we all know that you want the best for our kids, we can all see the good things that you've done for this district so far. But truly you have only been here a short while and do not know our children, our families and our extended families. People who are not blood related but you care for them like family because they care for you and yours that way. Ron Cupitt is a part of all of our extended family, he cares for us all. He does not choose to care about the athletes, over the band and choir. He does not care more about the seniors, over those that are freshman, or even those that are alumni. He cares about all the employees for the district and if any of them just needed someone to listen, it would be him that would make himself available for us. The amount of children, parents, teachers, past, present and future, know Ron and who he is. Please don't make the mistake of letting him go or forcing him into resignation. For all the years he has been with the district, this is the first incident that he was investigated and no wrong doing was found. The Board members know what I speak is the truth as well as the over 4,000 signatures that we have signed in an online petition. Please, I am asking you to consider what he means for our children, the alumni, the parents and the staff. He is our school custodian, the quiet hero of our school, the first to arrive each day, the one who cleans up messes and befriends everyone who passes by. He is the heart of PHHS, he is our family, thank you, and rip up his resignation.

Neil Rogers: I really had no intention on coming up and speaking tonight, but I felt compelled to do so. I manage a facility down in Newark, I have a number of employees there. I manage two union shops and negotiate contracts for both of them. When I have individuals who are coming up to contract time, the last thing I want to do is let a contract lag, worry about retro-active pay or my guys getting short changed having to worry about their families and health benefits. The first thing I do is I make sure, months ahead of when I know that contract is going to expire, I start to negotiate. My guys handle hazardous waste and other things people don't want, these individuals educate our children. We should never let a contract expire, get months ahead of it. I know I'm talking about something you can't fix in the past but you can fix it in the present. That's one thing that should be taken care of. Both of my children have known Ron for a long time, I've known Ron for a long time. Going back to the guys that I manage, if I have a guy that makes a mistake or is having trouble, we never kick them to the curb, we figure out a corrective action or rehabilitation. We evaluate what's going on, we try to do sensitivity training. We don't get rid of the person, especially someone who has been around for so many years and been so influential to everyone in this room. He's an asset to the Hills and the community and you guys are just treating him like a liability.

Paul Chao: Good evening Board members, can I have your permission to pass along a photograph? Just so you know, the photograph was taken this past weekend of the Boys Varsity Basketball Team at the Hanover Park Tournament. When you look at the photo of the boys there, Ron's right in the middle. And the reason Ron's in the middle, is because when you look at the seniors in that group, looking back at their freshman and sophomore years, I'll be honest with you, the team was not that good. I don't think that they won more than five games each year. Through those disappointing years, the person that was always there after every practice, every game and after every disappointing moment, when a kid was in the halls looking slumped or de-jected, Ron was there. Giving words of encouragement and telling them to work harder and be a better teammate. The boys of that freshman and sophomore year are now seniors. This Saturday they're going to play the number one seed and you know what, they're going to have a good chance at upsetting them. Nobody would have thought three years ago that the same group

of boys would be in the position they are today, at achieving the level of success that has not been achieved at Par Hills Basketball in over a decade. I will say, a lot of the credit goes to the coaches but it also goes to Ron Cupitt who at that time realized the potential of all of those boys back when they were scared and young. My son is a senior on the varsity basketball team. I'll be honest with you, I didn't think they were going to be that good. I'm very disappointed about the decision and the resignation to be quite honest. I hope that we can reconsider that, let's make it fair for a gentleman that has meant so much to this community, the boys and the high school. If there is anyone in this community who deserves an ounce of leniency or the benefit of the doubt, it's Ron Cupitt. Thank you very much.

Ben Walek: I love at the top of the referendum or whatever you guys call it, "the following are non-controversial in matter of routine business and will be voted by one motion." Just know that your vote for this whole block really means nothing except for #45. I do know one thing though, I do know that most of you believe you're making the right decision by cutting him whatever deal you cut him. Whatever deal that made him send me to voicemail eleven times when I got here tonight, because Ron would never decline my call, ever. So something you gave him, to force him into resigning, still doesn't mean you're doing the right thing. Whatever you gave him, whether it's his full pension or full health care benefits, it doesn't matter. This man belongs in that school and I know some of you know that. I hope it really reflects in your vote and hearts tonight because I do think to some extent or not you care, you guys are here for a reason. Just know that Ron got 5,000 signatures in 10 days. He means a lot and that's not saying you guys can't get 5,000 votes. What I'm saying is that he got 5,000 signatures, 5,000 people that hold him in their hearts to some extent. To finish up what I was saying earlier, besides the fact that I have practice at 6:00 AM tomorrow and will be rushing back from here, Parsippany Hills isn't going to benefit anything from losing Ron. The kid, once his name gets out, whoever this kid is, is going to need Ron in that school, because he is going to be the only person sticking up for that kid. That's the type of man Ron Cupitt is, whether you believe it or not. Whatever legal action you guys are afraid of, I did a little digging, I called up a lawyer and they said there would have already been inquiries and public knowledge if the family put in for this information. I have found nothing of that sort, nothing was public and nothing was even transparent with Ron Cupitt. He kept telling me he knew nothing, you guys slighted the greatest man in the whole world of knowledge on his own career and it's really upsetting. I'm going to remember what the vote is tonight on this referendum, on Superintendent's bulletin number 12, section 45 resolution, which will be voted along with 44,46, all the way up to 52. It pains me and I do want to apologize for last time I came up here and I called some people out, but I do like to be shown some respect and not being slept on. I seriously recommend you guys take this into consideration and if you don't, I don't care if I'm in college, I'm going to find out how I run for Board of Education.

Richard DeAngelia: Fifteen seconds. I'm going to ask someone up here to show some guts and ask to have item number 45 voted on separately so we can see how each and every one of you vote on this matter.

Ruth Kowalski: I'm a senior at Parsippany Hills, I'm not speaking on behalf of the student council and I just wanted to let you know that. I love public speaking I really do, but I always prepare something in advance, but I don't have anything prepared so I might be rambling I might say "um" a lot so I'm sorry. I just feel really compelled to come up here and speak my mind on behalf of Ron. I'm sorry I don't cry in front of people a lot. He is so amazing and I remember coming here and seeing this meeting and seeing all the teachers, our teachers are amazing by the way. Seeing all of them, feeling so proud to be in Parsippany because all of us, so many alumni, Bill Clearly, the scariest Vice Principal ever, came up and spoke in support of such a great man. I'm so dorky and I have a little journal that I write entries in just about my life and stuff and I wrote how proud I was to live in Parsippany and hearing all these speeches and to come here tonight and find out that this decision is out of our control and is something that we poured our hearts out, so many of us and we just weren't heard and that makes me so sad. So I don't know what solution we can come up with, but I know you guys all care, and I see that and I'm really sorry if people were disrespectful to you because I don't think that's okay either. I just think you made the wrong decision, so I ask you to reconsider. Thank you.

Cindy Rogers: Mother of two daughters, one graduated and one still in the school. I think it's so horrible that you had our children coming up and pouring out their hearts out to you when they've already done this one or two times already. As a parent to see these children coming up and being so vulnerable in front of their friends and to you, this man is so important to this school. I know that there is some of you who have children and that this is the hardest decision for you because you know who Ron is, I know there's no way you can't support Ron if you know him. So I know this decision isn't up to you, I know this decision is up to the people who don't have children, or don't know Ron. I can't imagine after seeing what all these children are doing and then having the teachers come up here and pour their hearts out in front of students. Get the contracts done and rip up Ron's resignation, it's very simple. I don't think that there's anything more that we can do to make this decision clearer and easier for you, it is so clear and I hope that you make the right decision. Get the contracts done and rip up the resignation.

Closing of Public Session.

Dr. Sargent: Good evening everyone, unfortunately regarding negotiations and personnel, I am not able to speak to that. Ms. Demarest, I will certainly follow up with you. I'm very interested to learn more about that.

On a motion by Mr. Choffo seconded by Mrs. Mayer, Superintendent's Bulletin Number 12, item #45 will be voted on separately.

Parsippany-Troy Hills Board of Education
Minutes of the Regular Meeting of February 7, 2019

**ROLL CALL: SUPERINTENDENT’S BULLETIN #12
AND SECRETARY’S REPORT**

**ROLL CALL
VOTES**

On a motion by Mr. Berrios seconded by Mrs. Golderer, Superintendent’s Bulletin Number 12, items #1-43, with Addendum Items 44, 46-52, were voted on as follows:

BOARD MEMBERS	AYE	NAY	ABSTAIN	RECUSE	ABSENT	RESOLUTION NUMBERS
Mr. Berrios	X					
Mr. Blair	X					
Mr. Choffo	X			X		11,15,49
Mr. Cistaro	X					
Mr. DeVitto	X					
Mrs. Golderer	X					
Mrs. Mayer	X					
Mrs. Cogan	X					
Mr. Neglia	X					

On a motion by Mrs. Golderer seconded by Mr. Cistaro, Superintendent’s Bulletin Number 12, item Addendum Item #45, was voted on as follows:

BOARD MEMBERS	AYE	NAY	ABSTAIN	RECUSE	ABSENT	RESOLUTION NUMBERS
Mr. Berrios		X				
Mr. Blair		X				
Mr. Choffo		X				
Mr. Cistaro		X				
Mr. DeVitto		X				
Mrs. Golderer	X					
Mrs. Mayer		X				
Mrs. Cogan		X				
Mr. Neglia		X				

ADJOURN

ADJOURN

There being no further business, the executive and public meeting adjourned at 8:50 pm on a motion by Mr. Berrios, seconded by Mrs. Mayer and voted on as follow:

BOARD MEMBERS	AYE	NAY	ABSTAIN	RECUSE	ABSENT	RESOLUTION NUMBERS
Mr. Berrios	X					
Mr. Blair	X					
Mr. Choffo	X					
Mr. Cistaro	X					
Mr. DeVitto	X					
Mrs. Golderer	X					
Mrs. Mayer	X					
Mrs. Cogan	X					
Mr. Neglia	X					

Respectfully submitted,



Gabrielle Conde
Assistant Board Secretary

**FOR ALL APPENDICES AND EXHIBIT ATTACHMENTS
AFOREMENTIONED IN THESE MINUTES, PLEASE
REFER TO THE SUPERINTENDENT'S BULLETIN # 12
INCLUSIVE OF THE SECRETARY REPORT
INITIALLY RECEIVED IN THE BOARD PACKET
AND NOW POSTED AT THE DISTRICT WEBSITE**

