

**PARSIPPANY-TROY HILLS
BOARD OF EDUCATION
REGULAR MEETING OF
Thursday, January 17, 2019**

The ParsIPPany-Troy Hills Board of Education held its Regular Meeting on Thursday, January 17, 2019 at ParsIPPany Hills High School, 20 Rita Drive, Morris Plains, NJ 07950.

CALL TO ORDER

CALL TO ORDER

President Mr. Neglia called the meeting to order at 6:00 pm.

**MEETING NOTICE
NOTICE**

MEETING

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 9, 2019. This is an official meeting.

**FIRE NOTICE
NOTICE**

FIRE

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
Mr. Andrew Choffo
Mr. Joseph Cistaro
Mr. Matthew DeVitto
Mrs. Susy Golderer
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

Absent & Excused: Mrs. Judy Mayer was absent from 7:00 PM-9:21 PM

ADJOURN TO EXECUTIVE SESSION

**ADJOURN TO
EXEC SESSION**

Mr. Neglia made a motion to adjourn to closed session at 6:00 PM for the purpose of discussing student matters which are confidential in nature under N.J.A.C. 6A:32:-7.1 et seq. and personnel matters. Action may or may not be taken with respect to these matters.

The motion was moved by Mrs. Mayer and seconded by Mr. Berrios and was unanimously approved by roll call vote:

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

RECONVENE OPEN SESSION

**RECONVENE
OPEN SESSION**

On a motion by Mr. DeVitto, seconded by Mrs. Cogan and unanimously approved by roll call vote the regular meeting reconvened at 7:11 p.m.

Mr. Neglia suspended the regular agenda for the presentation of Student Awards.

STUDENT COMMITTEE REPORT

STUDENT COMM. REPORT

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

CORRESPONDENCE

CORRESPONDENCE

None

UNFINISHED BUSINESS

UNFINISHED BUSINESS

**COMMITTEE REPORTS
REPORTS**

COMMITTEE

Mr. Neglia stated that the committee appointments are on the bulletin for this evening and therefore there are no committee reports at this time.

APPROVAL OF MINUTES

On a Motion by Mr. DeVitto, seconded by Mr. Berrios, the Executive and Regular minutes of the January 3, 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 11.

Mrs. Tedesco presented the Secretary Report.

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

Number 11

January 17, 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.

Awards to Students

AWARDS

BE IT RESOLVED that the Board congratulate and present certificates/plaques to the students listed below for their fine achievements.

CENTRAL MIDDLE SCHOOL – Mr. Mark Gray, Principal

CROSS COUNTRY

Amina Zohny and Deirdre Wilson - Coach

Greater Morris County Cross Country Champions Group III

Simon Lugo

Eric Ferri

Andrew Fuenzalida

Liam Hansberry

Malik Alzubi

Albin Mullan

Rahul Pemmasani

PARSIPPANY HIGH SCHOOL – Dr. Denis Mulroony, Principal

PARSIPPANY HILLS HIGH SCHOOL – Mr. Michael DiSanto, Principal

FBLA - PHHS
Ahmed Kandil, Director

Parliamentary Procedures

National Qualifier

State 3rd Place

Regional 6th Place

Job Arita

Business Financial Plan

National Qualifier

State 1st Place

Pre-judge Finalist 4th Place

VBC Personal Finance- State 1st Place

VBC Management- State 2nd Place

Yash Bhawsar

Insurance Risk Management

National Qualifier

State 2nd Place

Regional 2nd Place

Ellen Chen

Securities & Investments

State Qualifier

Regional 7th Place

Carolyn Chiu

Advertising

National Qualifier

State 5th Place

Regional 5th Place

Brittney D'Mello

Parliamentary Procedures

National Qualifier

State 3rd Place

Regional 6th Place

Diana DeMottie

Social Media Campaign

National Qualifier

State 1st Place

Steven Feng

Economics

State Qualifier

Regional 6th Place

Adam Giovanelli

Help Desk

National Qualifier

State 3rd Place

Regional 6th Place

Shrusti Goswami

Parliamentary Procedures

National Qualifier

State 3rd Place

Regional 6th Place

Matthieu Granvil

Introduction to Business Presentation

National Qualifier

State 1st Place

Nicholas Kuo

E-Business

National Qualifier

State 4th Place

Pre-judge Finalist 4th Place

Matthew Kwan

Journalism

State Qualifier

Regional 7th Place

Janvi Lagdiwala

Accounting I

State Qualifier

Regional 6th Place

Maggie Lalo

Introduction to Parliamentary Procedures

State Qualifier

Regional 6th Place

Meghan Lalo

Introduction to Business Presentation
National Qualifier
State 1st Place
Nicholas Levytsky

Computer Problem Solving
State Qualifier
Regional 5th Place
Vishal Mansuria

E-Business
National Qualifier
State 4th Place
Pre-judge Finalist 4th Place
Arjun Nagendran

Business Plan
National Qualifier
State 1st Place
Pre-judge Finalist 4th Place
VBC Personal Finance- State 1st Place
VBC Management- State 2nd Place
Shivani Patel

Community Service Project
National Qualifier
State 1st Place
Pre-judge Finalist 2nd Place
Arijit Pingle

Advertising
State Qualifier
Regional 8th Place
Prerana Singh

Parliamentary Procedures
National Qualifier
State 3rd Place
Regional 6th Place
Amy Staudinger

E-Business
National Qualifier
State 4th Place
Pre-judge Finalist 4th Place
David Sudit

Business Financial Plan
National Qualifier
State 1st Place
Pre-judge Finalist 4th Place
Brandon Sung
Kyle Sung

Networking Concepts
National Qualifier
State 6th Place
Regional 1st Place
Siddarth Swaminathan

Community Service Project
National Qualifier
State 1st Place
Pre-judge Finalist 2nd Place
Jeremy Thomas

Social Media Campaign
National Qualifier
State 1st Place
Juliana Urbis

Business Calculations
National Qualifier
State 4th Place
Regional 2nd Place
Ashil Vekaria

Introduction to Business Presentation
National Qualifier
State 1st Place
Harvey Wang

Introduction to Financial Math
State Qualifier
Regional 5th Place
Victor Wang

Business Plan
National Qualifier
State 1st Place
Pre-judge Finalist 4th Place
VBC Personal Finance- State 1st Place
VBC Management- State 2nd Place
Karoline Xiong

Economics
National Qualifier
State 4th Place
Regional 5th Place
William Yang

Introduction to Financial Math
National Qualifier
State 3rd Place
Regional 4th Place
Alex Zhang

MARCHING BAND - PHHS

Michael Iapicca, Director

Anthony Calabrese- Percussion Instructor
Michelle Christianson- Assistant Band Director
Patricia Dadaian- Color Guard Instructor
Kassie Dadaian- Asst. Color Guard Instructor
Alejandro Gallo- Percussion Instructor
Karolina Holmstrom- Visual Instructor
Mike Ryan- Visual Design
Lauren Schmitt- Drum Major Instructor

2018 Group 3A

Tournament of Bands Chapter 10 Regional Champions

Katharine Arthur	Paul Kim	Anthony Paterno
Sheethal Ayalasonmayajula	Ivy Lai	Medha Patil
Kunal Chauhan	Jamie Lai	Debra Perlmutter
Andrew Choffo	Justin Lai	Andrea Potesta-Oliva
Ryan Dauber	Christine Lam	Cody Ruth
Ishani Dave	Nikhita Lavu	Delia Ryerson
Matthew Degady	Emily Lei	Vraj Shah
Aarushi Deo	Jason Lei	David Sinchi
Tavishi Deo	Eric Leonard	Sydney Spindler
William Elvin	Sofia Levytsky	Hannah Stroh
Lennon Fitzgerald	Marvin Li	Aidan To
Nadirah Freeman	Kaitlyn Lin	Elizabeth Trunk
Trevor Govelitz	Kimberly Love	Jasleen Uberoi
Katherine Grytsayenko	Emma Ludvigsen	Shoumik Vaddi
Lauren Higdon	Nathaniel May	Nimisha Venkataramani
Scott Hilsinger	Sreemanth Meka	Shreya Venkataramani
Scarlette Horvath	Vaishnavi Menon	Michael Ververs
Ying-Yi Hsu	Akul Murundi	Evan Vojta
Zhi-Yi Hsu	Crystal Nunes	Joseph Wentworth
Annabelle Ip	Angela Palazzo	Philip Yao

CROSS COUNTRY - PHS

Briane DeGironimo, Coach

1st Team All Conference

Dominic Romero

1st Team All Conference

All Academic

Katherine Castano

2nd Team All Conference

All Academic

Abbas Wafa

Honorable Mention All Conference

Sameerah Khan

Nicholas LeDonne

CROSS COUNTRY - PHHS

Michelle Perry, Coach

2nd Team All Conference

All Academic Team

Chloe Vergel de Dios

Honorable Mention All Conference

Carolyn Modin

Arnold Nguyen

Thomas Buckley

FIELD HOCKEY - PHS

Rebecca Lilienthal, Coach

1st Team All Conference-Offense

2nd Team All County-Offense

All New Jersey All Star Game

All Academic

Olivia Bucciarelli

2nd Team All Conference-Defense

1st Team All County-Defense

All North Jersey

All Academic

Kaitlyn Fang

2nd Team All Conference-Goal Keeper
All Academic
Isabella Rocco

2nd Team All Conference-Offense
All Academic
Lindsey DePetris

Honorable Mention All Conference
Priscilla Wong

Honorable Mention All County
Gianna DiGugliemo
Michelle Ebel

FIELD HOCKEY - PHHS

Amanda DeJessa, Coach

2nd Team All Conference
All Academic Team
Honorable Mention All County
Aleyna Aydin
Katherine Rogers

2nd Team All Conference
All Academic Team
Shannon Murphy

Honorable Mention All Conference
Erin Tracy

FOOTBALL - PHS

Jason Hurta, Coach

NJSFC 2nd Team All Conference-Offense
1st Team Morris County-Offense
All Academic
Tyler Grieco

1st Team All Conference-Offense
Nana Agyemang
Joseph Stull

NJSFC 1st Team All Conference-Defense
Alex Picinich
Anthony Rillo

FOOTBALL - PHS

NJSFC – 2nd Team All Conference – Defense
All Academic
Amon Sharafi

NJSFC – 2nd Team All Conference – Offense
Nicholas Santangelo

NJSFC 2nd Team All Conference-Defense
Daniel Lupo

NJSFC Honorable Mention All Conference
Angelo Grippo

FOOTBALL - PHHS

David Albano, Coach

NJSFC American White Division Champions

Matthew Batrone
Jack Bellardino

JD Breslauer –
1st Team All Conference - Offense
All County

Brian Brisson

Ryan Christofferson –
1st Team All Conference – Offense

Edward Comerford

Alan Copeland –
1st Team All Conference - Defense
All County

Brian Davies

Christopher Dogbe

James Garcia

David Giraldo –
2nd Team All Conference – Defense

Jake Jasiecki

James Koegler –
2nd Team All Conference – Offense

Thomas Lally
Andrew Loesch

Jayson Marte –
1st Team All Conference - Defense

Joseph McClusick

Anthony Memoli –
Honorable Mention All Conference

Christopher Meumann

Kevin Minardi –
1st Team All Conference - Offense
All County

Christopher Montoya

Matthew Morales

Devesh Naik

Peter Nardi

Gabriel Nazziola

Shane O'Connor

Jarod Palatini

Greepan Patel

Riyank Patel

Brandon Perot –
2nd Team All Conference – Defense

Jonathan Pietrowicz

Derek Plata Teutle

Christopher Rapp

Ty Sallie –
2nd Team All Conference – Offense

Connor Schaefer –
2nd Team All Conference – Defense
All Academic Team

John Shields

Jacob Smith

Andrew Stark

Adney Suvil

Zachary Taylor

Jordan Thompson –
1st Team All Conference – Defense

Angelo Varcadipane –
1st Team All Conference – Defense

Dominick Verducci –
2nd Team All Conference – Offense

Patrick Whalen

Dennis Wilson

Richard Wright

Emirhan Ziya

BOYS SOCCER - PHS

Michael Mueller, Coach

1st Team All Conference
Honorable Mention All County
All Academic
Angelo Cascio

1st Team All Conference a
Honorable Mention All County
Christopher Ferri

2nd Team All Conference
Michele Pantaleo
Stephen Michael Peterson

Honorable Mention All Conference
Justin Stanton

BOYS SOCCER - PHHS

James Wiegand, Coach

2nd Team All Conference and Honorable Mention All County
Christian Aguirre

2nd Team All Conference and 2nd All County
Corey Katzenberger

2nd Team All Conference and 3rd All County
Juan Restrepo

1st Team All Conference and 2nd All County
Brandon Strocchia
Christian Torres

Honorable Mention All Conference
Honorable Mention All County
Aidan Zitelli

GIRLS SOCCER - PHS

Paul Koeck, Coach

NJAC Independence Division Champions

Bethany Brodock
Ashley Brown
Megan Carlos
Emily Chacon
Madison Christ
Mariah Colon
Caitlin Crooker
Jenna Devens - *2nd Team All Conference and All Academic*
Tatjana Dobrijevic
Gabriella Iacono
Paige Kaiser - *1st Team All Conference and All Academic*
Michele La Capra - *Honorable Mention All Conference*
Nelsy Paulino
Christina Peterson
Emilie Rago - *2nd Team All Conference and All Academic*
Nicole Rago
Sydney Reich - *1st Team All Conference*
Nadia Rodrigues
Kayla Scott
Olivia Shoshan - *2nd Team All Conference and All Academic*
Jamie Solomon
Giovanna Stull - *1st Team All Conference*

GIRLS SOCCER - PHHS

Stephanie Andolino, Coach

2nd Team All Conference
1st Team All County
All Academic Team
Sarah Costanza

1st Team All Conference
1st Team All County
Top 20 in Morris County
Samantha Kievit

Honorable Mention All Conference
Lauren Geiger

2nd Team All Conference
All Academic Team
Honorable Mention All County
Rebecca Warner

1st Team All Conference
2nd Team All County
All Academic Team
Gabriella Gilgorri

Michael Miller – Coach

Honorable Mention All Conference

Eashani Patel

2nd Team All Conference

Purvi Ranade

1st Team All Conference

Julia Vincent

TENNIS - PHHS

David Bongiovanni – Coach

Sue Bonnet

NJAC National Division Champions

Alison Christian - *2nd Team All Conference and All Academic Team*

Hyun-Jung Kim - *1st Team All Conference and All Academic Team*

Abigail Lee - *1st Team All Conference and All Academic Team*

Audrey Lee - *Honorable Mention All Conference*

Harshitha Madhavan

Mahi Ojha - *1st Team All Conference*

Elise Parisi - *1st Team All Conference and All Academic Team*

Nishi Patel - *1st Team All Conference and All Academic Team*

VOLLEYBALL - PHS

Heidi Brady – Coach

1st Team All Conference

All Academic

One of the best Seniors in NJ – nj.com

Jessica Ho

2nd Team All Conference

All Academic

Jazmin Lee

2nd Team All Conference

All Academic

Lauren Vuolo

VOLLEYBALL - PHHS

Victoriano Lavin – Coach

2nd Team All Conference and All Academic Team

Molly Ward

Honorable Mention All Conference

Corinne Diaz

2. **Committee & Liaison Appointments**

A

The Board Committee Appointments and Board Liaison Appointments are attached effective January 2019.

COMMITTEE/LIAISON
APPOINTMENTS

II. GA – GENERAL ADMINISTRATION – JONI BENOS

3. 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
Donna Martino	Using Number Talks and Manipulatives	February 4, 2019	West Orange, NJ	\$259.00
Pam Freund	AMTNJ Assoc. of Math Conference	February 7, 2019	Monroe, NJ	\$189.92
Wendy Barber	Guided Math	February 25, 2019	West Orange, NJ	\$269.00 Title IIA
Victoria Chomut	Art Therapy: Hand-On approach	February 27, 2019	Piscataway, NJ	\$223.86 IDEA
Tali Axelrod Mary Kane	Access, Choice & Time: Critical Readers	February 27, 2019	New Brunswick, NJ	\$162.15 171.00
Steven Linzenbold	Center for Literacy Development	February 27, 2019	New Brunswick, NJ	\$169.00
Barbara Sargent	Harvard University – Women in Education Leadership	March 2-5, 2019	Cambridge, MA	\$4,063.80
Daniel McDougal	NJSBGA Conference	March 10-13, 2019	Atlantic City, NJ	\$876.00
Todd Ricker	DAANJ State Conference	March 11-14, 2019	Atlantic City, NJ	\$729.84
Merisa Rosa	AASA/NJASA/NPSA Women’s Leadership Conference	March 14-15, 2019	Somerset, NJ	\$395.62
Barbara Sargent	AASA/NJASA/NJPSA Conference Presenter	March 14, 2019	Somerset, NJ	\$249.00
Deborah Huffman	Dyslexia Conference	March 15, 2019	Garwood, NJ	\$205.00
Tali Axelrod Chris Waack	Curious Classroom: Building Knowledge	March 22, 2019	New Brunswick, NJ	\$162.15ea
Jeff Martens	Center for Literacy Development	March 22, 2019	New Brunswick, NJ	\$196.35
Darla Kaminsky	Winners! Workshop	May 14, 2019	Voorhees, NJ	\$209.00 Title IIA
Susan Gareffa	Winners! Workshop	May 17, 2019	Whippany, NJ	\$209.00 Title IIA
Michael Nicosia	Improving Schools: The Art of Leadership – Harvard University	June 23-29, 2019	Cambridge, MA	\$6700.30

III. AP – ACADEMIC PROGRAMMING – TALI AXELROD, ED.D.

7. **Summer Workshop Facilitator**

SMR WKSHPS

BE IT RESOLVED that the Board approve the following teacher to be compensated at the contractual rate of \$41 per hour for preparing and presenting workshops at the 2018 Summer Professional Development Series subject to any guide placement or other salary adjustment that may be due upon completion of the negotiations between the Board of Education and PTHEA:

<u>Presenter</u>	<u>Hours</u>	<u>Total</u>
Jemila Najjar-Keith	5.25	\$215.25

8. **Summer Workshop**

SMR WKSHPS

BE IT RESOLVED that the Board approve payment of the amount indicated based on \$41 per hour to the individual named below who has completed preparation work and presented for a workshop during the 2018 Summer Professional Development Series subject to any guide placement or other salary adjustment that may be due upon completion of the negotiations between the Board of Education and PTHEA:

<u>Presenter</u>	<u>Hours</u>	<u>Total</u>
Kara Baltuch	2.7	\$110.70

IV. HR – HUMAN RESOURCES – ROBERT SUTTER, ED.D.

9. **Resignation- PTHEA**

**RESIGN
PTHEA**

BE IT RESOLVED that the Board approve the resignation for the purpose of retirement of Laura Ann McCluskey, Teacher at Parsippany Hills High School, effective July 1, 2019.

10. **Resignation- Office Aides**

**RESIGN
OFFICE AIDE**

BE IT RESOLVED that the Board approve the following resignation:

Effective January 31, 2019:

Carol DePugh Littleton Elementary School

11. **Resignation - Spring Coaching**

**RESIGN
COACH**

BE IT RESOLVED that the Board approve the following resignation effective January 3, 2019:

Michelle Perry- Parsippany Hills High School - Head Boys Spring Track Coach

12. **Employment – ESAPTH**

**EMPLOY
ESAPTH**

BE IT RESOLVED that the Board approve the employment of Carol DePugh who has been selected as a Secretary at Littleton Elementary School replacing Michelle Clackner. Ms. DePugh will be placed on 12 month - Guide A - Step 4 and receive \$47,830.00 + \$700.00 (Head Secretary stipend) effective February 1, 2019.

13. **Employment - ESAPTH – Pending**

**EMPLOY
ESAPTH**

BE IT RESOLVED that the Board approve the employment of Saida Sepulveda who has been selected as a Secretary/Bookkeeper in the Business Office replacing Nancy Schmalder. Ms. Sepulveda will be placed on 12 month - Guide B - Step 4 and receive \$46,805.00 effective January 30, 2019, subject to the receipt of all required employment documents including, but not limited to completion of criminal history background check, and any other required materials.

Parsippany-Troy Hills Board of Education
Minutes of the Regular Meeting of January 17, 2019

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14. **Employment - Local 32**

**EMPLOY
LOCAL 32**

BE IT RESOLVED that the Board approve the employment of the following individual on a 150-day probationary period as indicated below:

Name	Salary	Effective	Assignment	Location
Anthony Antonek	\$30,300.00	1/21/19	Custodian	Maintenance
	\$1,458.00 (2nd Shift)		Floater	

(Replacing Christopher Guarneri)

15. **Employment - Local 32**

**EMPLOY
LOCAL 32**

BE IT RESOLVED that the Board approve the employment of Gabriel Perez, who has successfully completed his 150-day probationary period as a Part-Time Custodian at Northvail Elementary School. A contract should be issued to him for the 2018-2019 school year for \$14.75, effective January 4, 2019.

16. **Employment – PTHESA**

**EMPLOY
PTHESA**

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

Rockaway Meadow Elementary School
Effective January 22, 2019:

Dawn Rizzo Paraprofessional \$22,013.00 (prorated)

17. **Employment - Noontime Aide**

**EMPLOY
NOONTIME AIDE**

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

Effective 01/18/2019:

Lake Hiawatha Elementary School

Yamini Pamula 10 hours/week

18. **Waiver of Teaching Load**

WAIVER

BE IT RESOLVED that the Board approve the waiver of teaching load for the following individual who will provide class coverage as indicated below during the 2018-2019 school year:

Name	Location	Subject	Amount	Effect. Date	Class Load	Formula
Marleen Gibson	BMS	Literacy Coach ELA	\$5,942.75	1/10/2019 - 5/10/2019	1	1/7

19. **Maternity Leave of Absence**

**MATERNITY
LEAVES**

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

Employee #43959, Teacher, has requested a maternity leave of absence on or about May 13, 2019 through June 20, 2019 utilizing accumulated sick leave.

Employee #11695, Teacher, has requested a maternity leave of absence on or about February 19, 2019 through March 29, 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 April 1, 2019 through June 20, 2019.

Employee #49540, Teacher, has requested a maternity leave of absence on or about April 22, 2019 through May 14, 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 15, 2019 through October 15, 2019.

20. **Corrections**

CORRECTIONS

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

Leave of Absence - Employee #40057

From: a medical leave of absence from October 26, 2018 through December 21, 2018 utilizing personal days and accumulated sick leave, pursuant to the Family and Medical Leave Act.

To: a medical leave of absence from October 26, 2018 through January 17, 2019 utilizing personal days and accumulated sick leave, and an unpaid medical leave of absence from January 18, 2019 through January 31, 2019, pursuant to the Family and Medical Leave Act.

Resignations - PTHESA
Joann Koeck

From: effective January 15, 2019.

To: effective January 15, 2019, for the purpose of retirement on February 1, 2019.

V. PS – PUPIL PERSONNEL SERVICES

21. **ABA-Trained Paraprofessionals**

ABA PARA

BE IT RESOLVED that the Board approve the following staff members as ABA-trained paraprofessionals with a stipend of \$1,200 (prorated), for the 2018-2019 school year, as follows:

Last Name, First Name	School	Effective Date of Stipend
Loughlin, Lori	Knollwood	12/14/18

22. **Out of District Extraordinary Aide Costs 2018-2019**

OOD TUITION

BE IT RESOLVED that the Board approve the addition of an extraordinary aide as of 1/1/19 for a student with disabilities who attends Randolph High School for the 2018-2019 school year. This student's tuition costs were previously approved in the Superintendent's Bulletin of September 13, 2018. This student has been classified by the Child Study Team in accordance with Title 18A:46:

School	Student No.	Aide Cost
Randolph High School	29238	\$13,000.

23. **Staff Compensation**

RACE TO THE FINISH

BE IT RESOLVED that the Board approve \$1,000 each to Jennifer Hakim, district teacher, and Michelle Marx, district physical therapist, for the planning and coordinating of the Race to the Finish Program in Spring 2019.

24. **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>
46612	PHHS	10	Medical	2/28/19
28331	PHHS	12	Medical	3/8/19
33392	Brooklawn	8	Medical	3/8/19
46391	Central	8	Medical	2/28/19

25. **Home Instruction – Change in Anticipated End Date**

BE IT RESOLVED that the Board approve the following change in the anticipated end date for the following student on home instruction, originally approved in the Superintendent’s Bulletin

<u>Student</u>	<u>School</u>	<u>Grade</u>	<u>Reason</u>	<u>Anticipated End Date</u>
32075	Brooklawn	8	Medical	2/28/19
46659	OOD	PK	Medical	2/28/19
31492	Brooklawn	8	Medical	2/28/19
40922	Brooklawn	8	Medical	2/28/19

26. **Harassment, Intimidation, and Bullying**

HIB

BE IT RESOLVED that the Board of Education affirms the Harassment, Intimidation, and Bullying (HIB) report for December 13, 2018.

Suspensions

SUSPENSIONS

C

Ten 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

27. **Payment of Bills**

PAYMENT OF BILLS

BE IT RESOLVED, that the Board of Education approve the payment of current bills for January 17, 2019 for the 2018-2019 school year in the amount of \$8,865,005.81.

28. **Secretary/Treasurer Report**

SECRETARY REPORT

BE IT RESOLVED that the Board of Education acknowledge and accept the report of the Board Secretary and Treasurer of School Monies for the period ending November 1 - 30, 2018.

I hereby certify that as of the end of November 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 November 30, 2018 after review of the Secretary's monthly financial report for November 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.

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

Number 11 ADDENDUM

January 17, 2019

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

29. **Morning Enrichment Program**

**MORNING
ENRICHMENT**

BE IT RESOLVED that the Board approve the addition of the following staff members to provide a Morning Enrichment Program beginning February 1, 2019 through June 20, 2019, four morning per week, at the Intervale, Knollwood, Lake Hiawatha, Littleton, Mt. Tabor and Northvail elementary schools, at the rate of \$50 per session, as indicated below, paid for through the Coordinated Early Intervention Services (CEIS) funds, originally approved in the Superintendent's Bulletin No. 9 of December 13, 2018:

Alterman, Meredith	Jordan, Nicole
Boylan, Deirdre	Kline, Karla
Brennan, Jenna	Millheim, Damaris
Breslauer, Courtney	Nichols, Lena
Brown, Madeline	Otto, Mary
Clark, Kimberly	Pacificio, Beth
Covington, Faith	Prunty, Melissa
DeRogatis, Alana	Stabile, Anita
Drobnis, Kathryn	Tuckman-Crohn, Bonnie
Finnerty, Amanda	Valleau, Kenneth
Gentile, Kristina	Vento, Jamie
Gundlah, Marie	Walsh, Katelyn
Hemenway, Kelly	Walsh, Tammy
Heyrich, Heather	

30. **Student Assistance**

**STUDENT
ASSISTANCE**

BE IT RESOLVED that the Board approve Christopher Taylor, paraprofessional, to assist students at the Unified Club meetings to be held at Central Middle School, beginning January 30, 2019 through June 5, 2019, as per the students' IEP, not to exceed ten hours, at the rate of \$22.26.

BE IT RESOLVED that the Board approve Monica Cruz, paraprofessional at Brooklawn Middle School, to assist a student at a dance on January 18, 2019, not to exceed 2 ½ hours, as per the student's IEP, at the hourly rate of \$22.26.

Parsippany-Troy Hills Board of Education
Minutes of the Regular Meeting of January 17, 2019

328

BE IT RESOLVED that the Board approve Hallie Catania, district teacher, to assist a student at a dance on January 18, 2019, not to exceed 2 ½ hours, as per the student's IEP, at the hourly rate of \$40.30.

31. **Retirement – PTHEA**

**RETIRE
PTHEA**

BE IT RESOLVED that the Board approve the resignation for the purpose of retirement of Elaine Dolsky, Teacher at Knollwood Elementary School, effective July 1, 2019.

32. **Retirement – PTHESA**

**RETIRE
PTHESA**

BE IT RESOLVED that the Board approve the resignation for the purpose of retirement of Catherine Nunes, Paraprofessional at Littleton Elementary School, effective February 1, 2019.

33. **Retirement - ESAPTH**

**RETIRE
ESAPTH**

BE IT RESOLVED that the Board approve the resignation for the purpose of retirement of Valerie Steward, Secretary at Northvail Elementary School, effective August 1, 2019.

34. **Resignation - PTHESA**

**RESIGN
PTHESA**

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

Effective January 25, 2019

Elizabeth Moutis Instructional Paraprofessional Mt. Tabor Elementary School

35. **Employment – PTHESA**

**EMPLOY
PTHESA**

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

Lake Hiawatha Elementary School

Effective January 18, 2019:

Nawal Chafiq Paraprofessional \$22, 013.00 (prorated)

36. **Employment - ESAPTH**

**EMPLOY
ESAPTH**

BE IT RESOLVED that the Board approve the employment of Elizabeth Moutis who has been selected as a Secretary/Bookkeeper in the Business Office replacing Esther Measley. Ms. Moutis will be placed on a 12 month - Guide B - Step 4 and receive \$46,805.00 effective January 28, 2019.

37. **Employment - Local 32**

**EMPLOY
LOCAL 32**

BE IT RESOLVED that the Board approve the employment of the Ejaz Khan, who has successfully completed his 150-day probationary period as a Driver. A new contract should be issued to him in the amount of \$21,543.00, prorated, for the 2018-2019 school year, effective January 10, 2019.

38. **Employment – Acting Head Custodian**

**EMPLOY
ACTING HEAD CUST**

BE IT RESOLVED that the Board approve the individuals named below who worked as acting head custodian and are entitled to a prorated portion of the head custodian stipend noted:

<u>Name</u>	<u>School</u>	<u>Dates (# Days)</u>	<u>Stipend</u>
William Beston	BMS	11/29/18-1/10/19 (24)	\$8,714
Deborah Fitzpatrick	Lake Parsippany	12/19/18-1/14/19 (16)	\$5,404

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

**TRANSFER
LOCAL 32**

BE IT RESOLVED that the board approve the transfer of assignment for the 2018-2019 school year with no change in salary, effective January 29, 2019:

Claude Ortiz

From: Maintenance Worker Maintenance
 To: Custodian Floater Maintenance
 (Replacing William Long)

40. **Wide World of Summer Staff List 2019**

WWS SUMMER 2019

BE IT RESOLVED that the Board approve the following staff list for the Wide World of Summer Camp Program 2019:

Wide World of Summer 2019				
Name	Position	Hourly Rate	Estimated Summer Hours	Pay
Nicole Berkman	Co-Director	<i>This is a stipend position</i>		\$15,000.00
John Englishman	Co-Director	<i>This is a stipend position</i>		\$15,000.00
Giana Albruzzese	Coordinator	\$32.00	260	\$8,320.00

41. **Additional Sick Days- PTHEA**

**ADDL
SICK DAYS**

BE IT RESOLVED that the Board approve thirty (30) additional non-accumulative sick days with pay, less the cost of a substitute, for Employee #10677, Teacher, from March 26, 2019 through May 13, 2019.

42. **Maternity Leave of Absence**

**MATERNITY LEAVE
OF ABSENCE**

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

Employee #10677, Teacher, has requested a maternity leave of absence on or about January 14, 2019 through May 13, 2019 utilizing accumulated sick leave and personal 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 14, 2019 through October 11, 2019.

43. **Correction - Resignations - Supervisor Special Education 6-12**

CORRECT

Michele Neal

From: effective February 21, 2019, or sooner

To: effective February 15, 2019

Superintendent's Bulletin No. 11
January 17, 2019 Read-Ins

Page/Number	Explanation																																										
Page 12 / #3	<p>Travel and Work Related Expenses Corrections:</p> <table border="1"> <thead> <tr> <th>Name</th> <th>Purpose</th> <th>Date</th> <th>Location</th> <th>Estimated Expenses</th> </tr> </thead> <tbody> <tr> <td>Karen Brzezinski</td> <td>NJAHPERD Convention</td> <td>February 25-27, 2019</td> <td>Long Branch, NJ</td> <td>\$200.00</td> </tr> <tr> <td>Michele Hoffman</td> <td>Center for Literacy Development</td> <td>March 22, 2019</td> <td>New Brunswick, NJ</td> <td>\$197.00</td> </tr> <tr> <td>Patricia Napolitano</td> <td>Winners Workshop!</td> <td>May 17, 2019</td> <td>Whippany, NJ</td> <td>\$209.00 ea Title IIA</td> </tr> <tr> <td>Deborah Raimo</td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Jennifer Lepre</td> <td>Dyslexia workshop</td> <td>March 15, 2019</td> <td>Garwood, NJ</td> <td>\$220.00 Title IIA</td> </tr> <tr> <td>Danielle Visokas</td> <td>Guided Reading</td> <td>January 30, 2019</td> <td>Newark, NJ</td> <td>\$259.00ea Title IIA</td> </tr> <tr> <td>Christina Lopez</td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table> <p>ADD Title IIA: Mary Kane Access, Choice & Time: Critical Readers Jeff Martens Access, Choice & Time: Critical Readers</p>	Name	Purpose	Date	Location	Estimated Expenses	Karen Brzezinski	NJAHPERD Convention	February 25-27, 2019	Long Branch, NJ	\$200.00	Michele Hoffman	Center for Literacy Development	March 22, 2019	New Brunswick, NJ	\$197.00	Patricia Napolitano	Winners Workshop!	May 17, 2019	Whippany, NJ	\$209.00 ea Title IIA	Deborah Raimo					Jennifer Lepre	Dyslexia workshop	March 15, 2019	Garwood, NJ	\$220.00 Title IIA	Danielle Visokas	Guided Reading	January 30, 2019	Newark, NJ	\$259.00ea Title IIA	Christina Lopez						
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Page 13 #4 #5 #6	<p>Gifts to District ADD: Parsippany High School Paola and Steven DiMario have donated a set of Spanish Encyclopedias, valued at \$350.00, to Parsippany High School</p> <p>Overnight Field Trip Parsippany High School Grade 9-12 March 4-6, 2019, DECA State Conference, Atlantic City, NJ</p> <p>Field Trip Destinations ADD:</p> <table border="1"> <thead> <tr> <th><u>Destination</u></th> <th><u>What the trip would be for</u></th> </tr> </thead> <tbody> <tr> <td>Mercer County Technical School Trenton, NJ</td> <td>PHHS Student Council</td> </tr> </tbody> </table>	<u>Destination</u>	<u>What the trip would be for</u>	Mercer County Technical School Trenton, NJ	PHHS Student Council																																						
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NEW BUSINESS

NEW BUSINESS

Mr. Berrios wanted to mention that he was able to attend the Brooklawn Middle School concert held for the 6th, 7th, and 8th grades this week. It was here at the PHHS auditorium and it was awesome. It was nice to see so many students. It was good to know music is alive and well in Parsippany.

Mrs. Cogan wanted to mention that several of the board members are hosts for Chinese exchange students. She is personally enjoying being a host. The exchange students are currently attending our school and she encourages others to participate in the host family program. The students are really enjoying it and so are they.

Mr. Neglia said that he is also participating in this program. He went on to describe his experience with the exchange students thus far and the things he has shown them here in Parsippany. He too encourages others to participate in the program, as it is a great opportunity and really rewarding.

Mr. Berrios is also hosting and stated that it has been a blast and they have had so much fun. He described his experience with the students thus far, learning about their culture and sharing experiences from his culture in return. He said his family has gotten a lot out of the experience and it has proven to be most fulfilling.

HEARING OF PUBLIC

HEARING OF PUBLIC

Jeremy Chaudruc: Good evening, for those of you who don't know, I teach at Parsippany High School, so a couple things I just want to talk about today. This is my 18th year teaching, the first five I taught at Mercer County after graduating from the College of NJ and I decided to stay in that area to pursue my career. After a few years I was tenured and on a career path I was proud of. However something was missing, I wanted to come home. I was lucky enough to do that and I was given that opportunity to come home in 2006. I was excited to inspire and explain my story because that's what I do as a history teacher. I thought that my story would have an effect on their story, as in the students. So I'm not unique in that regard, what is unique is the opportunity that all of you have as the Board of Education. I think it's a great opportunity. Parsippany-Troy Hills School District has been one of the best districts in the county and the state, accolades prove that. I'm here tonight not to tell you how upset I am and cast blame, instead I wanted to talk to you about another possibility, truly another opportunity. You have the opportunity not to look outside the district for answers, but within. You employ the most people in districts throughout Morris County, you can set the standard. You can set the precedent for all to admire. You can settle what seems to be an uneasiness of employees, parents, students alike. You have that power and as you already know with great power, comes great responsibility. So I just want to say thank you for your time and good luck to you all.

Alexandra Partington: Parsippany-Troy Hills School alumni, married to a Parsippany-Troy Hills School alumni, both children are Parsippany-Troy Hills School alumni and I'm a proud teacher in the Parsippany Troy Hills School District. In 2011, the teachers in this district began contributing to the health insurance premium, at the same time we were not

given any increases in pay to compensate for these deductions from our paychecks. In each year that followed, the deductions from our paychecks went up, as a result it took years for my take home pay to inch back up to where it was before 2011. And why? According to my observations and evaluations conducted by the administration, I did my job and I did my job well. Never was I less than effective or highly effective in my performance reviews and I still ended up with less take home pay. Why would a person who is doing their job and doing it well see less take home pay from year to year? And now that is looming over us again with the negotiation presently taking place. Our current insurance plan is critical to someone like me and my family. Over the past 7 years, I have had 9 surgeries and luckily out of pocket expenses were never at a point that my family and I could not afford. I am a cancer survivor who has gone through surgery, 35 radiation treatments and now has to take medication everyday along with injections every three months for the next 5-10 years. To pay more out of pocket expenses would be astronomical. And as for those 9 surgeries and 35 radiation treatments, I only missed 4.5 days of work total. A lot of people ask me why you didn't take more time off? Because I care for the students in my class, I care that they learn, I care that they have someone to trust, I care that they learn new games, that they can add, multiply, divide, subtract. I care that they have someone to be able to read stories that spark their imaginations. I want them to feel safe, so my question to the Board is, why don't you care about me and every teacher here? Why don't you show us respect? It should be reasonable to expect that our Board of Education care for us and respect us in the way that the teachers in this district care for the children of Parsippany every single day.

Erica Pizza: Parsippany Hills High School, born and bred a Viking class of 99'. I have been teaching at the Hills for 16 years. Every year on the first day of school I welcome my new students and we talk about our classroom expectations. We talk about how our classroom environment revolves around one thing, one simple but very important concept-respect. I tell them that I have the utmost respect for them and I expect them to show the same respect for their classmates and to me. Respect is what is lacking here. The teachers of Parsippany work hard every single day. We teach, we mentor, we listen, we advise and we make our students feel safe. And yet, time and time again we are disrespected by our employers and not recognized for our dedication to our profession. With all due respect to you, Parsippany is ranked so highly in the state because of what we do in and outside of the classroom every single day. And yet, in the 16 years I've been in this district, my colleagues and I have never been given a fair contract without a salary freeze and a lengthy negotiation beforehand. Over the past years we have bared the burden of our take home pay continually going down while the cost of insurance continuing to go up. It is time for you to recognize that treating your teachers like this has a long, lasting effect. We feel used, undervalued, underappreciated and disrespected. On behalf of my colleagues, I am asking you to value our dedication to the students of Parsippany and honor our commitment with a decent and fair contract, thank you.

Shaun D'Anunziaco: Parsippany High School, teacher in this district for 10 years. Let me just tell you a little bit about my story. I grew up poor, very poor. For someone like me, with no idea what I wanted to do and really no passion for anything. A little bit of math and science skills, I choose to go to school for mechanical engineering. As I was sitting in class uninspired, bored and unpassionate about everything, I was taking one class, it was an Intro to teaching class. It was this class that drew me in and I became passionate for what I was doing. I asked the professor for more and I was reading more and it was something that filled a missing part of my life. A passion for something more than what I was doing. A transfer and a couple years later I got the job in this district, my first job right out of college. Make no mistake I am passionate about teaching, I love my job. All of the people here do as well, they are proud of what they do, they love what they do. I love my building supervisors and the people around me. While I started out as a 21 year old teaching 19 year olds in my first year, I have grown and had many opportunities surrounded by the best collaborators, the best teachers and team I have ever been a part of. They should be proud of what they do, and they are good at what they do. I have also seen chaos and I've seen indifference. I've seen change that hasn't gone well and the only constant has been the teachers. They come here, they do their job, they exceed their job and they do everything that you ask them to do. As someone who consciously made the choice to find their passion, rather than fill my pocket book, I am well aware of the difference in salary expectation between public and private. I get that, but as I look at the extra jobs and incomes I've had to take on as things have changed, I see the downfall of my diverted attention. I'm not alone. How many of us have second and third incomes? This passion and love that we all have, this is why a special kind of sadness came over me when I found myself looking for jobs beyond teaching and I don't want to do that. I love this job, I've taught many of your kids and I don't want to do that. So I implore this Board, please begin to negotiate with better faith with us for the stability of the teachers and most importantly our students. Thank you.

Karen Massey: Lake Hiawatha School, I started in 2003 at SKIP, I had many of the kids that I saw here tonight and worked my way up. I am proud to be a teacher. I think about the exchange kids that are here and that's awesome that they get to come and live the life of a Parsippany Student for a little while. Do they know that we're fighting to make less pay? Do they know how the teachers here are treated? Do their families know? In countries where teachers are revered, I would love a conversation with those kids. I'm proud to be a teacher but it's a little embarrassing to be up here begging to get a fair contract. Thank you.

Stacy Van Seggern: Good evening, I am resource room teacher at Lake Parsippany School. I am extremely proud to stand up here and say, that I have spent my entire teaching career, almost 20 years as a Parsippany-Troy hills School District teacher. When I sat down and really thought about what I wanted to say this evening, so many things came to mind. Sure I could talk about how, after almost 20 years of teaching with a BA+60 on the salary guide, with a master's degree, I am taking home less money than I ever have before. I could reflect on the days when my twins were in day care five days a week and that expense coupled with my slowly dwindling paycheck was an extreme financial hardship on my husband and I. I could reiterate the importance of good health insurance and how when recently faced with a medical concern for my daughter I was able to choose the best doctors

for her needs. While all of these things are extremely important, when it really came down to it, the message I wanted to convey this evening was, make it worth it. Four very simple and yet powerful words. These words actually came from a former student of mine and they have really become the driving force behind my teaching. After running into this student many years after I taught her, she told me “You were the best teacher I ever had, you made it worth it for us to come to school each day.” Make it worth it. I still believe in the power of those words. I still believe that despite less take home pay, rising health costs and the absence of a fair contract, we as the educators of this district, continue to make it worth it for our students to come to school each day. So what I’m asking for is this, for you our Board of Education to take a step back and see our worth as the teachers of this district. We are worth a fair contract so we can continue supporting ourselves, supporting our families and above all continue to stand behind the power of those words. Make it worth it. Thank you.

Nicole Dellafave: My story is that I grew up in Parsippany. I went to Troy Hills Elementary, Central Middle School and graduated from Parsippany High School and I was a proud Parsippany graduate all throughout my college career at Penn State University. I choose to become a teacher because I am passionate about it, however the disrespect we have had to withstand is unacceptable. I get the private sector side, I had a conversation with my brother, also a Parsippany graduate who was a Board liaison when he was at school. He has made something of himself from our family business. He always talks to me about the cost of health insurance and I tried to explain to him this summer the problems we are facing. And he said “You know Nik you get all this time off, you know it’s not about the money” and I said I know it’s not about the money I made a choice to go into something I know it’s not about the money. However I was promised compensation for my position and I am not getting compensation anymore. I have to rely on family for childcare because the cost of childcare is too expensive. So I am just asking for a little understanding from people who are my neighbors. And from a parent perspective, I don’t want my children to go to school at a place where their teachers are not respected by the Board of Education. That is not fair! A Knollwood teacher here tonight actually taught my husband how to read because he graduated from Parsippany High School too, so I have roots here, I believe in this town and I believe that the Board of Education can give us a fair contract without us having to stand here and beg for it. Thank you.

Lindsey Wyman: I am a resident here as well as teacher here in Parsippany. I have also lived here in Parsippany my whole life, having gone to Troy Hills, Central Middle School and graduated from Parsippany High School. To say that bleed Parsippany pride is an understatement. I was so completely thrilled when my husband and I bought a house here in Parsippany when I was pregnant with our daughter Emma. How wonderful, to be able to send Emma to some of the best schools in the state and really let her reap the benefits of being taught by some of the most hard working, caring, exceptional teachers I’ve been lucky enough to call my colleagues since 2007. How lucky to be able to live in a community, that’s been ranked #1 in magazines, largely due to a commitment to excellence in education. When my daughter was diagnosed with cancer in 2015, how relieved I felt to work in a district that had such great health insurance so I could feel confident to take her to some of the best specialists in the country. To know now that our level of health care is in jeopardy is terrifying. There are some things in life that no one can plan for and having high quality health insurance is a benefit that I always thought this district believed

we deserved. Now I am beyond excited to announce that Emma has a baby sister on the way this coming spring. We are both elated and petrified. The cost of living in this state isn't getting any lower, meanwhile my work ethic and dedication to my students isn't getting any lower either. However, my paychecks are not budging much. I always thought that the longer I worked and harder I worked, the more my family would benefit, but 11 years of teaching, 60+ credits and a master's degree later and I'm struggling to make ends meet each month. It's devastating to me that this district suggests that it's okay for my take home pay to be lower. It's devastating to me to know that as a well-educated product of Parsippany, that I may never be able to live a comfortable modest life with my family. It's devastating to me that I can't even afford to take a 12 week maternity leave with my baby. It's heartbreaking to know that those who have the power to allow us more take home pay don't think that I'm worth it. Thank you.

Kerry Corbett: I am a parent of a Littleton student, I am a teacher, a taxpayer and I vote. I will do all that I can to ensure, at the next Board of Education election, that my fellow teachers who reside in Parsippany and my neighbors, vote for candidates that appreciate the daily dedication and sacrifice that Parsippany teachers have. Perhaps the benefit of these extended negotiations may be an opportunity for the public, especially parents to appreciate all the work teachers do over and above contract and without compensation. Many of the parents know all the teachers do and we appreciate their support. I believe the Board should recognize that their actions and inactions do adversely affect student learning and I'm not asking a lot. Over the past 10 years my take home pay has increased \$48 per pay period. This is significantly less than the tax increases I pay to live in Parsippany. And this is certainly less than the cost of living increase over the past 10 years. We ask for fairness and equity unfortunately, Parsippany's repeated extended negotiations have caused a contentious relationship between teachers and the Board. Beyond the tangible effects that we see now it also has the intangible effects of low morale and more difficult

teacher recruitment and retention. It only takes a few minutes searching on the internet for talented candidates to be discouraged by what is happening. I implore the Board to come to an agreement. Chapter 78 may be a challenge, yet other districts have successfully settled, we can too. Thank you.

Lou Miller: I have had the privilege to work with, train and lead student advisors all over the country and to tell them I am proud to call Parsippany home. When you value something, you find a way. Several years ago we got turf fields. We valued it and they're great, they're wonderful; you found a way. Several years ago there was a vision for this district to go from good to great and there were certain things that were needed to make that happen administratively and you found a way. What about the most valuable resource in this district other than the students themselves? What about the professionals who work day in and day out directly with those students? The professionals who have made this district great all along. I respect each and everyone of you and over the past 30 years I hope my work in this district has earned your respect as well. I almost left 20 years ago, Joni knows the story, but Parsippany was home and I stayed and I don't have a single regret any day about that, this is my home. So I have a simple, humble request for you. Find a way. Find a way to end this seemingly tri-annual ritual when it comes to the teachers' contract. Find a way to demonstrate through words and actions that you value our work as

much as we value the opportunity to perform that work for your students. Find a way to inspire the next generation of teachers, who will be replacing us one day and show them that Parsippany-Troy Hills is the place to be and the place to stay. Find a way, you've done it before its time to do it again. Thank you.

Joe Kyle: President of the PTHEA. I have been here for over 20 years and I can't say anything here tonight better than my colleagues. You've seen me here many times, I know all of you and you're good people. You don't want to be hearing this anymore than we want to be standing here saying it. I agree with Lou, why do we need to do this every three years? I kind of know why a little bit, because I've watched you over the years so I kind of know how it works. Only half of you can really participate in contract negotiations and most of what happens we just are buffeted by forces, we just expect something to work out. Few of us are ready to stand up and say to our colleagues we can't allow this to go on. I also know at School Board Association meetings, you are being told over and over again, not to bend. Don't bend, don't give in, once one of us gives in on modifications to Chapter 78 the tidal wave will come down and we'll be back to where we were before, I know that is happening. But you hear what's happening on our end, and we know and you should know as well, that over 150 districts in this state have found a way and stood up and said it might take some modifications it might take some changes but we'll find a way because adults cannot continue to go down in pay year after, year after, year. And were not asking for 7% and you're only offering 6%. We're not asking to wipe the slate clean for the last 10 years, we're just saying we can't go down anymore. It might take some changes on your end but we can't make anymore changes on our end, you've heard what's going on. I've stopped payment on my retirement plan, my wife's stopped payment to her 401k. We've cut back on our daughter's college fund, we've actually cancelled them as of this month. We can barely make our mortgage, I work two jobs. There's nowhere to go on our end you have to stand up and do the right thing and look each other in the eye. If it's one or two of you that's saying no were going to hold on till the end, stand up and say no. You have to find one simple way to make this happen. It's the right thing to do, we can't rip this district apart anymore and continue to do this to ourselves. It will, but we don't want to. Find a way, work with each other, stand up, do the right thing. It doesn't take that much money, the district's budget is 150 million dollars. The difference between us is so small, .07%, you can find a way to allow us to make slightly more money each year of this contract.

Leon Doty: I teach math at Central Middle School. June 28, 2011 Chapter 78 was passed by Governor Christie and Senator Sweeney. In 2011 my salary was \$88,215, this year my salary is \$93,715 however, my contribution to the health care premium, thanks to Chapter 78, is \$10,510. That puts my salary at \$83,119. That's less than I was making eight years ago, \$5,095 less than eight years ago. I'm a 25 year veteran teacher with a master's degree in education. I came to this district from another district. I choose to give up tenure to come here because it's a wonderful district. I knew I would be not a good teacher, but a great teacher in this environment. And now I'm making \$509 dollars less a month than I was eight years ago. That's the law thanks to Christie and Senator Sweeney. Since that was passed in 2011, I have paid \$57,566.82 toward my share of the health care premium. I ask myself sometimes what I have done to deserve this reduction in pay. I'm here tonight to ask you not to lower my paycheck any more than it already is required by law. I'm

asking you to stop offering us less health insurance with higher co-pays when I'm already making \$509 dollars less a month than I was eight years ago. I'm asking for a fair settlement that won't take any more out of my pocket. I don't think that's unreasonable. If you're having trouble finding the money in the budget, perhaps you should look elsewhere because I'm pretty sure we were all paying into the health benefits that we weren't paying eight years ago. This can be difficult, challenging, but again I'm sure you can do it. When properly motivated you can find a way and the reason I feel compelled tonight to speak is because I don't think you're properly motivated. The teachers of this district are the most important asset this district and town has. I think you need to recognize that, invest in that and reward that. It's a wonderful district of hardworking dedicated teachers who don't deserve less pay with a lesser health benefit. Find a way as my colleagues said, to stop that from happening. Because let me tell you when you're making \$509 less a month than you were eight years ago, you find a way. So I'm asking you to get to work, get properly motivated and agree to a fair contract. A contract that doesn't lower my paycheck and benefits any more than it already is. Again I don't think that's unreasonable.

Tim Murphy: Chemistry teacher at Parsippany High School. Back in 2009 I had a choice, I had multiple job offers and I choose Parsippany. I had a demo lesson where I met the staff. The staff was great and so were the students. The people here are great, I enjoy working with the students, it's incredibly rewarding. But, having these contract negotiations go on and on is a routine. A friend of mine in another district said that it was June and they already had a contract for the next year, which was a shock to me as I didn't know other districts did that. What I can say is the teachers are the ones on the frontline who keep everything running. All sorts of stuff keeps getting added to our plates but we persevere and keep going. I took a look at BLS data for the inflation index, coupled with chapter 78 legislation and my 10th year teaching in this district and I am in a worse place financially than I was in my first year teaching in this district. Let that sink in. In terms of my evaluations I've been graded effective year in and year out, this year I'm taking home less money. We strive for fairness and want to be fair to our students, I hesitate to encourage students to go into teaching given the way things have turned in this district. The morale is crushing. We want to have a fair contract for everyone. Thank you.

Paul Chao: I am a parent here and we've been residents of Parsippany for 18 years. Both my kids went through the Parsippany School system. Before I talk about what I want to talk about, I was reflecting on the teacher's situation and I just want to say that I saw one of my son's teachers working at the pizzeria, Anthony Franco's on Route 46. And I couldn't quite understand why my son's math teacher was working at Anthony Franco's. After listening tonight I sort of understand it and it saddened me because we live in one of the richest counties in New Jersey and yet our teachers are not able to make a livable wage where they're not having to work a second job. So let's try to make something happen because it just doesn't feel right as a parent and long term resident. The reason I am here tonight is to talk about the disciplinary review involving Ron Cupitt. From what I understand, this is the last opportunity where we can voice our support. I just wanted to present my last comments to the Board before a decision is rendered in the future. I'm not here to defend Ron's character, I think all of you have seen that from the outpouring support at the last Board meeting, the petition, the letters and everything that's been put out there by the community from past and present students, regarding Ron's reputation, so I'm not

here to talk about that. I would like to urge the Board, as you go forth and make this very difficult decision, that you don't take this decision very lightly. The reason so is because of what Ron has meant to this community and this school. I know it's a difficult decision but all of you are capable and experienced individuals and professionals at all different points in your careers, so I would fully expect when you go and make that decision that you would consider two options. You can make that decision with your head, or you're going to make your decision based on the heart and soul. A decision with your head is usually very impersonal and cold, when you make a decision with your heart and soul you have to reach into the inner wisdom of what's right and wrong. I think what we want the Board to consider is Ron's history over 29 years in this school system, caring for our children, being a mentor and being able to help our students in times of great need. We cannot throw that away and it needs to be factored in the decision in you're about to make. Thank you.

Ken Nolan: I am a teacher in a different district, so I understand what all these teachers do and I appreciate what they do. I'm here to tell the Board you need to get these guys a fair contract. I bombard my son's teachers with emails and they continue to work with my son and the other students of this district. I have older children who graduated from this district, one of them got into med school and that's because of the hard work of all of these teachers. I came to this meeting and was sitting in the back corner where I see teachers grading papers, still. They're going through all of this nonsense and they're still working, still pushing, still trying. You are the Board, so I'm going to encourage you, as other teachers and voters have done, be the problem solver. As Mr. Miller said, make it happen. Get them a contract so they can continue to do what they do, because I don't know how much longer I can expect them to do what they do. Thank you.

Ben Walek: Graduated Parsippany Hills last year. I figured I had to get your attention because I noticed when some of the teachers were talking there was a lot of disrespect from some of you- closing your eyes. It's just not right, I'm sorry. I love these teachers, I love this school district but it was upsetting to me and I don't mean that to disrespect you because I know you do take your job very seriously. But seriously can we pay these teachers and get Ron Cupitt back his job, I have nothing else to say here tonight. I didn't come here thinking anything else, but this man has lost over 40lbs, he can't even eat. He wakes up every morning to get ready for work only to remember he can't. It's ridiculous, it's disgusting and I have never been so upset at a Board over not having made a decision yet. There has been people from the prosecutor's office saying they found nothing, I mean common guys can we please do something about this because it's getting a little ridiculous. I go back to school on Saturday and guess what I'm not sure I'll want to go back to school this summer because come November, I'm going to want to be here to be more involved because this is disgusting. I'm sorry for my unprofessionalism but it sickens me as a student who graduated through the Parsippany School District. I've never met a greater man in my life. If any of you have ever spoken to him you know that. How many teachers here have been to Brooklawn or Parsippany Hills over the past 28 years and know Ron Cupitt? The man's the most loving man in the world and he worked his way out of Newark. He left his wife to move out because that was what was best for his kids and family. I know he would take a bullet here for any kid especially the kid involved in the incident. You should want him around that kid because he will be the only one sticking up for him, so if that's what you're worried about put him back in that school please.

Cathy Schoreder: I have two daughters, one who graduated in 2015 and one who is a junior now. We have wonderful teachers here. I'm here to express my support for the teachers, they are very hard workers. I also am here to talk about Ron Cupitt. He is the epitome of the best cheerleader in the world, he always has the kids back and is always there to support you, especially if you are feeling glum. He is the ultimate. He's so enthusiastic and he is always there to put a smile on your face. He's dedicated, a hard worker and loves his job. He loves the kids and how many people can say that, how many people really love their job? He loves cleaning and how many people love that? He actually called me "young lady" and anyone who calls me young lady, I like very much. I want to tell you that he is the best man and so dedicated, please give him a chance, he's been with this job for 29 year and he deserves a chance. Please I beg of you give him a chance.

Cristina Folan: Listening to these teachers, so many of them come here saying how many years they've worked in the district. They've lived here, they've studied here and they've been teaching in this district for many years. I come before you with 16 years of amazing education that my children have received. My youngest daughter will be graduating in May, I could have very easily said we are out of here, I don't need to go or do anything else, I've put in my time were done. I can't do that because I honest to goodness feel that I owe these amazing teachers so much. I have three wonderful children that are doing very well and I owe so much for what my children have received in this district to these teachers. It hasn't just been content education, it's been character education. These teachers support the students in ways you can't put on paper. I haven't had the benefit of being in the classroom with them, but I know a lot of them really well because I've spent time after school helping in different areas. I've had time to speak with them and see how they work with the students and relate to them. On Monday, Dr. Sargent I saw you at the courthouse and we were supporting the students at the mock trial. To see these students at the mock trial is extraordinary, you cannot believe these kids are teenagers, it's amazing and it is partly because they have been mentored by these teachers. It pains me to hear the words that they feel used and undervalued. It hurts to hear their pay is going down when the education of my children has been on the rise. Somehow it doesn't feel it's fair. I believe it can happen and you can work it out. I saw it happen with the turf field, in thin air a turf field appeared. I believe this Board is better than what we had. I know many of you personally and know you are good people and I believe we can find a just balance for the teachers.

Eastiani Patel: I am a senior at Parsippany High School. Yes, I see my teachers for only 45 minutes a day, but they do so much more than that. They deserve to be respected more and it's unfair that they have to work second jobs after a long day of dealing with us. And we are a handful, trust me. I have so many great teachers that have not only helped me educationally but emotionally as well. I've gone to them in tears and they've helped me. They didn't need to do that but they still did. I have known some of these teachers since freshman year and they still are there for me. I share my greatest achievements with them every day. They have taught me more than just algebra and history. They have taught me to have more confidence in myself and integrity. They have taught me not to be scared to reach for the stars that feel out of reach. I have achieved so many great things and it has been mainly because of them. Their contribution is crucial to our future, so please increase their pay and be considerate. Thank you.

Carol Gorcyca: It's really disheartening to hear what these teachers are going through. Knowing that they are the life blood of our kids and you guys can't come to some agreement and find a way is completely disheartening. I can't believe what's being said but you will find a way, I hope. Four years ago, my son entered Parsippany Hills High School and a well-intentioned friend had me join the boys' basketball booster committee. On my first day at the snack stand, I was setting things up and I heard this infectious laughter through the halls and I looked and there was a gentleman standing in front of me. He said "hello young lady" and I looked around and said where's the young lady? It was Ron, it was my first experience with him. There are not enough superlatives or adjectives to tell you what a great man this person is. I have watched this man talk to so many students every time I was working the stand. One girl in particular was visibly upset and within minutes of her speaking with Ron she was laughing and smiling from ear to ear. Her body language was confident and she was ready to go on because of this man. I have seen him do this with so many kids. The reality is, maybe he made a bad decision at some point, but he has suffered enough. Make the decision, make the right decision, have a heart and save Cupitt.

Laura McCluskey: I am a resident of Parsippany, a teacher in this school district and a parent to a graduate. As a resident since 1990 and a homeowner since 1993, I've always felt secure in my real estate investment because I knew Parsippany schools are what drive people to move here. I have always been confident in my home value, it's because of the good schools. As a parent my daughter had a wonderful education here, she is a graduate from Philadelphia, is running for city commissioner and is high in the polls. She's the product of a great public school system. As a teacher here for 29 of my 32 years of teaching, I have always been proud to come to work at the Parsippany Schools. I love this job because I know the quality of education we are giving to the students. I can say without a doubt this is one of the most highly qualified and highly dedicated staffs I have ever come across in my 32 years. I can say without a doubt they deserve to be treated as such. What kind of community do you envision for the future? We are not asking for anything unreasonable or not doable. We know the limits. We're merely asking for you to keep this school district and its employees on a high pedestal, treat them as they should be treated. They have given you everything to make this district not only one of the best in the state, but the best in the country. That's not an accident. Now please give back to them. There is a saying, you get what you pay for. My career is almost done, but our younger and future teachers will remember this moment when they decide which school district they want to dedicate the rest of their careers to. Don't be the reason they go somewhere else. Don't be the reason this district changes. Please carefully consider your decisions as you move forward, they have more future-reaching impact than you could ever imagine. I want you to imagine that tomorrow morning each of you has to teach 4, 42 minutes of chemistry or history or English or the hardest one kindergarten. I want you to think about what you have to do when you go home, to prepare to do for tomorrow, so that you do an excellent job. Now you're thinking like a teacher, because we do this every night. This is what we're asking to be fairly paid for, this is what we do and I think you should imagine it more often. Thank you.

Bob Venezia: Completely different topic here. In the Parsippany Hills section of town there are a few thousand apartments at various stages of being built, planned or approved. At recent town council meetings, several members of this Board have recently stated that the existing buildings in this school district will not be able to accommodate the influx of students that is expected. In preparation for future school expansion, I would like to offer a suggestion to the Board involving the purchase of a piece of property. Before I do that, I want to make a disclaimer that this piece of property is in the neighborhood I live and its purchase by the Board would benefit my neighbors and me from a quality of life stand point. In addition, I am a parishioner at the church that is offering the property for sale. For the past couple years, the pastor at St. Christopher's Church, has offered to sell a 13 acre plot of land that lies between the church and the Parsippany Hills High School. This parcel seems like a perfect fit for the Board to purchase, in order to prepare for the increased student enrollment expected in this section of town due to apartment construction. Overtime more space will be needed at the elementary, middle and high school levels. The purchase of this single piece of property would address the expansion needs of all three levels. A new middle school could be constructed on the newly acquired property, the old middle school could then be converted to another elementary school. There is also a major secondary reason for the Board to purchase this parcel of land. In today's environment, if you don't purchase it, this site is surely going to become home to another 500 unit complex. I don't think that's something you want next door to your high school. I hope you act quickly on my suggestion to buy the St. Christopher's plot of land. I really think it fits your expansion needs perfectly and I would hate to see it fall into the hands of a profit seeking developer, with plans to build another mega apartment complex.

Bruce Lerman: On my way here tonight I had the perfect idea of what I wanted to say. First, the gentleman who just spoke, in theory it's great but if we have no teachers, there is no need for additional schools. I also had the opportunity to be at the last Board meeting. I stood outside in the cold waiting to get in and I just want to applaud the teachers who gave up their seats, so I could get in. One teacher who spoke mentioned making \$5,000 less over the last eight years and that's really unacceptable we have to do something about that. So now what I plan to say, my daughter was going into her freshman year at Parsippany and had a friend over who was about to start football camp over the summer. My son, who is 2016 graduate, happened to be there. He was a captain of the football team and I told him to talk to my daughter's friend and tell him how to be really successful and tell him what he really needed to know for football camp. All he said was, get to know Ron Cupitt. Then at the last Board meeting, I realized, he didn't need to tell him that because Ron Cupitt would find him. Thank you.

Closing of Public Session.

**ROLL CALL: SUPERINTENDENT’S BULLETIN #11
AND SECRETARY’S REPORT**

**ROLL CALL
VOTES**

On a motion by Mr. Blair seconded by Mr. Cistaro, Superintendent’s Bulletin Number 11, items #1-28, with Addendum Items 29-43, were voted on as follows:

BOARD MEMBERS	AYE	NAY	ABSTAIN	RECUSE	ABSENT	RESOLUTION NUMBERS
Mr. Berrios	X					
Mr. Blair	X					
Mr. Choffo	X			16, 21		
Mr. Cistaro	X					
Mr. DeVitto	X					
Mrs. Golderer	X					
Mrs. Mayer					X	
Mrs. Cogan	X			27		
Mr. Neglia	X					

Mrs. Mayer arrived at 9:21 PM

ADJOURN TO EXECUTIVE SESSION

**ADJOURN TO
EXEC SESSION**

Mr. Berrios made a motion to adjourn to closed session at 9:34 PM for the purpose of discussing ongoing personnel matters which are confidential in nature. No action will be taken

The motion was moved by Mr. Blair and seconded by Mrs. Mayer and was unanimously approved by roll call vote:

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

RECONVENE OPEN SESSION

**RECONVENE
OPEN SESSION**

On a motion by Mrs. Cogan, seconded by Mr. DeVitto and unanimously approved by roll call vote the regular meeting reconvened at 10:40 p.m.

ADJOURN

ADJOURN

There being no further business, the executive and public meeting adjourned at 10:46 pm on a motion by Mr. Choffo 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 # 11
INCLUSIVE OF THE SECRETARY REPORT
INITIALLY RECEIVED IN THE BOARD PACKET
AND NOW POSTED AT THE DISTRICT WEBSITE**

