

**MIDDLE TOWNSHIP PUBLIC SCHOOLS  
REGULAR BOARD MEETING**

**THURSDAY, FEBRUARY 18, 2016  
7:00 p.m.**

**MINUTES**

**MISSION STATEMENT:**

The Middle Township School Board has a clearly articulated district mission statement incorporating the expectation that all students achieve the New Jersey Core Curriculum Content Standards (NJCCCS) at all grade levels.

Also, the mission of the Middle Township School District is to provide excellence in education while celebrating the strength of its diversity and upholding the values and traditions of the community in order to produce graduates who possess a love of learning and a sense of responsibility. This education aims to enable all students to reach their potential and become active, productive members of a dynamic, global society.

**I. CALL TO ORDER**

The New Jersey Open Public Meeting Law was enacted to ensure the rights of the public to have advance notice of and to attend the meetings of public bodies at which any business affecting their interest is discussed or acted upon. In accordance with the provisions of the Act, public notice of the meeting has been given by the Board Secretary in the following manner: Posting written notice to the Atlantic City Press, the Middle Township Gazette, written notice with the Clerk of the Township of Middle and posted on the Board Secretary's bulletin board.

**II. ROLL CALL**

  P   Dennis Roberts  
  P   George DeLollis  
  P   Calvin Back  
  P   Robert Bakley II  
  P   Edward Dagney  
  P   Burgess Hamer  
  P   Gloria Hodges  
  P   Patricia Taylor  
  P   Stephanie Thomas  
  P   Jeffrey Trout

## ATTENDANCE

- P Dr. David Salvo, Superintendent of Schools
- A Diane Fox, School Business Administrator/Board Secretary
- P Kathleen McDonald, Director of Curriculum and Instruction
- P Robert F. Johnson, Director of Special Education
- P Christian Paskalides, Principal, Elementary #1
- P Douglas Penkethman, Principal, Elementary #2
- P Dr. Toni Lehman, Principal, Middle School
- P Frank Riggitano, Principal, High School
- P William Donio, Board Solicitor
- A Amy Elco, Board Solicitor

## OTHERS

**NATIONAL ANTHEM** – Valentina Rowell – 1<sup>st</sup> Grade

### III. PLEDGE OF ALLEGIANCE FOLLOWED BY A MOMENT OF SILENCE

Led by the President of the Middle Township Board of Education and followed by a moment of silence.

### IV. INFORMATIONAL

- A. Sunshine Moments  
**Exhibit I 16:08:2/18/16**

*Dr. Salvo announced that there would be a Step Team performance and reception at the conclusion of meeting.*

### V. PRESENTATIONS

- A. 2015-2016 Report Period 1 – NJ State Department of Education Annual District Report of Violence and Vandalism – Robert F. Johnson  
**Exhibit P 16:01:2/18/16**
- B. 2015-2016 Report Period 1 – New Jersey Department of Education District Harassment, Intimidation or Bullying (HIB) Summary Report – Robert F. Johnson  
**Exhibit P 16:02:2/18/16**
- C. Homework Club Presentation was made by Rosie Jefferson.

*Rosie Jefferson and Richard Stahler reported on how well the MLK Homework Club is doing and growing (116 students). Math grades are up, as well as attendance and reading. The students are required to participate in a Zumba Class. They thanked everyone who helped make the Christmas Extravaganza such a huge success.*

- D. Referendum Presentation was made by Dr. David Salvo, Superintendent of Schools

**VI. PUBLIC COMMENT ON AGENDA ITEMS**

**VII. APPROVAL OF MINUTES**

Approval of minutes of previous meeting(s):

- A. Regular Meeting Minutes – January 21, 2016  
**Exhibit M 16:20:2/18/16**
- B. Regular Closed Meeting Minutes – January 21, 2016  
**Exhibit M 16:21:2/18/16**

**MOTION TO ACCEPT THE PREVIOUS MINUTES**

Motion:	Mr. Back	Second:	Mr. Dagney
Vote:	Voice	Carried:	Yes

**VIII. CORRESPONDENCE**

*None*

**IX. REPORT OF THE SUPERINTENDENT**

- A. Use of Facilities Report  
**Exhibit S 16:24:2/18/16**
- B. Trip List  
**Exhibit S 16:25:2/18/16**
- C. Discipline Report  
**Exhibit S 16:26:2/18/16**
- D. Attendance Report  
**Exhibit S 16:27:2/18/16**
- E. H.I.B. Report - Confidential

**X. COMMITTEE REPORTS**

- A. Curriculum Committee
- B. Discipline Committee
- C. Equity/Affirmative Action Committee
- D. Extra-Curricular Committee
- E. Facilities/Grounds/Real Estate Committee – February 11, 2016

*Mr. Bakley reported that the Facilities Committee met on February 11<sup>th</sup> to discuss the following items: Chiller and Controls Project, Maintenance Reserve Requests, Bus Garage Remediation, NJDEP Investigation, Summer Projects and Referendum Update.*

Motion:	Mr. Hamer	Second:	Mr. Dagney
Vote:	Voice	Carried:	Yes

F. Finance Committee - February 11, 2016

*Mr. DeLollis reported that the Finance Committee met on February 11<sup>th</sup> and discussed the 2016-2017 Budget, School Resource Officer Contract with Township, and Update on Referendum.*

Motion:	Ms. Taylor	Second:	Ms. Hodges
Vote:	Voice	Carried:	Yes

G. Performing Arts Committee – February 10, 2016

*Ms. Thomas reported that the Performing Arts Committee met on February 10<sup>th</sup> to discuss the eleven (11) contracts which are on tonight’s agenda for approval, the Jersey Shore Pops Grant Shows, Piano Recital Request, and Shore Production Summer Camp.*

Motion:	Mr. Hamer	Second:	Mr. Roberts
Vote:	Voice	Carried:	Yes

- H. Policy Committee
- I. Staff Relations/Negotiations Committee
- J. Transportation Committee

**XI. CERTIFICATION AND APPROVAL OF REPORTS**

Be it resolved that the Board of Education approves:

- A. The Monthly Budget Reports for the 2015-2016 school year through January 31, 2016, pending audit. Pursuant to N.J.A.C. 6A:23-2.12 (c) the Secretary certifies that as of January 31, 2016, no budgetary line item account has encumbrances and expenditures which in total exceed the line item appropriation in violation of N.J.A.C. 6A:23-2.12 (c).
- B. The January 31, 2016, Report of the Secretary for the 2015-2016 school year, pending audit. Pursuant to N.J.A.C. 6A:23-2.12 (c), the Board certifies that as of January 31, 2016, after review of the Secretary’s Monthly Financial Report (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:23-2.12 (c), and that sufficient funds are available to meet the District’s financial obligations for the remainder of the fiscal year.
- C. That the Board approve the January 31, 2016, Report of Cash Funds for the 2015-2016 school year. It is in agreement with the January 31, 2016, Report of the Secretary, pending audit.

Report of the Secretary – January 31, 2016

**Exhibit B 16:17:2/18/16**

Report of Cash – January 31, 2016

**Exhibit B 16:18:2/18/16**

Motion:	Mr. Back	Second:	Mr. Bakley
Vote:	Roll Call	Carried:	Yes

Y Dennis Roberts  
Y George DeLollis  
Y Calvin Back  
Y Robert Bakley II  
Y Edward Dagney  
Y Burgess Hamer  
Y Gloria Hodges  
Y Patricia Taylor  
Y Stephanie Thomas  
Y Jeffrey Trout

## XII. FINANCIAL

Be it resolved that the Board of Education approves:

- A. Transfer of Funds  
**Exhibit F 16:31:2/18/16**
- B. Bill List/Additional Bill List/PAC Bill List  
**Exhibit F 16:32:2/18/16**
- C. PAC Contracts  
**Exhibit F 16:33:2/18/16**
- D. The Managed Services Agreement between the Middle Township Board of Education and Centris Group for 504 Direct Program (initial fee, training, support and maintenance) at a cost of \$3,375.00.
- E. Dr. Leah Rosenkrantz, D.O., for psychiatric evaluations when necessary for the 2015-2016 School year at \$650 per evaluation.
- F. The Shared Services Agreement between Middle Township Board of Education and the Township of Middle to provide a School Resource Officer.
  - 1. 2015/2016 SY - \$22,000 (remainder of year)
  - 2. 2016/2017 SY - \$52,000**Exhibit F 16:34:2/18/16**
- G. The ratification of the agreement previously authorized between Middle Township Board of Education and R.S. for \$1,800.00.  
**Exhibit F 16:35:2/18/16**

Motion: Mr. Roberts Second: Ms. Taylor  
Vote: Roll Call Carried: Yes

- Y Dennis Roberts
- Y George DeLollis
- Y Calvin Back
- Y Robert Bakley II (No to Letters E, F)
- Y Edward Dagney
- Y Burgess Hamer
- Y Gloria Hodges
- Y Patricia Taylor
- Y Stephanie Thomas
- Y Jeffrey Trout

**XIII. ADMINISTRATION**

Be it resolved that the Board of Education approves:

A. The following fieldwork placement:

Approval of a Student Teaching Placement:  
School: Grand Canyon University  
Dates: Spring Semester – February 19 to  
June 20, 2016  
Student: Katherine King  
Cooperating  
Staff: Angela Quintana/ MTHS

B. The second reading of the following policy alert:

- Policy and Regulation 1240 Evaluation of Superintendent (M) (Revised)
- Policy and Regulation 3221 Evaluation of Teachers (M) (Revised)
- Policy and Regulation 3222 Evaluation of Teaching Staff Members, Excluding Teachers and Administrators (M) (Revised)
- Policy and Regulation 3223 Evaluation of Administrators, Excluding Principals, Vice Principals, and Assistant Principals (M) (Revised)
- Policy and Regulation 3224 Evaluation of Principals, Vice Principals, and Assistant Principals (M) (Revised)
- Policy 3431.1 Family Leave (M) (Revised)
- Policy 4431.1 Family Leave (M) (Revised)
- Policy 5337 Service Animals (New)
- Policy 5516 Use of Electronic Communication and Recording Devices (ECRD) (M) (Revised)

C. Students W.B. and E.B. to attend Middle Township Public Schools starting in the 2016-2017 school year in accordance with Policy 5111 Eligibility of Resident/Nonresident Pupils allowing students of employees permission to attend.

- D. Student M.O. to attend Middle Township Public Schools starting in the 2016-2017 school year in accordance with Policy 5111 Eligibility of Resident/Nonresident Pupils allowing students of employees permission to attend.
- E. A motion to approve the waiver of a discipline hearing for student, D.H. (2015—16) – 11, in accordance with the recommendation of the Superintendent and as consented to by the parent.  
**Exhibit A 16:30:1/21/16**
- F. A motion to approve the waiver of a discipline hearing for student, D.H. (2015—16) – 12, in accordance with the recommendation of the Superintendent and as consented to by the parent.  
**Exhibit A 16:31:1/21/16**
- G. A motion to approve the waiver of a discipline hearing for student, D.H. (2015—16) – 13, in accordance with the recommendation of the Superintendent and as consented to by the parent.  
**Exhibit A 16:32:1/21/16**
- H. A motion to approve the waiver of a discipline hearing for student, D.H. (2015—16) – 14, in accordance with the recommendation of the Superintendent and as consented to by the parent.  
**Exhibit A 16:33:1/21/16**
- I. Resolution to approve the Middle Township School District One-Year Preschool Program Plan Update for the 2016-2017 School Year.  
**Exhibit A 16:34:1/21/16**
- J. The resolution authorizing Project Labor Agreements for Middle Township Board of Education Construction Projects.  
**Exhibit A 16:35:1/21/16**

Motion:	Mr. DeLollis	Second:	Ms. Hodges
Vote:	Roll Call	Carried:	Yes

- Y Dennis Roberts
- Y George DeLollis
- Y Calvin Back
- Y Robert Bakley II
- Y Edward Dagney
- Y Burgess Hamer
- Y Gloria Hodges
- Y Patricia Taylor
- Y Stephanie Thomas
- Y Jeffrey Trout

**XIV. PERSONNEL**

Be it resolved that the Board of Education accepts the Superintendent’s recommendation to approve:

A. The following leaves of absence:

Margery DeLollis – On FMLA from 1/22/16 through 2/22/16 paid using sick days.

Angela Mattera – On FMLA/FLA from 4/11/16 through 11/6/17; paid through 6/3/16; RTW 11/7/17. (Subject to change)

Tracy Vanderhoff – On FMLA from 4/4/16 through 6/14/16; paid through 4/29/16 remainder unpaid. RTW 6/15/16

Linda Bakley – On FMLA from 1/25/16 through 4/19/16 paid time, then unpaid through 5/1/16. RTW 5/2/16

Harold Hearon – On FMLA from 1/4/16 through 4/7/16 using paid time off.

Theresa Jupin – Requesting board approved leave from March 15<sup>th</sup> through March 21<sup>st</sup>, 2016 without pay.

B. Employment of the following substitute teachers:

Kourtney Brussell	Sub Cert.	\$85
Andrea Reder	Sub Cert.	\$85
Thomas Ritterhoff	Sub Cert.	\$85
Dawn Robinson	Sub Cert.	\$85

C. Employment of the following substitute custodians: Shannon McKenney

D. Employment of the following substitute bus aides: Tiffany Flounders

E. Employment of the following Certified Staff:

Name: Amanda Conlow  
 Position: Kindergarten Teacher  
 Status: Long-Term Substitute  
 Building: Elementary #1  
 Effective: January 25, 2016  
 Salary: \$50 upgrade from Teacher’s Aide salary  
 Account: 11-130-100-101-00-01  
 Replacing: Linda Bakley

Name: Brian Parmalee  
 Position: Physical Education Teacher  
 Status: Long-Term Substitute  
 Building: High School  
 Effective: January 13, 2016

Salary: \$125 per day  
Account: 11-130-100-101-00-08  
Replacing: Joseph Trombetta

Name: Jacqueline Kelly  
Position: Learning Disabilities Teacher Consultant  
Status: Permanent  
Building: District-Wide  
Effective: TBD (Pending Emergency Certification)  
Salary: BA+15-Step 7/\$54,635.00  
Account: 11-000-219-104-62-01  
Replacing: Rachel Axelsson

F. Employment of the following Non-Certified Staff:

Name: Nicole Samartino  
Position: Teacher's Aide – 29.5 hours  
Status: P.T. Permanent  
Building: Middle School  
Effective: TBD Pending Criminal Clearance  
Salary: \$13,793 (Pro-rated)  
Account: 11-000-217-106-00-04  
Replacing: Richard Crean

G. The following teacher as tutor at the Middle Township High School Title One Extended Day Program at \$30 per hour.

1. Timothy Moore  
Title 1 Account # 20-231-100-101-20-08  
(Not to exceed \$1,486.25)

H. Employment of the following Schedule B positions:

Name: Andy Ludman  
Position: Head Baseball  
Building: Middle School  
Stipend: \$3,970

Name: Sharon Rementer  
Position: Head Softball **(split)**  
Building: Middle School  
Stipend: \$1,985

Name: Bill Handley  
Position: Head Softball **(split)**  
Building: Middle School  
Stipend: \$1,985

Name: Charles J Walters  
Position: Head Boys Lacrosse

Building: High School  
Stipend: \$6,240

Name: Tom Griffin  
Position: Assistant Boys Lacrosse  
Building: High School  
Stipend: \$5,455

Name: Janina Perna  
Position: Head Girls Track  
Building: High School  
Stipend: \$6,240

Name: Matt Wolf  
Position: Assistant Track Coach – Boys and Girls  
Building: High School  
Stipend: \$5,455

Name: Frank Riggitano  
Position: Spring Weight Training  
Building: High School  
Stipend: \$2,085

- I. Permission to use Yenitza Nieves, Elementary #2 Teacher’s Aide, as Spanish interpreter at \$30 per hour as needed for IEP meetings and parent meetings.
- J. The following staff member to work at the Martin Luther King Center After-School Program at \$30.00 per hour:

Substitute:  
Kristen Frank  
Account #: 20-231-100-101-30-01 Title 1

Motion:	Mr. DeLollis	Second:	Ms. Taylor
Vote:	Roll Call	Carried:	Yes

- Y Dennis Roberts
- Y George DeLollis (Abstained from Letter A)
- Y Calvin Back
- Y Robert Bakley II (Abstained from Letter A)
- Y Edward Dagney
- Y Burgess Hamer
- Y Gloria Hodges
- Y Patricia Taylor
- Y Stephanie Thomas
- Y Jeffrey Trout

## **XV. PUBLIC COMMENTS ON NON-AGENDA ITEMS:**

Dick Sterling asked Mr. Roberts if the rate on the referendum was fixed or variable, and asked about solar for the new buildings. Mr. Roberts replied that the rate was fixed and that solar was not going to be part of this referendum.

Rosie Jefferson pleaded for more teachers stating that they need a full time MS teacher because they currently do not have one and that population is increasing. They currently have nine teachers and seven substitutes.

Cierra Godwin complained that her son is not receiving help from the guidance department with scholarships, or college direction (she did mention he already was offered a scholarship and was accepted at a college). She stated that the guidance counselor was too busy...”not that this is a race issue” but the other boys on the football team received help from guidance. She further said that her daughter gets migraines and is given a hard time when she asks to go to the nurse for medicine. She continued that the bus always passes her house and the children have to walk. Mr. Roberts responded that this was a matter to be taken up after the meeting with Mr. Riggitano and himself, and that Dr. Salvo would speak with her regarding the nurse and transportation issues.

Rosie Jefferson asked what was being done about hiring African American teachers, which she spoke to them previously about. Dr. Salvo responded about our recruiting attempts and that we need to grow our own teachers from within since there are not many minorities going into that field. She began bringing up teachers and their qualifications, and was told by our solicitor, Mr. Donio, that it is not appropriate or legal to discuss personnel in public forum.

Dora Robinson said that she was recently hired as a substitute and suggested they hire from within. Mr. Hamer said he requested that we contact HR departments at other districts to hire African Americans that have been laid off. He asked who we are sending to do the recruiting because if he were looking for a job he “would want someone that looks like him” in the booth to bring more people to them.

Ms. Hodges wanted to recognize the outstanding effort made by our schools to bring Black History Month into the program. She further thanked Dr. Lehman for a wonderful job on how professionally she has handled the race issues and diversity.

Rosie Jefferson and another woman questioned the affordable housing project, and how it is affecting taxes. They stated that poor people were spending \$35 to apply and not being allowed to get in. Mr. Roberts gave some statistics on the number of students we have received from affordable housing, but informed them that the other questions were not for the “Board of Education” but for the Township of Middle.

## **XVI. BOARD COMMENT**

None

## **XVII. ADJOURNMENT**

Motion to adjourn the regular meeting of the Board of Education meeting at 8:20 p.m.

Motion:	Mr. Hamer	Second:	Ms. Thomas
Vote:	Voice	Carried:	Yes

Respectfully Submitted,

Vicki Walton  
Assistant Board Secretary