FLEMINGTON-RARITAN REGIONAL BOARD OF EDUCATION REGULAR MEETING August 22, 2011 MINUTES

The regular session of the Flemington-Raritan Regional Board of Education was called to order in conformance with the "Sunshine Law" by Dennis Copeland, Vice President at 6:02 p.m. in the Theatre at J.P. Case Middle School.

Members Present

| Robin Behn | Linda Mastellone |
|---------------------|-------------------|
| Michael Bonieski | Doris McGivney |
| Dennis Copeland | Joseph Zarish |
| Bruce Davidson | Patrick Larmore** |
| Janine Foreman* | |
| *arrived 6:03 p.m. | |
| **arrived 6:07 p.m. | |

Be It Resolved, by the Flemington-Raritan Regional Board of Education that it does hereby determine that it is necessary to meet in executive session to discuss the matters stipulated, in conformance with the Open Public Meetings Act, Chapter 231 P.L. 1975.

Negotiations

The matters discussed will be made public when confidentiality is no longer required and formal action pursuant to said discussion shall take place only at a meeting to which the public has been invited.

On the motion of Ms. McGivney, seconded by Ms. Mastellone, the meeting was adjourned, unanimously viva voce, to executive session in Room D111 at 6:03 p.m.

The Board returned to public session at 7:00 p.m. in the Theatre at J.P. Case Middle School.

On the motion of Ms. McGivney, seconded by Ms. Foreman, minutes of the Executive Sessions on July 18, 2011 were approved viva voce. On the motion of Ms. McGivney, seconded by Mr. Davidson, minutes of the Regular Meeting on July 18, 2011 were approved viva voce.

SUPERINTENDENT'S REPORT

Mr. Nolan spoke regarding what went on during the summer and what is coming up in the new school year. He also shared a letter he received from the State of New Jersey regarding the requirements to meet with regard to the implementation of special education.

CITIZENS ADDRESSED THE BOARD

Ron Tonge, Raritan Township, asked the Board what they are going to do with the additional \$513,000 in State Aid. Mr. Larmore stated no decision has been made yet.

George Bartlett, Raritan Township, asked Mr. Nolan if he has received any bonus or merit pay. Mr. Nolan stated no. Mr. Bartlett asked about the Francis A. Desmares roof project. Ms. Hope stated the process is not a quick one, she briefly explained that the paperwork is at the State level now.

Phil Sorg, Raritan Township, feels that it is a slap in the face to give Mr. Nolan a raise. He does not have a problem extending his contract. He stated we need to look at cutting administrators.

Robin Smith, FREA President stated the FREA is opposed to extending Mr. Nolan's contract or giving him a raise.

REPORTS OF THE SECRETARY AND TREASURER OF SCHOOL MONIES

The Superintendent of Schools recommends that the Board of Education accept the monthly financial reports of the School Business Administrator/Board Secretary and the Treasurer of School Monies for the month of June 2011 and further certifies that no major account or fund has been over expended in violation of 6A: 23-2.11(b), and that sufficient funds are available to meet the district's known financial obligations for the remainder of the fiscal year 2010-2011.

I, Stephanie Hope, School Business Administrator/Board Secretary certify that no line item account has encumbrances and expenditures, which in total exceed the line item appropriation in violation of 6A:23-2.11(a), as of June 30, 2011. As of these dates, sufficient funds are available to meet the district's known financial obligations for the remainder of school year 2010-2011.

On the motion of Mr. Davidson, seconded by Ms. McGivney, approval was given to accept the Reports of the Secretary and Treasurer of School Monies for the month of June 2011.

| Aye: | Ms. Behn | Ms. Mastellone | Nay: | 0 | Abstain | : 0 | |
|------|--------------|----------------|------|---|---------|--------|---|
| | Dr. Bonieski | Ms. McGivney | | | | | |
| | Dr. Copeland | Mr. Zarish | | | | | |
| | Mr. Davidson | Mr. Larmore | | | | | |
| | Ms. Foreman | | | | | | |
| | | | | | PE | RSONNE | L |

The next meeting will be September 13, 2011.

THE SUPERINTENDENT OF SCHOOLS RECOMMENDS THE FOLLOWING RESOLUTIONS FOR APPROVAL:

Certified Staff – Appointments, Resignations and Leaves of Absence

All Personnel items were approved under one motion made by Dr. Bonieski, seconded by Ms. McGivney.

- 1. Approval was given for Wanda Smith, Grade 3 Teacher at Copper Hill School, to take a Federal Family Leave from October 10, 2011 through January 6, 2012.
- 2. Approval was given to employ the following leave replacements. These candidates are or will be highly-qualified for these positions. Fingerprinting and health exam required. The 2011-2012 salary will be adjusted at the conclusion of negotiations.

| Item | Last Name | First Name | Position/Replacing/Loc | Dates | Salary/Degree/Step | Certification/ |
|------|------------|------------|---------------------------|-------------------|------------------------|-------------------|
| | | | | <u> </u> | * * * * * * * * | College |
| a. | Pawlikoski | Kerrie | Autism/Brenda Chesseri/CH | September 1, 2011 | \$50,298 prorated MA/5 | Teacher of the |
| | | | | –December 14, | | Handicapped/Coll |
| | | | | 2011 | | ege of New Jersey |
| b. | Holewski | Jill | Grade 3/Kathleen | September 1,2011- | \$46,298 prorated BA/1 | CEAS Elementary |
| | | | Gesumaria/FAD | November 1, 2011 | | Montclair State |
| | | | | | | University |
| с. | Bodnar | Helen | Grade 3/Wanda Smith/CH | September 1,2011- | \$46,498 prorated BA/2 | Elementary/Colle |
| | | | | January 9, 2012 | - | ge of New Jersey |
| d. | Marchiando | Mia | Grade 3/Amy Dahms/CH | September 1,2011- | \$46,298 prorated BA/1 | CEAS |
| | | | | November 30, | _ | Elementary/ |
| | | | | 2011 | | College of New |
| | | | | | | Jersey |
| e. | Vitovitch | Geraldine | Grade 6 Math/Lori | September | \$49,698 prorated | Elementary & |
| | | | Koehler/RFIS | 1,2011-November | MA/1 | Mathematics |
| | | | | 30, 2011 | | Specialization/ |
| | TABLED | | | | | Raritan Valley |
| | | | | | | Community |
| | | | | | | College |

*Motion number 2 (e) was tabled.

3. Approval was given to amend the motion of May 16, 2011:

for the following staff member to take a maternity leave as follows:

| Item | Last Name | First Name | Loc | Grade | Leave | Anticipated Date(s) |
|------|-----------|------------|-----|---------|----------------------|--------------------------------------|
| a. | Carlucci | Lori | RH | Grade 2 | Disability Leave | May 13, 2011–June 23, 2011 |
| | | | | | Disability Leave | September 1, 2011-September 14, 2011 |
| | | | | | Family Leave/NJ Paid | September 15, 2011-November 23, 2011 |

to read:

| Item | Last Name | First Name | Loc | Grade | Leave | Anticipated Date(s) |
|------|-----------|------------|-----|---------|----------------------|-------------------------------------|
| a. | Carlucci | Lori | RH | Grade 2 | Disability Leave | May 13, 2011–June 23, 2011 |
| | | | | | Family Leave/NJ Paid | September 1, 2011-November 25, 2011 |

4. Approval was given for the following staff members to take days without pay for personal reasons:

| Item | Last Name | First Name | Loc. | Date(s) |
|------|-----------|------------|------|-------------------|
| a. | Assini | Andrew | JPC | September 1, 2011 |
| b. | Assini | Cynthia | JPC | September 1, 2011 |

5. Approval was given to employ the following candidate. This candidate is or will be highly-qualified for this position. Fingerprinting and health exam required. The 2011-2012 salary will be adjusted at the conclusion of negotiations.

| Item | Last Name | First | Position/Loc | Dates | Salary/Degree/Step | Certification/ |
|------|-----------|-------|-----------------|--------------|--------------------|-------------------|
| | | Name | | | | College |
| a. | Buchala | Megan | Resource Center | July 1, 2011 | \$46,298/BA/1 | CEAS- Elementary/ |
| | | | Teacher/RFIS | | | Students with |
| | | | | | | Disabilities |
| | | | | | | King's College |

6. Approval was given to amend the 2011-2012 salary for the following staff members as follows:

| Item | Last Name | First Name | From | То | Reason | Effective |
|------|-----------|------------|----------|----------|----------------|----------------|
| a. | Hennessy | Elizabeth | \$75,968 | \$76,878 | Master's +30 | July 1, 2011 |
| b. | Osmond | Stefanie | \$46,698 | \$47,698 | Bachelor's +15 | August 1, 2011 |

7. Approval was given to the amend the motion of May 16, 2011:

for the following staff member to take a maternity leave as follows:

| Item | Last Name | First Name | Loc | Grade | Leave | Anticipated Date(s) |
|------|-----------|------------|-----|---------|----------------------|---------------------------------------|
| с. | Gesumaria | Kathleen | FAD | Grade 4 | Disability Leave | June 6, 2011-June 21, 2011 |
| | | | | | Days Without Pay | June 22, 2011-June 23, 2011 |
| | | | | | Disability Leave | September 1, 2011 & September 6, 2011 |
| | | | | | Family Leave/NJ Paid | September 7, 2011-October 31, 2011 |

to read:

| Item | Last Name | First Name | Loc | Grade | Leave | Anticipated Date(s) |
|------|-----------|------------|-----|---------|----------------------|------------------------------------|
| c. | Gesumaria | Kathleen | FAD | Grade 3 | Disability Leave | June 6, 2011-June 21, 2011 |
| | | | | | Days Without Pay | June 22, 2011-June 23, 2011 |
| | | | | | Family Leave/NJ Paid | September 1, 2011-October 31, 2011 |

Non-Certified Staff

8. Approval was given to employ the following candidate. Fingerprinting and health exam required.

| Item | Last Name | First Name | Position/ Loc | Date | Salary/Step |
|------|-----------|------------|----------------------------|-----------------|---------------------|
| a. | Zullo | Colleen | Child Study Team Secretary | August 23, 2011 | \$44,262/2/12 month |

9. Approval was given of the 2011-2012 Technology Contract, as attached.

10. Approval was given to amend the employment of Brenda Frost, Cafeteria/Playground Aide at Barley Sheaf School from 2 days to 5 days a week, effective July 1, 2011 at a rate of \$14.44 per hour based on the 2009-2010 Cafeteria/Playground Aides' salary guide. The 2011-2012 salary will be adjusted at the conclusion of negotiations.

All Staff – Additional Compensation

11. Approval was given to employ the following Reading-Fleming Intermediate School staff members for additional compensation during the 2011-2012 school year. All club advisor salaries are funded by student activity fees.

| Item | Last Name | First Name | Loc. | Purpose | Max. Hours | Salary |
|------|-------------|------------|------|--|------------|---------|
| a. | Amoriello | Thomas | RFIS | Guitar Club Advisor | 20 | \$29/hr |
| b. | Amoriello | Thomas | RFIS | Guitar Ensemble Advisor | 30 | \$29/hr |
| c. | Bond | Michelle | RFIS | Yoga Club Advisor | 30 | \$29/hr |
| d. | Brown | Linda | RFIS | "Go Figure" Club Advisor | 30 | \$29/hr |
| e. | Carthas | Kristen | RFIS | Scrap Book Club Advisor | 20 | \$29/hr |
| f. | Chardoussin | Kate | RFIS | Beads and Bracelets Club Advisor | 30 | \$29/hr |
| g. | Corigliano | Frank | RFIS | Morning Basketball Advisor | 22.5 | \$29/hr |
| h. | Culcasi | Lindsey | RFIS | Invention, Innovation & Inquiry Club Advisor | 30 | \$29/hr |
| i. | DeMuro | Lisa | RFIS | Student Council/Character Ed. Advisor | 10 | \$29/hr |
| j. | DeMuro | Lisa | RFIS | New Student Advisor | 4 | \$29/hr |
| k. | Galinak | Babette | RFIS | Quilting Club Advisor | 10 | \$29/hr |
| 1. | Hennessy | Elizabeth | RFIS | Computer Club Advisor | 30 | \$29/hr |
| m. | Ibach | Benjemin | RFIS | Morning Basketball Advisor | 22.5 | \$29/hr |
| n. | Koehler | Lori | RFIS | Student Council/Character Ed. Advisor | 10 | \$29/hr |
| 0. | Lane | Rosanne | RFIS | Knitting Club Advisor | 10 | \$29/hr |
| p. | Lurie | Karen | RFIS | Student Council/Character Ed. Advisor | 10 | \$29/hr |
| q. | Mack | Paul | RFIS | Creative Writing Club Advisor | 30 | \$29/hr |
| r. | Madlinger | Marybeth | RFIS | Crochet Club Advisor | 30 | \$29/hr |
| s. | Marsh | Aileen | RFIS | Hand Chimes Advisor | 30 | \$29/hr |
| t. | McNamara | Erin | RFIS | Husky Glee Club Advisor | 40 | \$29/hr |
| u. | Reed | Christine | RFIS | Hollywood Book Pals Club Advisor | 30 | \$29/hr |
| v. | Scheffels | Kathryn | RFIS | First Aid Club Advisor | 10 | \$29/hr |
| w. | Shirvanian | Daniel | RFIS | Husky Memories Advisor | 100 | \$29/hr |
| х. | Strunk | Carrie | RFIS | Chess Club Advisor | 30 | \$29/hr |
| у. | Tavares | Anabela | RFIS | Garden Club Advisor | 20 | \$29/hr |
| Z. | Tavares | Anabela | RFIS | Mosaic Club Advisor | 10 | \$29/hr |
| aa. | Tavares | Anabela | RFIS | School Pride Club Advisor | 30 | \$29/hr |
| bb. | Tavares | Anabela | RFIS | Husky Memories Advisor | 100 | \$29/hr |

12. Approval was given to employ the following staff members for additional compensation during the 2011-2012 school year:

| Item | Last Name | First Name | Loc | Purpose | Max. # of Hours | Rate |
|------|-----------|------------|-----|-----------------------------|-----------------|------------------|
| a. | Rainey | Elizabeth | RH | Kindergarten Orientation | 3 | Hourly |
| b. | McPeek | Jessica | RH | Kindergarten Orientation | 3 | Hourly |
| с. | Kwiatek | Rebecca | RH | Kindergarten Orientation | 3 | Hourly |
| d. | Borawski | Jason | JPC | Theatre Technician | N/A | \$29/hr. |
| e. | Corson | Seth | JPC | Theatre Technician | N/A | \$29/hr. |
| f. | Nagy | Rosemary | JPC | Theatre Technician | N/A | \$29/hr. |
| g. | Miller | Jennifer | JPC | Theatre Technician | N/A | \$29/hr. |
| h. | Schultz | Daniel | JPC | Theatre Technician | N/A | \$29/hr. |
| i. | Taburas | Dino | JPC | Theatre Technician | N/A | \$29/hr. |
| j. | Thomas | David | JPC | Theatre Technician | N/A | \$29/hr. |
| k. | Schultz | Daniel | JPC | Theatre Service Coordinator | 111 | \$3,219(\$29/hr) |
| 1. | Blay | Oliver | JPC | Lunch Duty | 180 | \$3,007 |
| m. | Gilmurray | Mindi | JPC | Lunch Duty | 180 | \$3,007 |

| n. | Horowitz | Steven | JPC | Lunch Duty | 180 | \$3,007 |
|------------|------------|-----------|-----|-------------------------------|-----|-----------------|
| 0. | McAnlis | Melissa | JPC | Lunch Duty | 180 | \$3,007 |
| р. | Southern | Kristina | JPC | Lunch Duty | 180 | \$3,007 |
| <u>q</u> . | Bajorek | Jen | JPC | Lunch Duty | 180 | \$3,007 |
| r. | Kosensky | Mathew | JPC | Lunch Duty | 180 | \$3,007 |
| s. | Casterline | Christine | JPC | Lunch Duty | 180 | \$3,007 |
| t. | Meizanis | Mindy | JPC | Lunch Duty | 180 | \$3,007 |
| u. | Plichta | David | JPC | Lunch Duty | 180 | \$3,007 |
| V. | Clark | Catherine | JPC | Lunch Duty | 180 | \$3,007 |
| w. | Cahill | William | JPC | Lunch Duty | 180 | \$3,007 |
| х. | Campbell | Kristen | JPC | Lunch Duty | 180 | \$3,007 |
| у. | Borawski | Jason | JPC | Lunch Duty | 120 | \$2,004.07 |
| Z. | Treonze | Sally | JPC | Lunch Duty | 120 | \$2,004.07 |
| aa. | Pirog | Michelle | JPC | Lunch Duty | 90 | \$1,503.50 |
| bb. | Maguire | Anna | JPC | Lunch Duty | 90 | \$1,503.50 |
| сс. | Quagliato | Julie | JPC | Lunch Duty | 90 | \$1,503.50 |
| dd. | Brugnoli | Susan | JPC | Lunch Duty | 90 | \$1,503.50 |
| ee. | Karney | Kurt | JPC | Lunch Duty | 90 | \$1,503.50 |
| ff. | Healey | Kimberly | JPC | Lunch Duty | 90 | \$1,503.50 |
| gg. | Boelhouwer | Peter | JPC | Lunch Duty | 90 | \$1,503.50 |
| <u> </u> | Hallock | Patrick | JPC | Lunch Duty | 90 | \$1,503.50 |
| ii. | Spencer | Jesse | JPC | Lunch Duty | 90 | \$1,503.50 |
| jj. | Miller | Jennifer | JPC | Lunch Duty | 90 | \$1,503.50 |
| <u></u> | Chalikis | Thea | JPC | Lunch Duty | 60 | \$1,002.33 |
| 11. | Hrabovecky | Gloria | JPC | Lunch Duty | 60 | \$1,002.33 |
| mm. | Boelhouwer | Peter | JPC | Learning Lab Club Advisor | N/A | \$29/hr |
| nn. | Borawski | Jason | JPC | Yearbook Club Advisor | 100 | \$29/hr/\$2,900 |
| 00. | Assini | Cynthia | JPC | Environmental Club Advisor | 50 | \$29/hr/\$1,450 |
| pp. | Casterline | Christine | JPC | Drama Club Advisor | 75 | \$29/hr/\$2,175 |
| qq. | Chalikis | Thea | JPC | Learning Lab Club Advisor | N/A | \$29/hr |
| rr. | Clark | Catherine | JPC | Learning Lab Club Advisor | N/A | \$29/hr |
| SS. | Clark | Catherine | JPC | Drama Club Advisor | 75 | \$29/hr/\$2,175 |
| tt. | Faherty | Heather | JPC | Chorale Music Advisor | 92 | \$29/hr/\$2,668 |
| uu. | Gilmurray | Mindi | JPC | Yearbook Club Advisor | 100 | \$29/hr/\$2,900 |
| vv. | Larkin | Donna | JPC | Art Club Advisor | 45 | \$29/hr/\$1,305 |
| ww. | Maguire | Anna | JPC | Learning Lab Club Advisor | N/A | \$29/hr |
| XX. | McAnlis | Melissa | JPC | Student Council Advisor | 150 | \$29/hr/\$4,350 |
| уу. | Borawski | Donna | JPC | Website Coordinator | 40 | \$29/hr/\$1,160 |
| ZZ. | Nagy | Rosemary | JPC | Tigerettes Music Advisor | 92 | \$29/hr/\$2,668 |
| aaa. | Nagy | Rosemary | JPC | Musical Advisor | 150 | \$29/hr/\$4,350 |
| bbb. | Plichta | David | JPC | SAT Math Prep Advisor | 15 | \$29/hr/\$435 |
| ccc. | Miller | Jennifer | JPC | Musical Advisor | 150 | \$29/hr/\$4,350 |
| ddd. | Schultz | Daniel | JPC | Orchestra Music Advisor | 92 | \$29/hr/\$2,668 |
| eee. | Southern | Kristina | JPC | Musical Advisor | 150 | \$29/hr/\$4,350 |
| fff. | Stager | Melissa | JPC | Debate/Forensics Club Advisor | 50 | \$29/hr/\$1,450 |
| ggg. | Thomas | David | JPC | Jazz Ensemble Advisor | 92 | \$29/hr/\$2,668 |
| hhh. | Tobin | Jennifer | JPC | Student Council Advisor | 150 | \$29/hr/\$4,350 |
| iii. | | | | American Red Cross Training | | |
| | Treonze | Sally | JPC | Club Advisor | 50 | \$29/hr/\$1,450 |
| jjj. | Andersen | Joe | JPC | Coach – Varsity Lacrosse | 132 | \$29/hr/\$3,828 |
| kkk. | Boelhouwer | Peter | JPC | Coach – Varsity Baseball | 132 | \$29/hr/\$3,828 |
| 111. | Borawski | Jason | JPC | Coach - Wrestling | 126 | \$29/hr/\$3,654 |
| mmm. | Burns | Rebecca | JPC | Coach – JV Field Hockey | 96 | \$29/hr/\$2,784 |

| nnn. | Campbell | Kristen | JPC | Coach – Cross Country | 120 | \$29/hr/\$3,480 |
|----------------|--------------------|-------------|------|----------------------------------|----------------|------------------------------------|
| 000. | Casterline | Christine | JPC | Coach – Varsity Cheerleading | 168 | \$29/hr/\$4,872 |
| ppp. | Corigliano | Frank | JPC | Coach – JV Lacrosse | 108 | \$29/hr/\$3,132 |
| qqq. | Fowler | Cristin | JPC | Coach – JV Cheerleading | 120 | \$29/hr/\$3,480 |
| rrr. | Hallinan | David | JPC | Coach – Varsity Boys Basketball | 168 | \$29/hr/\$4,872 |
| SSS. | Hallock | Patrick | JPC | Coach – Varsity Boys Basketball | 96 | \$29/hr/\$2,784 |
| ttt. | Hallock | Patrick | JPC | Coach – JV Boys Basketball | 120 | \$29/hr/\$3,480 |
| | Healey | Kimberly | JPC | Coach – Varsity Field Hockey | 120 | \$29/hr/\$3,132 |
| uuu. | Hopkins | Kenneth | JPC | Coach – Vaisity Field Hockey | 108 | \$29/hr/\$3,132 \$29/hr/\$3,132 |
| VVV. | Hrabovecky | Gloria | JPC | Coach – Varsity Girls Soccer | 108 | \$29/hr/\$3,132 \$29/hr/\$3,132 |
| WWW. | Ibach | Benjemin | JPC | Coach – Varsity Girls Basketball | 168 | \$29/hr/\$4,872 |
| XXX. | Karney | Kurt | JPC | Coach - Volleyball | 108 | \$29/hr/\$3,132 |
| ууу. | Kanley Kosensky | Matthew | JPC | Coach – JV Baseball | 108 | \$29/hr/\$3,132 \$29/hr/\$3,132 |
| ZZZ. | Scheffels | | JPC | | 108 | |
| aaaa. | | Kathryn | | Coach – Varsity Softball | | \$29/hr/\$3,828 |
| bbbb. | Shirvanian | Daniel | JPC | Coach – Boys JV Soccer | 96 | \$29/hr/\$2,784 |
| cccc. | Shirvanian | Daniel | JPC | Coach – JV Softball | 108 | \$29/hr/\$3,132 |
| dddd. | Spencer | Jesse | JPC | Athletic Director | 185 | \$29/hr/\$5,365 |
| eeee. | Tasker | Raymond | JPC | Coach – Cross Country | 120 | \$29/hr/\$3,480 |
| ffff. | Truncale | Christopher | JPC | Coach - Wrestling | 126 | \$29/hr/\$3,654 |
| gggg. | Vitelli | Nicholas | JPC | Coach – JV Girls Basketball | 120 | \$29/hr/\$3,480 |
| hhhh. | Vitovitch | Geraldine | RFIS | Right-to know training | 4 | Hourly |
| iiii. | Marchiando | Mia | СН | Right-to know training | 4 | Hourly |
| jjjj. | Holewski | Jill | FAD | Right-to know training | 4 | Hourly |
| kkkk. | Pawlikoski | Kerrie | СН | Right-to know training | 4 | Hourly |
| 1111. | Zullo | Coleen | SS | Right-to know training | 4 | Hourly |
| mmmm. | Healy | Karen | FAD | Kindergarten Orientation | 2 | Hourly |
| nnnn. | Bianco | Kathleen | RFIS | Lunch Duty supervision | 180 days | \$3,007 |
| 0000. | Corigliano | Frank | RFIS | Lunch Duty supervision | 180 days | \$3,007 |
| pppp. | Deneka | Karin | RFIS | Lunch Duty supervision | 180 days | \$3,007 |
| qqqq. | Dukette | Jacqueline | RFIS | Lunch Duty supervision | 180 days | \$3,007 |
| rrrr. | | | | | | \$3,007 - |
| | Hennessy | Elizabeth | RFIS | Lunch Duty supervision | 54 days | Prorated |
| SSSS. | Hill | Jacqueline | RFIS | Lunch Duty supervision | 180 days | \$3,007 |
| tttt. | Ibach | Benjemin | RFIS | Lunch Duty supervision | 180 days | \$3,007 |
| uuuu. | | | | | | \$3,007 - |
| | Quattrochi | Megan | RFIS | Lunch Duty supervision | 126 days | Prorated |
| VVVV. | Scheffels | Kathryn | RFIS | Lunch Duty supervision | 180 days | \$3,007 |
| wwww. | Vitelli | Nicholas | RFIS | Lunch Duty supervision | 180 days | \$3,007 |
| XXXX. | Dominguez | Alicia | RFIS | Spanish Translator | NA | \$3,000 |
| уууу. | Carthas | Kristen | RFIS | Team Leader - 5A | 180 days | \$864 |
| ZZZZ. | Deneka | Karin | RFIS | Team Leader - 5B | 180 days | \$864 |
| aaaaa. | Hill | Jacqueline | RFIS | Team Leader - 6B | 180 days | \$864 |
| bbbbb. | Laynor | Jessica | RFIS | Team Leader - 5C | 180 days | \$864 |
| ccccc. | Soccolich | Elizabeth | RFIS | Team Leader - 6C | 180 days | \$864 |
| ddddd. | Stumm | Donna | RFIS | Team Leader - 6A | 180 days | \$864 |
| eeeee. | Ackermann | Christi | RFIS | Learning Lab Advisor | 300 hrs shared | \$29/hr. |
| fffff. | Chardoussin | Katie | RFIS | Learning Lab Advisor | 300 hrs shared | \$29/hr. |
| ggggg. | DeCanio | Daniel | RFIS | Learning Lab Advisor | 300 hrs shared | \$29/hr. |
| hhhhh. | Guarino | Kelly | RFIS | Learning Lab Advisor | 300 hrs shared | \$29/hr. |
| iiiii. | Lurie | Karen | RFIS | Learning Lab Advisor | 300 hrs shared | \$29/hr. |
| | McCarthy | | RFIS | | 300 hrs shared | \$29/hr. |
| jjjjj. kkkk | | Michael | | Learning Lab Advisor | | |
| kkkkk. | Shirvanian | Daniel | RFIS | Learning Lab Advisor | 300 hrs shared | \$29/hr. |
| 11111. | Vilaragut | Lizette | RFIS | Learning Lab Advisor | 300 hrs shared | \$29/hr. |
| mmmmm. | Buchala | Megan | RFIS | Intramurals Advisor | 300 hrs shared | \$29/hr. |

| nnnnn. | Cagenello | Stacey | RFIS | Intramurals Advisor | 300 hrs shared | \$29/hr. |
|------------------|------------|------------|-------|---------------------------|----------------|----------|
| 00000. | Corigliano | Frank | RFIS | Intramurals Advisor | 300 hrs shared | \$29/hr. |
| ppppp. | Culcasi | Lindsay | RFIS | Intramurals Advisor | 300 hrs shared | \$29/hr. |
| | DeCanio | Daniel | RFIS | Intramurals Advisor | 300 hrs shared | \$29/hr. |
| qqqqq. rrrrr. | Hennessy | Elizabeth | RFIS | Intramurals Advisor | 300 hrs shared | \$29/hr. |
| SSSSS. | Librizzi | Susan | RFIS | Intramurals Advisor | 300 hrs shared | \$29/hr. |
| | Shirvanian | Daniel | RFIS | Intramurals Advisor | 300 hrs shared | \$29/hr. |
| ttttt. | | | | | | |
| uuuuu. | Strunk | Carrie | RFIS | Intramurals Advisor | 300 hrs shared | \$29/hr. |
| VVVVV. | A . 1 | Chairtí | DEIG | Additional Night - Parent | NT A | 1/400 |
| | Ackermann | Christi | RFIS | Teacher Conferences | NA | 1/400 |
| wwwww. | 11 | T | DEIG | Additional Night - Parent | | 1/400 |
| | Amoriello | Thomas | RFIS | Teacher Conferences | NA | 1/400 |
| XXXXX. | | | DEIG | Additional Night - Parent | | 1/400 |
| | Ashton | Marylynne | RFIS | Teacher Conferences | NA | 1/400 |
| ууууу. | | | | Additional Night - Parent | | |
| | Baden | Melissa | RFIS | Teacher Conferences | NA | 1/400 |
| ZZZZZ. | | | | Additional Night - Parent | | |
| | Bianco | Kathleen | RFIS | Teacher Conferences | NA | 1/400 |
| aaaaaa. | | | | Additional Night - Parent | | |
| | Brown | Linda | RFIS | Teacher Conferences | NA | 1/400 |
| bbbbbb. | | | | Additional Night - Parent | | |
| | Burns | Rebecca | RFIS | Teacher Conferences | NA | 1/400 |
| cccccc. | | | | Additional Night - Parent | | |
| | Corigliano | Frank | RFIS | Teacher Conferences | NA | 1/400 |
| ddddd. | | | | Additional Night - Parent | | |
| | DeCanio | Daniel | RFIS | Teacher Conferences | NA | 1/400 |
| eeeeee. | | | | Additional Night - Parent | | |
| | Delorenzo | Kristen | RFIS | Teacher Conferences | NA | 1/400 |
| ffffff. | | | | Additional Night - Parent | | |
| | Dukette | Jacqueline | RFIS | Teacher Conferences | NA | 1/400 |
| gggggg. | | • | | Additional Night - Parent | | |
| 000000 | Fielding | Therese | RFIS | Teacher Conferences | NA | 1/400 |
| hhhhhh. | | | | Additional Night - Parent | | |
| | Gardner | Elizabeth | RFIS | Teacher Conferences | NA | 1/400 |
| iiiiii. | | | | Additional Night - Parent | | |
| | Guarino | Kelly | RFIS | Teacher Conferences | NA | 1/400 |
| jjjjjj. | | | | Additional Night - Parent | | |
| JJJJJJ - | Guckin | Susan | RFIS | Teacher Conferences | NA | 1/400 |
| kkkkkk. | | | | Additional Night - Parent | | |
| | Hecky | Carol | RFIS | Teacher Conferences | NA | 1/400 |
| 111111. | Tieeky | Curor | | Additional Night - Parent | 1111 | 1/ 100 |
| | Hennessy | Elizabeth | RFIS | Teacher Conferences | NA | 1/400 |
| mmmmm. | Tiennessy | Liizuootii | | Additional Night - Parent | 1111 | 1/ 100 |
| | Hill | Jacqueline | RFIS | Teacher Conferences | NA | 1/400 |
| nnnnn | 11111 | Jacqueinie | KI IS | Additional Night - Parent | | 1/400 |
| nnnnnn. | Huff | Bettina | RFIS | Teacher Conferences | NA | 1/400 |
| 000000 | 11011 | Dettilla | | Additional Night - Parent | | 1/400 |
| 000000. | Ibach | Boniomin | DEIC | Teacher Conferences | NA | 1/400 |
| 000000 | Ibach | Benjemin | RFIS | | INA | 1/400 |
| pppppp. | V:al- | Chaisha | DEIG | Additional Night - Parent | NA | 1/400 |
| | Kirk | Chrisha | RFIS | Teacher Conferences | NA | 1/400 |
| qqqqqq. | 17 1 1 | A | DETC | Additional Night - Parent | | 1/400 |
| | Kucharski | Amy | RFIS | Teacher Conferences | NA | 1/400 |
| rrrrr. | | | | Additional Night - Parent | | |
| | Lane | Rosanne | RFIS | Teacher Conferences | NA | 1/400 |

| SSSSSS. | | | | Additional Night - Parent | | |
|----------------------|-----------|-----------|------|---------------------------|-----------------|----------|
| | Lurie | Karen | RFIS | Teacher Conferences | NA | 1/400 |
| tttttt. | | | | Additional Night - Parent | | |
| | Madlinger | Marybeth | RFIS | Teacher Conferences | NA | 1/400 |
| uuuuuu. | 0 | ~ | | Additional Night - Parent | | |
| | Marsh | Aileen | RFIS | Teacher Conferences | NA | 1/400 |
| VVVVVV. | | | | Additional Night - Parent | | |
| | Miller | Jeffrey | RFIS | Teacher Conferences | NA | 1/400 |
| wwwwww. | | | | Additional Night - Parent | | |
| | Pavuk | Jennifer | RFIS | Teacher Conferences | NA | 1/400 |
| XXXXXX. | | | | Additional Night - Parent | | |
| | Scheffels | Kathryn | RFIS | Teacher Conferences | NA | 1/400 |
| уууууу. | | · · · · | | Additional Night - Parent | | |
| | Sewell | Catherine | RFIS | Teacher Conferences | NA | 1/400 |
| ZZZZZZ. | | | | Additional Night - Parent | | |
| | Smith | Elizabeth | RFIS | Teacher Conferences | NA | 1/400 |
| aaaaaaa. | | | | Additional Night - Parent | | |
| | Soccolich | Elizabeth | RFIS | Teacher Conferences | NA | 1/400 |
| bbbbbbb. | | | | Additional Night - Parent | | |
| | Spies | Audrey | RFIS | Teacher Conferences | NA | 1/400 |
| cccccc. | | , j | | Additional Night - Parent | | |
| | Stess | Susan | RFIS | Teacher Conferences | NA | 1/400 |
| dddddd. | | | | Additional Night - Parent | | |
| | Stumm | Donna | RFIS | Teacher Conferences | NA | 1/400 |
| eeeeeee. | | | | Additional Night - Parent | | |
| | Vala | Susan | RFIS | Teacher Conferences | NA | 1/400 |
| fffffff. | | | | Additional Night - Parent | | |
| | Vilaragut | Lizette | RFIS | Teacher Conferences | NA | 1/400 |
| ggggggg. | | | | Additional Night - Parent | | |
| 8888888 | Vitelli | Nicholas | RFIS | Teacher Conferences | NA | 1/400 |
| hhhhhhh. | | | | Additional Night - Parent | | |
| | Vitovitch | Gerri | RFIS | Teacher Conferences | NA | 1/400 |
| iiiiiii. | | | | Additional Night - Parent | | |
| | Whorley | Shannan | RFIS | Teacher Conferences | NA | 1/400 |
| jjjjjjj. | | | | Additional Night - Parent | | |
| JJJJJJJ ² | Ziminski | Lori | RFIS | Teacher Conferences | NA | 1/400 |
| kkkkkkk. | | | | Additional Night - Parent | | |
| | Zizelmann | Kristen | RFIS | Teacher Conferences | NA | 1/400 |
| 1111111. | | | | Activity/Concert Night | | |
| | Ackermann | Christi | RFIS | Chaperone | 2.5 per evening | \$29/hr. |
| mmmmmmm. | | | | Activity/Concert Night | | |
| | Amoriello | Thomas | RFIS | Chaperone | 2.5 per evening | \$29/hr. |
| nnnnnn. | | | | Activity/Concert Night | | |
| - | Ashton | Marylynne | RFIS | Chaperone | 2.5 per evening | \$29/hr. |
| 0000000. | | | | Activity/Concert Night | | |
| | Baden | Melissa | RFIS | Chaperone | 2.5 per evening | \$29/hr. |
| ppppppp. | | | | Activity/Concert Night | | |
| | Bartley | Jeanne | RFIS | Chaperone | 2.5 per evening | \$29/hr. |
| qqqqqqq. | | | | Activity/Concert Night | | |
| 1111111. | Beder | Alison | RFIS | Chaperone | 2.5 per evening | \$29/hr. |
| rrrrrr. | | | | Activity/Concert Night | | |
| - | Bianco | Kathleen | RFIS | Chaperone | 2.5 per evening | \$29/hr. |
| SSSSSSS. | | | | Activity/Concert Night | | |
| | Bond | Michelle | RFIS | Chaperone | 2.5 per evening | \$29/hr. |

| ttttttt. | | | | Activity/Concert Night | | |
|------------|-------------|------------|------|------------------------|-----------------|--------------|
| | Brandell | Sarah | RFIS | Chaperone | 2.5 per evening | \$29/hr. |
| uuuuuuu. | | | | Activity/Concert Night | | |
| | Brown | Linda | RFIS | Chaperone | 2.5 per evening | \$29/hr. |
| VVVVVV. | | | | Activity/Concert Night | | |
| | Buchala | Megan | RFIS | Chaperone | 2.5 per evening | \$29/hr. |
| wwwwwww. | | 0 | | Activity/Concert Night | 1 0 | |
| | Burns | Rebecca | RFIS | Chaperone | 2.5 per evening | \$29/hr. |
| XXXXXXX. | | | | Activity/Concert Night | | |
| | Cagenello | Stacey | RFIS | Chaperone | 2.5 per evening | \$29/hr. |
| ууууууу. | | | | Activity/Concert Night | | |
| | Carthas | Kristen | RFIS | Chaperone | 2.5 per evening | \$29/hr. |
| ZZZZZZZ. | | | | Activity/Concert Night | | |
| | Casal | Beth | RFIS | Chaperone | 2.5 per evening | \$29/hr. |
| aaaaaaaa. | | | | Activity/Concert Night | | |
| | Chardoussin | Katie | RFIS | Chaperone | 2.5 per evening | \$29/hr. |
| bbbbbbbbb. | | | | Activity/Concert Night | | |
| | Corigliano | Frank | RFIS | Chaperone | 2.5 per evening | \$29/hr. |
| ccccccc. | | | | Activity/Concert Night | | |
| | Corral | Patricia | RFIS | Chaperone | 2.5 per evening | \$29/hr. |
| ddddddd. | | | | Activity/Concert Night | | |
| | Culcasi | Lindsey | RFIS | Chaperone | 2.5 per evening | \$29/hr. |
| eeeeeee. | | | | Activity/Concert Night | | |
| | DeCanio | Daniel | RFIS | Chaperone | 2.5 per evening | \$29/hr. |
| ffffffff. | | | | Activity/Concert Night | | |
| | Delorenzo | Kristen | RFIS | Chaperone | 2.5 per evening | \$29/hr. |
| gggggggg. | | | | Activity/Concert Night | | |
| | DeMuro | Lisa | RFIS | Chaperone | 2.5 per evening | \$29/hr. |
| hhhhhhhh. | | | | Activity/Concert Night | | |
| | Deneka | Karin | RFIS | Chaperone | 2.5 per evening | \$29/hr. |
| iiiiiiii. | | | | Activity/Concert Night | | |
| | Dukette | Jacqueline | RFIS | Chaperone | 2.5 per evening | \$29/hr. |
| jjjjjjjj. | | | | Activity/Concert Night | | |
| | Errickson | Pam | RFIS | Chaperone | 2.5 per evening | \$29/hr. |
| kkkkkkkk. | | | | Activity/Concert Night | | |
| | Falowski | Cynthia | RFIS | Chaperone | 2.5 per evening | \$29/hr. |
| 11111111. | | | | Activity/Concert Night | | |
| | Fielding | Therese | RFIS | Chaperone | 2.5 per evening | \$29/hr. |
| mmmmmmmm | | | | Activity/Concert Night | | |
| | Force | Lindsey | RFIS | Chaperone | 2.5 per evening | \$29/hr. |
| nnnnnnn. | | | | Activity/Concert Night | | |
| | Galinak | Babette | RFIS | Chaperone | 2.5 per evening | \$29/hr. |
| 00000000. | | | | Activity/Concert Night | | |
| | Gardner | Elizabeth | RFIS | Chaperone | 2.5 per evening | \$29/hr. |
| pppppppp. | | | | Activity/Concert Night | | |
| | Guarino | Kelly | RFIS | Chaperone | 2.5 per evening | \$29/hr. |
| qqqqqqq. | ~ | | | Activity/Concert Night | | ** ** |
| | Guckin | Susan | RFIS | Chaperone | 2.5 per evening | \$29/hr. |
| rrrrrrr. | | | | Activity/Concert Night | | ** ** |
| | Hecky | Carol | RFIS | Chaperone | 2.5 per evening | \$29/hr. |
| SSSSSSSS. | | | | Activity/Concert Night | | |
| | Hennessy | Elizabeth | RFIS | Chaperone | 2.5 per evening | \$29/hr. |
| ttttttt. | | | | Activity/Concert Night | | ** ** |
| | Hill | Jacqueline | RFIS | Chaperone | 2.5 per evening | \$29/hr. |

| uuuuuuuu. | | | | Activity/Concert Night | | |
|--|---------------|-----------------|-------|------------------------|-----------------|--|
| uuuuuuu. | Huff | Bettina | RFIS | Chaperone | 2.5 per evening | \$29/hr. |
| vvvvvvv. | IIuII | Dettilla | 1015 | Activity/Concert Night | 2.5 per evening | ψ29/11. |
| ***** | Ibach | Benjemin | RFIS | Chaperone | 2.5 per evening | \$29/hr. |
| wwwwwwww. | Ibach | Denjemin | IN 15 | Activity/Concert Night | 2.5 per evening | ψ27/111. |
| ** ** ** ** ** ** ** ** ** | John | Lindsay | RFIS | Chaperone | 2.5 per evening | \$29/hr. |
| XXXXXXXXX | John | Lindsdy | KI IS | Activity/Concert Night | 2.5 per evening | $\psi 2 / 11$. |
| | Kirk | Chrisha | RFIS | Chaperone | 2.5 per evening | \$29/hr. |
| * ** ** ** ** ** ** ** ** * | KIIK | Chirisha | KI IS | Activity/Concert Night | 2.5 per evening | \$29/III. |
| уууууууу. | Vlannar | Morto | RFIS | Chaperone | 2.5 per avaning | \$29/hr. |
| | Klepner | Marta | КГІЗ | | 2.5 per evening | \$29/III. |
| ZZZZZZZZ. | Waablaa | Levi | DEIC | Activity/Concert Night | 2.5 | \$20 /h-r |
| | Koehler | Lori | RFIS | Chaperone Nicht | 2.5 per evening | \$29/hr. |
| aaaaaaaaa. | 77 1 1 | | DEIG | Activity/Concert Night | 2.5 | \$ 2 0.4 |
| | Kucharski | Amy | RFIS | Chaperone | 2.5 per evening | \$29/hr. |
| bbbbbbbbbbbbbbbbbbbbbbbbbbbbbbbbbbbbbb | _ | _ | | Activity/Concert Night | | ** ** |
| | Lane | Rosanne | RFIS | Chaperone | 2.5 per evening | \$29/hr. |
| cccccccc. | | | | Activity/Concert Night | | |
| | Laynor | Jessica | RFIS | Chaperone | 2.5 per evening | \$29/hr. |
| dddddddd. | | | | Activity/Concert Night | | |
| | Librizzi | Susan | RFIS | Chaperone | 2.5 per evening | \$29/hr. |
| eeeeeeee. | | | | Activity/Concert Night | | |
| | Lurie | Karen | RFIS | Chaperone | 2.5 per evening | \$29/hr. |
| ffffffff. | | | | Activity/Concert Night | | |
| | Mack | Paul | RFIS | Chaperone | 2.5 per evening | \$29/hr. |
| ggggggggg. | | | | Activity/Concert Night | | |
| 000000000 | Madlinger | Marybeth | RFIS | Chaperone | 2.5 per evening | \$29/hr. |
| hhhhhhhh. | 8 | | | Activity/Concert Night | | |
| | Malchick | Jamie | RFIS | Chaperone | 2.5 per evening | \$29/hr. |
| iiiiiiiii. | | | 1010 | Activity/Concert Night | | <i><i><i>q</i>=<i>y</i>/<i>m</i></i></i> |
| | Marsh | Aileen | RFIS | Chaperone | 2.5 per evening | \$29/hr. |
| jjjjjjjj. | 101ui bii | Threen | 1015 | Activity/Concert Night | 2.5 per evening | φ29/111. |
| 77777777 | McCarthy | Michael | RFIS | Chaperone | 2.5 per evening | \$29/hr. |
| kkkkkkkkk. | Wiecarury | Witchder | IN 15 | Activity/Concert Night | 2.5 per evening | ψ29/111. |
| | McNamara | Erin | RFIS | Chaperone | 2.5 per evening | \$29/hr. |
| 111111111. | Ivicivalilara | Lim | KI IS | Activity/Concert Night | 2.5 per evening | \$29/III. |
| 111111111. | Miller | Jeffrey | RFIS | Chaperone | 2.5 per avaning | \$29/hr. |
| | | Jenney | КГІЗ | | 2.5 per evening | \$29/111. |
| mmmmmmmm | | Ctore la contra | DEIG | Activity/Concert Night | 2.5 | ¢20.4 |
| | Osmond | Stephanie | RFIS | Chaperone | 2.5 per evening | \$29/hr. |
| nnnnnnnn. | 5 1 | T | DEVG | Activity/Concert Night | | \$20.5 |
| | Pavuk | Jennifer | RFIS | Chaperone | 2.5 per evening | \$29/hr. |
| 000000000. | | | DETG | Activity/Concert Night | | \$20 A |
| | Petronis | Morgan | RFIS | Chaperone | 2.5 per evening | \$29/hr. |
| ppppppppp. | | | | Activity/Concert Night | | |
| | Pompei | Dana | RFIS | Chaperone | 2.5 per evening | \$29/hr. |
| qqqqqqqq. | | | | Activity/Concert Night | | |
| | Quattrochi | Megan | RFIS | Chaperone | 2.5 per evening | \$29/hr. |
| rrrrrrrr. | | | | Activity/Concert Night | | |
| | Reed | Christine | RFIS | Chaperone | 2.5 per evening | \$29/hr. |
| SSSSSSSSS. | | | | Activity/Concert Night | | |
| | Scheffels | Kathryn | RFIS | Chaperone | 2.5 per evening | \$29/hr. |
| tttttttt. | | | | Activity/Concert Night | | |
| | G 11 | Catharina | DEIC | Chaperone | 2.5 per evening | \$29/hr. |
| | Sewell | Catherine | RFIS | Chaperone | 2.5 per evening | $\psi \Delta J/m$. |
| <u>uuuuuuuu</u> . | Sewell | Catherine | KF15 | Activity/Concert Night | 2.5 per evening | φ29/111. |

| vvvvvvvv. | | | | Activity/Concert Night | | |
|--|------------|-------------|------|---------------------------------|-----------------|----------|
| | Smith | Elizabeth | RFIS | Chaperone | 2.5 per evening | \$29/hr. |
| wwwwwwwww | | | | Activity/Concert Night | | |
| | Smith | Robin | RFIS | Chaperone | 2.5 per evening | \$29/hr. |
| XXXXXXXXX. | | | | Activity/Concert Night | | |
| | Soccolich | Elizabeth | RFIS | Chaperone | 2.5 per evening | \$29/hr. |
| ууууууууу. | | | | Activity/Concert Night | | |
| | Spies | Audrey | RFIS | Chaperone | 2.5 per evening | \$29/hr. |
| ZZZZZZZZZ. | | | | Activity/Concert Night | | |
| | Stess | Susan | RFIS | Chaperone | 2.5 per evening | \$29/hr. |
| aaaaaaaaaa. | | | | Activity/Concert Night | | |
| | Strunk | Carrie | RFIS | Chaperone | 2.5 per evening | \$29/hr. |
| bbbbbbbbbbbbbbbbbbbbbbbbbbbbbbbbbbbbbb | | | | Activity/Concert Night | | |
| | Stumm | Donna | RFIS | Chaperone | 2.5 per evening | \$29/hr. |
| ccccccccc. | | | | Activity/Concert Night | | |
| | Tavares | Anabela | RFIS | Chaperone | 2.5 per evening | \$29/hr. |
| ddddddddd. | | | | Activity/Concert Night | | |
| | Vala | Susan | RFIS | Chaperone | 2.5 per evening | \$29/hr. |
| eeeeeeeee. | | | | Activity/Concert Night | | |
| | Vilaragut | Lizette | RFIS | Chaperone | 2.5 per evening | \$29/hr. |
| fffffffff. | | | | Activity/Concert Night | | |
| | Vitelli | Nicholas | RFIS | Chaperone | 2.5 per evening | \$29/hr. |
| gggggggggg. | | | | Activity/Concert Night | | |
| | Vitovitch | Gerri | RFIS | Chaperone | 2.5 per evening | \$29/hr. |
| hhhhhhhhhh. | | | | Activity/Concert Night | | |
| | Whorley | Shannan | RFIS | Chaperone | 2.5 per evening | \$29/hr. |
| iiiiiiiiii. | | | | Activity/Concert Night | | |
| | Witte | Rebecca | RFIS | Chaperone | 2.5 per evening | \$29/hr. |
| jjjjjjjjj | | | | Activity/Concert Night | | |
| | Wright | Ameliosa | RFIS | Chaperone | 2.5 per evening | \$29/hr. |
| kkkkkkkkkk. | | | | Activity/Concert Night | | |
| | Ziminski | Lori | RFIS | Chaperone | 2.5 per evening | \$29/hr. |
| 111111111. | | | | Activity/Concert Night | | |
| | Zizelmann | Kristen | RFIS | Chaperone | 2.5 per evening | \$29/hr. |
| mmmmmmmm | Crowell | Christopher | FAD | Bus Shuttle5 hours per day | N/A | \$20/hr |
| nnnnnnnnn. | Florczak | Kimberly | FAD | Bus Shuttle5 hours per day | N/A | \$20/hr |
| 0000000000. | Lake | Katie | FAD | Bus Shuttle5 hours per day | N/A | \$20/hr |
| pppppppppp. | Goldman | Jill | FAD | Bus Shuttle5 hours per day | N/A | \$20/hr |
| qqqqqqqqq. | Liscinsky | Linnea | FAD | Bus Shuttle5 hours per day | N/A | \$20/hr |
| rrrrrrrrr. | Mulholland | Joey | FAD | Bus Shuttle5 hours per day | N/A | \$20/hr |
| SSSSSSSSSS. | Gorka | Alaina | FAD | Bus Shuttle5 hours per day | N/A | \$20/hr |
| ttttttttt. | Petersen | Christine | СН | Cooperative Learning Training | 20 | \$32/hr |
| uuuuuuuuu. | Petersen | Christine | СН | K-2 Literacy Follow-up Training | 5 | \$32/hr |
| vvvvvvvvv. | Petersen | Christine | СН | K-2 Differentiating Units of | 5 | \$32/hr |
| | | | | Study | | |
| wwwwwwww | Kiesling | Cassandra | FAD | Write Grades 1-4 Music | 2 | \$32/hr |
| | 0 | | | Curriculum | | |
| XXXXXXXXXX | Adcock | Michelle | RH | Attend Mentor Training | 5 | \$32/hr |
| ууууууууу. | Cahill | William | JPC | Attend Mentor Training | 5 | \$32/hr |
| ZZZZZZZZZZZZZZZZZZZZZZZZZZZZZZZZZZZZZZ | Kiesling | Cassandra | FAD | Attend Cooperative Learning | 7.5 | \$32/hr |
| aaaaaaaaaaaa. | Klepper | Beth Ann | RH | Attend New Teacher Institute I | 5 | \$32/hr |
| | Fontanez | Sarah | RH | Attend Anti-Bullying Training | 5 | \$32/hr |
| | FUILTER | | | | - | |
| bbbbbbbbbbbbbbbbbbbbbbbbbbbbbbbbbbbbbb | Povall | Cynthia | BS | Attend Anti-Bullying Training | 5 | \$32/hr |

| eeeeeeeee. | Bradley | Noreen | JPC | Healthmaster Training | 15 | \$32/hr |
|--|---------------|--------------|------|--------------------------------|-----|---------|
| ffffffffff. | Judson | Tommie Lou | RH | Healthmaster Training | 15 | \$32/hr |
| ggggggggggg. | Kolvites | Kathleen | BS | Healthmaster Training | 15 | \$32/hr |
| hhhhhhhhhhh. | Malzberg | Sharon | RFIS | Healthmaster Training | 15 | \$32/hr |
| iiiiiiiiiii. | Ostenso | Ruth | RFIS | Healthmaster Training | 15 | \$32/hr |
| jjjjjjjjj. | Rosengarden | Melanie | СН | Healthmaster Training | 15 | \$32/hr |
| kkkkkkkkkkk. | Schilder | Kathleen | FAD | Healthmaster Training | 15 | \$32/hr |
| 1111111111. | Abel | Mary Francis | RH | ESC Teacher Assistant Training | 3 | Hourly |
| mmmmmmmm | Chardoussin | Katie | RFIS | ESC Teacher Assistant Training | 3 | Hourly |
| nnnnnnnnnn. | Cohn | Michelle | СН | ESC Teacher Assistant Training | 3 | Hourly |
| 00000000000. | Connelly | Kathleen | JPC | ESC Teacher Assistant Training | 3 | Hourly |
| ppppppppppp. | Pawliskoski | Kerri | СН | ESC Teacher Assistant Training | 3 | Hourly |
| qqqqqqqqqq. | Force | Patricia | СН | ESC Teacher Assistant Training | 3 | Hourly |
| rrrrrrrrr. | Force | Lindsay | RFIS | ESC Teacher Assistant Training | 3 | Hourly |
| SSSSSSSSSSS. | Griffith | Deborah | СН | ESC Teacher Assistant Training | 3 | Hourly |
| tttttttttt. | Hart | Deborah | СН | ESC Teacher Assistant Training | 3 | Hourly |
| uuuuuuuuuu. | Healy | Karen | FAD | ESC Teacher Assistant Training | 3 | Hourly |
| vvvvvvvvvv. | Kwiatek | Rebecca | RH | ESC Teacher Assistant Training | 3 | Hourly |
| wwwwwwww | Librizzi | Susan | RFIS | ESC Teacher Assistant Training | 3 | Hourly |
| XXXXXXXXXXXX | Matuszkiewicz | Angela | СН | ESC Teacher Assistant Training | 3 | Hourly |
| ууууууууууу. | Reiter | Kimberly | СН | ESC Teacher Assistant Training | 3 | Hourly |
| ZZZZZZZZZZZ. | Rogers | Ellen | СН | ESC Teacher Assistant Training | 3 | Hourly |
| aaaaaaaaaaaaa. | Dolan | Elizabeth | BS | Summer CST Meetings | 5 | Hourly |
| bbbbbbbbbbbbbbbbbbbbbbbbbbbbbbbbbbbbbb | Hanigan | Rosemary | BS | Summer CST Meetings | 5 | Hourly |
| cccccccccc. | Winters- | - | | - | | |
| | Johnson | Kristen | SUB | Home Instruction | 100 | \$29/hr |

13. Approval was given to employ the following staff members for additional compensation during the 2010-2011 and 2011-2012 school years:

| Item | Last Name | First Name | Loc. | Purpose | Max. # of Hours | Rate |
|------|------------|------------|------|------------------------------------|-----------------|---------|
| a. | Kiesling | Cassandra | FAD | Write Grades 1-4 Music Curriculum | 60 Hours | \$32/hr |
| | _ | | | | Shared | |
| b. | Klein | Lea | FAD | Facilitate Power School Clinics at | 12 Hours Shared | \$32/hr |
| | | | | Francis A. Desmares | | |
| с. | Shirvanian | Lindsay | FAD | Facilitate Power School Clinics at | 12 Hours Shared | \$32/hr |
| | | | | Francis A. Desmares | | |
| d. | Klepper | Beth Ann | RH | Attend New Teacher Institute I | 20 | \$32/hr |

14. Approval was given to employ the following staff members to teach the 2011- 2012 Project Achieve Kindergarten program. The monies to be partially funded through the No Child Left Behind, Title I 2011-2012 Grant.

| Last Name | First Name | Salary | District Funds | District Percentage | Title I Funds | Title I Percentage |
|-----------|------------|----------|----------------|---------------------|---------------|--------------------|
| DeAnglis | Laurie | \$48,298 | \$24,149 | 50% | \$24,149 | 50% |
| Rynearson | Danielle | \$50,498 | \$25,249 | 50% | \$25,249 | 50% |
| Shames | Susan | \$68,778 | \$34,389 | 50% | \$34,389 | 50% |

15. Approval was given to compensate Kathy Walton, for 75 unused sick days and 25 unused vacation days as per the FREA contract.

Substitutes

16. Approval was given to employ the following applicants as Substitutes for the 2011-2012 school year pending criminal history background checks:

| Item | Last Name | First Name | Position(s) |
|------|-----------|------------|---------------------------|
| a. | Malchick | Jamie | Teacher/Teacher Assistant |
| b. | O'Hare | Brittany | Teacher/Teacher Assistant |
| с. | Ramos | Krystel | Teacher/Teacher Assistant |
| d. | Suchorsky | Megan | Teacher/Teacher Assistant |
| e. | Lometti | Brian | Teacher/Teacher Assistant |
| f. | Rinadli | James | Teacher/Teacher Assistant |
| g. | Albanese | Heather | Teacher/Teacher Assistant |

Field Placements

17. Approval was given of the following field placements for the 2011-2012 school year:

| Candidate/College/Univ. | Cooperating Teacher | Loc/Position | Dates |
|-------------------------|---------------------|-------------------|--|
| Kaitlin Hoey/TCNJ | Susan Brugnoli | JPC/History | September 6-December 16, 2011 |
| Alaina Kaplan/Kean | Patricia Kurylo | CH/Grade 1 | September 6-December 16, 2011 (1 day per week) |
| Michael Denver/TCNJ | Jennifer Marino | RH/Health & PE | January 17, 2012-March 2, 2012 |
| Andrea Krsnak/TCNJ | Linda Brown | RFIS/Math | September 6, 2011-December 16, 2011 |
| Melanie Lovisa/TCNJ | Katie Chardoussin | RFIS/Math | January 17, 2012-April 27, 2012 |
| Danielle Nalence/TCNJ | Anabela Tavares | RFIS/Grade 5 | January 17, 2012-April 27, 2012 |
| Michelle Dodson/TCNJ | Michelle Bond | RFIS/Grade 5 | January 17, 2012-April 27, 2012 |
| Brianna O'Hara/TCNJ | Daniel Shirvanian | RFIS/Grade 5 | January 17, 2012-April 27, 2012 |
| John DeRosa/TCNJ | Linda Brown | RFIS/Grade 6 Math | January 17, 2012-April 27, 2012 |
| Megan O'Neill/TCNJ | Jennifer Posluszny | CH/Grade 2 | September 6, 2011-December 16, 2011 |

Professional Development/Travel

18. Approval was given of the following travel expenditures for staff members or their designated alternate to attend professional development conferences/workshops. This travel is deemed educationally necessary and fiscally prudent and all travel expenditures shall be directly related to and within the scope of the staff member's current responsibilities and the district's professional development plan.

| Item | Last Name | First Name | Workshop/Conference Dates | | Includes | Max. | |
|------|---|------------|------------------------------------|----------------|------------|---------|--|
| | | | | | (SeeBelow) | Amt. | |
| a. | Bland | Daniel | School Development Council, East | Oct. 5, 2011 | R | \$125 | |
| | | | Brunswick, NJ | | | | |
| b. | Baker | Carol | NJ Literacy Consortium, Union, NJ | Oct. 17, 2011 | R | \$1,300 | |
| | | | | Dec. 1, 2011 | | | |
| | | | | Mar. 6, 2012 | | | |
| | | | | May 21, 2012 | | | |
| с. | McPeek | Kevin | iPad Workshop for School Leaders, | Nov. 3, 2011 | R | \$825 | |
| | | | Monroe Township, NJ | | | | |
| d. | Pollock | Sandra | Assessing the Common Core in Math, | Sept. 21, 2011 | R | \$130 | |
| | | | Lawrenceville, NJ | _ | | | |
| e. | Masessa | Mark | Harry Wong Workshop, Union, NJ | Aug. 24, 2011 | R, M | \$140 | |
| | R = Registration Fee; M = Mileage; L = Lodging; F = Food; O = Other | | | | | | |

19. **TABLED** -Approval was given to employ the following candidate. This candidate is or will be highly qualified for this position. Fingerprinting and health exam required. The 2011-2012 salary will be adjusted at the conclusion of negotiations.

| Item | Last Name | First Name | Position/Loc | Dates | Salary/Degree/Step | Certification/College |
|------|-----------|------------|-----------------------------|---------------|------------------------|--------------------------|
| a. | Spearman | Beth | Half-time Support Skills/CH | Sept. 1, 2011 | \$46,298 prorated/BA/1 | CE-Elementary/Raritan |
| | | | | | | Valley Community College |

*Motion number 19 (a) was tabled.

20. Approval was given for Rebecca Burns, Language Arts Teacher at Reading-Fleming Intermediate School to complete her internship for the Drexel University Administrative Leadership Program with Kathleen Suchorsky, Principal at Reading-Fleming Intermediate School, during the 2011-2012 school year.

| Aye: | Ms. Behn Dr. Bonieski Dr. Copeland Mr. Davidson | Ms. Mastellone Ms. McGivney Mr. Zarish Mr. Larmore | Nay: | 0 | Abstain: | 0 |
|------|--|---|------|---|----------|---|
| | Ms. Foreman | WII. Larmore | | | | |

*Motion number 2 (e) and 19 (a) were tabled.

CURRICULUM

The next meeting will be held on September 14, 2011.

The Curriculum item was approved under one motion made by Dr. Copeland, seconded by Ms. McGivney.

1. Approval was given to apply for the 2011-2012 No Child Left Behind Grant (NCLB) as indicated below:

| 2011-2012 | | |
|------------------|---|-----------|
| NCLB Title | Description | Amount |
| Title I, Part A | Improving Basic Programs Operated by Local Education Agencies | \$100,948 |
| Title II, Part A | Teacher and Principal Training and Recruiting Fund | \$71,390 |
| Title II, Part D | Enhancing Education Through Technology | \$0 |
| Title III | English Language Acquisition and Language Enhancement | \$21,966 |
| Title IV | Safe and Drug-Free Schools and Communities Act | \$0 |
| Title V | Innovative Programs | \$0 |
| Total | | \$194,304 |

| Aye: | Ms. Behn | Ms. Mastellone | Nay: | 0 | Abstain: | 0 |
|------|--------------|----------------|------|---|----------|---|
| | Dr. Bonieski | Ms. McGivney | | | | |
| | Dr. Copeland | Mr. Zarish | | | | |
| | Mr. Davidson | Mr. Larmore | | | | |
| | Ms. Foreman | | | | | |

FACILITIES/OPERATIONS

The next meeting is yet to be determined.

The Facilities/Operations item was approved under one motion made by Mr. Davidson, seconded by Ms. McGivney.

1. Approval was given for Design Ideas Group Architecture & Planning, LLC to provide architectural services and engineering services in the amount of \$44,800 plus reimbursable expenses for the site improvements at Barley Sheaf School, Robert Hunter School, Copper Hill School and Reading-Fleming Intermediate School. The Long Range Facilities Plan will be amended to include these projects.

| Aye: | Ms. Behn | Ms. Mastellone | Nay: | 0 Abstain: | 0 |
|------|--------------|----------------|------|------------|------|
| - | Dr. Bonieski | Ms. McGivney | - | | |
| | Dr. Copeland | Mr. Zarish | | | |
| | Mr. Davidson | Mr. Larmore | | | |
| | Ms. Foreman | | | | |
| | | | | | 0.00 |

TRANSPORTATION

The next meeting will be held on September 14, 2011.

Ms. Foreman stated at the August meeting the items discussed were the bid process, negotiations and a parental request. Ms. Hoped noted that \$126,000 was saved with the bid using Hager and Snyder Bus Company.

FINANCE

The next meeting is yet to be determined.

All Finance items were approved under one motion made by Mr. Davidson, seconded by Dr. Bonieski.

- 1. Approval was given of the attached transfer list from June 15, 2011 to June 30, 2011.
- 2. Approval was given of the attached transfer list from July 13, 2011 to August 15, 2011.
- 3. Approval was given of the attached bill list for the month of August, 2011 totaling \$2,316,790.37.

Mr. Davidson stated at the August meeting the additional State Aid was discussed and that a decision has not been made as to how it will be utilized.

Dr. Bonieski noted that the Superintendent's contract was reviewed. He also noted revisions were made and will be posted.

| Aye: | Ms. Behn | Ms. Mastellone | Nay: | 0 | Abstain: | 0 |
|------|--------------|----------------|------|---|----------|---|
| | Dr. Bonieski | Ms. McGivney | | | | |
| | Dr. Copeland | Mr. Zarish | | | | |
| | Mr. Davidson | Mr. Larmore | | | | |
| | Ms. Foreman | | | | | |

No Report

COUNTY SCHOOL BOARDS ASSOCIATION

NEW JERSEY SCHOOL BOARDS ASSOCIATION/LEGISLATIVE ADVISOR

No Report

POLICY

The next meeting will be August 23, 2011.

The Policy item was approved under one motion made by Ms. Mastellone, seconded by Mr. Davidson.

1. Approval was given of the following revised policies:

5512 - Harassment, Intimidation, and Bullying - Mandated

The Anti-Bullying Bill of Rights Act and the April 11, 2011 Model Policy and Guidance prepared by the New Jersey Department of Education requires significant revisions in the existing HIB Policy and Regulation Guides. The revisions are so significant, a copy of the existing Policy Guide with strikeouts for words to come out and words in **bold** print to be added is enclosed along with a copy of the Policy Guide without strikeouts and **bold** print. Due to the updated expanded definition of HIB acts, Strauss Esmay recommends school districts abolish existing Policy Guides 5512 – Hazing and 5512.02 – Cyber-Bullying. Strauss Esmay developed these Guides before the State passed any HIB laws and hazing and cyber-bullying conduct is adequately addressed in the Anti-Bullying Bill of Rights Act and in the April 11, 2011 Model Policy and Guidance. The current Harassment, Intimidation, and Bullying Policy has been renumbered from 5512.01 to 5512.

The revisions and new requirements are significant and are based on the April 11, 2011 Model Policy and Guidance. The Model Policy and Guidance includes ten specific sections and each section provides statutory requirements, minimum model policy language and issues for a district Board of Education to consider in the development of their locally determined HIB policies and procedures. The revised Policy Guide 5512 in this Policy Alert includes all the language provided under the "Minimum Model Policy Language" for each of the ten specific sections of the April 11, 2011 Model Policy and Guidance. In addition, the revised Policy Guide 5512 also includes some language provided under the "Issues for Considerations in Local Policy Development" for several sections of the April 11, 2011 Model Policy and Guidance. This additional language does not place any additional responsibilities on a school district and was added to provide clarification to the minimum model policy language included in the Model Policy and Guidance. Also, in light of the anticipated scrutiny the issue of harassment, intimidation, and bullying is expected to receive, a comprehensive policy that includes language beyond the minimum model policy language that provides a better understanding of the issues, will help ensure compliance with the requirements of the Act.

Regulation Guide 5512 has been revised to include a new investigation and Board hearing procedure that is in compliance with the Act. Typically, detailed investigation procedures are not included in our Policy Guides, however, the Model Policy and Guidance requires these procedures in the HIB Policy. Therefore, we have included this information in Section H. of the Policy Guide. This Regulation Guide also includes the minimum mandatory requirements of an investigation procedure. A district may want to revise this new Regulation Guide to include additional details of an investigation procedure, however, any revisions should not replace or

revise any language that is required by the law and the Model Policy and Guidance. This new Regulation Guide should replace the existing Regulation Guide 5512.

The Act, the Model Policy and Guidance, and Section C of the Policy Guide require the school district to involve a broad-base of school and community members in the development of the district's harassment, intimidation, and bullying policy. Therefore, it is recommended school districts develop a plan to involve school and community members in reviewing and advising the school district on the HIB Policy prior to Board adoption as required by the Act and as recommended in the Model Policy and Guidance. A school district may, but is not required to, adopt a Harassment, Intimidation, and Bullying Policy that includes components that are more stringent than the components set forth in the Act. School districts need to be sure any proposed changes or revisions in this Policy Guide are not inconsistent with the requirements of the Act and the Model Policy and Guidance.

The April 11, 2011 Model Policy and Guidance is based on new and revised statutes included in the Anti-Bullying Bill of Rights Act. Based on a comprehensive review of the Act and the Model Policy and Guidance, new administrative code or additional guidance will likely be developed by the New Jersey Department of Education as school districts begin implementing the new law. Boards of Education should be informed harassment, intimidation, and bullying related Policy and Regulation Guides will be revised by Strauss Esmay Associates as additional guidance is made available.

According to the Act, each school district is required to revise the district's HIB Policy and transmit a copy to the appropriate Executive County Superintendent of Schools by September 1, 2011, which is the effective date for the requirements in the Act. Additionally, any subsequent revisions to the HIB Policy must be submitted to the Executive County Superintendent of Schools within thirty days of adoption. It is suggested a school district submit this revised HIB Policy to the Executive County Superintendent prior to Board approval in the event there are revisions to the Department of Education's April 11, 2011 Model Policy and Guidance impacting this Policy before September 1, 2011.

1523 Comprehensive Equity Plan - Mandated

Policy Guide 1523 has been revised to align with the provisions of N.J.A.C. 6A:7-1.9. This new Policy Guide should replace the district's existing Policy Guide 1523 as the new Guide is better aligned with the referenced administrative code section.

1550 Affirmative Action Program for Employment and Contract Practices - Mandated

Policy Guide 1550 has been revised to align with the provisions of N.J.A.C. 6A:7-1.8. This new Policy Guide should replace the district's existing Policy Guide 1550 as many of the provisions in the current Policy Guide 1550 have been relocated to the new Policy Guide 1140 – Affirmative Action Program. The Regulation Guide 1550 has been revised with a few minor changes to include an update to the telephone number and address of the New Jersey Department of Education and the New Jersey Division on Civil Rights in the State's Attorney General's Office. The Regulation Guide is a complaint procedure and may be revised by a district to accommodate local preferences.

2260 Affirmative Action Program For School and Classroom Practices - Mandated

Policy Guide 2260 has been revised to align with the provisions of N.J.A.C. 6A:7-1.7. This new Policy Guide should replace the district's existing Policy Guide 2260 as many of the provisions in the current Policy Guide 2260 have been relocated to the new Policy Guide 1140 – Affirmative Action Program.

3125.02 – Employment of Teaching Staff Members - Recommended

Policy 3125.02 has been revised to reflect State mandates.

5600 - Pupil Discipline/Code of Conduct - Mandated

N.J.S.A. 18A:37-15.b.(4) and Section 4 of the April 11, 2011 Model Policy and Guidance concerns consequences for a pupil who commits an act of harassment, intimidation, or bullying. The Model Policy and Guidance includes a lengthy list of factors for determining consequences and remedial measures that have been included in Policy Guide 5512 – Harassment, Intimidation, and Bullying. The Model Policy and Guidance's minimum model policy language states:

The district Board of Education requires its school administrators to implement procedures that ensure both the appropriate consequences and remedial responses for pupils who commit one or more acts of harassment, intimidation, or bullying, consistent with the code of student conduct and the consequences and remedial responses for staff members who commit one or more acts of harassment, intimidation, or bullying. The following factors, at a minimum, shall be given full consideration by school

administrators in the implementation of appropriate consequences and remedial measures for each act of harassment, intimidation, or bullying by pupils. Appropriate consequences and remedial actions are those that are graded according to the severity of the offense(s), consider the developmental ages of the pupil offenders and pupils' histories of inappropriate behaviors, per the code of student conduct and N.J.A.C. 6A:16-7.

The Model Policy and Guidance includes a lengthy list of examples of consequences and remedial measures that have been included in Policy Guide 5512 – Harassment, Intimidation, and Bullying.

The Model Policy and Guidance minimum policy language further states:

Consequences and appropriate remedial action for a pupil or staff member who commits one or more acts of HIB may range from positive behavioral interventions up to and including suspension or expulsion of pupils, as set forth in the Board of Education's approved code of student conduct pursuant to N.J.A.C. 6A:16-7.1. Consequences for a pupil who commits an act of HIB shall be varied and graded according to the nature of the behavior, the developmental age of the pupil and the pupil's history of problem behaviors and performance, and must be consistent with the district Board of Education's approved code of student conduct. Remedial measures shall be designed to: correct the problem behavior; prevent another occurrence of the problem; protect and provide support for the victim of the act; and take corrective action for documented systemic problems related to harassment, intimidation, or bullying.

In summary, the Model Policy and Guidance language indicates consequences and remedial measures in response to a confirmed act of harassment, intimidation, or bullying shall be varied and graded upon consideration of many factors as there is no "one size fits all" consequence or remedial measure in response to a confirmed act of harassment, intimidation, or bullying. The language above has been included in Policy Guide 5600. Policy Guide 5600 also references the lengthy list of factors for determining consequences and remedial measures and examples of consequences and remedial measures by reference to Policy Guide 5512 – Harassment, Intimidation, and Bullying. School districts should carefully review the lists of the examples of consequences and remedial measures the district may want to implement in response to a confirmed act of harassment, intimidation, or bullying. This section E regarding Consequences and Remedial Measures for Acts of Harassment, Intimidation, and Bullying. This section includes a list of examples of consequences are consequences the district wants to impose in response to a confirmed act of harassment, intimidation, and Bullying. This section includes a list of examples of consequences are consequences the district wants to impose in response to a confirmed act of harassment, intimidation, or bullying. The list of consequences are consequences the district wants to impose in response to a confirmed act of harassment, intimidation, or bullying. The list of consequences in Regulation Guide 5600 should be consistent with the list of consequences in Section D. of the Guide 5512.

6362 Contributions To Board Members and Contract - Mandated

The adoption of accountability regulations in December 2009, N.J.A.C. 6A:23A-6.3(a)1, and January 15, 2010 Local Finance Notice (LFN) – Section H, published by the New Jersey Department of Community Affairs (NJDCA), prohibits the award of *all contracts* of \$17,500 or greater to any vendor that contributed more than the reportable amount (currently \$300) to a Board member during the previous year, and bars vendors from making contributions of more than the reportable amount (currently \$300) to individual Board members during the life of the contract. The practical application of this administrative code provision, as confirmed by the NJDCA, requires a Board of Education to disqualify a bidder who would otherwise be determined to be the lowest responsible bidder if the "business entity," as defined in N.J.S.A. 19:44A-20.7, made a contribution reportable ... to a member of the district Board of Education during the preceding one-year period. It is recommended this issue be reviewed by the Board Attorney before a Board disqualifies an apparent low bid under these circumstances. The January 15, 2010 LFN suggests Boards of Education include the Business Entity Disclosure Certification (BED-C) to facilitate disclosure contributions to Board members by vendors for use in the district's bid specifications, requests for quotations and proposals. Policy Guide 6362 has been updated to require a completed BED-C for *all* contracts in the amount of \$17,500 or greater.

Policy Guide 8420 Emergency and Crisis Situations - Mandated

The New Jersey Department of Education and the New Jersey Office of Homeland Security and Preparedness recently published their School Security Drill Guide providing guidance on school security drills. Schools are required to conduct one fire drill and one school security drill each month. In addition, schools must hold a minimum of two active shooter, non-fire evacuation, bomb threat, and lockdown security drills during the school year. Policy Guide 8420 and Regulation Guides for Bomb Threats (8420.2) and Lockdown Procedures (8420.7) have been revised. Regulation Guide 8420 – Emergency and Non-Fire Evacuation Plan has been updated and should replace the district's existing Regulation Guide 8420. A new Regulation Guide 8420.10 – Active Shooter has been developed. These Regulation Guides were updated using information and practices recommended in the training CD,

Critical Incident Response: Procedures for School Administrators, Faculty, and Staff, developed by the New Jersey Office of Homeland Security and Preparedness and the New Jersey Department of Education. These agencies have indicated this CD fulfills the training requirements of N.J.S.A. 18A:41-1. In light of school security concerns in today's times, the district may want to review this Policy Guide and related Regulation Guides with local law enforcement officials. The procedures outlined in these regulation guides may be revised to meet individual local district concerns.

These four Regulation Guides have been revised and provided to school districts as they pertain to the security drills schools must conduct beginning November 2010. Strauss Esmay's other emergency and crisis situation Regulation Guides 8420.3 – Natural Disasters and Man-Made Catastrophes, 8420.4 – Kidnapping, 8420.5 – Asbestos Release, and 8420.6 – Accidents To and From School will be reviewed for consistency with the training CD, *Critical Incident Response: Procedures for School Administrators, Faculty, and Staff* in the next several months.

8461 – Reporting Violence, Vandalism, Harassment, Intimidation, Bullying, Alcohol and Other Drug Abuse -Mandated

A section of the Anti-Bullying Bill of Rights Act revises N.J.S.A.18A:17-46 regarding reporting of certain acts of violence and vandalism by school employees and now includes certain reporting to include acts of harassment, intimidation, and bullying. The revision to this statute requires a revision to Policy and Regulation Guides 8461. There is a new requirement for the Superintendent to report acts of violence, vandalism and harassment, intimidation, or bullying to the Board at a public hearing and to the New Jersey Department of Education two times per year. In addition, each school in the district and each district will be graded by the Department of Education in its efforts to implement policies and programs consistent with the provisions of the harassment, intimidation, and bullying prevention statutes. The Superintendent's report and grades must be posted on the district and school websites.

The Anti-Bullying Bill of Rights Act revised N.J.S.A. 18A:17-46. However, N.J.S.A. 18A:17-46 has a detailed corresponding administrative code, N.J.A.C. 6A:16-5.3, that is the legal authority for the details contained in Policy and Regulation Guides 8461. It is likely this administrative code will be revised which may require additional revisions to these Guides in the future.

2. First reading of the following new policies:

1140 Affirmative Action Program - Mandated

A new Policy Guide has been developed regarding a school district's general affirmative action responsibilities to include the required annual appointment of an Affirmative Action Officer and the school district's responsibilities for professional development as outlined in N.J.A.C. 6A:7-1.4, 6A:7-1.5 and 6A:7-1.6. This Policy Guide is mandated as many of its provisions are required either in the New Jersey Administrative Code or the required Comprehensive Equity Plan Needs Assessment Checklist.

5561 – Use of Physical Restraint - Suggested

Several districts have requested policy guidance regarding the use of physical restraint. N.J.S.A. 18A:6-1 permits the use of reasonable force to control a pupil for certain emergency situations outlined in N.J.S.A. 18A:6-1. The use of physical restraint in schools is the subject of much debate. Although New Jersey law expressly permits the use of reasonable force to control a pupil in an emergency situation, there is no statute or code to provide specific guidance on the use of physical restraint. Policy and Regulation Guides 5561 were developed upon reviewing the current research and other State laws regarding the use of physical restraints. These Guides provide a very conservative approach to the use of physical restraint by school staff members in an emergency situation. These Guides should be reviewed by district staff members and may be revised to meet a district's individual needs. The district may want to review this issue with the Board Attorney and insurance specialist in making a decision if adoption of these Guides may be beneficial in the school district.

| Aye: | Ms. Behn | Ms. Mastellone | Nay: | 0 | Abstain: | 0 |
|------|--------------|----------------|------|---|----------|-------|
| | Dr. Bonieski | Ms. McGivney | | | | |
| | Dr. Copeland | Mr. Zarish | | | | |
| | Mr. Davidson | Mr. Larmore | | | | |
| | Ms. Foreman | | | | | |
| | | | | | MICODI | TANTE |

MISCELLANEOUS

All Miscellaneous items were approved under one motion made by Mr. Zarish, seconded by Ms. Foreman.

1. Approval was given of the 2011-2012 School Nursing Services Plan, as attached.

- 2. Approval was given of the 2011-2012 Traumatic Loss Manual, as attached.
- 3. Approval was given for the Flemington-Raritan Regional School District to be part of the Cooperative Pricing System for the 2011-2012 school year:

| Education Services Commission |
|--------------------------------------|
| Hunterdon County |
| Middlesex County |

4. Approval was given to employ the following piano accompanists for the 2011-2012 school year:

| Name | Activity | School | Cost |
|------------------|----------------|--------|------------------------|
| Stephanie Watson | Winter Concert | RH | \$250 |
| Stephanie Watson | Rehearsals & | JPC | \$ 60 per hour/maximum |
| | Concerts | | \$6,000 |
| Julia Hatamyar | Choruses | RFIS | \$ 60 per hour/maximum |
| | | | \$6,000 |

5. Approval was given to adopt the following resolution:

Flemington Raritan Regional Board of Education

Reimbursement of Board Members for Cost of Criminal History Background Check

- **WHEREAS**, Assembly Bill 444, signed into law on May 26, 2011, disqualifies members of boards of education or members of charter school boards of trustees from serving in office if they have been convicted of certain crimes; and
- **WHEREAS**, The statute also requires members to undergo criminal history background checks and to pay the cost of such investigations; and
- **WHEREAS**, Assembly Bill 444 permits local boards of education to reimburse individual members for t he cost of criminal history background investigations; and
- WHEREAS, State law (N.J.S.A. 18A: 12-4) prohibits the compensation of local board of education members; and
- **WHEREAS**, Members of the Flemington-Raritan Regional Board of Education devote significant time and substantial effort to the governance of the district's public schools; and
- **WHEREAS**, The Flemington-Raritan Regional Board of Education believes that individual school board members, who are uncompensated, should be reimbursed for the cost of the criminal history background investigations, which are necessary to continue serving in office. So, therefore be it
- **RESOLVED**, That the Flemington-Raritan Regional Board of Education authorizes reimbursement of individual members for the cost of the criminal history background investigations required by Assembly Bill 444; and be it further
- **RESOLVED**, That the Flemington-Raritan Regional Board of Education through its policy adoption process will add the following language to its Policy # 0142 Board Member Qualifications and Code of Ethics:
 - I. He/she has not been disqualified due to the conviction of a crime or offense list in N.J.S.A. 18A:12-1. In order to fulfill this requirement:
 - 1. Each member of the Board of Education, within 30 days of the election or appointment to the Board shall undergo a criminal history background check investigation for the purpose of ensuring that the member is not disqualified for membership due to a conviction of a crime or offense pursuant to the statute listed above: and
 - 2. The board shall reimburse the member for the cost of the criminal history record check, including all costs for administering and processing the check.**

NOW THEREFORE BE IT RESOLVED, That a copy of Policy # 0142 as proposed for amendment be attached to this resolution.**

6. Approval was given for the following Reading-Fleming Intermediate School field trips, during the 2011-2012 school year:

| Date | Grade | Field Trip | Location | Cost |
|--------------------|-------|----------------|---|------------------------|
| May 21 – 25 | 5th | Fleming Castle | Bonnell Street | None-Walking |
| May 25, 30, 31 | 5th | Morales Park | Watershed Association Environmental Education Program | \$4,500-Science Budget |
| June 1, 4, 5, 6, 7 | | | | |

7. Approval was given of the following classrooms for Dual Use for the 2011-2012 school year:

| School | Room # | Uses |
|---------------------|--------|------------------------------------|
| Francis A. Desmares | 8 | 2 Reading Recovery |
| Francis A. Desmares | 27 | 2 Student Support |
| Robert Hunter | 100 | Reading Recovery & Student Support |
| Robert Hunter | 113 | 2 Student Support |
| Robert Hunter | 115 | 2 Resource Center |
| Robert Hunter | 119 | Resource Center & OT/PT |
| Robert Hunter | 127 | Resource Center & Student Support |
| Reading-Fleming | 103 | Multiple Disabled & Speech |
| Reading-Fleming | 216 | 2 Student Support |

8. Approval was given to accept the following donations, during the 2011-2012 school year:

| Donor | School | Donation | Cost |
|-----------|--------|---|-----------|
| PTO | JPC | J.P. Case Middle School Welcome Banner | \$ 379.50 |
| PTO | JPC | Camfel Production "Dare to Move" Assembly | \$ 800 |
| PTO | JPC | Michael Fowlin "You Don't Know Me" Assembly | \$1,500 |
| PTO | JPC | Tova Friedman Holocaust Presentation | \$ 500 |
| Shop Rite | JPC | Holocaust/Friedman Luncheon | \$ 500 |

9. Approval was given for the following 2011-2012 out-of-district student placements. Transportation provided by the Flemington-Raritan Regional School District.

| Item | Student State ID | Attending School | 2011-2012 Tuition |
|------|------------------|-----------------------|-------------------|
| a. | 8180059190 | The Center School | \$47,820 |
| b. | 9674562023 | Somerset Hills School | \$74,239 |

- 10. Approval was given to confirm the employment of Staff Development Workshops to present a Language Arts workshop on March 17, 2011 at a cost of \$1,500. Funds provided through the IDEA-ARRA Grant.
- 11. Approval was given to employ the following hospitals/doctors/specialists to conduct student evaluations during the 2011-2012 school year:

| Item | Provider | Maximum Rates Per Evaluation |
|------|--------------------------------------|-------------------------------------|
| a. | Avon Occupational Therapy | \$1,000 |
| b. | JFK Johnson Rehabilitation Institute | \$1,500 |
| с. | Psychoeducation Forensic Services | \$1,000 |
| d. | Rizza Miro & Associates, LLC | \$1,000 |
| e. | Jennifer Klotz, LDT/C | \$1,000 |

Aye: Ms. Behn Dr. Bonieski Dr. Copeland Mr. Davidson Ms. Foreman Ms. Mastellone

Ms. McGivney

Mr. Zarish

Mr. Larmore

Nay:

0 Abstain:

0

None

None

CORRESPONDENCE

OLD BUSINESS

Dr. Bonieski asked if the Superintendents salary exceeds the cap. Ms. Hope stated no, the County would not approve it if it did. Dr. Bonieski asked if Mr. Nolan shared class sizes and Mr. Nolan stated yes. Dr. Bonieski asked if our State Aid is lower today than 2 years ago. Ms. Hope noted yes by approximately 2 million.

Mr. Davidson noted the class sizes have been maintained through difficult economic times. Ms. Foreman gave a negotiations update stating they met with the Fact Finder and the FREA on August 15, 2011. No meaningful results were achieved. The Fact Finder recommended a hearing which takes about 8 months. They will meet again in November and in 3 months they will receive a report. The FRAA met last week and will meet again in a week.

Robin Behn asked for an update on the technology project. Mr. Nolan will give a full report to the Board on September 12, 2011.

NEW BUSINESS

Dr. Copeland thanked all district staff, secretaries, custodians, maintenance and administrators. Dr. Copland also asked the Board Members to ask themselves at the end of every meeting how they have helped students.

CITIZENS ADDRESS THE BOARD

ADJOURN

On motion of Ms. McGivney, seconded by Ms. Mastellone the meeting was adjourned, unanimously viva voce, at 7:57 p.m.

Respectfully Submitted,

Stephanie Hope Business Administrator/Board Secretary

Upcoming Board Meetings - Copper Hill School

September 12 September 16 – Planning Session (J.P. Case) September 19 October 3 October 17 November 7 November 21 December 5 December 19 January 9, 2012 January 23 February 6 February 27 March 5 March 19 April 2 April 16