

Wayne

Township Public Schools

REGULAR MEETING MINUTES

MARCH 2, 2017

The Regular Meeting of the Wayne Township Board of Education and Executive Session was held on Thursday, March 2, 2017 in the Administrative Offices, Large Conference Room, 50 Nellis Drive, Wayne, New Jersey 07470. The meeting was scheduled to begin at 6:00 p.m., pursuant to the terms of the Sunshine Law.

The meeting was called to order at 6:03 p.m. by Donald Pavlak, Jr., Board President.

I. Reading of Sunshine Law statement

Adequate notice of this Regular and Executive Meeting, setting forth time, date and location, has been provided in accordance with the requirements of the Open Public Meetings Act on January 6, 2017 by:

Prominently posting a copy on the bulletin board in the lobby of the offices of the Board of Education, which is a public place reserved for such announcements, transmitting a copy of this notice to The Record, The Wayne Today, and the Municipal Clerk.

II. Roll Call

PRESENT: Eileen Albanese, Mitch Badiner, Michael Bubba, Cathy Kazan, Gail Okun, Donald Pavlak, Jr., Suzanne Pudup, Stacey Scher, and Christian Smith.

ALSO PRESENT: Dr. Mark Toback, Superintendent, Toni Liskiewicz, Assistant Superintendent, Emidio D'Andrea, Business Administrator/Board Secretary and Isabel Machado, Board General Counsel.

A motion was made to convene into Executive Session.

III. Approval to Convene into Executive Session

RECOMMENDED ACTION:

X - 2017 - 1
Approved

WHEREAS, the Wayne Township Board of Education (hereinafter referred to as the "Board") from time to time must convene into Executive Session to discuss confidential matters including but not limited to personnel issues, legal matters, student issues and labor negotiations.

WHEREAS, THE Board has on its agenda for the meeting being held on March 2, 2017 on issues relating to legal matters which must be discussed in a confidential closed session.

NOW THEREFORE BE IT RESOLVED, the Board shall move into Executive Session to discuss the above referenced matter.

BE IT FURTHER RESOLVED, that the minutes of the executive session will provide as much information as possible without violating any applicable privilege or confidentiality so that the public can understand what was discussed and when available what the Board decision was.

BE IT FURTHER RESOLVED, that the minutes of the executive session will be released to the public in an appropriately redacted form within a reasonable period of time.

BE IT FURTHER RESOLVED, that the redacted portion of the executive session minutes will not be released until such time as the privilege or confidentiality is no longer applicable.

Motion: To Approve, Moved by MICHAEL BUBBA, Seconded by MITCH BADINER. Passed. 9-0-0. Board Members Voting: Ayes: ALBANESE, BADINER, BUBBA, KAZAN, OKUN, PAVLAK, PUDUP, SCHER, SMITH

IV. Reconvene

The Executive Session of the Wayne Board of Education Regular Meeting of March 2, 2017 was convened in the Conference Room of the Wayne Board of Education, 50 Nellis Drive, Wayne, NJ 07470.

The Statement of Compliance setting forth time, date and location was read in accordance with the requirements of the Open Public Meetings Act and the roll call was taken. The meeting was recessed and is now being reconvened.

The Board reconvened at 7:30 p.m. in the Board of Education Conference Room, 50 Nellis Drive, Wayne, New Jersey 07470. Mr. Donald Pavlak, Jr., Board President, advised that the Board had been meeting in Executive Session at 50 Nellis Drive for the purpose of discussing legal matters. Information regarding these matters will be made public, if and when, appropriate.

PRESENT: Eileen Albanese, Mitch Badiner, Michael Bubba, Cathy Kazan, Gail Okun, Donald Pavlak, Jr., Suzanne Pudup, Stacey Scher, and Christian Smith.

ALSO PRESENT: Dr. Mark Toback, Superintendent, Toni Liskiewicz, Assistant Superintendent, Emidio D'Andrea, Business Administrator/Board Secretary and Isabel Machado, Board General Counsel, four Administrators, and approximately two members of the public.

FLAG SALUTE**MOMENT OF SILENCE****V. Administrative Summary Report****A. SUPERINTENDENT'S REPORT****PARCC TESTING**

The district is busy preparing for PARCC testing in April. Earlier this week the district conducted an infrastructure test to determine how the number of devices we will be using simultaneously will influence the functionality of our network. The district was able to test the network for 2200 devices used simultaneously at the secondary level and 1700 devices at the elementary level. Earlier this year, I reported that the combination of changes in testing requirements and the addition of approximately 600 additional devices that can be used for PARCC testing will dramatically decrease the amount of time devoted to PARCC testing. In addition to the reduction in days required for PARCC testing, we also are able to salvage instructional time on every day when the PARCC is scheduled. During the first year of PARCC testing, we lost approximately 15 full days of schools.

FACILITY WORK

In addition to our preparations for PARCC, the district is also very busy preparing to move forward with a number of 2016-2017 approved facility projects in the district. We are ready for the advertising phase of the following: The Electrical Power Distribution Panel Project which will upgrade the internal building power panel locations allowing a direct and safer electrical connection for future required air conditioning in Randall Carter, Packanack and our Lafayette elementary schools.....also ready at Wayne Hills and George Washington is the needed exterior ADA ramps and railings project. For our two high schools at each auditorium stage the installation of ADA chairlifts is in the final design drawing phase as well as the interior bleacher replacement at our two high school gyms.

B. HIB REPORT

There were seven incidents of HIB investigated since my last report and three were deemed to be in the category of HIB.

C. EVVRS/HIB REPORT: July 1, 2016 - December 31, 2016

Semi Annual Report Under N.J.S.A. 18A:17-46 of Incidents of Violence, Vandalism, Weapons and Substance Abuse Offenses and Harassment, Intimidation and Bullying which took place in our schools during the Periods July 1, 2016 - December 31, 2016.

Semi Annual Report under N.J.S.A. 18A:17-46 of Incidents of Violence, Vandalism,

Weapons and Substance Abuse Offenses and Harassment, Intimidation and Bullying which took place in our schools during the period September 1, 2016 through December 31, 2016.

Pursuant to statute, I am required to report to the Board of Education two times per year, at a public meeting, all acts of violence, vandalism and harassment, intimidation and bullying which occurred during a previous reporting period. Tonight I am reporting the following incidents that took place during Report Period 1, September 1, 2016.

through December 31, 2016 as reported to the NJ Department of Education under the Violence and Vandalism Reporting requirement:

For Report Period 1, September 1 - December 31, 2016, throughout the district, there were 30 incidents in total reported: 5 incidents of violence, 1 of vandalism, no weapons offenses, 13 incidents of substance abuse, and 11 confirmed incidents of HIB out of a total of 36 investigations for the reporting period.

The eleven confirmed HIB cases involved the categories of race (4), religion (3), gender (2), or other (2) distinguishing characteristics of students. Cases were investigated by the school level Anti-Bullying Specialists, with guidance and support by Principals and the District Anti-Bullying Coordinator. Consequences and remediation efforts for offending students included individual counseling, student and/or parent conferences and discipline in accordance with the District Code of Conduct. Remedial measures for targeted students included counseling, support services, parent conferences, unstructured area safety plans, schedule changes, stay away agreements, teacher aide/monitors during the school day, adult/student mentoring, and other monitoring measures.

A total of 40 EVRS incidents were reported during the same period in 2015-2016, as compared to 30 incidents in total during period 1 of the 2016-2017 school year, a decrease of 25% in total incidents of violence and vandalism. Specifically, violence incidents decreased from 14 to 5; vandalism decreased from 3 to 1; no weapons incidents were reported in either period; confirmed HIBs decreased from 13 to 11; and substance abuse increased from 10 to 13 reported incidents.

We also hope you can join us on Tuesday, March 7 at 7:00 pm at Anthony Wayne Middle School for an anti-bullying presentation on Teaching Teens the Right Combination of Dignity, Respect and Compassion. This is a program intended for parents and it will be great opportunity to learn more about how the district is teaching all of our students to be good citizens.

D. PRELIMINARY BUDGET DISCUSSION

Dr. Toback: The Board members have a copy of the budget overview. They have a copy of the actual budget and our email included a request if there are questions you would like to have answered in advance of our meeting tonight for purposes of discussion so the other board members could get an understanding of the different concerns that might be out there regarding the budget, we allowed the opportunity for Board members. Because we have a short time period, we allowed two questions for

now, and then in the future you have the opportunity to ask as many questions as you may want. At this point we've received a handful of questions; we've returned that information, now we're in a stage where if there's any follow up on those questions the board would like to engage in, we could do it now or push it off to another day.

Don Pavlak: Does anyone have anything so far after going over the initial documentations other than the questions? There were some very good questions.

VI. Revisions to Agenda Items

REVISIONS TO AGENDA ITEMS:

PERSONNEL ITEMS

H-2017-1 to H-2017-12

Change H-2017-4 #1 – 2nd Shift: General Maintenance

VII. Open to Public Agenda Items Only

This portion of the meeting is open to citizens for comment on agenda items only. Residents are to state their names, addresses, and subject matter. Comments may be limited to five minutes per person. Members of the public are discouraged from speaking negatively about an employee or a student. The Board bears no responsibility for comments made by the public. Comments regarding employees or students cannot be legally responded to by the Board. Other comments may be responded to tonight or at subsequent meetings under "old business."

Motion: To Approve, Moved by MICHAEL BUBBA, Seconded by GAIL OKUN. Passed. 9-0-0. Board Members Voting: Ayes: ALBANESE, BADINER, BUBBA, KAZAN, OKUN, PAVLAK, PUDUP, SCHER, SMITH

Seeing no one from the public, a motion was made to close the meeting to public comment on agenda items only.

Motion: To Approve, Moved by MICHAEL BUBBA, Seconded by CATHY KAZAN. Passed. 9-0-0. Board Members Voting: Ayes: ALBANESE, BADINER, BUBBA, KAZAN, OKUN, PAVLAK, PUDUP, SCHER, SMITH

VIII. Approval of Minutes

A motion was made to approve M-2017-1 to M-2017-2.

Approval of Executive Session Minutes

RECOMMENDED ACTION:

M - 2017 - 1
Approved

RESOLVED, that the Board approve the following Executive Session Minutes:
February 2, 2017 Regular Meeting

Approval of Public Meeting Minutes

M - 2017 - 2

RECOMMENDED ACTION:

Approved

RESOLVED, that the Board approve the following Public Meeting Minutes as per the attached by reference:
February 2, 2017 Regular Meeting

Motion: To Approve, Moved by MICHAEL BUBBA, Seconded by CATHY KAZAN, Passed. 9-0-0. Board Members Voting: Ayes: ALBANESE, BADINER, BUBBA, KAZAN, OKUN, PAVLAK, PUDUP, SCHER, SMITH

COMMITTEE REPORTS:

PERSONNEL COMMITTEE: Cathy Kazan

1) Discussed two new job descriptions for plumber, one a day time and then a second shift which was changed from plumber to general maintenance. We are approving the second shift this evening which is a replacement for a retiree.

FINANCE COMMITTEE: Eileen Albanese

- 1) Discussed bus donation of a bus that is going to be put out of service to the Wayne First Aid Squad. The Board will receive further information in the future.
- 2) Hand out regarding the use of Preakness school.
- 3) Review of transfers. Detailed overview was given by Mrs. Schoening as to how transfers are done.

IX. Action on Agenda

A motion was made to approve A-2017-1.

Approval of HIB Report

A- 2017 - 1

RECOMMENDED ACTION:

Approved

RESOLVED, that the Board affirm the Superintendent's decision on the Harassment, Intimidation and Bullying matters as required by N.J.S.A. 18A:37-15(b)(6)(e) on the following cases:

Case #40 and 41 /2016-2017	First reported to the Board on February 16, 2017
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Motion: To Approve, Moved by EILEEN ALBANESE, Seconded by MICHAEL BUBBA, Passed. 9-0-0. Board Members Voting: Ayes: ALBANESE, BADINER, BUBBA, KAZAN, OKUN, PAVLAK, PUDUP, SCHER, SMITH

Education:

A motion was made to approve E-2017-1 to E-2017-7.

Approval of Out of District Professional Travel for Staff Members

E - 2017 - 1

RECOMMENDED ACTION:

Approved

RESOLVED, that the Board approve Out of District Professional Travel for the 2016-2017 school year, as follows:

Whereas, District employees listed on the attached chart are attending conferences, conventions, staff training, seminars, workshops, student events or other required travel; and

Whereas, the attendance at stated functions were previously approved by the Chief School Administrator and School Business Administrator as work related and within the scope of work responsibilities of the attendees; and

Whereas, the attendance at the functions were approved as promoting delivery of instruction of furthering efficient operation of the District, and fiscally prudent; and

Whereas, the travel and related expenses particular to attendance at these functions are within state travel guidelines established by the Department of Treasury in NJOMB circular letter; now therefore

Be it resolved, that the Board of Education finds the travel and related expense particular to attendance as these previously approved functions; and further,

Be it resolved, that the expenses are justified and therefore reimbursable and/or payable, as per the attached.

Approval of Field Trip Destinations

E - 2017 - 2
Approved

RECOMMENDED ACTION:

RESOLVED, that the Board approve the Field Trips for the 2016-2017 school year as per the attached by reference.

Out of District Placements and Related Services

E - 2017 - 3
Approved

RECOMMENDED ACTION:

that the Board approve out of district placements and related services for the 2016-2017 school year for students pursuant to their Individualized Education Program (IEP) or in accordance with their High School curricula (ie vocational school placement) as follows and further, that transportation be provided as required:

-	Student	Placement Location Tuition (10mo/ESY) Effective Date(s) Account #	Related Service Provided by Effective date Cost Account	Placement type: new, cont, change If change, prior placement/cost
1	#9751098130	ECLC-HoHoKus, NJ 02/07/17-06/30/17 \$26,248.77 (89 days @ \$294.93) #11-000-100-566-17-008 \$10,383.63 (1:1-89 days @		Change +\$8,092.77 (89 days @ \$204.00) -\$4,301.37 (1:1-89 days @ \$165.00)

		\$116.67) #11-000-217-500-17-008		
2	#4751591137	Sage Day HS-Rochelle Park, NJ 02/22/17-06/30/17 \$23,325.00 (75 days @ \$311.00) #11-000-100-566-78-008		Change -\$1,874.25 (75 days @ \$335.99)

Approval of Home Instruction

E - 2017 - 4

RECOMMENDED ACTION:

Approved

RESOLVED, that the Board approve Home Instruction Services for students for the 2016-2017 school year as follows:

-	Student SID # School Grade	Student Type Reason Hours/sessions per week	Provided by Title Account #	Effective Date Rate
1.	9233962601 WHHS 11	General Education Medical 10hrs./wk.	Prof. Educ. Svc. Inc. 2016/2017 SY contract as approved on Nov.17, 2016. 11-150-100-320-17-008	2/1/17 \$40.00 per./hr.
2.	5017514979 WVHS 10	General Education Medical 10hrs./wk.	Prof. Educ. Svc. Inc. 2016/2017 SY contract as approved on Nov. 17, 2016. 11-150-100-320-17-008	2/10/17 \$40.00 per./hr.
3.	6995254450 WVHS 12	General Education Administrative 10hrs./wk.	District Staff 11-150-100-101-17-008	2/16/17 \$40.00 per./hr.

Approval of Extended School Year Letter of Agreement

E - 2017 - 5

RECOMMENDED ACTION:

Approved

RESOLVED, that the Board approve the letter of agreement with Northern Region Educational Services Commission to operate our special education extended school year program effective July 5, 2017 and ending August 1, 2017 pending review and approval of Board Counsel, as per the attached by reference.

Approval of New High School Textbook

E - 2017 - 6

RECOMMENDED ACTION:

Approved

RESOLVED, that the Board approve the textbook entitled: "United States History and Geography" ISBN: 978-0-07-90693-9 McGraw Hill Education for 10th Grade, including 7 years online support bundle, at a cost of \$107.40 per textbook and as recommended at the February 16, 2017 Education Committee Meeting as per attached by reference.

Approval of New High School AP Textbook

E - 2017 - 7

RECOMMENDED ACTION:

Approved

RESOLVED, that the Board approve the textbook entitled: American Government Roots and Reform ISBN: 9780133991765 Pearson, for Advanced Placement Grades 11 and 12, at a cost of \$158.00 per textbook and as recommended at the February 16, 2017 Education Committee Meeting as per attached by reference.

BOARD QUESTIONS:

Christian Smith: On E-2017-6, Approval of High School Textbooks, and in this case it has to do with United States History and Geography; it's the idea of the approval of the hard textbook at a cost of \$107.40 per textbook. When we're having a simultaneous debate over having Chromebooks in every child's hand, then if that was to be put through and every child in 10th grade has a Chromebook, why are we buying textbooks and not using the Chromebooks? Not that I agree with it, but if it passes and I'm confident it will, why would we spend money on textbooks if the Chromebooks are going to be in every 10th graders hands?

Dr. Toback: If you look at the resolution, it calls for \$107.40 per textbook. I didn't look at the back up, so this is a question I would have had a little more time to prepare for, but the point is that this does not compel us to buy any particular number of textbooks. The fact is it appears this book has online support. So if the district does go ahead with the computerized system, we are able to place the content of the textbook into the computer so it goes to the Chromebook and you're able to access it so the cost would be reduced. Right now the cost is \$107.40 per textbook for the paper version. The other thing is the online support bundle might come with it so it might be supplemental material. Not all textbooks that are out there have moved to fully online versions. This may be a textbook that does not come in a fully online version. That's why there's an online support bundle that goes with it, there's supplemental materials; all kinds of things that go with it, but this book is not necessarily one of those books that is fully online.

Mitch Badiner: Also, what I've learned especially now as my son's a freshman in college, even with hard textbooks, there is an online bundle that the publishers still get a pretty penny for. You often have no choice but to purchase that. It's part of the curriculum. Even though there's the online version, the cost is still crazy. I do understand what Dr. Toback is saying and I think we're getting further away from all subjects, all textbooks, all the time. We're utilizing other sources that can be free and accessed via the internet, but at the end of the day the publishing companies are still making out quite well.

Dr. Toback: The good part about it is ultimately you still want to allow educators to make the best educational decisions. So the fact is the textbook is a resource. It's something that supports the curriculum and if this particular textbook best supports the curriculum, then that's the best thing for the district, that's the best for the students and ultimately the teacher's job our job is to carry out the curriculum approved by the Board. If this is the tool that allows that to happen, if it's the best tool for that job, then this is to tool we should buy.

Toni Llskiewicz: Dr. Toback, this was also discussed at the Education Committee. There was a procedure for this as well. There was a committee that was put together

of teachers and administrators who did research various textbooks, and it was decided that this was the most appropriate for purchase.

Stacey Scher: I was going to say the same thing. We did discuss this at the Education Committee meeting, and as a teacher we all know that technology sometimes fails but instruction has to go on. So in certain cases you might have to have other materials available plus there are certain kids that need it in order to differentiate their learning style; they need an actual physical book. So that's why we did go with this.

Christian Smith: That raises a host of other questions in regards to the budget. But we can talk about that next week. I don't know if you want to dive into that here; it's up to you.

Don Pavlak: No. Just on these items right now.

Dr. Toback; We already had a budget session and there were no questions.

Don Pavlak: Just a question on this. Are these going to be books that are kept in the classroom?

Toni Liskiewicz: These are class sets.

Don Pavlak: We're not buying 700 books.

Toni Liskiewicz: No, that is correct.

Motion: To Approve, Moved by CATHY KAZAN, Seconded by STACEY SCHER. Passed. 9-0-0. Board Members Voting: Ayes: ALBANESE, BADINER, BUBBA, KAZAN, OKUN, PAVLAK, PUDUP, SCHER, SMITH

Human Resource:

A motion was made to approve H-2017-1 to H-2017-12.

Approval of Resignations/Retirements

H - 2017 - 1

RECOMMENDED ACTION:

Approved

RESOLVED, that the Board of Education, upon the recommendation of the Superintendent, accept the following resignations for the 2016-2017 school year:

-	Name Position Location	FTE Position Control# Account Number#	Effective Date Reason	Salary Guide Step
1.	Antonio Cordeiro Bus Driver Transportation	FTE 1 71-06-18/cfg 11-000-270-161-51-007	4/1/17 retirement	\$26.59 per hr. step 4 of the Bus Drivers salary guide

Approval to Rescind Items

H - 2017 - 2

RECOMMENDED ACTION:

Approved

RESOLVED, that the Board of Education, upon recommendation of the Superintendent, approve the following item to be rescinded for the 2016-2017 school year:

-	Staff Position Location	Step Stipend/Salary
1.	Ray Riker Volunteer Coach-Track WH	
2.	Brian Gelalia Head Coach-Baseball WH	Step 3 \$8,050
3.	TJ Hunt .5 Coach-Baseball WH	.5 Step 2 \$2,855
4.	Tim Byron .5 Coach-Baseball WH	.5 Step 1 \$2,740

Approval of Leave Requests

RECOMMENDED ACTION:

H - 2017 - 3
Approved

RESOLVED, that the Board of Education, upon the recommendation of the Superintendent, approve the following leave requests for the 2016-2017 and 2017-2018 school years:

-	Staff ID# Position Position # Location	Date of Paid Leave Type	FMLA Unpaid w/benefits Type	Dates of Unpaid leave w/o benefits Type
1.	#6825 Foreign Language 01-40-09/ani WHHS	2/16/17-4/13/17 sick days	4/24/17-6/2/17 maternity	n/a
2.	#7573 Special Services 01-03-12/dc JF	5/19/17-6/30/17 sick days	9/7/17-11/30/17 maternity	n/a
3.	ID#1177 Kindergarten 01-03-49/dle PACK/JF	n/a	n/a	2017-2018 school year WEA contractual childcare extension
4.	ID#2747 Sub Custodian 52-59-44/bhc Building Services	n/a	n/a	2/21/17 Administrative leave
5.	ID#8856	6/12/17-6/30/17	9/5/17-11/3/17	n/a

	Family & Com. Science 01-41-13/abn WV	sick days	maternity	
6.	ID#9992 Science 01-41-31/dyj WV	4/4/17-5/30/17 sick days	5/31/17-11/2/17 maternity	11/3/17-5/29/18 WEA contractual childcare extension

Approval of Appointment of District Staff for 2016-2017 school year
RECOMMENDED ACTION:

H - 2017 - 4
 Approved

RESOLVED, that the Board of Education, upon recommendation of the Superintendent, approves the appointments of the following personnel in the Wayne Township Public School District, for the 2016-2017 school year on the appropriate bargaining unit salary, pending the full satisfaction of requisite New Jersey Department of Education and District employment criteria.

ALSO BE IT RESOLVED, that the Superintendent recommends that the Board of Education approves the submission to the County Superintendent of Schools the application for emergency hiring and each applicant's attestation that he/she has not been convicted of any disqualifying crime pursuant to the provisions of N.J.S.A. 18A:6-7 et. Seq., or N.J.S.A. 18A-6-4.13, et seq. for the employees below, if necessary:

-	Name Position Location	FTE Position Control# Account Number#	Effective Date Salary Guide/Step	PD Hours Student ID# for 1:1 Paras Staff replacing or new position
1.	Anthony DiSanti Night Time Plumber 2nd Shift: General Maintenance Board Office	FTE 1 50-59-44/cic 11-000-261- 100-01-006	3/6/2017 \$49,845 pro-rated step 4 of the WCMA salary guide	Salvador Sanchez \$55,565 step 7 of the WCMA salary guide

Approval of Additional Compensation
RECOMMENDED ACTION:

H - 2017 - 5
 Approved

RESOLVED, that the Board of Education, upon recommendation of the Superintendent, approves the following additional compensation for staff members for the 2016-2017 school year:

-	Staff	Assignment	Effective date Stipend Account#
1.	a.)Cindi Hannon b.)George Martinez	Chaperone NHS trip - WV	5/19/17 - 5/21/17 \$84 per day 11-401-100-100-15-045
2.	Anna Marie Jelderks	extended duties for K-Wrap assistant to cover lunch period in	2/14,2/16,2/17/17 \$17 per hr. 3 hrs. total

		absence of K-Wrap assistant - LAF	63-110-100-106-07-113
3.	Lisa Macari	delayed opening overlap by K-Wrap assistant - PL	2/10/17 & 2/13/17 \$17 per hr. 1.5 hrs. total 63-110-100-106-09-113
4.	Laura Hoogstrate	enVision Math training for Gr. K-3	2/8/17 \$51 per hr. 3.5 hrs. 20-272-200-500-00-000
5.	Jamie Fritts	enVision Math training for Gr. 2	1/24/17 \$17 per hr. 2.25 hrs. total 20-272-200-500-00-000
6.	Lauren Diggins	Multisensory reading instruction	2/13/17 \$36.36 per hr. 30 mins./3days week not to exceed \$1,100 20-272-200-500-00-000
7.	Fran Cuccinello	Instructional hrs. to cover for other RC K-Wrap teacher	1/19/17 \$30 per hr. 2.5 hrs. 63-110-100-106-05-113
8.	Jennifer Nemetz	Central registration	\$15.29 per hr. not to exceed 5 hrs. 11-000-240-105-02-110
9.	Noreen Carlascio	Central registration	\$15.29 per hr. not to exceed 26 hrs. 11-000-240-105-02-110

Approval of Additional Hours

H - 2017 - 6

RECOMMENDED ACTION:

Approved

RESOLVED, that the Board of Education, upon the recommendation of the Superintendent, approves additional hours for the following personnel for the 2016-2017 school year:

	Name Position Location	Additional Hours/Minutes Effective Date Account#
1.	Patrizia Racamato Temp. Para 1:1 APT	1 hr. per day 3/3/17 11-000-217-100-17-008

Approval of Minimum Wage for the 2016-2017 School Year

H - 2017 - 7

RECOMMENDED ACTION:

Approved

RESOLVED, that the Board of Education, upon the recommendation of the Superintendent, approves for the remainder of the 2016-2017 school year, that the New Jersey minimum wage as per Statute N.J.S.A. 34:11-56(a) to be \$8.44 per hour, retroactive to January 1, 2017.

Approval of Appointment of Extra Curricular Advisors

H - 2017 - 8

RECOMMENDED ACTION:

Approved

RESOLVED, that the Board of Education, upon recommendation of the Superintendent, approves the following staff for the 2016-2017 school year as extra curricular advisors:

-	Staff Location	Activity	Step Stipend Account #
1.	Maria Guarino WH	Gr. 9 Class Advisor replacing M. Pierri	Step 1 \$3,200 pro-rated 2/7/17-6/30/17 11-401-100-100-16-045
2.	Madeline Anagnostis WH	Gr. 9 Class Advisor replacing R. Kobylinski	Step 1 \$3,200 pro-rated 2/7/17-6/30/17 11-401-100-100-16-045

Approval of Appointment of Extra Curricular Coaches

H - 2017 - 9

RECOMMENDED ACTION:

Approved

RESOLVED, that the Board of Education, upon recommendation of the Superintendent, approves for the 2016-2017 school year as extra curricular coaches, pending completion of criminal background check:

	Staff Location	Activity	Stipend Account #
1.	Ray Riker WH	.5 Assistant Coach - Track	.5 Step 4 \$3,090 11-402-100-100-16-051
2.	Tomas Villa WH	Assistant Coach - Track	Step 3 \$5,980 11-402-100-100-16-051
3.	Harold Joseph Maus WH	Head Coach - Baseball	Step 4 \$8,440 11-402-100-100-16-051
4.	Justin Avedissian WH	.75 Assistant Coach - Baseball	.75 Step 1 \$4,110 11-402-100-100-16-051
5.	Daniel Dubois WH	.75 Assistant Coach - Baseball	.75 Step 2 \$4,282.50 11-402-100-100-16-051
6.	Robert Hittinger WH	.5 Assistant Coach - Baseball	.5 Step 1 \$2,740 11-402-100-100-16-051

Approval of Appointment of District Substitutes

H - 2017 - 10

RECOMMENDED ACTION:

Approved

RESOLVED, that the Board of Education, upon recommendation of the Superintendent, approve the following certified substitutes for the 2016-2017 school year at the daily rates approved; and further, that these certified substitutes also be approved as substitute paraprofessionals for the 2016-2017 school year at the rate of \$12.00 per hour, to expand the pool of paraprofessional substitutes:

-	Name	Daily Rate
1.	Hania Burhani	\$90.00
2.	Haya Dabbet	\$90.00
3.	Matthew Pagliei	\$90.00

And, BE IT FURTHER RESOLVED, that the Board, upon the recommendation of the Superintendent, approve the following non certified substitutes for the 2016-2017 school year for the following positions and at the following hourly rates:

-	Name	Hourly Rate
1.	Ann Marie Imbriano - Office	\$10.50
2.	Chandra Soorian - SCPA	\$12.00

And, BE IT FURTHER RESOLVED, that substitute costs shall be expended against the appropriate salary account for which their service is required.

Approval of Revised Items

H - 2017 - 11

RECOMMENDED ACTION:

Approved

RESOLVED, that the Board of Education, upon the recommendation of the Superintendent, approves the following items to be revised for the 2016-2017 school year.

-	Name Position Location	Revision	Effective Date Salary Guide/Step
1.	Andrea Huber LTR Family & Con. Sci WV	Revise end date from 3/24/17 to 6/30/17	

Approval of Transfers

H - 2017 - 12

RECOMMENDED ACTION:

Approved

RESOLVED, that the Board of Education, upon recommendation of the Superintendent, approves the following transfers, for the 2016-2017 school:

-	Name	FROM: Position Position Control# Location FTE Account#	TO: Position Position Control# Location FTE Account#	Effective date Salary change Guide/Step Reason for transfer

1.	Nexdette Biba	Para K-Transition 11-10-12/buu RY FTE 1 11-105-100-106-17- 008 20-233-100-106-52- 040	Para 11-33-12/bva AW FTE 1 11-000-217-100-17- 008	2/27/17 change in hrs. 7.08 hrs. Administrative
2.	Sue Schuck	LPN Para 22-10-28/cmb RY FTE 1 11-000-217-100-17- 008	LPN Para 11-32-12/dns GW FTE 1 11-000-217-100-17- 008	2/27/17 change in hrs. 7.08 hrs. Administrative

Motion: To Approve, Moved by MICHAEL BUBBA, Seconded by STACEY SCHER. Passed. 9-0-0. Board Members Voting: Ayes: ALBANESE, BADINER, BUBBA, KAZAN, OKUN, PAVLAK, PUDUP, SCHER, SMITH

BOARD QUESTIONS:

Mitch Badiner: We were able to secure a head coach for baseball at Wayne Hills?

Dr. Toback: Yes

Mitch Badiner: How much time did we have to secure somebody. A week and a half?

Dr. Toback: A weekend.

Mitch Badiner: Is there a notice requirement for that at all? To give some kind of notice.

Dr. Toback: Generally speaking for that position, no.

Policy:

A motion was made to approve P-2017-1.

Approval of Policy #1510 - Second Reading for Action

RECOMMENDED ACTION:

RESOLVED, that the Board approve Policy #1510 Americans with Disabilities Act, second reading for action, reviewed at the Personnel Committee meeting on February 2, 2017, as per the attached.

Motion: To Approve, Moved by MICHAEL BUBBA, Seconded by SUZANNE PUDUP. Passed. 9-0-0. Board Members Voting: Ayes: ALBANESE, BADINER, BUBBA, KAZAN, OKUN, PAVLAK, PUDUP, SCHER, SMITH

School Resources:

P - 2017 - 1
Approved

A motion was made to approve S-2017-1 to S-2017-3.

Approval of the Check Register

S - 2017 - 1

RECOMMENDED ACTION:

Approved

RESOLVED, that the Board approve the Check Register:

Check Range Number:

Machine checks: 079901-080108-**\$ 718,878.49**

Hand checks: 078504-078510-**\$6,366,208.65**

in the amount of **\$7,085,087.14** as per the attached by reference.

Authorization to Solicit Bids

S - 2017 - 2

RECOMMENDED ACTION:

Approved

RESOLVED, that the Board authorize the School Business Administrator to solicit Bids for the 2016-2017 school year for Facilities Projects as listed below:

- 1) Electrical Power Distribution (Randall Carter, Packanack, and Lafayette elementary schools)
- 2) ADA Stage Chair Lifts (Wayne Hills and Wayne Valley high schools)
- 3) ADA Ramps (Wayne Hills High School and George Washington Middle School)

Approval of Award of Transportation Contract

S - 2017 - 3

RECOMMENDED ACTION:

Approved

RESOLVED, that the Board approve the Award of Transportation Contract for school-related activities to Lenoirs Charter Services as the lowest responsible bidder for bids open on February 14, 2017 as follows:

Destination	Per Bus Cost	Per Hour Cost	Per Hour Adjustment
In State	\$1,160.00	\$145.00	\$165.00
Out-of-State	\$1,280.00	\$160.00	\$180.00
Wheelchair	\$0	\$0	\$0

Motion: To Approve, Moved by EILEEN ALBANESE, Seconded by MICHAEL BUBBA, Passed. 9-0-0. Board Members Voting: Ayes: ALBANESE, BADINER, BUBBA, KAZAN, OKUN, PAVLAK, PUDUP, SCHER, SMITH

Mitch Badiner Abstained on Item S-2017-1.

X. Open to Public

This portion of the meeting is open to citizens for comment on any topic. Residents are to state their names, addresses and subject matter. Comments may be limited to five minutes per person. Members of the public are discouraged from speaking negatively about an employee or a student. The Board bears no responsibility for comments made by the public. Comments regarding employees or students cannot be legally responded to by the Board. Other Comments may be responded to tonight under "new business" or at subsequent meetings under "old business."

A motion was made to open the meeting to public comment on any item.

Motion: To Approve, Moved by MICHAEL BUBBA, Seconded by GAIL OKUN. Passed. 9-0-0. Board Members Voting: Ayes: ALBANESE, BADINER, BUBBA, KAZAN, OKUN, PAVLAK, PUDUP, SCHER, SMITH

Seeing no one from the public, a motion was made to close the meeting to public comment.

Motion: To Approve, Moved by CATHY KAZAN, Seconded by MITCH BADINER. Passed. 9-0-0. Board Members Voting: Ayes: ALBANESE, BADINER, BUBBA, KAZAN, OKUN, PAVLAK, PUDUP, SCHER, SMITH

XI. Old Business

None

XII. New Business

None

XIII. Executive Session

A motion was made to convene into Executive Session.

Approval to Convene into Executive Session 2

Approved

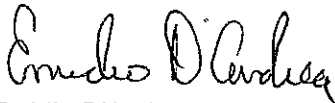
Motion: To Approve, Moved by MICHAEL BUBBA, Seconded by MITCH BADINER. Passed. 9-0-0. Board Members Voting: Ayes: ALBANESE, BADINER, BUBBA, KAZAN, OKUN, PAVLAK, PUDUP, SCHER, SMITH

XIV. Adjournment

There being no further business of the Board, a motion was made to adjourn the meeting at 8:37 p.m.

Motion: To Approve, Moved by EILEEN ALBANESE, Seconded by MICHAEL BUBBA. Passed. 9-0-0. Board Members Voting: Ayes: ALBANESE, BADINER, BUBBA, KAZAN, OKUN, PAVLAK, PUDUP, SCHER, SMITH

Respectfully submitted,



Emidio D'Andrea
Business Administrator/Board Secretary

OUT OF DISTRICT PROFESSIONAL TRAVEL OPPORTUNITIES FOR STAFF MEMBERS - March 2, 2017

NO.	NAME POSITION	BLDG.	WORKSHOP LOCATION	DATE/S	REG. FEE	REG. ACCT. CODE	T=Travel L=Lodging M&I=Meals **Incidentals	T/L/M&I ACCT. CODE	TOTAL COST
1	Halstater, C. Media Specialist	Ryerson	A Closer Look at the 100+ Best Books for Children, Whippany, NJ	5/12/17	\$209.00	11-000-223-500-00-000	T=\$9.50	11-000-223-580-00-000	\$218.50
2	Poppe, J. Social Worker	AWMS	Annual Autism NJ Conference on Transition Services for Students, Woodbridge, NJ	5/1/17	\$69.00	11-000-223-500-00-000	N/A	N/A	\$69.00
3	Mann, M. School Counselor	WHHS	Annual Spring School Counselor Conference, Union, NJ	3/31/17	\$35.00	11-000-223-500-00-000	T=\$15.43	11-000-223-580-00-000	\$50.43
4	Bernstein, P. Psychologist	Lafayette/ Ryerson	Assessment & Intervention for Executive Function Difficulties, Lodi, NJ	3/16/17	\$149.00	11-000-223-500-00-000	N/A	N/A	\$149.00
5	Herman, R. LALB/Special Ed.	SCMS	Google Movie Making, Paramus, NJ	3/22/17	\$75.00	11-000-223-500-00-000	N/A	N/A	\$75.00
6	Masercola, K. LALB/Special Ed.	SCMS	Google Movie Making, Paramus, NJ	3/22/17	\$75.00	11-000-223-500-00-000	N/A	N/A	\$75.00
7	Broe, E. Media Specialist	Lafayette	Maker Depot Academy-3D Design, Totowa, NJ	3/14/17	\$41.70	11-000-252-340-70-005	N/A	N/A	\$41.70
8	Carruthers, M. Media Specialist	APT	Maker Depot Academy-3D Design, Totowa, NJ	3/14/17	\$41.70	11-000-252-340-70-005	N/A	N/A	\$41.70
9	Conklin, B. Computer Applications	SCMS	Maker Depot Academy-3D Design, Totowa, NJ	3/14/17	\$41.70	11-000-252-340-70-005	N/A	N/A	\$41.70
10	Cooper-Weis, T. Media Specialist	GWMS	Maker Depot Academy-3D Design, Totowa, NJ	3/14/17	\$41.70	11-000-252-340-70-005	N/A	N/A	\$41.70

OUT OF DISTRICT PROFESSIONAL TRAVEL OPPORTUNITIES FOR STAFF MEMBERS - March 2, 2017

NO.	NAME POSITION	BLDG.	WORKSHOP LOCATION	DATE/S	REG. FEE	REG. ACCT. CODE	T=Travel L=Lodging M&I=Meals **Incidentals	T/L/M&I ACCT. CODE	TOTAL COST
11	Greer, M. Media Specialist	AWMS	Maker Depot Academy-3D Design, Totowa, NJ	3/14/17	\$41.70	11-000-252-340-70-005	N/A	N/A	\$41.70
12	Halat, M. Media Specialist	Randall Carter	Maker Depot Academy-3D Design, Totowa, NJ	3/14/17	\$41.70	11-000-252-340-70-005	N/A	N/A	\$41.70
13	Halewicz, L. Media Specialist	Theunis Dey	Maker Depot Academy-3D Design, Totowa, NJ	3/14/17	\$41.70	11-000-252-340-70-005	N/A	N/A	\$41.70
14	Halstater, C. Media Specialist	Ryerson	Maker Depot Academy-3D Design, Totowa, NJ	3/14/17	\$41.70	11-000-252-340-70-005	N/A	N/A	\$41.70
15	Hicswa, J. Media Specialist	James Fallon	Maker Depot Academy-3D Design, Totowa, NJ	3/14/17	\$41.70	11-000-252-340-70-005	N/A	N/A	\$41.70
16	Lee, C. Media Specialist	Pines Lake	Maker Depot Academy-3D Design, Totowa, NJ	3/14/17	\$41.70	11-000-252-340-70-005	N/A	N/A	\$41.70
17	Mandarino, L. Media Specialist	JFK	Maker Depot Academy-3D Design, Totowa, NJ	3/14/17	\$41.70	11-000-252-340-70-005	N/A	N/A	\$41.70
18	Mason, C. Media Specialist	Packanack	Maker Depot Academy-3D Design, Totowa, NJ	3/14/17	\$41.70	11-000-252-340-70-005	N/A	N/A	\$41.70
19	Harris, C. Special Ed. /Resource	James Fallon	Matching Interventions to Reasons for Reading Difficulties, Garwood, NJ	3/24/17	\$220.00	20-272-200-500-00-000 (Title II A)	N/A	N/A	\$220.00
20	Lillianthal, R. Special Ed. /Resource	James Fallon	Matching Interventions to Reasons for Reading Difficulties, Garwood, NJ	3/24/17	\$220.00	20-272-200-500-00-000 (Title II A)	N/A	N/A	\$220.00
21	Neavill, D. Special Ed. /Resource	James Fallon	Matching Interventions to Reasons for Reading Difficulties, Garwood, NJ	3/24/17	\$220.00	20-272-200-500-00-000 (Title II A)	N/A	N/A	\$220.00

OUT OF DISTRICT PROFESSIONAL TRAVEL OPPORTUNITIES FOR STAFF MEMBERS - March 2, 2017

NO.	NAME POSITION	BLDG.	WORKSHOP LOCATION	DATE/S	REG. FEE	REG. ACCT. CODE	T=Travel L=Lodging M&I=Meals **Incidentals	T/L/M&I ACCT. CODE	TOTAL COST
22	Toback, M. Superintendent	Central Office	NYU Professional Pathways Digital Marketing Intensive	4/10- 14/17	\$1,920.00	11-000-230-500-54-000	T=\$125.90	11-000-230-580-54-000	\$2,045.90
23	Reichman, D. Director of Elementary	Central Office	Women's Leadership Conference, Monroe Township, NJ	3/30/17 3/31/17	Approved @ 1/19/17 board meeting	20-272-200-500-00-000 (Title 11A)	L=\$108.00 M&I=\$49.25	20-272-200-500-00-000 (Title 11A)	\$157.25
24	Weir, M. Director of Secondary	Central Office	Women's Leadership Conference, Monroe Township, NJ	3/30/17 3/31/17	\$325.00	20-272-200-500-00-000 (Title 11A)	T=\$77.72	20-272-200-500-00-000 (Title 11A)	\$402.72
								TOTAL:	\$4,403.20

POLICY

WAYNE TOWNSHIP BOARD OF EDUCATION

ADMINISTRATION

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Americans with Disabilities Act

Dec 16

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1510 AMERICANS WITH DISABILITIES ACT

It is the policy of the Board of Education that no qualified individual with a disability will, on the basis of disability, be excluded from participation in, be denied the benefits of, or be subjected to discrimination in employment or under any program, activity, or services sponsored by this Board. The Board will comply with the Americans with Disabilities Act of 1990, as amended by the Americans with Disabilities Amendments Act of 2008 (hereafter referred to as the Act).

Notice of Board Policy 1530 – Equal Educational Opportunities and Board Policy 5750 – Equal Educational Opportunity will be included in the Board policy manual, posted throughout the district, and referenced in any district statement regarding the availability of employment positions or educational services.

Employment

No employee or candidate for employment will be discriminated against in recruitment, hiring, advancement, discharge, compensation, job training, transfer, or any other term, condition, or privilege of employment solely on the basis of a disability, provided the employee or candidate can, with or without reasonable accommodation, perform the essential functions of the position sought or held.

No candidate for employment will be required to answer a question or submit to an examination regarding a disability except as such disability relates directly to perform job-related functions. No candidate will be discriminated against on the basis of a disability that is not directly related to the essential function of the position for which he/she has applied.

Reasonable accommodations, not directly affecting the educational and/or instructional program, will be made to accommodate employment conditions to the needs of qualified individuals with disabilities, such accommodations may include, but are not limited to: making existing facilities used by employees readily assessable to and usable by individuals with disabilities, job restructuring, part-time modified work schedules, reassignment to a vacant position, acquisition or modification of equipment or devices, appropriate adjustment or modifications of examinations, training materials or policies, the provision of qualified readers or interpreters, and other similar accommodations for individuals with disabilities.



POLICY

WAYNE TOWNSHIP BOARD OF EDUCATION

ADMINISTRATION

1510/ Page 2 of 4

Americans with Disabilities Act

Dec 16

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The district will furnish appropriate auxiliary aids and services where necessary to afford individuals with disabilities an equal opportunity to participate in and enjoy the benefits of a service, program, or activity conducted by the district.

Facilities Maintenance and Accessibility

No qualified individual with a disability will, because of the school district's facilities being inaccessible or unusable by disabled persons, be denied the benefits of, be excluded from participation in or otherwise be subjected to discrimination under any program or activity offered by the Board. No new facilities will be constructed that do not fully comply with Act. Alterations to existing facilities or part thereof, will be altered in such a manner to the maximum extent feasible, that the facilities are readily accessible and usable by individuals with disabilities who have a need to access Board facilities.

The district will maintain facilities and equipment required by the Act to be readily accessible to and usable by persons with disabilities.

Service, Program, and Activity Access

The district will make reasonable accommodations so that services, programs, and activities are readily accessible and usable by qualified individuals with disabilities. The district is not required to provide personal devices or services of a personal nature to qualified individuals with disabilities.

Evaluation and Compliance

The Superintendent or designee will evaluate district programs and practices on nondiscrimination, in accordance with law, and will report to the Board accordingly. Assurances of compliance will be submitted as required by law.

The district, with the assistance of interested persons, who may include individuals with disabilities or members of organizations representing individuals with disabilities, or other interested community members and staff, will evaluate its current services, policies, practices, and the effects thereof with regard to the requirements of the Act and make necessary modifications to meet the Act requirements. If such modifications would result in a fundamental alteration of the nature of the affected program or activity, or undue financial or administration burden, the district will provide access through means which would not result in a fundamental alteration or undue financial or administrative burden. 28 CFR §35.150(a)



POLICY

WAYNE TOWNSHIP BOARD OF EDUCATION

ADMINISTRATION

1510/ Page 3 of 4

Americans with Disabilities Act

Dec 16

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For a period of at least three years following completion of the self-evaluation, the district will maintain on file, available for public inspection, a list of those interested persons consulted, a description of the areas examined and problems identified, and modifications made.

Enforcement - 28 CFR §35.107

The Board will designate the Michael Reinknecht, Director of Student Support Services as district coordinator for matters dealing with ADA compliance. The district coordinator can be contacted at the following address or telephone number:

Office Address: 50 Nellis Drive, Wayne, NJ 07470

Telephone Number: 973-317-2155

Grievance procedures are outlined in Regulation 1510.

Guarantee of Rights

The Board will not interfere, directly or indirectly, with any person's exercise or enjoyment of the rights protected by the Act.

The Board will not discriminate against any person for that person's opposition to any act or practice made unlawful by law or this Policy or for that person's participation in any manner in an investigation or proceeding arising under the Act.

The district is not required to permit an individual to participate in or benefit from the district's services, programs, or activities when that individual poses a direct threat to the health or safety of others.

Notice

Policy and Regulation 1510 will be available to any member of the public in the district's Policy and Regulation Manual.



POLICY

WAYNE TOWNSHIP BOARD OF EDUCATION

ADMINISTRATION

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Americans with Disabilities Act

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42 U.S.C. 12101 (Americans with Disabilities Act of 1990, as amended)

N.J.S.A. 10:5-1 et seq.

N.J.S.A. 18A:18A-17

N.J.A.C. 6A:14-1 et seq.

34 CFR Part 104

Adopted: 15 October 2009

Revised: 30 June 2010

18 September 2014

18 June 2015

3 March 2017

