

SOUTH PLAINFIELD PUBLIC SCHOOLS  
125 Jackson Avenue  
South Plainfield, NJ 07080  
Telephone: 908-754-4620

**Committee of the Whole Meeting– Wednesday, October 10, 2018 - 6:30 P.M.**  
**South Plainfield High School**  
**200 Lake Street**  
**South Plainfield, NJ 07080**

I. CALL TO ORDER – Mr. Seesselberg called the meeting to order at 6:30 p.m.

II. SALUTE TO FLAG

III. ROLL CALL- H. Ronald Smith  
Interim Business Administrator/Board Secretary

Present: Mr. Both, Mrs. Boyle, Mr. Cassio, Mr. Giannakis, Mr. Pennisi, Mrs.  
Wolak, Mr. Chapman, Mr. Seesselberg

Mrs. Anesh arrived at 6:34 p.m.

Also Present: Dr. Noreen Lishak, Superintendent; Ms. Mary Malyska, Assistant  
Superintendent; Mr. Ronald Smith, Interim Business Administrator/Board  
Secretary; Mr. Joseph Roselle, Legal Counsel

IV. BOARD PRESIDENT

South Plainfield Public Schools Mission Statement:

Students are the focus of the South Plainfield Public Schools. We will provide a dynamic, rigorous, relevant and technology-enriched curriculum, guided by the New Jersey Student Learning Standards. Our mission is to develop life-long learners who are prepared to succeed in a global and diverse society. We are resolved to educate the whole child, instilling the desire within our students to question and to become divergent thinkers who can achieve their fullest potential.

In accordance with the terms of the Sunshine Law, adequate notice of this meeting was posted in all school buildings, the Administration Building, Borough Clerk's office, Police Headquarters, Public Library, four newspapers, and W.C.T.C. on January 8, 2018.

Please be advised:

- There is no smoking on school grounds - inside or outside - at any time.
- Please silence all electronic devices.
- Pursuant to District Policy #0167, each statement made by a participant shall be limited to three minutes' duration and no participant may speak more than once

on the same topic.

## V. SUPERINTENDENT'S REPORT

Dr. Lishak said that she is happy to announce that the district is in the process of planning a number of student/parent workshops based on the results of a survey sent to our school community. The results of the survey will determine the workshop topics offered during the school year. We have scheduled the first workshop entitled, Resources and Strategies for Academic Success, for late November. We are hoping that our students and parents will be able to attend the entire series designed to address the needs of our students and community as a whole.

We have collaborated with Rutgers University for Behavior Health, Middlesex County Office of Health and Human Services, the South Plainfield Police Department, and our Guidance Counselors and Student Assistant Counselors as well as our teachers and administrators, who are all eager and excited to address the needs of our students and the community. We will be sending home information via e-mail as well as posting the information on the district website. All attendees will be required to pre-register.

Dr. Lishak announced that we are also implementing a new initiative here during our Board Meetings. Each month a different school principal has been asked to attend a meeting along with their wonderful students and staff to highlight some amazing happenings in their building. Next week, South Plainfield High School will be presenting an infomercial style commercial on the programs and activities at the high school. The High School broadcast class will be filming that commercial and it will be posted on the website, Facebook, and our local cable stations.

As many of you have heard, the New Jersey Department of Education has amended the PARCC schedule. Dr. Lishak asked Ms. Malyska to discuss this information.

Ms. Malyska said that they have amended the PARCC schedule as well as the title of the test. They are now calling it the New Jersey Student Learning Assessment for ELA and for Mathematics. The changes are as follows: Third grade will now have two testing units instead of three; Grades 4-5 will have two testing units instead of three. For ELA grades 6-8 there will only be two testing units instead of three. They have also eliminated the grade 9 and grade 11 assessment so we are now only focusing on grade 10 at the high school level.

For Mathematics, grade 3-5, they have eliminated one of the units so we are going from four units to three. For grades 6-8 we are decreasing the amount of timed units from 80 minutes to 60 minutes and then the algebra assessment will only be two units and the Geometry and Algebra II assessment have been removed.

Dr. Lishak said that South Plainfield High School had their PSATs today. They were administered to all of the 10<sup>th</sup> and 11<sup>th</sup> graders. Once the results are returned, they will be shared with the students as a measure of student understanding in Mathematics and

English.

The South Plainfield Middle School would like to remind our eighth grade parents that there is a meeting scheduled for the Washington DC trip. It will take place this Thursday at 6:45 p.m. in the Middle School cafeteria.

Dr. Lishak said that Mr. Sarullo would like her to offer their thanks to our District SROs for their presentation this week to the Grant Students on bicycle safety and the use of helmets at Grant School.

On October 9<sup>th</sup>, Franklin School held their Food Allergy Awareness Assembly and they would like to thank their PTO. The presenters spoke about allergies and how to be aware of the foods that they can have and cannot partake in during the school events as well as how their classmates could help them. On October 26<sup>th</sup>, Franklin is having a Hall-o-ween decorating contest that will begin at 6:30 p.m.

Kennedy School is working hard on creating their Veteran's Day Program. It's scheduled for November 12<sup>th</sup> at 10:30 in the morning. The 4<sup>th</sup> grade students will perform for the veterans in the community as well as veterans in their family.

Riley School will be holding a number of school-based activities planned for School Violence Awareness week from October 15-19<sup>th</sup> as well as having school-based activities for Red Ribbon Week, October 24<sup>th</sup>-28<sup>th</sup>.

A reminder from our Athletics Department, the county tournament in field hockey begins this Saturday. The game is at the PAL on Saturday with a time to be determined.

Boys soccer begins this Friday. We are currently listed in first place and our games begin next week. The volleyball fundraiser for Breast Cancer Awareness will take place on Saturday at 1:00 p.m. here at the high school.

## VI. AGENDA ADDITIONS AND/OR DELETIONS

1. Public Comments on Agenda Items Only

## VII. CURRICULUM/STUDENT ACTIVITIES

1. Approval of Amended Fall Football Schedule – North Plainfield/South Plainfield Game

Approve the date change of the North Plainfield/South Plainfield football game from November 9, 2018 to November 8, 2018. In the event either team advances in the post season, the game will be moved to November 15, 2018 or November 22, 2018.

DISCUSSION

Mrs. Boyle asked if the coaches are in agreement with this. Dr. Lishak said that they are. Mrs. Boyle said that as long as they are in agreement, then she will agree.

RESOLVED, upon recommendation of the Superintendent of Schools that the Board of Education approve the foregoing resolutions.

MOTION: Mr. Giannakis SECOND: Mr. Chapman VOTE: 9-0

VIII. PERSONNEL

Motion by Member Giannakis, seconded by Member Chapman, to accept the recommendation of the superintendent and adopt the following:

RESOLVED, that the South Plainfield Board of Education approve the following:

(NOTE: Approval of this resolution authorizes the superintendent to submit to the county superintendent applications for emergent hiring and the applicant's attestation and proof that he/she has not been convicted of any disqualifying crime pursuant to the provisions of N.J.S.A. 18A:6-7.1 et. seq., N.J.S.A. 18A:39-17 et. seq., or N.J.S.A. 18A:6-4.13 et. seq. This includes background checks and fingerprinting for those employees listed below: (All appointments are contingent upon receipt of proper teaching certification **and the satisfaction of all requirements set forth in P.L. 2018, c.5.** All salary placements are pending receipt of college transcripts verifying degree status and letter stating years of service in other districts, \*denotes mentoring required.)

**VIII.A Appointments, Transfers**

Code	Name	Action	Position	Deg /Step	Salary/ Hrly. Rate	Location	Date Effective	Date Term.	Discussion
1.	Merkler, Ashley	Approve	Elementary Teacher	5 MA	\$58,885 (prorated)	Grant School	12/10/18 or sooner	6/30/19	Replacing S. George-Mingo Acct#: 11-120-100-101-03
2.	Olson, Heather	Approve	Paraprofessional	Step 5	\$22,043 (prorated)	Middle School	10/29/18 or sooner	6/30/19	Replacing G. Kazmir Acct#: 11-213-100-106-18
3.	Ackerman- Garcia, Pamela	Approve	Supervisor of English, L.A., S.S. & E.S.L.	N/A	\$119,870	District	07/01/18	06/30/19	Non-Tenured Plus \$1,025 DC & \$425 TA Acct#:11-000-223-102-30
4.	Garrison, Anu	Approve	Director of ESSA, District Grants & Math	N/A	\$121,912	District	07/01/18	06/30/19	Tenured Plus \$2,430 TD Acct#:11-000-223-102-11
5.	Kantha- Murray, Shanti	Approve	Supervisor of Science, Fine/Visual Arts & Music	N/A	\$115,488	District	07/01/18	06/30/19	Non-Tenured Plus \$1,025 DC Acct#:11-000-221-102-30
6.	Stoeckel, Annemarie	Approve	Supervisor of Ed. Technology, Library Media, Business & G&T	N/A	\$124,078	District	07/01/18	06/30/19	Tenured Plus \$1,500 DC, \$2,750 TD & \$800 TA Acct#:11-000-252-100-14
7.	Fierra, Samuel	Approve	Director of Guidance	N/A	\$124,734	District	07/01/18	06/30/09	Non-Tenured Acct#:11-000-240-103-21
8.	McCann, Kevin	Approve	Director of Athletics	N/A	\$117,265	District	07/01/18	06/30/19	Tenured Plus \$2,430 TD Acct#:11-000-240-103-22
9.	Spring, Ronnie	Approve	Principal	N/A	\$142,020	High School	07/01/18	06/30/19	Tenured Plus \$630 TD & \$625 TA Acct#:11-000-240-103-01
10.	Grier- Dupiche, Tamekia	Approve	Assistant Principal	N/A	\$122,959	High School	07/01/18	06/30/19	Tenured Plus \$630 TD & \$625 TA Acct#:11-000-240-103-01

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11.	Redmon, Robert	Approve	Assistant Principal	N/A	\$114,058	High School	07/01/18	06/30/19	Non-Tenured Plus \$1,025 DC & 425 TA Acct#:11-000-240-103-01
12.	Richkus, Robert	Approve	Assistant Principal	N/A	\$130,502	High School	07/01/18	06/30/19	Tenured Plus \$1,025 DC, \$2,430 TD & 625 TA Acct#:11-000-240-103-01
13.	Vroom, Roger	Approve	Principal	N/A	\$127,015	Middle School	07/01/18	06/30/19	Tenured Plus \$1,230 TD Acct#:11-000-240-103-02
14.	Richkus, Kelly	Approve	Assistant Principal	N/A	\$132,657	Middle School	07/01/18	06/30/19	Tenured Plus \$2,430 TD & 625 TA Acct#:11-000-240-103-02
15.	Sarullo, Patrick	Approve	Principal	N/A	\$123,238	Grant School	07/01/18	06/30/19	Non-Tenured Plus \$1,230 TD & \$425 TA Acct#:11-000-240-103-03
16.	Goman, Robert	Approve	Assistant Principal	N/A	\$112,640	Grant School	07/01/18	06/30/19	Non-Tenured Plus \$2,025 DC Acct#:11-000-240-103-03
17.	Errico, Ralph	Approve	Principal	N/A	\$136,621	Franklin School	07/01/18	06/30/19	Tenured Plus \$1,230 TD & \$625 TA Acct#:11-000-240-103-04
18.	Hajduk, Kevin	Approve	Principal	N/A	\$130,675	Kennedy School	07/01/18	06/30/19	Tenured Plus \$1,025 DC, \$2,430 TD & \$625 TA Acct#:11-000-240-103-05
19.	Whalen, Leo	Approve	Principal	N/A	\$139,563	Riley School	07/01/18	06/30/19	Tenured Plus \$2,430 TD & \$1,025 TA Acct#:11-000-240-103-06
20.	Diehl, Robert	Approve	Principal	N/A	\$130,150	Roosevelt School	07/01/18	06/30/19	Tenured Plus \$2,430 TD & \$625 TA Acct#:11-000-240-103-07
21.	Johnston, Steven	Approve	Head Wrestling Coach	Step 3	\$7,822	High School	11/12/18	03/22/19	Acct#: 11-402-100-100-22

**VIII.B Leaves of Absence**

Code	Name	Reason	Position	Loc.	Paid FMLA Start Date	Paid Leave (Not FMLA)	Unpaid FMLA Start Date	Unpaid NJFL A Start Date	Unpaid Leave without Benefits	Return Date	Discussion
1.	Employee #: 3707	Unpd. FMLA	Elementary Teacher	Roosevelt School			10/12/18			11/12/18	

**VIII.C.Adjustments, Stipends, Degree Changes**

Code	Name	Action	Position	Degree/Step/ No. of Hrs.	Salary/ Stipend	Location	Date Effective	Date Term.	Discussion
1.	Goszewski, Matthew	Approve	First Robotics Team Advisor	Step 1	\$4000.00	High School	09/01/18	06/30/19	Revised Stipend Amount Acct#: 11-401-100-10-00
2.	DiMezzo, Jaclyn	Approve	Middle School Cheerleading Co-Coach	Step 1	\$2,028.00	Middle School	11/12/18	03/22/19	(1/2 of \$4,056) Acct#: 11-401-100-100-02
3.	Wetzel, Alyssa	Approve	Middle School Cheerleading Co-Coach	Step 1	\$2,028.00	Middle School	11/12/18	03/22/19	(1/2 of \$4,056) Acct#: 11-401-100-100-02
4.	Haughwout, Katherine	Approve	Chorus	Step 1	\$1,467.00	Middle School	09/01/18	06/30/18	Acct#: 11-401-100-100-00
5.	Gross, Rebecca	Approve	Academic Bowl Advisor	Step 1	\$1,004.00	Grant School	09/01/18	06/30/19	Acct#: 11-401-100-100-00
6.	Stasio, Marc	Approve	Musical Accompanist	Step 1	\$1,004.00	Grant School	09/01/18	06/30/19	Acct#: 11-401-100-100-00
7.	Vroom, Roger	Approve	8 <sup>th</sup> Grade Advisor	Step 1	\$810.50	Middle School	09/01/18	06/30/19	(1/2 of \$1621.00) Acct#: 11-401-100-100-00

Code	Name	Action	Position	Degree/Step/ No. of Hrs.	Salary/ Stipend	Location	Date Effective	Date Term.	Discussion
8.	Richkus, Kelly	Approve	8 <sup>th</sup> Grade Advisor	Step 1	\$810.50	Middle School	09/01/18	06/30/19	(1/2 of \$1621.00) Acct#: 11-401-100-100-00

**VIII.D Unpaid Suspension**

Employee I.D. # 4002, on an unpaid suspension, effective September 11, 2018 until TBD  
 (Revised)

RESOLVED, upon recommendation of the Superintendent of Schools that the Board of Education approve the foregoing resolutions.

**DISCUSSION:**

Mr. Pennisi said that he is not going to vote, “no”, but he said that he has concerns about the salary guide and placement of people on coaching. He said that a few months back the cheerleading coach was placed on step one of head coach and now the wrestling coach is being placed on step three. Neither of them have head coaching experience.

Mr. Pennisi said that he did call the Superintendent and she explained that the person who is being approved tonight for the head coaching position would have made more as an assistant coach then would as a head coach if he were placed on step one.

Mr. Pennisi said that is a problem with the guide and we either have to look at that or give credit to those that have been working as an assistant. Mr. Pennisi said that he understands not taking a head coaching job with more responsibility and making less than assistant. He said that is a problem with the guide but at the same time you are bringing in another coach for only \$300.00 more than they were paid as an assistant. He said that bothers him and he doesn’t know if it can be solved.

Mr. Pennisi said that this should be discussed in negotiations down the road. He said that there should be a guide for head coaching and a guide for assistant coaching otherwise you will have to make adjustments every time you hire from within to give them some credit for coaching for us over the years.

Mr. Seesselberg said that his points are well taken and he said that he has been involved in the past few teacher negotiations and the stipends are always pushed to the side. He said that he thinks that when they reopen negotiations with the next contract the Board should really look into stipends. Not just for whether they are relevant but also incidents like that.

Mr. Pennisi said that he feels that and he understands and probably would have done the same thing but he would have done it to other assistants who were in the system who moved up to give them a little bit more of a raise because they are taking on more responsibilities than just going by the guide because the guide is screwed up. Obviously, since you are doing it here there is no precedent setting doing it for the others as well. Mr. Pennisi said that he would like to consider that, not tonight, but think about it because he knows that position doesn’t start yet but we need

to be fair to all of our employees or let's just make it clear cut and this is the way it is.

Mrs. Boyle said that she agrees with Mr. Pennisi. She said that Steve Johnson has been an assistant coach for numerous years and working with the head coach and stepping into that position so she absolutely thinks that there should be two separate stipends down the road. Somebody that was an assistant for a number of years or however many years and then moving up into the head position. They shouldn't be penalized by their salary.

Mr. Pennisi said that he is not talking about jumping a person up to the same step they are as an assistant and obviously not doing it here but it is a substantial increase for one person compared to the other person. This person is getting a \$1,600 increase from an assistant position where the other person got \$300.00. An assistant coming in who wasn't here who we gave credit for assisting somewhere else is very close to that person. He said that he thinks that if you are going to leave the guide, just be fair to your own employees when you look it over. You are not setting precedent because you are doing that tonight by moving somebody from an assistant to a higher step than step one. Mr. Pennisi asked the Superintendent to reconsider that because that position hasn't started. Mr. Pennisi said that he is not saying give equal credit either but it would be nice to give some credit to a person that has been in the system working with the head coaches.

Dr. Lishak said that what they should really consider in negotiations is to have one stipend without steps. Dr. Lishak said that this is unusual that there are steps. She said that if you look at many other contracts, there is a stipend amount for head coach and a stipend amount for assistant coach. Mr. Pennisi said that he has never seen a guide that has seven or eight steps for coaches and that if you are going to do that your starting salary as a head coach should always be higher than the last salary for assistant coach to make it fair. He said that way you can be clear cut and just follow it.

Mrs. Boyle thanked Bill Pavlak for his years of head coaching. She said that he gave 110% and he will truly be missed.

Also, Mrs. Boyle said she has a question. She said that you included letter D, the unpaid suspension. She asked if they are going to discuss that later. Dr. Lishak said that person has not been RICE'd. Dr. Lishak said it is because we didn't officially take care of that at the last meeting and this is just catching up.

MOTION: Mr. Giannakis                      SECOND: Mr. Chapman                      VOTE: 9-0  
Mr. Both abstained on VIII. A - 18  
Mrs. Boyle abstained on VIII. A. - 3,15  
Mr. Cassio abstained on VIII. A. - 8, 9  
Mr. Giannakis abstained on VIII. A. - 7-14, VIII.C. - 7-8

Mr. Pennisi asked if he can say one thing before he votes. He said that he didn't hear about this until after the Superintendent recommended Ashley Merkler. He said that the reason he is surprised is because he hired her in Dunellen. Mr. Pennisi said that that he wanted to let everyone know that you have one terrific person and Dunellen is going to be unhappy tomorrow. He said that his best friend who is there who works with her called him afterwards and tried to

have him tank if it he could. Mr. Pennisi said that it's not just her work in the classroom but it's what she does outside the classroom with that age group. Mr. Pennisi said that he was surprised that he didn't know ahead of time. Dr. Lishak said that she is happy to have her.

**VII.E. Approve the Memorandum of Agreement between the South Plainfield Professional Supervisors & Principals Unit & the South Plainfield Board of Education for the period of July 1, 2018 through June 30, 2021.**

RESOLVED, that the Board of Education hereby approves the Memorandum of Agreement with the South Plainfield Professional Supervisors & Principals Unit & the South Plainfield Board of Education, for the period covering July 1, 2018 through June 30, 2021.

MOTION: Mr. Giannakis SECOND: Mr. Chapman VOTE: 5-0-4  
 Mr. Both, Mrs. Boyle, Mr. Cassio, and Mr. Giannakis abstained.

**DISCUSSION:**

Mrs. Anesh asked Mr. Roselle if it is okay that she votes on this. Mr. Roselle said yes because the Memorandum is complete.

**IX. FINANCE**

**A. Approve Professional Development Expenditures**

Approve the following expenditures (registration, mileage, and conference fees), substitutes, and trips, which are compliant with State payment guidelines, employee job responsibilities and critical to the needs of the school district.

	<u>Name of Workshop</u>	<u>Dates</u>	<u>Amount</u>	<u>Person Attending</u>
1.	Water Safety Instructor	10/14/18	\$75.00 11-402-100-800-22	Thomas Conneely
2.	Microsoft in Education – Modern Management & STEAM	10/12/18	\$25.00 11-000-223-580-11	Michael Estrada
3.	Professional Learning Board	Online course 5 hours	\$39.00 11-000-221-320-11 Previously approved June 2018 Wrong account number	Stephen Phillips

4.	Professional Learning Board	Online course 5 hours	\$39.00 11-000-221-320-11 Previously approved June 2018 Wrong account number	Donna Tierney
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B. Authorize Disposal of Personal Property No Longer Needed

Authorize the Board Secretary to dispose of personal property no longer needed for public use in accordance with the list attached in Tab IX.B If no bids are received, property may be disposed of for scrap.

C. Approve Use of Softball Field for Tournament – October 13 & 14, 2018

Grant approval for Mr. Ken Fry to use the Softball Field for a tournament on October 13 & 14, 2018. In lieu of a rental fee, Mr. Fry will be responsible for the clean-up and preparation of the field for use. Mr. Fry will pay the custodial/maintenance fee.

D. Approval of Rutgers University Behavioral Health Care Purchase Order

Approve the Rutgers University Behavioral Health Care Purchase Order for the South Plainfield School District in the amount of \$5,390.00 for a series of professional development workshops using Title IV funds.

E. Accept Gift Donation

Accept the donation of \$861.00 from the South Plainfield Education Association to be used to purchase practice gear for the High School Boys' Basketball Team.  
 Account #20-086-100-600-22

DISCUSSION

RESOLVED, upon recommendation of the Superintendent of Schools that the Board of Education approve the foregoing resolutions.

MOTION: Mr. Both

SECOND: Mr. Chapman

VOTE: 9-0

X. BUILDINGS AND GROUNDS

DISCUSSION

Mrs. Boyle said, under the approval for the use of the softball field, she will support that as long as they do everything that is promised and the rules and regulations are followed because they were not followed three years ago.

Dr. Lishak said that the last time the field was used for this purpose; they did not hire

custodians. This time we have custodians and they agreed to compensate.

## XI. PRESENTATION OF COMMITTEE REPORTS

### Buildings & Grounds

Mr. Chapman said that the Buildings and Grounds committee met prior to this meeting. In attendance were himself, Mr. Cassio, Mr. Both, Mr. Seesselberg, Dr. Lishak, Mr. Wiggins and Mr. Smith. Mr. Chapman reported that Mr. Smith is looking into mold insurance for our district buildings, he said that it makes sense and he is waiting for some quotes from our broker.

Mr. Chapman reported that the summer referendum projects are almost all completed now. There are just a couple of punch list items that need to be done. The Middle School HVAC units will be tested on Friday. He said that Mr. Wiggins advised that there are some punch list items that need to be addressed but other than that it's moving right along. All of the bathrooms were finalized and approved by the town today. The High School HVAC had a couple of touchup items and they should be done soon. Mr. Chapman said that all of the referendum projects for this year should all be completed in the next couple of weeks.

Mr. Chapman said that the committee discussed pedestrian and vehicle gates for in between the side of the high school going back and forth and talked about considering a landscaper for use in the spring to help us with our grass upkeep and building upkeep to see if we could examine some options for us to see if it is feasible for us to go out there and get somebody to do it. We talked about fencing issues around the entire district. Mr. Wiggins said that he is looking into getting some of those things figured out and fixed up and Dr. Lishak would like us to look into perhaps updating some of the signage around the town because some of the signs are getting outdated and worn.

### Curriculum

Mr. Pennisi said that the committee met on October 3<sup>rd</sup> at 10:00a.m. In attendance were himself, Ms. Malyska, Mr. Cassio, Mrs. Wolak and Mr. Both. They discussed two overnight trips for DECA, the state conference in Atlantic City on March 4-6, 2019 and April 26-May 1, 2019 in Florida for Internationals.

The committee was also shown a district movie list for a new course, Nutrition and Environment. The October professional topics, Tier 1 Intervention, is going to help teachers differentiate in the classroom. Sealed by Literal Assessment is a program where you can get a seal on the transcript that will identify a student as bilingual. We are going to participate. Students will qualify to take the assessment to get the seal but in order to get the assessment for the seal in French, Spanish or Italian, they have to have a 4.5 on the PARCC ELA 10.

The committee also discussed including elementary grading on Genesis. He said that the

Superintendent met with the committee this week. They formed a committee to look into being able to put the grades on Genesis and he said that he is pretty excited about that because that will give parents the ability to see the progress of their students in real time rather than wait until the conference or if they get a phone call. He said that he knows that it can be done because in his last district they had a standard based report card and you can set up Genesis any way you want.

Mr. Pennisi said that there was a request to change the date of the elementary parent/teacher conferences to coincide with the end of the trimester. The committee recommends to leave it for this year because there is the discussion about genesis. The committee also asked why we are in trimesters because nobody really has an answer to that because it was done before the new administration came and it doesn't make any sense so instead of changing it and changing it back we left it for now. The only advantage of that is that the parents will be able to meet before the trimester is over. He said that might help the kids with the last three weeks before the marking period is over. The extra help letters are going out to parents with directions of how to secure extra help from their teachers.

The committee also discussed the parent workshops. One is on Noviance on October 24<sup>th</sup> from 5:00 – 6:00 p.m. and then one on Financial Aid from 6:00 – 7:00 p.m.

### Finance

Mr. Chapman reported that the Finance committee also met before this meeting. In attendance were himself, Mr. Cassio, Mr. Seesselberg, Mr. Both, Dr. Lishak and Mr. Smith. The committee reviewed the bills list, legal invoice and budget transfers. They also discussed the mold insurance policy that was mentioned earlier.

Mr. Chapman said that Mr. Smith brought to their attention that they did an audit of the former lease company for the copy machine and it seems as though they have been overcharging us by two cents per copy which adds up to about \$28,000.00 that they owe us over the last several years. Mr. Chapman said that two cents per copy adds up pretty quick and told Mr. Smith that was a good job.

Mr. Chapman reported that the committee also discussed the student food accounts that are in arrears and it's really becoming a bad situation. We are at some \$48,000.00 of student food accounts that are in arrears in the district and it is a problem. We do have a policy in place for addressing it and maybe the policy committee needs to look into revisiting it and toughing it up a little bit.

Mr. Pennisi said that Dr. Lishak had mentioned that to him about putting it in policy and he suggested that we actually might have to have a board discussion on that because it is a sensitive topic and he thinks that if they just do it in policy and then bring it back to the board there is just going to be further discussion so he said he thinks if we come up with something as a group it will save some time.

Mrs. Boyle said that she has questions on the bills list which she will ask now so that she can have her answer for next week. She said that she would like to know what Online Global Services is on page two; Plaques and Such for \$2,000 on page 28; SPBOE on page 33; and Student Insurance on page 42. Mrs. Boyle said that she will also review the attorney's bill by the end of the week.

### Policy

Mr. Giannakis said that the policy committee met on October 2<sup>nd</sup> at 10:00 a.m. In attendance were himself, Mr. Cassio, Mr. Chapman, Mr. Seesselberg and Dr. Lishak. He said that the following policies and regulations were discussed:

Policy and Regulation 1613 – Mandatory verbiage is added to go along with the “Pass the Trash” law as well as forms to utilize when requesting documentation from outside agencies for potential employees.

Policy 5512 – This is a HIB policy. No changes are being made to the investigative language. This was discussed earlier this year when the language was changed regarding the allowance of the principal to make the determination, the district has chosen to keep the same HIB investigative process.

Policy and Regulation 5561 - Use of Physical Restraints – This policy and regulation were updated by our attorneys to outline that the only physical restraints utilized by the district are CPI methods for any student who is at risk of harming themselves or others. No outside devices are used to restrain so we do not utilize seclusion as a method for special needs students.

Policy 8561 - Procurement Procedures - This is a mandatory policy and revised to include bid designees and we need to specify if we utilize the RFP prices and we would be bidding as a whole. All schools included. So what that means is we are not bidding each school individually when we go out for an RFP, we are bidding the whole district as one.

Policy 5516 - Use of Electronic Communications and Recordings - The commissioner has ruled that no one is allowed to tape in class. There was a discussion based on concerns from other surrounding districts and no changes were made to the policy.

Policy 6700 – Investments – This allows the district to make investments without Board of Education approval. Changes were made to remove, “upon approval of the board”. Dr. Lishak said that they removed, “prior approval from the board”. Mr. Giannakis said that if we have money in our account right now and we are doing a referendum project and the money is still there, if our business administrator sees he can make a quick short-term investment for three months or so he has the ability to do that immediately without waiting for a board meeting to have approval.

Policy 8630 – Bus Drivers and Aides Responsibility - No changes were made but the committee reviewed and we discussed the use of seat belts for district students. A request

of retrofitting of existing buses for shoulder seat belts. Mr. Giannakis said that he would like to further discuss that and he doesn't know if that's public or executive session.

Policy 3321 – District Use of E-mail - The change is proposed for all district employees issued an spboe.org e-mail address to use that e-mail address for all communications and programs related to district business. If a teacher or counselor or principal wants to communicate with a parent, according to this policy they have to use the SPBOE e-mail. They can't use their Yahoo account or their Google chrome account. Dr. Lishak said it also covers any programs that they might want to sign up for so if they sign up and use some kind of program on their own, they would have to also use their SPBOE e-mail.

Policy 5536 - The committee discussed adding eighth grade to the random drug testing and we are going to adjust the policy from 9-12 to 8-12 so that will go down to eighth grade when it gets approved by the board.

Mr. Roselle said that the eighth grade is voluntary parent only so we can't force anyone to do it.

Mr. Giannakis said he wants to discuss the busses. There was a little bit of confusion around this. He asked if it is mandatory that we have to change every bus to add those three-point seat belts or are they grandfathered in and only the new busses moving forward are required. Dr. Lishak said it's the new busses moving forward. She said that after the date that the law was passed, any busses that are purchased must have shoulder seatbelts. Any buses that were ordered prior to that date can be retrofitted but it's not mandatory. Dr. Lishak said that we reached out to the bus companies where they bought their busses and they have chosen, at this time, not to retrofit from the company that manufactured the busses. She said if the bus was manufactured in Detroit, the bus would need to be shipped back to Detroit, they would have to retrofit it and then it would be sent back. Going forward, shoulder seatbelts will be ordered.

Mr. Giannakis said, in this policy, it doesn't say that we have to go back and retrofit the seatbelt. Dr. Lishak said, No.

Mr. Seesselberg asked if there was any discussion on the policy committee report.

Mrs. Boyle said that she has a question under where the BOE doesn't have to give approval for Investments. Mrs. Boyle asked if the Board will still be apprised of those investments.

Mr. Smith said that the law is clear that the kind of investments that we can make are government securities. It can't be money market or anything else so that is all covered by that. Mr. Smith said that we are very restricted in what we can do; CD's and treasury bills is all that is permitted. Mrs. Boyle asked if it will still be brought to the Board. Mr. Smith said it will be brought to the board.

### Public Relations

Mr. Chapman said that the Public Relations committee met on September 26, 2018. In attendance were himself, Mr. Cassio, Mr. Both, Mrs. Wolak and Dr. Lishak. The committee discussed the newsletter schedule for the upcoming year. Mr. Chapman said that he has been getting a lot of positive feedback on it; parents enjoy it. The committee also discussed creating a referendum update report for the public and we are in the process of working on that. Hopefully that should be done in a week or two.

### Shared Services

Mr. Cassio said that they did not have a meeting in the last 30 days. He did get a notification on October 1<sup>st</sup> that the Mayor and Council approved the county contract for the crosswalk on Maple Avenue. Now it goes back to the County and they are in the preliminary hearings now to get a site survey and then get it installed. He said that as he understands it, they are doing three other projects such as ours in the county so they are going to package the deal and get that taken care of.

Mrs. Boyle thanked Mr. Cassio for continuing what we began three years ago with Len Miller who was the engineer at that point. She said they did a federal grant to have that lighted crosswalk at the PAL so it has now bounced back to the County. Mrs. Boyle thanked Lenny Miller for all the work that he did through that federal grant.

Mr. Cassio said that he doesn't know anything about a federal grant. There was never a discussion. This came from Dr. Lishak when she first came into the district. He said that she brought to his attention her concerns that her students cross that county road after school to attend school functions and then it was approached to the county. Mr. Cassio said that he doesn't have recollection of Len Miller being involved with it.

Mrs. Boyle said he absolutely was. Three years ago, he did a whole grant encompassing all of the traffic studies with Dave DeLair and he applied for a federal grant for that exact lighted crosswalk.

Mr. Cassio asked Mrs. Boyle if they got the grant. Mrs. Boyle said, to her knowledge, they did not get the grant and she said that is why it bounced back to the County.

### Special Education

No Report

### Traffic Liaison

Mr. Cassio said that he and Dr. Lishak met with Principal Sarullo at Grant School. He said that there was some concern with the crosswalk that was being installed on the Wickford side of the school. He said that they met with Len Miller and Stilo Paving to discuss that they want it striped. They also put a stop sign in the parking lot coming of

out of the teacher's lot because parents were making right hand turns. There was concern for the children's safety. Mr. Cassio reported that he spoke with Officer DeLair earlier today and he's going to make sure the SRO's are visible at that intersection to make sure that the children's safety is their utmost concern.

#### SEPAC Liaison

Mr. Both said that the SEPAC group had their first meeting of the year last night. It was pretty well attended. The Director and the Supervisor gave a very good presentation explaining a lot of where the district is going in their eyes. He said that he and Mrs. Boyle were both there representing the board. He said thinks this year's SEPAC board is well positioned. There are open lines of communication and he thinks we are going to see a lot of progress with the group as well as our administration going forward.

#### Legislative Liaison

Mrs. Boyle said that there was a bill brought by Carol Murphy which requires all Boards of Education and Municipalities to tape all public meetings, committee meetings and executive sessions and when the issues are resolved through the executive session, they are to be released by the public. Mrs. Boyle said that she has been videotaping the Board of Education meetings and the Mayor and Council meetings since 2006. Mrs. Boyle said that this a community service for the municipality. Mrs. Boyle said that in 2011 she asked the Mayor and Council to help with the funding for the DVD supplies and the mailings. Mrs. Boyle said that she airs these meetings on the Borough website, the clerk's office, the South Plainfield Observer and they are supposed to be shown on Fios. The Mayor and Council designated the high school with portals to upload those DVDs. Mrs. Boyle said that she doesn't know how much support she will have for this. They are looking for transparency.

Mrs. Boyle reported that there is a depression screening bill which has a lot of controversy of exactly who will be screened and how many students will be screened and who is going to foot that bill.

There are over twenty districts that have mold issues and it is due to the weather for the past five months.

Mrs. Boyle said that she attended a seminar on educational opportunities for the non-college bound students which is a big discussion going on in Trenton. Vernon Township was able to receive a grant to institute cosmetology, culinary, construction management, auto repairs, and computer science. There is still Grant money available through the DOE.

The DOE feels that we need to review what we are teaching and when. The pre-k through 12th grade public school system will not be able to fully prepare our students for their future. They feel that career readiness should now be open to Middle School students. Mrs. Boyle said that there are grants out there to bring in these programs. Mrs.

Boyle asked Mr. Pennisi, who was an educator, if he believes that we should have programs for our non-college bound students to try to get Grants. Mr. Pennisi said absolutely. It is the funding that is the problem. When something is not there then you look for alternatives and people always say that they have those programs in the Vo-tech. It is usually an issue with funding and space now is a big issue.

Mrs. Boyle said that the Vo-techs are supposedly full to capacity now so they can't take more students who want to do the non-college bound careers. Mrs. Boyle said that these things are all mandated and asked where we get the funding from.

Mrs. Boyle said that she met with Congressman Pallone yesterday and as a professional development we had guests of Diana Joffe who is a special education teacher at the High School and President of the Association along with Sandy Doyan who is a first grade teacher and Vice President of the Association, and Christopher Jones who is the legislation advocate for the State School Boards. Mrs. Boyle said that they discussed federal funding which is not adequate for special education for Every Student Succeeds Act. The IDEA for student education with disabilities, school security and the impact on school districts, municipalities, police, with regards to COAH which is the council on affordable housing. Again, these things are mandated. It takes a huge impact on the schools and the municipalities and so while this is a state mandate and he is federal, he agreed with a lot of the things that we spoke about.

There is a bill for Securing Our Children's Future Bond Act that will be on the ballot question in November whether to approve that or not. There will be money set aside for the obligation of bonds to finance certain school districts and county college capital projects.

Another bill requires certain school buses to be equipped with lap and shoulder seat belts. That's effective February 21, 2019. It applies to newly manufactured school busses.

A bill requires certain schools to maintain a supply of opioid antidote and permit emergency administration of those opioid antidotes by a school nurse or trained employee.

Another bill permits school district superintendents to designate a school employee with certain expertise as school safety specialist.

Another bill directs the State Board of Education to authorize computer science education and endorsement to instructional certificates.

Another bill requires school districts to include instruction on consequences of distributing and soliciting sexually explicit images through electronic means as part of NJ Student Learning Standards in comprehensive health and physical education.

The bill that requires school districts to provide daily recess periods for students in grades K-5. It's 20 minutes in addition to your lunch period or you can have those 20 minutes at

any point during the day. It's up to each school district to decide when they are going to do that 20-minute recess and it cannot be part of their physical education.

Another bill modifies the school funding law to eliminate adjustment aid and state aid growth limit. It allows the adjustments to tax levy growth limitation for certain school districts.

Another bill requires the petition of nominating candidates for State County School and municipalities elect of public office to include functioning e-mail addresses. Out of network consumer protection transparency, cost containment and accountability act. That is effective August 30, 2018.

Another bill expands the summer meal program to all school districts with 50% or more students eligible for free or reduced price meals. That was effective July 1, 2018.

Another bill requires the school district to report the number of students who are denied school breakfast or lunch to the Department of Agriculture on a biannual basis.

Another bill requires certain school districts to submit reports on non-participation in community eligibility provision of national school lunch and school breakfast programs.

A bill requiring the breakfast after the bell programs in all schools with 70% or more of students eligible for free or reduced meal prices which is effective May 30, 2018.

#### DISCUSSION:

Mr. Seesselberg said that at a meeting in September we formed an ad-hoc committee to keep tabs on the Motorola project so Mr. Cassio is heading that up so he has an additional report on that.

Mr. Cassio said that the committee met on September 17<sup>th</sup>. Dr. Lishak, Mr. Damato, Mrs. Boyle, Mr. Chapman, Mr. Seesselberg and himself were present. They discussed the Motorola site. They also talked about the remainder of the Celebrations location that is apparently half completed so we are looking at an impact from there. We analyzed the current students in our district from the Highlands, Celebrations, Traditions and Woodlands complexes. We discussed the amount of bedrooms in the complexes and the proposed units. At that point we agreed to seek two quotes from a demographer and once we had received the quotes we called for an emergency meeting to choose a demographer. We felt that time was of the essence because the next planning meeting is November 27<sup>th</sup> for the planning board for the Borough.

Mrs. Boyle said that the special meeting from the 27<sup>th</sup> will be hooked on to the meeting for tonight because it was so short. She said that she realized after that was asked.

Mr. Roselle said that if the report is not finalized the discussion should be held in executive session.

Mr. Seesselberg said that at the special meeting they chose a demographer and he is here to give us the preliminary draft report tonight during executive session.

## XII. PUBLIC COMMENTS

Mr. Whalen, President of the South Plainfield Professional Supervisor and Principals Unit thanked the Board of Education, the negotiation team and the members of the Principal's Unit Negotiating Team for the many hours they put together to come up with the successful agreement that was adopted or passed tonight. He said that they look forward to working collaboratively with the Board of Education to continue to support the mission of the South Plainfield School District.

## XIII. BOARD MEMBER COMMENTS

Mr. Giannakis said that the elementary schools, as he understands, has a new snack list that they have to abide by if they want to bring snacks in for birthday parties but he is also understanding that it is not equitable. One school has one list and another school has another list. Mr. Giannakis asked if should be equal across the board.

Dr. Lishak asked if he meant the snack list from the cafeteria. He said the snack list for the parents to bring things in. Dr. Lishak said that we had one issue that she discussed with the principals today. There was one school that was different than the other schools. A separate e-mail was sent out. Mr. Giannakis asked if we are in line and said we should give them the biggest variety. He said that he understands the nut allergies, but they should have at least a decent list. Dr. Lishak said that they added more healthy snacks.

Mrs. Anesh said that as far as that goes, she understands the thought process behind it but yet, in the cafeteria, the students have access to whatever snacks are there and it's up to them to know what they can and cannot have. She said that for a class party when she was there, if there was a child with allergies, the parents just got notification of what the class parent was planning on bringing to the party and they were told whether or not there was something on the list that was unacceptable.

Mrs. Anesh asked why we are limiting. She said that she received the list today and the most healthy thing on there was fruit snacks and she said that's not healthy at all. She said she knows that it's revised to add some fruit options but she just doesn't understand the point of the limitations to cookies. Mrs. Anesh said that if a student can get access to it in the cafeteria then why can't they be smart enough to have the choice in the classroom.

Dr. Lishak said that the number of students with allergies has increased. This makes it safer to make sure that this is what we have available to our students. She said that we did ask Maschio's and they are going to prepare another option that is peanut free or gluten free and that would come from them. That will give parents the option to purchase that snack from Maschio's to distribute to the class.

Mrs. Anesh said that she understands that but the way it was before seemed pretty safe. The parent got the information on what was going to be served and they would say whether or not the child can have it. In the cafeteria, the kid could go and buy whatever they want. Mrs. Anesh said that she thinks that we are making this harder than it has to be.

Dr. Lishak said that when a child goes up for the point of sale in the cafeteria it's listed in their account. There is a safeguard in the system where a warning will come up and whoever is working the registers will tell the child that they can't have that. Dr. Lishak said that there is a bigger chance for an incident to happen in the classroom.

Mrs. Anesh said that she didn't realize that we have that kind of capability. Dr. Lishak said that is on every single student who has an allergy and when they go to pay for their meal it comes up in the corner that will say whatever allergy and they shouldn't be having that particular item.

Mrs. Boyle congratulated our band and our color guard. They placed 4<sup>th</sup> in Matawan and they place 2<sup>nd</sup> in Brick. Their Illusion 2018 presentation is beautiful to watch. Great job to Mr. Houghwout, the assistant, and the band parents for all of their dedication. Mrs. Anesh added that the band also took first place in their last completion. Mrs. Boyle said that they do a beautiful job so congratulations to them.

Mrs. Boyle asked who gives the 60-credit mandate for the color guard advisors. Dr. Lishak said that Mrs. Anesh called her about this earlier in the week. The state regulations are that if you are going to serve as a coach you must have 60 college credits and a substitute certificate. Dr. Lishak said that this particular position is an advisory position so we opened it up again hoping that somebody will apply whether they have the substitute certificate or not because unfortunately they have not had anyone from inside the district that is interested in the position. Dr. Lishak said that it is open now and anyone can apply.

Mrs. Boyle said that there are two students who were in color guard that have the expertise to be able to do this but they have not yet completed college and do not have a substitute certificate. Dr. Lishak said that they don't need the substitute certificate to be an advisor, they would only need it if they were going to be a coach. Mrs. Boyle said that these students would do an excellent job so hopefully they do apply. Mrs. Boyle said that she thinks that they were held back because they thought they needed the college credits. Mrs. Boyle said that the students did a great job by themselves but they really need to have someone that can coordinate.

Mrs. Boyle said that the Green Team of the Borough of South Plainfield has a contest. The fifth and sixth grade students can write an essay between 500 and 750 words about what sustainability means to them. There will be first, second and third place gift cards to the winners. Mrs. Boyle said that students in grades 7 through 12 can do up to a three-minute video on sustainability. There is a website listed on the flier where the

students can go to understand about sustainability and there is also a first, second and third place gift card for that. Mrs. Boyle asked that the Science and World History teachers notified about the contest since we don't send fliers home with High School students. The contest is also posted on the Board of Education website.

Mrs. Boyle announced that there were a lot of participants in the Mayor's Wellness Walk and Bike to School Day which is a national initiative.

Mrs. Boyle said that October 20<sup>th</sup> is the Mayor's Wellness Health Fair in conjunction with the Fire Department open house. There will be free flu shots to the first 100 guests.

November 3<sup>rd</sup> is the Trunk or Treat hosted by the Public Celebrations Committee. It will be in the High School parking lot to the left off of Lane Avenue from 2:00 – 3:15 p.m.

November 10<sup>th</sup> is the Zombie Fest downtown from 3:00 – 5:00p.m. and that will include a doggie costume parade at 3:30 p.m. with gift card prizes.

Mrs. Boyle asked if we are moving forward with the Ski Club. Mrs. Boyle said that we had been posting for the opening for the ski club since May. Dr. Lishak said that we didn't have any teachers apply for it. It was reopened again last week and we currently had four teachers from Grant School and the Middle School apply so Mr. spring and Mr. Vroom will be conducting interviews on Friday and again on Monday so that we can have a name on the agenda for Wednesday.

Mrs. Boyle said that is great because she wouldn't want to see that program end. She said her kids went through it all and it is a great program for them to do and she knows that the two gentlemen that ran it before that had their own insurance. If there was nobody else, I hope that we could possibly open it up again but you said there are teachers that applied for that.

Mr. Chapman thanked the SRO's for taking the time to talk to the Grant School children about the importance of wearing their helmets. He said that kids are flying around town without helmets and it is a law that they wear their helmets.

Mr. Chapman said that the State has passed a new law related to transgender and what we are and are not allowed to do. There are guidelines for school districts and one of the things that the way he understands it is that we are not allowed to notify the parents if the child has notified the school that they'd like to be identified as a different gender or as a different name and that we have to keep two separate sets of files on this and we are not allowed to notify the parents.

Mr. Chapman said that he has a big problem with this because he can see a lot of bad things happening here. Mr. Chapman said that one example that comes to his mind right away is that if this child is in school and the child is getting bullied and we are not aware of the fact that the child is getting bullied and the child does something bad the themselves as a result of the school district not being able to notify the parents of what is

happening during the school day.

Mr. Chapman said that he is not saying that we knew about the bullying but that this child now wants to be identified in a different manner and we cannot discuss this or notify the parents of it. Mr. Chapman said that he would feel horrendous if something like this were to happen. Mr. Chapman said that he would like it if Mrs. Boyle, as the legislative liaison, can coordinate a meeting with some of our legislatures so that we can sit down and have a discussion with them to get them to see the other side of the school's issues related to this or maybe they can modify what it is they are looking to do.

Mrs. Boyle said that this is still an ongoing discussion because she doesn't think that everybody is happy in Trenton with the way that the guidelines were given. There are so many pros on cons to this but she said that she will see if she can get something together.

Mr. Seesselberg echoed the congratulations on the success of the High School Band. He said that he saw their routine at the JFK game and they are doing a wonderful job. Mr. Seesselberg also congratulated the fall teams on their successes. They are going through all of their senior nights now so if you have a chance to go to any of the games, the seniors and their parents are being recognized by the coaches.

Mr. Seesselberg noted that the Middle School PTO's fall festival at Veteran's Park was a great time. The event was very well laid out and they had a lot of stuff to do. He said that he hopes that continues for years to come.

Mr. Seesselberg offered his condolences and remembrances to the family of Nancy Erickson who recently passed away. He said that Mrs. Erickson stated teaching in the district when he was still in high school here. She started as the girls' track and cross country team, a physical education teacher and Principal of Franklin School for many years. She then came back as an Interim Principal at Kennedy School when we needed her. He said that if you got to go to the funeral home, they put a lot of pictures and a lot of them are her at school. She was a very big part of the school district and she will be missed.

#### XIV. EXECUTIVE SESSION:

RESOLVED, pursuant to the Open Public Meetings Act (N.J.S.A. 47-1A-1 *et. seq.*) that the Board meets in closed session at this time to discuss confidential matters pertaining to: (select one or more)

1. a matter rendered confidential by federal or state law
2. a matter in which release of information would impair the right to receive government funds
3. material the disclosure of which constitutes an unwarranted invasion of individual privacy
4. a collective bargaining agreement and/or negotiations related to it
5. a matter involving the purchase, lease, or acquisition of real property with

- 6. public funds  
protection of public safety and property and/or investigations of possible violations or violations of law
- 7. pending or anticipated litigation or contract negotiation and/or matters of attorney-client privilege
- 8. specific prospective or current employees unless all who could be adversely affected request an open session.
- 9. deliberation after a public hearing that could result in a civil penalty or other loss

BE IT FURTHER RESOLVED that the matters discussed in closed session shall be made public as soon as the need for confidentiality no longer exists.

MOTION: Mr. Giannakis                      SECOND: Mr. Both                      VOTE: 8-0

XV. AGENDA APPROVAL

RESOLVED, that the agenda for the regular public meeting on October 17, 2018, as may have been modified, is hereby approved.

MOTION: Mrs. Anesh                      SECOND: Mr. Cassio                      VOTE: 7-0

XVI. ADJOURNMENT

There being no further business of the board, there was a motion to adjourn at 8:56 p.m.

MOTION: Mr. Pennisi                      SECOND: Mr. Both                      VOTE: 7-0

Respectfully Submitted,

H. Ronald Smith  
Interim Business Administrator/Board Secretary