



Our Children, Our School, Our Future

Netcong Board of Education  
26 College Road  
Netcong, NJ 07857

**REGULAR BOARD MEETING**

**November 24, 2015**

**7:00pm**

Mrs. Bernadette Dalesandro, President  
Mrs. Marianne Callahan, Vice President

Mr. David Costanzo  
Mrs. Kelly Stephens

Mr. Todd Morton  
Mr. Bill Stevens  
Mr. Charles Kranz

Mrs. Jennifer Santana  
Mrs. Lynn Popelka

Curriculum/Instruction

Lynn Popelka\*  
Bernadette Dalesandro  
Charles Kranz

Facilities/Operations

Todd Morton \*  
Dave Costanzo  
Kelly Stephens  
Bernadette Dalesandro

Governance/Policy/Finance

Bernadette Dalesandro \*  
Marianne Callahan  
Jennifer Santana

Personnel

Marianne Callahan \*  
Bill Stevens  
Jennifer Santana  
Bernadette Dalesandro

*\* Denotes Committee Chair*

**2015-16**  
**Netcong Board of Education**

**Open Public Meeting Proclamation**

The New Jersey Open Public Meeting Law was enacted to ensure the right of the public to have advance notice of and to attend the meetings of public bodies at which any business affecting their interest is discussed or acted upon. In accordance with the provisions of the Act the Board of Education of the Netcong School District in the County of Morris has caused notice of this meeting to be published by having the date, time and place thereof posted. The notice was mailed to the Daily Record and those persons or entities requesting notification, and filed with the municipal clerk of the Borough of Netcong.

**Mission Statement**

Netcong, a tradition to nurture, inspire, empower, and achieve by all, for all.

**Board Goals**

1. Successfully communicate the information to all stakeholders regarding the public vote for the November 2015 Ballot Question.
2. Improve the Board of Education relationships among the community and staff.
3. Monitor and verify a secure financial status in the District.

**District Goals**

Implement the action plans identified in the Netcong School District Strategic Plan with the 2015-16 timeline under the goal areas of: (a) student achievement and technology, (b) school and community, and (c) finance and facilities.

**I. CALL TO ORDER:** President Dalesandro called the meeting to order at 7:00 p.m.

**II. FLAG SALUTE**

**III. ROLL CALL**

**The following members were present:** Mrs. Callahan, Mr. Costanzo, Mr. Kranz, Mr. Morton, Mrs. Popelka, Mrs. Stephens, Mr. Stevens, Mrs. Santana and Mrs. Dalesandro.

**Not Present:** None

**Also Present:** Dr. Gina Cinotti, Chief School Administrator  
Mrs. Nicole Sylvester, Business Administrator/Board Secretary  
Mrs. Kate Walsh, Assistant Principal  
Mrs. Kathryn Mantell, Partner at Nisivoccia  
Mrs. Candy Repsher, In-Charge at Nisivoccia

Forty (40) Members of the public, students and staff present

**IV. BOARD CORRESPONDENCE & APPROVAL OF MINUTES**

**Correspondence**

None at this time.

**Approval of Board Minutes**

Board Trustee Lynn Popelka made a motion to amend the October 20<sup>th</sup> Regular Minutes to reflect that she asked Mrs. Sylvester to look into calling Mt. Olive and Roxbury DPW to see if they would make signs for our parking lot or even donate them. The motion was seconded by Board Trustee Todd Morton and approved by a Unanimous Voice Vote by all members present.

Board Trustee Todd Morton moved the following resolution, seconded by Board Trustee Kelly Stephens.

BE IT RESOLVED, that the minutes of the following meeting(s) be approved as submitted:

October 20, 2015	Regular Minutes
October 20, 2015	Executive Session
November 17, 2015	Work Session Minutes
November 17, 2015	Executive Session

**VOTE: BOARD MINUTES AS PRESENTED**

**AYES:** Mrs. Callahan, Mr. Costanzo, Mr. Kranz, Mr. Morton, Mrs. Popelka, Mrs. Stephens, Mr. Stevens, Mrs. Santana and Mrs. Dalesandro.

**NAYES:** None

**ABSENTATIONS:** Mrs. Callahan on all November 17, 2015 minutes  
Mrs. Popelka on all November 17, 2015 minutes

**V. PRESIDENT'S COMMENTS**

President Dalesandro welcomed everyone to the Board Meeting.

President Dalesandro reported that our school's PARCC scores beat the PARCC and State average and congratulated the students on their high achievement.

President Dalesandro stated the Board is looking into having a retreat provided by the New Jersey School Boards Association at the end of January 2015 or beginning of February 2015. She indicated our Board attorney has offered her meeting room as a place to hold the retreat.

## **VI. CHIEF SCHOOL ADMINISTRATOR'S COMMENTS**

Dr. Cinotti introduced Mrs. Arbolino and the Student Council to report on the Color Run, Yankee Candle and first dance fundraisers. The students indicated they raised enough money from these fundraisers to pay for the buses for all field trips and their first school dance!

Dr. Cinotti then introduced Mrs. Walsh and the Middle School students who attended the Youth Summit to report on what they learned and how we are moving forward. Dr. Cinotti commended Mrs. Walsh and students on their hard work and dedication.

Dr. Cinotti indicated that Mrs. Arbolino had a vision for the Color Run and wanted to thank her for her outstanding work and dedication in order to have the Color Run be such a success. Dr. Cinotti reiterated that the Color Run alone raised enough money to cover the costs of the buses for field trips. She stated that this was only the first year of this and is excited to see what will be done in later years.

Dr. Cinotti thanked everyone for all the positive e-mails, phone calls, conversations and pats on the back as in regards to our ballot question. She indicated we did all we could do to restore our programs and staff but unfortunately, the ballot question did not pass by 35 votes. She said we tried to raise our academic standards and restore Netcong pride by increasing our cultural arts and small class sizes. With that said, she said we still will not be able to have Art, Music, and Spanish to full-time and we can't relieve our Elementary Class size issue in grades 2 and 3. With that, she wants to let the public, parents, and Board to understand the effects of this and that we simply cannot deliver the same program we have in the past. She indicated we tried to restore our traditional Holiday Concert but without the support it will not happen and it will not be the same. She said this was not a reflection of the teacher, but a reflection of the part-time program we currently have. She said we cannot compare it to a full time music program and with that being said, she wants to identify the art work we have displayed in the Board room tonight in spite of having a part-time art teacher. She stated that as far as our class size is concerned, preparing for PARCC is a major concern and we only have one teacher in a class of 25 students, and 6 hours in a day, it's basic arithmetic when we divide the amount of time with 1 teacher per 25 students, verse 1 teacher per 15 students or less, the teacher has less time with students in a larger class size. The teacher cannot give each student the same amount of time in a larger class size. Dr. Cinotti said in 21014-15 we have two teachers per grade level and we saw outstanding PARCC scores. Lastly, Dr. Cinotti said we would keep moving forward making the best of this situation. She said we would keep improving student achievement which is her major goal and it is simply impossible to do with large class sizes and part-time programs.

HIB Report – None

## Fire/Security Drill Report

DRILL	DATE/TIME
Fire	11/18/15, 11:09 a.m., 2 mins.
Security	10/26/15, 2:00 p.m., 8 mins.

Suspensions – none

### **VII. SCHOOL BUSINESS ADMINISTRATOR'S COMMENTS**

President Dalesandro introduced Mrs. Kathi Mantell and Mrs. Candy Repsher from Nisivoccia to present on our 2014-2015 Audit Findings and fund balance. Mrs. Mantell reiterated that there were only three audit findings and that our fund balance was up considerably from last year by approximately \$100,000. She indicated the three audit findings were minimal and have already been addressed and fixed. She commended the Administration and Mrs. Sylvester on their hard work, as when she first became the auditor for Netcong they reported over 20 audit findings.

### **VIII. QUESTIONS/COMMENTS FROM PUBLIC- AGENDA ITEMS ONLY**

**Board Trustee Lynn Popelka moved, seconded by Board Trustee David Costanzo, to open the public session at 7:26 p.m. and was approved by a Unanimous Voice Vote by all members present. President Dalesandro opened the meeting at 7:26 p.m.**

Public is invited to address the Board with any questions, comments or concerns. The Board requests that the individual address the Board, giving name and address, and asks that all remarks be directed to the Chair. The public portion shall be limited to thirty minutes with a five-minute time limit on each participant.

The Board wishes to remind all attendees at its meeting that while it subscribed without reservation to the principle of keeping the public completely informed, by policy it cannot allow public discussion of personnel matters. If a matter concerning the staff of the Netcong Public School is of interest or concern, the matter would be referred to the CSA or the Board of Education, either by telephone or letter.

**There being no further items for discussion, Board Trustee Todd Morton moved, seconded by Board Trustee Kelly Stephens, to close the public session at 7:26 p.m. and was approved by a Unanimous Voice Vote by all members present. President Dalesandro closed the meeting to the public at 7:26 p.m.**

### **IX. OLD BUSINESS**

None at this time.

**X. Information/Reports/Actions**

**A. Finance - (B. Dalesandro, Chair)**

**Board Trustee Marianne Callahan, seconded by Board Trustee Todd Morton moved the following resolutions to be approved as submitted:**

**Be it resolved that resolution numbers 1 -11 be adopted as presented:**

1. Be it resolved that the Netcong Board of Education, upon the recommendation of the CSA, hereby approves the October 30, 2015 payroll in the amount of \$143,237.97.
2. Be it resolved that the Netcong Board of Education, upon the recommendation of the CSA, hereby approves the November 15, 2015 payroll in the amount of \$142,336.37.
3. Be it resolved that the Netcong Board of Education, upon the recommendation of the CSA, hereby approves the bills list for October 21, 2015 to November 24, 2015 in the amount of \$476,199.10.
4. Be it resolved that the Netcong Board of Education, upon the recommendation of the CSA, hereby approves the transfers of the attached list for October 2015.
5. Be it resolved that the Netcong Board of Education, upon the recommendation of the CSA, hereby accepts the following October 2015 Financial Reports:

The Board Secretary's monthly certification, as attached, pursuant to N.J.A.C. 6:20-2.12(d) that as of October 31, 2015 no line item account has encumbrances and expenditures, which in total exceed the line item appropriation in violation of N.J.S.A. 18A-22-8 and 18A-22-8.1.

Pursuant to N.J.A.C. 6A:23A-16.10 the Netcong Board of Education, after review of the Board Secretary's and Treasurer's monthly financial reports certify that as of September 30, 2015 and upon consultation with the appropriate district officials, to the best of our knowledge, no major account or fund has been over expended in violation of N.J.A.C. 6A:23-2.2 and that sufficient funds are available to meet the district's financial obligations for the remainder of the fiscal year.

6. Be it resolved that the Netcong Board of Education, upon the recommendation of the CSA, hereby approves the updated 2015-2016 Purchasing Manual.
7. Be it resolved that the Netcong Board of Education, upon the recommendation of the CSA, hereby approves the new 403(b) plan document for Lincoln Investment and Valic.
8. Be it resolved that the Netcong Board of Education, upon the recommendation of the CSA, hereby approves JV Rooter to snake the kindergarten toilet and sink retroactive to November 2, 2015 at a cost of \$275.

9. Be it resolved that the Netcong Board of Education, upon the recommendation of the CSA, hereby approves the contract with Educational Services of Morris County for tuition for student (#32321335) from November 2, 2015 through June 0, 2016 at a cost of \$49,700. Additional services will be billed at \$101/hour.
10. Be it resolved that the Netcong Board of Education, upon the recommendation of the CSA, hereby approves Hobbie Heat & Power to help with boiler concerns in the school retroactive to October 30, 2015 at a cost of \$1,213.64.
11. Be it resolved that the Netcong Board of Education, upon the recommendation of the CSA, hereby approves Jane Morin, for the stipend position of 8th Grade trip participant, at the rate of \$313.71.

**VOTE: INFORMATION/REPORTS/ACTIONS RESOLUTIONS #1 – #11 AS PRESENTED.**

**AYES:** Mrs. Callahan, Mr. Costanzo, Mr. Kranz, Mr. Morton, Mrs. Popelka, Mrs. Stephens, Mr. Stevens, Mrs. Santana and Mrs. Dalesandro.

**NAYES:** None

**ABSENTATIONS:** Mrs. Callahan on motion #3 Check #10544  
 Mr. Kranz on motion #1, 2  
 Mrs. Stephens on motion #3 Check #10563  
 Mrs. Dalesandro on motion #3 Check #10587

**B. POLICY-** (B. Dalesandro, Chair)

Board Trustee Lynn Popelka indicated that she did not agree with approving Policy #3445 and 4445 due to the old German saying, “If it’s not broken, don’t fix it.” She indicated that the advice of our policy writers and attorney was that this could open up a can of worms for other groups which feel they should have a day off. She said even though her father was a purple heart recipient and she feels they deserve a lot of recognition, she didn’t feel this would be the best option for the Board to pass the first reading of this policy. Mrs. Popelka also indicated that since the November ballot question did not pass, and we have approximately \$98,000 in uncompensated balances to put into the budget next year, she indicated she did not think we are in a financial position to give another day off and to pay for substitutes. She said if the Board felt they should have the day off, they could work it into the calendar for next year. Board Trustee Marianne Callahan also indicated that she agreed with Lynn and they it will open a can of worms. Board Trustee Kelly Stephens also agreed with other Board members that this was not something that was advised to pass, she also indicated last week they numerous Board members vocalized their opinions of these policies. Dr. Cinotti also indicated that any Veteran had an option to request the day off and make up the day at another point in time during g the school year.

Board Trustee Lynn Popelka made a motion to table Policy #3445 and 4445. The motion was seconded by Board Trustee David Costanzo and approved by a Unanimous Voice Vote by all members present.

**Board Trustee Marianne Callahan, seconded by Board Trustee Todd Morton moved the following resolutions to be approved as submitted:**

**Be it resolved that resolution number 1 be adopted as presented:**

1. Be it resolved that the Netcong Board of Education, upon the recommendation of the CSA, hereby approves the **FIRST reading** of the following Policy and Regulation Revisions:

<b>Policy or Reg</b>	<b>Number</b>	<b>Title</b>	<b>Type</b>
Policy/Regulation	1240	Evaluation of Superintendent (M)	Revised
Policy/Regulation	3221	Evaluation of Teachers (M)	Revised
Policy/Regulation	3222	Evaluation of Teaching Staff Members, Excluding Teachers and Administrators (M)	Revised
Policy/Regulation	3223	Evaluation of Administrators, Excluding Principals, Vice Principals, and Assistant Principals (M)	Revised
Policy/Regulation	3224	Evaluation of Principals, Vice Principals, and Assistant Principals (M)	Revised
Policy	3425.1	Modified Duty Early Return to Work Program – Teaching Staff Members	New
Policy	3431.1	Family Leave (M)	Revised
Policy	4425.1	Modified Duty Early Return to Work Program – Support Staff Members	New
Policy	4431.1	Family Leave (M)	Revised
Policy	5337	Service Animals	New
Policy	5516	Use of Electronic Communication and Recording Devices (ECRD) (M)	Revised
Policy	8505	Wellness Policy/Nutrient Standards for meals and Other Foods (M)	Revised
Policy	8507	Breakfast Offer Versus Serve	New
Policy	8508	Lunch Offer Versus Serve	New

**VOTE: POLICY RESOLUTION #1 AS PRESENTED.**

**AYES:** Mrs. Callahan, Mr. Costanzo, Mr. Kranz, Mr. Morton, Mrs. Popelka, Mrs. Stephens, Mr. Stevens, Mrs. Santana and Mrs. Dalesandro.

**NAYES:** None

**ABSENTATIONS:** None

**C. FACILITIES- (T. Morton, Chair)**

No motions at this time



**D. CURRICULUM/INSTRUCTION- (L. Popelka, Chair)**

**Board Trustee Lynn Popelka, seconded by Board Trustee Todd Morton moved the following resolutions to be approved as submitted:**

**Be it resolved that resolution numbers 1-6 be adopted as presented:**

1. Be it resolved that the Netcong Board of Education, upon the recommendation of the CSA, approves the following Professional Development:

Date	Name	Workshop Conference	Location	Cost
2/1/16 & 2/8/16	Kate Walsh	Evidence Centered Leadership Workshop	Morris-Union Jointure Commission 340 Central Avenue New Providence, NJ 07974	\$350 + mileage
12/9/15 & 2/10/16	Nicholas DiDonato	Education Partnership Training: Best Practices in Risk Assessments and Crisis Protocols	Morris County Public Safety Training Academy 500 W. Hanover Avenue Morristown, NJ 07960	Mileage

2. Be it resolved that the Netcong Board of Education, upon the recommendation of the CSA, approves the following Field Trips:

Date	Name	Field Trip	Location	Cost
12/17/15	Diana Blakely	Holiday Chorus & Band trip to Shop Rite	Netcong, NJ	No cost to district
4/20,21, 22/16	Cathy DeVito Rob Chiappelli Jane Morin Kate Walsh	8 <sup>th</sup> Grade Class Trip	Washington, DC	No cost to district for transportation/trip costs
5/26/16	Kim Arbolino Katherine Threlkeld	4 <sup>th</sup> Grade Class Trip	Liberty Science Center Jersey City, NJ	No cost to district

3. Be it resolved that the Netcong Board of Education, upon the recommendation of the CSA, approves the acceptance of the Coordinated School Health Grant from the Center for Prevention in the amount of \$4,000 to assist with school culture and climate. Initial funds will be used to pay for culture and climate surveys. Remaining funds are to be used as outlined in the grant application.

4. Be it resolved that the Netcong Board of Education, upon the recommendation of the CSA, hereby approves travel reimbursement for Amy Henry for attendance at the monthly Morris County Association for Special Education for the 2015-2016 school year at rate of \$0.31/mile.
5. Be it resolved that the Netcong Board of Education, upon the recommendation of the CSA, approves travel reimbursement at a rate of \$0.31/mile for Amy Henry for all meetings related to Out-of-District students, including but not limited to, IEP meetings and visitations for the 2015-2016 school year.
6. Be it resolved that the Netcong Board of Education, upon the recommendation of the CSA, approves home instruction for Student #3202694, 10 hours per week, beginning November 25, 2015 through approximately February 25, 2016 at the contracted rate of \$35 per hour.

**VOTE: CURRICULUM/INSTRUCTION RESOLUTIONS #1-6 AS PRESENTED.**

**AYES:** Mrs. Callahan, Mr. Costanzo, Mr. Kranz, Mr. Morton, Mrs. Popelka, Mrs. Stephens, Mr. Stevens, Mrs. Santana and Mrs. Dalesandro.

**NAYES:** None

**ABSENTATIONS:** None

**E. PERSONNEL- (M. Callahan, Chair)**

**Board Trustee Marianne Callahan, seconded by Board Trustee David Costanzo moved the following resolutions to be approved as submitted:**

**Be it resolved that resolution numbers 1-4 be adopted as presented:**

1. Be it resolved that Netcong Board of Education, upon the recommendation of the CSA, the approval of Christine Ahern as a Substitute Aide at a rate of \$11.30 per hour for a fixed one-year term for the 2015-2016 school year pending criminal history background check and fingerprinting.
2. Be it resolved that Netcong Board of Education, upon the recommendation of the CSA, the approval of the Chief School Administrator job description.
3. Be it resolved that Netcong Board of Education, upon the recommendation of the CSA, approves the extension of medical leave for Mrs. Barbara Dzurny until March 31, 2016, which will be 75 days. Mrs. Dzurny's anticipated return date is April 4, 2016.

4. Be it resolved that Netcong Board of Education, upon the recommendation of the CSA, approves the extension of Mrs. Catherine McQueeney as the long-term substitute for Kindergarten at the rate of \$100 per day from November 30, 2015 until March 31, 2016.

**VOTE: PERSONNEL RESOLUTIONS #1- 4 AS PRESENTED.**

**AYES:** Mrs. Callahan, Mr. Costanzo, Mr. Kranz, Mr. Morton, Mrs. Popelka, Mrs. Stephens, Mr. Stevens, Mrs. Santana and Mrs. Dalesandro.

**NAYES:** None

**ABSENTATIONS:** None

**XI. COMMENTS FROM THE PUBLIC- ANY ISSUE/TOPIC**

**Board Trustee Jen Santana moved, seconded by Board Trustee Todd Morton, to open the public session at 7:39 p.m. and was approved by a Unanimous Voice Vote by all members present. President Dalesandro opened the meeting at 7:39 p.m.**

The Public is invited to address the Board with any questions, comments or concerns. The Board requests that the individual address the Board, giving name and address, and asks that all remarks be directed to the Chair. The public portion shall be limited to thirty minutes with a five-minute time limit on each participant.

The Board wishes to remind all attendees at its meeting that while it subscribes without reservation to the principle of keeping the public completely informed, by policy it cannot allow public discussion of personnel matters. If a matter concerning the staff of the Netcong Public School is of interest or concern, the matter should be referred to the CSA or the Board of Education, either by telephone or letter.

Mrs. Morton indicated she was not happy with Maschio's food service as her child's lunch has not been as nutritional because when they ran out of food, she was told they were offered cookies. She said this has happened in the past and she indicated how unhappy she was. Dr. Cinotti thanked Mrs. Morton for previously bringing this to her attention and said she has addressed this situation with the food service manager at Maschio's Sherry Toscano. She encourage all parents to please notify her of any instances which they have run into as she will deal with this personally and make sure this does not happen again.

**There being no further items for discussion, Board Trustee Todd Morton moved, seconded by Board Trustee David Costanzo, to close the public session at 7:43 p.m. and was approved by a Unanimous Voice Vote by all members present. President Dalesandro closed the meeting to the public at 7:43 p.m.**

**XII. MISCELLANEOUS**

President Dalesandro thanked everyone for coming to attend the Former Board Member Recognition Night. She indicated that in prior years the Board had plaques made, however with the turnover in Administration, the plaques got pushed to the side and were never given to Board Members. She presented a plaque to each former Board member present and gave a brief synopsis of each person receiving a plaque. President Dalesandro indicated there was cake and coffee for everyone to enjoy as a Thank you to all of the former Board members.

**XIII. EXECUTIVE SESSION**

None at this time.

**XIV. ADJOURNMENT** There being no further business to come before the board, Board Trustee Kelly Stephens made a motion, seconded by Board Trustee Marianne Callahan and carried by Unanimous Voice Vote to adjourn the November 24, 2015 Regular Meeting of the Netcong Board of Education at 7:55 p.m.

**Respectfully Submitted,**

A handwritten signature in cursive script that reads "Nicole Sylvester".

**Nicole Sylvester  
Business Administrator/Board Secretary**