

**MINUTES OF THE REGULAR SESSION MEETING
OF THE BOARD OF EDUCATION
HELD ON NOVEMBER 19, 2013
HAMILTON TOWNSHIP PUBLIC SCHOOLS
Mays Landing, New Jersey
William Davies Middle School Library**

The Regular Meeting of the Hamilton Township Board of Education was called to order at 6.13 p.m. in the Michael H. Duberson Memorial Library at the William Davies Middle School by Dr. Anne Erickson.

**Call
To
Order**

Dr. Anne Erickson led the Pledge of Allegiance.

**Pledge of
Allegiance**

ANNUAL NOTICE OF MEETING

This meeting is being held in compliance with the Sunshine Law, having been advertised in the Press of Atlantic City and the Atlantic County Record and its affiliates and a notice posted with the Township Clerk on the Bulletin Board at the following locations: Mizpah Social Services Center, Mizpah Post Office, Mays Landing Post Office, Atlantic County Library as well as all the schools of the district. A mechanical device is being used to both audio-tape and video-tape this meeting.

The following members answered roll call: Mr. Eric Aiken, Mrs. Peggy Capone, Mrs. Amelia Francis, Mr. George Hassa, Mrs. Barbara Kupp, Mrs. Kim Melton, Mr. John Sacchinelli and Dr. Anne Erickson.
Quorum present.

**Roll
Call**

Members Absent: None

Also present were: Dr. Michelle Cappelluti: Superintendent of Schools
Mr. Daniel Smith: Board Secretary

GOAL SETTING WORKSHOP

Dr. Erickson spoke about growth objectives and assessments. She noted that the Board must create goals and decide how to assess them.

Dr. Cappelluti sent information in the board packet on how to measure goals. She discussed scoring of sub groups as outlined by the State.

Dr. Cappelluti also discussed student growth percentiles and how each student is compared to similar students with similar scores.

Proposed district goals were discussed:

1. The Superintendent, in cooperation with the administrative team and teaching staff, will implement Student Growth Objectives (SGOs) which originate from data sources, such as state assessments and other supportive classroom data. These growth objectives will be used to drive instruction and measure student growth as per the requirements of TEACH NJ in the evaluation of teachers and school leaders.
2. To show an increase in the median Student Growth Percentile (SGP) as projected by the state in mathematics and language arts literacy in grades four through eight.
3. In an effort to deliver 21st century teaching and learning, the Superintendent, in cooperation with the administrative team, will continue to provide “one to world” tools such as chrome books, mac books, iPads, and surfaces to set the foundation for future activities in S.T.E.M., Financial Literacy, Literacy Media Technology and the NJ Core Curriculum Content Standards
4. To successfully implement the new Teacher and Leader Evaluation Systems, as stated in the NJ DOE Race to the Top 3 (RTTT3) Grant by providing staff with high quality support in order to utilize the new framework and the iObservation tool.

Dr. Cappelluti reviewed the principal evaluation tool.

The Board discussed setting their own goals or using the State mandated goals. The Board noted that the State goals are very rigorous already.

The Board discussed various groups of students, including students with disabilities and transient students. The discussion included using current data to possibly change what the district currently does.

Mr. Anderson arrived at 6:50 p.m.

Mr. Goldstein arrived at 6:50 p.m.

Dr. Cappelluti asked how the board would like to proceed. Mrs. Capone noted she would like Dr. Cappelluti to recommend goals that will help the children of the district. She stated that the district should implement changes that will help all of the children in the district succeed.

Mrs. Capone suggested utilizing funds to offer after school academic activities to students at the elementary level. The Board discussed possible times and stipends for the staff. Dr. Erickson noted that the Board should look at the data and then decide how to proceed.

The Board took a short break at 7:00 p.m.

The Board reconvened at 7:05 p.m.

APPROVAL OF MINUTES

Motion by Mr. Anderson, seconded by Mr. Aiken, to approve the regular session minutes of the meeting of October 1, 2013, as per attachment Minutes-1.

Roll Call Vote: Eight in favor: Mr. Aiken, Mr. Anderson, Mrs. Capone, Mrs. Francis, Mr. Hassa, Mrs. Kupp, Mrs. Melton, and Dr. Erickson. Abstained: Mr. Sacchinelli (8-0-1)

Motion by Mr. Anderson, seconded by Mr. Sacchinelli, to approve regular session minutes of the meeting of October 15, 2013, as per attachment Minutes-2.

Roll Call Vote: Eight in favor: Mr. Anderson, Mrs. Capone, Mrs. Francis, Mr. Hassa, Mrs. Kupp, Mrs. Melton, Mr. Sacchinelli, and Dr. Erickson. Abstained: Mr. Aiken. (8-0-1)

Motion by Mr. Anderson, seconded by Mr. Aiken, to approve the regular session minutes of the special meeting of October 29, 2013, as per attachment Minutes-3.

Roll Call Vote: All in favor: Mr. Aiken, Mr. Anderson, Mrs. Capone, Mrs. Francis, Mr. Hassa, Mrs. Kupp, Mrs. Melton, Mr. Sacchinelli, and Dr. Erickson. (9-0-0)

CORRESPONDENCE

A letter from the Lady Dragons Field Hockey Team was read by Dr. Cappelluti. The team thanked the Board for its support during the season.

PUBLIC COMMENTS

April Perone would like the Board to consider adding curricular options to Hess and Shaner similar to the offerings at the Davies School.

BOARD MEMBER COMMENTS

Mrs. Capone received a letter from Daniel Rone, President of Habitat for Humanity at Oakcrest High School, concerning the recent typhoon that struck the Philippines. She asked if anyone in Hamilton Township would like to contribute. She will forward the information to Dr. Cappelluti.

Mrs. Capone asked why parent visits are limited during Education Week. Dr. Cappelluti noted that it is based on blocks and has always been limited due to the volume of parents that take part. Dr. Erickson noted that Shaner was crowded for the all-day first grade visitation.

Mrs. Capone asked if the Board is at 100% PTA membership. Dr. Erickson noted that it was not.

Mrs. Capone thanked Danielle Bolf for her hard work with PTA and the PTA fundraiser. She also thanked other PTA members who donate their time.

April Perone noted that the Education Foundation movie night was well attended and the children had a good time.

Dr. Erickson noted that the NJSBA Workshop was well attended and was a great experience. She noted that NJSBA is creating a PTA page as a resource for PTA's throughout the state.

Mr. Anderson noted that, as of October, there are numerous students with numerous disciplinary incidences. Dr. Cappelluti noted that the district is currently working to improve the report. It should be ready for November. Dr. Cappelluti also noted that the number reflects multiple incidents that occurred from a single offense.

Dr. Cappelluti gave an update on the gym floor.

Dr. Cappelluti also spoke about the wrestling program and the need for an additional coach. Dr. Cappelluti is reducing her office budget in order to fund the stipend position for wrestling.

SUPERINTENDENT/STAFF REPORTS

(A) Information Items

1. **Dates to Remember**

- a. November 19, 2013 – Curriculum Committee Meeting – Davies School - 5:00 p.m.
- b. November 19, 2013 – Goals Setting Workshop – Davies School – 6:00 p.m.
- c. November 19, 2013 – Board of Education Meeting – Davies School – 7:00 p.m.
- d. November 20, 2013 – Personnel Committee Meeting – Board Office – 5:00 p.m. (*TENTATIVE*)
- e. November 28-29 – Thanksgiving Holiday – Schools Closed
- f. December 3, 2013 – Policy Committee Meeting - Board Office – 6:00 p.m.
- g. December 3, 2013 – Board of Education Meeting – Davies School – 7:00 p.m.

(B) Registration/Transfer Statistics for the Month of October, 2013, as per attachment X-B.

(C) Enrollment for the month of October, 2013, as per attachment X-C.

(D) Harassment, Intimidation and Bullying Incident Log, as per attachment X-D.

(E) Student Discipline Reports for the months of September and October, 2013, as per

attachment X-E.

(F) Holiday Concerts:

♪ Davies School:

- December 5, 2013 - 7:00 p.m. at the Hess School

♪ Hess School:

- December 12, 2013 – 7:00 p.m. at the Hess School

COMMITTEES AND RECOMMENDATIONS

BUILDING/FACILITIES COMMITTEE – Mr. Sacchinelli

Mr. Sacchinelli gave an update on ROD grants. He is hoping to hear more by the end of December.

CURRICULUM COMMITTEE – Mrs. Kupp

Motion by Mrs. Kupp, seconded by Mr. Sacchinelli, to approve the following motion as presented:

1. To approve payment to staff members who provided professional development during the October 25th Professional Development Day (not to exceed 3 hours each) at the hourly rate (\$26.00 certificated staff & \$15.00 non-certificated staff) as provided for in the 2009-2012 Agreement between the Hamilton Township Board of Education and the Hamilton Township Education Association. This is funded through Local Funds, as per attachment Curriculum-1.

**Payment for
Professional
Development**

Roll Call Vote: All in favor: Mr. Aiken, Mr. Anderson, Mrs. Capone, Mrs. Francis, Mr. Hassa, Mrs. Kupp, Mrs. Melton, Mr. Sacchinelli, and Dr. Erickson. (9-0-0)

Motion by Mrs. Kupp, seconded by Mr. Sacchinelli, to approve the following motion as presented:

2. To approve local and grant funded extra-curricular activities and staff funded stipends for the 2013-2014 school year as follows:

**Stipends for extra-
curricular activities**

Maria Santilli, Grade 8 Graduation Advisor - \$968.00.

Roll Call Vote: All in favor: Mr. Aiken, Mr. Anderson, Mrs. Capone, Mrs. Francis, Mr. Hassa, Mrs. Kupp, Mrs. Melton, Mr. Sacchinelli, and Dr. Erickson. (9-0-0)

FINANCE COMMITTEE – Mr. Melton

Motion by Mrs. Melton, seconded by Mr. Aiken, to approve the following motions as presented:

Reports of Receipts and Expenditures

1. To approve the Report of Receipts and Expenditures in accordance with 18A:17-8 and 18A:17-9 for the month of September, 2013. The Report of Receipts and Expenditures and the Secretary's Report are in agreement for the month of September, 2013, as per attachment Finance-1.

Board Secretary's Report

2. Board Secretary's Report for the period ending September 30, 2013. Pursuant to N.J.A.C. 6A:23-2.11(c)4, the Hamilton Township Board of Education certifies that as of September 30, 2013, and after review of the Secretary's Monthly Financial appropriations section as presented and upon consultation with the appropriate district officials, to the best of the Board's knowledge, no major account or fund has been over-expended in violation of N.J.A.C. 6A:23-2.11(b) and that sufficient funds are available to meet the district's financial obligations for the remainder of the fiscal year, as per attachment Finance-2.

Roll Call Vote: All in favor: Mr. Aiken, Mr. Anderson, Mrs. Capone, Mrs. Francis, Mr. Hassa, Mrs. Kupp, Mrs. Melton, Mr. Sacchinelli, and Dr. Erickson. (9-0-0)

The following items have been included as information items:

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| 3. | Interest Income for the month of September, 2013, as per attachment Finance-3. | Interest Income |
| 4. | Receipts for the month of September, 2013, as per attachment Finance-4. | Receipts |
| 5. | Refunds for the month of September, 2013, as per attachment Finance-5. | Refunds |
| 6. | Capital Reserve Interest for the month of September, 2013, as per attachment Finance-6. | Capital Reserve Interest |
| 7. | Rental Income for the month of September, 2013, as per attachment Finance-7. | Rental Income |
| 8. | Miscellaneous Revenue for the month of September, 2013, as per attachment Finance-8. | Miscellaneous Revenue |
| 9. | The monthly Budget Summary Report for September, 2013, has been filed by the Board Secretary with the Hamilton Township Board of Education, as per attachment Finance-9. | Budget Summary Report |

Motion by Mrs. Melton, seconded by Mr. Aiken, to approve the following motions as presented:

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| 10. | To approve budget transfers in the amount of \$1,431,870.00, as per attachment Finance-10. | Budget Transfers |
| 11. | To accept the Superintendent's and Board Secretary's certification that they have reviewed all bills and purchase orders which are listed on the bill list, and hereby certify to the Board of Education that all purchase orders are sufficiently encumbered to cover the submitted bills, and further that all goods and services have been previously received. | Superintendent's and Board Secretary's certification |

Roll Call Vote: All in favor: Mr. Aiken, Mr. Anderson, Mrs. Capone, Mrs. Francis, Mr. Hassa, Mrs. Kupp, Mrs. Melton, Mr. Sacchinelli, and Dr. Erickson. (9-0-0)

The following item has been included as an informational item:

- Purchase orders** 12. Purchase orders issued for services, supplies and equipment in the amount of \$4,238,517.81, as per attachment Finance-12.

Motion by Mrs. Melton, seconded by Mr. Anderson, to approve the following motions as presented:

- Bills and payroll** 13. To approve the following bills and payroll in the total amount of \$4,480,070.24, as per attachment Finance-13:

<u>Fund</u>	<u>Title</u>	<u>Amount</u>
10	General Fund	\$1,195.60
10	General Fund/Payroll	197,776.18
11	Current Expense	2,009,409.76
11	Current Expense/Payroll	1,980,178.70
12	Capital Outlay	129,503.72
20	Special Revenue	76,635.51
20	Special Revenue/Payroll	46,906.40
50	Kid's Corner	14,689.46
50	Community Education	7,343.16
50	Camp Blue Star	\$16,431.75

- Staff attendance at seminars, workshops and conferences** 14. To approve staff attendance at seminars, workshops and conferences, including costs related to applicable reimbursable expenses, during the 2013-2014 school year, as per attachment Finance-14.

- Resolution #69** 15. To approve Resolution #69 Authorizing a Draw Against Capital Reserve, as per attachment Finance-15.

- Resolution #70** 16. To approve Resolution #70 Authorizing a Transfer to Debt Service, as per attachment Finance-16.

Motion by Mrs. Capone, seconded by Mr. Hassa, to table item 14.

The motion to table was withdrawn by Mrs. Capone and Mr. Hassa.

Roll Call Vote: All in favor: Mr. Aiken, Mr. Anderson, Mrs. Capone, Mrs. Francis, Mr. Hassa, Mrs. Kupp, Mrs. Melton, Mr. Sacchinelli, and Dr. Erickson. (9-0-0)

Motion by Mrs. Melton, seconded by Mr. Aiken, to approve the following motions as presented:

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| 17. To approve Resolution #71 Authorizing a Transfer from Capital Reserve, as per attachment Finance-17. | Resolution #71 |
| 18. To approve a tuition Contract with Gloucester County Special Services School District for one (1) multiply disabled student for the 2013-2014 school year at a total cost of \$34,560.00, as per attachment Finance-18. | Contract with GCSSSD |
| 19. To reject all Requests for Proposals for Labor/Personnel Counsel Services. | Requests for Proposals Labor/Personnel Counsel Services |
| 20. To approve to solicit for Requests for Proposals for the following services for the 2013-2014 school year pursuant to 18A:18A-4.4: <ul style="list-style-type: none">• Labor/Personnel Counsel Services | Request for Proposals |
| 21. Motion to approve Mathematics Coaching services through the Southern Regional Institute (SRI) and the Educational Technology Training Center (ETTC) of Richard Stockton College at Hess School for the 2013-2014 school year for a total of 247 hours at \$162.00/hour for a cost of \$40,000.00 (rounded), as per attachment Finance-21. | Mathematics Coaching services |
| 22. To approve a Participating Addendum for wireless services with Western States Contracting Alliance for Verizon Wireless and the Hamilton Township School District. Pricing for these services are valid through | Western States Contracting Alliance |

April, 2016, as per attachment Finance-22.

Roll Call Vote: All in favor: Mr. Aiken, Mr. Anderson, Mrs. Capone, Mrs. Francis, Mr. Hassa, Mrs. Kupp, Mrs. Melton, Mr. Sacchinelli, and Dr. Erickson. (9-0-0)

Motion by Mrs. Melton, seconded by Mr. Anderson, to approve the following motions as presented:

Memorandum of Understanding 23. To approve a Memorandum of Understanding between the Richard Stockton College of New Jersey and the Hamilton Township School District for an energy evaluation and assessment to be completed for the William Davies Middle School, as per attachment Finance-23.

Nonpublic School Technology 24. To approve the FY2014 (School Year 2013-2014) Nonpublic School Technology Initiative Agreement tentative budget and purchase orders, as per attachment Finance-24.

Items for disposal 25. To approve items for disposal which are no longer of use to the district, as per attachment Finance-25.

Roll Call Vote: All in favor: Mr. Aiken, Mr. Anderson, Mrs. Capone, Mrs. Francis, Mr. Hassa, Mrs. Kupp, Mrs. Melton, Mr. Sacchinelli, and Dr. Erickson. (9-0-0)

PERSONNEL/NEGOTIATIONS COMMITTEE – Mr. Aiken

All personnel actions are being taken by the recommendation of the Superintendent in accordance with 18A.

Motion by Mr. Aiken, seconded by Mr. Anderson, to approve the following motions as presented:

District substitutes 1. To approve district substitutes for the 2013-2014 school year, as per attachment Personnel-1.

Hess School Special Ed teacher 2. To approve Jennifer Hope as a full-time Hess School Special Education teacher for the period December 4, 2013 through April 9,

2014, B.A., Step 1, with a total annual salary of \$44,352.00, pro-rated, as per attachment Personnel-2.

Salary subject to change at the completion of the H.T.E.A. negotiations.

Ms. Hope is a replacement for Jennifer Harvey who will be on a maternity leave of absence.

Roll Call Vote: All in favor: Mr. Aiken, Mr. Anderson, Mrs. Capone, Mrs. Francis, Mr. Hassa, Mrs. Kupp, Mrs. Melton, Mr. Sacchinelli, and Dr. Erickson. (9-0-0)

Motion by Mr. Aiken, seconded by Mr. Anderson, to approve the following motions as presented:

3. To approve a maternity leave of absence for DonnaLee Stickle, Davies School Special Education teacher. Mrs. Stickle is requesting to use all her accumulated sick and personal days beginning October 10, 2013 then be placed on a Federal Family Medical Leave of Absence for the period November 26, 2013 through March 4, 2013 (1/2 day), then a Child Rearing Leave of Absence for the period March 4, 2014 (1/2 day) through April 16, 2014 and a NJ Family Leave of Absence from April 23, 2014 to the end of the school year with a return to work date of September, 1, 2014, as per attachment Personnel-3. **Maternity Leave for DonnaLee Stickle**

4. To approve Gregory Clayton as a full-time Davies School Special Education teacher for the period November 20, 2013 through June 30, 2014, B.A., Step 1, with a total annual salary of \$44,352.00, pro-rated, as per attachment Personnel-4. **Full time Davies School Special Education teacher**

Salary subject to change at the completion of the H.T.E.A. negotiations.

Mr. Clayton is a replacement for DonnaLee Stickle who will be on a maternity leave of

absence.

Homebound instruction

5. To approve homebound instruction for the 2013-2014 school year, as per attachment Personnel-5.

Roll Call Vote: All in favor: Mr. Aiken, Mr. Anderson, Mrs. Capone, Mrs. Francis, Mr. Hassa, Mrs. Kupp, Mrs. Melton, Mr. Sacchinelli, and Dr. Erickson. (9-0-0)

Motion by Mr. Aiken, seconded by Mr. Anderson, to approve the following motions, as presented:

Part-time paraprofessional

6. To approve the following part-time , 29 hour/week Paraprofessionals for the period November 20, 2013 through June 30, 2014, Paraprofessional Guide, Step 1, with a total annual salary of \$13,382, pro-rated, as per attachment Personnel-6:

- Julie Compton – Hess School – replacement for Michelle Nilan
- Jennifer Quartararo - Hess School – replacement for Bonnie Repko
- Ellen Barnes – Shaner School – replacement for Jessica O'Brien

Salaries subject to change at the completion of the H.T.E.A. negotiations.

In-house transfers

7. To approve in-house transfers for the following individuals, as per attachment Personnel-7 :

- Bonnie Repko – FT Para at Hess, replacement of Susan Petti
- Jessica O'Brien – PT Para at Shaner, replacement of Ashley Noll

Mentors

8. To approve the following Mentors for the 2013-2014 school year:

- Karen Sauerbrey – Mentor for Michelle Nilan at the Hess School

- Jane Flanagan – Mentor for Jennifer Hope at the Hess School

9. To approve a maternity leave of absence for Jenna Kyle, Shaner School teacher. Mrs. Kyle is requesting to use 35 of her accumulated sick days from February 3, 2014 through March 24, 2014 and NJ Family Leave from March 25, 2014 to the end of the school year with a return to work date of September 1, 2014, as per attachment Personnel-9. **Maternity leave for Jenna Kyle**

Roll Call Vote: All in favor: Mr. Aiken, Mr. Anderson, Mrs. Capone, Mrs. Francis, Mr. Hassa, Mrs. Kupp, Mrs. Melton, Mr. Sacchinelli, and Dr. Erickson. (9-0-0)

Motion by Mr. Aiken, seconded by Mr. Anderson, to approve the following motions, as presented:

10. To approve the following Kid's Corner substitutes at the rate of \$10.00/hour for the 2013-2014 school year: **Kid's Corner substitutes**
- Debbie Fiamingo
 - Rebecca MacQueen
11. To approve the following Lifeguards for the 2013-2014 school year: **Lifeguards**
- Jessica Fraone - \$12.00/hour
 - Tyler Boney - \$11.00/hour
 - Shannen Wallace - \$11.00/hour
12. To revise a NJ Family Leave of Absence for Lisa Weber, Hess School BSI teacher from December 2, 2013 through March 7, 2014 to December 4, 2013 through March 11, 2014 with a return to work date of March 12, 2014. **NJFLA for Lisa Weber**
- Mrs. Weber's leave of absence was previously approved on June 25, 2013.
13. To extend an employment contract for Cassandra Cherry, Hess School BSI teacher **Contract for BSI teacher**

from March 11, 2014 to March 13, 2014.

Ms. Cherry was previously approved on September 17, 2013 as a replacement for Lisa Weber.

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| Retirement of Lorraine Grasso-Johnson | 14. To accept a retirement notice from Lorraine Grasso Johnson, Davies School secretary effective January 1, 2014, with her last day of employment to be December 20, 2013, as per attachment Personnel-14. |
| Maternity Leave for Ashley Demmy | 15. To approve a maternity leave of absence for Ashley Demmy, Davies School Special Education teacher. Mrs. Demmy is requesting to use accumulated sick time for the period April 14, 2014 through the end of the school year and be placed on a NJ Family Leave of Absence for the period September 1, 2014 through November 13, 2014, with a return to work date of November 14, 2014, as per attachment Personnel-15. |
| FFMLA for Heather Jenigen | 16. To approve an intermittent Federal Family Medical Leave of Absence for Heather Jenigen, part-time Shaner School Paraprofessional for the 2013-2014 school year beginning October 28, 2013, as per attachment Personnel-16. |
| FFLA for Amy Brooke Flagg | 17. To approve an intermittent Federal Family Leave of Absence for Amy-Brooke Flagg, part-time Hess School Paraprofessional for the 2013-2014 school year beginning October 30, 2013, as per attachment Personnel-17. |

Roll Call Vote: All in favor #10, #11, #12, #13, #15, #16, and #17: Mr. Aiken, Mr. Anderson, Mrs. Capone, Mrs. Francis, Mr. Hassa, Mrs. Kupp, Mrs. Melton, Mr. Sacchinelli, and Dr. Erickson. (9-0-0)

Roll Call Vote: Seven in favor #14: Mr. Aiken, Mr. Anderson, Mrs. Capone, Mr. Hassa, Mrs. Kupp, Mrs. Melton, and Mr.

Sacchinelli. Nay: Mrs. Francis and Dr.
Erickson. (7-2-0)

POLICY COMMITTEE – Mrs. Capone

Motion by Mrs. Capone, seconded by Mr. Anderson, to approve the following motions, as presented:

1. To approve Policy #3144.3 – Suspension Upon Certification of Tenure Charge on first reading, as per attachment Policy-1. **Policy #3144.3**
2. To approve Policy #3144.12 – Certification of Tenure Charges – Inefficiency on first reading, as per attachment Policy -2. **Policy #3144.12**
3. To approve Policy #3372 – Teaching Staff Member Tenure Acquisition on first reading, as per attachment Policy-3. **Policy #3372**
4. To approve Policy #3373 – Tenure Upon Transfer or Promotion on first reading, as per attachment Policy-4. **Policy #3373**

Roll Call Vote: All in favor: Mr. Aiken, Mr. Anderson, Mrs. Capone, Mrs. Francis, Mr. Hassa, Mrs. Kupp, Mrs. Melton, Mr. Sacchinelli, and Dr. Erickson. (9-0-0)

Motion by Mrs. Capone, seconded by Mr. Anderson, to approve the following motions, as presented:

5. To approve Policy #3374 – Tenure Upon Transfer to an Underperforming School on first reading, as per attachment Policy-5. **Policy #3374**
6. To approve Policy #4124 – Employment Contract on first reading, as per attachment Policy-6. **Policy #4124**
7. To approve Policy #5512 – Harassment, Intimidation, and Bullying on first reading, as per attachment Policy-7. **Policy #5512**
8. To approve Regulation #5512 – Harassment, Intimidation, or Bullying Investigation Procedure on first reading, as per attachment Policy-8. **Regulation #5512**

Roll Call Vote: All in favor: Mr. Aiken, Mr. Anderson, Mrs. Capone, Mrs. Francis, Mr. Hassa, Mrs. Kupp, Mrs. Melton, Mr. Sacchinelli, and Dr. Erickson. (9-0-0)

TRANSPORTATION COMMITTEE – Mr. Anderson

Motion by Mr. Anderson, seconded by Mr. Aiken, to approve the following motions, as presented:

- Club/activity trips** 1. To approve club/activity trips for the 2013-2014 school year, as per attachment Transportation-1.
- Jointure contract with ACSSSD** 2. To approve a Jointure Contract between Atlantic County Special Services School District and the Hamilton Township School District for the transportation of non-public students for the 2013-2014 school year at an annual cost of \$23,868.00 as follows:

<u>Route</u>	<u>Destination</u>	<u># of Students</u>	<u>Cost</u>
294	Pilgrim Academy	9	\$7,956.00
272B	Assumption Regional	18	\$15,912.00

3. To approve a Jointure Contract between Atlantic County Special Services School District and the Hamilton Township School District for the following Routes for the 2013-2014 school year:

<u>Route #</u>	<u>Destination</u>	<u>Cost</u>
ELEM4	ACSSSD	\$18,083.90
HS1P	ACSSSD	\$4,770.00
HS7A	ACSSSD	\$53,845.90
YALE1	YALE SCHOOL	\$9,949.10

Roll Call Vote: All in favor: Mr. Aiken, Mr. Anderson, Mrs. Capone, Mrs. Francis, Mr. Hassa, Mrs. Kupp, Mrs. Melton, Mr. Sacchinelli, and Dr. Erickson. (9-0-0)

RESOLUTIONS

None

SOLICITOR'S REPORT

None

UNFINISHED BUSINESS

None

NEW BUSINESS

Motion by Mr. Anderson, seconded by Mr. Sacchinelli, to approve to add a wrestling assistant to the wrestling program.

Roll Call Vote: Eight in favor: Mr. Anderson, Mrs. Capone, Mrs. Francis, Mr. Hassa, Mrs. Kupp, Mrs. Melton, Mr. Sacchinelli, and Dr. Erickson. Abstained: Mr. Aiken (8-0-1)

Motion by Mr. Anderson, seconded by Mr. Aiken, to approve the revised District Calendar for the 2013-2014 school year.

Roll Call Vote: All in favor: Mr. Aiken, Mr. Anderson, Mrs. Capone, Mrs. Francis, Mr. Hassa, Mrs. Kupp, Mrs. Melton, Mr. Sacchinelli, and Dr. Erickson. (9-0-0)

Dr. Erickson asked if the Board wanted to discuss social media policy and an e-mail received from the solicitor. Mr. Aiken noted that he did not want to discuss this issue. Mrs. Kupp thought that Mr. Goldstein made the issue clear in his e-mail to the Board members. Dr. Erickson noted that everyone should be aware that the board has a policy on social media.

Mrs. Capone read two policies regarding social media. She noted that the Board has policies and employees have a contract. There is also a code of conduct.

Mr. Goldstein raised the question of who determines what is, or is not appropriate. Dr. Erickson also read a policy regarding the issue. She feels this policy answers who would deem actions as appropriate or not appropriate.

Mr. Goldstein stated that the Board has the ability to vote on whether or not to take action against an employee. Dr. Erickson noted that the Superintendent also has that ability. Mr. Goldstein agreed and noted the Superintendent is choosing not to take action at this time.

Dr. Cappelluti read the e-mail from Mr. Goldstein. She noted that she found nothing offensive and does not feel this should be used for disciplinary action to the employee. Dr. Cappelluti also noted what was said was in the employee's right of free speech.

Mr. Goldstein stated that since the Superintendent is not taking action; it is up to the majority of the Board to vote whether or not disciplinary action should be taken against an employee.

Mrs. Capone noted the McPherson case; which Mr. Goldstein referenced in his letter. She noted the employee did not hold a contract in that case. Mr. Goldstein noted that there is not one right answer. Mrs. Capone asked what the contract means in this case. Mr. Goldstein noted that the First Amendment trumps the employee contract.

Mrs. Capone asked why we have policies. Mr. Goldstein noted that the First Amendment overrides board policy. He noted that no one can take action on an employee other than the Superintendent or the Board.

Dr. Erickson wanted to point out that there is a policy and people should be careful what they post on line. Mr. Goldstein noted it is fine to caution people about what they say, but when there is a specific instance where you feel the First Amendment was violated it becomes a very tricky issue.

Dr. Erickson noted that the PTA site is supposed to be an open forum and should support the connection between schools and parents. Comments should not be put on there that would be uncomfortable and cause a problem.

PUBLIC COMMENTS

Russell Bongiovani asked what the average percentage salary increase is for staff over the last ten years. He also wanted to know what benefits employees now contribute to and what the cost is per employee. He feels this should be considered when negotiating.

Mr. Bongiovani noted costs of salaries from 1997 to 2007 where there was a 4% increase per year. Including benefits, this would be an increase of approximately 11%. He wanted to know why school employees continue to receive increases with our economy crashing. He feels increases should be based on the Philadelphia CPI. He does not accept a 3 to 4% increase as a taxpayer.

Denise Brasher stated that she has previously spoken at Board meetings on behalf of the teachers who have given her son an outstanding education. She has also spoken on behalf of the Board members. However, tonight she stated that the children have been hurt with recent decisions of the teachers to take days off. She also noted children having to see teachers wearing black. She feels the children and their families have been affected by the decisions of the HTEA. She understands that these are hard times and that teachers can make more money in other districts. She feels that, if the district gives the HTEA everything, what is left for the children. She finds this debate is very disheartening. She would like to see things settled in a very tactful way.

Christa Frank read the banner on the wall and noted that she expects honesty, efficiency and a genuine compassion to the people from elected officials. She noted that taxpayer money is paying for the cost of the fact finder, as well as negotiator costs. Mr. Smith noted where the money for this comes from. She did note that the teachers do go above and beyond their call of duty when they are happy with their contract. She cannot see wasting money when the Board knows they will eventually settle. She stated that the Board is

working for the general welfare of the children and does not understand why it has taken 507 days to settle. She does not put the blame on one side. She asked that the Board and the HTEA compromise and try to reach a settlement.

Shannon Branca has been to numerous meetings stating how much the negotiations are affecting the students. She was very upset to get a letter and a telephone call that the schools would be closed on November 5th and November 11th. She noted that many parents had to pay for child care or take the day off. She does not feel a child's education should be affected because of contract negotiations. She thinks it is shameful that the HTEA attacked parents on social media pages because of a disagreement. Both sides need to work this out and settle this contract.

Kevin Flickinger wants to see this contract settled. He noted that the teachers of this district are the 6th lowest paid in the state. He feels that if there is money to pay for additional sports, there should be money for salary contracts. He feels the board should have agreed with the fact finder report recently submitted. He also did not agree with the way the letter sent home to the parents stated that it was the fault of the teachers. He is in favor of sports and is also in favor of a quality education for the children. He would like to see this contract settled.

Janet Yunghans, a librarian at the Hess School, noted something she learned from Dr. Marzano about setting a learning goal of understanding salary guides and settling the contract. Ms. Yunghans noted her learning goal is that the Board and the taxpayers will understand how salary guides work and will vote to settle a fair contract. Ms. Yunghans noted the scale if understanding ranges from a 4 to a 1, with 4 being the most understanding. She hopes the Board is at a 4 and will settle the contract at the level requested by the association. Ms. Yunghans noted that she understands negotiations are difficult. Ms. Yunghans noted that she feels it is easy for a Board to bend the numbers to make the teachers look greedy and unreasonable. She noted teachers are given a 13 step salary guide when they are hired and expect to move through the guide to the higher steps. Ms. Yunghans noted that teachers working in the district for 12 years are still on step 8 due to freezes on the guide. She noted that police and fire contracts only report the increase over the increment and schools do not do it that way. Ms. Yunghans reviewed the fact finder percentage versus increment costs and stated the actual increase over the increment. Dr. Erickson noted that Ms. Yunghans had exhausted her comment period.

April Perone, Vice President of the PTA wanted to note that the PTA Facebook page is for informational purposes. It is expected of people who go on the page to treat people with respect. There is a Code of Conduct posted on this page. If people do not do so, action is taken to delete posts or members from the page. Mrs. Perone also wanted to note the PTA mission and annual statement which is noted on the page. PTA is a non-partisan group. They do not take the side of the teachers or the Board, but the side of the children.

Sara Mack noted that after years of being frozen, staff will get 2.5% over the life of a four year contract. She stated that compensation will be low.

Gail Luderitz who is a parent from the District read a newspaper article regarding teacher contract negotiations in another district. She felt it was important to share that it is not just our district, but other districts who feel they are being disrespected and not supported. The children need to have the support of everyone in order to succeed.

Lila Williams who is a taxpayer in the district, as well as a teacher for 19 years noted a conversation she had with her son. Her son did not go to college and joined the Navy. He got a job working on jet engines and now makes only \$1,500 less than she does. If steps are added to the guide, she will not reach the top of the guide by the time she leaves the district. She is unsure of what happens to the money that comes from people who do not accept health benefits. She does not feel the Board should add steps to the guide.

Jeff Gildiner showed a flyer from 1994-1995 which showed salaries for Hamilton Township teachers. These salaries were below average at that time. Mr. Gildiner pointed out that the district is the 6th lowest in the state according to Patch.com website. He noted some unorthodox moves made recently by the Association. He knows that parents, the district and the staff have been inconvenienced. He knows people are angry about their decision not to work on November 5th and November 11th. Mr. Gildiner said it was done to wake people up. Mr. Gildiner stated that the staff did not want to do this, but wanted the public to notice job actions that were taking place. Mr. Gildiner noted the association is now wearing black to show they are in mourning over the fact finders report. Mr. Gildiner noted that the association needs a settlement now and this cannot go on much longer. He noted that job actions can continue and the association will do what is necessary to wake everyone up. Mr. Gildiner noted this is a great district, and board members have a choice to sit on the board, but these are jobs to the staff. He noted they have gone 507 days without a contract and the relationship between the association and board has been strained long enough. Mr. Gildiner urged parents to petition to the board to stop the insanity and settle the contract.

EXECUTIVE SESSION

Motion by Dr. Erickson , seconded by Mr. Hassa , to enter into executive session for the purpose of:

- Negotiations – HTEA Contract
- Matters rendered confidential by nature of law – HIB Reports

Resolved that pursuant to Sections 7 and 8 of the Open Public Meetings Act, the public shall be excluded from that portion of the meeting involving discussion of:

- Negotiations – HTEA Contract
- Matters rendered confidential by nature of law – HIB Reports

Further resolved that the discussion of such subject matter in executive session can be

disclosed to the public when formal action is taken on such subject matter or at any other appropriate time.

Further resolved the Board may take action on items discussed in executive session. Further resolved that the Board will be in executive session for approximately 20 minutes.

Roll Call Vote: All in favor: Mr. Aiken, Mr. Anderson, Mrs. Capone, Mrs. Francis, Mr. Hassa, Mrs. Kupp, Mrs. Melton, Mr. Sacchinelli, and Dr. Erickson. (9-0-0)

The Board entered into executive session at 9:15 p.m.

The Board reconvened the regular meeting at 10:20 p.m.

Motion by Dr. Erickson, seconded by Mr. Hassa to adjourn the meeting.

Voice vote: All in favor: (9-0-0) Motion carried.

The Hamilton Township Board of Education meeting adjourned at 10:20 p.m.

Daniel Smith
Board Secretary