Sussex-Wantage Regional School District
27 Bank Street, Sussex, NJ 07461
BOARD OF EDUCATION MEETING

Regular Session
December 18, 2019
7:00 pm
Sussex Middle School

The following are recommended by the Superintendent:

**Personnel:**

1. It is recommended that the Board approve the following substitute teachers, nurses, teacher assistants, secretaries, bus drivers, and custodians as listed for the 2019-2020 school year.*

   **Teacher**
   Candie Durant
   Jessica Milazzo
   Ryan Myslinski
   April Stearns
   Christopher Stokes
   Diane Tassey

   **Teacher Assistant**
   Linda Banta
   Karen Cosic
   McKenzie Crowell
   Candie Durant
   Maria Lewis
   Makenzie Marcell
   Jessica Milazzo
   Mary Southard
   April Stearns

   **Nurse**
   Nicole Kosminsky

(*All new substitutes and appointments are required to comply with State Statute regarding fingerprinting, security checks and appropriate legal agency clearance, and also Federal Employment*)
2. It is recommended that the Board accept the retirement of Janet Bryan, Speech Teacher Wantage School, effective January 1, 2020, with thanks for over 32 years of service to the District.

3. It is recommended that the Board accept the retirement of Karen Schultz, full-time Special Education Teacher Assistant/Van Aide, C.E. Lawrence School, effective January 1, 2020, with thanks for 25 years of service to the District.

4. It is recommended that the Board accept the retirement of Darrell Caton, full-time Custodian, Sussex Middle School, effective May 1, 2020, with thanks for over 18 years of service to the District.

5. It is recommended that the Board accept the resignation of Sabrina Turner, 2.0 hour Play/Cafe Aide, Wantage School, effective October 25, 2019.

6. It is recommended that the Board accept the resignation of Christa Barillari, 3.5 hour Special Education Teacher Assistant, Sussex Middle School, effective November 22, 2019.

7. It is recommended that the Board accept the resignation of Allyson Gunther, full-time 1st Grade Teacher, C.E. Lawrence School, effective November 26, 2019.

8. It is recommended that the Board approve April Stearns, 3.5 hour Special Education Teacher Assistant, Wantage School, Step 1, $17.48 per hour, effective on or about December 19, 2019 for the 2019-2020 school year.

9. It is recommended that the Board approve Mary Southard, 3.5 hour Special Education Teacher Assistant, Wantage School, Step 1, $17.48 per hour, effective on or about December 19, 2019.

10. It is recommended that the Board approve Maria Lewis, 3.5 hour Special Education Teacher Assistant, Sussex Middle School, Step 1, $17.48 per hour, effective on or about December 19, 2019.

11. It is recommended that the Board approve Kaleigh Themelakis, Vice-Principal/Director of Curriculum, for the period of on or about January 1, 2020 to June 30, 2020, at a prorated annual salary of $95,000.00.

Be it further resolved that the Board hereby authorizes the Board Secretary to issue a contract of employment in accordance herewith.
12. It is recommended that the Board approve McKenzie Crowell, 3.5 hour Special Education Teacher Assistant, C.E. Lawrence School, Step 1, $17.48, effective December 19, 2019.

13. It is recommended that the Board approve Linda Banta, 3.5 hour Special Education Teacher Assistant, C.E. Lawrence School, Step 1, $17.48, effective December 19, 2019.

14. It is recommended that the Board approve Natalie Lewis, full-time First Grade Teacher, C.E. Lawrence School, BA, Step 4, $55,107.00, prorated, effective December 6, 2019 for the 2019-2020 school year.

15. It is recommended that the Board approve Susan Martinez, full-time BSI/Gifted and Talented Teacher, C.E. Lawrence School, MA, Step 1, $57,357.00, prorated, effective January 2, 2020 for the 2019-2020 school year.

16. It is recommended that the Board approve Natalia McCallum, Spanish Teacher, Sussex Middle School, for a move on the salary guide from BA, Step 7, $56,612.00, to BA+10, Step 7, $57,362.00, retroactive to September 1, 2019.

17. It is recommended that the Board approve Sheila Fedynich, Child Study Team Administrative Secretary, for a $75.00 salary increase for 90 hours of professional development earned, effective February 1, 2020.

18. It is recommended that the Board approve Kim Walsh, Special Education Teacher Assistant, C.E. Lawrence School, for a $75.00 salary increase for 90 hours of professional development earned, effective February 1, 2020.

19. It is recommended that the Board approve the following personnel for one (1) hour of attendance at a meeting regarding a student on November 1, 2019, as follows:
   Christa Barillari   $18.87
   Christine Kymer    $18.87
   Kelsey Nagy        $18.28

20. It is recommended that the Board approve the following personnel for one (1) hour of attendance at a meeting regarding student # on November 22, 2019, as follows:
   Michelle Terwilliger $18.08
   Christine Kymer     $18.87
   Kelsey Nagy         $18.28

21. It is recommended that the Board approve the following personnel for one (1) hour of attendance at a meeting regarding student # on or about January 6, 2020, as follows:
   Michelle Terwilliger $18.08
22. It is recommended that the Board approve the following Teacher Assistants to fulfill IEP requirements for students participating in field trips as follows below. To be paid at regular hourly rate of pay; additional hours are not paid if activity does not occur or if student is not present.

<table>
<thead>
<tr>
<th>Date</th>
<th>Name</th>
<th>Hours</th>
<th>Field Trip</th>
</tr>
</thead>
<tbody>
<tr>
<td>11/21/19</td>
<td>Nanette Crift</td>
<td>10:30am - 12:00pm</td>
<td>Sparta Lanes</td>
</tr>
<tr>
<td>11/21/19</td>
<td>Sandra Grau</td>
<td>12:00pm - 2:30pm</td>
<td>Sparta Lanes</td>
</tr>
<tr>
<td>11/21/19</td>
<td>Giovanna Falica</td>
<td>12:00pm - 2:30pm</td>
<td>Sparta Lanes</td>
</tr>
<tr>
<td>11/21/19</td>
<td>Michelle Jennings</td>
<td>12:00pm - 2:30pm</td>
<td>Bowling at Sparta Lanes</td>
</tr>
<tr>
<td>12/02/19</td>
<td>Kelsey Nagy</td>
<td>8:40am - 2:45pm</td>
<td>MPAC Theater</td>
</tr>
<tr>
<td>12/02/19</td>
<td>Michelle Terwilliger</td>
<td>8:40am - 2:45pm</td>
<td>MPAC Theater</td>
</tr>
</tbody>
</table>

23. It is recommended that the Board approve the following Teacher Assistants to fulfill IEP requirements for students participating in after school activities as follows below. Stipend rate is $16.00 per hour. No stipend is paid if activity does not occur or if student is not present.

<table>
<thead>
<tr>
<th>Date(s)</th>
<th>Name</th>
<th>Hours</th>
<th>After School Activity</th>
</tr>
</thead>
<tbody>
<tr>
<td>11/01/19</td>
<td>Tianna Lepera</td>
<td>7:00pm - 9:00pm</td>
<td>SMS Activity Night</td>
</tr>
<tr>
<td>12/10/19</td>
<td>Michelle Jennings</td>
<td>7:00pm - 8:30pm</td>
<td>4th Grade Winter Concert Performance</td>
</tr>
<tr>
<td>12/10/19</td>
<td>Tianna LePera</td>
<td>7:00pm - 8:30pm</td>
<td>4th Grade Winter Concert Performance</td>
</tr>
<tr>
<td>12/17/19</td>
<td>Lisa Vanidorovinc</td>
<td>7:00pm - 8:30pm</td>
<td>6th Grade Winter Concert Performance</td>
</tr>
</tbody>
</table>

24. It is recommended that the Board approve the following student teacher assignments for the 2019-2020 school year:

<table>
<thead>
<tr>
<th>Student/College</th>
<th>Purpose</th>
<th>Co-op Teacher</th>
<th>Date(s)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ashley Myers</td>
<td>Field Experience/</td>
<td>David Pasake/</td>
<td>12/19/19</td>
</tr>
<tr>
<td>Grand Canyon Univ.</td>
<td>Observation</td>
<td>Tina Longo</td>
<td></td>
</tr>
</tbody>
</table>
25. It is recommended that the Board approve the following updated substitute teacher rate of pay schedule for the 2019-2020 school year effective September 5, 2019:

**Substitute Teacher**
- With 10 years of Sussex-Wantage Service: $100 per diem*
- *either as a teacher or substitute in the district*
- With NJ Teacher Certification: $90 per diem
- All others: $85 per diem

26. It is recommended that the Board approve [REMOVED], Teacher, Sussex Middle School, for a continuous concurrently-applied FMLA/NJFLA leave of absence beginning on or about January 23, 2020 until on or about February 7, 2020 utilizing accumulated leave. Anticipated return to work date is February 10, 2020. In addition, it is recommended that the Board approve intermittent concurrently-applied FMLA/NJFLA leave from on or about April 1, 2020 until on or about June 30, 2020, utilizing accumulated leave.

27. It is recommended that the Board approve [REMOVED], Supervisor of Buildings & Grounds, for an intermittent concurrently-applied FMLA/NJFLA leave of absence beginning on or about January 27, 2020 until on or about February 17, 2020, utilizing accumulated leave.

28. It is recommended that the Board approve [REMOVED], School Nurse, C.E. Lawrence School, for an extension of a previously approved continuous medical leave of absence from on or about October 21, 2019 to on or about January 31, 2020. Anticipated return to work date is February 3, 2020.

29. It is recommended that the Board approve [REMOVED], Special Education Teacher Assistant, C.E. Lawrence School, for a continuation of a previously approved continuous, non-FMLA/NJFLA designated leave of absence from an anticipated return to work date of on or about November 4, 2019, until on or about June 30, 2019. Utilizing no more than seven (7) days of accumulated leave followed by unpaid leave for the duration.

30. It is recommended that the Board approve [REMOVED], Teacher, C.E. Lawrence School, for an intermittent FMLA/NJFLA designated leave of absence, utilizing accumulated leave, beginning on or about December 10, 2019 and ending on or about January 10, 2020. This will be followed by a continuous FMLA/NJFLA designated leave, utilizing accumulated leave beginning on or about January 13, 2020 for an anticipated duration of 12 weeks. Actual return to work date is to be determined.

31. It is recommended that the Board approve [REMOVED], Teacher Assistant, C.E. Lawrence School, for an continuous, non-FMLA/NJFLA designated leave of absence
beginning on or about December 18, 2019 through January 6, 2020. Anticipated return to work date is January 7, 2020.

32. It is recommended that the Board approve [redacted], Teacher, Sussex Middle School, for a continuous non-FMLA/NJFLA designated leave of absence beginning on or about March 9, 2020 utilizing accumulated leave until on or about March 27, 2020. This will be followed by a continuous, concurrently-applied FMLA/NJFLA designated leave beginning on or about March 30, 2020 utilizing accumulated leave until on or about May 4, 2020. Unpaid, concurrently-applied FMLA/NJFLA designated leave will begin on or about May 5, 2020 until on or about June 11, 2020. Anticipated return to work date is June 12, 2020.

Policy:

1. WHEREAS, the Board of Education has received the Interim Superintendent’s report of incident(s) of Harassment/Intimidation/Bullying ("HIB") within the District; and

WHEREAS, the Board has had the opportunity to review the Interim Superintendent’s recommendations with respect to the incident(s) of HIB on this report;

NOW, THEREFORE BE IT RESOLVED, that the Board accepts the Interim Superintendent’s recommendations as presented on the report.

BE IT FURTHER RESOLVED, that pursuant to N.J.S.A. 18A:37-15(d), the Interim Superintendent of Schools, and/or his designee, has informed the applicable parents/guardians of the students involved in these incidents with the following information within five (5) days of this Board meeting:

- The nature of the investigation;
- Whether the District found evidence of HIB;
- Whether discipline was imposed;
- Whether services were provided to address the incident of HIB.

Presented to the Board for first review:

WES #1 2019-2020
WFS #2 2019-2020
SMS #2 2019-2020
SMS #3 2019-2020
SMS #4 2019-2020
SMS #5 2019-2020
SMS #6 2019-2020
SMS #7 2019-2020

6
2. It is recommended that the Board approves on First Reading the following Policies and Regulations:

| a | P 5756 | Transgender Students (M) |

3. It is recommended that the Board approves on Second Reading the following Policies and Regulations:

| a | P 8600 | Transportation (M) |

Finance:

1. It is recommended that the Board approve the final payment of bills for October 2019 in the amount of $722,810.20 as reviewed and as per the attached check register. (F1)

2. It is recommended that the Board approve the payment of bills for November 1 to 27, 2019 in the amount of $1,097,190.03 as reviewed and as per the attached check register. Be it further noted that the breakdown by category is as follows: (F2)

<table>
<thead>
<tr>
<th>Category</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fixed</td>
<td>$118,451.07</td>
</tr>
<tr>
<td>Operating</td>
<td>$196,910.54</td>
</tr>
<tr>
<td>Salaries</td>
<td>$738,604.95</td>
</tr>
<tr>
<td>Special</td>
<td>$43,223.47</td>
</tr>
<tr>
<td>Total</td>
<td>$1,097,190.03</td>
</tr>
</tbody>
</table>

3. It is recommended that the Board approve the final payment of bills for November 2019 in the amount of $722,810.20 as reviewed and as per the attached check register. (F3)

4. It is recommended that the Board approve the payment of bills for December 1 to 18, 2019 in the amount of $1,056,616.49 as reviewed and as per the attached check register. Be it further noted that the breakdown by category is as follows: (F4)

<table>
<thead>
<tr>
<th>Category</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fixed</td>
<td>$133,906.22</td>
</tr>
<tr>
<td>Operating</td>
<td>$209,263.31</td>
</tr>
<tr>
<td>Salaries</td>
<td>$698,803.16</td>
</tr>
<tr>
<td>Special</td>
<td>$14,843.80</td>
</tr>
<tr>
<td>Total</td>
<td>$1,056,616.49</td>
</tr>
</tbody>
</table>

5. It is recommended that the Board approve professional day travel, pursuant to policies 0147, 0147A, 3440, and 4440 as per the attached. (F5)
6. It is recommended that the Board accept a donation of $1,500.00 from Sussex Rural Electric Cooperative, Inc. to be used for STEM/STEAM programs at Sussex Middle School. This donation is to be accepted in accordance with Board Policy #7230 Gifts, Grants and Donations.

7. It is recommended that the Board approve a purchase from Ben Shaffer Recreation, Inc. of a Burke Freedom Swing Seat in the amount of $1,146.03 to be installed at the Wantage Elementary School Playground. This is to be funded from the Sussex Middle School Student Activities Account, SEPAG sub-account.

8. It is recommended that the Board approve the submission of the Comprehensive Maintenance Plan for the 2019-2020 school year. (F6)

9. It is recommended that the Board approve a proposal from Tri-State LED, ESCNJ #18/19-39, for the Sussex-Wantage Regional School District Board of Education Office LED upgrade project for materials in the amount of $3,416.84. This is a budgeted 2019-2020 project.

10. It is recommended that the Board amend the 2019-2020 contract with J & B Therapy, LLC to include Speech Therapy Services in the Sussex-Wantage Regional School District. Services to be provided as needed at an hourly rate of $87.00 per hour not to exceed $20,000.00 for the 2019-2020 school year.

11. Pursuant to N.J.A.C. 6A:23A-16.10(c)3, we the Trustees of the Sussex-Wantage Regional Board of Education, having reviewed the reports of the Board Secretary and the Treasurer of Monies, certify that no major account has been over expended in violation of N.J.A.C. 6A:23A-16.10(c)3, for the period ending October 31, 2019.

12. It is recommended that the Board accept the Treasurer’s Report and Board Secretary’s Report for the month of October 2019.

13. It is recommended that the Board approve the attached Transfers for the month of October 2019 (F12)

14. Pursuant to N.J.A.C. 6A:23A-16.10(c)3, we the Trustees of the Sussex-Wantage Regional Board of Education, having reviewed the reports of the Board Secretary and the Treasurer of Monies, certify that no major account has been over expended in violation of N.J.A.C. 6A:23A-16.10(c)3, for the period ending November 30, 2019.

15. It is recommended that the Board accept the Treasurer’s Report and Board Secretary’s Report for the month of November 2019.

16. It is recommended that the Board approve the attached Transfers for the month of November 2019 (F15)

17. It is recommended that the Board approve a proposal from Abode Security for the installation of eleven (11) security cameras at the Sussex Christian School in the amount
of $9,290.00. *This is to be funded by 2019-2020 Non-Public School Security monies.*

18. It is recommended that the Board approve the submission of the Breakfast Improvement Plan for Sussex Middle School to the New Jersey Department of Agriculture Division of Food & Nutrition. (F18)

19. It is recommended that the Board approve piloting a “Free Breakfast for All Students” program at all schools effective on or about February 1, 2020.

20. It is recommended that the Board approve receipt of the Fall Drive 4 UR School Donation from Nielsen Ford in the amount of $2,360.00 for the Wantage Elementary School Student Activities Account. This donation is to be accepted in accordance with Board Policy # 7230 Gifts, Grants & Donations.

21. It is recommended that the Board accept the 2018-2019 Comprehensive Annual Financial Report including the Synopsis of Audit and Corrective Action Plan.

**Special Services:**

1. It is recommended that the Board approve home instruction for student #  for a total of ten (10) hours per week, effective November 1, 2019 through November 6, 2019.

2. It is recommended that the Board approve a Speech Evaluation for student #  to be performed by Sussex County Educational Services Commission for an amount not to exceed $429.30.

3. It is recommended that the Board approve a Speech Evaluation for student #  to be performed by Sussex County Educational Services Commission for an amount not to exceed $429.303.

4. It is recommended that the Board approve a Speech Evaluation for student #  to be performed by Sussex County Educational Services Commission for an amount not to exceed $429.30.

5. It is recommended that the Board approve an Emergency Risk Assessment for student #  by St. Clare’s CER for an amount not to exceed $222.00.

6. It is recommended that the Board approve Bedside Instruction for student #  by Saint Clare’s Behavioral Health for three (3) hours from September 30, 2019 to October 2, 2019 at an hourly rate of $55.00 for a total amount not to exceed $165.00.

7. It is recommended that the Board approve an Occupational Therapy Evaluation for student #  by J&B Therapy for an amount not to exceed $405.00.

8. It is recommended that the Board approve an Emergency Risk Assessment for student #  by Lakeside Counseling Associates, LLC for an amount not to exceed $175.00.
9. It is recommended that the Board approve an Emergency Risk Assessment for student #□□ to be completed by Lakeside Counseling Associates, LLC for an amount not to exceed $175.00.

10. It is recommended that the Board approve an Emergency Risk Assessment for student #□□ to be completed by St. Clare’s CER for an amount not to exceed $222.00.

11. It is recommended that the Board approve an Emergency Risk Assessment for student #□□ to be completed by Atlantic Health Systems/Newton Memorial Hospital for an amount not to exceed $1,400.00.

12. It is recommended that the Board approve a Psychological Evaluation for student #□□ to be performed by Sussex County Educational Services Commission for an amount not to exceed $360.50.

13. It is recommended that the Board approve a Psychological Evaluation for student #□□ to be performed by Sussex County Educational Services Commission for an amount not to exceed $360.50.

14. It is recommended that the Board approve a Psychological Evaluation for student #□□ to be performed by Sussex County Educational Services Commission for an amount not to exceed $360.50.

15. It is recommended that the Board approve an increase in the cost of the Speech Evaluation for student #□□ performed by Sussex County Educational Services Commission originally approved at $360.50 (10/30/19 Meeting) to $429.30.

16. It is recommended that the Board approve an increase in the cost of the Speech Evaluation for student #□□ performed by Sussex County Educational Services Commission originally approved at $360.50 (10/30/19 Meeting) to $429.30.

17. It is recommended that the Board approve an increase in the cost of the Speech Evaluation for student #□□ performed by Sussex County Educational Services Commission originally approved at $360.50 (10/30/19 Meeting) to $429.30.

18. It is recommended that the Board approve an increase in the cost of the Speech Evaluation for student #□□ performed by Sussex County Educational Services Commission originally approved at $360.50 (10/30/19 Meeting) to $429.30.

19. It is recommended that the Board approve an increase in the cost of the Speech Evaluation for student #□□ performed by Sussex County Educational Services Commission originally approved at $360.50 (10/30/19 Meeting) to $429.30.

20. It is recommended that the Board approve an increase in the cost of the Speech Evaluation for student #□□ performed by Sussex County Educational Services Commission originally approved at $360.50 (10/30/19 Meeting) to $429.30.
21. It is recommended that the Board approve an Emergency Risk Assessment for student # by St. Clare's CER for an amount not to exceed $222.00.

Curriculum:

1. It is recommended that the Board approve the following field trips:

<table>
<thead>
<tr>
<th>Date</th>
<th>Grade Level/Teacher</th>
<th>Destination, Purpose, Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>12/12, 12/18, 12/19/19, 01/06, 01/07, 01/13, 01/15, 01/27, 01/28/20</td>
<td>6-8/Posey, Watson</td>
<td>Various Locations Extra-Curricular Basketball No cost to students</td>
</tr>
<tr>
<td>12/7/19 (snow date 12/8/19)</td>
<td>8/Kallimanis</td>
<td>Wayne Hills High School Jr. Area Band Auditions No cost to students or BOE (parents transport)</td>
</tr>
<tr>
<td>12/9/19 (snow date 12/18/19)</td>
<td>8/Kallimanis</td>
<td>Mountain Lakes High School Jr. Area Band Rehearsal No cost to students or BOE (parents transport)</td>
</tr>
<tr>
<td>12/10/19</td>
<td>4/Doherty</td>
<td>Sussex Middle School Dress Rehearsal for 4th Grade Concert No cost to students</td>
</tr>
<tr>
<td>12/13/19</td>
<td>6-8/Kallimanis</td>
<td>Shoprite of Franklin Public performance No cost to students</td>
</tr>
<tr>
<td>12/19/19</td>
<td>6-8/Kallimanis</td>
<td>C.E. Lawrence School and Wantage Elementary School Performances for lower grades No cost to students</td>
</tr>
<tr>
<td>01/03, 01/10, 01/17, 01/24, 01/31, 02/07/20</td>
<td>3-8/Gunes, Castillo</td>
<td>Mountain Creek WES and SMS Ski Clubs Cost to students paid by parents Bus cost provided by district</td>
</tr>
<tr>
<td>Date(s)</td>
<td>Grades/Teachers</td>
<td>Event Name</td>
</tr>
<tr>
<td>------------------</td>
<td>-----------------</td>
<td>-----------------------------------------------------------</td>
</tr>
<tr>
<td>01/06, 01/09/20</td>
<td>3/Kallimanis</td>
<td>Mount Olive High School Jr. Area Band Rehearsals</td>
</tr>
<tr>
<td>01/08, 01/15/20</td>
<td>6-8/Kallimanis</td>
<td>High Point Regional High School District Band Rehearsals</td>
</tr>
<tr>
<td>01/10/20</td>
<td>3/Kallimanis</td>
<td>Mount Olive High School Jr. Area Band Rehearsal</td>
</tr>
<tr>
<td>01/15, 03/18, 05/22/20</td>
<td>7/Citro</td>
<td>Wantage School Select students on Transition Team to work</td>
</tr>
<tr>
<td>01/22/20</td>
<td>6-8/Kallimanis</td>
<td>High Point Regional High School District Band Day</td>
</tr>
<tr>
<td>03/23/20</td>
<td>4-5/Gregory</td>
<td>Sussex Middle School Preview of SMS play</td>
</tr>
<tr>
<td>03/23/20</td>
<td>K-1/Gall</td>
<td>Sussex Middle School Preview of SMS play</td>
</tr>
<tr>
<td>03/24/20</td>
<td>2-3/Gall, Gregory</td>
<td>Sussex Middle School Preview of SMS play</td>
</tr>
<tr>
<td>04/08/20 (rain date 04/09/20)</td>
<td>3-5, Felson, Speck</td>
<td>Sussex Middle School Dress rehearsal for WES Spring Musical</td>
</tr>
<tr>
<td>05/13/20</td>
<td>2/All Teachers</td>
<td>Waterloo Village Study of American History</td>
</tr>
</tbody>
</table>