

**MINUTES OF THE WORK SESSION MEETING
OF THE BOARD OF EDUCATION
HELD ON AUGUST 6, 2013
HAMILTON TOWNSHIP PUBLIC SCHOOLS
Mays Landing, New Jersey
William Davies Middle School Library**

The Work Session Meeting of the Hamilton Township Board of Education was called to order at 7:02 p.m. in the Michael H. Duberson Memorial Library at the William Davies Middle School by Dr. Anne Erickson.

**Call
To
Order**

Dr. 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, Mr. Carl Anderson, Mrs. Peggy Capone, Mrs. Amelia Francis, Mr. George Hassa, Mr. John Sacchinelli, and Dr. Anne Erickson. Quorum present.

**Roll
Call**

Members Absent: Mrs. Barbara Kupp

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

APPROVAL OF MINUTES

Motion by Mr. Anderson, seconded by Mr. Aiken, to approve the executive session minutes of the meeting of June 4, 2013.

Roll call vote: Six in favor: Mr. Aiken, Mr. Anderson, Mrs. Capone, Mrs. Francis, and Mr. Sacchinelli. Abstained: Mr. Hassa and Dr. Erickson. (5-0-2)

2. Executive session minutes of the meeting of June 12, 2013, as per revised attachment Minutes-2.

Changes will be made to these minutes for approval at the August 20, 2013 meeting.

3. Regular and executive sessions of the meeting of July 9, 2013, as per attachment Minutes-3.
4. Regular and executive session minutes of the meeting of July 23, 2013, as per attachment Minutes-4.

The minutes will be revised and placed on the August 20, 2013 meeting agenda.

Mrs. Melton entered the meeting at 7:05 p.m.

CORRESPONDENCE

Dr. Cappelluti read correspondence from Mr. Fred Rushmore inviting everyone to attend the Summer Band Concert to be held in the Hess Auditorium on Thursday, August 8, 2013 at 7:00 p.m.

PUBLIC COMMENTS

Patty Fleming, President of the HTEA noted that while reviewing the agenda for tonight's meeting, she did not see some of the attachments. She wanted to know the interest income, capital reserve income and the rental income for the month of June. Mr. Smith responded with the correct amounts.

Mrs. Fleming also wanted to know what changes were being made to the policy for the grading system. Dr. Cappelluti responded that there would not be any changes for the middle school. The policy change is regarding the standards based report cards at Hess and Shaner.

Mrs. Fleming inquired what the real estate transactions were, as noted on the agenda. Mr. Smith responded that this was not for public comment at this time.

BOARD MEMBER COMMENTS

Mrs. Capone noted two motions were not passed in open session; they were discussed in executive session, and then voted on again. She stated the Board did not follow Roberts Rules of Order. Mrs. Capone wanted to know how this will be addressed and if the Board broke any rules.

Dr. Erickson stated that the question was pertinent and she spoke to a parliamentarian regarding the vote. She also noted that the part of the meeting held after executive session was made available on the district's website. Dr. Erickson also expressed an issue with Mr. Sacchinelli's vote on the vice principal position.

Mr. Sacchinelli wanted to know if Roberts Rules of Order were voted on at the reorganization meeting.

Mr. Goldstein noted at this time that the motion presented after executive session was to vote on a different step. Therefore, the Board was not voting on the same motion. It was a separate matter.

Mrs. Capone noted the step was not clarified on the second motion and she feels that it was important to know that information. Dr. Cappelluti stated that the same salary amount from the previous year would be paid to the employee.

Mrs. Capone stated that the discussion in executive should have been held in public. She noted executive session should not be used to cover what people do not want to say in public.

Mr. Aiken noted the votes taken after the executive session were in the newspaper. Mrs. Capone noted that the discussion from executive session was not listed or heard by the public. She stated that the discussion should have been held in public.

Mr. Goldstein again noted that the vote was valid, as it was for a different motion. It was for the same individual, but for a different step. Initial motion was 4-4 and the second motion was for a different step and a 7-1 vote.

Dr. Erickson noted she spoke to Board members who had stated that they were not sure of exactly what they were voting on. She wants to make sure the Board is doing everything the right way.

Mr. Goldstein noted that the vote was passed properly in public session after the executive session. It is not anyone's fault that the public had left the meeting. Dr. Erickson asked about the other vote, the secretary position. Mr. Goldstein noted that he did not review that vote in detail. Dr. Erickson asked Mr. Goldstein to look into the matter further, so that it could be discussed at the next meeting.

Mr. Goldstein noted that the Board may want to look into the issue of Board members not knowing what they were voting on. Mrs. Melton and Mr. Anderson asked who did not understand what they were voting on. There was no response from any Board members.

Dr. Erickson asked Mr. Goldstein to look into the vote now that the Board members know they were voting on step 4.

Dr. Erickson noted that Oakcrest will be performing their summer program this weekend. They will present "Anything Goes."

SUPERINTENDENT/STAFF REPORTS

- (A) Information Items
 - 1. **Dates to Remember**

- a. **August 6, 2013** – Board of Education Meeting – Davies School – 7:00 p.m.
- b. **August 9, 2013** – Facilities Committee Meeting – Board Office – 7:30 p.m.
- c. **August 14, 2013** – Personnel Committee Meeting – Board Office – 5:00 p.m.
- d. **August 20, 2013** – Curriculum Committee Meeting – Davies School – 5:00 p.m.
- e. **August 20, 2013** – Board of Education Meeting – Davies School - 6:00 p.m.
- f. **August 20, 2013** – Goal Setting Workshop – Davies School – (following the regular Board Meeting)
- g. **August 29, 2013** – Finance Committee Meeting – Board Office – 4:30 p.m.

COMMITTEES AND RECOMMENDATIONS

BUILDING/FACILITIES COMMITTEE – Mr. Sacchinelli

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

Resolution #65

1. To approve Resolution #65 for the following project, as per attachment Facilities-1.

Automatic Temperature Controls Project at the
George L. Hess Educational Complex
FVHD#4421A
State DOE Plan #1940-055-13-1000

Roll call vote: All in favor: Mr. Aiken, Mr. Anderson, Mrs. Capone, Mrs. Francis, Mr. Hassa, Mrs. Melton, Mr. Sacchinelli, and Dr. Erickson. (8-0-0)

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

Resolution #66

2. To approve Resolution #66 for the following project, as per attachment Facilities-2.

Automatic Temperature Controls Project at the
William Davies Middle School
FVHD#4421B
State DOE Plan #1940-120-13-1000

Roll call vote: All in favor: Mr. Aiken, Mr. Anderson, Mrs. Capone, Mrs. Francis, Mr. Hassa, Mrs. Melton, Mr. Sacchinelli, and Dr. Erickson. (8-0-0)

CURRICULUM COMMITTEE – Mrs. Kupp

None

FINANCE COMMITTEE – Mrs. Melton

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| 1. Report of Receipts and Expenditures in accordance with 18A:17-8 and 18A:17-9 for the month of June, 2013. The Report of Receipts and Expenditures and the Secretary's Report are in agreement for the month of June, 2013, as per attachment Finance-1. | Report of Receipts and Expenditures |
| 2. Board Secretary's Report for the period ending June 30, 2013. Pursuant to N.J.A.C. 6A:23-2.11(c)4, the Hamilton Township Board of Education certifies that as of June 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. | Board Secretary's Report |
| 3. Interest Income for the month of June, 2013, as per attachment Finance-3. | Interest Income |
| 4. Receipts for the month of June, 2013, as per attachment Finance 4. | Receipts |
| 5. Refunds for the month of June, 2013, as per attachment Finance-5. | Refunds |
| 6. Capital Reserve Interest for the month of June, 2013, as per attachment Finance-6. | Capital Reserve Interest |
| 7. Rental Income for the month of June, 2013, as per attachment Finance-7. | Rental Income |
| 8. Miscellaneous Revenue for the month of June, 2013, as per attachment Finance-8. | Miscellaneous Revenue |

**Budget
Summary
Report**

9. The monthly Budget Summary Report for June, 2013 has been filed by the Board Secretary with the Hamilton Township Board of Education, as per attachment Finance-9.

**Budget
transfers**

10. Budget transfers in the amount of \$918,972.00, as per attachment Finance-10.

**Superintendent's
and Board
Secretary's
Certification**

11. 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.

**Purchase
orders**

12. Purchase orders issued for services, supplies and equipment as follows, as per attachment Finance-12.

2012-2013 school year in the amount of \$1,208,449.61.

2013-2014 school year in the amount of \$8,083,803.20.

**Bills and
payroll**

13. Bills and payroll in the total amount of \$4,332,763.40, as per attachment Finance-13.

<u>Fund</u>	<u>Title</u>	<u>Amount</u>
10	General Fund	\$20,107.00
10	General Fund/Payroll	195,523.50
11	Current Expense	1,748,208.50
11	Current Expense/Payroll	2,166,454.63
12	Capital Outlay	2,599.95
20	Special Revenue	63,716.66
20	Special Revenue/Payroll	93,574.01
50	Kids' Corner	21,149.71
50	Community Education	4,441.49
50	Camp Blue Star	16,987.95

**Staff
attendance at
seminars,
workshops
and
conferences**

14. 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.

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| 15. Tuition Contract for one (1) student at the Vineland Public Schools for the Extended School Year Program beginning July 1, 2013 in the amount of \$4,122.50, as per attachment Finance-15. | Vineland Public Schools |
| 16. Agreement with the NJ Commission for the Blind for the 2013-2014 school year for five (5) students in the amount of \$8,750.00, as per attachment Finance-16. | NJ Commission for the Blind |
| 17. Professional Services Agreement with CNNH to provide behavioral and neurological services for the 2013-2014 school year, as per attachment Finance-17. | Agreement with CNNH |
| 18. Tuition Contract with Y.A.L.E. East, Inc. for (1) student at a cost of \$260.90/diem for a total of 210 days including extended school year, effective July 8, 2013 through June 30, 2014, for a total cost of \$54,789.00. | Tuition Contract with Y.A.L.E. East, Inc. |
| 19. Tuition Contract with Pineland Learning Center for (1) student at a cost of \$245.36/diem for a total of 210 days including extended school year, effective July 1, 2013 through June 30, 2014. | Tuition Contract with Pineland Learning Center |
| 20. Agreement between the Hamilton Township Public Schools and Bayada Nurses, Inc. for one (1) student for the 2013-2014 school year, as per attachment Finance-20. | Agreement with Bayada Nurses, Inc. |
| 21. Scholastic Extraordinary Unspecified Service (EUS) Contract with an increase amount of \$18,475.00 for a total amount of \$103,175.00 in accordance with N.J.S.A. 18A:18A-5a(2), as per attachment Finance-21. | EUS Contract |

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:

**Robert Parsons,
Custodian**

1. To approve Robert Parsons as a part-time, 12 month, 29.5 hours/week custodian, for the 2013-2014 school year, Custodial Guide, Step 1, with a total annual salary of \$23,496.00, pro-rated, as per attachment Personnel-1.

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

Mr. Parsons is a replacement for Keith Russell who moved to full-time.

**David Jimenez,
Custodian**

2. To approve David Jimenez as a part-time, 12 month, 29.5 hours/week custodian for the 2013-2014 school year, Custodial Guide, Step 1, with a total annual salary of \$23,496.00, pro-rated, as per attachment Personnel-2.

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

Mr. Jimenez is a replacement for Val Styer who has been hired as a Food Service worker.

**Amy Corson,
Learning
Disabilities
Teacher-
Consultant**

3. To approve Amy Corson as a full-time Shaner School Learning Disabilities Teacher-Consultant for the 2013-2014 school year, M.A., Step 1, with a total annual salary of \$47,257.00, as per attachment Personnel-3.

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

Ms. Corson is a replacement for Rose Rhine who has retired.

Mrs. Capone wanted to point out that the custodians in Personnel-1 and Personnel-2 will be making approximately \$10,000.00 per year more than a paraprofessional.

Mrs. Capone also wanted an explanation of the Shaner School Learning Disabilities-

Teacher Consultant in Personnel-3. Dr. Cappelluti noted this is a child study team member. Dr. Erickson explained the position is not a consultant; the position is a teacher who works on the child study team and works as a “consultant” with the teachers.

Mrs. Stecher added that the LDTC has to be on the child study team and this individual is a current employee.

4. To accept a resignation notice from Raechal Weiner, Shaner School teacher effective July 26, 2013, as per attachment Personnel-4. **Resignation from Raechal Weiner**

Roll call vote: Seven in favor for #1 & #2: Mr. Aiken, Mr. Anderson, Mrs. Capone, Mr. Hassa, Mrs. Melton, Mr. Sacchinelli, and Dr. Erickson. Nay: Mrs. Francis. (7-1-0)

Eight in favor for #3 & #4: Mr. Aiken, Mr. Anderson, Mrs. Capone, Mrs. Francis, Mr. Hassa, Mrs. Melton, Mr. Sacchinelli, and Dr. Erickson. (8-0-0)

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

5. To approve Kelly Ho as a full-time Shaner School Special Education teacher for the 2013-2014 school year, B.A., Step 1, with a total annual salary of \$44,352.00, as per attachment Personnel-5. **Kelly Ho, Special Education Teacher**

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

Ms. Ho is a replacement for Raechal Weiner who has resigned.

6. To accept a resignation notice from Toby Alexander, Davies School Nurse effective July 26, 2013, as per attachment Personnel-6. **Resignation of Toby Alexander**

**Resignation of
Sonia Bhatia**

7. To accept a resignation notice from Sonia Bhatia, Hess School teacher effective July 17, 2013, as per attachment Personnel-7.

**Resignation of
Jennifer Farrell**

8. To accept a resignation notice from Jennifer Farrell, Hess School Literacy Coach effective July 30, 2013, as per attachment Personnel-8.

**Jennifer Conner,
Math Teacher**

9. To approve Jennifer Conner as a full-time Davies School Math teacher for the 2013-2014 school year, M.A., Step 1, with a total annual salary of \$47,257.00, as per attachment Personnel-9.

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

Ms. Conner is a replacement for Kevin Morrison who has been promoted to Vice Principal at the Davies School.

Roll call vote: All in favor: Mr. Aiken, Mr. Anderson, Mrs. Capone, Mrs. Francis, Mr. Hassa, Mrs. Melton, Mr. Sacchinelli, and Dr. Erickson. (8-0-0)

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

**Helen Dearborn,
Food Service
Worker**

10. To approve Helen Dearborn as a part-time, 27.5 hours/week Food Service Worker for the 2013-2014 school year, Food Service Guide, Step 2, with a total annual salary of \$17,593.00, as per attachment Personnel-10.

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

Ms. Dearborn is a replacement for Cheryl Rzasa who is now the Transportation/Registration secretary.

11. To approve Lydia Kuhn as a part-time, 15 hours/week Food Service Worker for the 2013-2014 school year, Food Service Guide, Step 1, with a total annual salary of \$9,479.00, as per attachment Personnel-11.

Lydia Kuhn, part-time Food Service Worker

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

Mrs. Kuhn is a replacement for Helen Dearborn.

12. To approve Gina DeBerardinis, full-time Teacher of the Deaf for the 2013-2014 school year, M.A., Step 1, with a total annual salary of \$47,257.00, as per attachment Personnel -12.

Gina DeBerardinis, Teacher of the Deaf

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

Ms. DeBarardinis is a replacement for Paige Levy who resigned.

Roll call vote: All in favor: Mr. Aiken, Mr. Anderson, Mrs. Capone, Mrs. Francis, Mr. Hassa, Mrs. Melton, Mr. Sacchinelli, and Dr. Erickson. (8-0-0)

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

13. To approve Rebecca Rosen as a part-time, 29 hours/week Shaner School Paraprofessional for the 2013-2014 school year with a total annual salary of \$13,382.00, as per attachment Personnel-13.

Rebecca Rosen, Paraprofessional

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

Ms. Rosen is a replacement for Kelly Ho who is now a Special Education teacher.

**Staci Zitomer,
Hess School
Teacher**

14. To approve Staci Zitomer as a full-time Hess School teacher for the 2013-2014 school year, B.A.+15, Step 1, with a total annual salary of \$45,305.00, as per attachment Personnel-14.

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

Ms. Zitomer is a replacement for Rhadika Bhatia who has resigned.

Mentors

15. District staff members to be mentors for identified staff members via the guidance and direction of the New Jersey Department of Education (NJDOE). Mentors will be paid by their mentee per the guidance and direction of the NJDOE, as per attachment Personne-15.

Roll call vote: All in favor: Mr. Aiken, Mr. Anderson, Mrs. Capone, Mrs. Francis, Mr. Hassa, Mrs. Melton, Mr. Sacchinelli, and Dr. Erickson. (8-0-0)

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

**New Staff
Orientation**

16. Tenured staff members to participate in the on-site New Staff Orientation during the summer of 2013 (not to exceed 10 hours) as buddies for staff members new to the district but not new to teaching and to be paid at the hourly rate of \$24.51 as indicated 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 Personnel-16.

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

**Professional
Development**

17. To approve staff members to participate in on-site professional development (PD) during the summer of 2013 (not to exceed 25 hours) and to be paid at the hourly rate of \$24.51 as indicated in the 2009-2012 Agreement between the

Hamilton Township Board of Education and the Hamilton Township Education Association. This is funded via local funds.

<u>Staff Member</u>	<u>PD</u>
Gina DeBerardinis	Readers & Writers Workshop Words Their Way
Stacy Zitomer	Readers & Writers Workshop Words Their Way

Note: Additional staff members may be approved for these trainings.

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

18. To approve Tammy Welsey to provide professional development (Words Their Way) during the summer of 2013 (not to exceed 10 hours) and to be paid at the hourly rate of \$26.00 as indicated in the 2009-2012 Agreement between the Hamilton Township Board of Education and the Hamilton Township Education Association. This is funded via local funds.
Note: Tammy Welsey is a replacement for previously approved Jennifer Farrell (she has resigned due to employment in another district).

Words Their Way

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

19. To approve Jessica Tobin as a full-time, Davies School Special Education teacher for the 2013-2014 school year, M.A., Step 10, with a total annual salary of \$58,478.00, as per attachment Personnel-19.

**Jessica Tobin,
Special Education Teacher**

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

Ms. Tobin is a replacement for Lori Obriski who has moved to Hess.

20. To approve Rachel Kaczmariski as a full-time Davies School Math teacher for the 2013-2014 school year, B.A., Step 1, with a total annual salary of \$44,352.00, as per attachment

**Rachel Kaczmariski,
Math Teacher**

Personnel-20.

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

Ms. Kaczmarek is a replacement for Jessica Tobin.

Roll call vote: All in favor #16, #17, #18. & #19:
Mr. Aiken, Mr. Anderson, Mrs. Capone, Mrs. Francis, Mr. Hassa, Mrs. Melton, Mr. Sacchinelli, and Dr. Erickson. (8-0-0)

Seven in favor #20: Mr. Aiken, Mr. Anderson, Mrs. Francis, Mr. Hassa, Mrs. Melton, Mr. Sacchinelli, and Dr. Erickson. Nay: Mrs. Capone. (7-1-0)

POLICY COMMITTEE – Mrs. Capone

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

- Regulation #2624** 1. To approve Regulation #2624 - Grading System, on second reading.
- Policy #0000.01** 2. To approve Policy #0000.01 – Introduction on first reading, as per attachment Policy-2.
- Policy #0000.02** 3. To approve Policy #0000.02 – Introduction on first reading, as per attachment Policy-3.
- Policy #3232** 4. To approve Policy #3232 – Tutoring Services on first reading, as per attachment Policy-4.
- Regulation #3232** 5. To approve Regulation #3232 – Tutoring Services on first reading, as per attachment Policy-5.
- Policy #5120** 6. To approve Policy #5120 – Assignment of Pupils on first reading, as per attachment Policy-6.
- Policy #5533** 7. To approve Policy #5533 – Pupil Smoking on first reading, as per attachment Policy-7.

8. To approve Policy #7434 – Smoking in School Buildings and on School Grounds on first reading, as per attachment Policy-8. **Policy #7434**

9. To approve Policy #7522 – School District Provided Technology Devices to Staff Members on first reading, as per attachment Policy-9. **Policy #7522**

10. To approve Policy #7523 – School District Provided Technology Devices to Pupils on first reading, as per attachment Policy-10 **(as amended by Board discussion August 6, 2013)**. **Policy #7523**

Mr. Aiken had a change in #10, page 310. The wording in the policy should be changed to read “principal.” The policy will be approved as amended.

11. To approve Regulation #8220 – School Day on first reading, as per attachment Policy-11. **Regulation #8220**

Roll call vote: All in favor: Mr. Aiken, Mr. Anderson, Mrs. Capone, Mrs. Francis, Mr. Hassa, Mrs. Melton, Mr. Sacchinelli, and Dr. Erickson. (8-0-0)

12. Policy #5230 – Late Arrival and Early Dismissal on first reading. **Policy #5230**

The policy was removed from the agenda.

TRANSPORTATION COMMITTEE – Mr. Anderson

Mr. Anderson wanted to report that the Sheppard corral is almost complete, buses are being inspected by the State, and everything should be in place for the beginning of the school year.

RESOLUTIONS

None

SOLICITOR’S REPORT

Mr. Goldstein wanted to thank Mr. Smith for setting up the meeting with the lawyers and contractors for the Davies Gym Floor project.

UNFINISHED BUSINESS

None

NEW BUSINESS

Mrs. Capone noted that the curriculum committee had discussed sending books home with the students so parents have references as to what their child is learning. She also feels that handwriting needs to be reevaluated and noted that she did not see her daughter's handwriting book until the end of the year. Mrs. Capone feels the committee should stay on top of this and it is very important.

Mrs. Francis informed the Board that there was discussion on handwriting and cursive writing during the curriculum committee meeting. Dr. Cappelluti and Mrs. Dagit assured the committee that this would be a topic for discussion. Dr. Cappelluti stated that it would be on the next curriculum committee meeting agenda.

~~Mrs. Capone feels that teachers use to give out more information to parents during Back to School night so parents would know what their children would be learning.~~ Mrs. Capone noted that school books **for each subject; such as social studies and science**, were also available for parent review during ~~this time~~ **back to school night**. (*Amended by Board discussion October 1, 2013*) She also commented on an apparent issue with teachers using the copy machines.

Dr. Cappelluti stated that the copy machines do need to be monitored, as it is a large expense for the school. She will look into all of these issues.

PUBLIC COMMENTS

A parent had a question on busing. They live on the outskirts of Hamilton Township. Her children get picked up first in the morning and dropped off last in the afternoon. She was wondering if the routes could be reversed, so that her children did not get home so late. Dr. Cappelluti said that it is done with some routes and it will be looked into.

She also had a comment about the contract negotiations. She sees a lot of resignations and new hires on the agenda. She is disappointed in this because, when she first started to attend the meetings, it was all about new things happening for the school. She feels the board needs to move

forward and settle the contract.

Lynn Clark; who was hired in the District in 1968, has been involved in nine contract negotiations and has been at many Board meetings. She worked as a teacher for 36 years. She feels the present Board has been showing dysfunction at recent meetings. She feels the Board needs to get along before they can settle a contract. They need to treat the Superintendent with respect, even though they do not always agree with what she says. Mrs. Clark feels the Board has enough money to settle the contract and they need to move forward before the District loses more good teachers.

Chris Bellina noted his wife works in the district as a teacher and he lives in Atco. A first year teacher in Atco earns \$3,000 more than his wife. His wife has been teaching for eleven years. He feels that one of the key indicators of any township is the school system. This District has many dedicated teachers who will eventually leave for a better salary. Because of this, the school district will decline and it will bring in individuals that you may not want in your township. He stated that he feels these teachers deserve a decent raise.

Mr. Goldstein pointed out to Mr. Bellina that he should not negatively discuss other districts. It is not fair to put them down in his discussion.

Shannon Branca; who has children in the district since 2005, noted that this is the third time she has seen a contract issue in Hamilton Township. She does not look forward to sending her children back to school this year. She feels the children are put in the middle of the contract settlement and they know what is going on. Something has to change and it has to happen now. The children should not have to return to school with these problems going on around them.

Laura Miller stated she has seen more and more teachers leaving the district. She spoke about the beginning of the Readers/Writers Workshop and how much work was put into it. However, the

District has to continue to put in entry level teachers to the program and this is a step backward for the program. This all stems from the contract not being settled and the District losing teachers.

Leann Smith was offered a position in this District in 1990 and did not accept it because of the salary. The salary is still an issue and she would like to see the teachers earn more.

Patty Fleming has been trained in Roberts Rules of Order and spoke to the Board regarding this. She feels the Board should rely on the solicitor to know these rules. The Board members should not continue to vote on issues until they get the answers they want.

She also referred to the contract and stated that the HTEA has an office on Route 50. The staff has gotten together to discuss the contract. Until the contract is settled, the staff will walk in and out together and the only additional work will be stipend positions. The HTEA is hoping to settle this contract soon.

Yenis Munoz-Jefferes who has been a teacher in Hamilton Township for ten years grew up in the township since the age of seven. She had to convince her husband to stay here as opposed to moving to New York. Since getting married, her husband has become disabled and she has a child who was born with a birth defect. She now has to support her family with three jobs. Her son has been blessed with wonderful teachers. She believes she does not live beyond her means, but cannot afford to do the things she needs to do. She would like to see the Board settle this contract.

Jeff Gildiner noted that there are two items on the agenda where teachers were being hired on Step 1. Someone noted to Mr. Gildiner that they were only making \$2000 more on Step 8 in their 13th year. He also noted that the District cannot continue to lose good educators. The Board has to repair the damage which is occurring. The

students are being cheated from learning from the great staff members who are leaving. Hamilton Township educators have always provided an excellent education. It is time to do something. It is time to settle the contract.

Mr. Aiken read a statement as negotiations chairman which is attached to the minutes.

Patty Fleming, HTEA President, noted the last offer was a one year and three year proposal. She noted the 24% was to show what is needed to eliminate all of the bubble steps. She noted the last offer by the Board was 1% a year for three years.

Dr. Erickson noted that the Board publicly stated the last official offer made by the Board was 2% a year for three years.

There was a question on how long this process could take. Mr. Aiken noted we are currently in fact finding. Mr. Goldstein noted that it is feasible and legal to go on indefinitely.

Mrs. Capone asked Mrs. Fleming to clarify her one and three statement. Mrs. Fleming noted she was referring to a one year contract and a three contract completed at the same time.

Mrs. Capone asked what percentage the union is looking for. Mrs. Fleming noted increment plus movement.

Tara Sutton then spoke and noted an article regarding graduation rates. There are only three high schools in the county that are higher than Oakcrest. She feels that the rate will go down if the district continues to hire inexperienced teachers.

Meg Castellano who is a third grade teacher has been in the District for 25 years. She noted that it does not take other districts this length of time to settle their contracts.

Dave Evangelist who is a teacher in the District stated that the District cannot improve with an average settlement. The settlement has to be higher than average.

EXECUTIVE SESSION

Motion by Mr. Hassa, seconded by Mr. Sacchinelli, to enter into executive session for the purpose of real estate negotiations.

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 real estate negotiations. 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 10 minutes.

Voice Vote: All in favor: (8-0-0) Motion carried.

The Board entered into executive session at 8:50 p.m.

The Board reconvened the regular meeting at 9:15 p.m.

Dr. Erickson asked the Board when it would like to discuss the pending employee grievance. She noted the August 20, 2013 agenda is already full. Dr. Cappelluti will contact the union and ask to hear the grievance at the September 3, 2013 Board meeting.

Dr. Erickson discussed changing the October board meetings back to the first and third Tuesday of the month. Mr. Smith will update the calendar.

Motioned by Mr. Hassa, seconded by Mr. Aiken to adjourn the meeting.

Voice Vote: All in favor: (8-0-0) Motion carried.

The Hamilton Township Board of Education meeting adjourned at 9:19 p.m.

Daniel Smith
Board Secretary

Mays Landing, NJ
August 6, 2013