

MINUTES
BOARD OF EDUCATION
CALDWELL-WEST CALDWELL

REGULAR PUBLIC MONTHLY MEETING
OCTOBER 12, 2015

The President announced that the Caldwell-West Caldwell Board of Education Regular Public Monthly Meeting held on October 12, 2015 at 7:30PM is in compliance with the Open Public Meetings Act and N.J.S.A. 10:4-6, a/k/a "Sunshine Law." Notices have been sent to *The Progress*, Caldwell, NJ and *The Star-Ledger*, Newark, NJ at least 48 hours in advance of this meeting. Notices have also been posted at the Board of Education Business Office, Harrison School Building, Gray Street, West Caldwell, NJ and have been delivered to the Clerk, Borough of Caldwell, and the Clerk, Township of West Caldwell for posting.

I. ROLL CALL

Board Members Present:

Dan Cipoletti
John King
Tom Adams, Vice President
Paula Getty, President

Board Member Absent:

Marie Lanfrank

Administrators Present:

James Heinegg
Thomas Lambe

II. PLEDGE OF ALLEGIANCE

III. COMMUNICATIONS

IV. SUPERINTENDENT'S REPORT

The Superintendent discussed the location options for JCHS Graduation in June 2016.

The Caldwell-West Caldwell Education Foundation presented the 2015-16 Grants.

Grover Cleveland Middle School now does morning announcements via video. Students created an introductory video to GCMS, which was shown at the meeting.

V. PRESIDENT'S REPORT

The President recognized the following student accomplishments:

Academics

Eight students have received special recognition from the National Merit Scholarship Corporation.

Seniors Rachael Borrows and Varun Ravichandran have been named as Semi-Finalists; and

Seniors Loyse Burki, Zoe King, Louis Lombardi, Jack Mastrangelo, David Palazzo, and Alexander Tobin have been named Commended Students in the 2016 National Merit Scholarship Program.

Community

James Caldwell High School seniors Emily Cannavale and Lorenzo Roselle are the recipients of the fifth annual Colonel John McHugh Memorial Award.

Selected by team members, the award recognizes one male and one female athlete who represent the highest levels of service, putting the team first, leadership, soccer ability, dedication, and work rate. The Memorial Award was presented at the annual Colonel John McHugh Soccer Saturday event on September 19.

Athletic

- Cross County Girls took 1st place in the Super Essex Conference Divisional Title for the 4th consecutive year.
- Volleyball hosted a Dig Pink Event vs. West Essex on October 1.
- Cheering competed in the Super Essex Conference Cheer for the Cure on October 6 at Bloomfield High School.
- Football/Cheering/Pep Band conducted a Pink Out at the Varsity Football Game on October 10 versus Livingston.

VI. APPROVAL OF MINUTES

Mrs. Getty moved; Mr. Cipoletti seconded, a motion to approve the Regular Public Monthly Meeting Minutes of September 15, 2015.

ROLL CALL: Ayes – Messrs. Adams, Cipoletti, King, Mrs. Getty
Nays – None

VII. PUBLIC INPUT ON AGENDA ITEMS

Public participation shall be governed by the following:

1. Participant must be recognized by the presiding officer and must preface comments by an announcement of their name and address;
2. Statements are to be limited to three minutes' duration and may only address items on the Agenda;
3. Participant may speak no more than once on the same topic until all others who wish to speak on that topic have been heard;
4. All statements shall be directed to the presiding officer.

VIII. MOTIONS BY CONTENT AREA

A. Curriculum

Mr. King moved; Mr. Cipoletti seconded, a motion to approve item numbers 1. through 13. on this evening's Agenda under Curriculum.

1. **Enrollment Report for September 30, 2015.** (Attached)
2. **Professional Development Plan**
Professional Development Plan of Dr. James Heinegg, Superintendent for the 2015-16 school year.
3. **Voluntary Student Survey**
Bridgit Giampapa, Teacher of Health/Physical Education, James Caldwell High School, PCR# JCHS0056, to conduct a Voluntary Student Survey on Nutrition in conjunction with the Introduction to Foods class, effective for the 2015-16 school year.
4. **Field Trip Destinations**
District-sponsored field trip destinations for October and November 2015 as follows:

JCHS Varsity Cheerleaders	Foley Field	Bloomfield, NJ
JCHS Research in Molecular Genetics Class	Waksman Institute	New Brunswick, NJ
JCHS Science/Tech Club and AP Physics/Physics	Widener University	Chester, PA
JCHS Italian 4 & AP	Lower Eastside Tenement Museum	New York, NY
JCHS Digital Photography	Caldwell Historical Sites	Caldwell, NJ
GCMS Grade 6	United States Military Academy	West Point, NY
GCMS Grade 8 Science	Students 2 Science, Inc.	East Hanover, NJ
Jefferson Kindergarten	Essex County Environmental Center	Roseland, NJ
Lincoln School Kindergarten	Montclair Art Museum	Montclair, NJ
Lincoln School All Grades	The Caldwell Green	Caldwell, NJ
Lincoln Grade 1	Newark Museum	Newark, NJ
Washington School Grade 4	Franklin Mineral Museum	Franklin, NJ
Wilson School Grade 1	Alstede Farm	Chester, NJ
Wilson School Grade 3	Meadowlands Environmental Center	Lyndhurst, NJ
Wilson School Kindergarten	Hamilton Farms	Boonton, NJ

5. Expense Reimbursements

Karen Browne	Developing & Using Models – NJ State Leadership Team, North Branch, NJ	\$125.00
Karen Browne	Planning NGSS Aligned Lessons, North Branch, NJ	\$125.00
Cindy Neal	Literacy Conference “Open Books Open Minds”, Caldwell, NJ	\$75.00
Patricia Koch	Literacy Conference “Open Books, Open Minds”, Caldwell, NJ	\$75.00
Jean Ferlauto	Literacy Conference “Open Books, Open Minds”, Caldwell, NJ	\$75.00
Thomas Lambe	NJASBO 2015-2016 Workshops Rockaway, NJ	\$204.48/mileage
Mary Jane Tripucka	NJASBO Workshop Rockaway, NJ	\$27.28/mileage
John DiQuarto	NJASBO Workshops Rockaway, NJ	\$54.56/mileage
Claudia Doris	Gifted Education Conference Rutgers University, New Brunswick	\$175.00

6. School Violence Awareness Week

Designate and observe October 19-23, 2015 as School Violence Awareness Week in the Caldwell-West Caldwell Public Schools, as required by New Jersey Statute N.J.S.A. 18A:36-5.1.

7. Memoranda of Agreement

Uniform State Memorandum of Agreement, 2015 Revision, Between The Caldwell-West Caldwell Public Schools and the Caldwell and West Caldwell Police Departments.

8. Amend Out of District Placement Tuition Rates

Amend the full-time tuition rate for student #9900936 from \$73,925.91, at Benway School, Wayne, NJ, to a Share-Time tuition rate \$48,798.04, at HoHoKus School of Trade and Technical Sciences, Paterson, NJ, effective September 1, 2015 to June 30, 2016.

Amend the full-time tuition rate for student #9900913 from \$73,925.91, at Benway School, Wayne, NJ, to a Share-Time tuition rate \$48,798.04, at HoHoKus School of Trade and Technical Sciences, Paterson, NJ, effective September 1, 2015 to June 30, 2016.

Amend tuition rate and dates of placement for student #009963 at Woods Services, Langhorne, PA, from \$314,760.00, effective July 1, 2015 to June 30, 2016, to \$65,892.84, effective July 1 to September 19, 2015.

9. Amend Special Education Consultative Service

Amend the hourly rate for Bedside Instruction at St. Clare's Hospital, Boonton Township, NJ, from \$54.00 to \$55.00 per hour, effective July 1, 2015 to June 30, 2016.

10. Extended School Year Out of District Placement

Student #0000805 to attend River Edge Public Schools, River Edge, NJ, at a tuition rate of \$5,260.00, effective July 1 to July 31, 2015.

11. Special Education Out of District Placements

Student #1000801 to attend the Youth Consultative Services George Washington School, Hackensack, NJ, at a tuition rate of \$47,269.80, effective September 3, 2015 to June 30, 2016.

Student #0000805 to attend River Edge Public Schools, River Edge, NJ, at a tuition rate of \$52,601.00, effective September 1, 2015 to June 30, 2016.

Student 0000240 to attend Community High School, Teaneck, NJ, at a tuition rate of \$45,983.00, effective September 8, 2015 to June 30, 2016.

Student #009963 to attend Bancroft, Haddonfield, NJ, at a tuition rate of \$271,906.00, effective September 21, 2015 to June 30, 2016.

12. Special Education Services

Jersey City Public Schools, Jersey City, NJ, to provide student #9904934 transportation to Benway School, Wayne, NJ, at a rate of \$1,032.90, effective May 22 to June 30, 2015.

Jersey City Public Schools, Jersey City, NJ, to provide student #9904934 transportation to Benway School, Wayne, NJ, at a rate of \$25,080.00, effective July 6, 2015 to June 30, 2016.

PG Chambers School, Cedar Knolls, NJ, to provide student #9904764 Occupational Therapy Services, at a rate of \$3,000.00, effective September 3, 2015 to June 30, 2016.

13. Special Education Consultative Services

Psycho-Educational Center, River Edge, NJ, to provide Reading Evaluations and Consultative Services, at a rate of \$120.00 per hour, effective July 1, 2015 to June 30, 2016.

Linda Melchiorre, Bloomfield, NJ, to provide Inclusion Services, at a rate of \$50.00 per hour, effective September 1, 2015 to June 30, 2016.

ROLL CALL: Ayes – Messrs. Adams, Cipoletti, King, Mrs. Getty

Nays – None

B. Personnel

The Superintendent recommended the following personnel items to the Board of Education:

Mr. King moved; Mr. Cipolietti seconded, a motion to approve Certificated Staff item letters a. through I. and Non-Certificated Staff item letters a. through f. on this evening's agenda under Personnel.

1. Certificated Staff

a. Leave of Absence

Disability Leave of Absence, with pay, for Caitlin Tobia, Teacher of Students with Disabilities, PCR #JEFF0013, Jefferson Elementary School, effective November 30, 2015 to February 3, 2016, followed by a Maternity Leave of Absence, without pay, effective February 4, 2016 to June 30, 2016.

b. Amended Appointment

Amend the appointment of Christi Anthony, Behaviorist, Special Education, MA+32 Guide, Step 13, .5 FTE, at a salary of \$37,621, from a start date of September 1, 2015 to a start date of October 19, 2015.

c. Appointment

Shoshannah Turgel, Library Media Specialist, James Caldwell High School, PCR #JCHS0028, MA+32 Guide, Step 4, at a salary of \$62,516 (to be pro-rated), effective October 26, 2015 to June 30, 2016.

d. Appointments – Title I Expeditionary Learning Program

Following teachers to serve as program facilitators of the Expeditionary Learning Program, effective September 1, 2015 to June 30, 2106. Stipends will be paid from Federal Title I funds, account number 20-231-100-101-000-015.

Jaclyn Johnson	Jefferson Elementary School	\$6,000
Anna Walek	Lincoln Elementary School	\$6,000
Kristina Weiss	Washington Elementary School	\$6,000
Lauren Landara	Wilson Elementary School	\$6,000

e. Appointments – Title IIA Literacy Coaches

Following teachers to serve as K-5 Literacy Coaches, effective September 1, 2015 to June 30, 2016. Stipends will be paid from Federal Title IIA Funds, account number 20-270-100-100-000-017.

Anna Walek	Lincoln Elementary School	\$4,000
Carol Macken	Lincoln Elementary School	\$4,000

f. Appointments - Elementary Basic Skills

Following before-school Basic Skills Instructors, stipends to be pro-rated, effective for the 2015-2016 school year:

James Curran	Jefferson	October 7, 2015 – June 23, 2016	\$8,147
Lana Lebet	Jefferson	October 7, 2015 – June 23, 2016	\$7,354
Myra Leven (.4)	Lincoln	September 21, 2015 – June 23, 2016	\$3,259
Tracey Tufano (.6)	Lincoln	September 21, 2015 – June 23, 2016	\$4,888
TBD	Washington	TBD	TBD
TBD	Washington	TBD	TBD
TBD	Washington	TBD	TBD
Karen Fox	Wilson	September 29, 2015 – June 23, 2016	\$8,147
Scott Stiefbold	Wilson	September 29 – June 23, 2016	\$7,354
Marcy Friedman	GCMS	September 15 – June 23, 2016	\$8,147

g. Mentors

Following teachers to mentor new teachers, at a stipend of \$550 (for traditional route candidates) or \$1,000 (for alternate route candidates). Stipends to be paid by new teachers through payroll deductions.

Christine Forte	Grover Cleveland Middle School	\$550
Maureen Maisano	Washington Elementary School	\$550
Scott Stiefbold	Wilson Elementary School	\$550
Anita Dubas	James Caldwell High School	\$1,000
Kathleen Ryan	James Caldwell High School	\$550
Jon Olsen	James Caldwell High School	\$550
James McIntyre	James Caldwell High School	\$1,000
Robin Keil	James Caldwell High School	\$550

h. Appointments – Extra-Curricular – Athletic 2015-16

Following winter coaching positions:

Jeff	Edwards	JCHS	Boys Basketball - JV Coach	Level III	8,162.00
Ryan	Redfern	JCHS	Boys Basketball - Freshman Coach	Level III	8,162.00
Ryu	Saito	JCHS	Girls Basketball - Head Coach	Level III	11,525.00
Rachel	Kelly	JCHS	Girls Basketball - JV Coach	Level III	8,162.00
Heather	McCarthy	JCHS	Girls Basketball - Freshman Coach	Level II	7,917.00
Joe	Collura	JCHS	Indoor Track - Head Coach	Level III	9,491.00
Frank	Davide	JCHS	Indoor Track - Assistant Coach .5	Level III	3,333.00
Sara	Schechter	JCHS	Indoor Track - Assistant Coach	Level III	6,665.00
Gary	Garamella	JCHS	Wrestling - Head Coach	Level III	11,525.00
Nick	Zarra	JCHS	Wrestling - Assistant Coach	Level III	8,162.00
David	Pepe	JCHS	Wrestling - Assistant Coach .5	Level III	4,081.00
Mike	Garamella	JCHS	Wrestling - Assistant Coach .5	Level III	4,081.00
Steven	Martell	JCHS	Wrestling-Assistant Coach .25	Level II	1,979.00
Steve	Trivino	JCHS	Swimming - Head Coach	Level III	9,491.00
Elizabeth	Coogan-Russell	JCHS	Swimming - Assistant Coach	Level III	6,665.00
Bob	Dubas	JCHS	Bowling - Head Coach	Level III	4,122.00
Sue	Bergmann	JCHS	Winter Cheerleading - Head Coach .5	Level III	3,444.00
Sue	Callaghan	JCHS	Winter Cheerleading - Head Coach .5	Level III	3,444.00
Melissa	Lanzafama	JCHS	Winter Cheerleading - Assistant Coach	Level III	3,627.00

i. Appointments - Extra-Curricular – Non-Athletic 2015-16

Following voluntary club advisors:

Jesse Braddell	JCHS	Gamer's Club
Jon Olsen	JCHS	Astronomy Club
Jon Olsen	JCHS	Improvisation Club
Christopher Trause	JCHS	Latin Club
John Russoniello	JCHS	Photography Club
TBD	JCHS	Virtual Book Club
Cheryl Baut	JCHS	Red Cross Club
Kerry Baglivio	JCHS	Theatre Arts Club
Patricia Koch, James Curran	Jefferson	Grade 5 Knitting and Crocheting Service Club
Frank Antonucci	JCHS	Chess Club
Mary Cunningham	JCHS	R.E.A.C.H.
Danielle Ciccaglione	JCHS	R.E.A.C.H.
Andrew Burrows	JCHS	Clarinet Ensemble
Andrew Burrows	JCHS	Saxophone Ensemble
Andrew Burrows	JCHS	Flute Ensemble

Elizabeth Coogan-Russell	JCHS	Animal Shelter Advocacy Club
Jennifer Emmolo	Wilson	Recess Club (Harry Potter Book Club)
Jaclyn Ginex	Wilson	Recess Club (Games)
Scott Stiefbold	Wilson	After School Club (Math Games)
Daria Napolitano	Wilson	After School Club (Sign Language)
Lisa DeLaura	JCHS	Engineering Club
Christina Astorina	JCHS	Fashion Club

Maura Lincoln, Teacher of Social Studies, Grover Cleveland Middle School, PCR #GCMS0054, Ecology Club Advisor, Level I, at a rate of \$1,838, for the 2015-16 school year.

Barbara Mercado, PCR #LINC0048, Wardrobe Mistress for the 2015 James Caldwell High School drama production, at a rate of \$772.

Barbara Mercado, PCR #LINC0048, Wardrobe Mistress for the 2016 James Caldwell High School musical production, at a rate of \$780.

j. Appointments – Additional Assignments for 2015-16

Karen	Browne	JCHS	Teacher of Science	0.6	\$6,850
Marian	Press	JCHS	Teacher of Science	0.6	\$6,088
Paul	Marrone	JCHS	Teacher of Science	0.3	\$3,259
Robert	Dubas	JCHS	Teacher of Science	0.3	\$3,259
Marcia	Renzetti	JCHS	Teacher of Science	0.3	\$3,425
Nicole	Bergen	JCHS	Teacher of Science	0.8	\$7,845

k. Salary Guide Movements

Move Jon Olsen, Teacher of Math, James Caldwell High School, PCR #JCHS0052, on the salary guide for the successful completion of coursework, from BA Guide, Step 7, to BA+16 Guide, Step 7, at a salary of \$57,936, effective October 15, 2015.

Move Velia Banbor, Teacher of Science, James Caldwell High School, PCR #JCHS0053, on the salary guide for the successful completion of coursework, from MA Guide, Step 10, to MA+16 Guide, Step 10, at a salary of \$67,856, effective October 15, 2015.

l. Substitute Teacher

Lindsay Paris, County Substitute
Antonia Castner, County Substitute
Kathryn Van Natten, County Substitute
Robert Tobey, County Substitute

2. Non-Certificated Staff

a. Termination

Terminate the appointment of employee #101242, effective September 18, 2015.

b. Leaves of Absence

Medical Leave of Absence, without pay, for Maryann Tanelli, Shared Aide, Harrison School, PCR #DIST0048, effective September 9 to October 4, 2015.

Leave of Absence, without pay, for Jenneca Rutherford-Gray, Shared Aide, Jefferson School, PCR #JEFF0048, effective October 16, 2015 to January 21, 2016.

Medical Leave of Absence, without pay, for Leslie Wasik, Lunchroom Aide, Wilson School, PCR #WILS0032, effective October 19, 2015 to June 30, 2016.

c. Contract Approval

Negotiated Agreement Between the Board of Education Caldwell-West Caldwell and the Caldwell-West Caldwell Educational Secretaries Association, effective July 1, 2015 to June 30, 2017.

d. Appointments

Allison Casas, Special Education Discrete Trial Aide, Jefferson School, at a rate of \$22.03 per hour, effective September 18, 2015 to June 30, 2016.

Jennifer Knapp, Special Education Substitute Aide, at a rate of \$12.00 per hour, effective October 13, 2015 to June 30, 2016.

Following Library Assistant Substitutes, at a rate of \$15 per hour, for a maximum of 7 hours per week, effective October 12, 2015:

Maria Arvanites
Lana Lebet
Valerie Prendergast
Rosemary Joannidis

e. Appointments – Extra-Curricular-Athletic

Following volunteer coaches for the 2015-2016 winter season:

Brian Keltner	Winter Track
Conor Cunningham	Winter Track
Sean Romano	Wrestling
Jake Pohlman	Wrestling
Michael Fess	Boys' Basketball
Katherine Canavan	Swimming

Thomas Edwards, Head Baseball Coach, Level I, at a salary of \$9,393, effective for the 2015-2016 school year.

f. Position Creation

Create an AM Special Education Classroom Aide position, James Caldwell High School, Resource Room, due to an increase in class size, effective September 18, 2015 to June 30, 2016.

Create a PM Special Education Classroom Aide position, James Caldwell High School, Resource Room, Biological Science, due to an increase in class size, effective September 18, 2015 to June 30, 2016.

ROLL CALL: Ayes – Messrs. Adams, Cipoletti, King, Mrs. Getty


Nays – None

C. Finance

Mr. Cipoletti moved; Mr. Adams seconded, a motion to approve item numbers 1. through 9. on this evening's Agenda under Finance.

1. Certification of Funds

Motion to certify that, pursuant to N.J.A.C. 6A-23A-16.10(c)(4), after review of the secretary's monthly financial report (appropriations section) for August 31, 2015 and upon proper consultation with the appropriate district officials, to the best of our knowledge, no major account or fund has been over expended in violation of N.J.A.C. 6A-23A-16.10(c)(4), and that sufficient funds are available to meet the district's financial obligations for the remainder of the fiscal year.



Thomas J. Lambe

2. Treasurer's Report - July 31, 2015

Mr. Cipoletti reviewed the total receipts, total expenditures and cash balances as of these dates, and requested that the report be filed in the Secretary's Office.

3. Transfers (Attached)

Appropriation transfers to the 2015-2016 Budget – August 31, 2015.

4. Bills and Claims Schedules

Mr. Cipoletti stated that Schedule #3 – September 30, 2015 has been distributed to the Board.

The President and Secretary are authorized to sign individual warrants in the amount of \$4,850,227.14.

5. Donations

Donation in the amount of \$3,023.20 from the Caldwell-West Caldwell Education Foundation for the purchase of desks and stools at Lincoln School.

Donation in the amount of \$3,500 from the Washington School H.S.A. for the purchase of Chromebooks.

Donation in the amount of \$1,200 from the Washington School H.S.A. for the purchase of a planter.

Donation in the amount of \$2,500 from the Center for Prevention and Counseling for a Wellness Center at Grover Cleveland Middle School.

Donation in the amount of \$397.97 from the Caldwell-West Caldwell Education Foundation for the purchase of books at Jefferson School.

6. Youth Consultation Service Resolution

WHEREAS, the Caldwell-West Caldwell (“District”), as deemed necessary, sends students to out of district private schools for students with disabilities (“PSSD”); and

WHEREAS, Youth Consultation Service, Inc. (“YCS”) operates PSSDs at various locations in New Jersey; and

WHEREAS, Caldwell-West Caldwell students placed at YCS PSSDs receive meals meeting the nutritional requirements of the Child Nutrition Program that is administered by the New Jersey Department of Agriculture; and

WHEREAS, the YCS meals provided are discounted and/or free to the Caldwell-West Caldwell Students attending YCS PSSDs; and

WHEREAS, the Caldwell-West Caldwell Board of Education does not require YCS to charge Caldwell-West Caldwell students for the meals being provided.

NOW, THEREFORE, BE IT RESOLVED, as follows:

Section 1. District Does Not Require Charges for Meals. The Caldwell-West Caldwell Board of Education resolves that it does not require YCS PSSDs to charge students for reduced and/or paid meals.

Section 2. Effective Date; Repealer. This Resolution shall take effect immediately. All prior Resolutions or parts thereof inconsistent herewith are hereby repealed to the extent of such inconsistency.

7. Superintendent of Schools Merit Goals

Superintendent of Schools Merit Goals for the 2015-16 school year:

- a) Attain Level 2 Google Educator certification. (2.5% or \$3,875)
- b) For any corporate/foundation grant funds that the Superintendent successfully obtains, he shall receive a merit bonus of 10% of the grant amounts received, up to 3.33% of his salary, or \$5,161.00.
- c) For any government grant funds that the Superintendent successfully obtains, he shall receive a merit bonus of 10% of the grant amounts received, up to 3.33% of his salary, or \$5,161.00.

- d) For any technology grant funds that the Superintendent successfully obtains, he shall receive a merit bonus of 10% of the grant amounts received, up to 3.33% of his salary, or \$5,161.00.

8. Business Administrator/Board Secretary Merit Goals

School Business Administrator/Board Secretary Merit Goals for the 2015-16 school year:

a) Qualitative Goal #1

For the successful completion the several requirements of ASBO International's *Pathway to the Meritorious Budget Award (MBA)*, the Business Administrator shall receive 2.5% of his salary, or \$3,580.00.

The benchmarks include:

- Completed *Pathway to the MBA application*.
- Cover letter specifying any *Pathway to the MBA* criteria that do not apply to your school district.
- Two sections of MBA Criteria Checklist 2.0 (**mandatory for all applicants**):
 - Introductory section.
 - Organizational, Financial, or Informational section.
- Provide budget document to ASBO International for review.
- Proof of *Pathway to the Meritorious Budget Award (MBA)* recognition from ASBO International.

b) Quantitative Goal #1

For any competitive grant funds (excludes IDEA and NCLB) that the Business Administrator/Board Secretary successfully obtains, he shall receive a merit bonus according to the following benchmarks:

- For at least \$23,910.00 in grants obtained: 1.67% of salary or \$2,391.00 in merit bonus.
- For at least \$47,690.00 in grants obtained: 3.33% of salary, or \$4,769.00 in merit bonus.

c) Quantitative Goal #2

For improving the Food Services cash flow by at least \$35,000.00, in 2015-2016, the Business Administrator shall receive a total of 3.33% of salary, or \$4,769.00.

d) Quantitative Goal #3

For generating savings from shared services, the Business Administrator shall receive a merit bonus, according to the following benchmarks:

- For at least \$23,910.00 in savings: 1.67% of salary, or \$2,391.00 in merit bonus.

- For at least \$47,690.00 in savings: 3.33% of salary, or \$4,769.00 in merit bonus.

In the event that multiple merit goals are achieved, the total merit pay for the Business Administrator/Board Secretary shall be capped at \$10,000.00 for the 2015-2016 school year.

9. Grant Application

Apply to Sustainable Jersey for the Gardinier Environmental Fund Small Grants Program 2015 cycle.

ROLL CALL: Ayes – Messrs. Adams, Cipoletti, King, Mrs. Getty
Nays – None

D. Buildings, Grounds, and Capital Improvements

Mr. Adams moved; Mr. Cipoletti seconded, a motion to approve item number 1. on this evening's Agenda under Buildings, Grounds, and Capital Improvements.

1. Use of School Facilities

Washington School Daisy Girl Scouts Troop 20256 to use art room at Washington School once a month on Wednesday, beginning on October 7, 2015 through June 2016, from 3:15 PM-4:30 PM.

Washington School Cub Scouts Pack 9 to use the gym at Washington School once a month on Friday, beginning on October 9, 2015 through May 2016, from 7:00 PM-8:30 PM.

Washington School Cub Scouts Pack 9 to use the Teachers' Lounge at Washington School every Tuesday, beginning on September 29 through June 2016, from 7:15 PM-8:30 PM.

Lincoln School K-Kids to use the Library at Lincoln School twice a month on Monday, beginning on September 28, 2015 through June 2016, from 3:00 PM-4:00 PM.

Lincoln School Girl Scouts Troop 20391 to use the computer lab at Lincoln School once a month on Thursday, beginning on October 8, 2015 through June 2016, from 3:00 PM-4:30 PM.

Lincoln School Girl Scouts Troop 20089 to use the art room at Lincoln School once a month on Friday, beginning on October 16, 2015 through June 2016, from 3:15 PM-4:30 PM.

Wilson School Daisy Troop 20400 to use the Library at Wilson School twice a month on Wednesday, beginning on October 28, 2015 through June 2016, from 5:45 PM-6:30 PM.

Wilson School Brownies Troop 20140 to use the Library at Wilson School once a month on Thursday, beginning on October 15, 2015 through May 2016, from 5:30 PM-6:30 PM.

The Sylvan Learning Center to use Jefferson School for an afterschool enrichment (STEM) Program, every Monday, effective October 19, 2015 to June 20, 2016, from 3:00 PM to 4:00 PM.

West Caldwell-Caldwell Recreation Department to use school district facilities as per attached. (Attached)

Approval for the West Caldwell-Caldwell Recreation to use the James Caldwell High School Center for Performing Arts for their Twirling Dress Rehearsal on March 5, 2016 from 8:30 AM to 12:00 PM and for the Twirling Performance on March 6, 2015 from 12:00 PM to 4:00 PM.

West Essex High School to use the tennis courts at James Caldwell High School on October 13, 2015.

ROLL CALL: Ayes – Messrs. Adams, Cipoletti, King, Mrs. Getty

Nays – None

IX. PUBLIC HEARING

The Public Hearing portion of the meeting has been recorded, and the tapes are available in the Business Office.

Mrs. Getty moved; Mr. Cipoletti seconded, a motion to adjourn the Regular Public Monthly Meeting at 8:47PM.

ROLL CALL: Ayes – Messrs. Adams, Cipoletti, King, Mrs. Getty

Nays – None