DISTRICT GOALS 2018-2019

1. The district will increase engagement and differentiation to promote student-centered practice.

2. The district will support a tiered system approach to addressing chronic absenteeism.

3. The district will promote teacher leadership by defining and improving opportunities for teacher leadership to support organizational growth and capacity.

Learners Today . . . Leaders Tomorrow

1.0 Opening Procedures

1.1 The meeting was called to order at 7:30 p.m. by Board President Bright, in the Keyport High School Cafeteria, 351 Broad Street.

1.2 Flag Salute

1.3 Opening Statement

“Public notice of this meeting has been advertised in the Asbury Park Press on January 9, 2019, as approved at the reorganization meeting of the Board of Education held on January 2, 2019. Notice has been posted in accordance with the Open Public Meetings Act of 1975, Chapter 231, effective January 16, 1976, in the Board Office, 370 Broad Street. A copy of this notice is also on file in the office of the Borough Clerk”.

Members of the public wishing to address the Board of Education on both agenda and non-agenda items must state their name, address, and are requested to limit their comments to five (5) minutes when it appears the public comment portion of the meeting may exceed thirty minutes in duration.

The public participation portion of the meeting is open to citizens of Keyport for the purpose of addressing agenda and non-agenda items. Issues raised by members of the public might require review and investigation and may or may not be responded to by the Board or Superintendent during the meeting. All comments will be considered and a response will be forthcoming if and when appropriate.
The Board asks that members of the public be courteous and mindful of the rights of individuals when speaking. Specifically, comments regarding students and employees of the Board are discouraged and will not be responded to by the Board. Students and staff have specific legal rights afforded by the laws of New Jersey. The Board bears no responsibility nor will it be liable for any comments made by any member of the public.

This meeting is being tape-recorded for the purpose of Board review and future reference and to assist in the preparation of minutes.

1.4 Roll Call

Mrs. Abrahamsen                  Mr. McGrogan, UB Rep.*
Mr. Bright, President            Mr. Moroney
Mr. Hausmann, Vice President     Mrs. Panzarelli
Mrs. Kutschman                   Mr. Stahley
Ms. Malinconico                  Mr. White (absent)

Student Council Representative: Julian Rebelo

*Union Beach representative abstains on all matters other than matters relating to Keyport High School Union Beach students.

2.0 Presentations –

2.1 FY 18 Audit by Suplee, Clooney & Company
   • John Swisher presented the FY18 Audit

2.2 KSEPAG Presentation
   • Laurie Graham, Patty Olsen, and other members of KSEPAG presented on their advisory group.

2.3 Budget Discussion by Mr. Rapolla
   • Anthony Rapolla presented preliminary budget numbers for the 2019-2020 budget.

3.0 President’s Remarks

• Mr. Bright congratulated the winter sports teams. We had some successful basketball teams.
• Mr. Bright thanked KSEPAG for their presentation. He thinks it is an awesome resource.
• Mr. Bright is upset with Union Beach for changing the number of students they are sending to Keyport and for wanting to charge the district for a short bus ride.

4.0 Communications – Dr. Savoia – None
5.0 Public Participation – Agenda Items

6.0 Superintendent Report

6.1 Superintendent’s Report – Dr. Savoia

**Goal Updates**

- Responsive classroom professional development approved at the last meeting will be modified to occur in district, thus allowing more staff to attend.
- Attendance Review Committees/I &RS meetings are occurring this month.
- KHS/KCS ScIP (School Improvement Panel) meeting was held with agenda item focus on teacher observation practice and data.
- KHS Math (Algebra I) & ELA intervention during open lunch is off to a great start.
- Our literacy resource search process is underway. A recommendation for K-5 literacy resources will be made in the near future.
- Professional development inclusive of Leveled Literacy Intervention has occurred.
- Some elementary classrooms are piloting Math Workshop in the classrooms. Math workshop supports differentiation.
- Future Ready meetings are occurring to create the action plan for BOE approval.

**Central School & KHS**

- **Kids Heart Challenge** – The Kids Heart Challenge is an event that will be held on 3/15/19 where the student learns about their heart while helping others and raising money for the American Heart Association. The Kids Heart Challenge prepares your child for success through physical and emotional well-being. The Kids Heart Challenge was formally known as Jump Rope for Heart. This is currently our third year supporting the American Heart Association. Last year, we raised over $2500. The National Junior Honor Society students team up with the physical education department to help plan out the events for the student to participate in.
- **Key TV** - [https://youtu.be/VHr-E46Pxhr](https://youtu.be/VHr-E46Pxhr)

**Curriculum**

- In our curriculum review cycle, electives are indicated for the 19-20 school year. Based on a combination of factors (we've added a number of curriculum offerings at the high school level increasing the number of curriculum needed. We need to revise that curriculum this summer
as opposed to last summer; new state mandates also require curriculum revisions (extended gym time, financial literacy in 6-8), etc. It would be an excessive amount of curriculum to be written over the course of one summer. To use funding from 18-19, it is recommended that we begin to revise curriculum as soon as possible on a rolling basis so that each document is fully supported. You’ll be seeing approvals as early as next month for these postings.

- A virtual meeting is scheduled with John Henry from NJSBA to explore STEAM opportunities within the district.
- A collaboration meeting with Keansburg is scheduled to discuss Global Logistics, Rising Stars, their law enforcement program, etc.

**Community**
- 2/27/19 Mayor Kennedy & Steve Gallo collaboration meeting
  - Green Team BOE Representative
  - Superintendent to Serve on Municipal Alliance Council
  - Summer Recreation
- 3/14/19 Keyport Public Library Policy Meeting
- Food Service
- Advisory Meetings at Central & KHS
- Maschio’s Administrative Follow Up Meeting

**KHS & Central School**

**Teacher & Student of the Month**

- **Central School - January**
  - Kindergarten – Miley Mell & Alfonzo Marin
  - 1st Grade – Lucy Henn & Marshall Specchio
  - 2nd Grade – Brielle Colgan & Aidan Perez
  - 3rd Grade – Skylar Tait & Gerardo Gonzalez
  - 4th Grade - Danica Peperoni & Anthony DeGregorio
  - 5th Grade – Emily Figueroa & Aydian Connell
  - 6th Grade – Madison Picerno & Moises Vasquez
  - 7th Grade – Kayla Aumack & Oliver Klein
  - 8th Grade – Natalia Hicks & Michael Hass
  - Ms. Emily Iannotta and Ms. Ashley Zingara

- **High School - December**
  - 9th Grade – Gianna Lamberson
  - 10th Grade – Joseph Lanzaro
  - 11th Grade – Jordan Smith
  - 12th Grade – Greg Robinson
  - Mrs. Martin, Ms. Quinn and Mr. Keelen
KEYPORT BOARD OF EDUCATION
WORKSHOP ACTION MEETING – MARCH 6, 2019
MINUTES

HIB
Since February 27, 2019, four investigations have been conducted at KCS. Four incidents are pending and zero are unfounded. There are zero investigations at KHS. Consequences and services are provided as per Policy 5512 and 5560.

Policy
• 2nd Readings
• Policy 0168 draft will be presented on March 13, 2019.

Upcoming Events
- 3/6/2019 KSEPAG BOE Presentation
- 3/8/2019 Kid’s Heart Challenge – Jump Rope for Heart - KCS
- 3/13/2019 Student versus Faculty Basketball game – KCS
- 3/14/2019 Community Resource Academy – Turbo Tax Tutorial
- 3/18/2019 KEA Negotiations
- 3/21/2019 Teen Pep Family Night
- 3/23/2019 St. Patrick’s Parade
- 3/27/2019 SAT School Day Administration at KHS
- 4/5/2019 Spring Picture Day – KCS
- 4/5/2019 College Fair
- 4/9/2019 KEA Negotiations
- 4/11/2019 Band/Chorus Concert – KCS
- 4/12/2019 KEF Pocket Book Bingo
- 4/12/2019 KSEPAG—Touch A Truck
- 4/15-16/19 KCS Parent/Teacher Conferences
- 4/16/2019 KHS Parent/Teacher Conferences
- 4/19/2019 Spring Break Begins
- 5/2/2019 Mandatory Parent Prom Meeting
- 5/22/2019 Career Fair
- 7/22/2019 BOE Retreat

Athletic Calendar
Spring season just getting underway – no games scheduled yet

Fundraisers
- 2/22-3/15/19 Krispy Kreme/8th Grade Class
- 3/13/2019 Panera Fundraiser/Class of 2019

7.0 Board Secretary’s Report – Mr. Rapolla

7.1 Motion to approve the following minutes:
February 27, 2019 Regular Minutes and closed session
7.2 Motion to appoint Ann Panzarelli as NJSBA Delegate.

7.3 Motion to appoint John Hausmann as Alternate NJSBA Delegate.

8.0 Buildings & Grounds – Mr. Rapolla

8.1 Facilities Update

8.2 Use of Facilities

8.2.1 Motion to approve Rotary International District 7505, Inc., to use the High School Cafeteria on Wednesday, May 15, 2019, from 5:30 p.m. to 7:30 p.m. and on Saturday, May 25, 2019, from 11:30 a.m. to 1:30 p.m. for the purpose of a Rotary Youth Leadership Awards (“RYLA”) Parent’s Night.

Insurance certificate has been submitted.

9.0 Finance

9.1 Motion to approve the following resolution:

Be It Resolved that the financial reports of the Secretary to the Board of Education and the Cash Report dated January 31, 2019, which are in agreement, be accepted and submitted and attached to and made a part of the minutes of this meeting.

Be It Further Resolved that pursuant to N.J.A.C. 6A:23A-16.10(c)4 that after a review of the secretary’s monthly financial report and upon consultation with the appropriate district officials, to the best of our knowledge, no major account or fund has been overexpended and that sufficient funds are available to meet the District’s financial obligations for the remainder of the fiscal year.

9.2 Motion to approve bills for the month of March 2019 in the amount of $TBD and supplemental bills for February 2019 in the amount of $TBD.

9.3 Motion to accept the audit report. In accordance with Chapter 22A, PL 1951 (NJS A 18A:23-1), within thirty days following receipt of audit (Comprehensive Annual Financial Report for the fiscal year ending June 30, 2018), the Board of Education shall, at its regularly scheduled meeting to which the public is admitted, cause the recommendations of the
auditor to be read and discussed and duly noted in the minutes. In the 2017-2018 audit, there were no recommendations.

9.4 Motion to approve the following resolution:

ADOPTION OF THE TENTATIVE BUDGET
2019-2020

BE IT RESOLVED that the tentative budget be approved for the 2019-2020 School Year using the 2019-2020 state aid figures and the Secretary to the Board of Education be authorized to submit the following tentative budget to the Executive County Superintendent of Schools for approval in accordance with the statutory deadline:

<table>
<thead>
<tr>
<th>GENERAL FUND</th>
<th>SPECIAL REVENUES</th>
<th>DEBT SERVICE</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>2018-2019 Total Expenditures</td>
<td>$TBD</td>
<td>$TBD</td>
<td>$TBD</td>
</tr>
<tr>
<td>Less: Anticipated Revenues</td>
<td>$TBD</td>
<td>$TBD</td>
<td>$TBD</td>
</tr>
<tr>
<td>Taxes to be Raised</td>
<td>$TBD</td>
<td>$TBD</td>
<td>$TBD</td>
</tr>
</tbody>
</table>

And to advertise said tentative budget in the Asbury Park Press in accordance with the form required by the State Department of Education and according to law; and

BE IT FURTHER RESOLVED, that a public hearing be held in Keyport High School Cafeteria, New Jersey on May 1, 2019, at 7:30 p.m. for the purpose of conducting a public hearing on the budget for the 2019-2020 School Year.

Capital Reserve Account Withdrawal

RESOLVED that the Keyport Board of Education requests the approval a capital reserve withdrawal in the amount of TBD. The district intends to utilize these funds for TBD at the Keyport Central School.
KEYPORT BOARD OF EDUCATION
WORKSHOP ACTION MEETING – MARCH 6, 2019
MINUTES

Capital Reserve Account Withdrawal

RESOLVED that the Keyport Board of Education requests the approval a capital reserve withdrawal in the amount of $TBD. The district intends to utilize these funds for TBD at Keyport High School.

Tuition Reserve Withdrawal

RESOLVED that the Keyport Board of Education requests the approval a tuition reserve withdrawal in the amount of $100,000.

Emergency Reserve Withdrawal

RESOLVED that the Keyport Board of Education requests the approval an emergency reserve withdrawal in the amount of $TBD. The district intends to utilize these funds for security improvements.

Maintenance Reserve Withdrawal

RESOLVED that the Keyport Board of Education requests the approval a maintenance reserve withdrawal in the amount of $TBD. The district intends to utilize these funds for maintenance expenditures in the same amount from account 11-000-261-420.

Travel and Related Expense Reimbursement

WHEREAS, the Keyport Board of Education recognizes school staff and Board members will incur travel expenses related to and within the scope of their current responsibilities and for travel that promotes the delivery of instruction or furthers the efficient operation of the school district; and

WHEREAS, N.J.A.C. 6A:23A-7.2 et seq. requires Board members to receive approval of these expenses by a majority of the full voting membership of the Board and staff members to receive prior approval of these expenses by the Superintendent of Schools and a majority of the full voting membership of the Board; and

WHEREAS, a Board of Education may establish, for regular district business travel as defined in NJAC 6A:23A-1.2, which includes attendance at regularly scheduled in-State county meetings, Department or Association sponsored events or in-State professional development activities for which the registration fee does not exceed $150 per employee or board member, where prior Board approval shall not be
required unless the annual threshold for a staff member exceeds $1,500 in a given school year (July 1 through June 30); and

WHEREAS, the Keyport Board of Education established $35,000 as the maximum travel amount for the current school year and has expended $25,069 as of this date; now

THEREFORE, BE IT RESOLVED, the Board of Education approves travel and related expense reimbursements in accordance with N.J.A.C. 6A:23A-7.3, to a maximum expenditure of $35,000 for all staff and board members for the 2018-2019 school year.

RESOLVED that the Keyport Board of Education includes in the proposed budget the adjustment for increases costs of health benefits in the amount of $______TBD______. The additional funds are included in the base budget and will be used to pay for the additional increases in health benefits.

RESOLVED that the Keyport Board of Education includes in the proposed budget the adjustment for banked cap in accordance with N.J.A.C. 6A:23A-10.3(b). The district has fully exhausted all eligible statutory spending authority and must increase the base budget in the amount of $______TBD_________ for the purposes of TBD. The district intends to complete said purposes by June 2020.

10.0 Curriculum

10.1 Motion to approve the following staff member to write curriculum at a rate of $35 dollars per hour, not to exceed ten hours or $350 per course:

<table>
<thead>
<tr>
<th>Staff Member</th>
<th>Course</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dawn Racioppi</td>
<td>College Seminar</td>
</tr>
<tr>
<td>Dawn Racioppi</td>
<td>Early Childhood</td>
</tr>
<tr>
<td>Valerie Rogers</td>
<td>Digital Photography</td>
</tr>
<tr>
<td>Tiffani Slattery</td>
<td>Instrumental Music</td>
</tr>
<tr>
<td>Susan Jala</td>
<td>Culinary Arts I</td>
</tr>
<tr>
<td>Susan Jala</td>
<td>Culinary Arts II</td>
</tr>
<tr>
<td>Susan Jala</td>
<td>Culinary Arts III</td>
</tr>
</tbody>
</table>
10.2 Motion to accept February 2019 Security Drills as follows:

<table>
<thead>
<tr>
<th>School Name</th>
<th>Drill Type</th>
<th>Occupants Involved</th>
<th>Date &amp; Time</th>
</tr>
</thead>
<tbody>
<tr>
<td>Keyport High School</td>
<td>Lockdown Drill</td>
<td>All Students &amp; Staff</td>
<td>February 5 @ 1:33 p.m.</td>
</tr>
<tr>
<td>Keyport High School</td>
<td>Fire Drill</td>
<td>All Students &amp; Staff</td>
<td>February 28 @ 8:06 a.m.</td>
</tr>
<tr>
<td>Central School</td>
<td>Lockdown</td>
<td>All Students &amp; Staff</td>
<td>February 25 @ 1:50 p.m.</td>
</tr>
<tr>
<td>Central School</td>
<td>Fire Drill</td>
<td>All Students &amp; Staff</td>
<td>February 28 @ 2:30 p.m.</td>
</tr>
</tbody>
</table>

10.3 Motion to accept the Harassment, Intimidation and Bullying (HIB) incident reports as follows:

<table>
<thead>
<tr>
<th>Date</th>
<th>School</th>
<th>Incidents Reported</th>
<th>HIB</th>
</tr>
</thead>
<tbody>
<tr>
<td>February 2019</td>
<td>Central</td>
<td>5</td>
<td>0</td>
</tr>
<tr>
<td>February 2019</td>
<td>KHS</td>
<td>2</td>
<td>0</td>
</tr>
</tbody>
</table>

11.0 Personnel

11.1 Motion to approve the following motion:

Be it resolved that the Keyport Board of Education ("Board") hereby terminates the employment contract of ID #4561 effective the close of business on March 28, 2019.

11.2 Motion to approve Kelsey Gilgannon as a Part-Time Aide at a salary of $10,491 (prorated) for the remainder of the 2018-2019 school year pending criminal background history.

12.0 Policy

12.1 Motion to approve the following policies and regulation for second reading to be available to view on the district website after the second reading:

- P 0141.2 Board Member and Term – Receiving District (Revised)
- P 2422 Health and Physical Education (M) (Revised)
- P 2431.3 Practice and Pre-Season Heat-Acclimation for School-Sponsored Athletics and Extra-Curricular Activities (Revised)
13.0 Old Business

13.1 Mr. Moroney asked about public participation procedures. Mr. Bright stated that they came to the conclusion that it will be at the discretion of what the meeting itself looks like. If we have a forum where we need to not make people wait until the end of the meeting to speak, we will. If no one is present, then we will keep it as it was.

14.0 New Business

14.1 2019-2020 Annual District Goals

- Mr. Stahley read the following prepared statement: Thank you Mr. Bright for agreeing to put this topic on the agenda. Concerning annual district goals, I am asking the Board and the Superintendent to take a fresh look at how annual district goals are developed as well as the type of goals the Board adopts.
There are two district policies that I think are useful to reference. One is “District Goals and Objectives” Policy 2132. Which states in part “the Board shall develop, in consultation with the Superintendent and teaching staff members, a written plan for the district. This plan shall be reviewed and adopted annually and shall include: (1) Specific annual objectives based on identified needs and action plans to implement them. The other is “Superintendent Duties” 1230 which states in part the Superintendent shall: (1) Evaluate the future needs of the district and recommend a district action plan including goals, objectives, and priorities to the Board; (2) Maintain written objectives to implement the district action plan adopted by the Board.

My take away is that district goals are a collaborative process with both the Board and the Administration having ownership. I think it is inconsistent with district policy to approach this task as one where the Board provides input to the Superintendent who then develops the district goals.

I’m also asking the Board and the Superintendent to consider adopting a SMART goals format (Specific, Measurable, Achievable, Realistic, Timely) for district goals. This format produces results oriented goals and differ from process goals. These types of goals require careful construction to ensure that all SMART components are met.

Annual goals are super points of emphasis and they should represent areas of critical need that primarily address student achievement and outcomes. Each of us as Board members have a perspective on what those critical needs are. It may be math achievement, school climate, college and career readiness, Special Education, community engagement or other areas. Whatever they are, those concerns should have a place at the table as three to five district goals are determined. Those areas where there is a Board consensus should be at the head of the table.

As they should, the Administration is currently developing plans for the 2019-2020 year. The Board should also be engaged now. I hope our discussion tonight leads to meaningful and ground floor collaboration between the Board and the Administration about the 2019-2020 district goals. Thank you.

- Ms. Malinconico stated that she respects SMART goals and we have consistently utilized smart goals especially in strategic planning. In taking a fresh look, you haven’t gone through the process yet and the process has been working in terms of finding improvement within the district over the past few years. She’s not saying there isn’t room for improvement but you should go through the process first before you change it. The Board does develop goals in conjunction with the
Superintendent and Administration. We do offer our recommendations but the fact is that the Superintendent and the Administrators of this district are the expert in education, not us. Dr. Savoia has heeded our input and included them in the goals in the past. We put in our recommendations through her evaluation and other means, such as through email or by phone. Dr. Savoia makes the plan and we have the option to approve or not approve it. It streamlines the process and has been working to this point in terms of seeing improvement in things that we need improvement in.

- Mrs. Abrahmsen stated that she is fresh out of board training and two things that really stick out in her mind from training is the Board is the “what” and the superintendent is the “how.” The second is if there is an issue in your district, make it a goal. Off the top of her head, the first thing she would say is Math an issue. She agrees with Joe that they should be more involved and instrumental in the goal process.

- Ms. Malinconico stated that each board member has issues and if each board member comes to Dr. Superintendent with five priorities it would be 50 priorities. It would be ridiculous to think this is what she should do in the next year. They have to be reasonable and she has to prioritize them based on her expertise in this district.

- Mrs. Abrahmsen agrees that they can’t give her ten goals each so she has a million goals to work on but stated that they are here to discuss.

- Dr. Savoia stated that we do follow a SMART goal process and always have. All ten board members are different and she values and wants everyone’s input. What she has done to date, to welcome the different perspectives is to move the Board Retreat date up to June 5 so that Kathy Winecoff can come in and give us some guidance. In addition, she is sending a google document for goal input and each board member can put their particular goal at the bottom. This will be a collaborate way to get information before the June meeting. All ten board members are very important in the process.

- Mr. Hausmann stated that we all want the same thing. We might be looking for different approaches. We should put everything in a box and see what fits and what doesn’t. Everyone has different ideas on how we get to that point.

- Mr. Moroney appreciates the use of a google document, however, the discussion part is missing.

- Mr. Bright stated there is fluidity on how school boards approach goal setting. Personally, he doesn’t think it is a good idea to present what works for each individual. We need to come together as a Board and come up with a solution on our own. Everyone has their own interpretation of how they want it to work.

- Mr. Moroney stated that we should refer to our policy and see what it says about goal setting. Mr. Moroney asked Mr. Stahley to repeat
what he said about the policy. Mr. Stahley did not want repeat it but Ms. Malinconico took notes and said that it reads “district goals and objectives developed in conjunction with administration” and that can be done. She agrees with Mr. Bright that it can be done in a variety of ways.

- Mr. Stahley said that because he had an opinion he focused on other thoughts that supports his view which is that “the Board develops and the Superintendent recommends” and of course “the Board recommends in collaboration with.” He focused on what he thought, at the time, was the Board’s job to create. We may have semantics about what board goals are for the district. It is a pretty high level thing.

- Mr. Bright stated that change is not a bad thing and it is viable to look at things differently. How you do things should be reflective of that if it is a better way to go. You don’t just make change for the sake of making change. Both sides have some valid points. We have another meeting coming up and we can think on what was brought up there. He thinks the google doc is a good first step for change. We have never done that before.

- Mr. Hausmann asked Mr. Stahley to put what he was looking for in two or three sentences.

- Mr. Stahley would like the Board, in a forum of some kind with the Superintendent, to have a discussion and see if we, as a Board, can come to a broad consensus so we don’t have 30 different things. Maybe we can have that discussion next week.

- Ms. Malinconico stated that input has to come from the Superintendent and she needs some time to prepare and present it to the Board and then the Board can make changes.

- Mr. Moroney stated that it is our job to have a vision for the district.

- Dr. Savoia hears all ten board members and their diversity.

- Mr. Bright gave an analogy bout CEOs of companies and the Board of Directors and states that Dr. Savoia is the expert and she lives it every day. The Superintendent puts together a plan and then there is discussion. To do it the other way around, in his opinion, would be backwards.

- Mrs. Abrahamsen would like to have the plan from the Superintendent beforehand so they have the first say. She reiterated the Board is the what and Dr. Savoia is the how.

- Attorney Lattiboudere stated that the dateline is almost predetermined. School Boards puts out a document at your annual board calendar based on the timing of when information comes in to the Board that allows the Board to act on certain items. Every Board he has seen deals with Goal Setting effort in the May/June timeframe because data supporting information comes in at that time. All steps are laid out in
this document and it is a very helpful document. There are other things to focus on in February/March such as the budget.

- Mr. Stahley feels July is too late to be dealing with goal setting. The calendar says June not July.
- Dr. Savoia stated the retreat has been rescheduled to July because she feels having Kathy Winecoff from NJSBA will be beneficial to the district and Kathy is not available before then. She did say it is a recommended timeline and ours is appropriate. There was no issue with the timeline. We can create the google document and get the input before July and maybe in April we can discuss in Old Business.
- Mr. Hausmann stated that he asked NJSBA Field Services about the timeline and the answer he received was that it was fine.
- Mrs. Panzarelli supports the use of a google doc. We are still waiting to see the results of testing.

14.2 NJSBA Salary Guide Workshop 3/1/19
- Mrs. Panzarelli went to a workshop analyzing and constructing salary guides. As of now, we have to pay increments if there is no settlement. Perhaps, this should be negotiated.

14.3 Borough Green Team Representative
- Dr. Savoia stated the Borough would like a green team representative from the Board. Joe Stahley will serve as the representative.

15.0 Public Participation
- Kim Kohlmann, 10 St. George Place, asked if the fire drills are always at the same time.

16.0 Adjournment

16.1 Upon motion by Ms. Malinconico, seconded by Mr. Hausmann, the meeting was adjourned at 9:31 p.m.

Respectfully Submitted,

Anthony Rapolla
Board Secretary/Business Administrator

AR:bi