

**HOPATCONG BOARD OF EDUCATION
REGULAR MEETING - MINUTES**

February 25, 2019

5:30 p.m. (Administration Building Room 41 - Open the meeting and enter Executive Session)

7:00 p.m. (Board Meeting room - Public Session)

A Regular Meeting of the Board of Education of the Hopatcong Borough School District was held on February 25, 2019 in the Board Meeting Room, Administration Building, 2 Windsor Avenue, Hopatcong, New Jersey.

1. The meeting was called to order at 7:13 p.m.

2. **FLAG SALUTE**

3. Mr. Fasano, Board President, read the New Jersey Open Public Meetings Act Statement: In accordance with Section 5 of the Open Public Meetings Act, Chapter 231, P.L. 1975, this public body, the Hopatcong Board of Education hereby announces that The New Jersey Herald and the Daily Record have been notified by email that this Board of Education Regular meeting will take place in the Hopatcong Board of Education Meeting Room, 2 Windsor Avenue, Hopatcong, NJ, at 7:00 p.m. on February 25, 2019.

4. **MEMBERS PRESENT:** Mr. Anthony Fasano, President
Mr. Alex McLean, Vice President
Mr. Scott Francis
Mr. Warren Gallagher
Ms. Michele Perrotti
Dr. Sarah Schindelar
Mrs. Candice Smith
Ms. Carol Trumpore – remote attendance via phone

MEMBERS ABSENT: Ms. Erin Jacobus

Also Present: Mr. Art DiBenedetto, Superintendent, Ms. Kathleen J. Ward, Board Secretary pro temp, Mr. Richard Bauch, Esq.

5. **EXECUTIVE SESSION**

The Hopatcong Board of Education entered Executive Session prior to the opening of the public meeting.

6. **RECONVENE**

A motion to return to Public Session was made by Mrs. Smith, seconded by Ms. Perrotti. The motion carried with all in favor Time: 7:15 p.m.

7. **APPROVAL OF MINUTES**

Approval of the minutes of the following meetings, as reported by the Board Secretary and reviewed by the Board President and members of the Board:

- a. January 28, 2019 – Executive Session
- b. January 28, 2019 – Regular Meeting

Motion to approve Minutes 7a – 7b was made by Mrs. Smith, seconded by Ms. Perrotti:

Scott Francis	Yes	Warren Gallagher	Yes	Erin Jacobus	ABSENT
Alex McLean	ABSTAIN	Michele Perrotti	Yes	Sarah Schindelar	Yes
Candice Smith	Yes	Carol Trumpore	Yes	Anthony Fasano	Yes

Motion to approve Minutes passed.

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8. ACKNOWLEDGMENTS/CORRESPONDENCE

- a. The following students were chosen as **Hopatcong High School's Students of the Month** for their outstanding performance in February 2019:

Steven Aref, Senior	Scholastics (Technology)
Mekhel Hodge, Senior	Scholastics (Wood Sculpture)
Noah Fouda, Senior	Specialty (Culinary Arts)
Paige Switzer, Senior	Specialty Area (Culinary Arts)

- b. The following students were chosen as **Hopatcong High School Scholar Athletes of the Month** for their outstanding performance in February 2019:

Blake Corbett, Senior	Athletics (Ice Hockey)
Ralph Cutler, Sophomore	Athletics (Bowling)

- c. **Hopatcong High School and Middle School High Honor and Honor Roll Students for the second marking period.**

Motion to accept Acknowledgments 8a - 8c was made by Mr. Fasano and seconded by Ms. Perrotti.
All in favor Yes

9. SUPERINTENDENT'S REPORT AND HIB REPORT

- a. Superintendent's Report – **Mr. Art DiBenedetto, Superintendent of Schools** reported that our Hopatcong Chiefs Competition Cheer team is among the best in the country as first place National Champs in the Ocean City, Maryland competition. HMX staff and students are doing well in their new homes after the move. Since AlphaBest did not have a license for the MS after HMX was moved, the district tried to provide transportation in the morning from DA but it caused too many back-ups for Byram Bus and had to be suspended – therefore, we are providing morning care at MS with HMX AlphaBest staff and district staff until license is procured by AlphaBest. Nurse Barbara Beere is working additional time at the HS with the PreK students in building and will be vouchering extra duty time till end of year. Approval of additional courses tonight to make Hopatcong HS more competitive.
- b. Presentation: **Lerch, Vinci & Higgins, LLP – Mr. Ralph Picone** – Synopsis of Audit for year ended June 30, 2018, Clean audit opinion; district is in a sound position. Excess surplus last 2 years has been consistent. 15 audit recommendations but we are moving in right direction. Mr. McLean asks, "Would it be an accurate statement that the review and understanding of audit is one of the most important functions of board members?" Mr. Picone replies, "Yes." Were there repeat findings? Mr. Picone responds, yes – 9. Mr. Picone states that he thinks we are heading in right direction but there is still work to do. Ms. Perrotti states that the district did not obtain quotes, to be remedied by "communication to staff" – this is a repeat issue that is still going on year after year. Dr. Schindelar comments "shouldn't the Corrective Action Plan be more detailed?" Mr. Picone replies the Corrective Action Plan will be as detailed as the BA wants it to be. There was continued discussion regarding the CAP to which Mr. Picone stated that the Board could approve the audit tonight and table the Corrective Action Plan.
- c. A second reading and approval of the Superintendent's HIB Report for January, 2019 as presented to the Board at the January meeting on January 28, 2019. Approval of the HIB report for February, 2019 for first reading and review.

Mr. D stated that there had been one HIB incident: proper action was taken and parent was satisfied.

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Motion was made by Mrs. Smith, seconded by Dr. Schindelar to approve items 9a – 9c:

Scott Francis	Yes	Warren Gallagher	Yes	Erin Jacobus	ABSENT
Alex McLean	Yes	Michele Perrotti	Yes	Sarah Schindelar	Yes
Candice Smith	Yes	Carol Trumppore	Yes	Anthony Fasano	Yes

Motion to approve items 9a – 9c passed.

10. COMMITTEE REPORTS

- a. Student Achievement – Community Relations, Curriculum, Personnel and Special Education: Chairperson - Candice Smith – Met on 2/11/19. There are mandatory policies on agenda for approval. Dr. Edgerton and Mr. Binotto presented new course offerings; many of them are STEAM based.
 - b. Operations – Finance, Facilities, Security and Transportation: Chairperson - Alex McLean – Met 2/18/19; Mr. Picone presented the audit which was discussed at length. They are working on the first draft of the budget and have scheduled an extra meeting on 3/4/19.
 - c. Negotiations - Chairperson - Sarah Schindelar – waiting for mediation in about 2 weeks.
 - d. Parent/Teacher Organization Representatives – Nicole Schubert, HEPTO – Gertrude Hawk fundraiser just went home. 75% participation in Books & Beyond – thanks to all the parent helpers. Book Fair will be BOGO last week of March for DA, 1st week of April at HMX, 2nd week of April for TT. Author visit at HMX April 10.
Wendy Sutton – HSPTSO – Tricky Tray March 29(presale tickets being sold at Dunkin Donuts); accepting donations or volunteers for Project Grad or Scholarships for Seniors
- Mrs. Smith made a motion to accept 10a – 10d, seconded by Ms. Trumppore.
All in favor Yes**

11. PUBLIC COMMENT

Public and staff mentioned concern about the reorganization at the MS. Appreciation for the updates on AlphaBest. Concern about additional staff cuts. Regarding the wait for a mediator to expedite negotiations between the board and the HEA – why can't issues be discussed without a mediator; the groups should be sitting down more frequently to try to discuss. MS playground; Assistant Superintendent posting out? – Mr. D. responds that he will be holding another single item meeting regarding the reorganization and hopes to have teacher assignments for next year determined soon. Mr. D. responds to comments regarding Negotiations: both sides came to an amicable impasse. As far as the MS playground – the equipment has been chosen and we are going out to bid; the Assistant Superintendent posting has been out for a while. Another member of the community wonders why we are hiring an Assistant Superintendent when we just cut administrator positions – Mr. D. responds that the goal of this hiring is to consolidate functions of administrators that were let go.

12. FINANCE

Approval of the following finance items, **12a - 12j**, as recommended by the Superintendent of Schools and the Operations Committee of the Board:

- a. Approval of bills for the General Fund and Special Revenue (Grants) account, January 28, 2019 through February 25, 2019 in the following amounts:

General Fund and Special Revenue (Grants) account	-	\$2,607,397.30
Cafeteria account	-	\$ 51,137.63

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- b. Approval of the Transfer Report for the month of December 2018.
- c. Approval of the Board Secretary's Report for the month of December 2018.
- d. Approval of the Treasurer's Report for the month of December 2018.
- e. Approval of the acceptance of the donation of the steel "H" logo sculpture from artist Mr. Lawrence Unick which was presented to the Arrow TV news set on November 15, 2018. The piece is valued at \$500 in metal and labor.
- f. Approval of the award of Field House Roof replacement job to Mak Group LLC, the lowest of two bidders:
 - 1. Mak Group LLC - \$29,100
 - 2. NJSB Construction - \$29,225
- g. Approval of the replacement of the Field House Roof in the amount of \$29,100 to be transferred from Maintenance Reserve.
- h. Approval of the clean-up of mold at Hudson Maxim School by Servpro in the amount of \$20,649.12 to be transferred from Maintenance Reserve.
- i. Acceptance of the Comprehensive Annual Financial Report (CAFR) for the fiscal year ending June 30, 2018 and the Auditors' Management Report as recommended by the Superintendent and as reviewed by the Finance Committee.
- j. Approval of the following **Corrective Action Plan** in response to the Fiscal Audit findings for the period July 1, 2017 to June 30, 2018 as recommended by the Superintendent and as reviewed by the Finance Committee:

PLEASE SEE FOLLOWING PAGES

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Motion was made by Mrs. Smith and seconded by Dr. Schindelar to approve Finance 12a – 12i:

Scott Francis	Yes	Warren Gallagher	Yes	Erin Jacobus	ABSENT
Alex McLean	Yes	Michele Perrotti	Yes	Sarah Schindelar	Yes
Candice Smith	Yes	Carol Trumppore	Yes	Anthony Fasano	Yes

Motion to approve Finance 12a – 12i was approved.

A motion was made by Mrs. Smith to table Finance item 12j (Corrective Action Plan) to make it more rigorous and was seconded by Mr. McLean.

Scott Francis	Yes	Warren Gallagher	Yes	Erin Jacobus	ABSENT
Alex McLean	Yes	Michele Perrotti	Yes	Sarah Schindelar	Yes
Candice Smith	Yes	Carol Trumppore	Yes	Anthony Fasano	Yes

Motion to table the Corrective Action Plan was approved.

13. PERSONNEL

Approval of the following personnel items, **13a – 13j**, as recommended by the Superintendent of Schools and the Student Achievement Committee of the Board:

- a. Approval of the employment of **Dawn Engle** as a paraprofessional in the Hopatcong School District, as a rate of \$11.00 per hour, plus \$1.00 differential for toileting if applicable, effective February 5, 2019. *11-120-100-106-01*
- b. Approval of the employment of **Jad Heuer** as a Maternity Leave Replacement paraprofessional in the Hopatcong School District, at a rate of \$11.00 per hour, plus \$1.00 differential for toileting if applicable, effective February 4 to June 30, 2019. *11-130-100-101-02*
- c. Approval of the request of **Candace Baldwin** to extend her Maternity Leave of Absence from her position as a Paraprofessional to include the period from March 16, 2019 to June 30, 2019. *11-216-100-106-01-*
- d. Approval of the change in assignment for **Nancy Marinaro** from In School Suspension Monitor to Study Center/Academic Enhancement position at the Hopatcong Middle School at a pro-rated annual salary of \$21,522, effective March 1, 2019.
- e. Approval of the termination of employment of Employee #81479, effective February 6, 2019.
- f. Approval of the following 2018-2019 Spring Athletic Coaches for the Hopatcong High School:

Name	Nature of Action	Position	Class	Level	Salary	Date Effective	Date Terminated
Mike Juskus	Appoint	Head Boys Track Coach	A	4	\$7,712	9/1/18	6/30/19
Pete Oesen	Appoint	Head Girls Track Coach	A	4	\$7,712	9/1/18	6/30/19
Patrick Neill	Appoint	Asst. Track Coach	A	4	\$5,034	9/1/18	6/30/19
Wilson Cusano	Appoint	Asst. Track Coach	A	4	\$5,034	9/1/18	6/30/19

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Jamie Douglas	Appoint	Asst. Track Coach	A	4	\$5,034	9/1/18	6/30/19
Jason Mulvihill	Appoint	Head Baseball Coach	A	4	\$7,712	9/1/18	6/30/19
Dominick Spuckes	Appoint	Asst. Baseball Coach	A	4	\$5,034	9/1/18	6/30/19
Mike Farrell	Appoint	Asst. Baseball Coach	A	4	\$5,034	9/1/18	6/30/19
Paul Miller	Appoint	Head Softball Coach	A	4	\$7,712	9/1/18	6/30/19
Craig Vallaro	Appoint	Asst. Softball Coach	A	4	\$5,034	9/1/18	6/30/19
Julianne Brennan	Appoint	Asst. Softball Coach	A	2	\$3,666	9/1/18	6/30/19
Toby Richards	Appoint	Head Golf Coach	B	4	\$5,034	9/1/18	6/30/19
Traci Duffy	Appoint	Head Boys Tennis Coach	B	4	\$5,034	9/1/18	6/30/19
Heather DelBagno	Appoint	Asst. Boys Tennis Coach	B	4	\$3,287	9/1/18	6/30/19

11-402-100-100-01

- g. Approval of the following as Athletic Event Staff Members for 2018-2019 athletic events, to be paid at the Board Approved rate of pay per position: Tabitha Kestenholz
- h. Approval of the employment of the following as staff coverage for before-care located at the Hopatcong Middle School for Kindergarten and Grade 1 students, effective February 19, 2019 until such time that before-care coverage no longer needs to be provided by the district: Naomi Kuren - \$11.25 per hour; Kimberly Zeier - \$14.75 per hour; Jennifer Fox - \$11.00 per hour.
- i. Approval for the following education students to conduct a field experience in the Hopatcong School District during the 2018-2019 school year:

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Student Name	Semester	University	Experience	School	Cooperating Staff Member
Yvonne Mortello	Winter, Spring, Fall 2019	Ramapo College	Internship	District Wide	Mrs. Hensz
Paula Joana	Spring 2019	County College of Morris	Observation	High School	Various Staff

j. Approval of **substitute teachers, paraprofessionals, custodians and van drivers.**

Motion was made by Mrs. Smith and seconded by Dr. Schindelar to approve Personnel 13a – 13j:

Scott Francis	Yes	Warren Gallagher	Yes	Erin Jacobus	ABSENT
Alex McLean	ABSTAIN	Michele Perrotti	Yes	Sarah Schindelar	Yes
Candice Smith	Yes	Carol Trumpore	Yes	Anthony Fasano	Yes

Personnel items 13a – 13j were approved.

14. STUDENTS & SERVICES

Approval of the following items, **14a – 14f**, as recommended by the Superintendent of Schools and the Student Achievement Committee of the Board:

- a. Approval for home instruction services for Student No. 12057 for 5 hours per week. Instruction will be provided by Hopatcong certificated staff at the rate of \$35.00 per hour starting January 25, 2019 through March, 29, 2019.
- b. Approval for home instruction services to be extended to approximately March 29, 2019 for Student No. 10985 for 5 hours per week. Instruction will be provided by Hopatcong certificated staff at the rate of \$35.00 per hour.
- c. Approval for a change of placement for an out of district student who has been placed at Stepping Stone School, Bloomsbury, NJ, Student No. 11933. The effective date is January 30, 2019 at a prorated tuition cost of \$250.70 per diem.
- d. Approval for a change of placement for an out of district student who has been placed at Shepard School, Kinnelon, NJ, Student No. 12031. The effective date is February 7, 2019 at a prorated tuition cost of \$305.80 per diem.
- e. Approval for home instruction services for Student No. 11502 for 5 hours per week. Instruction will be provided by Hopatcong certificated staff at the rate of \$35.00 per hour. Instruction would start January 30, 2019.
- f. Approval of field trip requests, as required by the New Jersey Department of Education.

Motion to approve Students and Services, 14a – 14f was made by Mrs. Smith and seconded by Mr. McLean:

Scott Francis	Yes	Warren Gallagher	Yes	Erin Jacobus	ABSENT
Alex McLean	Yes	Michele Perrotti	Yes	Sarah Schindelar	Yes
Candice Smith	Yes	Carol Trumpore	Yes	Anthony Fasano	Yes

Students and Services items 14a – 14f were approved.

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15. CURRICULUM

Approval of the following items, **NONE** as recommended by the Superintendent of Schools and the Student Achievement Committee of the Board:

16. TRAVEL

Resolved, that the Hopatcong Board of Education approve travel costs as related in this resolution, which are educationally necessary and fiscally prudent and are related to and within the scope of the employee's current responsibilities and promotes the delivery of instruction or furthers the efficient operation of the school district. The reimbursements listed in this resolution are in compliance with the state travel reimbursement guidelines as established by the Department of the Treasury and Board of Education policy in accordance with N.J.A.C. 6A:23B-1.1. seq.

Motion to approve Travel in the amount of \$1,472.37 was made by Mrs. Smith and seconded by Dr. Schindelar:

Scott Francis	Yes	Warren Gallagher	Yes	Erin Jacobus	ABSENT
Alex McLean	Yes	Michele Perrotti	Yes	Sarah Schindelar	Yes
Candice Smith	Yes	Carol Trumfore	Yes	Anthony Fasano	Yes

Item 16., Travel, was approved.

17. POLICIES & REGULATIONS

a. Approval of modifications and additions to the policies and regulations of the Hopatcong Board of Education in accordance with statutory and regulatory changes for approval, as revised, for **FIRST READING**:

<u>Policy#</u>	<u>Title</u>
P 2422	<i>Health and Physical Education (New/Revised)</i>
P 2425	Abolished in March/Replaced with P 2422
P 2431.13	<i>Practice and Pre-Season Heat-Acclimation for School Sponsored Athletics and Extra-Curricular Activities (Recommended, New)</i>
P 4219	<i>Commercial Driver's License Controlled Substance and Alcohol Testing (M) (Revised)</i>
P 5111	<i>Eligibility of Resident/Nonresident Students (M) (Revised)</i>
P 5330.04	<i>Administering an Opioid Antidote (M) (Revised)</i>
P 5337	<i>Service Animals (Recommended, New)</i>
P 5756	<i>Transgender Students (M) (Revised)</i>
P 7440	<i>School District Security (M) (Revised)</i>

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Regulation

R 5330.04

R 7440

Title

Administering an Opioid Antidote (M) (New)

School District Security (M) (Revised)

- b. Approval of modifications and additions to the policies and regulations of the Hopatcong Board of Education in accordance with statutory and regulatory changes for approval, as revised, for **SECOND READING**:

NONE

Motion to approve Policies and Regulations item 17a was made by Mrs. Smith and seconded by Mr. Gallagher:

Scott Francis	Yes	Warren Gallagher	Yes	Erin Jacobus	ABSENT
Alex McLean	Yes	Michele Perrotti	Yes	Sarah Schindelar	Yes
Candice Smith	Yes	Carol Trumpore	Yes	Anthony Fasano	Yes

Policy and Regulation item 17a was approved.

18. SUSSEX COUNTY REGIONAL COOPERATIVE

Approval of the following items, **18a – 18f10**, at the recommendation of the Superintendent and the Operations Committee of the Board:

- a. The Superintendent and the Director of Transportation recommend the **approval of bills** for the Sussex County Regional Cooperative Operating account for January 29, 2019 through February 25, 2019, in the amount of \$3,148,614.14 for Bus Contractors and \$32,952.51 for Regular bills.
- b. The Superintendent and the Director of Transportation recommend the **approval of one (1) new member** school district, Hampton Board of Education, Hunterdon County.
- c. The Superintendent and the Director of Transportation recommend the **approval to renew the membership** of the Hunterdon County Education Services Commission for the 2018-19 school year.
- d. The Superintendent and the Director of Transportation recommend the **correction to change the daily hours** for Kelly Dennis, Bus Driver, from 7.5 hours per day to 7.0 hours per day effective February 1, 2019 through June 30, 2019:
- e. The Superintendent and the Director of Transportation recommend the approval to write off old/outstanding checks as attached.
- f.
 1. The Superintendent and the Director of Transportation recommend the **acceptance** of student transportation **quotations** for **Special Education Routes** for the **2018-19 School Year** as listed on Exhibit A.
 2. The Superintendent and the Director of Transportation recommend the **award** of student transportation **quotations** for **Special Education Routes** for the **2018-19 School Year** as listed on Exhibit A.
 3. The Superintendent and the Director of Transportation recommend the **acceptance** of student transportation contracts for **quoted Athletic/Class/Field Trips** to the lowest, responsible and responsive bus contractor companies for the **2018-19 School Year** as listed on Exhibit A.
 4. The Superintendent and the Director of Transportation recommend the **award** of student transportation contracts for **quoted Athletic/Class/Field Trips** to the lowest, responsible and responsive bus contractor companies for the **2018-19 School Year** as listed on Exhibit A.
 5. The Superintendent and the Director of Transportation recommend the **acceptance** of **contract addendums for the 2018-19 School Year Routes** as listed on Exhibit A.

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6. The Superintendent and the Director of Transportation recommend the **approval** of **2017-2018 routes be renewed for the 2018-19 School Year** at or below the state issued CPI increase of 1.51% as listed on Exhibit A.
7. The Superintendent and the Director of Transportation recommend the **approval** of a **revision** to a previously approved quoted route as listed on Exhibit A. (All quotes were responsive and compliant in accordance with the specifications.)
8. The Superintendent and the Director of Transportation recommend the **acceptance** of student transportation **Bids submitted on January 16, 2019** for the 2018-19 School Year as listed on Exhibit A.
9. The Superintendent and the Director of Transportation recommend the **award** of student transportation contracts to the lowest, responsible and responsive bus contractor company **Bidders for the January 16, 2019 bid for Routes** for the 2018-19 School Year as listed on Exhibit A.
10. The Superintendent and the Director of Transportation recommend the **rejection of student transportation bids** for non-compliance issues or route terminations **submitted for the January 16, 2019 bid** for Routes for the 2018-19 School Year as listed on Exhibit A.

Mrs. Smith made a motion to approve 18a – 18f10, which was seconded by Mr. McLean:

Scott Francis	Yes	Warren Gallagher	Yes	Erin Jacobus	ABSENT
Alex McLean	Yes	Michele Perrotti	Yes	Sarah Schindelar	Yes
Candice Smith	Yes	Carol Trumpore	Yes	Anthony Fasano	Yes

Sussex County Regional Cooperative items 18a – 18f10 passed.

ADDENDUM INTRODUCED FOR APPROVAL:

Mr. Fasano made a motion to approve Addendum a - b which was seconded by Mrs. Smith:

Scott Francis	Yes	Warren Gallagher	Yes	Erin Jacobus	ABSENT
Alex McLean	Yes	Michele Perrotti	Yes	Sarah Schindelar	Yes
Candice Smith	Yes	Carol Trumpore	Yes	Anthony Fasano	Yes

Addendum a – b were approved.

21. BOARD OF EDUCATION - MEMBER COMMENTS

- Michele Perrotti – Shout out to Girls Scouts in the audience. Over the next couple of months the board will be going through the budget, it is very hard. Please try to see every side. It's a very difficult process. It's for the betterment of the students.
- Scott Francis – Thank you for coming.
- Candice Smith – Project Grad dance was held at MS. It was wonderful! Great participation. Shout out to Mr. Sutton who was the DJ at the dance. Also happy to see Girl Scouts here; Boy Scouts are also great. Very happy that there was some form of compromise for Nancy Marinaro.
- Alex McLean – Thank you to Art, Mr. Binotto, Mr. Benfatti – hosting of Drug Court/Jail Cell. People in recovery speaking to students about what happened to them. Some of those folks grew up in Hopatcong and went to school here. Budget address March 5 and within 48hrs we will find out state funding for 19/20. We need to address spending. We have assets to dispose of: \$1.75M for cell tower, HMX school building. The superintendent says we have to be in a position to compete. Thank you for coming.

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- Warren Gallagher – Replacement of the Field House Roof and the building will be checked for mold. Looking forward to Charlie Brown play. As far as budget is concerned, Good news is we have the right board for this. We have discussed this and we can come together. Bad news is what the state has done and continues to do to us with funding. Get home safely.
- Sarah Schindelar – Community in general did an awesome job with the HMX move which happened pretty seamlessly. Huge change for a lot of people – we need to start talking and doing, and thinking about things out of the box. Let us know if you have ideas about how we can do this better with less money. What can we do differently?
- Anthony Fasano – Hopatcong Chiefs Cheerleaders! Awesome team effort! The town should be proud of their 1st place national win at their Ocean City, Maryland competition. Regarding the budget...We are staring down a stark financial reality but we will be able to manage it. At this point none of us know – but there is a spirit of openness in this room and optimism. Thank you all for coming.

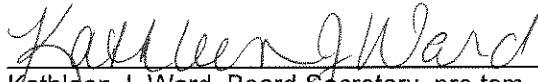
22. ADJOURNMENT

Motion to adjourn was made by Mrs. Smith, seconded by Dr. Schindelar.

All in favor

Time: 8:45 p.m.

Respectfully submitted,



Kathleen J. Ward, Board Secretary, pro tem