

May 7, 2018

**WILLINGBORO TOWNSHIP BOARD OF EDUCATION
SPECIAL MEETING – ETHICS TRAINING/PUBLIC HEARING
MONDAY MAY 7, 2018**

The Special Meeting – Ethics Training/Public Hearing of the Willingboro Board of Education was held on Monday, May 7, 2018 in the Board Room of the Country Club Administration Building. The meeting was called to order by Board President Tonya Brown at 6:30 PM.

The opening statement was read as follows:

In compliance with the Open Public Meetings Act, this is to announce that adequate notice of this meeting has been satisfied.

On April 12 & April 27, 2018 advanced written notice of this meeting was posted on the bulletin board outside the Board Secretary's Office.

On April 12 & April 27, 2018 advanced written notice of this meeting was emailed to the Courier Post, 301 Cuthbert Blvd., Cherry Hill and the Trenton Times, 413 Riverview Plaza, Trenton, NJ.

On April 12, & April 27 2018 advanced written notice of this meeting was filed with the Township Clerk.

The Board Secretary shall enter into the minutes of this meeting, this public announcement.

PLEDGE OF ALLEGIANCE

ROLL CALL

| | | | | | |
|-----------------------|----------|----------------|-----------------|---------------|---------|
| Sarah Holley | - | Present | Felicia Hopson | - | Present |
| Gary Johnson | - | Present | Grover McKenzie | - | Present |
| Jennifer Noble-Slaton | - | Present | Dennis Tunstall | - | Absent |
| Debra Williams | - | Present | Kimbrali Davis | - | Present |
| Tonya Brown | - | Present | | | |
| 9 Members | 8 | Present | 1 | Absent | |

Dennis Tunstall arrived @ 10:10 (PM)

Administrators Present: Dr. Ronald G. Taylor, Superintendent of Schools, Kelvin L. Smith, Business Administrator/Board Secretary, Dr. Dale Talbert, Deputy Assistant Superintendent, Teresa-Anne Lucas, Assistant Superintendent, Dr. Melody Alegria, Director of Special Services, Stacey Robinson, Director of Personnel, Dr. Adrian Cora-Waters, Director of Special Projects, Ron Zulika, Director of Curriculum and Instruction, Shannon Carey, Comptroller, Kim Belin, Board Attorney/Solicitor and Evelyn Holland, Assistant to Board Secretary.

May 7, 2018

APPROVAL OF DRAFT AGENDA

Be it resolved that the Willingboro Board of Education approves the draft agenda.

Moved by Felicia Hopson

APPROVAL OF DRAFT AGENDA

Seconded by Kimbrali Davis

A roll call resulted as follows:

| | | | | | |
|-----------------------|---|-----|-----------------|---|-----|
| Sarah Holley | - | Yes | Felicia Hopson | - | Yes |
| Gary Johnson | - | Yes | Grover McKenzie | | Yes |
| Jennifer Noble-Slaton | - | Yes | Debra Williams | - | Yes |
| Kimbrali Davis | - | Yes | Tonya Brown | - | Yes |

8 Voting: 8 Affirmatives, 0 Negatives, 0 Abstentions

MOTION PASSED


SCHOOL ETHICS WORKSHOP GIVEN BY JESSE ADAMS @ 6:35

Mr. Adams began with a slide show of the presentation which included the following:

- Agenda; Power Point; Code of Ethics
- Do's and Don'ts
- Acknowledgement of Code of Ethics Handout (Give to Business Admin.)
- Workshop Evaluation
- School Ethics Statue
- Conflict of Interest
- Volunteering
- Breach of Confidentiality
- List of Governance Training
- Show Cause letter if you don't complete your mandatory training
- Most requirements placed on School Board official site.
- Wrap-up and Evaluation

➤ **SEE ATTACHED:**

SCHOOL ETHICS WORKSHOP (cont'd)




New Jersey School Boards Association

Ethics for School Officials

Presented by:
NJSBA Field Services Representatives

Includes updates from Advisory Opinions through October 2017

www.njsba.org




School Ethics Act (effective April 1992)

It is essential that the conduct of members of local boards of education and local administrators hold the **respect** and **confidence** of the people.

These board members and administrators must **avoid conduct** which is in **violation of their public trust** or which creates a **justifiable impression** among the public that such trust is being violated.

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SCHOOL ETHICS WORKSHOP (cont'd)



The Act established:

- School Ethics Commission
- Code of Ethics (2001- 9 years later)
- Conflicts of Interest
- Disclosure Statements – employment and financial interests
- Training Requirements for board members

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School Ethics Commission (SEC)

9 Members
appointed by governor for 3-year term
(no more than 5 from any one political party)

- 2 school board members**
- 2 school administrators**
- 5 non-school officials**

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SCHOOL ETHICS WORKSHOP (cont'd)



SEC Jurisdiction


Advisory Opinions

A school official may request an advisory opinion to determine if any proposed activity or conduct by a school official would constitute a violation of the Act.

Ethics Complaints

Acts upon complaints filed by anyone alleging a violation of the School Ethics Act or Code of Ethics took place.

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Code of Ethics *N.J.S.A. 18A:12-24.1*


a. I will uphold and enforce all laws, rules and regulations of the State Board of Education, and court orders pertaining to schools. Desired changes shall be brought about only through legal and ethical procedures.

Uphold and enforce all laws, state board rules and regulations, court orders and local board policy when making decisions.

DON'T bend the rules, ask others to bend the rules, or think that you can accomplish anything as an individual that compromises the legal guidelines established by the board.

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SCHOOL ETHICS WORKSHOP (cont'd)


 **Code of Ethics (continued)**

b. I will make decisions in terms of the educational welfare of children and will seek to develop and maintain public schools that meet the individual needs of all children regardless of their ability, race, creed, sex, or social standing.

Make decisions in terms of the educational welfare of all children regardless of their ability, race, creed, sex, or social standing.

DON'T base your decisions on special interest agendas or on what is best for your own child.

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 **Code of Ethics (continued)**

c. I will confine my board action to policy making, planning, and appraisal, and I will help to frame policies and plans only after the board has consulted those who will be affected by them.

DON'T become involved in the administration, organization or implementation of the policy and the goals. That's the role of the professional educators.

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SCHOOL ETHICS WORKSHOP (cont'd)

Code of Ethics (continued)

d. I will carry out my responsibility, not to administer the schools, but, together with my fellow board members, to see that they are well run.

Your responsibility is to work as a board to see that the schools are well run.


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Consider...

- A board member went directly to a guidance secretary and demanded copies of SAT reports.
- Board member sent letter to superintendent and board, complaining of CSA's treatment of his wife, a district employee.
- Board member sends "confidential memo" to other members criticizing a principal's performance.
- Board member homeschools his children and bases every decision on reducing spending.

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SCHOOL ETHICS WORKSHOP (cont'd)


 **Code of Ethics (continued)**

e. I will recognize that authority rests with the board of education and will make no personal promises nor take any private action that may compromise the board.

Only the full board has the right to make decisions.

DON'T make personal promises nor take any private action which may compromise the board.

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 **Code of Ethics (continued)**


f. I will refuse to surrender my independent judgment to special interest or partisan political groups or to use the schools for personal gain or for the gain of friends.

Make decisions based on district goals and policies.

DON'T be swayed by special interest or partisan political groups.

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SCHOOL ETHICS WORKSHOP (cont'd)




Code of Ethics (continued)

g. I will hold confidential all matters pertaining to the schools which, if disclosed, would needlessly injure individuals or the schools. In all other matters, I will provide accurate information and, in concert with my fellow board members, interpret to the staff the aspirations of the community for its school.

Insist that the board keep the community informed on the progress and needs of the district. DON'T discuss confidential matters with anyone but the board.

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Consider ...

- A board member used her position to gain access to a forum (internship) for her son that was not afforded to other candidates who had to go through an application and vetting process.
- Board member put lawn sign up to "Vote No" during a school board member election.
- Board president unilaterally issued a RICE notice to the School Business Administrator.
- Board member recorded executive session discussion and disclosed it to her attorney.

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SCHOOL ETHICS WORKSHOP (cont'd)


 **Code of Ethics (continued)**

h. I will vote to appoint the best qualified personnel available after consideration of the recommendation of the chief administrative officer.

Consider the recommendation of the CSA on all matters pertaining to education.

DON'T undermine a decision of the board. (18A:27-4.1)

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 **Code of Ethics (continued)**


i. I will support and protect school personnel in proper performance of their duties.

Support and protect school personnel in proper performance of their duties.

DON'T violate the chain of command or publicly criticize staff members.

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SCHOOL ETHICS WORKSHOP (cont'd)




Code of Ethics (continued)

j. I will refer all complaints to the chief administrative officer and will act on the complaints at public meetings only after failure of an administrative solution.

Refer all complaints to the superintendent. DON'T make any promises to "help" or act on citizen complaints until they reach the board level after failure of an administrative solution.

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Consider

- Board member sent letter to superintendent criticizing his performance and sent copy to the state board and county superintendent.
- Board member requested information directly from the Supervisor of Curriculum and Instruction and responded in a demeaning and harassing way when the information was not available.
- Board member went into school and took pictures of open windows, and debris in the bathroom and sent them to a reporter.

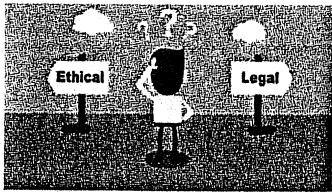
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SCHOOL ETHICS WORKSHOP (cont'd)

Conflicts of Interest

Conflicts of Interest review includes:

- When to recuse yourself
- Definitions
- Hiring
- Personnel Issues
- Collective Bargaining
- Use of Doctrine of Necessity




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Conflicts of Interest- N.J.S.A.18A: 12-24

Recuse yourself if there is a benefit to **you** as a **school official** or your **immediate family**, due to a:

- Business interest
- Use of position to secure unwarranted privileges, advantages, or employment. (Extends to "others" which can include Nepotism policy definition of relative.)
- Financial involvement
- Gift, favor, etc. offered with the intent to influence
- Personal involvement that creates a benefit
- Service or employment that may prejudice independent judgment



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SCHOOL ETHICS WORKSHOP (cont'd)

Consider ...

- Board member used district email to solicit and receive campaign contributions from 3 school employees.
- Board member may serve as president of local PTA but cannot represent the PTA before the Board on any matter.
- Board member voted to reappoint his mother, a teacher in the district, and her supervisor (a principal).

“Just because you can do something... doesn’t mean you should!”

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Immediate Family Member Definition


Accountability regulation definition of **Immediate Family Member** (N.J.A.C. 6A23A-1.2):

- spouse, civil union or domestic partner, dependent child
- residing in same household

In recent advisory opinions the SEC has adopted the regulatory definition of relative, which is more expansive than the statutory definition – spouse or dependent child residing in the same household.

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SCHOOL ETHICS WORKSHOP (cont'd)

 **Relative Definition**


Accountability Regulation Definition:

- Spouse/civil union or domestic partner
- Parent/stepparent • Grandparent, grandchild
- Child/stepchild and son/daughter-in-law
- Siblings, stepbrother/sister, half brother/sister
- Aunt/uncle, niece/nephew

Whether related to individual or spouse/partner by blood, marriage or adoption.

Recent opinions **expanded this definition** to include **“other”** such as **first cousin, co-habiting partner, ex-spouse, etc.**

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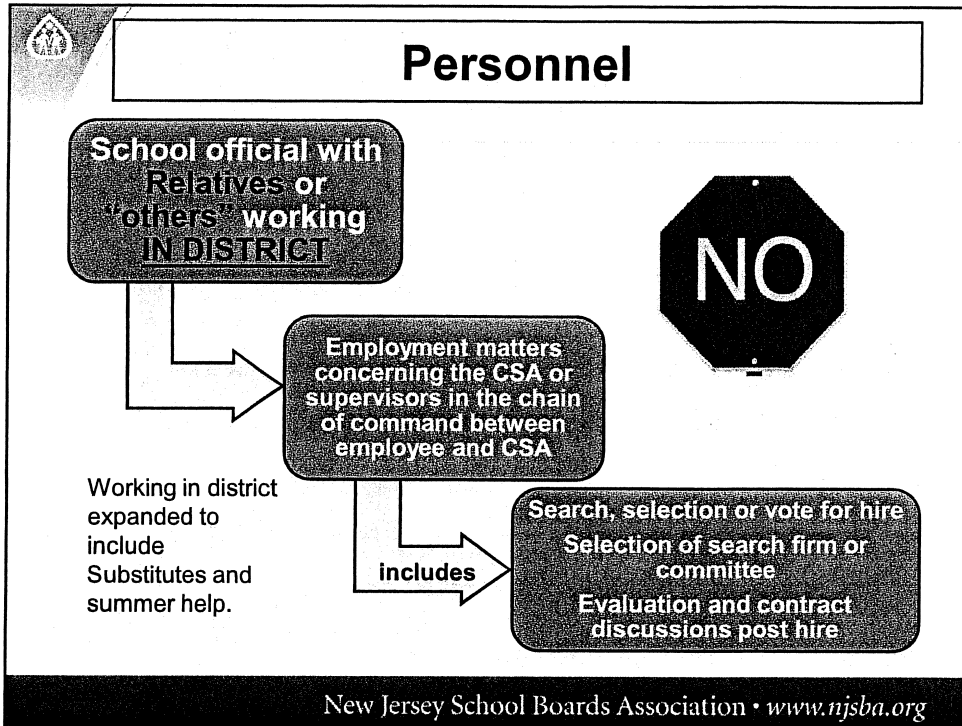
 **Hiring/Nepotism Policy – N.J.A.C. 6A:23A- 6.2**

- Districts may **not** hire a relative of a board member or chief school administrator (2008 - prior employees grandfathered). Board member must recuse from discussion and abstain from voting.
- CSA may **not** recommend to the board a relative of the board or CSA.
- A district administrator may **not** exercise direct or indirect authority over a relative of the administrator.

Note: There are Exceptions that apply

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SCHOOL ETHICS WORKSHOP (cont'd)



Collective Bargaining
A24-17


| Relationship to Board Member | Current Member of a Statewide Public Teachers' Union | Participate in Negotiations Yes or No | Vote to Ratify the Contract Yes or no |
|--|--|--|--|
| Self Spouse Dependent Child Child (not dependent) Relative | Works in the District | No | No |
| Self Spouse Dependent Child | Works Out-of-District | No | Yes* ** |
| Child (not dependent) Relative | Works Out-of-District | Yes* | Yes* |

* Absent another conflict

** After Memorandum of Agreement, salary guides, total compensation package attained.

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SCHOOL ETHICS WORKSHOP (cont'd)



Collective Bargaining Possible Other Conflicts

- Board member's endorsement by the union in election immediately preceding negotiations.
- Supervised by employees in the unit
- Not in the unit, but terms of employment linked to unit.
- Immediate family member/relative has heightened union involvement.

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Doctrine of Necessity

A19-17

- The Doctrine of Necessity is only to be invoked when the Board is required to vote on a matter requiring the majority vote of the full membership.
- Formation of a committee, even if only 1 member is eligible, does not warrant the Doctrine of Necessity because selection of committee members is not a matter required to be voted upon.
- Two non-conflicted members may obtain the assistance of CSA, B/A or consultant to help with negotiations

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Volunteerism

Recent Advisory Opinions do not ban in-district volunteering but do place restrictions on contact with students, staff, and parents that is inconsistent with the role of a Board member.

Acceptable: 

- One-time, infrequent, non-executive in-district volunteer activities .
- Volunteer activities in outside organizations that are self-governing, wholly independent of board member's role and board of education oversight.

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Volunteerism

Advisory Opinions A32-14, A10-15, A17-15 find the following Board member volunteer actions to be an **Ethics violation:**

- Supervision, management and direction of school personnel and funds
- Regular contact with students, parents and staff
- Active day-to-day presence
- Enmeshed in the building
- E.g. volunteer coaches, volunteer club advisors, volunteer playground aides



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Interview Committees

A31-15 Board member involvement in interviews for positions other than that of Superintendent is not encouraged.

Exceptions in narrow circumstances subject to approval of the superintendent and the guidelines in A04-12.

A04-12 One or two board members; administrative staff coordinates participation – observations and assessments; CSA recommendation.

A15-10 – Exit Interviews – No!

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Points to Consider...

1. NJSBA recommends boards develop a **list of board members and administrators** who have a conflict and note the conflict area -i.e. Collective Bargaining; Personnel...
2. Consult with your Board attorney to identify conflicted members/ administrators.
3. Continue to check **School Board Notes** to keep abreast of newly released advisories.



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FINAL SUMMARY

School Ethics Act outlines the **minimum expected (required) behavior** of school officials that will promote effective governance and public confidence.

May 7, 2018

MOTION FOR 5 MINUTE RECESS @ 7:45

Moved by Sarah Holley

MOTION FOR 5 MINUTE RECESS

Seconded by Felicia Hopson

A roll call resulted as follows:

| | | | | | |
|-----------------------|---|-----|-----------------|---|-----|
| Sarah Holley | - | Yes | Felicia Hopson | - | Yes |
| Gary Johnson | - | Yes | Grover McKenzie | - | Yes |
| Jennifer Noble-Slaton | - | Yes | Debra Williams | - | Yes |
| Kimbrali Davis | - | Yes | Tonya Brown | - | Yes |

8 Voting: 8 Affirmatives, 0 Negatives, 0 Abstentions

MOTION PASSED

MOTION TO COME OUT OF 5 MINUTE RECESS @ 7:50 WAS UNANIMOUS

Moved by Grover McKenzie

MOTION FOR 5 MINUTE RECESS

Seconded by Gary Johnson

A roll call resulted as follows:

| | | | | | |
|-----------------------|---|-----|-----------------|---|-----|
| Sarah Holley | - | Yes | Felicia Hopson | - | Yes |
| Gary Johnson | - | Yes | Grover McKenzie | - | Yes |
| Jennifer Noble-Slaton | - | Yes | Debra Williams | - | Yes |
| Kimbrali Davis | - | Yes | Tonya Brown | - | Yes |

8 Voting: 8 Affirmatives, 0 Negatives, 0 Abstentions

MOTION PASSED

MOTION TO MOVE AGENDA ITEM 7.1.1 APPROVAL OF 2018-2019 BUDGET AND RELATED RESOLUTIONS TO SUPERINTENDENT'S SECTION B

Moved by Sarah Holley

MOTION FOR 5 MINUTE RECESS

Seconded by Felicia Hopson

A roll call resulted as follows:

| | | | | | |
|-----------------------|---|-----|-----------------|---|-----|
| Sarah Holley | - | Yes | Felicia Hopson | - | Yes |
| Gary Johnson | - | Yes | Grover McKenzie | - | Yes |
| Jennifer Noble-Slaton | - | Yes | Debra Williams | - | Yes |
| Kimbrali Davis | - | Yes | Tonya Brown | - | Yes |

8 Voting: 8 Affirmatives, 0 Negatives, 0 Abstentions

MOTION PASSED

BOARD MEETING COMMENTS

Board President's Statement

Often times it may appear to members of our audience that the Board of Education takes action with very little comment and in many cases a unanimous vote. Before a matter is placed on the agenda at a public meeting, the administration has thoroughly reviewed the matter with the Superintendent of Schools/Chief School Administrator (CSA). If the Superintendent of Schools/Chief School Administrator is satisfied that the matter is ready to be presented to the Board of Education, it is then referred to the appropriate board committee. The members of the board committee work with administration and the Superintendent to assure that the members fully understand the matter. When the committee is satisfied with the matter, it is presented to the Board of Education for discussion before any final action is taken. Only then, is it placed on the agenda for action at a public meeting.

BUDGET HEARING PRESENTATION:

Dr. Taylor gave out a print out and discussed the following:

- Revenue
- Layout
- Expenditures and Challenges
- Demographic Trends
- Reduction in Force
- Line Item Cuts
- Approved District Reorganization
- How the current Elementary Design looks vs. the Proposed Design
- Special Education and the impact it will have on Special Education
- Transportation
- Other Options Available

Brief Overview:

First column shows 2016-2017 budget information that was approved with 2% cap along with bank cap. Next to it is the current school year 2017-2018 budget with 2% cap and no bank cap. The next three columns shows The different scenarios the board considered. They selected the last column. The highlights show that the Board of Education selected to go to a banked cap on top of the 2% increase that was offered. What does that mean for the average tax payer, it means that the average tax assessment increase would be \$107.00 per year divided into 12 months or quarterly payments. A pie chart was shown to show how the revenue is received and how the money is used, 93% of the district's money come from state aide or local tax levy. Also federal aid and other funding received based on population and demographics. If you do the breakdown of the pie chart it shows that the majority of the funding goes toward salaries, benefits, out of district tuition and transportation, which is non-negotiable. The number one challenge was the expansion of the Benjamin Banneker Charter School, which left a deficit of 3.1 million dollars. Other things changed as well. We begin this process with the annual audit and that annual audit gives us what the fund balance would be moving forward. There was about 1.4 million less in the fund balance then last school year. With the board going to a 2% cap and bank cap the district is only \$200,000 less than last year. Also, we were informed by the state to expect healthcare to increase about 13%, and negotiated salaries about 2.7%.

May 7, 2018

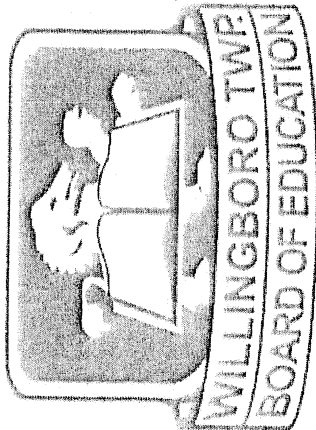
BUDGET HEARING PRESENTATION (cont'd):

From 2008-2009 to current year there has been a drop in enrollment in Willingboro Public Schools, in every grade level a significant drop and this isn't including the students who are expected to go to charter school next year. There has been a total drop of about 800 students from 2008 to 2018. From K-5th the loss alone is about 300 students. This is regional issue. In the county level there has also been a decline in school aged children.

BUDGET HEARING – BRIEF REVEIW

SEE ATTACHED:

BUDGET HEARING PRESENTATION (cont'd):



Budget Hearing - Brief Review
May 7, 2018
Dr. Ronald G. Taylor,
Superintendent of Schools

Mr. Kelvin L. Smith,
School Business Administrator CPA, MBA

BUDGET HEARING PRESENTATION (cont'd):

Purpose

- ▶ **To briefly review 2018-2019 Proposed Budget:**
 - ▶ **Revenue;**
 - ▶ **Expenditures;**
 - ▶ **Challenges;**
 - ▶ **Demographic Trends;**
 - ▶ **Reduction in force/line item cuts;**
 - ▶ **Approved District Re-Org;**
 - ▶ **Current School Design vs. Proposed;**
 - ▶ **Special Education**
 - ▶ **Instructional Focus; and,**
 - ▶ **Transportation**
 - ▶ **Next Steps/Options etc...**

BUDGET HEARING PRESENTATION (cont'd):

Revenue



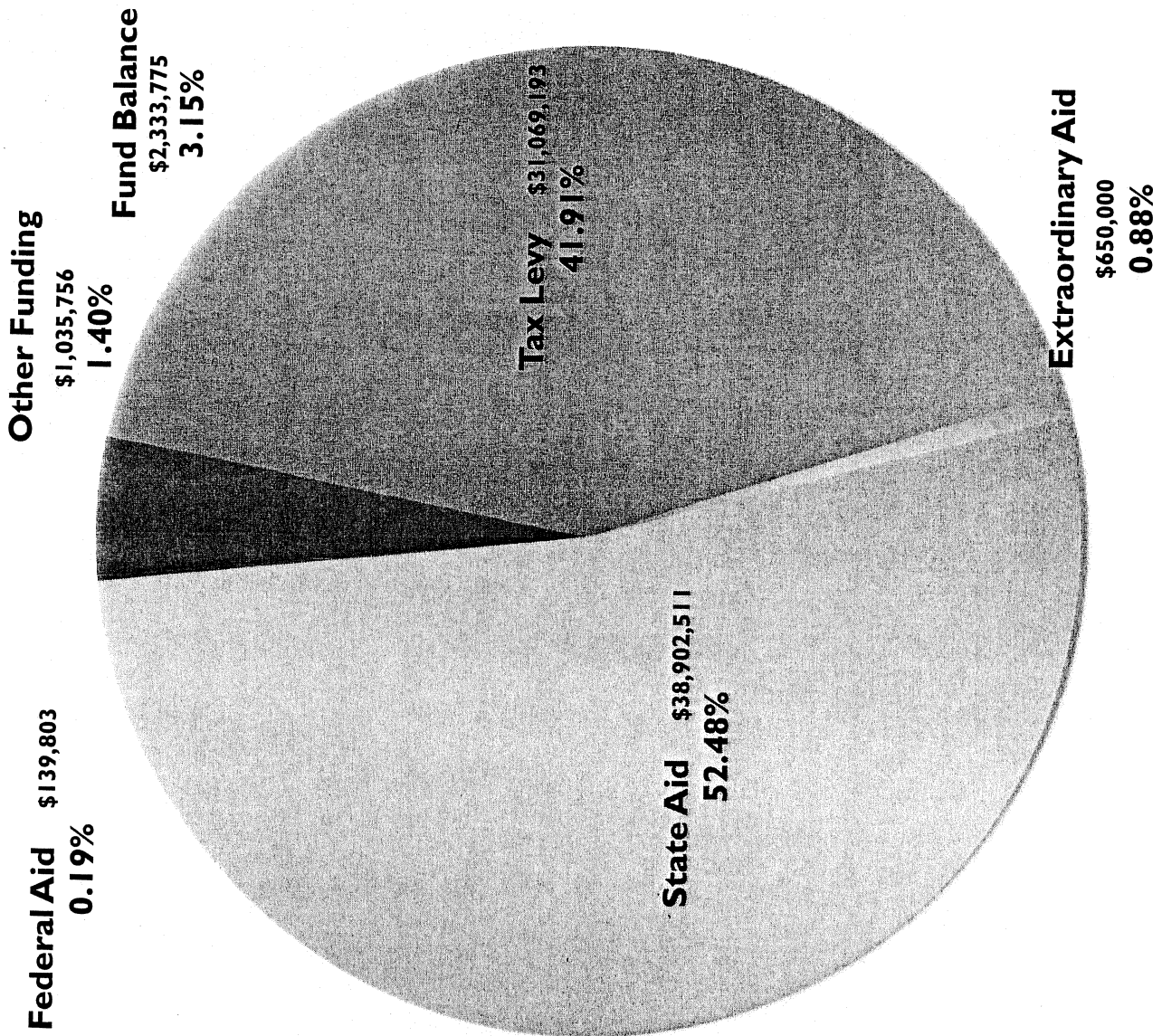
BUDGET HEARING PRESENTATION (cont'd):

| | 2016-2017 | 2017-2018 | 2018-2019 | 2018-2019 | 2018-2019 |
|--------------------------------|---------------------------------------|------------------|------------------------------------|---------------------------------|---|
| | w/Adjustments and Bank Cap | At 2% Cap | Projection w/out 2% Cap | Projection at 2% Cap | New Projection at 2% Cap w/ Banked CAP |
| General Fund | 29,862,738 | 30,459,993 | 30,459,993 | 31,069,193 | 31,069,193 |
| Debt Service | 1,866,181 | 1,857,931 | 1,848,807 | 1,848,807 | 1,848,807 |
| Additional Bank Cap | | | | | 597,313.00 |
| Total Taxes Form A4F | 31,728,919 | 32,317,924 | 32,308,800 | 32,918,000 | 33,515,313 |
| Preliminary Assessments | 1,877,469,800 | 1,877,469,800 | 1,873,078,400 | 1,873,078,400 | 1,873,078,400 |
| General Fund | 1.591 | 1.622 | 1.63 | 1.66 | 1.66 |
| Debt Service Prior Year | 0.099 | 0.099 | 0.10 | 0.10 | 0.10 |
| GF and Prior Year | 1.591 | 1.622 | 1.63 | 1.66 | 1.66 |
| School Tax Rates | 1.690 | 1.721 | 1.72 | 1.76 | 1.79 |
| Average Assessment | 158,737 | 158,737 | 158,737.00 | 158,737.00 | 158,737.00 |
| Per 158737 Assessment Per Year | 2682.63 | 2732.43 | 2,738.06 | 2,789.69 | 2,840.31 |
| Net Tax Increase per year | 170.72 | 49.80 | 5.63 | 57.26 | 107.88 |

BUDGET HEARING PRESENTATION (cont'd):

2018-2019

Updated Revenue



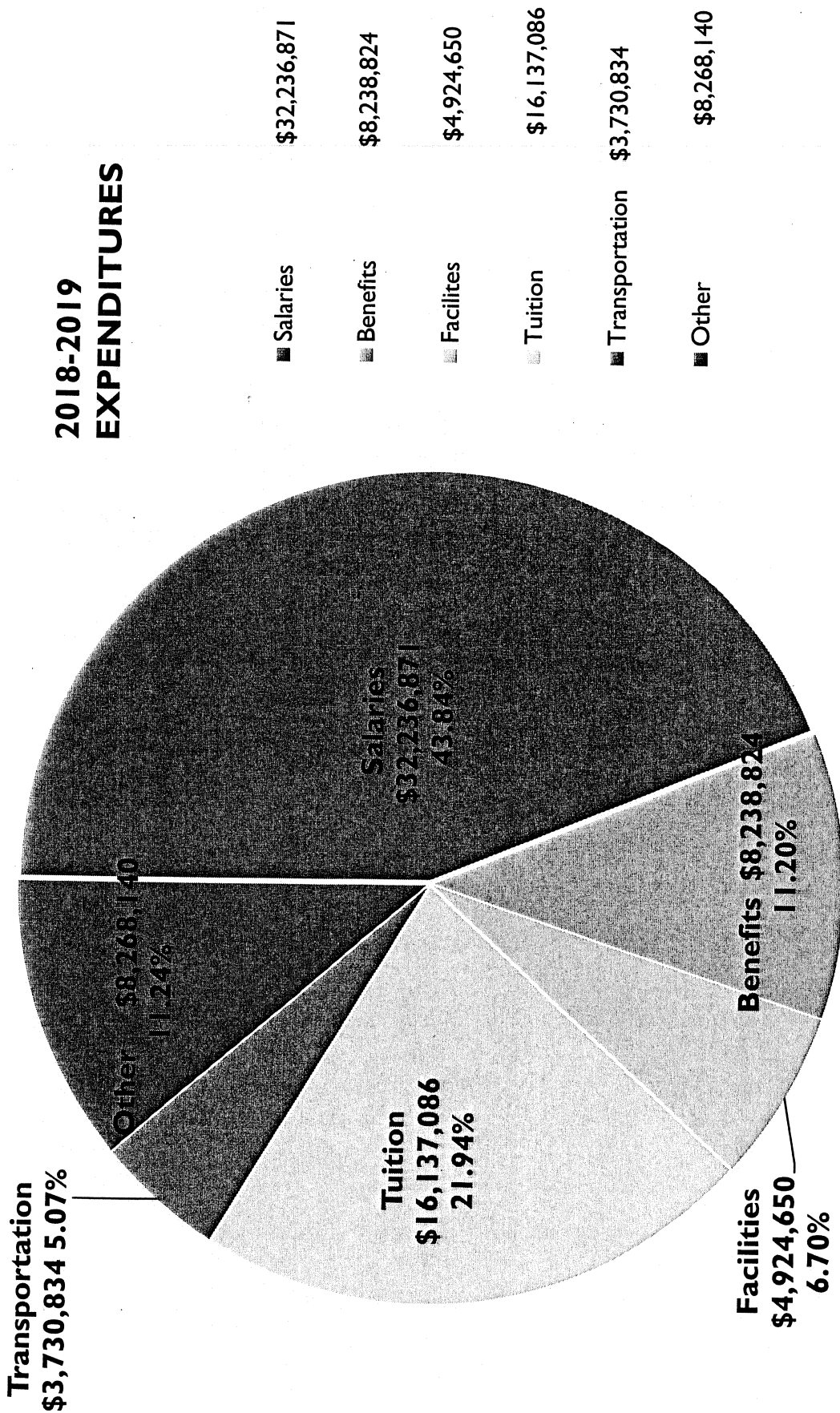
BUDGET HEARING PRESENTATION (cont'd):



**Budget Category
Breakdown**

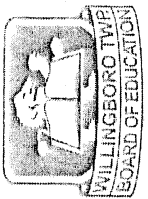
BUDGET HEARING PRESENTATION (cont'd):

Expenditure Breakdown



BUDGET HEARING PRESENTATION (cont'd):

Challenges



BUDGET HEARING PRESENTATION (cont'd):

Challenges that have been addressed during this process...

- ▶ Charter School Tuition Increase-\$3.1M;
- ▶ Fund Balance-~~\$1.4M~~ **\$201,000*** less than previous years;
- ▶ Health Care increase by 13%-~~\$1.1M~~ in additional costs;
- ▶ Negotiated increases of salary (2.7%) -~~\$751,981.13~~

*Via Board's tentative decision to use Banked CAP as well as the State's software automatic adjustments

BUDGET HEARING PRESENTATION (cont'd):



Demographic Trends

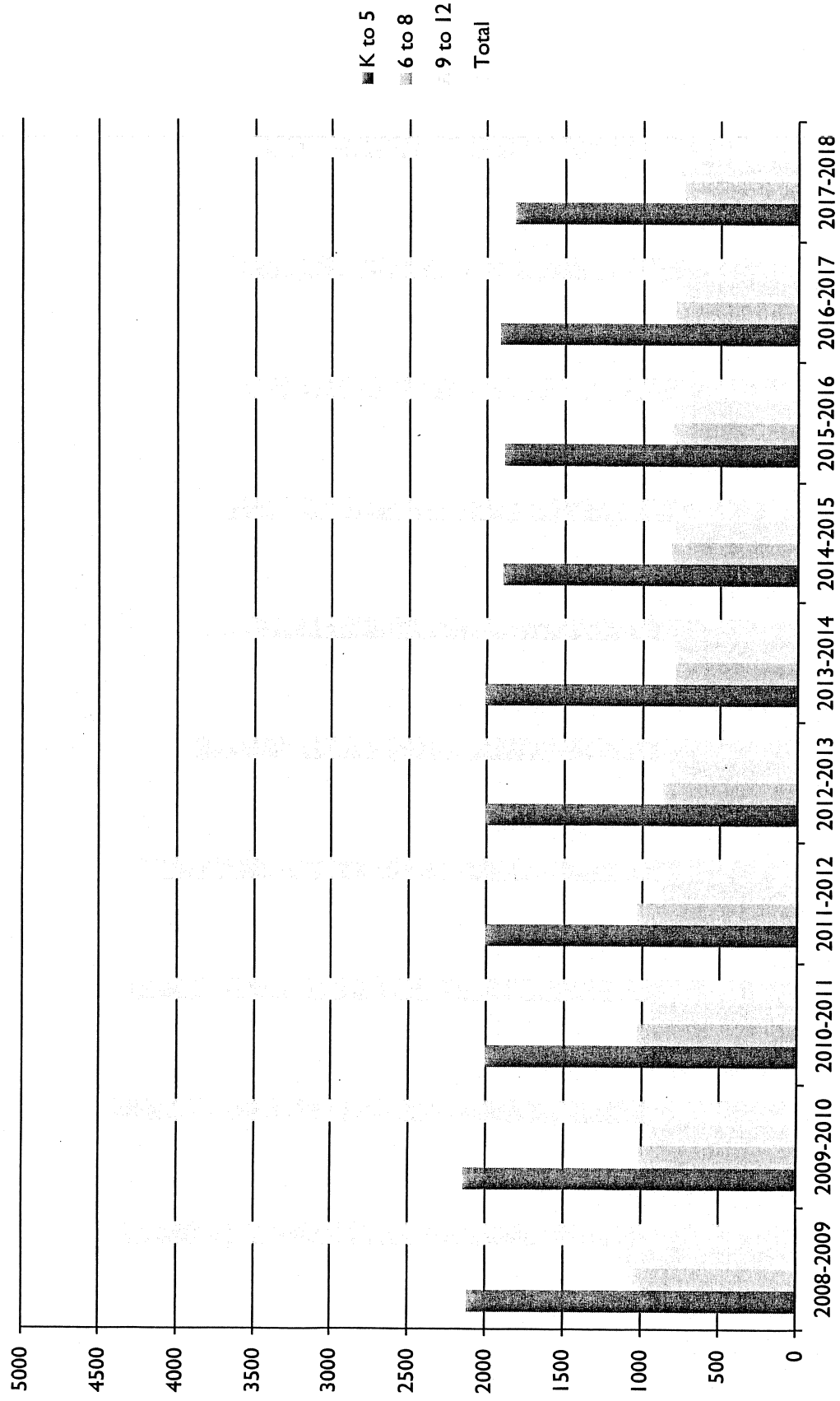
BUDGET HEARING PRESENTATION (cont'd):

**Enrollment Trends
(not including Charter Expansion for 2018-2019)**

| YEAR | K to 5 | 6 to 8 | 9 to 12 | Total |
|-------------|---------------|---------------|----------------|--------------|
| 2008-2009 | 2120 | 1048 | 1142 | 4341 |
| 2009-2010 | 2146 | 1012 | 963 | 4419 |
| 2010-2011 | 2007 | 1037 | 938 | 4286 |
| 2011-2012 | 2006 | 1033 | 881 | 4233 |
| 2012-2013 | 2004 | 870 | 826 | 3976 |
| 2013-2014 | 2011 | 791 | 800 | 3888 |
| 2014-2015 | 1898 | 819 | 792 | 3737 |
| 2015-2016 | 1888 | 803 | 756 | 3686 |
| 2016-2017 | 1917 | 793 | 752 | 3683 |
| 2017-2018 | 1822 | 739 | 754 | 3532 |

BUDGET HEARING PRESENTATION (cont'd):

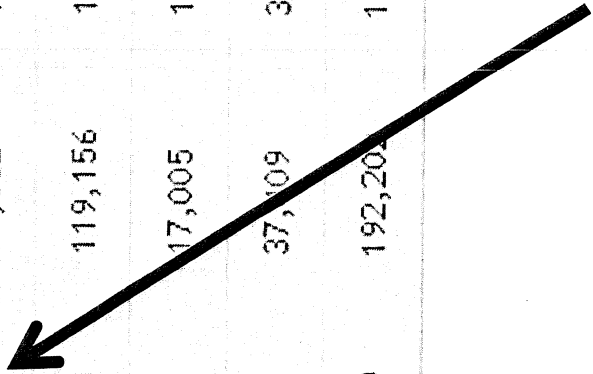
Enrollment Trends (not including Charter Expansion for 2018-2019)



BUDGET HEARING PRESENTATION (cont'd):

Population Trends –NJ Counties*

| Location | Data Type | 2011 | 2012 | 2013 | 2014 | 2015 |
|------------|-----------|---------|---------|---------|---------|---------|
| Atlantic | Number | 63,026 | 62,646 | 61,824 | 60,845 | 60,132 |
| Bergen | Number | 202,266 | 201,282 | 202,419 | 202,136 | 201,429 |
| Burlington | Number | 102,341 | 100,920 | 99,733 | 97,552 | 96,373 |
| Camden | Number | 123,159 | 121,732 | 120,761 | 119,156 | 118,299 |
| Cape May | Number | 17,854 | 17,571 | 17,274 | 17,005 | 16,672 |
| Cumberland | Number | 37,464 | 37,525 | 37,493 | 37,009 | 36,586 |
| Essex | Number | 193,366 | 192,607 | 191,819 | 192,202 | 191,267 |



*kidscount.org

BUDGET HEARING PRESENTATION (cont'd):



**Reduction in
Force/Line Item
Reductions**

BUDGET HEARING PRESENTATION (cont'd):

Balancing the Budget

| 11-000-216-100 | SPECIAL ED CLERK TO SECT | To support SEMI Recovery | 5,000.00 |
|--------------------------|--|---------------------------------------|----------------|
| 11-000-291-270-9B00 | RIF ACADEMIC PARAS BENEFITS | Balancing the Budget | (2,080,000.00) |
| 11-000-240-103-S101 | 1 PRINCIPAL (TRANSITION TO PEA GRANT) | DIRECTOR OF EARLY CHILDHOOD CENTER | (100,000.00) |
| 11-120 (130/140)-100-101 | RIF of 14 Teachers | Balancing the Budget | (1,288,000) |
| 11-000-252-730-AB51 | EQUIP INFO SYS | REMOVE DELL SWITCHES | (50,000.00) |
| 11-000-240-103-XTRA | SALARIES FOR Asst PRINCIPALS | REMOVE SUMMER | (58,000.00) |
| 11-000-240-103-S101 | PRINCIPAL AND ASST SAL (WHS) | Adjustment for moving to 12 month | 10,000.00 |
| 11-000-240-103-S101 | PRINCIPAL AND ASST SAL (MIDDLE) | Adjustment for moving to 12 month | 10,000.00 |

BUDGET HEARING PRESENTATION (cont'd):

Balancing the Budget

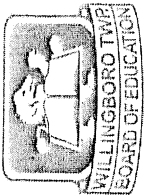
| | | | |
|--------------------------------|---|--|-------------------------|
| 11-000-240-103-S101 | 1 PRINCIPAL | Closing of an Elementary School | (105,000.00) |
| 11-000-240-103-S101 | Restored to lead 5 th and 6 th Grade School 1 VICE PRINCIPAL | Closing of an Elementary School | (80,000.00) |
| 11-000-240-105-S101 | 1 SECRETARY | Closing of an Elementary School | (40,000.00) |
| 11-000-240-105-S101 | 1 CLERK | Closing of an Elementary School | (20,000.00) |
| 11-000-262-100-SM47 | 2 CUSTODIANS | Closing of an Elementary School | (60,000.00) |
| 11-000-213-100-S136 | 1 NURSE | Closing of an Elementary School | (60,000.00) |
| 11-000-291-270-9B00 | BENEFITS FOR THE ABOVE | Closing of an Elementary School | (180,000.00) |
| 11-000-230-100-SA44 | 2 CENTRAL ADMINISTRATORS W/ BENEFITS | | (290,000.00) |
| 11-000-266-300-0B49 | REDUCE SRO VIA FIREHOUSE AGRM'T | Township Agreement | (115,000.00) |
| 11-000-240-103-S101 | REDUCTION ELEMENTARY VICE PRINCIPALS 4 VPs Restored Via Banked CAP | Balancing of Budget | (320,000.00) |
| 11-000-291-270-9B00 | BENEFITS FOR THE ABOVE | Balancing of Budget | (160,000.00) |

BUDGET HEARING PRESENTATION (cont'd):

Balancing the Budget Continued...

| | 10-5200x | TRANSFER FROM OTHER FUNDS | Add'l Funding from BASP | |
|---------------------|----------|---|---|--------------|
| 11-000-240-103-S101 | | PRINCIPAL AND ASS'T SALARY | Principal Position - Levitt 5 th and 6 th Intermediate School | (45,000.00) |
| 11-120-100-101-S102 | | GR 1-5 TEACHER SALARY | Math Supervisor Position | 105,000.00 |
| 11-000-262-621-9B00 | | ENERGY – NATURAL GAS (Both Lines 70k each) | Supporting Math Supervisor and Principal @Levitt School | 80,000.00 |
| 11-000-240-103-S101 | | PRINCIPAL AND ASST SAL (MIDDLE) | REMOVE AP (previous resignation) | (140,000.00) |
| 11-000-291-270-9B00 | | BENEFITS | REMOVE AP (previous resignation) | (68,123.00) |
| 11-401-100-100-XXXX | | GENERAL HONORUMS REDUCTIONS 10% | | (40,000.00) |
| 11-402-100-100-XTRA | | ATHLETICS HONORUMS REDUCTIONS 10% | Balancing the Budget | (23,753.00) |
| 11-XXX-XXX-610-XXX | | GENERAL SUPPLIES REDUCTIONS 10% | Balancing the Budget | (32,018.00) |
| 11-000-291-270-9B00 | | RIF of 20 Security Personnel | 20 security x 40K | (155,786.00) |
| 11-000-291-270-9B00 | | BENEFITS | | (800,000.00) |
| 11-000-221-100-101 | | TRANSITION OF PDS TO SUPERVISORS*- | Support Teacher Evaluation and Curriculum Rollout | (40,000.00) |
| | | | | 35,023 |

BUDGET HEARING PRESENTATION (cont'd):



**Approved* District
Re-Organization**

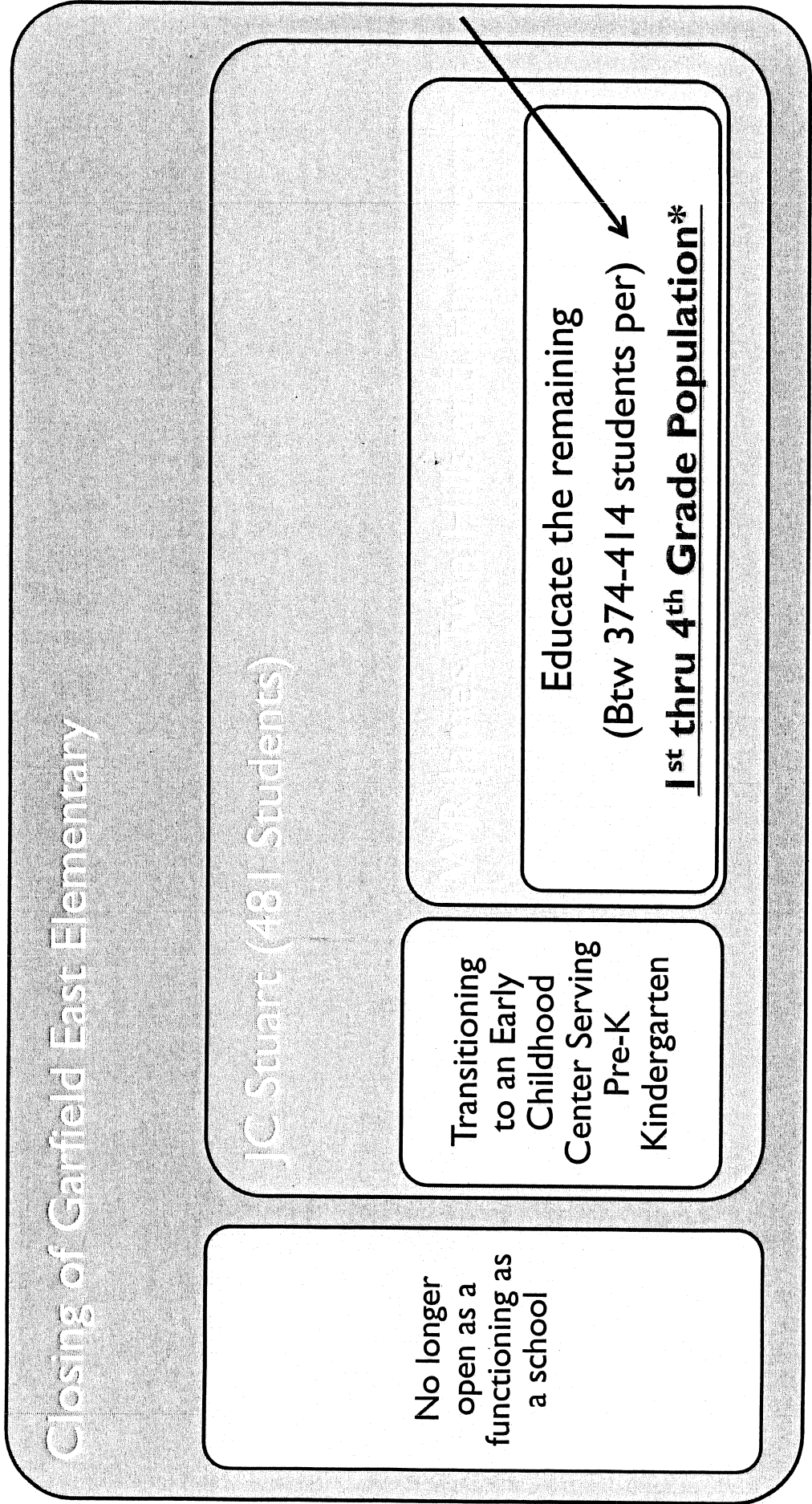
***Board Education and County Executive Superintendent**

BUDGET HEARING PRESENTATION (cont'd):

**Option B:
Better Use of Levitt to
lessen Elementary
Density
(Aggressive)**

BUDGET HEARING PRESENTATION (cont'd):

**Elementary Re-Org-
Option-B*-Approved**



20 *5th Grade transitions to Levitt making Levitt a 5th and 6th grade school-
Btw 551-581 students

BUDGET HEARING PRESENTATION (cont'd):

Option B-Less Dense Elementary & Creation of Upper Elementary

JC ECHC
481 (PreK-K)

HAW
(Btw 374-414
students per)
1st thru 4th Grade
Population*

VRJ
(Btw 374-414
students per)
1st thru 4th Grade
Population*

TWH
(Btw 374-414
students per)
1st thru 4th Grade
Population*

Levitt Intermediate
School
Btw 551-581
5th and 6th Grade
Population

BUDGET HEARING PRESENTATION (cont'd):

**Elementary Re-Org-
Option-B* (Approved)**

Pros

- ▶ Creates an Early Childhood Center;
- ▶ Less likelihood of overcrowding concerns in Elementary Schools;
- ▶ Levitt Principal position would be created/restored, 6th grade Academy Asst Principal would remain (additional oversight);
- ▶ Creation of a new school (Levitt Upper-Ele);
- ▶ Some what maintaining neighborhood/park school design (Levitt much closer to capacity);
- ▶ More efficient use of buildings;
- ▶ Most leadership stays in place;
- ▶ Budget is balanced;
- ▶ Reconstituting addresses achievement gap; and,
- ▶ Room to grow in elementary schools (in case of B.B. Prep students returning, SPED student population increasing, demographics etc.)

Cons

- ▶ Who moved my cheese;
- ▶ Boundary lines will have to be redesigned;
- ▶ Cost of one additional Principal restored (approx 100k)
- ▶ Definite possible increase in transportation over current year to transport 5th graders (approx \$378k- worst case) total; and,
- ▶ More significant Bumping and shuffling of staff.

BUDGET HEARING PRESENTATION (cont'd):

Current * School Building Specs and Enrollment

| School | # of Classrooms | # of Students * |
|---------------|------------------------|------------------------|
| JCS | 36 | 423 |
| GFE | 34 | 371 |
| TWH | 31 | 357 |
| WRJ | 30 | 435 |
| Haw | 30 | 458 |

BUDGET HEARING PRESENTATION (cont'd):

***Current Enrollment by Grade Level**

| Pre K | K | 1 st | 2 nd | 3 rd | 4 th | 5 th | 6 th | 7 th | 8 th | 9 th | 10 th | 11 th | 12 th |
|-------|-----|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|------------------|------------------|------------------|
| 213 | 267 | 295 | 301 | 309 | 342 | 316 | 265 | 232 | 239 | 203 | 176 | 164 | 193 |

*180 Students are targeted to be enrolled at BBPrep in sy 2018-2019 - grades 1st – 6th

BUDGET HEARING PRESENTATION (cont'd):

TOPS and Alt School

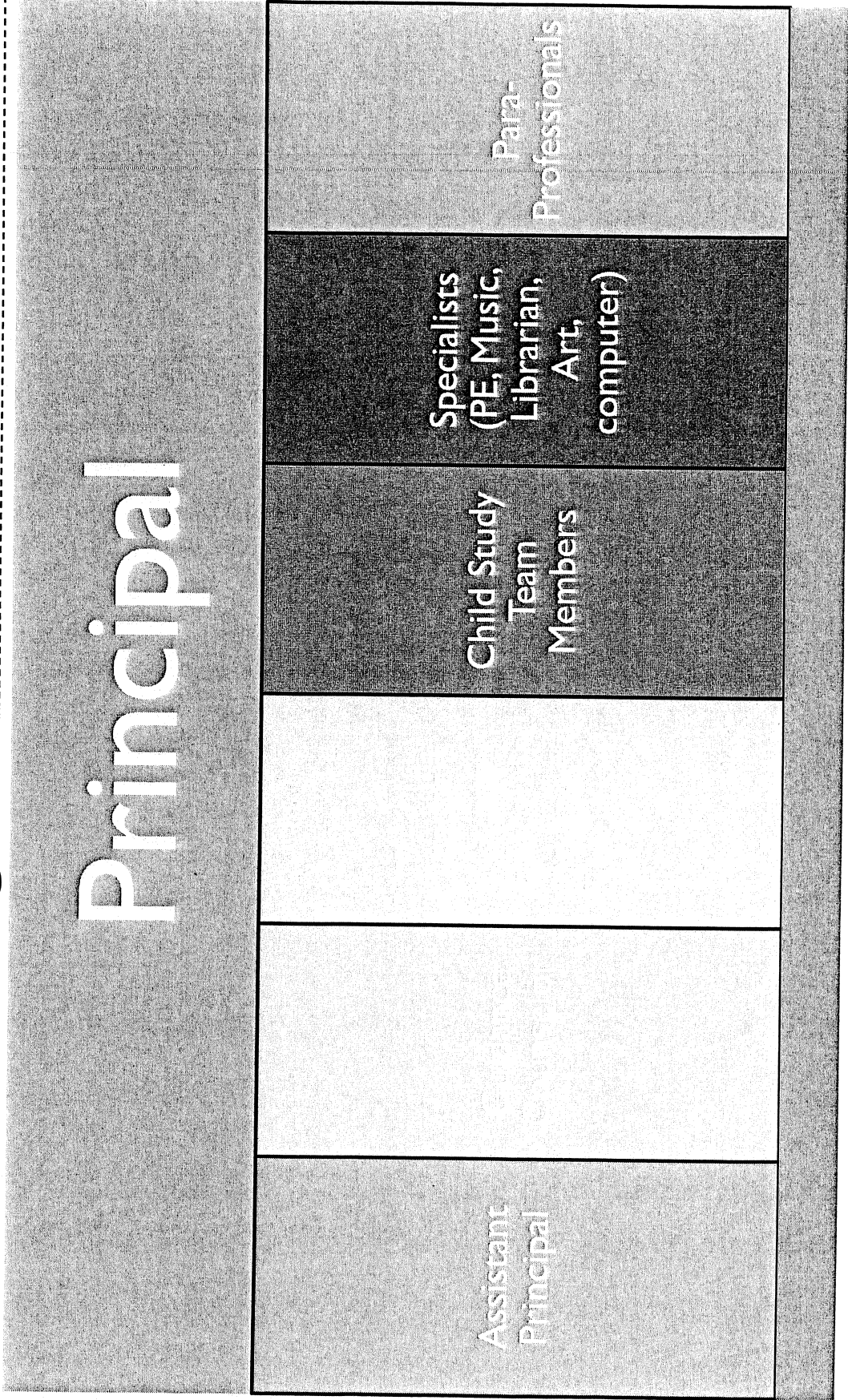
BUDGET HEARING PRESENTATION (cont'd):

TOPS and ALT School

- ▶ The TOPS program (3 teachers) will be sent to the remaining three (3) elementary schools where they will serve duties as both G&T Teachers, as well as Instructional Support Teachers (1 per school);
- ▶ There would be nominal transportation savings (\$9,000), however it does provide additional in-house targeted academic support that is very valuable; and,
- ▶ The Alternative School will remain in its space at Levitt, where there designed physical barriers and specified modifications by our architects for this population (inclusive of self-contained cafeteria, separate entrances and different arrival and dismissal times).

BUDGET HEARING PRESENTATION (cont'd):

Currently each Elementary has the following Instructional Design...



BUDGET HEARING PRESENTATION (cont'd):

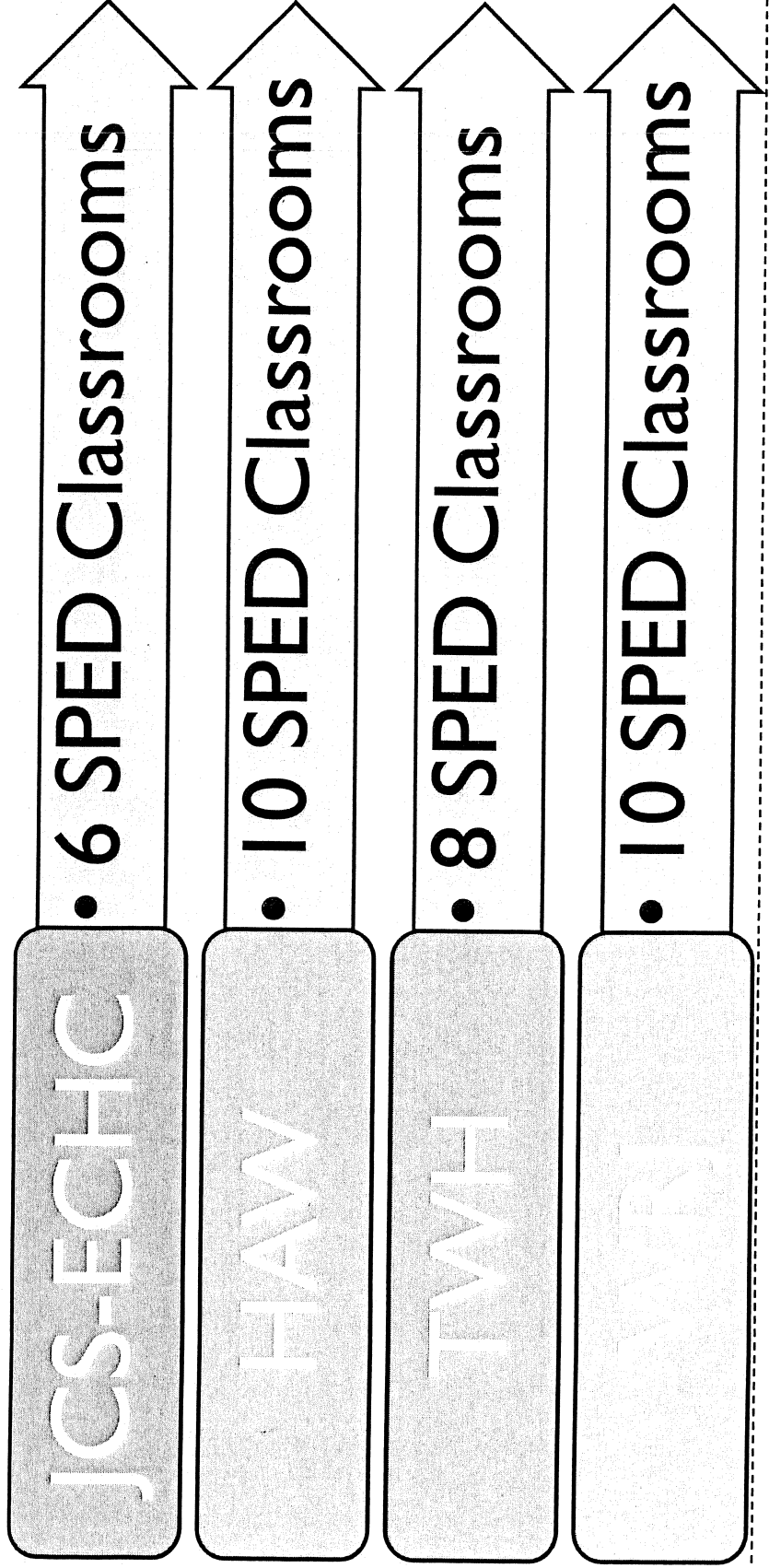
Elementary Design for 2018-2019

- ▶ In the 2018-2019 Budget Year, the following will be added to our Instructional Design:
 1. An Early Childhood Center with a Director, Assistant Principal, Master Teachers, Pre-K Para-Professionals, etc.
 2. Current Elementary Design with the addition of in-house TOPS Teachers that will serve both those students who need to be challenged as well as those who need academic support to reach proficiency.

BUDGET HEARING PRESENTATION (cont'd):

Re-Org Concerns and Special Needs

- ▶ Approximately 34 SPED Classrooms are going to be needed in our ECHC and 3 remaining Elementary Schools:



BUDGET HEARING PRESENTATION (cont'd):

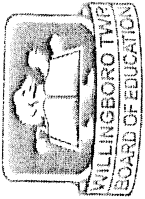
Re-Org Concerns and Special Needs

| School | Total Classrooms | Classrooms Required for Special Needs | Remaining classrooms for General ED |
|--------|------------------|---------------------------------------|-------------------------------------|
| JCS* | 36 classrooms | 6 SPED | 30 Available |
| TWH | 31 classrooms | 8 SPED | 23 Available |
| WRJ | 30 classrooms | 10 SPED | 20 Available |
| HAW | 30 classrooms | 10 SPED | 20 Available |

*Early Childhood Grant methodology applied

BUDGET HEARING PRESENTATION (cont'd):

**Curriculum
Investment**



BUDGET HEARING PRESENTATION (cont'd):

Curriculum Investment

- ▶ Though this budget details many necessitated cuts, there is also a significant budgetary investment in *Curriculum and Instruction* to align our Curriculum Writing Efforts, LTP and instructional materials, including:
 - ▶ Classroom Libraries for secondary students;
 - ▶ Novels for middle school students;
 - ▶ New Generation Science Materials investments for Elementary, Middle and High School;
 - ▶ New Guided Reading Books and Libraries;
 - ▶ New Social Science Resources ; and,
 - ▶ Curriculum Writing stipends to update every subject and course;

BUDGET HEARING PRESENTATION (cont'd):

Curriculum Investment

Though this budget details many necessitated cuts, there is also a significant budgetary investment in *Curriculum and Instruction* to align our Curriculum Writing Efforts, LTP and instructional materials, including:

- ▶ Novels for Middle School Students;
- ▶ New Guided Reading Books and Libraries;
- ▶ Elementary, Middle and High School investments in instructional materials to support the new Learning Standards for Science;
- ▶ New Social Science Resources in Elementary, Middle and High School;
- ▶ Curriculum Writing stipends to update every subject and course; and,
- ▶ a Curriculum Mapping System that will allow the public to view and search within all district curriculum guides.

This represents a very significant increase in investment in this most essential area.

BUDGET HEARING PRESENTATION (cont'd):

Transportation

BUDGET HEARING PRESENTATION (cont'd):

Context...

- ▶ In 2010 when our school district was re-organized, the Transportation Coordinator went out for a bid and received a 3 year contract that saved the District approx \$300k per year;
- ▶ This was achieved by having just a few minutes difference in start times to and fluidity between the schedules of school types i.e. Elementary, Middle and High; and,
- ▶ With that being said, the estimated increases in transportation for each option that follows is a **worst case scenario** and does not represent what could possibly be saved when we went out for a 're-bid' (Approved by the Board on 4/24/18).
 - ▶ Transportation formula is # of bus routes x cost per route (\$150) x 180 days per school year.

BUDGET HEARING PRESENTATION (cont'd):

J.C. Stuart School



- The map is a sample of what to expect for the upcoming school year. Students living outside of the **Non-Eligibility Zone (NEZ)** would need to be offered busing to school.
- An estimated 110 students would need busing. Each bus will be staffed with an extra bus aide to effectively work with this younger population of students

BUDGET HEARING PRESENTATION (cont'd):

Reorganization Plan Needs

Additional busing will be required to accommodate students living more than two miles from school.

1. We have recently been informed that because we have State/Federally Funded Pre-K, all students attending J.C. Stuart School who live more than the statutory 2 miles from school will be offered busing (Our Transportation Supervisor does not believe this will significantly impact our current plan.);
 2. All students added to the expansion for busing to Benjamin Banneker Prep. Charter School require busing (if eligible);
 3. Any student assigned to an elementary (W.R. James, Hawthorne, and Twin Hills) and is more than two miles away would require busing to be offered; and,
 4. For the 5th grade population that will be attending school at the Levitt building...busing would emulate the current setup for 6th graders.
-

BUDGET HEARING PRESENTATION (cont'd):

Next Steps

BUDGET HEARING PRESENTATION (cont'd):

Next Steps...Options

- ▶ I have been requested to look at PreK-8th Grade Schools;
- ▶ Also to look at the cost savings if Secretaries/Clerks were privatized; and,
- ▶ The following represents the findings

BUDGET HEARING PRESENTATION (cont'd):

PreK thru 8th Grade Population

- ▶ Enrollment for all PreK-8th Grade:
 - ▶ **Current-2,779** (160-180 students will most likely be reduced due to BB Prep Expansion);
 - ▶ **2018-2019-Potential Enrollment of 2599;**
 - ▶ Divided by 4 schools (JCS, TWH, HAW, and WRJ);
 - ▶ 2599/4 schools=650 students per building;
 - ▶ 2599/5 schools=434 students per building; or,
 - ▶ 2599-Prek and K (481)=2118 (keep JCS-ECHC)
 - ▶ Gymnasium and cafeteria requirements would suggest that this scenario be considered for our larger schools (Levitt and Memorial).

BUDGET HEARING PRESENTATION (cont'd):

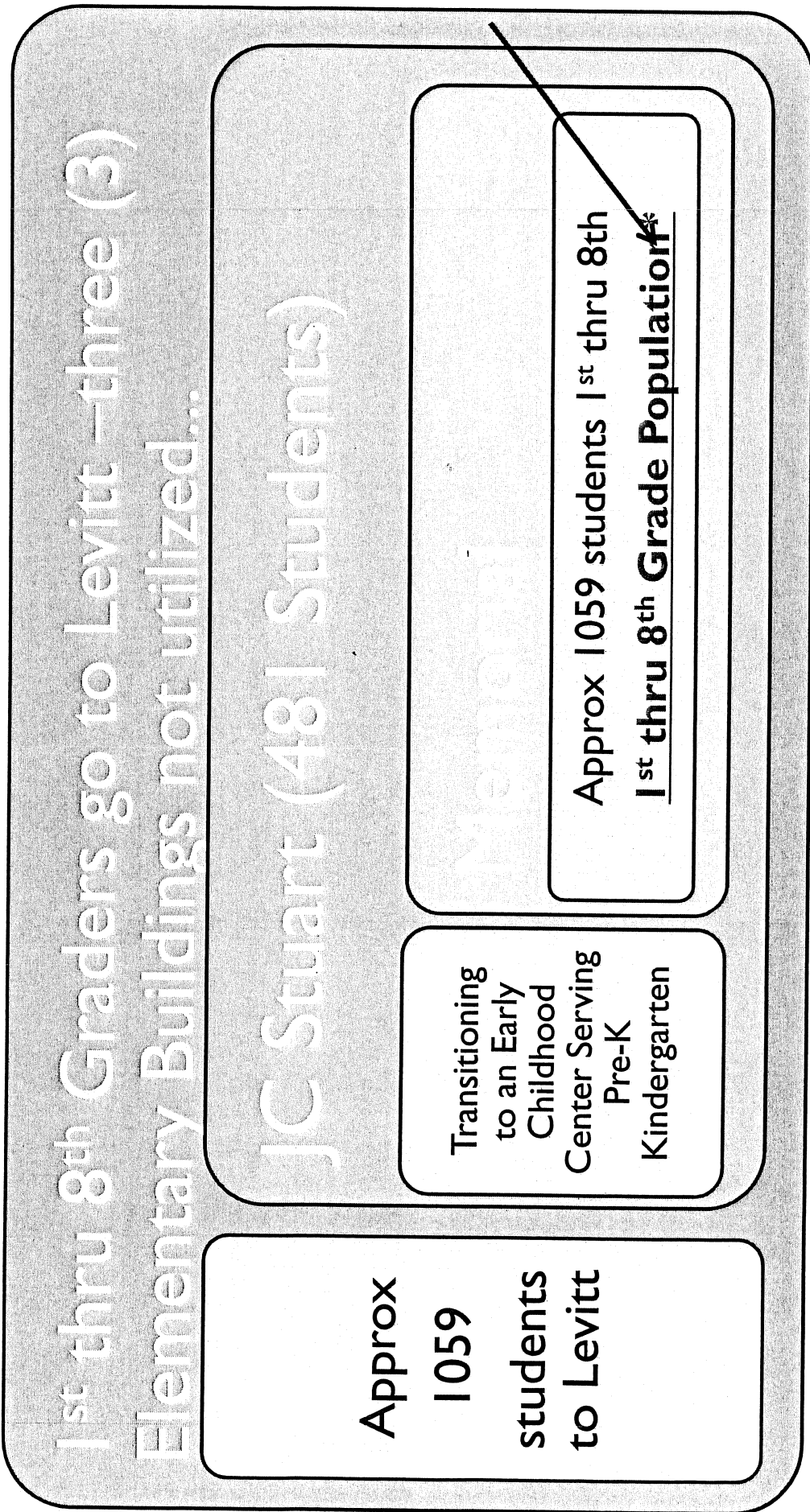
PreK thru 8th Grade Scenarios/Challenges

- ▶ There are endless scenarios to consider such as...
- ▶ Our elementary buildings do not have gyms and students this age would require PE in gym.;
 - ▶ So that would mean Levitt and Memorial would be the recommended sites (resulting in school sizes of 1,300 for each setting);
- ▶ If PreK and Kgn are removed from this setting and sent to the JCS-ECHC that would reduce the enrollment to approx 2,118;
 - ▶ That would mean that the remaining 1st thru 8th graders could be split between Memorial and Levitt with 1,059* students in each building.

*Special Education Students are included in this number. They would have to be accounted for, further efforts would be needed to do the work to break down the design of this programming.

BUDGET HEARING PRESENTATION (cont'd):

**Elementary Re-Org-
Option-E*-Not Recommended**



*9th thru 12th will attend WHS...Alt School would occupy an Elementary Building-
42 720 students (WHS)

BUDGET HEARING PRESENTATION (cont'd):

**Elementary Re-Org-
Option-E* (not recommended)**

Pros

- ▶ Creates an Early Childhood Center;
- ▶ Significant savings of school-based leadership cost;
- ▶ Significant savings of essential personnel school based costs;
- ▶ Creation of a new school/grade level distribution design;
- ▶ More efficient use of buildings;
- ▶ Budget is balanced;
- ▶ Reconstituting addresses achievement gap; and,
- ▶ More consistency of instruction (more efficient).

Cons

- ▶ Who moved my cheese;
- ▶ Boundary lines will have to be redesigned;
- ▶ Bumping and shuffling of both leadership and staff;
- ▶ Total Loss of neighborhood/park school design (State Funded improvements);
- ▶ State and County has already approved our budget and plan, this would have to be 're-vetted';
- ▶ More empty buildings in the community;
- ▶ Concern with having building operations with such a disparity of age 3 & 4 year olds/or 6 year olds with 13 / 14 year olds;
- ▶ Many more parents would be effected and concerned about this late change in options;
- ▶ Uncertainty of such a large Elementary settings; and,
- ▶ Very significant transportation costs increases by \$1M plus-worst case scenario.

BUDGET HEARING PRESENTATION (cont'd):

Privatizing Clerical Staff

- ▶ There are currently 28 Secretaries and/or Clerk positions that are non-confidential;
 - ▶ Utilizing the formula for benefits, the cost savings would be approximately \$1,120,000; and,
 - ▶ The cost from our current provider for supplementing these staff members would average-\$68 per day

 - ▶ Current **Average** Salary for 28 Non-confidential Clerical Employees:
 - ▶ (12) Secretaries-\$42,245 & (16) Clerks-\$36,209
 - ▶ Potential vendor provided clerical cost:
 - ▶ 10 Month Clerical-\$68 x 180 days=\$12,240
 - ▶ 12 Month Clerical-\$68 x 240 days=\$16,320
-

BUDGET HEARING PRESENTATION (cont'd):

Privatizing Clerical Staff

- ▶ Total Possible Savings:
- ▶ **\$1.12M**-Benefits
- ▶ 28 Non-Confidential Secretaries and Clerks Salaries-**\$1.09M**
- ▶ Potential Cost of Vendor Provided Clerical Services
(28 positions x 12 months)- **\$456,960**
- ▶ **Total potential savings \$1,749,324**

BUDGET HEARING PRESENTATION (cont'd):

Next Steps

- ▶ Meeting Schedules
 - ▶ ~~Meeting #1-Saturday February 10th at 9am~~
 - ▶ ~~Meeting #2-Wednesday February 21st at 6:30pm~~
 - ▶ ~~Meeting #3-Monday March 12th at 7:00pm~~
 - ▶ ~~Meeting #4-Monday March 19th at 6:30pm~~
 - ▶ ~~Meeting #5-Wednesday March 21st at 6:30pm~~
 - ▶ ~~Meeting #6-Wednesday March 14th at 6:30pm (Tentative)*~~
 - ▶ ~~Meeting #5-Monday March 26th @6pm~~
 - ▶ ~~Re-Organization Board Discussion April 25th @6pm~~
 - ▶ ~~Budget Hearing May 7th @8pm~~
 - ▶ Additional Meetings as required...

- ▶ Timelines*
 - ▶ ~~Tuesday March 20th 29th Tentative Budget Due to be uploaded~~
 - ▶ ~~Friday April 20th May 7th Last Day to hold Public Hearing Confirmed with County Office on today-5/7~~

May 7, 2018

BOARD MEETING COMMENTS

Board President's Statement

Often times it may appear to members of our audience that the Board of Education takes action with very little comment and in many cases a unanimous vote. Before a matter is placed on the agenda at a public meeting, the administration has thoroughly reviewed the matter with the Superintendent of Schools/Chief School Administrator (CSA). If the Superintendent of Schools/Chief School Administrator is satisfied that the matter is ready to be presented to the Board of Education, it is then referred to the appropriate board committee. The members of the board committee work with administration and the Superintendent to assure that the members fully understand the matter. When the committee is satisfied with the matter, it is presented to the Board of Education for discussion before any final action is taken. Only then, is it placed on the agenda for action at a public meeting.

PUBLIC COMMENT OPENED @ 8:35 P.M.

Elaine Havens – 55 Sunset Road:

- Taxpayer in Willingboro. Concerned about this Option B Plan. How many bathrooms are presently at J.C. Stuart and how many will be added by September. I know you have a waiver and it will take about a year, so will you be working while the little babies are in the school and tearing up floors. Looking at the code for the state of New Jersey it does show that Pre-K and Kindergarten classrooms should have bathrooms attached.
- The kids play area outside. Will you be getting additional playing areas and if so will you be leveling the ground.
- Need to take in consideration you dream your vision and what you want for the community. I'm a dreamer and I see your vision, but you need be sure because you're talking about money this community really doesn't have when you say \$107.00 more in taxes. Are you planning to do this transition by September or are you willing to give it a little more time to let you get it right.
- If you're talking about having a state of the arts Early Childhood Center between now and September it's going to take a little longer, and I have to side with most of the people in here. It's not about you and I you have to think about the parents and the children coming to the Early Childhood Center and will they be safe.

Patrick Manahan – 105 Knotts Boulevard, Marlton, NJ:

- Here tonight to speak on behalf of the essential support staff of the Willingboro Education Association. It looks like you are thinking about privatizing your paras, security guards and clerks under the recommendation of the Superintendent, which will lay-off or fire these essential employees who play important roles for your school district.
- Over the years I have learned to appreciate certain facts about Willingboro. It has a rich and proud history which has produced amazing members to New Jersey society, such as former assemblyman and now State Senator, Troy Singleton to Olympic great Carl Lewis and maybe the current staff of Willingboro Board of Education, including many security guards, paras, clerks and the President of the WEA Vicki Benedict.

May 7, 2018

PUBLIC COMMENT (cont'd)

- One of Willingboro's greatest strengths is its sense of community and looking out for each other and I don't think that it's a coincidence that they don't want to come back and make a difference.
- Looking back at 2010 when Dr. Hesbee wanted to privatize the security guards the board and then President Tony John sat there and said it was no way he would support privatizing para professionals. That they were our neighbors living in Willingboro, paying their taxes and making investments into Willingboro and making a difference in Willingboro's youth. That night they voted not to privatize and Mr. Johnson, I believe you were on the board then, so thank you.
- No school districts are looking to privatize, you would be the only district if you do that. Don't privatize your neighbors.

Mike Cominski – 328 Cusper Court. Mt. Laurel, NJ:

- First thing I would like to say is that the MCLB is gone so your concern about focus schools under ASSA, don't make any sense.
- Why do you want to punish students under one building because they had bad test scores.
- District was impacted by the charter school deficit and the WEA wasn't told or even asked to help. However, the WEA did do something. Vicki circulated petitions throughout the community, picked up the phones and made emails to our legislators and wrote a letter objecting to the most recent charter school application.
- The district claimed that the salaries and health benefits cost was a big part of the budget but since 2016 there are 50 newer employees then 2 years ago, generating anywhere from 2 to 4 million dollars of salary relief to the district.
- Offered twice to make changes with health benefits and neither offer received a response until this Friday before the board meeting. The attorney stated he would be willing to sit down in a week, when he received information from the Health Broker
- Now you're getting rid of secretaries and clerks. I want to know who asked you to get rid of them. What names tonight before this is over.
- How are you privatizing clerks and security and saying you will be saving money when you will be spending more money in unemployment. The numbers add up but they don't add up the right way. We need to hold this board accountable. Don't know why they want to do this, but we need to stop this from happening. Privatization doesn't work.

Donna O'Malley – Principal's Secretary in Tabernacle School District:

- Asked the public to raise their hands if they live and work in Willingboro. Would like for you to think about that because you will be paying unemployment money for those folks.
- The salaries that you stated for the 10 month clerks \$68 a day or \$12, 240.00 a year that comes down to less than minimum wage, it's \$8.50 a day for both of those positions.

May 7, 2018

PUBLIC COMMENT (cont'd)

- The principal's secretary is the first line of defense. You pay someone \$12,000 a year they will not put their life on the line. You have people who work and deserve the \$36,000 and 46,000.00.
- Please do not privatize any of your paras, clerks, or security guards, they are essential support staff and are all needed.

Crystal Wilson – 35 Somerset Drive:

- Would like to thank Dr. Taylor for answering some of her questions at the last meeting, and I look forward to your answering questions after this meeting.
- These questions are based off of the proposed re-organization. What preparations are being done for the 2018-2019 SY? What plans are being made for teachers moving into new schools? Is the school doing the moving or do plan on using outside vendors, and if so what is the cost?
- If you plan on privatizing para professionals, when do plan on training the new ones? Don't really trust In-Sight at this point and will one on one paras be trained? What accountability will these new para have And what guarantee do we have with In-Sight that there will be coverage on a daily basis when we have trouble getting subs now.
- The privatization of staff in Willingboro will close schools and cause lay-offs and increase class sizes.
- Why is it necessary for 4 administrators in the elementary school level.
- If we're top heavy in salaries, why are we cutting clerks and security when they make the lowest in salary.
- Let's make a change and provide staff with the equipment they need to teach and the materials student's need to succeed. The students in the surrounding districts are no different than ours, they just lack the resources. Let's be the Willingboro that gives their teachers what they need and student's resources they deserve.

Rev. James Morris – 38 Tipton Lane:

- Stated he is a retiree and is concerned about the young people in the community. He supports Mr. Johnson 100% and I frown on those who say close Garfield East because of test scores. I think this board's responsibility is to teach the children and to make sure no child is left behind. Need to put restrictions in schools and teach the students so they can be our future.'

Jennifer Johnson – 17 Baldwin Lane:

- Came up here today to put a face to two of the para professionals you want to get rid of today. I'm one of those people. I've been a resident of Willingboro for over 16 years, and my boys went to J.C. Stuart.
- I work in the Autism Program and my face is the first face students see. I know our kids and all their personalities. In-Sight won't know our kids. Our kids don't do well with change and it's not fair to the kids. In-sight will see the children at their worst and they won't come back because they won't be able to handle them.
- Will the new paras be trained, because we already have training.

May 7, 2018

PUBLIC COMMENT (cont'd)

Vicki Benedict – 16 Palfrey Lane:

- Board voted on this budget but I don't think you guys voted. You voted on a number an amount that the budget is. My question is, Dr. Taylor said enrollment went down. I found information from one of Dr. Taylor's slides from 11/12/17 that the enrollment was going up, so I don't know what happened between January's State of the District and the end of the year and why it went down, I don't know. Last budget meeting gave you a guide for paras and security healthcare cost/salaries was \$950,000 and benefits was \$1,082,000, but the number we saw tonight that it was going to be \$2 million to privatize the paras benefits. Just like the clerical benefits, he is basing it on everybody \$40,000 benefits package and not everybody has that package. I shared that information and questioned the numbers.
- Honestly how much is security benefits going to save. For \$800,000 what are we going to get.
- Para professionals are behind the scenes. They aren't out on the front line, but when we hold events they are out and know all the kids by name. These are non-verbal kids who don't know their name so you need paras who know the kids. So for 1 million you are going to privatize these people. What does it do for special education.
- Talked to a para from Burlington County who was grandfathered in. She said it was the worst thing you could do. Paras who come from In-Sight don't want to change pampers, so who you think going to do it.
- Who'll will going to pay when you lay off a 100 people? Who'll pay the unemployment benefits?
- My sister is a clerk and been here 14 years. She's one of the long term clerks making \$28,000 and her benefits surely isn't \$40,000. How legit are the numbers?
- How much does district get back for Chapter 78? How much do you get back from what we pay into? I think that I have the best ideal around. How about we sell this building with everyone in it. I know I'm a pain, but I would not be representing my members if I didn't try to save jobs.
- Live in this community, not going anywhere. My husband works and family here. Maybe looking to put me out with the paras, security and clerical if you privatize. You can't allow sub clerical to come in and handle confidential paperwork.
- Do not privatize. Look at the numbers because the numbers aren't right. It's a shame Susan isn't here, she would have fixed it.

Kara Keef – 3068 Harper Drive, Palmyra, NJ:

- Read a story about a Honey of a Problem the Sting of Privatization. Bees focused on making honey they focus on quality more than the money. They work with great care and loyalty. There more than just workers doing their job, this is where they belong this is their hood. But one day the queen fired the bees and mosquitos breezed in. They took up these jobs with privatization and the bees were confused. The bees knew that the mosquitos just take don't give like they do. Bees were shocked with dismay and without us the hives will decay.

May 7, 2018

PUBLIC COMMENT (cont'd)

The queen bee believed that the bees were replaceable, just pay the wages anyone is capable, but commitment drives quality. The bees drew silent with no place to go. Rejected and sad their future looked bleak and how would they survive week after week. Chaos came once mosquitos came in they had no idea where to begin. Mosquitos didn't care and the hive went dry. Queen bee got restless. I'm all out of money you must do what you promised, stop wasting my time. We don't care they said, we hate making honey and you can't make us leave. I must have my bees back if we plan to thrive. I know your true worth, we must end privatization for all hives on earth and get hives back on tract. Honey is vital and it takes bees to thrive and not mosquitos for a hive to thrive.

Ms. Smiley – 203 Clubhouse Drive:

- Up here as a parent. I have three children in the district, (high school, middle school and elementary).
- The 6th grade academy is good and work when transitioning from elementary grades. Now you want to have 5th and 6th grades at Levitt, not too sure.
- Will there be honor students and what will you do to accommodate those honor students?
- I work here and live here and I don't see enough being done for our schools. Good things going on in Willingboro. What are you doing to promote Willingboro schools and students? Are the 8th graders visiting the high school or students from H. S. visiting them.
- Nice to hear positive things going on and now hearing negative things. Parents might not want to go. Need to do something to promote good things to keep them here.

Nicole Bowman – 42 Patriot Lane:

- Thought I seen in the newspaper that BCIT would be accepting 11th and 12th graders instead of just taking 9th and 10th graders and do you have any numbers reflecting that.
- Ethics person presentation stressed board focused to represent children and WEA for employees, who is for the community. Who represents the residents and tax payers. Who will represent us if we have questions about the numbers?
- Too busy helping daughter in college who is struggling with math. She was tied for #10 in her graduating class and only did 10% of homework a night. I started home schooling her. She has a 3.7 GPA and isn't prepared for the next level. Paying for tutor and don't want to have to do the same for my son.
- Need to focus on why kids are leaving. Parents have no alternative and they will ask the child where it is they want to go. It's upsetting to me to trust you with my youngest child when my oldest child left struggling because she's ill prepared.

Collette Staph – Turnersville, NJ:

- Stated she is the mother of an autistic child and is concerned about privatization of paras. As an art teacher I know how important my assistant is to me

May 7, 2018

PUBLIC COMMENT (cont'd)

I work with over 500 students and it's hard to memorize all their names, but I have someone that I can depend on and know it like second nature and that's the beautiful thing they have that companies don't.

- Consistency is important for special education students. My school district out sourced transportation and it was very upsetting. My son came home 1 hour late and he was very red and couldn't tell me what happened. Assistants from outside don't have the experience to deal with that.

Cheryl Lewis – Willingboro, New Jersey

- Keep hearing that Garfield East test scores are low and that's the reason for the re-organization. Redistricting personnel doesn't make sense. Moving the problem you will have the same problem. How will you fix it? It sounds like a teacher problem and it was advised it will cost more to get rid of tenure teachers then fixing the problem.
- Will more schools be closing or will you make teachers accountable?
- Would like to know when did you know test scores were low and was there no action plan?
- How much money will be invested into the changes at Stuart?

Jackie Mack – Maplewood Lane:

- Don't know where to start. Why didn't you have a plan A or plan B? You knew Benjamin Banneker was going to get more students.
- Can't trust the numbers. Been coming since March 10th.
- State aid says we have to give \$15,425.00 for charter tuition, this chart says \$16,137.00 for BCIT and this chart show the biggest break down. We don't get copies of this, someone made a copy from the newspaper. I've been asking how many students enrolled into charter school since October 15th. So for BCIT in paper it said 36,054.00 and if I go to another page it says 35,032.00 the numbers aren't adding up.
- Every time you try to privatize it doesn't work out. Tried privatizing of grounds with Source 4 Teachers, that didn't work out too well.
- Now trying to do it for the clerks and paras which is really going to effect the children. If you really want to know what's going on in the schools, you need to talk to two people, the ladies in the office and custodian, they know everything that go on in the schools.

Joan McLean – Willingboro, NJ

- Would like to say something to the Superintendent. Never heard you say I would work with the teachers. All I heard is my budget. What about teachers and students. More concerned about students then your budget
- As a taxpayer, I'm concerned about where my money is going. If it's going towards the students we should know that and where it's going period. No secrets period.

May 7, 2018

PUBLIC COMMENT (cont'd)

Catherine Wiseman – 20 E. Stokes Road, Willingboro, NJ:

- Waited for you to go through an Ethics Training and I feel extremely offended as a resident of Garfield East that you see my child as inferior because of test scores she has yet to create. Those residents who just moved into the area haven't had a chance to prove themselves. My daughter can read at grade level and I was told she wasn't support to go to Garfield and should be going to Twin Hills. I understand it is closing and I'm accepting that, but how can you offend me by telling me I've been offensive to you. I have apologized since then.
- Where can I find the rules concerning the board meetings. Wasn't able to find it on the web site so I can be proper here. You offended me today because you're closing my daughter's school my community school because we're uneducated. It's not my fault. I ready with my daughter every night.

Ted Nixon – Windsor Lane:

- My question is the same as last time, which has to do with a plan. Going through re-org again this year and next year is coming and I see nothing in there about what we're doing to avoid this from happening again.
- Dr. Taylor referred me to the Qusaac last time and I went to find out what information is in there to avoid this situation and where is the plan about losing students to Benjamin Banneker and where ever else the go. It's important that we have a plan because we will be facing it again. Please send me to where the plan is located.

SUPERINTENDENT COMMENTS:

Dr. Taylor commented to the publics comments.

BOARD MEMBERS COMMENTS:

Jennifer Noble-Slaton:

- Top heavy at J. C. Stuart. Master teachers aren't Administrators they are experts in early childhood paid from early childhood funding.
- Parents of special needs students need to know if assistants will be on the buses when transporting students.
- Need consistency and training.
- The board will work with the team to put out bid to include training.

Grover McKenzie:

- Decision to privatize doesn't come easy. Action this board should take to balance the budget should be to lose some teaching staff. We haven't taken a big enough chunk out of that employee population. I understand why you fight so hard to reserve teachers and that's a good thing. However with this budget that we're facing that is here now and real, one of the sacrifices we can make is a slight increase in classroom sizes which means getting rid of some teachers.

May 7, 2018

PUBLIC COMMENT (cont'd)

Debra Williams:

- Nobody is excited about closing schools. If it is necessary to close a school to balance the budget, then why arguing about which school. You can't make everyone happy. Garfield East is the lowest scoring school. If it was any other school, those parents would be here as well.

Sarah Holley:

- Stated that she agrees with Ms. Williams about the declining in enrollment and if you check New Jersey website you will see the decline in numbers and you can't have the same number of schools open when the kids are leaving.
- When Mr. McMann cut programs at the high school, students left the district.
- You know I don't want to privatize anyone. If we had different numbers or information, but we don't have a choice. I've been praying to get more money from somewhere else. Don't have too much of a choice.

Kimbrali Davis:

- In 2006 three schools had to close. When McGinley closed as a parent I was upset along with other parents, teachers, and community. It was very painful and hurtful.
- Haven't seen a reverse in enrollment except for 5th grade when it was put back to elementary.
- No one wants to give up anything. The choice had to be made. Sizes of the building are still the same, enrollment isn't.
- Believe in Parent Choice and parents are choosing to go elsewhere and the ones left have to make this work.
- Lots of positive things going on in Willingboro. Son graduated with a Bachelor's Degree and three of his best friends all getting degrees. Pride is here, we have to believe in ourselves.
- We don't only care about our children, we care about every child.

Tonya Brown:

- Stated that the budget is what it is. Want to bring back pride to Willingboro.
- Mentioned co-worker on board of Benjamin Banneker hyped school up. BCIT mom works there and she is always talking about it.
- You need to hype it up before you start losing it. I understand that jobs are being lost and schools are closing. On social media no one is hyping up the schools, but knows how to tear them down. Where was the hype before all this happened. I wish everyone would come and showcase what they're doing so people would know. We always ask for that at the meetings.
- I grew up here, so when I graduated from college I came back because I received a great education here. Unfortunately, things are the same since I went to school here and I understand things change, but at the same time people have to remember what you do. If teaching is your passion, and loving the children is your passion, you have to love what you do.

May 7, 2018

PUBLIC COMMENT (cont'd)

- As a parent I feel so great. I taught my son how to read before he went to school. I'm very proud of my accomplishments and what I put into my son's success.
- If we were so proud of our district, BCIT, Benjamin Banneker and Leap Academy and no other charter school in this area would have access to our children. There are teachers who live here and work here and send their children to charter. So we can't say anything when people are leaving when those same ones who teach here don't have confidence in their own co-workers to say they can go to that school because I know they will be taught. As a board we have no control over principals. We can't ask a principal, secretary, or counselor about anything in their schools. It's up to Dr. Taylor to make sure everybody is doing their job, and It's funny because parents will go to the schools and say everything is okay and then they'll come up to the mic and say the schools are chaotic but never said anything before.
- Hope that things will get better.

APPROVAL OF RESOLUTION TO GO INTO CLOSED EXECUTIVE SESSION

WHEREAS, the Board of Education is now assembled at a public meeting, and

WHEREAS, the Board of Education now determines to go into closed/executive session for the purpose of discussing the following:

[Personnel and Negotiations]

NOW, THEREFORE BE IT RESOLVED THAT pursuant to the terms and conditions of the Open Public Meeting Act, N.J.S.A. 10:4-1, et.seq., that the Board of Education exclude the public, and enter into closed/executive session. It is estimated that these closed discussions might be disclosable to the public at the expiration of two (2) years from the date of the closed session, if not then legally privileged.

At the conclusion of this closed/executive session, it is anticipated that the Board will not reconvene in public session.

This resolution is adopted at 10:05 PM on May 7, 2018.

Tonya Brown
Board President

Attested To By:

May 7, 2018

APPROVAL OF RESOLUTION TO GO INTO CLOSED EXECUTIVE SESSION (cont'd)

Moved by Kimbrali Davis

APPROVAL OF RESOLUTION TO GO INTO CLOSED EXECUTIVE SESSION

Seconded by Sarah Holley

A roll call resulted as follows:

| | | | | | |
|-----------------------|---|-----|-----------------|---|-----|
| Sarah Holley | - | Yes | Felicia Hopson | - | Yes |
| Gary Johnson | - | Yes | Grover McKenzie | - | Yes |
| Jennifer Noble-Slaton | - | Yes | Debra Williams | - | Yes |
| Kimbrali Davis | - | Yes | Tonya Brown | - | Yes |

8 Voting: 8 Affirmatives, 0 Negatives, 0 Abstentions

MOTION PASSED

APPROVAL TO COME OUT OF CLOSED EXECUTIVE SESSION @ 10:59

Moved by Kimbrali Davis

APPROVAL TO COME OUT OF CLOSED EXECUTIVE SESSION

Seconded by Sarah Holley

A roll call resulted as follows:

| | | | | | |
|-----------------|---|-----|-----------------------|---|-----|
| Sarah Holley | - | Yes | Felicia Hopson | - | Yes |
| Gary Johnson | - | Yes | Grover McKenzie | - | Yes |
| Dennis Tunstall | - | Yes | Jennifer Noble-Slaton | - | Yes |
| Debra Williams | - | Yes | Kimbrali Davis | - | Yes |
| Tonya Brown | - | Yes | | | |

9 Voting: 9 Affirmatives, 0 Negatives, 0 Abstentions

MOTION PASSED

May 7, 2018

**MOTION TO READ IN RESOLUTION TO EXTEND TIME FOR
ADJOURNMENT OF MEETING @ 11:00 P.M.**

Moved by Gary Johnson

**MOTION TO READ IN
RESOLUTION TO EXTEND TIME
FOR ADJOURNMENT OF MEETING
@ 11:00 PM**

Seconded by Sarah Holley

A roll call resulted as follows:

| | | | | | |
|-----------------|---|-----|-----------------------|---|-----|
| Sarah Holley | - | Yes | Felicia Hopson | - | Yes |
| Gary Johnson | - | Yes | Grover McKenzie | - | Yes |
| Dennis Tunstall | - | Yes | Jennifer Noble-Slaton | - | Yes |
| Debra Williams | - | Yes | Kimbrali Davis | - | Yes |
| Tonya Brown | - | Yes | | | |

9 Voting: 9 Affirmatives, 0 Negatives, 0 Abstentions

MOTION PASSED

**APPROVAL TO COME OUT OF CLOSED EXECUTIVE SESSION
@ 11:16**

Moved by Kimbrali Davis

**APPROVAL TO COME OUT OF
CLOSED EXECUTIVE SESSION**

Seconded by Sarah Holley

A roll call resulted as follows:

| | | | | | |
|-----------------|---|-----|-----------------------|---|-----|
| Sarah Holley | - | Yes | Gary Johnson | - | Yes |
| Grover McKenzie | - | Yes | Jennifer Noble-Slaton | - | Yes |
| Dennis Tunstall | - | Yes | Debra Williams | - | Yes |
| Kimbrali Davis | - | Yes | Tonya Brown | - | Yes |

8 Voting: 8 Affirmatives, 0 Negatives, 0 Abstentions

**APPROVAL OF AGENDA ITEM 7.1.1 "APPROVAL OF 2018-2019
BUDGET AND BUDGET RELATED CONCERNS", ALONG WITH
ADDING OF \$45,000 TO GENERAL FUND FROM THE BEFORE/AFTER
SCHOOL PROGRAM FUND TO BALANCE BUDGET**

Moved by Dennis Tunstall

**APPROVAL OF AGENDA ITEM
7.1.1 "APPROVAL OF 2018-2019
BUDGET AND BUDGET RELATED
CONCERNS", ALONG WITH
ADDING OF \$45,000 TO GENERAL
FUND FROM BEFORE/AFTER
SCHOOL PROGRAM FUND TO
BALANCE BUDGET**

Seconded by Grover McKenzie

May 7, 2018

APPROVAL OF AGENDA ITEM 7.1.1 "APPROVAL OF 2018-2019 BUDGET AND BUDGET RELATED CONCERNS", ALONG WITH ADDING OF \$45,000 TO GENERAL FUND FROM THE BEFORE/AFTER SCHOOL PROGRAM FUND TO BALANCE BUDGET (cont'd)

A roll call resulted as follows:

| | | | | | |
|-----------------|---|-----|-----------------------|---|-----|
| Sarah Holley | - | Yes | Gary Johnson | - | No |
| Grover McKenzie | - | Yes | Jennifer Noble-Slaton | - | Yes |
| Dennis Tunstall | - | Yes | Debra Williams | - | Yes |
| Kimbrali Davis | - | Yes | Tonya Brown | - | Yes |

8 Voting: 7 Affirmatives, 1 Negative, 0 Abstentions

MOTION PASSED

MOTION TO ADJOURN

Moved by Sarah Holley

MOTION TO ADJOURN

Seconded by Dennis Tunstall

A roll call resulted as follows:

| | | | | | |
|-----------------|---|-----|-----------------------|---|-----|
| Sarah Holley | - | Yes | Gary Johnson | - | Yes |
| Grover McKenzie | - | Yes | Jennifer Noble-Slaton | - | Yes |
| Dennis Tunstall | - | Yes | Debra Williams | - | Yes |
| Kimbrali Davis | - | Yes | Tonya Brown | - | Yes |

8 Voting: 8 Affirmatives, 0 Negative, 0 Abstentions

MOTION PASSED

5/25/18
Date



Kelvin L. Smith
Business Administrator/Board Secretary

- The meeting ended @11:25 P.M.