

CRESSKILL BOARD OF EDUCATION
Regular Meeting, October 14, 2019
Cresskill Middle/High School Media Center, 7:00 PM

CALL TO ORDER

The regular Meeting of the Cresskill Board of Education was held on Monday, October 14, 2019 at Cresskill Middle/High School in the Media Center. The meeting was called to order by Denise Villani at 7:00 p.m.

President Villani led those present in the Pledge of Allegiance

ROLL CALL

PRESENT: Trustee Sally Cummings
Trustee Amy Cusick
Trustee Michael DePalo
Trustee Eugene Gorfin
Trustee Mary Klein
Vice President Stephen Moldt
Trustee Raffi Odabashian
President Denise Villani

ABSENT: Trustee Dionna Griffin

ALSO PRESENT: Michael Burke, Superintendent of Schools
Dawn Delasandro, Business Administrator/Board Secretary

READING OF THE OPEN PUBLIC MEETING STATEMENT:

"The New Jersey Open Public meetings Law was enacted to insure the right of the public to have advance notice of and to attend the meetings of public bodies at which any business affecting their interest is discussed or acted upon. In accordance with provisions of the act, The Cresskill Board of Education has caused notice of this meeting taking place in the Cresskill Middle/High School Media Center be published by having date, time and place thereof posted in the Cresskill Board of Education office, sent to the Cresskill Library and Cresskill Borough Hall."

INFORMATION ITEMS

October 28 - CBOE Regular Meeting, EHB Media Center, 6:00 PM

November 7 & 8 - NJEA Teachers Convention, School Closed

November 11 - CBOE Regular Meeting, CMS/CHS Media Center, 7:00 PM

November 13, 14 & 15 - Minimum Days for Elementary Schools ONLY, Parent/Teacher Conferences

November 25 - CBOE Regular Meeting, CMS/CHS Media Center, 6:00 PM

November 27- Minimum Day for All Schools, Thanksgiving Recess Begins

November 28 & 29 - Thanksgiving Recess, School Closed

CONSENT AGENDA

A. Motion to Introduce Consent Agenda

On a motion by Trustee Klein, seconded by Trustee Cummings and carried, the Board approved the Consent Agenda.

Personnel:	1 THROUGH 10
Educational Planning:	1 THROUGH 12
Finance:	1 THROUGH 7

B. Discussion - any item on Consent Agenda - Board of Education Only

Trustee Cummings asked about the revised stipend for Option II.

Mr. Burke explained that Ms. Muller couldn't do an additional period so the stipend is now allocated among 4 teachers.

Trustee Cummings asked what the Out of District special education schools have that Cresskill does not have

Mr. Burke will get her specifics.

Trustee Odabashian asked for an explanation of Finance Resolution #7 regarding Bergen County Academies.

Mr. Burke explained the history of the relationship of Cresskill High School with BCTS. There is a "gentleman's agreement" that no more than 6 students, which increased to 8 in the 2000's, per grade would attend the Bergen County VoTech/Academies School. Cresskill students are desired and we have close proximity to the Academies. Northern Valley Regional H.S. is adding a satellite location in Demarest for Bergen County Tech Schools to off-set some of the costs. With our increasing enrollment, we do not have space to do something similar. President Villani commented that transportation is an additional cost for Cresskill on top of the tuition. However, pick-up and drop-off is no longer at the home, but rather two designated locations in town. Cresskill no longer writes recommendation letters for students to attend the Academies. She suggests formalizing an agreement for no more than 8 students per grade.

Trustee Klein asked about the contractor payment and if we are on schedule for completion.

Ms. Delasandro replied that construction is ahead of schedule. There was a discussion of costs related to Bennett payment.

Mr. Burke began discussion about the official name of the addition. It was settled the name will be "Cresskill Early Childhood Center".

Mr. Burke confirmed that Pre-K will start in the addition in January, and EHB kindergarten classes will move into the new classrooms in January as well.

Trustee Cusick asked if the teachers will be paid to move their classrooms over winter break.

Mr. Burke replied we will work this out.

Trustee Moldt asked about the SHBP prescription plan.

Ms. Delasandro explained that we are migrating from Benecard to State Health Benefits for prescription benefits as a result of negotiations. It will save the district money as well.

Trustee Moldt is concerned about the Nursing agreement and the ability of the nurses to handle diabetes issues with the students.

Mr. Burke replied that Cresskill retains the right to refuse the nurse assigned and we will only use a Registered Nurse as a substitute.

C. Open floor to public comment on Consent Agenda only

Citizens may address the Board of Education on any item listed on the agenda. Citizens will give their name and address when recognized to speak. A time limit of three minutes per person and a total of 30 minutes for all communications are allowed. Large groups are urged to select someone to represent them.

Mr. Yoo - 81 Rose St. - asked about the scheduled opening times for EHB and if any traffic studies had been completed. Mr. Burke replied that there is no change for January 2020, but the issue is being reviewed for the 2020/2021 school year and results/alternatives will be provided by the end of this academic year.

Ms. Alba Shick – 27 Churchill – asked if MMS parents wanted to start their children in January at the new EHB addition if that could happen.

Mr. Burke replied no, he can't move kindergarten students mid-year.

Ms. Shick asked if Cresskill's elimination of its academies hurt the school.

Mr. Burke replied that there was always positive and negative feedback. We've kept the programs that we had in the academy.

Ms. Shick replied that Cresskill has students in the "top and the bottom" whereas at BCA all students are "equal".

Mr. Burke replied that Cresskill has opportunities for everyone.

President Villani commented that Bergen County Academies pull some of the best academic students out of Cresskill, but Cresskill graduates are very well rounded because of the diverse offerings for our small district.

Ms. Shick asked about changing high school start times, which is currently being discussed in the news in NJ.

Mr. Burke has had conversations with other superintendents and is looking into it. However, changing start times becomes a vicious cycle with extracurricular activities.

Ms. Shick asked about block scheduling.

Mr. Burke replied that CHS used to have rotation block scheduling but it is difficult to maintain with the

CBOE October 14, 2019 Regular Meeting MINUTES

6th graders in the high school. Some of our teachers teach both middle school and high school classes, which complicates the block scheduling.

Ms. Shick asked if allowing all high school students to go out to lunch would be considered.

D. Close public participation

E. ROLL CALL VOTE - CONSENT AGENDA

	ROLL CALL VOTE			
	YES	NO	ABSTAIN	ABSENT
Trustee Cummings	✓			
Trustee Cusick	✓			
Trustee DePalo	✓			
Trustee Gorfin	✓			
Trustee Griffin				✓
Trustee Klein	✓			
Vice President Moldt	✓			
Trustee Odabashian	✓			
President Villani	✓			

BOARD PRESIDENT’S REPORT

President Villani attended multiple sports events. She attended the BCSBA advocacy meeting at the Clinton Inn on 10/3/19. The organization wants more Bergen County members to attend the delegate assembly and she hopes to see better attendance at future meetings. Next week, the board will attend the NJ School Boards Association annual conference in Atlantic City. She reminded everyone the October 29th Board meeting is at Edward H. Bryan school and will start at 6:00pm for a facility walk-through.

SUPERINTENDENT’S REPORT

Mr. Burke attended a Rotary Club meeting with other superintendents the goal of which was to encourage more interaction between the HS/MS students with the Rotary Club. Mr. Burke explained

that the Zach Garcia 5K is not a traditional 5K, it is more of a fundraiser and will be contained around 3rd St. It is not replacing the Cresskill 5K which he hopes will return. At the 10/28/19 BOE meeting the principal of each school will present test scores. The Friday night football game was a great night and the team had a great comeback to win! The class of 1969 was honored at the game. Mr. Burke provided an update on the two students from the Sioux tribe - Lara has decided not to return to Cresskill for a second year. Rathan is with Judge Dressler and it is going so well that he will continue to stay with Judge Dressler.

PUBLIC COMMENT - ANY SUBJECT:

Citizens may address the Board of Education on any item not listed on the agenda. Citizens will give their names and addresses when recognized to speak. A time limit of three minutes per person and a total of 30 minutes for all communications are allowed. Large groups are urged to select someone to represent them.

There was no Public Comment.

TRUSTEE COMMENT

The board discussed installation of irrigation as part of the construction at Edward H. Bryan School.

MOTION TO ADJOURN:

Hearing no further business, the meeting is adjourned at 8:35pm on the motion of Trustee Klein, seconded by Trustee Gorfin, and approved by unanimous voice vote.

CLOSED SESSION (IF NECESSARY)

The Cresskill Board of Education is adjourning to Closed Session. The session may include a discussion of negotiations, contractual matters, litigation and personnel. Pursuant to the Open Public Meetings Act, the Cresskill Board of Education is required to notify the public when the minutes of the closed session will be available. When the need for confidentiality no longer exists, the minutes will be available to the public.

Respectfully submitted,



Dawn Delasandro
Business Administrator/Board Secretary

CRESSKILL BOARD OF EDUCATION
CRESSKILL, NEW JERSEY

CONSENT AGENDA
REGULAR MEETING
October 14, 2019

PERSONNEL

1. Approval - Appointment of Tara Zweig, maternity leave replacement Speech Language Specialist, for Indira Longarzo, \$264.73 per diem, effective 10/02/19 - 02/14/20
2. Approval - Revised maternity leave dates for Indira Longarzo, Speech/Language Specialist
3. Approval - Revised compensation for Nicholas Calandrino, Valerie Campanella, Michael Doto and Catherine Durakis of \$2,500 each for overage in relation to Option II
4. Approval - Rescind the compensation for Barbara Muller, \$2,000, for overage in relation to Option II
5. Approval - Estimated disability paid leave of absence (FMLA) of Lauren Luciani, EHB/MMS, October 23, 2019 - November 6, 2019
6. Approval - Compensation for Maria Santoro, School Nurse, CMS/CHS for summer 2019 curriculum hours
7. Approval - Appointment of Virginia Wengerter, Lunch Aide, MMS, 1.5 hrs/day, retroactive to 09/16/19, for the 2019-2020 school year
8. Approval - Deduction in compensation for Jostine Mejia, CMS/CHS, for 11/20/19
9. Approval - Appointment of Lesly Cabrera, substitute Nurse for 2019-2020
10. Approval - Appointment of Kerri Allison and Sarah French as Co-Advisors of the Environmental Club for the 2019-2020 school year

EDUCATIONAL PLANNING

1. Approval - Conferences/Workshops/Travel
2. Approval - Field Trips for 2019-2020
3. Approval - Speech Therapy, Augmentative Communication Training, BCSS, 2 hrs, \$165/hr, effective 9/23/19-6/23/20
4. Approval - 1:1 Aide, Michael Martino, 13 days, 1 hr/day, \$17/hr, effective 9/16/19-12/20/19
5. Approval - Educere online class (English), \$29.00/week, 6 weeks, totaling \$174.00, effective 9/19/19 - 10/25/19
6. Approval - Extra tutoring, Pat Alfieri, 2x/week, 60 minutes, \$33.84/hour, effective September 2019 - June 2020
7. Approval - Math tutor, Vanessa Potenzzone, 2x/week, 45 minutes, \$50/hour, effective September 25, 2019 through June 2020.
8. Approval - In-state approved private school, Holmstead School, \$56,784.60 effective September 30, 2019 - June 2020
9. Approval - Other public school tuition, River Dell High School, \$26,933, effective September 4, 2019 through June 18, 2020
10. Approval - Other public school tuition, Pascack Valley Regional Schools - Park Academy Program, \$7,335/month, \$73,350, effective August 29, 2019 through June 16, 2020

CBOE October 14, 2019 Regular Meeting MINUTES

- 11. Approval - Psychiatric service, Dr. Nancy Tancer, 1x evaluation, \$650, on October 16, 2019
- 12. Approval - Psychiatric service, Dr. Nancy Tancer, 1x evaluation, \$650, between October and December 2019

FINANCE

- 1. Approval - Closure of Cresskill Bergen County Debate League bank account at Capital One
- 2. Approval - Payment of Request #5 from The Bennett Company, Inc. for \$833,000.00 for work completed to date on Project 3301-Addition/Renovation at EHB
- 3. Approval - Authorize participation under the SHBP and/or SEHBP
- 4. Approval - Authorize participation in the SHBP/SEHBP Employee Prescription Drug Program as of 01/01/2020
- 5. Approval - Appropriation of 2018-2019 Extraordinary Aid of \$161,984 into the 2019-2020 budget
- 6. Approval - Clinical Staffing Agreement with Homecare Therapies dba/Horizon Healthcare Staffing for substitute nursing services, on an as needed basis
- 7. Approval - The 2019-2020 tuition payment to Bergen County Technical Schools in the amount of \$384,472

PERSONNEL:

1. **Resolved**, that the Board of Education, upon recommendation of the Superintendent, approve the appointment of **Tara Zweig**, maternity leave replacement Speech Language Specialist, District, for Indira Longarzo, \$264.73 per diem, effective October 2, 2019 through February 14, 2020.
2. **Resolved**, that the Board of Education, upon recommendation of the Superintendent, approve the revised maternity related disability paid leave of absence (FMLA) of **Indira Longarzo**, Speech Language Specialist for the Cresskill School District, effective September 30, 2019 through October 29, 2019 and the unpaid leave of absence (NJFLA) effective October 30, 2019 through February 4, 2020 (exclusive of winter recess break) and the unpaid personal leave of absence effective February 5, 2020 through February 18, 2020.
3. **Resolved**, that the Board of Education, upon recommendation of the Superintendent, approve the revised compensation of \$2,500 each for **Nicholas Calandrino, Valerie Campanella, Michael Doto**, and **Catherine Durakis**, for overage in relation to Cresskill High School Option II, for the 2019-2020 school year.
4. **Resolved**, that the Board of Education, upon recommendation of the Superintendent, rescind the compensation of \$2,000 for **Barbara Muller**, for overage in relation to Cresskill High School Option II, for the 2019-2020 school year.
5. **Resolved**, that the Board of Education, upon recommendation of the Superintendent, approve the estimated disability paid leave of absence (FMLA) of **Lauren Luciani**, elementary teacher, EHB/MMS, effective October 23, 2019 through on or about November 6, 2019.
6. **Resolved**, that the Board of Education, upon recommendation of the Superintendent, approve the compensation for **Maria Santoro**, School Nurse, CMS/CHS, for summer 2019 curriculum hours, 23.45 hours, \$33.84/hour, totaling \$793.50.
7. **Resolved**, that the Board of Education, upon recommendation of the Superintendent, approve the appointment of **Virginia Wengerter**, Lunch Aide at Merritt Memorial School, 1.5 hours/day, \$12.00/hour, retroactive to September 16, 2019 for the 2019-2020 school year.
8. **Resolved**, that the Board of Education, upon recommendation of the Superintendent, approve the deduction in compensation for **Jostine Mejia**, Science teacher, Cresskill Middle/High School, one (1) day, \$364.97, for November 20, 2019.
9. **Resolved**, that the Board of Education, upon recommendation of the Superintendent, approve the appointment of **Lesly Cabrera**, substitute Nurse, for the 2019-2020 school year.
10. **Resolved**, that the Board of Education, upon recommendation of the Superintendent, approve the appointment of **Kerri Allison**, \$750 and **Sarah French**, \$750, Co-Advisors of Environmental Club, Cresskill Middle/High School, for the 2019-2020 school year.

EDUCATIONAL PLANNING:

1. **BE IT RESOLVED**, that, subject to the applicable restrictions and requirements set forth in the New Jersey travel payment guidelines as established by the Department of the Treasury, as well as those guidelines established by the Office of Management and Budget, except to the extent that said guidelines conflict with the provisions of Title 18A of the New Jersey Statutes, the Board upon the recommendation of the Superintendent, hereby approves travel related to attendance, as well as the payment and/or reimbursement for the allowable costs and expenses associated with the attendance at the conferences or workshops for the professional staff as noted, so long as said costs and/or expenses are consistent with the provisions of N.J.S.A. 18A:12-11.

Name: Lana Shtofmakher
Date(s): October 29, 2019
Conference: SNAP Conference
Location: Garfield, NJ
Fee: \$0
Transportation: \$0

Name: Luisa Arbelo
Date(s): November 6, 2019
Conference: Abraham Lincoln Brigade Seminar
Location: Bergen County Academies
Hackensack, NJ
Fee: \$0
Transportation: \$0

Name: Yunah Baek
Date(s): November 9, 2019
Conference: Pop-Up Workshop: NYC with Luke
Location: Eleanor Roosevelt High School
New York, NY
Fee: \$199
Mileage: as per GSA guidelines

Name: Meaghan Cardenas & Kathryn Peters
Date(s): November 21-22, 2019
Conference: The National Council of Teachers of English (NCTE)
Location: Baltimore Convention Center
Baltimore, MD
Fee: \$390 each

**Transportation/
Lodging/meals:** as per GSA guidelines
(not to exceed maximum amount of \$1,018.33, including registration,
funded by Zimmerman Grant)

Name: Michelle Taliento
Date(s): November 21-25, 2019
Conference: The National Council of Teachers of English (NCTE) & CEL
Location: Baltimore Convention Center
Baltimore, MD
Fee: \$390 each
**Transportation/
Lodging/meals:** as per GSA guidelines
(not to exceed maximum amount of \$1,018.33, including registration,
funded by Zimmerman Grant)

Name: Shari Krapels
Date(s): November 21-25, 2019
Conference: National Council of Teachers of English (NCTE) & CEL
Location: Baltimore Convention Center
Baltimore, MD
Fee: \$0
**Transportation/
Lodging/meals:** \$0

2. **Resolved**, that the Board of Education, upon recommendation of the Superintendent, approved the attached list of **Field Trips** for the 2019 - 2020 school year.
3. **Resolved**, that the Board of Education, upon recommendation of the Superintendent, in accordance with the student's IEP for the 2019-2020 school year approve the following service for **student #9399808746**, Speech Therapy, Augmentative Communication Training, BC S.S., 2 hours/year, \$165/hour, totaling \$330, effective September 9, 2019 through June 23, 2020.
4. **Resolved**, that the Board of Education, upon recommendation of the Superintendent, in accordance with the student's IEP for the 2019-2020 school year approve the following service for **student #3530071694**, 1:1 Aide, **Michael Martino**, 13 days, 1 hr/day, \$17.00/hr, totaling \$221.00, effective September 19, 2019 through December 20, 2019.
5. **Resolved**, that the Board of Education, upon recommendation of the Superintendent, in accordance with the student's IEP for the 2019-2020 school year approve the following service for **student #1879340183**, Educere online class (English), \$29.00/week, 6 weeks, totaling \$174.00, effective September 20, 2019 through October 25, 2019.
6. **Resolved**, that the Board of Education, upon recommendation of the Superintendent, in accordance with the student's IEP for the 2019-2020 school year approve the following service for **student #4920519137**, extra tutoring, **Pat Alfieri**, 2x/week, 60 minutes, \$33.84/hour, effective September 2019 through June 2020.
7. **Resolved**, that the Board of Education, upon recommendation of the Superintendent, in accordance with the student's IEP for the 2019-2020 school year approve the following service

for **student #9965144787**, math tutor, **Vanessa Potenzone**, 2x/week, 45 minutes, \$50/hour, effective September 25, 2019 through June 2020.

8. **Resolved**, that the Board of Education, upon recommendation of the Superintendent, in accordance with the student's IEP for the 2019-2020 school year approve the following service for **student #1879340183**, In-state approved private school, **Holmstead School**, \$56,784.60 effective September 30, 2019 through June 2020.
9. **Resolved**, that the Board of Education, upon recommendation of the Superintendent, in accordance with the student's IEP for the 2019-2020 school year approve the following service for **student #1513262446**, other public school tuition, **River Dell High School**, \$26,933, effective September 4, 2019 through June 18, 2020.
10. **Resolved**, that the Board of Education, upon recommendation of the Superintendent, in accordance with the student's IEP for the 2019-2020 school year approve the following service for **student #1468360737**, other public school tuition, **Pascack Valley Regional Schools - Park Academy Program**, \$7,335/month, \$73,350, effective August 29, 2019 through June 16, 2020.
11. **Resolved**, that the Board of Education, upon recommendation of the Superintendent, in accordance with the student's IEP for the 2019-2020 school year approve the following service for **student #8685281795**, Psychiatric service, **Dr. Nancy Tancer**, 1x evaluation, \$650, on October 16, 2019.
12. **Resolved**, that the Board of Education, upon recommendation of the Superintendent, in accordance with the student's IEP for the 2019-2020 school year approve the following service for **student #3487095787**, Psychiatric service, **Dr. Nancy Tancer**, 1x evaluation, \$650, between October and December 2019.

FINANCE:

1. **Resolved**, that the Board of Education, upon recommendation of the Superintendent, approve the **closure** of Cresskill Board of Education - Bergen County Debate League bank account at Capital One and transfer existing funds to Bergen County Debate League.
2. **Resolved**, that the Board of Education, upon the recommendation of the Superintendent and district architect, DiCara Rubino Architects, approve **Payment Request #5** from **The Bennett Company, Inc.** in the amount of **\$833,000.00** for work completed to date on Project 3301-Addition and Building Renovation at Edward H. Bryan School.
3. **Resolved**, that the Board of Education, upon recommendation of the Superintendent, authorize participation under the **SHBP and/or SEHBP** as follows:
 1. The Cresskill Board of Education, Employer ID # 030500 hereby elects to participate in the Health Program provided by the New Jersey State Health Benefits Act of the State of New Jersey (N.J.S.A. 52:14-17.26 and N.J.S.A. 52:14-17.46.2) and to authorize coverage for all the employees and their dependents thereunder in accordance with the statute and regulations

adopted by the State Health Benefits Commission and/or School Employees' Health Benefits Commission.

2. We elect to participate in the Employee Prescription Drug Plan defined by N.J.S.A. 52:14-17.25 et seq. and authorize coverage for all employees and their dependents in accordance with the statute and regulations adopted by the State Health Benefits Commission and/or School Employees' Health Benefits Commission.
 3. We will be maintaining Delta Dental as our dental plan.
 4. We elect 30 hours per week (average) as the minimum requirement for full-time status in accordance with N.J.A.C. 17:9-4.6.
 5. As a participating employer we will remit to the State Treasury all charges due on account of employee and dependent coverage and periodic charges in accordance with the requirements of the statute and the rules and regulations duly promulgated thereunder.
 6. We hereby appoint Kathleen Occhino to act as Certifying Officer in the administration of this program
 7. This resolution shall take effect immediately and coverage shall be effective as of 01/01/2020 or as soon thereafter as it may be effectuated pursuant to the statutes and regulations (can be no less than 75 or 90 days pursuant to the provisions of N.J.S.A. 17:9-1.4).
4. **Resolved**, that the Board of Education, upon recommendation of the Superintendent, authorize participation in the **Employee Prescription Drug Program** as follows:
1. The Cresskill Board of Education, SHBP/SEHBP Employer Location Number 030500, a participating employer in the SHBP/SEHBP, hereby elects to participate in the Employee Prescription Drug Program provided by the New Jersey State Health Benefits Act (N.J.S.A. 52:14-17.25 et seq.) and to authorize coverage for all the employees and their dependents thereunder in accordance with the statute and regulations adopted by the State Health Benefits Commission/School Employees' Health Benefits Commission (SHBC/SEHBC).
 2. As a participating employer, we will remit to the State Treasury all charges due on account of employee and dependent coverage and periodic charges in accordance with the requirements of the statute and the rules and regulations duly promulgated thereunder.
 3. We hereby appoint Kathleen Occhino to act as Certifying Officer in the administration of this program.
 4. This resolution shall take effect immediately and coverage shall be effective as of 01/01/2020, or as soon thereafter as it may be effectuated pursuant to the statutes and regulations.
5. **Resolved**, that the Board of Education, upon recommendation of the Superintendent, appropriate the **2018-2019 Extraordinary Aid** into the 2019-2020 budget as allowable and as awarded by the New Jersey State Department of Education during the 2018-2019 fiscal year in

the amount of **\$161,984** as follows:

11-000-100-566	Tuition Private In-State	\$100,000
11-000-217-320	Related Services-Professional Services	\$61,984

6. **Resolved**, that the Board of Education, upon recommendation of the Superintendent, approve the Clinical Staffing Agreement with **Homecare Therapies dba/Horizon Healthcare Staffing** for **substitute nursing services** at a rate of **\$54/hour**, 4 hour minimum, on an as needed basis.

7. **Resolved**, that the Board of Education, upon recommendation of the Superintendent, approve the 2019-2020 **tuition** payment to **Bergen County Technical Schools** in the amount of **\$384,472**, paid on a monthly basis, for the following:

Grade of Student	BCAcademies -Hackensack	Applied Technology	Teterboro	Shared-Paramus	Total Number of Students
9th	8	-	3	-	11
10th	9	-	4	1	14
11th	5	1	-	-	6
12th	7	-	3	2	12
Total Number of Students:	29	1	10	3	43
Tuition Rate:	\$8,959	\$8,959	\$8,959	\$8,704	
Total Cost:	\$259,811	\$8,959	\$89,590	\$26,112	\$384,472