

**BOARD OF EDUCATION MEETING MINUTES**  
**March 6, 2018**

In accordance with the State’s Sunshine Law, adequate notice of this meeting was provided by sending a notice of the time, date, location, and, to the extent known, the agenda of this meeting on January 3, 2018, and on March 2, 2018, to The Princeton Packet, The Times, The Home News Tribune, and West Windsor and Plainsboro Public Libraries. Copies of the notice also have been placed in the Board Office and in each of the district schools on January 3, 2018, and on March 2, 2018, and sent to Plainsboro and West Windsor township clerks on January 3, 2018, and on March 2, 2018.

The meeting of the West Windsor-Plainsboro Board of Education was called to order by Board Vice President Kaish at 6:40 p.m. in room C110-111 at the District Administration Building. Upon motion by Ms. Ho, seconded by Ms. Krug, and by unanimous voice vote of all present, the meeting adjourned immediately into closed executive session to discuss the following:

1. Matters of personal confidentiality rights, including but not limited to, staff and/or student discipline matters, and specifically:	<b>Student Residency Update</b>
2. Matters in which the release of information would impair the right to receive government funds, and specifically:	
3. Matters which, if publicly disclosed, would constitute and unwarranted invasion of individual privacy, and specifically:	
4. Matters concerning negotiations, and specifically:	<b>Negotiations with WWPAA and WWPSA; WWPEA Leave Requests and proposed Sidebar</b>
5. Matters involving the purchase of real property and/or the investment of public funds, and specifically:	
6. Matters involving the real tactics and techniques utilized in protecting the safety and property of the public, and specifically:	
7. Matters involving anticipated or pending litigation, including matters of attorney client privilege, and specifically:	<b>Case No.: 02-18-1136; Aramark contractual issues;</b>
8. Matters involving personnel issues, including but not limited to, the employment, appointment, termination of employment, terms and conditions of employment, evaluation of performance, promotion or discipline of any public officer or employee, and specifically:	<b>Personnel Issues as noted on the agenda and addendums</b>
9. Matters involving quasi-judicial deliberations, and specifically:	<b>HIB Review</b>

The meeting reconvened to public session at 7:39 p.m. in the multipurpose room. The following Board members were present:

- |                 |                   |                       |
|-----------------|-------------------|-----------------------|
| Ms. Carol Herts | Ms. Michele Kaish | Mr. Martin Whitfield  |
| Ms. Louisa Ho   | Ms. Dana Krug     | Mr. Yu “Taylor” Zhong |

Board members Cheng, Fleres, and Juliana were absent. Present also were: Dr. David Aderhold, Superintendent of Schools; Dr. Christopher Russo, Assistant Superintendent for Finance/Board Secretary; Mr. Gerard Dalton, Assistant Superintendent for Pupil Services/Planning; Mr. Martin Smith, Assistant Superintendent for Curriculum & Instruction; and Ms. Charity Fues, Director of Human Resources. Also present was board attorney, Jeff Caccese, Esq.

## **BOARD PRESIDENT'S COMMENTS**

Ms. Kaish thanked everyone for coming to the meeting. There was an executive session earlier, so the meeting had already been called to order. Ms. Kaish explained that she would be presiding over the meeting as Board President Fleres was absent.

## **SUPERINTENDENT'S COMMENTS**

Dr. Aderhold explained that tonight's meeting is the first meeting of the Board of Education since the Parkland, Florida incident. He expressed grief and sorrow on behalf of the district over the senseless tragedy. There has been much debate around school shootings and violence and he wished to share what we have done as a district from a security standpoint.

On the Monday after the Parkland incident, Dr. Aderhold met with Police Chiefs Garofalo and Armour for an intense conversation regarding school security. A Fast Action Response Task Force for Mercer County has been initiated and is a first attempt as a county to come together to standardize terms and procedures to reduce confusion during a crisis. The group had conversations regarding Class 3 police officers, a classification initiated for the purpose of school security. Through Class 3, retired officers can work additional hours without drawing pension and benefits from schools. The district and both police departments agree that any insertion of Class 3 officers into the district should be done through the idea of community policing. In a 2002 report by the Secret Service it was reported that relationships and the culture of a school are the number one deterrent for students who commit atrocities. Students who have committed atrocities often are known to educators and law enforcement and often are involved with bullying and other issues. In discussing school security, the district should focus on school culture and climate, taking into account mental health aspects of the student population. Dr. Aderhold thanked both police departments for their support, stressing that the district is very fortunate to have great relationships with both police departments who assist us with various safety measures such as evacuation drills, fire drills, and lockdown drills.

Dr. Aderhold outlined additional security measures that the district is considering, including: enhancing the Eyes on the Door Program, police walkthroughs, key upgrades, fire alarm upgrades, lockdown buttons, uniform visitor protocols and visitor systems including license swipes, enhanced phone and/or intercom systems, panic alarms, and hardening physical entrances through additional door hardware and bollards. He explained that the district is reviewing mental health protocols as well as contracts for providing onsite mental health services to assist parents who are having difficulty getting access to mental health assistance. The district recently entered into an agreement with PureEdge for social-emotional learning and teacher self-care and mindfulness. Dr. Aderhold reminded the group that all of these increased security measures will require funding and mentioned that the additional physical security measures will be part of the upcoming presentation on the referendum, which will take place at the May 8, 2018 Board of Education meeting.

In reference to the National School Walkout on March 14, the superintendent explained that the district is supportive of students practicing first amendment rights, but is mindful that observance of this event should be grade appropriate. At the K-5 level, the time period will be honored, but students will not walk out of the buildings. At Grades 6-12, the walkout will be well organized and officers will be present to ensure student safety. The entrances to the schools will be blocked during the walkout as the event is for students only and will not be open to the public.

As for the weather and the High School South Disney trip, we have worked with a charter company to book six charter buses leaving between 9-10am tomorrow morning to get the students and teachers to Disney.

There is a vaping presentation on March 12 at Grover Middle School at 7 p.m. SAC counselors and a guest speaker will address vaping, which has become a serious issue as many oils are odorless and scented so as to cover up what the students are actually vaping.

Dr. Aderhold congratulated the Business Department for receiving the Meritorious Budget Award for the fifth year in a row. He reported that the niche.com school rankings, which were publicized this week, are based on a new formula that includes PARCC scores; PARCC student opt-outs counted against us. He asked that residents keep in mind that these rankings of schools are worthless and ridiculous and should be paid no mind. When it comes to SAT scores, only eight schools in New Jersey have an average of over 1300 and two of those eight schools are High School North and High School South. Dr. Aderhold concluded by mentioning that schools are closed tomorrow due to inclement weather.

### **STUDENT REPRESENTATIVE COMMENTS**

Dillon Henry, High School North Student Representative, thanked Dr. Aderhold and the Board of Education for the comments that were released shortly after the recent school shooting in Florida and for the efforts that are being taken to keep students safe. He then reported the following: The Girls' Swimming Team, with a score of 15-1, is the Division, County, and Sectional Champion. Boys' Swimming Team finished their season 12-2 and is the Division Champion. Boys' Basketball made it to the second round of the state playoffs. The Midnight Nova Robotics Team qualified for the Eastern Regional Championships. HSN is the Eastern Regional Science Bowl Champion. Les Miserables, the North spring musical, was a huge hit and largely successful...several Board members attended. Thank you for the cancellation tomorrow.

Supriya Mamidi filled in for Alexandra Vena, High School South Student Representative, who is on Washington Seminar. Ms. Mamidi reported the following: The spring musical, Sister Act, had its final show on Saturday night. There will be a joint North-South musical in May for which there is an informational meeting tonight for South parents. Spring sports have begun. The South student council is currently planning and finalizing the senior citizen's ball which is taking place on Saturday, March 17th, with an appropriate theme of St. Patrick's Day. The juniors left for Washington Seminar yesterday and are there until this Saturday. The seniors leave this week for Disney.

### **PRESENTATION: 2018-2019 Proposed Budget**

Dr. Christopher Russo began the 2018-2019 budget presentation by reviewing the timeline for the budget approval, with tonight being the approval of the tentative budget. Two of the main concepts the public has conveyed in relation to the creation of the budget are 1) to use the fund balance that we have for educational purposes and 2) to be mindful of the tax increase. The 2018-2019 budget uses more fund balance than in past budgets and also keeps within the cap on the tax increase.

Dr. Russo reviewed WW-P's mission statement and strategic goals: *Building upon our tradition of excellence, the mission of the West Windsor-Plainsboro Regional School District is to empower all learners to thoughtfully contribute to a diverse and changing world with confidence, strength of character, and love of learning.* He then defined a school budget explaining that it is a fluid planning tool that considers contingencies, manages risk, reflects district and community values, and considers safeguards and buffers. The budget is a fluid document subject to an ongoing process which starts in the summer with preliminary discussions and continues into the fall and winter with board retreats, county office reviews, budget manager meetings, and public discussions. Tonight, the Board adopts the tentative budget and it is submitted to county office. On March 20, the demographic study and capacity report will be presented. The public hearing and formal adoption of the budget will take place at the meeting of the Board of Education on April 24, 2018. Dr. Russo reviewed the major topics that affect

the budget: Security, Special Services, health care costs, capital projects, technology, staffing needs, transportation, and salary increases. Other cost factors that affect the budget are: outcomes of negotiations with WWPSA and WWPAA, unforeseen Buildings & Grounds expenses such as security and repairs, and a potential referendum. Dr. Russo explained that we have a need for a referendum for building repairs and that we can borrow money now without effecting the tax levy because the debt increase would be offset by expiring debt. He reviewed the niche.com 2017 rankings in New Jersey, showing that WW-P is very competitively ranked 3<sup>rd</sup> place for Grades K-12, and for Grades 9-12, 9<sup>th</sup> place and 13<sup>th</sup> place.

Dr. David Aderhold presented information regarding school security and mental health support. He reviewed some of the programs that we are considering implementing: community policing through Class 3 police officers, additional security cameras, additional security vestibules, improved communications infrastructure including public address and phone enhancements, visitor management systems, professional development training, fire alarm enhancements, and additional mental health counselors. With respect to Special Education programs, Dr. Aderhold explained that the district is focusing on enhancing our in-district programs to bring students and families back into the district; by doing so, out-of-district placements are reduced. The cost of additional staff due to bringing students back into the district is offset by the reduction in tuition costs. Special Education is budgeted to increase by 11 staff members. These additional staff members will provide necessary resources across grade levels, including occupational therapy, physical therapy, and speech support for K -3 students, growth in MD enrollment at Community Middle School, career-based instruction and job skills programs at High School North, and enrollment growth for Grade 9 at High School North. With the High School North Community-Based Instruction Model, we can save enough money on transportation to purchase a van to do our own transportation for Special Education. We have budgeted for a school store and apartment setup for a life skills type program for students in the LLD and Larks programs as we do not have the ability to teach those skills now.

Dr. Aderhold reviewed staffing projections and programmatic considerations, which included the addition of 11 staff positions for regular education, 2 instructional assistants for the Dual Language Immersion Program, 11 staff positions for Special Education as previously discussed, a 5.08% increase in health care costs for current staff members, increases to co-curricular activities, technology, arts, and music, and amounts for communication to the public about the referendum. In the past, the district had to decrease co-curricular programs and this has had a detrimental impact on sports programs and other activities over time. He explained that this budget adds assistant coaches for Athletics, adds athletic programs at the middle schools, and adds clubs at the high schools and middle schools to equalize the offerings among the schools.

Dr. Russo reviewed capital reserve and capital outlay projects. The list of capital projects include: High School South toilet room renovations, new front doors and a gym divider curtain at Community Middle School, gutters and downspouts at Millstone River School, technology for the 1-1 Initiative, track and turf fields at the high schools, the well pit and new gym floor at Wicoff Elementary School, district-wide boiler alarms, gutters, downspouts, and a bus loop at Community Middle School, Dutch Neck Elementary School paving and bollards, Grover Middle School roof restoration, annual projects, and the Town Center Elementary School addition. The SDA fee is a tax or fee the district pays for using the School Development Authority. He noted that \$4.5 million will be used out of capital reserve for the Town Center Elementary School addition. Dr. Aderhold explained that the reason for the addition is that Special Education programs for K-2 went into Town Center Elementary School utilizing full classroom space, but those classes don't need full classroom space, they can use less space. In order to reclaim some larger rooms, we are constructing smaller spaces so the full classrooms can be used for student growth due to new development and Special Education programs can be held in classrooms of the appropriate size with the appropriate equipment.

Dr. Russo outlined the timeline for the budget. The governor's budget address will take place on March 13 and state aid will be announced on March 15. Prescription increases will not be known until July and there will be a health care benefits increase January 2019. The district is going out to bid on health care coverage to see if we can reduce costs. The district also is in negotiations with the Administrators Association and the Service Association.

Breaking down the allocation of expenditures, Dr. Russo explained the budgeted increases for regular instruction, co-curricular and Athletics, Special Education, student support services, improvement of instruction and professional development, administration, operations & maintenance, transportation, benefits, capital outlay, adult school, and grants/entitlements. There will be a reduction in debt service expenditure next year. Overall, the tentative budget submission reflects a 3.19 percent budget-to-budget increase. The budget is within cap rules with a local tax levy increase of 2 percent or \$3,174,437. The 2 percent cap rules actually allow for a 2 percent increase plus debt service, plus a large percentage of the health care increase and the use of banked cap. Historically, we have included debt service in the 2 percent tax levy cap. The district is also not asking for the use of the health benefit adjustment or asking to use the banked tax levy cap. We are using fund balance more than we did previously for tax relief.

There was a discussion regarding the difference between the tax levy increase and the year-to-year budget increase.

### **PUBLIC COMMENT**

Six members of the public spoke in regards to the following topics: the possibility of racial bias in the student discipline process at High School North; the Fair Funding Action Committee that advocates for increased state aid and the fair funding of New Jersey schools; the rise in health care costs for the district; security concerns with the open layout at High School South; the quantity and quality of district special education services; and school security measures and timelines for putting additional security measures in place.

Dr. Aderhold responded to several public comments. In regards to security measures at High School South, he explained that a West Windsor SWAT tactical team assisted the district in creating security drill protocols due to the open design. He also noted that the measures have been vetted with the New Jersey Safety Task Force. The superintendent explained why door magnets are necessary and how they work on school building doors. He then addressed the timelines for additional security measures, explaining that the more expensive measures, such as new vestibules, bollards, etc., take time and planning and would depend upon the referendum. It could be eighteen months or more before the measures were in place as the referendum would need to be passed in November or December, and then we would have to go to bid on the projects.

### **ADMINISTRATION**

An addendum was included for a Sidebar Agreement with the West Windsor-Plainsboro Education Association (WWPEA).

Upon motion by Mr. Whitfield, seconded by Ms. Herts, with all Board members present voting yes, the following board actions were approved:

### School Security Drills

1. To acknowledge the following fire and security drills were performed in February 2018 in compliance with *N.J.S.A. 18A:41-1*:

<u>Fire Date</u>	<u>Security Date</u>	<u>School</u>
2/21/18	2/21/18	Dutch Neck Elementary School
2/12/18	2/13/18	Maurice Hawk Elementary School
2/1/18	2/21/18	Town Center Elementary School
2/9/18	2/13/18	J.V.B. Wicoff Elementary School
2/12/18	2/20/18	Millstone River School
2/21/18	2/8/18	Village School
2/21/18	2/23/18	Community Middle School
2/21/18	2/8/18	Thomas Grover Middle School
2/9/18	2/27/18	WW-P High School North
2/21/18	2/6/18	WW-P High School South

### Non-Public School Security Aid Program

2. Approve the following expenditures of the FY 2017-2018 New Jersey Non-Public School Security Aid Program as follows:

French American School of Princeton	\$12,522.45
Montessori Country Day School	\$ 799.89

### Policies and Regulations: Second Reading and Approval

3. Second reading and approval:

#### Policies

P3437	Military Leave (Teaching Staff)
P4437	Military Leave (Support Staff)
P5516.01	Student Tracking Devices (N)
P7440	School District Security
P8507	Breakfast Offer versus Serve (N)
P8630	Bus Driver-Bus Aide Responsibility
P9242	Use of Electronic Signatures (N)

#### Regulations

R7440	School District Security
R8630	Bus Driver-Bus Aide Responsibility

### WWPEA – Sidebar Agreement

4. Approve a sidebar agreement with West Windsor-Plainsboro Education Association whereby:
  - a) An Assistant Golf Coach position is established; and
  - b) Appendix H: Athletic Position Guide for School Years 2017-2018 and 2018-2019 - Category G is modified to include stipend amounts for assistant coach positions.

**CURRICULUM AND INSTRUCTION - (NONE)**

**FINANCE**

There was a request to vote on Finance Item No. 1 separately:

Upon motion by Mr. Zhong, seconded by Ms. Ho, following a discussion regarding specific items in the budget, including advertising for the referendum and additional technology for second grade classrooms, and with five Board members voting yes, and Ms. Herts voting no, the following board action was approved:

**2018-2019 Tentative Budget Submission**

1. To approve the tentative budget for the 2018-2019 school year for submission to the County Superintendent of Schools for Department of Education review as follows:

Be It Resolved to approve a school district budget for the fiscal year 2018-2019 school year:

	<u>Budget</u>	<u>Local Tax Levy</u>
Total General Fund	\$ 198,814,327	\$ 161,896,285
Total Special Revenue Fund	\$ 2,314,275	N/A
Total Debt Service Fund	\$ 7,843,225	0
Totals	\$ 208,971,827	\$ 161,896,285

Included in the general fund budget is \$7,367,861 to be deposited in capital reserve to transfer to repayment of debt.

Included in the general fund budget is \$7,875,450 to be withdrawn from the Board of Education's approved Capital Reserve Account to support funding of capital projects.

The school district has proposed programs and services in addition to the New Jersey Student Learning Standards adopted by the State Board of Education. Information on this budget and the programs and services it provides is available from your local school district.

Upon motion by Ms. Ho, seconded by Mr. Zhong, and by roll call vote with all Board members present voting yes, the following board actions were approved:

**Business Services**

2. Payment of bills as follows:

- a) Bill List General for March 6, 2018 (run on 3-01-18) in the amount of \$12,932,798.19.
- b) Bill List Capital for March 6, 2018 in the amount of \$0.

**Procurement of Goods and Services**

3. Be it resolved by the Board of Education of the West Windsor-Plainsboro Regional School District pursuant to Title 18A: 18A-10, and N.J.A.C. 5:34-7.29(c), on timely basis, to procure goods and services utilizing state contract vendors to meet the needs of the school district who agree to sell goods and services to the Board of Education in accordance with all conditions of the individual state contract that may or may not exceed the bid threshold in the aggregate.

The duration of the contracts between the West Windsor-Plainsboro Regional School District and the referenced State Contract Vendors shall be for the **2017-2018** School Year as amended from time to time by the Division of Purchase and Property in the Department of the Treasury, Cooperative Purchasing Program.

<u>Commodity/Service</u>	<u>Vendor</u>	<u>State Contract No. or Co-op</u>
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**Building & Grounds Department:**

**Custodial Supplies & Equipment HCESC #189 Co-op:**

Hillyard Delaware Valley	Co-op
Bio-Shine, Inc	Co-op
Central Poly Bag Corp	Co-op
American Pride, Paper & Plastic	Co-op
Interboro	Co-op
All American Poly	Co-op
American Paper Towel Co/American Paper & Supply Co	Co-op

**Door Locking – Mechanical & Electronic Systems & Products HCESC #185 Co-op:**

Hogan Security Group, LLC	Co-op
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**Facilities & Systems Repair Mercer County Co-op CK09MERCER2017-16:**

Scozzari Builders Inc – General Trades & Cement Mason	Co-op
Ricasoli & Santin Contracting Co – General Trades, Electrician, Painter, Cement Mason and Plumber/Pipefitter	Co-op
J H Williams Enterprises, Inc – Electrician, Painter, Plumber/Pipefitter, Asbestos Remediation, Lead and Mold Remediation	Co-op
Gary Kubiak & Son Electric, Inc – Electrician & High Voltage Electrician	Co-op

**Equipment Disposal**

4. To approve the disposal of obsolete equipment that has met the district’s life expectancy. [The age and physical condition of the equipment rendered it ineffective.]

Community Middle School

- a) Cabinet, metal, 2-door
- b) Desk, student, wooden top – 8

Grover Middle School

- a) Chair, teacher, rolling - 3

Millstone River Elementary School

- a) Chair, teacher
- b) Label maker, Dymo Label Writer 450

Town Center Elementary School

- a) Bench, cafeteria, 13’ – 15
- b) Table, cafeteria, 13’ – 14

Village Elementary School

- a) Bench, cafeteria, 13’ – 36
- b) Table, cafeteria, 13’ – 18



**Travel and Related Expenses Reimbursement**

5. As required, pursuant to *N.J.S.A. 18A:11-12*, Board Policy 6471 requires the Board of Education to approve in advance certain travel expenditures of Board members and school district employees. Travel expenditures incurred by the Board of Education or reimbursed to Board members or employees must comply with the requirements and limitations contained in *N.J.S.A. 18A:11-12*, the aforementioned Board bylaw and policies, and are subject to the annual limitation on the district's travel expenditures established by the Board of Education. All requests for approval of travel by school district employees that require the approval of the Board of Education have been reviewed and approved by the Superintendent of Schools. To approve the following:
- a) One staff member to attend the Annual New Jersey Pupil Transportation Conference in Atlantic City, New Jersey, from March 22, 2018, through March 23, 2018, at a cost not to exceed \$650 including travel.
  - b) One teacher to attend the OAKE National Conference in Oklahoma City, Oklahoma, from March 22, 2018, to March 25, 2018, at a cost not to exceed \$1,050.61.[\$300 WWPEA contractual allotment, \$750.61 District funds.]

**Transportation**

Quotes – Special Education

6. Award the Out of District Special Needs Transportation Contract-Multi Contract Number EM12 to Good Dove, LLC for the 2017-2018 school year as follows:

<u>Route</u>	<u>Destination</u>	<u>Cost per Diem</u>	<u>#Days</u>	<u>Aide per Diem</u>	<u>Inc/Dec</u>
EM12	East Mountain School	\$ 213.48	89	N/A	\$ 0.00

Quotes -- To and From School

7. Award the Student Transportation Contract-Multi Contract Number KWCM to A-1 Limousine, Inc. for the 2017-2018 school year as follows:

<u>Route</u>	<u>Destination</u>	<u>Cost per Diem</u>	<u>#Days</u>	<u>Aide per Diem</u>	<u>Inc/Dec</u>
KWCM	Community Middle School	\$290.60	12	N/A	\$ 2.95

Quotes – School Related Activities

8. Award the 2017-2018 Student Transportation Contract – School Related Activities, Multi Contract Number 18856 to A-1 Limousine, Inc. as follows:

<u>Trip ID#</u>	<u>Destination</u>	<u>Cost Per Bus</u>	<u># Buses</u>	<u>Adj Cost Per Hour</u>
18856	National 4-H Center Chevy Chase, MD	\$5,693.00	3	\$ 73.00

9. Award the 2017-2018 Student Transportation Contract – School Related Activities, Multi Contract Number 18858 to A-1 Limousine, Inc. as follows:

<u>Trip ID#</u>	<u>Destination</u>	<u>Cost Per Bus</u>	<u># Buses</u>	<u>Adj Cost Per Hour</u>
18858	Myrtle Beach South Carolina	\$ 5,884.00	1	\$ 73.00

10. Award the 2017-2018 Student Transportation Contract – School Related Activities, Multi Contract Number 18865 to Rick Bus Company as follows:

<u>Trip ID#</u>	<u>Destination</u>	<u>Cost Per Bus</u>	<u># Buses</u>	<u>Adj Cost Per Hour</u>
18865	Sheraton Hotel Philadelphia, PA	\$ 265.00	1	N/A

Agreements/Jointures

11. Approve 2017-2018 Joint Transportation Agreement; West Windsor-Plainsboro Regional School District Board of Education serving as host district to East Windsor Regional School District as follows:

<u>Route</u>	<u>Destination</u>	<u>#Host Students</u>	<u>#Joiner Students</u>	<u>Revenue</u>
EM12	East Mountain School	1	1	\$ 9,499.86

**PERSONNEL**

West Windsor-Plainsboro Regional School District Board of Education on March 2, 2018, provided an e-mail notification that if an employee’s name appears on the Personnel Agenda for the March 6, 2018 Board of Education meeting, the WW P Board of Education may discuss the recommended action related to that employment in a session closed to the public unless an employee submits written notice that is received at least 24 hours before the Board of Education meeting stating that the employee is requesting any such discussion take place in public. If the WW-P Board of Education intends to discuss a matter specifically pertaining to a staff member’s employment, they will be sent an individualized RICE notice.

There were two corrections to Personnel Items: C. Non Certificated Staff: Change - Annette Pachas was deleted and C. Non Certificated Staff: Leave of Absence - the position of Kimberly Cushman was corrected to Instructional Assistant.

Two personnel addendums were added to include: Personnel Items: B. Certificated Staff – several changes and a resignation; C. Non Certificated Staff – one appointment and two resignations; E. Stipend Athletic – four additions; and F. Community Education – one appointment.

Upon motion by Ms. Krug, seconded by Mr. Ho, and by roll call vote with all Board members present voting yes, the following board actions were approved:

**Personnel**

1. Personnel Items: