#### JEFFERSON TOWNSHIP BOARD OF EDUCATION

#### **Annual Organization Meeting Agenda**

Monday, April 21, 2008 – 8:00 PM (Immediately following the Regular Meeting)

Jefferson Township Middle School Media Center

| *** | **** | ************************           |                  |             |  |  |  |
|-----|------|------------------------------------|------------------|-------------|--|--|--|
|     |      |                                    |                  |             |  |  |  |
|     | _    | E 7 D 11 4 / www.111 a a 11 41 a a | tina ta andan at | DM and road |  |  |  |

| <b>A.</b> | the Open Meeting Statement.  3. Pledge of Allegiance.  C. ROLL CALL:  Mr. Anzano  Mrs. Castiglione  Mr. Cerny  Mr. Chamberlain  Mr. Feldmann  Mrs. Hardy  Mrs. Mastricola  Present  Absent  Absent  ——————————————————————————————————— |         |        |  |
|-----------|---|---------|--------|--|
| В.        | Pledge of Allegiance.   |         |        |  |
| C.        | ROLL CALL:  | Present | Absent |  |
|           |   |         |        |  |
|           | Mr. Cerny   |         |        |  |
|           | Mr. Feldmann  |         |        |  |
|           | Mrs. Mastricola   |         |        |  |
|           | Mrs. Scott<br>Mrs. Servedio   |         |        |  |
|           | Carol Ann Sudia, Student Representative   |         |        |  |

|    | <u>Candidate</u>          |   | # of Votes |
|----|---------------------------|---|------------|
| D. | Robert Vander Ploeg       | - | 729        |
|    | Michael Stewart           | - | 529        |
|    | Robert Knox               | _ | 377        |
|    | Christopher W. Young, Jr. | - | 375        |
|    | Stephen Fifoot            | _ | 278        |
|    | Julianne Mastricola       | - | 916        |
|    | Fay Servedio              |   | 835        |
|    | Gregory Burnett           |   | 540        |

Craig Coelho, Student Representative

BUDGET: Yes – 1,048

No – 946 Certification of Election Results (*Attachment A*)

**E.** Oath of Office to be administered to the newly elected Board of Education members by Board Secretary.

#### F. Reading of Code of Ethics for School Board Members, Title 18A;12-24.1

A school board member shall abide by the following Code of Ethics for School Board Members:

- a. I will uphold and enforce all laws, state board rules and regulations, and court orders pertaining to schools. Desired changes should be brought about only through legal and ethical procedures.
- b. I will make decisions in terms of the educational welfare of children and will seek to develop and maintain public schools which meet the individual needs of all children regardless of their ability, race, creed, sex or social standing.
- c. I will confine my board action to policymaking, 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.
- 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.
- e. I will recognize that authority rests with the board of education and will make no personal promises nor take any private action which may compromise the board.
- 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.
- g. I will hold confidential all matters pertaining to the schools which, if disclosed, would needlessly injure individuals or the schools. But 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 schools.
- h. I will vote to appoint the best qualified personnel available after consideration of the recommendation of the chief administrative officer.
- i. I will support and protect school personnel in proper performance of their duties.
- j. I will refer all complaints to the chief administrative officer and will act on such complaints at public meetings only after failure of an administrative solution.

| G. | Nominations for President       |  |                            |     |  |  |  |  |  |
|----|---------------------------------|--|----------------------------|-----|--|--|--|--|--|
|    | Motion by<br>President of the J | , seconded by<br>efferson Township Board of Ed | , to nominate<br>lucation. | for |  |  |  |  |  |
|    | Motion by                       | , seconded by                                  | , to close nominations     | for |  |  |  |  |  |

President of the Jefferson Township Board of Education.

#### **Nominations for Vice President** H. Motion by \_\_\_\_\_\_, seconded by \_\_\_\_\_\_, to nominate \_\_\_\_\_\_ for Vice President of the Jefferson Township Board of Education. Motion by \_\_\_\_\_\_, seconded by \_\_\_\_\_\_, to **close nominations** for Vice President of the Jefferson Township Board of Education. Motion to approve items I.1 through I.24: I. 1. Motion by \_\_\_\_\_\_, seconded by \_\_\_\_\_\_, that the Jefferson Township Board of Education will hold their 2008-2009 Meetings in accordance with the scheduled dates shown on the Schedule of Meetings (Attachment B). 2. Motion by \_\_\_\_\_\_, seconded by \_\_\_\_\_, to appoint Dora E. Zeno to serve as **Board Secretary** for the 2008-2009 school year, pursuant to 18A:17-5. 3. Motion by \_\_\_\_\_, seconded by \_\_\_\_\_, that Dora E. Zeno, Board Secretary/Business Administrator be appointed Purchasing Agent and Public Agency Compliance Officer and is authorized to prepare advertisements, advertise for and receive bids and award contracts pursuant to NJSA 18A:18A-3a, 7a and 37a for the 2008-2009 school year. **4.** Motion by , seconded by , to appoint Joseph Kraemer as Affirmative Action Officer for the 2008-2009 School Year. 5. Motion by , seconded by , to appoint Charles Dimiceli as 504 Compliance Officer for the 2008-2009 School Year. , seconded by , to appoint Vickki Nadler as Chemical Hygiene Officer for the 2008-2009 School Year. 7. Motion by \_\_\_\_\_, seconded by \_\_\_\_\_, to appoint George Fernandez as Right to Know Officer for the 2008-2009 School Year. 8. Motion by \_\_\_\_\_\_, seconded by \_\_\_\_\_\_, to appoint Lynne Stanlick or designee as Integrated Pest Management Coordinator for the 2008-2009 School Year. 9. Motion by \_\_\_\_\_, to appoint Elizabeth Hickey to serve as Treasurer of School Moneys for the 2008-2009 school year. **10.** Motion by \_\_\_\_\_\_, seconded by \_\_\_\_\_, that the New Jersey Herald, Newton, New Jersey and the *Daily Record*, Morristown, New Jersey be designated as the Official Newspapers of the Jefferson Township Board of Education, for the ensuing year; and further, that the Aim News, also be designated as an Official Newspaper of the Jefferson

Township Board of Education for the 2008-2009 school year.

| 11. | Motion by, seconded by, the following banks be   |    |
|-----|--|----|
|     | esignated as Official Depositories for the 2008-2009 school year and to approve  |    |
|     | he Checking Accounts / Required Signatories as listed (Attachment C).  |    |
|     | Chase Bank Lakeland State Bank Cash Management of NJ/ARM Skylands Community Bank Wachovia Bank   |    |
| 12. | Motion by, seconded by, the following companies be lesignated as Official Tax Shelters for the 2008-2009 School Year:  |    |
|     | The Legend Group Lincoln Investment Planning 403b & 457 Valic AIG Equitable Vanguard   |    |
| 13. | Motion by, seconded by, to adopt, based on the recommendation of the Superintendent of Schools, the existing <b>Pre-K - 12</b> curriculum, assigned text books, co-curricular clubs and programs for the reference Township School District for the 2008-2009 school year, or until such time that this Board amends same (Attachment D).                                      |    |
| 14. | Motion by, seconded by, to adopt, based on the recommendation of the Superintendent of Schools, that all previously written byaws and policies of this Board of Education be continued in force until such time that this Board amends same.   |    |
| 15. | Motion by, seconded by, to approve purchasing for the 2008-2009 school year through the <b>State Contract</b> vendors, <b>Morris County Co-op</b> vendors and the <b>Hunterdon County Educational Services Commission</b> vendors.   |    |
| 16. | Motion by, seconded by, to approve the following resolution authorizing the procurement of goods and services through State Agency for the 2008-2009 school year:  | ;  |
|     | WHEREAS, Title 18A:18A-10 provides that, "a Board of Education", without advertising for bids, or after having rejected all bids obtained pursuant to advertising therefore, by resolution may purchase any goods or services pursuant to a contract or contracts for such goods or services entered into on behalf of the State by the Division of Purchase and Property, and |    |
|     | WHEREAS, the Jefferson Township Board of Education has the need, on a timely basis, to procure goods and services utilizing State contracts, and   | 0. |

WHEREAS, the Jefferson Township Board of Education desires to authorize its purchasing agent for the 2008-2009 school year to make any and all purchases necessary to meet the needs of the school district throughout the school year,

**NOW THEREFORE BE IT RESOLVED,** that the Jefferson Township Board of Education does hereby authorize the district purchasing agent to make purchases of goods and services entered into on behalf of the State by the Division of Purchase and Property utilizing various vendors as listed:

|                  | STATE CONTRACT VENDORS   |   |
|------------------|--|---|
|                  | American Mobile Glass of NJ                                    | T0084                                     |
|                  | Atlantic Communications Electronics, Inc.                      | T0109                                     |
|                  | BIO Shine, Inc.  | T0622                                     |
|                  | Capp, Inc.   | T0537                                     |
|                  | Carpet Showcase, Inc.  | T0147                                     |
|                  | CDW Government, Inc.   | T1785                                     |
|                  | Central Lewmar   | T0038                                     |
|                  | Core Mechanical, Inc.  | T2013                                     |
|                  | Custom Bandag, Inc.  | T0123                                     |
|                  | Dell Marketing LLP   | M0438                                     |
|                  | Dover Brake & Clutch Co., Inc.                                 | T0065                                     |
|                  | Falcon Auto Parts, Inc.  | T0065                                     |
|                  | Fibar Systems  | T0103                                     |
|                  | Finch Fuel   | T0077                                     |
|                  | Garden State Fastener, LLC                                     | T0168                                     |
|                  | Herff Jones Inc./Nystrom Education Div.                        | T0114                                     |
|                  | Hertz Furniture Systems Corp.                                  | T0177                                     |
|                  | Lawson Products, Inc.  | T2085                                     |
|                  | Milton Auto Parts  | T0065                                     |
|                  | New York Packaging Corp.                                       | T1244                                     |
|                  | Riccairdi Bros. of Parsippany, Inc.                            | T0927                                     |
|                  | Royal Communications, Inc.                                     | T0109                                     |
|                  | School Specialty, Inc.   | T0114                                     |
|                  | Stewart Business Systems                                       | A51464                                    |
|                  | Storr Tractor Company  | T2187                                     |
|                  | Verizon Network Integration Corp.                              | T0483                                     |
|                  | vonzon rottion integration corp.                               | 10.103                                    |
| 17. Moti         | on by, seconded by   | to approve the appointment of             |
|                  | voccia & Company, LLP, School Auditor o                        |   |
|                  | 7-2008 Annual School Audit during the 2008                     |   |
| 2001             | 2000 minual behoof made during the 2000                        | 2009 School year.                         |
| <b>18</b> . Moti | on by, seconded by   | to approve the appointment of             |
| Hate             | ch Mott McDonald, Consulting Engineer of                       | Record per agreement for the 2008-2009    |
|                  | ol year.   | record, per agreement, for the 2000 2007  |
| 50110            | ~ , <del>~</del> ~   |   |
| 19. Moti         | on by seconded by  | to approve the appointment of             |
| Dr.              | ion by, seconded by<br>Jean-Paul Bonnet of Skylands Medical Gr | oun School Medical Inspector of Record    |
| ner s            | agreement, for the 2008-2009 school year.                      | oup, someof freedom inspector of feetiti, |
| per a            | igicomoni, for the 2000-2007 senious year.                     |   |

J.

|    | 20. Motion by, seconded by, to approve the appointment of T.L. Groseclose Associates, Inc. Student Insurance Agent of Record for the 2008-2009 school year.   |
|----|---|
|    | 21. Motion by, seconded by, to approve the appointment of William H. Connolly & Company, Insurance Agent of Record, for the 2008-2009 school year.  |
|    | 22. Motion by, seconded by, to approve the appointment of LDP Consulting Group, Health Insurance Agent of Record for the 2008-2009 school year.   |
|    | 23. Motion by, seconded by, to approve the appointment of NJ/ARM, Investment Manager of Record for the 2008-2009 school year.   |
|    | 24. Motion by, seconded by, to approve the appointment of Environmental Remediation & Management, Inc., Asbestos & AHERA Consultant of Record, on an as needed basis, for the 2008-2009 school year.  |
| J. | SUPERINTENDENT'S REPORT   |
|    | Good News and Progress in Our Schools   |
| K. | PRESENTATIONS   |
|    | <ul> <li>Recognition of Outstanding Accomplishments for Fall &amp; Winter Athletic Teams and Coaches – John DiColo, Athletic Director</li> <li>Discipline and Substance Abuse Ad Hoc Committee – Jeanne Howe, Karl Mundi, Principals</li> </ul> |
| L. | COMMENTS FROM THE AUDIENCE (on agenda action items only, if applicable)   |
| M. | COMMITTEE REPORTS   |
| N. | MINUTES OF MEETINGS   |
|    | Motion by, seconded by, that the minutes of the following meetings be approved as submitted:  |
|    | March 17, 2008 Regular Meeting Minutes March 17, 2008 Executive Session (2)  March 17, 2008 Executive Session (1)  March 26, 2008 Special Meeting Minutes   |

| O. FINANCE AND BUILDING | NEEDS | <b>COMMITTEE</b> |
|-------------------------|-------|------------------|
|-------------------------|-------|------------------|

Motion by \_\_\_\_\_\_, seconded by \_\_\_\_\_\_, to accept the recommendation of the Superintendent to approve and adopt motions O.1 through O.14, as described below:

- **O.1** Motion to approve the **purchase order** list dated March, 2008 in the amount of \$111,392.49.
- **O.2** Motion to approve the **check journal** as of March, 2008 in the amount of \$4,463,345.08.
- **O.3** Motion to approve the funds **transfers** in the 2007-2008 Fiscal Year, dated February 2008 in the amount of \$1,642.57.
- **O.4** Motion to accept the **Treasurer and Secretary's Report** dated February 2008 as being in balance.
- O.5 Motion that the Board of Education approve the **certification** by the Board Secretary, pursuant to NJAC 6A:23-2.11(c)3, that as of February 29, 2008 no line item account has encumbrances and expenditures, which in total exceed the line item appropriation in violation of NJAC 6A:23-2.11(a).
- O.6 Motion to certify, in accordance with NJAC 6A:23-2.11(c) 4, that as of February 29, 2008, after review of the Board Secretary's and Treasurer's **Monthly Financial Reports** and upon consultation with the appropriate district officials, to the best of our knowledge no major account or fund has been overexpended in violation of NJAC 6A:23-2.11(b), and that sufficient funds are available to meet the district's financial obligations for the remainder of the fiscal year.
- **O.7** Motion to approve **Food Service Check Journal** for March 2008 in the amount of \$221,962.13.
- O.8 Motion to approve a Trip Transportation Agreement with the **Jefferson Child Care & Education Center**, from July 1, 2008 to June 30, 2009, to provide vehicles and drivers to be used for field trips, assessing a fee of \$56 per hour for the use of the Jefferson Township School District buses (copy available for review).
- **O.9** Motion to approve the disposal of **obsolete equipment**, as shown below, in accordance with Policy #7300, Disposition of Property.

School/Department
High School

Bar Code/Tag No. 4685

Equipment Description Hoshiazaki ice machine model # KM-500MAE

**O.10** Motion to approve appointment of **Edvocate** to design specifications for the food service program at a cost of \$6,976 (Fund source Food Services Enterprise Fund 60).

**O.11** Motion to declare the following checks stale and thus void:

| Check# | Date     | Payable to:                        | Amount    | Account |
|--------|----------|------------------------------------|-----------|---------|
| 2455   | 5/31/05  | NJSCF                              | \$ 120.00 | General |
| 5626   | 1/31/06  | North Jersey School Musical Assoc. | \$ 75.00  | General |
| 6578   | 5/31/06  | NJSCF                              | \$ 100.00 | General |
| 8400   | 12/01/06 | Greg Currie                        | \$ 20.02  | General |
| 10670  | 9/28/07  | Gary Bruno                         | \$ 826.00 | General |
| 10841  | 9/28/07  | Music Education National Conf.     | \$ 100.00 | General |

**O.12** Motion to approve the following schedule to accept **Tax Payments** from the Township of Jefferson Municipal Office for the 2008-2009 School Year:

| MONTH         | YEAR | CURRENT EXPENSE  | DEBT SERVICE    |
|---------------|------|------------------|-----------------|
| July          | 2008 | \$ 2,802,042.33  |                 |
| August        | 2008 | \$ 2,802,042.33  |                 |
| September     | 2008 | \$ 2,802,042.33  | \$ 1,576,510.00 |
| October       | 2008 | \$ 2,802,042.33  |                 |
| November      | 2008 | \$ 2,802,042.33  |                 |
| December      | 2008 | \$ 2,802,042.33  |                 |
| January       | 2009 | \$ 2,802,042.33  |                 |
| February      | 2009 | \$ 2,802,042.33  |                 |
| March         | 2009 | \$ 2,802,042.33  | \$ 564,977.00   |
| April         | 2009 | \$ 2,802,042.33  |                 |
| May           | 2009 | \$ 2,802,042.33  |                 |
| June          | 2009 | \$ 2,802,042.37  |                 |
| <b>TOTALS</b> |      | \$ 33,624,508.00 | \$ 2,141,487.00 |

- **O.13** Motion to accept the payment in the amount of \$8,464 from State of New Jersey as reimbursement for 2007-2008 Quality Mentoring for novice teachers.
- **O.14** Motion to accept and approve the following resolution in accordance with Travel and Work Related Expenses N.J.A.C. 6A:23B:

WHEREAS, The employees listed in Attachment A, are attending the named professional development seminar at such identified venues, and

**WHEREAS**, The attendance at stated function was previously approved by the Superintendent, or designee, as work related and within the scope of the work responsibilities of the attendee; and

WHEREAS, The attendance at the function was approved as promoting delivery of instruction or furthering efficient operation of the school district; and fiscally prudent, and

**WHEREAS**, The travel and related expenses particular to attendance at this function are in accordance with the state travel guidelines established by the Department of Treasury in NJOMB circular letter; be it

**RESOLVED**, That the Board finds the travel and related expense and the expenses particular to attendance at this previously approved function is necessary/unavoidable, be it

RESOLVED, That the expense is justified and therefore reimbursable (copy attached).

#### P. PERSONNEL COMMITTEE

| Motion by               | , seconded by        | , to accept the recommendation of the |
|-------------------------|----------------------|---------------------------------------|
| Superintendent to appro | ve and adopt motions | P.1 through P.2, as described below:  |

P.1 Motion to appoint and submit to the County Superintendent applications for emergent hiring and the applicant's attestation that he/she has not been convicted of any disqualifying crime pursuant to the provisions of N.J.S.A. 18A:6-7.1 et. Seq., N.J.S.A. 18A:39-17 et. seq., or N.J.S.A. 18A:6-4.13 et. seq. for those employees listed below: (All appointments are contingent upon receipt of proper teaching certification and all salary placements are pending receipt of college transcripts verifying degree status and letter stating years of service in other districts, \* denotes mentoring required)

PERSONNEL Date Discussion Deg/Step Salary Loc. Date Nature of Action Position Effective Termin. Name A. Administrative None B: Instructional Stanlick/Briggs 6/30/08 7/1/08 Heather Viscito Resignation ESL Teacher 7/1/08 Stanlick 6/30/08 Resignation Special Education Teacher Sarah Mueller 7/1/08 Elementary Teacher White Rock 6/30/08 Shannon Woltjen Resignation 7/1/08 Health/Phys. Ed. Teacher High School 6/30/08 Anthony Gonzalez Resignation 7/1/08 High School 6/30/08 Nancy Jenkins Resignation Business Teacher White Rock 3/20/08 5/2/08 Utilizing 26 sick JR Medical Leave Elementary Teacher days 3/28/08 5/2/08 Utilizing 20 sick JS Medical Leave Special Education Teacher Briggs days Extended Maternity Mathematics Teacher High School 9/2/08 6/30/09 Unpaid leave for LM the 08/09 school vear KS Maternity Leave Elementary Teacher White Rock 5/30/08 6/20/08 Utilizing 15 sick 9/2/08 11/21/08 Utilizing 55 unpaid KS Extended Maternity Elementary Teacher White Rock days for the 08/09 school year 10/14/08 11/25/08 Utilizing 29 sick Cozy Lake  $\overline{CC}$ Maternity Leave Elementary Teacher days for the 08/09 school year 9/2/08 6/30/09 MM Maternity Leave Elementary Teacher Stanlick Unpaid for the 08/09 school year 10/31/09 JO Maternity Leave School Nurse Drummond 9/2/08 Utilizing 29 sick days and 13 unpaid for the 08/09 school year C: Non-Instructional 3/17/08 9/1/08 Utilizing 63 sick SM Adjusted Medical Bus Driver District days D. Substitutes/Other 2/22/08 6/30/08 Lori Castiglione Homebound Teacher \$40.00/hr District Appoint Tracy Bendish Appoint Sub Aide \$10/hour District 4/14/08 6/30/08 Donna Bandura Sub Aide \$10/hour District 4/16/08 6/30/08 Appoint E. Extra Duty Pay Spring Musical: Props 3/30/08 Cara Schwimer Level 1 \$561.00 High School 1/2/08 Appoint Spring Musical: Level 1 \$561.00 High School 1/2/08 3/30/08 Cara Schwimer Appoint Publications/Tickets

|                                | Nature of Action  | Position                         | Deg/Step     | Salary  | Loc.            | Date<br>Effective | Date<br>Termin. | Discussion                             |
|--------------------------------|-------------------|----------------------------------|--------------|---|-----------------|-------------------|-----------------|--|
| Name                           |                   |                                  |              |   |                 |                   |                 |  |
| Cara Schwimer                  | Appoint           | Spring Musical:<br>Scenery/Stage | Level 1      | \$561.00                                      | High School     | 1/2/08            | 3/30/08         | 1                                      |
| Patricia Barile                | Salary            | Track Coach                      | Step 3       | \$2171.66                                     | Middle School   | 2007/08           | 2007/08         | Salary includes                        |
|                                | Correction        |                                  |              |   |                 |                   |                 | 9 years of service                     |
| Theresa Koontz                 | Salary            | Track Coach                      | Step 3       | \$1971.66                                     | Middle School   | 2007/08           | 2007/08         | Salary includes                        |
|                                | Correction        |                                  |              |   |                 |                   |                 | 5 years of service                     |
| Kenneth Westberg               | Salary            | Track Coach                      | Step 3       | \$2021.66                                     | Middle School   | 2007/08           | 2007/08         | Salary includes                        |
|                                | Correction        |                                  |              |   |                 |                   |                 | 6 years of service                     |
| Cheryl Kanazik                 | Salary            | Track Coach                      | Step 3       | \$2021.66                                     | Middle School   | 2007/08           | 2007/08         | Salary includes                        |
|                                | Correction        |                                  |              |   |                 |                   |                 | 6 years of service                     |
| Susan Tordoff                  | Salary            | Assistant Girls Lacrosse         | Step 3       | \$4501.63                                     | High School     | 2007/08           | 2007/08         | Salary includes                        |
|                                | Correction        | Coach                            |              | <u></u>                                       | ļ               | ļ                 |                 | 6 years of service                     |
| Harry Shortway                 | Salary            | Head Boys Lacrosse Coach         | Step 3       | \$6580.43                                     | High School     | 2007/08           | 2007/08         | Salary includes                        |
|                                | Correction        |                                  |              |   | ļ               |                   |                 | 7 years of service                     |
| Brian Palumbo                  | Salary            | Assistant Boys Lacrosse          | Step 3       | \$4601.63                                     | High School     | 2007/08           | 2007/08         | Salary includes                        |
|                                | Correction        | Coach                            |              |   |                 |                   | 2007/00         | 8 years of service                     |
| James O'Connor                 | Salary/Service    | Assistant Softball Coach         | Step 3       | \$5401.63                                     | High School     | 2007/08           | 2007/08         | Salary includes                        |
| ,                              | Correction        |                                  | ļ            | 1   |                 |                   |                 | 25 years of service                    |
| Edward Levens                  | Salary Correction | Head Softball Coach              | Step 3       | \$7780.43                                     | High School     | 2007/08           | 2007/08         | Salary includes                        |
|                                |                   |                                  |              |   |                 |                   |                 | 31 years of service                    |
| John Cinotti                   | Salary Correction | Head Golf Coach                  | Step 3       | \$5651.63                                     | High School     | 2007/08           | 2007/08         | Salary includes                        |
|                                |                   |                                  |              |   |                 |                   |                 | 29 years of service                    |
| Brian Hough                    | Salary Correction | Head Baseball Coach              | Step 3       | \$6680.43                                     | High School     | 2007/08           | 2007/08         | Salary includes                        |
|                                |                   |                                  |              |   |                 |                   |                 | 9 years of service                     |
| Shawn Kielty                   | Salary Correction | Assistant Baseball Coach         | Step 3       | \$5101.63                                     | High School     | 2007/08           | 2007/08         |  |
|                                |                   |                                  |              | <b>1</b> 11 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 | 11111111        | 000000            | 000000          | 18 years of service                    |
| Jason Klebez                   | Salary Correction | Assistant Baseball Coach         | Step 3       | \$4451.63                                     | High School     | 2007/08           | 2007/08         | Salary includes                        |
|                                |                   | U 170 1 C 1 D                    | G. 3         | D ( 100 12                                    | 1 1 0 1 1       | 2007/00           | 2007/00         | 5 years of service                     |
| Kathleen Cutrona               | Salary Correction | Head Track Coach- Boys           | Step 3       | \$6480.43                                     | High School     | 2007/08           | 2007/08         | Salary includes                        |
| 77 1 77 11                     | 0.1. 0            | Hartzan Carlo Cita               | 642          | 66400 42                                      | III -1- C-11    | 2007/08           | 2007/08         | 5 years of service                     |
| Kyla Kelly                     | Salary Correction | Head Track Coach - Girls         | Step 3       | \$6480.43                                     | High School     | 2007/08           | 2007/08         | Salary includes                        |
| Ol. '-t. J. Ft                 | C-1 C'            | A - i - t t D/C T t - C t        | C4 2         | 04751 (2                                      | III als Calcast | 2007/00           | 2007/00         | 5 years of service                     |
| Christopher Eastman            | Salary Correction | Assistant B/G Track Coach        | Step 3       | \$4751.63                                     | High School     | 2007/08           | 2007/08         | Salary includes                        |
| Lori Kircher                   | Colony Compostini | Assistant B/G Track Coach        | Ston 2       | \$5051.63                                     | High Cab1       | 2007/08           | 2007/08         | 11 years of service                    |
| Lori Kircher                   | Salary Correction | Assistant B/G Track Coach        | Step 3       | \$3031.63                                     | High School     | 2007/08           | 2007/08         | Salary includes<br>17 years of service |
| Matthew Kester                 | Salary Correction | Athletic Trainer Stipend         | <del> </del> | \$1,566                                       | High School     | 2006/07           | 2006/07         | Fall Season                            |
| Matthew Kester  Matthew Kester | Salary Correction | Athletic Trainer Stipend         | <b> </b>     | \$1,566                                       |                 | 2006/07           | 2006/07         | Spring Season                          |
| Matthew Kester                 | Salary Correction | Athletic Trainer Stipend         | <b>_</b>     |   | High School     | 2006/07           | 2007/08         | Fall Season                            |
| Matthew Kester  Matthew Kester | ,                 |                                  |              | \$1,635                                       | High School     | I                 |                 |  |
| priatinew Kester               | Salary Correction | Athletic Trainer Stipend         | <u></u>      | \$1,635                                       | High School     | 2007/08           | 1 200 //08      | Spring Season                          |

#### **P.2** Motion to approve Fall Course Reimbursements as indicated below:

| Name               | College/University    | Course Title                           | Approval # | # of<br>Credits | Amount |
|--------------------|-----------------------|--|------------|-----------------|--------|
| Christine Cinnamon | Marygrove College     | Foundations of Reading & Literacy      | 129        | 3               | 298.99 |
| Christine Cinnamon | Marygrove College     | Teaching Reading in Elementary Classes | 130        | 3               | 298.99 |
| Christine Cinnamon | Marygrove College     | Supporting the Struggling Reader       | 131        | 3               | 298.99 |
| Mark Schwarz       | Seton Hall University | School Law                             | 137        | 3               | 298.99 |
| Mark Schwarz       | Seton Hall University | Finance in Administration              | 138        | 3               | 298.99 |
| Colleen Maxwell    | Marygrove College     | Helping Struggling Readers             | 105        | 3               | 298.99 |
| Karen Correia      | Marygrove College     | Helping Students Become Self Directed  | 109        | 3               | 200.00 |
| Liz Cieri          | Marygrove College     | Helping Struggling Readers             | 112        | 3               | 298.99 |
| James Rowe         | Marygrove College     | Foundations of Reading & Literacy      | 124        | 3               | 298.99 |
| James Rowe         | Marygrove College     | Strategies for Literacy Instruction    | 125        | 3               | 298.99 |

#### O. EDUCATION, SPECIAL EDUCATION AND TECHNOLOGY COMMITTEE

| Motion by               | _, seconded by       | , to accept the recommendation of the  |
|-------------------------|----------------------|--|
| Superintendent to appro | ove and adopt motion | s Q.1 through Q.3, as described below: |

#### Q.1 Motion to rescind student placement and professional services, as indicated below:

| Student | School     | Tuition           | Date             |
|---------|------------|-------------------|------------------|
| F/16-8  | Kids Peace | \$229.90 per diem | Effective 3/5/08 |

**Q.2** Motion to adopt a resolution proclaiming May 11 - 17, 2008 as **Special Education Week**:

WHEREAS, Special Education Week serves to recognize the achievements of New Jersey's approximately 233,000 special education students and the work of their parents, teachers and other school personnel; and

WHEREAS, Jefferson Township Board of Education is committed to providing an education in schools and classrooms that are welcoming and capable of educating all children; and

WHEREAS, the educators of Jefferson Township Board of Education recognize that each child is unique, learns differently and therefore learns better is teaching is tailored to their abilities and interests.

**NOW, THEREFORE, BE IT RESOLVED** that the Jefferson Township Board of Education join other districts and communities in declaring the week of the week of May 11 – 17, 2008 as Special Education Week and encourages schools and classrooms across New Jersey to sponsor appropriate learning and community building activities in its recognition.

**Q.3** Motion to approve the following overnight field trip(s):

|               |                       | <u> </u>         |                  |
|---------------|-----------------------|------------------|------------------|
| School        | Dates                 | Destination      | Event            |
| Middle School | June $4 - 6$ , $2008$ | Philadelphia, PA | Eight Grade Trip |

#### **Q.4 Enrollment** as of 3/31/08:

|                            | March 07 | March 08 |
|----------------------------|----------|----------|
| R. F. Drummond             | 107      | 122      |
| Milton                     | 173      | 195      |
| Cozy Lake                  | 288      | 283      |
| Arthur Stanlick            | 383      | 365      |
| E.T. Briggs                | 259      | 264      |
| White Rock                 | 427      | 414      |
| Total Elementary           | 1,637    | 1,643    |
| JTMS                       | 881      | 867      |
| JTHS                       | 1,115    | 1,119    |
| GRAND TOTAL                | 3,633    | 3,629    |
| Tuition students received  | 4        | 3        |
| Out-of-district placement  | 55       | 47       |
| Students -Home Instruction | 8        | 3        |

#### R. POLICY COMMITTEE

| Motion by               | , seconded by         | , to accept the recommendation of the |
|-------------------------|-----------------------|---------------------------------------|
| Superintendent to appro | ove and adopt motions | R.1 and R.2, as described below:      |

R.1 Motion to approve the First Reading of the following (copy available for review)

| File Code | Document   | Title                              | Description of Action                             |
|-----------|------------|------------------------------------|---|
| 5530      | Regulation | Substance Abuse                    | Replaces 5530r Substance Abuse                    |
| 5600      | Policy     | Student Discipline/Code of Conduct | Replaces 5600p Student Discipline/Code of Conduct |
| 5600      | Regulation | Student Discipline/Code of Conduct | Replaces 5600r Student Discipline/Code of Conduct |
| 6630      | Policy     | Athletic Fund                      | Replaces 6630p Athletic Fund                      |

**R.2** Motion to approve the **Second Reading** of the following (copy available for review)

| File Code | Document   | Title   | Description of Action               |
|-----------|------------|---|-------------------------------------|
| 1110      | Policy     | Organizational Chart  | Replaces 1110p Organizational Chart |
| 2460      | Regulation | Special Education/Sending District                                    | New Regulation                      |
| 2460.1    | Regulation | SE: Identification, Location & Referral                               | New Regulation                      |
| 2460.5    | Regulation | SE: Participation in Statewide Testing                                | New Regulation                      |
| 2460.7    | Regulation | SE: Free & Appropriate Public Education                               | New Regulation                      |
| 2460.8    | Regulation | SE: Transition from Early Intervention Programs to Preschool Programs | New Regulation                      |
| 2460.10   | Regulation | SE: Maintenance, Access to and Confidentiality of Pupil Records       | New Regulation                      |
| 2460.14   | Regulation | SE: In-Service Training   | New Regulation                      |
| 2461      | Regulation | Special Education/Receiving District                                  | New Regulation                      |
| 2461.01   | Regulation | SE: IEP Implementation  | New Regulation                      |
| 2461.02   | Regulation | SE: Suspension/Expulsion  | New Regulation                      |
| 2461.03   | Regulation | SE: Pupil Records   | New Regulation                      |
| 2461.05   | Regulation | SE: IEP Compliance  | New Regulation                      |
| 2461.08   | Regulation | SE: In-Service Training   | New Regulation                      |
| 3221      | Regulation | Acceptable Use of Computer Network(s)/Computer and Resources          | New Regulation                      |
| 7420      | Exhibit    | Exposure Control Plan (Bloodborne Pathogens)                          | Revised Procedure                   |

#### S. COMMUNICATIONS

#### T. OLD BUSINESS

#### U. NEW BUSINESS

- Global Connect
- Establish Date for Special Board meeting
- V. STUDENT REPRESENTATIVES
- W. BOARD MEMBER COMMENTS
- X. COMMENTS FROM THE AUDIENCE
- Y. PUBLIC COMMENTS

#### Z. <u>CLOSED SESSION</u>

| Motion by _  | , seconded by                  | , that the Board of Education adopt                      | t the |
|--------------|--------------------------------|--|-------|
| following re | esolution:                     |  |       |
| J            |                                |  |       |
| BE IT RES    | OLVED, by the Jefferson Townsh | nip Board of Education on this 21 <sup>st</sup> day of A | pril, |
| 2008 at      | PM, as follows:                | •  | • ′   |

- 1. The Board shall recess to closed session in accordance with the Open Public Meetings Law, N.J.S.A. 10:4-12b (1), (3), (6), (7) and (8). The general nature of the discussion will involve matters confidential by law, personal privacy, any investigations or tactics or techniques to protect persons or public property, litigation, anticipated litigation or contract negotiation and attorney-client matters and employment, evaluation, termination of employees.
- 2. These matters will be disclosed to the public as soon as the need for confidentiality no longer applies.
- 3. This resolution shall take effect immediately and action may be taken.

#### AA. ADJOURN

JEFFERSON - SCHOOL BOARD ELECTION, APRIL 15, 2008

|                       | DIS | DISTRICT 1   |    | 집  | DISTRICT 2   | 2   | SIC  | DISTRICT 3    | ~        | SIG  | DISTRICT 4      | 4   | ă   | DISTRICT 5  | *********** | Prov, Write Ins | GRAND  |              |
|-----------------------|-----|--------------|----|----|--------------|---|------|---------------|----------|------|-----------------|-----|-----|-------------|-------------|-----------------|--------|--------------|
| L                     | (1, | (1, 2 and 3) |    | 4, | (4, 5 and 6) | (   | 8 /) | (7 & 8 and 9) | (6       | (10, | (10, 11 and 14) | 14) | (£) | (12 and 13) |             | ABSENTEE        | TOTALS |              |
| BOARD MEMBERS:        |     |              | •  |    |              | D-112-11-11-11-11-11-11-11-11-11-11-11-11 | -    |               | <b>3</b> | -    |                 |     |     |             | J           |                 |        |              |
| Vander Ploeg, Robert  | 37  | 64           | 49 | 20 | 31           | 62  | 61   | 42            | 57       | 43   | 57              | 62  | 29  | 43          | 30          | 12              | 729    | Vander Ploeg |
| Stewart, Michael      | 29  | 09           | 47 | 59 | 31           | 55  | 24   | 39            | 26       | 26   | 59              | 24  | 21  | 25          | 18          | 16              | 529    | Stewart      |
| Knox, Robert          | 29  | 34           | 27 | 23 | 13           | 23  | 39   | 29            | 20       | 32   | 26              | 22  | 15  | 13          | 22          | 10              | 377    | Knox         |
| Young, Christopher    | 29  | 38           | 32 | 31 | 17           | 25  | 22   | 37            | 56       | 22   | 56              | 22  | 7   | 15          | 14          | 12              | 375    | Young        |
| Fifoot, Stephen       | 25  | 34           | 22 | 27 | 13           | 56  | 20   | 16            | 19       | 10   | 15              | 18  | 9   | 11          | 7           | 6               | 278    | Fifoot       |
| Mastricola, Julieanne | 44  | 99           | 43 | 22 | 44           | 25  | 73   | 29            | 77       | 7.1  | 91              | 94  | 28  | 49          | 41          | 14              | 916    | Mastricola   |
| Servedio, Fay         | 41  | 59           | 38 | 22 | 31           | 22  | 89   | 54            | 7.1      | 73   | 95              | 83  | 24  | 42          | 32          | 12              | 835    | Servedio     |
| Burnett, Gregory      | 43  | 47           | 41 | 47 | 28           | 38  | 42   | 38            | 38       | 29   | 33              | 33  | 22  | 27          | 24          | 10              | 540    | Burnett      |
| Write In Votes        | 0   | 0            | 0  | 0  | 0            | 0   | 0    | 0             | 0        | 0    | 0               | 0   | 0   | 0           | 0           | 0               | 0      |              |
|                       |     |              |    |    |              |   |      |               |          |      |                 |     |     |             |             |                 | 0      |              |
|                       |     |              |    |    |              |   |      |               |          |      |                 |     |     |             |             |                 |        |              |
| YES                   | 79  | 74           | 54 | 46 | 81           | 79  | 85   | 77            | 87       | 72   | 100             | 85  | 36  | 48          | 36          | 6               | 1048   | YES          |
| ON<br>N               | 101 | 73           | 20 | 47 | 83           | 75  | 22   | 62            | 51       | 09   | 51              | 99  | 27  | 46          | 44          | 33              | 946    | S            |

| REGIS. VOTERS |   |   |   |   | ٠ |   |   |   |   |   |   |   |   |   |   |   | TOTAL |
|---------------|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|-------|
| VOTES CAST    | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0     |

UNOFFICIAL - COUNTY CLERK'S OFFICE TO ISSUE OFFICIAL NUMBERS

#### ATTACHMENT B

#### JEFFERSON TOWNSHIP BOARD OF EDUCATION

#### SCHEDULE OF MEETINGS

May 2008 - April 2009

#### \*REGULAR MEETING

| Monday, May 19, 2008        |
|-----------------------------|
| Monday, June 16, 2008       |
| Monday, July 21, 2008       |
| Monday, August 18, 2008     |
| Monday, September 22, 2008  |
| Monday, October 20, 2008    |
| Monday, November 17, 2008   |
| Monday, December 15, 2008   |
| Monday, January 19, 2009    |
| *Tuesday, February 17, 2009 |
| Monday, March 16, 2009      |
| Monday, April 27, 2009      |
| Monday, April 27, 2009      |
| Annual Organization Meeting |

NOTE: All meetings will convene into closed session at 7:00 PM followed by the public portion of the meeting commencing at 8:00 PM. A closed session may also be held following the public session, as needed. All meetings will be held in the Jefferson Township Middle School Media Center, Weldon Road, Oak Ridge, NJ 07438.

<sup>\*</sup>Meeting will be held on Tuesday due to the District being closed on Monday, February 16, 2009, Presidents' Day.

# April 21, 2008 - Organization Meeting Agenda

## ATTACHMENT C

| ACCOUNT NAME                  | SIGNATURES  | ALTERNATE                                | NO. OF              |
|-------------------------------|---|--|---------------------|
|                               |   |  | REQUIRED SIGNATURES |
| Business Office Petty Cash    | Board Secretary & Superintendent                              | Board President                          | 2                   |
| JTHS Athletic Events Account  | Principal & Athletic Director                                 | 2 Vice Principals & Director of Guidance | 2                   |
| JTHS Activity Account         | Principal & Vice Principal(s)                                 | Director of Guidance                     | 2                   |
| JTHS Scholarship Fund Account | Principal & Vice Principal(s)                                 | Director of Guidance                     | 2                   |
| JTHS Retired HS Classes       | Principal & Vice Principal(s)                                 | Director of Guidance                     | 2                   |
| JTHS Class Escrow             | Principal & Vice Principal(s)                                 | Director of Guidance                     | 2                   |
| JTMS Activity Account         | Principal, Vice Principal & Secretary                         | N/A                                      | 2                   |
| E.T. Briggs Activity Fund     | Principal & Secretary   | N/A                                      | 2                   |
| R.F. Drummond Activity Fund   | Principal & Secretary   | N/A                                      | 2                   |
| White Rock Activity Fund      | Principal & Secretary   | N/A                                      | 2                   |
| Milton Activity Fund          | Principal & Secretary   | N/A                                      | 2                   |
| Cozy Lake Activity Fund       | Principal & Secretary   | N/A                                      | 2                   |
| Stanlick Activity Fund        | Principal & Secretary   | N/A                                      | 2                   |
| School Nutrition Account      | Board Secretary & Superintendent                              | Board President                          | 2                   |
| Payroll Agency                | Treasurer of School Moneys                                    | Board Secretary                          | 1                   |
| Summer Savings Payroll Agency | Treasurer of School Moneys                                    | Board Secretary                          | 1                   |
| Payroll                       | Treasurer of School Moneys                                    | Board Secretary                          |                     |
| General                       | Board Secretary, Treasurer of School Moneys & Board President | Board Vice President                     | 3                   |
| Unemployment Trust Fund       | Treasurer of School Moneys & Board Secretary                  | N/A                                      | 2                   |
| Capital Projects Account      | Board Secretary, Treasurer of School Moneys & Board President | Board Vice President                     | 3                   |
| Capital Reserve               | Board Secretary, Treasurer of School Moneys & Board President | Board Vice President                     | 3                   |
| Maintenance Reserve           | Board Secretary, Treasurer of School Moneys & Board President | Board Vice President                     | 3                   |

### **Jefferson Township Public Schools Programs & Services 2008 – 2009**

#### Attachment "D":

Cafeteria and Food Services

Drug and Food Services

Substance Abuse Prevention Program

Emergency and Crisis Management

English as a Second Language

Family Life Instruction as per State requirements

**Guidance Services** 

Health Services/School Nursing Plan

Home Instruction

In School Suspension

Gifted and Talented

Violence and Vandalism Prevention

Special Education Services and Programs:

Academic Support
Assistive Technology
Child Study Team Services
In-Class Support
Learning/Language Disabilities
Multiple Disabilities
Occupational Support
Resource Centers
Supplemental Instruction
Pre-K Disabled

**Transportation Services** 

All Basic and Supplemental Textbooks

Clubs and Activities

#### Written Curriculum

The district board of education has annually approved written curriculum that clearly and specifically aligns with the most recent State Board adopted version of the NJCCCS (2004).

| Name                       | Event Date      | Location          | Function Description<br>( i.e. Seminar Subject)                 | Trans-<br>portation | Fe e e    | Travel/Miles | Lodging Cost/<br>day/person<br>Travel/Miles (not to exceed) | # Nights | *Meal Cost per<br>day (not to<br>exceed) | # Meal<br>Days | Total Expenses/person daily costs (does not include mileage, parking and tolls) |
|----------------------------|-----------------|-------------------|---|---------------------|-----------|--------------|---|----------|--|----------------|---|
|                            |                 |                   |   |                     |           |              |   |          |  |                |   |
| Alfano, Serina             | 4/30/2008       | Randolph, NJ      | MAMA Workshops  | OWD                 | \$ 10.00  | 30           | \$  | 0        | ·<br>\$                                  | 0              | \$ 10.00  |
| Arnowitz, Sherry           | 4/18/2008       | Edison, NJ        | The Utilization of Functional Behavior Assessments              | own                 | \$ 70.00  | 0            | \$  | 0        | - \$                                     | -              |   |
|                            | 5/14/2008       | Edison, NJ        | Autism Spectrum Disorders                                       | own                 | \$ 197.00 | 110          | \$  | 0        |  | 0              | \$ 197.00   |
|                            | 5/30/2008       | TBD               | ommittee  | own                 |           |              |   |          | - \$                                     |                | -   |
|                            | 3/31/2008       | Totowa, NJ        | Spring Book Look Workshop & Book Preview                        | own                 |           | 15           | \$  | 0        | . \$                                     | 0              |   |
|                            | 4/30/2008       | Whippany, NJ      | Winners! A Closer Look @ the Year's 100 Best Books for Children | own                 | \$ 179.00 | 16           | •   | 0        | - \$                                     | 0              | \$ 179.00   |
| _                          | 4/25/2008       | Wayne, NJ         | NJ State BOE & Commission on Higher Education/Joint Meeting Own | own                 |           | 0            | - \$  | 0        | - \$                                     | 0              |   |
|                            | 4/30/2008       | Randolph, NJ      |   | own                 |           | 30           |   | 0        | - \$                                     | 0              | \$ 10.00  |
| alle                       | 4/18/2008       | Edison, NJ        | avior Assessments   | own                 |           | 56           |   | 0        | - \$                                     | 0              |   |
| Kula, Kathryn**            | 7/7-7/11/2008   | Towson, MD        |   | own                 | -1        | 432          | \$ 340.00   | -        | - \$                                     | 0              | -   |
|                            | 7/11-7/13, 2008 | Sedge Island, NJ  | Sedge Island, NJ Natural Resource Education Center Workshop     | own                 | \$ 125.00 | 204          |   | 0        | 5  | 0              |   |
|                            | 2///08-2/8/08   | Atlantic City, NJ |   | own                 | - 1       | 300          | \$ 130.00   | -        | \$ 54.00                                 | 7              | \$ 208.00   |
| äĦ                         | 5/2/2008        | New Brunswick, NJ |   | own                 | -         | 30           | -   | 0        |  | 0              | ,   |
|                            | 5/30/2008       | IBD               | logy Test Stand-Setting Committee                               | nwo                 |           |              |   |          |  | 1              |   |
|                            | 5/7/2008        | South Orange, NJ  |   | own                 | \$ 89.00  | 76           | ·   |          | -  | 0              | 00.48   |
|                            | 5/1/2008        | Saddle Brook, NJ  | truction & Learning   | own                 |           | 70           |   | 0        | ,  | ٥              |   |
| Tomsey, Donna              | 4/30/2008       | Randolph, NJ      | MAMA Workshops  | own                 | - 1       | 30           | ,   | 0        | ,  | 0              | \$ 10.00  |
| g, Robert                  | 5/14/2008       | Atlantic City, NJ | New Board Member Orientation                                    | own                 | - 1       | 315          |   | 0        |  | 0              |   |
|                            | 2/1/08-5/8/08   | Atlantic City, NJ | ance  | own                 | - 1       | 300          | \$ 130.00   |          | \$ 54.00                                 | 2              |   |
| Zeno, Dora                 | 5/9/2008        | Bethlehem, PA     | Special Education Workshop                                      | own                 | \$ 155.00 | 140          | . \$  | 0        | 5  |                | \$ 155.00   |
|                            |                 |                   |   |                     |           |              |   |          |  |                |   |
|                            |                 |                   |   |                     |           |              |   |          |  |                |   |
| Cicator Correspond         | 20000           |                   |   |                     |           |              |   |          |  |                |   |
| *Poguirod for Codification | Hion            |                   |   |                     |           |              |   |          |  |                |   |
|                            |                 |                   |   |                     |           |              |   |          |  |                |   |
|                            |                 |                   |   |                     |           |              |   |          |  |                |   |
|                            |                 |                   |   |                     |           |              |   |          |  |                |   |
|                            |                 |                   |   |                     |           |              |   |          |  |                |   |
|                            |                 |                   |   |                     |           |              |   |          |  |                |   |
|                            |                 |                   |   |                     |           |              |   |          |  |                |   |
|                            |                 |                   |   |                     |           |              |   |          |  |                |   |
|                            |                 |                   |   |                     |           |              |   |          |  |                |   |
|                            |                 |                   |   |                     |           |              |   |          |  |                |   |
|                            |                 |                   |   |                     |           |              |   |          |  |                |   |
|                            |                 |                   |   |                     |           |              |   |          |  |                |   |
|                            |                 |                   |   |                     |           |              |   |          |  |                |   |
|                            |                 |                   |   |                     |           |              |   |          |  |                |   |
|                            |                 |                   |   |                     |           |              |   |          |  |                |   |
|                            |                 |                   |   |                     |           |              |   |          |  |                |   |