

**BLACK HORSE PIKE REGIONAL SCHOOL DISTRICT**  
**MINUTES OF EXECUTIVE SESSION MEETING**  
**May 7, 2015**

PRESENT – Mr. Kevin Bucceroni, Miss Jill Dawson, Dr. Joyce Ellis, Mrs. Dawn Leary, Mr. Jay McMullin, Mr. Bill Murray, Mrs. Jenn Storer, Mrs. Pat Wilson

ALSO PRESENT – Mrs. Jean Grubb, Dr. Brian Repici, Mr. Matthew Szuchy, Mrs. Julie Scully, Mr. Dave Cappuccio, Ms. Audra Pondish

ABSENT – Dr. Mark Schmitz

ARRIVED AT 6:55 Mr. Dan Long

On the motion by Mrs. Jenn Storer, seconded by Miss Jill Dawson, the Executive Session was called to order at 6:01 pm.

Roll Call Vote

YES – Mr. Kevin Bucceroni, Miss Jill Dawson, Dr. Joyce Ellis, Mrs. Dawn Leary, Mr. Jay McMullin, Mr. Bill Murray, Mrs. Jenn Storer, Mrs. Pat Wilson

ABSENT – Dr. Mark Schmitz

The following was presented to the Board:

1. Personnel
  - a. Librarian with personal issue
  - b. Teacher at Timber Creek with personal issue
  - c. Non-renewal list
2. HIB # 2014-0033-did not rise to HIB level, 2014-0034 and 2014-0036 rose to HIB level
3. Legal Matters
  - a. School Calendar (half days for June 18 and 19) for packing up for summer projects. Yes, we need to provide time to close up. Everything must be done.
  - b. Mrs. Bolten regarding comprehensive equity
    - i. Dr. Repici updated the board members on the concerns presented by Mrs. Bolden at the April 23<sup>rd</sup> meeting.

Dr. Repici updated the board members on the concerns presented by Mrs. Bolden at the April 23<sup>rd</sup> meeting.

Dr. Repici's responses are following Mrs. Bolden's requests.

Mrs. Bolden:

Was not a safety assessment done prior to the decision to have these children walk to school? If there was, can you please forward me a copy?

Dr. Repici:

Students residing in the areas relative to your inquiry have been doing so since Timber Creek was opened in 2001. I will presume a safety assessment was conducted, but do not have record of it. All of the VP's at TC have stated that they have not had any students report to them safety concerns along their walking route to school. I also surveyed the students that walk to TC, asking them if they have had any safety concerns walking to school and the results are as follows: First, we had over 80% of the students that walk respond to the survey. Secondly, 17 of the 63 respondents reported concerns with walking to school. Of those 17, 8 of them were related to the weather (do not like walking in the rain; slippery in the snow, etc.) Another 5 respondents stated that the safety concern was related to cars and buses in Timber Creek's own parking lot. There were 4 respondents that stated that either a van stopped next to them or a man on a bike was asking questions. We will follow up with those four students

Mrs. Bolden:

If not, why not? On what first priority you did you base your decision to have these children walk to school, if not safety? and if I recall correctly, at the meeting, safety was mentioned as a concern for the children residing across the street. On what basis was that concern originated? Also, do you have an assessment for that decision?

Dr. Repici:

Again, students residing in the areas relative to your inquiry have been doing so since Timber Creek opened. When issues of concern like this arise, then we go through a process of asking students, administrators and the police authorities for input. That is what we are doing. The students are provided transportation across the street because my understanding is there is no safe and direct easement between those streets and the school. Again, this decision was made, as far as I know, when the school first opened in 2001.

Mrs. Bolden:

Does the police department routinely provide safety assessments regarding students traveling to public school? Are they qualified and/or certified to do so? And if so, where can a previous public school safety assessment be found for review?

Dr. Repici:

I cannot answer whether or not the Gloucester Township Police Department conducts routine safety assessments regarding students traveling to public school, nor would I have what their officers report to the Chief of Police. I can, however, tell you that I have asked them to conduct a safety assessment in this particular inquiry. In my estimation, the police would have information about the safety of that walking path from reports that I do not have access to and so that is why I asked them for input.

Mrs. Bolden:

Not to be redundant, but what is the specific reason the children in the development across the street are being bussed and the Revere Run children not?

Dr. Repici:

The students are provided transportation across the street because my understanding is there is no safe and direct easement between those streets and the school, which is considered "hazardous." Again, this decision was made, as far as I know, when the school first opened in 2001. The bus is made available through a "courtesy" arrangement between the school district and Gloucester Township Municipality.

Mrs. Bolden:

The Revere Run children are as far, if not a further distance from the school, than the children living in the housing development across the street (Meadowbrook Development).

Mrs. Bolden:

Your correspondence did not address the equity issue.

Mrs. Bolden:

When I spoke with your admin on Monday, I requested for a cost breakdown analysis outlining the cost of busing students from the development across the street and the additional cost of busing the students from Revere Run. When will this be available?

Dr. Repici:

Busing runs vary dependent upon routes, how many students, how many turns and how much time. A range of estimates for the bus would be from \$9,000- \$13,000 a year. However, we contract majority of our buses with Gloucester Township Public Schools and I waiting to hear back from them on the possibilities of adding a stop with an already existing bus. I am waiting to hear back from them, but realize that would require sitting room on existing buses. I am exploring that possibility as well.

Mrs. Bolden:

As a parent and taxpayer, I am concerned for the children in Revere Run, as much as I am for mine and would hate to see my tax dollars be used for a safety/damages lawsuit over something as avoidable, as simply providing transportation to students that already have a right to receive it. As a superintendent, I'm sure you understand that sentiment. I have forwarded your email to the other concerned parents.

This concluded Dr. Repici's report. Mr. Bucceroni stated that he had a few questions/comments:

Mr. Bucceroni stated that he had a few questions for Dr. Repici, Mrs. Grubb, and Mr. Cappuccio.

Mr. Bucceroni and Mr. Murray stated that they had a concern about the minimum salaries for custodians and felt that the scale is too low. Mr. Murray wanted to move that the board increase the minimum amount by \$3,000. Mr. Murray did not believe that this starting salary would provide for a standard of living above poverty. Some members stated that perhaps it is not the district's responsibility to provide a higher standard of living, but to provide a reasonable salary for the work/responsibility involved. Mrs. Leary expressed concern about the minimum salary for secretaries, as they are paid less than the custodians. After a lengthy discussion, it was decided to increase the minimum salary to \$33,000.

Mr. Bucceroni stated that at the last meeting he had requested a map of the custodial positions and where each person would be, and that maintenance employees should be exempt from having to work the common lunch, as they are simply too valuable. He stated that he could not vote on personnel until he received the map. Mr. Bucceroni then realized that (after other board members stated that did not remember this request) the request had been made at a committee meeting, not the board executive session. Mr. Bucceroni stated that he believed that our staff works above the state standard, per square footage. Mrs. Grubb stated that would depend on the work detail, but would do a check on the square footage.

Mr. Bucceroni claimed he had received a call from a parent complaining about not having a nurse at Timber Creek. Mr. Bucceroni stated that the Superintendent told him that if we reduced a nurse that this would not happen. The Superintendent said, "We reduced the nurse because she resigned from the school district. This is going to happen and it even happened when we had the floating nurse. She could not be in three buildings at once." Mr. Cappuccio explained that the circumstances were as follows: the Bayada contract with Ms. Oxenberg (whom he expected to hire) restricted her from working with the Board unless Bayada would release Ms. Oxenberg from Bayada with no strings attached, or if we chose to hire her, we would have to pay a penalty of contract terms to Bayada. Mrs. Leary said that it is hard to fill school nurse positions and when school nurses are out and this happens occasionally. Mrs. Wilson stated that the same situation had occurred in Runnemede.

Mr. Bucceroni questioned the Superintendent and the hiring of a part-time maintenance worker. Mr. Bucceroni claimed that this was never discussed. The Superintendent informed him that it was discussed in the Personnel Committee meetings on two occasions and in Executive during budget talks once or twice. Mrs. Wilson stated that it was just the job description, and that it does not mean that we are actually cutting a full time maintenance position. Mr. Bucceroni questioned the Superintendent again, "Are you cutting a full time maintenance position and making it part time?" Dr. Repici informed the Board that when asking the building foreman, he suggested making two people present during the common lunch instead of one person, so it was suggested to make the full time position two part-time positions. Mr. Bucceroni said that it does not make sense to cut a full time person, that we should be cutting from the top to the bottom and that so far all he saw were cuts affecting the "little guy [support staff]."

Dr. Repici explained that these were cuts that could have been made because it did not impact any current employees; these positions were reductions because of retirements or resignations. Mr. Bucceroni stated that perhaps we need to look at cutting administrative positions; that we need to look at positions in central administration. Mr. Murray stated that we should not cut a full time maintenance position and questioned why we would do that. He echoed the same sentiment as Mr. Bucceroni. Mrs. Storer stated that they are just looking to approve the job description in case they need to hire a part-time maintenance position. Mrs. Wilson stated that we should be approving the part time job description and then worry about the hire at a later point.

Then Mr. Bucceroni referred to his index card of notes and questioned Mrs. Grubb why a pump was not operating at Triton and why that resulted in sewage being pumped into the drain. Mrs. Grubb was not aware of the issue. Mr. Bucceroni shared some knowledge of the issue and said, "it has been broken for days, maybe a week, but how long did you know about it and what did you do about it?" Mrs. Grubb stated that she had received an email about an electrical issue for the pump house earlier in the week, and that a problem had occurred on Evesham Avenue, but could not recall the exact day of the email, but within this week. Mr. Bucceroni then stated he wanted to know when she received the email, and if she did not tell him, he would OPRA request the emails, and everything regarding this issue. Mrs. Grubb stated that she could not recall the date, but would get back to him about the date of the email.

- c. Transportation issue on Presidential Run. Chief on vacation for the police assessment; George Bitner has not received a complaint.  
Hazardous, not safety  
Survey showed no vicious dog  
Courtesy busing – Gloucester Twp. must approve to add this route.  
Will be addressed in public session

#### 4. Salary Guide

- a. Salary Guides Capped on 2012-2015.
  - i. 4% increase for Salary Guides Capped on 2015-2018
  - ii. Starting Salary for Custodial - \$12.50
  - iii. Starting Salary for Secretary - \$10.00

On the motion of Mrs. Dawn Leary, seconded by Miss Jill Dawson the Board of Education adjourned from Executive Session at 7:05 pm.

Roll Call Vote

YES – Mr. Kevin Bucceroni, Miss Jill Dawson, Dr. Joyce Ellis, Mrs. Dawn Leary, Mr. Jay McMullin, Mr. Bill Murray, Dr. Mark Schmitz, Mrs. Jenn Storer, Mrs. Pat Wilson

ABSENT – Dr. Mark Schmitz

Respectfully submitted,

Jean Grubb  
Business Administrator/Board Secretary  
JG/kc