

*BLACK HORSE PIKE REGIONAL SCHOOL DISTRICT  
MINUTES OF EXECUTIVE SESSION MEETING  
March 10, 2016 – Released to Public on May 5, 2016*

PRESENT - Mr. Kevin Bucceroni, Dr. Joyce Ellis, Mrs. Dawn Leary, Mr. Jay McMullin, Mr. Bill Murray, Dr. Mark Schmitz, Mrs. Jenn Storer, Mrs. Pat Wilson

ABSENT – Miss Jill Dawson

ALSO PRESENT - Mrs. Jean Grubb, Mr. David Cappuccio, Dr. Brian Repici, Mr. Matthew Szuchy, Mrs. Julie Scully, Mrs. Melissa Sheppard, Ms. Beth Petite, Ms. Mae Robinson, Mr. John Wade, Mr. Dan Long

On the motion by Mrs. Jenn Storer, seconded by Mr. Bill Murray, the Executive Session was called to order at 6:02 pm.

Roll Call Vote

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

ABSENT – Miss Jill Dawson

The following was presented to the Board:

1. Frank Torcascio discussed various options/concerns for the addition of Lacrosse. After a lengthy discussion, the Board agreed to include this program in next year's budget.
2. HIB Cases: HIB #0029 did not rise to HIB level, HIB 0030 & 0032 rose to HIB level
3. Collective Bargaining Matter
  - Mrs. Scully explained the summary of the time for announcement changes. Mr. Aaron Kozak and Ms. Kim Loring entered the room to present their grievance agreement. Dan Long told him he would receive a written result.

Kim Loring and Aaron Kozak exited the meeting at 6:50.

4. Personnel
  - Dr. Repici stated that the new ABA position is included in the 16-17 budget, with the individual hired in this report.

Dr. Repici said he would have a second executive session to discuss other items.

- Grounds Maintenance Foreman
- Maintenance Department Concerns

On the motion of Mr. Jay McMullin, seconded by Mr. Kevin Bucceroni, the Board of Education Adjourned from Executive Session at 6:57 pm

Roll Call Vote

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

ABSENT – Miss Jill Dawson

On the motion of Mrs. Pat Wilson, seconded by Mrs. Jenn Storer, a second Executive Session was called to order at 7:35 pm.

Roll Call Vote

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

ABSENT – Miss Jill Dawson

██████████, a parent in the district, requested to speak to the board in executive session, regarding her son and daughter, who attend Triton. ██████████ explained that she had received a bullying anonymous letter on October 31, 2014 about her son and reported it to the Triton Administration. To her knowledge, nothing was done.

She received a second letter, also about her son, in March 2015 and again reported it. Her daughter ██████████ was in ██████████ Class where she witnessed a music teacher acting inappropriately in class, ridiculing people with addictions. Again, to her knowledge, nothing was done. ██████████ did report these letters to the Runnemedede Police. Dan Long told ██████████ that she would receive a letter from the BHPBOE.

██████████ left at 8:03 pm.

Mrs. Sheppard, Triton Principal, joined the meeting at 8:05 pm. She stated that she had done an investigation but no one knew anything about the letters. She had told [REDACTED], and her children, not to discuss it, in hopes that someone who sent it would talk about it. Mrs. Sheppard attended TMA meetings, spoke to the [REDACTED] and questioned there. It seems that there had been a few issues within the group regarding the [REDACTED].

Mrs. Sheppard exited at 8:25 pm.

The Board of Education continued with the executive session agenda.

Dr. Repici - The grounds maintenance foreman position had been posted, but no one was interviewed. We are having grounds keeping issues at each school, including the athletic fields. The current structure does not allow for close outside supervision and instruction of the employees for proper care of the grounds.

Mr. Bucceroni spoke about the ABA not having the needed experience, or the working knowledge to supervise maintenance. He stated that the maintenance department feels disconnected to administration and therefore needs the additional district foreman. Mr. McMullin stated that maybe instead of the additional foreman, we could hire more staff to clean. Mr. Bucceroni stated that maintenance works hard and cannot complete tasks due to the labor intensive lunch schedule and they are losing nine man hours per day. Mr. Bucceroni continued to state that the Timber Creek foreman's position should be filled as well as the District Supervisor. These are needed positions. Mr. Bucceroni stated that a white collar worker could not understand or work as a blue collar worker. He stated that the new ABA, which he voted for, is a white collar worker. This does not remove the need for the District Facilities Supervisor. He stated that everyone who twists a wire does so under the licensed electrician, without a licensed electrician this would not be allowed. The Timber Creek foreman is a licensed electrician who allows everyone to use his license. He is also HVAC certificated. Dr. Repici stated that he obtained this education while working here, under our guidance and tuition reimbursement plan. Mr. Bucceroni appeared angered. Other board members asked Mr. Bucceroni to calm down. Dr. Repici requested the opportunity to speak, of which he was granted.

Dr. Repici stated that in his Superintendent evaluation he was asked to commit more time to walking the facilities.

Dr. Repici read the following memo to the Board:

March 10, 2016

In response to a Board Member's phone call, and in anticipation of a discussion resulting from those concerns, I have prepared a response for the Board's consideration.

Please allow me to present some facts that are associated with those concerns presented to me.

- My Superintendent's evaluation last year included this statement, "*Needs to commit more time to walking the facilities and observing potential issues. More communication is needed between maintenance, BA and himself.*" Additionally, at the May 7, 2015 Board of Education Executive Session, a board member questioned why I did not know about a sewage pump failure at Triton Regional High School. Given these Board suggestions, I took a more active role in the maintenance department, which included observing, conducting facility walk-throughs and being on the front lines of decisions affecting maintenance, and as such, the school as a whole.
- The Maintenance Department consists of 55 employees, roughly 9%, of the total number of employees in the School District. Since 2013-2014, of all of the Affirmative Action cases investigated in the school district, 45% have arisen from the Maintenance Department.
- According to the students, teachers, cafeteria supervisors and administrators, by and large, most people believe the new rotating bell schedule has been a positive transition. The only department, in fact, the only school, where we and Timber Creek Administration face resistance is at Timber Creek High School. The resistance is born from the idea that covering the tasks associated with the Common Lunch prohibits them from doing the other assigned work.
- After meeting with the Cafeteria Supervisors, the only school where there are inconsistencies between cafeteria and maintenance staff, kiosk and table set-up is at Timber Creek. The feedback I received from the other two schools is that the work before and after the Common Lunch is like "clock-work." I asked a series of other questions, and one of them was, "Has anyone from maintenance discussed with you a need for changes in the set-up or break-down for lunch?" The answer was no.

- Part of the concern presented to me was that too many maintenance workers are “tied up” and “handing out food” instead of doing the work they need to do; the time among the “9 employees” does not allow them to attend to other business. Besides the fact that I believe the greatest service they can be attending to is with students, please allow me to share some additional information. First, maintenance workers are helping distribute food items at Triton and Timber Creek, but not at Highland. The lunch set-up, which was agreed to and planned by the Foreman, according to our Cafeteria Supervisors starts around 10:00 a.m. (At Triton, Mrs. Teti claimed some maintenance employees come too early to help). Most lines are all cleared by 35 -40 minutes into the lunch period. The lunch period ends at 11:08 a.m. The maintenance staff is finished breaking down tables and clean-up by 11:08 a.m. We provided two, four (4)-hour employees to assist with the Common Lunch, who report directly to the Foreman in each school. That is 8 cumulative hours of assistance every day in each school building. We also agreed to allow the Foreman to call in a substitute each time an employee calls out this school year in support of the mission related to the Common Lunch.
- The recent feedback we received from the Timber Creek Foreman suggested that the maintenance and custodial crew cannot attend to all other tasks because of the burden of the Common Lunch. This foreman has stated that the bathrooms cannot be cleaned, there are too many students hanging out in the bathrooms during the Common Lunch, the Library Media Center is untidy, and the students are unruly at Timber Creek. In response, I conducted observations, both in person, multiple times, and on the cameras, and found the following:
  - When asking the four hour staff members whether they have ever been given direction to clean a bathroom, both of them stated they had not. Only one 4-hour staff member at TC said she was asked to clean a bathroom once.
  - When asking the four hour staff members whether they have been given daily direction when they report to work, they stated they had not.
  - When asking the four hour staff members to recall the last meeting they attended where the Foreman provided direction, they could not recall any such meeting since the beginning of school.
  - When I asked the Student Government Representatives if the bathrooms were dirty, they laughed and said that during the day, only three bathrooms in the whole building are open. If that is the case, then why is it so difficult to clean the three bathrooms. I checked the bathrooms myself on a recent visit during the Common Lunch and not one of them were dirty or had students in them.
  - When I observed and asked the Librarian, Librarian Secretary and the LMC Common Lunch Cafeteria attendant, not one of them had any issues with cleanliness. In observation, the LMC is completely cleaned by 11:35 a.m. by the same maintenance worker who cleaned the Auxiliary Gymnasium, a second kiosk location. Again, I witnessed teachers pushing in chairs, students helping with cafeteria carts and maintenance employees doing what we asked of them to do.
  - I asked Timber Creek Administration to meet with the Foreman to discuss these issues as they were not aware of it.
- **OVER-TIME RATES:** Payment for Over-Time has increased to 2009-2010 levels.
- **SUPPORT WITH EQUIPMENT:** I will also inform the Board of Education that we have provided more equipment and supplies to ease their responsibilities and create a more efficient and safe work environment, than, I dare state, in the history of the School District. In the past two years, we have spent \$320,124 in equipment and supplies to support the maintenance and custodial department.

Mr. Bucceroni stated that previously the overtime was paid in terms of comp time, as opposed to overtime, so your numbers are falsely inflated.

As far as the purchase of tools and equipment Highland did not have anything: bathroom fans not working, heaters not working. Today we did a walkthrough and it is amazingly clean, although they lack staff. The administration building cannot do the job. [REDACTED] and [REDACTED] said this is a big issue, Use of Facilities and covering weekends. We need more cafeteria people. Keep the Timber Creek foreman job and not the outside grounds boss.

Some members stated this conversation was beneficial.

Dr. Schmitz in summary stated that we agree to replace the Timber Creek Foreman, keep the District Foreman (until retirement), but not the outside grounds foreman.

Mr. Murray asked if we can have board members in for the Administrator’s interview process. Mr. Long stated if you policy supports that, it currently does not. Mr. Murray wants the policy changed to include board members. He then asked for the start date of the ABA.

Dr. Schmitz asked Dr. Repici to post for Principal and Vice Principal positions as well.

On the motion of Mrs. Pat Wilson, seconded by Mrs. Jenn Storer, a second Executive Session was called to order at 9:40 pm.

Roll Call Vote

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

ABSENT – Miss Jill Dawson

Respectfully submitted,

Jean Grubb  
Business Administrator/Board Secretary  
JG/kc