## The Somerset Hills School District PUBLIC INPUT & ACTION MEETING MINUTES – SEPTEMBER 14, 2011

## Call to Order

The meeting was called to order at 7:30 p.m. by Mrs. Coons, President.

## **Welcome**

## <u>Roll Call</u>

Present Robert Baker Donna Coons John Dorr Julie Goetz Deborah Hawkins Linda Kragie Karen McMahon Nancy Palazzolo Louis Palma Lauriann Swadba Absent

Also Present Peter Miller Nancy Lee Hunter Barbara Walls

# **Executive Session**

At 6:30 p.m., Mrs. Coons moved the following:

WHEREAS the "Open Public Meetings Act:" (Chapter 231 Laws of 1975) authorizes a public body to exclude the public from that portion of a meeting at which specified topics are to be discussed under circumstances where the public consideration of such topics will clearly endanger the public, or where the personal privacy or guaranteed rights of individuals whose activities or affairs are to be discussed would be clearly in danger of unwarranted invasions, and

WHEREAS the matters about to be presented for discussion clearly meet the "circumstances" test of such Act: RESOLVED that the Board of Education of Somerset Hills now adjourns its public session to reconvene in Executive Session for the purpose of discussing the following: Personnel, Student Matters and Negotiations. And, be it further,

RESOLVED that the discussion in Executive Session be disclosed when the Board's consideration of the subject matter has been closed, or that such matter does not adversely affect the rights of prospective, current, or past public officers, or personnel of the Board, unless such individuals have in writing requested the disclosures of such discussion at a public meeting and provided such a public disclosure will no longer clearly endanger the public interest.

Ms. Kragie seconded the motion to adjourn to executive session and the resolution was passed by unanimous vote of 10-0. The Board returned to public session at 7:30 p.m. Mrs. Coons reported that the Board discussed Personnel, Student Matters, and Negotiations.

## **Pledge of Allegiance**

## **Correspondence**

## **Report of the Superintendent**

 Recognition of Retirement - Keith Kebel – Somerset Hills Education Foundation Mr. Miller recognized Keith Kebel on his retirement for the many years of dedication he has given to The Somerset Hills School District and The Somerset Hills Education Foundation (SHEF). Keith became a member of the Board of Education in 1993 and served as its president for 5 years. Then became a SHEF Trustee for 9 years and its Chairman for 7 years. Keith took on the role as Executive Director of Development for SHEF and the district in 2010. In that Position, he created an upsurge in interest from the community and formed a Development Committee to extend fund raising initiatives.

## 2. 2011/2012 School Opening

Mr. Miller reported that the 2011/2012 School Opening was successful. Thank you to all the staff for preparing the schools this summer.

6/17/11 Ei	nrollment	9/8/11 Enro	ollment	Difference	
Р	22	P	12	Р	-10
K	101	K	134	K	33
1	119	1	107	1	-12
2	163	2	115	2	-48
3	145	3	163	3	18
4	152	4	151	4	-1
Bedwell	702	Bedwell	682	Bedwell	-20
5	141	5	154	5	13
6	141	6	141	6	0
7	142	7	136	7	-6
8	148	8	142	8	-6
BMS	572	BMS	573	BMS	1
9	180	9	219	9	39
10	202	10	174	10	-28
11	195	11	196	11	1
12	208	12	193	12	-15
BHS	785	BHS	782	BHS	-3
Total	2059	Total	2037	Total	-22

### 3. District Enrollment

2. BERNARDS HIGH SCHOOL CLASS OF 2011 POSTGRADUATE REPORT

Seniors (In House Graduating –August, 2011)	208
Post-Secondary College Plans	93%
Four-Year College	79%
Two-Year College	14%
Other (/Workforce/Military/Tech/Undecided)	7%
164 Students attending 4-year colleges	

28 students attending 2-year colleges
34 students attending Most Competitive Colleges
46 students attending Highly Competitive Colleges
41 students attending Competitive College
One National Merit Scholarship Winner
One U. S. Presidential Scholar Winner

3. Student/Staff Recognition (MSG Network-BHS Highlights) The district has been notified by the NJSIAA (NJ State Interscholastic Athletic Association) that our sports teams were free of any disqualifications for the entire 2010-2011 school year. This shows the sportsmanship of our athletes and the high standards of our coaches. Congratulations to our student athletes, coaches and Mr. Hoppe. Devin Ray, junior at BHS and quarterback, was named Athlete of the Week" by the Courier News. Our BHS girls cross country team is ranked #14 in NJ in the pre-season rankings. Congratulations to Coach Szostak and his team.

Week of Respect – October 3-7, 2011
 All schools will conduct activities in recognition of the Annual Week of Respect.

# **Public Questions & Comments**

1. Harry White, Bernardsville resident, had a question regarding a report on B.H.S. rankings in "Inside NJ". Mr. Miller will look into it.

## **Approval of Minutes**

Action 1. Approval of Minutes\*

Resolution Mr. Palma moved that the Public Input & Action and Executive session minutes of August 24, 2011 be approved. Ms. Kragie seconded the motion. Roll Call vote 8-0-2. Mrs. Hawkins, Ms. Goetz abstained.

# <u>Finance</u>

<u>Committee Report & Discussion</u> The first meeting will be October 20, 2011.

## Action Items

Mr. Dorr moved Finance resolutions #1-5, seconded by Mr. Palma. Resolutions #1-5 were approved by a roll call vote of 10-0.

# Action 1. Payment of Bills\*

Resolution WHEREAS, the Board Secretary has presented a check register dated August, 2011 covering check numbers 23993 to 24104 in the amount of \$ 564,280.70 with the recommendation that they be paid, and

Now, therefore, be it Resolved, that the following bills be paid and an itemized list be filed with the minutes of this meeting:

	FUND	AMOUNT	
	(10) General Fund	\$524,675.70	
	(20) Special Revenue Fund	\$39,605.00	
	(30) Capital Projects Fund	-0-	
	(40) Debt Service Fund	-0-	
	(60) Cafeteria Fund	-0-	
	TOTAL	\$564,280.70	
<u>Action</u> <u>Resolution</u>	2. <u>Approve Millennium Strategies Contr</u> Resolved, that the Somerset Hills Board consultant contract for the period September per month.	of Education approve the M	
Action Resolution	Title III, Immigrant:	ducation authorizes application	11
<u>Action</u> <u>Resolution</u>	Preschool:	ducation authorizes application	11
<u>Action</u> <u>Resolution</u> agreement financing	<ul> <li>5. <u>Approve Lease Purchase*</u> Resolved, that the Somerset Hills Board of Edwith the Somerset County Improvement of a 2012 Thomas school van a</li> </ul>		nt Finance for the
<u>Curriculum</u> <u>Committee Report &amp; Discussion</u> Mrs. Palazzolo gave the report. The Committee met on August 25 <sup>th</sup> and September 25 <sup>th</sup> .			

## Action Items

Mrs. Palazzolo moved Curriculum resolutions #1-4, seconded by Ms. Kragie. Resolutions #1, 3 were approved by a roll call vote of 10-0. Resolution #2 was approved by a roll call vote of 8-0-2. Mr. Baker and Mr. Dorr abstained. Resolution #4 was approved by a roll call vote of 9-0.

Action 1. Approve Field Trips

<u>Resolution</u> Resolved, that the Somerset Hills Board of Education approve the following field trips:

			# of	# of	# of
School	Trip	Date(s)	Students	Faculty	Chaperone
					S
BHS	a) Academic Challenge	11/8/2011	5	1	0
	Team				
	MSG Varsity Studios				
	NYCBHS				
BHS	b) Guidance/College	10/17/11	18	2	0
	Counseling				
	Lafayette College				
	Easton PA				
BHS	c) A/P Honor Physics	9/22/11	22	2	0
	Bergen Community College				
	Paramus, NJ				
BHS	d) Boys Varsity Lacrosse	3/14-	22	1	4
	Team	3/16/12			
	Wide World of Sports				
	Disney Pre-season Training				
	Orlando, Fl				
BHS	e) Classified Students	10/12/11	10-12	2	0
	Farleigh Dickinson				
	University				
	Madison NJ				
BES	f) Multiple Disabled Class	9/16/11	3	3	0
	Hunterdon Wellness Center				
BES	g) Trenton State House/	10/11/11	151	11	22
	Old Barracks				

Action Desclution

Resolution

2. <u>Approve Professional Development\*</u>

<u>ution</u> Resolved, that the Somerset Hills Board of Education approve the following professional development:

Name	То	<b>Estimated Cost</b>	Date
Peter Miller	N.J. School Boards Conference	\$446.00	10/24-26/11
Nancy Lee Hunter	N.J. School Boards Conference	\$446.00	10/24-26/11
Charles Young	N.J. School Boards Conference	\$446.00	10/24-26/11
Robert Baker	N.J. School Boards Conference	\$446.00	10/24-26/11
John Dorr	N.J. School Boards Conference	\$446.00	10/24-26/11
Emily Pike	AENJ 2011 Conference	\$171.72	10/02/11
Dennis Babicke	Photo Plus Expo	\$ 80.00	10/28/11

Action Resolution documents.

3. <u>Adopt Curriculum Documents\*</u>

Resolved, that the Somerset Hills Board of Education adopt the following curriculum All curriculum documents are on file in the Curriculum Office.

AP Physics B	Revision- AP audit changes
Biology A, Biology H	Revision- 2009 Standards
Biology	Revision- 2009 Standards
Physics, Physics A, Physics H	Revision-2009 Standards
Environmental Science A	Revision-2009 Standards
Anatomy and Physiology A	New Course- Full Yr
Techniques of Writing	New Course- Semester
Publications	New Course- Full Yr
Math Foundations	Returning Course-Refine Only
College Readiness & Leadership Development	New Course- Semester
Computer Programming A	New Course - Full Yr
Grade 6 Math	Revisions- DI
Grade 5 Science	Revisions- 2009 Standards
Grade 6 Science	Revisions- 2009 Standards
Grade 7 Science	Revisions- 2009 Standards
Grade 5 General Music Cycle Class	New Cycle Class
Grade 5 Research Cycle Class	New Cycle Class
Grade K Science	Revisions-2009 Standards
Grade 1 Science	Revisions-2009 Standards
Grade 2 Science	Revisions-2009 Standards
Grade K Math	Revisions-CC Standards
Grade 1 Math	Revisions-CC Standards
Grade 2 Math	Revisions- CC Standards
K-4 Spelling	Revisions- Articulation
	-

<u>Approve</u> 4. <u>Approval of Therapy Dog</u>

<u>Resolution</u> Resolved, that the Somerset Hills Board of Education approve Barbara Baker and her certified therapy dog, Ariel, to provide canine assisted therapy to the special education classes at Bedwell Elementary School at no cost to the district.

# Facilities & Operations

<u>Committee Report & Discussion</u> The Committee will meet on September 21<sup>st</sup> at 5 p.m.

<u>Action Items</u> Mr. Palma moved Facilities & Operations resolutions #1-3, seconded by Ms. Kragie. Resolutions 1-3 were approved by a roll call vote of 10-0.

Action 1. Disposal of Equipment\*

<u>Resolution</u> Resolved, that the Somerset Hills Board of Education approve the disposal of Konica 7022 Copy Machine, serial number 26W525899.

Action	2. <u>Disposal of Equipment*</u>
<b>Resolution</b>	Resolved, that the Somerset Hills Board of Education approve the disposal of Stewart Savin Fax
	3750, serial number Kb1024030096.

Action	3. <u>Approval of Crisis Management Plan*</u>
<b>Resolution</b>	Resolved, that the Somerset Hills Board of Education approve Somerset Hills School District
	Crisis Management Plan on file in the Superintendent's Office.

## **Policy**

Committee Report & Discussion

## Action Items

Mrs. McMahon moved Policy resolutions #1-3, seconded by Mr. Palma. Resolution #1-3 were approved by a roll call vote of 9-0.

<u>Action</u> <u>Resolution</u>	<ol> <li><u>Second Reading and Adoption Policy #6113 Records Retention – Federal and Other</u> <u>Grant Expenditures - New</u> Resolved, that the Somerset Hills Board of Education approve the second reading and adoption of Policy #6113 Records Retention – Federal and Other Grant Expenditures – New.</li> </ol>
<u>Action</u> <u>Resolution</u>	<ol> <li><u>First Reading and Adoption Bylaw #0142 Board Member Qualifications, Prohibited</u> <u>Action, and Code of Ethics (M) - Revision</u> Resolved, that the Somerset Hills Board of Education approve the first reading and adoption of Bylaw #0142 Board Member Qualifications, Prohibited Action, and Code of Ethics (M).</li> </ol>
<u>Action</u> <u>Resolution</u>	3. <u>First Reading and Adoption Policy #3230 Outside Activities - Revision</u> Resolved, that the Somerset Hills Board of Education approve the first reading and adoption of Policy #3230 Outside Activities.

## <u>Personnel</u>

Committee Report & Discussion

## Action Items

Mrs. Hawkins moved Personnel resolutions 1-23, seconded by Mr. Palma. Resolutions 3, 11,12,13,15,16,17,20,23 were approved by a 10-0 roll call vote. Resolutions 1, 2, 4-10, 14, 18, 19, 21, 22 were approved by a roll call vote of 9-0.

All personnel action is on the recommendation of the Superintendent.

Action	1. <u>Approve Appointment of Paraprofessional</u>
<b>Resolution</b>	Resolved, that the Somerset Hills Board of Education approves the appointment of Kara Arnold,
	part time special education paraprofessional at Bedwell Elementary School, Step 1B, at an hourly
	rate of \$14.91, 15 hours, 50 minutes per week, effective September 7, 2011 for the 2011-
2012	school year.

Action Resolution the	<ol> <li><u>Approve Appointment of Paraprofessional</u></li> <li>Resolved, that the Somerset Hills Board of Education approves the appointment of Nicole</li> <li>Cannici, part time special education paraprofessional at Bernardsville Middle School, Step 1B, at an hourly rate of \$14.91, 18 hours, 35 minutes per week, effective September 7, 2011, for 2011-2012 school year.</li> </ol>
Action Resolution	3. <u>Approve Appointment of Paraprofessional*</u> Resolved, that the Somerset Hills Board of Education approves the appointment of Joseph Tirrito, part time special education paraprofessional at Bernards High School, Step 1B, at an hourly rate of \$14.91, 20 hours per week, effective September 7, 2011, for the 2011-2012 school year.
Action Resolution	4. <u>Approve Appointment of Paraprofessional</u> Resolved, that the Somerset Hills Board of Education approves the appointment of Marc Maratea, part time special education paraprofessional at Bernardsville Middle School, Step 1B, at an hourly rate of \$14.91, 10 hours, 30 minutes per week, effective September 7, 2011, for the 2011-2012 school year.
Action Resolution	<ol> <li><u>Approve Appointment of Paraprofessional</u></li> <li>Resolved, that the Somerset Hills Board of Education approves the appointment of Regina</li> <li>Geiger, part time special education paraprofessional at Bedwell Elementary School and</li> <li>Bernardsville Middle School, Step 1B, at an hourly rate of \$14.91, 13 hours, 8 minutes per week, effective September 7, 2011, for the 2011-2012 school year.</li> </ol>
<u>Action</u> <u>Resolution</u> at	6. <u>Approve Appointment of Paraprofessional</u> Resolved, that the Somerset Hills Board of Education approves the appointment of Katherine Paccione, full time special education paraprofessional at Bernardsville Middle School, Step 1B, an hourly rate of \$14.91, 35 hours per week, effective September 7, 2011, for the 2011-2012 school year.
Action Resolution	7. <u>Approve Appointment of Paraprofessional</u> Resolved, that the Somerset Hills Board of Education approves the appointment of Antonietta Natoli, part time special education paraprofessional at Bedwell Elementary School and Bernardsville Middle School, Step 1B, at an hourly rate of \$14.91, 13 hours, 25 minutes per week, effective September 8, 2011, for the 2011-2012 school year.
Action Resolution at the 2011-	<ol> <li><u>Approve Appointment of Paraprofessional</u></li> <li>Resolved, that the Somerset Hills Board of Education approves the appointment of Kimberly</li> <li>Johnson, part time special education paraprofessional at Bernardsville Middle School, Step 1B, an hourly rate of \$14.91, 18 hours, 8 minutes per day, effective September 8, 2011, for 2012 school year.</li> </ol>

Page 9

<u>Action</u> <u>Resolution</u>	9. <u>Approve Appointment of Regular Paraprofessional</u> Resolved, that the Somerset Hills Board of Education approves the appointment of Annette Mahlik, part time regular paraprofessional at Bedwell Elementary School, Step 1B, at an hourly rate of \$14.23, 13 hours, 25 minutes per week, effective September 7, 2011, for the 2011-2012 school year.
<u>Action</u> <u>Resolution</u>	10. <u>Approve Appointment of Paraprofessional</u> Resolved, that the Somerset Hills Board of Education approves the appointment of Annette Mahlik, part time special education paraprofessional at Bernardsville Middle School, Step 1B, at an hourly rate of \$14.91, 3 hours, 45 minutes per week, effective September 12, 2011, for the 2011-2012 school year.
<u>Action</u> <u>Resolution</u>	11.Amend Spanish Teacher Appointment*Resolved, that the Somerset Hills Board of Education amends the appointment of Zoltan Gilly, Spanish teacher at Bernardsville Middle School, as follows:From:part time @ .33\$21,252MA+60 Step 3To:part time @ .50\$32,200MA+60 Step 3
<u>Action</u> <u>Resolution</u>	12.Amend Summer Work*Resolved, that the Somerset Hills Board of Education amend summer work hours for the following staff members:Mary HaspelFrom: 8 daysTo:Wendi LaBrunoFrom: 8 daysTo:11 daysMarcy CraverFrom: 8 daysTo:12 days
<u>Action</u> <u>Resolution</u> 17,	13. <u>Approve Overload*</u> Resolved, that the Somerset Hills Board of Education approves one special education class as an overload for Dianne Berger, special education teacher at Bernards High School, MA+15, Step annual salary \$86,412, overload \$14,405.
<u>Action</u> <u>Resolution</u>	14. Approval of Hours for Regular ParaprofessionalsResolved, that the Somerset Hills Board of Education approves hours for the following regularparaprofessionals at Bedwell Elementary School for the 2011-2012 school year:NameTotal Hours per WeekStepHourly RateLisa Klocinski17.59\$ 18.28Annette Mahlik13.251B14.23Cindy Matero17.5918.28Gail Moose17.50G20.00Martha Santini17.5516.00Deborah Vaughn17.5516.00Myrna Zerjav17.5817.58

<u>Action</u> <u>Resolution</u>	15. <u>Approval of Substitutes*</u> Resolved, that the Somerset Hills Board of Education approves the following substitutes for t 2011-2012 school year: <u>Teachers</u>						
	Kara Arnold	CEAS					
	Nicole Cannici	CEAS					
	Regina Geiger		5				
	Brad Greenman	CEAS Sub Cortificate					
	Kimberly Johnson	Sub Certificate					
	Annette Mahlik	Standard Sub Cortificate					
	Marc Maratea	Sub Certificate					
	Antonietta Natoli	CE Sub Certificate					
	Jaclyn Pistilli-Urena						
	Joseph Tirrito CEAS						
	<u>Paraprofessionals</u> Kara Arnold	CEAS					
	Nicole Cannici	CEAS					
	Regina Geiger	CEAS CEAS					
	Kimberly Johnson						
	Annette Mahlik	Standard Sub Certificate					
	Marc Maratea	CE	lite				
	Antonietta Natoli	Sub Certifica	ta				
	Katherine Paccione	CEAS					
	Joseph Tirrito	CEAS					
	Joseph Thinto	CEAS					
Action	16. <u>Approval of Contracts*</u>						
Resolution	••						
<u>ittebolution</u>							
	(\$164,186) and Barbara Piparo-Walls (\$154,459) for the 2011-2012 school year.						
	· · · · · · · · · · · · · · · · · · ·						
Action	17. <u>Approval of Hours for Special Education Paraprofessionals*</u>						
Resolution							
	education paraprofessionals for the 2011-2012 school year:						
	Name	Location	Total Hours/week	<u>Step</u>	Salary		
	Patricia Boteler	Bedwell	35	10	28,291		
	Ilona Coheleach	Bedwell	35	8	25,411		
	Kari Landers	Bedwell	35	6	23,071		
	Danielle Murphy	Bedwell	35	1B	14.91/hr		
	Nancy Negri	Bedwell	35	10	28,291		
	Katherine Paccione	Bedwell	35	1B	14.91/hr		
	Marianne Parciak	Bedwell	35	3-4	21,662		
	Cynthia Riley	Bedwell	35	10	28,291		
	Nona Schonbachler	Bedwell	35	10	28,291		
	Colleen Zuppa	Bedwell	35	3-4	21,662		

Somerset Hil	Somerset Hills Board of Education Minutes		September 14, 2011		Page 11
	MaryAnn Amiano	Bedwell	25	6	17.82/hr
	Kara Arnold	Bedwell	15 hrs /50 min	1B	14.91/hr
	Patrice Cummings	Bedwell	20	2	16.64/hr
	Patricia Hildebrandt	Bedwell	22 hrs /55 min	3-4	16.72/hr
	Antonietta Natoli	<b>BES/BMS</b>	13 hrs/25 min	1B	14.91/hr
	Joanne Petty	Bedwell	22 hrs /35 min	3-4	16.72/hr
	Colleen Sutton	Bedwell	23 hrs /33 min	3-4	16.72/hr
	Margaret Boyce	BMS	35	10	28,291
	David Carmon	BMS	35	3-4	21,662
	Pamela Crerand	BMS	35	7	24,173
	Joan Gray	BMS	35	8	25,411
	Teresa Mastrobuoni	BMS	35	10	28,291
	Nicole Cannici	BMS	18 hrs /35	min	1B 14.91/hr
	Lori DeVito	BMS	22 hrs /30 min	5	17.06/hr
	Regina Geiger	BMS/BES	13 hrs /8 min	1B	14.91/hr
	Kevin Grant	BMS	20	3-4	16.72/hr
	Kimberly Johnson	BMS	18 hrs /8 min	1B	14.91/hr
	Annette Mahlik	BMS	3 hrs /45 min	1B	14.91/hr
	Marc Maratea	BMS	14 hrs/30 min	1B	14.91/hr
	Gail Blake	BHS	35	10	28,291
	Gillian Overton	BHS	35	8	25,411
	Joseph Tirrito	BHS	20	1B	14.91/hr
	Wolfram Huschke	Bedminster	35	9	26,783
<u>Action</u> <u>Resolution</u> the	<ol> <li>Approval of Bus Paraprofessional Resolved, that the Somerset Hills Board of Education approves Peggy Vail, part time Bus Paraprofessional, 4.5 hours per day, \$18.00 per hour, effective September 16, 2011, for 2011-2012 school year.</li> </ol>				
<u>Action</u> <u>Resolution</u>	19. <u>Accept Resignation</u> Resolved, that the Somerset Hills Board of Education accepts the resignation of Sheree Kopacka, part time custodian, effective August 11, 2011.				
Action Resolution 75% 2	<ul> <li>20. <u>Approval of Additional Hours*</u> Resolved, that the Somerset Hills Board of Education approves additional hours for Anne Acuff, secretary at Bernards High School, from 75% to full time, 3 days per week and days per week, effective September 1, 2011 through June 30, 2012.</li> </ul>				
<u>Action</u> <u>Resolution</u>	21. <u>Approve Leave of Absence</u> Resolved, that the Somerset Hills Board of Education approves a family medical leave of absence for Katherine LaCotta, effective September 19, 2011 through December 9, 2011.				
<u>Action</u> <u>Resolution</u>	22. <u>Rescind Co-Curricular Positions</u> Resolved, that the Somerset Hills Board of Education rescind the following co-curricular positions:				

	<u>Middle School</u> Katherine LaCotta Katherine LaCotta	Art Club (Oct. – Dec.) Digital Photography (Oct. – Dec.)
Action Resolution	23. <u>Approval of Substitutes*</u> Resolved, that the Somerset I the 2011-2012 school year: <u>Teacher</u> Kerry Davis <u>Custodians</u> Ibrahim Valjevac <u>Bus Driver</u>	Hills Board of Education approves the following substitutes for
	Peggy Vail	

### **Neighborhood Relations**

No meeting needed at this time.

#### **Community Relations**

Calendar of meetings forthcoming.

#### **Supplementary Matters**

None

# Public Questions & Comments

None

#### **Adjournment**

Mr. Palma moved to adjourn the meeting at 9:15 p.m., seconded by Ms. Goetz. The motion was approved by a unanimous vote of 10-0.

Respectfully submitted,

Nancy Lee Hunter

**Board Secretary** 

#### **Resolutions:**

\*Note: The areas of permitted voting for the Bedminster district representative of the Board of Education are: 1) tuition charged by the sending district and bill lists or contracts to be used for the sending district's pupils; 2) new capital construction to be used by the sending district's pupils; 3) appointment, transfer of removal of teaching staff serving the sending district's pupils, including central administration; 4) addition or deletion of curricular or extracurricular programs involving the sending district's pupils.