

**WASHINGTON TOWNSHIP BOARD OF EDUCATION**

**REGULAR MEETING**

**Monday, August 27, 2018**

**7:30 p.m.**

**A. AGENDA:**

1. Call to order by President. Time: \_\_\_\_\_

The New Jersey Open Public Meeting Law was enacted to insure the right of the public to have notice of and to attend the meetings of public bodies at which any business affecting their interests is discussed or acted upon. In accordance with the provisions of this act, the Washington Township Board of Education has caused notice of this meeting to be emailed on January 12, 2018, to The Star Gazette and the Clerk of Washington Township.

2. Flag Salute

3. Roll Call: Karen Graf, President  
Cheryl Noll – Vice President  
Joseph Armstead  
Casey Grimm  
Kimberley Morris  
Lauren Schlaffer  
Anita Smith

Joseph Armstead	Casey Grimm	Kimberley Morris	Cheryl Noll	Lauren Schlaffer	Anita Smith	Karen Graf

4. Motion by \_\_\_\_\_, seconded by \_\_\_\_\_, to approve the minutes of July 9, 2018 as presented. MV:
5. Motion by \_\_\_\_\_, seconded by \_\_\_\_\_, to approve the executive session minutes of July 9, 2018, as presented. MV:
6. Motion by \_\_\_\_\_, seconded by \_\_\_\_\_, to approve the minutes of July 25, 2018, as presented. MV:

**B. PUBLIC QUESTIONS AND DISCUSSION:** (agenda items)  
(The public may speak for three (3) minutes unless they have requested to be on the agenda.)

**C. SECRETARY'S REPORT:**

7. Motion by \_\_\_\_\_, seconded by \_\_\_\_\_, to approve the Cafeteria, Student Activity, and Petty Cash Reports for the month ending and July 31, 2018, as recommended by the Superintendent. RCV:

	Joseph Armstead	Casey Grimm	Kimberley Morris	Cheryl Noll	Lauren Schlaffer	Anita Smith	Karen Graf
Yes							
No							
Abstain							

8. Motion by \_\_\_\_\_, seconded by \_\_\_\_\_, to approve the attached July transfers, as recommended by the Superintendent. RCV:

	Joseph Armstead	Casey Grimm	Kimberley Morris	Cheryl Noll	Lauren Schlaffer	Anita Smith	Karen Graf
Yes							
No							
Abstain							

9. Motion by \_\_\_\_\_, seconded by \_\_\_\_\_, to approve the Bills List for August 2018, as recommended by the Superintendent. RCV:

10. Motion by \_\_\_\_\_, seconded by \_\_\_\_\_, to approve the Final Board Secretary’s and Cash Reports for the month ending June 30, 2018, as presented. RCV:

BE IT RESOLVED that the Washington Township Board Secretary, pursuant to N.J.A.C. 6A:23A-16.10 (c) 3, does hereby certify that as of the date of these reports, no line item account has encumbrances and expenditures, which in total exceed the line item appropriation in violation of N.J.A.C. 6A: 23A-16.10 (a);

BE IT FURTHER RESOLVED that the Superintendent recommends that the Washington Township Board of Education accept the monthly financial reports of the Secretary and further recommends, in compliance with N.J.A.C. 6A: 23A-16.10 (c) 4, that the Board of Education Certifies that no major account has been overexpended in violation of N.J.A.C. 6A: 23A-16.10 (b), and that as of this report sufficient funds are available to meet the District’s financial obligations for the remainder of the year.

	Joseph Armstead	Casey Grimm	Kimberley Morris	Cheryl Noll	Lauren Schlaffer	Anita Smith	Karen Graf
Yes							
No							
Abstain							

11. Motion by \_\_\_\_\_, seconded by \_\_\_\_\_, to approve the Board Secretary’s and Cash Reports for the month ending July 31, 2018, as presented. RCV:

BE IT RESOLVED that the Washington Township Board Secretary, pursuant to N.J.A.C. 6A:23A-16.10 (c) 3, does hereby certify that as of the date of these reports, no line item account has encumbrances and expenditures, which in total exceed the line item appropriation in violation of N.J.A.C. 6A: 23A-16.10 (a);

BE IT FURTHER RESOLVED that the Superintendent recommends that the Washington Township Board of Education accept the monthly financial reports of the Secretary and further recommends, in compliance with N.J.A.C. 6A: 23A-16.10 (c) 4, that the Board of Education Certifies that no major account has been overexpended in violation of N.J.A.C. 6A: 23A-16.10 (b), and that as of this report sufficient funds are available to meet the District’s financial obligations for the remainder of the year.

	Joseph Armstead	Casey Grimm	Kimberley Morris	Cheryl Noll	Lauren Schlaffer	Anita Smith	Karen Graf
Yes							
No							
Abstain							

**D. SUPERINTENDENT’S REPORT**

12. Motion by \_\_\_\_\_, seconded by \_\_\_\_\_, to accept, with regret, the resignation of Lauren Hulse, Teacher, effective as soon as it is practical, as recommended by the Superintendent. RCV:

	Joseph Armstead	Casey Grimm	Kimberley Morris	Cheryl Noll	Lauren Schlaffer	Anita Smith	Karen Graf
Yes							
No							
Abstain							

13. Motion by \_\_\_\_\_, seconded by \_\_\_\_\_, to approve Bolecia Monroy, as a full-time Custodian, salary to be \$13.75 hourly rate, effective on or about August 25, 2018, pending satisfactory completion of employment requirements (completion of black seal license required for continuation of employment), as recommended by the Superintendent. RCV:

	Joseph Armstead	Casey Grimm	Kimberley Morris	Cheryl Noll	Lauren Schlaffer	Anita Smith	Karen Graf
Yes							
No							
Abstain							

14. Motion by \_\_\_\_\_, seconded by \_\_\_\_\_, to approve Ivan Wirhanowsky, part-time Custodian/substitute, salary to be \$10.50 hourly rate, effective on or about September 1, 2018, pending satisfactory completion of employment requirements, (completion of black seal license required for continuation of employment), as recommended by the Superintendent. RCV:

	Joseph Armstead	Casey Grimm	Kimberley Morris	Cheryl Noll	Lauren Schlaffer	Anita Smith	Karen Graf
Yes							
No							
Abstain							

15. Motion by \_\_\_\_\_, seconded by \_\_\_\_\_, to approve Courtney Ward, part-time Paraprofessional, salary to be \$16.70, Diag. ABA, Step 1, for the 2018-2019 school year, effective September 1, 2018, pending satisfactory completion of employment requirements, as recommended by the Superintendent. RCV:

	Joseph Armstead	Casey Grimm	Kimberley Morris	Cheryl Noll	Lauren Schlaffer	Anita Smith	Karen Graf
Yes							
No							
Abstain							

16. Motion by \_\_\_\_\_, seconded by \_\_\_\_\_, to approve Samantha Ortiz, part-time Paraprofessional, Step 1, for the 2018-2019 school year, salary to be \$12.70 hourly rate, effective on or about September 1, 2018, pending satisfactory completion of employment requirements, as recommended by the Superintendent. RCV:

	Joseph Armstead	Casey Grimm	Kimberley Morris	Cheryl Noll	Lauren Schlaffer	Anita Smith	Karen Graf
Yes							
No							
Abstain							

17. Motion by \_\_\_\_\_, seconded by \_\_\_\_\_, to approve a correction to salary for Toni Ann Smith, Teacher, for the 2018-2019 school year, Step 3 BA, salary to be \$49,990, effective September 1, 2018, as recommended by the Superintendent. RCV:

	Joseph Armstead	Casey Grimm	Kimberley Morris	Cheryl Noll	Lauren Schlaffer	Anita Smith	Karen Graf
Yes							
No							
Abstain							

18. Motion by \_\_\_\_\_, seconded by \_\_\_\_\_, to approve the following substitutes for the 2018-2019 school year, pending satisfactory completion of employment requirements, as recommended by the Superintendent. RCV:

- Patrick McMenamin – Teacher/Paraprofessional
- Nicole Profita – Teacher/Paraprofessional
- Brian Schubert – Childcare/Paraprofessional

	Joseph Armstead	Casey Grimm	Kimberley Morris	Cheryl Noll	Lauren Schlaffer	Anita Smith	Karen Graf
Yes							
No							
Abstain							

19. Motion by \_\_\_\_\_, seconded by \_\_\_\_\_, to approve an unpaid FMLA/NJFLA, for Nicholas Rizzo, effective on or about September 12, 2018 to on or about September 26, 2018, as recommended by the Superintendent. RCV:

	Joseph Armstead	Casey Grimm	Kimberley Morris	Cheryl Noll	Lauren Schlaffer	Anita Smith	Karen Graf
Yes							
No							
Abstain							

20. Motion by \_\_\_\_\_, seconded by \_\_\_\_\_, to approve the following voluntary paraprofessional moves from Port Colden School to Brass Castle School, for the 2018-2019 school year, as recommended by the Superintendent. RCV:

- Denise Dickson
- Jodie Frankle
- Sheri Mecca

	Joseph Armstead	Casey Grimm	Kimberley Morris	Cheryl Noll	Lauren Schlaffer	Anita Smith	Karen Graf
Yes							
No							
Abstain							

21. Motion by \_\_\_\_\_, seconded by \_\_\_\_\_, to approve the out-of-district in-service experiences as recommended by the Superintendent. RCV:

Staff Member	Type of Travel/ Workshop	Registration Fee	Date	Mileage RT	Parking	Tolls	Lodging Costs	Meals
Cheryl Campbell	IMSE Orton Gillingham Training Refresher On-line Course	\$150.00	7/2018	0	0	0	0	0
Katherine Ferrara	Zones of Regulation	\$285.00	10/25/2018	67	0	0	0	0

Jean Flynn	Hunterdon Warren A.S.B. O	0	9/19,10/17,1 1/28,12/19 1/16,2/20, 3/20,4/17, 5,15	15	0	0	0	0
Michael Angeloni & Jean Flynn	Northern Regional Facilities Training	0	8/14/2018	0	0	0	0	0
Genevieve Williams	Autism NJ Annual Conference	\$500.00	10/18 & 19, 2018	0	0	0	0	0

22. Motion by \_\_\_\_\_, seconded by \_\_\_\_\_, to approve the contract with E-Rate Partners, LLC to provide E-Rate services for Funding Year 2019 (July 1, 2019-June 20, 2020) Category 1 at \$1,000 and Category 2 (if applicable) at \$600.00 per year, as recommended by the Superintendent. RCV:

	Joseph Armstead	Casey Grimm	Kimberley Morris	Cheryl Noll	Lauren Schlaffer	Anita Smith	Karen Graf
Yes							
No							
Abstain							

23. Motion by \_\_\_\_\_, seconded by \_\_\_\_\_, to enter into a contract with Sussex County Education Services Commission (SCESC) to provide Chapter 192/193 Services (Compensatory Education, English as Second Language (ESL), Supplementary Instruction and Home Instruction, Evaluation and Determination of Eligibility for Special Education and Related Services). Services for eligible non-public school students for the 2018-2019 school year, as recommended by the Superintendent. RCV:

	Joseph Armstead	Casey Grimm	Kimberley Morris	Cheryl Noll	Lauren Schlaffer	Anita Smith	Karen Graf
Yes							
No							
Abstain							

24. Motion by \_\_\_\_\_, seconded by \_\_\_\_\_, to approve the following field trips for the 2018-2019 school year, as recommended by the Superintendent. RCV:

(All students will be transported in school buses unless their destination is New York City, Philadelphia or beyond 50 miles, or otherwise noted. Parents/guardians are responsible for all fees and transportation costs).

Grade	Date	Destination
K	10/04/2018	Turtle Back Zoo, West Orange, NJ
4	10/17/2018	Liberty State Park & Ellis Island, Jersey City, NJ

	Joseph Armstead	Casey Grimm	Kimberley Morris	Cheryl Noll	Lauren Schlaffer	Anita Smith	Karen Graf
Yes							
No							
Abstain							

25. Motion by \_\_\_\_\_, seconded by \_\_\_\_\_ to approve the following clubs for the 2018-2019 school year, at a rate of \$27.00/hr. and \$30.00/hr. for homework club, as recommended by the Superintendent. RCV:

<b>BRASS CASTLE SCHOOL</b>				
<b>Club</b>	<b>Sponsor</b>	<b>Grade</b>	<b>Season</b>	<b>Sessions</b>
Archery Club	Scism	5,6	Winter	32
B & W Band	Rizzo	5, 6	Year	65
Boys Running	McEvoy	5, 6	Spring	20
Chess	Drevitch	4, 5, 6	Winter	8
Coding	Galoppo	4, 5, 6	Winter	12
K-Game and Craft Club	McEvoy	K	Spring	8
Debate	Drevitch/Mahon	some 4, 5, 6	Winter	12
Eco Kids Club	Paruta/Mikitiuk	4, 5, 6	Fall/Spring	16
Girls Running	Casserly/Peterson	5, 6	Spring	20
Golf	Penner	4, 5, 6	Spring	16
Grade 4 Sports	Scism	4	TBD	6
Helping Hands	Hulse/Mikitiuk	4, 5, 6	Fall	8
Homework	Casserly/Mitch	4, 5, 6	Year	90
Jazz Band	Rizzo	6	Year	31
Panther Band	Rizzo	4, 5	Year	31
Photography/Yearbook	Graham/Nisivoccia	6	Year	24
Reading Rockets	O'Cone	K	Winter	8
Robotics	Drevitch	6	Fall	8
Senior Program	Campbell/Pierson	6	Year	6
Talent Show	Drevitch/Rizzo	4, 5, 6	Winter	20
Volleyball	Drevitch	4, 5, 6	Late Fall	12
Like Zumba Club	Hulse/Hawk	4, 5	Winter	8
<b>PORT COLDEN SCHOOL</b>				
<b>Club</b>	<b>Sponsor</b>	<b>Grade</b>	<b>Season</b>	<b>Sessions</b>
Ozobot	Kupcha	2	Winter	8
Art Club	Giuliano	3	Fall	8
Crazy 8's (Math)	Carney	2	Fall	8
Garden	Freitas	1,2	Spring	8

Field Hockey	Starke	2,3	Spring	8
PC Run Club	Starke	3	Fall	8
Science Club	DeFeo	1,2	Spring	8
Golf	Borusovic	3	Spring	16
Sphero	Kupcha	2	Fall / Winter	8
Homework	TBD	1,2,3	Year	90

	Joseph Armstead	Casey Grimm	Kimberley Morris	Cheryl Noll	Lauren Schlaffer	Anita Smith	Karen Graf
Yes							
No							
Abstain							

26. Motion by \_\_\_\_\_, seconded by \_\_\_\_\_, to approve Nicole Standish, a nursing student at Warren County Community College, for a school nurse educational observation on 11/29/2018, with Jennifer Costa, School Nurse, Brass Castle School, as recommended by the Superintendent. RCV:

	Joseph Armstead	Casey Grimm	Kimberley Morris	Cheryl Noll	Lauren Schlaffer	Anita Smith	Karen Graf
Yes							
No							
Abstain							

27. Motion by \_\_\_\_\_, seconded by \_\_\_\_\_, to approve the 2018-2019 District Goals (attachment # 8), as recommended by the Superintendent. RCV:

	Joseph Armstead	Casey Grimm	Kimberley Morris	Cheryl Noll	Lauren Schlaffer	Anita Smith	Karen Graf
Yes							
No							
Abstain							

28. Motion by \_\_\_\_\_, seconded by \_\_\_\_\_, to approve the 2018-2019 Board Goals (attachment #9), as recommended by the Superintendent. RCV:

	Joseph Armstead	Casey Grimm	Kimberley Morris	Cheryl Noll	Lauren Schlaffer	Anita Smith	Karen Graf
Yes							
No							
Abstain							

Washington Township School District Mentor Plan – Recently passed state regulations require the CSA to share the Mentor Plan with the BOE for related fiscal impacts. The fiscal impact of the mentor plan is minimal as the Mentor and the Resident will meet outside school district contracted time. As in the past, the Resident is required to pay the Mentor fee and the BOE Business Office will continue to handle mentor payments.

Washington Township School District Professional Development Plan – Recently passed state regulations require the CSA to share the District’s Professional Development Plan with the BOE for related fiscal impacts. The District will allocate approximately \$20,000 cover the costs associated with the district and school Professional Development Plans. Funding will be allocated for consultants, workshop registrations, supplies and substitute teachers. NCLB Title IIa funds, in the amount of \$9,106 will be utilized to support these professional development plans.

**E. PRINCIPALS’ REPORT**

**F. TECHNOLOGY REPORT**

**G. CORRESPONDENCE:**

- Letter from Lauren Hulse

**H. COMMITTEE MEETINGS:**

**Education Committee:**

29. Motion by \_\_\_\_\_, seconded by \_\_\_\_\_, to adopt the following curriculum, as recommended by the Superintendent. RCV:

- 21<sup>st</sup> Century Learning
- Guidance
- Health & Physical Education
- Language Arts Literacy
- Mathematics
- Media/Library
- Science
- STEM/Makerspace
- Technology
- Visual & Performing Arts
- World Language

	Joseph Armstead	Casey Grimm	Kimberley Morris	Cheryl Noll	Lauren Schlaffer	Anita Smith	Karen Graf
Yes							
No							
Abstain							

30. Motion by \_\_\_\_\_, seconded by \_\_\_\_\_ to approve the following bus routes for the 2018-2019 school year, as recommended by the Superintendent. RCV:

2018-2019	
Routes	Cost
01/F	\$18,878.87
02/KL	\$16,159.19
03/A	\$16,859.05
04/C	\$22,000.15



12/D	\$19,729.25
14AB/IM	\$21,614.53
15AB/G	\$15,540.59
16AB/E	\$23,877.07
21/H	\$21,857.27
22/VAN 1	\$17,932.74
VAN 2	\$40,518,37
3SP	\$21,345.13
3MD	\$11,306.95

	Joseph Armstead	Casey Grimm	Kimberley Morris	Cheryl Noll	Lauren Schlaffer	Anita Smith	Karen Graf
Yes							
No							
Abstain							

**Facilities:**

31. Motion by \_\_\_\_\_, seconded by \_\_\_\_\_, to rescind the following motion, as recommended by the Superintendent. RCV:

Motion by Lauren Schlaffer, seconded by Cheryl Noll, to approve the participation in the NJ Clean Energy Program for Brass Castle School in the Direct Install Program including LED Lighting, upgrade refrigerator and 1 boiler replacement, pending final assessment of the brand of boiler the program wishes to install, costs not to exceed the following for the program (additional costs to the district include replacing controls, to the new HVAC and boilers), as recommended by the Superintendent. RCV: Morris, Noll, Schlaffer and Graf, all voting yes, motion carried.

Total Measure Cost - \$185,683.87

Program Incentive - \$125,000

District Cost - \$ 60,683.87 (\$44,156.57 Capital/\$16,527.30 Maintenance)

	Joseph Armstead	Casey Grimm	Kimberley Morris	Cheryl Noll	Lauren Schlaffer	Anita Smith	Karen Graf
Yes							
No							
Abstain							

32. Motion by \_\_\_\_\_, seconded by \_\_\_\_\_, , to approve the participation in the NJ Clean Energy Program for Brass Castle School in the Direct Install Program including LED Lighting, upgrade refrigerator and 1 boiler replacement, pending final assessment of the brand of boiler the program wishes to install, costs not to exceed the following for the program (additional costs to the district include replacing controls, to the new HVAC and boilers), as recommended by the Superintendent. RCV:

Total Measure Cost - \$118,127.51

Program Incentive - \$ 82,689.26

District Cost - \$ 35,438.25 (\$20,266.91 Capital/\$15,171.34 Maintenance)

	Joseph Armstead	Casey Grimm	Kimberley Morris	Cheryl Noll	Lauren Schlaffer	Anita Smith	Karen Graf
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Yes							
No							
Abstain							

33. Motion by \_\_\_\_\_, seconded by \_\_\_\_\_, to approve the purchase of 3M Window film from Window Film Depot Inc. under the MRESC NJ State Approved Co-op# 65 MCESCCPS Safety & Security Window Film Bid# MRESC 15/16-80 for critical areas at the Brass Castle and Port Colden School totaling \$12,157.39, as recommended by the Superintendent. RCV:

	Joseph Armstead	Casey Grimm	Kimberley Morris	Cheryl Noll	Lauren Schlaffer	Anita Smith	Karen Graf
Yes							
No							
Abstain							

34. Motion by \_\_\_\_\_, seconded by \_\_\_\_\_, to approve Sanders Mechanical Service to install the 2<sup>nd</sup> boiler which was eliminated from the original NJ Clean Energy Program for \$51,000. The prices is 24.5% less than the NJDI (Bid out by the State of New Jersey) prescribed pricing \$67,556.36 for the 1,445 MBH, high-efficiency gas fired boilers, as recommended by the Superintendent. RCV:

	Joseph Armstead	Casey Grimm	Kimberley Morris	Cheryl Noll	Lauren Schlaffer	Anita Smith	Karen Graf
Yes							
No							
Abstain							

35. Motion by \_\_\_\_\_, seconded by \_\_\_\_\_, to adopt the following Resolution to Withdraw Capital Reserve, as follows, as recommended by the Superintendent. RCV:

WHEREAS, NJA 6A:23A-14.1(h) permits a Board of Education to withdraw such funds from the Capital Reserve account and appropriate into the required capital account lines at budget time or any time during the year for use on required capital activities for a school facility as reported in the Long-Range Facility Plan, pursuant to N.J.A.C. 6A:206A.1.

WHEREAS, the Washington Township Board of Education authorizes procedures, under the authority of the commission of Education, which permit a board of education to withdraw funds from a district's Capital Reserve Account and appropriate said funds into the required capital account line for the following:

\$51,000 Brass Castle (2<sup>nd</sup> boiler-Sanders Mechanical Service)

WHEREAS, according to 6A:23A-14.1 (k), the Washington Township Board of Education shall restore any unexpended capital outlay appropriations, up to the amount of capital reserve account funds withdrawn, to the capital reserve account.

	Joseph Armstead	Casey Grimm	Kimberley Morris	Cheryl Noll	Lauren Schlaffer	Anita Smith	Karen Graf
Yes							
No							
Abstain							

**Finance & Policy Committee:**

36. Motion by \_\_\_\_\_, seconded by \_\_\_\_\_, to approve the 1<sup>st</sup> reading of the following policies and regulations, from Policy Alert 215, as recommended by the Superintendent. RCV:

- P&R 1550 Equal Employment/Anti-Discrimination Practices (M) (Revised)
- P2431 Athletic Competition (M) (Revised)
- R 2431.2 Medical Examination Prior to Participation on a School-Sponsored Interscholastic or Intermural Team or Squad (M) (Revised)
- P2431.8 Varsity Letters for Interscholastic Extracurricular Activities (M) (New)
- P&R 5350 Student Suicide Prevention (M) (Revised)
- P5533 Student Smoking (M) (Revised)
- P5535 Passive Breath Alcohol Sensor Device (Revised)
- P8462 Reporting Potentially Missing or Abused Children (M) (Revised)

	Joseph Armstead	Casey Grimm	Kimberley Morris	Cheryl Noll	Lauren Schlaffer	Anita Smith	Karen Graf
Yes							
No							
Abstain							

37. Motion by \_\_\_\_\_, seconded by \_\_\_\_\_, to approve the 1<sup>st</sup> reading of the following policies and regulations, from Policy Alert, 216, as recommended by the Superintendent. RCV:

- P& R 1613 Disclosure and Review of Applicant’s Employment History (M) (New)
- P&R 5561 Use of Physical Restraint and Seclusion Techniques for Student with Disabilities (M) (Revised)

	Joseph Armstead	Casey Grimm	Kimberley Morris	Cheryl Noll	Lauren Schlaffer	Anita Smith	Karen Graf
Yes							
No							
Abstain							

38. Motion by \_\_\_\_\_ seconded by \_\_\_\_\_, to approve the 1<sup>st</sup> reading and adoption of the following policy and regulation, from Policy Alert 216, as recommended by the Superintendent. RCV:

- P5512 Harassment, Intimidation and Bullying (HIB) (M) (Revised)
- R5512 Harassment, Intimidation, or Bullying Investigation Procedure (M) (Abolished)

	Joseph Armstead	Casey Grimm	Kimberley Morris	Cheryl Noll	Lauren Schlaffer	Anita Smith	Karen Graf
Yes							
No							
Abstain							

**Personnel Committee:**

**I. PUBLIC QUESTIONS AND DISCUSSION:** (old and/or new business)

(The public may speak for three (3) minutes unless they have requested to be on the agenda.)

**J. EXECUTIVE SESSION** - if required as indicated in items \_\_\_\_\_ below.

39. Motion by \_\_\_\_\_, seconded by \_\_\_\_\_, the Board of Education of the Washington Township School District in the County of Warren will adjourn into a closed meeting to discuss the item (s) which falls within an exception of our open meetings policy and permits the Board to have a private discussion, since it deals with specific exceptions contained in N.J.S.A. 10:4-12 b.

