

**Board of Recreation Commission
Regular Meeting
April 19, 2016, 2016**

The Regular meeting of the Board of Recreation Commissioners was held on Tuesday, April 19, 2016 in the Community Center.

Everyone who attended the meeting said the Pledge of Allegiance.

Chairman Coiley called the meeting to order at 7:30 pm.

Present were Commissioners P. Berkenkamp, G. Salese, M. Giorgio, Chairman J. Coiley, P. Monteverdi, P. Sages, Committeeman R. Brueno, and Supt. Brennan.

Program Coordinator Tom Quirk joined the meeting at 8:00 p.m.

Chairman Coiley read the following statement: Adequate notice of the meeting was provided in accordance with the Open Public Meeting Act by posting written notice of the meeting at the Municipal Building, 1000 Route 10 and posting such notice to the following newspaper: Morris County Daily Record and filing same with the Township Clerk.

PUBLIC COMMENTS:

RECOGNITION OF YOUTH BASKETBALL PROGRAM: A Recognition Award for Good Sportsmanship was presented to 8th graders Joshua Vikhrov, Chloe Jakobowski, and Julia Levis. In addition the Hanover Township Distinguished Volunteer Award was presented to Dianne Jones in grateful recognition of 10 years of service to the Hanover Township Youth Basketball Program.

SWIM TEAM: As a result of this year's recommendations from the Swim Team Board for hiring of Coaches for the 2016 season email chains began circulating with incorrect information and were described by some recipients as disgraceful. In an effort to bring resolve to the problem both parents and swim team Board members were invited to participate in tonight's meeting. Supt. Brennan began by explaining the hiring process for Swim Team Coaching positions. She explained it begins with the swim team board giving their recommendations to the Superintendent. The Superintendent gives those recommendations to the Recreation Commission. The Recreation Commission either approves or makes changes. Once that list is finalized it goes to the Township Committee. The ONLY authority that can hire is the Township Committee. To date, no coaches have been hired.

Kim Gigantino (KG), President of the Swim Team Board was asked to explain the swim team's hiring process. She explained it begins with end of season interviews including asking the coach if they plan to return the following year. The Board meets in November for an end of season wrap up meeting. During that meeting they decide on their recommendations for the following year. This year both Kim Gigantino and Penny Melchoir (PM), Head of Officials, excused themselves from the recommendation as both had family members applying for a position as a swim team coach.

At a meeting with Superintendent Brennan, KG and PM were informed of two items they were not previously aware of. First, all previous coaches have to reapply, and second the team is not bound to have all three coaches on the same level. With this new knowledge KG informed the Vice President to send out notices to all previous coaches requesting them to fill out an application and return in the self-addressed stamped envelope back to the Board. Two candidates responded, the third did not respond. It was assumed by the Board based that since the third candidate did not respond that person was no longer interested in the position. A search began for a new coach. Several weeks later the Board started receiving what KG referred to as “disturbing emails.” It was through the email chain that they discovered the third applicant had responded but had not follow the process and sent the application to the wrong location.

KG was asked by Comm. Coiley how the process differed this year from previous years. KG responded by explaining that in previous years they never had a coach who they decided wouldn't be asked back, and also they never had more than one applicant for each position.

Comm. Coiley noted that while things have worked well for many years, current practices do not hold up to today's regulatory process. The Township has a Human Resources person and ultimately the swim coaches are Township hires. Another issue that was discovered during this process was that the Swim Team was supplementing salaries beyond what the Township had budgeted and the swim team were not sending out 1099's or reporting to IRS. While it's not a problem because the budget is under \$10,000.00, supplementary pay cannot continue.

Committeeman Brueno asked for clarification of the search process for applicants. KG said referrals are usually by word of mouth, they look to the YMCA, swim clubs, etc. They don't use paid advertisement.

Committeeman Brueno stated the Commission is here to help the Swim Team move forward and determine the best way to operate. There are several options for consideration:

- Form their own organization and file a 501.C3
- Continue to run their program along with the Recreation Department
- Have Recreation run the program

Committeeman Brueno continued as time is now closing in on deadlines those are items will have to be determined for next year. In the meantime the hiring process will be reopened. A committee will be put together including some members of the swim team board and the Recreation staff and they will start over with the interviewing process and selections for recommendation. This group will set criteria for applicant selection and make recommendation to the Township Committee for hiring coaches. Notification of open positions and salary will be posted on the Hanover Township website, and Swim Team website.

Mr. Gorman of 5 Frank Terrace, Whippany addressed the Commission asking for clarification of the process Swim Team Board's hiring process. He wanted to know how many coaches they would be hiring, and what qualifications they would require of their applicants. Supt. Brennan replied moving forward there will be a meeting with KG and together they will put together a structure using current

swim team practices and incorporating practices from other swim teams. Mr. Gorman further stated that for the record he did not find any emails sent to be “disgraceful.” Swim team board member Stacey Smith disagreed with Mr. Gorman and said she was threatened in the emails she received. Chairman Coiley reminded everyone that if the meeting does not remain civil it will end.

Clare Gorman, 5 Frank Terrace, Whippany read a letter detailing her daughter’s credentials and qualifications as a candidate for the coach position and expressing her feeling about her daughter not being asked to coach in 2016. She expressed her unhappiness with the current process.

Barbara Steinberg, 63 Manger Road, Cedar Knolls asked if someone from Human Resources will be involved in the process. Chairman Coiley responded “yes, H.R. will be involved.”

Several more comments from the public were heard repeating earlier sentiments.

WILDCAT FOOTBALL PROGRAM PROPOSAL: Don Morgenroth (DM) presented the Commission with his proposal for a football camp. He distributed an information packet outlining his proposal along with his credentials.

Comm. Coiley spoke on behalf of the Commission who reminded DM that he had been before the Commission before and his actions/words at that time were deplorable. Chairman Coiley asked DM if he had anything further to add about that particular incident.

DM said he felt passionate about what happened at that time and acknowledged he could have handled himself in a better manner, but said he felt what was said at the time was right. He added much went wrong that in that incident. DM told the Commission he has been teaching for 18 years and involved with coaching for 26 years at every level. He said his tone that evening came from his passion about children.

Chairman Coiley told DM that the primary job of the Commission is the safety of the children in our Township. In that incident, safety regulations were ignored, people were on a closed field, and a child broke a bone. Coiley continued saying DM came before the Commission wanting a physical altercation about a situation that had already been resolved. Chairman Coiley further told DM that his actions cause him concern about him coaching kids.

DM stated he felt he was the best coach for the program because he feels he puts more into his programs than anyone else, and he spends many hours with the kids and they look up to him. He added that what happened that evening was not the true depiction of the real DM. He spoke further about his passion for what had happened in that incident. He stated he has moved on and learned from the experience as he hopes everyone else did. He said he wants to run a program that will benefit the kids in this town and there are a lot of people who would like to see him do that. However, if the Commission doesn’t want him to do so he will find another way to get it done.

Comm. Salese noted her concern that his actions that evening lead her to believe he would do something similar again. What took place the night of the injury was the responsibility of the coaches;

they are responsible for the safety of the children. A child was injured. Comm. Salese told DM that he was here the night of the Rec. Commission Meeting to place blame on everyone but himself.

DM responded he was here because the kids were being threatened that the fields would be taken away. Comm. Berkenkamp told him that was false, the kids had full access to the fields minus that coach.

DM stated he was not going to discuss the incident any further as he is here to discuss his program.

There were no further questions or comments . Comm. Sages informed DM the Commission was not prepared to make a decision at this time. It will be discussed during closed session and they will get back to him with their decision. Supt. Brennan told DM she will get back to him tomorrow with the decision of the Commission.

TOWNSHIP COMMITTEE REPORT: Committeeman Brueno reported on the progress of the snack bar. There was a meeting with the Engineers and things are moving along. It is hoped the construction of the facility will be completed by the middle of August.

CORRESPONDENCE: Supt. Brennan presented a signed 3-year shared services agreement with the Board of Education for use of athletic fields. The next item was a request from Karen Zlpp requesting to hold a 5K Race from Malapardis on behalf of the Ella Grace Foundation.

ENGINEERING REPORT: Supt Brennan informed the Commission that there were no bids for improvements at the Bee Meadow Pool. This is the second time bids have gone out with no response. She will seek clarification on what action can be taken in order to move forward with the repairs.

PROGRAM COORDINATOR'S REPORT: All AED's have been placed in the parks. Quirk added he is working on a system that places an automatic call to 911 when the boxes are opened.

The Insurance company requires a Standard Operating Procedure (SOP) for maintenance. Quirk is working with the Fire Departments and they are helping him develop an SOP for the Township.

Remote access to Musco's light system is in use and working well. He reported that according to his records the lights have been turned on 6 times as opposed every night in past seasons. Program Coordinator Quirk confirmed with Musco the cost to adding the system to Veteran's Field would be approximately \$9,000.00. The maintenance program is already in place so there would not be an additional charge to add Veteran's field, it would only be the installation cost. Committeeman Brueno asked to have this item placed on the May agenda. Supt. Brennan thanked Quirk for an excellent job in getting the system up and running.

SUPERINTENDENT'S REPORT:

- Touch a Truck has been rescheduled to take place on Hanover Township Day in the Upper Malapardis parking lot.

- The bid for fireworks is going out a second time next week as there was a problem with the first bid.
- Mountview Road School (MTV) PTA has requested the use of Bee Meadow Pool (BMP) for a Family Fun Night. Approximately 225 families with 300 students would be attending. It was decided to allow this request with MTV School offsetting the cost of opening the pool for them, including the cost of lifeguards. Supt. Brennan will follow up with the School.
- Supt. Brennan and Brian Foran went to Central Park to determine the best placement for the adult exercise equipment. Supt. Brennan passed around a diagram to the Commissioners.
- Camp Registration begins tomorrow from 6:00 p.m. – 8:00 p.m., again Thursday at the same time and finally on Saturday from 1:00 p.m. – 3:00 p.m.
- The paperwork to renew the camp license has gone out.

OLD BUSINESS:

Okalita Memorial – Supt. Brennan and Brian Foran will take Lauren Dalgauer to show her possible locations and options for the memorial.

PG Chambers – They will be notified that in theory the Commission is not opposed to their request. Supt. Brennan will follow up with P.C. Chambers.

OTHER BUSINESS:

- Brian Foran made a recommendation asking the Recreation Commission to look into naming one of the baseball fields at Veteran’s Memorial Park honoring former Commissioner Jack Korn. He noted all other Commissioners from that time have something named for them with the exception of Mr. Korn.
- Supt. Brennan spoke with Joe Tempesta, Administrator from East Hanover and he has notified her he has Dial-A-Ride drivers looking for more time. He has offered Hanover Township his drivers at no cost to us.

CLOSED: Comm. Salese made a motion to close the meeting at 9:30 p.m. Comm. Berkenkamp seconded it, all approved.

Chairman Coiley read the following statement:

Whereas the Open Public Meeting Act, Chapter 231 of the Law of 1975, which provides that a public body may exclude the public from that portion of the meeting at which the public body discussed certain matters from which confidentiality is required as permitted by Section 7b of the Act.

1. The following matter of Personnel is to be discussed by the Recreation Commission on a confidential basis as provided in Section 7b of the Act.
2. The matter will be considered at this time and the public shall not be admitted to this discussion.
3. The result of the discussion set forth above, to be conducted in closed session will be disclosed to the public, if possible, when the meeting is reconvened.

OPEN AND ADJOURNED:

The meeting came out of closed session at 10:00 p.m. and reconvened into open session.

Comm. Berkenkamp made a motion that the Recreation Commission would deny the request for a Wildcat Football Camp coached by Don Morgenroth during the summer of 2016. Comm. Salese seconded the motion. There was a unanimous vote to approve the motion. It was agreed that Comm. Sales will contact Mr. Morgenroth with the decision.

Comm. Giorgio made a motion to adjourn. Comm. Monteverdi seconded the motion. All in favor. The meeting was adjourned at 10:15 p.m.

Respectfully submitted,

Dinah Schill
Recording Secretary