

**GLEN RIDGE PUBLIC SCHOOLS
GLEN RIDGE BOARD OF EDUCATION
March 15, 2021**

Virtual Meeting:

<https://us02web.zoom.us/j/86361201760?pwd=SDBjSU1XWDBONmlHSEplTWROb2F5Zz09#success>

CALL TO ORDER

5:30 pm - Executive Session - **Virtual Meeting**

6:30 pm - Public Session - **Virtual Meeting**

PLEDGE OF ALLEGIANCE

MOMENT OF SILENCE

ROLL CALL

Mr. Bonnett

Ms. Boyle-Vellucci

Mr. Campbell

Mr. de Leeuw

Ms. Gottlieb

Ms. Graham

Ms. St. Auburn

Dr. Yaros-Ramos

Ms. Ginsburg

STATEMENT OF PUBLIC MEETING NOTICE

This is a regular meeting of the Glen Ridge Board of Education. Adequate and electronic notice of this change of meeting location and time has been provided in that this Board notified the Glen Ridge Paper and the Star Ledger on January 7, 2021. Said notice was published in the Glen Ridge Paper on January 14, 2021 and Star Ledger on January 12, 2021. The date, time, and location of this meeting were also emailed to all recipients of the annual schedule of the Board's meetings.

Dirk Phillips, Superintendent

Barbara Murphy, Business Administrator/Board Secretary

5:30 pm EXECUTIVE SESSION

WHEREAS, a matter to be considered by the Board of Education deals with personnel, negotiations, confidential pupil matters, and/or possible litigation, and

WHEREAS, public disclosure of this matter may be prejudicial to the public good,

NOW, THEREFORE, BE IT RESOLVED, that this matter be considered in a meeting closed to the public; and

BE IT FURTHER RESOLVED, that the minutes of this meeting be sealed until the matter is resolved.

Adjourn to closed session

6:30 pm PUBLIC SESSION

WRITTEN COMMUNICATIONS

PRESIDENT'S REPORT

SUPERINTENDENT'S REPORT

- Update on Schools
 - Parent Survey Results
 - Spring Instructional Plan
- Preliminary 2021-2022 Budget Presentation: Barbara Murphy, School Business Administrator

PUBLIC COMMENTS (Agenda Items)

During the course of the board meeting, the Board of Education offers members of the public an opportunity to address issues regarding the operation of the Glen Ridge Public Schools. The Board reminds those individuals who take this opportunity to identify themselves by name and residency and to limit their comments to items listed on the agenda and/or items directly related to the operation of the School District. Issues raised by members of the public may or may not be responded to by the Board. All comments will be considered and a response will be forthcoming if and when appropriate. The Board asks that members of the public be courteous and mindful of the rights of other individuals when speaking. Specifically, comments regarding students and employees of the Board are discouraged and will not be responded to by the Board. Students and employees have specific legal rights afforded by the laws of New Jersey. The Board bears no responsibility nor will it be liable for any comments made by members of the public. Members of the public should consider their comments in light of the legal rights of those affected or identified in their comments and be aware that they are legally responsible and liable for their comments.

COMMITTEE REPORTS (First meeting of the month only)

Curriculum Committee
Personnel and Policy Committee
Negotiations Committee
Finance and Facilities Committee
Communications Committee
Alternative Funding Committee

LIAISON REPORTS (First meeting of the month only)

Home & School Associations
Glen Ridge Association for Special Education (GRASE)
Glen Ridge Black Diversity and Inclusion Association (GRBDIA)
Glen Ridge Educational Foundation (GREF)
Glen Ridge Athletic Association (GRAA)
Glen Ridge Arts Patrons Association (GRAPA)
Gas Lamp Players

Ms. Elisabeth Ginsburg has a standing abstention from any discussion and/or vote regarding the appointment of or payment to the law firm of Sciarrillo, Cornell, Merlino, McKeever & Osborne, LLC.

MINUTES

M-1 Board of Education Minutes

Approve the Glen Ridge Board of Education minutes of the following meetings:
February 22, 2021 Exec Session and Regular Meeting

ADMINISTRATION

A-1 First Reading of New and/or Revised Policies and Regulations

Approve the first reading of new and/or revised policies and regulations of the Glen Ridge Board of Education as follows:
(Exhibit A-1)

A. General Policy and Regulation Guides

P 0145	Board Member Resignation and Removal (M) (Revised)
P 0164.6	Remote Public Board Meetings During A Declared Emergency (M) (New)
R 1642	Earned Sick Leave Law (M) (Revised)
P 1643	Family Leave (M) (New)
P 3431.1	Family Leave (M) (Abolished)
P 4431.1	Family Leave (M) (Abolished)
P 3431.3	New Jersey Family Leave Insurance Program (Abolished)
P 4431.3	New Jersey Family Leave Insurance Program (Abolished)
P & R 5330.01	Administration of Medical Cannabis (M) (Revised)
P 7425	Lead Testing of Water in Schools (M) (Revised)

R 7425	Lead Testing of Water in Schools (M) (New)
P & R 7430	School Safety (M) (Abolished)
<u>B. No Child Left Behind Act (NCLB) to Every Student Succeeds Act (ESSA) Policy and Regulation Guides</u>	
P 2415	Every Student Succeeds Act (M) (Revised)
P 2415.01	Academic Standards, Academic Assessments, and Accountability (M) (Abolished)
P 2415.02	Title I – Fiscal Responsibilities (M) (Revised)
P 2415.03	Highly Qualified Teachers (M) (Abolished)
P 2415.05	Student Surveys, Analysis, and/or Evaluations (M) (Revised)
P & R 2415.20	Every Student Succeeds Act Complaints (M) (Revised)
P 4125	Employment of Support Staff Members (M) (Revised)
P 6360	Political Contributions (M) (Revised)
P 8330	Student Records (M) (Revised)
P 9713	Recruitment by Special Interest Groups (M) (Revised)

A-2 Investigation of Harassment, Intimidation, and Bullying (HIB)

Be it resolved, that the Board of Education accepts the recommendation of the Superintendent of Schools on the investigation of Harassment, Intimidation, and Bullying (HIB) Report 20-21 HS#4 and finds that HIB was substantiated.

A-3 Emergency Remote Public Meeting Resolution

WHEREAS, N.J.A.C. 5:39-1.4(h) requires the Glen Ridge Board of Education to adopt by resolution standard procedures and requirements for public comment made during a remote public meeting as well as for public comments submitted in writing ahead of a remote public meeting; and

WHEREAS, the Board has considered the procedures and requirements it desires to establish for public comment and has chosen to adopt the procedures and requirements set forth below.

NOW, THEREFORE, BE IT RESOLVED, that the Board hereby enacts the following procedures, standards, and requirements for public comment at Board meetings conducted with a remote meeting platform:

1. Written comments. Individuals who wish to submit written comments regarding any agenda item or school district issue that a member of the public feels may be of concern to the residents of the school district must do so by sending an email with the written comments to Barbara Murphy, Business Administrator/ Board Secretary at bmurphy@glenridge.org or by written letter addressed to Ms. Murphy at the Glen Ridge Board of Education office, 12 High Street, Glen Ridge, NJ 07028. Comments submitted in writing or by email must include the commenter's name and address. Written comments must be received no later than 10:00 a.m. on the day of the meeting. Written comments will be read aloud and addressed during the meeting in a manner audible to all meeting participants and the public. When reading written comments during a meeting, the person reading the comment will stop reading after two minutes, no matter how long the comment is. The Board may summarize duplicative comments as permitted by law, and duplicative comments shall be noted for the record.
2. In-Person or Remote Comments. Individuals in person or participating via Zoom may make public comment by signifying their intent to comment. Those participating via Zoom shall use the "Raise Hand" feature. Participants shall be limited to a three-minute time limit and shall identify themselves before speaking.
3. Standards of Conduct. Participants wishing to make public comment shall abide by Policy 0167, the contents of which are incorporated by reference in this resolution. Additionally, the Board hereby adopts the following procedures:

a. The Board shall facilitate a dialogue with the commenter to the extent permitted by the electronic communications technology, which shall include ascertaining the individual's name, address, topic, and areas of concern. The Board may or may not respond to inquiries made by the commenter, depending upon whether or not the issue has been raised at the appropriate level beforehand, whether or not the Superintendent has had the opportunity to address the issue, and whether or not the inquiry requires further investigation before a response. Generally, when giving a response, the Superintendent or Board President shall do so at the close of public comment. Any dialogue that takes place during the individual's public comment shall count toward the speaker's three-minute time limit.

b. If a member of the public becomes disruptive during a remote public meeting, including during any period for public comment, the Board President or individual in charge of the remote meeting platform shall mute or continue muting the disruptive member of the public and warn that continued disruption may result in their being prevented from speaking during the remote public meeting or removed from the remote public meeting. Disruptive conduct includes sustained inappropriate behaviors such as, but not necessarily limited to, shouting, interruption, and use of profanity.

c. A member of the public who continues to act in a disruptive manner after receiving an initial warning shall be muted while other members of the public are allowed to proceed with their questions or comments. If time permits, the disruptive individual shall be allowed to speak after all other members of the public have been given the opportunity to make comments. Should the person remain disruptive, the Board President or individual in charge of the remote meeting shall mute, or keep muted, the disruptive member for the remainder of the remote public meeting, or remove him or her from the remote public meeting.

PERSONNEL

P-1 Appointments

Upon the recommendation of the Superintendent, approve the appointment of the following:

Name Location	Position Guide/Salary	Effective Date	End Date	Account # PCR#	Rationale
Eileen Kelly RAS	Leave Replacement Teacher \$275 per day	3/12/21	6/11/21	11-120-100-101-00-00-04	Leave replacement
Jennifer Powers RAS	Paraprofessional Step 1 \$20.03 per hour	3/15/21	6/30/21	11-000-217-106-00-00-04	Open position

*Pending State and District Approval

P-2 Leaves

- Upon recommendation of the Superintendent, move to approve the revised leave for employee #6391. Employee is returning to work on August 30, 2021.
- Upon recommendation of the Superintendent, move to approve the revised leave for employee #6852. Employee is returning to work on April 19, 2021.

P-3 Volunteer

Upon the recommendation of the Superintendent, approve the following as volunteer coaches for the 2020-2021 school year:

Softball	Track	Girls Lacrosse	Baseball
Robert Finlay	William Indek	Julia Short	John McAndrew
Mike Dellorusso			

P-4 Rescind Appointment

Upon the recommendation of the Superintendent, rescind the appointment of the following

Jazz Band Director	Erica Schwerin-Walsh	RAS	\$6,123.00
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P-5 Sixth Period Assignments Approve sixth period assignments for the 2020-2021 school year:

First	Last	School	Amount	Effective
Lawrence	Rotheweller	GRHS	\$6,314.00 pro-rated	1/28/21

P-6 Resignations/Retirements

Upon the recommendation of the Superintendent, accept, with regret, the following:

Name	Position	Location	Resignation or Retirement	Effective Date
Jennifer Powers	Permanent Substitute	RAS	Resignation	3/15/21
Eileen Kelly	Paraprofessional	RAS	Resignation	3/11/21

P-7 Coaches/Athletics, Co-Curricular/Club Advisors

Motion to appoint the following Spring Coaches for the 2020-21 school year. Appointments and payments are specifically contingent upon the resumption of in person instruction/participation, the program running, and the actual performance of the duties related to the position. Partial program/ performance is subject to salary proration.

Spring Sports		Guide	Step	Year	Amount	Longevity	Total
Head Baseball	Liam Penberthy	2	2	4	\$ 7,371.00		\$ 7,371.00
Assistant Baseball	Richard Adams	3	2	4	\$ 5,970.00		\$ 5,970.00
Head Golf	Domenic Curfman	3	2	3	\$ 5,970.00		\$ 5,970.00
Head Softball	Rachael Hogan	2	8	15	\$ 9,609.00		\$ 9,609.00
Assistant Softball	Michael Sammon	3	8	32	\$ 8,202.00	\$768	\$ 8,970.00
Head Boys Lacrosse	Carl Houser	2	8	24	\$ 9,609.00		\$ 9,609.00
Assistant Boys Lacrosse	Ed Adeogun	3	5	9	\$ 7,107.00		\$ 7,107.00
Head Girls Lacrosse	Beth Larkin	2	8	17	\$ 9,609.00		\$ 9,609.00
Assistant Girls Lacrosse	Aileen Muskiyae	3	5	9	\$ 7,107.00		\$ 7,107.00
Head Track	Ira Ford	2	5	9	\$ 8,513.00		\$ 8,513.00
Assistant Track	Paul Kartanowicz	3	5	10	\$ 7,107.00		\$ 7,107.00
Assistant Track	Christopher Troyano	3	8	17	\$ 8,202.00		\$ 8,202.00
Assistant Track	Stephanie Fego	3	3	5	\$ 6,362.00		\$ 6,362.00
Head Boys Tennis	Lisbeth Crouse	2	8	21	\$ 9,609.00	\$240	\$ 9,849.00
Assistant Boys Tennis	Caitlin Reilly	3	8	15	\$ 8,202.00		\$ 8,202.00
Site Director	Nelson Mendez	5	3	6	\$ 4,089.00		\$ 4,089.00
Site Director	Thomas Novak	5	4	7	\$ 4,462.00		\$ 4,462.00

BUSINESS

B-1 2021-2022 Tentative School Year Budget

1. Upon the recommendation of the Superintendent, move to approve the following resolution:

BE IT RESOLVED, that the Glen Ridge School District Board of Education, in the County of Essex, New Jersey, approves the following equipment, capital outlay and capital projects for the 2021-2022 school year:

SDA Assessment for NJ Rod Grant	\$24,241
Interest for Capital Reserve	\$9,000
Technology Promethean Panels	\$72,000
Roof Replacements	\$430,920

BE IT RESOLVED that the tentative budget be approved for the 2021-2022 School Year using the 2021-2022 state aid figures and the Secretary to the Board of Education be authorized to submit the following tentative budget to the Executive County Superintendent of Schools for approval in accordance with the statutory deadline:

	<u>GENERAL FUND</u>	<u>SPECIAL REVENUES</u>	<u>DEBT SERVICE</u>	<u>TOTAL</u>
2021-22 Total Expenditures	35,811,254	943,928	2,022,635	38,777,817
Less: Anticipated Revenues	<u>3,831,394</u>	<u>943,928</u>	<u>255,881</u>	<u>5,031,203</u>
Taxes to be Raised	31,979,860	0	1,766,754	33,746,614

BE IT FURTHER RESOLVED that the Glen Ridge Board of Education authorize the approval of withdrawal from capital reserve in the amount of \$192,161 for other capital projects for the Ridgewood Avenue School Partial Roof Replacement, at a total project cost of \$430,920.

And to advertise said tentative budget in the Star Ledger in accordance with the form suggested by the State Department of Education and according to law; and

BE IT FURTHER RESOLVED, that a public hearing be held virtually by the Glen Ridge Board of Education on April 26, 2021 at 6:30 p.m., for the purpose of conducting a public hearing on the budget for the 2021-2022 School Year.

2. Upon recommendation of the Superintendent, move to approve the following resolution:

WHEREAS, the Glen Ridge Board of Education recognizes school staff and Board members will incur travel expenses related to and within the scope of their current responsibilities and for travel that promotes the delivery of instruction or furthers the efficient operation of the school district; and

WHEREAS, N.J.A.C. 6A:23B-1.1 et seq. requires Board members to receive approval of these expenses by a majority of the full voting membership of the Board and staff members to receive prior approval of these expenses by the Superintendent of Schools and a majority of the full voting membership of the Board; and

WHEREAS, a Board of Education may establish, for regular district business travel only, an annual school year threshold of \$150 per staff member where prior Board approval shall not be required unless this annual threshold for a staff member is exceeded in a given school year (July 1 through June 30); and

WHEREAS, the Glen Ridge Board of Education established an annual school budget maximum for travel expenses of \$87,640 for 2020-2021, with expenditures totaling \$11,627 through February 2021; and

WHEREAS, travel and related expenses not in compliance with N.J.A.C. 6A:23B-1.1 et seq., but deemed by the Board of Education to be necessary and unavoidable as noted on the approved Board of Education Out of District Travel and Reimbursement Forms; now

THEREFORE, BE IT RESOLVED, the Board of Education approves all travel not in compliance with N.J.A.C. 6A:23B-1.1 et seq. as being necessary and unavoidable as noted on the approved Board of Education Out of District Travel and Reimbursement Forms; and

BE IT FURTHER RESOLVED, the Board of Education approves travel and related expense reimbursements in accordance with N.J.A.C. 6A:23B-1.2(b), to a maximum expenditure of \$100,000 for all staff and board members for the 2021-2022 school year.

WHEREAS, N.J.A.C. 6A:23A:5.2(a) mandates boards to establish annually prior to budget preparation, for public relations and each type of professional service a maximum level of spending for the ensuing school year; and

WHEREAS, the budget includes the following appropriations:

Legal	\$159,200
Auditing	\$75,010
Architectural/Engineering Services	\$2,500
Other Purchased Services-Admin	\$34,254
Repair Services	\$388,740
Professional Development	\$23,695

WHEREAS, the Administration needs to notice the board if there arises a need to exceed said maximums upon which the board may adopt a dollar increase in the maximum amount through formal board action; and

WHEREAS, the Board and Administration wishes to minimize the amount of paperwork involved in this area;

BE IT RESOLVED, that the Glen Ridge School District Board of Education, in the County of Essex, New Jersey establishes maximums for professional services in the areas listed above at a level of 130% of the amounts listed for the 2021-2022 school year.

B-2 Financial Reports

Upon the recommendation of the Superintendent, move to approve the following financial reports as recommended by the Finance Committee:

- a. Approve the Bills and Claims as per attached list, in the amount of **\$1,469,948.78** and further move that the following bills drawn on the current account in the total amount of **\$1,051,211.63** for Payroll, and materials received and/or services rendered, having been duly audited by the Business Administrator and submitted to the Board, be ratified by the Board.

- b. Approve transfers for the month of **February 2021** as presented and on file in the Board Office. (Exhibit B-2.b)
- c. Approve reports of the Secretary and Treasurer for the period ending **February 28, 2021**. Pursuant to N.J.A.C. 6:20-2.13, and 6:20-2A.10 (d) and (e), and as certified by the Board Secretary, the Board certifies that no budgetary line account has been over expended or has obligations or payments which in total exceed the amount appropriated by the Board of Education, and that sufficient funds are available to meet the district's financial obligations for the remainder of the fiscal year. (Exhibit B-2.c)
- d. Approval of the Open Purchase Order Report, as per attached, in the amount of **\$247,849.06** for school year 2020-2021.
- e. Student activity account bills list as follows:

School	February 2021
Glen Ridge High School	\$575.00
Glen Ridge High School Athletics	\$1,328.00
Ridgewood Avenue School	\$\$456.00
Forest Avenue School	\$0
Linden Avenue School	\$0

B-3 Donations

Upon the recommendation of the Superintendent, accept, with thanks, the following generous donations:

Donor	Item(s)	Value	Installation Included?	Exhibit
a. Glen Ridge Educational Foundation	Monetary donation for a Promethean Board for the Glen Ridge High School Music Program	\$5,219.00	Yes	B-3.a

B-4 Out-of-District Placements

Upon the recommendation of the Superintendent, move to approve the out-of-district placement of the following students:

Student	Placement	School Year	Tuition	ESY Tuition
36000	New Beginnings School	2021-2022	\$73,287.76	\$12,080.40
23009	Paradigm Therapeutic Day School	March 2021-June 2021	\$59,675.20	n/a

B-5 Professional Support Services

Upon the recommendation of the Superintendent, move to approve the following professional support services:

Vendor	Services	School Year/Dates	Fee/Rate	Student
a. Educational Services Commission of Morris County	Professional Support Services	2021-2022	Psychological, Social, Speech/Language, OT, PT, and Educational Evaluations: \$392.00 \$98.00/hour for meetings Social Worker, Psychologist and LDTC Services: \$470.00/diem	As needed
b. LearnWell	Home Instruction	Began 2/26/21	\$43.00/hour; 5 hrs/wk	29075
c. Northern Region Educational Services Commission	Physical Therapy	2021-2022	\$95.00 30 min/session; 2x/wk	26002
d. Silvergate Prep	Home Instruction	Began 2/23/21	\$55.00/hour; 10 hrs/wk	23195
e. Social Work p.r.n. New Jersey	Social Worker	2020-2021	\$46.50-\$58.75/hour	As needed

B-6 Tuition Contracts

Upon the recommendation of the Superintendent, move to approve tuition contracts for the 2020-2021 school year for students #30160 and #30161.

B-7 Professional Services

Upon the recommendation of the Superintendent, move to approve the Equity Audit professional services agreement with Olive Branch Educators for the 2020-2021 school year in the amount of \$25,000.

B-8 Workshops/Conferences

Upon the recommendation of the Superintendent, move to approve the workshop(s)/conference(s) for the following staff:

Staff Member/ Position	Workshop/Conference	Date(s)	Location	Cost
a. David Majewski, Teacher	National Council for History Education Conference	4/8/21-4/11/21	Virtual	\$219.00
b. Paula Horton and Lisa Walter, Teachers	Phonological Awareness Training	4/29/21-4/30/21	Virtual	\$550.00 ea.

B-9 Forest Avenue School Playground Surface

Upon the recommendation of the Superintendent, move to approve the repair and replacement of the rubber surface and timber border of the Forest Avenue School Playground by Safety Down Under, Inc. at a cost of \$33,790 as per state contract Ed Data bid #10408.

B-10 Chromebooks

Upon the recommendation of the Superintendent, move to approve the purchase of 400 Lenovo 100E Chromebooks and licenses for Ridgewood Avenue School and Glen Ridge High School at a cost of \$99,524 under NJ Contract #775560.

B-11 Door Repair and Replacements

Upon the recommendation of the Superintendent, move to approve Door Repair and Replacements by Oak Security Group, LLC at a cost of \$53,242 as per ESCNJ Bid 20-21-08 #65MCECCPS.

B-12 Cleaning and Sealing of Ridgewood Avenue School Front Façade

Upon the recommendation of the Superintendent, move to approve Cleaning and Sealing of the front façade of the Ridgewood Avenue School by Northeastern Interior Services, LLC at a cost of \$19,353 as per Hunterdon County ESC Coop Bid #HCEC-SER-20F.

B-13 Paving, Curbing and Regrading to Front of Ridgewood Avenue School

Upon the recommendation of the Superintendent, move to approve front driveway paving, belgian block curbing and regrading to the front of Ridgewood Avenue School by D & K Paving Contractors, Inc. at a cost of \$11,875 as per Ed Data Bid #9183.

B-14 Settlement Agreement

Upon the recommendation of the Superintendent, move to approve the Settlement Agreement for student #26165 for the 2019-2020 and 2020-2021 school years.

PUBLIC COMMENT**ADJOURNMENT**