

**BOARD MEETING**

A regular meeting of the Glen Ridge Board of Education was held on Monday, May 14, 2018 at 7:04 pm at the Glen Ridge High School – Media Center.

The meeting was held in accordance with applicable NJ Statutes governing public Board of Education meetings. The Pledge of Allegiance and a Moment of Silence were observed.

**Present**

- Mr. Campbell (arrived at 7:08 pm during exec. session)
- Mr. de Leeuw
- Mr. Keppel (arrived at 7:07 pm during exec. session)
- Ms. Lang
- Mr. Romano
- Ms. St. Auburn
- Dr. Yaros-Ramos (arrived at 7:05 pm after Roll Call)
- Ms. Ginsburg

**Not Present**

- Ms. Hilberth

**STATEMENT OF PUBLIC MEETING NOTICE**

This is a regular meeting of the Glen Ridge Board of Education. Adequate 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 16, 2018. Said notice was published in the Star Ledger on January 19, 2018 and the Glen Ridge Paper on January 25, 2018. 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  
 Peter Caprio, Business Administrator/Board Secretary

**7:06-8:00 pm Executive Session**

Moved: Ms. St. Auburn                      Seconded: Mr. Romano

**WHEREAS**, a matter to be considered by the Board of Education deals with personnel, negotiations 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

Campbell	de Leeuw	Hilberth	Keppel	Lang	Romano	St. Auburn	Yaros-Ramos	Ginsburg
Aye	Aye	Not Present	Aye	Aye	Aye	Aye	Aye	Aye

**Public Session** – Ms. Lang motioned to return to public session at 8:00 pm. Mr. de Leeuw seconded the motion.

**PRESIDENT'S REPORT** – Ms. Ginsburg reported the following:

- Wished Ms. Hernandez-Kinloch well in her retirement.
- State budget
- A number of security bills have been introduced.

**SUPERINTENDENT'S REPORT** - Mr. Phillips reported on the following:

- Wished Ms. Hernandez-Kinloch well in her retirement.
- Staff diversity
- Testing update
- Various end of year functions

Mr. Phillips introduced Mr. DeWitt who reported on Violence & Vandalism.

Questions from the Board regarding the Violence & Vandalism report:

- Dr. Yaros-Ramos asked where the report will be located on the WEIS site.
- Mr. Keppel asked if the administration is seeing any trends.
- Mr. de Leeuw asked why the state made the change to the reporting system.

**PUBLIC COMMENTS (Agenda Items)**

Ms. Sawa asked about the following:

- the column titled "other"
- the agenda doesn't list HIB reporting with Violence & Vandalism
- characteristics of other incidents

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 – Mr. Campbell reported that the committee discussed the High School Principal search.

Negotiations Committee

Finance and Facilities Committee – reported that the committee discussed the Urology Group of New Jersey matter.

Communications Committee

Alternative Funding Committee – Ms. St. Auburn reported that the Glen Ridge Benefits will be ending by the end of the fiscal year – July 2018.

**LIAISON REPORTS (First meeting of the month only)**

Home & School Associations

Linden Avenue Home & School – Dr. Yaros-Ramos reported on Spring Fling, spring book day, Field Day, tree removal, and filling positions for Home & School Officers.

Forest Avenue Home & School – Ms. St. Auburn reported on fundraising, the playground, the Learning Garden, Spring Carnival, and Teacher Appreciation Week.

Ridgewood Avenue Home & School – Ms. Ginsburg reported on Earth Day, PARCC testing, Bring your Child to Work Day, Peter Pan, Linden and Forest Move-Up Day, Ridgewood sleepover, Rhino Romp, and MAP testing.

Glen Ridge Association for Special Education (GRASE)

Glen Ridge Educational Foundation (GREF)

Glen Ridge Athletic Association (GRAA)

Glen Ridge Arts Patrons Association (GRAPA) – Ms. Lang reported that the Science Fair and Arts Festival was a success.

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.**

**ADMINISTRATION**

**A-1 Investigation of Harassment, Intimidation, and Bullying (HIB)**

Moved: Mr. de Leeuw                      Seconded: Ms. St. Auburn

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 # 17-18 RAS 10, and finds that HIB was not substantiated.

Campbell	de Leeuw	Hilberth	Keppel	Lang	Romano	St. Auburn	Yaros-Ramos	Ginsburg
Aye	Aye	Not Present	Aye	Aye	Aye	Aye	Aye	Aye

**A-2 Superintendent's Merit Goals**

Moved: Mr. de Leeuw                      Seconded: Ms. St. Auburn

Be it resolved, that the Board of Education accepts the completion of the Superintendent's Merit Goals #1-5 for the 2017-2018 school year.

Campbell	de Leeuw	Hilberth	Keppel	Lang	Romano	St. Auburn	Yaros-Ramos	Ginsburg
Aye	Aye	Not Present	Aye	Aye	Aye	Aye	Aye	Aye

**PERSONNEL**

**P-1 Appointments**

Moved: Mr. Campbell                      Seconded: Ms. Lang

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

<u>Name</u>	<u>Location</u>	<u>Position</u> <u>Guide/Salary</u>	<u>Effective</u> <u>Date</u>	<u>End Date</u>	<u>Account #</u> <u>PCR#</u>	<u>Rationale</u>
Nicole Bornemann	GRHS	Leave Replacement Social Studies Teacher BA, Step 6 \$56,807.00	5/9/2018	6/30/2018	11-140-100-101-04-00-00 10-07-23/atw	Replacement for Carol Svetik
Nicholas Samatos	RAS	5 <sup>th</sup> Grade BA, Step 1 \$53,453.00	9/1/2018	6/30/2019	11-120-100-101-01-00-00 10-06-09/aei	Replacement for Geni Sackson

Campbell	de Leeuw	Hilberth	Keppel	Lang	Romano	St. Auburn	Yaros-Ramos	Ginsburg
Aye	Aye	Not Present	Aye	Aye	Aye	Aye	Aye	Aye

**P-2 Extra-Duty Stipend**

Moved: Mr. Campbell                      Seconded: Ms. Lang

Approve extra-duty stipend for the following staff member starting April 5, 2018:

Lauren Foley	\$3,089.50 Pro-rated
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Campbell	de Leeuw	Hilberth	Keppel	Lang	Romano	St. Auburn	Yaros-Ramos	Ginsburg
Aye	Aye	Not Present	Aye	Aye	Aye	Aye	Aye	Aye

**P-3 Leave of Absence**

Moved: Mr. Campbell                      Seconded: Ms. Lang

Upon the recommendation of the Superintendent, approve the following:

<u>Name</u>	<u>Position</u>	<u>Location</u>	<u>Type of Leave</u>	<u>Anticipated Effective</u> <u>Date</u>	<u>Anticipated</u> <u>Return Date</u>
Erin Follet	Guidance Secretary	GRHS	Unpaid Day	4/27/2018	- -
Paula Ely	Resource Teacher	RAS	Unpaid Leave	5/16-18/2018 (3 Days)	5/21/2018
Denise Anneckhino	Psychologist	GRHS	Unpaid Day	5/9/2018	- -

Denise Anecchino	Psychologist	GRHS	Intermittent Unpaid Leave of Absence	1-2 Days per Week from 5/10/2018 to 6/15/2018	--
Damian Wilson	After Care	ASCC	Unpaid Day	5/11/2018	--
Melissa Bridge	Teacher	GRHS	Unpaid Day	5/10/2018	--

Campbell	de Leeuw	Hilberth	Keppel	Lang	Romano	St. Auburn	Yaros-Ramos	Ginsburg
Aye	Aye	Not Present	Aye	Aye	Aye	Aye	Aye	Aye

**P-4 Evening Events at Glen Ridge High School**

Moved: Mr. Campbell                      Seconded: Ms. Lang

Approve the following staff for evening activities at the rate of \$50 per night:

GREF Presentation on Tuesday, May 15, 2018

Gregory Pavliv  
Andrew Shohen

Campbell	de Leeuw	Hilberth	Keppel	Lang	Romano	St. Auburn	Yaros-Ramos	Ginsburg
Aye	Aye	Not Present	Aye	Aye	Aye	Aye	Aye	Aye

**P-5 Evening Events at Forest Avenue School School**

Moved: Mr. Campbell                      Seconded: Ms. Lang

Approve the following staff for evening activities at the rate of \$50 per night:

Science Fair on Tuesday, April 24, 2018

Alyssa Roqueni  
Jodie Walsh

PK/K New Parent Orientation on Tuesday, June 5, 2018

Stephanie Appleby  
Erin Goldstein  
Lisa Petruzzi  
Charlene Reilly  
Elaine Russoniello

Campbell	de Leeuw	Hilberth	Keppel	Lang	Romano	St. Auburn	Yaros-Ramos	Ginsburg
Aye	Aye	Not Present	Aye	Aye	Aye	Aye	Aye	Aye

**P-6 Staff In-House Workshop Presentations at Forest Avenue School**

Moved: Mr. Campbell                      Seconded: Ms. Lang

Approve the following staff for in-house workshop presentations at the rate of \$100 per workshop:

Creating Sound Card Packs on Thursday, February 22, 2018 – Jamie Lally

Reviewing Sound Packs & Introducing Phonological Awareness Profile Test on Wednesday, April 25, 2018 – Jamie Lally

Google Sites on Tuesday, May 15, 2018 – Michelle Klein

Campbell	de Leeuw	Hilberth	Keppel	Lang	Romano	St. Auburn	Yaros-Ramos	Ginsburg
Aye	Aye	Not Present	Aye	Aye	Aye	Aye	Aye	Aye

**P-7 Substitutes**

Moved: Mr. Campbell                      Seconded: Ms. Lang

Upon the recommendation of the Superintendent, approve the appointment of the following as substitutes for the 2017-2018 school year:

Chantel Barbarise (Nurse)  
Jaclyn Miller (Teacher)

Campbell	de Leeuw	Hilberth	Keppel	Lang	Romano	St. Auburn	Yaros-Ramos	Ginsburg
Aye	Aye	Not Present	Aye	Aye	Aye	Aye	Aye	Aye

**P-8 Resignations/Retirements**

Moved: Mr. Campbell                      Seconded: Ms. Lang

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

<b><u>Name</u></b>	<b><u>Position</u></b>	<b><u>Location</u></b>	<b><u>Resignation or Retirement</u></b>	<b><u>Effective Date</u></b>
Maira Hernandez-Kinloch	Music Teacher	FAS/LAS	Retirement	6/30/2018
Deon Mingo	Paraprofessional	RAS	Resignation	5/21/2018

Campbell	de Leeuw	Hilberth	Keppel	Lang	Romano	St. Auburn	Yaros-Ramos	Ginsburg
Aye	Aye	Not Present	Aye	Aye	Aye	Aye	Aye	Aye

**P-9 2018 Extended School Year (ESY) Program and Student Services Summer Personnel**

Moved: Mr. Campbell                      Seconded: Ms. Lang

Approve the Student Services summer personnel, Summer 2018 as per the attached. (Exhibit P-9.a).

Campbell	de Leeuw	Hilberth	Keppel	Lang	Romano	St. Auburn	Yaros-Ramos	Ginsburg
Aye	Aye	Not Present	Aye	Aye	Aye	Aye	Aye	Aye

**P-10 Staff Salary Revisions for the 2018-2019 School Year**

Moved: Mr. Campbell                      Seconded: Ms. Lang

Approve the following staff salary revisions:

<b><u>Name</u></b>	<b><u>Guide</u></b>	<b><u>Step</u></b>	<b><u>Amount</u></b>
Luz Abdelaziz	Aide		\$20.25/hour
Alyssa Angelo	BA	4	\$53,453.00
Lisa Brooks	MA + 32	5	\$66,834.00
Robert Faggiani	BA	5 (0.7 FTE)	\$38,836.00
Lauren Foley	MA	11	\$66,528.00

Campbell	de Leeuw	Hilberth	Keppel	Lang	Romano	St. Auburn	Yaros-Ramos	Ginsburg
Aye	Aye	Not Present	Aye	Aye	Aye	Aye	Aye	Aye

**CURRICULUM**

**C-1 Field Trips**

Moved: Mr. de Leeuw                      Seconded: Dr. Yaros-Ramos

Upon the recommendation of the Superintendent, approve the following field trips:

- a. Glen Ridge High School Class of 2018 to attend Annual Senior Class Trip to Dorney Park in Allentown, PA on Monday, June 11, 2018 as per the attached (Exhibit C-1.a).
- b. Glen Ridge High School Marching Band to attend St. Patrick's Day Parade in Dublin, Ireland from March 14, 2019 through March 20, 2019 as per the attached (Exhibit C-1.b).
- c. Glen Ridge High School Musical Theatre Class to attend *Carousel* on Broadway (with private cast meeting) at the Imperial Theatre in New York City, NY on Wednesday, June 6, 2018 as per the attached (Exhibit C-1.c).
- d. Glen Ridge High School AP French Class to visit the Metropolitan Museum of Art in New York City, NY on Monday, May 21, 2018 as per the attached (Exhibit C-1.d).
- e. Forest Avenue School Pre-K class to participate in the Glen Ridge Community Tour culminating at Brookdale Park on Friday, June 1, 2018 as per the attached (Exhibit C-1.e).
- f. Linden Avenue School, Grade 2 to attend Lord Stirling Environmental Center in Basking Ridge, New Jersey on Tuesday, May 22, 2018 (rain date 5/30/18) as per the attached (Exhibit C-1.f).

- g. Glen Ridge High School Musical Theatre Class to attend *Bronx Tale* on Broadway (with private cast meeting) at the Longacre Theatre in New York City, NY on Sunday, June 3, 2018 as per the attached (Exhibit C-1.g).
- h. Glen Ridge High School Criminal Law Class to attend Tour & Trial Viewing at Essex County Courthouse on Wednesday, May 23, 2018 as per the attached (Exhibit C-1.h).
- i. Glen Ridge High School Math Department to attend Essex County Math League Competition being held at Caldwell University on Thursday, May 24, 2018 as per the attached (Exhibit C-1.i).

Campbell	de Leeuw	Hilberth	Keppel	Lang	Romano	St. Auburn	Yaros-Ramos	Ginsburg
Aye	Aye	Not Present	Aye	Aye	Aye	Aye	Aye	Aye

**BUSINESS**

**B-1 Financial Reports**

Moved: Mr. Keppel                      Seconded: Mr. Romano

Approve the following financial reports as recommended by the Finance Committee:

- a. Approve the Bills List through April 30, 2018 in the amount of \$3,002,324.49 as per the attached (Exhibit B-1.a).
- b. Student activity account bills list as follows (Exhibit B-1.b):

<u>School</u>	<u>April 2018</u>
Glen Ridge High School	\$10,638.86
Glen Ridge High School Athletics	\$8,749.62
Ridgewood Avenue School	\$4,751.88
Forest Avenue School	\$1,443.00
Linden Avenue School	\$1,902.00

Campbell	de Leeuw	Hilberth	Keppel	Lang	Romano	St. Auburn	Yaros-Ramos	Ginsburg
Aye	Aye	Not Present	Aye	Aye	Aye	Aye	Aye	Aye

**B-2 Workshops/Conferences**

Moved: Mr. Keppel                      Seconded: Mr. Romano

Approve the following workshops/conferences for the following staff:

- a. **(Revision)** Shihong Zhang, Chinese Teacher, to attend *Better Teaching in China Institute*, being held in New York, NY on March 10, 2018, for a total registration cost of \$150.00 (was \$120.00, 4/30 Agenda).
- b. Patrick Hansen, GRHS English Teacher, to attend AP Capstone Training being held at Goucher College in Baltimore MD from June 25, 2018 through June 29, 2018, for a total cost of \$2,292.00. (Training to be funded by GREF.)
- c. Jackie Cerone, GRHS English Teacher, to attend AP Capstone Training being held at Goucher College in Baltimore MD from July 8, 2018 through July 13, 2018, for a total cost of \$2,227.50. (Training to be funded by GREF.)
- d. Nelson Mendez, GRHS Teacher, to attend AAA Club of NJ presentation of "The Tall Cop, Jermaine Galloway" at the Pines Manor in Edison, NJ on Tuesday, May 29, 2018, for a total cost of \$14.94 (roundtrip mileage).
- e. Dirk Phillips and Winnie Boswell to attend Garden State Coalition of Schools 27<sup>th</sup> Annual Meeting on Wednesday, May 30, 2018 at the Forsgate Country Club in Jamesburg, NJ, for a total cost of \$130.00.

Campbell	de Leeuw	Hilberth	Keppel	Lang	Romano	St. Auburn	Yaros-Ramos	Ginsburg
Aye	Aye	Not Present	Aye	Aye	Aye	Aye	Aye	Aye

**B-3 Flexible Spending Account Administrator 2018-2019**

Moved: Mr. Keppel                      Seconded: Mr. Romano

WHEREAS, Chapter 78 of New Jersey Public Laws of 2011 (the law) established pension and health benefits reform for local education units; and

WHEREAS, the law directed local units to implement and establish a cafeteria plan for health expenses not covered by a health benefits plan which may be accomplished through a Flexible Spending Account (FSA) allowing employees to voluntarily set aside a portion of their earnings to pay for qualified medical expenses as established in the cafeteria plan; and

WHEREAS, AxisPlus Benefits offers required services for plan document preparation, adoption and communication, employee enrollment, and payment, claim administration, and annual reporting in accordance with Internal Revenue Service statutory requirements.

NOW, THEREFORE, BE IT RESOLVED, that the School Business Administrator/Board Secretary be authorized to execute the Flexible Spending Plan Services Agreement with AxisPlus Benefit Services at rates shown on the fee schedule to implement, establish and administer the Flexible Spending Plan as required by Chapter 78 of the New Jersey Public Laws of 2011 for the 2018-2019 school year.

Campbell	de Leeuw	Hilberth	Keppel	Lang	Romano	St. Auburn	Yaros-Ramos	Ginsburg
Aye	Aye	Not Present	Aye	Aye	Aye	Aye	Aye	Aye

**B-4 Professional Services**

Moved: Mr. Keppel

Seconded: Mr. Romano

- a. Approve the Professional Support/Non Public Service Agreement between Glen Ridge School District and Educational Services Commission of Morris County. Agreement will commence on July 1, 2018 until June 30, 2019.
- b. Approve the Next Step Pediatric Physical Therapy Services for the 2018-2019 school year at an hourly rate of \$84.00. Services will begin on July 1, 2018 until June 30, 2019.
- c. Approve Psychiatric Evaluation between Glen Ridge School District and Dr. Bryan Fennelly for the 2018-2019 school year at an hourly rate of \$675.00.
- d. Approve the Public School Child Study Team Services Agreement and Additional Services Addendum and Home Instruction Service Agreement between Glen Ridge School District and the Essex Regional Educational Services Commission. Agreement will commence on July 1, 2018 until June 30, 2019.
- e. Approve Educational & Psychological Evaluations Collaborative Educational Services between Glen Ridge School District and the Educational Services Commission of New Jersey. Services will commence on May 14, 2017 until June 30, 2020.
- f. Approve the OT/PT assessment, consulting, and treatment services by Essex Regional Educational Services Commission for the 2018-2019 school year at an hourly rate of \$90.00.
- g. Approve the Effective School Solutions agreement for Glen Ridge High School for the 2018-2019 school year to be paid in 10 monthly installments of \$27,950.00 each (\$279,500.00 Total). Services will begin on July 1, 2018 through June 30, 2019.
- h. Approve the Effective School Solutions agreement for Ridgewood Avenue School for the 2018-2019 school year to be paid in 10 monthly installments of \$10,450.00 each (\$104,500.00 Total). Services will begin on July 1, 2018 through June 30, 2019.

Campbell	de Leeuw	Hilberth	Keppel	Lang	Romano	St. Auburn	Yaros-Ramos	Ginsburg
Aye	Aye	Not Present	Aye	Aye	Aye	Aye	Aye	Aye

**B-5 Out-of-District Placements**

Moved: Mr. Keppel

Seconded: Mr. Romano

Approve the out-of-district placement of the following students for the 2018-2019 school year:

<b><u>Student</u></b>	<b><u>Placement</u></b>	<b><u>Tuition</u></b>	<b><u>ESY Tuition</u></b>
20136	Cornerstone Day School	\$84,662.60	\$0

Campbell	de Leeuw	Hilberth	Keppel	Lang	Romano	St. Auburn	Yaros-Ramos	Ginsburg
Aye	Aye	Not Present	Aye	Aye	Aye	Aye	Aye	Aye

**B-6 First Renewal of Food Service Mgt. Company Contract with The Pomptonian, Inc.**

Moved: Mr. Keppel                                  Seconded: Mr. Romano

Approve the first renewal of a food service management company (FSMC) contract for the 2018-2019 school year with Pomptonian, Inc. (Pomptonian). Pomptonian shall receive, in addition to the costs of operation, a fee of \$0.0515 per meal equivalent to compensate the FSMC for administrative and management costs. In addition, the FSMC guarantees the GRBOE a minimum profit of thirty-five thousand dollars (\$35,000.00) for the 2018-2019 school year. (Note: The administrative and management fee represents a 3.0% increase.)

Campbell	de Leeuw	Hilberth	Keppel	Lang	Romano	St. Auburn	Yaros-Ramos	Ginsburg
Aye	Aye	Not Present	Aye	Aye	Aye	Aye	Aye	Aye

**PUBLIC COMMENT**

- We purchased Central School but it seems you are still negotiating for the building.
- A question regarding staff diversity was asked such as what active steps are being taken to improve staff diversity.

**ADJOURNMENT**

Mr. Campbell motioned to adjourn at 9:20 pm. Mr. de Leeuw seconded the motion. The meeting was adjourned at 9:20 pm.

Campbell	de Leeuw	Hilberth	Keppel	Lang	Romano	St. Auburn	Yaros-Ramos	Ginsburg
Aye	Aye	Not Present	Aye	Aye	Aye	Aye	Aye	Aye

Respectfully submitted,

Peter Caprio  
Board Secretary