

**GLEN RIDGE BOARD OF EDUCATION
December 14, 2020**

**You are invited to a Zoom webinar.
When: Dec 14, 2020 06:30 PM Eastern Time (US and Canada)
Topic: Glen Ridge Board of Education Meeting, December 14, 2020**

**Please click the link below to join the webinar:
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CALL TO ORDER

A regular meeting of the Glen Ridge Board of Education was held on Monday, December 14, 2020 at 5:30 pm through remote means via Zoom.

The meeting was held in accordance with applicable NJ Statutes governing public Board of Education meetings.

Present

Mr. Bonnett

Ms. Boyle-Vellucci

Mr. Campbell

Mr. de Leeuw

Ms. Lang

Mr. Romano

Ms. St. Auburn

Dr. Yaros-Ramos

Ms. Ginsburg

Mr. Phillips

Mrs. Murphy (arrived at 6:05 pm during exec.)

Ms. Cornell – Board Attorney from Sciarillo, Cornell, Merlino, McKeever & Osborne, LLC

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 November 30, 2020. Said notice was published in the Glen Ridge Paper on December 10, 2020 and Star Ledger on December 4, 2020. 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

5:32 pm EXECUTIVE SESSION

Moved: Mr. Campbell

Seconded: Mr. Bonnett

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

Bonnett	Boyle-Vellucci	Campbell	de Leeuw	Lang	Romano	St. Auburn	Yaros-Ramos	Ginsburg
Aye	Aye	Aye	Aye	Aye	Aye	Aye	Aye	Aye

Public Session – Mr. Bonnett motioned to return to public session at 6:28 pm. Ms. Boyle-Vellucci seconded the motion.

WRITTEN COMMUNICATIONS

- Ms. Ginsburg reported on several written communications to the board including communications from Erica Spath on the subject of COVID safety protocols, from Karen Eisen regarding communications on COVID-19, from John Boyle regarding the criteria of school closures, and from Mary Lynn Savio, GREA president, advocating for a return to all virtual instruction.

PRESIDENT'S REPORT

- Ms. Ginsburg recognized the resignation of Christin Spagnuolo, and wished her the best.
- Ms. Ginsburg recognized Ali Lang, board member since 2014, and Paul Romano, board member since 2013, for their years of dedicated service. The board members noted that both individuals played essential roles in the district's bond referendum, construction projects, communications and pandemic response, and thanked them for their service.

SUPERINTENDENT'S REPORT

- Mr. Phillips provided an update on the district.
 - Eight GRHS student-athletes were recognized for being named to the All-State Group 1 team.

<u>Girls' Soccer</u>	<u>Boys' Soccer</u>	<u>Football</u>
Sydney Mansfield–1st Team	Drew Hiner–1st Team	James McCarren–3rd Team
Ania Prussak–1st Team	Travis Burnett–1st Team	Dean Geraci–3rd Team
Olivia Hoover–3rd Team	Lucas Costa–2nd Team	
- The Governor's Educator of the Year recipients were named for each school building.
 - Lisa Jacobsen** - Linden Avenue School, Education Services Professional
 - Daria Zawisa** - Linden Avenue School, Classroom Teacher
 - Megan Connolly** - Central School, Classroom Teacher
 - Andrew Kanasky** - Forest Avenue School, Education Services Professional
 - Michelle Klein** - Forest Avenue School, Classroom Teacher
 - Scott Terpin** - Ridgewood Avenue School, Classroom Teacher
 - Jennifer O'Connor** - Glen Ridge High School, Education Services Professional
 - Alyssa Angelo** - Glen Ridge High School, Classroom Teacher
- Mr. Phillips provided an update on COVID-19 incidents in the district and the town. He explained how the increasing number of cases were a factor in the decision for the district being all-remote the two weeks following the Thanksgiving break.
- Mr. DeWitt, Director of Student Services, presented the School Safety Data Report, a summary of Harassment, Intimidation or Bullying (HIB) Investigations, Training and Programs, and the report of Violence and Vandalism for the period of January 1 through July 31.
- Ms. Kathi Mantell, CPA, of Nisivoccia LLP Certified Public Accountants and Advisors, presented the annual Comprehensive Annual Financial Report & Auditors Management Report for the Fiscal Year ended June 30, 2020, noting there were no recommendations. There was an opportunity for Board members and the public to ask questions.

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.

- Mary Lynn Savio, president of Glen Ridge Education Association, shared concerns about reopening schools.
- John Boyle, resident, asked if the COVID numbers presented tonight can continue to be shared moving forward, and asked about the plan for instruction after the winter break. Mr. Phillips agreed to continue to share the numbers. He explained that prior to making decisions on reopening or closing schools, he is in contact with the Board of Health and school physician and follows their recommendations.
- Megan Connolly, staff member, requested that the decision to open or close schools following the December vacation is made quickly and that the decision is to close schools.
- Lisa Petruzzi, staff member, asked about when the decision to open or close schools following the break will be made. Mr. Phillips expressed a desire to make the decision by the end of this week but would need input from the Board of Health.
- Jocelyn Gottlieb, resident, asked if the trainings in the School Safety Data Report could be broken out to show which ones are targeted toward students versus staff. Mr. DeWitt explained that the programs are focused on the students and the trainings are focused on the staff.

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)
 - Ms. Ginsburg reported that there is a meeting scheduled for tomorrow.
- Glen Ridge Educational Foundation (GREF)
 - Ms. St. Auburn mentioned the appeal by the Glen Ridge Educational Foundation for donations noting they have been particularly generous this year with their donations for Orton Gillingham training and streamlining teacher requests.
- 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

Moved: Mr. de Leeuw Seconded: Mr. Campbell

Approve the Glen Ridge Board of Education minutes of the following meetings:
November 16, 2020 Exec Session and Regular Meeting

Bonnett	Boyle-Vellucci	Campbell	de Leeuw	Lang	Romano	St. Auburn	Yaros-Ramos	Ginsburg
Aye	Aye	Aye	Aye	Aye	Aye	Aye	Aye	Aye

ADMINISTRATION

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

Moved: Mr. Campbell Seconded: Mr. Bonnett

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

P 1620	Administrative Employment Contracts (M) (Revised)
P 1648.03	Restart and Recovery Plan – Full-Time Remote Instruction (M) (New)
P 2431	Athletic Competition (M) (Revised)
R 2431.1	Emergency Procedures for Sports and Other Athletic Activity (M) (Revised)
P 2464	Gifted and Talented Students (M) (Revised)
P & R 5330.05	Seizure Action Plan (M) (New)
P 6440	Cooperative Purchasing (M) (Revised)
P & R 6470.01	Electronic Funds Transfer and Claimant Certification (M) (New)
P & R 7440	School District Security (M) (Revised)
P 7450	Property Inventory (M) (Revised)
P & R 7510	Use of School Facilities (M) (Revised)
P 8420	Emergency and Crisis Situations (M) (Revised)
P 8561	Procurement Procedures for School Nutrition Programs (M) (Revised)

Bonnett	Boyle-Vellucci	Campbell	de Leeuw	Lang	Romano	St. Auburn	Yaros-Ramos	Ginsburg
Aye	Aye	Aye	Aye	Aye	Aye	Aye	Aye	Aye

A-2 Glen Ridge Board of Education Goals (Revised)

Moved: Mr. Campbell Seconded: Mr. Bonnett

Approve the 2020-2021 Glen Ridge Board of Education Goals as follows:

Personnel

- Support and review efforts to meet staffing needs during the ongoing pandemic crisis (including staffing needs for the 2021-2022 school year as part of the budget process)
- Review and refine the district's plan to increase diversity in the candidate pool for faculty and staff positions

Finance and Facilities

- Oversee changing allocation of financial resources to meet the demands of the ongoing COVID-19 situation

Curriculum

- Monitor hybrid delivery of content and authentic assessment
- Develop a review process for initiatives (like class rotations, We schools, Option 2, etc.) that fall outside the 5-year curriculum review cycle

Negotiations

- Conduct successful negotiations leading to a new contract with GRPS administrators

Bonnett	Boyle-Vellucci	Campbell	de Leeuw	Lang	Romano	St. Auburn	Yaros-Ramos	Ginsburg
Aye	Aye	Aye	Aye	Aye	Aye	Aye	Aye	Aye

PERSONNEL

P-1 Appointments

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

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

Name Location	Position Guide/Salary	Effective Date	End Date	Account # PCR#	Rationale
Danielle Heller*	Leave Replacement Teacher	1/4/2021	6/30/2021	11-213-100-101-04-00-00 TBD	Leave Position
RAS	\$325 per day				
Emily Salud*	Nurse	12/18/2020	6/30/2021	11-000-213-100-00-00-01 03-11-60/axb	Open Position
CS	BA Step 6 (\$60,062.00)				
Anthony Elia	Leave Replacement Teacher	8/26/2020	1/8/2021	11-120-100-101-00-00-04 71-06-00/awm	REVISED
RAS	\$300 per day				

Yan Wang GRHS	Permanent Substitute Teacher \$100 per day	12/14/2021	6/30/2021	11-130-100-101-00-01-05 11-140-100-101-04-01-00	Substitute
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*Pending State and District Approval

Bonnett	Boyle-Vellucci	Campbell	de Leeuw	Lang	Romano	St. Auburn	Yaros-Ramos	Ginsburg
Aye	Aye	Aye	Aye	Aye	Aye	Aye	Aye	Aye

P-2 Leaves

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

- a. Upon recommendation of the Superintendent, move to approve the sick leave for employee #5289, utilizing 20 sick days effective November 24, 2020 until December 31, 2020. Employee is returning to work on January 4, 2021.
- b. Upon the recommendation of the Superintendent, move to approve the maternity leave for Employee #6410, effective April 5, 2021. Employee will use 17.5 sick days and FMLA/NJFLA. Employee will be unpaid from May 6, 2021 until the return date of April 4, 2022.
- c. Upon the recommendation of the Superintendent, move to approve the maternity leave for Employee #5986, effective March 8, 2021. Employee will use 13 sick days and FMLA/NJFLA. Employee will be unpaid from March 25, 2021 until the return date of August 30, 2021.
- d. (REVISED) Upon the recommendation of the Superintendent, move to approve the medical leave/FMLA for Employee #5863, effective August 26th 2020, utilizing 108.5 sick days and 3 personal days through February 24, 2021, followed by unpaid NJFLA from Feb. 25, 2021 through May 27, 2021. Employee will be returning May 28, 2021. (This resolution will replace all previous ones)
- e. Upon the recommendation of the Superintendent, move to approve the FFCRA leave for Employee #4343, effective December 14, 2020 through December 23, 2020.
- f. Upon the recommendation of the Superintendent, move to approve the FFCRA leave for Employee #5518, effective December 14, 2020 through December 21, 2020.
- g. Upon the recommendation of the Superintendent, move to approve the medical leave for Employee #6509, effective December 14, 2020 until January 4, 2021.
- h. Upon the recommendation of the Superintendent, move to approve the extension of an unpaid leave for Employee #4787 from September 1, 2020 through February 21, 2021.

Bonnett	Boyle-Vellucci	Campbell	de Leeuw	Lang	Romano	St. Auburn	Yaros-Ramos	Ginsburg
Aye	Aye	Aye	Aye	Aye	Aye	Aye	Aye	Aye

P-3 Resignations/Retirements

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

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

<u>Name</u>	<u>Position</u>	<u>Location</u>	<u>Resignation or Retirement</u>	<u>Effective Date</u>
Christin Spagnuolo	Teacher	RAS	Resignation	11/24/2020

Bonnett	Boyle-Vellucci	Campbell	de Leeuw	Lang	Romano	St. Auburn	Yaros-Ramos	Ginsburg
Aye	Aye	Aye	Aye	Aye	Aye	Aye	Aye	Aye

P-4 Non-Tenure Track Leave Replacement

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

Upon the recommendation of the Superintendent, to appoint Monica Nieves to the additional position of .35 FTE non-tenure track leave replacement teacher, waives health benefits, effective November 23, 2020 through June 30, 2021 at the additional salary \$26,340.65. Employee is currently a .65 FTE tenure track teacher.

Bonnett	Boyle-Vellucci	Campbell	de Leeuw	Lang	Romano	St. Auburn	Yaros-Ramos	Ginsburg
Aye	Aye	Aye	Aye	Aye	Aye	Aye	Aye	Aye

P-5 Program Leaders

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

Approve the Program Leader for 2020-2021.

Position	Advisor	Guide	Step	Year	FTE	Total
Middle School	Angelo	6	1	2	0.5	\$1,167.50
English	Balaszak (De La Fuente)	6	2	4	1	\$2,526.00
World Language	Batastini	6	3	6	1	\$2,778.00
Guidance	Deptula	6	2	3	1	\$2,526.00
Social Studies	Dimeck	6	4	8	1	\$2,964.00
Physical Education	Hogan	6	2	4	1	\$2,526.00
Middle School	Landgraber (Barkouras)	6	2	4	0.5	\$1,263.00
Science	Levine	6	3	6	1	\$2,778.00
Special Education	Logothetis	6	4	8	1	\$2,964.00
Related Arts	Malone	6	4	8	1	\$2,964.00
Math	Mendez	6	3	6	1	\$2,778.00

Bonnett	Boyle-Vellucci	Campbell	de Leeuw	Lang	Romano	St. Auburn	Yaros-Ramos	Ginsburg
Aye	Aye	Aye	Aye	Aye	Aye	Aye	Aye	Aye

P-6 Teacher Conference Stipend

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

Approve the following staff for a teacher conference stipend at the rate of \$30.00 per night:
Trish Fagan at Linden Avenue School on November 10 & 12, 2020.

Bonnett	Boyle-Vellucci	Campbell	de Leeuw	Lang	Romano	St. Auburn	Yaros-Ramos	Ginsburg
Aye	Aye	Aye	Aye	Aye	Aye	Aye	Aye	Aye

P-7 Boiler License Stipend

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

Approve Boiler License Stipends for the 2020-2021 school year to the following:

Robert Page	\$633.00 annual, prorated from 8/19/20
Rashad Armstrong	\$633.00 annual, prorated from 8/19/20

Bonnett	Boyle-Vellucci	Campbell	de Leeuw	Lang	Romano	St. Auburn	Yaros-Ramos	Ginsburg
Aye	Aye	Aye	Aye	Aye	Aye	Aye	Aye	Aye

P-8 Student Teachers

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

Upon the recommendation of the Superintendent, approve the following student teachers for the 2020-2021 school year:

Name	Dates	Building
Jacob McHale	Spring 2021	GRHS
Nicolette Milne	Spring 2021	RAS

Bonnett	Boyle-Vellucci	Campbell	de Leeuw	Lang	Romano	St. Auburn	Yaros-Ramos	Ginsburg
Aye	Aye	Aye	Aye	Aye	Aye	Aye	Aye	Aye

BUSINESS

B-1 Financial Reports

Moved: Mr. Romano Seconded: Mr. de Leeuw

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 **\$1,012,998.61** and further move that the following bills drawn on the current account in the total amount of **\$1,076,786.21** 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 **November 2020** as presented and on file in the Board Office. (Exhibit B-1.b)
- c. Approve reports of the Secretary and Treasurer for the period ending **November 30, 2020**. 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-1.c)
- d. Approval of the Open Purchase Order Report, as per attached, in the amount of **\$124,197.86** for 2020-2021.
- e. Student activity account bills list as follows:

School	November 2020
Glen Ridge High School	\$2,758.21
Glen Ridge High School Athletics	\$2,198.00
Ridgewood Avenue School	\$0
Forest Avenue School	\$0
Linden Avenue School	\$0

Bonnett	Boyle-Vellucci	Campbell	de Leeuw	Lang	Romano	St. Auburn	Yaros-Ramos	Ginsburg
Aye	Aye	Aye	Aye	Aye	Aye	Aye	Aye	Aye

B-2 Professional Architectural Services Associated with Ridgewood Avenue School Roof Replacement

Moved: Mr. Romano Seconded: Mr. de Leeuw

Upon the recommendation of the Superintendent, move to approve a contract with Design Resources Group Architects for professional architectural services associated with the Ridgewood Avenue School Roof Replacement including the roof adjacent to the auditorium and the roof over the maintenance office, for a fee percentage of 8% of final construction cost, as per proposal dated November 24, 2020.

Bonnett	Boyle-Vellucci	Campbell	de Leeuw	Lang	Romano	St. Auburn	Yaros-Ramos	Ginsburg
Aye	Aye	Aye	Aye	Aye	Aye	Aye	Aye	Aye

B-3 Authorization to Advertise for Ridgewood Avenue School Roof Replacement Bids

Moved: Mr. Romano Seconded: Mr. de Leeuw

Upon the recommendation of the Superintendent, move to authorize the Business Administrator to advertise for bids for the Ridgewood Avenue School Roof Replacement. Time and date of advertisement and receipt of bids to be determined by the Business Administrator.

Bonnett	Boyle-Vellucci	Campbell	de Leeuw	Lang	Romano	St. Auburn	Yaros-Ramos	Ginsburg
Aye	Aye	Aye	Aye	Aye	Aye	Aye	Aye	Aye

B-4 Change Order

Moved: Mr. Romano Seconded: Mr. de Leeuw

Upon the recommendation of the Superintendent, move to approve Change Order #1 from VMG Group to temporarily brace and permanently support the existing ceiling at the Ridgewood Avenue School auditorium to enable the safe installation of the Roof Top Unit curb support at a cost of \$18,428, noting this is covered by the allowance.

Bonnett	Boyle-Vellucci	Campbell	de Leeuw	Lang	Romano	St. Auburn	Yaros-Ramos	Ginsburg
Aye	Aye	Aye	Aye	Aye	Aye	Aye	Aye	Aye

B-5 Settlement Agreement

Moved: Mr. Romano Seconded: Mr. de Leeuw

Upon the recommendation of the Superintendent, move to approve the Settlement Agreement for student #21159 for the 2020-2021 school year.

Bonnett	Boyle-Vellucci	Campbell	de Leeuw	Lang	Romano	St. Auburn	Yaros-Ramos	Ginsburg
Aye	Aye	Aye	Aye	Aye	Aye	Aye	Aye	Aye

B-6 Submission and Acceptance of the CARES Act ESSER Amendment Application

Moved: Mr. Romano Seconded: Mr. de Leeuw

Upon the recommendation of the Superintendent, move to approve the submission and acceptance of the CARES Act Elementary and Secondary School Emergency Relief (ESSER) Amendment Application for grant modifications representing an increase of \$6,579 for a total of \$127,025.

Bonnett	Boyle-Vellucci	Campbell	de Leeuw	Lang	Romano	St. Auburn	Yaros-Ramos	Ginsburg
Aye	Aye	Aye	Aye	Aye	Aye	Aye	Aye	Aye

B-7 Letter of Understanding-Emergency Procurement and Contract Modification with Pomptonian

Moved: Mr. Romano Seconded: Mr. de Leeuw

Upon the recommendation of the Superintendent, move to approve Letter of Understanding-Emergency Procurement and Contract Modification (due to COVID-19) with Pomptonian as attached. (Exhibit B-7)

Bonnett	Boyle-Vellucci	Campbell	de Leeuw	Lang	Romano	St. Auburn	Yaros-Ramos	Ginsburg
Aye	Aye	Aye	Aye	Aye	Aye	Aye	Aye	Aye

PUBLIC COMMENT

- Jocelyn Gottlieb, resident, asked if the state has classified educators as essential workers such that they'll receive the COVID vaccine in one of the earlier tiers. Mr. Phillips responded that he has not seen any official announcement to that effect yet.
- Tricia Akinwande, resident, asked if diversity is one of the board goals for the upcoming year. Ms. Ginsburg responded that it is a district wide goal, and it is also a board goal under Personnel on tonight's agenda.

ADJOURNMENT

Motioned to adjourn by Mr. de Leeuw. Mr. Campbell seconded the motion. The meeting was adjourned at 7:54 pm.

Bonnett	Boyle-Vellucci	Campbell	de Leeuw	Lang	Romano	St. Auburn	Yaros-Ramos	Ginsburg
Aye	Aye	Aye	Aye	Aye	Aye	Aye	Aye	Aye

Respectfully submitted,

Barbara Murphy, Board Secretary