

**GLEN RIDGE PUBLIC SCHOOLS  
GLEN RIDGE BOARD OF EDUCATION  
December 13, 2021**

**In-Person & Live Stream**

**CALL TO ORDER - Glen Ridge High School - Media Center**

**Live Stream available on our You Tube Channel:**

<https://www.youtube.com/channel/UCFtucuG39Q22YSmAWLV9zzQ>

6:00 pm - Executive Session

7:00 pm - Public Session

**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 September 9, 2021. Said notice was published in the Glen Ridge Paper on September 16, 2021 and Star Ledger on September 14, 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

**6:00 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

**7:00 pm PUBLIC SESSION**

**WRITTEN COMMUNICATIONS**

Written communications for a specific board meeting must be received by Business Administrator Barbara Murphy [bmurphy@glenridge.org](mailto:bmurphy@glenridge.org) by 10 am on the morning before the meeting. Communications received after the deadline will be reported out at the next scheduled board meeting.

**PRESIDENT'S REPORT**

**SUPERINTENDENT'S REPORT**

- District Audit Report: Kathryn Mantell from Nisivoccia LLP

- GRHS Student Council Report
- FAS Spotlight: Matt Murphy, FAS Principal
- Anti-Bullying School Self-Assessment - Jack DeWitt
- District Update

### **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

### **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

## **MINUTES**

### **M-1 Board of Education Minutes**

Approve the Glen Ridge Board of Education minutes of the following meetings:  
November 15, 2021 Executive Session and Regular Meeting

## **ADMINISTRATION**

### **A-1 Replacement of Banking Institution**

Upon the recommendation of the Superintendent, move to approve Investors Bank to replace PNC Bank as the banking institution as depository of school funds for the Forest Avenue School and Linden Avenue School Student Activity accounts. The Board authorizes the Board Secretary to invest idle funds of the Board of Education in said depository and to transfer funds in and out of the replacement account for investment purposes for the 2021-2022 school year. Move to approve the signatories as follows:

<b>Account</b>	<b>Signatory</b>
Investors Bank Forest Avenue Student Activity	Principal and Secretary
Investors Bank Linden Avenue Student Activity	Principal and Secretary

### **A-2 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-2)

P 1648.14

Safety Plan for Healthcare Settings in School Buildings – COVID-19 (M) (New)

**A-3 PROPOSED DISTRICT GOALS 2021-2022**

Approve the 2021-2022 Glen Ridge School District Goals as follows:

- Continue implementation of projects/expenditures using ESSR/ARP (Federal) funding. Assess progress and efficacy of those projects/expenditures.
- Continue implementation of DEI initiatives.
- Finish Strategic Plan process and begin implementation of plan objectives.
- Assess findings of Special Education Audit. Plan for and begin implementation.

**A-4 School Self-Assessment for Anti Bullying**

Approve submission of the New Jersey Department of Education School Self-Assessment for Determining Grades under the Anti Bullying Bill of Rights Act (July 1, 2020 to June 30, 2021).

**PERSONNEL**

**P-1 Appointments**

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

<b>Name Location</b>	<b>Position Guide/Salary</b>	<b>Effective Date</b>	<b>End Date</b>	<b>Account # PCR#</b>	<b>Rationale</b>
Sara Grosfield RAS/CS	Academic Support (ARP Grant) BA Step 1 \$53,967	1/3/22	6/30/22	20-487-100-100-00-00-00 10-06-00/aws 10-11-00/axl	Open Grant Position
Jordan Roche GRHS	Part Time SEL Counselor (ARP Grant) .7 MA Step 1 \$42,303.10	1/3/22	6/30/22	20-487-200-100-00-00-00 10-07-00/akt	Open Grant Position
Rachel Gitter FAS/LAS	Academic Support (ARP Grant) BA Step 2 \$54,467	12/15/21	6/30/22	20-487-100-100-00-00-00 10-02-00/awk 10-03-00/awa	Open Grant Position
Jackie Levine	Speech Therapist MA Step 8 \$72,633	1/10/22	6/30/22	11-000-216-101-10-00-04 11-000-216-101-10-00-02 10-06-00/aap	Replacing #5587
Saens Sookall GRHS	Custodian Step 1 \$46,035	1/1/22	6/30/22	11-000-262-100-07-00-00 20-07-00/aag	Open Position
Ryan Liddy GRHS	Permanent Substitute \$100 per diem	12/6/21	6/30/22	11-140-100-101-0401-00	Substitute
Nancy Breslin CS	Part Time Paraprofessional Step 4 \$20.92	12/9/21	6/30/22	11-190-100-106-00-00-01 51-11-00/auv	Replacing #6065
Yang Wang GRHS	Full Time Chinese Teacher MA+32 Step 5 \$77,009	12/6/21	1/14/22	11-140-100-101-04-00-00 10-07-00/ask	Replacing #5552
Jahaad Abnathya* District	Substitute Custodian \$12.00 per hour	TBD	6/30/22	11-000-262-100-02-00-00 11-000-262-100-06-00-00 11-000-262-100-07-00-00 11-000-262-100-01-00-00	Substitute
Ryan Liddy GRHS	Substitute Custodian \$13.00 per hour	11/29/21	12/3/21	11-000-262-100-07-00-00	Substitute

\*Pending State and District Approval

**P-2 6th period Assignments**

Approve extra duty assignments for the 2021-2022 school year:

First Name	Last Name	School	Amount	Start Date
Arlene	Non	GRHS	\$947.10	12/1/21 -1/17/22
Heather	Sinton	GRHS	\$947.10	12/1/21 -1/17/22
Laura	Gois	RAS	\$2,525.60	9/27/21
Yang	Wang	GRHS	\$6,314 pro-rated	12/6/21

**P-3 Rescind Assignments**

Approve sixth period assignments for the 2021-2022 school year:

First Name	Last Name	School	Start Date	Position
Lindsey	Downey	GRHS	9/1/21	6th period
Christopher	Petrovis	GRHS	12/6/21	6th period
Richard	Adams	GRHS	12/1/21	Assistant Baseball Coach
Janet	Dobbs	GRHS	11/3/21	Extra Duty

**P-4 Resignations/Retirements**

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

Name	Position	Location	Resignation or Retirement	Effective Date
Alisha Cipollone	Speech Therapist	RAS	Resignation	1/14/22
Sara Grosfiled	Paraprofessional	RAS	Resignation	1/3/22
Rachel Gitter	Paraprofessional	FAS	Resignation	12/14/21

**P-5 Longevity Adjustment**

Upon the recommendation of the Superintendent, adjust the longevity for the following staff members:

First Name	Last Name	School	Amount
Paulette	Cinotti	RAS	\$1255.00
Lisbeth	Crouse	RAS	\$1255.00
Michael	Levine	GRHS	\$1255.00
Jennifer	O'Neill Gonzaga	LAS	\$1255.00
Lisa	Petruzzi	FAS	\$1255.00
Kendall	Southerland	GRHS	\$1255.00
Kim	Waldron	FAS	\$1255.00
Kathleen	Ciccone	FAS	\$1812.00
Debora	Travisano	LAS	\$1210.00

**P-6 Detention Pay (revised)**

Approve detention pay for all Glen Ridge High School staff members to work Central Detention at a rate of \$25.00 per session or Saturday Detention at a rate of \$100.00 per session for the 2021-2022 school year.

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

Motion to REVISE the following advisor for the 2020-21 school year.

Name	Position	Guide	Step	Year	Amount
Danna Crooke	Spanish Club/Honor Society Advisor	7	1	1	\$1,520.00

**P-8 Teacher Conference Stipend**

Approve the following staff for a teacher conference stipend at the rate of \$30.00 per night:

<b>Ridgewood Avenue School - 11/11/21</b>
Cionna Lane

**P-9 ESY Summer 2021**

Approve Jessica Mahaffey for Extended School Year - Summer 2021, to attend mandatory Child Study Team meetings at a rate of \$40 per hour, not to exceed 2 hours per meeting.

**P-10 Leaves**

- a. Upon recommendation of the Superintendent, move to approve the leave of absence under NJ Family Leave Act (NJFLA) for employee #6002, without pay from February 28, 2022 through May 30, 2022. Employee is returning to work on May 31, 2022.
- b. Upon recommendation of the Superintendent, move to approve the maternity leave under Federal Family and Medical Leave Act (FMLA) for employee #6785, utilizing 35 sick days effective April 18, 2022 until June 6, 2022, followed by child care leave of absence under NJ Family Leave Act (NJFLA), without pay from June 7, 2022 through November 4, 2022. Employee is returning to work on November 7, 2022.
- c. Upon recommendation of the Superintendent, move to approve the maternity leave under Federal Family and Medical Leave Act (FMLA) for employee #5927, utilizing 35 sick days effective April 18, 2022 until June 6, 2022, followed by child care leave of absence under NJ Family Leave Act (NJFLA), without pay from June 7, 2022 through November 4, 2022. Employee is returning to work on November 7, 2022.
- d. Upon recommendation of the Superintendent, move to approve the leave of absence under Federal Family and Medical Leave Act (FMLA) for employee #4684, utilizing 52 sick days from December 13, 2021 through March 8, 2022. Employee is returning to work on March 9, 2022.

**P-11 Glen Ridge High School Front Desk**

- a. Approve Erin Follet to provide coverage at the Glen Ridge High School Front Desk effective December 13, 2021 at a rate of \$20.00 per hour.
- b. Approve the following staff for front desk coverage at Glen Ridge High School from September 1, 2021 through December 10, 2021 to be paid at their overtime rate:

Ellen Aumack
Patricia Hand
Erin Follet

**P-12 Extra Pay**

Approve Jordan Roche for working the 7th Grade Scavenger Hunt on August 27, 2021 at \$50.00.

**CURRICULUM****C-1 Field Trips**

Upon the recommendation of the Superintendent, approve the field trip for Engineering /Calculus Students, to attend the Engineering Career Day being held at NJIT in Newark, NJ on December 10, 2021, as per the attached. (Exhibit C-1)

**BUSINESS****B-1 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 **\$1,183,180.85** and further move that the following bills drawn on the current account in the total amount of **\$1,016,000.74** 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 2021** 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, 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-1.c)

- d. Approval of the Open Purchase Order Reports, as per attached, in the amount of **\$1,094,989.05** for school year 2021-2022.
- e. Student activity account bills list as follows:

<b>School</b>	<b>November 2021</b>
Glen Ridge High School	\$2,025.80
Glen Ridge High School Athletics	\$2,506.00
Ridgewood Avenue School	\$780.00
Forest Avenue School	\$172.32
Linden Avenue School	\$0

### **B-2 Out-of-District Placement**

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

<b>Student</b>	<b>Placement</b>	<b>School Year</b>	<b>Tuition</b>	<b>ESY Tuition</b>
34177	Northwest Essex Community Healthcare Network Therapeutic School & Preschool	1/3/22-6/21/22	\$45,231.48 1:1 Aide: \$10,368.00	n/a

### **B-3 Revised Out-of-District Placement**

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

<b>Student</b>	<b>Placement</b>	<b>School Year</b>	<b>Tuition</b>	<b>ESY Tuition</b>
36000	New Beginnings	2021-2022 <b>10/18/21-6/30/22</b>	\$73,287.76 <b>1:1 Aide: \$35,200.00</b>	\$12,080.40

### **B-4 Professional Support Services**

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

<b>Vendor</b>	<b>Services</b>	<b>School Year/Dates</b>	<b>Fee/Rate</b>	<b>Student</b>
a. Dr. Bryan Fennelly, MD	Psychiatric Evaluation	2021-2022	\$715/eval.	As needed
b. North Jersey Outreach	Home Instruction	Began 11/16/21; approx. 6 weeks	\$125/hr. 12 hrs./wk.	34177
c. Social Work p.r.n. New Jersey	Social Worker	12/8/21-1/14/22	\$64/hr.	As needed
d. The Uncommon Thread	Registered Behavior Technician (RBT)	10/25/21-6/30/21	\$52,150	31003

### **B-5 Workshops/Conferences**

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

<b>Staff Member/Position</b>	<b>Workshop/Conference</b>	<b>Date(s)</b>	<b>Location</b>	<b>Cost</b>
a. Joseph Caravela, Principal	NJPSA/FEA/NJASCD Conference	3/24/22-3/25/22	Atlantic City, NJ	Reg: \$320.00 Travel: \$108.45 Meals: \$59.00
b. Danielle Chesney, Teacher	National Art Convention	3/3/22-3/5/22	Manhattan, NY	\$312.00

### **B-6 Comprehensive Annual Financial Report (CAFR) and Auditors Management Report (AMR)**

Upon the recommendation of the Superintendent, move to approve the Comprehensive Annual Financial Report (CAFR) and the Auditors Management Report (AMR) for the fiscal year ended June 30, 2021 as prepared by the firm of Nisivoccia & Company LLP, Certified Public Accountants and Consultants, as presented, noting no audit recommendations.

### **B-7 Custodial Services**

Upon the recommendation of the Superintendent, move to approve Precision HR Solutions, Inc. to provide custodial services at a cost of \$27 per hour for a black seal custodian and \$22 per hour for a custodian on an as needed basis.

**B-8 Substitute Certified Athletic Training Services**

Upon the recommendation of the Superintendent, move to approve the Athletic Training Service Agreement with Premier Sports Medicine for substitute Certified Athletic Trainers at a rate of \$55 per hour.

**B-9 SDA Emergent Needs and Capital Maintenance Grant Submission and Acceptance of Funds**

Upon the recommendation of the Superintendent, move to approve the submission and acceptance of the SDA Emergent Needs and Capital Maintenance in School Districts grant funds in the amount of \$44,227.

**PUBLIC COMMENT**

**ADJOURNMENT**