

MORRIS SCHOOL DISTRICT
Minutes of November 23, 2020
VIRTUALLY VIA ZOOM

The special business meeting of the Board of Education of the Morris School District, of Morris County, New Jersey was held virtually via Zoom on Monday evening, November 23, 2020 at 6:00 p.m.

The meeting was called to order and made the following announcement: The New Jersey Open Public Meeting Law was enacted to ensure the right of the public to have advance notice of and to attend the meetings of public bodies at which any business affecting their interest is discussed or acted upon. In accordance with the provisions of this Act the Board of Education of the Morris School District in the County of Morris has caused notice of this meeting to be published by having the date, time and place thereof posted. The notice was mailed to the Daily Record, and to those persons or entities requesting notification, posted on the district website and posted at the Administration Center, 31 Hazel Street, Morristown, New Jersey.

A special meeting of the Board of Education will be held Monday, November 23, 2020 virtually via Zoom from 6:00 pm - 9:00 pm. The purpose of the meeting is for a board retreat and any other new business which might be brought before the board. The meeting will open at 6:00 pm, immediately going into closed session to discuss confidential matters.

Action will be taken.

A zoom link will be provided for any public wishing to virtually attend open public session. Please visit morrisschooldistrict.org for more information.

At the Roll Call, the following Board Members were present: Mrs. Nancy Bangiola, Board President, Ms. Meredith Davidson, Ms. Linda K. Murphy, Mr. Vij Pawar, Mrs. Susan Pedalino, Ms. Lisa Pollak, Mrs. Ann Rhines, Mr. Alan Smith, and Mrs. Melissa Spiotta, Board Vice-President.

Also present, were Mr. Mackey Pendergrast, Superintendent and Ms. Lora Clark, Director of Human Resources, Personnel & Equity.

The Board moved to go into closed session at 6:05 pm.

EXECUTIVE SESSION

Motion #1 AUTHORIZING EXECUTIVE SESSION

WHEREAS, while the Sen. Byron M. Baer Open Public Meetings Act (N.J.S.A. 10:4-6 et seq.) requires all meetings of the Morris School District Board of Education to be held in public, N.J.S.A. 10:4-12(b) sets forth nine (9) types of matters that may lawfully be discussed in "Executive Session," without the public being permitted to attend, and

WHEREAS, the Board has determined that three (3) issues are permitted by N.J.S.A. 10:4-12(b) to be discussed without the public in attendance and shall be discussed during an Executive Session to be held on November 23, 2020 at 6:00 P.M, and

WHEREAS, the nine (9) exceptions to open public meetings set forth in N.J.S.A. 10:4-12(b) are listed below, and next to each exception is a box which will be marked when the issues to be privately discussed fall within that exception, and after each exception is a space where additional information that will disclose as much information about the discussion as possible without undermining the purpose of the exception shall be written:

☒ "(1) Any matter which, by express provision of Federal law, State statute or rule of court shall be rendered confidential or excluded from public discussion." The nature of the matter, described as specifically as possible without undermining the need for confidentiality are: Student Matters

☐ "(2) Any matter in which the release of information would impair a right to receive funds from the federal government." The nature of the matter, described as specifically as possible without undermining the need for confidentiality is:

☐ "(3) Any material the disclosure of which constitutes an unwarranted invasion of individual privacy such as any records, data, reports, recommendations, or other personal material of any educational, training, social service, medical, health, custodial, child protection, rehabilitation, legal defense, welfare, housing, relocation, insurance and similar program or institution operated by a public body pertaining to any specific individual admitted to or served by such institution or program, including but not limited to information relative to the individual's personal and family circumstances, and any material pertaining to admission, discharge, treatment, progress or condition of any individual, unless the individual concerned (or, in the case of a minor or incompetent, his guardian) shall request in writing that the same be disclosed publicly." The nature of the matter, described as specifically as possible without undermining the need for confidentiality is:

☐ "(4) Any collective bargaining agreement, or the terms and conditions of which are proposed for inclusion in any collective bargaining agreement, including the negotiation of terms and conditions with employees or representatives of employees of the public body." The collective bargaining contract(s) discussed are between (1) the Board and the Morris School District Administrators Association.

☐ "(5) Any matter involving the purchase lease or acquisition of real property with public funds, the setting of bank rates or investment of public funds where it could adversely affect the public interest if discussion of such matters were disclosed." The nature of the matter, described as specifically as possible without undermining the need for confidentiality is:

□ "(6) Any tactics and techniques utilized in protecting the safety and property of the public provided that their disclosure could impair such protection. Any investigations of violations or possible violations of the law." The nature of the matter, described as specifically as possible without undermining the need for confidentiality is:

□ "(7) Any pending or anticipated litigation or contract negotiation in which the public body is or may become a party. Any matters falling within the attorney-client privilege, to the extent that confidentiality is required in order for the attorney to exercise his ethical duties as a lawyer." The parties to and docket numbers of each item of litigation and/or the parties to each contract discussed are and the nature of the discussion, described as specifically as possible without undermining the need for confidentiality is:

☒ "(8) Any matter involving the employment, appointment, termination of employment, terms and conditions of employment, evaluation of the performance, promotion or disciplining of any specific prospective public officer or employee or current public officer or employee employed or appointed by the public body, unless all individual employees or appointees whose rights could be adversely affected request in writing that such matter or matters be discussed at a public meeting." Subject to the balancing of the public's interest and the employee's privacy rights under South Jersey Publishing Co. v. New Jersey Expressway Authority, 124 N.J. 478 (1991), the employee(s) and nature of the discussion, described as specifically as possible without undermining the need for confidentiality are:

□ "(9) Any deliberation of a public body occurring after a public hearing that may result in the imposition of a specific civil penalty upon the responding party or the suspension or loss of a license or permit belonging to the responding party as a result of an act of omission for which the responding party bears responsibility." The nature of the matter, described as specifically as possible without undermining the need for confidentiality is:

WHEREAS, the length of the Executive Session is estimated to be sixty (60) minutes after which the public meeting of the Board shall (select one) □ reconvene and immediately adjourn or ☒ reconvene and proceed with business where formal action will be taken.

NOW, THEREFORE, BE IT RESOLVED that the Morris School District Board of Education will go into Executive Session for only the above stated reasons; and

BE IT FURTHER RESOLVED that the Board hereby declares that its discussion of the aforementioned subject(s) will be made public at a time when the public's interest in disclosure is greater than any privacy or governmental interest being protected from disclosure.

EXECUTIVE SESSION (Motion #1)

Moved by Ms. Pollak, seconded by Mrs. Spiotta

AYES: Mrs. Davidson, Ms. Murphy, Mr. Pawar, Mrs. Pedalino, Ms. Pollak,
Mrs. Rhines, Mr. Smith, Mrs. Spiotta, Mrs. Bangiola

NOES: None

ABSTAIN: None

ABSENT: Ms. Galdi

At 7:02 pm, Mrs. Murphy moved to go into open session and recess. Mrs. Pedalino seconded the motion which carried unanimously.

SUPERINTENDENT'S REPORT

Mr. Pendergrast updated the Board on the impact of COVID-19 on the district's students, faculty and staff, and decision to keep the schools open.

Questions and comments were taken from the Board.

PRESIDENT'S REPORT

Mrs. Bangiola gave her President's report.

PUBLIC COMMENT

Members of the public came forward on the following topics:

- *The need for addition school work after live class meets*
- *Quarantines students that continue to socialize outside of their homes*
- *Mrs. Beth Wall expressed her excitement to join the Board of Education in 2021.*

Mackey addressed the public on their comments/questions.

BUSINESS PORTION OF THE MEETING

EDUCATIONAL MATTERS

HIB SCHOOL REPORT CARD

Motion #1 PULLED

HARASSMENT, INTIMIDATION, AND BULLYING REPORT

Motion #2 PULLED

HUMAN RESOURCES

APPOINTMENT(S) 2020-2021 */**

Motion # 1 that, upon the recommendation of the Superintendent, the Board of Education approve the appointment of the following to the position/s stated at the annual salary rates and effective date/s shown, and further that the Board of Education approve the submission to the County Superintendent applications for emergency hiring, pending approval of all Human Resource documents and/or requirements and each applicant's attestation that s/he has not been convicted of any disqualifying crime pursuant to the provisions of N.J.S.A. 18a6-7.1 et seq.; 18:39-17 et seq.; 18A:6-4.13 et seq.:

Diaz-Herrera, Estephani 0.5 ABS, PS	\$12,191	11/23/20-06/30/21	<u>In place of:</u> Est. 10/05/20
Rapp, Megan 1.0 Social Worker, PS	\$58,877 MA, Step 1	11/23/20-06/30/21	Maher, C. Resigned

Rosiak, Jacek \$31,050 11/09/20-06/30/21 Est. 10/05/20
1.0 Bus Driver, Trans.

- * Pending probationary period
- ** Pending completion of paperwork

SETTLEMENT AGREEMENT AND MUTUAL RELEASE

Motion #2 that, upon the recommendation of the Superintendent, the Board of Education approve the Settlement Agreement and Mutual Release between the Morris School District Board of Education and Employee #4071.

LEAVE(S) OF ABSENCE 2020-2021

Motion #3 that, upon the recommendation of the Superintendent, the Board of Education approve a leave of absence (**revisions in bold**) to the following staff members under the conditions stated and effective dates shown:

Angulo, Yamilet 0.5 Clerk, AV	10/19/20-10/30/20 ***- EPSLA 11/02/20-12/23/20 * - FMLA
Feo, Stephanie 0.5 Speech, PS	09/01/20- 06/30/21 ** - Personal
Yeboah, Joseph 1.0 Bus Driver, Trans.	11/16/20 -12/31/20 * - Personal

- * Without pay/with benefits
- ** Without pay/without benefits
- *** With pay up to \$511 per day/with benefits

HUMAN RESOURCES (Motions #1-3)

Moved by Mrs. Pedalino, seconded by Ms. Pollak

AYES: Mrs. Davidson, Ms. Murphy, Mr. Pawar, Mrs. Pedalino, Ms. Pollak,
 Mrs. Rhines, Mr. Smith, Mrs. Spiotta, Mrs. Bangiola

NOES: None

ABSTAIN: None

ABSENT: Ms. Galdi

CLOSED SESSION (7:48 PM)

Moved by Ms. Pollak, seconded by Mrs. Spiotta

AYES: Mrs. Davidson, Ms. Murphy, Mr. Pawar, Mrs. Pedalino, Ms. Pollak,
Mrs. Rhines, Mr. Smith, Mrs. Spiotta, Mrs. Bangiola

NOES: None

ABSTAIN: None

ABSENT: Ms. Galdi

Mr. Pawar exited the meeting at this time.

OPEN SESSION (9:25 PM)

Moved by Ms. Pollak, seconded by Mrs. Spiotta

AYES: Mrs. Davidson, Ms. Murphy, Mrs. Pedalino, Ms. Pollak,
Mrs. Rhines, Mr. Smith, Mrs. Spiotta, Mrs. Bangiola

NOES: None

ABSTAIN: None

ABSENT: Ms. Galdi, Mr. Pawar

ADJOURNMENT (9:25 PM)

Moved by Ms. Pollak, seconded by Mrs. Spiotta

AYES: Mrs. Davidson, Ms. Murphy, Mrs. Pedalino, Ms. Pollak,
Mrs. Rhines, Mr. Smith, Mrs. Spiotta, Mrs. Bangiola

NOES: None

ABSTAIN: None

ABSENT: Ms. Galdi, Mr. Pawar

Respectfully Submitted,

Alan Smith
Board Member