

**GLEN RIDGE PUBLIC SCHOOLS  
GLEN RIDGE BOARD OF EDUCATION  
FEBRUARY 21, 2023**

**CALL TO ORDER**

**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**

Ms. Akinwande

Mr. Bonnett

Mr. Campbell

Ms. Gottlieb

Ms. Graham

Ms. O'Neil

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 notice of this meeting location and time has been provided in that this Board notified the Glen Ridge Paper and the Star Ledger on November 8, 2022. Said notice was published in the Star Ledger on November 11, 2022 and the Glen Ridge Paper on November 17, 2022. 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 Ms. 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**

- Ridgewood Avenue Update - Dr. Michael Donovan
- District Update - Dirk Phillips

**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)**

Glen Ridge Board of Education Student Representative  
 Home & School Associations  
 Glen Ridge Association for Special Education (GRASE)  
 Glen Ridge Diversity and Inclusion Association (GRDIA)  
 Glen Ridge Educational Foundation (GREF)  
 Glen Ridge Athletic Association (GRAA)  
 Glen Ridge Arts Patrons Association (GRAPA)  
 Gas Lamp Players

### **BOARD GOALS (Quarterly)**

## **MINUTES**

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

Approve the Glen Ridge Board of Education minutes of the following meetings:  
 January 24, 2023                      Executive Session & Regular Meeting

## **ADMINISTRATION**

### **A-1 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 22-23 GRHS #7 and finds that HIB was not substantiated.

### **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 22-23 GRHS #8 and finds that HIB was not substantiated.

### **A-3 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 22-23 GRHS #9 and finds that HIB was not substantiated.

### **A-4 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-4)

**A. COVID-19 Policy Updates**

- P 1648.11 The Road Forward COVID-19 - Health and Safety (M) (Abolished)
- P 1648.13 School Employee Vaccination Requirements (M) (Abolished)

**B. Bylaw, Policy, and Regulation Updates**

- P 0152 Board Officers (Revised)
- P 0161 Call, Adjournment, and Cancellation (Revised)
- P 0162 Notice of Board Meetings (Revised)
- P & R 2423 Bilingual and ESL Education (M) (Revised)
- P & R 5200 Attendance (M) (Revised)
- P 8140 Student Enrollments (M) (Revised)
- R 8140 Enrollment Accounting (M) (Revised)
- P & R 8330 Student Records (M) (Revised)
- R 8420.2 Bomb Threats (M) (Revised)
- R 8420.7 Lockdown Procedures (M) (Revised)
- R 8420.10 Active Shooter (M) (Revised)

**A-5 Memorandum of Agreement and Collective Bargaining Agreement between the Glen Ridge Board of Education and the Glen Ridge Education Association**

Upon recommendation of the Superintendent, move to approve the Memorandum of Agreement and Collective Bargaining Agreement between the Glen Ridge Board of Education and the Glen Ridge Education Association for the period July 1, 2022 through June 30, 2025.

**PERSONNEL**

**P-1 Resignations/Retirements**

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

<b>Name</b>	<b>Position</b>	<b>Location</b>	<b>Resignation or Retirement</b>	<b>Effective Date</b>
Seljajdin Memish	Custodian	RAS	Resignation	2/24/23
Susan Chesnut	Permanent Substitute	Forest	Resignation	1/10/23

**P-2 Appointments**

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

<b>Name</b> <b>Location</b>	<b>Position</b> <b>Guide/Salary</b>	<b>Effective</b> <b>Date</b>	<b>End Date</b>	<b>Account #</b> <b>PCR#</b>	<b>Rationale</b>
Mikayla Kostyn Central	Leave Replacement Teacher \$300 per diem	2/13/23	6/30/23	11-120-100-101-00-00-01	Replacing #6263
Omari Quarmmie* District	Substitute Custodian \$15.00 per hour	2/13/23*	6/30/23	11-000-262-100-06-00-00	Substitute
Quincy Brown* District	Substitute Custodian \$15.00 per hour	2/13/23*	6/30/23	11-000-262-100-06-00-00	Substitute
Alexis Corchado District	Substitute Teacher \$125 per diem	2/13/23	6/30/23	11-120-100-101-01-01-00	Substitute
Christiane Mitzak District	Substitute Teacher \$125 per diem	2/13/23	6/30/23	11-120-100-101-01-01-00	Substitute
Scott Kochman* District	Substitute Custodian \$15.00 per hour	2/13/23*	6/30/23	11-000-262-100-06-00-00	Substitute
Javon Holston* District	Substitute Custodian \$15.00 per hour	2/13/23*	6/30/23	11-000-262-100-06-00-00	Substitute
Amir Mohammed* District	Substitute Custodian \$15.00 per hour	2/13/23*	6/30/23	11-000-262-100-06-00-00	Substitute

Bruce Tomo*	Substitute Custodian	2/13/23*	6/30/23	11-000-262-100-06-00-00	Substitute
District	\$15.00 per hour				
Odette Palmer*	Substitute Custodian	2/13/23*	6/30/23	11-000-262-100-06-00-00	Substitute
District	\$15.00 per hour				
Susan Chesnut	Substitute Teacher	2/21/23	6/30/23	11-120-100-101-00-00-02	Substitute
District	\$125 per diem				
Kyle Campbell	Full Time Custodian	2/22/23	6/30/23	11-000-262-100-06-00-00	Replacing #7120
RAS	Step 1 \$47,241				
Carlos Shepherd*	Part Time Custodian (.7)	3/1/23*	6/30/23	11-000-262-100-06-00-00	Replacing #7082
RAS	Step 1 \$33,068.70				

\*Pending State and District Approval

### **P-3 Coaches/Athletics, Co-Curricular/Club Advisors**

Upon the recommendation of the Superintendent, move to approve the appointment of the following for the 2022-2023 school year:

<b>Position</b>	<b>Name</b>	<b>Location</b>	<b>Guide</b>	<b>Step</b>	<b>Year</b>	<b>Amount</b>
MS Assistant Drama Director	Jessica Glover	GRHS	6	1	2	\$2,335.00
Assistant Boys Lacrosse Coach	Anthony Sicoli	GRHS	3	1	1	\$5,633.00
Chinese Club & Honor Society Advisor	ShiHong Zhang	GRHS	<b>6</b>	4	7	<b>\$2,964.00</b>
French Club & Honor Society Advisor	Jennifer Chiang	GRHS	<b>6</b>	5	10	<b>\$3,216.00</b>

Revisions in **Bold**

### **P-4 Leaves**

Upon recommendation of the Superintendent, move to approve the following:

- Child care leave of absence under Federal Family and Medical Leave Act (FMLA) and NJ Family Leave Act (NJFLA) for employee #6224 starting May 1, 2023 through May 31, 2023, returning June 1, 2023.
- Medical leave of absence under Federal Family and Medical Leave Act (FMLA) for employee #4999, utilizing 26 sick days starting February 24, 2023 through March 31, 2023, returning April 10, 2023.
- Medical leave of absence under Federal Family and Medical Leave Act (FMLA) for employee #5810, utilizing 12 sick days starting February 6, 2023 through February 23, 2023, returning February 24, 2023.
- Medical leave of absence under Federal Family and Medical Leave Act (FMLA) for employee #5257, utilizing 20 sick days starting February 6, 2023 through March 7, 2023, returning March 8, 2023.
- Medical leave of absence for employee #5289, utilizing 1 unpaid day on March 31, 2023.
- Revised** leave of absence under Federal Family and Medical Leave Act (FMLA) for employee #6263, utilizing **45** sick days starting **February 13, 2023** through April 25, 2023, followed by a child care leave of absence under NJ Family Leave Act (NJFLA), without pay starting April 26, 2023 through June 16, 2023, returning in the 2023/2024 school year.

### **P-5 Summer Boost Program**

Upon the recommendation of the Superintendent, move to approve the following staff for the 2023 Summer Boost Program:

<b>Name</b>	<b>Position</b>	<b>Amount</b>
Erica Schwerin	Lead Teacher	\$5,000.00

### **P-6 6th Period Assignments 2021-2022 (revised)**

Upon the recommendation of the Superintendent, move to approve the correction of amount of 6th Period assignment for the 2021-2022 school year:

<b>First Name</b>	<b>Last Name</b>	<b>School</b>	<b>Amount</b>
Kim	Waldron	FAS	<b>\$6,314</b>

**P-7 Rescind Resignations/Retirements**

Upon the recommendation of the Superintendent, rescind the following:

Name	Position	Location	Resignation or Retirement
Janet Dobbs	Teacher	GRHS	Rescind Retirement

**P-8 Overnight Chaperones**

Upon the recommendation of the Superintendent, move to approve the following list of overnight chaperones for \$171/night:

First Name	Last Name	Date	Trip	# of Nights
Kevin	George	2/23/23-2/26/23	Model UN to Philadelphia	3 nights
Gregory	Pavliv	2/23/23-2/26/23	Model UN to Philadelphia	3 nights
Corina	Drozowski	2/23/23-2/26/23	Model UN to Philadelphia	3 nights

**P-9 6th Period and Extra Duty Assignments 2022-2023**

Upon the recommendation of the Superintendent, move to approve the 6th Period and Extra Duty assignments for the 2022-2023 school year:

First Name	Last Name	School	Amount	Type	Effective
David	Majewski	GRHS	\$31.57 per day	6th Period	2/8/23-3/7/23
Sandra	Gatsch	GRHS	\$31.57 per day	6th Period	2/21/23-3/31/23
Kristopher	Zaragoza	GRHS	\$31.57 per day	6th Period	2/21/23-3/31/23
Sandra	Gatsch	GRHS	\$15.78 per day	Extra Duty	2/21/23-3/31/23
Kristopher	Zaragoza	GRHS	\$15.78 per day	Extra Duty	2/21/23-3/31/23

**P-10 Evening Event for the 2022-2023 School Year**

Upon the recommendation of the Superintendent, move to approve the following staff to attend evening events:

- a. Oksana Rusynko, attendee at the Financial Aid Night on October 19, 2022 at a rate of \$50.

- b. Attendees at the Admission Game Presentation on December 6, 2022 at a rate of \$50:

Lindsey Deptula	Lawrence Rothweiler
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- c. Chaperones at the 8th Grade Dance on January 20, 2023 at a rate of \$50:

Meredith Batastini	Lauren Foley	Jenelle Hamer
Janet Dobbs	Rosemary Gonzalo	Yan Wang

- d. Heather Kobylinski, attendee at the 8th Grade Parent Night on February 9, 2023 at a rate of \$50.

- e. Chaperones at the Middle School Student Council Activity Night on March 3, 2023 at a rate of \$50:

Nicholas Benevento	Rosemary Gonzalo	Felicia Nardiello
Corina Drozowski	Jenelle Hamer	Caitlin Reilly
Smita Ganatra	Jennifer Koprucki	Yan Wang

**P-11 Staff Presenters**

Upon the recommendation of the Superintendent, move to approve the following staff for presenting for the following events:

Name	School	Event	Amount	Date
Alex Hsieh	GRHS	GRHS Lunar New Year Event	\$100.00	2/2/23
Yan Wang	GRHS	GRHS Lunar New Year Event	\$100.00	2/2/23
Sean Fitzpatrick	GRHS	8th Grade Parent Night	\$100.00	2/9/23
Jill Landgraber	GRHS	8th Grade Parent Night	\$100.00	2/9/23
Lawrence Rothweiler	GRHS	8th Grade Parent Night	\$100.00	2/9/23
Oksana Rusynko	GRHS	8th Grade Parent Night	\$100.00	2/9/23

**P-12 Revised Contracts for 2022-2023**

Upon the recommendation of the Superintendent, approve the revised contracts of the following personnel for the 2022-2023 school year: (Exhibit P-12)

- Tenured/Non-Tenured Certificated Staff

- Secretarial Staff
- Custodians/Maintenance/Bus Driver
- Paraprofessionals

## CURRICULUM

### C-1 Field Trips

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

Students	Field Trip	Location	Date(s)	Exhibit
a. GRHS Community Service Club (Gr. 9-12)	Newark Soup Kitchen	Newark, NJ	2/28/23	C-1.a
b. GRHS Marching Band (Gr. 8-12)	Ireland's St. Patrick's Day Parade	Killarney and Limerick, Ireland	3/15/23-3/20/23	C-1.b
c. Gr. 7-8 Band & Choir	Six Flags-Music in the Parks Adjudication	Jackson, NJ	5/5/23	C-1.c
d. Engineering/Car Club (Gr. 9-12)	NY Auto Show at the Javits Convention Center	New York, NY	4/11/23 (rain date 4/13/23)	C-1.d

## BUSINESS

### B-1 Financial Reports

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

- Approve the Bills and Claims as per attached list, in the amount of **\$1,084,238.75** and further move that the following bills drawn on the current account in the total amount of **\$5,061,458.79** 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.
- Approve transfers for the month of **January 2023** as presented and on file in the Board Office. (Exhibit B-1.b)
- Approve reports of the Secretary and Treasurer for the period ending **January 31, 2023**. 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)
- Approval of the Open Purchase Order Report, as per attached, in the amount of **\$226,251.36** for school year 2022-2023.
- Student activity account bills list as follows:

School	January 2023
Glen Ridge High School	\$14,039.67
Glen Ridge High School Athletics	\$5,732.00
Ridgewood Avenue School	\$0
Forest Avenue School	\$294.00
Linden Avenue School	\$0

### B-2 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. Dirk Phillips, Superintendent	Legal One: Preparing Equity Plan	2/9/23	Virtual	\$150
b. Charlene Reilly, Nurse	NJSSNA Spring Conference	3/25/23	Princeton, NJ	\$199
c. Robert Hill, Athletic Director	DAANJ Conference	3/14/23-3/17/23	Atlantic City, NJ	Reg: \$400.00 Est. Travel: \$520.90
d. Maria Dessipris, Teacher	AATSP Annual Conference - "New Horizons for Communication and Culture"	6/26/23-6/29/23	Salamanca, Spain	\$215

e. Gabrielle Marks, Supervisor of Intervention Programs	Legal One - Legally Compliant IEPs	3/8/23	Monroe, NJ	Reg: \$150.00 Est. Travel: \$38.54
f. Jill Szalony, CST	NJ Applied Behavior Analysis (NJABA) Annual Conference	3/3/23	Somerset, NJ	Reg: \$150.00 Est. Travel: \$25.97

### **B-3 Change Orders**

Upon the recommendation of the Superintendent, move to approve the following change orders:

<b>Contractor</b>	<b>Change Order #</b>	<b>Project</b>	<b>Rationale</b>	<b>Amount</b>
a. VMG Group	#1	Roof Replacement at Ridgewood Avenue School	New soffit framing	\$6,936.06
b. VMG Group	#2	Roof Replacement at Ridgewood Avenue School	Electrical Conduits and wire replacement	\$2,280.00
c. Laumar Roofing Co., Inc.	#4	Ridgewood Avenue School Select Roof Replacement	Credit for unused General Allowance	-\$28,667.20

### **B-4 Transportation Agreements with Sussex County Regional Transportation Cooperative**

Upon the recommendation of the Superintendent, move to approve the following transportation services agreements between the Sussex County Regional Transportation Cooperative and the Glen Ridge Board of Education for the 2023-2024 school year:

- Special Education Transportation (4% administrative fees)
- Public/Private School (2% administrative fees)
- Athletic and Field Trip Transportation (4% administrative fees)

### **B-5 Client Services Agreement**

Upon the recommendation of the Superintendent, move to approve a Client Services Agreement with ProCare Therapy, d/b/a New Direction Solutions, LLC to hire personnel as needed for the 2022-2023 school year.

### **B-6 Special Education Medicaid Initiative (SEMI) Waiver**

Upon the recommendation of the Superintendent, move to approve the submission of a waiver for the requirement to maximize Special Education Medicaid Initiative (SEMI) participation for the 2023-2024 school year.

### **B-7 Tuition Rates for the 2023-2024 School Year**

Upon the recommendation of the Superintendent, move to approve the tuition rates for the 2023-2024 school year as listed below:

<b>Pre-K – Resident*</b>	
<b>½ Day</b> (until 12:30)	\$6,890
<b>Full Day</b>	\$9,842
<b>Pre-K – Non-Resident</b>	
<b>½ Day</b> (until 12:30)	\$10,866
<b>Full Day</b>	\$15,524
<b>Preschool Disabled - Non-Resident</b>	\$18,273
<b>Autism Program</b>	\$31,101
<b>Learning/Language Disability</b>	\$25,961
<b>Kindergarten</b>	\$15,524
<b>Grades 1 through 5</b>	\$15,076
<b>Grades 6 through 8</b>	\$16,394
<b>Grades 9 through 12</b>	\$17,644
<b>HS Activity Fee</b>	\$300
<b>Family Cap</b>	\$550

\*A 10% discount will be applied to the second Pre-K child and each additional child's tuition during the same school year (e.g. twins, triplets).

**B-8 Authorization for Parette Somjen Architects to Submit Grant Documentation**

RESOLVED, upon the recommendation of the Superintendent, that the Glen Ridge Public School District, in the County of Essex, New Jersey authorizes Parette Somjen Architects to submit all necessary plans and paperwork to the Department of Education concerning the

**High School Cafeteria HVAC Upgrade**

to serve as an application to the Office of School Facilities and an amendment to the District's Long Range Facility Plan; and

BE IT FURTHER RESOLVED, this project shall be a "Regular Operating District Grant" project and the Board of Education is seeking State funding but will fund the remaining portion of the Project through the District's Capital Reserve Account.

**B-9 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. Silvergate Prep	Bedside Instruction	Started 1/31/23	\$55/hour	23075

**B-10 Donations**

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

<b>Donor</b>	<b>Item(s)</b>	<b>Value</b>	<b>Installation Included?</b>	<b>Exhibit</b>
a. Carol Kindler	Items for the GRHS Marching Band and Music Program: Student Model Cello Soft bag case Black metal music stand	Estimated: \$1,000 \$100 \$100	n/a	B-10.a
b. Beth and Gerald Lloyd-Thomas	Items for the GRHS Marching Band and Music Program: ¾-size Double Bass Bow Mooradian case Double bass stand	Estimated: \$3,500 \$450 \$550 \$100	n/a	B-10.b

**PUBLIC COMMENT****ADJOURNMENT**