

**Clinton-Glen Gardner Board of Education****BUSINESS SESSION MINUTES**

March 16, 2021  
CPS All purpose room 7:00pm

The Clinton-Glen Gardner School District is a community who values traditions. Our MISSION is to nurture and cultivate each child to be a compassionate, curious, and creative thinker, entrusted and empowered to build and lead the future.

**Adopted 3/2016**

**Opening Statement:**

Brendan McIsaac called the meeting together at 7:01 pm by announcing this meeting is held in compliance with the New Jersey Open Public Meetings Law. The Clinton-Glen Gardner Board of Education has given the public adequate notice by having the date, time, and place of the meeting published in the Hunterdon County Democrat and Hunterdon Review, and by having duly posted the same information in the Board Office, the school bulletin board, the faculty room and the Town Hall.

**ROLL CALL:** Present: Mr. Brendan McIsaac, Mrs. Lorraine Linfante and Mrs. Meghan Moore,  
Mr. Carl Sabatino, Mr. Craig Sowell  
Also Present: Dr. Seth Cohen, Superintendent/Principal  
Mrs. Bernadette Wang, Business Administrator/Board Secretary

**Monthly School Data:**

- A. Enrollment Data Report (Attachment #1)**
- B. Student Suspensions:**
  - 1. In-School Suspensions:
  - 2. Out-of-School Suspensions:
- C. School Nurse's Report (Attachment #2)**
- D. Violence and Vandalism (EVVRS Data), HIB 0 investigation 0 confirmed**
- E. Fire Drill and Bus Evacuation Drill Report (Attachment**

**RESOLUTION 2020-2021: 88**

**ACCEPT SCHOOL DATA REPORTS**

Mrs Linfante moved, seconded by Mr. Sabatino, and passed unanimously by a roll call vote, 5-0, to accept the aforementioned monthly school data report, items 4A-E

## **Superintendent/Principal's Report**

Dr Cohen reported to the Board regarding:

- Thanks to all for helping getting the grades back in on campus
- Drop off, can drop at walkers path, encourage children to exit on passengers side
- Excited 5,6,7 coming in next week, grade 1 the following week
- Updated snack list is coming
- Tent delivery coming tomorrow, 3 10x20 set will allow music lessons outside
- Basketball wrapped up, great time by all
- Spring sport sign ups coming

## **Student Representative Report NONE**

## **Clinton Education Association Report**

- Mrs Hedden reports on happenings around the school including Annie Jr production to be presented on demand, info to come and also updated the Board on each grade levels lessons and happenings.

## **Assistant Principal- Curriculum Coordinator Report**

Mrs. Turner presented re:

- Data collection ELA Math and Science K-8 to determine if children are on track. Will provide benchmark to State

## **Special Services Report**

- Dr. Kastner presents regarding review of progress reports and status of Special Services
- Dr Cohen adds regarding call with Congressman re: vaccines and State testing. If virtual learning will continue those answers will be needed to meet requirements and satisfy staffing needs and effectively plan.
- Summer program/Summer enrichment - Depends on staffing ability to determine enrollment
- HVAC upgrade over Spring Break

## **PUBLIC COMMENT:**

- Alexis Levers, Clinton parent via email, re: school's subscriptions to educational websites and resource

**RESOLUTION 2020-2021: 89**

**APPROVE PERSONNEL ITEMS A-E**

Mr. Sowell moved, seconded by Mr. Sabatino, and passed unanimously by a roll call vote, 5-0, to approve motions for **PERSONNEL ITEMS A-E** for the 2020-2021 school year.

**A. Retirement**

**Motion:** To approve with gratitude and best wishes the retirement of Barbara Smith Attachment #4

**Motion:** To approve with gratitude and best wishes the retirement of Maria Buniva Attachment #5

**B. Sub Custodian NONE**

**Motion:** To approve the following staff members for 2020-2021 substitute custodian roster

Position	Name	Rate/Salary

**C. Staff Approval**

**Motion:** To approve the following staff member for the listed position for the 2020-2021 school year:

Position	Name	Rate/Salary	Effective	Att.
Substitute Teacher	Aimee Wolsko	\$95.00 per diem	3/16/2021 pending completion of paperwork	
Substitute Teacher	Morgan Reiner	\$95.00 per diem	2020-2021 school year substitute list	

**D. RUTGERS STUDENT OBSERVATION**

**Motion:** To approve the following Rutgers student to complete 4 hours classroom observation and 4 hours volunteering with students :

Position	Name	Rate/Salary	Effective	Att.
Rutgers Observe	Mary Ann Gallaway	N/A	3/16/21-3/27/2 1	5A

**E. SUBSTITUTE NURSE RATE INCREASE**

<i>Motion: To approve the hourly rate for the listed position effective 4/1/2021:</i>		
<b>Position</b>	<b>Rate</b>	<b>Effective Date</b>
Substitute Nurse	\$200 per diem	4/1/2021

**Curriculum, Instruction, Assessment, & Technology NONE**

**A. Professional Development**

**RESOLUTION 2020-2021: 90**

**APPROVE PROFESSIONAL DEVELOPMENT**

Mr. Sabatino moved, seconded by Mrs Linfante and passed by roll call vote, 5-0, to approve the following requests for professional development and travel related mileage in accordance with NJAC 18A: 11-12:

<b>Program Name</b>	<b>Date</b>	<b># Employees</b>	<b>Event Cost</b>	<b>Substitute Pay</b>	<b>Total Cost</b>
Assessing Student Learning at Home or in School Using Explanation and Argument	3/16/2021 and 3/23/2021	Kate Lascelle	\$75	0	\$75

**Field Trips NONE**

**9. Policy and Regulations**

**RESOLUTION 2020-2021: 91**

**APPROVE POLICIES**

Mr. Sabatino moved, seconded by Mrs Linfante and passed by roll call vote, 5-0, to approve the listed First and/or Second Readings and Adopt or Repeal the Policies and Bylaws with Second Readings (summaries attached):

<b>Policy #</b>	<b>Title</b>	<b>Action</b>	<b>Att. #</b>
<b>P0145</b>	<b>Board Member Resignation and Removal (M) (Revised)</b> Bylaw Guide 0145 addresses when a Board member must resign, must be removed, or may be removed from the Board in accordance with New Jersey statute. N.J.S.A. 18A:12-3 indicates “any member who fails to attend three consecutive meetings of the Board without good cause may be removed....” The existing statute does not specify whether “meetings” means “any Board meeting” or “regular Board	<b>2nd Reading</b>	<b>6B</b>

	<p>meeting”. Therefore, Strauss Esmay’s Bylaw Guide provided a Board an option to choose “regular” to precede “meetings”. Most Boards select the “regular meeting” option in their Bylaw to provide a Board member an accommodation while going through medical, professional, or personal issues. However, a recent New Jersey Commissioner of Education decision held a “Board properly removed a Board member pursuant to N.J.S.A. 18A:12-3 based on his failure to attend more than three consecutive meetings of the Board.” The decision further explained N.J.S.A. 18A:12-3 “does not limit missed meetings to regular meetings, and the Board’s policy that has the option of “regular meetings” cannot override the authority afforded to it by the statute.” (<i>Antoine v. BOE Borough of Roselle, Union County</i>, DKT. 218-8/18, Commissioner of Education, 2 March 2020).</p> <p>Therefore, Strauss Esmay has revised Bylaw Guide 0145 to remove the option provided to a Board to only count “regular” Board meetings when attempting to remove a Board member for missing three consecutive meetings in accordance with N.J.S.A. 18A:12-3. In order to remove a Board member, the Commissioner’s decision, statute, and Bylaw 0145 still require the missed meetings must be “without good cause.”</p> <p>It is also important for a Board to note the ALJ in this matter stated “N.J.S.A. 18A:12-3 provides that a Board of Education is authorized to act if a Board Member fails to attend three consecutive meetings of the Board, without any limitation regarding the meeting’s designation as a “special,” “regular,” or “workshop” meeting.” This interpretation broadens a Board’s authority to remove a Board member who misses three consecutive meetings without good cause. In addition, the revised Bylaw Guide indicates a Board member will be provided at least forty-eight hours’ notice in advance of the meeting in which a vote is to be taken to remove the member. Bylaw Guide 0145 is mandated.</p> <p><b>Bylaw Guide 0145 is MANDATED</b></p>		
<p><b>R1642</b></p>	<p><b>Earned Sick Leave Law (M) (Revised)</b>                  New Jersey’s Earned Sick Leave Law (Act), N.J.S.A. 34:11D-1 et seq., requires all New Jersey employers to provide employees one hour of sick leave for every thirty hours worked. In accordance with P.L.</p>	<p><b>2nd Reading</b></p>	<p><b>6C</b></p>

2020, c. 17, which revised N.J.S.A. 34:11D-3 and created N.J.S.A. 34:11D-12 and 34:11D-13, Strauss Esmay has updated Regulation Guide 1642 to incorporate the pertinent amendments to N.J.S.A. 34:11D-1 et seq. The revisions to the statutes do not require any update to Policy Guide 1642.

Section C.1.d. of the Regulation Guide has been updated to address the statute's revised and new language expanding the use of accrued sick leave for additional reasons. The revisions in the statute are as follows with the revisions italicized:

(1) A closure of the employee's workplace, or the school or place of care of a child of an employee, by order of a public official or because of a state of emergency declared by the Governor of New Jersey, due to an epidemic or other public health emergency;

(2) The declaration of a state of emergency by the Governor of New Jersey, or the issuance by a health care provider or the New Jersey Commissioner of Health or other public health authority of a determination that the presence in the community of the employee, or a member of the employee's family in need of care by the employee, would jeopardize the health of others;

(3) During a state of emergency declared by the Governor of New Jersey, or upon the recommendation, direction, or order of a healthcare provider or the New Jersey Commissioner of Health or other authorized public official, the employee undergoes isolation or quarantine, or cares for a family member in quarantine, as a result of suspected exposure to a communicable disease and a finding by the provider or authority that the presence in the community of the employee or family member would jeopardize the health of others...

Regulation Guide 1642 has also been updated to address the newly created statute N.J.S.A. 34:11D-12. N.J.S.A. 34:11D-12 prohibits districts from terminating or penalizing an employee for using earned sick leave in relation to a public health emergency or state of emergency declared by the Governor of New Jersey.

	<p>The provisions of the Earned Sick Leave Law, including the reasons why an employee may take sick leave, do not affect school district employees that earn sick leave under N.J.S.A. 18A:30-2. Employees receiving sick leave under N.J.S.A. 18A:30-2 may only take sick time for the reasons outlined in N.J.S.A. 18A:30-2 and not for all the reasons in the Earned Sick Leave Law.</p> <p>Regulation Guide 1642 has several options that are significant in the implementation of the law and are not affected by this recent legislative change. Therefore, a school district should select the same options selected in their current Regulation as Strauss Esmay provided a detailed explanation of recommended options when this Regulation Guide was initially provided to school districts in March 2019; which is still available for download from Strauss Esmay’s website under the “Policy Alerts” tab, “Other Downloads”, listed as 1642 Policy – Sample Blanks and Options; and 1642 Regulation – Sample Blanks and Options.</p> <p>The Earned Sick Leave Law does not mandate a Board of Education adopt a Board Policy and Regulation. However, compliance with the law is mandated and based on the complexity of the law and its level of importance to school district operations, this Regulation Guide is mandated and must be adopted by the Board.</p> <p><b>Regulation Guide 1642 is MANDATED</b></p>		
<p><b>P1643(N)</b>  <b>P3431.1(A)</b>  <b>P4431.1(A)</b>  <b>P3431.3(A)</b>  <b>P4431.3(A)</b></p>	<p><b>Family Leave (M) (New)</b>  <b>P 3431.1, 4431.1, 3431.3, and 4431.3 (Abolished)</b>                  Strauss Esmay receives many questions regarding the rules and implementation of the Federal and State family leave laws. Understanding and implementing the provisions of the Federal and State law is very complicated. In an attempt to assist school districts, Strauss Esmay has consolidated Policy Guides 3431.1 and 4431.1 – Family Leave [Federal Family and Medical Leave Act (FMLA)] and Policy Guides 3431.3 and 4431.3 – New Jersey’s Family Leave Insurance Program [New Jersey Family Leave Act (NJFLA)] and</p>	<p><b>2nd Reading</b></p>	<p><b>6D</b></p>

	<p>under one new Policy Guide 1643 – Family Leave.</p> <p>There have been several revisions to the NJFLA that have been incorporated into the consolidated Policy Guide 1643 and these revisions are summarized below:</p> <p>Revisions to the New Jersey Statutes Concerning NJFLA and Policy Guide 1643</p> <ol style="list-style-type: none"> <li>1. N.J.S.A. 34:11B-3 has recently been revised on three separate occasions. <ol style="list-style-type: none"> <li>a. The first revision to N.J.S.A. 34:11B-3 was approved on February 2, 2019 as a part of P.L. 2019, c. 37. The revision expanded the use of “family leave” to include the placement of a “foster child” to a “foster parent” and leave for “a child born pursuant to a valid written agreement between the employee and a gestational carrier.” The definition of “family member” has been expanded to include additional relatives and “any other individual that the employee shows to have a close association with the employee which is the equivalent of a family relationship.”</li> <li>b. The second revision to N.J.S.A. 34:11B-3 was approved on March 25, 2020 as a part of P.L. 2020, c. 17. This revision was subsequently repealed by the third revision explained below.</li> <li>c. The third revision to N.J.S.A. 34:11B-3 was approved on April 14, 2020 as a part of P.L. 2020, c. 23. This revision expanded the definition of “family leave” by creating a new qualifying reason for NJFLA leave related to a state of emergency declared in response to an epidemic of a communicable disease. There was also an added definition for “health care provider”.</li> </ol> </li> <li>2. N.J.S.A. 34:11B-4 has recently been revised on three separate occasions. <ol style="list-style-type: none"> <li>a. The first revision to N.J.S.A. 34:11B-4 was approved on February 2, 2019 as a part of P.L. 2019, c. 37. N.J.S.A. 34:11B-4’s provisions revised the requirements of intermittent NJFLA leave taken for the birth of a child of a staff member, including a child born pursuant to a valid written agreement between a staff member and a gestational carrier or the placement of a child into foster care with a staff member or in connection with adoption of such child by a staff member. The revision to the statute removed the requirement that the employer must agree to the employee’s use of intermittent NJFLA leave. The revised statute now references N.J.S.A. 43:21-39.2 and</li> </ol> </li> </ol>		
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	<p>N.J.S.A. 43:21-39.3 for the rules regarding an employee’s use of intermittent NJFLA leave. N.J.S.A. 43:21-39.2 and N.J.S.A. 43:21-39.3 do not require the employer’s approval for the employee to use intermittent NJFLA leave.</p> <p>b. The second revision to N.J.S.A. 34:11B-4 was approved on March 25, 2020 as a part of P.L. 2020, c. 17. This revision added language regarding NJFLA leave being taken in connection with quarantine or isolation due to a state of emergency being declared related to an epidemic of a communicable disease. An employee who may be denied NJFLA as per Section A.6.a.(1) of Policy Guide 1643 may not be denied NJFLA leave for this purpose.</p> <p>c. The third revision to N.J.S.A. 34:11B-4 was approved on April 14, 2020 as a part of P.L. 2020, c. 23. This revision requires the employee to provide certification to the Board for NJFLA leave being taken due to a state of emergency being declared related to an epidemic of a communicable disease.</p> <p>3. N.J.S.A. 34:11B-5 was approved on February 2, 2019 as a part of P.L. 2019, c. 37. The statute was revised to increase the time period reduced leave may be taken from “twenty-four consecutive weeks” to “twelve consecutive months”. The revised statute removed language that required the employer to agree to the employee’s use of reduced NJFLA leave. The statute now references N.J.S.A. 43:21-39.3 which provides the rules regarding an employee’s use of intermittent NJFLA leave.</p> <p>4. N.J.S.A. 43:21-39.3 was approved on February 2, 2019 as a part of P.L. 2019, c.37. The statute was revised to reflect the changes made in N.J.S.A. 34:11B-4 and 34:11B-5. The revision added language outlining general requirements for the use of intermittent NJFLA leave for the birth of a child of a staff member, including a child born pursuant to a valid written agreement between a staff member and a gestational carrier or the placement of a child into foster care with a staff member or in connection with adoption of such child by a staff member.</p> <p>The New Jersey Administrative Code which outlines “Rules Pertaining to the Family Leave Act”, N.J.A.C. 13:14-1 et seq., has not yet been updated to reflect the revisions to the statutes discussed above even though these provisions are currently in effect. Therefore, Strauss Esmay did not include any current administrative code provisions that</p>	
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	<p>are inconsistent with the new statutory provisions presented above. Policy Guide 1643 will be revised if any relevant administrative code provisions are adopted.</p> <p>Revisions to FMLA and NJFLA in relation to the COVID-19 Pandemic</p> <p>Strauss Esmay has included the revisions made to the NJFLA addressing the new communicable disease provisions in Policy Guide 1643 as these provisions are permanent and do not have an expiration date. However, Strauss Esmay has not included any revisions made to the FMLA that were addressed in the Federal Families First Coronavirus Response Act (FFCRA) because the FFCRA expired on December 31, 2020.</p> <p>In January 2021, the FFCRA was replaced by the Consolidated Appropriation Act 2021 (CAA), which does not require employers to extend Federal family leave or provide emergency paid sick leave to employees for the COVID-19 related reasons permitted in the FFCRA. The CAA provides tax credits to employers that provide the FFCRA leave time entitlements to employees, but the CAA did not provide any such provisions to assist public employers. However, a public employer may voluntarily extend the FFCRA leave time entitlements to employees without any financial assistance.</p> <p>Policy Guide 1643 does not include provisions regarding the FFCRA leave entitlements. A school district that chooses to extend the FFCRA leave entitlements beyond December 31, 2020 may use the provisions included in Policy Guide 1649 - Federal Families First Coronavirus Response Act. Strauss Esmay will be recommending Policy Guide 1649 be abolished in the next Policy Alert as the Policy Guide is based on the Federal Act which expired on December 31, 2020. In the event the FFCRA is extended Strauss Esmay will update the Policy Guide and notify school districts accordingly.</p> <p>School districts should be aware the NJFLA now provides employees with leave entitlements for reasons related to a state of emergency because of communicable disease.</p> <p>Permissive to Decisive Language</p> <p>The FMLA and the NJFLA have permissive language including such terms or phrases as the Board or employee “may” or “has the option” to do, or not do, a particular act. Including this permissive language in this Policy Guide may create the potential for a Board to apply the</p>		
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requirements of the law inconsistently. Strauss Esmay revised the permissive language to decisive language such as “shall”, “must”, or “require”. In addition, these revisions address practices that are universally accepted and implemented by school districts. The following list is a complete outline of all the places in the new consolidated Policy Guide 1643 where Strauss Esmay has made the above described revisions. These revisions are Strauss Esmay’s recommendations; however, the Board may revise these recommendations if desired.

1. Section A.3.a. – The NJFLA indicates the leave may be with or without pay. This section of Policy Guide 1643 indicates NJFLA leave shall be without pay.
2. Section A.4.a. – The NJFLA indicates an employee may be required to provide written notice to a Board requesting such leave. Policy Guide 1643 requires an employee to provide written notice to the Board requesting such leave.
3. Section A.5.a. – The NJFLA indicates the Board may require an employee to sign a form of certification established by the Board attesting that such employee is taking NJFLA leave for the reason they have stated. Policy Guide 1643 requires an employee to sign a form of certification established by the Board attesting that such employee is taking NJFLA leave for the reason they have stated.
4. Section B.4.b.(1)(a)(ii) – The FMLA makes it optional for an employer to require an employee to provide medical certification supporting their request to use FMLA leave. Policy Guide 1643 requires the employee to submit medical certification supporting their request to use FMLA leave.
5. Section B.5.a.(5) – The FMLA indicates an employee, upon request from the Board, shall “advise the Board of the reasons why the intermittent/reduced FMLA schedule is necessary and of the schedule for treatment, if applicable.” Policy Guide 1643 indicates the employee shall “advise the Board of the reasons why the intermittent/reduced FMLA schedule is necessary and of the schedule for treatment, if applicable.”
6. Section B.10.d.(1) – The FMLA indicates the Board “may require all similarly-situated staff members to...” submit a fitness for duty certification to return to work. Policy Guide 1643 states the Board “shall require all similarly-situated staff members to...” submit

the fitness for duty certification.

#### Employer Notice Requirement

The NJFLA and FMLA require a school district to provide staff members with notice of their rights under each family leave law. Sections A.8.b. and B.11.a.(3) of Policy Guide 1643 indicate Policy Guide 1643 satisfies the Board's notice requirement to staff members. Strauss Esmay recommends a school district post Policy Guide 1643 on the school district website and provide a hard copy or an electronic copy to each staff member annually prior to the beginning of the school year and/or upon an employee's initial employment in the district during the school year.

#### Policy Guides 3431.3 and 4431.3 - New Jersey's Family Leave Insurance Program (NJFLI)

Strauss Esmay has included the required policy language for the NJFLI Program in Section A.10. of Policy Guide 1643. After careful review and consideration, Strauss Esmay is recommending Policy Guides 3431.3 and 4431.3 be abolished as the information relative to the NJFLI Program is included in the new Policy Guide 1643. Providing a copy of Policy Guide 1643 to an employee shall also serve to satisfy the Board's notice requirement to employees regarding the NJFLI.

As Policy Guide 1643 consolidates Policy Guides 3431.1, 4431.1, 3431.3, and 4431.3 into one document, these Guides should be abolished with one motion at a public Board meeting. Policy Guide 1643 is mandated.

**Policy Guide 1643 is MANDATED**

**Policy Guides 3431.1, 4431.1, 3431.3, and 4431.3 should be ABOLISHED**

#### Frequently Asked Questions Regarding NJFLA and FMLA

*Due to the complexity of both the NJFLA and FMLA, Strauss Esmay has included a Frequently Asked Questions (FAQ) document. These questions and answers provide practical examples of situations that often arise and the appropriate way to address those situations. Strauss Esmay is always available by telephone or email to discuss*

	<i>any specific issues regarding NJFLA, FMLA, or other policy and regulation questions.</i>		
<b>P&amp;R 5330.01</b>	<p><b>Administration of Medical Cannabis (M) (Revised)</b></p> <p>N.J.S.A. 18A:40-12.22 requires school districts to develop a policy authorizing parents, guardians, and primary caregivers to assist a student in the medical administration of cannabis while on school grounds, aboard a school bus, or attending a school-sponsored event. N.J.S.A. 18A:40-12.22 was recently revised along with N.J.S.A. 24:6I-1 et seq. The primary revision was a change in terminology from “marijuana” to “cannabis”. There were several other revisions to the statutes including the addition of definitions for “Commission”, “designated caregiver”, “health care practitioner”, and “registration with the Commission”. Policy and Regulation Guides 5330.01 have been revised to address the updated terminology and new definitions. There were no changes to the required procedure outlined in N.J.S.A. 18A:40-12.22.</p> <p>N.J.S.A. 18A:40-12.22 requires school districts adopt a Policy permitting the administration of medical cannabis on school grounds, aboard a school bus, or at a school-sponsored event. Policy and Regulation Guides 5330.01 are mandated and both must be adopted by the Board.</p> <p><b>Policy Guide 5330.01 is MANDATED</b>  <b>Regulation Guide 5330.01 is MANDATED</b></p>	<b>2nd Reading</b>	<b>6E</b>
<b>P&amp;R 7425</b>	<p><b>(P)Lead Testing of Water in Schools (M) (Revised)</b>  <b>(R)Lead Testing of Water in Schools (M) (New)</b></p> <p>Policy Guide 7425 has been revised to reflect the recent changes in N.J.A.C. 6A:26-12.4 which require school districts to test for lead in the water outlets in school facilities. All school districts are required to test drinking water outlets in the designated Statewide testing year, which will be every third school year beginning with the 2021-2022 school year. This is a significant change from the previous administrative code which required lead screenings every six years after the initial screening. In addition, the school district is now required to review the final laboratory results within seventy-two hours upon receipt. Strauss Esmay developed a new Regulation Guide 7425. The revised administrative code outlines the procedures the school district must follow in regard to the lead testing schedule,</p>	<b>2nd Reading</b>	<b>6F</b>

	<p>laboratory results and analysis, the school district's exemption from testing requirements, and school district reimbursement which is detailed in N.J.A.C. 6A:26-12.4. Policy and Regulation Guides 7425 are mandated and must be adopted by the Board.</p> <p><b>Policy Guide 7425 is MANDATED</b>  <b>Regulation Guide 7425 is MANDATED</b></p>		
<b>P&amp;R 7430</b>	<p><b>School Safety (M) (Abolished)</b>  Policy and Regulation Guides 7430 – School Safety are no longer required as the legal requirements in Policy and Regulation Guides 7430 are addressed in the following list of existing Policy and Regulation Guides:  P 2431 – Athletic Competition  R 2431.1 – Emergency Procedures for Sports and Other Athletic Activity  P 7432 – Eye Protection  P 7420 – Hygienic Management  P 7440 – School District Safety  P 8420 – Emergency and Crisis Situations  Policy and Regulation Guides 7430 are no longer necessary and should be abolished with one motion at a public Board meeting.</p> <p><b>Policy Guide 7430 is ABOLISHED</b>  <b>Regulation Guide 7430 is ABOLISHED</b></p>	<b>2nd Reading Abolished</b>	
<b>P2415</b>	<p><b>Every Student Succeeds Act (M) (Revised)</b>  Policy Guide 2415 included the general provisions of NCLB and has been updated to list the general provisions of the ESSA. The revised Policy Guide provides some general updates and removes listing all the individual Title programs as this list is not required to be included in a Policy Guide. The revised Policy Guide also updates the Academic Standards, Academic Assessments, and Accountability section as the ESSA now requires each State to develop its own accountability system to be included in a State Plan that must be approved by the United States Department of Education (USDOE). The NJDOE waiver language in the current Policy that permitted the State to receive waivers from the USDOE on certain NCLB requirements has also been removed from the Policy Guide as it is no longer applicable. Policy Guide 2415 is mandated for school districts that receive Federal Funds.</p>	<b>2nd Reading</b>	<b>6G</b>

	<b>Policy Guide 2415 is MANDATED</b>		
<b>P2415.01</b>	<p><b>Academic Standards, Academic Assessments, and Accountability (M) (Abolished)</b></p> <p>NCLB included specific accountability requirements for schools to meet adequate yearly progress (AYP) and specific mandated corrective actions for a school that did not meet AYP. The ESSA eliminates these requirements and permits States to develop their own accountability system to be included in the State's Plan that must be submitted and approved by the USDOE. New Jersey's accountability system has been approved by the USDOE and incorporated by reference in Policy Guide 2415. Therefore, the accountability requirements of NCLB are no longer applicable and this Policy Guide should be abolished with one motion at a public Board meeting.</p> <p><b>Policy Guide 2415.01 is ABOLISHED</b></p>	<b>2nd Reading Abolished</b>	
<b>P2415.02</b>	<p><b>Title I – Fiscal Responsibilities (M) (Revised)</b></p> <p>Policy Guide 2415.02 has been revised to provide an additional section, "Supplement, Not Supplant." Policy Guide 2415.02 is mandated for a school district that receives Title I funds.</p> <p><b>Policy Guide 2415.02 is MANDATED</b></p>	<b>2nd Reading</b>	<b>6H</b>
<b>P2415.03</b>	<p><b>Highly Qualified Teachers (M) (Abolished)</b></p> <p>ESSA no longer requires teachers meet the "highly qualified teacher" definition in the NCLB Act. New Jersey's teacher certification requirements satisfy the teacher certification requirements of ESSA. In addition, the other NCLB provisions included in Policy Guide 2415.03 are no longer applicable. This Policy Guide should be abolished with one motion at a public Board meeting.</p> <p><b>Policy Guide 2415.03 is ABOLISHED</b></p>	<b>2nd Reading Abolished</b>	
<b>P2415.05</b>	<p><b>Student Surveys, Analysis, and/or Evaluations (M) (Revised)</b></p> <p>Policy Guide 2415.05 addresses the issue of a school district obtaining the written consent from parents for their child to participate in a survey, analysis, or evaluation funded in whole or in part by the USDOE. NCLB included a major amendment to the Federal Protection of Pupil Rights Amendment (PPRA) that gave parents additional rights which are still current under the ESSA. Policy Guide 2415.05 has been revised to remove the NCLB citation at the end of</p>	<b>2nd Reading</b>	<b>6J</b>

	<p>the Policy Guide and to provide an updated definition of “minor” student. “9 – Social Security Number” is not a PPRA protected information area, but is a protected information area under the New Jersey law, N.J.S.A. 18A:36-34, which is outlined in Policy Guide 9560 – Administration of School Surveys. Policy Guide 2415.05 is mandated.</p> <p><b>Policy Guide 2415.05 is MANDATED</b></p>		
<b>P&amp;R 2415.20</b>	<p><b>Every Student Succeeds Act Complaints (M) (Revised)</b></p> <p>The ESEA requires a complaint procedure for resolving complaints filed by an individual or organization alleging a school district or the NJDOE violated the provisions of the ESSA. Policy and Regulation Guides 2415.20 have been revised updating the provisions of the complaint procedure to be in compliance with the ESSA. Policy and Regulation Guides 2415.20 are mandated for all school districts that receive Federal funding under the ESSA and must be adopted by the Board.</p> <p><b>Policy Guide 2415.20 is MANDATED</b> <b>Regulation Guide 2415.20 is MANDATED</b></p>	<b>2nd Reading</b>	<b>6K</b>
<b>P4125</b>	<p><b>Employment of Support Staff Members (M) (Revised)</b></p> <p>The ESSA maintains the same requirements for hiring credentials for paraprofessionals as NCLB. Therefore, the only substantive revision in Policy Guide 4125 is updating the term NCLB to ESSA. Policy Guide 4125 is mandated.</p> <p><b>Policy Guide 4125 is MANDATED</b></p>	<b>2nd Reading</b>	<b>6L</b>
<b>P6360</b>	<p><b>Political Contributions (M) (Revised)</b></p> <p>Policy Guide 6360 states a Political Contribution Disclosure (PCD) Form is required for Board of Education contracts for contracted educational services provided under NCLB in excess of \$17,500 as per the Department of Community Affairs – Local Finance Notice – June 4, 2007. The Policy Guide has been revised to remove the provision referencing “contracted educational services provided under NCLB and has been replaced with any “educational services provided under any Federally funded program” which would include any ESSA program. Policy Guide 6360 is mandated.</p> <p><b>Policy Guide 6360 is MANDATED</b></p>	<b>2nd Reading</b>	<b>6M</b>



<b>P8330</b>	<p><b>Student Records (M) (Revised)</b></p> <p>Policy Guide 8330 references a provision of NCLB that addresses student information being provided to military recruiters, an institution of higher education, or prospective employers if a school district prepares a student information directory. The ESSA made only several minor changes to this provision of NCLB, which are addressed in N.J.S.A. 18A:36-19.1 and outlined in further detail in Policy Guide 9713. Policy Guide 8330 has been revised to reflect these changes. Policy Guide 8330 is mandated.</p> <p><b>Policy Guide 8330 is MANDATED</b></p>	<b>2nd Reading</b>	<b>6N</b>
<b>P9713</b>	<p><b>Recruitment by Special Interest Groups (M) (Revised)</b></p> <p>Policy Guide 9713 addresses the requirements outlined in N.J.S.A. 18A:36-19.1 and in the ESSA. The ESSA made several minor changes in the requirements:</p> <ul style="list-style-type: none"> <li>• A minor student may only opt out of their information being disclosed with parent consent; and</li> <li>• The school district must annually notify parents of the opt out provision.</li> </ul> <p>These revisions required in the ESS A are already required by N.J.S.A. 18A:36-19.1 and are included in Policy Guide 9713. However, the current Policy Guide 9713 has two options, one developed for elementary school districts and one for school districts with secondary schools. The updated Policy Guide 9713 has been revised to combine the two options noting special requirements for secondary school students only. In addition, the revised Policy Guide recommends notice for a recruiter to request permission to recruit on school premises be at least forty-five working days prior to the visit. A Board may revise the number of days' notice. This Policy Guide is mandated.</p> <p><b>Policy Guide 9713 is MANDATED</b></p>	<b>2nd Reading</b>	<b>6O</b>

## 10 . General Information: Business Administrator's Report

### RESOLUTION 2020-2021: 92 2021-2022 SCHOOL BUDGET TENTATIVE APPROVAL

Mr. Sabatino moved, seconded by Mrs Linfante and passed by roll call vote, 5-0, that the tentative budget be approved for the 2021-22 school year and that the Business Administrator/Board Secretary be authorized to submit the following tentative budget to the Executive County Superintendent of Schools for approval in accordance with the statutory deadline of March 22, 2021.

The Board of Education of Clinton-Glen Gardner hereby adopts the following tentative budget for the 2021-22 school year:

The proposed budget includes sufficient funds to provide curriculum and instruction which will enable all students to achieve the New Jersey Student Learning Standards, and is in compliance with N.J.S.A. 18A and N.J.A.C. Title 6 and 6A.

The proposed budget includes a \$30,000 reduction in Borough of Glen Gardner tax certification to be paid by the reserve set aside by the Borough for school tax relief in July 2009 when the district was merged.

The proposed budget includes the use of Emergency Reserve transferred to the General Fund for the use of loss of contribution due to Chapter 44 healthcare implementation in the amount of \$135,000.

The proposed budget includes the use of Capital Reserve transferred to the General Fund for the proposed renovation of two student bathrooms in the estimated amount of \$200,000.

The proposed budget includes a "banked cap" to be included in the 2021-2021 base budget in the amount of \$86,536 from 2018-2019. This is to help continue our behavior programs, social and emotional learning programs, autism programs and special needs student costs. The use of the "banked cap" also is necessary to reduce the impact of the continued loss of State Aid.

Anticipated Enrollment	427
	<hr/>

Expenditures

Revenue

General Current Expense	\$9,013,398	Local Tax Levy-General	\$7,660,592
		Withdraw from	
Capital Outlay	\$214,143	Emergency and Capital	\$335,000
		Reserve	
Capital Interest	\$1,200	Prior Year Encumbrance	\$0
		Misc Revenue	\$50,139
		Tuition	\$181,922
		State Aid	\$1,001,088
Total Operating Budget	\$9,228,741	Total Operating Budget	\$9,228,741
Special Revenue Fund	138,200	Special Revenue Fund	\$138,200
Repayment of Debt	\$387,289	Debt Reserve	\$0
		Debt Service Aid	\$81,669
		Local Tax Levy-Debt	\$305,620
		Total Debt Fund	\$387,289
Total Expenditures	\$9,754,230	Total Revenue	\$9,754,230

As per NJAC 6A:34B-1.2(b), the proposed budget provides for a maximum expenditure amount that may be allotted for travel and expense reimbursement.

The 2021-2022 tentative budget includes a maximum travel appropriation of \$25,000.

The School Business Administrator shall track and record these costs to ensure that the maximum amount is not exceeded.

Included in the 2021-22 proposed budget is a maximum regular business travel amount of \$1,000 per employee (total travel not to exceed \$1500 per employee)

**B. Monthly Minutes and Financial Approval**

**RESOLUTION 2020-2021: 93 APPROVE MONTHLY MINUTES & FINANCIALS**

Mr. Sabatino moved, seconded by Mrs. Linfante, and passed unanimously by a roll call vote, 5-0, to approve the Minutes and monthly financial transactions and reports items 1-5:

1. Approval of Board of Education Minutes from the February 17, 2021 Work Session and Executive Session; and February 23, 2021 Business session.  
(Attachment #7, Attachment #8)
  
2. Certification of the Secretary's and Treasurer's report that the cash receipts, cash expenditures, and cash balances in the specified amounts, are in agreement and further approve that in compliance with NJAC 6:20-2.13E, that no major account or fund has been over-expended and that as of the date of their reports there are sufficient funds available to meet financial obligations for the remainder of the 2020-2021 school year.  
(Attachment #9)
 

January 2021	\$2,713,536.06
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3. Approval of the Bill List in the specified amounts (Attachment #10)
  - a. General Account: \$976,445.00
  - b. Cafeteria Account: \$ 3,951.07
  
4. Checking Account Balances – January 2021
  - a. Student Activities \$64,517.63
  - b. Cafeteria: \$ 3,529.72
  - c. Payroll Agency: \$ 7,960.09
  - d. Unemployment: \$78,963.38
  
5. Transfers in the amount of \$22,564.39 for February, 2021. (Attachment #11)

**TCC Grant Acceptance**

**RESOLUTION 2020-2021: 94**

**ACCEPT TCC GIFT CARD**

Mr. Sabatino moved, seconded by Mrs. Linfante, and passed by roll call vote, 5-0 to accept the gift card for Amazon from TCC in the amount of \$1,000.00

**11. Correspondence**

- A. SEMI Waiver Approval Letter (Attachment #12)**

**New Business--**

**21-22 Ethics and Financial Disclosure**

**13. Old Business**

- A. Dear Parents - will be finalized next week**

- B. Board Liaison Reports**

**Clinton Glen Gardner Board of Education Goals 2020-2021 & Clinton Public School Goals 2020-2021**

**To begin the strategic planning process, building upon the 2016-2020 plan, charting a course for 2021-2026.**

**Connections/Community Goal**

**PUBLIC COMMENT: NONE**

**Clinton Glen Gardner Board of Education Goals 2020-2021 & Clinton Public School Goals 2020-2021**

**To begin the strategic planning process, building upon the 2016-2020 plan, charting a course for 2021-2026.**

**Connections/Community Goal**

**15. Executive Session**

**RESOLUTION 2020-2021: 95**

**ADJOURN TO EXECUTIVE SESSION**

Mr. Sabatino moved, seconded by Mrs. Moore, and passed by roll call vote, 5-0, to adjourn to Executive Session at 7:56 in accordance with the Sunshine Law, Chapter 231, P.L. 1975, to discuss Negotiations/Superintendent Contract. The matters discussed will be made public if and when the circumstances requiring confidentiality no longer exist; however, it is not presently known when such circumstances will exist.

**Negotiation/Superintendent Contract**

**16. Ratification of CEA Contract (Attachment #13)**

**RESOLUTION 2020-2021: 96**

**RATIFY CEA CONTRACT**

Mr. Sabatino moved, seconded by Mrs. Moore, and passed by roll call vote, 3-0, with Mr. McIsaac and Mrs. Linfante abstaining, to ratify the negotiated contract between the Clinton Education Association and the Clinton-Glen Gardner Board of Education for the term of July 1, 2021 to June 30, 2024


**17. Adjournment**

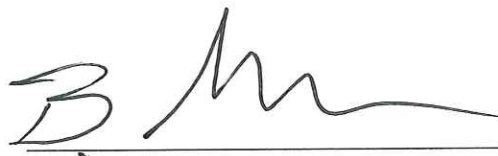
**RESOLUTION 2020-2021: 97**

**ADJOURNMENT**

Mr. Sabatino moved, seconded by Mrs. Linfante, and passed unanimously by a roll call vote, 5-0, to adjourn the Board Meeting at 8:30 p.m.

Respectfully submitted,

  
Bernadette Wang  
Business Administrator

  
Brendan McIsaac  
President