



Clinton-Glen Gardner Board of Education

October 14, 2020

CPS All Purpose Room 7:00pm

BUSINESS SESSION AGENDA
Action may be taken

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

1. Call to Order

2. Opening Statement:

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.

3. Roll Call

4. Monthly School Data:

A. Enrollment Data Report (Attachment #1)

B. Student Suspensions:

1. In-School Suspensions: 0
2. Out-of-School Suspensions: 0

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 #3)

Motion: *To accept the aforementioned monthly school data report, items 4A-E.*

5. Superintendent/Principal's Report

A. Clinton Education Association Report

B. Assistant Principal- Curriculum Coordinator Report

C. Special Services Report

6 Public Comment

7. Personnel

A. Salary Increases

Motion: To <i>update</i> the following staff on the salary guide in accordance with CEA negotiated agreement:					
Position	Name	Current Step and Salary	New Step and Salary	Effective	Att.
School Nurse COVID 19 support	Jennifer Sedlacek	Step 10 BA \$64,597	Step 10 BA+15 \$65,467	Retro to 9/8/2020	

B. Staff approvals

Motion: To approve the following staff member for the listed position for the 2020-2021 school year:				
Position	Name	Rate	Effective Date	Att.
Temporary COVID 19 Teacher	Jennifer Rispoli	Step 1 BA	10/19/20	30 hours per week

C. Retirement

Motion: To approve with best wishes the retirement of Mary Ellen Bowlby effective 12/1/2020 (Attachment #4)

D. Speech and Language Practicum

Motion: To approve Paige DiGiambattista from Midwestern University in Arizona, a program accredited by the American Speech, Language, and Hearing Association for SLP internship.

E. Mentor

Motion: To approve Elizabeth Hedden as Mentor for Jennifer Rispoli for the 2020-2021 school year.

F. Co-Curricular

Motion: To approve the following staff member(s) (contingent upon said club/sport/activity being to able to convene given current/potential COVID 19 restriction and guidelines from New Jersey Department of Health and New Jersey Department of Education) for the following co-curricular appointments for 2020-2021

Activity	Staff Member	Rate
Soccer - Girls	Amy Brenner	\$2244

8. Curriculum, Instruction, Assessment, & Technology

A. Professional Development

Motion: To approve the following requests for professional development and travel related mileage in accordance with NJAC 18A: 11-12:

Program Name	Date	# Employees	Event Cost	Substitute Pay	Total Cost
SafeCoalition Virtual 15th Annual Fall Professional Conference	10/30/2020	MaryEllen Bowlby	\$0 (Scholarship)	N/A	\$0
SafeCoaltition Virtual 15th Annual Fall Professional Conference	10/30/2020	Jennifer Sedlacek	\$45	N/A	\$45

B. Field Trips

Motion: To approve the following requests for field trips as listed:			
Date	Grade	Destination	Cost per student

9. Policy and Regulations

Motion: To approve the listed First and Second Readings and Adopt or Repeal the Policies and Bylaws with Second Readings (summaries attached):			
Policy #	Title	Action	Att. #
P1620	<p>Administrative Employment Contracts (M) (Revised)</p> <p>Policy Guide 1620 has been revised in response to a recent New Jersey Appellate Court case (<i>Wall Township Education Association v. Wall Township Board of Education</i>, DKT. NO. 252-10/17, Commissioner of Education, 01 June 2018). The Court overturned a Commissioner of Education decision regarding the public notice and hearing requirements for an administrative contract that is rescinded or terminated by the Board before it is due to expire and the parties agree to new employment terms. A Board of Education rescinded an existing Superintendent's contract and provided the Superintendent with a new contract. The Board followed the statutory language and a New Jersey Department of Education (NJDOE) Guidance and did not provide public notice or have a public hearing. This action was challenged. The Commissioner upheld the written language of the law, the NJDOE Guidance, and the Board's action indicating public notice and a public hearing is not required when an existing contract is rescinded and a new contract is approved. N.J.S.A. 18A:11-11 does not include the term "rescind" when indicating a public notice and hearing is required. The Appellate Court, on appeal, overturned the Commissioner's decision and indicated the legislative intent of N.J.S.A. 18A:11-11 was to require a public notice and hearing under these circumstances, which was contrary to the Commissioner's decision, NJDOE Guidance, and a Memorandum from the Executive County Superintendent. Policy Guide 1620 has been revised to require a public notice and hearing under these circumstances. In addition, Policy Guide 1620 has been revised to reflect P.L. 2019, Chapter 169 which, among other issues, abolished the Superintendent salary caps and made several revisions related to abolishing the salary caps in N.J.S.A. 18A:7-8, N.J.S.A. 18A:7-8.1, and N.J.S.A. 18A:17-19.2. Policy Guide 1620 is now mandated based on the Appellate Court case.</p> <p>Policy Guide 1620 is MANDATED</p>	1st Reading	5
P1648	<p>Restart and Recovery Plan (M) (New)</p> <p>On June 26, 2020, the New Jersey Department of Education (NJDOE) published "The Road Back: Restart and Recovery Plan for Education" (NJDOE Guidance), a guidance document for reopening New Jersey schools in September 2020 during the COVID-19 pandemic. School districts are required to develop a Restart and Recovery Plan (Plan) for the reopening of schools for September 2020 that is consistent with the NJDOE Guidance. The NJDOE Guidance indicates each school district must develop, in collaboration with community stakeholders, the details of their Plan to reopen schools in September 2020. Strauss Esmay has developed a Plan Template</p>	1st Reading	5A

	<p>a school district may use in developing their Plan.</p> <p>The Plan Template includes items a school district should incorporate into their Plan referred to as “anticipated minimum standards” in the NJDOE Guidance and identifies those areas where the school district must develop protocols that best fit the district’s local needs. The Plan Template is designed to have a school district insert its locally developed protocols into an Appendices section of the Plan Template, which would complete the school district’s Plan.</p> <p>Strauss Esmay has reviewed the NJDOE Guidance and identified those areas that require a Board Policy. In addition, we have identified areas in the NJDOE Guidance that indicate the school district “must” take specific action. Policy Guide 1648 – Restart and Recovery Plan is a Policy Guide that includes the areas in the NJDOE Guidance that <i>require</i> a Policy and areas in the NJDOE Guidance that indicate a school district <i>must</i> take specific action. Sections of the Policy Guide reference Appendices that must be attached to this Policy. These Appendices are the same locally developed protocols school officials included in the school district’s Restart and Recovery Plan.</p> <p>The school district must attach Appendices C, E, F, G, K, N, and O from the district’s Restart and Recovery Plan to Policy 1648 in order to meet the Policy requirements of the NJDOE Guidance.</p> <p>Strauss Esmay believes adopting one Policy that addresses the NJDOE’s Guidance and having to abolish just one Policy when this pandemic is over is preferred to revising six or seven policies now and then revising the same six or seven policies when this pandemic is over. This Policy Guide shall only be effective through the current COVID-19 pandemic and will take precedence over any existing district Policy or Regulation on the same or similar subject, unless determined otherwise by the Superintendent.</p> <p>Policy Guide 1648 is MANDATED</p>		
P1648.02	<p>Remote Learning Options for Families (M) (New) On July 24, 2020, the New Jersey Governor and Commissioner of Education</p>	1st Reading	5B

published guidance titled “Clarifying Expectations Regarding Fulltime Remote Learning Options for Families 2020-2021” (Remote Learning Guidance), regarding full-time remote learning. The Remote Learning Guidance is in response to the COVID-19 pandemic and supplements the New Jersey Department of Education June 26, 2020 guidance document, “The Road Back: Restart and Recovery Plan for Education” (NJDOE Guidance). This Remote Learning Guidance includes an additional “anticipated minimum standard,” as this phrase is used throughout the NJDOE Guidance. This additional “anticipated minimum standard” (required component) provides that, in addition to the methods and considerations explicitly referenced in the NJDOE Guidance for scheduling students for in-person, remote, or hybrid learning, families/guardians (hereinafter referred to as “parents”) may submit, and school districts shall accommodate, requests for full-time remote learning. To ensure clarity and consistency in implementation of such full-time remote learning, the Remote Learning Guidance requires Boards of Education adopt policies that address, at a minimum:

1. Unconditional Eligibility for Full-Time Remote Learning;
2. Procedures for Submitting Full-Time Remote Learning Requests;
3. Scope and Expectations of Full-Time Remote Learning;
4. Procedures to Transition from Full-Time Remote Learning to In-Person Services;
5. Reporting; and
6. Procedures for Communicating District Policy with Families.

Policy Guide 1648.02 has been developed to address the provisions in the Remote Learning Guidance, including all six areas listed above. Policy Guide 1648.02 must be adopted by the Board.

The Remote Learning Guidance requires school districts to provide a process for a parent to request full-time remote learning which shall be included in a school district’s Restart and Recovery Plan (Plan) in addition to the required methods and considerations explicitly referenced in the NJDOE Guidance for scheduling students for in-person, remote, or hybrid learning. Therefore, in addition to the Board adopting Policy Guide 1648.02, Policy Guide 1648.02 must be added to the school district’s Plan submitted to the Executive County Superintendent. The last provision in Policy Guide 1648.02 indicates this Policy Guide will also be included in the school district’s Plan as “Appendix Q – Remote Learning Options for Families.” Policy Guide 1648.02/Appendix Q provides the process for a student to transition into and out of full-time remote learning as required in the Remote Learning Guidance. This process will supplement the school district’s locally developed protocols for in-person and/or hybrid instruction and virtual/remote learning in the school district’s Plan “Appendix N – Scheduling of Students.” Policy Guide 1648.02 has several options a school district must select regarding the written request from a parent to address a student transitioning between full-time remote and in-person services.

This Summary, Policy Guide 1648.02, and a supplemental Appendix page for Appendix Q were made available for download under the “Policy Alerts” tab – “Other Downloads” section on our website, www.straussesmay.com, on July 31, 2020. This Policy Guide is mandated and must be adopted by the Board and also included under Appendix Q in the school district’s Plan.

Policy Guide 1648.02 is MANDATED

<p>P1648.03</p>	<p>Restart and Recovery Plan – Full-Time Remote Instruction (M) (New) On August 13, 2020, the Governor of New Jersey signed Executive Order 175 indicating public school districts shall resume partial or full-time in-person instruction during the fall of school year 2020-2021. However, Executive Order 175 also indicates public school districts that are or become unable to satisfy the health and safety requirements for in-person instruction delineated in the NJDOE’s “Checklist for Re-Opening of School 2020-2021” and detailed in the “The Road Back: Restart and Recovery Plan for Education” (NJDOE Guidance), may provide full-time remote instruction to all students pursuant to N.J.S.A. 18A:7F-9. School districts that determine they cannot provide in-person instruction must submit documentation to the Department of Education that includes, among other things, a date by which the school or school district anticipates the resumption of in-person instruction. Policy Guide 1648.03 has been developed to incorporate the full-time remote instruction option addressed in the August 13, 2020 Executive Order 175. This new Policy Guide 1648.03 must be adopted by the Board and was made available for download under the “Policy Alerts” tab – “Other Downloads” section of our website, www.straussesmay.com, on August 20, 2020. Policy Guide 1648.03 is MANDATED</p>	<p>1st Reading</p>	<p>5C</p>
<p>P2431&R 2431.1</p>	<p>P 2431 – Athletic Competition (M) (Revised) R 2431.1 – Emergency Procedures for Sports and other Athletic Activity (M) (Revised) P.L. 2019, c. 292 was passed and is effective for the 2020-2021 school year. The new law was codified at N.J.S.A. 18A:40-41.11 through 18A:40-41.12 and requires school districts that include any of the grades six through twelve to establish and implement an emergency action plan for responding to a serious or life-threatening sports-related injury sustained while participating in sports and other athletic activities. N.J.S.A. 18A:40-41.11 outlines the required information that must be included in the emergency action plan and requires the plan to be reviewed annually and updated as necessary. Strauss Esmay has revised Policy Guide 2431 and Regulation Guide 2431.1 to comply with the requirements of the new law. Policy Guide 2431 now includes language required for districts with any grades six through twelve and is optional for a district without any of the grades six through twelve addressing the statutory requirement mandating a Board establish and implement an emergency action plan in accordance with N.J.S.A. 18A:40-41.11. The title of Regulation Guide 2341.1 has been revised to “Emergency Procedures for Sports and other Athletic Activity” to align with the new language in N.J.S.A. 18A:40-41.11 and 18A:40-41.12. Regulation Guide 2431.1 Section C. “Emergency Procedures” is now titled “Emergency Action Plan and Procedures” and has been revised to align with the language from the new law and outlines all of the requirements placed on school districts by N.J.S.A. 18A:40-41.11. This section of the Regulation Guide is required for a district with any grades six through twelve and is optional for a district without any of the grades six through twelve. These Policy and Regulation Guides are mandated. Policy Guide 2431 is MANDATED Regulation Guide 2431.1 is MANDATED</p>	<p>1st Reading</p>	<p>5D</p>
<p>P2464</p>	<p>Gifted and Talented Students (M) (Revised) P.L. 2019, c. 338 was passed and is effective for the 2020-2021 school year. The new law was codified at N.J.S.A. 18A:35-34 through 18A:35-39 and outlines the requirements placed on school districts regarding their Gifted and Talented Education Programs. Policy Guide 2464 has been updated to better align with the language in N.J.S.A. 18A:35-34 through 18A:35-39. The</p>	<p>1st Reading</p>	<p>5E</p>

	<p>revisions include requirements regarding the accessibility and development of the Gifted and Talented Education Program, submission of an annual report to the New Jersey Department of Education (NJDOE), a complaint procedure for individuals who believe the district has violated N.J.S.A. 18A:35-34 through 18A:35-39, and notice requirements for the district's policy on Gifted and Talented Education Programs.</p> <p>The corresponding Regulation Guide that outlines the identification and selection process and the program to be offered in a school district has not been revised as the NJDOE does not endorse a program or model and districts have local control over these issues. Therefore, the procedures in the Regulation Guide should be unique to each school district and should include the details of the school district's program. Most importantly, all school districts must have a Board-approved Gifted and Talented Program for students in grades Kindergarten through twelve. The Program is mandated and the Policy must be adopted by the Board. This Policy Guide is the same Policy Guide that has been available for download on www.straussesmay.com since September 21, 2020.</p> <p>Policy Guide 2464 is MANDATED</p>		
P&R 5330.05	<p>Seizure Action Plan (M) (New)</p> <p>P.L. 2019, c. 290 was recently passed and codified at N.J.S.A. 18A:40-12.34 through 40-12.38. These new statutes require the parent of a student with epilepsy or a seizure disorder to submit the student's seizure action plan on an annual basis to the school nurse. The seizure action plan is a comprehensive document provided by the student's physician, advanced practice nurse, or a physician's assistant which includes information regarding the student's seizure history and treatment. The school nurse shall develop an individualized health care plan and an individualized emergency health care plan for the student provided the parent of the student annually provides to the Board written authorization for the provision of epilepsy or seizure disorder care. These plans shall be updated annually by the school nurse. The new statutes require the school district to coordinate epilepsy and seizure disorder care at school and ensure that all staff are trained in the care of students with epilepsy and seizure disorder, including staff working with school-sponsored programs outside the regular school day. School bus drivers, contracted and district-employed, shall be provided notice and information if they are transporting a student with epilepsy or a seizure disorder. New Policy and Regulation Guides 5330.05 have been developed to address the requirements of the new statutes and the school district's responsibility in caring for students with epilepsy and seizure disorders. These new statutes and the requirements of the law are effective for the 2020-2021 school year. Policy and Regulation Guides 5330.05 are mandated for all school districts.</p> <p>Policy Guide 5330.05 is MANDATED Regulation Guide 5330.05 is MANDATED</p>	1st Reading	5F
P6440	<p>Cooperative Purchasing (M) Revised</p> <p>Policy Guide 6440 has been revised to reflect changes in N.J.A.C. 5:34-7 et seq. that governs Public School Contracts Law - Cooperative Purchasing and N.J.S.A. 18A:18A-11 that governs joint purchases by school districts. Policy Guide 6440 has been revised to include updated definitions for "lead agency", "registered members", "cooperative purchasing system", and "joint purchasing system". Language has been removed from this Policy Guide that was redundant. Two legal cites that were no longer accurate have been updated. Policy Guide 6440 is now mandated due to these statutory requirements.</p> <p>Policy Guide 6440 is MANDATED</p>	1st Reading	5G
P&R	Electronic Funds Transfer and Claimant Certification (M) (New)	1st Reading	5H

<p>6470.01</p>	<p>The New Jersey Department of Community Affairs (DCA) recently published Local Finance Notice, LFN 2018-13, providing guidance to public entities, including Boards of Education and Charter School Boards, on the use of electronic funds transfer (EFT) for payment of claims electronically. Updated administrative code N.J.A.C. 5:30-9A et seq. and N.J.A.C. 5:31-4 implementing N.J.S.A. 40A:5-16.5 provide the details for a school district and charter school using an EFT technology for payment of claims electronically in lieu of paper checks.</p> <p>School districts and charter schools operate under the provisions of N.J.S.A. 18A, but several provisions of the recently revised EFT administrative code for other public entities are available to school districts and charter schools. These provisions are outlined in the administrative code and LFN 2018-13. New Policy and Regulation Guides 6470.01 have been developed for school districts and charter schools that want to use EFTs for payment of claims. School districts and charter schools are not required to use EFTs for payment of claims, but N.J.S.A. 40A:5-16.5.a requires a Policy and Regulation for school districts and charter schools that decide to use EFTs for the payment of claims. Below is a summary of the provisions in the statute, administrative code, and LFN.</p> <p>N.J.S.A. 40A:5-16.5.b requires a policy specify the EFT methods that may be used to electronically pay claims. Policy and Regulation Guides 6470.01 indicate the EFT methods will be only those permitted by statute and code, which currently include wire transfers, e-checks, and automated clearing house (ACH) transfers.</p> <p>The statute and administrative code require the School Business Administrator/Board Secretary, as the Chief Financial Officer, to be responsible for the oversight and administration of the policy and to document and implement internal controls to mitigate the potential for fraud and abuse.</p> <p>The statute and administrative code require adequate segregation of duties between the initiation, authorization, and review functions associated with EFTs. Policy Guide 6470.01 assigns initiation of an EFT payment to the School Business Administrator/Board Secretary and the authorization to pay the claim using an EFT method to the Superintendent or a designee not under the direct supervision of the School Business Administrator/Board Secretary.</p> <p>The statute and administrative code require the School Business Administrator/Board Secretary, as the Chief Financial Officer, prepare EFT Activity Reports to be reviewed by an employee or non-employee (i.e. school auditor, accountant, Board President) on at least a weekly basis. Policy and Regulation Guides 6470.01 require these Activity Reports be provided to the Board at the first regular monthly Board meeting following the EFT transaction. The administrative code and LFN require these Activity Reports be maintained for audit. Board approval of the expenditures included on the weekly Activity Reports is not required because the EFT transaction only addresses the payment process after the Board has previously approved the payment of the claim on the bill list.</p> <p>The LFN and Policy and Regulation Guides 6470.01 require all EFT transactions be reconciled with bank statements and accounting records on a monthly basis.</p> <p><i>The LFN indicates several EFT options available to other governmental units are not available to school districts. The LFN indicates automated debits, payment services, procurement cards, bank charge cards, and charge cards</i></p>		
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	<p><i>issued by a specific vendor are not authorized for use by a Board of Education as indicated in the LFN and pursuant to law.</i></p> <p>The LFN indicates the Board should annually, at its reorganization meeting, approve the individuals with EFT responsibilities. Therefore, for Boards of Education the following individuals, with responsibilities outlined below, must be approved by the Board:</p> <ol style="list-style-type: none"> 1. School Business Administrator/Board Secretary - Shall be responsible to initiate a claim for payment using an EFT method that has been approved in accordance with the N.J.S.A. 18A:19-1 et seq. and Policy and Regulation 6470.01 and to make the payment once authorization is granted. 2. The Superintendent of Schools or the Superintendent's designee not under the direct supervision of the School Business Administrator/Board Secretary - Shall be responsible to review and authorize, in writing, the EFT payment of claim using an EFT technology that was initiated and presented by the School Business Administrator/Board Secretary. 3. An employee, non-employee, Board President, or other individual who is not under the direct supervision of the School Business Administrator/Board Secretary - Shall be responsible to review all EFT weekly Activity Reports on all EFT-based transactions. <p>Payment of claims using an EFT technology must strictly comply with statutes, administrative code, the LFN, and Policy and Regulation Guides 6470.01. A Board of Education that is considering the adoption of this Policy and Regulation should review N.J.A.C. 5:30-9A and 5:31-4 implementing N.J.S.A. 40A:5-16.5, the DCA's LFN 2018-13, and Policy and Regulation Guides 6470.01 with their Board auditor. These Policy and Regulation Guides should not be adopted by a Board of Education that does not want to permit EFT transactions for the payment of claims. However, Policy and Regulation Guides 6470.01 are mandated and must be adopted by a Board of Education to permit the use of EFT transactions for the payment of claims.</p> <p>Policy Guide 6470.01 is MANDATED Regulation Guide 6470.01 is MANDATED</p>		
<p>P&R7440</p>	<p>School District Security (M) (Revised)</p> <p>P.L. 2019, c. 478 was passed and is effective for the 2020-2021 school year. The new law was codified at N.J.S.A. 18A:41-14 and requires school districts to annually conduct a school safety audit for each school building in the district using a checklist developed by the New Jersey Office of Homeland Security and Preparedness. The district must submit the completed audit to the New Jersey Office of Homeland Security and Preparedness and the New Jersey Department of Education. N.J.S.A. 18A:41-14 also outlines what is included on the checklist. Policy and Regulation Guides 7440 have been revised to address the new requirements outlined in N.J.S.A. 18A:41-14. Policy Guide 7440 has been revised to include language addressing the requirement the district annually conduct security audits in accordance with the new law. Regulation Guide 7440 has been revised to include a new section "H. Annual School Safety Audit for Each School Building" which thoroughly outlines the new law and the requirements for school districts. These Policy and</p>	<p>1st Reading</p>	<p>5I</p>