



**LIVINGSTON BOARD OF EDUCATION
BOARD RETREAT/WORKSHOP MEETING MINUTES**

Thursday, January 18, 2024

Executive Session - Administration Building - 5:30 p.m.

Public Session - Administration Building - 7:00 p.m.

A **Board Retreat/Workshop Meeting** of the Livingston Board of Education was held on this date in the large conference room in the Administration Building and via a Facebook Livestream. The meeting was called to order at 5:50 p.m. by Pamela Chirls, Board President, who announced that adequate notice of this meeting has been provided by amendment to notice approved at the Board's reorganization meeting on January 3, 2024 and posted at the Board of Education office and communicated to *The Star Ledger*, *West Essex Tribune*, *TAPinto Livingston* and the Livingston Township Clerk.

Members Present: Jenissa Arnette, Pamela Chirls, Seth Cohen, Fang Gong and Parul Khemka

Also in Attendance: Dr. Matthew Block, Thomas Lambe and Joann Goldberg

Mr. Cohen moved the following:

Executive Session

Whereas, the Open Public Meetings Act, N.J.S.A. 10:4-11, permits the Board of Education to meet in closed session to discuss certain matters; now, therefore be it

Resolved, that the Livingston Board of Education adjourns to closed session to discuss:

- negotiations and legal matters

No action will be taken upon return to the public session. The full length of the meeting is anticipated to be approximately 90 minutes; and be it

Further Resolved, the minutes of this closed session be made public when the need for confidentiality no longer exists.

Ms. Arnette seconded the motion.

ROLL CALL VOTE - Ayes - Ms. Arnette, Mr. Cohen, Mrs. Gong, Mrs. Khemka, Mrs. Chirls
Nayes - None

At 7:34 p.m., Mrs. Chirls reconvened the public meeting. There were approximately 32 members of the public and staff watching in person and remotely through the webinar and a Facebook Live Stream.

Workshop Item

1. Equity Goal Setting

Dr. Block started to review some of the ideas brought about by internal discussions with administrators, equity coaches and others regarding the audit.

Mr. Cohen expressed it looks like we are trying to solve the symptoms of the problem and not the problem itself.

Mrs. Chirls added that Dr. Zion's report says we should develop a clear theory of action.

Ms. Arnette added Dr. Zion also said we are doing a lot of stuff but we need to make sure the stuff we are doing is meaningful.

A discussion then ensued about the need for a strategy and questions came up such as what are we trying to achieve with our equity work? What is our vision? What does equity mean in Livingston? What is our human dignity statement? Are we organized in a way that supports our vision? Are we staffed in a way that supports our vision?

Mrs. Chirls suggested pulling together a diverse committee of stakeholders, similar to what the district did when working on the strategic plan and with the current long range facilities planning committee, and the rest of the Board agreed. They also discussed hiring an independent, third-party neutral facilitator who is trained in DEI work to help the committee work through the strategy. The board discussed evaluating a2z's abilities to see if they would be able to facilitate this discussion.

Public Comment

Mrs. Chirls read the public comment guidelines and asked that everyone keep them in mind when they speak remotely through the webinar.

There was no public comment.

ADJOURNMENT

At 8:27 p.m., Mr. Cohen made a motion to adjourn the meeting.

Mrs. Khemka seconded the motion.

Vote all in favor.

Respectfully submitted,



Thomas J. Lambe
Board Secretary

January 18, 2024