# RAMAPO INDIAN HILLS REGIONAL HIGH SCHOOL DISTRICT BOARD OF EDUCATION Oakland, New Jersey

# SPECIAL PUBLIC MEETING MINUTES

September 21, 2020 Electronic Public Meeting

### Roll Call - Special Public Meeting

Upon roll call at 7 P.M. Board members responded as follows: Mmes. Kilday, Laforgia, Sullivan, and Zammitti Shaw. Messrs. Becker, Butto, Carolan, Fortunato, and Kinney. Mr. Bruce Watson, Interim Superintendent of Schools; and Mr. Stephen Fogarty, Board Counsel; were also present.

The meeting was called to order by the Board President at 7 P.M. Mr. Kinney announced that due to the current State of Emergency, in accordance with N.J.S.A. 10:4-8(b), and guidance from the New Jersey Department of Community Affairs, Division of Local Government Services, this Meeting was posted and published as a remote meeting. He read a public statement advising the public to be aware that employees of the Ramapo Indian Hills Regional High School District retain the right of privacy and shall retain all rights regarding defamation and slander according to the laws of New Jersey. Mr. Kinney further stated that the Board shall not be held liable for comments made by members of the public and, in order to protect the privacy rights of employees in the District, the Board shall not respond to statements made by the public of or about District employees.

#### **INTERIM SUPERINTENDENT'S REPORT**

Mr. Watson reported that, to date, 25 District employees have applied for the FFCRA Leave for childcare purposes and 28 employees have requested ADA leave. Mr. Watson invited Mr. Fogarty to discuss Resolution P1 on tonight's agenda.

Mr. Fogarty stated that Resolution P1 would provide Mr. Watson the discretion to allow classroom teachers to teach remotely from home livestreaming instruction into each classroom. Approval of this request would provide continuity of instruction by District teachers. Mr. Fogarty further stated that the District is required to enter into an interactive process with an employee who is requesting accommodations under the ADA Leave Act. The District will make a determination as to the accommodations being requested and will provide other reasonable accommodations that will enable an employee to return to his/her position.

### PUBLIC DISCUSSION OF AGENDA AND NON-AGENDA ITEMS

A. Moved by CAROLAN Seconded FORTUNATO to open the meeting to public discussion.

Members of the public addressed the Board regarding their concerns about the District's Return to Learning Plan.

B. Moved by CAROLAN Seconded FORTUNATO to close public discussion of agenda items and to re-enter the Special Public Meeting.

### ACTION ITEMS - $\checkmark$ = Yes

The following motions were approved by roll call: **P1 – P10** 

Moved by: CAROLAN Seconded: BECKER

# **PERSONNEL**

P1. To approve, as recommended by the Interim Superintendent of Schools, the Resolution as follows:

WHEREAS, a significant number of teaching staff members have requested paid childcare leaves pursuant to the Federal Families First Coronavirus Response Act ("FFCRA") which entitles eligible employees to a maximum of 12 weeks at a reduced rate of pay; and

WHEREAS, despite its exhaustive efforts, the District has been unable to hire qualified short- and long-term replacement teaching staff members to replace the teaching staff members who are entitled to FFCRA childcare leaves to enable the scheduled reopening of schools for in-person instruction on September 24, 2020; and

WHEREAS, a substantial number of teaching staff members who are eligible for FFCRA leaves are willing to work remotely at their full salaries rather than to take their requested leaves of absence at the present time; and

WHEREAS, allowing teaching staff members who are eligible for FFCRA leaves to work remotely will allow the District to reopen for in-person instruction on September 24, 2020 and will ensure the continuity of the education programs for the District's students.

NOW, THEREFORE, BE IT RESOLVED that the Interim Superintendent shall have the discretion to permit teaching staff members who are eligible for FFCRA leaves to work remotely where he determines it is necessary to do so in order to ensure continuity of the students' educational programs when schools reopen for inperson instruction on September 24, 2020.

BE IT FURTHER RESOLVED that this Resolution shall remain in effect until December 31, 2020, when the FFCRA is scheduled to expire.

- P2. To approve the appointment, as recommended by the Interim Superintendent of Schools, of Alexandra Austin, RHS, Art, Long-term, Temporary Replacement Teacher, Maternity Leave Replacement for Lauren Gibson, a non-tenured position, not accruing tenure in the position, MA, Step 1, \$294.62/diem, effective for the period September 22 November 14, 2020, to fill the position for the length of time and with the compensation noted, subject to all federal, state, county, and local regulations, governing said employment; and move to approve applicant's attestation that she has not been convicted of any disqualifying crime pursuant to the provisions of *N.J.S.A.* 18A:6-7.1 et seq., *N.J.S.A.* 18A:39-17 et seq., *N.J.S.A.* 18A:6-4.13 et seq., and *N.J.S.A.* 18A:12-1 et seq., as applicable. Further, move to approve the assignment of the appropriate Unique Position Code as required by State Statute.
- P3. To approve the appointment, as recommended by the Interim Superintendent of Schools, of Daniel D'Amico, RHS, English, Long-term, Temporary Replacement Teacher, Maternity Leave Replacement for Megan Casey, a non-tenured position, not accruing tenure in the position, MA, Step 1, \$55,978, effective for the period September 24, 2020 February 26, 2021, to fill the position for the length of time and with the compensation noted, subject to all federal, state, county, and local regulations, governing said employment; and further that the president and secretary, as proper officers of the Board of Education, be authorized and directed to issue the proper contract for the length of time noted; and move to approve applicant's attestation that he has not been convicted of any disqualifying crime pursuant to the provisions of *N.J.S.A. 18A:6-7.1 et seq.*, *N.J.S.A. 18A:39-17 et seq.*, *N.J.S.A. 18A:6-4.13 et seq.*, and *N.J.S.A. 18A:12-1 et seq.*, as applicable. Further, move to approve the assignment of the appropriate Unique Position Code as required by State Statute.
- P4. To approve, as recommended by the Interim Superintendent of Schools, the request for a leave of absence for Leonardo Castano, RHS, World Languages, pursuant to the Federal Families First Coronavirus (COVID-19) Response Act (FFCRA), which includes the Emergency Family and Medical Leave Expansion Act (EFMLEA) and the Emergency Paid Sick Leave Act (EPSLA), effective for the period September 24 October 3, 2020, to be paid according to District Policy 1649.
- P5. To approve, as recommended by the Interim Superintendent of Schools, the request for a leave of absence for Susan Hereema, IHHS, Music, pursuant to the Federal Families First Coronavirus (COVID-19) Response Act (FFCRA), which includes the Emergency Family and Medical Leave Expansion Act (EFMLEA) and

- the Emergency Paid Sick Leave Act (EPSLA), effective for the period September 24 December 17, 2020, to be paid according to District Policy 1649.
- P6. To approve, as recommended by the Interim Superintendent of Schools, the request for a leave of absence for Jutta Marateo-Gonzalez, IHHS, Science, pursuant to the Federal Families First Coronavirus (COVID-19) Response Act (FFCRA), which includes the Emergency Family and Medical Leave Expansion Act (EFMLEA) and the Emergency Paid Sick Leave Act (EPSLA), effective for the period September 24 December 17, 2020, to be paid according to District Policy 1649.
- P7. To approve, as recommended by the Interim Superintendent of Schools, the request for a leave of absence for Nicoletta Slovinski, RHS, Math, pursuant to the Federal Families First Coronavirus (COVID-19) Response Act (FFCRA), which includes the Emergency Family and Medical Leave Expansion Act (EFMLEA) and the Emergency Paid Sick Leave Act (EPSLA), effective for the period September 24 December 17, 2020, to be paid according to District Policy 1649.
- P8. To approve, as recommended by the Interim Superintendent of Schools, the request for a leave of absence for Cynthia VanderMolen, RHS, Social Studies, pursuant to the Federal Families First Coronavirus (COVID-19) Response Act (FFCRA), which includes the Emergency Family and Medical Leave Expansion Act (EFMLEA) and the Emergency Paid Sick Leave Act (EPSLA), effective for the period September 24 December 17, 2020, to be paid according to District Policy 1649.
- P9. To approve, as recommended by the Interim Superintendent of Schools, the appointment of the following individuals listed below as substitute teachers for the 2020-21 School Year, beginning September 1, 2020 and ending June 30, 2021; and move to approve applicants' attestation that he/she has not been convicted of any disqualifying crime pursuant to the provisions of *N.J.S.A.* 18A:6-7.1 et seq., *N.J.S.A.* 18A:39-17 et seq., or *N.J.S.A.* 18A:6-4.13 et seq., as applicable:

Taryn Abella/District

Asem Ahmed/District

Lorraine Argenio/District

Maha Bagh/District

Timothy Barnhart/District

Joseph Bevacqua/District

Diana Chamberlain/District

Gil Cividanes/District

Matthew Dabros/District

Luis Dajer/District

Cheryl Dallara/District

Lindsey DeLillo/District

John Direnzo/District

Thomas Fennell/District

Tara Ficarra/District

Linda Finnan/District

Jennifer Galenkamp/District

Melody Girardin/District

Douglas Goldman/District

Aaron Goldstein/District

Koby Haas/District

La-Juan Hartsfield/District

Melody Lieberman/District

Michele Liquori/District

Leah Luetjen-Wang/District

Lorelby Marte/District

Kalene Marulis/District

Jorge Acosta Maury/District

Sanoe Padmore/District

Robyn Parenti/District

Sadie Quinlan/District

Helaine Rapkin/District

Joseph Recine/District

Jacqueline Reuveni/District

Masiel Saez/District

Nora Torres/District

Briana Vitulano/District

Na-Jerah Wade/District

P10. To approve, as recommended by the Interim Superintendent of Schools, the Resolution as follows:

WHEREAS, an employee whose name is on file was suspended with pay on or about July 29, 2020; and

WHEREAS, the employee has requested a leave of absence without pay from September 22, 2020 through November 2, 2020; and

WHEREAS, the Interim Superintendent has recommended the Board grant the requested leave without pay through November 2, 2020.

NOW, THEREFORE, BE IT RESOLVED that the Board hereby approves the Interim Superintendent's recommendation that the employee shall be granted a leave of absence without pay from September 22, 2020 through November 2, 2020.

#### P1 - P10

RC): Becker ✓, Butto ✓, Carolan ✓, Fortunato ✓, Laforgia ✓, Sullivan ✓, Zammitti Shaw ✓, Kinney ✓

### **COMMITTEE REPORTS**

Mr. Becker stated that an Education Committee Meeting is scheduled on October 8.

Mrs. Zammitti Shaw stated that a Policy Committee Meeting is scheduled on September 29.

Mr. Fortunato stated that a Facilities Committee Meeting will be scheduled at the end of September.

Ms. Sullivan stated that the Interim Superintendent Search Ad Hoc Committee met to discuss the candidates and to determine an interview schedule.

Mr. Carolan stated that the members of the Strategic Plan Committee will meet on September 22 to discuss the District's Strategic Plan.

Mrs. Laforgia stated that a Public Relations Committee Meeting will be scheduled in the near future.

Mr. Butto stated that a Finance Committee Meeting will be scheduled some time early October.

### **BOARD COMMENTS**

Members of the Board stated that they are excited to have the students return to the District on September 24.

# **PUBLIC DISCUSSION**

A. Moved by CAROLAN Seconded BUTTO to open the meeting to public discussion.

Members of the public addressed the Board regarding their concerns about the District's Return to Learning Plan.

B. Moved by CAROLAN Seconded BECKER to re-enter the Special Public Meeting.

# **ANTICIPATED FUTURE MEETING DATES**

Mr. Kinney announced anticipated future meeting dates as follows:

Wednesday, September 30, 2020 Regular Public Meeting, TBD, 8 P.M.

# **ADJOURNMENT**

Moved by CAROLAN Seconded: ZAMMITTI SHAW to adjourn at 9:01 P.M.

John Kinney	Julie Browne
Board President	Board Secretary Pro-tem