

**COLTS NECK TOWNSHIP SCHOOLS  
COLTS NECK, NEW JERSEY 07722**

**Mission Statement**

*The mission of Colts Neck Township Schools is to empower and inspire students to be confident, creative, self-sufficient learners who maximize their strengths and talents and contribute as responsible participants in their ever expanding world.*

**COLTS NECK BOARD OF EDUCATION GOALS  
2021-2022 SCHOOL YEAR**

- *FACILITIES: Develop a funding strategy plan for capital improvement projects as outlined in the Long-Range Facilities Plan.*
- *COMMUNICATIONS: Develop a District communications plan to establish positive partnerships within the community and promote district initiatives.*
- *STUDENT ACHIEVEMENT: Evaluate student success and standards in relationship to Curriculum, in a systematic and consistent manner, while taking into consideration costs and other factors in developing programs that are effective for the district.*
- *LONG-RANGE DISTRICT PLANNING: Complete the District Strategic Plan initiated in the 2019-2020 academic year.*
- *BOARD OPERATIONS: Review the current committee structure and develop a process to streamline the work and time commitment for board members.*
- *TECHNOLOGY: The board and administration will work together to establish a multi-year Technology Plan to best meet the needs of the district.*

**COLTS NECK SCHOOL DISTRICT GOALS  
2022-2023 SCHOOL YEAR**

- *ACADEMIC: Develop and implement targeted action plans to increase percentages of students "meeting" and/or "exceeding" grade-level standards in mathematics and language arts.*
- *OPERATIONS: Implementation of the Strategic Plan - The district will complete all activities identified for year 1 (22-23) in Action Plans.*
- *WELLNESS: Increase identification of SEL needs, specifically in the areas of students' perceptions of school and perceptions of selves as learners while increasing district-wide provisions of counseling and/or mental health supports.*
- *FACILITIES: Identify and pursue supplemental funding for Capital Projects directly related to indoor air quality and HVAC improvements.*
- *COMMUNICATIONS: Foster meaningful, strong relationships with parents/guardians and community stakeholders by increasing communications from the district and facilitating opportunities for both parent/guardians and stakeholder engagement.*

**MINUTES:** For the Meeting of the Board of Education, **March 15, 2023**, at 7:00 p.m. in the Board Room of the Administration Building at 70 Conover Road, Colts Neck, New Jersey 07722

**Public Participation**

*The Board of Education recognizes the value of public comment on educational issues and the importance of allowing members of the public to express themselves on school matters of community interest. Public participation is governed under District Policy 0167 - Public Participation in Board Meetings as follows:*

*Public participation shall be governed by the following rules:*

1. *A participant must be recognized by the presiding officer and must preface comments by an announcement of*

- his/her name, municipality of residence, and group affiliation, if applicable;*
2. *Each statement made by a participant shall be limited to three minutes' duration;*
  3. *No participant may speak more than once on the same topic until all others who wish to speak on that topic have been heard; and only then if time constraints and/or the presiding officer allow.*
  4. *All statements, questions, or inquiries shall be directed to the presiding officer; and any questions or inquiries directed by a participant to another Board member or Superintendent shall be redirected to the presiding officer who shall determine if such statement, question, or inquiry shall be addressed by the presiding officer on behalf of the Board or by the individual Board member or Superintendent;*
  5. *It is the expectation of the Board that communications between participants and the Board will remain positive and focused around the best interest of the student(s) and the district as a whole. All communications from all stakeholders shall be conducted with mutual respect and civility. The Board will not condone communications and interactions that can be perceived as harassing, insulting, threatening, or lacking in respect or civility.*

*The presiding officer may:*

- a. *Interrupt, warn, and/or terminate a participant's statement, question, or inquiry when it is too lengthy;*
- b. *Interrupt and/or warn a participant when the statement, question, or inquiry is abusive, obscene, or may be defamatory;*
- c. *Request any person to leave the meeting when that person does not observe reasonable decorum;*
- d. *Request the assistance of law enforcement officers in the removal of a disorderly person when that person prevents or disrupts a meeting with an act that obstructs or interferes with a meeting;*
- e. *Call for a recess or an adjournment to another time when the lack of public decorum interferes with the orderly conduct of the meeting; and*
- f. *Waive these rules when necessary for the protection of privacy or to maintain an orderly operation of the Board meeting.*

## **CALL TO ORDER**

Heather Tormey called the meeting to order at 7:09 p.m.

## **ROLL CALL**

ROLL CALL

Board Members Present: John Camera, Alison DeNoia, Brenna Dillon, Amy Dimes, Tracy Kramer, Jessica Ramirez, Andrew Rytter, Kevin O'Connor and Heather Tormey

Board Members Absent: None

## **LEGAL NOTICE OF MEETING**

LEGAL NOTICE

Pursuant to the Open Public Meetings Act, Chapter 231, this meeting has been duly advertised in the Asbury Park Press in a schedule of meetings dated January 19, 2023 notice of which has been filed with the Deputy Clerk for Colts Neck Township and the requirements of posting of notices have been met.

## **FLAG SALUTE**

FLAG SALUTE

Heather Tormey led the Flag Salute.

## APPROVAL OF MINUTES

## APPROVAL OF MINUTES

1. It was moved by Brenna Dillon, seconded by Andrew Rytter and carried on a roll call vote to approve the Board minutes of the following Meeting:

Meeting
February 22, 2023 Regular Meeting Minutes

Yes: John Camera, Alison DeNoia, Brenna Dillon, Amy Dimes, Tracy Kramer, Jessica Ramirez, Andrew Rytter and Heather Tormey

No: None

Abstain: Kevin O'Connor

Absent: None

## PRESENTATION

## PRESENTATION

1. Dr. Garibay presented the 2022-23 State of the District including an update on progress made towards the 2022-23 District Goals and the Strategic Plan and responded to various questions on the presentation. Dr. Garibay welcomed members of the Cedar Drive Middle School Student Council Executive Board (Olivia Brown, President, Monika Semichan, Public Relations Representative, Emma Reisinger, Secretary) who provided a brief presentation on the accomplishments of the Student Council. The presentation will be available on the district website.

## COMMUNICATIONS

## COMMUNICATIONS

Date	From	To	Subject
3/2/23	Angelique Volpe	Board of Education	Decision regarding live streaming of Board meetings. OPRA request time frames.
3/15/23	Angelique Volpe	Board of Education	Thanking BOE members Camera and Ramirez; awaiting decision on live streaming

## REPORT OF PRESIDENT – Mrs. Heather Tormey

## PRESIDENT'S REPORT

President Tormey reported as follows:

- Thanked Dr. Garibay for the State of the District presentation; remarked it was a perfect opportunity to provide a lens for our community that highlights all of the great things happening in the District.
- Attended the 8th Grade Dialogue last week; very impressed with how articulate

and self-confident the students were. Recognized Colts Neck student representative Amelia Thompson.

- Recognized the retirement of Michele Rogers; thanked her for her dedication to the students and wished her good health and much happiness as she begins a new chapter.
- Reported that the Parent App has officially been launched. Thanked Mrs. Dimes, Chairperson of the Communications Committee, the entire committee, Mr. Capasso and Dr. Garibay for their support, collaboration and time invested in working to achieve this goal. Also thanked the Board and the PTO for their valuable feedback as the test group prior to the App going live.
- Noted that due to circumstances regarding a miscalculation by the State of Chapter 44 savings reported, the approval of the 23-24 Tentative budget, originally scheduled for this evening, has been postponed to allow the State time to review and process the revisions that have been provided by the Business Office. Thanked Mrs. DeMaio and Mr. Marasco for putting in a tremendous amount of time and effort performing a meticulous review of the employee health benefits for the past two years and preparing a revised submission.
- A Special Meeting will be held on March 21, 2023 for the purposes of adopting the '23-24 Tentative Budget; thanked the BOE members for their flexibility to prioritize their time to be there for this important business.
- Spoke briefly about Policy 5512 - Harassment, Intimidation or Bullying and how this policy also relates to Board Members and their service to the community. Additionally cautioned Board members on making statements in public in their official capacity as a Board member about personal political views and/or alignments with political parties.

## COMMITTEE REPORTS

## COMMITTEE REPORTS

### Buildings & Grounds/Safety & Security Committee:

Chairperson: Tracy Kramer

Committee Members: Kevin O'Connor, John Camera, Brenna Dillon

Administrator: Vincent Marasco

- Tracy Kramer reported that the committee met on March 8th.
- The committee discussed challenges and opportunities with the potential of outsourcing custodial functions; it was determined that the exploration of this topic must be included in the next CNTEA contract negotiations and would be a '24-25 budget item.
- Discussed the recently released \$350 Million Regular Operating District (ROD) Grants available to school districts for Capital Needs. The committee reviewed the facilities projects to ascertain the district's priorities and determine what should be included in the Grant. The deadline for the submission is May and is first come first serve.
- A Grant application to the Board of Public Utilities for univent replacements was discussed and submitted; waiting to hear back.
- Bid opening for Solar PPA providers took place today.

- Working on the Threat Assessment Teams for September.

Communications Committee:

Chairperson: Amy Dimes  
Committee Members: Heather Tormey, John Camera  
Administrator: Philip J. Capasso III

- Amy Dimes reported that the committee met on March 2nd.
- Working on 'Wait until 8th' assembly which is scheduled for March 29th at 10 am; will have a virtual link to register and a virtual Q&A. Currently working on graphics and information that will go out to the parents. Noted that the assembly will be recorded.
- Working on the newsletter for the Senior Community.
- Board newsletter - working on the next quarterly release. Possible topics to be included are budget, facilities/ESIP, meet the BOE, "In the Works", highlights of National School Boards conference, parent tip,"Wait until 8th" assembly, & next Coffee Chat.
- Discussed possible dates and topics for the next Coffee Chat; looking at April.
- Revisited the Communication Officer position, which is part of the Communication Plan. The roles of the Communication Officer would be PR, Social Media and getting information out to the community. The Committee has requested that the Finance Committee add this to the wishlist for possible budget items.
- Continued discussion on the live streaming / recording of BOE Meetings. Due to the extensive cost of live streaming, the committee is focusing on recording meetings. It was agreed that the equipment we currently have is not equipped to handle this and, therefore, Dominick Petrillo has been instructed to get quotes for a better system.
- Discussed the Communication Plan and appraising the Board.
- The Parent App was launched today; Thanked Mr. Capasso for the extensive amount of work that he has put into getting this App launched. The App gives parents access to the school calendar, lunch menus, the Genesis parent portal, etc.
- The next meeting is TBD.

Curriculum Committee:

Chairperson: Heather Tormey  
Committee Members: Amy Dimes, Brenna Dillon  
Administrator: Dr. Erica Reynolds

- Heather Tormey reported that the committee has not met; the next meeting is scheduled for March 20th at 12:30 p.m.

Finance/Negotiations Committee:

Chairperson: Kevin O'Connor  
Committee Members: Tracy Kramer, Alison DeNoia  
Administrator: Vincent Marasco

- Kevin O'Connor reported that the committee met numerous times; meeting again on Friday.
- The main topic of discussion was '23-24 Budget.
- The committee is in negotiations with TWU and met on March 9th; the next meeting with the TWU is scheduled for March 20th.

John Camera inquired when the rest of the Board will get to see the budget. Kevin O'Connor responded indicating that it will be shared before the Special Board meeting.

Amy Dimes thanked Mr. O'Connor for all of the work that he has put into the '23-24 budget preparation.

Policy Committee:

Chairperson: Alison DeNoia

Committee Members: Jessica Ramirez, Andrew Rytter

Administrator: Dr. MaryJane Garibay

- Alison DeNoia reported that the committee met on March 13th.
- BYLAW 0164 - Conduct Of Board Meetings: The Committee reviewed the Bylaw as it did not accurately reflect the order of business on Board Agenda and is recommending the revision of the Bylaw to reflect the proper order. The Bylaw is on the agenda this evening for a 1st reading.
- BYLAW 0167 - Public Participation in Board Meetings: The members of the Committee engaged in a lengthy conversation regarding the three minute time limitation for comments by attending constituents. Though the Committee agrees that the current language in the policy gives the presiding officer the ability to limit comments, it also gives the presiding officer the ability to extend the time. The Committee has agreed to make changes to the wording to allow a constituent to have more time for public comment if the presiding officer deemed it necessary or appropriate to allow more time. The Bylaw is on the agenda this evening for a 1st reading.
- P2330 & R2330 - Homework: The committee reviewed the request from a Board member (not on the Policy Committee) to review the current policy and consider language that would require teachers to accept homework at the start of class sessions (the next day) as opposed to a set time established by individual teachers. The Committee also reviewed a prior Policy Committee discussion for the same request which is reflected in the Policy Committee Minutes of November 18, 2021. After much discussion, the Committee determined that no change to the current Policy & Regulation will be made and is encouraging all parents/guardians to maintain open lines of communication with teachers and, if necessary, administration regarding any and all issues related to homework.
- P2423 & R2423 - Bilingual and ESL Education: Dr. Garibay reviewed with the Committee the district's ESL program and how it is designed to support students as they transition to an English learning environment. Strauss Esmay is recommending revisions relating to the addition of an alternate English language

proficiency assessment for students who meet the criteria for Statewide alternate assessments; a revision to the definition of “native language”; and a requirement school districts administer the Statewide home-language survey to determine which students have a native language other than English. After review the Committee was in agreement with the updates from Strauss Esmay and is recommending to the Board a first reading of this policy and regulation.

- P2425 (Current) & R2425 (NEW) - Emergency Virtual or Remote Instruction Program: Dr. Garibay provided the Committee with the background for the district’s current Emergency Virtual or Remote Learning Plan that was authorized in June 2020 in response to the pandemic and updated the committee on the new administrative code section, N.J.A.C. 6A:32-13.1 – Virtual or Remote Instruction which was adopted by the State Board of Education in July 2022. Policy and Regulation Guides 2425 provide the statutory and administrative code requirements for a school district’s Plan which was required to be submitted to the Commissioner by September 30, 2022 and annually thereafter. Policy and Regulation Guides 2425 are not the school district’s Plan as the Plan must be developed and be consistent with the statutory and administrative code requirements. Strauss Esmay is recommending that districts utilize the NJDOE Guidance and Policy and Regulation Guides 2425 in developing their Plan. The Committee was in agreement with the proposed changes to the policy and new regulation. This Policy and Regulation are on the agenda for 1st reading.
- P5200 & R5200 - Attendance: The Committee discussed an overview of specific language contained in the existing policy and regulation, specifically language related to the district’s state reporting requirements and language that allows for local control over excused absences, as well as notifications to parents/guardians in accordance with the number of absences and compulsory education laws. Dr. Garibay requested time for the Administration to review proposed changes to this policy and regulation, with an anticipated first read on April 5th.
- P5512 - Harassment, Intimidation, or Bullying: Due to time constraints, the Committee did not have a great deal of time to discuss the proposed changes to this policy; however, Dr. Garibay requested time for the Administration to review proposed changes to this policy, with an anticipated first read on April 5th.
- Policy 5756 - Transgender Students: The Committee discussed this policy briefly. Further discussions will take place in the Executive Session this evening.

Ad-Hoc Advocacy Committee:

Chairperson: Brenna Dillon

Committee Members: Alison DeNoia, Jessica Ramirez, Andrew Rytter

Co-Administrators: Dr. MaryJane Garibay and Dr. Richard Beck

- Brenna Dillon reported that the committee has not met since the last meeting.
- “Wait until 8th” Parent Assembly is March 29th at 10am; this is a virtual event.
- Survey conducted by the National Center on Addiction and Substance Abuse - found that teens between the ages of 12-17 who spend any time at all on social media are at an increased risk of underage drinking and substance abuse.
- Scheduled to meet on March 22nd with Assemblywomen.

Board Member Liaisons:

Amy Dimes - Colts Neck PTO

- Thrilled to announce that the students raised \$40,867 through the Read- A-Thon and read 184,905 minutes.
- PTO funded over \$25,000 in Mini-Grants; a lot of the grants have been completed. Sensory hallway coming over the summer.
- Night at the Blue Claws coming up.
- All grade level activities starting.
- PTO Gala March 30th; Miami Vice theme.

Heather Tormey - Colts Neck Township Committee

- Thanked the Colts Neck PBA on a successful kids vs. cops first volleyball game. The event raised \$1,500 which was matched by the CN PBA for a total of \$3,000, which is being donated back to CNHS physical education department
- Congratulations on the Township on receiving their Certificate of Occupancy; finally beginning to move into the building
- Committee will be introducing the budget at their March 29th meeting.

Alison DeNoia - Colts Neck Township Senior Citizens

- No Report

State & County School Boards Association Representative:

Alison DeNoia

- No Report

**SUPERINTENDENT'S REPORT**

Dr. Garibay reported as follows:

- Spoke about FY24 Colts Neck losing 30%, or approximately \$800,000 decrease in State Aid from FY23, but clarified that Colts Neck is not a district directly affected by S-2 legislation. Colts Neck was not funded for NJ Military Impact Aid, which is separate from regular, Categorical aid. During the '21-22 school year Colts Neck went through a Federal Impact Aid audit and while in the process of being audited, the district did not receive a Federal Impact allocation for '21-22. Since NJ bases its calculation of '23-24 military aid on two years' prior Federal aid receipts, the NJDOE could not calculate military aid since zero Federal aid was received. Colts Neck was not contacted by the NJDOE to confirm why it had not received any allocation as it had in the past. Dr. Garibay indicated she is currently working with legislators on this.
- Spoke to the questions raised about the Tentative Budget; noting that the appropriations are still being reviewed and this is still a very active work in process.
- Congratulated and thanked the Cedar Drive Middle School students who came and presented this evening.
- Met earlier today with Assemblywomen Kim Eulner and Marilyn Piperno; the meeting included S-2 districts from District 11; they are truly working hard to be a voice and pressure the State.
- Will be sending out a newsletter shortly with recognitions, celebrations and



important reminders. Spoke briefly about bus conduct; have seen an increased amount of bus incidents. Encouraged parents to communicate with their children regarding the appropriate behavior that is outlined in the Bus Conduct policy. Also spoke about student attendance.

- Recognized Michelle Rogers who is retiring July 1st; wished her much health, happiness and relaxation in her retirement.

## INFORMATION ITEMS

1. Superintendent's Report on Enrollment, Fire/Security Drills and Student Suspensions for the 2022-2023 School Year, as of February 28, 2023. ([Attachment # S-1](#))
2. The Superintendent will report on investigations of incidents of harassment, intimidation and bullying ("HIB") occurring during the following period:

SUPERINTENDENT'S  
REPORT

SUPERINTENDENT'S  
REPORT ON  
INVESTIGATIONS OF  
HIB INCIDENTS

Period	Number of Investigations Reported	Number of Incidents HIB Was Found to Occur
3/1/23 - 3/15/23	0	0

3. Colts Neck Township Administrators' Association (CNTAA) - Statement of Position related to reimbursable expenses associated with the National School Boards Association Conference in Orlando, Florida, April 1 - 4, 2023. ([Attachment # S-2](#))

CNTAA  
REIMBURSABLE  
EXPENSES FOR NSBA  
CONFERENCE

## COMMENTS FROM ATTENDING CONSTITUENTS – ALL SUBJECTS

Phyllis Camera, 1 Roundhill Court - commented on the Tentative budget, specifically mentioning a repair issue at CDMS (leak in 8th grade commons). Commented that it has been a problem since September and needs to be addressed. Additionally she commented on the condition of the CDMS gymnasium. She suggested it be included in the budget and also mentioned possible sponsorship opportunities to raise money to address the situation.

She commented that there are children in grades 3-5 who are in Math TIP and stated the students do not have the entire Math Curriculum, nor do they have an additional practice workbook. Mrs. Camera stated workbooks should be budgeted. She further recommended 'ST Math' which is a Math program. She commented about a consistent homework policy, live streaming of Board meetings, and sensory hallways. She last spoke about the Transgender Policy, sharing her son's story indicating he had two encounters where a biological girl was in the boys bathroom and that he was very uncomfortable in both situations. She reflected on what the boys' rights are in these situations.

## ACTION ITEMS

1. It was moved by Kevin O'Connor, seconded by Alison DeNoia and carried on a unanimous roll call vote to approve the acknowledgement that there is no

ACKNOWLEDGMENT  
OF NO ACTION BY  
SUPERINTENDENT

Superintendent's Action for HIB/Non-HIB investigations, as reported at its meeting of March 1, 2023, for the period commencing February 16, 2023 through February 28, 2023 wherein no incidents were reported.

Yes: John Camera, Alison DeNoia, Brenna Dillon, Amy Dimes, Tracy Kramer, Jessica Ramirez, Andrew Rytter, Kevin O'Connor and Heather Tormey

No: None

Absent: None

2. It was moved by Kevin O'Connor, seconded by Alison DeNoia and carried on a unanimous roll call vote to approve the out-of-district placement for the 2022-2023 School Year, beginning February 7, 2023, as indicated below:

2022-2023 SCHOOL  
YEAR OUT-OF-  
DISTRICT  
PLACEMENT

Student #	School
20311733	Rutgers, The State University of NJ - University Behavioral Health Care

Yes: John Camera, Alison DeNoia, Brenna Dillon, Amy Dimes, Tracy Kramer, Jessica Ramirez, Andrew Rytter, Kevin O'Connor and Heather Tormey

No: None

Absent: None

## **BUILDINGS AND GROUNDS/SAFETY AND SECURITY**

None

## **CURRICULUM**

1. It was moved by Brenna Dillon, seconded by Alison DeNoia and carried on a roll call vote to approve the reimbursable expenses in accordance with Policy #6471/Regulation #6471. ([Attachment # C-1](#))

REIMBURSABLE  
EXPENSES

John Camera inquired about the process of the approval of Dr. Beck's travel and expenses for his attendance at the NSBA Annual Conference 2023, noting the Colts Neck Township Administrators' Association (CNTAA) Statement of Position attached as S-2 under Information Items. Dr. Garibay responded to his inquiry and provided clarification. Mr. Camera also inquired why there are differences in the amount for Dr. Garibay and Dr. Beck's travel expenses for the Florida trip.

Yes: Alison DeNoia, Brenna Dillon, Amy Dimes, Tracy Kramer, Jessica Ramirez, Andrew Rytter, Kevin O'Connor and Heather Tormey

No: John Camera

Absent: None

2. It was moved by Brenna Dillon, seconded by Alison DeNoia and carried on a unanimous roll call vote to approve the following School Counselor Practicum/Internship assignment for the 2023-2024 school year, as indicated below:

SCHOOL  
COUNSELOR  
PRACTICUM/  
INTERNSHIP  
ASSIGNMENT

Student College/University Number of Hours	Cooperating Staff Member Position/Location	Effective Dates
Kayla Lopes Seton Hall University 300 hours Practicum 300 hours Internship	Anne Rauso/ School Counselor Conover Road Elementary School	9/1/2023 - 6/21/2024

Yes: John Camera, Alison DeNoia, Brenna Dillon, Amy Dimes, Tracy Kramer, Jessica Ramirez, Andrew Rytter, Kevin O'Connor and Heather Tormey

No: None

Absent: None

## FINANCE

1. It was moved by Tracy Kramer, seconded by Kevin O'Connor and carried on a unanimous roll call vote to approve the Bill List dated March 15, 2023 in the amount of \$3,583,653.05 and Food Service payments in the amount of \$98.00.

BILL LIST  
FOOD SERVICE  
PAYMENTS

Yes: John Camera, Alison DeNoia, Brenna Dillon, Amy Dimes, Tracy Kramer, Jessica Ramirez, Andrew Rytter, Kevin O'Connor and Heather Tormey

No: None

Absent: None

2. It was moved by Tracy Kramer, seconded by Kevin O'Connor and carried on a unanimous roll call vote to approve the acceptance by the Board of the 2021-22 Annual Comprehensive Financial Report ("ACFR") for the year ending June 30, 2022.

ACFR FOR THE  
2021-22 SCHOOL  
YEAR

Kevin O'Connor commented on the clean unmodified audit report noting it is another example of the high value and regard Mr. Marasco and Dr. Garibay run the financial aspects of the district.

Yes: John Camera, Alison DeNoia, Brenna Dillon, Amy Dimes, Tracy Kramer,

Jessica Ramirez, Andrew Rytter, Kevin O'Connor and Heather Tormey

No: None

Absent: None

## **POLICY**

1. It was moved by Jessica Ramirez, seconded by Andrew Rytter and carried on a unanimous roll call vote to approve the first reading of the following policies and regulations, as indicated below: (Attachment # P-1- # P-6)

FIRST READING  
OF POLICIES AND  
REGULATIONS

<a href="#">Attachment #P-1</a>	ByLaw 0164 - Conduct of Board Meeting
<a href="#">Attachment #P-2</a>	ByLaw 0167 - Public Participation
<a href="#">Attachment #P-3</a>	Policy 2423 - Bilingual and ESL Education
<a href="#">Attachment #P-4</a>	Regulation 2423 - Bilingual and ESL Education
<a href="#">Attachment #P-5</a>	Policy 2425 - Emergency Virtual or Remote Instruction Program
<a href="#">Attachment #P-6</a>	Regulation 2425 - Emergency Virtual or Remote Instruction Program

Yes: John Camera, Alison DeNoia, Brenna Dillon, Amy Dimes, Tracy Kramer, Jessica Ramirez, Andrew Rytter, Kevin O'Connor and Heather Tormey

No: None

Absent: None

2. It was moved by Jessica Ramirez, seconded by Andrew Rytter and carried on a unanimous roll call vote to approve the adoption of the following policies and regulations, as indicated below: (Attachment # P-7 - # P-8)

ADOPTION OF  
POLICIES AND  
REGULATIONS

<a href="#">Attachment # P-7</a>	P5722 - Student Journalism
<a href="#">Attachment # P-8</a>	P5517 - School District Issued Student Identification Cards

Yes: John Camera, Alison DeNoia, Brenna Dillon, Amy Dimes, Tracy Kramer, Jessica Ramirez, Andrew Rytter, Kevin O'Connor and Heather Tormey

No: None

Absent: None

## **NEGOTIATIONS**

None

## TRANSPORTATION

None

## PERSONNEL

1. It was moved by Amy Dimes, seconded by Tracy Kramer and carried on a unanimous roll call vote to approve the acceptance of the retirement of the following staff member, with regret, as indicated below: RETIREMENT

Name	Position/Location	Effective Date
Michele Rogers	Teacher/Conover Road Elementary School	7/1/23

The Board expresses its appreciation and gratitude to Michele Rogers for her eighteen (18) years of faithful service to the children and the district and further wishes her good health and much happiness during her retirement.

Yes: John Camera, Alison DeNoia, Brenna Dillon, Amy Dimes, Tracy Kramer, Jessica Ramirez, Andrew Rytter, Kevin O'Connor and Heather Tormey

No: None

Absent: None

2. It was moved by Amy Dimes, seconded by Tracy Kramer and carried on a unanimous roll call vote to approve the medical disability leave for each of the following staff members during the 2022-2023 school year, as indicated below: MEDICAL DISABILITY LEAVE 2022-2023 SCHOOL YEAR

Name/Position Location	Effective Dates	Medical Disability Leave
Glen Gray Bus Driver District	2/21/23 - 3/17/23	NON FMLA – Paid With healthcare benefits (Using Sick Days from 2/21/23 through 3/17/23)

Yes: John Camera, Alison DeNoia, Brenna Dillon, Amy Dimes, Tracy Kramer, Jessica Ramirez, Andrew Rytter, Kevin O'Connor and Heather Tormey

No: None

Absent: None

3. It was moved by Amy Dimes, seconded by Tracy Kramer and carried on a MEDICAL DISABILITY

unanimous roll call vote to approve the medical disability leave for each of the following staff members during the 2022-2023 school year, as indicated below:

LEAVE  
2022-2023 SCHOOL  
YEAR

Name/Position Location	Effective Dates	Medical Disability Leave
Manuel Sanchez/ Custodian/Cedar Drive Middle School	3/13/23 - 5/5/23	FMLA – Paid With healthcare benefits (Using Sick Days from 3/13/23 through 5/5/23)

Yes: John Camera, Alison DeNoia, Brenna Dillon, Amy Dimes, Tracy Kramer, Jessica Ramirez, Andrew Rytter, Kevin O'Connor and Heather Tormey

No: None

Absent: None

4. It was moved by Amy Dimes, seconded by Tracy Kramer and carried on a unanimous roll call vote to approve the employment of the following individual as a Long-Term Substitute Teacher during the 2022-2023 school year, as indicated below:

EMPLOYMENT:  
LONG-TERM  
SUBSTITUTE  
TEACHER  
2022-2023 SCHOOL  
YEAR

Name	Position/Location	Effective Dates	Salary
Jean D'Urso (Replacing Kimberly Cascone, who is on a leave of absence)	Long-Term Substitute Teacher/Conover Road Elementary School	4/17/23 – 6/12/23	\$245 Per Day

Yes: John Camera, Alison DeNoia, Brenna Dillon, Amy Dimes, Tracy Kramer, Jessica Ramirez, Andrew Rytter, Kevin O'Connor and Heather Tormey

No: None

Absent: None

5. It was moved by Amy Dimes, seconded by Tracy Kramer and carried on a unanimous roll call vote to approve the appointment of the following Cedar Drive Middle School and Conover Road Elementary School staff members to serve as chaperones for the following Cedar Drive Middle School events during the 2022-2023 school year, at an amount not to exceed \$80 for each staff member, as indicated below:

CEDAR DRIVE  
MIDDLE SCHOOL  
CHAPERONES  
2022-2023 SCHOOL  
YEAR

Name	Event	Date
------	-------	------

Christine Bakos Anthony Higuera Joseph Truini Martha Rose Carol Burtnick	The Addams Family - School Play	3/17/23
Marissa Granato Krystyna Hubbard Carrie Zanyor Brian J. Willis	The Addams Family - School Play	3/18/23
Christine Bakos Carrie Zanyor Kathleen Godlesky Jeffrey Brown Karin Londono	Academic Bowl Decathlon- Trivia Bowl	3/21/23

Yes: John Camera, Alison DeNoia, Brenna Dillon, Amy Dimes, Tracy Kramer, Jessica Ramirez, Andrew Rytter, Kevin O'Connor and Heather Tormey

No: None

Absent: None

6. It was moved by Amy Dimes, seconded by Tracy Kramer and carried on a unanimous roll call vote to approve the amendment to the resolution adopted at the November 30, 2022 Regular Meeting for Christine Bakos to serve as a home instructor for Student #20240865, at an hourly rate of \$52, as indicated below:

AMENDED HOME  
INSTRUCTION FOR  
2022-2023 SCHOOL  
YEAR

From Period	To Period
11/28/2022 - 2/28/2023	11/28/2022 - 4/28/2023

Yes: John Camera, Alison DeNoia, Brenna Dillon, Amy Dimes, Tracy Kramer, Jessica Ramirez, Andrew Rytter, Kevin O'Connor and Heather Tormey

No: None

Absent: None

7. It was moved by Amy Dimes, seconded by Tracy Kramer and carried on a unanimous roll call vote to approve the amendment to the resolution adopted at the November 30, 2022 Regular Meeting for Nicholas Lorusso serve as a home instructor for Student #20230486, at an hourly rate of \$52, as indicated below:

AMENDED HOME  
INSTRUCTION FOR  
2022-2023 SCHOOL  
YEAR

Period From:	Period To:
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11/28/22 - 2/28/23	11/28/22 - 4/28/23
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Yes: John Camera, Alison DeNoia, Brenna Dillon, Amy Dimes, Tracy Kramer, Jessica Ramirez, Andrew Rytter, Kevin O'Connor and Heather Tormey

No: None

Absent: None

8. It was moved by Amy Dimes, seconded by Tracy Kramer and carried on a unanimous roll call vote to approve the amendment to the resolution adopted at the February 8, 2023 Regular Meeting for Anthony Higuera to serve as a home instructor for Student #20230486, at an hourly rate of \$52, as indicated below:

AMENDED HOME  
INSTRUCTION FOR  
2022-2023 SCHOOL  
YEAR

Period From:	Period To:
2/1/23 - 2/28/23	2/1/23 - 4/28/23

Yes: John Camera, Alison DeNoia, Brenna Dillon, Amy Dimes, Tracy Kramer, Jessica Ramirez, Andrew Rytter, Kevin O'Connor and Heather Tormey

No: None

Absent: None

9. It was moved by Amy Dimes, seconded by Tracy Kramer and carried on a unanimous roll call vote to approve the amendment to the resolution adopted at the January 18, 2023 Regular Meeting for additional pay to the following staff member to accompany a student participating in Band Rehearsals before school, for each session to run no longer than sixty (60) minutes, as indicated below:

AMENDED  
ADDITIONAL PAY:  
INSTRUCTIONAL  
ASSISTANT

Name/Location	Step/ Hourly rate	Total Amount Per Session	Number of Sessions From	Number of Sessions To	Total Amount Not to Exceed From	Total Amount Not to Exceed To
Lauren Hodges Conover Road Elementary School	14/\$18.37	\$18.37	19	9	\$349.03	\$165.33

Yes: John Camera, Alison DeNoia, Brenna Dillon, Amy Dimes, Tracy Kramer, Jessica Ramirez, Andrew Rytter, Kevin O'Connor and Heather Tormey

No: None



Absent: None

10. It was moved by Amy Dimes, seconded by Tracy Kramer and carried on a unanimous roll call vote to approve the additional pay to the following staff member (replacing Lauren Hodges) to accompany a student participating in Band Rehearsals before school program, for each session to run no longer than sixty (60) minutes, as indicated below:

ADDITIONAL PAY:  
INSTRUCTIONAL  
ASSISTANT

Name/Location	Step Hourly rate	Total Amount Per Session	Number of Sessions	Total Amount Not to Exceed
Marybeth DiStefano Conover Road Elementary School	17/\$20.79	\$20.79	10	\$207.90

Yes: John Camera, Alison DeNoia, Brenna Dillon, Amy Dimes, Tracy Kramer, Jessica Ramirez, Andrew Rytter, Kevin O'Connor and Heather Tormey

No: None

Absent: None

11. It was moved by Amy Dimes, seconded by Tracy Kramer and carried on a unanimous roll call vote to approve the amendment adopted at the January 18, 2023 Regular Meeting for additional pay to Lauren Hodges, Instructional Assistant at Conover Road Elementary School, to accompany a student participating in the CRES Evening Concert on March 28, 2023.

RESCINDED  
ADDITIONAL PAY:  
INSTRUCTIONAL  
ASSISTANT

Yes: John Camera, Alison DeNoia, Brenna Dillon, Amy Dimes, Tracy Kramer, Jessica Ramirez, Andrew Rytter, Kevin O'Connor and Heather Tormey

No: None

Absent: None

12. It was moved by Amy Dimes, seconded by Tracy Kramer and carried on a unanimous roll call vote to approve the additional pay to the following staff member (replacing Lauren Hodges) to accompany a student participating in the CRES Evening concert on March 28, 2023, with the session to run no longer than two (2) hours as indicated below:

ADDITIONAL PAY:  
INSTRUCTIONAL  
ASSISTANT

Name/Location	Step Hourly rate	Total Amount Per Session	Number of Sessions	Total Amount Not to Exceed
Marybeth DiStefano Conover Road Elementary School	17/\$20.79	\$41.58	1	\$41.58

Yes: John Camera, Alison DeNoia, Brenna Dillon, Amy Dimes, Tracy Kramer, Jessica Ramirez, Andrew Rytter, Kevin O'Connor and Heather Tormey

No: None

Absent: None

13. It was moved by Amy Dimes, seconded by Tracy Kramer and carried on a unanimous roll call vote to approve the appointment of the following individual to the Substitute Teacher list for the 2022-2023 school year, at a salary of \$125 per day on an as needed basis, pending approval of criminal history review.

SUBSTITUTE  
TEACHER:  
2022-2023 SCHOOL  
YEAR

Name	Certification
Yasemin Erturk	Substitute Credential

Yes: John Camera, Alison DeNoia, Brenna Dillon, Amy Dimes, Tracy Kramer, Jessica Ramirez, Andrew Rytter, Kevin O'Connor and Heather Tormey

No: None

Absent: None

14. It was moved by Amy Dimes, seconded by Tracy Kramer and carried on a unanimous roll call vote to approve the appointment of the following individual to the list of Substitute Support Staff for the 2022-2023 school year, on an as needed basis, pending approval of criminal history review:

SUBSTITUTE  
SUPPORT STAFF:  
2022-2023 SCHOOL  
YEAR

Name	Position	Hourly Rate
Yasemin Erturk	Substitute Instructional Assistant	\$14.13

Yes: John Camera, Alison DeNoia, Brenna Dillon, Amy Dimes, Tracy Kramer, Jessica Ramirez, Andrew Rytter, Kevin O'Connor and Heather Tormey

No: None

Absent: None

15. It was moved by Amy Dimes, seconded by Tracy Kramer and carried on a unanimous roll call vote to approve the appointment of the following Conover Road Elementary School staff members to serve as chaperones for the following Conover Road Elementary School events during the 2022-2023 school year, at an amount not to exceed \$80 for each staff member, with session to run two hours (2), as indicated below:

CONOVER ROAD  
ELEMENTARY  
SCHOOL  
CHAPERONES  
2022-2023 SCHOOL  
YEAR

Name	Event	Date
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Cheryl Chandler	Players Performance	3-16-23
Niamh Cassidy	Players Performance	3-16-23
Cheryl Chandler	Instrumental Music Performance	3-28-23
Jennifer Caga-Collett	Instrumental Music Performance	3-28-23

Yes: John Camera, Alison DeNoia, Brenna Dillon, Amy Dimes, Tracy Kramer, Jessica Ramirez, Andrew Rytter, Kevin O'Connor and Heather Tormey

No: None

Absent: None

#### **NEW BUSINESS/WORK SESSION AGENDA**

- NJSBA Representative, Mrs. Mary Ann Friedman facilitated the Board training for the Annual Evaluation of the Superintendent.

#### **EXECUTIVE SESSION RESOLUTION (N.J.S.A. 10:4-9,12)**

At approximately 10:00 p.m President Tormey announced that the Board would move into Executive Session to discuss legal matters of attorney/client privilege relating to Policy 5756. She further announced that no action would be taken afterwards and articulated that Executive discussion may be disclosed upon future resolution.

It was moved by Brenna Dillon, seconded by Kevin O'Connor and carried on a unanimous roll call vote in the affirmative to move into Executive session.

#### **ADJOURNMENT**

At approximately 11:10 p.m. it was moved by Alison DeNoia, seconded by Andrew Rytter and carried on a unanimous roll call vote to adjourn the meeting.

Yes: John Camera, Alison DeNoia, Brenna Dillon, Amy Dimes, Tracy Kramer, Jessica Ramirez, Andrew Rytter, Kevin O'Connor and Heather Tormey

No: None

Absent: None

<b>REFERENCE SHEET</b>	
Attachment # S-1	Enrollment, Fire/Security Drills and Student Suspensions as of February 28, 2023
Attachment # C-1	Reimbursable Expenses
Attachment # P-1	First Read Bylaw 0164 - Conduct of Board Meetings

Attachment # P-2	First Read Bylaw 0167 - Public Participation
Attachment # P-3	First Read Policy 2423 - Bilingual and ESL Education
Attachment # P-4	First Read Regulation 2423 - Bilingual and ESL Education
Attachment # P-5	First Read Policy 2425 - Emergency Virtual or Remote Instruction Program
Attachment # P-6	First Read Regulation 2425 - Emergency Virtual or Remote Instruction Program
Attachment # P-7	Adoption of P5722 - Student Journalism
Attachment # P-8	Adoption of P5517 - School District Issued Student Identification Cards

<b>BOARD MEETINGS*</b>			
March 15, 2023	June 14, 2023	September 6, 2023	November 15, 2023
April 5, 2023	June 28, 2023	September 20, 2023	December 13, 2023 @ 6 PM
April 19, 2023	July 19, 2023	October 4, 2023	
May 3, 2023	August 9, 2023	October 18, 2023	
May 24, 2023	August 23, 2023	November 1, 2023	
January 3, 2024 @ 6:00 p.m. (Organization Meeting)			

\* All Regular Board Meetings will be held at 7:00 p.m. in the Board Room of the Administration Building unless otherwise noted and advertised.

<b>NOTEWORTHY DATES</b>		
<b>2023</b>		
Thursday	April 6	Short Session Day - Students and Staff (Spring Recess begins at the end of the day)
Friday - Friday	April 7-14	Spring Recess – Schools/Central Office Closed
Friday	May 26	Short Session Day - Students/Full Day Staff Full Day - Staff with In-Service After Student Dismissal (Afternoon)
Monday	May 29	Memorial Day – Schools/Central Office Closed
Wednesday	June 21	Short Session Day - Students/Full Day Staff
Thursday	June 22	Short Session Day - Students & Staff Last Day of School

Respectfully Submitted,

*Vincent S. Marasco*

Vincent S. Marasco

School Business Administrator/Board Secretary