

**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  
2020-2021 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 include varied communication methods to educate and engage the community about the role of the Board of Education and District initiatives.
- Student Achievement:
  - Assess the effectiveness of District programs and practices implemented to address achievement gaps due to the COVID-19 pandemic and address areas of identified deficiencies.
  - 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.
- Planning: Complete, implement and monitor the District Strategic Plan initiated in the 2019-2020 academic year.

**COLTS NECK SCHOOL DISTRICT GOALS  
2020-21 SCHOOL YEAR**

- Goal #1 - STUDENT ACHIEVEMENT: Identify and implement research-based practices to address student achievement gaps associated with the COVID-19 pandemic.
- Goal #2 - WELLNESS: Support and maintain the health of the school community.
- Goal #3 - FINANCE AND FACILITIES: Allocate and design summer enrichment / academic programs to implement for all students to address pandemic-related academic regression within the current 20-21 school year and within the development of the '21-22 school budget. Continue to address key facilities needs as a result of 2015 Comprehensive Facilities Study and post referendum defeats by selecting critical projects for '20-21 budget and alternative funding options, including an Energy Saving Improvement Plan.
- Goal #4 - TECHNOLOGY: Continue to implement the use of instructional technology in accordance with ISTE Standards.

MINUTES: For the Meeting of the Board of Education, August 18, 2021, at 7:00 p.m. in the Gymnasium located in the Cedar Drive Middle School, 73 Cedar Drive, Colts Neck, New Jersey 07722

**CALL TO ORDER**

President Gizzo called the meeting to order at approximately 7:03 p.m.

**ROLL CALL**

ROLL CALL

Board Members Present: Marian Castner, Jacquelyn Hoagland, Tracy Kramer, Kevin O'Connor, Kimberly Raymond, Danielle Alpaugh and Kathryn Gizzo

Board Members Absent: Marci Klein and Heather Tormey

## 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 10, 2021, July 16, 2021 and August 15, 2021, 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

Dr. Garibay led the Flag Salute.

## APPROVAL OF MINUTES

APPROVAL OF  
MINUTES

1. It was moved by Kevin O'Connor, seconded by Jacquelyn Hoagland and carried on a unanimous roll call vote to approve the Board minutes of the following Meetings:

Meeting
June 16, 2021 Regular Meeting Minutes

Yes: Marian Castner, Jacquelyn Hoagland, Tracy Kramer, Kevin O'Connor, Kimberly Raymond, Danielle Alpaugh and Kathryn Gizzo

No: None

Absent: Marci Klein and Heather Tormey

## PUBLIC HEARING ON THE AMENDED EMPLOYMENT CONTRACT OF THE SUPERINTENDENT OF SCHOOLS ([Attachment # PR-1](#))

PUBLIC HEARING -  
SUPERINTENDENT'S  
CONTRACT

President Gizzo provided an overview of the Superintendent's proposed contract (2021-2026). President Gizzo then opened the floor for public comment.

Attendee Christa Stayback asked if the community is able to vote on the Superintendent's Contract. Mrs. Gizzo responded by stating that the Community can provide public comment to the Board on the proposed contract; however, only the Board votes on the contract.

## COMMUNICATIONS

COMMUNICATIONS

Date	From	To	Subject
8/11/2021	Phyllis Camera	Board of Education	Executive Order 251
8/12/2021	Lenka Greicius	Board of Education	2021-22 School Year
8/16/2021	Stephanie Minucci	Board of Education	Executive Order 251
8/16/2021	Marilyn Piperno	Board of Education	Executive Order 251

8/17/2021	Rey Cortez	Board of Education	Executive Order 251
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### **COMMENTS FROM ATTENDING CONSTITUENTS – Agenda Items Only**

COMMENTS

A constituent (technical difficulties with name identification) inquired about the requirement for masks and whether the Board would be writing a letter to the Governor. Because this topic was not an agenda item, President Gizzo deferred the question to the second public comment on all subjects.

### **REPORT OF PRESIDENT – Mrs. Kathryn Gizzo**

PRESIDENT'S  
REPORT

- President Gizzo reported the following:
  - Thrilled to announce continued partnership with Dr. Garibay and thanked Dr. Garibay for her exemplary work.
  - Thanked students, administration, teachers and staff, and families in advance of the upcoming school year for their commitment to student wellness, growth and achievement and for the continued partnership.
  - Acknowledged the conversation in the community and neighboring communities about the current EO251 requiring masks for students, staff, and visitors for the start of the 21-22 school year. President Gizzo also acknowledged the advocacy and letter writing that some New Jersey Boards of Education are engaging in to attempt to overturn EO251.
  - Based on legal analysis provided by our Board attorney, “The provisions and requirements of EO251 are matters of enforceable state law, and the school district is obligated by law to diligently follow and enforce those requirements unless or until they are revised or eliminated.”
  - Separate and apart from EO251, Boards of Education can decide to take a position and advocate for local control over the mask mandate. A discussion about advocacy will take place tomorrow during the Board’s Ad-hoc pandemic advisory committee meeting.

### **COMMITTEE REPORTS**

COMMITTEE  
REPORTS

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

Chairperson: Kevin O’Connor

Committee Members: Danielle Alpaugh, Kathryn Gizzo, Heather Tormey

Administrator: Vincent Marasco

- Kevin O’Connor reported that the committee has not met since the last meeting.
- Noted on the agenda for approval under Finance is the award of the contract for the reconstruction of the tennis and basketball courts at CDMS

#### Communications Committee:

Chairperson: Danielle Alpaugh

Committee Members: Tracy Kramer, Marci Klein, Heather Tormey

Administrator: Philip J. Capasso III

- No Report

Curriculum Committee:

Chairperson: Dr. Kimberly Raymond

Committee Members: Marian Castner, Marci Klein, Kevin O'Connor

Administrator: Erica Reynolds

- No Report

Finance/Negotiations Committee:

Chairperson: Kathryn Gizzo

Committee Members: Danielle Alpaugh, Marian Castner, Jacquelyn Hoagland

Co-Administrators: Dr. MaryJane Garibay and Vincent Marasco

- Mrs. Gizzo reported that the Finance / Negotiations Committee met early that day (8/18) for purposes of continuing discussions related to CNTEA negotiations.

Policy Committee:

Chairperson: Jacquelyn Hoagland

Committee Members: Marian Castner, Marci Klein, Tracy Kramer

Administrator: Dr. MaryJane Garibay

- No Report

Ad Hoc Pandemic Advisory Committee:

Chairperson: Marian Castner

Committee Members: Danielle Alpaugh, Kathryn Gizzo, Jacquelyn Hoagland

Co-Administrators: Dr. MaryJane Garibay and Vincent Marasco

- No Report

Board Member Liaisons:

Marci Klein - Colts Neck PTO

- No Report

Kevin O'Connor - Colts Neck Township Committee

- No Report

State & County School Boards Association Representative:

Marian Castner

- No Report

**SUPERINTENDENT'S REPORT**

Dr. Garibay reported:

- Safe Return Plan for the 2021-22 school year is being revised and will be reviewed by the County Superintendent; expect to be shared with parents/guardians the week of August 23rd.
- Successful Summer Bridge and ESY programs; last day is scheduled for tomorrow , August 19th.
- Anticipate Parent Portal in Genesis to open the week of August 30th.

**INFORMATION ITEMS:**

None

**ACTION ITEMS:**

1. It was moved by Jacquelyn Hoagland, seconded by Kevin O'Connor and carried on a unanimous roll call vote to approve the appointment of Dr. Alan Cabasso of Meridian Pediatric Associates, Neptune, NJ as the district's school physician for the 2021-22 school year at the annual fee of \$2,500\* with any extra services to be remunerated at a rate of \$200.00\* per hour not to exceed 10 hours for the 2021-22 school year.

APPOINTMENT OF  
SCHOOL PHYSICIAN

\*Pending confirmation of fee and hourly rate for the 2021-22 school year.

Yes: Marian Castner, Jacquelyn Hoagland, Tracy Kramer, Kevin O'Connor, Kimberly Raymond, Danielle Alpaugh and Kathryn Gizzo

No: None

Absent: Marci Klein and Heather Tormey

**BUILDINGS AND GROUNDS**

None

**CURRICULUM AND INSTRUCTION**

1. It was moved by Jacquelyn Hoagland, seconded by Kevin O'Connor and carried on a unanimous roll call vote to approve the reimbursable expenses in accordance with Policy #6471/Regulation #6471. ([Attachment # C-1](#))

REIMBURSABLE  
EXPENSES

Yes: Marian Castner, Jacquelyn Hoagland, Tracy Kramer, Kevin O'Connor, Kimberly Raymond, Danielle Alpaugh and Kathryn Gizzo

No: None

Absent: Marci Klein and Heather Tormey

2. It was moved by Jacquelyn Hoagland, seconded by Kevin O'Connor and carried on a unanimous roll call vote to approve the appointment of the following staff members to serve as mentors for the 2021-22 school year, as indicated below: MENTORS

New Staff Member Position/Location	Mentor/Position/Location	Stipend
*Martha Rose, Teacher Cedar Drive Middle School (9/1/21-3/1/22)	Christine Bakos/Teacher Cedar Drive Middle School	\$550.00♦ (prorated)
*Colleen Baltz, Teacher Conover Road Primary School	Jennifer Cies/Teacher Conover Road Primary School	\$550.00
*Elizabeth West, Teacher Cedar Drive Middle School	Suzanne Cooper/Teacher Cedar Drive Middle School	\$550.00
*Shannon Healy, Teacher Conover Road Elementary School	Cheryl Gorman/Teacher Conover Road Elementary School	\$550.00
*Samantha Wong- Barr, Teacher Conover Road Primary School	Sherri Halpin/Teacher Conover Road Primary School	\$550.00
*Jordan Farley, Teacher Conover Road Elementary School	Ann Murphy/Teacher Conover Road Elementary School	\$1,000.00
*Susan Frick, Teacher Conover Road Primary School	Jodi Rakin/Teacher Conover Road Primary School	\$550.00
♥Jessica Romanik, Teacher Conover Road Elementary School	Mary Kate Shatkus/Teacher Conover Road Elementary School	\$850.00
*Mary King, Teacher Conover Road Primary School	Karla Walter/Teacher Conover Road Primary School	\$550.00

♦Pro-rata stipend for mentors working with part-time employees or mentors working with employees less than a full year.

\*Standard Certificate

♣Provisional Certificate

♥Certificate of Eligibility with Advanced Standing

●Certificate of Eligibility

Yes: Marian Castner, Jacquelyn Hoagland, Tracy Kramer, Kevin O'Connor, Kimberly Raymond, Danielle Alpaugh and Kathryn Gizzo

No: None

Absent: Marci Klein and Heather Tormey

3. It was moved by Jacquelyn Hoagland, seconded by Kevin O'Connor and carried on a unanimous roll call vote to approve the adoption of the following new curricula for the 2021-22 school year, as indicated below:

ADOPTION OF NEW  
CURRICULA FOR  
THE 2021-22  
SCHOOL YEAR

Grade Level	Title
3-8	Band Standards
6-8	Chorus
K-2	ELA Writing Units of Studies
7-8	Filming the News
6-8	Health
3-5	Innovation Lab Standards
K-5	Mathematics
K-8	Music Standards
6	PLTW-Energy Environment
3-8	Science Standards

Yes: Marian Castner, Jacquelyn Hoagland, Tracy Kramer, Kevin O'Connor, Kimberly Raymond, Danielle Alpaugh and Kathryn Gizzo

No: None

Absent: Marci Klein and Heather Tormey

## FINANCE

1. It was moved by Marian Castner, seconded by Kevin O'Connor and carried on a unanimous roll call vote to approve the transfer of funds for the month of June, 2021 for the 2021-22 school year. ([Attachment # F-1](#))

TRANSFER OF  
FUNDS

Yes: Marian Castner, Jacquelyn Hoagland, Tracy Kramer, Kevin O'Connor, Kimberly Raymond, Danielle Alpaugh and Kathryn Gizzo

No: None

Absent: Marci Klein and Heather Tormey

2. It was moved by Marian Castner, seconded by Kevin O'Connor and carried on a unanimous roll call vote to approve the Board Secretary's Report as of June 30, 2021. ([Attachment # F-2](#))

BOARD  
SECRETARY'S  
REPORT

RESOLVED, Pursuant to N.J.A.C. 6A:23-2.11(c)3 the Board Secretary certifies that as of June 30, 2021 NO budgetary line item account has obligations and payments (contractual orders) which in the total exceed the amount appropriated by the Board of Education pursuant to N.J.S.A. 18A:22-8 and 18A:22-8.1.

Pursuant to N.J.A.C. 6A:23-2-11(c)4, we certify that as of June 30, 2021 the Board Secretary's monthly financial report (appropriations section) did not reflect an over expenditure in any of the major accounts or funds, and based on the appropriation balances reflected on this report and the advice of district officials, we have no reason to doubt that the district has sufficient funds available to meet its financial obligations for the remainder of the fiscal year.

Yes: Marian Castner, Jacquelyn Hoagland, Tracy Kramer, Kevin O'Connor, Kimberly Raymond, Danielle Alpaugh and Kathryn Gizzo

No: None

Absent: Marci Klein and Heather Tormey

3. It was moved by Marian Castner, seconded by Kevin O'Connor and carried on a unanimous roll call vote to approve the Report of the Treasurer of School Monies as of June 30, 2021. ([Attachment # F-3](#))

TREASURER'S  
REPORT

Yes: Marian Castner, Jacquelyn Hoagland, Tracy Kramer, Kevin O'Connor, Kimberly Raymond, Danielle Alpaugh and Kathryn Gizzo

No: None

Absent: Marci Klein and Heather Tormey

4. It was moved by Marian Castner, seconded by Kevin O'Connor and carried on a unanimous roll call vote to approve the Bill List dated August 18, 2021 in the amount of \$1,149,489.07.

BILL LIST

Yes: Marian Castner, Jacquelyn Hoagland, Tracy Kramer, Kevin O'Connor, Kimberly Raymond, Danielle Alpaugh and Kathryn Gizzo

No: None

Absent: Marci Klein and Heather Tormey

5. It was moved by Marian Castner, seconded by Kevin O'Connor and carried on a unanimous roll call vote to approve the appropriation of \$11,284.00 of 2020-21 NJ State Extraordinary Aid to increase budgetary account 11-190-100-640-050-300-0, in accordance with N.J.A.C. 6A:23A-13.3(d).

APPROPRIATION OF  
2020-21  
EXTRAORDINARY  
AID

Yes: Marian Castner, Jacquelyn Hoagland, Tracy Kramer, Kevin O'Connor, Kimberly Raymond, Danielle Alpaugh and Kathryn Gizzo

No: None

Absent: Marci Klein and Heather Tormey



6. It was moved by Marian Castner, seconded by Kevin O'Connor and carried on a unanimous roll call vote to approve the following resolution:

AWARD OF BID TO  
SHORE TOP  
CONSTRUCTION  
CORP. - CEDAR  
DRIVE MIDDLE  
SCHOOL  
BASKETBALL &  
TENNIS COURT  
RECONSTRUCTION

WHEREAS, In accordance with Public Schools Contract Law, N.J.S.A. 18A:18A-1, et seq., the Colts Neck Board of Education (hereinafter referred to as the "Board") advertised for bids for the Cedar Drive Middle School Basketball & Tennis Court Reconstruction (hereinafter "the Project"), in the Township of Colts Neck, Monmouth County, New Jersey; and

WHEREAS, on August 4, 2021, the Board received three (3) bids for the above Project, as reflected on the bid tabulation sheet, on file in the office of the Business Administrator/Board Secretary, and;

WHEREAS, such bids were duly reviewed by the Board's attorney, the engineering firm of T&M Associates, Toms River, NJ.; and Business Administrator; and

WHEREAS, there are sufficient funds for the award of Contract for the Project;

NOW, THEREFORE, BE IT RESOLVED that the Colts Neck Board of Education deems the following contractor the lowest responsible and responsive bidder in all material respects and hereby awards the following contract respectively for a total amount of \$606,713:

Single Overall Contract: Cedar Drive Middle School Basketball & Tennis Court Reconstruction:

Shore Top Construction Corp.  
Freehold, NJ 0772

Base Bid	CDMS Basketball & Tennis Court Reconstruction	\$479,888.00
Alternate Bid "A"	Additional Drainage	\$ 25,935.00
Alternate Bid "B"	Perimeter Curb	\$ 29,580.00
Alternate Bid "C"	Court Equipment	\$ 1,340.00
Alternate Bid "D"	Trash Receptacles	\$ 6,000.00
Alternate Bid "E"	Basketball Standards, 8' Overhang	\$ 2,000.00
Alternate Bid "F"	Conduit Pull Boxes For Future Electric	\$ 6,600.00
Alternate Bid "G"	Aluminum Benches	\$ 13,080.00
Alternate Bid "H"	Prefabricated Storage Shed	\$ 22,150.00
Alternate Bid "I"	Bleacher, Pad & Associated Walkway	\$ 20,140.00

BE IT FURTHER RESOLVED that the Colts Neck Township Board of Education's Administrative staff and Professionals take any and all action necessary to effectuate the purposes of the Board's resolution in this matter.

Yes: Marian Castner, Jacquelyn Hoagland, Tracy Kramer, Kevin O'Connor, Kimberly Raymond, Danielle Alpaugh and Kathryn Gizzo

No: None

Absent: Marci Klein and Heather Tormey

7. It was moved by Marian Castner, seconded by Kevin O'Connor and carried on a unanimous roll call vote to approve Delta-T Group North Jersey, Inc. ("Delta-T"), 460 US Route 9 North, Suite 300, Woodbridge, NJ 07095, as a provider of a part-time Social Worker for the 2021-22 school year, for an amount not to exceed \$40,500, in aggregate, at the rates set forth in the Educational Rate Sheet on file in the Office of the School Business Administrator/Board Secretary. Said amount shall be funded by ESER II GRANT.

PROFESSIONAL  
SERVICES -  
PART-TIME SOCIAL  
WORKER

Yes: Marian Castner, Jacquelyn Hoagland, Tracy Kramer, Kevin O'Connor, Kimberly Raymond, Danielle Alpaugh and Kathryn Gizzo

No: None

Absent: Marci Klein and Heather Tormey

## POLICY

1. It was moved by Danielle Alpaugh, seconded by Jacquelyn Hoagland and carried on a unanimous roll call vote to approve the adoption of the following policies and regulations, as indicated below: (Attachments # P-1 - P-12)

ADOPTION OF  
POLICIES AND  
REGULATIONS

<a href="#">Attachment # P-1</a>	Policy 3142	Nonrenewal of Non Tenured Teaching Staff Member
<a href="#">Attachment # P-2</a>	Regulation 3142	Nonrenewal of Non Tenured Teaching Staff Member
<a href="#">Attachment # P-3</a>	Policy 3221	Evaluation of Teachers
<a href="#">Attachment # P-4</a>	Regulation 3221	Evaluation of Teachers
<a href="#">Attachment # P-5</a>	Policy 3222	Evaluation of Teaching Staff Members, Excluding Teachers and Administrators
<a href="#">Attachment # P-6</a>	Regulation 3222	Evaluation of Teaching Staff Members, Excluding Teachers and Administrators
<a href="#">Attachment # P-7</a>	Policy 3223	Evaluation of Administrators, Excluding Principals, Vice Principals, and Assistant Principals
<a href="#">Attachment # P-8</a>	Regulation 3223	Evaluation of Administrators, Excluding Principals, Vice Principals,

		and Assistant Principals
<a href="#">Attachment # P-9</a>	Policy 3224	Evaluation of Principals, Vice Principals, and Assistant Principals
<a href="#">Attachment # P-10</a>	Regulation 3224	Evaluation of Principals, Vice Principals, and Assistant Principals
<a href="#">Attachment # P-11</a>	Policy 6471	School District Travel
<a href="#">Attachment # P-12</a>	Regulation 6471	School District Travel

Yes: Marian Castner, Jacquelyn Hoagland, Tracy Kramer, Kevin O'Connor, Kimberly Raymond, Danielle Alpaugh and Kathryn Gizzo

No: None

Absent: Marci Klein and Heather Tormey

## NEGOTIATIONS

None

## TRANSPORTATION

None

## PERSONNEL

1. It was moved by Kimberly Raymond, seconded by Kevin O'Connor and carried on a unanimous roll call vote to approve the following resignations of staff members, as indicated below: RESIGNATIONS

Name	Position/Location	Effective Date
Carin Beyer	Kindergarten Instructional Assistant Conover Road Primary School	8-4-21
Jamie Fisher	Teacher Gr, 4 Conover Road Elementary School	8-12-21
Michele Hinton	Instructional Assistant Cedar Drive Middle School	8-11-21
David Pecoraro	Bus Driver Colts Neck Township Schools	7-29-21
Lauren Webster	Teacher of Art (.5) Conover Road Elementary School	7-28-21
Sunny Rudko	Instructional Assistant Conover Road Primary School	8-16-21

Yes: Marian Castner, Jacquelyn Hoagland, Tracy Kramer, Kevin O'Connor, Kimberly Raymond, Danielle Alpaugh and Kathryn Gizzo

No: None

Absent: Marci Klein and Heather Tormey

2. It was moved by Kimberly Raymond, seconded by Kevin O'Connor and carried on a unanimous roll call vote to approve the amending of the employment of the following individual for the 2021-22 school year, as indicated below:

AMENDED  
EMPLOYMENT  
2021-2022 SCHOOL  
YEAR:

Name/Location	From	To
Dawn Fittipaldi/ Conover Road Primary School	Special Education Teacher MA Guide, Step 16 \$54,967 (.6/\$91,611*) 9/1/21 - 6/30/22	Special Education Teacher MA Guide, Step 16 \$73,289 (.8/\$91,611*) 9/1/21 - 6/30/22

\* Pending outcome of CNTEA negotiations

Yes: Marian Castner, Jacquelyn Hoagland, Tracy Kramer, Kevin O'Connor, Kimberly Raymond, Danielle Alpaugh and Kathryn Gizzo

No: None

Absent: Marci Klein and Heather Tormey

3. It was moved by Kimberly Raymond, seconded by Kevin O'Connor and carried on a unanimous roll call vote to approve the rescinding of the approval of the appointment of Cristina Lupo to serve as a Special Education Teacher at Cedar Drive Middle School as approved at the June 30, 2021 Regular Meeting.

RESCINDED  
EMPLOYMENT  
2021-22 SCHOOL  
YEAR:

Yes: Marian Castner, Jacquelyn Hoagland, Tracy Kramer, Kevin O'Connor, Kimberly Raymond, Danielle Alpaugh and Kathryn Gizzo

No: None

Absent: Marci Klein and Heather Tormey

4. It was moved by Kimberly Raymond, seconded by Kevin O'Connor and carried on a unanimous roll call vote to approve the additional pay to Donald Felle to serve as School Security Monitor on Wednesday, August 18, 2021 for a total number of hours not to exceed five (5), at an hourly rate of \$21 per hour not to exceed \$105.

ADDITIONAL PAY

Yes: Marian Castner, Jacquelyn Hoagland, Tracy Kramer, Kevin O'Connor, Kimberly Raymond, Danielle Alpaugh and Kathryn Gizzo

No: None

Absent: Marci Klein and Heather Tormey

5. It was moved by Kimberly Raymond, seconded by Kevin O'Connor and carried on a unanimous roll call vote to approve the employment of the following individuals for the 2021-22 school year, as indicated below:

EMPLOYMENT:  
TEACHER  
2021-22 SCHOOL  
YEAR

Name	Position/Location	Effective Dates	Guide/Step Salary
* Amanda Auletta (Replacing Nicholas Lorusso who was reassigned and transferred to Cedar Drive Middle School)	Teacher/Conover Road Elementary School	9/1/21 – 6/30/22	MA Guide Step1 \$62,001** Per Annum
* Niamh Cassidy (Replacing Jamie Fisher who resigned)	Teacher/Conover Road Elementary School	9/1/21 – 6/30/22	BA Guide Step1 \$55,701** Per Annum
* Claudia Luongo (Replacing Lauren Webster who resigned)	Teacher of Art (.5)/Conover Road Elementary School	9/1/21 – 6/30/22	BA Guide Step14 \$40,355 (.5/\$80,711)** Per Annum

\*Pending criminal history review and receipt of prior employment verification.

\*\*Pending outcome of CNTEA negotiations, Step remains the same

Yes: Marian Castner, Jacquelyn Hoagland, Tracy Kramer, Kevin O'Connor, Kimberly Raymond, Danielle Alpaugh and Kathryn Gizzo

No: None

Absent: Marci Klein and Heather Tormey

6. It was moved by Kimberly Raymond, seconded by Kevin O'Connor and carried on a unanimous roll call vote to approve the employment of the following individuals for the 2021-22 school year, as indicated below:

EMPLOYMENT:  
INSTRUCTIONAL  
ASSISTANT  
2021-22 SCHOOL  
YEAR

Name	Position/Location	Effective Dates	Hours/Number of Days/Step/Hourly Rate/Salary
* Kathleen Augustin (Replacing Carin Beyer who resigned)	Kindergarten Instructional Assistant/Conover Road Primary School	9/1/21 – 6/30/22	5.75 Hours Daily 184 Days Step 2 \$18.33** Per Hour \$19,394** Per Annum

*Marianne Forte (Replacing Jamie Campbell who resigned)	Instructional Assistant/Conover Road Primary School	9/1/21 – 6/30/22	6.75 Hours Daily 184 Days Step 6 \$14.00** Per Hour \$17,388** Per Annum
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\*Pending criminal history review and receipt of prior employment verification.

\*\*Pending outcome of negotiations, step remains the same

Yes: Marian Castner, Jacquelyn Hoagland, Tracy Kramer, Kevin O'Connor,  
Kimberly Raymond, Danielle Alpaugh and Kathryn Gizzo

No: None

Absent: Marci Klein and Heather Tormey

7. It was moved by Kimberly Raymond, seconded by Kevin O'Connor and carried on a unanimous roll call vote to approve the employment of the following individual for the 2021-22 school year, as indicated below:

EMPLOYMENT:  
CUSTODIAN  
2021-22 SCHOOL  
YEAR

Name	Position/Location	Effective Dates	Step/Salary
*Nicholas Truisi (Replacing Michael Ortiz who resigned)	Custodian/Conover Road Elementary School	On or about 9/1/21 – 6/30/22	Step 1 \$31,742** Per Annum, Prorated (\$30,842 Base + \$900 Stipend)

\*Pending criminal history review and receipt of prior employment verification.

\*\*Pending outcome of negotiations

Yes: Marian Castner, Jacquelyn Hoagland, Tracy Kramer, Kevin O'Connor,  
Kimberly Raymond, Danielle Alpaugh and Kathryn Gizzo

No: None

Absent: Marci Klein and Heather Tormey

8. It was moved by Kimberly Raymond, seconded by Kevin O'Connor and carried on a unanimous roll call vote to approve the employment of the following individual as a Long-Term Substitute Teacher during the 2021-22 school year, as indicated below:

EMPLOYMENT:  
LONG-TERM  
SUBSTITUTE  
TEACHER  
2021-22 SCHOOL  
YEAR

Name	Position/Location	Effective Dates	Salary
*Tatyana Popel (Replacing Laurie Chiodo who replaced Brooke Edgerton, who is on a leave of absence)	Long-Term Substitute Teacher	9/2/21 – 11/24/21	\$245 Per Day

*Brianna Piccinich (Replacing MaryEllen Zambell who, is on a leave of absence)	Long-Term Substitute Teacher	9/2/21 – 10/15/21	\$245 Per Day
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\*Pending criminal history review and receipt of prior employment verification.

Yes: Marian Castner, Jacquelyn Hoagland, Tracy Kramer, Kevin O'Connor, Kimberly Raymond, Danielle Alpaugh and Kathryn Gizzo

No: None

Absent: Marci Klein and Heather Tormey

9. It was moved by Kimberly Raymond, seconded by Kevin O'Connor and carried on a unanimous roll call vote to approve the following Substitute School Security Monitors to serve as substitute summer security monitors for the Colts Neck Department of Recreation and Parks Summer Day Camp program for Colts Neck children from June 25, 2021 through August 6, 2021 (no camp Monday, July 5th), at an hourly rate of \$19 on an as needed basis. The Summer Day Camp program runs Monday to Friday, from 8:30 a.m. to 2:30 p.m.

SUBSTITUTE  
SCHOOL SECURITY  
MONITORS FOR  
2021 COLTS NECK  
RECREATION DAY  
CAMP PROGRAM

Michael Antonucci	Raymond Garland
Tyler Legezdh	Albert Roth III

Yes: Marian Castner, Jacquelyn Hoagland, Tracy Kramer, Kevin O'Connor, Kimberly Raymond, Danielle Alpaugh and Kathryn Gizzo

No: None

Absent: Marci Klein and Heather Tormey

10. It was moved by Kimberly Raymond, seconded by Kevin O'Connor and carried on a unanimous roll call vote to approve the appointment of the following individual to the Substitute Teacher list for the 2021-22 school year, at a salary of \$100 per day on an as needed basis, pending approval of criminal history review.

SUBSTITUTE  
TEACHERS:  
2021-22 SCHOOL  
YEAR

Name	Certification
Susan Holeman	Substitute Credential
Brianna Piccinich	CEAS Elementary School Teacher K-6

Yes: Marian Castner, Jacquelyn Hoagland, Tracy Kramer, Kevin O'Connor, Kimberly Raymond, Danielle Alpaugh and Kathryn Gizzo

No: None

Absent: Marci Klein and Heather Tormey

11. It was moved by Kimberly Raymond, seconded by Kevin O'Connor and carried on a unanimous roll call vote to approve the following resolution:

APPROVAL OF  
REVISED CONTRACT  
OF THE  
SUPERINTENDENT  
OF SCHOOLS -  
2021-2026

WHEREAS, the Board has determined to amend the term of its current contract with Superintendent of Schools Dr. MaryJane Garibay; and

WHEREAS, the Board gave notice of its intention to amend the Superintendent's contract as required by N.J.S.A. 18A: 11-11; and

WHEREAS, the Monmouth County Executive Superintendent of Schools has approved the amended contract.

NOW, THEREFORE, BE IT RESOLVED that, pursuant to N.J.S.A. 18A:7-8, 18A:17-15 and N.J.A.C. 6A:23A-3.1 et. seq., the Board hereby rescinds the existing contract of employment for Dr. Garibay, which runs from July 1, 2017 through June 30, 2022, and approves a new employment contract with Dr. Garibay commencing on July 1, 2021 through June 30, 2026, with the following salaries over the term of the contract as set forth in the contract of employment attached hereto ([Attachment PR-1](#)):

School Year	Salary
2021-2022	\$183,000.00
2022-2023	\$186,660.00
2023-2024	\$190,393.20
2024-2025	\$194,201.06
2025-2026	\$198,085.08

Yes: Marian Castner, Jacquelyn Hoagland, Tracy Kramer, Kevin O'Connor, Kimberly Raymond, Danielle Alpaugh and Kathryn Gizzo

No: None

Absent: Marci Klein and Heather Tormey

President Gizzo noted her

12. It was moved by Kimberly Raymond, seconded by Kevin O'Connor and carried on a unanimous roll call vote to approve the hours and salaries of the following bus drivers for the 2021-22 school year. ([Attachment # PR-2](#))

TWU BUS DRIVERS:  
2021-22 SCHOOL  
YEAR HOURS AND  
SALARIES

Yes: Marian Castner, Jacquelyn Hoagland, Tracy Kramer, Kevin O'Connor, Kimberly Raymond, Danielle Alpaugh and Kathryn Gizzo



No: None

Absent: Marci Klein and Heather Tormey

13. It was moved by Kimberly Raymond, seconded by Kevin O'Connor and carried on a unanimous roll call vote to approve the following staff member to serve as substitute transportation aide for the ESY Summer Program for the 2021-22 school year, as indicated below:

ESY SUMMER  
PROGRAM  
SUBSTITUTE  
TRANSPORTATION  
AIDE FOR 2021-22  
SCHOOL YEAR

Name/ Position	Dates	Hourly Rate	Amount of Hours	Total Amount Not to Exceed
Joanne Tillotson Substitute Transportation Aide	8/16/21 - 8/19/21	\$12.00	4 Hours/ daily	\$192

Yes: Marian Castner, Jacquelyn Hoagland, Tracy Kramer, Kevin O'Connor, Kimberly Raymond, Danielle Alpaugh and Kathryn Gizzo

No: None

Absent: Marci Klein and Heather Tormey

14. It was moved by Kimberly Raymond, seconded by Kevin O'Connor and carried on a unanimous roll call vote to approve the medical disability leave for the following staff member during the 2021-22 school year, as indicated below:

MEDICAL DISABILITY  
LEAVE  
2021-22 SCHOOL  
YEAR

Name/Position Location	Effective Dates	Medical Disability Leave
Mary Ellen Zambell/ Teacher/Conover Road Primary School	9/2/2021 - 10/15/2021	FMLA – Paid With healthcare benefits (Using Sick Days from 9/2/2021 through 10/15/2021)

Yes: Marian Castner, Jacquelyn Hoagland, Tracy Kramer, Kevin O'Connor, Kimberly Raymond, Danielle Alpaugh and Kathryn Gizzo

No: None

Absent: Marci Klein and Heather Tormey

15. It was moved by Kimberly Raymond, seconded by Kevin O'Connor and carried on a unanimous roll call vote to approve the resolution for the appointment of the following Cedar Drive Middle School staff members to serve as extracurricular advisors/coaches for fall sport activities at Cedar Drive Middle School during the 2021-22 school year, as indicated below:

FALL EXTRA-  
CURRICULAR  
ADVISORS/  
COACHES FOR  
2021-22 SCHOOL  
YEAR CEDAR DRIVE  
MIDDLE SCHOOL

Activity	Coach	Stipend
Boys Soccer	Ryan Walker	\$3493*
Girls Soccer	Steven Ricci	\$3493*
Boys Cross Country	Joseph Truisi	\$3493*
Girls Cross Country	Dolores Pollak	\$3493*

\*Pending outcome of CNTEA negotiations

Yes: Marian Castner, Jacquelyn Hoagland, Tracy Kramer, Kevin O'Connor, Kimberly Raymond, Danielle Alpaugh and Kathryn Gizzo

No: None

Absent: Marci Klein and Heather Tormey

16. It was moved by Kimberly Raymond, seconded by Kevin O'Connor and carried on a unanimous roll call vote to approve the appointment of the following staff member to serve as Athletic Director at Cedar Drive Middle School for the 2021-22 school year, as indicated below:

ATHLETIC DIRECTOR  
CEDAR DRIVE  
MIDDLE SCHOOL  
2021-22 SCHOOL  
YEAR

Name	Activity	Location	Stipend
Dolores Pollak	Athletic Director**	Cedar Drive Middle School	\$5100*

\*Pending outcome of CNTEA negotiations

\*\*The duration and compensation for this stipend position is contingent upon schools remaining open and it is safe for in-person participation. If the program needs to be suspended due to COVID, or any other emergency, compensation shall be prorated for those days that services were performed.

Yes: Marian Castner, Jacquelyn Hoagland, Tracy Kramer, Kevin O'Connor, Kimberly Raymond, Danielle Alpaugh and Kathryn Gizzo

No: None

Absent: Marci Klein and Heather Tormey

17. It was moved by Kimberly Raymond, seconded by Kevin O'Connor and carried on a unanimous roll call vote to approve the employment of the following individual for the 2021-22 school year, as indicated below:

EMPLOYMENT:  
INSTRUCTIONAL  
ASSISTANT  
2021-22 SCHOOL  
YEAR

Name	Position/Location	Effective Dates	Hours/Number of Days/Step/Hourly Rate/Salary
Megan Mastropiero (Replacing Michelle Hinton, who resigned)	Instructional Assistant/Cedar Drive Middle School	9/1/21 – 6/30/22	6.75 Hours Daily 184 Days Step 2 \$13.18 Per Hour

			\$16,368 Per Annum
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\* Pending criminal history review and receipt of prior employment verification.

Yes: Marian Castner, Jacquelyn Hoagland, Tracy Kramer, Kevin O'Connor, Kimberly Raymond, Danielle Alpaugh and Kathryn Gizzo

No: None

Absent: Marci Klein and Heather Tormey

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

- Strategic Planning Update: President Gizzo asked members to review the proposed Goals and Objectives developed by the strategic planning committee and provide comments and suggested additions as the District and Community continue work on developing the 5-year strategic plan.

## **COMMENTS FROM ATTENDING CONSTITUENTS – ALL SUBJECTS**

- John Camera, 1 Roundhill Court - commented that masks should be optional and requested that the Board vote to pen a letter to Governor Murphy requesting that the mask mandate be rescinded.
- Brenna Dillon, 32 Maple Drive - read a statement regarding the Governor's mask mandate; noted that she believes it is "child abuse" and has deep concerns. Requested that the Board of Education fight Governor Murphy's mandate by writing a letter and joining in the current lawsuits.
- Christa Stayback - Cited the Declaration of Independence; 2nd year of virus and CDC reports ½ of 1% are COVID related deaths. Stop the propaganda, requested BOE advocacy and the issuance of a letter to the Governor requesting the rescinding of the mask mandate.
- Fran Grcoccio, FRHSD - EO251 is not law and must be voted on; please make masks optional.
- Rebecca Roach, 38 Cedar Drive - People are suffering at all levels; public Safety transcends personal opinion. Extended her appreciation to the BOE for their efforts in public safety.
- Phyllis Camera, 1 Roundhill Court - Respects individuals choice relative to masking, however, does not agree with the mask mandate. Requested that BOE write to the Governor demanding that he rescind EO251 mandating masks as they are negatively impacting/affecting children and encouraged the BOE to join in the litigation.

Board Attorney, Michael J. Gross, addressed the community and discussed EO251 noting that it is enforceable under the law and that the Board is obligated to follow the same.

- Julianna and Jocelyn Camera, 7th Grade CDMS - commented that they wish to attend school mask free. Everywhere but school there is a choice; support freedom of choice. Commented further that masks are uncomfortable and are a barrier.
- David McMullin, 6th Grade CDMS - read a statement regarding the mask mandate.
- Jayden Camera, 6th Grade CDMS - read a statement regarding the mask mandate.
- Mike Trumino, 16 Candlewick Way - Statement regarding mask mandate
- Renee Strack, 13 Eagle Nest Road - Statement regarding mask mandate
- Suzanne Petrini, 20 Exeter Pass - Requested the Board advocate for its students and write to the Governor.
- Tyler Bennett, 20 East Larchmont Drive - Statement regarding mask mandate and Ad-Hoc Pandemic Committee discussion
- Marilyn Piperno, 50 Obre Road - Statement regarding mask mandate
- Robert Agliata, 138 Cedar Drive - Statement regarding mask mandate
- Greg Grecius advocating for students with IEPs and statement regarding mask mandate
- John Camera - Question regarding Board's process in determining whether or not to write a letter to the Governor seeking local control over masking.
- Constituent (technical difficulties with name identification): Students are maskless in other places (arcades, movies, etc.) - decisions about masks should be a local decision - Board should not sit back and let it happen
- Constituent (technical difficulties with name identification): Wanted to ask each Board member if he/she would support writing a letter to the Governor / make a motion to do so.

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

EXECUTIVE  
SESSION

No Executive Session was held.

#### **ADJOURNMENT**

At approximately 9:03 p.m., it was moved by Kevin O'Connor, seconded by Jacquelyn Hoagland and carried on a unanimous roll call vote to adjourn the meeting.

Yes: Marian Castner, Jacquelyn Hoagland, Tracy Kramer, Kevin O'Connor, Kimberly Raymond, Danielle Alpaugh and Kathryn Gizzo

No: None

Absent: Marci Klein and Heather Tormey

REFERENCE SHEET	
Attachment # C-1	Reimbursable Expenses

Attachment # F-1	Transfers for the Month of June, 2021
Attachment # F-2	Board Secretary's Report as of June 30, 2021
Attachment # F-3	Treasurer's Report as of June 30, 2021
Attachment # P-1	Adoption of Policy 3142 - Nonrenewal of Non Tenured Teaching Staff Member
Attachment # P-2	Adoption of Regulation 3142 Nonrenewal of Non Tenured Teaching Staff Member
Attachment # P-3	Adoption of Policy 3221 Evaluation of Teachers
Attachment # P-4	Adoption of Regulation 3221 Evaluation of Teachers
Attachment # P-5	Adoption of Policy 3222 Evaluation of Teaching Staff Members, Excluding Teachers and Administrators
Attachment # P-6	Adoption of Regulation 3222 Evaluation of Teaching Staff Members, Excluding Teachers and Administrators
Attachment # P-7	Adoption of Policy 3223 Evaluation of Administrators, Excluding Principals, Vice Principals, and Assistant Principals
Attachment # P-8	Adoption of Regulation 3223 Evaluation of Administrators, Excluding Principals, Vice Principals, and Assistant Principals
Attachment # P-9	Adoption of Policy 3224 Evaluation of Principals, Vice Principals, and Assistant Principals
Attachment # P-10	Adoption of Regulation 3224 Evaluation of Principals, Vice Principals, and Assistant Principals
Attachment # P-11	Adoption of Policy 6471 School District Travel
Attachment # P-12	Adoption of Regulation 6471 School District Travel
Attachment # PR-1	Employment Contract Between the Colts Neck Board of Education and Dr. MaryJane Garibay, Superintendent of Schools July 1, 2021 - June 30, 2026
Attachment # PR-2	2021-2022 TWU Bus Driver Hours and Salaries

<b>BOARD MEETINGS*</b>			
August 18, 2021 ♦	September 1, 2021	September 22, 2021	October 6, 2021
October 20, 2021	November 3, 2021	November 17, 2021	December 15, 2021 @ 6:00 pm
January 5, 2022 @ 6:00 p.m. (Organization Meeting)			

\* All remaining previously advertised Regular Board Meetings through Wednesday, January 5, 2022 will be held in-person in the Board Room located in the Administration Building, 70 Conover Road, Colts Neck, NJ 07722, unless other noted and advertised.

♦ Location moved to Gymnasium at Cedar Drive Middle School, 73 Cedar Drive, Colts Neck, NJ 07722. Mask required.

<b>NOTEWORTHY DATES</b>		
<b>2021</b>		
Wednesday	September 1	New Student Orientations Conover Road Primary School (9:30 a.m.) Conover Road Elementary School (11:00 a.m.) Cedar Drive Middle School (1:00 p.m.)

Thursday	September 2	Staff Orientation - All Schools
Friday	September 3	Schools Closed for Students Professional Development Staff
Monday	September 6	Labor Day Recess/Rosh Hashanah - Schools/Central Office Closed
Tuesday - Wednesday	September 7 - 8	Rosh Hashanah Schools/Central Office Closed
Thursday	September 9	First Day School Students
Tuesday	September 14	Back to School Night - Conover Road Elementary School
Thursday	September 16	Yom Kippur - Schools/Central Office Closed
Tuesday	September 21	Back to School Night - Conover Road Primary School
Thursday	September 23	Back to School Night - Cedar Drive Middle School
Monday	October 11	Columbus Day – Schools Closed for Students Professional Development Day – Full Day for Staff
Monday	October 25	Short Session Day – Parent/Teacher Conferences (Afternoon)
Tuesday	October 26	Short Session Day – Parent/Teacher Conferences (Afternoon)
Wednesday	October 27	Short Session Day – Parent/Teacher Conferences (Afternoon)
Thursday	October 28	Short Session Day – Parent/Teacher Conferences (Afternoon & Evening)
Friday	October 29	Short Session Day – Students and Staff
Thursday-Friday	November 4-5	NJEA Convention – Schools/Central Office Closed
Wednesday	November 24	Short Session Day for Students and Staff
Thursday-Friday	November 25-26	Thanksgiving Recess – Schools/Central Office Closed
Wednesday	December 22	Short Session Day for Students & Staff (Winter Recess Begins at the End of Day)
Thursday - Friday	December 23-31	Winter Recess – Schools/Central Office Closed
<b>2022</b>		
Monday	January 3	Schools Reopen for Students and Staff
Monday	January 17	Martin L. King's Birthday – Schools/Central Office Closed
Thursday	February 17	Short Session Day for Students Full Day for Staff with In-Service After Student Dismissal
Friday - Monday	February 18-21	Presidents' Weekend – Schools/Central Office Closed
Wednesday	February 23	Short Session Day – Parent/Teacher Conferences (Afternoon & Evening)
Thursday	February 24	Short Session Day – Parent/Teacher Conferences (Afternoon & Evening)
Friday	February 25	Short Session Day – Parent/Teacher Conferences
Thursday	April 14	Short Session Day - Students & Staff
Friday - Friday	April 15-22	Spring Recess – Schools/Central Office Closed
Monday	April 25	Schools Reopen
Friday	May 27	Short Session Day for Students Full Day for Staff with In-Service After Student Dismissal

Monday	May 30	Memorial Day - Schools/Central Office Closed
Friday	June 24	Short Session Day for Students & Staff TBD Last Day of School - CDMS Graduation TBD

Respectfully Submitted,

MaryJane Garibay  
Superintendent of Schools