

**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 Regular Meeting of the Board of Education, **January 20, 2021**, at 7:00 p.m. via Webex. Directions will be posted on the district's website at [www.coltsneckschools.org](http://www.coltsneckschools.org)

**CALL TO ORDER**

President Gizzo called the meeting to order at 7:05 p.m.

**ROLL CALL**

ROLL CALL

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

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 10, 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

President Gizzo led the Flag Salute and Tracy Kramer read the Mission Statement.

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

EXECUTIVE SESSION

At approximately 7:20 p.m. President Glzzo announced that the Board would move into Executive Session for approximately forty-five minutes to discuss a grievance filed by the CNTEA. She further announced that no action would be taken afterwards and articulated that such discussion may be disclosed upon future resolution.

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

The Board resumed public session at approximately 8:17 p.m.

## APPROVAL OF MINUTES

APPROVAL OF  
MINUTES

1. It was moved by Jacquelyn Hoagland, seconded by Danielle Alpaugh and carried on unanimous roll call vote to approve the Board minutes of the following Meetings:

Meeting
October 7, 2020 Regular Meeting Minutes
October 7, 2020 Executive Session Minutes
October 28, 2020 Regular Meeting Minutes
November 11, 2020 Regular Meeting Minutes

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

No: None

Absent: None

## **PRESENTATION**

PRESENTATION

None

## **COMMUNICATIONS**

COMMUNICATIONS

None

## **COMMENTS FROM ATTENDING CONSTITUENTS – Agenda Items Only**

COMMENTS

None

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

PRESIDENT'S  
REPORT

- Kathryn Gizzo noted that the Board Goals and District Goals have been added to the agenda and will remain on all future agendas.
- The district has created a central Board of Education email which is located on the District website; emails will go to all Board members, as well as the Superintendent and School Business Administrator.
- On the agenda this evening is the assignment of mentors for new Board of Education members.
- The Board has decided to dissolve the Ad Hoc School Reopening Committee and form the Ad Hoc Pandemic Advisory Committee.
- Noted the agenda item for the submission of a competitive grant offered by NJDOE which addresses student learning loss; Thanked Dr. Garbiay and her administrative team for all of their hard work.
- Reviewed status of COVID -19 activity in the State as well as the Central East Region and Colts Neck and discussed the status of the issuance of vaccines.

## **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.
- The next meeting is scheduled for Friday, January 22, 2021.

### Communications Committee:

Chairperson: Danielle Alpaugh

Committee Members: Tracy Kramer, Marci Klein, Heather Tormey

Administrator: Philip J. Capasso III

- Danielle Alpaugh reported that the committee met on January 15th.
- Meeting focussed on norms for board communications, i.e. best practices in

communication among Board of Education members, meeting agendas and minutes, etc.

- Next meeting is scheduled for February 5th.

Curriculum Committee:

Chairperson: Dr. Kimberly Raymond

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

Administrator: Erica Reynolds

- Kimberly Raymond reported that the committee has not met since the last meeting; scheduling a meeting for January 26th.

Finance/Negotiations Committee:

Chairperson: Kathryn Gizzo

Committee Members: Danielle Alpaugh, Marian Castner, Jacquelyn Hoagland

Co-Administrators: Dr. MaryJane Garibay and Vincent Marasco

- Kathryn Gizzo reported that the committee met on January 12th.
- Main topic was the Prek and Colts Club Enterprise fund; the fund will likely be realizing an operating loss for the year. Committee is discussing what changes need to be made in order for the Fund to be financially sustainable.
- Discussed the budget process briefly.
- The next meeting is scheduled for January 25th at 3:30 p.m.

Policy Committee:

Chairperson: Jacquelyn Hoagland

Committee Members: Marian Castner, Marci Klein, Tracy Kramer

Administrator: Dr. MaryJane Garibay

- Jacquelyn Hoagland reported that the committee met on January 14th.
- Discussed renewal of board committee language
- Use of Social Network by BOE members; up for first read this evening.
- Approved the language for the new ad-hoc Pandemic Advisory committee and discussed more in depth monitoring of legislative action.

Ad-Hoc Reopening Committee:

Chairperson: Marian Castner

Committee Members: Danielle Alpaugh, Kathryn Gizzo, Jacquelyn Hoagland

Co-Administrators: Dr. MaryJane Garibay and Vincent Marasco

- Marian Castner reported that the committee met on January 11th; the minutes have been distributed.
- The committee's main topic of discussion was the Phase III Reopening plan.
- Additional topics were the Town Hall and how it will be facilitated, Colts Club and an update on the current interest, which is very limited (5 for before care and 10 for aftercare), the Summer Bridge program, and the possibility of surveying students to gather input and perspective.

New Board Member Mentors:

Jacquelyn Hoagland, Mentor - Tracy Kramer

Kathryn Gizzo, Mentor - Heather Tormey

Board Member Liaisons:

Marci Klein - Colts Neck PTO

- No report

Kevin O'Connor - Colts Neck Township Committee

- No report

**SUPERINTENDENT'S REPORT**

Dr. Garibay reported as follows:

- Recognized the retirement of Carol Sussman, Teacher at CDMS and Diane Shaffer, Principal's Secretary at CDMS.
- Noted the approval of the submission of the New Jersey Department of Education's Addressing Student Learning Loss Competitive Grant.
- Provided an update on the Town Hall to be facilitated and the panel discussion to be held during the February 17th Board of Education meeting, which will provide an update on the district goals and offer a good glimpse internally of what the district looks like through the lens of the school district.
- Discussed the contents of the January 19, 2021 letter to the Colts Neck community regarding the change to five-day in-person instruction for all grade levels effective February 16th.
- Recognized today's Presidential Inauguration and the first female Vice President in office.

**INFORMATION ITEMS:**

1. Superintendent's Report on Enrollment, Fire/Security Drills and Student Suspensions for the 2020-21 School Year, as of December 31, 2020. ([Attachment # S-1](#))

SUPERINTENDENT'S  
REPORT

2. The Superintendent will report on investigations of incidents of harassment, intimidation and bullying ("HIB") occurring during the following period:

SUPERINTENDENT'S  
REPORT ON  
INVESTIGATIONS OF  
HIB INCIDENTS

Period	Number of Investigations Reported	Number of Incidents HIB Was Found to Occur
12/12/20-12/23/20	0	0

3. The Board approved the creation of the Ad-Hoc Pandemic Advisory Committee for the 20-21 school year. The Ad-Hoc Pandemic Advisory Committee will remain active until such time as the need for the Committee no longer exists. The following Board members have agreed to serve as chairperson and members of the Ad-hoc Pandemic Advisory Committee:

AD-HOC PANDEMIC  
ADVISORY  
COMMITTEE

Marian Castner	Ad-Hoc Committee Chairperson
Danielle Alpaugh	Ad-Hoc Committee Member
Kathryn Gizzo	Ad-Hoc Committee Member
Jacquelyn Hoagland	Ad-Hoc Committee Member

4. The Board recognizes the following Board of Education members to serve as mentors for newly elected Board members who began their terms of service in January 2021 as follows:

BOARD MENTORS

Board Mentor	Board Member
Mrs. Kathryn Gizzo	Mrs. Heather Tormey
Mrs. Jacquelyn Hoagland	Mrs. Tracy Kramer

### ACTION ITEMS:

1. It was moved by Kevin O'Connor, seconded by Danielle Alpaugh and carried on a unanimous roll call vote to approve the acknowledgement that there is no Superintendent's Action for HIB/Non-HIB investigations, as reported at its meeting of January 6, 2021, for the period commencing December 1, 2020, through December 11, 2020, wherein no incidents were reported.

ACKNOWLEDGMENT  
OF NO ACTION BY  
SUPERINTENDENT

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

No: None

Absent: None

2. It was moved by Kevin O'Connor, seconded by Danielle Alpaugh and carried on a unanimous roll call vote to approve the following resolution to dissolve the Colts Neck Township Board of Education's Ad Hoc Committee for the Reopening of Schools:

DISSOLVE BOE AD  
HOC COMMITTEE FOR  
THE REOPENING OF  
SCHOOLS

WHEREAS, on May 5, 2020, the Colts Neck Board of Education approved the creation of the Ad Hoc Committee for the Reopening of Schools for the 20-21 school year; and

WHEREAS, Board of Education Regulation 0155 - BOARD COMMITTEES was revised to include the Ad-Hoc Reopening Committee Charter; and

WHEREAS, the Ad Hoc Reopening Committee has an anticipated timeline for operation that ends in January 2021; and

WHEREAS, the Ad Hoc Reopening Committee has served its purpose as set forth in Bylaw 0155 - BOARD COMMITTEES; therefore,

BE IT RESOLVED, that the Colts Neck Board of Education dissolves the Ad Hoc Reopening Committee for the Reopening of Schools.

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

No: None

Absent: None

## **BUILDINGS AND GROUNDS**

None

## **CURRICULUM AND INSTRUCTION**

1. It was moved by Kevin O'Connor, seconded by Jacquelyn Hoagland 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, Marci Klein, Tracy Kramer, Kevin O'Connor, Kimberly Raymond, Heather Tormey, Danielle Alpaugh and Kathryn Gizzo

No: None

Absent: None

2. It was moved by Kevin O'Connor, seconded by Jacquelyn Hoagland and carried on a unanimous roll call vote to approve the submission of an application for the New Jersey Department of Education's Addressing Student Learning Loss Competitive Grant. It is the intent of the Addressing Student Learning Loss NGO to significantly reduce students' learning loss resulting from school closures due to COVID-19 through the implementation of evidence-based interventions that scale-up and enhance existing academic and/or non-academic programs and initiatives that mitigate further learning loss and accelerate academic progress.

SUBMISSION OF  
NJDOE ADDRESSING  
STUDENT LEARNING  
LOSS GRANT

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

No: None

Absent: None

3. It was moved by Kevin O'Connor, seconded by Jacquelyn Hoagland and carried on a unanimous roll call vote to approve the appointment of the following staff member(s) for mentoring in the 2020-2021 school year, as indicated below: MENTORING

Name	Total Salary
Carrie Zanyor (mentor for Donna Perry)	\$550.00 (Prorated) 1/21/21-6/30/21

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

No: None

Absent: None

## FINANCE

1. It was moved by Marian Castner, seconded by Jacquelyn Hoagland and carried on a unanimous roll call vote to approve the Bill List dated January 20, 2021, in the amount of \$1,909,491.07 and Food Service payments in the amount of \$2,300.00. BILL LIST  
FOOD SERVICE  
PAYMENTS

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

No: None

Absent: None

## POLICY

1. It was moved by Jacquelyn Hoagland, seconded by Kevin O'Connor and carried on a unanimous roll call vote to approve the first reading of the following policies and regulations, as indicated below: FIRST READING  
OF POLICIES AND  
REGULATIONS

Bylaw 0169.02 <a href="#">(Revised Attachment #P-1)</a>	Board Member Use Of Social Networks
Regulation 0155 <a href="#">(Attachment #P-2)</a>	Board Committees



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

No: None

Absent: None

## NEGOTIATIONS

None

## TRANSPORTATION

None

## PERSONNEL

1. It was moved by Marci Klein, seconded by Kevin O'Connor 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
Carole Sussman	Teacher, Cedar Drive Middle School	May 1, 2021

The Board expresses its appreciation and gratitude to Carole Sussman for her 15.8 years of faithful service to the children and the district and further wishes for her good health and much happiness during her retirement.

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

No: None

Absent: None

It was moved by Marci Klein, seconded by Kevin O'Connor 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:

Name	Position/Location	Effective Date
Diane Shaffer	Principal Secretary, Cedar Drive Middle School	July 1, 2021

The Board expresses its appreciation and gratitude to Diane Shaffer for her 21 years of faithful service to the children and the district and further wishes for her good health and much happiness during her retirement.

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

No: None

Absent: None

2. It was moved by Marci Klein, seconded by Kevin O'Connor and carried on a unanimous roll call vote to approve the medical disability leave for each of the following staff members during the 2020-21 school year, as indicated below:

MEDICAL DISABILITY  
LEAVE  
2020-21 SCHOOL  
YEAR

Name/Position Location	Effective Dates	Medical Disability Leave
Jill Becker Teacher - Conover Road Elementary School	1/13/21 - 1/26/21	FMLA – Paid With healthcare benefits (Using Sick Days from 1/13/21 through 1/26/21)

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

No: None

Absent: None

3. It was moved by Marci Klein, seconded by Kevin O'Connor and carried on a unanimous roll call vote to approve the amendment to the medical disability, adopted at the November 23, 2020 Regular Meeting, for Alejandra Rodriguez, Teacher of Spanish at Conover Road Primary/Elementary School, as indicated below:

AMENDED  
RESOLUTION:  
MEDICAL DISABILITY  
LEAVE 2020-21  
SCHOOL YEAR  
CHILDCARE LEAVE  
2020-21 SCHOOL  
YEAR

Name/Position Location	From	To	Medical Disability Leave
Alejandra Rodriguez Teacher of Spanish Conover Road Primary/ Elementary School	2/16/21 - 6/30/21	2/01/21 - 6/30/21	FMLA (paid using sick/personal days 2/1/21- <b>2/26/21</b> ) FMLA (unpaid with health benefits 2/27/21 - 4/23/21) NJFLA childcare (unpaid with health benefits 4/24/21-6/30/21)

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

No: None

Absent: None

4. It was moved by Marci Klein, seconded by Kevin O'Connor and carried on a unanimous roll call vote to approve the amendment to the contractual leave, adopted at the December 16, 2020 Regular Meeting, for Sheren Ayad, Lunch-Recess Aide at Conover Road Elementary School, as indicated below:

CONTRACTUAL  
LEAVE 2020-21  
SCHOOL YEAR

From	To	Contractual Leave
1/04/21 - 1/15/21	1/04/21 - 1/31/21	Unpaid Without Health Care Benefits

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

No: None

Absent: None

5. It was moved by Marci Klein, seconded by Kevin O'Connor 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 2020-21 school year, on an as needed basis, pending approval of criminal history review:

SUBSTITUTE  
SUPPORT STAFF:  
2020-21 SCHOOL  
YEAR

Name	Position	Hourly Rate
Pierrette Lloyd	Substitute Instructional Assistant	\$12.00

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

No: None

Absent: None

6. It was moved by Marci Klein, seconded by Kevin O'Connor and carried on a unanimous roll call vote to approve the amendment to the medical disability leave, adopted at the December 16, 2020 Regular Meeting, for Carole Sussman, Teacher of Mathematics at Cedar Drive Middle School, during the 2020-21 school year, as indicated below:

AMENDED MEDICAL  
DISABILITY LEAVE  
2020-21 SCHOOL  
YEAR

From	To	Leave Type
9/02/20 - 1/31/21	9/02/20 - 2/28/21	Medical Disability-FMLA • Paid with Health Care Benefits Using Sick Days from 9/02/20 through 2/28/21

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

No: None

Absent: None

7. It was moved by Marci Klein, seconded by Kevin O'Connor and carried on a unanimous roll call vote to approve the amending of the resolution, adopted at December 16, 2020 Regular Meeting, approving the appointment of the following individual for the 2020-21 school year, as indicated below:

AMENDED  
RESOLUTION:  
LONG-TERM  
SUBSTITUTE  
TEACHER TO  
INTERIM TEACHER  
2020-21 SCHOOL  
YEAR

Name/Location	From	To
	Position/Salary Effective Dates	Position/Salary Effective Dates
Joanne Chavers Cedar Drive Middle School	Long-Term Substitute Teacher of Innovation Lab/Financial Literacy \$245 Per Day 9/02/20 - 12/23/20	Interim Teacher of Innovation Lab/Financial Literacy BA Guide, Step 1 \$55,701, Prorated 9/01/20 - 2/28/21

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

No: None

Absent: None

8. It was moved by Marci Klein, seconded by Kevin O'Connor and carried on a unanimous roll call vote to approve the appointment of the following individual for the 2020-21 school year, as indicated below:

EMPLOYMENT  
INTERIM TEACHER  
OF SPANISH 2020-21  
SCHOOL YEAR

Name/Location	Position/Location Effective Dates	Effective Dates	Guide/Step/Salary
Caitlin R. Tompkins	Interim Teacher of	2/1/21 -	BA Guide,

(replacing Alejandra Rodriguez who is on a leave of absence)	Spanish Conover Road Elementary School /Conover Road Primary School	6/30/21	Step 1 \$55,701, Per Annum Prorated
--	---	---------	---

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

No: None

Absent: None

9. It was moved by Marci Klein, seconded by Kevin O'Connor and carried on a unanimous roll call vote to approve the amending of the resolution, adopted at the December 16, 2020 Regular Meeting approving the appointment of the following Cedar Drive Middle School staff members to serve as teachers in the Cedar Drive Middle School Homework Improvement Program for the 2020-21 school year, at an hourly rate of \$47, with each session to run ninety (90) minutes, for an amount not to exceed \$70.50 per session, as indicated below. For the 2020-21 school year, the Homework Improvement Program will be conducted remotely due to the COVID-19 pandemic until such time as the need to conduct the program remotely no longer exists.

AMENDED  
RESOLUTION: CDMS  
HOMEWORK  
IMPROVEMENT  
PROGRAM  
TEACHERS FOR THE  
2020-21 SCHOOL  
YEAR

Grade	From	To
Grade 6	Linda Asaro	Martha Rose
Grade 7	Karin Londono	Karin Londono
Grade 8	Lorraine Garrido	Lorraine Garrido

It was moved by Marci Klein, seconded by Kevin O'Connor and carried on a unanimous roll call vote to approve the appointment of Sara Campbell, Special Education Teacher at Cedar Drive Middle School, as a substitute teacher in the Cedar Drive Middle School Homework Improvement Program for the 2020-21 school year, at an hourly rate of \$47, with each session to run ninety (90) minutes, for an amount not to exceed \$70.50 per session.

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

No: None

Absent: None

10. It was moved by Marci Klein, 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 2020-21 school year, at a salary of \$90 per day on an as needed basis, pending approval of criminal history review:

SUBSTITUTE  
TEACHERS:  
2020-21 SCHOOL  
YEAR

Name	Certification
Caitlin Tompkins	Elementary School Teacher K-6 Teacher of English as a Second Language Teacher of Bilingual/Bicultural Education

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

No: None

Absent: None

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

1. Kathy Winecoff, Field Service Representative from New Jersey School Boards Association, made a presentation to the Board on the following:
- Board / Superintendent Roles and Responsibilities/Communications
  - Board Member Code of Ethics
  - Board Meeting Norms and Expectations

PRESENTATION:  
NJSBA BOARD  
TRAINING

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

- Audra Carletta, 64 Tulip Lane - read a brief statement voicing her concerns related to the student's current hybrid instruction and the district's date of February 16th to return to in-person instruction.
- Ashley Todesco, 5 Cedar Drive - read a prepared statement voicing her concerns. Ms. Todesco noted it is time to get the children back in school and feels the district has left no other option but to take the matter to the public, as well as to take legal action.
- Michael J. Gross, Esq. addressed the comments made by Mrs. Todesco with respect to legal action against the Board of Education. He discussed the legal standpoint and indicated that the question is whether there is violation of any laws. As far as the model that has been used by this District to date and the changes that have taken place based on science and data, he feels any judge would deal with it swiftly and find that the district has acted within the confines of the law and best intentions of the majority of staff, students and community.

- President Gizzo commented that the Board supports the recommendations that have been made by Dr. Garibay from the implementation of the Restart and Reopening Plan to the present time.
- Dr. Garibay responded with respect to the student's mental health and noted that the District has many resources in the form of school counsellors in supporting parents and students. Additionally, information was sent out to the community offering different organizations that are available to parents and will provide services. She encouraged parents/guardians with specific needs for their child or children to seek assistance, starting with their guidance counsellor.
- Joseph DiCrecchio, 20 Salem Drive - asked what the student enrollment was for preK through 8th grade and how many have tested positive for COVID-19. Dr. Garibay noted a total of 956 students including 5 out of district, and 57 students have tested positive to-date. Mr. DiCrecchio continued to voice his displeasure with the current hybrid schedule and how preK and kindergarten students are able to attend daily in-person instruction but grades 1 through 8 cannot.
- Colleen Wilcox, 256 Heyers Mill Road - referenced Dr. Garibay's letter to the parents and requested clarification on why the district needs a month to get the students in. President Gizzo indicated that Dr. Garibay's letter fully explains that the health conditions are what drives the ability to increase the in-person instruction. Currently, New Jersey is in Orange Status "High", Colts Neck has increased cases and conditions are not optimal at this time for bringing more people closer together.
- Viki Kostas, 41 East Larchmont Drive - commented that she is deeply disappointed with the quality and quantity of education over the past five months that has been put forth in the hybrid model. The district needs to look at the remote program and analyze the current structure.
- Laura Maguire, 48 Tulip Lane - expressed her concerns regarding the total amount of instruction that her child is receiving on a daily basis. Although she understands the current state of this pandemic, she would like to see everyone work together to find a solution that is best for all of the students, parents, staff and administration.
- Laura Hanley, 6 Hialeah Drive - inquired why Dr. Garibay and the Board have deviated from surrounding districts who were able to get their students back in school safely five days a week for half a day, such as Fair Haven. Dr. Garibay responded that many other surrounding districts have attempted to bring their students back and then had to pivot back to remote, such as Manalapan, Marlboro and Millstone. Every district and every Superintendent makes decisions which they feel are responsible for the individual

communities for which they serve. Dr. Garibay further indicated that she works directly with Colts Neck health officials in reviewing the current status of the district and community when making decisions.

- Dennis Carletta, 64 Tulip Lane - commented regarding the status of the surrounding districts noting that the difference is that this district is operating from a default position of staying closed and other districts are doing everything in their power to remain open. Mr. Carletta questioned the Board and Dr. Garibay as to what specific guidance they have received from the county and local health officials as it relates to opening CRPS to all grades for daily in-person instruction, and additionally requested what specific insight, advice or opinions has local health officer, Mr. Frank shared with Dr. Garibay with respect to the emotional impact this current situation is having on the 1st and 2nd graders. Dr. Garibay responded that she will not speak for Mr. Frank, that it is more appropriate that he speak on his own behalf. The guidance that was received was from the Monmouth County Department of Health, which was interpreted from the State Department of Health. Currently the Monmouth County Department of Health is providing stronger, more strict guidelines. The recommendations of the local health officials, including Mr. Frank, are always in the best interest of maintaining public health and adhering to the guidance that reduces the spread of COVID-19. Mr. Frank, as well as the other local health officials firmly hold the position that the two main things that reduce the spread is mask wearing and maintaining social distancing. Additionally, those are the two basic questions asked for purposes of contact tracing. Dr. Garibay further responded that she has not had a direct conversation with Mr. Frank regarding the mental health of children.
- Bu Kapelewski, 9 Millbrook Lane - requested clarification on whether it is the Board or the Superintendent who ultimately is responsible for making the decisions with respect to reopening. Mrs. Gizzo indicated that it is the Superintendent who makes the recommendation, which does not require Board approval. However, the Board has been very involved in the process from the beginning and ultimately decided to put Dr. Garibay's Restart, Recovery and Reopening Plan on the agenda for approval.
- Rita Galante, 10 Brittany Drive - inquired why it was decided to bring all grades back in on February 17th when initially the plan was to phase in the grades. Dr. Garibay responded that back in November we had not secured the desk barriers, the air purifiers and other additional precautionary measures, which we now have in place.
- Kimberly Worth Margiosso, 40 Leland Road - commented that her Kindergartener is doing amazing since the return to daily in-person instruction and her 3rd grader is struggling. Mrs. Margiosso inquired why Dr. Garibay has not yet had a conversation with Mr. Frank regarding the social



and emotional wellbeing of the students. Mrs. Gizzo responded that although Mr. Frank is the public health officer, he is not the person to be providing the district with guidance as to same. The district has guidance counsellors who are part of the social emotional learning of our students.

- Stephanie Cammarata, 18 Deerpath Lane - asked about how many of the quarantine cases actually wound up spreading to students and staff? Dr. Garibay responded that she will have to review the numbers.
- Michael Hanley, 6 Hialeah Drive - commented on Dr. Garibay's most recent communication on the return to daily in-person instruction on February 17th and why it is a month from now.
- Alana Ventrice, 4 Monticello Court - inquired as to student scores and whether the district is looking at the data and comparing it to other districts, as well as to last year's student data. Dr. Garibay responded that the district is in fact tracking the data internally with benchmark testing. However, since the NJSLA testing was cancelled last year, unfortunately we are not able to compare the data to other districts.
- Phil Anderson, 49 Tulip Lane - commented that based on feedback received by parents tonight and previously, it is his opinion that the Board needs to acknowledge that this hybrid model is not in the best interest for a large percentage of the children in Colts Neck. Mr Anderson requested that the Board set some direction in a targeted fashion for students to get back into school full time.
- Mary Fulmer, 18 Armistead Key - commented that the district should be careful when planning for more in-person instruction and consider providing separate teachers for virtual learning and separate teachers for in-person instruction. She indicated that as an educator in another district, teachers are very stressed and overwhelmed when trying to do both virtual and in-person. Additionally she commented that numbers in her district have been going up and that parents are sending children to school while not being honest, which puts staff and other students at risk.
- Christopher Montalvo, 621 Lovette Road - noted a clarification with respect to the current status of the Manalapan School District. Additionally Mr. Montalvo commented on the current infection rate for the entire school year and the transmission rate.
- Frank Peroca, 40 Beacon Drive - asked what the specific data points are, that need to be reached to trigger the five day in-person instruction. Dr. Garibay responded that it is the community positivity rate and the impact the cases will have on the schools, i.e. staffing. Mr. Peroca asked how many grievances have been filed by the teachers' union with respect to returning to

daily in-person instruction. Mrs. Gizzo responded none.

- Charles Fixter, 9 Brookview Drive - inquired what the specific role of the Board is with regard to certain decisions, more specifically the decision to open for daily in-person instruction four weeks from now. Mrs. Gizzo discussed the process indicating that initially it is the Superintendent who makes a recommendation to the Ad Hoc Committee based on her discussions internally with her administration and staff. The recommendation is then discussed by the Ad Hoc Committee and ultimately they make a recommendation which is then brought to the full board.
- Audra Carletta, 64 Tulip Lane - commented that she wished to clarify the conversation mentioned previously that she had with the County and Local Health Department with respect to their recommendations to the District. Mrs. Carletta indicated that she was told they do not make recommendations, they simply provide the guidance that is given by the State and the NJDOE. Mrs. Gizzo indicated that the Board and Dr. Garibay have said on multiple occasions that they take information from all stakeholders into consideration when ultimately making decisions. Mrs. Gizzo indicated to Mrs. Carletta that it is not appropriate to allow her to state verbatim what was said during her conversation with Mr. Frank unless he is present at the meeting.
- Colleen Wilcox, 256 Heyers Mill Road - inquired how it is possible that the FRHS is considering reopening five days a week with 1500 students and Colts Neck is not able to do so. Dr. Garibay indicated that she has been working collaboratively with Mr. Sampson, noting that 60% of FRHS population is remote so they have the space to handle the students in person and here at Colts Neck we have only 18% of the student population in remote status.
- Vicki Kostas, 41 East Larchmont Drive - inquired whether the Board will be looking to get the input of the students. Dr. Garibay indicated that it is in fact the plan to include the students and request their input.
- Joseph Margiosso, 40 Leland Road - commented that both he and his wife are essential workers and have been out and working this entire time interacting with sometimes 100 to 1000 people on a daily basis. He currently has two children in the Colts Neck Schools and two children that go to daycare, all of which put them in high risk. He further commented that for the District to continue in this lockdown basis is not the real world.
- Chris Montalvo, 621 Lovette Road - inquired whether the district would be sending out another survey as they did earlier regarding hybrid vs. remote participation by students. Dr. Garibay indicated that another survey will be sent out regarding registration. Based on the last survey the district was at

approximately 18% fully remote at CRPS; 20% fully remote at CRES; and 25% fully remote at CDMS.

## ADJOURNMENT

At approximately 11:41 p.m. it was moved by Jacquelyn Hoagland, seconded by Kevin O'Connor and carried on a unanimous roll call vote to adjourn the meeting.

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

No: None

Absent: None

REFERENCE SHEET	
Attachment # S-1	Enrollment, Fire/Security Drills and Student Suspensions as of December 31, 2021
Attachment # C-1	Reimbursable Expenses
Attachment # P-1	[1st Reading] Bylaw 0169.02 - Board Member Use of Social Networks
Attachment # P-2	[1st Reading] Regulation 0155 - Board Committee

BOARD MEETINGS*			
January 20, 2021	April 7, 2021	June 30, 2021	October 6, 2021
February 3, 2021	April 21, 2021	August 4, 2021	October 20, 2021
February 17, 2021	May 12, 2021	August 18, 2021	November 3, 2021
March 3, 2021	May 26, 2021	September 1, 2021	November 17, 2021
March 24, 2021	June 16, 2021	September 22, 2021	December 15, 2021 @ 6:00 pm
January 5, 2022 @ 6:00 p.m. (Organization Meeting)			

\* All Regular Board Meetings will be held at 7:00 p.m. via audio and video teleconferencing, unless otherwise noted and advertised.

NOTEWORTHY DATES	
2021	
February 11	Short Session Day for Students; Full Day for Staff with In-Service After Student Dismissal
February 12-15	Presidents' Weekend – Schools/Central Office Closed
February 24	Short Session Day – Parent/Teacher Conferences (Afternoon)
February 25	Short Session Day – Parent/Teacher Conferences (Afternoon & Evening)
February 26	Short Session Day for Students & Staff
March 26	Short Session Day for Students and Staff (Spring Recess Begins at the End of Day)
March 29 - April 5	Spring Recess – Schools/Central Office Closed
April 6	Schools Reopen

May 28	Short Session Day for Students Full Day for Staff with In-Service After Student Dismissal
May 31	Memorial Day – Schools/Central Office Closed
June 22	Full Session Day for Staff; Short Session Day for Students
June 23	Short Session Day for Students & Staff; Last Day of School - CDMS Graduation

Respectfully Submitted,

*Vincent S. Marasco*

Vincent S. Marasco  
Business Administrator/Board Secretary