

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.

Vision Statement

- *Colts Neck Township School District is a place where learning is engaging, individualized, inspirational and meaningful for all members of the school community at all times.*
- *Community: dynamic partnerships with the greater community*
- *Academic: curricular and co-curricular programs that are student centered and encourage all participants to question, take risks and innovate*
- *Physical Environment: safe, inviting and stimulating*
- *Professional Learning: paramount to creating a culture that improves instructional practice*
- *Technology: support and enhance the Vision and contribute to the effective and efficient operation of the district.*

MINUTES: For the Meeting of the Board of Education, **November 23, 2020**, at 7:00 p.m. via Webex.
Directions will be posted on the district's website at www.coltsneckschools.org

CALL TO ORDER

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

ROLL CALL

ROLL CALL

Board Members Present: Marian Castner, Jacquelyn Hoagland, Marci Klein, Kevin O'Connor, Kimberly Raymond, Rebecca Roberts, Michael Taylor, 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 14, 2020, 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

Vincent Marasco led the Flag Salute and Rebecca Roberts read the Mission Statement.

APPROVAL OF MINUTES

APPROVAL OF
MINUTES

None

REPORT OF PRESIDENT – Mrs. Kathryn Gizzo

PRESIDENT'S
REPORT

- President Gizzo discussed the most recent correspondence from Dr. Garibay which indicates the district will remain fully remote until November 30, 2020, at which time a decision will be made to either continue remote or return to in-person instruction.
- The Superintendent and BOE have received emails related to the Restart and Recovery Plan and the recent district decision to pivot to remote learning, noting a number of which were not respectful in tone. President Gizzo referred to Policy [9200 - Cooperation Between Parents and School](#).
- Noted on the agenda for approval are the District Goals; most relate to the needs of the schools operations as a direct result of the public health emergency. The Board will be working with Kathy Winecoff of NJSBA this evening to establish Board of Education goals.
- Thanked all district employees for the extra lengths they have gone to both personally and professionally to meet the demands of this once-in-a-century event.

PRESENTATION

PRESENTATION

1. Kathy Winecoff, district representative from New Jersey School Boards Association, facilitated a Board discussion on the following:
 - Board Self-Evaluation
 - Board Goals

COMMUNICATIONS

COMMUNICATIONS

None

COMMENTS FROM ATTENDING CONSTITUENTS – Agenda Items Only

COMMENTS

- Resident Colleen Wilcox inquired whether the mental health of the students has been considered with each of these school closures. President Gizzo provided a response and also indicated that CDMS has developed a social and emotional learning evaluation tool. Dr. Garibay also responded and provided more information on the CDMS social and emotional learning evaluation.

COMMITTEE REPORTS

COMMITTEE
REPORTS

Buildings & Grounds/Safety & Security Committee:

Chairperson: Kevin O'Connor

Committee Members: Marian Castner, Kathryn Gizzo, Michael Taylor

Administrator: Vincent Marasco

- Kevin O'Connor reported that the committee has not met since the last meeting; minutes from prior meeting are available on Google Drive.
- Reviewed briefly the items discussed at the November 9th meeting; tennis & basketball courts and any partnership opportunity with Colts Neck Twp., portable air purifiers vs potential mechanical equipment upgrades, and post energy audit next steps.
- Committee also reviewed the status of current projects.
- Next meeting is scheduled in early December.

Communications Committee:

Chairperson: Danielle Alpaugh
Committee Members: Marci Klein, Kevin O'Connor, Rebecca Roberts
Administrator: Philip J. Capasso III

- Danielle Alpaugh reported that the committee has not met since the last meeting.
- Next meeting to be scheduled for early December.

Curriculum Committee:

Chairperson: Dr. Kimberly Raymond
Committee Members: Danielle Alpaugh, Marian Castner, Rebecca Roberts
Administrator: Erica Reynolds

- Kimberly Raymond reported that the committee has not met since the last meeting.
- Next meeting is scheduled for December 2nd at 9:15 a.m.

Finance/Negotiations Committee:

Chairperson: Kathryn Gizzo
Committee Members: Dr. Kimberly Raymond (Finance)/Danielle Alpaugh (Negotiations),
Marian Castner, Jacquelyn Hoagland
Co-Administrators: Dr. MaryJane Garibay and Vincent Marasco

- Kathryn Gizzo reported that the committee met on November 19th.
- John Swisher of Suplee Clooney and Company attended the meeting to discuss audit results including a clean audit opinion.
- Committee also discussed the PreK and Colts Club enterprise fund; it will realize operational loss for this year. Committee to continue discussions on program and possible changes for the 2021-22 school year.
- Discussed the impacts of the new legislation (S-2303/A-4140) signed into law by Governor Murphy regarding subcontracting agreements entered into by public school districts.
- Lastly, the committee began planning for upcoming negotiations with CNTEA.

Policy Committee:

Chairperson: Jacquelyn Hoagland
Committee Members: Marci Klein, Rebecca Roberts, Michael Taylor
Administrator: Dr. MaryJane Garibay

- Jacquelyn Hoagland reported that the committee met on November 19th; thanked Marian Castner for attending as a substitute.
- Minutes have been distributed and are available.
- Discussed COVID testing requirements and the possibility of imposing additional requirements.
- Additional topics of discussion focused on the fee structure for the Use of Facilities Policy and winter athletics and the NJSIAA proposed practice start date of January 11th.
- Committee also discussed and made recommended changes to the policies on the agenda this evening for first reading and adoption, as well the Job Description for Maintenance Worker which required some additional considerations.

Ad Hoc School 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 has not met since the last meeting.

Board Member Liaisons:

Marci Klein - Colts Neck PTO

- Reminder: the next meeting is scheduled for December 8th at 4p.m. and will be conducted via Zoom.
- Vineyard Vines spiritwear and masks are still available for purchase on the PTO website.

Kevin O'Connor, Colts Neck Township Committee

- No report

SUPERINTENDENT'S REPORT

Dr. Garibay reported as follows:

- Reviewed the status of the school and the move to remote learning, noting that the District will remain remote through November 30th, at which time a decision will be made as to the return to in-person learning.
- Noted the four (4) district goals on the agenda this evening for approval.
- Bus inspections took place on November 20th; Congratulated and thanked Kathy Holland, Transportation Coordinator, and her staff, Stanley Patterson and Audrey Spader and all of the bus drivers for again receiving a 100% compliance rate.

- Congratulated and thanked Mr. Marasco and his office staff, Danielle DeMaio, Kathy Condrón and Laura Toth for another clean audit report opinion.

INFORMATION ITEMS:

1. 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
10/26/20 - 11/06/20	0	0

ACTION ITEMS:

1. It was moved by Kevin O'Connor, seconded by Jacquelyn Hoagland 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 November 11, 2020, for the period commencing October 12, 2020 through October 23, 2020 wherein no incidents were reported.

ACKNOWLEDGMENT
OF NO ACTION BY
SUPERINTENDENT

Yes: Marian Castner, Jacquelyn Hoagland, Marci Klein, Kevin O'Connor, Kimberly Raymond, Rebecca Roberts, Michael Taylor, 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 following evaluation, as indicated below:

EVALUATION

Student #	Type of Evaluation	Performed By	Cost Not to Exceed
20220807	Neurological	Dr. Nellam K. Sell	\$575

Yes: Marian Castner, Jacquelyn Hoagland, Marci Klein, Kevin O'Connor, Kimberly Raymond, Rebecca Roberts, Michael Taylor, 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 adoption of the District Goals for the 2020-21 school year. ([Attachment # S-1](#))

DISTRICT GOALS
2020-21 SCHOOL
YEAR

Yes: Marian Castner, Jacquelyn Hoagland, Marci Klein, Kevin O'Connor, Kimberly

Raymond, Rebecca Roberts, Danielle Alpaugh and Kathryn Gizzo

No: None

Abstain: Michael Taylor

Absent: None

BUILDINGS AND GROUNDS

None

CURRICULUM AND INSTRUCTION

1. It was moved by Marian Castner, seconded by Danielle Alpaugh 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, Kevin O'Connor, Kimberly Raymond, Rebecca Roberts, Michael Taylor, Danielle Alpaugh and Kathryn Gizzo

No: None

Absent: None

2. It was moved by Marian Castner, seconded by Danielle Alpaugh and carried on a unanimous roll call vote to approve the appointment of the following staff members to serve as mentors for the 2020-21 school year, as indicated below:

MENTORS
2020-21 SCHOOL
YEAR

New Staff Member Position/Location	Mentor/Position Location	Effective Dates	Stipend♦
Marissa Ragusa Special Education Teacher♥ Conover Road Primary School	Amy Lenehan Special Education Teacher Conover Road Primary School	11/16/20 - 6/30/21	\$850, prorated
Kiera Kulaga Teacher of Mathematics♥ Cedar Drive Middle School	Christine Henbest Teacher of Mathematics Cedar Drive Middle School	1/01/21 - 6/30/21	\$850, prorated

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

♥Certificate of Eligibility with Advanced Standing

Yes: Marian Castner, Jacquelyn Hoagland, Marci Klein, Kevin O'Connor, Kimberly Raymond, Rebecca Roberts, Michael Taylor, Danielle Alpaugh and Kathryn Gizzo

No: None

Absent: None

3. It was moved by Marian Castner, seconded by Danielle Alpaugh and carried on a unanimous roll call vote to approve the following Behavior Analyst's Certification Board ("BACB") practicum during the 2020-21 school year, as indicated below:

BACB
PRACTICUM

Student/University Number of Hours	Cooperating Staff Member Position/Location	Effective Dates
Melissa Zarrella Seton Hall University 750 Hours	Dawn Fittipaldi Behavior Analyst Conover Road Primary School	11/23/20 - 6/30/21

Yes: Marian Castner, Jacquelyn Hoagland, Marci Klein, Kevin O'Connor, Kimberly Raymond, Rebecca Roberts, Michael Taylor, Danielle Alpaugh and Kathryn Gizzo

No: None

Absent: None

4. It was moved by Marian Castner, seconded by Danielle Alpaugh and carried on a unanimous roll call vote to approve the amending of the resolution, adopted at the November 11, 2020 Regular Meeting, to include the addition of the following staff member to serve in the Before/After School Remediation/Enrichment Program for the 2020-21 school year, at an hourly rate of \$52, for a total number of hours not to exceed 966, for a total amount not to exceed \$50,232*, as indicated below:

AMENDED
RESOLUTION:
BEFORE/AFTER
SCHOOL
REMEDIATION/
ENRICHMENT
PROGRAM
2020-21 SCHOOL
YEAR

Name	Location	Position
Katherine Staron	Conover Road Elementary School	Instructor

*Funded by Title I ESEA/ESSA

Yes: Marian Castner, Jacquelyn Hoagland, Marci Klein, Kevin O'Connor, Kimberly Raymond, Rebecca Roberts, Michael Taylor, Danielle Alpaugh and Kathryn Gizzo

No: None

Absent: None

FINANCE

1. It was moved by Kathryn Gizzo, seconded by Michael Taylor and carried on a unanimous roll call vote to approve the transfer of funds for the month of October, 2020 for the 2020-21 school year. ([Attachment # F-1](#))

TRANSFER OF
FUNDS

Yes: Marian Castner, Jacquelyn Hoagland, Marci Klein, Kevin O'Connor, Kimberly Raymond, Rebecca Roberts, Michael Taylor, Danielle Alpaugh and Kathryn Gizzo

No: None

Absent: None

2. It was moved by Kathryn Gizzo, seconded by Michael Taylor and carried on a unanimous roll call vote to approve the Board Secretary's Report as of October 31, 2020. ([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 October 31, 2020 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 October 31, 2020 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, Marci Klein, Kevin O'Connor, Kimberly Raymond, Rebecca Roberts, Michael Taylor, Danielle Alpaugh and Kathryn Gizzo

No: None

Absent: None

3. It was moved by Kathryn Gizzo, seconded by Michael Taylor and carried on a unanimous roll call vote to approve the Report of the Treasurer of School Monies as of October 31, 2020. ([Attachment # F-3](#))

TREASURER'S
REPORT

Yes: Marian Castner, Jacquelyn Hoagland, Marci Klein, Kevin O'Connor, Kimberly Raymond, Rebecca Roberts, Michael Taylor, Danielle Alpaugh and Kathryn Gizzo

No: None

Absent: None

4. It was moved by Kathryn Gizzo, seconded by Michael Taylor and carried on a unanimous roll call vote to approve the Bill List dated November 23, 2020 in the amount of \$3,001,658.74 and Food Service payments in the amount of \$4,520.45.

BILL LIST
FOOD SERVICE
PAYMENTS

Yes: Marian Castner, Jacquelyn Hoagland, Marci Klein, Kevin O'Connor, Kimberly

Raymond, Rebecca Roberts, Michael Taylor, Danielle Alpaugh and Kathryn Gizzo

No: None

Absent: None

5. It was moved by Kathryn Gizzo, seconded by Michael Taylor and carried on a unanimous roll call vote to approve the following resolution:

SUBMISSION OF
SECURING OUR
CHILDREN'S
FUTURE BOND ACT
SCHOOL SECURITY
GRANTS PROGRAM
APPLICATION

BE IT RESOLVED, that the Colts Neck Township Board of Education approves the submission of the Securing Our Children's Future Bond Act School Security Grants Program Application in the amount of \$48,386, and

BE IT FURTHER RESOLVED, that if the total estimated costs of the proposed work exceed the school district's grant allowance, the district will use local funds.

Yes: Marian Castner, Jacquelyn Hoagland, Marci Klein, Kevin O'Connor, Kimberly Raymond, Rebecca Roberts, Michael Taylor, Danielle Alpaugh and Kathryn Gizzo

No: None

Absent: None

6. It was moved by Kathryn Gizzo, seconded by Michael Taylor and carried on a unanimous roll call vote to approve the Change Order No. 1 for Comfort Mechanical Corp. for a decrease to the original contract in the amount of \$2,900.00, for the deletion of one (1) ductless split system unit and one (1) condensing unit in connection with other Capital Projects, State Project No. 0945-030-20-1000 - HVAC Work at Multi-Purpose Room and Locker Room at Cedar Drive Middle School.

CHANGE ORDER
NO. 1 - COMFORT
MECHANICAL CORP.

Yes: Marian Castner, Jacquelyn Hoagland, Marci Klein, Kevin O'Connor, Kimberly Raymond, Rebecca Roberts, Michael Taylor, Danielle Alpaugh and Kathryn Gizzo

No: None

Absent: None

7. It was moved by Kathryn Gizzo, seconded by Michael Taylor and carried on a unanimous roll call vote to approve the withdrawal of Federal Impact Aid Reserve fund balance, pursuant to P.L.2015, Chapter 46 (C. 18A:7F-41(c.)(3)), and the appropriation of said funds to increase 12-000-400-450-030-262-0 \$36,291.08 in connection with the Fixed Cost Agreement with Jersey Central Power & Light, duly approved by the Board of Education on September 16, 2020.

APPROPRIATION OF
FEDERAL IMPACT
AID RESERVE FUND

Yes: Marian Castner, Jacquelyn Hoagland, Marci Klein, Kevin O'Connor, Kimberly Raymond, Rebecca Roberts, Michael Taylor, Danielle Alpaugh and Kathryn Gizzo

No: None

Absent: None

8. It was moved by Kathryn Gizzo, seconded by Michael Taylor and carried on a unanimous roll call vote to approve the appropriation of \$79,807 of 2019-20 NJ State Extraordinary Aid to increase the following budgetary accounts in accordance with N.J.A.C. 6A:23A-13.3(d):

APPROPRIATION
FROM 2019-20
EXTRAORDINARY
AID

Budgetary Account	Amount
11-214-100-106-030-100-1	\$ 21,139
11-216-100-106-060-100-0	\$ 16,892
11-216-100-101-060-100-0	\$ 41,776
Total	\$ 79,807

Yes: Marian Castner, Jacquelyn Hoagland, Marci Klein, Kevin O'Connor, Kimberly Raymond, Rebecca Roberts, Michael Taylor, Danielle Alpaugh and Kathryn Gizzo

No: None

Absent: None

POLICY

1. It was moved by Jacquelyn Hoagland, seconded by Michael Taylor 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

Policy 2431	Athletic Competition
Regulation 2431.1	Emergency Procedures for Sports and Other Athletic Activity
Policy 7440	School District Security
Regulation 7440	School District Security

Yes: Marian Castner, Jacquelyn Hoagland, Marci Klein, Kevin O'Connor, Kimberly Raymond, Rebecca Roberts, Michael Taylor, Danielle Alpaugh and Kathryn Gizzo

No: None

Absent: None

2. It was moved by Jacquelyn Hoagland, seconded by Michael Taylor and carried on a unanimous roll call vote to approve the adoption of the following policy and regulation, as indicated below:

ADOPTION OF
POLICY AND
REGULATION

Policy 5330.5	Seizure Action Plan
-------------------------------	---------------------

Regulation 5330.5	Seizure Action Plan
-----------------------------------	---------------------

Yes: Marian Castner, Jacquelyn Hoagland, Marci Klein, Kevin O'Connor, Kimberly Raymond, Rebecca Roberts, Michael Taylor, Danielle Alpaugh and Kathryn Gizzo

No: None

Absent: None

3. It was moved by Jacquelyn Hoagland, seconded by Michael Taylor and carried on a unanimous roll call vote to approve the amending of the following job description, as indicated below: ([Attachment # P-1](#))

AMENDED JOB
DESCRIPTION:
MAINTENANCE
WORKER

Maintenance Worker

Yes: Marian Castner, Jacquelyn Hoagland, Marci Klein, Kevin O'Connor, Kimberly Raymond, Rebecca Roberts, Michael Taylor, Danielle Alpaugh and Kathryn Gizzo

No: None

Absent: None

NEGOTIATIONS

None

TRANSPORTATION

None

PERSONNEL

1. It was moved by Rebecca Roberts, seconded by Jacquelyn Hoagland and carried on a unanimous roll call vote to approve the resignation of the following staff member, as indicated below:

RESIGNATION

Name	Position/Location	Effective Date
Amandamarie Capone	Special Education Teacher Cedar Drive Middle School	December 31, 2020

Yes: Marian Castner, Jacquelyn Hoagland, Marci Klein, Kevin O'Connor, Kimberly Raymond, Rebecca Roberts, Michael Taylor, Danielle Alpaugh and Kathryn Gizzo

No: None

Absent: None

2. It was moved by Rebecca Roberts, seconded by Jacquelyn Hoagland and carried on a unanimous roll call vote to approve the reassignment of the following staff member during the 2020-21 school year, as indicated below:

REASSIGNMENT:
TEACHER
2020-21 SCHOOL
YEAR

Name	Effective Dates	From	To
		Position/Location	Position/Location
Christine Cannizzaro (Replacing Michele Slazyk, who is retiring)	1/01/21 - 6/30/21	Special Education Teacher Conover Road Elementary School	Elementary School Teacher - Grade 5 Conover Road Elementary School

Yes: Marian Castner, Jacquelyn Hoagland, Marci Klein, Kevin O'Connor, Kimberly Raymond, Rebecca Roberts, Michael Taylor, Danielle Alpaugh and Kathryn Gizzo

No: None

Absent: None

3. It was moved by Rebecca Roberts, seconded by Jacquelyn Hoagland and carried on a unanimous roll call vote to approve the employment of the following individual for the 2020-21 school year, as indicated below:

EMPLOYMENT:
TEACHER
2020-21 SCHOOL
YEAR

Name	Position/Location	Effective Dates♦	Guide/Step Salary
Kiera Kulaga* (Replacing Jodi Richards, who retired)	Teacher of Mathematics♦ Cedar Drive Middle School (Vacancy reallocated to Teacher of Math position)	1/01/21 - 6/30/21	BA Guide Step 1 \$55,701 Per Annum, Prorated

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

♦ Pending receipt of New Jersey teaching certification.

Yes: Marian Castner, Jacquelyn Hoagland, Marci Klein, Kevin O'Connor, Kimberly Raymond, Rebecca Roberts, Michael Taylor, Danielle Alpaugh and Kathryn Gizzo

No: None

Absent: None

4. It was moved by Rebecca Roberts, seconded by Jacquelyn Hoagland and carried on a unanimous roll call vote to approve the amending of the resolution, adopted at September 2, 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
William Maniscalco Cedar Drive Middle School	Long-Term Substitute Teacher of Science \$245 Per Day 9/02/20 - 12/23/20	Long-Term Substitute Teacher of Science \$245 Per Day 9/02/20 - 10/31/20 & Interim Teacher of Science BA Guide, Step 1 \$55,701, Prorated 11/01/20 - 6/30/21 (Interim Teacher for Timothy Trigani, who is on a leave of absence)

Yes: Marian Castner, Jacquelyn Hoagland, Marci Klein, Kevin O'Connor, Kimberly Raymond, Rebecca Roberts, Michael Taylor, Danielle Alpaugh and Kathryn Gizzo

No: None

Absent: None

5. It was moved by Rebecca Roberts, seconded by Jacquelyn Hoagland and carried on a unanimous roll call vote to approve the additional pay to Kathleen Hulse, Bus Driver, to serve as a bus attendant, on an as needed basis, for thirty (30) minutes per day at an hourly rate of \$14.05 (Step 6), effective November 16, 2020*.

ADDITIONAL PAY
2020-21 SCHOOL
YEAR

*This assignment is necessary due to the COVID-19 pandemic and will cease to exist once the need no longer exists.

Yes: Marian Castner, Jacquelyn Hoagland, Marci Klein, Kevin O'Connor, Kimberly Raymond, Rebecca Roberts, Michael Taylor, Danielle Alpaugh and Kathryn Gizzo

No: None

Absent: None

6. It was moved by Rebecca Roberts, seconded by Jacquelyn Hoagland 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
July A. Rodriguez Teacher of Spanish Conover Road Primary/	2/16/21 - 4/06/21	FMLA – Paid with Health Care Benefits • Using Sick Days from 2/16/21

Elementary Schools		through 3/12/21 ● Unpaid with Health Care Benefits from 3/15/21 through 4/06/21
AnnaRita DiMeo-Dragonetti Teacher of Italian Cedar Drive Middle School	2/22/21 - 4/21/21	FMLA – Paid with Health Care Benefits ● Using Sick Days from 2/22/21 through 4/21/21

Yes: Marian Castner, Jacquelyn Hoagland, Marci Klein, Kevin O'Connor, Kimberly Raymond, Rebecca Roberts, Michael Taylor, Danielle Alpaugh and Kathryn Gizzo

No: None

Absent: None

7. It was moved by Rebecca Roberts, seconded by Jacquelyn Hoagland and carried on a unanimous roll call vote to approve the childcare leave during the 2020-21 school year for each of the following staff member during the 2020-21 school year, as indicated below:

CHILDCARE LEAVE
2020-21 SCHOOL
YEAR

Name/Position/Location	Effective Dates	Childcare Leave
July A. Rodriguez Teacher of Spanish Conover Road Primary/ Elementary Schools	4/07/21 - 6/30/21	FMLA/NJFLA – Unpaid with Healthcare Benefits
AnnaRita DiMeo-Dragonetti Teacher of Italian Cedar Drive Middle School	4/22/21 - 6/30/21	FMLA/NJFLA – Unpaid with Healthcare Benefits

Yes: Marian Castner, Jacquelyn Hoagland, Marci Klein, Kevin O'Connor, Kimberly Raymond, Rebecca Roberts, Michael Taylor, Danielle Alpaugh and Kathryn Gizzo

No: None

Absent: None

8. It was moved by Rebecca Roberts, seconded by Jacquelyn Hoagland and carried on a unanimous roll call vote to approve the amendment to the medical disability leave, adopted at the August 19, 2020 Regular Meeting, for Timothy Trigani, Teacher of Science 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 - 12/31/20	9/02/20 - 6/30/21	Medical Disability-FMLA ● Paid with Health Care Benefits Using Sick and

		Personal Days from 9/2/20 through 5/05/21 • Unpaid without Health Care Benefits from 5/06/21 - 6/30/21
--	--	---

Yes: Marian Castner, Jacquelyn Hoagland, Marci Klein, Kevin O'Connor, Kimberly Raymond, Rebecca Roberts, Michael Taylor, Danielle Alpaugh and Kathryn Gizzo

No: None

Absent: None

9. It was moved by Rebecca Roberts, seconded by Jacquelyn Hoagland and carried on a unanimous roll call vote to approve the amendment to the medical disability leave, adopted at the October 7, 2020 Regular Meeting, for Laura Pavlicek, Teacher of Communication Arts 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 - 11/30/20	9/02/20 - 12/15/20	Medical Disability-FMLA • Paid with Health Care Benefits Using Sick Days from 9/2/20 through 12/15/20

Yes: Marian Castner, Jacquelyn Hoagland, Marci Klein, Kevin O'Connor, Kimberly Raymond, Rebecca Roberts, Michael Taylor, Danielle Alpaugh and Kathryn Gizzo

No: None

Absent: None

10. It was moved by Rebecca Roberts, seconded by Jacquelyn Hoagland and carried on a unanimous roll call vote to approve the amending of the resolution, adopted at the September 2, 2020 Regular Meeting, approving a leave of absence, as covered by the Family First Corona Response Act ("FFCRA"), for Sunny Rudko, Instructional Assistant Conover Road Primary School, during the 2020-21 school year, as indicated below:

AMENDED
RESOLUTION:
LEAVE OF
ABSENCE UNDER
FFCRA:
2020-21 SCHOOL
YEAR

From	To	Leave for Care for Child
Effective Dates	Effective Dates	
9/02/20 - 11/18/20	9/02/20 - 11/25/20	Emergency Paid Sick Leave Act ("EPSLA)/Emergency Family and Medical Leave Expansion Act ("EFMLEA") • Paid leave of absence in accordance with FFCRA for the purposes of child care, and with pay at two-thirds the employee's rate of pay (up to \$200/day)

Yes: Marian Castner, Jacquelyn Hoagland, Marci Klein, Kevin O'Connor, Kimberly Raymond, Rebecca Roberts, Michael Taylor, Danielle Alpaugh and Kathryn Gizzo

No: None

Absent: None

11. It was moved by Rebecca Roberts, seconded by Jacquelyn Hoagland 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
TEACHER:
2020-21 SCHOOL
YEAR

Name	Certification
Kiera Kulaga	Substitute Credential

Yes: Marian Castner, Jacquelyn Hoagland, Marci Klein, Kevin O'Connor, Kimberly Raymond, Rebecca Roberts, Michael Taylor, Danielle Alpaugh and Kathryn Gizzo

No: None

Absent: None

NEW BUSINESS/WORK SESSION AGENDA

- Marian Castner briefly reported on the NJSBA Semi-Annual Delegate Assembly which she recently attended.
- Kimberly Raymond expressed her sincere gratitude to the teaching staff for the lengths that many are going to to keep the children engaged.

COMMENTS FROM ATTENDING CONSTITUENTS – ALL SUBJECTS

- John Beck, 27 Partridge Way - inquired whether the Board/District is taking into account that parents work and cannot feasibly complete all curriculum with the student learners, especially those who are young and cannot work independently when assessing and grading students. Dr. Garibay indicated that they are indeed taking that into account and encouraged parents to please contact their child's teachers to discuss any concerns they have or challenges they are facing. Mr. Beck further inquired whether anyone has examined what effects hours of screen time will have on these children long term. Dr. Garibay indicated that they have not looked at long term effects and spoke briefly about the recommendations regarding screen time. She again encouraged any parents with specific concerns, to reach out to their child's teacher and start a conversation.
- Christopher Montalvo, 621 Lovett Road - inquired what criteria the district is utilizing to determine in-person vs. remote. Dr. Garibay responded that the

district monitors various criteria such as the rate of transmission and current cases, and how they relate to each other while taking into consideration the Department of Health requirements as the region continues in Orange status.

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

No Executive Session held.

ADJOURNMENT

At 9:02 p.m., it was moved by Michael Taylor, seconded by Kevin O'Connor and carried on a unanimous roll call vote to adjourn the meeting.

Yes: Marian Castner, Jacquelyn Hoagland, Marci Klein, Kevin O'Connor, Kimberly Raymond, Rebecca Roberts, Michael Taylor, Danielle Alpaugh and Kathryn Gizzo

No: None

Absent: None

REFERENCE SHEET	
Attachment # S-1	District Goals for the 2020-21 School Year
Attachment # C-1	Reimbursable Expenses
Attachment # F-1	Transfers for the Month of October, 2020
Attachment # F-2	Board Secretary's Report as of October 31, 2020
Attachment # F-3	Treasurer's Report as of October 31, 2020
Attachment # P-1	Revised Job Description for Maintenance Worker
Individual Files	1st Reading of Policies and Regulations
Individual Files	Adoption of Policy and Regulation

BOARD MEETINGS*			
January 22, 2020	April 1, 2020	June 17, 2020	September 16, 2020
February 5 , 2020	April 22, 2020	June 30, 2020 @ 6:00 p.m.	October 7, 2020
February 19, 2020	May 4, 2020	July 22, 2020	September 2, 2020
March 4, 2020	May 20, 2020	August 5, 2020	October 28, 2020
March 17, 2020	June 9, 2020	August 19, 2020	November 11, 2020
November 23, 2020		December 16, 2020 @ 6:00 pm	
January 6, 2021 @ 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 at 70 Conover Road, unless otherwise noted and advertised.

NOTEWORTHY DATES

2020	
November 25	Short Session Day for Students and Staff
November 26-27	Thanksgiving Recess – Schools/Central Office Closed
December 23	Short Session Day for Students & Staff (Winter Recess Begins at the End of Day)
December 24-31	Winter Recess – Schools/Central Office Closed
2021	
January 1	New Year's Day – Schools/Central Office Closed
January 4	Schools Reopen for Students and Staff
January 18	Martin L. King's Birthday – Schools/Central Office Closed
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