

MINUTES OF THE MEETING

DENVILLE BOARD OF EDUCATION REGULAR SESSION MEETING IN-PERSON BOARD MEETING

Denville Town Hall Community Room

1 St. Mary's Place

Or VIRTUAL (see details below)

NOVEMBER 23, 2020; 7:00 p.m.

(Public Portion of the Meeting will begin at 7:30 p.m.)

The following information was provided for access to the Virtual Meeting:

Due to the state of emergency declared by the Governments of the State of New Jersey and the United States regarding COVID-19, the **November 23, 2020** Board Meeting is being held via video conference and in-person. **The Board Meeting may be viewed live via the video conference – or attended in-person see link below for virtual log on information.**

Members of the public may remotely access and provide written or verbal public comments at this Board Meeting through Hangouts Meet, a remote video conferencing system. Specific instructions for accessing the Board Meeting and providing public comments will be posted to the home page of the Denville Board of Education's website. All public written or verbal comments must include the sender's full name and address and will be read aloud at the Board Meeting. Please visit the District.

Governor Murphy's Executive Order 173 requires that the maximum occupancy of the room (including Board members and staff) is 42 people.

Website for more information: www.denville.org

Free direct access is available by copying and pasting the URL or via telephone

Join: <https://meet.google.com/vuy-uxtp-ioy>

Or call

Phone +1 661-527-2932 PIN: 612287474#

(The meeting line will open at 7:30pm. Callers will be placed in a queue and calls will be answered in the order in which they were received once public comment begins.)

For questions in reference to this meeting, for technical assistance and/or to report difficulty with accessing the virtual meeting, please email sforte@denville.org and/or ccostanza@denville.org. Please note the following in the "Re" portion of your email: "Virtual Meeting Assistance Requested." Emails will be checked during the public meeting as well.

BY ORDER OF THE DENVILLE TOWNSHIP BOARD OF EDUCATION

1 St. Mary's Place – 2nd Floor, Denville, NJ 07834

Damaris Gurowsky, Board Secretary.

Google Meet/Hangout Directions for Public

1. When you enter the Meeting/Hangout, mute yourself (If you are already not muted.)
2. During the open public comments section of the meeting please contribute by:
 - a. Typing your question or comments in the textbox
 - b. By unmuting and asking the question or comment
 - c. State your name and address for the record

I. CALLED TO ORDER BY MRS. WAGNER AT 7:30 P.M.

A. OPENING STATEMENT

“This meeting of the Denville Township Board of Education is being held in accordance with the Open Public Meetings Act. Due to the state of emergency declared by the Governments of the State of New Jersey and the United States regarding COVID-19, this Board Meeting is being held via video conference and in-person. Electronic and regular notice of this meeting was provided to the Daily Record and/or the Star Ledger of Morris County; has been delivered to the Township Clerk, has been posted on the bulletin board of the Board of Education Office, and at each of the school buildings in the District”.

B. ROLL CALL

Mr. Kim - P, Mr. Casse – P, Mr. Cappello – P, Mr. Andersen – P, Mr. Luer - P, Mrs. Gould – P, Mrs. Wagner – P.

C. EXECUTIVE SESSION - No Executive Session was needed

D. PLEDGE OF ALLEGIANCE

E. SPECIAL PRESENTATIONS

F. SUPERINTENDENT’S COMMENTS – Dr. Forte discussed the following:

- Extra-curricular and enrichment programs update provided
 - Enrichment program
 - For two elementary schools
 - Funded by registration fees
 - Extracurricular activities
 - 2 clubs at elementary schools
 - 9 clubs at middle school
 - All virtual
 - Scheduled to begin December or January
- Athletics at Valleyview on hold
- Covid update provided
 - Morris County is at Orange Level
 - Report from 11/19/20 reviewed
 - New report due out on 11/25/20
 - Summary report will be provided
 - Decision to close District schools discussed
 - Future school closure decision will be made after reviewing 11/25 report

G. ASSISTANT SUPERINTENDENT’S COMMENTS – Dr. Cullis discussed the following:

- November is Native American Heritage month; teachers are using different resources to support instruction
- Teachers will be participating in a series of three diversity, equity, inclusion and cultural competency workshops from Inspired Instruction
- Reviewed revised merit goal on agenda
- NJSLA Science, ELA and Math tests scheduling window will be March 13 through June 11, 2021

H. BUSINESS ADMINISTRATOR’S COMMENTS – No Comments

II. OPEN TO PUBLIC DISCUSSION (Agenda Items Only)

Opened: 8:00 p.m. Closed: 8:01 p.m.

No comments were made

III. OLD BUSINESS (ACTION TO BE TAKEN)

Superintendent of Schools to the Board of Education for approval.

Pursuant to N.J.A.C. 6:20-2.13, we certify that as of **November 2020** after review of the secretary's monthly financial report (appropriations section) and upon consultation with the appropriate district officials, to the best of our knowledge no major account or fund has been over expended in violation of N.J.A.C. 6:20-2.13(b) and that sufficient funds are available to meet the district's financial obligations for the remainder of the fiscal year.

Mr. Casse moved, seconded by Mr. Luer, to approve the following Resolutions under Old Business:

A. RESOLVED that the Board approve the following REPORTS from **October 2020**:

1. Treasurer of School Monies
2. Board Secretary

B. EDUCATION REPORTS

1. Report of Student Enrollment - **October 2020**
2. Report of Health Office - **October 2020**

C. MINUTES - RESOLVED that the Board approve the following Minutes:

1. Work Session Meeting - October 12, 2020
2. Regular Session Meeting - October 26, 2020

ROLL CALL (Motions A-C)

Mr. Kim-Y, Mr. Casse-Y, Mr. Cappello-Y, Mr. Andersen-Y, Mr. Luer-Y, Mrs. Gould-Y/A Minutes of October 26th, Mrs. Wagner-Y

IV. NEW BUSINESS (ACTION TO BE TAKEN) - The following resolutions have been recommended by the Superintendent of Schools to the Board of Education for approval.

A. PERSONNEL (Includes Technology) - Chair, Michael Andersen

Mr. Andersen moved, seconded by Mr. Luer, to approve the following Resolutions under Personnel:

Upon the recommendation of the Superintendent of Schools, to approve the following resignations, retirements, salary adjustments, payments, employee leave requests, reassignments, appointments ***pending approval from the State Department of Education Office of Student Protection and subject to the New Jersey Criminal Background Check, "Pass the Trash" Employment Verification and Pre-Employment Drug Testing***, etc.:

1. **BE IT RESOLVED - NEW HIRES / RESIGNATIONS / RETIREMENTS / EMPLOYEE LEAVES / EXTRA PAY / SALARY / ADJUSTMENT** - that the Board approve the following pertaining to staff members' new hire, resignation, retirement, placement on paid/unpaid leave*, payment for the performance of duties or extra duties**, and/or a deduction in pay:

	Name	Position	School	Description	Ref	Amount
a.	Steimke, Kim	Teacher	LV	Provide additional reading instruction to student#20281637 for the 20/21 SY. Instruction and prep not to exceed 72 hrs (\$2,967.12).	2B	\$41.21/hr
b.	Kenah, Paula	Instr. Aide	VV	Move across the guide to ABA cert. Effective 2/1/2021		\$29,060 Step - OG pro-rated
c.	Cocheo, Michael	Teacher	RV	Leave Replacement Teacher for employee #575 Effective on or after 11/23/2020 - 2/16/2021.		\$265/day
d.	Hunt, Trevor	Teacher	VV	Extend Leave Replacement Teacher for employee #114 through 6/30/2021.		\$290/day
e.	Paduano, Nicole	Teacher	LV	Extend Leave Replacement Teacher for employee #509 through 6/30/2021.		\$290/day

f.	Gallagher, Kim	Teacher	RV	To replace Melissa Spellman (\$539.70) as Tiered System of Supports (TSS) Team effective 12/1/2020 (\$1,259.30 pro-rated)	1C	\$1,799 pro-rated
g.	Van Dean, Christine	Instr. Aide	LV	<i>Retroactively approve:</i> Increase FTE from 0.48 to 0.55 Effective 11/10/2020	2B	\$13,538.80 Step-8 Cert pro-rated
h.	Bershefski, Heather	Teacher	RV	Provide additional math instruction to student #20281355 for 20/21 SY. Not to exceed 59.25 hrs (\$2,441.69)	2B	\$41.21/hr
i.	Zeleny, Tia	Teacher	RV/LV	For missed preps for instruction of the 5th grade virtual classroom for RV and LV students, as needed.		\$41.21/hr
j.	Lezgus, Marian	Teacher	VV	Sick day payout		\$3,464
k.	Baisley, Beth	Principal	LV	Cash-in 9 vacation days for 20/21 SY		\$6,056.28
l.	Scheer, Lucille Troast, Debbie Fiorella, Holly	A/P Bookkpr Payroll Asst to BA	BOE	Merit Pay per work rules agreement		\$1,200 each
m.	Zielinski, Jane	Teacher	LV	Retirement, effective 1/1/2021		
n.	Leyman, Michael	Maint.	Dist	Resignation, effective 11/11/2020		
o.	Chu, Marilyn	Inst Aide	LV	Resignation, effective 12/1/20		
p.	Gerard Marinelli Mike Capps Mike Solari-Stone	Security	District	Provide security as needed during community gym usage funded by user fees		\$30/hr

*Any staff member approved for leave will pay their portion of their health benefits while on leave and upon their return the Superintendent will assign them to a position.

**The Board of Education's authorization to pay employees for the performance of duties or extra duties is contingent upon the occurrence of the actual event associated with service, and the employees' actual performance of services. In the situation where an event is canceled or the service is no longer required, the employee will not be eligible for payment and payment will not be issued.

2. **BE IT RESOLVED**, that the Board approve the following students to observe in Denville Schools:

	Student	School/College/University	Experience	Dates	School	Ref
a.	Iuorio, Lisa	Caldwell College	Observe Virtual Classes	20/21 SY		2D

3. **BE IT RESOLVED**, that the Board approve employee #1141, for a leave of absence, having received doctor's certification, commencing February 8, 2021 under the Federal Family Medical Leave Act (FMLA), ending on May 7, 2021, while utilizing fourteen (14) sick days.

BE IT FURTHER RESOLVED, that the Board approve the leave under the NJ Family Leave Act (FLA) for employee #1141, commencing on March 15, 2021 through May 21, 2021.

BE IT FURTHER RESOLVED, that the Board approve the leave for employee #1141 and anticipate a return to work on May 24, 2021.

4. **BE IT RESOLVED**, that the Board approve Georgia Alessandra to be mentored and trained as a School Bus Driver by the Transportation Department effective December 1, 2020.

5. **BE IT RESOLVED**, that the Board approve Kimberly Roumes to be mentored and trained as a School Bus Driver by the Transportation Department, effective December 1, 2020.

6. **BE IT RESOLVED**, that the Board approve the attached list of staff for the 20-21 after school enrichment program funded by registration fees.

7. **BE IT RESOLVED**, that the Board approve the attached list of club advisors for 20/21 SY.

8. **BE IT RESOLVED**, that the Board approve the extended leave for employee #409 and anticipate a return to work on December 21, 2020.

9. **BE IT RESOLVED**, that the Board retroactively approve up to 10 maximum days of Emergency Paid Sick Leave in accordance with the Families First Coronavirus Response Act (FFCRA), for employee #1203 effective November 9, 2020 through November 20, 2020.
Employee #1203 qualifies under reason #1 of the Employee Rights and will use AM only of the FFCRA.
10. **BE IT RESOLVED**, that the Board retroactively approve up to 10 maximum days of Emergency Paid Sick Leave in accordance with the Families First Coronavirus Response Act (FFCRA), for employee #246 effective November 2, 2020 through November 16, 2020.
Employee #246 qualifies under reason #1 of the Employee Rights and will use AM only of the FFCRA.
11. **BE IT RESOLVED**, that the Board retroactively approve up to 10 maximum days of Emergency Paid Sick Leave in accordance with the Families First Coronavirus Response Act (FFCRA), for employee #1275 effective November 10, 2020 through November 20, 2020.
Employee #1275 qualifies under reason #1 of the Employee Rights and will use AM only of the FFCRA.
12. **BE IT RESOLVED**, that the Board retroactively approve up to 10 maximum days of Emergency Paid Sick Leave in accordance with the Families First Coronavirus Response Act (FFCRA), for employee #663 effective October 26, 2020 through October 30, 2020.
Employee #663 qualifies under reason #1 of the Employee Rights and will use AM only of the FFCRA.
13. **BE IT RESOLVED**, that the Board approve the use of Emergency Paid Sick Leave in accordance with the Families First Coronavirus Response Act (FFCRA), for employee# 509 effective November 9 through November 20, 2020;
BE IT RESOLVED, that the Board hereby approve employee #509, for a leave of absence, having received doctor's certification, commencing November 23, 2020 under the Federal Family Medical Leave Act (FMLA), ending on February 19, 2021 while utilizing thirty-five (35) sick days.
BE IT FURTHER RESOLVED, that the Board hereby approve the leave under the NJ Family Leave Act (FLA) for employee #509, commencing on January 18, 2021 through April 16, 2021.
BE IT FURTHER RESOLVED that the Board hereby approves the leave for employee #509 and anticipate a return to work for the 2021-2022 school year.
14. **BE IT RESOLVED**, that the Board retroactively approve up to 10 maximum days of Emergency Paid Sick Leave in accordance with the Families First Coronavirus Response Act (FFCRA), for employee #311 effective October 20, 2020 through October 22, 2020.
Employee #311 qualifies under reason #1 of the Employee Rights and will use AM only of the FFCRA.
15. **BE IT RESOLVED**, that the Board approve to extend Employee #114, for an unpaid leave of absence commencing on September 29, 2020 through June 30, 2021.
16. **BE IT RESOLVED**, that the Board rescind from the October 26, 2020 meeting: Personnel #6, merit goals for Assistant Superintendent, Dr. Sandra Cullis, Qualitative Goal #3, Incorporate Safer, Smarter Schools Sexual Abuse Prevention lessons into the current Social Emotional Health Curriculum. Create and Train SAP team for curriculum implementation with students.
17. **BE IT RESOLVED**, that the Board approve the following new Merit Goal for Assistant Superintendent, Dr. Sandra Cullis per contract:
Quantitative Goal #3 - 2.5% of salary = \$4,175
1. Students in grades 6-8 will increase math proficiency as measured by LinkIT! Benchmark assessments.
80% of the students will be proficient or move up 1 proficiency level for 100% of merit.
70% of the students will be proficient or move up 1 proficiency level for 80% of merit.
60% of the students will be proficient or move up 1 proficiency level for 60% of merit.
18. **BE IT RESOLVED**, that the Board rescind from the October 12, 2020 meeting: Personnel #1, m., Paula Kenah, AM Bus aide for 20/21 SY, Step-6, \$16.59/hr and n., Christina Costanza, PM Bus aide for 20/21 SY, Step-1, \$16.17/hr.

19. **BE IT RESOLVED**, that the Board rescind from the October 26, 2020 meeting: Personnel #1, g., Paula Kenah, PM Bus aide for 20/21 SY, Step-6, \$16.59/hr

20. **BE IT RESOLVED – SUBSTITUTES** - that the Board approve the following new hire substitute(s) for the district:

	Name	Position	Effective Date	Per Diem Rate
a.	Cocheo, Michael	Long Term Substitute Teacher	2/17/2021 - 6/30/2021	\$160/day
b.	Costanza, Christina	Bus Aide	20/21 SY	\$12.84/hr
c.	Kenah, Paula	Bus Aide	20/21 SY	\$12.84/hr
d.	Scafati, Chris	Teacher	11/24/2020	\$110/day

Mr. Andersen offered congratulations to Ms. Kenah for moving across the guide; regarding the merit pay for the Business Administration office thank you and congratulations; and congratulations to Mrs. Zielinski on her retirement.

Dr. Forte stated that security staff will only be needed when outside organizations use the gyms, there will be no usage when the schools are on virtual instruction, and security staff will be present to enforce the rules.

ROLL CALL (Motions 1-20)

Mr. Kim-Y, Mr. Casse-Y, Mr. Cappello-Y, Mr. Andersen-Y, Mr. Luer-Y, Mrs. Gould-Y, Mrs. Wagner-Y

B. INSTRUCTION AND PROGRAM (Includes Technology) - Chair, Katie Gould

Mrs. Gould moved, seconded by Mr. Casse, to approve the following Resolutions under Instruction and Program:

1. **BE IT RESOLVED**, that the Board approve the attached plan for a virtual afterschool enrichment program for 20/21 SY for Lakeview and Riverview Elementary Schools.
2. **BE IT RESOLVED**, that the Board approve the attached nursing services plan for 2020-21.

ROLL CALL (Motions 1-2)

Mr. Kim-Y, Mr. Casse-Y, Mr. Cappello-Y, Mr. Andersen-Y, Mr. Luer-Y, Mrs. Gould-Y, Mrs. Wagner-Y

C. POLICY REVISIONS

Mr. Cappello moved, seconded by Mr. Luer, to approve the following Resolutions under Policy Revisions:

1. **BE IT RESOLVED**, that the Board adopt the following policies and/or regulations as first reading or second reading/adoption as indicated: Ref 1-4

Policy/ Reg #	Policy/Regulation Name	1 st Reading	2 nd Reading/ Adoption
1649	Family Federal First Coronavirus (COVID-19) Response Act (M)		X
2270	Religion in the Schools		X
2431.3	Heat Participation Policy For Student-Athlete Safety (M)		X
2622	Student Assessment (M)		X
2464	Gifted and Talented Students (M)		X
5111	Eligibility of Resident/Non-Resident Students (M)		X
P & R 5320	Immunization		X
5610	Suspension (M)		X
R5610	Suspension Procedures (M)		X
5620	Expulsion (M)		X
P & R 8320	Personnel Records (M)		X

ROLL CALL (Motion 1)

Mr. Kim-Y, Mr. Casse-Y, Mr. Cappello-Y, Mr. Andersen-Y, Mr. Luer-Y, Mrs. Gould-Y, Mrs. Wagner-Y

D. FINANCE (Includes Technology) - Chair, James Kim

Mr. Kim moved, seconded by Mr. Luer, to approve the following Resolutions under Finance:

- 1. BE IT RESOLVED**, that the Board approve the enclosed check list(s) in the following amounts:

Amount	Description	Check Register
\$262.43	Check #1190	Milk Fund
\$3,305,431.60	Ck #'s 10148-10296, 990240-990244, 910302020, & 911132020	Current Expense
\$150.60	Check #'s 1444	Elementary Enrichment

- 2. BE IT RESOLVED**, that the Board approve the contract and addendum with Tri-County Behavioral Care, LLC (TCBC) to conduct School Clearance Assessments (SCA) at \$100 per assessment and Substance Evaluations & Treatment (SET) at \$150 per evaluation for students for the 2020-2021 school year. Ref 4A
- 3. BE IT RESOLVED**, that the Board approve the settlement agreement for student #20301852 For the 2020/2021 SY to reimburse parents for ABA therapy sessions at \$60 per session not to exceed \$4,000. Ref 1C

ROLL CALL (Motions 1-3)

Mr. Kim-Y, Mr. Casse-Y, Mr. Cappello-Y, Mr. Andersen-Y, Mr. Luer-Y, Mrs. Gould-Y, Mrs. Wagner-Y

E. OPERATIONS (Includes Technology) - Chair, Don Casse

Mr. Casse moved, seconded by Mr. Cappello, to approve the following Resolutions under Operations:

1. TRANSPORTATION

- 1.1. BE IT RESOLVED**, that the Board approve to outsource the following Joint Transportation Agreement with Hunterdon Educational Service Commission for the 20/21 SY:

- Route 303 \$55,842.45
- Route 307 \$57,067.12
- Route 358 \$57,684.04

2. BUILDING AND GROUNDS

- 2.1. BE IT RESOLVED**, that the Board approve the attached lease with the Lakeland Hills YMCA for childcare for the 20-21 and 21-22 SY. Ref 3 & 4
- 2.2. BE IT RESOLVED**, that the Board approve the attached 20/21 facility usage plan for town athletics.

ROLL CALL (Motions 1.1-2.2)

Mr. Kim-Y, Mr. Casse-Y, Mr. Cappello-Y, Mr. Andersen-Y, Mr. Luer-Y/N #2.2, Mrs. Gould-Y, Mrs. Wagner-Y

V. GOOD OF THE CAUSE

A. COMMITTEE REPORTS

B. CORRESPONDENCE – No Correspondence

C. DISCUSSION ITEMS

Mr. Casse asked how teacher evaluations were being conducted during virtual instructions. Dr. Cullis stated that formal evaluations are required when staff is in the building; virtual lessons will be reviewed virtually; teachers are allowed to provide 1 to 5 artifacts. The Board discussed moving to virtual meetings if needed.

Mrs. Gurowsky stated that both in-person or virtual meeting format was advertised until December.

Dr. Forte stated that all other meetings are virtual.

There will be no Executive Session unless it is announced in advance.

Dr. Cullis repeated the plea to the community to follow protocols to keep safe and stem the virus spread.

Mrs. Wagner stated that the Board Goal to increase HIB training can be held virtually on January 25, 2021 at 6:00 p.m.

Mr. Kim commended Mrs. Costanza for good job with technology by her and the staff.

Mr. Cappello suggested that the Board discuss the budget and overall goals.

Mrs. Gurowsky suggested that Board members email the Finance Committee and the topics will be discussed during the committee meeting.

D. OTHER

VI. OPEN TO COMMENTS

Opened: 8:47 p.m. Closed: 8:47 p.m.

No comments were made

VII. EXECUTIVE SESSION - Action May Be Taken- No Executive Session was needed

VIII. ADJOURNMENT

Mr. Andersen moved, seconded by Mr. Luer, to adjourn the meeting.

ACTION ON MOTION:

Yeas 7 Nays 0 Abstentions 0 Time: 8:48 p.m.

Respectfully submitted,

Damaris Gurowsky
Business Administrator/Board Secretary