

**REGULAR MEETING
BOARD OF EDUCATION, SCHOOL DISTRICT OF THE CHATHAMS
MONDAY, July 13, 2020**

7:30 PM REGULAR BUSINESS MEETING

**CHATHAM HIGH SCHOOL - CAFETERIA
255 LAFAYETTE AVENUE, CHATHAM, NEW JERSEY**

**BOARD AND DISTRICT STAFF - IN PERSON
PUBLIC - LIMIT OF 30 PEOPLE
VIRTUAL ATTENDANCE IS AVAILABLE**

MINUTES

- I. CALL TO ORDER:** Jill Critchley Weber, President
- II. OPEN PUBLIC MEETING STATEMENT:** In accordance with the requirements of the Open Public Meetings Act, Chapter 231, P.L. 1975 Announcement, I wish to announce that:

The New Jersey Open Public Meetings Law was enacted to ensure the right of the public to have advance notice of and to attend the meetings of public bodies at which any business affecting their interest is discussed or acted upon. In accordance with the provisions of this act, the School District of the Chathams Board of Education has caused notice of this meeting to be published by having the date, time and place thereof posted in the Board Administrative Offices, sent to the Clerks of Chatham Borough and Chatham Township, the Library of the Chathams, the Chatham Courier, the Daily Record, the Star Ledger and TAP (news online).

III. ROLL CALL:

Present: Ann Ciccarelli, Michelle Clark, Matthew Gilfillan, Lata Kenney, Michael Ryan, Bradley Smith, Michael Valenti, and Jill Critchley Weber

Absent: Sal Arnuk

Also present: Dr. Michael LaSusa, Superintendent; Mr. Peter Daquila, Business Administrator/Board Secretary; Dr. Vincent D'Elia, Assistant Superintendent of Student Support Services; Ms. Karen Chase; Assistant Superintendent of Curriculum and Instruction; Ms. Beth; Grant, Human Resources Manager; and 12 members of the public and press.

IV. PLEDGE OF ALLEGIANCE - Jill Critchley Weber led the assembly in the Pledge of Allegiance.

- V. BOARD PRESIDENT'S COMMENTS** – Jill Critchley Weber had no comments at this time.

VI. ADMINISTRATIVE REPORTS

A. SUPERINTENDENT'S REPORT

School Reopening Update:

- Dr. LaSusa Acknowledged Saturday's event on "Black Lives Matter". He believes the primary purpose is becoming anti-racist and that the school district should teach inclusivity, respect and everyone is equal.
- Dr. LaSusa noted that the rules and guidelines are ever changing and the district is proceeding with the models developed for re-opening school. The goal is to have all students in school every day in accordance with the CDC guidelines.
- Dr. LaSusa responded to questions from the board regarding re-opening.

B. BUSINESS ADMINISTRATOR'S REPORT

Construction Update:

- CMS Nurse's Restroom – The abatement has been completed and the contractor started work today. Project should be completed in beginning of August.
- CMS Auditorium – Punch list items are being corrected. Due to a production error the grills for the mezzanine are being produced now. The project will be totally complete by mid-August.
- Board Candidates
The packets for Jill Weber, Michael Ryan and Brad Smith will be sent to county clerk tomorrow.

VII. COMMITTEE REPORTS

- A. Personnel:** Ms. Ciccarelli met with the committee this evening and they discussed staffing and staff concerns about working and setting parameters for substitute teachers. Also discussed NTO (New Teacher Orientation).
- B. Curriculum:** Ms. Kenney met with the committee twice to discuss school re-opening strategies. Also, they discussed racism in the curriculum.
- C. Finance/Facilities:** Mr. Gilfillan had nothing to report.
- D. Policy and Planning:** Mr. Ryan met with the committee on June 29th. They discussed re-opening plans and the three policies up for the 1st Reading at tonight's meeting.

Liaisons

Chatham Borough: Ms. Critchley Weber had nothing to report

Chatham Township: Ms. Clark had nothing to report

Chatham Athletic Boosters: Ms. Ciccarelli and Ms. Critchley Weber had nothing to report.

Chatham Performing Arts Boosters: Ms. Critchley Weber acknowledges the donation of musical equipment which will be added to the agenda as item B14.

Chatham Education Foundation: Ms. Kenney had nothing to report.

Chatham Recreation: Mr. Gilfillan asked if there are guidelines for youth sports.

PTO District Cabinet: Ms. Ciccarelli had nothing to report.

VIII. MINUTES

Motion by Trustee Ms. Critchley Weber, Seconded by Ms. Ciccarelli, Roll call vote: 8-0

Approval: Minutes

RESOLVED: That the Board of Education approves the minutes from the following meetings:

- June 22, 2020 - Public Session

IX. PUBLIC COMMENTARY

NOTICE OF PUBLIC COMMENT TIME LIMIT

Hearing of citizens during the Public Commentary section of the Agenda is an opportunity for any member of the public to be heard about issues which are/are not topics scheduled for the current meeting. To help facilitate an orderly meeting, and to permit all to be heard, speakers will be asked to limit their comments to a reasonable length of time.

The following comments were emailed to the district were read as part of public commentary:

- Paul Krieg: I strongly urge that you focus the District on not only the physical questions of Covid, but also a focus on improving at-home education. While I understand and agree with all of the logistic needs discussed in the June 22 Board meeting, I believe that there should be more focus on the quality and nature of at-home learning. As discussed by Dr LaSusa, there certainty that a meaningful portion of the 2020-2021 academic year needs to be managed via online learning. It's understandable that – in March 2020 – online education was a sub-par experience compared to in-person learning. Everything from teaching methods, to curricula, to Internet-based platforms – were understandably geared to in-classroom led learning. When making decisions for 2019-2020, all of those decisions were correct. For 2020-2021, I strongly urge the Board to focus significantly on improving educational decisions for at-home leaning. Please direct our Administrator to specifically consider and report to the Board on teaching methods, curricula, and online platforms, to maximize the quality and engagement of at-home students in a quarantine. I suggest that there be a premium placed on quality video teaching. Specifically, the administration should consider whether multiple sessions of the same class would benefit from identifying one teacher to create video for all sections, with the other teachers responsible for responding to students, grading, etc. In some ways, this would be similar to a college class with a lecturer and teaching assistants. This was also one of the initial promises of distance learning, when the new platforms were developed – the promise of Blackboard and “MOOC” (Massive Open Online Courses). Separately, some of the curriculum decisions last year were predicated on in-classroom engagement between teachers and student and between students. Reference is specifically made to some of the middle school math curricula decisions where there was very little written teaching materials – instead where high volumes of workbook problems with no guidance on what the directed method to solve should be. These programs are very poorly suited to an environment when students are isolated at home – they become generators of busywork only. Finally, Google Classroom (in particular) seems to be a pretty poor way to organize teaching material compared to other platforms. At a minimum, I would suggest common resources for the teachers to better understand how to organize and use the online platforms and to

have consistency for the students. It was disturbing to see how different teach teacher was – very challenging for middle school kids to have to navigate so many different online experiences. It's the planning phase for 2020-2021. Discussion of temperature checks, PPE, separation in the hallways, etc. are all warranted. That being said it's clear that all of our students will be required to do at-home learning. I strongly suggest that addressing those issues and gaps should be the top priority for 2020-21.

- Lara Freidenfelds: As a Ph.D. historian and Chatham parent, I would like to speak in support of changes to the social studies curriculum designed to integrate the stories and voices of Black Americans throughout our students' studies of American history and culture, and to robustly address the social and political structures that have led to racial injustice. Our students deserve a social studies education that draws upon the enormous and superb scholarship produced in these areas over the past few decades, and that prepares them to be the critical and knowledgeable thinkers that college professors demand. Social Studies supervisor Steve Maher and many teachers have made significant progress in this direction in recent years, and their continuing efforts should be maximally supported. As the Chatham for Black Lives petition suggests, the district should consider employing a consultant who specializes in this aspect of curriculum development to support Mr. Maher's and our teachers' efforts. If I can be of help, I am also happy to offer pro-bono assistance.
- Julia Kolehouse: After attending the BLM rally at our train station yesterday, I was shocked by my ignorance of basic African-American history. I'm a 56-year-old Caucasian female born and raised in Wisconsin, now living in NJ for more than 20 years. I only recently learned about "Juneteenth"! As a WI native, I am in no way claiming this glaring lack of attention, much less inclusion and integration of curriculum to be a solely, nor uniquely NJ public school issue. I do think, however, that NJ, the School District of the Chathams, in particular, has a responsibility to do a lot better.
As a taxpayer in this high tax community, I expect at least the essentials to be taught. A fully integrated history curriculum is that bare minimum. I prioritize this curriculum expansion above anything else at this time. "Teaching Black History in Culturally Responsive Ways. Black history is American history, and it should be taught throughout the year across the curriculum—not confined to a single month. <https://www.edutopia.org/article/teaching-black-history-culturally-responsive-ways>". Thank you for your attention to this core curriculum concern.
- Dr. Rozella Clyde: I live at 33 Carmine Street in the Borough. I am Educational Director of Clydeoscope Educational Consultants, LLC, and a lifelong Social Studies educator. I taught in the New York City public schools for 42 of my 44 years connected to the classroom. I am the Education Director for the Morristown Area League of Women Voters, and serve on the LWV NJ Education Committee. I am also a member of the NJ Council for the Social Studies and of the NJEA. I serve on the Chatham Borough Environmental Commission and am chair of the Chatham Borough Green Team among other local affiliations. I am speaking now personally, not as a representative of any of these organizations, but as an educator. My PhD is in Instructional Design for Online Learning. I only bring up those affiliations to support the perspectives from which I speak. I represent the NJLWV at all state Board of Education meetings, so I am schooled in NJ curricular matters.

I attended the BLM Teach-In on Saturday, July 11th and heard firsthand about experiences young people of color have lived through in the Chatham School District. These stories affirmed my experiences while teaching in New York City public schools. Our society maintains a systemic fear of Black and Brown bodies. That is why juries validate police officers' defenses that they "feared for their lives" and why white women call police complaining that Black people sharing public

space with them are a THREAT to them. Systemic Racism is a THREAT to Black and Brown lives. We do not need to play a "blame game" about this situation, but we also cannot kick the can down the road any longer.

We heard graphically this past Saturday about the impacts systemic racism has had on the lives of young people here in Chatham. There is something the Chatham School District can do to rectify this situation. The SD of the Chathams can recognize that systemic institutional racism exists and can commit themselves to initiating changes beginning here and now. The state legislature has mandated that all curricula K-12 in New Jersey be supportive of "Climate Change", treat people with disabilities and LBGQT individuals with respect, recognizing their accomplishments across the curricula.

Many residents of NJ thought that we had dealt with racism fifty years ago. We did actually elect a Black president twice. The white backlash that has allowed racism to thrive and flourish during the past three and a half years, is once again permeating our airwaves and our very existence. This virus is every bit as debilitating and dangerous as COVID19. We have taken extreme measures to combat the rampant onslaught of COVID19. We also need extreme measures to combat the killing impact of systemic racism here in Chatham. We can examine ourselves, our own attitudes, our own shortcomings, acknowledge areas where we have felt fear, and address those fears. But we can also find ways to trust and amplify the voices of people of color as they explain the impact that our policies and practices have had on their lives. These attitudes of fear, anxiety, superiority and privilege are deeply embedded in the ways we deal with all students. Schools have begun addressing bullying behaviors. We have to continue those examinations. But racial privilege is an enormous iceberg. The roots of oppression go deep into our cultural behaviors and expectations. It is not just the curriculum that needs to be examined. We must examine the policies and the way we apply them. Justice can be divided into three major categories. There is Corrective Justice which includes the way we approach behaviors we deem to be detrimental to individuals and societies. In the general population, these practices include our police, courts and penal institutions. In the schools these practices involve our school suspensions and corrective measures. There is Procedural Justice, which includes the way we develop policies and practices. And there is Administrative Justice, which includes the way we carry out those policies and practices. I encourage the School District of the Chathams to approach the upcoming discussions about racial privilege (and for that matter, all the other areas of privilege) from all three of these justice perspectives. This is only the beginning of the conversation, but it is a conversation that needs to take place over time, and across constituencies. It begins by organizing groups of stakeholders, listening first to their experiences, gathering those experiences together and developing new policies that mitigate the disparate impacts that have emerged from those discussions.

These stakeholder discussions may be conducted virtually, and can begin as you begin to address how you will handle instruction this fall. As you discuss ways to mitigate the dangers of COVID 19, you can also use that opportunity to discuss how you can mitigate the dangers of privilege here in the areas of life over which you have some degree of control. As Dr. Okaikor Aryee-Price so eloquently explained on Saturday, we can choose to be a Savior, an Ally or a Co-Conspirator. I choose to be a Co-Conspirator, listening to, valuing and affirming the voices of our youth who are living within the academic environment created by the School District of the Chathams. We cannot correct all the wrongs, but we can stop making the same mistakes over and over again. It is time to change the climate before that climate ends up killing all of us.

Thank you for providing an opportunity to hear my voice.

She stated that regarding the “Black Lives Matter” presentation and it is common knowledge that racism exists in Chatham. The district must teach and educate about ways to eliminate racism.

- Laura Jones: I hope that this finds you safe and well and thank you for all that you are doing to serve our students. We appreciate the thorough approach that was laid out by Dr. LaSusa for the return to school plan as it stands for September. There are many families at the elementary schools who are in a unique position of having half-day kindergarten next year, and not knowing what the implications of the ‘Plan A’ /early dismissal are on that schedule. I believe that we have a right to be told as soon as possible if we are expected to have anything less than the half day that is already provided, so that we can make other accommodations if necessary. Realizing that everything is up in the air at this point, it would be at least great to know the Plan A/Plan B scenarios as all the other families in the district have been told for planning purposes. When do we expect to know more details?
- Joe Basralian: As a parent, I support the Chatham for Black Lives agenda to strengthen our school district. The agenda, if adopted, will powerfully support our mission as a District to grow and empower our youth as well-informed and critical thinkers, responsible members of the community, and as active practitioners of kindness.
Over the past five years, I have dedicated a fairly significant amount of time to the issues raised in the petition. I strongly believe there is extensive intellectual and experiential justification for each of the points raised.
I urge everyone in the community to keep an open mind and commit to learning more about the reasons behind each of the recommendations. For people with little background on the topic, I suggest these two excellent books (although there is a truly vast literature available):
White Fragility, by Robin DiAngelo
How to Be an Antiracist, by Ibram X. Kendi.
If it would be helpful, I would be honored to join others in volunteering in any capacity I can to assist the District in strengthening itself along the lines of the Chatham for Black Lives agenda. While I am by no means a professional in the field of racial justice and equity, I feel it's important for you to know that parents are ready to ACTIVELY support the District in making such positive enhancements to our children's education and well-being.
- Abigail Lowe: I am writing because I support the demands being read at tonight's BOE meeting. I believe the School District of the Chathams must make these changes to support our BIPOC community. The District fails to recognize and strive for racial justice. As a Chatham High School alumni, I demand that the District agrees to protect, amplify and respect BIPOC voices.
- Karen Swartz: She thanks the district and the board for all the efforts on planning for reopening. She notes, that since the district is in 2 municipalities, she asks that the district communicates with both health departments.
- Christopher Maurer: One of the topics raised at the BLM rally on Saturday was the makeup of the faculty and administration within the school district. The statistic raised was that the Chatham teacher faculty was 7% minority with only 0.9% being black.
How is the school district going to address this? If we want our children to succeed in a diverse world, we need to foster a more inclusive educational system. To me, that means starting at the top with the administration and faculty. Families of color need to be assured that their children will be educated in a warm and friendly environment where people of all races are welcomed.
- Tess Kolker: I am emailing to express my support for the demands put forth by the coalition behind Chatham For Black Lives. As a Chatham High School graduate, I fully endorse these demands and believe that it is your duty as the Board of Education to implement these demands to the best of your ability in order to create an anti-racist community in this very white, very privileged town. Our school district received \$42 million from 2017-18 than the average NJ school district. It is YOUR responsibility to use this obscene amount of money wisely and in the

best interest of your students. Right now, based on your actions, you are not acting in our students' best interests and it is time for that to change.

Once again, I strongly urge you to implement these demands.

The following comments were made by the public at the meeting:

- Joe Lang: He stated that most of Chatham believes that “Black Lives Matter” and that “All Lives Matter”. He noted that people must realize that failure is a lesson to learn from. He further noted that “Black Lives Matter” doesn’t care about black lives and needs to deal with issues in the inner city. He noted that he feels people only concentrate on the negative and not on all the positives of the United States.
- Alexis Williams (2019 Chatham Alumni): She presented a set of demands to be adopted to eliminate all the negative teaching that has been done. She notes, the primary white community must teach anti-racism.
- Eleanor Franklin (2019 Chatham Alumni): She stated that the district needs to change curriculum to teach anti-racism. She further notes that the SDOC is part of the problem and that the curriculum must reference prominent black individuals.
- Julie Ekert: She stated that the SDOC must reform its hiring procedures to hire more minorities. She further noted that the staff is “too” white. She demands that there be more black teachers.
- Kelsey Cohen (2021 graduate): She stated that the SDOC upholds racism in its curriculum. She feels that there is a lack of diversity in the books presented in the curriculum. She went on to say that there are more than two thirds of the books used are written by white men and that the district needs to access black literature and women authors. Also stated that Chatham is 91% white, but does need to teach about diversity and against racism.
- Amy Reali: She acknowledges and admires the 4 young women that have spoken tonight. She also notes that she appreciates all the extra work done over the last few months by the district. She asks that SEPAG be included in the district re-opening plans. She further adds that she is disappointed that the request was denied. She feels that the Special Ed. Parents need to be heard and have input into the upcoming curriculum and re-opening. She further states that SEPAG will be issuing a survey. Further, she read aloud her email that she sent to the board:
Chatham SEPAG would like to renew our request to be included in the district’s re-opening plans. Also, we respectfully request that this comment and request be documented in tonight’s official meeting minutes.

On June 30, Chatham SEPAG pro-actively followed the governor’s recommendation to include parents, teachers, and students in “restart committees” or “pandemic response teams” by submitting a written request to Dr. LaSusa to have representation on any re-opening or re-start committees. Quickly, and disappointingly, our request was dismissed. Chatham SEPAG acknowledges the tremendous challenge and pressure placed upon Dr. LaSusa to safely and effectively restart our schools during the continuing COVID-19 pandemic. We understand that the district initiated planning long before schools received any guidance from the New Jersey Department of Education but also that there is plenty of planning and preparation that remains and will be necessary throughout the year. It was specifically because of the enormity of the challenges you face that SEPAG has been consciously measured in our outreach to the district and board during the past few months. **However, we are now in a moment when our best data comes directly from the field--students, families, and teachers who lived through this unprecedented moment--not solely from the centralized position of the administration.**

When we volunteered representatives for your restart committees, we were hopeful that you would see the long-term advantages of directly collaborating with special education students and families. We can’t think of a better time to partner with Dr. LaSusa and the Board of Education because we all want to see our children succeed in the fall and beyond.

Special education families should have a direct, authentic voice in the planning for the difficult months ahead. Transparent decisions, especially in regards to our already struggling and

vulnerable learners in both general education and special education, will strengthen those approaches and serve families best. If there are special education teachers or families taking part in these plans or workgroups, please let us know.

Would you be willing to reconsider our request to participate and our offer to partner with you and the Board?

PS--To all district families: lookout for a very brief survey in your inbox by the end of the week!

- Cheryl McBride: She noted that there are 28 people at the meeting. She asks, is it realistic to put 25 students in a classroom for 4 hours? She further adds that she supports the demands stated by the 4 young ladies.
- Joe Basralian: He expressed his thanks to the Board of Administration for all they have done. He noted that since the colonists many different groups had made demands which have shaped the country for the better. He further notes that he supports the changes to the curriculum to support anti-racism and become anti-racist. He thanked the students for their enthusiasm to make changes against racism.
- Teagan Richichi: He commented that the demands being made will make improvements towards anti-racism and are needed in the district and will benefit the students. He further added the students must be taught that the current behavior is wrong and hurtful.
- Joe Lang: He feels that the nation's leaders do not look at the citizens as people and as groups or categories of people. He also feels that the people need to be judged for who they are and what they do. He further adds that society need to look at people as individuals.
- Paul Johnson: He urges that the Board of Education and SDOC carefully evaluate the demands of the group. He further adds that the country has changed for the better in the last 50 years and continues to make positive strides and improvements.
- Jill Critchley Weber: Noted that since most of the comments were about curriculum she requested Dr. LaSusa to respond.
- Dr. LaSusa: Noted that the SDOC's strives to make the schools safe for all students and that the students are excited about learning. He added that the organization can improve and it will review the comments, suggestions and demands. He outlined the following:
 - Training: The district has been evaluating different training options regarding race for over a year.
 - Curriculum: The district is making strides to diversify the authors and the subject matter that is used.
 - Hiring Practices: This is a state wide issue. The state is attempting to improve the number of qualified minorities and the administration is not 100% white.
- Jill Critchley Weber: Noted that she listened to Saturdays "Black Lives Matter". She also noted that the district and the community can all do better. She believes all of the issues are taken seriously and will be addressed through the processes that are in place.
- Michael Ryan: Noted that he also attended and watched the presentation. He also noted that the students were poised in their presentation and is sorry for their negative experience. He feels that everyone can benefit from diversity.
- Lata Kenney: Noted that she was impressed with all the speakers and the young voices. She thanked everyone for their thoughts and perceptions.
- Michelle Clark: Noted the curriculum is addressed every year and professional development on difficult situations is encouraged.
- Matthew Gilfillan: Feels that the youth cannot let the momentum die off. The conversation will need to be continued for years. The most important actions are when no one is looking.
- Dr. LaSusa: Responded to the comments made by the following individuals:
- Mr. Kreig: Quality of instruction - The district is working on preparing lessons that will improve online learning.

- Ms. Swartz: Two municipalities' health offices - The district is working with both health offices and SDOC is receiving guidance from both officials.
- Ms. Jones: Half day kindergarten – District is working to resolve issues regarding youth instruction.
- Ms. Reali: Re-opening – SDOC is using the existing committees for input on re-opening. Attempting to remain as efficient as possible.
- Ms. McBride: Is opening realistic? – The district is working on issues and seeking guidance

X. ACTION ITEMS

A. PERSONNEL

Agenda items A.1 to A.9, and addendum items 10, 11 and 12 on a motion by Trustee Ms. Ciccarelli, seconded by Trustee Mr. Ryan, Roll call vote: 8-0

- Mr. Gilfillan asked about coaches in Phase 1
- Dr. LaSusa responded that Phase 1 requires screening and limited contact.

1. (0001-20/21) Acceptance: Resignation

RESOLVED: Upon the recommendation of the Superintendent, the Board of Education accepts the resignation of the following staff members:

Name	Location/Position	Effective Date
Ihringer, Katherine	CHS/Paraprofessional	02/15/2020
Cevallos, Brian	LAF/School Psychologist	06/30/2020
Foerster, Bridget	CHS/Paraprofessional	06/30/2020
Hyde, Anne	CHS/Paraprofessional	06/30/2020

2. (0002-20/21) Approval: Contracts - 2020/2021 School Year

RESOLVED: Upon the recommendation of the Superintendent, the Board of Education approves the contract for the following individual for the 2020/2021 school year, as per the agreement between the School District of the Chathams and the Chatham Education Association (CEA):

Name	Position	Location	Column / Step	Salary	Effective Date	Termination Date	Notes
DeVergillo, Jamie	School Counselor	SBS	MA/3	\$61,560	08/25/2020	06/30/2021	

3. (0003-20/21) Approval: Contracts - Leave Replacement Assignment

RESOLVED: Upon the recommendation of the Superintendent, the Board of Education approves contracts for the following Leave Replacement assignments for the 2020/2021 school year:

Name	Position	Location	Column / Step	Salary	Effective Date	Termination Date	Notes
Guinee, Caroline	Teacher of English	CHS	BA/3	\$58,075.00	08/25/2020	06/30/2021	
Malanga, Grace	Teacher of Special Education	SBS	BA/3	\$58,075.00 Prorated \$17,422.25	08/25/2020	11/25/2020	

4. (0004-20/21) Approval: Maternity Leave of Absence

RESOLVED: Upon the recommendation of the Superintendent, the Board of Education approves the following *Maternity Leave of Absence*:

Employee #	Leave Start Date	Sick & Accumulated Sick Days Applied	FMLA Start Date (unpaid with benefits)	NJFLA Start Date (unpaid with benefits)	Extended Leave Start Date (unpaid without benefits)	Date of Return (Anticipated)	Notes
ID# 7049	10/28/2020	40	01/07/2021	01/07/2021	N/A	04/01/2021	

5. (0005-20/21) Amendment: Maternity Leave of Absence

RESOLVED: Upon the recommendation of the Superintendent, the Board of Education amends the following *Maternity Leave of Absence*:

Employee #	Leave Start Date	Accumulated Sick Days Applied	FMLA Start Date (unpaid with benefits)	NJFLA Start Date (unpaid with benefits)	Extended Leave Start Date (unpaid without benefits)	Date of Return (Anticipated)	Notes
ID# 7421	05/26/2020	18	06/19/2020	08/25/2020	11/18/2020	11/30/2020	Supersedes action on 02/03/20 to extend leave and amend date of return.

6. (0006-20/21) Approval: Contracts - Extra Duty Stipends 2020/2021

RESOLVED: Upon the recommendation of the Superintendent, the Board of Education approves contracts for Extra Duty Stipends, for the 2020/2021 school year, as per the agreement between the School District of the Chathams and the Chatham Education Association (CEA):

Staff Member	Activity	Ratio	Compensation
Aaron Yamamoto	District Leader Math	0.6	\$6,033.00
Lisa Kool-Behr	District School Counseling Leader	0.6	\$6,033.00

7. (0007-20/21) Approval: Teacher Support

RESOLVED: Upon the recommendation of the Superintendent, the Board of Education approves teaching staff members to provide instructional and supervisory support through the summer to be compensated in the amount of \$50.00 hourly and payable by timesheet (not to exceed \$350 per diem, per staff member; \$25,000 in the aggregate).

8. (0008-20/21) Amendment: Extended School Year Staff

RESOLVED: Upon recommendation of the Superintendent, the Board of Education amends the approval of occupational therapy services provided by Bina Patel during Summer 2020 not to exceed 40.5 hours at a rate of \$80.00/hourly not to exceed \$3,240.00. This amendment increases the duration in hours from 36 hours (\$2,880.00) as approved on 06/22/2020.

9. (0009-20/21) Approval: Travel - **Reserved**

WHEREAS: In accordance with the State of New Jersey School District Accountability Act (A-5) and the School District of the Chatham's **Policy 6471 - School District Travel**, travel by school district employees and Board of Education members must be approved in advance; now

THEREFORE, BE IT RESOLVED: Upon the recommendation of the Superintendent, the Board of Education approves the following expenses for faculty, staff, administrators, and board members for seminars, conferences and workshops. The expense includes travel costs, if applicable

10. (0010-20/21) Approval: Athletic Trainer Stipend - **Per Addendum**

RESOLVED: Upon recommendation of the Superintendent, the Board of Education approves payment for employees, Michael Colavita and Andre Mendoza, for athletic training services provided in accordance with the NJSIAA Phase I reopening guidelines, not to exceed \$2,500.00 per trainer for the period July 15 - August 9, 2020.

11. (0011-20/21) Approval: 2020 Fall Coaching Staff - **Per Addendum**

RESOLVED: Upon the recommendation of the Superintendent, the Board of Education approves the following Fall coaching contracts as per the agreement between the School District of the Chathams and the CEA. These contracts have been prorated in accordance with the NJSIAA Phase 1 reopening guidelines:

Name	Season	Sport	Assignment	Ratio	Prorated Salary	Notes
Czepiga, Daniel *	Fall 2020	Football	Head	1.0	\$2,011.00	20% of 1.0 ratio for NJSIAA phase I
Picariello, Evan *	Fall 2020	Football	Assistant	0.6	\$1,207.00	20% of 0.6 ratio for NJSIAA phase I
Tripp, Eric	Fall 2020	Football	Assistant	0.6	\$1,207.00	20% of 0.6 ratio for NJSIAA phase I
Agree, Adam *	Fall 2020	Football	Assistant	0.6	\$1,207.00	20% of 0.6 ratio for NJSIAA phase I
Nagy, Brian *	Fall 2020	Football	Assistant	0.6	\$1,207.00	20% of 0.6 ratio for NJSIAA phase I
Moskowitz, Dan	Fall 2020	Football	Volunteer	N/A	N/A	
Barry, Patrick	Fall 2020	Cross Country	Boys' Head	0.75	\$1,508.00	20% of 0.75 ratio for NJSIAA phase I
Guerriero, Julie *	Fall 2020	Cross Country	Head Girls'	0.75	\$1,508.00	20% of 0.75 ratio for NJSIAA phase I
DeSantis, Nicholas *	Fall 2020	Cross Country	Assistant	0.6	\$1,207.00	20% of 0.6 ratio for NJSIAA phase I
Franz, Kathryn *	Fall 2020	Cross Country	Volunteer	N/A	N/A	

*Denotes District Employee

12. (0012-20/21) Approval: Contracts - Extra Duty Stipends

RESOLVED: Upon the recommendation of the Superintendent, the Board of Education approves Contracts for Extra Duty Stipends, for the 2020/2021 school year, as per the agreement between the School District of the Chathams and the Chatham Education Association (CEA).

Staff Member	Activity	Ratio	Prorated Salary	Notes
Conti, Brian	* Marching Band Head	0.8	\$1,608.80	Salary is 20% of 0.8 ratio for part one of season preparation.
Kemp, Justin	Marching Band Assistant 1	0.2	\$402.20	Salary is 20% of 0.2 ratio for part one of season preparation.
Sobi, Dawn Marie	Marching Band Assistant 2	0.2	\$402.20	Salary is 20% of 0.2 ratio for part one of season preparation.

*Denotes District Employee

B. FINANCE/FACILITIES

Agenda items B.1 to B.11, per the addendum items 12 and 13, and item 14 added at the meeting. Motion by Trustee: Mr. Gilfillan, seconded by Trustee: Mr. Ryan, Roll call vote: 8-0

- Mr. Gilfillan thanked MAS for the General Mills Box Tops for Education donation, the donation from the PTO District Cabinet and Chatham Performing Arts donation.

1. (0001-20/21) Approval: Payments - Bills List & Payroll

RESOLVED: Upon the recommendation of the Superintendent, the Board of Education approves the following payments: (Attachment B.1)

Description	Total
Bills List - 06-30-2020	\$156,457.92
Bills List - 07-13-2020	\$1,797,989.13
Payroll - 06-03-2020 (coaches)	\$143,271.24
Payroll - 06-15-2020	\$2,387,116.81
Payroll - 06-30-2020	\$2,095,645.66
Total	\$6,580,480.76

2. (0002-20/21) Approval: Transfers - May 2020

RESOLVED: Upon the recommendation of the Superintendent, the Board of Education approves the Report of May 2020 Transfers within the 2019/2020 budget in compliance with N.J.A.C. 6A:23-2.11(A)2. (Attachment B-2)

3. (0003-20/21) Approval: Monthly Report of County Transfers - May 2020

RESOLVED: Upon the recommendation of the Superintendent, the Board of Education approves the Monthly Report of County Transfers for May 2020. (Attachment B-3)

4. (0004-20/21) Approval: Report of the Board Secretary - May 2020

RESOLVED: Upon the recommendation of the Superintendent, the Board of Education approves the Report of the Board Secretary for May 2020. (Attachment B-4)

5. (0005-20/21) Approval: Report of the Board Treasurer - May 2020

RESOLVED: Upon the recommendation of the Superintendent, the Board of Education approves the Report of the Board Treasurer for May 2020. (Attachment B-5)

6. (0006-20/21) Approval: Finance Certification - May 2020

RESOLVED: Pursuant to N.J.A.S. 18A:17-9, the Board Secretary does certify that no line item account has encumbrances and expenditures, which in total exceed the line item appropriation in violation of N.J.A.S. 18A:17-9. Pursuant to N.J.A.S. 18A:17-36, the School District of the Chathams Board of Education has reviewed for the minutes of this meeting the Board Secretary's and Treasurer's monthly financial reports for March 2020 that no account or fund has been over-expended in violation of N.J.A.S. 18A:17-36.

7. (0007-20/21) Acceptance: Donation - MAS General Mills Box Tops for Education

RESOLVED: Upon the recommendation of the Superintendent, and as approved by the Milton Avenue School Principal, the Board of Education accepts a donation from General Mills Box Tops for Education in the amount of \$18.80.

8. (0008-20/21) Acceptance: Donation - PTO District Cabinet

RESOLVED: Upon the recommendation of the Superintendent, and as approved by the Superintendent, the Board of Education accepts a donation from the PTO District Cabinet in the amount of \$5,000.00, to be used at the Superintendent's discretion.

9. (0009-20/21) Approval: Acceptance of Funds for the 2020/2021 IDEA Consolidated Grant Award

RESOLVED: Upon the recommendation of the Superintendent, the Board of Education approves the acceptance of funds for the 2020/2021 IDEA Consolidated Grant Award for the following amounts for special education programs:

- IDEA Basic \$876,908.00
- IDEA Preschool \$25,080.00

The IDEA Basic amount includes \$33,683.00 of Non-Public Funds. The district's spending amount for IDEA Basic is \$843,225.00.

10. (0010-20/21) Approval: Nursing Services

RESOLVED: Upon the recommendation of the Superintendent, the Board of Education approves Homecare Therapies dba Horizon Healthcare Staffing to provide nursing services during the ESY program for out of district special education student #8730702700 not to exceed the amount of \$5,880.00.

11. (0011-20/21) Approval: *ESY & Regular Year Out-of-District Students*

RESOLVED: Upon recommendation of the Superintendent, the Board of Education approves the tuition and transportation costs for the 2020/2021 Extended School Year (ESY) and Regular School Year out-of-district placements for special education students as listed below:

Primary Location	State ID	ESY	Regular Tuition 2020/2021	1:1 Aide	Total Tuition 2020/2021
Academy 360 - Upper School	8834548866	\$8,556.24	\$71,172.36		\$79,728.60
Academy 360 Lower/Upper School	3991923834	\$8,710.46	\$71,172.36		\$79,882.82
Academy 360 Lower/Upper School	2119449349	\$8,710.46	\$71,172.36		\$79,882.82
Frehlinghuisen MS - Morris School District	3697979311		\$57,102.00		\$57,102.00
Celebrate the Children	3838358274		\$73,2600.00	\$27,000.00	\$100,260.00
Roxbury High School - VISTA	7109899252	\$3,663.00	\$32,964.00	\$32,850.00	\$69,477.00
Sage Day - Boonton	8794020498		\$64,620.00		

12. (0012-20/21) Approval: *Dual Use of Educational Space/Toilet Room Compliance*

RESOLVED: Upon the recommendation of the Superintendent, the Board of Education approves the dual use of classrooms during the 2020/2021 school year:

School	Dual Use of Classroom	Alternate Method of Toilet Room Compliance
Lafayette Avenue School	1A, 15, & 22A	n/a
Milton Avenue School	1-106 & 1-108	n/a
Southern Boulevard School	1110 & 2202	n/a
n Avenue School	7	n/a

13. (0013-20/21) Approval: *Submission of Alyssa Law Compliance Grant Application*

RESOLVED: Upon the recommendation of the Superintendent, the Board of Education approves the submission of the Alyssa Law Compliance Grant Application. If the district spending exceeds the grant amount of \$234,432.00, the district will use local funding for the balance of the work exceeding the grant amount.

14. (0014-20/21) Acceptance: *Chatham Performing Arts Boosters Donation – Added at the Board Meeting*

RESOLVED: Upon the recommendation of the Superintendent, and as approved by the Superintendent, the Board of Education accepts a donation from the Chatham Performing Arts Boosters in the amount of \$7,059.00, to be used to purchase the following:

8 trumpet and 8 trombone stands requested by Mr. Argul
15 floor markers to assist with social distancing, a parachute and large stretch band requested by Ms. Maldonado and Ms. Roskam
1 Sonor beat Glokenspiel for MAS Students
16" 5 string violin/viola for Mr. Keller
Metronome/Tuner w remote for Mr. Keller

140 New folders for 6 th /7 th grade band- for Ms Spriggs
21" Apple I Mac and 2 microphones to help with video and audio editing for CHS Performing Arts Dept.

C. CURRICULUM

Agenda items C.1 to C.10, Motion by Trustee: Ms. Kenney, seconded by Trustee: Ms. Clark,
Roll call vote: 8-0, C1-C2, C4-C10; item C3: 7-1 (Mr. Ryan voted no)

1. (0001-20/21) *Acceptance: Harassment, Intimidation and Bullying (HIB) Investigative Report for the period from June 22, 2020 through July 10, 2020.*

RESOLVED: Upon the recommendation of the Superintendent, the Board of Education accepts the Harassment, Intimidation and Bullying (HIB) Investigative Report for the period of June 22, 2020 through July 10, 2020 pursuant to N.J.S.A. 18A:37-1 et seq.

Nothing to Report

2. (0002-20/21) *Affirmation: Findings of Harassment, Intimidation and Bully Investigations*

RESOLVED: That the Board affirms the determination made by the Superintendent regarding the HIB Investigations reported by the Superintendent at the Board's June 22, 2020 Meeting, which encompasses all HIB findings from May 11, 2020 through June 19, 2020.

Nothing to Report

3. (0003-20/21) *Approval: Tuition Rates for Incoming Tuition Students of Employees*

RESOLVED: Upon the recommendation of the Superintendent, the Board of Education approves tuition rates for the following incoming students of employees for the 2020/2021 school year as listed below:

Student State ID #	School	Annual Tuition
20242597	CHS	\$1,000
20252598	CMS	\$1,000
20273420	CMS	\$1,000
20304987	WAS	\$2,000
20232947	CHS	\$1,000
20232013	CHS	\$1,000
20262621	CMS	\$1,000
20285102	LAF	\$2,000
20273167	CMS	\$1,000
20231385	CHS	\$1,000
20325613	MAS	\$5,250
20244099	CHS	\$1,000
20243577	CHS	\$1,000
20213578	CHS	\$1,000

4. (0004-20/21) Approval: Tuition Rates for Incoming Out of District Tuition Students

RESOLVED: Upon the recommendation of the Superintendent, the Board of Education approves tuition rates for the following incoming out of district tuition students for the 2020/2021 school year as listed below:

Student State ID #	School	Annual Tuition
20235818	CHS	\$18,000
20211370	CHS	\$18,000
20231416	CHS	\$18,000
20235670	CHS	\$18,000

5. (0005-20/21) Approval: District Professional Development Plan

RESOLVED: Upon the recommendation of the Superintendent, the Board of Education approves the district Professional Development Plan for the 2020/2021 school year.

6. (0006-20/21) Approval: Curriculum

RESOLVED: Upon the recommendation of the Superintendent, the Board of Education, in accordance with Policy 2220, approves the curriculum for Chatham High School (Grades 9-12), Chatham Middle School (Grades 6-8), Lafayette Avenue School (Grades 4-5), Milton Avenue School (Grades pre-K-3), Southern Boulevard School (Grades K-3), and Washington Avenue School (Grades pre-K-3) in the following nine core curriculum content areas, as defined by the State of New Jersey Department of Education: Visual and Performing Arts, Comprehensive Health and Physical Education, Language Arts Literacy, Mathematics, Science, Social Studies, World Language, Technology, and 21st Century Life and Careers

BE IT FURTHER RESOLVED, that the Board of Education approves the course of study for Chatham High School (Grades 9-12) as contained in the Chatham High School Program of Studies for the 2020/2021 school year; and

BE IT FURTHER RESOLVED, that the Board of Education approves the course of study for Chatham Middle School (Grades 6-8) as contained in the Chatham Middle School Program of Studies for the 2020/2021 school year; and

BE IT FURTHER RESOLVED, that the Board of Education approves the following K-12 Special Programs and Services for the 2020/2021; and English as a Second Language (ESL), Basic Skills Program, Gifted/Talented Program, and School Counseling; and

BE IT FURTHER RESOLVED, that the Board of Education approves all textbooks in use to implement this curriculum for the 2020/2021 school year. Additional/new texts related to curriculum revisions for the 2020/2021 school year will be subject to Board approval.

7. (0007-20/21) Approval: Teacher Evaluation Framework

RESOLVED: Upon the recommendation of the Superintendent, the Board of Education approves the School District of the Chathams Teacher Evaluation Framework, which includes Charlotte Danielson's, "A Framework for Teaching", as the district's Teacher Evaluation Instrument.

8. (0008-20/21) Approval: *Principal Evaluation Framework*

RESOLVED: Upon the recommendation of the Superintendent, the Board of Education approves James Stronge's, "*Leader Effectiveness Evaluation System*", as the district's Principal Evaluation Instrument.

9. (0009-20/21) Approval: *District Professional Development Plan Statement of Assurance*

RESOLVED: Upon the recommendation of the Superintendent, the Board of Education approves the electronic submittal of the District Professional Development Plan *Statement of Assurance* for the 2020/2021 school year to the County Office.

10. (0010-20/21) Approval: *District Mentoring Plan Statement of Assurance*

RESOLVED: Upon the recommendation of the Superintendent, the Board of Education approves the electronic submittal of the District Mentoring Plan *Statement of Assurance* for the 2020/2021 school year to the County Office.

D. POLICY

Agenda item D.1, Motion by Trustee: Mr. Ryan, seconded by Trustee: Ms. Ciccarelli, Roll call vote: 8-0

1. (0001-20/21) Approval: *1st Reading of Policies*

RESOLVED: Upon the recommendation of the Superintendent, the Board of Education approves the first reading of the Policies as listed below: (*Attachment D.1*)

- Policy 1649 - FEDERAL FAMILIES FIRST CORONAVIRUS (COVID-19) RESPONSE ACT Coronavirus (COVID-19) Response Act (M)
- Policy 2270 - RELIGION IN THE SCHOOLS
- Policy 2431.3 - HEAT PARTICIPATION POLICY FOR STUDENT-ATHLETE SAFETY (M)

XI. BOARD BUSINESS - The district is concentrating on reopening the schools.

XII. PUBLIC COMMENTARY

- Ed Barmakian, Editor of the TAP and Chatham resident: Noted that the SDOC and Chatham Borough meeting have been conflicting.
- Ms. Critchley Weber and Mr. Daquila: Noted that they will review the calendar.

XIII. EXECUTIVE SESSION

WHEREAS: The Open Public Meetings Act, N.J.S.A. 10:4-11, permits the Board of Education to meet in closed session to discuss certain matters, now, therefore be it

RESOLVED: The Board of Education adjourns to closed session to discuss: (select one or more)

1. a matter rendered confidential by federal or state law;
2. a matter in which release of information would impair the right to receive government funds;

3. Material the disclosure of which constitutes an unwarranted invasion of individual privacy;
4. A collective bargaining agreement and/or negotiations related to it;
5. A matter involving the purchase, lease, or acquisition of real property with public funds;
6. Protection of public safety and property and/or investigations of possible violations or violations of law;
7. Pending or anticipated litigation or contract negotiation and/or matters of attorney-client privilege;
8. Specific prospective or current employees unless all who could be adversely affected request an open session;
9. Deliberation after a public hearing that could result in a civil penalty or other loss; and be it further **RESOLVED:** The minutes of this closed session will be made public when the need for confidentiality no longer exists.

XIV. PUBLIC SESSION

XV. ADJOURNMENT

On a motion by Ms. Critchley Weber, seconded by Ms. Clark and as approved by unanimous voice vote (8-0), the meeting adjourned at 9:37 PM.

Minutes recorded by:

Peter Daquila
Business Administrator/Board Secretary