

**REGULAR MEETING
BOARD OF EDUCATION, SCHOOL DISTRICT OF THE CHATHAMS
MONDAY, August 10, 2020**

7:30 PM REGULAR BUSINESS MEETING

**CHATHAM MEDIA CENTER
255 LAFAYETTE AVENUE, CHATHAM, NEW JERSEY**

**BBOARD AND DISTRICT STAFF - IN PERSON
PUBLIC - LIMIT OF 20 PEOPLE
VIRTUAL ATTENDANCE IS AVAILABLE**

MINUTES

- I. CALL TO ORDER:** Jill Critchley Weber, President at 7:33 PM
- 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: Sal Arnuk, Matthew Gilfillan, Lata Kenney, Michael Ryan, Bradley Smith, Michael Valenti, and Jill Critchley Weber

Virtual: Ann Ciccarelli, Michelle Clark

Also present: Dr. Michael LaSusa, Superintendent; Mr. Peter Daquila, Business Administrator/Board Secretary; Ms. Karen Chase; Assistant Superintendent of Curriculum and Instruction; Ms. Beth; Grant, Human Resources Manager; and 7 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.

VI. ADMINISTRATIVE REPORTS**A. SUPERINTENDENT'S REPORT**

- Dr. LaSusa presented the SDOC reopening plan. He responded to questions from the board.
- Jill Critchley Weber thanked Dr. LaSusa for all the efforts and work that has gone into creating and implementing this plan.

B. BUSINESS ADMINISTRATOR'S REPORT

- Construction Update:
CMS Nurses Restroom – The contractor is working and has been informed that the job must be finished by August 21st.
- Board Candidate Update:
The three current board members Jill Critchley Weber and Michael Ryan for the Borough and Bradley Smith for the Township are the only candidates that completed and will be on the ballot in November.

VII. COMMITTEE REPORTS

- A. Personnel:** Ms. Ciccarelli had nothing to report.
- B. Curriculum:** Ms. Kenney reported that the committee discussed school reopening.
- C. Finance/Facilities:** Mr. Gilfillan and the committee met on 7/29. He reported that the zoning board allowed Students First to remain as transportation through 8/2021. He discussed full day kindergarten, transportation, facility use and staff members sending their children to SDOC. Also discussed, food service, reopening of school and all available grants.
- D. Policy and Planning:** Mr. Ryan and the committee met on 7/29 and discussed Policies on tonight's agenda.

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 had nothing to report.

Chatham Education Foundation: Ms. Kenney reported that the CEF is currently receiving numerous grant applications. She thanked all of the donors.

Chatham Recreation: Mr. Gilfillan had nothing to report.

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

VIII. MINUTES

Motion by Trustee Ms. Critchley Weber, Seconded by Mr. Gilfillan; Roll call vote: 8-0-1, (Mr. Arnuk abstained)

Approval: Minutes

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

- July 13, 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 made in person to the Board:

- Luka Batljan: CHS swimmer for 4 years, spoke on behalf of Head Coach, Frank DiGiacomo who is not being renewed for the 2020/2021 school year. He spoke highly of Coach DiGiacomo and everything that he did for the swimmers and CHS and suggested that the district reconsider.
- Quinten Tomaro: CHS swimmer for 4 years, spoke on behalf of the swim team captains in support of Coach D. and what he has done for the swimmers outside of the pool. There is a petition with over 600 signatures in support of Coach D.
- Joe Basralian: Offered extraordinary thanks to Dr. LaSusa on the re-opening plan. This is an amazing accomplishment.
He feels that it should be a goal to teach to recognize racism and battle against it. He spoke about the battle against racism. He donated multiple copies of 5 books about racism. He also encouraged everyone to watch the entire George Floyd video.

The following comments were emailed to the district were read as part of public commentary:
Jill Critchly Weber announced that emails must be shorter and a new procedure is needed.

- Alessia Fascina:

Dear BOE Members,

First of all thank you for all your work for the School District of the Chathams: it is very much appreciated.

Watching the replay of the last BOE Meeting, I've learned from Dr. LaSusa responding to Aimee Reali that Dr. D'Elia is the representative for the interest of the Special Education Community in the "restart committees".

While appreciative of the work done by Dr. D'Elia, we believe that Chatham SEPAG only truly represents our special need learners and their families: they are parents themselves and they have lived firsthand the specific issues of distance learning - they know how strongly they have affected our families lives. That's why Chatham SEPAG is the collector of the special needs families' concerns and is uniquely positioned to provide the most authentic hands-on feedback/suggestions which represent our community.

I'm writing on behalf of my husband and myself, to express our request that Chatham SEPAG will be included in the "restart committees" or "pandemic response teams" for the SDOC.

Thank you for your attention and consideration.

Best Regards,

Alessia Fascina and Michele Collauto

10 Lafayette Place
Chatham Borough

- Rozella Clyde:

Good evening. My name is Dr. Rozella G. Clyde. I reside at 33 Carmine Street in the Borough. My credentials have been shared through earlier communications.

I wish to speak about the School District of the Chathams proposal to begin the school year using the proposed Plan A (which would bring half of the students into the building on alternate days and provide a live stream of the classroom to the students remaining at home). I have thoroughly explained my opposition to this plan in communications with Dr. LaSusa over the weekend and today.

Here are the points I wish the Board and the Superintendent to consider this evening.

Both Ms. Weber and Dr. LaSusa responded to comments I made last Thursday stating that the state is "mandating" a return to 'in-person instruction'.

After I thoroughly examined the documents, "The Road Back " and the "Checklist for the Re-Opening of Schools" developed for use by the county superintendents for the review of district plans, as well as relative parts of NJ's Administrative code Chapter 18, and I communicated with a colleague at the state Education Law Center, these are the conclusions I have drawn.

1. The state has a preference for "in-person" instruction, with much of the guidance provided within these documents explaining how that might be done. The mandate is that each school district submit a plan for a full 180 day instructional year containing a minimum of 4 hours of "instructional contact time" under the guidance of a teacher per day. The state's plan emphasizes flexibility, a preference for the social-emotional and physical health of all involved parties: students, faculty, support and maintenance staff, and parents. The state also mandates that every district have a policy for full time remote learning, and that it be prepared to leave in-person instruction at a moment's notice and return to a full time distance learning program. Some districts, notably, Willingboro and Bayonne, have indicated that they are submitting plans for an all-virtual opening.
2. My suggestion remains that the school year begins with Plan C. This would mean that all the buildings be opened and fully staffed, that sanitary measures be in place, and that for the first marking period, most instruction be delivered virtually, except for those few special needs students whose personal needs demand Face-2-Face interaction, or students who request an appointment to speak with a counsellor, teacher, or other support personnel and kindergarten students. I would hope that the phase-in to Plan A could be accomplished during the first marking period which ends in November, when we will all have a much better understanding of what is happening with COVID in our state and around the country.
3. When The Road Back was assembled in June, the assumption was that restaurants would gradually open during July and that by September they would be fully open. That has not happened. As of July 27th, the governor had still not issued a timeline for in person dining to resume across the state. He has allowed restaurants with 2 open walls to serve limited numbers of people. The Road Back clearly states on page 46, "Absent a shift in the public health data, schools and districts must re-open for

modified in-person instruction and operations....." The fact that restaurants have still not opened certainly indicates to me that the health data has shifted. Allowing students to make short appointments to come into the buildings or providing library services by appointment would also go toward meeting the "in-person" mandate.

4. COVID is not over, and it is not predictable. Social Media shows that many people who had developed cabin-fever over the 5 months we have been dealing with this pandemic are out and moving about. Students will be returning home after having interacted with people from all over the country. We also have the benefit of seeing many other states with August opening dates. In many of those schools that have already re-opened, community spread has already occurred and sometimes closed them back down.

5. The pandemic shut-down presents us with the opportunity to invent a new way of approaching the delivery of instruction. Our economic environment has also changed. Our schools have grown into community-service institutions, but first and foremost must be our concern for the health and wellbeing of the members of all of our constituencies.

An ounce of prevention is worth a pound of cure. Since we are mandated to provide virtual instruction opportunities for some students, with the potential to switch to the full virtual-delivery on very short notice, it just makes economic sense to begin with attacking the most difficult problem first. There was a great stumbling period last March when with very little notice all schools had to convert from in-person to virtual instruction. Let's be prepared for that contingency by developing the capacity within our educational teams to develop those skills and do it well.

Thank you for listening to my concerns.

Dr. Rozella G. Clyde

- Marissa Sullivan:

To the Chatham Board of Education and all Chatham community members,

I request that this message be read out loud at the next Chatham Board of Education meeting.

I'm Marissa Sullivan, a member of the CHS class of 2019, and I'm writing to express my support for the set of demands presented by Chatham youth at the previous meeting (July 13). These demands, if met, would further the Chatham School District towards becoming an anti-racist learning community.

I'm eager to hear what progress the Board has made in the past month in diversifying curriculum, seeking outside resources for anti-racism training, and encouraging teachers to incorporate anti-racist teaching in their classrooms.

I urge all Chatham citizens to fairly consider the demands and respect their authors. We should be proud that Chatham is home to such intelligent and well-spoken individuals who care about the community and have suggestions to improve it.

Thank you for your time,

Marissa Sullivan
CHS Class of 2019
30 Parrott Mill Road

- Kathryn Visco:

My name is Kathryn Visco and I am a CHS alumni, class of 2017. So many amazing students and alumni have been working tirelessly to organize and help promote the school district including anti-racist initiatives and helping to add more representation as well. I first want to thank them for the amazing work they have been doing and I would hope you all recognize the work they have been putting into this as well.

In my time spent at Chatham, I think I had always assumed we were immune for many reasons. We are a democratic northern state and I had never seen any outward racist actions. I thought our curriculum did a fine job of teaching history and allowed us to form our own opinions. However, after many years post grad, I have realized we are not doing enough. There is this idea of the racist south and the progressive north that only further contributes to racism, and undermines the experiences many Black people face. Olivia Roche, a fellow CHS alumni, wrote a fantastic article detailing the racist history New Jersey, and more specifically Chatham, has been a part of. In her article, she discussed how families in Chatham owned slaves as late as 1831. New Jersey did not even ratify the 13th Amendment in 1865. Even today we see the racist and classist affordable housing arguments not only in all of New Jersey, but also in Chatham. I think that this information is extremely important to bring up in the classroom. By feeding into the idea that the north and progressive states aren't racist because they are democratic, we feed further into racism. In fact, the states with the highest hate crimes are California, Washington, New Jersey, and New York <https://www.statista.com/statistics/737930/number-of-hate-crimes-in-the-us-by-motivation/>. New York City is literally one of the most segregated cities. We must teach students that racism occurs everywhere, not just the south. This narrative will only allow for more complacency and racist behavior. I encourage you all to read Olivia's article, she did a wonderful job. Thank you Olivia! <https://medium.com/@olivialroche/chatham-is-not-immune-we-were-always-a-part-of-the-problem-aafd189cbf31>.

Another comment I have is in regards to the CHS head swim coach. I have been swimming for many years, and I was even a coach at Colony Pool Club. Meaning, I have met some really amazing coaches in my time. I would love to reach out to you guys in regards to some amazing BIPOC coaches I have met/know of. It would be great to add more representation into our sports and extracurricular. I am extending this comment outward to the public as well and if anyone knows about some really great coaches, we could compile a list and work together!

Thank you all for taking the time to read my comment! Have a nice night.

Kathryn Visco
11 Dechamp Place, Chatham Boro

- Ariele Deshommes:

Good Afternoon Chatham Board of Education!

My name is Ariele Deshommnes, and I am a CHS alumni from the Class of 2017, and I wanted to inquire if the Board of Education has made any plans or actions associated with instilling an anti-racist curriculum into Chatham's education system.

Has there been any discussion on incorporating a more diverse collection of literature that explores more BIPOC perspectives? Or even the possibility of teaching the history of racism within New Jersey specifically and how that influences the Chatham community? Or has there been any refurbishing on HIB policy in order to avoid racially charged incidents?

These are just a small few suggestions of a much longer list of demands made by the youth organizers from last month. I hope the Board of Ed will be taking into serious consideration consistently throughout the academic year(s).

Thank you

Arielle Deshommnes

122 North Summit Avenue Chatham, NJ

- Kacey Leonard:

I was writing to inquire if the Superintendent has considered pushing back the start of school to sometime after Labor Day. This would give families time to quarantine after their Labor Day vacations (which could be quite important given the events surrounding Covid and the return to school in states). This would also allow the district more time to prepare for this unprecedented school year. This plan would be more in line with what many other districts are doing, and would give the School District of the Chathams a chance to see how it goes with those who start earlier.

Many Thanks,

Kacy Leonard

96 Huron Drive

Chatham, NJ 07928

- Julia Ekert

Dear Board Members,

At the last Board meeting, we presented a set of demands for anti-racist curriculum and policy reform. With 581 signatures from Chatham students, alumni, parents, and community members, we demanded that the District institutes anti-racism training in all schools, at all grade levels, for both teachers and students; shifts curricula and instruction towards anti-racism with the aid of an outside company that specializes in anti-racist education reform; and hires more teachers and administrators who are Black, and BIPOC in general.

We write today to ask what steps the board and SDOC administrators have taken to follow through with these demands, and to emphasize that we would like to help the District implement these reforms. We would greatly appreciate an opportunity to speak with Board members Dr. Michael LaSusa, Jill Critchley Weber, and any others interested in the betterment of Chatham.

At the July 13th meeting, Board Vice President Matthew Gilfillan advised that we continue to push for these demands at BOE meetings, so that the Board doesn't forget that education is a system in which racism and anti-Blackness exist. So here we are, reminding you that the racism in Chatham schools and curricula will not be tolerated, and demanding, again, that you make tangible changes.

Sincerely,

Julia Ekert - 8 Oak Drive, Chatham

Eleanor Franklin - chatham

Alexis Williams – chatham

- Julia Contorno:

I ask this be read at the 8/10 BOE Meeting.

To the Chatham Board of Education, Dr. LaSusa, and Chatham Community,

My name is Julia Contorno and I am a 2017 graduate of Chatham High School. I am unable to be present at today's board of education meeting, but I wanted to share a statement in support of and in solidarity with the current CHS students and past CHS alumni who are demanding an anti-racist curricula be instated in the Chatham schools. The need for an anti-racist curriculum and need for the inclusion of BIPOC authors, historians, and academic voices in the classroom is long overdue in Chatham where the student body receives an often whitewashed education. As stated in the demands, anti-racist curricula is not simply enough. The school district must go further in terms of policy including how acts of racism and micro-aggressions are addressed as well as in hiring practices. Many students in Chatham, like myself, go through all thirteen years of our education without having a black teacher. It warps reality for students not to be taught, led, or mentored by teachers and coaches of color and this lack of representation in leadership unintentionally preserves the notion of white supremacy in places of power and influence.

In our community, explicitly teaching students about the realities of race, privilege, and injustice is vital in preparing them to leave the Chatham bubble and to ensure students of color are not met with the burden of being asked to explain or teach those realities themselves. As a predominately white community, it is a testament to our privilege that we have gone this long without having these conversations. It is well within their right, our right as current and past students to demand something of our own education and to recognize and hold accountable the education system we grew up in. These demands are not unfounded nor do they bear an excessive weight to be met. These demands are not reactionary. Rather, they are inevitable. The realities of systemic racism were bound to catch up with Chatham and they can no longer be overlooked or ignored. I urge the Board of Education, Dr. LaSusa, and the Chatham community to listen to students not as radical or progressive youth, but as colleagues and constituents of the School District of the Chathams. Do not view these demands as hostile, but welcome them and be proud of the open and intelligent minds our school district has created.

I am proud to be from Chatham and to be a Chatham High School alumni which is why I wholeheartedly support these demands and am hopeful that they will be instated to the fullest extent for future Chatham students to benefit from. Thank you for your time.

Julia Contorno

Class of 2017

Chatham Township

- Jillian Roche:

Hello,

My name is Jillian Roche, I am a member of the CHS class of 2019 and currently live at 540 Main Street in Chatham Borough. I am writing to express my support for the list of demands of anti-racist practices in our school district that was read at the last Board of Education meeting. I urge the district administrators and Board of Education to utilize the national momentum of the Black Lives Matter movement as an opportunity to create systemic change in the education of our students. A cultural shift in our attitudes towards race can only come after we dismantle and drastically alter the systems that have allowed white supremacy to thrive.

Thank you for your time!

- Ginny Keenan:

Hello,

I am a Chatham High School Graduate '17. I strongly support the demands read aloud at the last BOE meeting. Chatham must use its resources to make the school more inclusive and welcoming to everyone. As a student at CHS the only "race" discussion I encountered in the classroom was a Socratic seminar on whether it was appropriate to say the N word in class. (The teacher opted to say the word as she read Huckleberry Finn aloud). I hope that future CHS students encounter much more nuanced and productive discussions about race in the classroom. CHS students should have discussions that reinforce an understanding of systemic racism in our country. Thanks for your consideration!

Best,

Ginny Keenan

103 Chatham St, Chatham NJ 07928

- Olivia Roche:

To be read aloud:

My name is Olivia Roche. I am a member of the CHS Class of 2016 and live at 540 Main St. in Chatham Borough. I am writing to express my support of the demands presented to the district at the last board of education meeting. For most of college, I felt that my Chatham education adequately prepared me for the academic demands of a competitive university. It was not until I took courses that focused on socioeconomic inequality, gender inequality and racial inequality, that I was forced to confront the gaps in Chatham's elite public school education.

It frustrates me that I read texts in college that I could have understood in high school—texts that explain why suburbs like Chatham look the way they do, and how they perpetuate systemic racism. I should have learned about New Jersey's fair housing laws in Chatham schools, rather than learning about them across the river during my time at Columbia. Chatham can and must do better. It seems rather convenient that we were never given the information to critique Chatham, and places like it, despite civil discussion and constructive critique being emphasized in many high school classes, and their importance in the elite college environments a Chatham education aims to prepare students for.

Chatham students must become comfortable talking about issues of race, and racism can no longer be tolerated in our school district. The list of demands presented at the last meeting address all of these

concerns, and provide external resources the district can use to combat white supremacy in our schools.

The group of alumni that created and signed on to these demands will not lose interest, as we were cautioned against doing by Board Member Gilfillan. However, the board can and should take affirmative steps to address these demands. Many community members and alumni are offering themselves up as resources to reform curricula across the district. As an ivy league grad and law student, I have resources I would be more than happy to share with Chatham educators. Take us up on these offers. This must be a community effort. As elected officials on the board you also have a responsibility to seize this moment and these calls for change and turn them into real policy solutions. The loss of interest Mr. Gilfillan referred to is just as much a failure of the board in responding to community concerns. Let's make sure that this moment is different.

Best,
Olivia Roche

- Ashley Petersen:

Dear SDOC Board of Education,

I am calling you to take action towards creating anti-racist curricula and policy reform. This is a necessary action that Chatham must take in order to move past the racism that runs rampant throughout the district from students to faculty. I also request that this email read aloud at the board meeting.

Sincerely,
Ashley Petersen
CHS alumni 2019
Villanova 2023

- Zoe Heard:

Hello,

I would like to enter the following statement in for public comment for the 8/10 (today's) BOE meeting:

I am writing today as an alumnae of the Chatham public school system, an older sibling to someone who is just entering the school system of the Chathams, and a concerned citizen. As someone who attended Chatham public schools from K-12, I know for a fact that I am privileged to have received that education. But I also know that Chatham is a privileged place to live in that the cost of living is unattainable for many. It is, in many ways, a bubble. As such, it is one the BOE to ensure that diversity and inclusion is taught in the classrooms. And that is why I write to ask what has been done to further anti-racism training and curriculum by the BOE. As I said before, a Chatham education is a privilege in and of itself, but somehow still fails to teach African American history within its core education, and does not provide anti-racism learning in its classroom. There are many things that I should have learned in my time at Chatham schools that I did not learn. The least of which includes an accurate history of post-civil war reformation and the inclusion of Black Americans in the political process up until the Jim Crow era, for example. These are events and parts of American history that should have been included in my K-12 education and were disappointingly not.

With each graduating class from Chatham schools, it is impossible to rectify these mistakes within the Chatham system, but I urge the BOE to do better with the students currently in the education system and those who will attend in the future. Train faculty and staff in the area of anti-racism, and include literature, texts, and films that teach anti-racism and an accurate history of America that is inclusive of African American history. There are organizations that have course and discussion material readily available for use (like PISAB), and I would encourage the BOE to seek the help of outside organizations in this task.

This is not an expensive or outlandish request, and it is a vital one. Teach Chatham youths an accurate history, and teach them anti-racism. Ensure more diversity and inclusion in Chatham classrooms. Send the next generations out armed with the knowledge they will need to correct social ills rather than disinformation that will only serve to reinforce those same social ills.

Sincerely,
Zoe Heard
63 Weston Avenue
Chatham, NJ

- Amrita Sooklal:

To whomever it may concern-please read this out loud,

As a 2018 graduate of Chatham High School, and a student of the district since kindergarten, I believe it is extremely important to reflect on and reform the entire Chatham School District curriculum so it rids itself of racist rhetoric. I have sat in multiple classrooms throughout my Chatham schooling in which teachers have urged us to say the n word when reading from a book out loud because it “maintains the author’s authenticity and message.” This is just one example of the blatantly racist messages that are taught to students in Chatham. In a town with a majority white upper middle class students, and a world where minorities, specifically black Americans, are suffering daily due to the color of their skin, it is the responsibility of our district to teach students in an actively anti-racist manner. If the curriculum is not changed, the Chatham School District is actively engaging in racist activity, and remains complacent in the inherent injustice that minorities face daily. The Chatham curricula must be reformed.

Thank you,
Amrita Sooklal
Boston College 2022

- Hannah Wetter:

Hello,

My name is Hannah Wetter, and I am a member of the Chatham High School class of 2019, living in Chatham New Jersey. I am writing in support of the Chatham for Black Lives demands read at the last Board of Ed meeting. I can attest to the effect of the absence of anti-racist education in our school and among my peers, and the ignorance and racism that has often run rampant among students and in the classroom. The importance of these demands cannot be overstated. Implementing these measures will begin to create an atmosphere of understanding for the need for racial justice in our schools.

All three of the demands listed are incredibly necessary. The demand for curricula reform stood out to me especially. As a Jewish student, having a required Holocaust class was extremely meaningful to me. And it was revealing to me that, on the day the concept of the Holocaust was introduced to my 6th grade English class, there were many in the class who were unable to describe what it was. How many historical events of enormous importance and effect on our country today have been disregarded as non-essential to our education? So much of the histories of Black and Indigenous people have remained obscure to Chatham students in their education.

Of course, it isn't just the knowledge of history and white supremacy that has an influence on the attitudes of students and staff. It is also vital to implement both antiracism training, and reform in hiring practices to include more BIPOC teachers and administrators. All three of these demands are needed to support our town's students and change the quality of instruction for the better.

Don't allow the momentum to slow. Implement these changes to ensure that these conversations continue for years out, and continue to include and encourage student feedback.

Thank you,
Hannah Wetter Chatham NJ 07928

- Amanda Williams:

Dear BOE,
Do better. I am a black student and I do not feel welcome what so ever in our schools. Fix it.

Amanda Williams
677 River Road
Chatham

- Alexis Williams:

Board of Ed,

SDOC has done a horrific job at making POC and especially black students feel comfortable in their schools. It was a slap in the face to hear at the last Board of Ed meeting that Chatham schools are, “a safe space for all students” from the superintendent. But at least it was a verbal admission that swastikas on lunch tables and bathroom walls, hate speech in class rooms and in the halls from students and teachers, and unfair treatment of black students from disproportionate disciplinary actions to racially charged threats is Chathams idea of a safe space. Because you're right, it is a safe space if you're a white student. The racism that takes place here is loud and clear. If you want Chatham to grow as a place beyond its current bubble of hate, then do something about it.

Alexis Williams
677 River Road
Chatham, NJ

- Aimee Reali:

Good evening,

A quick update from Chatham SEPAG--we had over 500 responses to our survey regarding reopening plans and remote instruction and have passed on the highlights to Dr. D'Elia last week.

We will be posting this communication on our website--chathamsepag.com And as plans evolve and new questions arise, please use the "input" function on our website: we will gather all questions and make sure they get passed along to Dr. D'Elia.

Once again, thank you all for everything you are doing to get us back to school and learning!

Aimee Reali

Chatham Borough

- Jane Devlin:

My name is Jane Devlin, and many in Chatham know me more familiarly as “auntJane”.

Thank you for this opportunity to address the SDOC Board of Education and its superintendent, Dr. LaSusa.

This statement serves in lieu of my personal attendance at tonight’s meeting, since attendance is limited due to restrictions related to the pandemic.

Please let me begin by extending my continued support for the SDOC, its superintendent, teachers, and Board of Ed. I have been a Chatham resident for near 21 years and have been active in this community which I dearly value and cherish. I have also regularly attended Board meetings for many years. This is in addition to being proactively involved in many of the district’s happenings, for example as a volunteer, and as an attendee at varied and numerous school functions for my two nieces and nephew, each who grew up in the SDOC from K through 12.

I attribute much of my nieces’ and nephew’s successes, especially during their college years, to the superb education they received from the Chatham schools, including but not limited to, the emphasize placed on critical thinking and emphasize on values. Again I extend my appreciation to educators and staff.

As noted earlier, I regularly attend Board meetings. I have always found the Board open to statements from the community and willing to listen. Over the years I have witnessed change come about based upon a willingness to listen, receptivity to dialogue, dedicated persistence, and a genuine common goal of community members and the SDOC Board and administration to develop, modify, or refresh curriculum and programs to best meet the students’ -our family members- needs.

Tonight I join in support of the student led coalition’s effort to promote more inclusive and. diverse and anti-racist policies and practices in the SDOC, including in areas of curriculum, instruction, training, and staffing.

It is my hope that the SDOC will meet this critical, timely, and long overdue issue with the same willingness to listen and dialogue, and with the goal of providing best standards of education as they always do.

I hope as we hear from our students- those from CHS along with alumni, our college students, we see this as an opportunity. Indeed we as a school district and as a community have an opportunity to change. Moreover we have an opportunity, with pride, to witness our youth, the leaders of the future-

a future that is on the close horizon- put their education in action by the questions they ask, by their sincere motivation to problem-solve, and by their committed aim to bring about changes that serve in the interest of justice, parity, equity, and equality.

Let us not dismiss them as “mere youth”, idealistic, or rebellious! Rather see them, in the eponymous words of the esteemed and late Congressman John Lewis, as engaging in good trouble and necessary trouble. For this reason “aunt”Jane lends them her support.

I join students and so very many others by saying I, too, agree reforms are needed in society, including our schools, to teach, model, and advance anti- racism and ant-racist views.

Thank you for the opportunity to make this statement.

Jane Devlin,MSW, “Aunt”Jane
1 Heritage Manor Drive, Mendham

- Jo Librizzi:

Does the teachers' union need to sign off on any of these return to school plans and if so, what is the status of that sign off?

Thanks

Joe Librizzi

- Christina Mott:

Hi

Did I understand correctly that it is unlikely parents would be told if there is a positive Covid-19 result of a fellow classmate or even a person in the school building?

I find that concerning since it is entirely possible a child might have an “unnoticed” interaction and lack of communication would facilitate spread of the Coronavirus. Can you please clarify your comments?

Thanks

Christina Mott

Nicholson Dr

Parent of 3rd and 6th graders.

Chris and Lyn Godziela:

Re: students that are scheduled to be in school on a given day, but instead attend virtually because they are ill. It should be made clear to the parents and students that if they are scheduled to be in school, that they may only attend virtually with an excused absence, I.e, parent contacts attendance office morning of. Otherwise there is a lot of room for abuse here. Students may just say— I don't feel like going in today— I will just log in virtually.

Thank you,

Lyn Godziela

- Adam Gentry:

Hello Board Members,

Thank you and all the teachers for all of your hard work!

I missed the beginning of the meeting so pardon if my question is inaccurate...

We are planning on sending our 5th grader to school, our four year old goes to daycare and gets a daily temperature check, can you comment on why temperature checks will not be administered at our schools?

Regards,
Adam G

- Todd Allen:

I don't see what the issue is with notifying parents if my child's classmate tests positive for Covid. I received many notices from school when my child's classmate tests positive for Strep.

Cheerfully Sent from my iPhone

- Peggy Kelly:

As a former Chatham Borough resident, and mother of 3 children, who graduated from CHS, I am very conflicted to hear about the recent "demands" made by former students to the Board Of Education.

I am, and still remain outraged about the murder of George Floyd and fully support the PEACEFUL BLM protests to expose police brutality and to highlight that black lives matter.

However, as a Christian I believe ALL lives matter no matter what ethnic group is affected.

Therefore, I ask that all of these students actually read, and do they truly understand the Facist learnings of the CORE BLM movement/organization? With the reports I've read and seen it is very troubling.

Below I respectfully affix my personal comments. I pray for healing conversations for all!

Sincerely,

Peggy Kelly

1. Institute anti-racism training in all of Chatham schools: I find it very hard to believe racism has ever been taught or even an issue for Chatham Borough Schools. If there are educators in Chatham that ARE racist, they need to be exposed and removed just like any bad apple in any organization. Are there specific issues you know of?
 2. Curriculum reform to teach anti-racism: I also find it hard to believe that there is, or ever was curriculum in Chatham schools that promotes racism. Can the "demanding" students be specific and point to that curriculum?
 3. The elimination of the "N" word being spoken out loud in classrooms: "If" there is documentation of students speaking out-loud in class using the "N-word", expose them and deal with them appropriately! If this is an on-going issue, it would seem Chatham has clearly changed in recent years! SAD!
- Dr. Michael LaSusa: SDOC strives to be a safe place for all students. We are committed to doing better and improving. Over the last month, the priority has been reopening the schools. The racism issues will be addressed once schools have been reopened.
 - Jill Critchley Weber: The board cannot comment on personnel matters regarding the CHS swim coach. Please note that the curriculum will not be changed overnight. It is a slow process. Also noted, it is not practical to read 15 pages of public comments during public commentary.

X. ACTION ITEMS

A. PERSONNEL

Agenda items A.1 to A.20, and A.21 to A.25 on the addendum Motion by Trustee Ms. Critchley Weber, seconded by Trustee Mr. Ryan; Roll call vote: 9-0

1. (0013-20/210) *Acceptance: Retirement*

RESOLVED: Upon the recommendation of the Superintendent, the Board of Education accepts the retirement of the following staff member:

Name	Location/Position	Effective Date
Silverman, Abigail	WAS/School Counselor	10/01/2020

2. (0014-20/21) *Acceptance: Resignations – per Addendum*

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

Name	Location/Position	Effective Date
Einhorn, Lori	CHS/Paraprofessional	06/30/2020
Albert, Alison	CHS/Paraprofessional	06/30/2020
Lanigan, Mary	CHS/Paraprofessional	06/30/2020
Walker, Anna	MAS/Paraprofessional	06/30/2020
VonDoussa, Mary	MAS/Paraprofessional	06/30/2020
Toscano, Patricia	SBS/Paraprofessional	06/30/2020
Van Orden, Miranda	SBS/Paraprofessional	06/30/2020
Singer, Barbara	CMS/Paraprofessional	06/30/2020

3. (0015-20/21) *Approval: Contracts - 2020/2021 School Year*

RESOLVED: Upon the recommendation of the Superintendent, the Board of Education approves contracts for the following individuals 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
Kauffman, Tamara	Paraprofessional	CHS	N/A	\$18.67/hr.	08/25/2020	06/30/2021	
Quinn, Leslie	Paraprofessional	SBS	N/A	\$18.67/hr.	08/25/2020	06/30/2021	

4. (0016-20/21) *Rescind: Contracts - Leave Replacement Assignment*

RESOLVED: Upon the recommendation of the Superintendent, the Board of Education rescinds the contract for the following Leave Replacement assignment for the 2020/2021 school year:

Name	Position	Location	Column / Step	Salary	Effective Date	Termination Date	Notes
Falk, Hannah	Teacher of Elementary	WAS	BA/3	\$58,075 Prorated \$23,520.37	08/25/2020	12/23/2020	

5. (0017-20/21) Approval: Contracts - Leave Replacement Assignments –*per Addendum*

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

Name	Position	Location	Column /Step	Salary	Effective Date	Termination Date	Notes
Byrne, Sarah	Teacher of Elementary	SBS	BA/3	\$58,075.00	08/25/2020	06/30/2021	
Fallon, Abigail	Teacher of Special Education	LAF	BA/3	\$58,075.00 Prorated \$34,845.00	08/25/2020	02/26/2021	
McPherson, Amanda	Teacher of Elementary	LAF	BA/3	\$58,075.00	08/25/2020	06/30/2021	
Spagnuolo, Amanda	Teacher of Elementary	LAF	BA/3	\$58,075.00	08/25/2020	06/30/2021	
DiBenedetto, Carisa	Teacher of Elementary	LAF	BA/3	\$58,075.00 prorated at \$37,577.48	08/25/2020	03/12/2021	

6. (0018-20/21) Amend Contract - Acting Assistant Business Administrator

RESOLVED: Upon the recommendation of the Superintendent, the Board of Education approves a contract for Bert Arifaj as Acting Assistant Business Administrator at an annualized salary of \$96,000 per year prorated at \$24,738.46 for the period July 1, 2020 through October 2, 2020. The full period of employment is now February 3, 2020 to October 2, 2020. (Contract on file in the office of Human Resources)

7. (0019-20/21) Approval: Staff Transfer

RESOLVED: Upon the recommendation of the Superintendent, the Board of Education approves the following staff transfer:

Name	Position	Location	Column/Step	FTE	Salary	Effective Date	Notes
McKenna, Raymond	Teacher of Special Education	LAF	N/A	N/A	N/A	08/25/2020	Transfer from SB School

8. (0020-20/21) Approval: District Substitutes

RESOLVED: Upon the recommendation of the Superintendent, the Board of Education approves all substitutes for the 2020/2021 school year as detailed in the attachment. (A.8)

9. (0021-20/21) Approval: Compensation Rates

RESOLVED: Upon recommendation of the Superintendent, the Board of Education approves *Compensation Rates* for the 2020/2021 school year, as per agreement between the Board of Education and the Chatham Education Association (CEA), as listed below:

Position	Notes	Rates Per Day	Rate per Hour
LongTerm Substitute Teachers	(after 10 or more consecutive days in one position)	\$290.38 (1/200 th of BA/3)	
Short Term Substitute Teachers		\$100.00	
Short Term Substitute Teachers		\$50.00 per half day	
Saturday School Supervisor		\$150.00	
Central Detention		\$30.00	
Bedside Instruction			\$60.00
Substitute School Nurse		\$200.00/diem	
Long Term Substitute School Nurse	(after 10 or more consecutive days in one position)	\$290.38 (1/200 th of BA/3)	
Substitute School Nurse Clerical	Clerical Nurse Rate		\$25.00
Nurses State Required Records Work			\$30.00
Secretarial/Clerical	All Secretarial Substitutes		\$16.00
Custodian	Substitute		\$18.00
Maintenance	Substitute		\$24.00
Paraprofessional			\$17.00
Behavioral Analysis-Paraprofessional			\$40.00
Home Behavioral Analysis-Professional			\$60.00
Substitute Athletic Trainer			\$40.00
Stage Crew Professional	(for external facilities use)		\$50.00
Substitute Athletic Trainer			\$40.00

10. (0022-20/21) Approval: Part Time Maintenance Support

RESOLVED: Upon the recommendation of the Superintendent, the Board of Education approves Alec Nappa to provide maintenance support, part time, at an hourly rate of \$12.25, effective August 1, 2020 through June 30, 2021.

11. (0023-20/21) Approval - Mentoring

RESOLVED: Upon the recommendation of the Superintendent, the Board of Education approves *Mentoring* for the 2020/2021 school year, as listed below:

Mentor	Novice Teacher	School	Certificate	Weeks	Rate
Aaron Yamamoto	Alex Elgart	CHS	CEAS	30	\$550.00
Renee Marshall	Tine Engell	CMS	CE	17	\$566.61
Rachel Ruffner	Caroline Guinee	CHS	CE	15	\$500.00
Catherine Landeka	Kristin Procanik	CMS	CEAS	30	\$550.00
Anna Amster	Gianna Parlevecchio	CHS	CEAS	30	\$550.00
Meredith Kempson	Sienna Schmid	CHS	CE	15	\$500.00
Marianne Gall	Gianna Zarra	CHS	CEAS	15	\$275.00
Jacqueline LaBrutto	Grace Malanga	SBS	CEAS	13	\$238.29

12. (0024-20/21) Approval: Supplemental Instruction - Lauren Sabawa

RESOLVED: Upon recommendation of the Superintendent, the Board of Education approves Lauren Sabawa to provide supplemental instruction to special education student #1449128035 for the 2020/2021 school year for 2.5 hours per week in an amount not to exceed \$6,600.00.

13. (0025-20/21) Amendment: Extended School Year Staff

RESOLVED: Upon recommendation of the Superintendent, the Board of Education amends the approval of speech therapy services provided by Caryn Badian during Summer 2020 not to exceed 76.5 hours at a rate of \$80.00/hourly not to exceed \$6,120.00. This amendment increases the duration in hours from 72 hours (\$5,760.00) as approved on 06/22/2020.

14. (0026-20/21) Amendment: Extended School Year Staff

RESOLVED: Upon recommendation of the Superintendent, the Board of Education amends the approval of speech therapy services provided by Colleen Mullen during Summer 2020 not to exceed 94.5 hours at a rate of \$80.00/hourly not to exceed \$7,560.00. This amendment increases the duration in hours from 90 hours (\$7,200.00) as approved on 06/22/2020.

15. (0027-20/21) Amendment: Extended School Year Staff

RESOLVED: Upon recommendation of the Superintendent, the Board of Education amends the approval of speech therapy services provided by Elizabeth Walker during Summer 2020 not to exceed 31.5 hours at a rate of \$80.00/hourly not to exceed \$2,520.00. This amendment increases the duration in hours from 27 hours (\$2,160.00) as approved on 06/22/2020.

16. (0028-20/21) Amendment: *Extended School Year Staff*

RESOLVED: Upon recommendation of the Superintendent, the Board of Education amends the approval of physical therapy services provided by Gail Hatch during Summer 2020 not to exceed 58.5 hours at a rate of \$80.00/hourly not to exceed \$4,680.00. This amendment increases the duration in hours from 54 hours (\$4,320.00) as approved on 06/22/2020.

17. (0029-20/21) Amendment: *Extended School Year Staff*

RESOLVED: Upon recommendation of the Superintendent, the Board of Education amends the approval of occupational therapy services provided by Marci Carovillano during Summer 2020 not to exceed 50.5 hours at a rate of \$80.00/hourly not to exceed \$4,040.00. This amendment increases the duration in hours from 45 hours (\$3,600.00) as approved on 06/22/2020.

18. (0030-20/21) Amendment: *Extended School Year Staff*

RESOLVED: Upon recommendation of the Superintendent, the Board of Education amends the approval of counseling services provided by Elizabeth Gaynor during Summer 2020 not to exceed 49.5 hours at a rate of \$80.00/hourly not to exceed \$3,960.00. This amendment increases the duration in hours from 45 hours (\$3,600.00) as approved on 06/22/2020.

19. (0031-20/21) Amendment: *Extended School Year Staff*

RESOLVED: Upon recommendation of the Superintendent, the Board of Education amends the approval of counseling services provided by Jennifer Manger during Summer 2020 not to exceed 49.5 hours at a rate of \$80.00/hourly not to exceed \$3,960.00. This amendment increases the duration in hours from 45 hours (\$3,600.00) as approved on 06/22/2020.

20. (0032-20/21) Approval: *Travel*

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

Month	Day	Year	First	Last	Position	Vendor	Purpose	Location	Cost
August	6*	2020	Charles	Cannon	Head Custodian	The Training Center	EPA 608 Universal Tech Certification	On site	\$350

**Post approval*

21. (0033-20/21) Approval: *Unpaid Medical Leave – Per Addendum*

RESOLVED: Upon the recommendation of the Superintendent, the Board of Education approves the following unpaid medical leave during the 2020/2021 school year:

Employee #	Leave Start Date	Accumulated Sick Days Applied	MLOA Start Date <i>(unpaid without benefits)</i>	MLOA Start Date <i>(unpaid without benefits)</i>	Extended Leave Start Date <i>(unpaid without benefits)</i>	Date of Return	Notes
ID# 7618	08/25/2020	N/A	N/A	N/A	N/A	10/07/2020	

22. (0034-20/21) Approval: Medical Leave of Absence – *Per Addendum*

RESOLVED: Upon recommendation of the Superintendent, the Board of Education approves a medical leave of absence for the following staff members detailed as follows:

Employee #	Leave Start Date	Sick Personal & Accumulated Sick Days Applied	FMLA Start Date <i>(unpaid with benefits)</i>	NJFLA Start Date <i>(unpaid with benefits)</i>	Extended Leave Start Date <i>(unpaid without benefits)</i>	Date of Return <i>(Anticipated)</i>	Notes
ID# 3010	08/25/2020	187	N/A	N/A	N/A	08/2021	S/AS/P
ID# 2006	08/25/2020	22	N/A	N/A	N/A	09/30/2020	S/AS
ID# 1226	08/25/2020	79	N/A	N/A	N/A	01/04/2021	S/AS
ID# 3004	08/25/2020	187	N/A	N/A	N/A	08/2021	S/AS

23. (0035-20/21) Approval: Leaves of Absence – *Per Addendum*

RESOLVED: Upon recommendation of the Superintendent, the Board of Education approves the following leaves of absence for the unavailability of childcare in accordance with the Families First Coronavirus Response Act:

Emp #	Leave Start Date	EPSLA Duration	EPSLA Qualifying Reason	EPSLA Notes	EFMLEA Duration	Extended Leave Start Date <i>(unpaid without benefits)</i>	Date of Return <i>(Anticipated)</i>	EFMLEA Notes
ID# 8018	08/31/2020	08/31-09/14/2020	#5	Paid at 2/3 salary up to \$200 per day, not to exceed \$2000.00	09/15/2020-11/23/2020	N/A	11/24/2020	Paid at 2/3 salary up to \$200 per day, not to exceed \$10,000.00
ID# 2112	08/31/2020	08/31-09/14/2020	#5	Paid at 2/3 salary up to \$200 per day, not to	09/15/2020-11/23/2020	N/A	11/24/2020	Paid at 2/3 salary up to \$200 per day, not to

				exceed \$2000.00				exceed \$10,000.00
ID# 7435	08/31/2020	08/31-09/14/2020	#5	Paid at 2/3 salary up to \$200 per day, not to exceed \$2000.00	09/15/2020-11/23/2020	N/A	11/24/2020	Paid at 2/3 salary up to \$200 per day, not to exceed \$10,000.00
ID# 3114	08/31/2020	08/31-09/14/2020	#5	Paid at 2/3 salary up to \$200 per day, not to exceed \$2000.00	09/15/2020-11/23/2020	N/A	11/24/2020	Paid at 2/3 salary up to \$200 per day, not to exceed \$10,000.00
ID# 7441	08/31/2020	08/31-09/14/2020	#5	Paid at 2/3 salary up to \$200 per day, not to exceed \$2000.00	09/15/2020-11/23/2020	N/A	11/24/2020	Paid at 2/3 salary up to \$200 per day, not to exceed \$10,000.00

24. (0036-20/21) 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
Adair, Gary	* Fall 2020	Soccer	Head Girls'	0.75	\$754.10	10% of 0.75 ratio for NJSIAA Phase 1
Turton, Amanda	* Fall 2020	Soccer	Assistant Girls'	0.6	\$603.30	10% of 0.6 ratio for NJSIAA Phase 1
Cavallo, Christine	* Fall 2020	Soccer	Assistant Girls'	0.6	\$603.30	10% of 0.6 ratio for NJSIAA Phase 1
Nydegger, Kelly	* Fall 2020	Soccer	Adjunct Girls'	0.3	\$301.70	10% NJSIAA Phase 1 Summer
Maka, Mark	* Fall 2020	Soccer	Head Boys'	0.75	\$754.10	10% of 0.75 ratio for NJSIAA Phase 1
Pacelli, Vincent	Fall 2020	Soccer	Assistant Boys'	0.6	\$603.30	10% of 0.6 ratio for NJSIAA Phase 1
Mazurkiewicz, Christopher	* Fall 2020	Soccer	Assistant Boys'	0.6	\$603.30	10% of 0.6 ratio for NJSIAA Phase 1

deOliveria, Juliano	Fall 2020	Soccer	Adjunct Boys'	0.3	\$301.70	10% NJSIAA Phase 1 Summer
Amster, Anna	* Fall 2020	Volleyball	Head Girls'	0.75	\$754.10	10% of 0.75 ratio for NJSIAA Phase 1
LiVecchi, Sara	Fall 2020	Volleyball	Assistant Girls'	0.6	\$603.30	10% of 0.6 ratio for NJSIAA Phase 1
Ferguson, Terrence	* Fall 2020	Volleyball	Assistant Girls'	0.6	\$603.30	10% of 0.6 ratio for NJSIAA Phase 1
DiSturco, Tara	Fall 2020	Cheerleading	Head	0.6	\$603.30	10% of 0.6 ratio for NJSIAA Phase 1
Leyden, Kaitlin	* Fall 2020	Field Hockey	Head	0.65	\$653.60	10% of 0.65 ratio for NJSIAA Phase 1
Hennelly, Michelle	* Fall 2020	Field Hockey	Assistant	0.6	\$603.30	10% of 0.6 ratio for NJSIAA Phase 1
Segrave, Jordan	Fall 2020	Field Hockey	Assistant	0.6	\$603.30	10% of 0.6 ratio for NJSIAA Phase 1
Fallon, Kristen	* Fall 2020	Field Hockey	Volunteer	N/A	N/A	
Pyhel, Kim	Fall 2020	Field Hockey	Volunteer	N/A	N/A	
Fallon, Abigail	Fall 2020	Field Hockey	Volunteer	N/A	N/A	
Sinatra, Kim	Fall 2020	Sailing	Head	N/A	N/A	
Bonanni, Jeffrey	Fall 2020	Sailing	Volunteer	N/A	N/A	
Marino, Dan	Fall 2020	Sailing	Volunteer	N/A	N/A	

*Denotes District Employee

25. (0037-20/21) Approval: Contracts - Extra Duty Stipends 2020/2021 – **Per Addendum**
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
David Fowler	Grade Level Leader 6	0.6	\$6,033.00
Lara Golombuski	Grade Level Leader 7	0.6	\$6,033.00
Jillian Brandt	Grade Level Leader 8	0.6	\$6,033.00
Beth Zimmer	Grade Level Leader 1	0.435	\$4,374.00

Susan Pinto	Grade Level Leader 2	0.435	\$4,374.00
Laura Cook	Grade Level Leader 3	0.435	\$4,374.00
LeeAnn Wertheim	Grade Level Leader Kdg	0.435	\$4,374.00
Mollie Seiferas	Grade Level Leader 2	0.435	\$4,374.00
Holly Izsa	Grade Level Leader 3	0.435	\$4,374.00
Megan Militello	Grade Level Leader 1	0.435	\$4,374.00
Dianne Conti	Grade Level Leader Kdg	0.435	\$4,374.00
Megan Stevens	Grade Level Leader 1	0.435	\$4,374.00
Eileen Turrisi	Grade Level Leader 2	0.435	\$4,374.00
Cindy Swenson	Grade Level Leader 3	0.435	\$4,374.00
Lisa Kressler	Grade Level Leader Kdg	0.435	\$4,374.00

B. FINANCE/FACILITIES

Agenda items B.1 to B.20, Motion by Trustee: Mr. Gilfillan, seconded by Trustee: Mr. Smith;
 Roll call vote: 9-0

- Matthew Gilfillan thanked MAS PTO & the CEF for their donations for an outdoor classroom.
- Matthew Gilfillan noted the bill reduction of \$307,296.00 of state aid reduction. He is finance analyzing all revenue and spending options.

1. (0015-20/21) 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 – 07-27-2020	\$1,326,327.28
Total	\$1,326,327.28

2. (0016-20/21) Approval: Transfers - June 2020

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

3. (0017-20/21) Approval: Monthly Report of County Transfers - June 2020

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

4. (0018-20/21) Approval: Report of the Board Secretary - June 2020

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

5. *(0019-20/21) Approval: Report of the Board Treasurer - June 2020*

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

6. *(0020-20/21) Approval: Finance Certification - June 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. *(0021-20/21) Approval: Cancellation of the 2020/2021 FDK Program*

RESOLVED: Upon the recommendation of the Superintendent, the Board of Education approves the cancellation of the Full Day Kindergarten (FDK) Program for the 2020/2021 school year due to continuing mandated restrictions imposed by the State Department of Education regarding the return to in school instruction. All tuition paid will be refunded.

8. *(0022-20/21) Acceptance: Donation - CEF Funding Towards the MAS Outdoor Classroom*

RESOLVED: Upon the recommendation of the Superintendent and as approved by the MAS Principal, the Board of Education approves the CEF donation of \$16,000 towards the installation of the MAS Outdoor Classroom.

9. *(0023-20/21) Acceptance: Donation - Milton Ave School PTO Funding Towards the MAS Outdoor Classroom*

RESOLVED: Upon the recommendation of the Superintendent and as approved by the MAS Principal, the Board of Education approves the Milton Ave School PTO donation of \$35,000 towards the installation of the MAS Outdoor Classroom.

10. *(0024-20/21) Approval: Submission of the Digital Divide Grant*

RESOLVED: Upon the recommendation of the Superintendent, the Board of Education approves the submission for the 2020/2021 Digital Divide Grant Award in the amount of \$28,000.

11. *(0025-20/21) Approval: Adjustment to 2020/2021 Budget Revenue Due to NJ State Aid Reduction as of July 10, 2020*

RESOLVED: Upon the recommendation of the Superintendent, the Board of Education approves the reduction of the 2020/2021 budget of \$307,296 due to reduction in state aid.. The planned technology upgrades included in the budget totaling the amount of \$345,000 will not be done this school year.

12. (0026-20/21) Approval: Home Instruction

RESOLVED: Upon recommendation of the Superintendent, the Board of Education approves Four Winds Hospitals to provide home instruction at the rate of \$58.00/hour not to exceed \$464.00 for the 2020/2021 school year.

13. (0027-20/21) Approval: Itinerant Teacher Services

RESOLVED: Upon recommendation of the Superintendent, the Board of Education approves Summit Speech School to provide itinerant teacher of the deaf services for student #1942036617 for 4 consults per year, at the rate of \$165.00 per hour from September 2020 - June 2021 not to exceed the amount of \$660.00.

14. (0028-20/21) Approval: Itinerant Teacher Services

RESOLVED: Upon recommendation of the Superintendent, the Board of Education approves Summit Speech School to provide itinerant teacher of the deaf services for student #6806525951 for 3 consults per year, at the rate of \$165.00 per hour from September 2020 - June 2021 not to exceed the amount of \$495.00.

15. (0029-20/21) Approval: Itinerant Teacher Services

RESOLVED: Upon recommendation of the Superintendent, the Board of Education approves Summit Speech School to provide itinerant teacher of the deaf services for student #4455015926 for 1 session per week, at the rate of \$165.00 per hour from September 2020 - June 2021 not to exceed the amount of \$6,930.00.

16. (0030-20/21) Approval: Itinerant Teacher Services

RESOLVED: Upon recommendation of the Superintendent, the Board of Education approves Summit Speech School to provide itinerant teacher of the deaf services for student #3276642331 for 1 session per week, at the rate of \$165 per hour from September 2020 - June 2021 not to exceed the amount of \$6,930.00.

17. (0031-20/21) 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
Garden Academy	9316154407	\$17,970.00	\$107,820.00		\$125,790.00
Lake Drive School	4296209910		\$74,200.00		\$74,200.00

18. (0032-20/21) Approval: Settlement Agreement

RESOLVED: Upon the recommendation of the Superintendent, the Board of Education approves the Settlement Agreement between the district and the parents of special education student #8988615916.

19. (0033-20/21) *Approval: Settlement Agreement*

RESOLVED: Upon the recommendation of the Superintendent, the Board of Education approves the Settlement Agreement between the district and the parents of special education student #1040839639.

20. (0034-20/21) *Approval: Amended Settlement Agreement*

RESOLVED: Upon the recommendation of the Superintendent, the Board of Education approves the Settlement Agreement between the district and the parents of special education student #4789973037.

C. CURRICULUM

Agenda items C.1 to C.3, Motion by Trustee: Ms. Kenney, seconded by Trustee: Mr. Valenti;
Roll call vote: 9-0

1. (0011-20/21) *Acceptance: Harassment, Intimidation and Bullying (HIB) Investigative Report for the period from July 13, 2020 through August 7, 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 July 13, 2020 through August 7, 2020 pursuant to N.J.S.A. 18A:37-1 et seq.

2. (0012-20/21) *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 July 13, 2020 Meeting, which encompasses all HIB findings from June 22, 2020 through July 10, 2020. ***Nothing to Report***

3. (0013-20/21) *Approval: Amend 2020/2021 School Calendar*

RESOLVED: Upon the recommendation of the Superintendent, the Board of Education approves amending the 2020/2021 School Calendar as follows:

- **September 4** - change from early dismissal, students and staff, to full day for students and staff
- **November 3rd, Election Day** - change from no school for students - Teacher PD Day, to schools closed
- **August** - Add Virtual PD Day for teachers - date TBD

D. POLICY

Agenda item D.1 to D.3, Motion by Trustee; Mr. Ryan, seconded by Trustee; Mr. Valent;
Roll call vote: 9-0

1. (002-20/21) *Approval: 2nd Reading and Adoption of Policies*

RESOLVED: Upon the recommendation of the Superintendent, the Board of Education approves the second reading and adoption 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)

2. (003-20/21) Approval: 1st Reading,

RESOLVED: Upon the recommendation of the Superintendent, the Board of Education approves the Policy listed below for first reading: (Attachment D.2)

- Policy 1648 - Restart and Recovery Plan (M)

3. (004-20/21) Approval: 2020/2021 Reopening Plan

• **RESOLVED:** Upon the recommendation of the Superintendent, the Board of Education approves the 2020/2021 School District Reopening Plan as presented by the superintendent.

XI. BOARD BUSINESS

- Peter Daquila: Suggests that sent public commentary be limited to 100 words or less.
- Sal Arnuk: Suggests that the public commentary sent by email should be brief.
- Michael Valenti: Suggests that comments being read should be very brief and be considerate of people in attendance.
- Dr. LaSusa: Noted, meetings can be streamlined into CHS cafeteria and that there could be a line for public commentary.
- Michael Ryan: Agreed that 90 minutes of reading emails is not the best way to proceed.
- Jill Critchley Weber: Suggests that the 8/24/20 emails be entered into the minutes but not read at the meeting. Further adding that only 8/24 should be in person.

XII. PUBLIC COMMENTARY

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 Mr. Valenti and as approved by unanimous voice vote (9-0), the meeting adjourned at 10:06 PM.

Minutes recorded by:

Peter Daquila
Business Administrator/Board Secretary