

**REGULAR MEETING
BOARD OF EDUCATION, SCHOOL DISTRICT OF THE CHATHAMS
MONDAY, August 24, 2020**

7:32 PM REGULAR BUSINESS MEETING

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

**BOARD AND DISTRICT STAFF - IN PERSON
PUBLIC - VIRTUAL and Limited ATTENDANCE**

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

Absent: Michael Ryan

Departed: Sal Arnuk left the meeting at 8:20PM.

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 13 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 has no comments at this time.

VI. ADMINISTRATIVE REPORTS

A. SUPERINTENDENT'S REPORT

- School Reopening Update

Dr. LaSusa presented the status on school reopening:

- Face shields have been received and are being distributed.
- Desk shields should be received by 8/28/2020.
- Staffing is the key element in reopening.
-

Beth Grant presented information on Employee Leave Provisions and the 3 leaves available to staff members.

Dr. LaSusa discussed the ability for the district to safely supervise the students with the appropriate staffing. He is confident that based on today, the district can open on 9/8/2020

Dr. LaSusa responded to questions from the board.

B. BUSINESS ADMINISTRATOR'S REPORT

- Construction Update

- CMS Nurse' Restroom – The contractor is working and will be finished by 8/28 and the office will be open for the start of school on 9/1/2020.
- CMS Auditorium – The final inspection was 8/21/2020 and there are a few issues that will be resolved this week so the Certificate of Occupancy can be issued.

VII. COMMITTEE REPORTS

A. Personnel: Ms. Ciccarelli reported that the committee met this evening and discussed leave replacements and staffing.

B. Curriculum: Ms. Kenney had nothing to report.

C. Finance/Facilities: Mr. Gilfillan had nothing to report.

D. Policy and Planning: Mr. Ryan had nothing to report.

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 grants are being reviewed and funding options are open on CEF online.

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 Trustee: Mr. Gilfillan, Roll call vote: 8-0

Approval: Minutes

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

- August 10, 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 (approximately three (3) minutes or less).

- Jill Critchley Weber: Noted that there are 9 emails that were received.
 - 6 were related to racism.
 - 1 related to the swim coach.
 - 2 related to negative comments about the board.

Of the emails received, the board has been called lazy, racists and stupid. There is no time for the board to deal with this nonsense. Former students are emailing regarding racism and altering the curriculum. These students are in high level colleges and it is baffling that they missed the racism as it is covered in the current curriculum.

- Jane Devlin: Noted that she appreciates the board and administration and supports the opening of the schools. She added that she supports the prioritizing of the tasks at hand. She also noted that the public should come to the meeting and that reading lengthy emails is not practical.
- CEA Administration: Betsy Long, Laura Noonan and Stephanie Lukasuwicz acknowledge the districts' efforts and working with the CEA on reopening plans since June. They noted that Dr. LaSusa has been great and couldn't be more transparent. The teachers are eager to return to work even though there are concerns over child care, health issues and safety. They are concerned that all of the districts' staff are adequately trained to operate under the COFID guidelines. They also expressed that they are thankful for the delayed start of school to 9/8/2020.
- Gianna Latorre, rising senior swim team member: She thanked the board for their efforts. She Spoke in support of Swim Coach D and his non-renewal. She noted that there is a petition of almost 700 signatures in support of coach D. She requested that the board reconsider the status of Coach D for the 2020/2021 or 2021/2022.
- Kyle Beebe, rising junior swim team member: He thanked the board and district for their reopening efforts. He spoke in support of Coach D and asked if the attendance policy of every coach has been reviewed.
- Ava Voight, rising senior swim team captain: She thanked the board and district for all of their reopening efforts. She expressed her disappointment regarding Coach D's non-renewal. She noted that he worked well with all the team members regardless of their ability. She requested that the district revisit the renewal.
- Marie Frances Psomas Jackloski (2015 graduate) Twp.: She thanked the district for all the efforts in reopening.

She requested that the district review the policy on racism and that racism be taught at an early age. Materials used should all help the instruction of racism.

- Joe Basralian, Twp.: He understands that reopening may not be perfect but it will be better than the majority of all districts. He noted that many districts’ wished they had a leader as dedicated as Dr. LaSusa.
He feels that a slow approach to racism and to properly evaluate the curriculum is prudent and will allow the district to make the current steps in the future and is confident we will get it right.
- Matt Markay, 2019 graduate: He thanked the board for all their efforts and apologizes for the angry emails the board has received.
He feels the curriculum does not properly deal with racism and teaching racism. He noted that Mr. Gilfillan stated that they should continue to speak out for their cause. He quoted Dr. Martin Luther King, “We cannot wait forever for change.
- Yutonya Horton: She expressed her concerns about anyone teaching her daughter about racism. She feels it is the parents’ job to teach about racism. She feels that prejudice exists in the world and people are judged on how they look. She feels the district has to be cautious about how it teaches racism and does not make people feel oppressed.
- Dr. LaSusa: Noted that working with the CEA has been a pleasure. No one has all the answers. He wants to do what is necessary to open schools and keep the staff and students as safe as possible. There are no early decisions.
He also noted that the curriculum changes every year and based on the year of graduation, a student may not have been exposed to changes in the curriculum.

X. ACTION ITEMS

A. PERSONNEL

Agenda items A.1 to A14, Motion by Trustee: Ms. Ciccarelli, seconded by Trustee: Ms. Critchley Weber, Roll call vote:

1. (0038-20/21) 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
Najarro, Trisha	CMS/Paraprofessional	06/30/2020
Jawdekar, Kritika	CMS/Paraprofessional	06/30/2020
Sullivan, Margaret	WAS/Paraprofessional	06/30/2020
Hodges, Catherine	CMS/Paraprofessional	06/30/2020
Hartnett, Mary	WAS/Paraprofessional	06/30/2020
Grimes-Weglarz, Wendi	LAF/Teacher	09/01/2020

2. (0039-20/21) 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
Sokolowski, Caterina	Paraprofessional	LAF	N/A	\$18.67/hr.	08/25/2020	06/30/2021	
Ziegler, Marisol	Paraprofessional	WAS	N/A	\$18.67/hr.	08/25/2020	06/30/2021	
Beebe, Brenda	Paraprofessional	MAS	N/A	\$18.67/hr.	08/25/2020	06/30/2021	

3. (0040-20/21) Amendment: Contracts - 2020/2021 School Year

RESOLVED: Upon the recommendation of the Superintendent, the Board of Education amends 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
Horton, Luciane	Teacher of German	CMS	BA/15	\$76,780.00	08/25/2020	06/30/2021	Supersedes action on 05/11/2020 to amend FTE to 1.0 from .80
McPherson, Amanda	Teacher of Elementary	LAF	MA/7	\$65,585.00	08/25/2020	06/30/2021	Supersedes action on 08/10/20 to amend to tenure track position

4. (0041-20/21) Rescind: Contract - Leave Replacement Assignment

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

Name	Position	Location	Column /Step	Salary	Effective Date	Termination Date	Notes
Spagnuolo, Amanda	Teacher of Elementary	LAF	BA/3	\$58,075.00	08/25/2020	06/30/2021	
Kauffman, Tamara	Paraprofessional	CHS	N/A	\$18.67/hr.	08/25/2020	06/30/2021	
Ballard, Terice	Paraprofessional	WAS	N/A	\$23.85/hr.	08/25/2020	06/30/2021	

5. (0042-20/21) Approval: Contracts - Leave Replacement Assignments

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
Barber, Laura	Teacher of Elementary	LAF	BA/3	\$58,075.00	08/25/2020	06/30/2021	
Ratner, Alyssa	Teacher of Elementary	LAF	BA/3	\$58,075 Prorated \$17,422.55	08/25/2020	11/25/2020	
McQueeney, Lauren	Teacher of ESL	District	BA15/5	\$60,255	08/25/2020	06/30/3021	

Mantone, Thomas	Teacher of HPE	CHS	BA/3	\$58,075 Prorated \$22,649.29	08/25/2020	12/23/2020	
Voight, Jane	Teacher of Elementary	LAF	BA/3	\$58,075 Prorated \$35,425.76	08/25/2020	02/26/2021	

6. (0043-20/21) 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
Forte, Lisa	Teacher of ESL	SBS/MAS	N/A	N/A	N/A	08/25/2020	Transfer from CMS

7. (0044-20/21) Amendment: Contracts - Paraprofessionals

RESOLVED: Upon the recommendation of the Superintendent, the Board of Education amends the contracts for Paraprofessional Staff for the 2020/2021 school year as per the agreement between the School District of the Chathams and the Chatham Education Association (CEA): (Attachment #A.7)

8. (0045-20/21) Approval: Unpaid Absences

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

Name	Position	Location	Number of Requested Unpaid Days	Start Date	End Date	Notes
Campbell, Donna	Paraprofessional	SBS	11	08/25/2020	09/18/2020	

9. (0046-20/21) 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
TBD	Barber, Laura	LAF	CEAS	30	\$550
TBD	Caravaglia, Michelle	WAS	CEAS	15	\$225

10. (0047-20/21) 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	Notes
Brian Johnson	Marching Band Percussion Advisor	0.4	\$804.40	Salary is 20% of 0.4 ratio for part one of season preparation.

Timothy Orton	Marching Band Assistant Director	0.55	\$1,106.05	Salary is 20% of 0.55 ratio for part one of season preparation.
Laura Russo	Drama Production Director	0.75	\$1,508.25	Salary is 20% of 0.75 ratio
Frank Benimeo	Bus Supervisor I	0.2	\$2,011.00	
Christopher Mazurkiewicz	Bus Supervisor II	0.2	\$2,011.00	
Nicholas Cicarelli	Bus Supervisor III	0.2	\$2,011.00	
Diane Shulman	Play Area/Bus Supervisor I	0.1	\$1,005.50	
Diane Shulman	Play Area/Bus Supervisor II	0.1	\$1,005.50	
Tara Burroughs	Play Area/Bus Supervisor III	0.1	\$1,005.50	
Caryn Badian	Play Area/Bus Supervisor IV	0.1	\$1,005.50	
Caryn Badian	Play Area/Bus Supervisor V	0.1	\$1,005.50	
Melissa Tom	Play Area/Bus Supervisor VI	0.1	\$1,005.50	
Cindy Weiner	Play Area/Bus Supervisor VII	0.1	\$1,005.50	
Cindy Weiner	Play Area/Bus Supervisor VIII	0.1	\$1,005.50	
Brian Taylor	Play Area/Bus Supervisor IX	0.1	\$1,005.50	
Dave Shellenhamer	Play Area/Bus Supervisor X	0.1	\$1,005.50	
Marty Visitacion	PlayArea/Bus Supervisor 1	0.2	\$2,011.00	
Amy Kerr	PlayArea/Bus Supervisor 2	0.2	\$2,011.00	
Sue Pinto	PlayArea/Bus Supervisor 3	0.2	\$2,011.00	
Mark Stevens	PlayArea/Bus Supervisor	0.2	\$2,011.00	
Samantha Stojanov	PlayArea/Bus Supervisor	0.2	\$2,011.00	
Brian Taylor	Play Area/Bus Supervisor IX	0.1	\$1,005.50	
Dave Shellenhamer	Play Area/Bus Supervisor X	0.1	\$1,005.50	
Eugene Albanese	PlayArea/Bus Supervisor 1	0.2	\$2,011.00	
Kenji Hasegawa	PlayArea/Bus Supervisor 2	0.2	\$2,011.00	
Susan Milone	Play Area/Bus Supervisor 3	0.1	\$1,005.41	
Dawn Druhot	PlayArea/Bus Supervisor 4	0.1	\$1,005.41	
TBD	PlayArea/Bus Supervisor 5	0.1	\$1,005.41	

11. (0048-20/21) Approval: Athletic Events Support

RESOLVED: Upon the recommendation of the Superintendent, the Board of Education approves staff members to provide support at athletic contests at the rates listed below:

Job	Compensation
Site Administrator/Football	\$100
Site Administrator/away games	\$75
Site Administrator/home games	\$50
Announcer	\$60
Clock Operator	\$50
Ticket Takers	\$45

12. (0049-20/21) Approval: District Videographer

RESOLVED: Upon the recommendation of the Superintendent, the Board of Education approves the appointment of Connor Henderson as district videographer for the 2020/2021 school year at an annualized stipended rate of \$20,000.00.

13. (0050-20/21) Approval: District Student Videographers

RESOLVED: Upon the recommendation of the Superintendent, the Board of Education approves the appointment of student videographers at the hourly rate of \$11.50 for the 2020/2021 school year.

14. (0051-20/21) 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	29	2020	John	Cataldo	Supervisor Buildings & Grounds	Rutgers	Covid Response Series - Part I	virtual	\$88
August	29	2020	Gasper	Major	Asst. Supervisor Buildings & Grounds	Rutgers	Covid Response Series - Part I	virtual	\$88
August	29	2020	William	Stollery	Head Custodian SBS	Rutgers	Covid Response Series - Part I	virtual	\$88

**Post approval*

15. (0052-20/21) Approval Contracts: Supplementary Nurse

RESOLVED: Upon the recommendation of the Superintendent, the Board of Education approves the following individuals to provide part-time supplementary nursing services for the 2020/2021 school year:

Name	Location	FTE	Column/Step	Salary	Effective Date	Termination Date	Notes
McRoberts, Kate	LAF	N/A	N/A	\$40.00 hourly	09/08/2020	06/18/2021	Not to exceed 15 hours per week.

Smith, Deborah	CMS	N/A	N/A	\$40.00 hourly	09/08/2020	06/18/2021	Not to exceed 15 hours per week.
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16. (0053-20/21) Approval: Unpaid Medical Leaves

RESOLVED: Upon the recommendation of the Superintendent, the Board of Education approves the following unpaid medical leaves 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# 7049	08/25/2020	N/A	N/A	N/A	N/A	10/28/2020	

17. (0054-20/21) Approval: Use of Accumulated Family Illness Days

RESOLVED: Upon the recommendation of the Superintendent, the Board of Education approves the *Use of Accumulated Family Illness Days*, as listed below:

Employee #	Dates	Total Number of Days	Notes
ID# 2203	TBD	10	To be used as needed for the 2020/2021 school year.

18. (0055-20/21) Amendment: Medical Leave of Absence

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

Employee #	Leave Start Date	EPSLA Start/End 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# 2006	08/25/2020	08/25 - 09/17 10-days total	8	N/A	N/A	N/A	09/30/2020	S/AS
ID# 1226	08/25/2020	08/25 - 09/17 10-days total	66	N/A	N/A	N/A	01/04/2021	S/AS
ID# 3010	08/25/2020	08/25 - 09/17 10-days total	177	N/A	N/A	N/A	08/2021	S/AS/P
ID# 3004	08/25/2020	08/25 - 09/17 10-days total	177	N/A	N/A	N/A	08/2021	S/AS

*Supersedes action on 08/10/2020 to include EPSLA dates and amend dates due to school calendar change.

19. (0056-20/21) Approval: Medical Leave of Absence - FFCRA - Medical

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

Employee #	Leave Start Date	EPSLA Start/End Date	Sick Personal & 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# 1085	08/25/2020	08/25 - 09/17 10-days total	66	N/A	N/A	N/A	01/04/2021	S/AS
ID# 7073	08/25/2020	08/25 - 09/17 10-days total	74	01/13/2021	01/13/2021	04/15/2021	08/2021	S/AS/P
ID# 3054	08/25/2020	08/25 - 09/17 10-days total	132	04/16/2021	04/16/2021	N/A	08/2021	S/AS
ID# 7110	08/25/2020	08/25 - 09/17 10-days total	56	12/10/2020	12/10/2020	03/18/2021	08/2021	S/AS/P
ID# 7000	08/25/2020	08/25 - 09/17 10-days total	167	N/A	N/A	N/A	08/2021	S/AS
ID# 5005	08/25/2020	08/25 - 09/17 10-days total	104	02/11/2021	02/11/2021	N/A	03/01/2021	S/AS
ID# 7290	08/25/2020	08/25 - 09/17 10-days total	78	01/21/2021	N/A	N/A	08/2021	S/AS
ID# 7470	08/25/2020	08/25 - 09/17 10-days total	53	12/07/2020	12/07/2020	03/09/2021	08/2021	S/AS

20. (0057-20/21) Amendment: Leaves of Absence

RESOLVED: Upon recommendation of the Superintendent, the Board of Education amends 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 (unpaid without benefits)	Date of Return (Anticipated)	EFMLEA Notes
ID# 8018	09/08/2020	09/08-09/21/2020	#5	Paid at 2/3 salary up to \$200 per day, not to exceed \$2000.00	09/22/2020-12/01/2020	N/A	12/02/2020	Paid at 2/3 salary up to \$200 per day, not to exceed \$10,000.00
ID# 2112	09/08/2020	09/08-09/21/2020	#5	Paid at 2/3 salary up to \$200 per day, not to exceed \$2000.00	09/22/2020-12/01/2020	N/A	12/02/2020	Paid at 2/3 salary up to \$200 per day, not to exceed \$10,000.00

ID# 7435	09/08/2020	09/08-09/21/2020	#5	Paid at 2/3 salary up to \$200 per day, not to exceed \$2000.00	09/22/2020-12/01/2020	N/A	12/02/2020	Paid at 2/3 salary up to \$200 per day, not to exceed \$10,000.00
ID# 3114	09/08/2020	09/08-09/21/2020	#5	Paid at 2/3 salary up to \$200 per day, not to exceed \$2000.00	09/22/2020-12/01/2020	N/A	12/02/2020	Paid at 2/3 salary up to \$200 per day, not to exceed \$10,000.00
ID# 7441	09/08/2020	09/08-09/21/2020	#5	Paid at 2/3 salary up to \$200 per day, not to exceed \$2000.00	09/22/2020-12/01/2020	N/A	12/02/2020	Paid at 2/3 salary up to \$200 per day, not to exceed \$10,000.00

**Supersedes action on 08/10/2020 to amend dates due to school calendar change*

21. (0058-20/21) Approval: Leaves of Absence - FFCRA #5

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#5019	09/08/2020	09/08-09/21/2020	#5	Paid at 2/3 salary up to \$200 per day, not to exceed \$2000.00	09/22/2020-12/01/2020	N/A	12/02/2020	Paid at 2/3 salary up to \$200 per day, not to exceed \$10,000.00
ID#8699	09/08/2020	09/08-09/21/2020	#5	Paid at 2/3 salary up to \$200 per day, not to exceed \$2000.00	09/22/2020-09/29/2020	N/A	3 WEEKS ONLY 09/30/2020	Paid at 2/3 salary up to \$200 per day, not to exceed \$10,000.00
ID# 1061	09/21/2020	09/21-12/11/2020	#5	Paid at 2/3 salary up to \$200 per day, not to exceed \$2000.00	09/21-12/11/2020	N/A	12/14/2020	Paid at 2/3 salary up to \$200 per day, not to exceed \$10,000.00
ID# 6034	09/08/2020	09/08-09/21/2020	#5	Paid at 2/3 salary up to \$200 per day, not to exceed \$2000.00	09/22/2020-12/01/2020	N/A	12/02/2020	Paid at 2/3 salary up to \$200 per day, not to exceed \$10,000.00
ID#7806	09/08/2020	09/08-09/21/2020	#5	Paid at 2/3 salary up to \$200 per day,	09/22-10/09/2020	N/A	5 WEEKS ONLY	Paid at 2/3 salary up to \$200 per day, not to

				not to exceed \$2000.00			10/12/2020	exceed \$10,000.00
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22. (0059-20/21) Approval: Leave of Absence - FFCRA - #1

RESOLVED: Upon recommendation of the Superintendent, the Board of Education approves the following leave of absence for state mandated quarantine are 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# 7480	09/18/2020	10/02/2020	#1	Paid up to 100% up to \$511 per day, not to exceed \$5,110	N/A	N/A	10/05/2020	

23. (0060-20/21) Approval: Leave of Absence

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

Employee #	Leave Start Date	Accumulated Family Illness Days Applied	FMLA Start Date <i>(unpaid without benefits)</i>	NJFLA Start Date <i>(unpaid without benefits)</i>	Extended Leave Start Date <i>(unpaid without benefits)</i>	Date of Return	Notes
ID# 7268	09/08/2020	8	09/18/2020	09/18/2020	N/A	12/14/2020	Duration subject to change

24. (0061-20/21) Approval: 2020 Fall Coaching Staff

RESOLVED: Upon the recommendation of the Superintendent, the Board of Education approves the following Fall coaches at the per diem rate as per the agreement between the School District of the Chathams and the CEA.

Name		Season	Sport	Assignment	Ratio	Per Diem	Notes
Grimm, Jeffrey		Fall 2020	Football	Assistant Coach	0.60	\$81.53/diem	Based on 100% of 0.60 ratio of \$6,033 for 74 days
Cai, James	*	Fall 2020	Tennis	Girl's Head	0.65	\$88.32/diem	Based on 100% of 0.65 ratio of \$6,536 for 74 days
Beebe, Brenda	*	Fall 2020	Tennis	Girls' Assistant	0.60	\$81.53/diem	Based on 100% of 0.60 ratio of \$6,033 for 74 days
Sullivan, Joe		Fall 2020	Football	Volunteer	N/A	N/A	

Lisella, John		Fall 2020	Football	Volunteer	N/A	N/A	
Romeo, John		Fall 2020	Football	Volunteer	N/A	N/A	

25. (0062-20/21) Approval: 2020 Fall Coaching Staff

RESOLVED: Upon the recommendation of the Superintendent, the Board of Education approves all Fall coaches to be paid per-diem beginning **8/28/20** when virtual coaching begins for the **Fall 2020** season. If the season is cancelled for any reason all Fall coaches will receive compensation for the number of days worked, of the **74** total days, in the **Fall 2020** season. Coaches per-diem rates are based on their remaining stipend balance.

Season	Sport	Assignment	Ratio	Salary	Prorated 20 %	Prorated 10%	Remaining Stipend	Per Diem Rate Based on Remaining Stipend
Fall 2020	Football	Head	1	\$10,055.00	\$2,011.00	\$1,005.50	\$8,044.00	\$108.70
Fall 2020	Football	Assistant	0.6	\$6,033.00	\$1,206.60	\$603.30	\$4,826.40	\$65.22
Fall 2020	Football	Assistant	0.6	\$6,033.00	\$1,206.60	\$603.30	\$4,826.40	\$65.22
Fall 2020	Football	Assistant	0.6	\$6,033.00	\$1,206.60	\$603.30	\$4,826.40	\$65.22
Fall 2020	Football	Assistant	0.6	\$6,033.00	\$1,206.60	\$603.30	\$4,826.40	\$65.22
Fall 2020	Football	Assistant	0.6	\$6,033.00	\$1,206.60	\$603.30	\$6,033.00	\$81.53
Fall 2020	Soccer	Boys' Head	0.75	\$7,541.00	\$2,514.00	\$754.10	\$6,786.90	\$91.71
Fall 2020	Soccer	Boys' Assistant	0.6	\$6,033.00	\$2,011.00	\$603.30	\$5,429.70	\$73.37
Fall 2020	Soccer	Boys' Assistant	0.6	\$6,033.00	\$2,011.00	\$603.30	\$5,429.70	\$73.37
Fall 2020	Soccer	Adjunct Coach	0.3	3,016.50	\$1,005.50	301.65	2,714.85	\$36.68
Fall 2020	Soccer	Girls' Head	0.75	\$7,541.00	\$2,514.00	\$754.10	\$6,786.90	\$91.71
Fall 2020	Soccer	Girls' Assistant	0.6	\$6,033.00	\$2,011.00	\$603.30	\$5,429.70	\$73.37
Fall 2020	Soccer	Girls' Assistant	0.6	\$6,033.00	\$2,011.00	\$603.30	\$5,429.70	\$73.37
Fall 2020	Soccer	Girls' Adjunct	0.3	\$3,017.00	\$1,006.00	\$301.70	\$2,715.30	\$36.69
Fall 2020	Cross Country	Boys' Head	0.75	\$7,541.00	\$1,508.20	\$754.10	\$6,032.80	\$81.52
Fall 2020	Cross Country	Head Girls'	0.75	\$7,541.00	\$1,508.20	\$754.10	\$6,032.80	\$81.52
Fall 2020	Cross Country	Assistant	0.6	\$6,032.46	\$1,206.49	\$603.25	\$4,825.97	\$65.22
Fall 2020	Volleyball	Head	0.75	\$7,541.00	\$1,508.20	\$754.10	\$6,786.90	\$91.71
Fall 2020	Volleyball	Assistant	0.6	\$6,033.00	\$1,206.60	\$603.30	\$5,429.70	\$73.37

Fall 2020	Volleyball	Assistant	0.6	\$6,033.00	\$1,206.60	\$603.30	\$5,429.70	\$73.37
Fall 2020	Field Hockey	Head	0.75	\$7,541.00	\$1,508.20	\$754.10	\$6,786.90	\$91.71
Fall 2020	Field Hockey	Assistant	0.6	\$6,033.00	\$1,206.60	\$603.30	\$5,429.70	\$73.37
Fall 2020	Field Hockey	Assistant	0.6	\$6,033.00	\$1,206.60	\$603.30	\$5,429.70	\$73.37
Fall 2020	Cheerleading	Head	0.6	\$6,033.00	\$1,206.60	\$603.30	\$5,429.70	\$73.37

26. (0063-20/21) Approval: Withholding of Increment

RESOLVED: Upon recommendation of the Superintendent, the Board of Education approves withholding the salary and employment increment of Employee ID # 7544 for the 2020/2021 academic year, for the reasons provided by the Superintendent and on record with the members of the Board of Education and in the office of Human Resources.

27. (0064-20/21) Approval: Administrative Leave With Pay

RESOLVED, that the Board of Education of the School District of the Chathams hereby places Employee ID # 7544 on administrative leave with pay, effective August 25, 2020, and pending further Board action.

B. FINANCE/FACILITIES

Agenda items B.1 to B.8, Motion by Trustee: Mr. Gilfillan, seconded by Trustee: Mr. Valenti; Roll call vote: 7-0

- Mr. Gilfillan thanked the CEF Funding towards the MAS Outdoor Classroom.
- Ms. Kenney reported that the CEF donated \$16,000 towards an outdoor classroom at MAS which was the only school without. She thanked all of the folks who donated to the CEF.

1. (0035-20/21) 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 - 7-27-20	\$1,326,327.28
Bills List - 8-24/2020	\$1,766,806.85
Payroll - 7-15-2020 Perfect Attendance	\$46,567.62
Payroll - 7-15-2020 Sick Payout	\$41,250.00
Payroll - 7-15-2020	\$404,396.83
Payroll - 7-30-2020	\$459,231.93
Total	\$4,044,580.51

2. (0036-20/21) Approval: Implementation of the School Bio-Security Plan and Management Team

RESOLVED: Upon the recommendation of the Superintendent, the Board of Education approves the implementation of the School Bio-Security Plan for the 2020/2021 school year consistent with USDA guidelines; and

BE IT FURTHER RESOLVED: That the Board of Education approves the members of the Food Service Bio-Security Management Team for the 2020/2021 school year as follows:

Name	Title
Peter Daquila	Business Administrator/Board Secretary
Tatiana Gilbert	Assistant Business Administrator/Assistant Board Secretary
Michael LaSusa	Superintendent of Schools
Robert McBreen	Food Services Director
Darren Groh	CHS Principal
Jill Gihorski	CMS Principal
Cheryl Russo	LAS Principal
Nicholas Andrezza	MAS Principal
Kathleen O'Connor	SBS Principal
Kristine Dudlo	WAS Principal
Aaron Hairston	Chartwell's Food Service Chef
John Cataldo	Buildings and Grounds Supervisor
Karen Leister	Supervisor of Health & Well Being

3. (0037-20/21) Amendment: 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 listed below totaling the amount of \$345,000 will not be done this school year:

- Line # 75500, Expenditures - Instruction, Account 12-000-100-730, Replacement of Interactive Displays at CHS & CMS - \$270,000,
- Line #75680, Expenditures - Admin Info Tech, Account 12-000-252-730, Upgrade to the Cisco Phone system - \$75,000

4. (0038-20/21) Approval: Transportation Routes and Stops for 2020/2021

RESOLVED: Upon the recommendation of the Superintendent, the Board of Education approves the bus routes and stops for the 2020/2021 school year (*bus routes are on file in the Business Office*).

CHS AM	CHS PM	CMS AM	CMS PM	LAS AM	LAS PM
H-1	H-1	M-1	M-1	L-1	L-1
H-2		M-2	M-2	L-2	L-2
H-3	H-2, 3 combined	M-3	M-3	L-3	L-3
H-4	H-4	M-4	M-4	*S/L-4 LAF/SB	L-4
H-5	H-5	M-5	M-5	*S/L-5 LAF	L-5
		M-6	M-6	L-6	L-6
		M-7	M-7		
		M-8	M-8		
			Late Bus **		

* Same Routes

** CMS late Bus will operate as PM kindergarten bus

SBS AM	SBS Mid Day	SBS PM	WAS AM	WAS Mid Day	WAS PM
S-1		S-1	WA-1	WA-2	WA-1

S-2		S-2			
S-3		S-3			
S/L-4 LAF/SB		S-4			
	S-1, 2, 3				
	S-6 PM				

5. (0039-20/21) Approval: Tuition Students to Attend Morris County Vocational School District for the 2020/2021 School Year

RESOLVED: Upon the recommendation of the Superintendent, the Board of Education approves the tuition of students in the program indicated below at the Morris County Vocational School District for the 2020/2021 school year:

STUDENT	PROGRAM	LOCATION	SESSION	COST
2022316	CYBERI	MCSTSAT	Part Time - AM	\$4,539.00
20211584	CULST	MCSTSAT	Part Time - PM	\$4,539.00
800211	CYBERI	MCSTSAT	Part Time - PM	\$4,539.00
20244277	HCS	MCSTFT	Full Time	\$9,180.00
800039	CULNY	MCSTFT	Full Time	\$9,180.00
2022258	CULNY	MCSTFT	Full Time	\$9,180.00
20222015	MMEDIA	MCSTFT	Full Time	\$9,180.00
2 213134	VETN	MCSTFT	Full Time	\$9,180.00

6. (0040-20/21) Approval: Amendment to Consultants

RESOLVED: Upon recommendation of the Superintendent, the Board of Education approves Jose Moreno, M.D. to provide evaluations to students during the 2020/2021 school year at the rate of \$625.00 per evaluation not to exceed \$4,375.00. (Formerly approved at \$600.00 per hour not to exceed \$4,200.00)

7. (0041-20/21) Approval: Home Instruction

RESOLVED: Upon recommendation of the Superintendent, the Board of Education approves Stepping Forward Counseling Center to provide home instruction at the rate of \$75.00/hour not to exceed \$1,425.00 for the 2020/2021 school year.

8. (0042-20/21) Approval: ESY & Regular Year Out-of-District Students

RESOLVED: Upon recommendation of the Superintendent, the Board of Education approves the tuition and transportation costs, if applicable, 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
Legacy Treatment Service - Mary Dobbins School	4078578024	\$11,861.40			\$11,861.40
Windsor School	4078578024	-	\$73,800.00	-	\$73,800.00

9. (0043-20/21) Acceptance: Donation - CEF Funding Towards the MAS Outdoor Classroom

RESOLVED: Upon the recommendation of the Superintendent the Board of Education approves the CEF donation of \$15,600.00 for the purchase of 200 Clear Communication Clear Masks for \$3,300 and \$12,300 for Using Technology for Engagement grant application.

C. CURRICULUM

Agenda items C.1 to C.3, Motion by Trustee: Ms. Kenney, seconded by Trustee: Ms. Ciccarelli:
Roll call vote: 7-0

Ms. Critchley Weber: Noted that the calendar changes in C.3 adjusted calendar will be posted to the website.

- 1. (0014-20/21) Acceptance: Harassment, Intimidation and Bullying (HIB) Investigative Report for the period from August 10, 2020 through August 21, 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 August 10, 2020 through August 21, 2020 pursuant to N.J.S.A. 18A:37-1 et seq.

Nothing to Report

- 2. (0015-20/21) 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 August 10, 2020 Meeting, which encompasses all HIB findings from July 13, 2020 through August 7, 2020.

- 3. (0016-20/21) 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 8** - first day of school for students
- **November 5 & 6** - change from schools closed - NJEA Teachers’ Convention, to schools open, regular day
- **June 18** - last day of school; high school graduation

- 4. (0017-20/21) 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
20315989	WAS	\$5,250
20335988	WAS	\$2,625
20325991	SBS	\$5,250

D. POLICY

Agenda item D.1, Motion by Trustee: Ms. Critchley Weber, seconded by Trustee: Mr. Gilfillan;
Roll call vote: 7-0

- 1. (005-20/21) 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 1648 - Restart and Recovery Plan (M)
 - ❖ Face Covering Policy - First Addendum

2. (006-20/21) Approval: 2nd Reading and Adoption of Policy Addendums

RESOLVED: Upon the recommendation of the Superintendent, the Board of Education approves the second reading and adoption of the Policy Addendums as listed below:

(Attachment D.2b and D.2c)

- Policy 1648 - Restart and Recovery Plan (M)
 - ❖ Face Covering Policy - First Addendum
 - ❖ Cleaning Protocols - Second Addendum
 - ❖ Rules for Return to School - Third Addendum

XI. BOARD BUSINESS

- Ms. Ciccarelli: Requested that CHS review the attendance policy for students that want to visit colleges. The change in the calendar may impact when students can visit colleges.
- Ms. Ciccarelli: Noted that the board will always be open to comments and emails but feels the tone of the emails has become too negative.

XII. PUBLIC COMMENTARY

- Marie Frances Psomas Jackloski (2015 graduate) Twp.: After learning about racism in colleges, I feel more frustrated with the SDOC curriculum. More about racism is needed in the curriculum.
- Jane Devlin: She feels that failing to read the letters in the public forces the message to be limited and quiets the people to not comment at all. She also feels that hearing a public statement may stimulate more comments on the topic.
- Bill Heap, Borough: He agrees that sending emails can be cowardly and corrosive. He thanked the board for having public meetings and public commenting. He believes reopening is needed and best for the students. He appreciates the efforts put into reopening. He suggests the board needs to set priorities and COVID needs to be the top priority. He expressed his appreciation for all the board has done and is currently doing.
- Joe Basralian: He commented that new items and materials on racism have become available in the last 5 years. He appreciates that the curriculum is constantly updated and the process needs to be properly evaluated.
- Jane Devlin: Comments that in person dialogue is always preferable but all the emails have been signed.

XIII. EXECUTIVE SESSION

At 9:31 PM Ms. Weber moved the following:

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
- FURTHER RESOLVED:** The minutes of this closed session be made public when the need for confidentiality no longer exists.

The motion was seconded by Mr. Gilfillan and approved by unanimous voice vote.

XIV. PUBLIC SESSION

Moved by Ms. Critchley Weber, Seconded by Mr. Valenti:
The board reconvened in Public Session at 9:47 PM

XV. ADJOURNMENT - On a motion by Ms. Weber, seconded by Mr. Valenti, and as approved by unanimous voice vote, the meeting adjourned at 9:51 PM.

Minutes recorded by:

Peter Daquila
Business Administrator/Board Secretary