

**REGULAR MEETING
BOARD OF EDUCATION, SCHOOL DISTRICT OF THE CHATHAMS
MONDAY, September 21, 2020**

7:30 PM REGULAR BUSINESS MEETING

**CHATHAM HIGH SCHOOL AUDITORIUM
255 LAFAYETTE AVENUE, CHATHAM, NEW JERSEY**

MINUTES

- I. CALL TO ORDER:** Jill Critchley Weber, President, called the meeting to order at 7:30PM
- II. OPEN PUBLIC MEETING STATEMENT:** In accordance with the requirements of the Open Public Meetings Act, Chapter 231, P.L. 1975 Announcement, I wish to announce that:

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

III. ROLL CALL:

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

Absent: Sal Arnuk and Matthew Gilfillan

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 8 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

Ms. Weber stated that she rarely gives President’s comments but tonight I want to address the recent events that resulted in the decision to switch the High School to 100% remote learning for two weeks.

As many of you know, the newly reported COVID-19 cases were mostly isolated to our HS building and were likely the result of a couple social gathering prior to the start of the school year. While this was less than ideal I wanted to acknowledge all the students that came forward and worked with the HS admin and DOH and followed the process and guidelines of our local health departments. Their actions to report their status and self-quarantine resulted in reducing transmission and prevented additional new cases, beyond those that attended the social gatherings.

I have read posts and received notification that there are folks that feel these students should somehow be penalized for their actions at having attended the social gatherings to begin with.

Teenagers are just amazing people they are optimistic, upbeat, amazing can-do attitudes, fearless, and full of life. One of the other endearing characteristics of being a teenager is they are not known for making perfect decisions 100% of the time. It's a scientific fact that teens sometimes make decisions that put their well-being at risk. Educators tell me all the time the part of the brain that is used for reasoning and weighing decisions is still developing in adolescents. Teenagers engaging in risky behavior is part of growing up and developing independence.

Was it the best decision...NO. But 265 other residents came down with COVID and no one was looking to punish them so we will not be punishing any student who tests positive and reports their status and follows the DOH guidelines.

The newspapers also reported that some parents may have also played a role in the increased number of cases. Again not ideal but I for one have done things I regret and wished I could take back. I'm willing to bet the majority of us in town have at some time done something they regret also. SO I'm asking folks to look inside themselves and show some compassion knowing they already regret the lapse in judgement.

The point is if we have any hope of succeeding and staying in school then we need to work together. I mean everyone needs to help out. The School District, parents, students and residents all working together. Let's band together. Let's show everyone what we mean by WE ARE CHATHAM.

VI. ADMINISTRATIVE REPORTS

A. SUPERINTENDENT'S REPORT

- Chatham High School COVID-19 Update:
Dr. Michael LaSusa reported that there was a cluster of cases at CHS. The Health Department has been great in providing guidance to the district. General information regarding health is being vetted by the Department of Health. The Department of Health will report details on the COVID cases and provide guidance on quarantine.
- School Reopening Update:
Dr. Michael LaSusa reported that 1 month ago he was not sure about school opening. Today is two full weeks of school for approximately 2,600 students. In the 1st two weeks no staff member has gotten sick. The students have been phenomenal so far. Other than CHS, the opening of schools has gone well and having the CMS students in school every other day has been a minor challenge. Dr. LaSusa stated that there are still items to be

clarified for example inclement weather since early dismissal or delayed openings cannot happen on the reduced time schedule.

- Enrollment Update:
Dr. LaSusa announced that the current enrollment is 3,904 students. The kindergarten and 1st grade enrollment remains lower than prior years.

B. BUSINESS ADMINISTRATOR'S REPORT

- Construction Update:
CMS Nurse's restroom was completed the week before school and fully operational for the opening of school
CMS Auditorium is done and is being used for instructional space.

Ms. Weber requested that pictures of the CMS Auditorium be placed on the website so the public can see the results of the construction. She also suggested that all the equipment be tested in a simulated production to verify that everything is fully operational.

VII. COMMITTEE REPORTS

- A. Personnel:** Ms. Ciccarelli met with the committee on 9/9/2020 and discussed staffing, leaves and the district opening. Beth Grant stated that staffing is in good order as of today.
- B. Curriculum:** Ms. Kenney met with the committee on 9/16/2020 and discussed websites for education and a CEF Grant for CMS. Every student will read the same book at the same time. The Grant also includes coordinating visiting authors.
- C. Finance/Facilities:** Mr. Smith met with the committee on 9/16/2020 and discussed Extra Curricular Activities and how they will occur. The discussed ventilation, athletic transportation and COVID expenses that have been incurred.
- D. Policy and Planning:** Mr. Ryan met with the committee on 9/9/2020 and discussed numerous policies for the 1st, 2nd, adoption and 1st reading. They discussed transportation for athletics and Cougar Weekend.

Liaisons

Chatham Borough: Ms. 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 had nothing to report.

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: Ms. Ciccarelli, Roll call vote: 6-0-1

Michael Ryan Abstained.

Approval: Minutes

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

- August 24, 2020 - Public Session & Executive 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:

- Cheryl Whitney, Grant Chair for the Chatham Education Foundation (CEF): Shared good news about the grant requests that have been received.
 - Positive feedback about the clear masks at the elementary schools,
 - Positive feedback on MAS outdoor classroom
 - CMS 21st century math learning.
- Joe Basralian: Gives great thanks to the CEF. He also gives thanks to the Superintendent, Board and all of the district staff for getting the students back into the schools. He feels all the students are benefiting by being in the classroom. He has heard positive feedback about the books he suggested on racism. He suggested that everyone provide a little bit of time to expand their own learning.
- Zoe Heard, A resident of the Borough and 2017 Graduate: Urges the Board to address the curriculum to expand instruction on racism and teaching anti-racism. She suggests that a professional on anti-racism be brought in to advise and assist the district.
- Lisa DeRosa, Borough Board of Health: Reported that there have been no school related transmission of COVID. All of the preventative measures put in place are working to not spread the virus. Both the Borough and Township Health Departments appreciate all the hard work of Dr. LaSusa and the entire district.
- Stewart Carr, Township (Crestwood Drive): Requests a meeting to discuss the condition and maintaining of the baseball field and improving the condition of the fields. He suggests that all attendees are in attendance to create a positive game plan.
- Jane Devlin: Thanked the administration and board for all the efforts keeping the staff and students safe. She supports changes to the curriculum to benefit the students on the topic of social justice. She feels the board should accept correspondence to be added to the public record.
- Jill Weber: Noted that at the 10/12/2020 board meeting the status of curriculum will be addressed.

X. ACTION ITEMS

A. PERSONNEL

Agenda items A.1 to A.19, and **Addendum items A19 to A.25**. Motion by Trustee: Ms. Ciccarelli, seconded by Trustee: Ms. Clark, Roll call vote: 7-0

1. (0065-20/21) *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
Ferreira, Manuel	Custodian	01/01/2021

2. (0066-20/21) *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
Hodges, Cathy	CMS/Paraprofessional	06/30/2020
DeLorenzo, Sarah	MAS/Paraprofessional	06/30/2020
Freeman, Lisa	SBS/Paraprofessional	06/30/2020
Fritts, Kelsey	SBS/Paraprofessional	06/30/2020
Schell, Ellen	SBS/Paraprofessional	06/30/2020
Raccioppi, Joseph	MAS/Paraprofessional	09/18/2020

3. (0067-20/21) *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
Sylvestri, Susan	Paraprofessional	WAS	N/A	\$18.67/hourly	09/08/2020	06/30/2021
Orejarena, Sandra	Paraprofessional	MAS	N/A	\$18.67/hourly	09/14/2020	06/30/2021
Ghadge, Archana	Paraprofessional	MAS	N/A	\$18.67/hourly	09/21/2020	06/30/2021

4. (0068-20/21) *Amendment: Contracts - 2020/2021 School Year*

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

Name	Position	Location	Category / Step	Salary	Effective Date	Termination Date	Notes
Costa, Maryann	Paraprofessional	CMS	Cat. 3/4	\$38,865.00	08/25/2020	06/30/2021	Supersedes action on 06/22/2020 to amend salary.

Gallart, Linda	Paraprofessional	CHS	Cat. 2/4	\$41,000.00	08/25/2020	06/30/2021	Supersedes action on 06/22/2020 to amend salary.
Schwartz, Jennifer	Speech Language Pathologist	CMS	MA60/8	\$66,735.00 + \$900 = \$67,635.00	08/25/2020	06/30/2021	Supersedes action on 04/27/2020 to amend salary to include doctoral.
Chirico, Jacqueline	Library Media Specialist	CMS	MA15/15	\$89,245.00 + \$1,700 = \$90,945.00	08/25/2020	06/30/2021	Supersedes action on 04/27/2020 to amend salary to include updated longevity.
Cleaves, Ceara	Teacher of Science	CMS	MA/9	\$68,440.00	08/25/2020	06/30/2021	Supersedes action on 04/27/2020 to amend salary.
Colavita, Michael	Athletic Trainer	CHS	BA/17	\$81,910.00 + \$1,700 + \$7,555.00 = \$91,165.00	08/25/2020	06/30/2021	Supersedes action on 04/27/2020 to amend salary to include longevity & "other" pay.
Depascale, Emily	Teacher of Elementary	SBS	BA/15	\$76,780.00 + \$1,700 = \$78,480.00	08/25/2020	06/30/2021	Supersedes action on 04/27/2020 to amend salary to include longevity.
Rockoff, Leigh	Teacher of Elementary	MAS	BA/12	\$69,835.00	08/25/2020	06/30/2021	Supersedes action on 04/27/2020 to amend salary.
Irene, Alexis	School Counselor	CHS	MA/8	\$66,500.00	08/25/2020	06/30/2021	Supersedes action on 04/27/2020 to amend salary.
Forte, Lisa	Teacher of ESL	SBS	MA/18	\$101,095.00	08/25/2020	06/30/2021	Supersedes action on 04/27/2020 to amend salary.

Ferrone, Diane	Teacher of Elementary (BSI)	LAF	MA60/14	\$93,490.00	08/25/2020	06/30/2021	Supersedes action on 04/27/2020 to amend salary.
Erezuma, Catherine	Teacher of Elementary	LAF	MA60/12	\$86,615.00	08/25/2020	06/30/2021	Supersedes action on 04/27/2020 to amend salary.
Ahsler, John	Teacher of Business	CHS	MA/17	\$94,155.00 + \$12,000 = \$106,155.00	08/25/2020	06/30/2021	Supersedes action on 04/27/2020 to amend total salary to include \$12,000 "other" salary
Steinmetz, Peter	Teacher of Business	CHS	MA/9	\$68,440.00 + \$12,000 = \$80,440.00	08/25/2020	06/30/2021	Supersedes action on 04/27/2020 to amend total salary to include \$12,000 "other" salary
Montoya, Nelson	Teacher of Spanish	CHS	MA/18	\$101,095.00 + \$12,000 = \$113,095.00	08/25/2020	06/30/2021	Supersedes action on 04/27/2020 to amend total salary to include \$12,000 "other" salary
Hajdu, John	Teacher of Math	CHS	MA/17	\$94,155.00 + \$12,000 = \$106,155.00	08/25/2020	06/30/2021	Supersedes action on 04/27/2020 to amend total salary to include \$12,000 "other" salary
Green, Julie	Teacher of Math	CHS	MA30/13	\$85,300.00 + \$12,000 = \$97,300.00	08/25/2020	06/30/2021	Supersedes action on 04/27/2020 to amend total salary to include \$12,000 "other" salary
Ricciardi, Anthony	Teacher of English	CHS	MA/9	\$68,440.00 + \$12,000 = \$80,440.00	08/25/2020	06/30/2021	Supersedes action on 04/27/2020 to amend total salary to include \$12,000 "other" salary
Zarra, Gianna	Teacher of HPE	CHS	BA/3	\$58,075.00 + \$2,000 = \$60,075.00	08/25/2020	06/30/2021	Supersedes action on 05/11/2020 to amend salary to include \$2,000 "other" pay.
Amster, Anna	Teacher of HPE	CHS	BA15/10	\$67,020.00 + \$2,000 = \$69,020.00	08/25/2020	06/30/2021	Supersedes action on 04/27/2020 to amend salary to include \$2,000 "other" pay.

Parlavecchio, Gianna	Teacher of HPE	CHS	MA/3	\$61,560.00 +\$2,000 = \$63,560.00	08/25/2020	06/30/2021	Supersedes action on 06/22/2020 to amend salary to include \$2,000 "other" pay.
Adair, Gary	Teacher of HPE	CHS	BA/7	\$60,965.00 +\$2,000 = \$62,965.00	08/25/2020	06/30/2021	Supersedes action on 04/27/2020 to amend salary to include \$2,000 "other" pay.
Picariello, Evan	Teacher of HPE	CHS	BA/7	\$60,965.00 + \$2,000 = \$62,965.00	08/25/2020	06/30/2021	Supersedes action on 04/27/2020 to amend salary to include \$2,000 "other" pay.

5. (0069-20/21) Rescind: Contracts - Leave Replacement Assignments

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

Name	Position	Location	Column / Step	Salary	Effective Date	Termination Date
Caravaglia, Michelle	Teacher of Elementary	WAS	BA/3	\$58,075.00 Prorated \$22,649.29	08/25/2020	12/23/2020
DiBenedetto, Carisa	Teacher of Elementary	LAF	BA/3	\$58,075.00 Prorated \$37,577.48	08/25/2020	03/12/2021

6. (0070-20/21) 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
Orosz, Catherine	Teacher of Special Education	CMS	BA/3	\$58,075.00 Prorated \$16,551.34	09/08/2020	12/01/2020	
Quinn, Leslie	Teacher of Elementary	SBS	BA/3	\$58,075.00 Prorated \$16,551.34	09/08/2020	12/01/2020	
Doyle, Yana	Teacher of Elementary	WAS	BA/3	\$290.38/ Per Diem	09/08/2020	12/23/2020	
Sullivan, Daniel	Teacher of Elementary	LAF	BA/3	\$58,075.00 Prorated \$16,551.34	09/08/2020	12/01/2020	
Scales, Julie	Teacher of Elementary	WAS	BA/3	\$58,075.00 Prorated \$20,906.94	09/08/2020	12/23/2020	
Mahoney, Janice	Teacher of Art	SBS	BA/3	\$58,075.00	09/08/2020	06/30/2021	

				Prorated \$56,913.47			
Zeim, Alexandria	Teacher of ELA	LAF	BA/3	\$58,075.00 Prorated \$36,296.80	09/08/2020	03/12/2021	
Kypers, Ryan	Teacher of ELA/Cycles	CMS	BA/3	\$58,075.00 Prorated \$56,913.47	09/08/2020	06/30/2021	
deKeyzer, Cynthia	Teacher of Elementary	MAS	BA/3	\$58,075.00 Prorated \$22,358.84	09/08/2020	01/04/2021	

7. (0071-20/21) Amendment: Summer Hours

RESOLVED: Upon recommendation of the Superintendent, the Board of Education amends the Summer, 2020 hours and rates for the following individuals, as per the agreement between the School District of the Chathams and the Chatham Education Association (CEA),

Name	Position	Location	Number of Days/Hours	Per Diem/ Hourly Rate	Notes
Irene, Alexis	Counselor	CHS	10 hours	\$47.50/hr	Not to exceed 80 hours
Sleight, Kaitlin	Counselor	CHS	10 hours	\$43.35/hr	Not to exceed 80 hours

8. (0072-20/21) 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
Chirico, Jacqueline	Library Media Specialist	CMS	2	09/10/2020	09/11/2020

9. (0073-20/21) Approval: Student Supervision

RESOLVED: Upon the recommendation of the Superintendent, the Board of Education approves payment of \$20.00 per coverage event for any high school staff member who provides oversight of students arriving onsite in advance of the start of the instructional day, payable by timesheet.

10. (0074/20/21) Approval: Leave Replacement Assignment

RESOLVED: Upon the recommendation of the Superintendent, the Board of Education approves Laura Russo for a temporary increase in FTE from 0.7 to 1.00 for a temporary leave replacement assignment, effective 08/25/2020 through 11/30/2020 at a rate of \$2,564.80 monthly, (duration of assignment subject to change).

11. (0075-20/21) Approval: - Leave Replacement Assignment

RESOLVED: Upon the recommendation of the Superintendent, the Board of Education approves Zhaoyang Dou for a temporary increase in FTE from 0.6 to 1.00 for a temporary leave replacement assignment, effective 08/25/2020 through 12/30/2020 at a rate of \$2,776.80 monthly and one extra class from 09/08/2020 - 12/30/2020 at \$4,800 to be paid in in December 2020.

12. (0076-20/21) Approval: Extra Class - Certificated Staff

RESOLVED: Upon the recommendation of the Superintendent, the Board of Education approves an *Extra Class* for Certificated Staff, for the 2020/2021 school year, detailed as follows:

Name/Position	Location	Effective Date	End Date	Salary	Notes
Yu, Cecilia, Teacher of Chinese	CHS	09/08/2020	01/01/2021	\$4,800	
Olo, Cari, Teacher of Science	CHS	09/08/2020	11/01/2020	\$2,400	
Gaba, Joseph, Teacher of Science	CHS	09/08/2020	11/01/2020	\$2,400	
Long, Betsy, Teacher of Science	CHS	09/08/2020	11/01/2020	\$2,400	
Ryan, Rebecca, Teacher of Science	CHS	09/08/2020	11/01/2020	\$2,400	
Cordano, Dagmar, Teacher of Math	CHS	09/08/2020	TBD	TBD	
Kempson, Meridith, Teacher of Math	CHS	09/08/2020	TBD	TBD	
Schmid, Sienna, Teacher of Math	CHS	09/08/2020	TBD	TBD	
Spano, Catherine, Teacher of Math	CHS	09/08/2020	TBD	TBD	
Sproverio, Amanda, Teacher of Math	CHS	09/08/2020	TBD	TBD	
Fallon, Kristen, Teacher of English	CHS	09/08/2020	11/30/2020	\$3,600	End date subject to change
Mariano, Jason, Design/Technology	CHS	09/08/2020	01/31/2021	\$6,000	
Ryan, Julianna, Design/Technology	CHS	02/21/2021	06/30/2021	\$6,000	
Mantone, Thomas, Teacher of HPE	CHS	09/08/2020	01/31/2021	\$1,000	

13. (0077-20/21) Approval: District Audio/Video

RESOLVED: Upon the recommendation of the Superintendent, the Board of Education approves John Latona to provide district audio/video support for Board meetings at the rate of \$160.00 per meeting, not to exceed \$2,560 for the 2020/2021 school year.

14. (0078-20/21) Approval: District Substitutes

RESOLVED: Upon the recommendation of the Superintendent, the Board of Education approves the following substitutes for the 2020/2021 school year:

Teacher	Para	Clerical	Nurse	Last Name	First Name
x	x			Silance	Jim
x	x	x		Singer	Hillary
x	x	x		Switzer	Katherine
x	x	x		Tolkin	Sara
x	x			Humes	Kevin
x	x	x		Sullivan	Margaret

15. (0079-20/21) 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
Tim Casey	Ryan Kypers	CMS	CE	30	\$1,000.00
Erin Killea	Alexandria Zeim	LAF	CEAS	25	\$458.25
Michelle Cervone	Julie Scales	WAS	CEAS	15	\$275.00
Jacqueline LaBrutto	Grace Malanga	SBS	CEAS	13	\$238.29

16. (0080-20/21) Amendment: Contracts - Extra Duty Stipends 2020/2021

RESOLVED: Upon the recommendation of the Superintendent, the Board of Education amends 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
Laura Condon (until 08/31/2020)	District Leader ELA	N/A	\$1,005.50	Supersedes action on 06/22/2020 to amend dates & compensation
Chris Nigro (09/01 - 06/30)	District Leader ELA	N/A	\$5,027.50	Supersedes action on 06/22/2020 to amend dates & compensation

17. (0081-20/21) Rescind: Contracts - Extra Duty Stipends 2020/2021

RESOLVED: Upon the recommendation of the Superintendent, the Board of Education rescinds the contract for Extra Duty Stipend, 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
Beth Zimmer	1st Grade Level Leader	0.435	\$4,374.00	

18. (0082-20/21) 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): (Attachment #A.18)

19. (0083-20/21) 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

Nothing to Report

20. (0084-20/21) Rescind: Leaves of Absence - FFCRA #5 - ADDENDUM

RESOLVED: Upon recommendation of the Superintendent, the Board of Education rescinds 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# 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	09/30/2020	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, not to exceed \$2000.00	09/22-10/09/2020	N/A	10/12/2020	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# 7435	09/08/2020	09/08-09/21/2020	#5	Paid at $\frac{2}{3}$ salary up to \$200 per day, not to exceed \$2000.00	09/22/2020-12/01/2020	N/A	12/02/2020	Paid at $\frac{2}{3}$ 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 $\frac{2}{3}$ salary up to \$200 per day, not to exceed \$2000.00	09/22/2020-12/01/2020	N/A	12/02/2020	Paid at $\frac{2}{3}$ salary up to \$200 per day, not to exceed \$10,000.00

21. (0085-20/21) Approval: Unpaid Leaves - ADDENDUM

RESOLVED: Upon the recommendation of the Superintendent, the Board of Education approves the following unpaid 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
ID# 7323	08/25/2020	N/A	N/A	N/A	N/A	08/2021

22. (0086-20/21) Approval: Leaves of Absence - FFCRA #5 - 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# 1324	09/08/2020	09/08-09/21/2020	#5	Paid at $\frac{2}{3}$ salary up to \$200 per day, not to exceed \$2000.00	09/22/2020-12/01/2020	N/A	12/02/2020	
ID# 2159	09/09/2020	09/09-09/11/2020	#5	Paid at $\frac{2}{3}$ salary up to \$200 per day,	09/09-09/11/2020	N/A	09/14/2020	

				not to exceed \$2000.00				
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23. (0087-20/21) Approval: Medical Leave of Absence- **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	EPSLA Start/End Date	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# 2192	08/25/2020	08/25 - 09/17/2020 10-days total	96	02/02/2021	02/02/2021	05/06/2021	08/2021	AS
ID# 7836	09/08/2020	09/08- 09/21/2020 10-days total	64	N/A	N/A	N/A	01/04/2021	S/AS
ID# 7393	09/08/2020	09/08 - 09/21 10-days total	47	N/A	N/A	N/A	12/01/2020	AS
ID# 4013	08/25/2020	08/25 - 09/17 10-days total	66	N/A	N/A	N/A	01/04/2021	AS
ID# 7425	08/25/2020	08/25 - 09/17 10-days total	22	10/22/2020	10/22/2020	N/A	01/04/2021	S/AS

24. (0088-20/21) Amendment: Family Medical Leave of Absence - **ADDENDUM**

RESOLVED: Upon recommendation of the Superintendent, the Board of Education amends a family 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	5	09/15/2020	09/15/2020	N/A	11/02/2020	Duration subject to change

25. (0089-20/21) Amendment: Medical Leave of Absence - FFCRA – Medical - **ADDENDUM RESOLVED:** Upon recommendation of the Superintendent, the Board of Education amends a medical leave of absence for the following staff member 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# 7470	08/25/2020	08/25 09/15 10-days total	N/A	09/16/2020	09/16/2020	10/10/2021	08/2021	Supersedes action from 08/24/2020 to amend dates.

B. FINANCE/FACILITIES

Agenda items B.1to B.11 and B.13 to B.15, Motion by Trustee: Mr. Smith, seconded by Trustee: Ms. Critchley Weber, Roll call vote: 7-0 (B.12 was pulled from the agenda)

Bradley Smith thanked the Chatham Athletic Boosters Club and Data Vision Group for their generous donations.

1. (0044-20/21) 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 - 09-03-2020	\$1,300,905.85
Bills List - 09-21-2020	\$757,587.81
Payroll - 8-14-2020	\$512,531.50
Payroll - 8-28-2020	\$411,823.36
Total	\$2,982,848.52

2. (0045-20/21) Approval: Transfers - Preliminary July 2020

RESOLVED: Upon the recommendation of the Superintendent, the Board of Education approves the Report of Preliminary July 2020 Transfers within the 2020/2021 budget in compliance with N.J.A.C. 6A:23-2.11(A) 2. (Attachment B-2)

3. *(0046-20/21) Approval: Monthly Report of County Transfers - Preliminary July 2020*
RESOLVED: Upon the recommendation of the Superintendent, the Board of Education approves the Monthly Report of County Transfers for Preliminary July 2021. *(Attachment B-3)*
4. *(0047-20/21) Approval: Report of the Board Secretary - Preliminary July 2020*
RESOLVED: Upon the recommendation of the Superintendent, the Board of Education approves the Report of the Board Secretary for Preliminary July 2020. *(Attachment B-4)*
5. *(0048-20/21) Approval: Report of the Board Treasurer - Preliminary July 2020*
RESOLVED: Upon the recommendation of the Superintendent, the Board of Education approves the Report of the Board Treasurer for Preliminary July 2020. *(Attachment B-5)*
6. *(0049-20/21) Approval: Finance Certification - Preliminary July 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 July 2020 that no account or fund has been over-expended in violation of N.J.A.S. 18A:17-36.
7. *(0050-20/21) Acceptance: SHIF (Schools Health Insurance Fund) Wellness Grant*
RESOLVED: Upon the recommendation of the Superintendent, the Board of Education accepts the Wellness Grant for the 2020/201 school year in the amount of \$21,000 from the SHIF (School Health Insurance Fund) which is part of the district's annual policy.
8. *(0051-20/21) Acceptance: Donation - Chatham Athletic Boosters Club*
RESOLVED: Upon the recommendation of the Superintendent, and as approved by the Chatham High School Principal, the Board of Education approves the donation from the Chatham Athletic Boosters Club in the amount of \$2,700.00 for the NFHS Broadcasting Network cameras and Installation of the equipment.
9. *(0052-20/21) Acceptance: Donation - Data Vision Group*
RESOLVED: Upon the recommendation of the Superintendent, and as approved by the Chatham High School Principal, the Board of Education approves the donation from the Data Vision Group in the amount of \$600.00 for the robotics teams to purchase necessary items such as replacement parts, supplies and team related items.
10. *(0053-20/21) Approval: Submission of the Digital Divide Grant*
RESOLVED: Upon the recommendation of the Superintendent, the Board of Education approves the submission of the 2020/2021 Digital Divide Grant Application to the Department of Education in the amount of \$28,000.00.

11. (0054-20/21) Approval: Acceptance of the Digital Divide Grant
RESOLVED: Upon the recommendation of the Superintendent, the Board of Education approves the acceptance of the 2020/2021 Digital Divide Grant Application to the Department of Education in the amount of \$28,000.00.

12. (0055-20/21) ITEM PULLED FROM THE AGENDA/NOT VOTED ON/NOT PASSED
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
3520944317	VETN	MCSTFT	Full Time	\$9,180.00

13. (0056-20/21) Approval: ESY & Regular Year Out-of-District Students
RESOLVED: Upon the 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
ECLC of NJ (Chatham)	8735598395	\$6,202.20	\$55,819.80		\$62,022.00
ECLC of NJ (Chatham)	3017327135	\$6,202.20	\$55,819.80		\$62,022.00
ECLC of NJ (Chatham)	2611060353	\$6,202.20			\$6,202.20
ECLC of NJ (Chatham)	4582048155		\$55,819.80	\$29,700.00	\$85,519.80
ECLC of NJ (Chatham)	2190503920		\$55,819.80		\$55,819.80
ECLC of NJ (Chatham)	4625635455	\$6,202.20	\$55,819.80		\$62,022.00
ECLC of NJ (Chatham)	9723306089	\$6,202.20	\$55,819.80		\$62,022.00

14. (0057-20/21) Approval: Evaluation Services
RESOLVED: Upon the recommendation of the Superintendent, the Board of Education approves The Calais School to provide evaluation services for special education student #4528236855 in an amount not to exceed \$1,000.00.

15. (0058-20/21) Approval: Evaluation Services
RESOLVED: Upon the recommendation of the Superintendent, the Board of Education approves Lake Drive School to provide evaluation services for special education student #4296209910 in an amount not to exceed \$2,400.00.

C. CURRICULUM

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

1. *(0018-20/21) Acceptance: Harassment, Intimidation and Bullying (HIB) Investigative Report for the period from August 24, 2020 through September 18, 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 24, 2020 through September 18, 2020 pursuant to N.J.S.A. 18A:37-1 et seq.
Nothing to Report

2. *(0019-20/21) 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 24, 2020 Meeting, which encompasses all HIB findings from August 10, 2020 through August 21, 2020.
Nothing to Report

3. *(0020-20/21) 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
20316001	WAS	\$5,250
20336002	WAS	\$2,625
20315997	SBS	\$5,250
20305998	WAS	\$5,250
20315989	WAS	\$5,250
20335988	WAS	\$2,625
20325991	SBS	\$5,250

D. POLICY

Agenda item D.1 to D.2 and D.1 on the Addendum, Motion by Trustee: Mr. Ryan, seconded by Trustee: Ms. Clark,
 Roll call vote: 7-0

1. *(007-20/21) Approval: 1st and 2nd Reading and Adoption of Policy*
RESOLVED: Upon the recommendation of the Superintendent, the Board of Education approves the first and second reading and adoption of the Policies as listed below: *(Attachment D.1)*
 - Policy 2361 -Acceptable Use Policy for District Provided Accounts, Computer Network, E-Mail/Electronic Communication, And In-School Internet Access
 - Policy 1648 Restart and Recovery Plan

- First Addendum Updated Face Covering Policy
- Addendum 4 Remote Learning Procedures for Families
- Policy 1649 Federal Families First Coronavirus (COVID-19) Response Act
- Policy 1648.02 - Remote Learning Options for Families
- Policy 1648.03 Restart and Recovery Plan-Full Time Remote Instruction
- **Policy 8601 Pupil Supervision After School Dismissal**

2. (008-20/21) Approval: 1st Reading of Policies and Regulations

RESOLVED: Upon the recommendation of the Superintendent, the Board of Education approves the first reading of the Policies and Regulations listed below: (*Attachment D.2*)

- Policy - 0152 Board Officers (M) Revised
- Policy & Regulation - 1581 Domestic Violence (M) Revised
- Policy & Regulation - 1642 Earned Sick Leave (M) New
- Policy - 2422 Health and Physical Education (M) Revised
- Policy - 2622 Student Assessment (M) Revised
- Policy & Regulation - 3218/4318 Substance Abuse Teaching/Support Staff Members (M)
- Policy - 3421.13/4421.13 Postnatal Accommodations (Recommended)
- Policy & Regulation - 5111 Eligibility of Resident/Nonresident Students (M) Revised
- Policy & Regulation - 5200 Attendance (Mandatory Revised)
- Policy & Regulation - 5320 Immunization (Recommended Revised/New)
- Policy & Regulation - 5330 Administration of Medication (M) Revised
- Policy & Regulation - 5330.04 Administering an Opioid Antidote (M) Revised
- Policy & Regulation - 5610 Suspension (M) Revised
- Policy - 5620 Expulsion (M) Revised
- Policy - 7243 Supervision of Construction (M) Revised
- Policy - 8210 School Year (M) Revised
- Policy & Regulation - 8220 School Day (M) Revised
- Policy & Regulation - 8320 Personnel Records (M) Revised
- Policy - 8462 Reporting Potentially Missing or Abused Children (M) Revised

XI. BOARD BUSINESS

- Anne Ciccarelli: Thanked the students for their cooperation and wished them all the best health.
She feels that the negative Facebook and social media posts is not productive. She adds that shaming will do more harm and create more issues.
- Dr. LaSusa: Reported that positive cases are to be reported to the district in the following manner:
 - Parent takes student for a rapid test and notifies the district,

- o Parent takes student for a test and notifies the district when the results are received,
 - o From the Department of Health,
- He stated that parents must feel comfortable reporting to the district. The district relies solely on the parent reporting the health of their children.
- Michelle Clark: She reported the district is working extremely hard to keep the students safe and the schools open.
 - Jill Critchley Weber: Warned that social media posts could lead to a HIB incident. She stated that the entire community must pull together to battle the disease and keep everyone safe and healthy.
 - Dr. LaSusa: Requests everyone to exercise caution and continue to make wise choices.

XII. PUBLIC COMMENTARY

- Bill Heap: Stated that he likes the meetings in the auditorium and the additional space for the public.
He commented that the board and administration has done a great job battling COVID. Hopefully the lesson has been learned from the results of 1 event. He adds that there is no need for finger pointing. We need to get up and continue trying to get everything right.
- Bob Verve: He thanked the board and administration for all they have done to keep the schools safe and operating.
Addressing the demands on the district teaching racism: He feels there is no proof that the district has not addressed racism and feels that every resident needs to address racism.

XIII. EXECUTIVE SESSION

At 8:59 PM Executive Session Motion by Trustee: Ms. Critchley Weber, seconded by Trustee: Mr. Valenti, Roll call vote: 7-0

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

At 9:08 PM the board reconvened Motion by Trustee: Ms. Critchley Weber, seconded by Trustee: Mr. Valenti, Roll call vote: 7-0

XV. ADJOURNMENT

On a motion by Ms. Critchley Weber, seconded by Mr. Smith and as approved by unanimous voice vote (7-0), the meeting adjourned at 9:10 PM.

Minutes recorded by:

Peter Daquila
Business Administrator/Board Secretary