

**REGULAR MEETING  
BOARD OF EDUCATION, SCHOOL DISTRICT OF THE CHATHAMS  
MONDAY, MAY 17, 2021**

**7:30 PM REGULAR BUSINESS MEETING**

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

**BOARD AND DISTRICT STAFF - IN PERSON  
PUBLIC (Face masks are required and must maintain a six (6) foot distance)**

**MINUTES**

- I. CALL TO ORDER:** Jill Critchley Weber, President, called the meeting to order at 7:32 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, Ann Ciccarelli, Michelle Clark, Matthew Gilfillan, Chris Delsandro, Lata Kenney, Bradley Smith and Jill Critchley Weber

**Absent:** Michael Ryan

**Also Present:** Dr. Michael LaSusa, Superintendent; Ms. Tatiana Gilbert, Assistant Business Administrator; Ms. Karen Chase, Assistant Superintendent of Curriculum and Instruction; Ms. Beth; Grant, Human Resources Manager; and 4 members of the public and press.

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

**V. BOARD PRESIDENT'S COMMENTS**

- Ms. Critchley Weber thanked everyone for their part in making it a successful year.

**VI. ADMINISTRATIVE REPORTS**

**A. SUPERINTENDENT'S REPORT**

- Annual Discipline Report

- Lori Girona and Anthony Gioconia presented the annual discipline report. Both noted the reduction in disciplinary infractions due to the hybrid schedules at CMS and CHS. Two possible HIB violations were formally investigated at CMS and CHS. None of these were determined to constitute HIB. Three were determined to be code of conduct violations. Both discussed strategies to address HIB at CMS and CHS.
- Update on Status of Schools
  - Discussed HIB status at elementary schools.
  - Noted that we have over 90% in person attendance at CHS and CMS. Despite more students coming back in person, no new COVID cases have been reported since May 5th.
  - We will continue to survey parents for vaccination status on a voluntary basis.
  - The State of New Jersey announced all virtual instruction will not be an option for parents next year. We will continue to look to the State and the DOH for additional guidance.

## **B. BUSINESS ADMINISTRATOR’S REPORT**

- Construction Update
  - Tatiana Gilbert: Nothing to report.

## **VII. COMMITTEE REPORTS**

- A. Personnel** (A. Ciccarelli): The committee met on May 5<sup>th</sup>. They briefly discussed any leaves, staffing changes, and other matters. Will meet again on June 7th.
- B. Curriculum** (L. Kenney): The committee met on May 5<sup>th</sup>. Heather Rocco and Kim Lanza presented the K-3 Literacy Program. The presentation will be made available to the public in the fall.
- C. Finance/Facilities** (M. Gilfillan): Haven’t met since last meeting. The next meeting was going to be 5/19 but it was canceled as it was deemed unnecessary.
- D. Policy and Planning** (M. Ryan) - Mr. Gilfillan filling in for Mr. Ryan: Same as Finance and Facilities.

### *Liaisons*

Chatham Borough (A. Ciccarelli): Nothing to report.  
 Chatham Township (M. Clark): Nothing to report.  
 Chatham Athletic Boosters (A. Ciccarelli/J. Weber): Nothing to report.  
 Chatham Performing Arts Boosters (J. Weber): Noted that the Spring Musical begins on Thursday at the circle in front of CHS Auditorium. Unfortunately, due to copyright issues, it won’t be recorded.  
 Chatham Education Foundation (L. Kenney): Nothing to report.  
 Chatham Recreation (M. Gilfillan): Nothing to report.  
 PTO District Cabinet (A. Ciccarelli): The PTO Fashion Show was a great success.

## **VIII. MINUTES**

Motion by Trustee: Ms. Critchley Weber, seconded by: Mr. Arnuk, Roll call vote: 7-0-1

*Approval: Minutes*

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

- April 26, 2021 - Public Session and Executive Sessions
- May 5, 2021 - Public Session and 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.*

- Jane Devlin: Noted that the Fashion Show was awesome. She has been active within the district since 2004. Her last niece is graduating in June, so she wanted to speak loud and clear as to her sincere appreciation for the District and all of its staff members.

**X. ACTION ITEMS**

**A. PERSONNEL**

Agenda items A.1 to A.29, Motion by Trustee: Ms. Ciccarelli, seconded by Trustee: Ms. Critchley Weber, Roll call vote: 8-0-0

1. (0269-20/21) Acceptance: Resignation

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

**\*ADDENDUM IN BOLD**

| Name                  | Location/Position                         | Effective Date    | Notes           |
|-----------------------|---|-------------------|-----------------|
| Getch, Allyson        | CMS/Teacher of Mathematics                | 06/30/2021        |                 |
| Froisland, Kristi     | CHS/Teacher of Special Education          | 06/30/2021        |                 |
| Robins, Damaris       | Central Office/Transportation Coordinator | 06/30/2021        |                 |
| <b>Neuner, Sharon</b> | <b>MAS/Paraprofessional</b>               | <b>06/30/2021</b> | <b>ADDENDUM</b> |

2. (0270-20/21) Amendment: Custodial Contract - 2020/2021 School Year

**RESOLVED:** Upon the recommendation of the Superintendent, the Board of Education amends the 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 | FTE | Salary  | Night Differential | Other Salary | Effective Date | Termination Date |
|--|-----------|----------|-------------|-----|---|--------------------|--------------|----------------|------------------|
| Avillion, Karen  | Custodian | CMS      | IV/4        | 1.0 | \$41,683.00<br>total salary<br>Prorated<br>\$5,210.37 | \$2,000            | N/A          | 05/16/2021     | 06/30/2021       |
| <b>NOTE:</b> Supersedes action on 04/27/2020 to rescind alternate week and amend salary due to change in shift. Salary listed includes the night differential. |           |          |             |     |   |                    |              |                |                  |
| Paul, Joel   | Custodian | CMS      | IV/7        | 1.0 | \$41,183.00<br>Prorated<br>\$5,147.87                 | N/A                | N/A          | 05/16/2021     | 06/30/2021       |
| <b>NOTE:</b> Supersedes action on 04/27/2020 to rescind night differential & amend salary due to change in shift.  |           |          |             |     |   |                    |              |                |                  |

3. (0271-20/21) 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 | FTE | Salary      | Night Differential | Total Salary                          | Effective Date | Termination Date | Notes |
|-----------------|-----------|----------|-------------|-----|-------------|--------------------|---------------------------------------|----------------|------------------|-------|
| Honore, Bernard | Custodian | District | IV/4        | 1.0 | \$39,683.00 | \$2,000.00         | \$41,683.00<br>Prorated at \$3,473.58 | 06/01/2021     | 06/30/2021       |       |
| Nadal, Kevin    | Custodian | District | IV/3        | 1.0 | \$39,183.00 | \$2,000.00         | \$41,183.00<br>Prorated at \$3,431.92 | 06/01/2021     | 06/30/2021       |       |

4. (0272-20/21) Approval: Contracts - 2021/2022 School Year

**RESOLVED:** Upon the recommendation of the Superintendent, the Board of Education approves contracts for the following individuals for the 2021/2022 school year, as per the agreement between the School District of the Chathams and the Chatham Education Association (CEA):

| Name            | Position  | Location | Column/Step | FTE | Salary      | Night Differential | Total Salary | Effective Date | Termination Date | Notes |
|-----------------|-----------|----------|-------------|-----|-------------|--------------------|--------------|----------------|------------------|-------|
| Honore, Bernard | Custodian | District | IV/4        | 1.0 | \$40,565.00 | \$2,000.00         | \$42,565.00  | 07/01/2021     | 06/30/2022       |       |
| Nadal, Kevin    | Custodian | District | IV/3        | 1.0 | \$40,065.00 | \$2,000.00         | \$42,065.00  | 07/01/2021     | 06/30/2022       |       |

5. (0273-20/21) Approval: Contracts - 2021/2022 School Year

**RESOLVED:** Upon the recommendation of the Superintendent, the Board of Education approves contracts for the following individuals for the 2021/2022 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 |
|--------------------|------------------------------|----------|--------|------|-------------|----------------|------------------|-------|
| Gaul, Emily        | Teacher of Music             | LAF      | BA15   | 6    | \$61,900.00 | 08/24/2021     | 06/30/2022       |       |
| Malanga, Grace     | Teacher of Special Education | MAS      | BA     | 3    | \$59,185.00 | 08/24/2021     | 06/30/2022       |       |
| Lovett, Jacqueline | Teacher of Special Education | CHS      | BA     | 3    | \$59,185.00 | 08/24/2021     | 06/30/2022       |       |
| DelloStritto, Gina | Teacher of Special Education | MAS      | MA     | 3    | \$62,735.00 | 08/24/2021     | 06/30/2022       |       |

6. (0274-20/21) Amendment: Contract - 2021/2022 School Year

**RESOLVED:** Upon the recommendation of the Superintendent, the Board of Education amends the contracts for the following individual for the 2021/2022 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      | Additional | Total Salary | Effective Date | Termination Date |
|--|--|----------|--------|------|-------------|------------|--------------|----------------|------------------|
| Mantone, Thomas  | Teacher of Health & Physical Education | CHS      | MA     | 6    | \$64,620.00 | \$2,000.00 | \$66,620.00  | 08/24/2021     | 06/30/2022       |
| Supersedes action on 04/26/2021 to amend salary for extra class. |  |          |        |      |             |            |              |                |                  |

7. (0275-20/21) Approval Contract - Leave Replacement Assignment

**RESOLVED:** Upon the recommendation of the Superintendent, the Board of Education approves the contract for the following Leave Replacement assignment for the 2021/2022 school year:

| Name                | Position               | Location | Column / Step | FTE | Salary      | Effective Date | Termination Date | Notes |
|---------------------|------------------------|----------|---------------|-----|-------------|----------------|------------------|-------|
| Gascoigne, Courtney | Teacher of Mathematics | CMS      | BA/3          | 1.0 | \$59,185.00 | 08/24/2021     | 06/30/2022       |       |

8. (0276-20/21) Approval: Staff Transfer of Assignment

**RESOLVED:** Upon the recommendation of the Superintendent, the Board of Education approves the following staff transfer for the 2021/2022 school year:

| Name          | Position                     | Location | Column/Step | FTE | Salary      | Effective Date | Notes             |
|---------------|------------------------------|----------|-------------|-----|-------------|----------------|-------------------|
| Oliver, Helen | Teacher of Special Education | SBS      | MA/10       | 1.0 | \$71,640.00 | 08/24/2021     | Transfer from CHS |

9. (0277-20/21) Approval: Contract - Technology Staff

**RESOLVED:** Upon the recommendation of the Superintendent, the Board of Education approves the appointment of district technology staff for the 2021/2022 school year, as per the agreement between the Board of Education and the Technology Staff and as per the agreement between the Board of Education and the Chatham Education Association. (Attachment A.9)

10. (0278-20/21) Approval: Contract - District Staff

**RESOLVED:** Upon the recommendation of the Superintendent, the Board of Education approves the appointment of district staff members for the 2021/2022 school year. (Attachment A.10)

11. (0279-20/21) Approval: Contract - Security Personnel

**RESOLVED:** Upon the recommendation of the Superintendent, the Board of Education approves the appointment of the district security personnel for the 2021/2022 school year. (Attachment A.11)

12. (0280-20/21) Approval: District Administrator Contracts

**RESOLVED:** Upon recommendation of the Superintendent, the Board of Education approves the contracts for Ms. Karen Chase, Assistant Superintendent of Curriculum and Instruction, Dr. Emily Sortino, Assistant Superintendent of Student Support Services, Mr. Peter Daquila, Business Administrator/Board Secretary, and Ms. Beth Grant, Manager of Human Resources, for the 2021/2022 school year. These contracts have been approved by the Executive County Superintendent as required. (Contracts on file in the office of Human Resources)

13. (0281-20/21) Approval: Central Office Confidential Support Staff

**RESOLVED:** Upon the recommendation of the Superintendent, the Board of Education approves the appointment of Central Office Confidential Support Staff for the 2021/2022 school year. (Attachment A.13)

14. (0282-20/21) Approval: Job Description

**RESOLVED:** Upon the recommendation of the Superintendent, the Board of Education approves the following job description as listed below:

*Dean of Students*

15. (0283-20/21) Approval: Contracts - 2021/2022 School Year

**RESOLVED:** Upon the recommendation of the Superintendent, the Board of Education approves contract for the following individual for the 2021/2022 school year, as per the agreement between the School District of the Chathams and the Chatham Administrator Association (CEA):

| Name              | Position         | Location | Column | Step | Salary       | Effective Date | Termination Date | Notes                            |
|-------------------|------------------|----------|--------|------|--------------|----------------|------------------|----------------------------------|
| Henderson, Connor | Dean of Students | CHS      | DOS    | 1    | \$122,000.00 | 07/01/2021     | 06/30/2022       | Supersedes action on 04/26/2021. |

16. (0284-20/21) 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:

**\*ADDENDUM IN BOLD**

| Name                    | Position                | Location   | Number of Requested Unpaid Days | Start Date  | End Date          | Notes           |
|-------------------------|-------------------------|------------|---------------------------------|---|-------------------|-----------------|
| Paul, Joel              | Custodian               | CMS        | 0.5                             | 04/30/2021  | N/A               |                 |
| Elkas, Jeannine         | Paraprofessional        | MAS        | 6                               | 05/11, 5/18 & 05/25/2021, 6/01,06/08 & 06/15/2021 | N/A               |                 |
| Fitzgerald, Nicole      | Teacher                 | MAS        | 1.5                             | 05/12 & 05/13/2021                                | N/A               |                 |
| <b>Leverich, Cheryl</b> | <b>Paraprofessional</b> | <b>LAF</b> | <b>2</b>                        | <b>06/04/2021</b>                                 | <b>06/07/2021</b> | <b>ADDENDUM</b> |

17. (0285-20/21) 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 # | Total Number of Days | Notes |
|------------|----------------------|-------|
| ID# 1351   | 2                    |       |

18. (0286-20/21) 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    |          |       | Denecke   | Craig      |
| x       | x    |          |       | Sitar     | Megan      |

19. (0287-20/21) Approval: Contracts - Extra Duty Stipends 2020/2021

**RESOLVED:** Upon the recommendation of the Superintendent, the Board of Education approves the 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 |
|------------------|------------|-------|--------------|
| Keeshen, Katrina | ASP Makeup | 0.5   | \$502.75     |

20. (0288-20/21) Approval: 12-Month CAA Administrative Stipend

**RESOLVED:** Upon the recommendation of the Superintendent, the Board of Education approves a one-time payment in the amount of \$3,000.00 to the CAA 12-month Administrators in recognition of their leadership throughout the COVID-19 pandemic and their inability to utilize vacation days in order to open the schools and keep them open. (List on file in the Human Resources office.)

21. (0289-2/21) Approval: Brain Camp, 2-3 Program

**RESOLVED:** Upon recommendation of the Superintendent, the Board of Education approves staff for the Brain Camp 2-3 Program, for Summer 2021, funded by the ESSER grant, as listed below:

| Teacher           | Hours/Day | Hourly      | Days | Total Amount |
|-------------------|-----------|-------------|------|--------------|
| Jacqueline Berger | 4.5       | \$52.00     | 20   | \$4,680.00   |
| Cathy Gomber      | 4.5       | \$52.00     | 15   | \$3,510.00   |
| Megan Tompkins    | 4.5       | \$52.00     | 5    | \$1,170.00   |
| Paraprofessional  | Hours/Day | Hourly Rate | Days | Total Amount |
| Lisa Beth Reina   | 4.5       | \$24.54     | 19   | \$2,098.17   |
| Megan Tompkins    | 4.5       | \$24.54     | 19   | \$2,098.17   |

22. (0290-20/21) Approval: Summer Hours

**RESOLVED:** Upon recommendation of the Superintendent, the Board of Education approves the Summer, 2021 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                  |
|------------------------|-----------|----------|----------------------|-----------------------|------------------------|
| Pace, Carol            | Nurse     | CHS      | 4 days               | \$446.50/\$63.80      | Not to exceed 4 days   |
| Maka, Mark             | Counselor | CHS      | 10 days              | \$371.43/\$53.06      | Not to exceed 10 days  |
| Murphy, Andrea         | Counselor | CHS      | 10 days              | \$497.60/\$71.09      | Not to exceed 10 days  |
| Tully-Cano, Elizabeth  | Counselor | CHS      | 10 days              | \$437.00/\$62.43      | Not to exceed 10 days  |
| Kool-Behr, Lisa        | Counselor | CHS      | 10 days              | \$560.18/\$80.03      | Not to exceed 10 days  |
| Newcombe, Sean         | Counselor | CHS      | 10 days              | \$560.18/\$80.03      | Not to exceed 10 days  |
| Barbato, Joseph        | Counselor | CHS      | 10 days              | \$471.05/\$67.29      | Not to exceed 10 days  |
| Irene, Alexis          | Counselor | CHS      | 10 days              | \$344.68/\$49.24      | Not to exceed 10 days  |
| Sleight, Kaitlin       | Counselor | CHS      | 15 hours             | \$318.98/\$45.57      | Not to exceed 15 hours |
| Benimeo, Frank         | Counselor | CMS      | 10 days              | \$357.65/\$51.10      | Not to exceed 10 days  |
| Butler, Susan          | Nurse     | CMS      | 4 days               | \$455.00/\$65.00      | Not to exceed 4 days   |
| Montefinese, Stephanie | Counselor | CMS      | 10 days              | \$409.03/\$58.44      | Not to exceed 10 days  |
| Whitehead, Christine   | Secretary | CMS      | 15 days              | \$193.46/\$27.64      | Not to exceed 15 days  |
| Weinroth, Gail         | Counselor | CMS      | 10 days              | \$357.65/\$51.10      | Not to exceed 10 days  |
| Kelly, Sally           | Nurse     | LAF      | 4 days               | \$397.05/\$56.73      | Not to exceed 4 days   |
| McHugh, Elizabeth      | Secretary | LAF      | 7 days               | \$203.46/\$29.07      | Not to exceed 7 days   |
| Zotti, Erin            | Nurse     | MAS      | 5 days               | \$430.33/\$61.48      | Not to exceed 5 days.  |
| Hollingsworth, Melanie | Secretary | MAS      | 15 days              | \$228.94/\$32.71      | Not to exceed 15 days  |
| Sachs, Christina       | Nurse     | WAS      | 5 days               | \$337.35/\$48.20      | Not to exceed 5 days   |
| Eigen, Betsy           | Secretary | WAS      | 20 days              | \$228.94/\$32.71      | Not to exceed 20 days  |
| Auer, Kimberly         | Nurse     | SBS      | 5 days               | \$445.40/\$63.63      | Not to exceed 5 days   |
| Bischoff, Jennifer     | Secretary | SBS      | 10 days              | \$221.89/\$31.70      | Not to exceed 10 days  |

23. (0291-20/21) Approval: Compensation Rates

**RESOLVED:** Upon recommendation of the Superintendent, the Board of Education approves Compensation Rates for the 2021/2022 school year, as per agreement between the Board of Education and the Chatham Education Association (CEA), as listed below:

| Position                                   | Notes   | Rate Per Day                    | Rate Per Hour |
|--|---|---------------------------------|---------------|
| Short Term Substitute Teachers             |   | \$100/full day<br>\$50/half day |               |
| Long Term Substitute Teachers              | (after 10 or more consecutive days in one position) | \$295.93<br>(1/200th of BA/3)   |               |
| Saturday School Supervisor                 |   | \$150                           |               |
| Central Detention                          |   | \$30                            |               |
| Bedside Instruction                        |   |                                 | \$60          |
| Substitute School Nurse                    |   | \$200                           |               |
| Long Term Substitute School Nurse          |   | \$295.93<br>(1/200th of BA/3)   |               |
| Nurses State Required Records Work         | Maximum of 60 hours                                 |                                 | \$30          |
| Secretarial/Clerical                       | All Secretarial Substitutes                         |                                 | \$16          |
| Custodian                                  |   |                                 | \$18          |
| Maintenance                                |   |                                 | \$24          |
| Paraprofessional                           |   |                                 | \$17          |
| Home Behavioral Analysis - Professional    |   |                                 | \$60          |
| Home Behavioral Analysis- Paraprofessional |   |                                 | \$60          |
| Substitute Athletic Trainer                |   |                                 | \$40          |
| Stage Crew Professional                    |   |                                 | \$50          |

24. (0292-20/21) Medical Leave of Absence - FFCRA - Medical

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

| Employee # | Leave Start Date | EPSLA Start/End Date | Sick & Accumulated Sick Days Applied | FMLA Start Date (unpaid with benefits) | NJFLA Start Date (unpaid with benefits) | Extended Leave Start Date (unpaid without benefits) | Date of Return (Anticipated) | Notes  |
|------------|------------------|----------------------|--------------------------------------|--|---|---|------------------------------|--|
| ID# 7110   | 08/25/2020       | 08/25 - 09/17/2020   | 56                                   | 12/10/2020                             | N/A                                     | 03/18/2021  | 05/10/2021                   | Supersedes action on 03/01/2021 to amend date of return. |

25. (0293-20/21) Approval: *Extended School Year Staff*

**RESOLVED:** Upon recommendation of the Superintendent, the Board of Education approves *Extended School Year Program Staff Members*, to provide services during Summer 2021, as listed below:

| POSITION         | STAFF                 | HOURS/DAY | TEACHER/PARA HOURLY RATE | DAYS NEEDED | TOTAL COST |
|------------------|-----------------------|-----------|--------------------------|-------------|------------|
| Speech Therapist | Caryn Badian          | 85        | \$80.00                  | N/A         | \$6,800.00 |
| Speech Therapist | Jaclyn Behrens        | 100       | \$80.00                  | N/A         | \$8,000.00 |
| Speech Therapist | Colleen Mullen        | 100       | \$80.00                  | N/A         | \$8,000.00 |
| Physical Therapy | Gail Hatch            | 50        | \$80.00                  | N/A         | \$4,000.00 |
| Teacher          | Alexandra Bonner      | 4.5       | \$52.00                  | 26          | \$6,084.00 |
| Teacher          | Christina Cisco       | 4.5       | \$52.00                  | 26          | \$6,084.00 |
| Teacher          | Liana Esposito        | 4.5       | \$52.00                  | 26          | \$6,084.00 |
| Paraprofessional | Ashlee Coleman        | 4.5       | \$19.22                  | 25          | \$2,162.25 |
| Paraprofessional | Danielle Doria        | 4.5       | \$19.22                  | 25          | \$2,162.25 |
| Paraprofessional | Colette Gruppuso      | 4.5       | \$19.22                  | 25          | \$2,162.25 |
| Paraprofessional | Deborah Knerr         | 4.5       | \$19.22                  | 20          | \$1,729.80 |
| Paraprofessional | Leonard-James Johnson | 4.5       | \$19.22                  | 25          | \$2,162.25 |
| Paraprofessional | Janice Mahoney        | 4.5       | \$19.22                  | 25          | \$2,162.25 |
| Paraprofessional | Fatima Ouksili        | 4.5       | \$19.22                  | 25          | \$2,162.25 |
| Paraprofessional | Sandra Orejarena      | 4.5       | \$19.22                  | 25          | \$2,162.25 |
| Paraprofessional | Samantha Tisi         | 4.5       | \$19.22                  | 25          | \$2,162.25 |

| Substitutes                   |                     |                        |
|-------------------------------|---------------------|------------------------|
| Paraprofessional & Teacher    | Daily Para Sub Rate | Daily Sub Teacher Rate |
| Cathy Casano-Boris            | \$76.50             | \$100.00               |
| ESY/BC Paraprofessional Staff | \$76.50             | \$100.00               |

26. (0294-20/21) Approval: *Brain Camp*

**RESOLVED:** Upon recommendation of the Superintendent, the Board of Education approves the staff for the Brain Camp Program, for Summer 2021 as listed below:

| Paraprofessional | Hours/Day | Hourly Rate | Days | Total Amount |
|------------------|-----------|-------------|------|--------------|
| Deborah Knerr    | 4.5       | \$19.22     | 5    | \$432.45     |

| Substitutes                   |                     |                        |
|-------------------------------|---------------------|------------------------|
| Paraprofessional & Teacher    | Daily Para Sub Rate | Daily Sub Teacher Rate |
| Cathy Casano-Boris            | \$76.50             | \$100.00               |
| ESY/BC Paraprofessional Staff | \$76.50             | \$100.00               |

27. (0295-20/21) Approval: *Summer Adventures*

**RESOLVED:** Upon recommendation of the Superintendent, the Board of Education approves the staff for the Summer Adventures Program, for Summer 2021, **funded by the ESSER grant**, as listed below:

| Teacher          | Hourly Rate | Hours/Day | Days | Total Amount |
|------------------|-------------|-----------|------|--------------|
| Kimberly Dellano | \$52        | 4.5       | 10   | \$2,340.00   |
| Karen Rutkowski  | \$52        | 4.5       | 10   | \$2,340.00   |
| Tara Burroughs   | \$52        | 4.5       | 10   | \$2,340.00   |
| Paraprofessional | Hourly Rate | Hours/Day | Days | Total Amount |
| Archana Ghadge   | \$19.22     | 4.5       | 9    | \$778.41     |
| Yana Doyle       | \$24.54     | 4.5       | 9    | 993.87       |

28. (0296-20/21) Approval: *Summer Connect*

**RESOLVED:** Upon recommendation of the Superintendent, the Board of Education approves the staff for the Summer Connect Program, for Summer 2021, **funded by the ESSER grant**, as listed below:

| Teacher         | Hourly Rate | Hours/Day | Days | Total Amount |
|-----------------|-------------|-----------|------|--------------|
| Anna Amster     | \$52        | 4.5       | 10   | \$2,340.00   |
| Alexis Irene    | \$52        | 4.5       | 10   | \$2,340.00   |
| Rachel Goldberg | \$52        | 4.5       | 10   | \$2,340.00   |
| Samantha Kenny  | \$52        | 4.5       | 10   | \$2,340.00   |

29. (0297-20/21) 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 employee 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   |
|-------------|------------|------|---------|----------|-----------------|--------------------------|-------------------------|----------|--------|
| July        | 19-29      | 2021 | Rachel  | Goldberg | Science Teacher | RVCC                     | NGSS Summer Institute   | Virtual  | \$200  |
| October     | 20         | 2021 | Michael | LaSusa   | Superintendent  | NJAAP                    | 30th Annual Health Fair | Virtual  | \$135  |
| May<br>July | 24 -<br>11 | 2021 | Rachel  | Goldberg | Science Teacher | College of St. Elizabeth | Foundations in SEL      | Virtual  | \$295* |
| Sept<br>Dec | 13 -<br>5  | 2021 | Rachel  | Goldberg | Science Teacher | College of St. Elizabeth | Strategies in SEL       | Virtual  | \$395* |
| Jan<br>May  | 17<br>8    | 2022 | Rachel  | Goldberg | Science Teacher | College of St. Elizabeth | Practicum in SEL        | Virtual  | \$495* |

\*Funded by ESSER grant

30. (0298-20/21) Approval: *Maternity Leaves of Absence - ADDENDUM*

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

| Employee # | Leave Start Date | Sick & Accumulated Sick Days Applied | FMLA Start Date<br><i>(unpaid with benefits)</i> | NJFLA Start Date<br><i>(unpaid with benefits)</i> | Extended Leave Start Date<br><i>(unpaid without benefits)</i> | Date of Return<br><i>(Anticipated)</i> | Notes |
|------------|------------------|--------------------------------------|--|---|---|--|-------|
| ID# 8059   | 08/24/2021       | 40                                   | N/A  | N/A   | 10/26/2021  | 08/22/2022                             |       |

**B. FINANCE/FACILITIES**

Agenda items B.1 to B.17, Motion by Trustee: Mr. Gilfillan, seconded by Trustee: Ms. Ciccarelli, Roll call vote: 8-0-0

1. (0197-20/21) 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                 |
|--------------------------|-----------------------|
| Bill List - May 17, 2021 | \$727,213.42          |
| Payroll - April 15, 2021 | \$2,104,065.97        |
| Payroll - April 30, 2022 | \$2,088,480.23        |
| <b>Total</b>             | <b>\$4,919,759.62</b> |

2. (0198-20/21) Approval: Monthly Report of County Transfers - April 2021

**RESOLVED:** Upon the recommendation of the Superintendent, the Board of Education approves the Monthly Report of County Transfers for April 2021. (Attachment B-2)

3. (0199-20/21) Approval: Report of the Board Secretary - April 2021

**RESOLVED:** Upon the recommendation of the Superintendent, the Board of Education approves the Report of the Board Secretary for April 2021. (Attachment B-3)

4. (0200-20/21) Approval: Report of the Board Treasurer - April 2021

**RESOLVED:** Upon the recommendation of the Superintendent, the Board of Education approves the Report of the Board Treasurer for April 2021. (Attachment B-4)

5. (0201-20/21) Approval: Finance Certification - April 2021

**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 April 2021 that no account or fund has been over-expended in violation of N.J.A.S. 18A:17-36.

6. (0202-20/21) Rescind: Related (Administrative) Services - Ameriflex

**RESOLVED:** Upon the recommendation of the Superintendent, the Board of Education rescinds the purchase of administrative services from Ameriflex, that relate to COBRA and billing services for retirees, at an estimated cost of \$4,500.00 annually, effective July 1, 2021 through June 30, 2022.

7. (0203-20/21) Approval: Related (Administrative) Services - Benefit Express

**RESOLVED:** Upon the recommendation of the Superintendent, the Board of Education approves the purchase of administrative services from Benefit Express, that relate to COBRA and billing services for retirees, flexible spending accounts and health savings accounts at an estimated cost of \$7,200.00 annually, effective July 1, 2021 through June 30, 2022. (*Contracts on file in the Business Office*)

8. (0204-20/21) Approval: Food Service Management Services for 2021/2022

**RESOLVED:** Upon recommendation of the Superintendent, the Board of Education approves the food service contract addendum with Chartwell's School Dining Services of West Long Branch, NJ (hereinafter referred to as the Food Service Management Company or FSMC) for the 2021/2022 school year as follows: and

**BE IT FURTHER RESOLVED:** that the FSMC shall receive, in addition to the costs of operation, a management fee of \$94,039.00 (\$9,403.90 per month for 10 months; 1.0% increase) to compensate the Food Service Management Company for management costs. These fees shall be billed monthly as a cost of the operation. The LEA guarantees the payment of such costs and fees to the FSMC; and

**BE IT FURTHER RESOLVED:** that grades 1 through 8 will remain in the National School Lunch Program and that grades 9 through 12 will not participate in the National School Lunch Program; and

**BE IT FURTHER RESOLVED:** that total meals are calculated by adding reimbursable meal pattern meals (breakfast, lunch and after school snack meals) served and meal equivalents. The number of School Breakfast Program, After School Snack Program, and National School Lunch program meals served to the children shall be determined by actual count. Cash receipts, other than from Sales of National Lunch Program and School Breakfast Program meals and After School Snack program meals served to the children, shall be divided by \$3.66 to arrive at an equivalent meal count; and

**BE IT FURTHER RESOLVED:** that the FSMC guarantees the LEA a minimum profit return on \$100,000.00 for the school year 2021/2022. If the annual operating statement shows a return less than \$100,000.00, Chartwells will pay the difference between the actual and the guaranteed amount. The FSMC includes a full time Food Service Director with a degree in Culinary Arts to oversee the district's program and the profit is after the cost of the district's Food Service Supervisor. The Guaranteed Return is based on the following conditions and assumptions remaining in effect for the school year;

Conditions and Qualifiers to Include:

- Cash and/or reimbursement levels from State and Federal sponsors do not fall below the levels estimated in FSMC proposed budget,
- USDA Commodity levels no lower than prior agreement year,
- USDA commodities compatible with menus outline in writing by Chartwells,
- Number of feeding days as stated in RFP and the renewal agreement,
- Changes in district policies, practices and serving requirements may result in an adjustment,
- Student enrollment and ADA as stated in RFP and the renewal agreement,
- Wages, salaries and benefits as stated in RFP and the renewal agreement,
- No limitations on the sale of menu items and a la carte items, except that they conform with State and District Nutrition Policies,
- No interruption of service as outlined in RFP and the renewal agreement,
- Document submission of all documentation as outlined in RFP and the renewal agreement,
- Pricing schedule as per RFP Response and the renewal agreement,
- Staffing schedule as attached to reflect Director on District Payroll without cost to FSMC,
- Equipment and repairs will be paid by the District,
- Mutual agreement on FSMC's capital investment,

**BE IT FURTHER RESOLVED:** that the Board hereby directs the Board President, Board Secretary, and Board Attorney to prepare the necessary contracts in order to effectuate the purpose of this resolution.

9. (0205-20/21) Approval: 2021/2022 School Lunch Prices

**RESOLVED:** Upon recommendation of the Superintendent, the Board of Education approves the 2021/2022 school lunch prices for the high school, middle school and elementary schools as follows:

|                    | 2018/2019 | 2019/2020 | 2020/2021 | 2021/2022 |
|--------------------|-----------|-----------|-----------|-----------|
| High School        | \$4.25    | \$4.25    | \$4.25    | \$4.50    |
| Middle School      | \$4.00    | \$4.00    | \$4.00    | \$4.00    |
| Elementary Schools | \$3.50    | \$3.50    | \$3.50    | \$3.50    |
| Reduced Price      | \$0.40    | \$0.40    | \$0.40    | \$0.00    |
| Adult              | \$4.75    | \$4.75    | \$5.00    | \$5.00    |

10. (0206-20/21) Approval: Membership in SHIF (Schools Health Insurance Fund) for Medical Coverage 2021/2022

**RESOLVED:** Upon recommendation of the Superintendent, the Board of Education approves the membership in the SHIF (Schools Health Insurance Fund) for the 2021/2022 school year. (Agreement of file in the Business Office)

11. (0207-20/21) Acceptance: Bank of America Charitable Foundation

**RESOLVED:** Upon recommendation of the Superintendent, the Board of Education approves the acceptance of the Bank of America Charitable Foundation in the amount of \$250.00. This donation is made possible through Jill Critchley Weber and will be used at the discretion of the superintendent.

12. (0208-20/21) Acceptance: Fidelity Charitable Donor for the Eleanor Shipler Award

**RESOLVED:** Upon recommendation of the Superintendent, the Board of Education approves the acceptance of the Fidelity Charitable Donor for the Eleanor Shipler Award in the amount of \$250.00. This donation is made possible through David and Debborah Shipler.

13. (0209-20/21) Acceptance: Donation of Books for the "All Are Welcome Here" Project

**RESOLVED:** Upon recommendation of the Superintendent, and as approved by the Assistant Curriculum of Instruction, the Board of Education approves the donation of 93 books valued at \$1,128.00, to be used at the Milton Ave School, the Southern Boulevard School, the Milton Ave School and the Chatham Middle School. The books are part of the "All Are Welcome Here" initiative and are being donated in honor of Asian American Heritage Month by the Asian American Allies Group of Chatham and Summit.

14. (0210-20/21) Acceptance: Box Tops for Education - CMS

**RESOLVED:** Upon recommendation of the Superintendent and as approved by the CMS Principal, Jill Gihorski, the Board of Education approves the donation from Box Tops for Education in the amount of \$157.60.

15. (0211-20/21) *Acceptance: CyberGrants, Lord, Abbot & Co. LLC*

**RESOLVED:** Upon recommendation of the Superintendent and the Lafayette Avenue Principal, Ms Cheryl Russo, the Board of Education approves the acceptance of a CyberGrant from Lord, Abbot & Co. LLC on behalf of the donor Eric Kang in the amount of \$242.57. The donation will be used at the discretion of the Lafayette Avenue Principal.

16. (0212-20/21) *Approval: Award Contract Cougar Fieldhouse Restroom Renovation*

**WHEREAS:** the Board of Education received proposals for the Cougar Fieldhouse Restroom Renovation Project that is being funded by a withdrawal from capital reserve in the 2020/2021 budget:

| <b>Contractor</b>                               | <b>Base Bid</b> |
|---|-----------------|
| Frankoski Construction Co, Inc, East Orange, NJ | \$38,700.00     |
| Billy Contracting & Restoration, Paterson, NJ   | \$44,000.00     |
| Wallkill Group, Inc, Hamburg, NJ                | \$49,000.00     |
| Drill Construction, West Orange, NJ             | \$50,000.00     |

Upon the Architect and Attorney’s recommendation, the project should be awarded to Frankoski Construction. of East Orange, NJ since they are the lowest responsible bidder.

**RESOLVED:** Upon the recommendation of the Superintendent, the Board of Education awards the contract for the Cougar Fieldhouse Restroom Renovation Project funded by a withdrawal from capital reserve in the 2020/2021 budget to Frankoski Construction. of East Orange, NJ in the amount of \$38,700.00.

17. (0213-20/21) *Submission and Acceptance: NSLP (National School Lunch Program) Equipment Assistance Grant*

**RESOLVED:** Upon the recommendation of the Superintendent, the Board of Education approves the submission and acceptance of the NSLP (National School Lunch Program) Equipment Assistance Grant for 2020/2021, for the purchase of two (2) hot and cold food well units in the amount of \$10,961.70 that will be installed at the Chatham Middle School.

18. (0214-20/21) *Approval: Settlement Agreement – ADDENDUM*

**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 #9198573492.

**C. CURRICULUM**

Agenda items C.1 to C.2. Motion by Trustee: Ms. Kenney, seconded by Trustee: Mr. Arnuk,  
Roll call vote: 8-0-0

1. (0248-20/21) *Acceptance: Harassment, Intimidation and Bullying (HIB) Investigative Report for the period from April 26, 2021 through May 14, 2021.*

**RESOLVED:** Upon the recommendation of the Superintendent, the Board of Education accepts the Harassment, Intimidation and Bullying (HIB) Investigative Report for the period of April 26, 2021 through May 14, 2021, pursuant to N.J.S.A. 18A:37-1 et seq.

2. (0249-20/21) *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 April 26, 2021 Meeting, which encompasses all HIB findings from March 22, 2021 through April 23, 2021.

**D. POLICY - NONE**

**XI. BOARD BUSINESS - NONE**

**XII. PUBLIC COMMENTARY - NONE**

**XIII. EXECUTIVE SESSION - NONE**

**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 motion by Ms. Critchley Weber, seconded by Ms. Clark and as approved by unanimous vote, the meeting adjourned at 8:24 PM.

**Minutes recorded by:**

**Tatiana Gilbert**  
**Assistant Business Administrator/Assistant Board Secretary**