

**REGULAR MEETING
BOARD OF EDUCATION, SCHOOL DISTRICT OF THE CHATHAMS
MONDAY, JANUARY 10, 2022**

7:30 PM REGULAR BUSINESS MEETING

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

MINUTES

- I. CALL TO ORDER:** Peter Daquila, Business Administrator/Board Secretary at 7:33 PM
- II. OPEN PUBLIC MEETING STATEMENT:** In accordance with the requirements of the Open Public Meetings Act, Chapter 231, P.L. 1975 Announcement, I wish to announce that:

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

III. ROLL CALL:

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

Absent: Matthew Gilfillan

Also Present: Dr. Michael LaSusa, Superintendent, Dr. Karen Chase, Assistant Superintendent of Curriculum and Instruction; Dr. Emily Sortino, Assistant Superintendent of Student Services; Ms. Beth Grant, Human Resources Manager and 18 members of the public and press.

- IV. PLEDGE OF ALLEGIANCE** – Peter Daquila led the assembly in the Pledge of Allegiance.

V. ELECTION RESULTS and OFFICER ELECTION (Board Secretary)

1. Induction of recently elected Board Members:
 - Ms. Ciccarelli, Chatham Borough
 - Mr. Delsandro, Chatham Borough
 - Ms. Clark, Chatham Township
 - Ms. Kenny, Chatham Township

Mr. Daquila Administered the Oath of Office to the four recently elected board members

2. Nomination and Election of President

Ms. Clark nominated Ms. Critchley Weber, seconded by Trustee: Ms. Ciccarelli, Roll call vote: 7-0-0.

Board President will now preside

1. Nomination and Election of Vice President

2.

Ms. Critchley Weber nominated Ms. Ciccarelli, seconded by Trustee: Mr. Delsandro, Roll call vote: 7-0-0.

VI. ORGANIZATION MEETING ACTION

Organization items VI. 1 to VI.2,

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

1. (052-21/22) Approval: *Organization Meeting Actions*

RESOLVED, that the Board confirms all organization meeting actions taken at the April 26, 2021 Reorganization Meeting.

2. (053-21/22) Approval: *Board Standing Committees*

RESOLVED, that the Board approves the 2022 Board of Education Standing Committees. (*Listing on file in Superintendent's office.*)

VII. OPEN BOARD POSITION - TOWNSHIP

Ms. Clark noted that Six (6) Township residents inquired about the open board position. The committee consisting of Ms. Clark, Ms. Kenney, Mr. Gilfillan and Mr. Smith, met with the four (4) residents that expressed interest in joining the board. As a result of the meetings and confirmed by each the board members, the committee recommends that Ms. Susan Ross be appointed to the board of education to complete the term vacated by Mr. Arnuk.

- Ms. Ciccarelli thanked everyone that was interested in joining the board.
- Ms. Critchley Weber explained that the board members from the municipality that has the opening interviewed the candidates.
- Mr. Ryan explained the process and board policy.

Appointment of Ms. Susan Ross to fill the board of education position in the Township vacated by Mr. Arnuk.

Motion by Trustee: Michelle Clark, seconded by Trustee: Ann Ciccarelli, Roll call vote: 7-0-0

Ms. Ross will be sworn in as a board member by Peter Daquila, Business Administrator

Mr. Peter Daquila administered the Oath of Office to Ms. Ross.

- Ms. Critchley Weber congratulated Ms. Ross and welcomed her to the board.
- Ms. Critchley Weber wished everyone a “Happy New Year” and informed that the College National Championship is tonight.

VIII. BOARD PRESIDENT’S COMMENTS

Ms. Critchley Weber acknowledged all the efforts of the teaching staff, paraprofessionals, administrators, maintenance and custodians for everything being done to keep the schools operating.

IX. ADMINISTRATIVE REPORTS

A. SUPERINTENDENT’S REPORT

Presentation - Start Strong Results

- Dr. LaSusa explained that due to COVID the “Start Strong Testing” was administered to evaluate the students in the fall.
- Ms. Chase gave the presentation on the “Start Strong Testing” that was administered in the fall and the status of the Chatham students.

Update on Schools

- Dr. LaSusa provided the update on the effect of COVID and OMNICRON on the students and staff. Since December the district is doing its best to track all exposures and keep the schools open. The CDC has administered new guidelines and he hopes to end the special accommodations after the Martin Luther King holiday.
- Dr. LaSusa is still working on the changing of the school start times.

B. BUSINESS ADMINISTRATOR’S REPORT

Construction Update

- Mr. Daquila reported that bids were opened for the CHS Nurse’s Office Renovation project that will be funded in the 2022/2023 budget. Construction will begin on June 20th and the work will be completed by the middle of August.
- Per PSE&G, the path to SBS by Colony Pool will be closed in the afternoon for two weeks starting today while they are pulling wires.

X. COMMITTEE REPORTS

- A. Personnel** (A. Ciccarelli): Ms. Ciccarelli stated that the committee met on 12/20 and discussed staff shortages and coverage in all schools. The next meeting will be 1/19/22
- B. Curriculum** (L. Kenney): Ms. Kenney stated that the committee met on 12/20 and previewed the “Start Strong Results” and the schools start times.
- C. Finance/Facilities** (M. Gilfillan): Ms. Kenny noted that the committee has not met yet.
- D. Policy and Planning** (M. Ryan): Mr. Ryan noted that the committee has not met yet. At the last few policy meetings the committee has been recovering the Transgender Policy.

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): Nothing to report.

Chatham Education Foundation (L. Kenney): Ms. Kenney – Winter Wonderland was a big success and thanks the Borough for hosting. The CEF is accepting applications for numerous CEF trustee and volunteer positions.

Chatham Recreation (M. Gilfillan): Nothing to report.

PTO District Cabinet (A. Ciccarelli): Nothing to report.

XI. MINUTES

Motion by Trustee: Ms. Critchley Weber, seconded by: Ms. Ciccarelli, Roll call vote: 5-0-3

Abstained: Ms. Ciccarelli, Ms. Kenney and Ms. Ross

Approval: Minutes

RESOLVED: That the Board of Education approves the regular and executive minutes from the following meeting:

- December 13, 2021 - Public Session and Executive Session Minutes

XII. 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.

- George Iannuzzi, James Hitchings and Mary Anne Mussum – Members of the Chatham Education Foundation (CEF) and CMS staff. They hope the challenges of the last few weeks will ease and class coverages will not be as challenging. The counselors and support staff are doing a fantastic job. They are very proud of the supportive staff.
The CEF Grants are being used to bolster education and student involvement.
The CMS play is Frozen Junior.
On behalf of the CEF many thanks to the community and parents who have supported the staff and have acknowledged their hard work.
- Mark Lois – Congratulates Ms. Ross on serving and volunteering.
He asked that the Policy Committee reviews the process of appointing a board member. He feels that the process of the appointment should be open for all officials. He feels that the public does not get a full understanding of the process.
Mr. Lois spoke about the PILOT developments and asked what help the district needs to get revenue from any and all PILOT developments.
- Bill Heap – He welcomed Ms. Ross to the board to undertake this thankless job.
He announced that the Jaycees had another successful tree sale and sold out quickly. He thanked all the volunteers that assisted at the tree sale.
Mr. Heap stated that keeping the schools open is critical and thanks the staff and district for keeping the schools open.

- Mike Ryan – Expressed appreciation for Mr. Lois’ comments. At the 12/13/2021 meeting Mr. Ryan stated that no nominations were made at the meeting. The committee made a selection and recommendation for the new board member.
- Jill Weber – Noted that the PILOT program has been discussed since 2020. The borough and BOE members have been working with the Borough on a sharing of the revenues. The municipality does not have to share the PILOT revenues. The Board discussed the future developments in the Borough and Township and the potential impact on the schools.

XIII. ACTION ITEMS

A. PERSONNEL

Agenda items A.1 to A.11, A.13 to A.25 and Addendum A.26. Motion by Trustee: Ms. Ciccarelli, seconded by Trustee: Ms. Critchley Weber,
Roll call vote: 7-0-1, Abstained: Ms. Ross

Dr. LaSusa – Wished all the best to the valuable staff members retiring at the end of the school year.

1. (0147-21/22) *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 | Notes |
|------------------------|-----------------------------|----------------|-------|
| Thiel, Jamie | Central Office/HR Assistant | 07/01/2022 | |
| Hollingsworth, Melanie | MAS/Secretary | 07/01/2022 | |

2. (0148-21/22) *Rescind: Resignation*

RESOLVED: Upon the recommendation of the Superintendent, the Board of Education rescinds the resignation of the following staff member:

| Name | Location/Position | Effective Date | Notes |
|-----------------|----------------------|----------------|----------------------|
| Wilson, Lindsay | MAS/Paraprofessional | 01/21/2022 | No break in service. |

3. (0149-21/22) *Approval: Resignation*

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

| Name | Location/Position | Effective Date | Notes |
|----------------|-------------------------------------|----------------|-------|
| Winters, Stacy | CHS/Supervisor of Mathematics, K-12 | 03/04/2022 | |

4. (0150-21/22) *Amendment: Contracts - 2021/2022 School Year*

RESOLVED: Upon the recommendation of the Superintendent, the Board of Education amends 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 | Other | Total Salary | Effective Date | Termination Date |
|--|--|----------|--------|------|-----|-------------|---------|--|----------------|------------------|
| Gall, Marianne | Teacher of Health & Physical Education | CHS | BA | 13 | 1.0 | \$72,325.00 | \$1,000 | \$73,325.00 Prorated \$36,662.50 | 01/01/2022 | 06/30/2022 |
| Supersedes action on 12/13/2021 to amend salary. | | | | | | | | | | |

5. (0151-21/22) 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 | Effective Date | Termination Date |
|---|-------------------------------|----------|--------|------|-----|--|----------------|------------------|
| Muraz, Soler | Paraprofessional | MAS | N/A | N/A | N/A | \$19.22/hr | 01/04/2022 | 06/30/2022 |
| Wang, Lynette | Paraprofessional | MAS | N/A | N/A | N/A | \$19.22/hr | 01/04/2022 | 06/30/2022 |
| Kearns, Gema | Teacher of Special Education* | CMS | BA | 11 | 1.0 | \$68,105.00 Prorated \$39,186.25 | 01/10/2022 | 06/30/2022 |
| *Includes up to 3 days of shadowing @ \$100/day | | | | | | | | |

6. (0152-21/22) Amendment: Contracts - 2021/2022 School Year

RESOLVED: Upon the recommendation of the Superintendent, the Board of Education amends the contract 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 Prorated Salary | Effective Date | Termination Date | Notes |
|---|-------------------------|----------|-------------|-----|-------------|--------------------|--|----------------|------------------|-------|
| Thomas, Henry | Custodial Floater | District | IV/3 | 1.0 | \$40,065.00 | \$2,000.00 | TBD | TBD | 06/30/2022 | |
| Supersedes action on 12/13/2021 to amend start date and salary. | | | | | | | | | | |
| Payano-Rivera, Eva* | Mental Health Clinician | District | MA/13 | 1.0 | \$79,410.00 | N/A | \$79,410.00 Prorated \$45,660.75 | 01/10/2022 | 06/30/2022 | |
| Supersedes action on 12/13/2021 to amend start date and salary. | | | | | | | | | | |
| *To be paid under ARP/ESSER Grant | | | | | | | | | | |

7. (0153-21/22) Amendment: Contracts - 2021/2022 School Year

RESOLVED: Upon the recommendation of the Superintendent, the Board of Education amends the contract for the following individual for the 2021/2022 school year, as per the agreement between the School District of the Chathams and the District Staff member:

| Name | Position | Location | FTE | Salary | Effective Date | Termination Date | Notes |
|------------------|----------------------------------|----------------|------|--|----------------|------------------|--|
| Gilbert, Tatiana | Assistant Business Administrator | Central Office | 0.90 | \$94,231.80 Prorated to \$47,115.90 | 01/01/2022 | 06/30/2022 | Supersedes action on 05/17/2021 to amend FTE and salary. |

8. (0154-21/22) Amendment - Leave Replacement Assignment

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

| Name | Position | Location | Column / Step | FTE | Salary | Effective Date | Termination Date | Notes |
|--|------------------------------|----------|---------------|-----|-------------------|----------------|------------------|-------|
| Cox, Courtney | Elementary School Teacher | LAF | BA/3 | 1.0 | \$295.93/per diem | 10/25/2021 | 01/21/2022 | |
| Supersedes action on 10/11/2021 to amend assignment end date. | | | | | | | | |
| Coleman, Ashlee | Teacher of Special Education | CHS | BA/3 | 1.0 | \$59,185.00 | 08/24/2021 | 06/30/2022 | |
| Supersedes action on 08/23/2021 to amend assignment end date and salary. | | | | | | | | |

9. (0155-21/22) Approval Contracts - Leave Replacement Assignments

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 |
|--------------------|---------------------------------------|----------|---------------|-----|-------------------------------------|----------------|------------------|-------|
| Gruppuso, Collette | Teacher of Students with Disabilities | CMS | BA/3 | 1.0 | \$59,185.00 Prorated \$34,006.38 | 01/10/2022 | 06/30/2022 | |

10. (0156-21/22) Approval: Unpaid Absences

RESOLVED: Upon the recommendation of the Superintendent, the Board of Education approves the following unpaid absences during the 2021/2022 school year:

| Name | Position | Location | Number of Requested Unpaid Days | Start Date | End Date | Notes |
|------------------------|------------------|----------|---------------------------------|--------------------|------------|-------|
| Forehan-Kelly, Melanie | Paraprofessional | CMS | 2 | 01/03/2022 | 01/04/2022 | |
| Caulfield, Leslie | Teacher | CHS | 1 | 02/14/2022 | 02/14/2022 | |
| Policelli, Amy | Teacher | CMS | 2.5 | 01/05 & 01/06/2022 | 01/10/2022 | |

11. (0157-21/22) 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 |
|--|----------------------|
| ID# 5019 | 10 |
| ID# 2164 | 6 |
| ID# 2165 | 10 |
| To be used as needed during the 2021/2022 school year. | |

*** RESOLUTION WITHDRAWN ***

12. ~~(0158-21/22) Amendment: Maternity Leave of Absence~~

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

| Employee # | Leave Start Date | 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# 8006 | 11/08/2021 | 38 | 01/11/2022 | 01/11/2022 | 04/08/2022 | 08/22/2022 | Supersedes action on 09/20/2021 to extend and amend date of return. |

13. (0159-21/22) Approval: Maternity Leaves of Absence

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

| Employee # | Leave Start Date | Sick & Accumulated Sick Days Applied | FMLA Start Date (unpaid with benefits) | NJFLA Start Date (unpaid with benefits) | Extended Leave Start Date (unpaid without benefits) | Date of Return (Anticipated) | Notes |
|------------|------------------|--------------------------------------|---|--|--|---------------------------------|-------|
| ID# 7661 | 05/05/2022 | 31 | 08/22/2022 | 08/22/2022 | N/A | 11/14/2022 | |

14. (0160-21/22) Approval: District Substitutes

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

| Teacher | Para | Clerical | Nurse | Last Name | First Name |
|---------|------|----------|-------|-----------|------------|
| x | x | x | | Shalongo | Samantha |

| | | | | | |
|---|---|---|--|------------|----------|
| x | x | x | | McDermott | Michelle |
| x | x | x | | Boulineau | Brian |
| x | | | | Deloreto | Morgan |
| x | x | | | Rabadeau | Mary |
| x | x | | | Von Hagel | Nicholas |
| x | x | | | Quinn | Sydney |
| x | x | | | Milone | Marc |
| x | x | x | | Travaglini | Jean |
| x | x | | | Merson | Tyler |

15. (0161-21/22) Rescind: Winter Coaching Staff

RESOLVED: Upon the recommendation of the Superintendent, the Board of Education rescinds the contract for *Winter Coach*, for the 2021/2022 school year as per the agreement between the School District of the Chathams and the CEA.

| Name | | Season | Sport | Assignment | Ratio | Salary |
|-----------------|---|--------|---------|------------|-------|---------|
| Ziegler, Andrew | * | Winter | Fencing | Assistant | 0.6 | \$6,033 |

*Denotes district employee

17. (0162-21/22) Approval: Spring Coaching Staff

RESOLVED: Upon the recommendation of the Superintendent, the Board of Education approves the contract for *Spring Coaches*, for the 2021/2022 school year as per agreement between School District of the Chathams and CEA, as listed below:

| Name | | Season | Sport | Assignment | Ratio | Salary | Notes |
|---------------------|---|--------|-------------|-----------------------|-------|------------|-------|
| Barry, Patrick | | Spring | Track/Field | Head Coach, Boys | 0.75 | \$7,541.25 | |
| Gianna Parlavecchio | * | Spring | Track/Field | Head Coach, Girls | 0.75 | \$7,541.25 | |
| Gianna Zarra | * | Spring | Track/Field | Assistant Girls Coach | 0.6 | \$6,033.00 | |
| Kayla Parlavecchio | | Spring | Track/Field | Assistant Girls Coach | 0.6 | \$6,033.00 | |
| Patrick Clark | * | Spring | Track/Field | Assistant Boys Coach | 0.6 | \$6,033.00 | |
| Thomas Mantone | * | Spring | Track/Field | Assistant Boys Coach | 0.6 | \$6,033.00 | |
| James Farley | * | Spring | Track/Field | Volunteer | N/A | N/A | |
| Ashlee Coleman | * | Spring | Track/Field | Volunteer | N/A | N/A | |
| Ervin, Todd | * | Spring | Golf | Head Coach, | 0.65 | \$6,535.75 | |

| | | | | | | | |
|------------------------|---|--------|-------------------|----------------------------|------|------------|--|
| | | | | Boy | | | |
| Kmiec, Stephen | * | Spring | Golf | Head Coach, Girls | 0.65 | \$6,535.75 | |
| Leathers, Todd | | Spring | Baseball | Head Coach | 0.75 | \$7,541.25 | |
| Agree, Adam | * | Spring | Baseball | Assistant Coach | 0.6 | \$6,033.00 | |
| Yamamoto, Aaron | * | Spring | Baseball | Assistant Coach | 0.6 | \$6,033.00 | |
| Diorio, Dan | | Spring | Baseball | Adjunct | 0.3 | \$3,016.50 | |
| McNamara, John | | Spring | Baseball | Volunteer | N/A | N/A | |
| TBD | | Spring | Baseball | Volunteer | N/A | N/A | |
| Oliver, Helen | * | Spring | Lacrosse | Head Coach, Girls | 0.75 | \$7,541.25 | |
| Hennelly, Michelle | * | Spring | Lacrosse | Assistant Coach, Girls | 0.6 | \$6,033.00 | |
| Ryan, Kelsey | * | Spring | Lacrosse | Assistant Coach, Girls | 0.6 | \$6,033.00 | |
| Alyssa Beier | * | Spring | Girls Lacrosse | Assistant Adjunct Coach | 0.3 | \$3,016.50 | |
| McCutcheon, William | | Spring | Lacrosse | Volunteer, Girls | N/A | N/A | |
| Gallagher, Katelyn | | Spring | Lacrosse | Volunteer | N/A | N/A | |
| Roy, Timothy | | Spring | Lacrosse | Head Coach, Boys | 0.75 | \$7,541.25 | |
| TBD | | Spring | Boys Lacrosse | Assistant Coach, Boys | 0.6 | \$6,033.00 | |
| Scarpello, Christian | | Spring | Lacrosse | Assistant Coach, Boys | 0.6 | \$6,033.00 | |
| TBD | | Spring | Lacrosse | Assistant Adjunct Boys | 0.3 | \$3,016.50 | |
| Klimchak, Scott | | Spring | Lacrosse | Volunteer | N/A | N/A | |
| Morrissey, Greg | | Spring | Lacrosse | Volunteer | N/A | N/A | |
| Edward, Ryan | | Spring | Softball | Head Coach | 0.75 | \$7,541.25 | |
| Shellenhamer, David | * | Spring | Softball | Assistant Coach | 0.6 | \$6,033.00 | |
| Emrich, Caitlin | * | Spring | Softball | Assistant Adjunct Coach | 0.3 | \$3,016.50 | |
| Davis, Michelle | | Spring | Softball | Volunteer | N/A | N/A | |

| | | | | | | | |
|-----------------|---|--------|-------------|---------------------------|------|------------|--|
| Cai, James | * | Spring | Tennis | Head Coach | 0.65 | \$6,535.75 | |
| Reel, Joe | | Spring | Tennis | Assistant Coach, Boys | 0.60 | \$6,033.00 | |
| Evan Picariello | * | Spring | N/A | Weight Room Supervisor | 0.3 | \$3,016.50 | |
| TBD | | Spring | Intramurals | N/A | 0.1 | \$1,005.50 | |

*Denotes district employees.

18. (0163-21/22) Approval - Mentoring

RESOLVED: Upon the recommendation of the Superintendent, the Board of Education approves Mentoring for the 2021/2022 school year, as listed below:

| Mentor | Novice Teacher | School | Certificate | Weeks | Rate |
|-----------------|----------------|--------|-------------|-------|----------|
| Piccola, Lauren | Deborah Knerr | SBS | CEAS | 20 | \$366.60 |

19. (0164-21/22) Rescind: Contracts - Extra Duty Stipends 2021/2022

RESOLVED: Upon the recommendation of the Superintendent, the Board of Education rescinds the Contract for an Extra Duty Stipend, for the 2021/2022 school year, as per the agreement between the School District of the Chathams and the Chatham Education Association (CEA):

| Staff Member | Activity | Ratio | Compensation |
|--------------------|---------------------|---------------|--------------|
| Mandala, Alexandra | Acceptance Alliance | 0.05 Prorated | \$351.93 |

20. (0165-21/22) Amendment: Contracts - Extra Duty Stipends 2021/2022

RESOLVED: Upon the recommendation of the Superintendent, the Board of Education amends the contract for an Extra Duty Stipend, for the 2021/2022 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 |
|--------------------|---------------------|-------|--------------|---|
| Easterbrook, Alina | Acceptance Alliance | 0.05 | \$502.75 | Supersedes action on 12/13/2021 to amend ratio and compensation |

21. (0166-21/22) Approval: Contracts - Extra Duty Stipends 2021/2022 - Addendum

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

| Staff Member | Activity | Ratio | Compensation |
|----------------------|--------------------------|-------|--------------|
| Major, Amanda | PRO II | 0.05 | \$502.75 |
| Dangler, Missy | Science Club II | 0.075 | \$754.00 |
| Shellenhammer, David | Mini Marathon | 0.1 | \$1,005.50 |
| Cafaro, Emily | Ski Club Advisor | 0.1 | \$1,005.50 |
| Susan, Milone | Play Area/Bus Supervisor | 0.1 | \$1,005.50 |

| | | | |
|------------------|-----------------------------|---------------------------------|----------|
| Jones, Sylvana | Play Area/Bus Supervisor AM | 0.1 Prorated January - June) | \$603.30 |
| McNany, Erin | Play Area/Bus Supervisor PM | 0.1 Prorated (January only) | \$100.55 |
| Carpenter, Emily | Play Area/Bus Supervisor PM | 0.1 prorated (Feb. - June) | \$502.75 |

22. (0167-21/22) Amendment: Extra Class - Certificated Staff

RESOLVED: Upon the recommendation of the Superintendent, the Board of Education amends an *extra class stipend* for the following staff members, for instruction provided during the 2021/2022 school year, detailed as follows:

| Name/Position | Location | Effective Date | End Date | Salary |
|--|----------|----------------|------------|---------|
| Corbetta, Susan, Teacher of Math | CMS | 12/16/2021 | 01/14/2022 | \$1,200 |
| Novick, Amanda, Teacher of Math | CMS | 12/16/2021 | 01/14/2022 | \$1,200 |
| Bontempo, Stephen, Teacher of Math | CMS | 12/16/2021 | 01/14/2022 | \$1,200 |
| Supersedes action on 12/13/2021 to amend to include end date and salary. | | | | |

23. (0168-21/22) Approval: Extra Class - Certificated Staff

RESOLVED: Upon the recommendation of the Superintendent, the Board of Education approves an *extra class stipend* for the following staff members, for instruction provided during the 2021/2022 school year, detailed as follows:

| Name/Position | Location | Effective Date | End Date | Salary | Notes |
|--|----------|----------------|------------|---------|-------|
| O'Reilly, Grayson, Teacher of Special Education | CHS | 01/24/2022 | 06/17/2022 | \$5,880 | |
| Simoni, Meghan, Teacher of Special Education Biology | CHS | 01/24/2022 | 06/17/2022 | \$5,880 | |
| Ruffner, Rachel, Teacher of English | CHS | 01/03/2022 | 04/29/2022 | \$4,800 | |
| Abrams, Oona Teacher of English | CHS | 01/03/2022 | 04/29/2022 | \$4,800 | |
| Agelis, Nicholas Teacher of English | CHS | 01/03/2022 | 04/29/2022 | \$4,800 | |
| Falkner, Shannon Teacher of English | CHS | 01/03/2022 | 04/29/2022 | \$4,800 | |
| Lesnewich, Christina Teacher of English | CHS | 01/03/2022 | 04/29/2022 | \$4,800 | |

24. (0169-21/22) Approval: Supplemental Nursing Support

RESOLVED: Upon the recommendation of the Superintendent, the Board of Education approves a temporary increase to the weekly hours of Deborah Smith at Chatham Middle School to not exceed 30 per week for the period January 3 - January 31, 2022.

25. (0170-21/22) 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 |
|-------|-----|------|----------|----------|--------------------------------|--------------|--|---------------|-------|
| Jan | 18 | 2022 | Grayson | O'Reilly | Special Ed Teacher | Rutgers | Work Based Learning Certificate self paced | Virtual | \$739 |
| Feb | 9 | 2022 | John | Cataldo | Supervisor Buildings & Grounds | Rutgers | Combating Mold in Buildings | Virtual | \$285 |
| Feb | 18 | 2022 | Jennifer | Manger | CST | J&K Seminars | Helping Anxious Families | Virtual | \$145 |
| March | 9 | 2022 | William | Stollery | Custodian | Rutgers | Combating Mold in Buildings | Virtual | \$285 |
| March | 20 | 2022 | William | Stollery | Head Custodian | NJSBGA | B & G Annual EXPO | Atlantic City | \$800 |

26. (0171-21/22) Amendment: Medical Leave of Absence - Addendum

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

| Employee # | Leave Start Date | Sick & 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# 5005 | 10/25/2021 | 27 | 12/07/2021 | N/A | N/A | 01/24/2022 | Supersedes action on 10/11/2021 to amend date of return. |

B. FINANCE/FACILITIES

Agenda items B.1 to B.11, Motion by Trustee: Ms. Kenney, seconded by Trustee: Mr. Ryan, Roll call vote: 7-0-1, Abstained: Ms. Ross

1. (0118-21/22) 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 - 12/21/2021 | \$ 1,575,070.55 |
| Bill List - 01/10/2022 | \$ 3,161,241.79 |
| Payroll - 12/15/2021 | \$ 2,502,294.19 |
| Payroll - 12/30/2021 | \$ 2,181,810.38 |
| Total | \$ 9,420,417.01 |

2. (0119-21/22) Approval: *Monthly Report of County Transfers - Preliminary November 2021*

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

3. (0120-21/22) Approval: *Report of the Board Secretary - Preliminary November 2021*

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

4. (0121-21/22) Approval: *Report of the Board Treasurer - Preliminary November 2021*

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

5. (0122-21/22) Approval: *Finance Certification - Preliminary November 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 Preliminary November 2021 that no account or fund has been over-expended in violation of N.J.A.S. 18A:17-36.

6. (0123-21/22) Acceptance: **Additional** funds for Nonpublic Auxiliary and Handicapped Aid (*Chapter 192/193*)

RESOLVED: Upon recommendation of the Superintendent, the Board of Education approves the acceptance of **additional** funds from the New Jersey Department of Education for the Nonpublic Auxiliary and Handicapped Services Aid (*Chapter 192/193*) for the 2021/2022 school year as follows:

- Chapter 193 - Annual Review - \$ 380.00
- Chapter 193 - Supplementary Instruction - \$578.00

7. (0124-21/22) Approval: Amendment to Flexible Benefits Plan

RESOLVED: Upon recommendation of the Superintendent, the Board of Education approves the Amendment to the Flexible Benefits Plan administered by WageWorks and authorizes the Business Administrator as the representative of the Employer to execute the plan documents.

8. (0125-21/22) Approval: Anticipated Facility Use Form - Pre-Kindergarten Toilet Room Waiver

RESOLVED: Upon recommendation of the Superintendent, the Board of Education approves the Toilet Room Facilities Waiver for the additional Pre-Kindergarten Class at MAS that is being created by February 1, 2022 due to an increase in enrollment. (Forms on file in the Business Office)

9. (0126-21/22) Approval: Award Contract - CHS Nurse's Suite Renovations

WHEREAS: On January 4, 2022, the Board of Education received bids for the Chatham High School Nurse's Office Renovation that is being funded in the 2022/2023 budget:

| Contractor | Base Bid |
|---|------------|
| Howard C. Storer, LLC Boonton, NJ | \$ 156,400 |
| Drill Construction, West Orange NJ | \$ 162,700 |
| Northeastern Interior Services, LLC, Little Falls, NJ | \$ 175,000 |
| Billy Contracting, Paterson, NJ | \$ 184,400 |
| A & M Contracting, Edison, NJ | \$ 185,000 |
| AVCO Construction, Kenilworth, NJ | \$ 197,000 |
| John O'Hara Company, East Orange, NJ | \$ 216,000 |
| K & D Contractors, LLC, Kenilworth, NJ | \$ 221,000 |
| Tekon Construction Inc, Somerset, NJ | \$ 226,500 |
| Wallkill Group Inc., Hamburg, NJ | \$ 228,000 |
| DeSapio Construction Inc, Frenchtown, NJ | \$ 228,600 |
| R J Michaels & Co, Inc, East Orange, NJ | \$ 232,115 |
| Arista Builders & Designers, Inc, Jackson, NJ | \$ 257,000 |

Upon the Architect and Attorney's recommendation, the bid should be awarded to Howard C. Storer, LLC., since that company is the lowest responsible bidder.

RESOLVED: Upon the recommendation of the Superintendent, the Board of Education awards the contract for the Chatham High School Nurse's Office Renovation Project that is funded in the 2022/2023 budget to Howard C. Storer of Boonton, NJ.

10. (0127-21/22) Approval: IDEA Part C Services

RESOLVED: Upon recommendation of the Superintendent, the Board of Education approves P.G. Chambers School to provide IDEA Part C services for a preschool child with a disability in an amount not to exceed \$24,024.00 for the 2021/2022 school year.

11. (0128-21/22) *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 \$5,000.00 for the 2021/2022 school year.

C. CURRICULUM

Agenda items C.1 to C.5. Motion by Trustee: Ms. Clark, seconded by Trustee: Mr. Ryan,
Roll call vote: 7-0-1, Abstained: Ms. Ross

1. (0038-21/22) *Acceptance: Harassment, Intimidation and Bullying (HIB) Investigative Report for the period from December 13, 2021 through January 7, 2022.*

RESOLVED: Upon the recommendation of the Superintendent, the Board of Education accepts the Harassment, Intimidation and Bullying (HIB) Investigative Report for the period of December 13, 2021 through January 7, 2022, pursuant to N.J.S.A. 18A:37-1 et seq.

2. (0039-21/22) *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 December 13, 2021 Meeting, which encompasses all HIB findings from November 15, 2021 through December 10, 2021.

3. (0040-21/22) *Approval: English Language Learner Three Year Plan*

RESOLVED: Upon the recommendation of the Superintendent, the Board of Education approves the English Language Learner Three Year Plan for the School District of the Chathams. (*on file in the Assistant Superintendent's office*).

4. (0041-21/22) *Approval: Safe Return to In-Person Instruction Plan*

RESOLVED: Upon the recommendation of the Superintendent, the Board of Education approves the six month update to the Safe Return to In-person Instruction Plan created per the Department of Education guidelines and anticipated ARP-ESSER funding for the 2021/2022 school year. (*Attachment C-4*)

5. (0142-21/22) *Approval: Doctoral Research Study - The Impact of Optimal Posture on Learning and General Health*

RESOLVED: Upon the recommendation of the Superintendent, the Board of Education approves Gail Hatch, District Physical Therapist and Doctoral candidate at Arcadia University, to conduct a study on the impact of optimal posture on learning through offering a power point presentation to teachers about the benefits of optimal posture and to obtain their feedback through questionnaires. After collecting and reviewing the feedback from the teachers, the data will be analyzed for patterns and common themes.

Along with other areas of development that have been impacted by the pandemic, excessive screen time and less physical movement are affecting the musculoskeletal health of students. Research has cited the benefits of optimal posture on learning, attention span, handwriting and general health. The concepts and methods presented in the power point presentation will help to promote healthy postures among our students and may extend to our educators as

well. The power point presentation will serve as a resource for our educators; and the results obtained through questionnaires may indicate where further intervention could be helpful to promote optimal posture for our students.

D. POLICY

Agenda items D.1. Motion by Trustee: Mr. Ryan, seconded by Trustee: Mr. Delsandro,
Roll call vote: 7-0-1, Abstained: Ms. Ross

1. (012-21/22) Approval: Second Reading and Adoption of Policies

RESOLVED: Upon the recommendation of the Superintendent, the Board of Education approves the Second Reading and Adoption of the following Policies: (*Attachment D.1*)

- Policy 5116 - Education of Homeless Children
- Policy 2425 - Emergency or Remote Instruction Program
- Policy 5751 - Sexual Harassment of Students

XIV. BOARD BUSINESS - Ms. Clark: reported that the Winter Wonderland was a fantastic event and that it was very well attended and thanked the Borough for hosting the event. The district students performed very well. She hopes that this becomes an annual event.

XV. PUBLIC COMMENTARY

- Mark Lois – Stressed the importance of negotiating the share of PILOT prior to construction to attempt at getting the largest share possible. The district’s tax revenue is split by the valuation of the real estate in the Borough and Township.
- Bill Heap – Thanked Mr. Lois for spending the Borough’s money.
Mr. Heap attempted to clarify prior comments on the districts’ stand in getting its’ tax funds from the municipality. The funds from the PILOT program are divided by the municipal government among many parties. There are many “what ifs” in the division of revenues and Borough expenses.
- Jill Critchley Weber – Noted that there are many discussions to be had regarding the PILOT development.

XVI. EXECUTIVE SESSION

At 8:59 Ms. Critchley Weber moved and Ms. Ciccarelli seconded 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
- RESOLVED:** The minutes of this closed session will be made public when the need for confidentiality no longer exists.

XVII. PUBLIC SESSION

On motion by Ms. Critchley Weber, and seconded by Ms. Ciccarelli, the board reconvened in public session at 9:17 PM. Roll call vote 8-0.

XVIII. ADJOURNMENT

On motion by Ms. Critchley Weber, seconded by Ms. Ciccarelli and as approved by unanimous vote, the meeting adjourned at 9:20 PM. Roll call vote 8-0.

Minutes recorded by:

Peter Daquila
Business Administrator/Assistant Board Secretary