

**GLEN RIDGE BOARD OF EDUCATION
REORGANIZATION MEETING JANUARY 5, 2022**

A regular meeting of the Glen Ridge Board of Education was held on Wednesday, January 5, 2022 at 7:00 pm in-person in the Glen Ridge High School Media Center and through live stream via YouTube.

The meeting was opened by Mrs. Barbara Murphy, Board Secretary and was held in accordance with applicable NJ Statutes governing public Board of Education meetings.

PLEDGE OF ALLEGIANCE

MOMENT OF SILENCE

STATEMENT OF PUBLIC MEETING NOTICE

This is a regular meeting of the Glen Ridge Board of Education. Adequate notice of this change of meeting location and time has been provided in that this Board notified the Glen Ridge Paper and the Star Ledger on November 22, 2021. Said notice was published in the Star Ledger on December 2, 2021 and the Glen Ridge Paper on December 2, 2021. The date, time, and location of this meeting were also emailed to all recipients of the annual schedule of the Board's meetings.

OPEN PUBLIC MEETINGS ACT

RESULTS OF ANNUAL SCHOOL BOARD ELECTION

The Secretary reported on the results of the annual school election held on November 2, 2021. For members to the Board of Education for 3 three-year terms, the results are as follows:

Anthony Bonnett	1,920
David Campbell	1,817
Kristin O'Neil	2,052

Elected are Anthony Bonnett, David Campbell and Kristin O'Neil.

David Campbell and Kristin O'Neil were sworn in as Board of Education members by the Board Secretary, Barbara Murphy.

Present

Mr. Campbell
Ms. Gottlieb
Ms. Graham
Ms. O'Neil
Dr. Yaros-Ramos
Ms. Ginsburg
Mr. Phillips
Mrs. Murphy

Not Present

Mr. Bonnett
Mr. de Leeuw
Ms. St. Auburn
Ms. Cornell – Board Attorney from Sciarillo, Cornell, Merlino, McKeever & Osborne, LLC

NOMINATIONS FOR PRESIDENT

Mrs. Elisabeth Ginsburg was nominated by Mr. David Campbell and seconded by Ms. Duval Graham for the office of President. As there were no other nominations, the Secretary closed nominations.

ELECTION OF PRESIDENT

On a unanimous voice vote, Mrs. Ginsburg was elected as President.

ELECTED PRESIDENT ASSUMES THE CHAIR

Mrs. Ginsburg assumed the chair.

NOMINATIONS FOR FIRST VICE PRESIDENT

Mr. Michael de Leeuw was nominated by Mr. Davie Campbell and seconded by Ms. Duval Graham for the office of 1st Vice President. As there were no other nominations, the President closed nominations.

ELECTION OF FIRST VICE PRESIDENT

On a unanimous voice vote, Mr. de Leeuw was elected as 1st Vice President.

NOMINATIONS FOR SECOND VICE PRESIDENT

Mr. David Campbell was nominated by Ms. Elisabeth Ginsburg and seconded by Ms. Duval Graham for the office of 2nd Vice President. As there were no other nominations, the President closed nominations.

ELECTION OF SECOND VICE PRESIDENT

On a unanimous voice vote, Mr. Campbell was elected as 2nd Vice President.

WRITTEN COMMUNICATIONS

Ms. Ginsburg reported that the board has received written communications from the following individuals on the following topics:

- Glen Ridge Special Education Parents Advisory Committee (SEPAAC) on the special education audit
- Lynne O'Sullivan regarding the CDC guidance on quarantine

As well as several pieces of correspondence on various aspects of COVID protocols.

PRESIDENT'S REPORT

- Ms. Ginsburg reported that the CDC and NJDOH guidelines have been revised and are being revised again which has caused confusion in all districts. The Governor had a press conference on COVID last Monday, and will continue to have press conferences each week on Mondays. He has asked that the mask mandate be extended.

SUPERINTENDENT'S REPORT

- Mr. Phillips reported that during the break the district received several new memos from the NJDOH and NJDOE including new CDC quarantine general public guidance, recommendations for high risk areas, and an introduction to a "test the state" program that we are currently reviewing.
- Mr. Phillips thanked all the school nurses and administrators for all the time they put in managing the pandemic during the break. We are working to keep our schools open and reviewing our safety protocols.

PUBLIC COMMENTS (Agenda Items)

During the course of the board meeting, the Board of Education offers members of the public an opportunity to address issues regarding the operation of the Glen Ridge Public Schools. The Board reminds those individuals who take this opportunity to identify themselves by name and residency and to limit their comments to items listed on the agenda and/or items directly related to the operation of the School District. Issues raised by members of the public may or may not be responded to by the Board. All comments will be considered and a response will be forthcoming if and when appropriate. The Board asks that members of the public be courteous and mindful of the rights of other individuals when speaking. Specifically, comments regarding students and employees of the Board are discouraged and will not be responded to by the Board. Students and employees have specific legal rights afforded by the laws of New Jersey. The Board bears no responsibility nor will it be liable for any comments made by members of the public. Members of the public should consider their comments in light of the legal rights of those affected or identified in their comments and be aware that they are legally responsible and liable for their comments.

MINUTES**M-1 Board of Education Minutes**

Moved: Dr. Yaros-Ramos Seconded: Ms. Graham

Approve the Glen Ridge Board of Education minutes of the following meetings:
December 13, 2021 Executive Session & Regular Meeting

Bonnett	Campbell	de Leeuw	Gottlieb	Graham	O'Neil	St. Auburn	Yaros-Ramos	Ginsburg
Not Present	Abstained	Not Present	Aye	Aye	Abstained	Not Present	Aye	Aye

ADMINISTRATION

A-1 Official Newspapers

Moved: Mr. Campbell

Seconded: Dr. Yaros-Ramos

Approve the designation of the Glen Ridge Paper and The Star Ledger as the official newspapers of the Board of Education.

Bonnett	Campbell	de Leeuw	Gottlieb	Graham	O'Neil	St. Auburn	Yaros-Ramos	Ginsburg
Not Present	Aye	Not Present	Aye	Aye	Abstained	Not Present	Aye	Aye

A-2 NJSBA Delegate and Alternate

Moved: Mr. Campbell

Seconded: Dr. Yaros-Ramos

BE IT RESOLVED, that Jocelyn Gottlieb be appointed delegate to the New Jersey School Boards Association and Essex County School Boards Association for one year, and that Elisabeth Ginsburg be appointed as the alternate to the New Jersey School Boards Association and Essex County School Board Association for one year, beginning immediately.

BE IT FURTHER RESOLVED, that the policy authorizing the duties of the delegate or the alternate to the New Jersey School Boards Association be approved, as follows:

1. Represent the Board at meetings and conferences of the New Jersey School Boards Association.
2. At the direction of the Board, prepare proposed resolutions for submission to the State School Boards Association.
3. Vote as the representative of the Glen Ridge Board of Education. The policy shall not prohibit or discourage other Board members from active participation in legislative affairs.

(Membership in New Jersey School Boards is required as set forth in 18A:6-45. Appointment of delegate is required as set forth in 18A:6-46.)

Bonnett	Campbell	de Leeuw	Gottlieb	Graham	O'Neil	St. Auburn	Yaros-Ramos	Ginsburg
Not Present	Aye	Not Present	Aye	Aye	Abstained	Not Present	Aye	Aye

A-3 District Teacher/Staff and School Leadership Evaluation System

Moved: Mr. Campbell

Seconded: Dr. Yaros-Ramos

BE IT RESOLVED, that the Glen Ridge School District is using the Marzano Model as their evidence-based Teacher/Staff and School Leadership Evaluation System. The iObservation will support this model.

Bonnett	Campbell	de Leeuw	Gottlieb	Graham	O'Neil	St. Auburn	Yaros-Ramos	Ginsburg
Not Present	Aye	Not Present	Aye	Aye	Abstained	Not Present	Aye	Aye

A-4 Code of Ethics

Moved: Mr. Campbell

Seconded: Dr. Yaros-Ramos

Upon the recommendation of the Superintendent, move to approve the following Resolution:

The Board of Education Members have received a copy of the Code of Ethics pursuant to the School Ethics Act in N.J.S.A. 18A:12-24.1 and further that each Board member has read, understands, and shall abide by same.

RESOLVED, THAT THE New Jersey School Boards Association "Code of Ethics" shall be considered the official Code of Ethics of the Glen Ridge Board of Education:

CODE OF ETHICS

- a. I will uphold and enforce all laws, state board rules and regulations, and court orders pertaining to schools. Desired changes should be brought about only through legal and ethical procedures.
- b. I will make decisions in terms of the educational welfare of children and will seek to develop and maintain public schools which meet the individual needs of all children regardless of their ability, race, creed, sex, or social standing.
- c. I will confine my board action to policy-making, planning, and appraisal, and I will help to frame policies and plans only after the Board has consulted those who will be affected by them.
- d. I will carry out my responsibility, not to administer the schools, but, together with my fellow Board members, to see that they are well run.

- e. I will recognize that authority rests with the Board of Education and will make no personal promises nor take any private action which may compromise the Board.
- f. I will refuse to surrender my independent judgment to special interest or partisan, political groups, or to use the schools for personal gain or for the gain of friends.
- g. I will hold confidential all matters pertaining to the schools which, if disclosed, would needlessly injure individuals or the schools. But in all other matters, I will provide accurate information and, in concert with my fellow Board members, interpret to the staff the aspirations of the community for its schools.
- h. I will vote to appoint the best qualified personnel available after consideration of the recommendation of the chief administrative officer.
- i. I will support and protect school personnel in proper performance of their duties.
- j. I will refer all complaints to the chief administrative officer and will act on such complaints at public meetings only after failure of an administrative solution.

Bonnett	Campbell	de Leeuw	Gottlieb	Graham	O'Neil	St. Auburn	Yaros-Ramos	Ginsburg
Not Present	Aye	Not Present	Aye	Aye	Abstained	Not Present	Aye	Aye

A-5 Robert's Rules of Order

Moved: Mr. Campbell Seconded: Dr. Yaros-Ramos

Upon the recommendation of the Superintendent, move to adopt **Robert's Rules of Order** as the official parliamentary procedure manual to be used to conduct meetings and appoint the Board Secretary and Board Attorney to act as the parliamentarians for the period January 5, 2022-January 4, 2023.

Bonnett	Campbell	de Leeuw	Gottlieb	Graham	O'Neil	St. Auburn	Yaros-Ramos	Ginsburg
Not Present	Aye	Not Present	Aye	Aye	Abstained	Not Present	Aye	Aye

A-6 Policies, Regulations and By-Laws

Moved: Mr. Campbell Seconded: Dr. Yaros-Ramos

Upon the recommendation of the Superintendent, move to approve the re-adoption of the existing **Policies, Regulations, and By-Laws** of the Glen Ridge Board of Education on file for the period January 5, 2022-January 4, 2023.

Bonnett	Campbell	de Leeuw	Gottlieb	Graham	O'Neil	St. Auburn	Yaros-Ramos	Ginsburg
Not Present	Aye	Not Present	Aye	Aye	Abstained	Not Present	Aye	Aye

A-7 Curriculum and Services

Moved: Mr. Campbell Seconded: Dr. Yaros-Ramos

Upon the recommendation of the Superintendent, move to approve the adoption of the **Curriculum and Services** for grades Pre-K–12 in the Glen Ridge Public Schools, as approved and on file, as of January 5, 2022.

Bonnett	Campbell	de Leeuw	Gottlieb	Graham	O'Neil	St. Auburn	Yaros-Ramos	Ginsburg
Not Present	Aye	Not Present	Aye	Aye	Abstained	Not Present	Aye	Aye

A-8 Second Reading of New and/or Revised Policies and Regulations

Moved: Mr. Campbell Seconded: Dr. Yaros-Ramos

Approve the second reading of new and/or revised policies and regulations of the Glen Ridge Board of Education as follows: (Exhibit A-8)

P 1648.14 Safety Plan for Healthcare Settings in School Buildings – COVID-19 (M) (New)
P & R 5751 Sexual Harassment of Students (M) (Revised)

Bonnett	Campbell	de Leeuw	Gottlieb	Graham	O'Neil	St. Auburn	Yaros-Ramos	Ginsburg
Not Present	Aye	Not Present	Aye	Aye	Abstained	Not Present	Aye	Aye

A-9 NJ Department of Education English Language Learner

Moved: Mr. Campbell Seconded: Dr. Yaros-Ramos

Approve the submission of the New Jersey Department of Education English Language Learner Three Year Program Plan.

Bonnett	Campbell	de Leeuw	Gottlieb	Graham	O'Neil	St. Auburn	Yaros-Ramos	Ginsburg
Not Present	Aye	Not Present	Aye	Aye	Abstained	Not Present	Aye	Aye

A-10 Investigation of Harassment, Intimidation, and Bullying (HIB)

Moved: Mr. Campbell Seconded: Dr. Yaros-Ramos

Be it resolved, that the Board of Education accepts the recommendation of the Superintendent of Schools on the investigation of Harassment, Intimidation, and Bullying (HIB) Report 21-22 RAS#3 and finds that HIB was substantiated.

Bonnett	Campbell	de Leeuw	Gottlieb	Graham	O'Neil	St. Auburn	Yaros-Ramos	Ginsburg
Not Present	Aye	Not Present	Aye	Aye	Abstained	Not Present	Aye	Aye

A-11 Investigation of Harassment, Intimidation, and Bullying (HIB)

Moved: Mr. Campbell Seconded: Dr. Yaros-Ramos

Be it resolved, that the Board of Education accepts the recommendation of the Superintendent of Schools on the investigation of Harassment, Intimidation, and Bullying (HIB) Report 21-22 RAS #4 and finds that HIB was not substantiated.

Bonnett	Campbell	de Leeuw	Gottlieb	Graham	O'Neil	St. Auburn	Yaros-Ramos	Ginsburg
Not Present	Aye	Not Present	Aye	Aye	Abstained	Not Present	Aye	Aye

PERSONNEL

P-1 Appointments

Moved: Ms. Graham Seconded: Ms. Gottlieb

Upon the recommendation of the Superintendent, approve the appointment of the following:

<u>Name</u> <u>Location</u>	<u>Position</u> <u>Guide/Salary</u>	<u>Effective</u> <u>Date</u>	<u>End</u> <u>Date</u>	<u>Account #</u>	<u>Rationale</u>
Damaris Dolan RAS	Long Term Substitute Teacher Part-Time \$250 per diem	1/3/22	3/3/2022	11-120-100-101-00-00-04 11-130-100-101-00-00-04	Replacing #5585
Jessica Newman RAS	Leave Replacement Teacher \$325 per diem	2/28/22	6/30/22	11-213-100-101-04-00-00	Replacing #5805
Abigail Lapone CS	Leave Replacement Teacher \$300 per diem	8/30/21	3/4/22	11-110-100-101-00-00-01	Extended
Nicole Kapushy* LAS	Part-Time (0.7) Special Education Teacher BA Step 1 \$53,967	1/10/22	6/30/22	11-213-100-101-03-00-00	New Position
Michael Mazzeo* FAS/LAS	SEL Counselor (ARP Grant) Part Time (0.7) MA Step 1 \$60,433	1/20/22	6/30/22	20-487-200-100-00-00-00	Open Grant Position

*Pending District and State Approval

Bonnett	Campbell	de Leeuw	Gottlieb	Graham	O'Neil	St. Auburn	Yaros-Ramos	Ginsburg
Not Present	Aye	Not Present	Aye	Aye	Abstained	Not Present	Aye	Aye

P-2 Leaves

Moved: Ms. Graham Seconded: Ms. Gottlieb

- a. Upon recommendation of the Superintendent, move to approve the **revised** maternity leave under Federal Family and Medical Leave Act (FMLA) for employee #6078, utilizing 22 sick days effective August 30, 2021 until October 1, 2021, followed by child care leave of absence under NJ Family Leave Act (NJFLA), without pay from October 4, 2021 through **February 25, 2022**. Employee is returning to work on **February 28, 2022**.
- b. Upon recommendation of the Superintendent, move to approve the leave of absence under Federal Family and Medical Leave Act (FMLA) for employee #4999, utilizing 56 sick days from January 25, 2022 through April 25, 2022. Employee is returning to work on April 26, 2022.

Bonnett	Campbell	de Leeuw	Gottlieb	Graham	O'Neil	St. Auburn	Yaros-Ramos	Ginsburg
Not Present	Aye	Not Present	Aye	Aye	Abstained	Not Present	Aye	Aye

P-3 Transfers

Moved: Ms. Graham

Seconded: Ms. Gottlieb

Approve the transfer of the following staff member:

<u>Name</u>	<u>Position</u>	<u>Location</u>	<u>New Assignment</u>
Carol Mayer	Part Time Paraprofessional	GRHS	LAS

Bonnett	Campbell	de Leeuw	Gottlieb	Graham	O'Neil	St. Auburn	Yaros-Ramos	Ginsburg
Not Present	Aye	Not Present	Aye	Aye	Abstained	Not Present	Aye	Aye

P-4 Extra Duty Assignments

Moved: Ms. Graham

Seconded: Ms. Gottlieb

Approve extra duty assignments for the 2021-2022 school year:

<u>First Name</u>	<u>Last Name</u>	<u>School</u>	<u>Amount</u>	<u>Start Date</u>
Cluny	Mendez	GRHS	\$ 3,089 prorated	1/10/22

Bonnett	Campbell	de Leeuw	Gottlieb	Graham	O'Neil	St. Auburn	Yaros-Ramos	Ginsburg
Not Present	Aye	Not Present	Aye	Aye	Abstained	Not Present	Aye	Aye

P-5 6th Period Assignments

Moved: Ms. Graham

Seconded: Ms. Gottlieb

Approve 6th period assignments for the 2021-2022 school year:

<u>First Name</u>	<u>Last Name</u>	<u>School</u>	<u>Amount</u>	<u>Start Date</u>
Jill	Barkouras	GRHS	\$6,314 prorated	12/15/21

Bonnett	Campbell	de Leeuw	Gottlieb	Graham	O'Neil	St. Auburn	Yaros-Ramos	Ginsburg
Not Present	Aye	Not Present	Aye	Aye	Abstained	Not Present	Aye	Aye

P-6 Resignations/Retirements

Moved: Ms. Graham

Seconded: Ms. Gottlieb

Upon the recommendation of the Superintendent, accept, with regret, the following:

<u>Name</u>	<u>Position</u>	<u>Location</u>	<u>Resignation or Retirement</u>	<u>Effective Date</u>
Nicole Kapushy	Substitute	LAS	Resignation	1/9/22

Bonnett	Campbell	de Leeuw	Gottlieb	Graham	O'Neil	St. Auburn	Yaros-Ramos	Ginsburg
Not Present	Aye	Not Present	Aye	Aye	Abstained	Not Present	Aye	Aye

BUSINESS

B-1 Settlement Agreement

Moved: Mr. Campbell

Seconded: Dr. Yaros-Ramos

Upon the recommendation of the Superintendent, move to approve the Settlement Agreement for student #25010 for the 2021-2022 school year.

Bonnett	Campbell	de Leeuw	Gottlieb	Graham	O'Neil	St. Auburn	Yaros-Ramos	Ginsburg
Not Present	Aye	Not Present	Aye	Aye	Abstained	Not Present	Aye	Aye

B-2 Change Order

Moved: Mr. Campbell

Seconded: Dr. Yaros-Ramos

Upon the recommendation of the Superintendent, move to approve Change Order #2 from Laumar Roofing Co. Inc. to remove and replace gutter and leader from High Roof over Ridgewood Avenue School Upper Gym at a cost of \$2,481.92.

Bonnett	Campbell	de Leeuw	Gottlieb	Graham	O'Neil	St. Auburn	Yaros-Ramos	Ginsburg
Not Present	Aye	Not Present	Aye	Aye	Abstained	Not Present	Aye	Aye

B-3 Professional Support Services

Moved: Mr. Campbell

Seconded: Dr. Yaros-Ramos

Upon the recommendation of the Superintendent, move to approve the following professional support services:

Vendor	Services	School Year/Dates	Fee/Rate	Student
a. The Uncommon Thread	Board Certified Behavior Analyst (BDBA)	November 2021-June 2022	\$11,000	As needed
b. The Uncommon Thread	Registered Behavior Technician (RBT)	January-June 2022	\$36,400	33008

Bonnett	Campbell	de Leeuw	Gottlieb	Graham	O'Neil	St. Auburn	Yaros-Ramos	Ginsburg
Not Present	Aye	Not Present	Aye	Aye	Abstained	Not Present	Aye	Aye

B-4 Workshops/Conferences

Moved: Mr. Campbell

Seconded: Dr. Yaros-Ramos

Upon the recommendation of the Superintendent, move to approve the workshop(s)/conference(s) for the following staff:

Staff Member/Position	Workshop/Conference	Date(s)	Location	Cost
a. Heather Kobylinski, Counselor	Grief Counseling & Treatment Certification Training	2/11/22	Virtual	\$249.93
b. David Majewski, Teacher	2022 National Council of History Educators Conference	3/17/22-3/20/22	Virtual	\$215.00

Bonnett	Campbell	de Leeuw	Gottlieb	Graham	O'Neil	St. Auburn	Yaros-Ramos	Ginsburg
Not Present	Aye	Not Present	Aye	Aye	Abstained	Not Present	Aye	Aye

PUBLIC COMMENT**7:24 pm EXECUTIVE SESSION**

Moved: Mr. Campbell

Seconded: Ms. Graham

WHEREAS, a matter to be considered by the Board of Education deals with personnel, confidential pupil matters, negotiations and/or possible litigation, and

WHEREAS, public disclosure of this matter may be prejudicial to the public good,

NOW, THEREFORE, BE IT RESOLVED, that this matter be considered in a meeting closed to the public; and **BE IT FURTHER RESOLVED**, that the minutes of this meeting be sealed until the matter is resolved.

Adjourn to closed session.

Bonnett	Campbell	de Leeuw	Gottlieb	Graham	O'Neil	St. Auburn	Yaros-Ramos	Ginsburg
Not Present	Aye	Not Present	Aye	Aye	Abstained	Not Present	Aye	Aye

Public Session – Ms. Graham motioned to return to public session at 7:40 pm. Dr. Yaros-Ramos seconded the motion.

ADJOURNMENT

Motioned to adjourn by Mr. Campbell. Ms. Graham seconded the motion. The meeting was adjourned at 7:41 pm.

Bonnett	Campbell	de Leeuw	Gottlieb	Graham	O'Neil	St. Auburn	Yaros-Ramos	Ginsburg
Not Present	Aye	Not Present	Aye	Aye	Abstained	Not Present	Aye	Aye

Respectfully submitted,

Barbara Murphy, Board Secretary