

**BERKELEY HEIGHTS BOARD OF EDUCATION  
COMBINED CONFERENCE AND REGULAR MEETING  
MINUTES  
DECEMBER 3, 2020**

**CALL TO ORDER**

The Combined Conference and Regular Meeting of the Berkeley Heights Board of Education was called to order on Thursday, December 3, 2020 at 7:00 PM via the media platform ZOOM by the Board President, Mr. Reinstein.

**ROLL CALL**

A roll call indicated the presence of the following members:

Mrs. Penna, Mr. D'Aquila, Mr. Gioia, Ms. Reilly, Mr. Cassano, Dr. Crisonino, Mrs. Kirsch and Mr. Reinstein. Also present were Dr. Varley, Mr. McKinney and Mrs. Felezzola.

**STATEMENT**

On January 6, 2020, this body by resolution adopted the schedule for this meeting. The time, date and location of this meeting were accurately set forth therein.

On January 7, 2020, this notice was provided to all schools, all PTO Presidents, the BHEA President and posted at the Administration Building. On the same date a copy was emailed to the Public Library, TAP into Berkeley Heights, the Courier News and filed with the Municipal Clerk to file and post at Town Hall. The meeting will also be announced on the District Sign at Columbia School.

This board meeting will be live-streamed on the media platform ZOOM and posted on BHPS Media via YouTube. Only the public portion of the meeting will be live and recorded. The discussions and actions of the board, the presentations and the comments from the public will be recorded. This is not an official record of the meeting; the written minutes are still the official record of the Board meeting.

**ADJOURN TO EXECUTIVE SESSION**

It was moved by Mr. Cassano and seconded by Mrs. Penna that the Board of Education adjourn to executive session, Motion carried.

WHEREAS, the provisions of the Open Public Meetings Act (N.J.S.A.10:4-1 et seq.) expressly provide that a public body may move into Executive Session and exclude the public from that portion of a meeting at which the public body discusses any of the nine areas set forth in N.J.S.A.10:4-12b; and

**ADJOURN TO EXECUTIVE SESSION (continued)**

WHEREAS, the Berkeley Heights Board of Education has determined it necessary to move into Executive Session to discuss the following subjects, all of which are included in the aforesaid exceptions: Personnel - Substitute/Supplemental Personnel, New/ Modified Leave of Absence Requests, Resignation, Extension of Employment of Interim Assistant Principal, Extra-Curricular Activities, Assignment of Title I Salaries, Extension of Employment of Interim Principal, Transfer of Personnel, Appointments, Revised/ Extended Employment Contracts, Re-Assignment of Personnel; Student Matters; Negotiations with BHAA.

NOW THEREFORE BE IT RESOLVED by the Berkeley Heights Board of Education that it does hereby move into Executive Session pursuant to N.J.S.A.10:4-12b to discuss the aforesaid matters; and

IT IS FURTHER RESOLVED that the aforesaid discussions shall be made public either at the Public Meeting following said Executive Session or at such time as any litigated or personnel matters are concluded; or upon conclusion of any negotiations or related discussions; or as otherwise specified; and

IT IS FURTHER RESOLVED that this Resolution shall take effect pursuant to law.

**RETURN TO PUBLIC SESSION**

It was moved by Mr. Cassano and seconded by Mrs. Penna that the Board of Education return to Public Session. Motion carried.

**FLAG SALUTE**

Mr. Reinstein led the board and the public in the Pledge of Allegiance.

**APPROVAL OF MINUTES**

It is recommended that the Board of Education approve the minutes of the Combined Conference and Regular Meetings held November 12, 2020.

## **CORRESPONDENCE**

The correspondence as listed on the agenda had been provided to the Board for their review and information:

- Mr. S. Ciarrocca; RE: Berkeley Heights COVID Outbreak
- Mrs. C. Birstler; RE: Berkeley Heights COVID Outbreak
- Ms. R. Koenigsberg; RE: Berkeley Heights COVID Outbreak 11/10/2020
- Ms. L. Wasser-Berlin; RE: Berkeley Heights COVID Outbreak
- Ms. L. Mendenhall; RE: Berkeley Heights COVID Outbreak
- Ms. S. Toporek; RE: Berkeley Heights COVID Outbreak
- Ms. M. Gauthier; RE: Berkeley Heights COVID Outbreak
- Mrs. L. Gillespie; RE: Berkeley Heights COVID Outbreak
- Ms. K. Lalley; RE: Berkeley Heights COVID Outbreak
- Mr. J. Prupis; RE: Berkeley Heights COVID Outbreak
- Mr. J. Lanni; RE: RE: COVID Concerns
- Ms. S. Leahy; RE: COVID 19 Outbreak
- Mr. S. Buonaspina; RE: Berkeley Heights COVID Outbreak
- Ms. M. Dendinger; RE: Berkeley Heights COVID Outbreak
- Mrs. S. Poage; RE: Transparency of Board Meetings
- Mrs. A. Simonelli; RE: Berkeley Heights Covid Outbreak
- Ms. C. Candelaria; RE: Protect Students: Make School Remote until January
- Mr. M. Riley; RE: Protect Students: Make School Remote until January
- Ms. Megan Hoffman; RE: Protect Students: Make School Remote until January
- Ms. R. Einhorn; RE: Protect Students: Make School Remote until January
- Ms. L. Lesly; RE: Protect Students: Make School Remote until January
- Ms. U. Engel; RE: Protect Students: Make School Remote until January
- Ms. M. Helmstetter; RE: Protect Students: Make School Remote until January
- Mr. J. Prupis; RE: Protect Students: Make School Remote until January
- Ms. C. Reinl; RE: Protect Students: Make School Remote until January
- Ms. J. Gates; RE: Protect Students: Make School Remote until January
- Ms. C. Avino; RE: Protect Students: Make School Remote until January
- Ms. J. Hughes; RE: Protect Students: Make School Remote until January
- Ms. N. Carotenuto; RE: Protect Students: Make School Remote until January
- Ms. K. Tota; RE: Protect Students: Make School Remote until January
- Ms. M. Mohr; RE: Protect Students: Make School Remote until January
- Ms. L. Dhaibar; RE: Protect Students: Make School Remote until January
- Ms. H. Hammett; RE: Protect Students: Make School Remote until January
- Ms. M. Koulouroudis; RE: Protect Students: Make School Remote until January
- Ms. G. Mahy; RE: Protect Students: Make School Remote until January
- Ms. J. Ciccone; RE: Protect Students: Make School Remote until January
- Ms. L. Mirabella; RE: Protect Students: Make School Remote until January
- Ms. L. Gillespie; RE: Protect Students: Make School Remote until January
- Mr. P. Lalley; RE: Protect Students: Make School Remote until January
- Mr. T. Kamp; RE: Protect Students: Make School Remote until January
- Ms. E. Marks; RE: Protect Students: Make School Remote until January

**CORRESPONDENCE (continued)**

- Ms. J. Sheehan; RE: Protect Students: Make School Remote until January
- Ms. K. Fleming; RE: Protect Students: Make School Remote until January
- Ms. K. Murray; RE: Protect Students: Make School Remote until January
- Mr. N. Korn; RE: Protect Students: Make School Remote until January
- Ms. M. Cimini; RE: Protect Students: Make School Remote until January
- Mr. P. Sempepos; RE: Protect Students: Make School Remote until January
- Ms. A. Bird; RE: Protect Students: Make School Remote until January
- Ms. L. Moretti; RE: Protect Students: Make School Remote until January
- Ms. A. Iannone Savino; RE: Protect Students: Make School Remote until January
- Ms. D. Velelis; RE: Protect Students: Make School Remote until January
- Ms. C. Pirone; RE: Protect Students: Make School Remote until January
- Ms. K. Calabrese; RE: Protect Students: Make School Remote until January
- Mr. R. Jendrek; RE: Protect Students: Make School Remote until January
- Ms. N. Mims; RE: Protect Students: Make School Remote until January
- Ms. G. Dagan; RE: Protect Students: Make School Remote until January
- Ms. C. Talarico; RE: Protect Students: Make School Remote until January
- Ms. C. Blizzard-Wrobel; RE: Protect Students: Make School Remote until January
- Ms. S. Gabriel; RE: Protect Students: Make School Remote until January
- Mr. B. Bolger; RE: Protect Students: Make School Remote until January
- Ms. A. Sperling; RE: Protect Students: Make School Remote until January
- Ms. T. Chrobok; RE: Protect Students: Make School Remote until January
- Ms. D. Bokach; RE: Protect Students: Make School Remote until January
- Ms. P. Silagi; RE: Protect Students: Make School Remote until January
- Ms. M. Verlangieri; RE: Protect Students: Make School Remote until January
- Mr. T. Najarian; RE: Protect Students: Make School Remote until January
- Ms. K. Weber; RE: Protect Students: Make School Remote until January
- Mr. C. Czerniak; RE: Protect Students: Make School Remote until January
- Ms. D. Hernandez; RE: Protect Students: Make School Remote until January
- Ms. B. Ahern; RE: Protect Students: Make School Remote until January
- Ms. G. Bradford; RE: Protect Students: Make School Remote until January
- Mr. P. Acosta; RE: Protect Students: Make School Remote until January
- Mr. J. Karl; RE: Protect Students: Make School Remote until January
- Ms. R. Shanagher; RE: Protect Students: Make School Remote until January
- Mr. A. Sena; RE: Protect Students: Make School Remote until January
- Ms. M. Lombardi; RE: Protect Students: Make School Remote until January
- Ms. A. Combe; RE: Protect Students: Make School Remote until January
- Ms. E. Sena; RE: Protect Students: Make School Remote until January
- Ms. K. Wronski; RE: Protect Students: Make School Remote until January
- Ms. D. Naldi; RE: Protect Students: Make School Remote until January
- Ms. M. Hall; RE: Protect Students: Make School Remote until January
- Mr. A. Ho; RE: Protect Students: Make School Remote until January
- Ms. K. McLeod; RE: Protect Students: Make School Remote until January
- Mr. P. Grant; RE: Protect Students: Make School Remote until January
- Mr. J. Marx; RE: Protect Students: Make School Remote until January

**CORRESPONDENCE (continued)**

- Mr. T. Clayton; RE: Protect Students: Make School Remote until January
- Mr. G. Healey; RE: Protect Students: Make School Remote until January
- Ms. M. McGovern; RE: Protect Students: Make School Remote until January
- Ms. D. Scialfa; RE: Protect Students: Make School Remote until January
- Ms. C. Manto; RE: Protect Students: Make School Remote until January
- Ms. L. Kapuscinski; RE: Protect Students: Make School Remote until January
- Ms. K. Hill; RE: Protect Students: Make School Remote until January
- Mr. W. Halleran; RE: Protect Students: Make School Remote until January
- Ms. N. Little; RE: Protect Students: Make School Remote until January
- Ms. N. Ibrahim; RE: Protect Students: Make School Remote until January
- Ms. B. Slemmer; RE: Protect Students: Make School Remote until January
- Ms. E. Johanides; RE: Protect Students: Make School Remote until January
- Ms. P. Hetherington; RE: Protect Students: Make School Remote until January
- Ms. G. Friedenber; RE: Protect Students: Make School Remote until January
- Ms. L. Wasser-Berlin; RE: Protect Students: Make School Remote until January
- Mr. T. Palladino; RE: Protect Students: Make School Remote until January
- Ms. N. Broeker; RE: Protect Students: Make School Remote until January
- Mr. J. Diaz; RE: Protect Students: Make School Remote until January
- Ms. M. Chavez; RE: Protect Students: Make School Remote until January
- Ms. J. Reveron; RE: Protect Students: Make School Remote until January
- Ms. D. Corzani; RE: Protect Students: Make School Remote until January
- Ms. S. Poage; RE: Protect Students: Make School Remote until January
- Mr. A. Caruso; RE: Protect Students: Make School Remote until January
- Ms. S. Spano; RE: Protect Students: Make School Remote until January
- Ms. T. Procaccini; RE: Protect Students: Make School Remote until January
- Ms. L. Ketcherick; RE: Protect Students: Make School Remote until January
- Mr. C. Colaneri; RE: Protect Students: Make School Remote until January
- Ms. C. Lane; RE: Protect Students: Make School Remote until January
- Ms. J. Arroyo; RE: Protect Students: Make School Remote until January
- Ms. D. Palladino; RE: Protect Students: Make School Remote until January
- Ms. A. Kaminsky; RE: Protect Students: Make School Remote until January
- Ms. L. Sandberg; RE: Protect Students: Make School Remote until January
- Ms. S. Saravay; RE: Protect Students: Make School Remote until January
- Ms. L. Mendenhall; RE: Protect Students: Make School Remote until January
- Ms. S. Peszka; RE: Protect Students: Make School Remote until January
- Ms. K. Merola; RE: Protect Students: Make School Remote until January
- Ms. G. Czerniak; RE: Protect Students: Make School Remote until January
- Ms. C. Roca; RE: Protect Students: Make School Remote until January
- Ms. L. Palladino; RE: Protect Students: Make School Remote until January
- Mr. F. Fabiano; RE: Protect Students: Make School Remote until January
- Ms. J. Peterson; RE: Protect Students: Make School Remote until January
- Mr. M. Manganelli; RE: Protect Students: Make School Remote until January
- Ms. B. Healey; RE: Protect Students: Make School Remote until January
- Ms. D. Corley; RE: Protect Students: Make School Remote until January

**CORRESPONDENCE (continued)**

- Ms. S. Scheckman; RE: Protect Students: Make School Remote until January
- Ms. C. DiNoia; RE: Protect Students: Make School Remote until January
- Mr. F. Batsch; RE: Protect Students: Make School Remote until January
- Ms. R. Curcio; RE: Protect Students: Make School Remote until January
- Ms. R. Schnitzer; RE: Protect Students: Make School Remote until January
- Ms. W. Richards; RE: Protect Students: Make School Remote until January
- Ms. K. McCullough; RE: Protect Students: Make School Remote until January
- Mr. J. Lanni; RE: Protect Students: Make School Remote until January
- Ms. E. David; RE: Protect Students: Make School Remote until January
- Ms. C. Donofrio; RE: Protect Students: Make School Remote until January
- Ms. J. Bent; RE: Protect Students: Make School Remote until January
- Ms. D. Niceforo; RE: Protect Students: Make School Remote until January
- Ms. E. Zeppilli; RE: Protect Students: Make School Remote until January
- Ms. R. Koenigsberg; RE: Protect Students: Make School Remote until January
- Ms. T. Bostwick; RE: Protect Students: Make School Remote until January
- Ms. C. St. Clair; RE: Protect Students: Make School Remote until January
- Mr. J. DiOrio; RE: Protect Students: Make School Remote until January
- Ms. A. Berse; RE: Protect Students: Make School Remote until January
- Ms. C. Sangiovani; RE: Protect Students: Make School Remote until January
- Ms. J. Szalma; RE: Protect Students: Make School Remote until January
- Ms. A. Taylor; RE: Protect Students: Make School Remote until January
- Ms. C. MacManiman; RE: Protect Students: Make School Remote until January
- Ms. E. Verardi; RE: Protect Students: Make School Remote until January
- Ms. S. Halmi; RE: Protect Students: Make School Remote until January
- Ms. S. Lagasi; RE: Protect Students: Make School Remote until January
- Ms. C. Cottrill; RE: Protect Students: Make School Remote until January
- Ms. K. DiOrio; RE: Protect Students: Make School Remote until January
- Ms. J. Amato-Lew; RE: Protect Students: Make School Remote until January
- Ms. A. DeBello; RE: Protect Students: Make School Remote until January
- Ms. B. Rodgers; RE: Protect Students: Make School Remote until January
- Ms. M. Reis; RE: Protect Students: Make School Remote until January
- Ms. K. Tawil; RE: Protect Students: Make School Remote until January
- Ms. H. Sullivan; RE: Protect Students: Make School Remote until January
- Ms. J. Scheer; RE: Protect Students: Make School Remote until January
- Ms. N. Krulik; RE: Protect Students: Make School Remote until January
- Ms. T. Forand; RE: Protect Students: Make School Remote until January
- Ms. C. Pais; RE: Protect Students: Make School Remote until January
- Ms. K. Szewczyk; RE: Protect Students: Make School Remote until January
- Ms. G. Ahearn; RE: Protect Students: Make School Remote until January
- Ms. L. Boymann; RE: Protect Students: Make School Remote until January
- Ms. S. Taney; RE: Protect Students: Make School Remote until January
- Ms. L. Beretta; RE: Protect Students: Make School Remote until January
- Ms. Y. Bodden; RE: Protect Students: Make School Remote until January
- Ms. N. Schlem; RE: Protect Students: Make School Remote until January

**CORRESPONDENCE (continued)**

- Ms. C. Parkin; RE: Protect Students: Make School Remote until January
- Ms. D. Jacobus; RE: Protect Students: Make School Remote until January
- Mr. L. Turner; RE: Protect Students: Make School Remote until January
- Ms. C. Bowden; RE: Protect Students: Make School Remote until January
- Ms. A. Farella; RE: Protect Students: Make School Remote until January
- Mr. A. Sabia; RE: Protect Students: Make School Remote until January
- Ms. L. Capaccio; RE: Protect Students: Make School Remote until January
- Ms. P. Kopec; RE: Protect Students: Make School Remote until January
- Ms. S. Cleary; RE: Protect Students: Make School Remote until January
- Ms. L. Kendos; RE: Protect Students: Make School Remote until January
- Ms. D. Coppola; RE: Protect Students: Make School Remote until January
- Ms. K. Frabizio; RE: Protect Students: Make School Remote until January
- Mr. N. O’Sullivan; RE: Protect Students: Make School Remote until January
- Ms. C. Pokallus; RE: Protect Students: Make School Remote until January
- Ms. P. McClafferty; RE: Protect Students: Make School Remote until January
- Ms. R. Turley; RE: Protect Students: Make School Remote until January
- Ms. K. DiLorenzo; RE: Protect Students: Make School Remote until January
- Ms. A. Worliser; RE: Protect Students: Make School Remote until January
- Mr. D. Brighthouse; RE: Protect Students: Make School Remote until January
- Mr. H. Goodhue; RE: Protect Students: Make School Remote until January
- Ms. A. Bonacchi; RE: Protect Students: Make School Remote until January
- Mr. A. Sheridan; RE: Protect Students: Make School Remote until January
- Ms. J. Havington; RE: Protect Students: Make School Remote until January
- Ms. C. Quigley; RE: Protect Students: Make School Remote until January
- Ms. D. Cavanaugh; RE: Protect Students: Make School Remote until January
- Ms. R. Swanson; RE: Protect Students: Make School Remote until January
- Ms. A. Dougherty; RE: Protect Students: Make School Remote until January
- Ms. N. Brighthouse; RE: Protect Students: Make School Remote until January
- Ms. M. Heller; RE: Protect Students: Make School Remote until January
- Ms. B. Yarnel; RE: Protect Students: Make School Remote until January
- Ms. L. Lach; RE: Protect Students: Make School Remote until January
- Ms. I. Edenbaum; RE: Protect Students: Make School Remote until January
- Mr. D. Cummings; RE: Protect Students: Make School Remote until January
- Ms. J. Cunningham; RE: Protect Students: Make School Remote until January
- Mr. J. Titus; RE: Protect Students: Make School Remote until January
- Ms. T. Dombrowski; RE: Protect Students: Make School Remote until January
- Ms. C. Petsch; RE: Protect Students: Make School Remote until January
- Ms. K. Platt; RE: Protect Students: Make School Remote until January
- Ms. L. Kipper; RE: Protect Students: Make School Remote until January
- Ms. L. Gilmore; RE: Protect Students: Make School Remote until January
- Mr. A. Ferrell; RE: Protect Students: Make School Remote until January
- Ms. A. Lyle; RE: Protect Students: Make School Remote until January
- Ms. C. Stafford; RE: Protect Students: Make School Remote until January
- Mr. G. Hans; RE: Protect Students: Make School Remote until January

**CORRESPONDENCE (continued)**

- Ms. A. McGarry; RE: Protect Students: Make School Remote until January
- Ms. M. Keller; RE: Protect Students: Make School Remote until January
- Ms. M. McHenry; RE: Protect Students: Make School Remote until January
- Mr. G. Weber; RE: Protect Students: Make School Remote until January
- Ms. F. Hernandez; RE: Protect Students: Make School Remote until January
- Ms. Bl Ratkevic; RE: Protect Students: Make School Remote until January
- Ms. Z. Padilla; RE: Protect Students: Make School Remote until January
- Mr. M. Mirabella; RE: Protect Students: Make School Remote until January
- Ms. M. McLaughlin; RE: Protect Students: Make School Remote until January
- Ms.D. Costa; RE: Protect Students: Make School Remote until January
- Ms. S. Tulini; RE: Protect Students: Make School Remote until January
- Ms. L. Risbrook; RE: Protect Students: Make School Remote until January
- Ms. M. Binkley; RE: Protect Students: Make School Remote until January
- Ms. D. Sloan; RE: Protect Students: Make School Remote until January
- Ms. K. Hanaway; RE: Protect Students: Make School Remote until January
- Ms. J. Kirch; RE: Protect Students: Make School Remote until January
- Mr. M. Lifland; RE: Protect Students: Make School Remote until January
- Ms. A.Carbajal; RE: Protect Students: Make School Remote until January
- Ms. S. Mendelson; RE: Protect Students: Make School Remote until January
- Ms. A. Mullin; RE: Protect Students: Make School Remote until January
- Mr. C. Faust; RE: Protect Students: Make School Remote until January
- Ms. J. Salernitano; RE: Protect Students: Make School Remote until January
- Ms. J. Jen; RE: Protect Students: Make School Remote until January
- Ms. M. Merrick; RE: Protect Students: Make School Remote until January
- Mr. D. Cabrera; RE: Protect Students: Make School Remote until January
- Mr. A. Mellott; RE: Protect Students: Make School Remote until January
- Ms. A. Rego; RE: Protect Students: Make School Remote until January
- Ms. M. Jacobs; RE: Protect Students: Make School Remote until January
- Ms. K. Gourdine; RE: Protect Students: Make School Remote until January
- Ms. J. Gryctko; RE: Protect Students: Make School Remote until January
- Ms. A. Lynne; RE: Protect Students: Make School Remote until January
- Ms. V. Trufy; RE: Protect Students: Make School Remote until January
- Ms. G. Ahearn; RE: Protect Students: Make School Remote until January
- Ms. M. Sabella; RE: Protect Students: Make School Remote until January
- Mrs. C. Flamos; RE: Protect Staff and Students
- Mr. T. Maciejewski; RE: BHBOE Email Policy



## **CORRESPONDENCE (continued)**

-OPRA Requests:

| <b>Date</b> | <b>Requestor</b> | <b>Request</b>  | <b>Status</b> |
|-------------|------------------|---|---------------|
| 11/12/20    | D. Thomas        | Construction/maintenance purchase orders 8/1/19-10/21/20  | Sent          |
| 11/17/20    | D. McGovern      | Details from Nov. 12 Board Meeting  | Sent          |
| 11/23/20    | T. Maciejewski   | Emails between Donna Felezzola and Frank Messineo regarding building upgrades and referendum from January 2020 to present | Open          |
| 11/23/20    | T. Maciejewski   | Specific attachment to an email   | Denied        |
| 11/23/20    | T. Maciejewski   | Contract and proposal from Solutions Architect from April 6, 2020 email   | Open          |
| 11/23/20    | T. Maciejewski   | Attachments from referendum emails to all board members   | Open          |

Mr. Reinstein noted that 233 auto-generated form letters were sent as ‘correspondence’ to 29 members of the Board of Education, Town Council, Union County officials, DOH, DOE, and NJ State representatives. Over half (58%) of the emails received were from people who live outside of our community. The letters titled “Protect students, make school remote until January” were auto-generated, as the “from” field was info@email.actionnetwork.org, whose website says ‘this is the toolset our movement deserves’.

## **REPORT OF THE STUDENT REPRESENTATIVES**

Emily Haines reported the following:

- Over the past few weeks we closed out our fall seasons. We had some lucky last games for our Highlanders. The girls’ soccer team played their last game against rivals New Providence, winning 6-1.
- Football had their annual Thanksgiving Day game against New Providence. Unfortunately, the trophy was awarded to New Providence until next year. This ended their season with a record of 4-2.
- All winter sports are planned to start January 2nd. The third season was created to take place in February until mid-March. Winter Track and volleyball are two of the sports that are planning for this third season. Go Highlanders!

Thomas Burke reported the following:

- As the year comes to a close, a number of clubs are working hard to fit in events before the break.
- FBLA has held a number of meetings in recent weeks to share information about the upcoming Objective tests. These tests allow students to compete against other FBLA students in their knowledge of accounting, economics, cyber securities, and more.
- Interact is preparing an uplifting video for the Children's Specialized Hospital in Mountainside where students record themselves telling a joke.
- The Highlander Newspaper Club has been holding weekly meetings to assign articles to be published in Tapinto.net under the section "The Highlander." If you have not seen any of these articles yet, I would suggest checking them out, they are very interesting.
- The Understanding Asians Cultures club has also organized a roundtable discussion for Monday regarding common stereotypes and attitudes towards Asian cultures. This will be held through zoom.
- On a similar note, guidance counselors are working to promote awareness of various customs and cultures with the December Awareness Guide. This guide details many of the holidays being celebrated in December such as World Aids Day and Kwanza. Other clubs have concentrated their efforts on preparing themselves for events in the new year.
- Model UN has begun preparing for February's North American Invitational conference held by the Georgetown Model UN. The club has shared information about the event and has posted sign-ups for this virtual 3-day conference.
- Spanish Club recently held a meeting to brainstorm ideas for upcoming events with a specific focus on hosting a fundraiser.
- All clubs have all kicked into full gear and are preparing for their normal events.

Ms. Reilly asked if there is a chess club at GLHS. Thomas responded not yet, but that administration is interested in new ideas.

Dr. Crisonino asked if club participation is the same this year. Thomas responded that it is the same, but much is through Google classroom. Students have been adjusting to the new normal.

Mrs. Kirsch asked the student if they are anxious to go back to in class instruction next week. Both students said they are looking forward to it.

### **REPORT OF THE SUPERINTENDENT**

Dr. Varley began by welcoming everyone to the meeting, hoping that everyone had a safe and Happy Thanksgiving holiday.

On Monday, December 7, we look forward to seeing our GL students back at school! More information will be shared tomorrow to those families about their re-entry to in-person learning.

**REPORT OF THE SUPERINTENDENT (continued)**

Dr. Varley continued that, because of the rapidly increasing cases of COVID in New Jersey, the district is operating on a day to day basis. We have received firm notification that it would be inadvisable for our district to remain open for in-person instruction in the event that our Central East region moved from Orange - High Risk, to Red - Very High Risk. Therefore, it is her recommendation to the Board of Education that if our region is classified as Very High Risk, the Berkeley Heights Public Schools will move to remote instruction until such time as the Department of Health deems the infection rate has returned to safely manageable levels.

Given the rapid increase in numbers across the state and the anticipated post-Thanksgiving surge in cases, it is likely that this will happen sooner rather than later. Families should begin to make plans for child care as needed. While Dr. Varley believes that the best place for our students is in school, it is also imperative that we follow the directives of the Department of Health and move to remote instruction for the safety of students and staff.

Current active cases are:

GL has five students (Up one from the update on Monday)

CMS has zero cases (down two from the update on Monday)

Hughes has one student (Up one from the update on Monday, this student has not been in school since 11/20, therefore, there is no risk to our current population).

District Level employees - three staff members who do not interact with students or instructional staff regularly.

Dr. Varley thanked the Berkeley Heights Diversity Council for their invitation to join them for a listening season on November 18th. It was a great experience, and a conversation that we are committed to continuing. It was very nice to have our current efforts validated by the community, but we still have a lot of work to do. As part of our on-going efforts to promote Diversity and Inclusion, tonight the Board will be approving a resolution to partner with Central Jersey Pride, an organization that actively recruits diverse candidates for available positions.

Dr. Varley shared that she will be out of district for a couple of weeks, and anticipates a quick return. In her absence, Mr. McKinney will be sending all updates and communications.

**Recognition of Board of Education members Mr. Bill Cassano, Dr. Gerard Crisonino and Mr. Dante Gioia**

Mr. Bill Cassano and Dr. Gerard Crisonino, members of the Berkeley Heights Board of Education, and Mr. Dante Gioia, the Mountainside representative on the Berkeley Heights Board of Education, were recognized and thanked for their years of service on the Board. Each Board member was presented with Resolutions for their contributions to the District.

## **REPORT OF THE SUPERINTENDENT (continued)**

### **Teacher Leadership Cohort - Christy O'Connor.**

Last year, the district introduced the teacher leadership cohort and Dr. O'Connor explained the rationale and research base for the program.

The world is changing at a rapid pace. The State of NJ ranks as the first or second top state in the country for education. There are many challenges for the districts. Schools need to prepare students for the global workforce. Three challenges we face include:

-working through policies such as Every Student Succeeds Act and No Child Left Behind. Teachers must learn new standards that are more rigorous, teachers must learn new approaches to teaching math. Literacy, social studies and science. Compared internationally we are falling short.

-the shift in population, as our country becomes more diverse. We have students with limited English proficiencies, a greater divide between low and high income families, and more students with IEPs. It is now more rigorous for our teachers to work with these differentiating needs

-the global pandemic. We are homeschooling our students, teachers have to practice social distancing while trying to teach reading and conduct experiments on computers. We are learning on computers, virtually. Long term teachers feel like first year teachers.

We need teacher leaders to meet the demands of today, working alongside our administrators. We have technical problems and adaptive challenges. Teachers can foster collaboration and comradery in schools to reduce stress and yield positive gains for teachers and students.

The goal of the cohort is to equip teachers to change the culture of traditional schools. The program in Berkeley Heights is a three year developmentally intentional teacher leadership institute with 26 staff members involved. During year one, teachers learned self-awareness and developmental diversity. During the second year, beginning in January, teachers will begin applying the program to collaboration and teaming. In the third year, the staff will be assuming a leadership role and passion projects.

This cohort will lead to increased efficacy, increased collaboration, assumption of additional leadership roles and reduced stress.

Mr. D'Aquila asked what is the measurable goal for Berkeley Heights?

Dr. O'Connor responded that the teachers are working smarter, and have reduced stress. They will work collaboratively, and we will have happier and more productive teachers.

Ms. Reilly asked if there was a survey of our teachers? How do we leverage this?

Dr. O'Connor replied that we will do a survey in January, the beginning of year 2. In other districts, there have been more teachers interested in the program than there was room for.

## **REPORT OF THE SUPERINTENDENT (continued)**

Mrs. Penna asked about the selection process. Dr. Varley replied that we asked for volunteers and had them complete an application.

### **Balanced/Structured Literacy in the Berkeley Heights Public Schools and Partnership with Teachers College of Columbia University - Mrs. Marybeth Kopacz.**

Mrs. Kopacz explained that Balanced/Structured Literacy is a comprehensive program of English Language Arts acquisition. It contains all of the components necessary for students to master written and oral communications. This is the English Language Arts (ELA) structure that is used in BHPS. Our curriculum addresses each of the areas that make a balanced program, and we meet or exceed each of the required New Jersey Learning Standards in reading, writing, foundational skills and work study skills.

The major components of ELA include reading, writing and components. Reading includes reading aloud, shared reading, guided reading, fluency and comprehension work, independent reading and conferencing, and book clubs. Writing includes modeled reading, shared writing, guided writing, independent writing, individual conferencing and writing across the curriculum.

Our new partnership with Columbia Teachers College, one of the largest Professional Development initiatives the district has ever undertaken. There will be a focus on topics such as using best practices in reading instruction and assessment, building diverse classroom libraries to encourage reading and creating specific lessons to support teaching for social justice. The main goals are to elevate the level of reading, phonics and content literacy through various avenues, and to support student growth and achievement, and to support Berkeley Heights literacy initiatives.

The Columbia Teachers College basics of workshop philosophy-we learn from doing; we learn through explicit instruction, we are all on different points in the learning curve; learning should address real-life purposes; learning should include choice and independence, and we thrive when we are part of a community.

Mr. D'Aquila asked what will be different going forward. Mrs. Kopacz replied that there are two benefits; all teachers will have common resources, commonality amongst schools that help students feel successful. It will help students build skills and stamina.

Mr. D'Aquila asked is there a way to measure this? Mrs. Kopacz replied that assessment tools make this easier. There are many measures. It is a long journey. She thanked Dr. Varley and Mr. McKinney and the board for moving this forward.

Dr. Varley added that she has seen improved test scores in other districts where this was implemented.

## **REPORT OF THE SUPERINTENDENT (continued)**

Ms. Reilly stated we are a good school system; what is different? Is curriculum common? Mrs. Kopacz replied that we have been doing really well, we want to build on what we are doing. The four buildings will have common resources. We have to meet the needs of students in front of us.

Mrs. Kirsch asked if the program will be introduced all at once or by grade level. Mrs. Kopacz replied that how reading is taught differs by school. It is being implemented by units.

Dr. Crisonino added that he is familiar with the program. It helps with transitions; commonality is good.

Ms. Reilly added that information non-fiction writing is important, especially to begin early.

Mrs. Penna asked what changes will there be for special education students.

Mrs. Kopacz replied that work is differentiated by student needs, more time for teachers to work in small groups.

## **LIAISON REPORTS**

Mrs. Kirsch reported the following:

- Union County Ed Services is working on hybrid schedules. 188,000 masks were distributed for low income students through the State Police program. They were also able to provide mobile hotspots for students.
- The Environmental Commission is collecting thin plastic film once again, and will be donating more benches. 14,000 pounds have been collected in the community. Reforestation work is continuing with a grant from TD Bank. There is a perceived lack of recycling in schools, and they are working with the Mayor's youth commission.
- NJSBA will be offering virtual workshops for board members. The virtual workshop is still available on demand.

## **FACILITIES REPORT**

Mrs. Felezzola reported that we are beginning to work on the budgets and projects for next year's capital budget. We will budget to continue with the maintenance items we have addressed previously, which would include replacing classroom ceilings and floors, continuing the replacement of rooftop fans, paving repairs and upgrades, etc. We are getting pricing for these projects and prioritizing them.

## **CITIZENS HEARING**

Mrs. Kathleen Coogan, Berkeley Heights, asked about the ELA curriculum; was this previously aligned?

Mrs. Kopacz replied that standards were addressed. Units may have been different in each school, but will now be aligned.

Mr. Michael LeBond, Berkeley Heights, is a 17-year educator from New York City and has worked with these programs and has seen them work. He is concerned about going to remote learning, yet we are allowing sporting events while classes are remote.

Dr. Varley responded that having the children in school is the priority. Sports are also important for our students.

Ms. Lisa Moretti, Hampton, and a teacher at GLHS, and Treasurer of the BHEA, read a statement to implement fully remote learning and not wait until the region turns red.

Mr. Lee Timmerman, Berkeley Heights, asked if we have looked into HEPA filters in the school. Additionally, he added that many years ago, there was a very successful Chess Club at GLHS!

Mr. John Sincaglia, Berkeley Heights, thanked those board members here for their final meeting. He stated that Mr. Gioia has been a strong advocate for Mountainside; Mr. Cassano was a blessing to the board, working on staff negotiations and the Mountainside negotiations, his leadership was excellent; Dr. Crisonino was Vice President when he was President, his perspective on special education was valuable. He thanked them for all they have done and contributed.

Mr. Michael LeBond encouraged the board to reject remote learning and advocated to keep the schools open.

Mr. Denis Smalley wished Dr. Crisonino, Mr. Cassano and Mr. Gioia well and thanked them. Dr. Crisonino was always interested in the students, he represented the district well and always contributed. He enjoyed serving with Mr. Cassano, joked he had too many spreadsheets, and thanked him for his input. Mr. Smalley thanked Mr. Gioia for bringing stability to the relationship with Mountainside.

Ms. Lisa Hernandez, Berkeley Heights, asked how initiatives impact the goal of inclusion.

Mrs. Kopacz responded that the workshop model allows for differentiation and allows for more teacher coaching.

Dr. O'Connor added that the teachers need to collaborate; we need to understand student needs; teachers can work together better.

## ADMINISTRATION

### Items A-F: All Board members.

- A. **DISTRICT BYLAW/POLICY** It was moved by Mr. D'Aquila and seconded by Mr. Gioia that the Board approve the following revised bylaw and policy after this second reading:

Board Member Qualifications and Code of Ethics 0142

Gifted and Talented Pupils 2464

A roll call indicated unanimous approval.

- B. **APPROVE RESOLUTIONS HONORING BILL CASSANO, GERARD CRISONINO, AND DANTE GIOIA** It was moved by Mr. D'Aquila and seconded by Mr. Gioia that the Board approve the Resolutions honoring Mr. Bill Cassano, Dr. Gerard Crisonino, and Mr. Dante Gioia for their service as members of the Berkeley Heights Board of Education (Attachment A).

A roll call indicated unanimous approval.

- C. **APPROVE PROPOSED 2021-2022 SCHOOL CALENDAR** It was moved by Mr. D'Aquila and seconded by Mr. Gioia that the Board approve the proposed 2021-2022 District Calendar for the Berkeley Heights Public Schools (Attachment B).

A roll call indicated unanimous approval.

- D. **APPROVE PROFESSIONAL DEVELOPMENT DAYS/TRAVEL REIMBURSEMENT** It was moved by Mr. D'Aquila and seconded by Mr. Gioia that the Board approve professional development days and travel reimbursement for district staff members, as indicated on Attachment C.

A roll call indicated unanimous approval.

- E. **APPROVE REPORT OF SUPERINTENDENT** It was moved by Mr. D'Aquila and seconded by Mr. Gioia that the Board approve the report of the Superintendent regarding all acts of harassment, intimidation, and bullying in the Berkeley Heights Public Schools from October 8, 2020, through November 12, 2020.

A roll call indicated unanimous approval.

- F. **APPROVE REVISED PAY RATE FOR HOME/INDIVIDUAL INSTRUCTORS** It was moved by Mr. D'Aquila and seconded by Mr. Gioia that the Board approve a revised pay rate of \$48.00 per hour for Home/Individual Instructors in the Berkeley Heights Public Schools for the 2020-2021 school year, effective January 1, 2021.

Explanatory Note: The recommended pay increase for this service would be the first such adjustment in compensation since 2016. The current pay rate for Home/Individual Instructors is \$44.00 per hour.

A roll call indicated unanimous approval.



- G. HIB INVESTIGATION** It was moved by Mr. D'Aquila and seconded by Mr. Gioia that the Board accept the following resolution:

RESOLVED, that the Board of Education hereby rescinds its September 10, 2020, action to affirm the Superintendent's recommendation related to HIB Investigation No. 208202.

BE IT FURTHER RESOLVED that, upon additional information presented to the Board of Education, the Superintendent's recommendation related to HIB Investigation No. 208202 is hereby reversed.

A roll call indicated unanimous approval.

## **EDUCATION**

### **Item A-B: All Board members. Items C-E: Berkeley Heights only.**

- A. APPROVE TERMINATION OF CONTRACT FOR OUT-OF-DISTRICT PLACEMENT** It was moved by Mrs. Kirsch and seconded by Ms. Reilly that the Board approve the termination of the contract with Hunterdon Prep School for the out-of-district Special Education placement of Berkeley Heights student #9356672897, effective November 30, 2020, as recommended by Michele Gardner, District Director of Special Services.  
A roll call indicated unanimous approval.
- B. APPROVE AGREEMENT FOR HOME INSTRUCTION SERVICES** It was moved by Mrs. Kirsch and seconded by Ms. Reilly that the Board approve the Agreement with Educational Services Commission of New Jersey (ESCNJ) to provide Home Instruction services to Berkeley Heights Public Schools students during the 2020-2021 school year, as needed and as per student Individualized Education Plans (IEPs), at the cost of \$48.00 per hour.  
A roll call indicated unanimous approval.
- C. APPROVE AGREEMENT FOR SPEECH AND LANGUAGE EVALUATION** It was moved by Mrs. Kirsch and seconded by Ms. Reilly that the Board approve the Agreement with Learning Tree Multilingual Evaluation & Consulting to conduct a Speech and Language Evaluation in Russian, the student's primary language. The fee for this evaluation would be \$800.00, the cost of which would be covered by Individuals with Disabilities Education Act (IDEA) grant funding.  
A roll call indicated unanimous approval.
- D. APPROVE AGREEMENT FOR CHILD STUDY TEAM EVALUATION** It was moved by Mrs. Kirsch and seconded by Ms. Reilly that the Board approve the Agreement with Kira Shmuler, New Jersey-certified School Psychologist, to conduct a Child Study Team evaluation in Russian, the student's primary language. The fee for this evaluation would be \$1,200.00, the cost of which would be covered by Individuals with Disabilities Education Act (IDEA) grant funding.  
A roll call indicated unanimous approval.

- E. APPROVE AGREEMENT FOR PSYCHIATRIC EVALUATION** It was moved by Mrs. Kirsch and seconded by Ms. Reilly that the Board approve the Agreement with Dr. Jacob Jacoby to conduct a psychiatric evaluation of Berkeley Heights student #6481499651 as part of a Child Study Team evaluation. The fee for this evaluation would be \$1,200.00, the cost of which would be covered by Individuals with Disabilities Education Act (IDEA) grant funding.  
A roll call indicated unanimous approval.

**PERSONNEL**

**Items A-F: All Board members. Items G-M: Berkeley Heights only.**

- A. APPROVE SUBSTITUTE/SUPPLEMENTAL PERSONNEL** It was moved by Mr. D'Aquila and seconded by Dr. Crisonino that the Board approve the employment of the following substitute/supplemental personnel for the 2020-2021 school year:

Teacher  
Pitingolo, Grace  
Berkeley Heights, NJ

Long-Term Substitute Teacher  
Pariyacheri. Bindu  
Berkeley Heights, NJ  
(Effective 11/10/2020)  
(New effective date; appointment  
approved by Board of Education  
on November 12, 2020.)

A roll call indicated unanimous approval.

- B. APPROVE NEW/MODIFIED LEAVE OF ABSENCE REQUESTS** It was moved by Mr. D'Aquila and seconded by Dr. Crisonino that the Board approve new and modified leave of absence requests from district staff members during the 2020-2021 school year, as listed on revised Attachment E.

A roll call indicated unanimous approval.

- C. RESIGNATION OF COLTON DAVIS** It was moved by Mr. D'Aquila and seconded by Dr. Crisonino that the Board accept the resignation of Colton Davis from his position as Computer Technician in the Berkeley Heights Public Schools, effective December 1, 2020.

A roll call indicated unanimous approval.

**D. APPROVE EXTENSION OF EMPLOYMENT OF INTERIM ASSISTANT**

**PRINCIPAL** It was moved by Mr. D’Aquila and seconded by Dr. Crisonino that the Board approve the extension of the employment of Jennifer Dinardi as Interim Assistant Principal at Governor Livingston High School through February 26, 2021. Mrs. Dinardi has been serving in this role since August 24, 2020; her initial employment was approved by the Board of Education at its meeting on June 11, 2020.

Explanatory Note: Mrs. Dinardi is being recommended for this additional employment time because the administrator whom she is replacing has requested an extension of her unpaid child care leave of absence.

A roll call indicated unanimous approval.

**E. APPROVE EXTRA-CURRICULAR ACTIVITIES** It was moved by Mr. D’Aquila and seconded by Dr. Crisonino that the Board approve extra-curricular activities, staff members, assignments and stipend for the 2020-2021 school year, as listed below:

| <u><b>Governor Livingston High School</b></u> |                                     | <b>2020-2021</b>      |
|---|-------------------------------------|-----------------------|
| <u><b>Activity/Position</b></u>               | <u><b>Instructor/Supervisor</b></u> | <u><b>Stipend</b></u> |
| GL Unfiltered Advisor                         | Nadezhda Mims                       | \$ 889.50             |
| National Honor Society Advisor                | Daniel McGovern                     | \$3,699.00 #          |
| Assistant Basketball Coach (Girls)            | Zachary Worswick                    | Volunteer ##          |
| Head Baseball Coach                           | Christopher Roof                    | \$8,660.00            |
| Assistant Baseball Coach                      | Mathew Rago                         | \$6,063.00            |
| Assistant Baseball Coach                      | Louis Clemente                      | \$6,063.00            |
| Assistant Baseball Coach                      | Ralph Yezza                         | \$6,063.00            |
| Assistant Baseball Coach                      | Robert Abreu                        | Volunteer             |
| Assistant Baseball Coach                      | Christopher Affinito                | Volunteer             |
| Assistant Baseball Coach                      | James Cariello                      | Volunteer             |
| Assistant Baseball Coach                      | Christopher Flynn                   | Volunteer             |
| Assistant Baseball Coach                      | Garrett Hain                        | Volunteer             |
| Assistant Baseball Coach                      | John Mahon                          | Volunteer             |
| Assistant Baseball Coach                      | Ernest Schmidt                      | Volunteer             |
| Assistant Baseball Coach                      | Samuel Politan                      | Volunteer             |
| Assistant Baseball Coach                      | Bryan Young                         | Volunteer             |
| Head Softball Coach                           | Erin Crostewitz                     | \$8,660.00            |
| Assistant Softball Coach                      | Richard Ortega                      | \$6,063.00            |
| Assistant Softball Coach (50%)                | Kacie Worswick                      | \$2,915.00            |
| Assistant Softball Coach (50%)                | Amanda Merten                       | \$2,517.50            |
| Assistant Softball Coach                      | Katelyn Debbie                      | Volunteer             |

**E. APPROVE EXTRA-CURRICULAR ACTIVITIES (continued)**

| <b><u>Governor Livingston High School (continued)</u></b> |                                     | <b>2020-2021</b>      |
|---|-------------------------------------|-----------------------|
| <b><u>Activity/Position</u></b>                           | <b><u>Instructor/Supervisor</u></b> | <b><u>Stipend</u></b> |
| Head Lacrosse Coach (Boys)                                | Michael Provenzano                  | \$8,660.00            |
| Assistant Lacrosse Coach (Boys)                           | Kevin Fontana                       | \$6,063.00            |
| Assistant Lacrosse Coach (Boys)                           | Douglas Voight                      | \$5,398.00            |
| Assistant Lacrosse Coach (Boys)                           | John DiPasquale                     | Volunteer             |
| Head Lacrosse Coach (Girls)                               | Chloe Griffin                       | \$8,660.00            |
| Assistant Lacrosse Coach (Girls)                          | Jacqueline Wells                    | \$6,063.00            |
| Assistant Lacrosse Coach (Girls)                          | Alexandra Grossman                  | Volunteer             |
| Head Track Coach  | Daniel Guyton                       | \$9,207.00            |
| Assistant Track Coach                                     | Michael Alleman                     | \$6,445.00            |
| Assistant Track Coach                                     | Christopher Coughlin                | \$6,445.00            |
| Assistant Track Coach                                     | Lisa Dhaibar                        | \$6,445.00            |
| Assistant Track Coach                                     | Gregory Dunkerton                   | \$6,445.00            |
| Assistant Track Coach                                     | Joseph Hubert                       | \$6,445.00            |
| Assistant Track Coach                                     | Beryl Roman                         | \$6,445.00            |
| Assistant Track Coach                                     | Carmin Scuderi                      | \$6,445.00            |
| Assistant Track Coach                                     | Zakaria Rochdi                      | Volunteer             |
| Head Tennis Coach (Boys)                                  | Joey Panchenko                      | \$6,866.00            |
| Assistant Tennis Coach (Boys)                             | Open                                |                       |
| Head Golf Coach   | Sharon Leahy                        | \$4,806.00            |

| <b><u>Columbia Middle School</u></b> |                                     | <b>2020-2021</b>      |
|--------------------------------------|-------------------------------------|-----------------------|
| <b><u>Activity/Position</u></b>      | <b><u>Instructor/Supervisor</u></b> | <b><u>Stipend</u></b> |
| Interscholastic Baseball Coach       | Dominick Macaluso                   | \$4,162.00            |
| Interscholastic Softball Coach       | Gary Healey                         | \$5,013.00            |

# Revised stipend amount; appointment approved by Board of Education on September 24, 2020.

## Supersedes appointment as paid Assistant Basketball Coach (Girls), approved by the Board of Education on June 30, 2020.

A roll call indicated unanimous approval.

**F. APPROVE ASSIGNMENT OF TITLE I SALARIES** It was moved by Mr. D’Aquila and seconded by Dr. Crisonino that the Board approve the final assignment of ESEA FY 2020 Title I funds for the purpose of paying the following instructional salaries during the 2019-2020 school year:

| <u>Name</u>        | <u>Amount</u> |
|--------------------|---------------|
| Catherine Birstler | \$ 7,400.00   |
| Cheryl Kurowski    | \$15,642.00   |
| Kim McLeod         | \$13,408.00   |
| Joseph Miceli      | \$15,771.00   |
| Karen Porzio       | \$ 6,703.00   |
| Wendy Richards     | \$14,264.80   |
| Richard Shea       | \$ 7,040.80   |

A roll call indicated unanimous approval.

**G. APPROVE EXTENSION OF EMPLOYMENT OF INTERIM PRINCIPAL** It was moved by Mr. D’Aquila and seconded by Dr. Crisonino that the Board approve the extension of the employment of JoAnne Carroll as Interim Principal at Mary Kay McMillin Early Childhood Center through February 12, 2021. Mrs. Carroll has been serving in this role since October 1, 2020; her initial employment was approved by the Board of Education at its meeting on September 24, 2020.

Explanatory Note: Mrs. Carroll is being recommended for this additional employment time because the administrator whom she is replacing is continuing on her medical leave of absence.

A roll call indicated unanimous approval.

**H. APPROVE TRANSFER OF PERSONNEL** It was moved by Mr. D’Aquila and seconded by Dr. Crisonino that the Board approve the following transfer of personnel for the 2020-2021 school year:

| <u>Name/Position</u>                | <u>From</u> | <u>To</u> | <u>Effective Date</u> |
|-------------------------------------|-------------|-----------|-----------------------|
| Maryann Sabella<br>Paraprofessional | Hughes      | Woodruff  | 11/16/2020            |

A roll call indicated unanimous approval.

- I. HIRING JOSEPHINE CHIANG** It was moved by Mr. D'Aquila and seconded by Dr. Crisonino that the Board approve the employment of Josephine Chiang of Livingston as a Teacher in the Berkeley Heights Public Schools for the 2020-2021 school year, effective November 23, 2020, through June 30, 2021. Ms. Chiang earned her Bachelor of Music Degree in Music Education from Gordon College and she completed her student teaching experience during the Spring of 2020. Her salary will be \$57,174.00 (prorated from November 23, 2020, to June 30, 2021), Step 1a on the 2020-2021 Teachers salary schedule.

Assignment: Mountain Park School and William Woodruff School -  
Teacher of Music.

Certification: Certificate of Eligibility with Advanced Standing -  
Teacher of Music.

Explanatory Note: Ms. Chiang has been recommended to replace a staff member who has resigned.

A roll call indicated unanimous approval.

- J. HIRING LYDIA KANG** It was moved by Mr. D'Aquila and seconded by Dr. Crisonino that the Board approve the employment of Lydia Kang of Fort Lee as a Substitute/Replacement Teacher in the Berkeley Heights Public Schools for the 2020-2021 school year, effective February 1, 2021 (or sooner if she is released from employment by her current district) through June 30, 2021. Ms. Kang earned her Bachelor of Arts Degree in Linguistics from Montclair State University and she received her Master of Science Degree in Educational Technology from Ramapo College. She has 14 years of teaching experience. Her salary will be \$68,173.00 (prorated from February 1, 2021, to June 30, 2021), Step 10c on the 2020-2021 Teachers salary schedule.

Assignment: Columbia Middle School - Teacher of Mathematics  
(Substitute/Replacement).

Certification: Standard Certificates - Teacher of Mathematics; Elementary  
School Teacher with Mathematics Specialization in Grades 5-8;  
Elementary School Teacher in Grades K through 5.

Explanatory Note: Ms. Kang is being recommended to replace a staff member who is out on an unpaid child care leave of absence.

A roll call indicated unanimous approval.

**K. HIRING KELLY RADANO** It was moved by Mr. D’Aquila and seconded by Dr. Crisonino that the Board approve the employment of Kelly Radano of Berkeley Heights as a Substitute/Replacement Teacher in the Berkeley Heights Public Schools for the 2020-2021 school year, effective January 4, 2021, through June 30, 2021. Mrs. Radano earned her Bachelor of Science Degree in Elementary Education from West Chester University of Pennsylvania and she has eight years of full-time teaching experience. Her salary will be \$58,130.00 (prorated from January 4, 2021, to June 30, 2021), Step 7a on the 2020-2021 Teachers salary schedule.

Assignment: Mountain Park School and Mary Kay McMillin Early Childhood Center - Elementary School Teacher/Media Center (Substitute/Replacement).

Certification: Standard Certificate - Elementary School Teacher.

Explanatory Note: Mrs. Radano is being recommended to replace a staff member who will be retiring effective January 1, 2021. A roll call indicated unanimous approval.

**L. APPROVE REVISED/EXTENDED EMPLOYMENT CONTRACTS** It was moved by Mr. D’Aquila and seconded by Dr. Crisonino that the Board approve revised/extended employment contracts for the following substitute/replacement teachers for the 2020-2021 school year, as indicated:

| <u>Name</u>      | <u>Position/<br/>School</u>                         | <u>Current<br/>2020-2021<br/>Contract</u> | <u>Revised/<br/>Extended<br/>2020-2021<br/>Contract</u> |
|------------------|---|---|---|
| David Hay        | Teacher of Social Studies<br>Columbia Middle School | 9/1/2020-<br>11/10/2020                   | 9/1/2020-<br>1/4/2021                                   |
| AnnaMarie Labisi | Grade 4 Teacher<br>Mountain Park School             | 9/1/2020-<br>12/31/2020                   | 9/1/2020-<br>6/30/2021                                  |

Explanatory Note: Mr. Hay is being recommended for continued employment because the permanent staff member he is replacing has requested an extension/ modification of her leave of absence. Ms. Labisi is being recommended for continued employment because the staff member she is replacing has already been granted a medical leave of absence for the remainder of the 2020-2021 school year. A roll call indicated unanimous approval.

**M. APPROVE RE-ASSIGNMENT OF PERSONNEL** It was moved by Mr. D'Aquila and seconded by Dr. Crisonino that the Board approve the following re-assignment of personnel for the 2020-2021 school year:

| <u>Name</u>     | <u>Current 2020-2021<br/>Assignment</u>                                | <u>Revised 2020-2021<br/>Assignment</u>  |
|-----------------|--|--|
| Jennifer Scharf | Thomas P. Hughes School<br>Grade 3 Teacher<br>(Substitute/Replacement) | Thomas P. Hughes School<br>HELP Teacher<br>20 hours per week<br>\$26.00 per hour<br>Effective January 4, 2021. |

A roll call indicated unanimous approval.



## **BUSINESS**

### **Items A-D: All Board members.**

**A. SHARED SERVICES AGREEMENT WITH CJ PRIDE** It was moved by Mr. Gioia and seconded by Mr. Cassano that the Board of Education approve the shared services agreement with the Central Jersey Program for Recruitment of Diverse Educators (CJ Pride) for provision and performance of goods and services related to the cooperative efforts to attract and recruit highly qualified, diverse educators for the district. A roll call indicated unanimous approval.

**B. MEMBERSHIP IN GARDEN STATE COALITION OF SCHOOLS** It was moved by Mr. Gioia and seconded by Mr. Cassano that the Board of Education approve the following:

WHEREAS, the Board of Education wishes to join the Garden State Coalition of Schools (GSCS), a member-directed grassroots advocacy organization successfully representing Boards of Education, parents, school administrators and community members in advocating for quality education for all New Jersey students for 26 years, and

WHEREAS, the Board of Education desires to be part of GSCS' efforts to focus on the inter-related issues of academic achievement, educational practitioners and school finance, while continuing to strengthen the New Jersey school programs that have led to high student achievement, and

WHEREAS, by joining GSCS, the Board of Education will be joining 100 other New Jersey school districts, and

WHEREAS, membership in GSCS is initiated by a one-time resolution from each Board of Education wishing to join the Coalition,

NOW THEREFORE BE IT RESOLVED that the Board of Education does agree to join the Garden State Coalition of Schools, and

BE IT FURTHER RESOLVED that the Board secretary be authorized to initiate membership arrangements and pay the yearly dues, which may be prorated for the remainder of the year where applicable. Based on the resolution date.

A roll call indicated unanimous approval.

- C. APPROVE TRANSPORTATION CONTRACTS** It was moved by Mr. Gioia and seconded by Mr. Cassano that the Board of Education approve the renewal of the original bid of “To and From School Transportation” with First Student, Inc., for the 2020-2021 school year for the multi-route contracts as follows:

| Multi-Route Contract | Cost         |
|----------------------|--------------|
| LT-01                | \$440,179.20 |
| LT-04                | \$ 41,270.40 |

A roll call indicated unanimous approval.

- D. APPROVE BUDGET INCREASES** It was moved by Mr. Gioia and seconded by Mr. Cassano that the Board of Education approve the following increases to the 2020-2021 school year budget to account for unanticipated Extraordinary Aid from the State of New Jersey for the 2019-2020 school year:

|                       |                |            |
|-----------------------|----------------|------------|
| Salaries-Kindergarten | 11-110-100-101 | \$ 65,755  |
| Salaries Grades 1-5   | 11-120-100-101 | 120,647    |
| Salaries Grades 6-8   | 11-130-10-101  | 149,124    |
| Salaries Grades 9-12  | 11-140-100-101 | \$ 165,685 |
|                       | Total          | \$ 501,211 |

A roll call indicated unanimous approval.

**FINANCE**

**Item A: All Board members. Items B-D: Berkeley Heights only.**

- A. **PAYMENT OF BILLS** It was moved by Mrs. Kirsch and seconded by Mrs. Penna that the Board of Education approve for payment the bills as listed on the bill lists as follows:

|                         |                 |                       |
|-------------------------|-----------------|-----------------------|
| <b>Payroll</b>          | <b>11/13/20</b> | <b>\$2,204,878.38</b> |
|                         | <b>11/30/20</b> | <b>1,711,652.54</b>   |
|                         |                 |                       |
| <b>Accounts Payable</b> | <b>12/3/20</b>  | <b>338,283.61</b>     |
|                         |                 |                       |
| <b>Total</b>            |                 | <b>\$4,254,814.53</b> |
|                         |                 |                       |
| <b>Lease Purchase</b>   | <b>11/30/20</b> | <b>\$ 36,526.30</b>   |

A roll call indicated unanimous approval.

- B. **APPROVAL OF BOARD SECRETARY’S REPORT** It was moved by Mrs. Kirsch and seconded by Mrs. Penna that the Board of Education, pursuant to N.J.A.C. 6A:23A-2.3, certifies that as of October 2020 after review of the Board Secretary’s monthly financial report (appropriations section) and upon consultation with appropriate district officials, to the best of our knowledge no major account or fund has been over expended in violation of N.J.A.C. 6A:23A-2.3, and sufficient funds are available to meet the district’s financial obligations for the remainder of the year.

A roll call indicated unanimous approval.

- C. **APPROVAL OF TRANSFERS** It was moved by Mrs. Kirsch and seconded by Mrs. Penna that the Board of Education authorize transfers for October 2020.

A roll call indicated unanimous approval.

- D. **APPROVAL OF TREASURER'S REPORT** It was moved by Mrs. Kirsch and seconded by Mrs. Penna that the Board of Education accept the financial reports of the Board Secretary, the Treasurer of School Funds Report for the months ending October 2020.

A roll call indicated unanimous approval.

**OTHER BUSINESS**

Ms. Reilly recommended a change in committee structure, suggesting that finance and facilities committees be combined. Mrs. Kirsch and Mr. D'Aquila agreed.

Mr. Reinstein indicated that the State has a color coded matrix that could change the status of schools from being hybrid or remote. The curriculum committee would typically review this recommendation. He provided two options if we need to do that; leave it to the Curriculum committee to make the decision on behalf of the board or hold a special meeting of the board to vote on this decision. Mr. D'Aquila made the recommendation that the full board should meet and make a decision. All board members agreed.

Mrs. Felezzola thanked Dr. Crisonino, Mr. Cassano and Mr. Gioia for all they have added to the Board.

Mrs. Penna and Mr. D'Aquila thanked each of them as well.

Mr. Reinstein wished everyone a healthy and happy holiday season.

**ADJOURNMENT**

It was moved by Mr. Gioia and seconded by Mrs. Kirsch that the meeting be adjourned. Motion carried.

The meeting was adjourned at 9:55 pm.

Respectfully submitted,



Donna A. Felezzola  
Business Administrator/Board Secretary