



LIVINGSTON BOARD OF EDUCATION VOTING MEETING MINUTES

Tuesday, July 28, 2020

Public Session - Virtual Meeting Via Zoom and Facebook Live – 6:30 p.m.

A **Voting Meeting** of the Livingston Board of Education was held on this date via Zoom and Facebook Live. The meeting was called to order at 6:30 p.m. by the Board President, Ronnie Konner, who announced that adequate notice of this meeting has been provided by amendment to notice approved at the Board's reorganization meeting on January 7, 2020 and posted at the Board of Education office and communicated to *The Star Ledger*, *West Essex Tribune*, *TAPinto Livingston* and the Livingston Township Clerk.

Members Present: Charles "Buddy" August, Pamela Chirls, Seth Cohen, Ronnie Konner, Samantha Messer and Aditya Desai

Also in Attendance: Dr. Matthew Block, Steven Robinson, Lisa Capone-Steiger and Susan Burman

There were approximately 300 members of the public and staff watching remotely via a Facebook Live stream.

Mr. Aditya Desai led the Pledge of Allegiance.

Superintendent's Report

Dr. Block pointed out that tonight's agenda includes the approval of our new Director of Technology and Innovation, Teresa Rehman, who will bring a wealth of experience and knowledge in instruction integration of technology and in systems and infrastructure for technology.

Reopening Planning Update and Community Survey Results

Dr. Block explained we continue to work on refining a remote learning plan as well as preparing for in-person instruction. In addition, Dr. Block provided a summary of the data that came out of the remote learning focus groups.

Dr. Block reiterated that we have been told by the State that we need to strive to share our scheduling plans with staff, families and students at least four weeks prior to the start of the school year and we are working hard to do this while new information continues to emerge.

Dr. Block reviewed some of the highlights of the work being done by our reopening committees.

Dr. Block provided some recommendations he received from doctors groups for the reopening of school, which are all items that we are addressing for the fall.

Dr. Block provided the Family Return to School Survey results:

- Of 4,197 surveys received, 70% said they intend to have their child return to schools if they are open in the fall for in-person learning with appropriate safety measures in place.
- At the elementary level, 67% said they would prefer their child attend school using a shortened day model and 96% were comfortable with the AAP or CDC guidelines for social distancing.

Dr. Block provided the Staff Return to School Survey results:

- Of 720 surveys received, at the secondary schools, 55% chose the all virtual instructional model of teaching.
- At the elementary level, 41.4% chose the hybrid instructional model, while 29.3% chose the virtual model and 29.3% chose the shortened day instructional model of teaching.

Dr. Block continued that our challenge is how to mitigate risk with what we think will provide the best educational experience for our students. Dr. Block added that as of now, the Governor has stated we need to provide in-person learning so we are looking at small, in-person classes, activities and events and grouping students together with the same teacher throughout/across school days and not mixing those groups. Students would remain at least six feet apart and not share objects. Dr. Block added another challenge is that the Governor stated families who want to stay remote have that option to do so; however, staff members were not given that same option.

Dr. Block concluded the presentation by reviewing the work that will continue through August.

The complete PowerPoint presentation has been posted on our website.

Mrs. Chirls expressed concern about the comfort level of staff coming back and added that teachers are the most precious people in the classroom working with our children. Mrs. Chirls continued she would like to see an all remote model which will ease concerns of staff who may live with family members with underlying medical conditions. Mrs. Chirls also asked Dr. Block to address building capacity when formulating his plan.

Dr. Block responded we are considering starting with a hybrid model and figuring out a way to bring more students back over time. In our planning we are looking at general building capacity with how many people can be in a room. These factors will determine how many students and how many days they come in for instruction. Dr. Block continued we had the benefit this summer of holding the ESY program in-person which provided us with some experience and feedback.

Dr. Block added we may have a staffing issue as well because some members feel they would qualify for a leave. Those members are working with Human Resources. Dr. Block continued they looked at matching up staff who want to be remote with students who want to be remote but this is difficult to do.

Mrs. Burman stated 20% of our staff said they would qualify for FFCRA which is why we are offering to get all our aids certified as substitute teachers and are hiring others to backfill their positions. Mrs. Burman added all districts are experiencing this same issue.

Mrs. Chirls asked how we can think about operating at the level we expect to operate as a community without paying attention to the needs of our staff. She is concerned the staff won't feel valued.

Mrs. Konner concurred with Mrs. Chirls adding the value to all is the quality of education we provide to our children. Mrs. Konner expressed concern about the quality and consistency of whatever program we put forward whether in person or remote.

Ms. Messer expressed she fears we are creating this dichotomy that we either care about our teachers or don't and if we are saying we are in favor of going back to school, it doesn't mean we don't value teachers, it means we do value them and don't want to replace them.

Mr. Robinson added the Governor has forced us to make this decision and we need to come up with a plan to submit to the State of New Jersey. We don't have to all like the plan but need to submit one.

Mrs. Chirls stated we are in a position to make a statement about the value we place on our staff and suggests we give teachers an option of how they want to deliver instruction, similar to what they do with college professors.

Dr. Block responded that the challenge of doing that in a K-12 public school setting is different than at the college level.

Mr. August mentioned the transmission rate is higher now than when the survey was given.

Dr. Block added it is his desire to come out with information as quickly as possible so his hesitancy to put out a plan to the community is because of all these significant challenges.

Mr. Cohen agrees with Ms. Messer that in-person learning is essential and all the experts speak to the importance of in-person learning. However, Mr. Cohen also agrees with Mrs. Chirls that we need to do the right thing with how we treat individuals who qualify as having one of the three prescribed reasons why they can't return and not look to replace them with substitute teachers.

Dr. Block responded when we say replace, we don't mean eliminating them from our staff. We are looking at ways to utilize substitutes when a teacher may be on a leave or may temporarily need to take advantage of a benefit afforded to them.

Mr. Cohen explained if 1/3 of families chose remote learning, it might be worth creating a remote school experience with those 20 percent of staff so that they don't take a leave.

Mr. Desai added having a long term substitute at the secondary level rather than a teacher with more experience could cause inequitable learning outcomes over a span of time.

Mrs. Konner agreed that nobody replaces the teacher. Mrs. Konner added last spring we provided remote learning as a quick reaction to the pandemic and hopes that whatever we put forward for remote learning in the fall will be the same as what students receive in person, as well as our ability to transition back and forth, which she understands is a big challenge. Mrs. Konner also expressed concern over building capacity adding that outdoor learning will be critically important.

Ms. Messer stated we have a mandate from the State to reopen schools in person, at least in some capacity, and absent from a change to that mandate, we need to talk about how best to reopen.

Ms. Messer continued she has no doubt we will do a better job with remote learning in the fall and as an educator, wants everyone to understand that remote learning is not the same as in-person learning, especially at the elementary level. Ms. Messer continued it is not developmentally appropriate for young children to be on a screen for the majority of their school day and that 70 percent of parents agreed. Ms. Messer continued she understands being taught

by a substitute is not as good as having someone who has been in the classroom a long time but there is definitely an inequity between children who got to go to kindergarten in person and those who did not. When thinking about the inequity, she asked that we think of the totality of the inequity, not just the teacher but the entire experience.

Mrs. Konner added part of that is making sure we have a program/curriculum that is clearly outlined so regardless of who is teaching it, the program is developed. Mrs. Konner expressed she hopes we are paying attention to bringing staff together this summer to put lessons together that address some of those issues.

Mr. August expressed the virus will make the decision and if it gets worse, we need to be prepared.

Mr. Cohen asked if we return in person, will we be engaging in the highest risk category by mixing students or if the district is looking at creating cohort classes in the middle and high school.

Mrs. Chirls asked how we would minimize the mixing of students at the secondary level.

Dr. Block responded that mixing of students won't happen at the elementary level and that we are looking at ways where we can minimize the amount of mixing of students at the secondary level by restricting the number of classes in a day that a student would attend.

Mrs. Chirls asked about technology considerations and Dr. Block responded we have ordered extra devices so we can be 1:1 for students in K through 12 in case we need to go fully remote. Dr. Block added the Instruction Committee is looking at ways for us to provide in-person and remote instruction simultaneously and synchronously.

Ms. Messer asked how we are thinking about utilizing outdoor space.

Mr. Desai asked if outdoor learning is being looked at for full classes or just lunch breaks.

Dr. Block responded we plan to create some flexible outdoor spaces in order to give students and staff a chance to get outside and take a break from wearing their masks. Dr. Block added we need to have additional conversations about how best to utilize outdoor spaces because we also need to maintain school security measures.

Board Reports

Mrs. Konner announced that a number of board members have been attending various webinars on how to safely reopen schools, how to support face to face blended learning, about the shift to remote learning and Chapter 78 relief with regard to health benefits. In addition, the board members have attended different task force meetings.

Mrs. Chirls attended a program at St. Barnabas where pediatric surgeons and doctors presented information about the virus to the community.

Public Input on Agenda Items ~ up to 15 minutes

Dr. Amy Schecter, Stoneham Drive, stated it is unreasonable that districts are being left to make these decisions when medical professionals and the Board of Health should be taking a role in guiding the schools.

Dr. Schecter added she posted a consensus statement on the Livingston Education Facebook group.

Dr. Schecter asked the board to make up a committee with medical professionals and teachers to work together to discuss their needs, concerns and challenges.

Dr. Schecter's opinion is that teachers shouldn't be seen as essential workers. She added that personally, she feels remote learning for the high school is most appropriate as older students and adults are at a higher risk of transmission. At the elementary level, they have the greatest need to be in person and are at least risk to transmit the virus.

Dr. Schecter asked for the details of who is serving on the different reopening committees to be shared and if there is anything new to report on the HVAC assessments.

Dr. Block responded we have other physicians assisting on committees besides our district physician although he is a key player in reopening as it is his responsibility to write any standing orders for the district.

Mr. Robinson responded he had a meeting with mechanical engineers and architects to review the units in the buildings and for grades K-8, we have ordered Merv 13 filters. For the high school, they have some work to do with the manufacturer to make sure we can use Merv 13 filters in those units. We are taking care of that this week. Mr. Robinson added we will be purchasing portable HEPA filters for all nurse's offices. These all comply with ASHRAE.

Anthony Rosamilia, President of LEA, reiterated the LEAs position, as he stated in the Essex County Education Association's letter last week, calling for starting the school year remotely. Mr. Rosamilia stated they have serious concerns that students won't feel safe or comfortable wearing masks all day and staying apart from one another, teachers will be expected to carry out an in-person plan with a greatly reduced staff and there will be constant disruptions when staff or students get sick. Mr. Rosamilia requested the board submit a remote plan of instruction to the Governor.

Michele Cohen, 15 Woodland Terrace, asked for clarification that every school district has to offer a remote option and Dr. Block responded that parents have the ability to choose that option if they wish.

Mrs. Cohen asked if some teachers don't want to return, why don't we have them teach the students who also are learning virtually.

Mrs. Cohen asked if students will be given the option to change from in person to remote or vice versa during the school year and if so, would they have to change teachers and Dr. Block responded that a student would most likely have to change teachers.

Mrs. Cohen stated she believes in-person learning synchronously with virtual students at the same time allows for more flexibility so students wouldn't have to switch teachers and Dr. Block responded they have and will continue to have those discussions.

Mrs. Cohen asked if we will be presenting a virtual and in-person plan at the same time and Dr. Block responded he knows he can't ask parents to make a decision until we present a plan but cannot guarantee he can provide both options at the same time. He will provide as much information as he can so they can make a decision.

Ben McCardle, 14 Ashwood Drive, stated he is surprised and troubled by the speaker from the teachers union who basically said if we don't offer a virtual option, we will lose teachers.

Mr. McCardle added he keeps hearing the State is mandating that we have in-person instruction so that is what we are focusing on but he feels like there isn't any serious consideration in looking at any remote options. Mr. McCardle added he has also heard that this board has never shied away from telling the State when they believe they are wrong. Mr. McCardle asked for specific criteria for wellness checks at different levels and for specifics on what other plans we have looked at offering.

Mr. August responded we moved back the opening day of school for students in September to provide staff with four days of professional development on remote learning.

Dr. Block responded he understands the desire for specifics and that he will be providing these for both in person and for a remote option. Dr. Block added we need to comply with the Department of Education about holding in-person learning but are providing devices to all students, are including more touch points, providing more opportunities for engagement and feedback for students and more synchronous learning online, particularly at the elementary level, in an effort to be ready to provide remote instruction.

Dr. Block continued with the hybrid model, we are looking at ways to provide a synchronous experience for students who are in school physically with an online component to in-person learning.

Dr. Block added families will have an opportunity to choose the remote learning option.

Mr. Cohen explained we are not just acquiescing to the State but 70 percent of families have expressed a desire for in-person learning.

Sasha Paillet Koff, 13 Rumson Road, asked why the names of people serving on the committees have not been shared broadly and what the criteria was for choosing those people.

Mrs. Koff asked for confirmation that we will release to the public the specifics of what the HVAC experts said as it relates to HVAC in the classrooms and hallways as she is concerned about the quality of the air.

Mr. Robinson responded he met with mechanical engineers who are following the ASHRAE guidelines. They are coming to the district to perform an analysis of the air filtration system in our schools and to make sure we are in compliance. In addition, we have ordered Merv 13 filters for the HVAC units.

Mrs. Chirls asked if this will be part of a regular routine in our buildings and Mr. Robinson responded that it will.

Mr. Robinson added the filters will assist but he cannot guarantee they will stop the transmission of a disease.

Dr. Block stated he will make sure the names of the people serving on the committees will be posted on our website.

Alyse Berger Heilpern, 4 Highland Drive, wrote what is being done to ensure that services, supports and accommodations set forth in IEPs are appropriate provided if school is to continue

remotely? What training is currently being provided to our educators to equip them with the tools needed to deliver the services, supports and accommodations to those students?

Kate Moslovski, 16 Village Road, wrote she is concerned that parents cannot duplicate the support which special education teachers provide. Ms. Moslovski asked to let us know how we will accommodate special education children? Speech therapy? Occupational therapy? Counseling and social skills sessions?

Debashree Panda, wrote can you please highlight what is the plan of action for students under special education and the preschool program.

Mrs. Steiger responded that the obligation of any school district is to ensure that students who have special needs receive, at a minimum, the services that all other students receive and at a maximum, the services in their IEP. Mrs. Steiger continued that staff are being trained regularly by their direct supervisors and by other supports that we have in place. All of the services in the IEPs are required to be complied with and especially when we are in remote learning, to the extent possible. Parents of children with IEPs know that we provided more and more services as the State allowed them to occur. Accommodations and IEPs are being implemented at the level they should be implemented and administrators work collaboratively with the student services department to ensure this occurs.

Keith Hines, 156 East Cedar Street, wrote about poor families who may not have internet or computers.

Dr. Block responded this is a definite concern for us so we have decided to provide devices to all of our students next year. In addition, several families had approached us with internet issues in the spring and we have addressed them.

Andrew Miller, 18 Sycamore Terrace, wrote if Dr. Block could share who specifically is serving on the reopening committees and post the information on the district website and if people want to assist with a committee, how can they do so?

Dr. Block will post the committee lists and names on the website.

Ratnesh Shah, 211 Eisenhower Parkway, wrote if someone develops a symptom during class, will the whole class be asked to quarantine? What happens to the teacher?

Mrs. Steiger responded at this time, that the recommendation from the school physician, who works closely with the Department of Health, is that any time the cohort might be exposed, that cohort will be quarantined. Mrs. Steiger added this is also in accordance with CDC guidelines.

Helene and Spencer Korn, 7 Cherry Hill Road, wrote if 45% of teachers want to go back and 70% of parents want to go back with only 20% of teachers falling in the exempt category, why wouldn't we go back with at least a hybrid model. High school and middle school kids can wear masks all day. Why are teachers exempt from working? Many workers not categorized as health care workers are back at work. We strongly believe we need to give the teachers proper PPE. I'm sure as a district we can protect them. These children need to be in school. All our neighboring towns have come up with a return to school plan. They will be in the classrooms. If some children are planning to be all virtual that will even make our schools less crowded. Stats for under 18 years of age in NJ account for 2.8% of cases and only one death early in the pandemic to a four year old with underlying conditions. Children are not contracting the disease

this makes it hard to spread. We are doing our children a huge disservice by keeping them out of the classrooms.

Cindy Goldstein, 24 Mayhew Drive, wrote she heard from many people they did not receive the survey, which is showing only 1/3 of students represented. Was there any follow up done and/or extension of the time to return the survey?

Dr. Block explained we sent the letter and survey several times during several ways through all of our emails in Genesis. We did get a handful of people who contacted us that they received the letter and not the survey and we rectified those situations. A reminder was sent to parents and an extension was given.

Mrs. Goldstein asked for a breakdown of the 70/30 between K-5 and 6-12 and if it was consistent across the age groups.

Dr. Block stated he can post that information when he posts the results on the website.

Mrs. Goldstein continued, isn't there a concern that the longer we wait to make this decision, the less time anyone has to plan for the opening of school? We lose two weeks waiting to make a decision/plan for August 10. If we have an expectation that we most likely will need to go remote again, why are we not focused on beginning remote, making that experience the best it can be and then work toward what we need to get in person to happen? Please explain to me how it makes sense to have high school students, where it has now been stated individuals in this age range transmit the virus at the same level as adults, in a situation where they are moving amongst various groups of students and teachers?

Dr. Block explained we are following the State guidelines and believes we were smart to wait a little bit to put out our plan because some of the plans that were already put out by other districts are now being reworked. Dr. Block continued we are putting our overall plan out a month before school starts. Dr. Block added we are looking at a hybrid model for our high school schedule and to create the safest situation possible.

Jacqueline Hersch, 4 Browning Drive, wrote after listening to tonight's presentation, I am more concerned than ever before related to the reopening. The effort and care displayed by the District is obvious and it is commendable. The fact remains that there are a multitude of details, variations, people, plant, scheduling and expense issues which have not and cannot be simultaneously resolved. As the parent of an LHS Senior, one who has both an IEP and an immuno-compromise situation, I would only be able to support remote learning for 100% of the time. We are kidding ourselves into thinking that in-person education will resemble the in-person instruction that we fondly remember and desire. Thank you for this meeting. Thank you for the transparency. Agree wholeheartedly with the physician who spoke earlier.

Dr. Block agreed that in-person instruction will not look like it did pre-COVID in any district with any plan. It will look different everywhere.

Mrs. Konner confirmed that in addition to in-person planning, we are working on a remote plan as well.

Venecia Hou-Puri, wrote the effects of everyone's individual behavior trickles down into the rest of the community. Some families are more lax with social distancing and some are not. This may, in turn, affect how their children act when they're not there. Do you have plans for enforcing all these well thought out social distancing measures? How can you help ensure my neighbor's son doesn't get made fun off (and feel pressured to remove it) because he is the only one not wearing a mask? Can you talk about prioritizing students with special needs, whom I believe are losing the most.

Mrs. Steiger addressed students with special needs in an earlier question.

Dr. Block responded monitoring and enforcing social distancing procedures will be a collective effort and they will do their best to make sure everyone is in compliance; however, he cannot guarantee that students will keep their masks on 100 percent of the time.

Falguni Pandya, asked how about screens in classrooms to have teachers teach from home if they can't make it in.

Dr. Block stated this could cause an inequality if some teachers taught from home while others were in person but we can discuss it further.

Poorvi Tikku, asked if there is an option to test everyone every 14 days.

Dr. Block stated at this point, our physician does not recommend periodic, random testing.

Zach Cohen, 20 Stonewall Drive, confirmed Dr. Block would be releasing a plan around August 8. Mr. Cohen asked how the plan would be delivered and Dr. Block responded we would be reviewing the plan during the August 5 LBOE meeting as well as a video from himself.

Mr. Cohen asked what the process will be after the plan is delivered to the community and the board.

Dr. Block responded the plan will be our best intention to work on executing during the month of August; however, the district will need to be ready to be able to pivot if the virus or medical information changes.

Mr. Cohen asked if the board will vote on the plan and Dr. Block responded that the board will vote on the plan after it is presented in public.

Mr. Cohen asked theoretically, if the board can vote against the plan that he delivers and and Dr. Block responded that theoretically, they could.

Mr. and Mrs. Yalt, 51 Elmwood Drive, moving to Livingston, asked if new students can hold a virtual meeting with their teachers prior to the start of school and Dr. Block responded that yes, we will be happy to acclimate students who are new to the district.

Seth Marx, 17 Hampton Terrace, stated it is important for the board and residents to keep in mind that in-person learning is typically preferable and superior to remote learning for students.

Mr. Marx asked if the task forces have taken some options off the table because they are just too expensive and encouraged them to keep every option open and to let residents know what it would cost to provide the safest environment for our teachers, administrators and students.

Ratnesh Shaw, 211 Eisenhower Parkway, asked with all the focus on K through 12, what are the plans for the Pride Program?

Mrs. Steiger responded it is really PreK through 12 because PreK is part of the continuum and plans for Pride will be consistent with all grade levels although specifically designed for PreK students.

Minoti D'Souza, 5 Birchwood Drive, wrote that many countries around the world are pushing ahead with plans for full-time, full-capacity, in-person classes, after having largely avoided coronavirus outbreaks linked to schools during more tentative reopenings in the spring.

Mrs. D'Souza continued we need to learn from these countries and have a plan to bring school back. We are downplaying the needs for kids to return to school.

RECOMMENDATIONS FOR APPROVAL

PROGRAM/CURRICULUM

There was no motion.

STUDENT SERVICES

There was no motion.

BUSINESS

Ms. Messer moved the following:

3.1 Policies & Regulations

Resolved, that the Livingston Board of Education approves the following policies and regulations for first reading:

Administration

Policy #1649 - Federal Families First Coronavirus (COVID-19) Response Act (M) (new to district)

Students

Policy #5111 - Eligibility of Resident/Non-Resident Students (M) (revised)

Regulation #5111 - Eligibility of Resident/Non-Resident Students (M) (revised)

Resolved, that the Livingston Board of Education approves the following policies for second reading and adoption:

Policy #1110 - Organizational Chart

Policy #2431.3 - Heat Participation Policy for Student Athlete Safety (M) (new to district)

3.2 2020-2021 School Calendar

Resolved, that the Livingston Board of Education approves the revisions to the 2020-2021 school calendar as shown on **Attachment A**.

July 28, 2020

3.3 Purchase of Staff Computers

Resolved, that the Livingston Board of Education approves the purchase of 625 MacBook Air laptop computers and 60 iPads in the amount of \$620,987 through Apple Inc. This purchase is being made through the Educational Services Commission of New Jersey.

Mr. August seconded the motion.

ROLL CALL VOTE - Ayes - Mr. August, Mrs. Chirls, Mr. Cohen, Ms. Messer, Mrs. Konner
Nayes - None

PERSONNEL

Mrs. Chirls moved the following:

4.1 Resignations

Resolved, that the Livingston Board of Education accepts the resignations of:

Name	Position	Reason	Location	Last Day of Employment
<i>Helene Fersko</i>	LDT-C	Retirement	MP Complex	August 31, 2020
<i>Kelsey Connelly</i>	Teacher of Biology	Resignation	LHS	NA

**as amended from a previous agenda*

4.2 Leaves of Absences

Resolved, that the Livingston Board of Education approves the leaves of absences of:

Name	Position	Location	LOA w/pay and benefits	LOA w/o pay, but with benefits (if applicable)	Extended LOA w/o pay or benefits	Return Date
<i>Vanessa Barboza*</i>	Secretary	LHS	4/23/2020-5/29/2020	6/1/2020-6/18/2020 & 6/19/2020 - 8/28/2020**	NA	8/31/2020
<i>Nikola Poposki</i>	TOSD	LHS	NA	9/1/2020-11/24/2020**	11/25/2020-11/30/2020	12/1/2020

**as amended from a previous agenda*

***designates time counted towards FMLA or NJFLA*

4.3 Appointments

Resolved, that the Livingston Board of Education approves the applications indicated below (*) for emergent hiring for the following appointments under the requirements of N.J.S.A. 18A:16-1 et. seq., N.J.S.A. 18A:39.17 et. seq.; N.J.S.A. 18A:6-4.13 et. seq. All appointments are contingent upon reference checks in accordance with P.L. 2018, c.5.

Name	Location	Title	Tenure Track/LOA or LT Replacement	Replacing	Guide	Step	Salary	Effective Date
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<i>Teresa Rehman</i>	CO	Director of Technology & Innovation	First Year Tenure Track	E. Borino	NA	NA	\$150,000 (pro-rated)	9/1/2020
<i>Drew Krumholz</i>	LHS	Teacher of Spanish	First Year Tenure Track	C. Sanchez	BA	11**	\$73,093*	9/1/2020
<i>Carly Haggerty</i>	BHE	TOSD	First Year Tenure Track	D. Ayres	MA	8**	\$68,084*	9/1/2020
<i>Filona Leechow</i>	BHE	10-month Office Support	First Year Tenure Track	K. Ryder	OS-FT-10	1**	\$39,011*, plus \$800 for degree	9/1/2020
<i>Alicia (Ali) Kicklighter</i>	RHE	10-month Office Support	First Year Tenure Track	D. Pepe	OS-FT-10	5**	\$44,741*, plus \$1,200 for degree	9/1/2020

**all salaries after 7/1/2020 may be adjusted in accordance with contract negotiations*

***will remain at the same step in 2020-2021 in accordance with Article X, Section II.C. of the LEA contract*

Resolved, that the Livingston Board of Education approves the renewals, transfers and appointments of the ABA Discrete Trial TA's and Instructional Aides as listed on **Attachment B***.

**all salaries after 7/1/2020 may be adjusted in accordance with contract negotiations*

4.4 Substitutes

Resolved, that the Livingston Board of Education approves the appointment of the individuals listed on **Attachment C** as substitute custodians and maintenance, on an as-needed basis for the 2020-2021 school year.

Resolved, that the Livingston Board of Education approves the appointment of *Marlene Zulauf* as substitute secretary on an as-needed basis for the 2020-2021 school year at an hourly rate of \$17.50.

4.5 2020-2021 Re-Appointments

Resolved, that the Livingston Board of Education approves the reappointments of Lead Playground Aides for the 2020-2021 school year as shown on **Attachment D**.

Resolved, that the Livingston Board of Education approves the reappointments and transfer of Kindergarten Aides for the 2020-2021 school year as shown on **Attachment E**.

4.6 Summer Work

Resolved, that the Livingston Board of Education approves the individuals listed on **Attachment F** to write curriculum over the summer of 2020 at the approved rate*.

Resolved, that the Livingston Board of Education approves the individuals listed on **Attachment G** for Extended School Year (ESY) staffing at the listed hourly rates.

Resolved, that the Livingston Board of Education approves the individuals listed on **Attachment H** as Summer Drivers and Bus Aides at their hourly rate*.

**the rate may be adjusted in accordance with contract negotiations*

4.7 Job Descriptions

Resolved, that the Livingston Board of Education approves the following job descriptions:

- *Assistant Superintendent of Curriculum, Instruction & Innovation (with revisions)*

- *Director of Curriculum & Instruction, Professional Development & Community Engagement (with revisions)*

Ms. Messer seconded the motion.

Mr. Cohen asked what the role of lead playground aides and kindergarten aides will be in a hybrid model and Dr. Block responded, particularly at the elementary level, they would help with the logistics of getting students in and out of the buildings and to help monitor them as they go to the bathrooms and throughout the hallways.

Mrs. Burman added they will become sub certified as well so they can assist teachers in the classroom.

Mrs. Konner asked that the board receive copies of the revisions to the previous job descriptions and confirmed that the Director of Curriculum & Instruction position will remain open at this time.

Dr. Block responded yes, and that it is indicated on the organization chart as an open position.

ROLL CALL VOTE - Ayes - Mr. August, Mrs. Chirls, Mr. Cohen, Ms. Messer, Mrs. Konner
Nayes - None

Public Comment ~ up to 15 minutes

There was no public comment.

Old Business

There was no old business.

New Business

There was no new business.

ADJOURNMENT

Mrs. Konner announced that Dr. Block will be presenting the reopening plan at the August 5 meeting and thanked the community and the staff for their input on the surveys.

At 9:10 p.m., Mrs. Konner requested a motion to go into Executive Session to discuss legal matters, adding no action will be taken and the board will not be coming back into public session.

EXECUTIVE SESSION

Mr. August moved the following:

1. Legal Matters
2. Negotiations
3. Personnel

Whereas, N.J.S.A. 10:4-1 et seq., also known as the "Sunshine Law," authorizes a public body to meet in executive or private session under certain limited circumstances, and

Whereas, said law requires the Board to adopt a resolution at a public hearing before it can meet in such an executive or private session, now, therefore, be it

Resolved, by the Livingston Board of Education that:

- (A) It does hereby determine that it is necessary to meet in executive session on July 28, 2020 to discuss the matters stipulated, in conformance with the subsections of said act which are indicated.
1. Matter rendered confidential by federal law, state statute or rule of court.
 2. Matter in which the release of information would impair a right to receive federal funds.
 3. Matter, the disclosure of which would constitute an unwarranted invasion of individual privacy unless the individual concerned shall request in writing that the same be disclosed publicly.
 4. Collective bargaining matter.
 5. Matter involving the purchase, lease or acquisition of real property with public funds, the setting of banking rates, etc. where it would adversely affect the public interest if discussion were disclosed.
 6. Tactics and techniques utilized in protecting public property where disclosure could impair protection.
 7. Investigation of violations or possible violations of law.
 8. Pending or anticipated litigation or contract negotiation other than collective bargaining agreement.
 9. Personnel matters unless the individual employees or appointees affected requested that such matter be discussed at a public meeting.
 10. Deliberations occurring after a public hearing that may result in the imposition of a specific civil penalty.
- (B) The matters discussed will be made public when confidentiality is no longer required and formal action pursuant to said discussion shall take place only at a meeting to which the public has been invited.
- (C) No action will be taken.

Mrs. Chirls seconded the motion.

ROLL CALL VOTE - Ayes - Mr. August, Mrs. Chirls, Mr. Cohen, Ms. Messer, Mrs. Konner
Nayes - None

Respectfully submitted,



Steven K. Robinson
Board Secretary