



LIVINGSTON BOARD OF EDUCATION WORKSHOP/VOTING MEETING MINUTES

Monday, October 12, 2020

Executive Session - Virtual Meeting Via Zoom - 6:15 p.m.

Public Session - Virtual Meeting Via Zoom and Facebook Live – 7:30 p.m.

An **Workshop/Voting Meeting** of the Livingston Board of Education was held on this date via Zoom. The meeting was called to order at 6:18 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.

Mrs. Chirls moved the following:

Executive Session

Whereas, the Open Public Meetings Act, N.J.S.A. 10:4-11, permits the Board of Education to meet in closed session to discuss certain matters; now, therefore be it

Resolved, that the Livingston Board of Education adjourns to closed session to discuss:

- Personnel, Negotiations and Legal Matter

Action may be taken upon return to public session. The full length of the meeting is anticipated to be approximately 75 minutes and be it

Further Resolved, the minutes of this closed session be made public when the need for confidentiality no longer exists.

Mr. August seconded the motion.

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

At 7:30 p.m., Mrs. Konner reconvened the public session.

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

Also in Attendance: Dr. Matthew Block, Steven Robinson, Susan Burman, James Perrette, Charlene Peterson and Joann Goldberg

There were approximately 170 members of the public and staff watching remotely through the webinar and via a Facebook Live Stream.

Mr. Aditya Desai led the Pledge of Allegiance.

Workshop Items

Board Self-Evaluation with Charlene Peterson

Mrs. Peterson congratulated LPS for being one of three districts in New Jersey to win the NJSBA School Leader Award: Addressing the Challenges of Remote Learning. The program that won was in our technology department where they showcased creative and effective ways to address the challenges of remote learning. They will be honored at a ceremony later this year.

Mrs. Peterson continued that the board self-evaluation is a way for boards to hold themselves accountable. Each board member individually fills out a series of questions and then NJSBA pulls all of the information into a document which she will present tonight in a PowerPoint.

Mrs. Peterson reviewed the standards which include Planning, Policy, Student Achievement, Finance, Board Operations, Board Performance, Board/Superintendent Relationships, Board/Staff Relationships and Board and Community.

Under Board Operations, the Board scored themselves the lowest on teamwork and consensus building. The group discussed that being a board of the whole lessens the total work of the board and that they plan to revisit that structure.

Mrs. Konner suggested putting board goals and a discussion about the board structure on a subsequent agenda and the rest of the board agreed.

Superintendent's Report

Reopening Update

Dr. Block explained we continue to work every day to resolve our staffing issues and are confident we will be able to follow the schedule he set out at the end of September. Dr. Block continued on October 19, the 6th graders will transition to a hybrid model of instruction at MPMS and on October 26, grades 7 to 12 will transition to a hybrid model of instruction at HMS and LHS.

Dr. Block thanked the Transportation Department for all of their efforts reworking the routes and handling cleaning and social distancing on the buses.

Dr. Block announced that the Governor signed an Executive Order that all school facilities must be closed on November 3, which is Election Day, so we are making this an all remote day for all students.

Dr. Block explained that as part of *The Road Back*, each school has put together a Pandemic Response Team to discuss COVID related issues such as overseeing the school's implementation of health and safety measures, adjusting health and safety protocols, if needed, providing support and training, reviewing health data, developing procedures to create a safe school climate and providing communication to the school community. Each school's response team has been charged with nominating a liaison that will report back to the administration. Dr. Block added most COVID cases are brought in from outside school and encourages everyone to not only practice masking, good social distancing and hand hygiene while in school but also when outside of school.

Mrs. Konner reiterated the need for students, parents, teachers and the community to help contain the virus in an effort to keep the schools safe.

Dr. Block congratulated Michelle Bent for creating our new LPS Leads newsletter, which provides information and resources for remote/hybrid learning. Some information in the newsletter comes from feedback we receive through LPSvirtual@livingston.org and tellus@livingston.org. Anyone with questions about remote learning or COVID procedures can ask them on either of those email addresses.

HVAC Update

Mr. Robinson received the updated TAB retesting and evaluation report and said the results showed that all the classrooms that had prior issues as well as the additional classrooms tested are almost all within tolerance. Mr. Robinson continued even though there was much improvement, as expected, the Burnet Hill and Harrison main offices, principal's office and nurses rooms were below tolerance but occupancy is permitted. What also came up on this report was that the Riker Hill main office was slightly below the design tolerance but occupancy is permitted.

Mr. Perrette explained that the auxiliary gyms at the high school were below the design area but that is due to an energy efficiency component that does not push the system to operate at its full capacity based on occupancy.

Mr. Robinson's one recommendation, besides correcting the offices he mentioned, and even though all classrooms tested at the high school tested fine, is to have additional samples taken, which he had requested during this last retest but were not taken.

Mr. Robinson will make copies of the report available to the public tomorrow if they request one through his office.

Public Hearing for District and School HIB Self-Assessment Report

This has been tabled until the October 19 meeting.

Miscellaneous

Dr. Block announced that Principal Cindy Healy is on the agenda tonight as a retirement. Dr. Block recognized Mrs. Healy as a very talented educator, offered his congratulations and wished her a long, enjoyable and well deserved retirement.

Board Reports

Mrs. Konner announced that she, Ms. Messer, Dr. Block, Mr. Robinson and members of the Town Council met for an informal 2 on 2 where they discussed COVID-19 community cooperation and will be providing joint guidelines for all to follow. In addition, they discussed future planning in the community and expressed our appreciation for the Township working together with us on funding throughout the pandemic. Mrs. Konner added we will be setting a meeting with the Planning Board in an effort to be proactive on future construction that may happen in the community.

Mrs. Konner attended a meeting of the Diversity Committee where they discussed celebrations of both Italian and Hispanic Heritage months. Their next meeting will be on October 22 to discuss a proposal to consider a Black Lives Matter Flag.

Mr. August attended a dedication at the Pickleball Courts for Howard Gottlieb, one of the founding fathers of Livingston Pickleball, who passed away.

Mr. August congratulated Angel Santiago for being New Jersey's Teacher of the Year.

Mr. August announced that Dr. Maurice Elias, Professor of Psychology at Rutgers, will discuss students' social and emotional development at the October 28 meeting of the Garden State Coalition of Schools.

Mrs. Konner shared a communication she received from the Recycling Committee thanking the board and administration for allowing them to use the Heritage Middle School parking lot for their recycling event.

Mr. Cohen shared that he had the opportunity to attend Dr. Block's coffee at the oval and an extracurricular club fair at Heritage where it was nice to see kids interacting with their advisors. Mr. Cohen thanked Mr. Kelly and the staff for all their hard work.

Mrs. Konner attended the virtual Back to School Night at Burnet Hill.

Mr. Desai thanked Dr. Block and Mr. Stern for the celebration held in person for the National Merit Semifinalists.

On behalf of the Board, Mrs. Konner thanked Mrs. Healy for all her hard work in the district over these years and extended best wishes in her retirement.

Public Input on Agenda Items ~ up to 15 minutes

Cindy Goldstein, 24 Mayhew Drive, requested that the HVAC report be posted on our website so anyone in the public can access the information.

Keith Hines, 166 East Cedar Street, asked if we have scrubbers or air filters in every classroom.

Mr. Perrette responded each classroom has its own individual unit ventilator which has its own filter.

RECOMMENDATIONS FOR APPROVAL

PERSONNEL

Mr. August 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>Cynthia Healy</i>	Principal	Retirement	Harrison	12/31/2020
<i>Melissa Wolfe</i>	Instructional Aide	Resignation	Hillside	9/18/2020

**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/partial or no pay, but with benefits (if applicable)	Extended LOA w/o pay or benefits	Return Date
Jennifer Fredericks*	TOSD	HMS	9/1/2020-10/9/2020(.5)	10/9/2020(.5)-1/1/2021**	NA	1/4/2021
Lauren Vultaggio*	Instructional Aide	Collins	9/1/2020-9/8/20	9/9/2020-11/24/2020**		11/25/2020
Lauren Van Laar*	Elementary School Teacher	Collins	9/8/2020-9/21/2020	9/22/20 - 10/16/20; 10/26/2020-10/30/2020; 11/9/2020-11/13/2020; 11/23/2020-11/27/2020; 12/7/2020-12/11/2020; 12/21/2020-12/25/2020**	NA	1/4/2021
Amy Morgan*	Instructional Aide	MPE	9/9/20-9/18/20	9/21/2020-12/2/2020**		12/3/2020
Kristy Mullen*	Elementary School Teacher	Harrison	9/1/2020-9/15/2020	9/16/2020-11/24/2020**	11/25/2020-6/30/2021	8/31/2021
Victoria Guardabasco*	Instructional Aide	BHE	10/5/2020-10/15/2020 (.5)	10/15/2020(.5)-12/25/2020**	NA	1/4/2021
Jessica Ayars	Elementary School Teacher	RHE	10/5/2020-10/16/2020	10/19/2020-12/31/2020**	NA	1/4/2021
Kristin Szelingowski*	Elementary School Teacher	Harrison	10/26/2020-12/10/2020	12/11/2020-1/6/2021** & 1/7/2021-4/15/2021**	4/16/2021-6/30/2022	9/1/2022
Christine Islinger*	BSI	HMS	9/1/2020-10/27/2020	10/28/2020-1/29/2021**	2/1/2021-6/30/2021	8/30/2021
Jennifer Randazzo	Teacher of Art	HMS	10/1/2020-10/12/2020	10/13/2020-1/1/2021**	NA	1/4/2021
Susan Stromfeld	Kindergarten Aide	MPE	9/8/2020-1/27/2021 (.5)	NA	1/27/2021(.5)-6/30/2021	8/31/2021
Luyi Liu-Hom	Instructional Aide	BHE	10/1/2020-10/12/2020 (.5)	10/12/2020 (.5)-12/24/2020**	NA	1/4/2021
Christine Siti	School Counselor	Harrison	10/5/2020-10/16/2020	10/19/2020-1/1/2021**	NA	1/4/2021
Yooree Gillman	Teacher of Mathematics	LHS	10/19/2020-10/30/2020 (.5)	10/30/2020 (.5)-1/1/2021**	NA	1/4/2021
Jennifer Alvich	Behaviorist	HMS	10/19/2020-10/29/2020	10/30/2020-1/1/2021**	NA	1/4/2021
Jennifer Merlo*	TOSD	Collins	NA	9/1/2020-10/30/2020**	NA	11/2/2020
Michelle DiStasio	Secretary	MPMS	NA	10/12/2020-1/1/2021**	NA	1/4/2021
Jennifer Torres*	Teacher of English	LHS	9/1/2020-9/7/2020	9/8/2020-11/13/2020**	NA	11/16/2020
Christina Mamangakis-Evans	Teacher of English	LHS	10/26/2020-2/3/2021	2/4/2021-5/13/2021 & 5/14/2021-6/30/2021	NA	8/30/2021

Lucia Ammerata*	ABA Discrete Trial TA	BHE	NA	9/8/2020-10/30/2020**		11/2/2020
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*as amended from a previous agenda

**Designates time counted toward NJFLA/FMLA

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
Susan Stevenson***	HMS	Teacher of F&CS	First Year Tenure Track	J. Larsen (transfer)	BA+16	2	\$55,179* (pro-rated)	9/24/2020
Tim Callahan***	LHS	Teacher of English	Leave Replacement	J. Torres/C. Mamangakis -Evans	BA	2	\$53,278*	9/1/2020
Elizabeth Kirchoff	HMS	Teacher of English	Leave Replacement	J. Geller	MA	1	\$59,803* (pro-rated)	11/13/2020 or earlier if released from contract
Kimberly Teixeira	RHE	Playground Aide	NA	NA	NA	NA	\$15.50/hr	10/7/2020

*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

***as amended from a previous agenda

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

4.4 Substitutes

Resolved, that the Livingston Board of Education approves the appointment of the individuals listed below to serve as substitutes on an as-needed basis for the 2020-2021 school year:

Teachers

Elaine Anderson

Patrick Duffy

Rachel Lieberman

Hemantha Ramanayake

Name	Location	Title	Leave Replacement or Long Term Sub	Replacing	Salary	Effective Date
Courtney Cox	Collins	Elementary School Teacher	Long-Term Sub	N. Stranix	\$263/day	9/29/2020-12/1/2020
Ellen Dyner	HMS	Teacher of Art	Long Term Sub	J. Randazzo	\$263/day	10/1/2020-12/23/2020
Denise Galluzzo	Harrison	School Counselor	Long Term Sub	C. Siti	\$263/day	10/5/2020-12/23/2020

Resolved, that the Livingston Board of Education approves the individuals listed on **Attachment B** as Substitutes. These individuals are currently employed by the District. In the event these individuals are called upon to serve as a substitute, they will be compensated an additional \$50/day for that assignment.

4.5 2020-2021 Renewals

Resolved, that the Livingston Board of Education approves the individual(s) on **Attachment C** for reappointment as Playground, Cafeteria and Media Aides for the 2020-2021 school year at the rates listed.

4.6 Stipends

Resolved, that the Livingston Board of Education approves the individuals on **Attachment D** for district stipends for the 2020-2021 school year in accordance with the contract between the LBOE and the LEA.

Resolved, that the Livingston Board of Education approves the individuals on **Attachment E** for athletic stipends at Livingston High School for the 2020-2021 school year in accordance with the contract between the LBOE and the LEA.

Resolved, that the Livingston Board of Education approves the individuals on **Attachment F** for co-curricular stipends at Heritage Middle School for the 2020-2021 school year in accordance with the contract between the LBOE and the LEA.

Resolved, that the Livingston Board of Education approves the individuals on **Attachment G** for co-curricular stipends at Mt. Pleasant Middle School for the 2020-2021 school year in accordance with the contract between the LBOE and the LEA.

Resolved, that the Livingston Board of Education rescinds the appointment of *Christina Ness* for the Earth Keepers Advisor stipend at Mt. Pleasant Middle School for the 2020-2021 school year.

Resolved, that the Livingston Board of Education approves the individuals on **Attachment H** for co-curricular stipends at the elementary schools for the 2020-2021 school year in accordance with the contract between the LBOE and the LEA.

Resolved, that the Livingston Board of Education rescinds the appointment of *Joanna Horwitz* for the Student Council Advisor stipend at Harrison Elementary School for the 2020-2021 school year.

4.7 Extra Period Assignments

Resolved, that the Livingston Board of Education approves the individuals listed on **Attachment I** for extra period assignments during the 2020-2021 school year.

4.8 Summer Work

Resolved, that the Livingston Board of Education approves the individuals listed on **Attachment J** 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 K** to work over the summer of 2020 at the Summer Academy Program at the approved rate.

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

4.9 Mentor Fees

Resolved, that the Livingston Board of Education approves the individuals on **Attachment L** listed as assigned mentors to receive payment in accordance with the schedule listed.

4.10 Contract Adjustments

Resolved, that the Livingston Board of Education approves the contract adjustments as listed on **Attachment M** effective and retroactive to September 1, 2020.

Ms. Messer seconded the motion.

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

The board previewed the items coming up at the October 19 meeting.

PREVIEW OF OCTOBER 19, 2020 VOTING AGENDA

Superintendent's Report

1. NJSBA School Leader Award for Exemplary Program
2. Summer Curriculum Writing Update

Approval of Minutes

1. Voting Meeting Minutes of August 19, 2020
2. Workshop/Voting Meeting Minutes of September 2, 2020
3. Voting Meeting Minutes of September 9, 2020
4. Public Portion of Executive Session Meeting Minutes of September 14, 2020
5. Voting Meeting Minutes of September 21, 2020

PROGRAM/CURRICULUM

- 1.1 Textbooks/DVDs**
- 1.2 District Nursing Services Plan**

STUDENT SERVICES

- 2.1 Out of District Placements**
- 2.2 Related Services/Medical Consultants**

BUSINESS

- 3.1 Payment of Bills**
- 3.2 Board Secretary Report – August 2020**
- 3.3 Transfers**
- 3.4 Conferences and Overnight Trips**
- 3.5 Settlement Agreement**
- 3.6 Tuition Students (Receiving)**
- 3.7 Joint Transportation Agreement with Educational Services Commission of Morris County**
- 3.8 On-Tech Consulting**
- 3.9 Coronavirus Relief Grant**

Mr. Robinson explained the Governor provided an allotment to offset some of the money we lost in State Aid under resolution 3.9. These funds will be used for additional PPE and technology purchases.

Mr. Robinson will provide the board with an update on the budget.

Public Comment ~ up to 15 minutes

Sasha Paillet Koff, 13 Rumson Road, asked as we start to think about budgeting for this next calendar year, requested we plan in a proactive manner.

Rena Leeds, asked about the safety protocols for 7th and 8th grade such as if desks have plexiglass sneeze guards and how many students will be in each class.

Dr. Block responded when students arrive at school, they will undergo a screening, that we have 6 foot distancing of desks in classrooms, have enhanced our cleaning procedures, have one way directions in hallways and stairwells, have provided hand sanitizer and have installed higher level air filters in each classroom.

Mrs. Leeds asked how kids will move from class to class and Dr. Block responded at the secondary level, we have cleaning protocols for desks in between classes, have one way hallways and stairwells and require masks to be worn. Dr. Block added hallways will be monitored to ensure students are wearing their masks, moving along and not congregating.

Keith Hines, 166 East Cedar Street, repeated his earlier question about whether or not we have scrubbers or air filters in every classroom and also asked about gym spaces and hallways.

Mr. Perrette responded each classroom has its own individual unit ventilator which has its own filter. Mr. Perrette added gyms might have duct work that goes into an office and hallways have exhaust systems.

Laura Lemos, 164 North Livingston Avenue, offered a big congratulations to Mrs. Healy. Mrs. Lemos asked if there has been any thought to opening the elementary level five days a week for half days.

Dr. Block added we are watching how everything is going and working on next steps.

Cindy Goldstein, 24 Mayhew Drive, asked if there are air scrubbers in each classroom or MERV 13 filters and Mr. Perrette responded that each unit has its own MERV 13 filter.

Old Business

There was no old business.

New Business

Mrs. Konner asked the Board to review when at a subsequent meeting they can come prepared to discuss board goals that impact how they govern and discuss what the board structure should look like. Mrs. Konner added information will be shared through Board Notes to prepare for this discussion.

ADJOURNMENT

At 9:20 p.m ., Mrss. Konner announced the board will be going back into Executive Session to discuss personnel, that no action will be taken and they will not be returning to public session.

EXECUTIVE SESSION

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 October 12, 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.

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

Respectfully submitted,



Steven K. Robinson
Board Secretary