

**June 8, 2020**

A **regular virtual meeting** of the Kenilworth Board of Education **was called to order** at 5:30 p.m. via Zoom Video Conferencing, by President Gregg David, on **June 8, 2020**.

This meeting is being held in accordance with the schedule of meetings adopted at the organizational meeting held January 6, 2020. Adequate notice of this Regular Meeting of the Kenilworth Board of Education has been provided to the Home News Tribune, The Star-Ledger, and the Local Source. A copy has been filed with the Kenilworth Borough Clerk, posted in the Board Office, the Kenilworth Borough Hall, Brearley and Harding Schools, as is provided by the Open Public Meetings Act. The meeting time has been changed to 5:30 p.m. via notice on June 1, 2020.

In accordance with the Open Public Meetings Act, and in consideration of Executive Order No. 107 issued by Governor Murphy, the Kenilworth Board of Education does hereby notify the public that to limit public gatherings and to mitigate any person to person exposure, this Kenilworth BOE meeting will be conducted using Zoom Video Conferencing.

The public will be able to view via You Tube Live Stream for those interested in watching on their computers. The link will be available at 5:30 p.m. from the district's website [www.kenilworthschools.com](http://www.kenilworthschools.com) by clicking on the 'Kenilworth BOE You-Tube Channel' link under the "Board of Education" tab.

Public comment will be accepted only during the public comment period in the meeting, via email [publiccomments@kenilworthschools.com](mailto:publiccomments@kenilworthschools.com) or by calling 908-931-9696 ext. 2325. For the record, please include your name and address in all comment requests for the record.

President David led the **salute to the Flag**.

Upon **roll call**, the following members were present: Robert Beiner, Genean Braun, Gregg David, Paulette Drogon, Ryan Haberthur, Mark Jankiewicz, Anthony Laudati, Michelle Panichi and Nancy Zimmerman.

**Also in attendance** were Kyle Arlington, Superintendent, Vincent A. Gonnella, Board Secretary/Business Administrator and Vito A. Gagliardi, Jr., Attorney.

This is a virtual meeting. At the time the meeting went live, 20 (twenty) members of the public were present.

**Minutes of the Secretary**, a copy having been sent to each Board Member (May 11, 2020) were approved upon motion by Zimmerman, seconded by Drogon. Motion carried 9 to 0. Voting yes was: Beiner, Braun, David, Drogon, Haberthur, Jankiewicz, A. Laudati, Panichi and Zimmerman.

**Correspondence:**

**June 8, 2020**

*Distributed May 18, 2020*

1. Email dated 5-11-20 from Tina Lynaugh Re: Classroom Aides 2020-2021 Work Schedule
2. Public comment email dated 5-11-20 from Monica Jurkiewicz. Re: Classroom Aides 2020-2021 Work Schedule
3. Public comment email dated 5-11-20 from Monica Betancur. Re: Classroom Aides 2020-2021 Work Schedule
4. Public comment email dated 5-11-20 from Nicole Rodriguez. Re: Classroom Aides 2020-2021 Work Schedule
5. Public comment email dated 5-11-20 from Serena Argentieri. Re: Classroom Aides 2020-2021 Work Schedule
6. Public comment email dated 5-11-20 from Nicole Bellino. Re: Classroom Aides 2020-2021 Work Schedule
7. Public comment email dated 5-11-20 from Mariann Finistrella. Re: Collective Bargaining Agreement
8. Public comment email dated 5-11-20 from Erin Healy. Re: Classroom Aides 2020-2021 Work Schedule

*Distributed June 5, 2020*

1. Email dated 5-26-20 from Daryl Palmieri to Kyle Arlington Re: Revised Closure Plan

Motion was made by Drogon, seconded by Jankiewicz, that the Board of Education **accepts the correspondence as read**. Motion carried unanimously.

President David called for discussion on the **Superintendent's Report**:

### **PRESENTATIONS:**

- a. Educators of the Year & Educational Services Professional of the Year: Kyle Arlington
- b. District/Superintendent Update: Kyle Arlington
- c. Superintendent's HIB Report (May 2020)

### **Superintendent's Report and Presentation**

Good Evening:

I'd like to use some space in my Superintendent's Report to share celebration in honoring this year's Teachers and Educators of the year. We'll look for a more personal, in-person celebration when we are altogether again. Until then, we've encouraged our honorees to view this ceremony of sorts with their family and friends tonight virtually. I hope they're doing so.

Tonight's recognition of this group of teachers serves as a reminder that they are all change agents who are committed to growing their own professional practice and serving the needs of our Kenilworth's students.

Our elementary educator of the year is Mrs. Jackie Schmidtberg. Mrs. Schmidtberg is a second grade teacher

**June 8, 2020**

and also a lead teacher for our district. Jackie has been a member of our faculty since October 2002. She's been the recipient of our perfect attendance award, served on countless committees, including our Reading is Fundamental effort, and served as a mentor to novice teachers. In my interactions with Jackie, I've found her to be the consummate professional who is deeply thoughtful about her instructional decision making. Congratulations Jackie. And again, I hope we may enjoy a more proper, personal celebration next school year!

Our Educational Services Professional of the Year for Harding Elementary School is Dr. Jaime Hill. Dr. Hill is a school occupational therapist. Jaime has been with us in-district since October 2010. She earned her doctorate in 2017. She's contributed to our school community in many ways. Dr. Jaime Hill is a profoundly student centered professional who excels in creative problem solving as well as professional communication skills. She consistently demonstrates best practice and innovation in occupational therapy as well as its application in public schools. Her professional collaboration, work ethic and in depth knowledge of all of her students are exemplary. Congratulations, Jamie.

Our David Brearley Middle School Teacher of the Year is Ms. Katie Pollack. Katie began in our district in September of 2011. She contributes to our school community both in and outside of the classroom by having served in the roles of Senior Class Co-Advisor and Lead Teacher of the Scholar's Academy. She's been Co-Director of our Band Ensemble and has engaged in curriculum writing for various subject areas. I've been privileged enough to observe instruction in Katie's class several times. I've witnessed firsthand her energy and passion, and in my conversations with her outside of her class about her classroom, I've found Katie to be open to feedback, committed to growing her practice, and reflective about her teaching! Thank you Katie & Congratulations.

Our David Brearley High School Teacher of the Year is Mr. Jake Ulasevich. They say a picture is worth a thousand words, and I'm sure he kept that idea in mind when he chose to send me this picture of himself you see right now as part of being honored tonight. Nice try, Jake. I'm going to say a few words anyway. Mr. Ulasevich began in our district in September 2018. Since then, he's served as a Computer Science Teacher. He's offered professional development for our staff and engaged in curriculum writing. Outside of the classroom, Jake contributes to our school in a major way. He oversees some of our social media platforms and works both behind and in front of the scenes as part of our Conversations Matter Video Podcast series. And, if I may add, Jake is a one-man school spirit machine. Thank you, Mr. U., for all you do!

Finally, our Educational Services Professional of the year for Brearley High School is Mrs. Roseann Barilla. Mrs. Barilla began in our district in 2008. She's a Learning Disabilities Teacher Consultant but currently serves as a teacher for our alternate ed. program. In her time with us, Mrs. Barilla has conducted parent trainings, performed summer Child Study Team evaluation work, and participated in our extended school year program. I was lucky enough to visit, once or twice this past school year, Mrs. Barilla and her students in our newly created alternate ed. program. To say that the students were happy in her care and under her teacher leadership would be an understatement. Mrs. Barilla exudes calm, kindness and compassion and her students are lucky to have her. Congratulations to Mrs. Barilla.

As I close out this part of my report tonight, I end with a reminder proffered by reading guru Richard Allington who asserted that while programs and resources and class sizes matter, they don't matter as much as teachers. So, to the five teachers who were honored tonight, all of Kenilworth's teachers, my board members, teacher colleagues, and teachers everywhere – thank you for all you do.

**June 8, 2020**

Next, I'd like to point your attention to Resolution # 23, which recommends Mr. Jeremy Davies as principal of Brearley Middle-High School. Mr. Davies was a top contender throughout the interview process, which consisted of teachers, parents, students, Leadership Team members, KEA leadership, and members of the board of education. I believe Mr. Davies has the prior experience as a principal, along with a vetted track-record of advancing student achievement and enhancing school culture and spirit. Since these are critical areas we are laser focused on as a district, I believe he can both advance and accelerate these efforts. We'll be sending out more specific information about Mr. Davies' background and history tomorrow, and over the next couple of weeks we'll be working through some ideas for meet and greets given our virtual environment.

Switching gears, we continue to make advancements on planning for July graduation ceremonies for our 8<sup>th</sup> and 12<sup>th</sup> graders. While we will be having virtual ceremonies, we're also including in-person ceremonies as part of our celebration efforts. Right now, we ask that you reserve June 22<sup>nd</sup> and June 23<sup>rd</sup> for 8<sup>th</sup> and 12<sup>th</sup> grade ceremonies respectively. We'll continue to keep you updated in real time about the number of ceremonies we will hold as well as the number of tickets available to families as we learn more about the max capacity for gatherings over the next few weeks. In related news, a group of parents have asked to meet with me to share ideas about additional ways we may honor our graduates over the next few weeks, and I look forward to incorporating their ideas in accordance with feasibility and NJDOE guidelines.

Finally, last night, I sent a Sunday Update to the Board. In that update was the customary packet that includes: HIB findings, our enrollment report and suspension data. As it relates to HIB, note that Resolution #35 is a recommendation to uphold the findings of an HIB matter that was recently appealed through a hearing which was heard by the Curriculum Committee.

This concludes my report.

Respectfully Submitted,  
Kyle C. Arlington

## **COMMITTEE REPORTS & REVIEW OF RESOLUTIONS:**

**Finance & Facilities:** Anthony Laudati, Chairperson.

The committee met virtually on June 4<sup>th</sup> to discuss various matters including:

- Proposed loss of State Aid (\$102,639) and methods and ideas to close the gap.
- Reserves: By June 30<sup>th</sup> of each year the BOE needs to determine what is to be done with excess reserves. A resolution will be on the June 23<sup>rd</sup> agenda.
- There are several grants associated with COVID-19 that the administration is looking into. In addition, the district may be eligible for funding through FEMA.
- Facility Projects including the Brearley gym, some masonry concerns at Harding, Harding bathroom upgrades, and the Brearley outside classrooms.
- Mr. Gonnella is in the process of renegotiating the UCESC transportation contract. Resolution #19 on the agenda provides Mr. Gonnella with the authority to continue and finalize negotiations with UCESC.
- COVID-19 was discussed and its impact on operations. The committee reviewed some of the preparations currently taking place including the purchase of several of the larger ticket

**June 8, 2020**

items for disinfecting.

**Insurance Renewal:**

The total actual premium for all coverages was below our budget projections. We continue to enjoy a favorable workers compensation experience modification (.5963 vs .6137) which improved 2.8% from the prior year. The student accident renewal was flat vs. last year. Overall, the rates have been very stable for the past 5 years. We are currently in the 3<sup>rd</sup> year of the 3-year commitment period with New Jersey School Insurance Group (NJSIG). There will be a resolution on the June agenda recommending continuation for another 3-year term.

**P.L. 2015, Chapter 47-Report of Awarded Contracts:**

Pursuant to PL 2015, Chapter 47 the Kenilworth Board of Education intends to renew, award, or contracts are, have been, and will continue to be in full compliance with all state and federal statutes and regulations; in particular, New Jersey Title 18A:18. et. seq, N.J.A.C. Chapter 23, and Federal Uniform Administrative Requirements 2CFR, Part200:

Resolutions on the agenda were reviewed. #5 regarding professional development is being pulled from consideration at this time.

**Curriculum & Instruction:** Nancy Zimmerman, Chairperson.

- Resolutions on the agenda were reviewed.

**Personnel & Management:** Ryan Haberthur, Chairperson.

- Resolutions on the agenda were reviewed. #28 regarding professional development is being pulled from consideration at this time.

**Policy:** Genean Braun, Chairperson

- Resolutions on the agenda were reviewed.

**OLD BUSINESS:**

- Laudati asked Gonnella to outline our plan to deal with nursing and quarantine. Gonnella stated that a lot is uncertain. There may be the need to quarantine sick children separate from others and if so, that leads to logistical issues. Will a separate quarantine facility outside the building be necessary? Who will staff it? Will we need to bring on additional nursing staff?

**NEW BUSINESS:**

- Panichi stated the UCESC had their reorganization meeting last week. Terry Fopert, the UCESC Superintendent resigned and they are in the process of a search.
- Jankiewicz asked about the valedictorian and salutatorian and whether there were any plans for honoring them.
- Zimmerman asked what the district is doing for our graduates and suggests we let them know

**June 8, 2020**

they mean something to us. Mr. Arlington stated the building administration has several functions being planned; Personalized signs for each graduate; Discussion for a parade for students; A virtual graduation in June; as well as an in person graduation ceremony in July.

- Drogon thanked the administration for their efforts and hard work during the past months.

**PUBLIC PARTICIPATION:** Public comment will be accepted only during the public comment period in the meeting, via email [publiccomments@kenilworthschools.com](mailto:publiccomments@kenilworthschools.com) or by calling 908-931-9696 ext. 2325.

Motion was made by Zimmerman, seconded by Braun, that the **meeting be opened to the public**. Motion carried unanimously.

- No public comments received.

Motion was made by Laudati, seconded by Jankiewicz, that the **meeting be closed to the public**. Motion carried unanimously.

**ROLL CALL WAS TAKEN ON THE FOLLOWING RESOLUTIONS:**

**Superintendent's Report**

**RESOLUTION #1:** Introduced by Laudati who moved its adoption, seconded by Drogon, Be It Resolved, That the Kenilworth Board of Education approves the report of the Superintendent for the month of May 2020.

Be It Further Resolved, That the Board of Education accepts the list of emergency drills conducted during the month of May 2020 as follows:

School	Date	Drill Type
Brearley	5-29-20	Fire
Harding	5-29-20	Fire

Motion carried 9-0-0. Voting yes was: Beiner, Braun, David, Drogon, Haberthur, Jankiewicz, Laudati, Panichi & Zimmerman.

**Bill List**

**RESOLUTION #2:** Introduced by Laudati who moved its adoption, seconded by Drogon, Be It Resolved, That the attached bill list be approved for the month of May 2020 in the amount of \$2,644,599.53. Motion carried 9-0-0. Voting yes was: Beiner, Braun, David, Drogon, Haberthur, Jankiewicz, Laudati, Panichi & Zimmerman.

**Financial Reports**

**RESOLUTION #3:** Introduced by Laudati who moved its adoption, seconded by Drogon, Pursuant

**June 8, 2020**

to *N.J.A.C. 6A:23A-16.10(c)(4)*, we, the members of the Kenilworth Board of Education, certify that as of and after review of the secretary's and treasurer's monthly financial reports (appropriations section) and upon consultation with the appropriate district officials, to the best of our knowledge, no major account or fund (Current Expense, Capital Outlay, or Debt Service) has been overexpended in violation of *N.J.A.C. 6A:23A-16.10(a)(1)* and that sufficient funds are available to meet the district's financial obligations for the remainder of the fiscal year.

Be It Further Resolved, That the Kenilworth Board of Education accepts the reports of the School Business Administrator/Board Secretary and Treasurer for the month of April 2020. Motion carried 9-0-0. Voting yes was: Beiner, Braun, David, Drogon, Haberthur, Jankiewicz, Laudati, Panichi & Zimmerman.

**Line Item Transfers**

**RESOLUTION #4:** Introduced by Laudati who moved its adoption, seconded by Drogon, Whereas, pursuant to Board of Education Policy #3160, the Superintendent and Secretary to the Board have made the following line item transfers (May 2020) in the 2019-2020 school budget, Be It Resolved, That their actions be ratified and recorded in the minutes as per attached. Motion carried 9-0-0. Voting yes was: Beiner, Braun, David, Drogon, Haberthur, Jankiewicz, Laudati, Panichi & Zimmerman.

**Conferences, Workshops & Travel**

**RESOLUTION #5:** 30 Hour IMSE Orton- Gillingham Summer Training, Removed from consideration.

**2019-2020 Insurance Package Continuation**

**RESOLUTION #6:** Introduced by Laudati who moved its adoption, seconded by Drogon, WHEREAS, N.J.S.A. 18A:18B-1, et seq., enables boards of education to join with other boards of education in school board insurance trusts for the purpose of forming self-insurance pools;

WHEREAS, the New Jersey Schools Insurance Group ("NJSIG") is a joint insurance fund authorized by N.J.S.A. 18A:18B-1, et seq. to provide insurance coverage and risk management services for its members;

WHEREAS, the Kenilworth Board of Education had renewed its membership with NJSIG for a period of three years, beginning on July 1, 2020, and ending July 1, 2023 at 12:01 a.m.;

Now Therefore Be It Resolved, That the Kenilworth Board of Education approve the continuation of the NJSIG Joint Insurance Fund program for the 2020-2021 school year.

Coverage	Premium
Errors & Omissions	\$46,719.00
Property	\$54,491.00

**June 8, 2020**

Electronic Data Processing	\$2,072.00
Auto Liability	\$11,382.00
Auto: Physical Damage	\$298.00
Equipment Breakdown	\$4,077.00
General Liability: \$16,000,000	\$35,815.00
Workers' Compensation (MOD .5963)	\$94,602.00
Employee Bonds	\$1,228.00
Crime	\$3,282.00
Supplemental Indemnity	<u>\$5,218.00</u>
Total Premium	\$258,592.00

Motion carried 9-0-0. Voting yes was: Beiner, Braun, David, Drogon, Haberthur, Jankiewicz, Laudati, Panichi & Zimmerman.

**Student Accident Insurance**

**RESOLUTION #7:** Introduced by Laudati who moved its adoption, seconded by Drogon, Be It Resolved, That the Kenilworth Board of Education approves the purchase of Student Accident Insurance through Bollinger (Zurich) for the 2020-2021 school year with the following coverage for an annual premium of \$39,777. Motion carried 9-0-0. Voting yes was: Beiner, Braun, David, Drogon, Haberthur, Jankiewicz, Laudati, Panichi & Zimmerman.

**P.L. 2015, Chapter 47-Report of Awarded Contracts**

**RESOLUTION #8:** Introduced by Laudati who moved its adoption, seconded by Drogon, Be it Resolved, that Pursuant to PL 2015, Chapter 47 the Kenilworth Board of Education intends to renew, award, or permit to expire the following contracts previously awarded by the board of education. These contracts are, have been, and will continue to be in full compliance with all state and federal statutes and regulations; in particular, New Jersey Title 18A:18. et.seq, N.J.A.C. Chapter 23, and Federal Uniform Administrative Requirements 2CFR, Part 200:

Contract	Purpose
ACES	Purchase of natural gas services
ACT - X-Tel Communications	Local & Long Distance phone service
Aetna	Medical Insurance
Atlantic Business Machines	Copier equipment
Atra Janitorial Supply	Custodial/Maintenance Supplies
BioShine	Custodial/Maintenance Supplies
Bollinger	Student Accident Insurance
Breza Bus	Transportation - Field Trips
Brown & Brown Benefits Advisors	Health Benefits Broker
Camptown Bus	Transportation - Field Trips



**June 8, 2020**

Cascade School Supplies	Teaching Supplies
CBIZ Insurance Agency (Centric)	Property Casualty Insurance
CC Productions	Cafeteria POS System
CDW-G, Inc.	Computer Supplies
Computer Solutions Inc.	Budgetary/Personnel/Payroll Software
Dell Marketing	Computer Equipment
Delta T Group	Provide Substitute Nurses
Duff & Phelps	Asset Appraisal
Ed Don	Cafeteria Supplies & Equipment
Epic Heath	Provide Substitute Nurses
F.W. Webb Company	Building & Grounds Supplies
Frontline Technologies	Software Provider
Genesis	Student Information Software
Haig Service Corporation	Life Safety Systems
Hannon Floor Coverings	Flooring
The Home Depot	Building & Grounds Supplies
Horizon	Medical/Dental Insurance
JAG Physical Therapy	Physical Therapy
Johnstone Supplies	Custodial/Maintenance Supplies
Lee Distributors	Furniture
Legacy Studios	School Photography Serv. - Brearley
Liberty Healthcare Services	Provide Substitute Nurses
Maffey's Security Group	Security Systems
Maschio's Food Services, Inc.	Food service management
Matrix New World	Environmental services
My Limo	Transportation – Field Trips
National Staffing Associates	Provide Substitute Nurses
Neopost	Postage Equipment
New Jersey School Insurance Group	Insurance and self-insurance
NVA	Vision Benefits
On-Tech Consulting	E-rate consultants
Partner Engineering	Environmental services
Phoenix Advisors	Financial advisory services
Pitney Bowes	Postage Equipment
Porzio Bromberg & Newman	Board Counsel services
Pritchard Industries, Inc.	Evening/Summer Custodial Cleaning
RFP Solutions, Inc.	Telecommunications
Robert Hulsart & Co.	Auditing services
School Specialty	Teaching Supplies
Sciarrillo Cornell LLC	Labor Counsel services

**June 8, 2020**

Singer Equipment Co.	Cafeteria Equipment Purchase
Spruce Industries Custodial	Custodial/Maintenance Supplies
SSP Architectural Firm	Architect of Record
Staples Contract & Commercial	School /Office Supplies
Star Shuttle	Transportation - Field Trips
Stewart -Xerox Business Systems	Copier equipment
Storr Tractor	Maintenance Equipment
Strauss Esmay Associates	Board Policy services
The Locker Man	Paint/Repair Brearley lockers
Verizon Wireless	Wireless Communications
Vested Protection System	Residency Investigator
Villani Bus	Transportation - Field Trips
WB Mason Supplies/Supplies	Office Supplies
Wilentz Goldman & Spitzer	Bond Counsel services
X-Tel Communications	Internet Access

Motion carried 9-0-0. Voting yes was: Beiner, Braun, David, Drogon, Haberthur, Jankiewicz, Laudati, Panichi & Zimmerman.

#### **Establishing New Bid Thresholds**

**RESOLUTION #9:** Introduced by Laudati who moved its adoption, seconded by Drogon, Whereas, Vincent A. Gonnella, School Business Administrator/Board Secretary possesses a Qualified Purchasing Agent (QPA) certificate;

Whereas, the State Treasurer, in consultation with the Governor and pursuant to N.J.S.A. 52:34-7, and N.J.S.A. 18A:18A-3 (b), has increased the bid threshold amount for school districts with a Qualified Purchasing Agent , from \$40,000 to \$44,000, effective July 1, 2020;

Whereas, 18A:18A-37(a) provides that when the cost or price of any contract in the aggregate is less than the bid threshold of \$44,000, but 15% (fifteen percent) or more of that amount (\$6,600), the purchasing agent may award such contract after soliciting at least two (2) competitive quotations, if practicable

NOW, THEREFORE BE IT RESOLVED that the Kenilworth Board of Education, pursuant to N.J.S.A. 18A:18A-3 (a) and N.J.A.C. 5:34-5.4, establishes and sets the bid threshold amount of \$44,000 for the Board of Education, and further authorizes Vincent A. Gonnella, the Qualified Purchasing Agent, to award contracts, in full accordance with N.J.S.A. 18A:18A-3 (a), for those purchases that do not exceed in the aggregate of the newly established bid threshold amounts. Motion carried 9-0-0. Voting yes was: Beiner, Braun, David, Drogon, Haberthur, Jankiewicz, Laudati, Panichi & Zimmerman.

**June 8, 2020**

**2020-2021 Lunch Prices**

**RESOLUTION #10:** Introduced by Laudati who moved its adoption, seconded by Drogon, Be It Resolved, That the Kenilworth Board of Education approves the 2020-2021 school year lunch prices as recommended by Maschio's Food Services, the district food service management company, after consideration and review by the School Business Administrator.

<b>2020-2021 Prices</b>			
<b>PROGRAM</b>	<b>Harding School</b>	<b>Brearley MS</b>	<b>Brearley HS</b>
<b>Breakfast:</b>			
Federal Maximum	\$ 2.25	\$ 2.50	\$ 2.75
Student Breakfast	\$ 1.25	\$ 2.00	\$ 2.00
Reduced Breakfast	\$ 0.30	\$ 0.30	\$ 0.30
Adult Breakfast	\$ 2.50	\$ 2.50	\$ 2.50
<b>Lunch:</b>			
Federal Maximum	\$ 3.75	\$ 4.00	\$ 4.25
Student Lunch	\$ 3.00	\$ 3.50	\$ 3.50
Reduced Lunch	\$ 0.40	\$ 0.40	\$ 0.40
Premium Lunch	\$ -	\$ 3.75	\$ 3.75
Adult Lunch	\$ 4.00	\$ 4.25	\$ 4.25

Motion carried 9-0-0. Voting yes was: Beiner, Braun, David, Drogon, Haberthur, Jankiewicz, Laudati, Panichi & Zimmerman.

**ESEA Consolidated Grant – FY 2021**

**RESOLUTION #11:** Introduced by Laudati who moved its adoption, seconded by Drogon, Be It Resolved, That the Kenilworth Board of Education approves the submission of the Fiscal Year 2021 ESEA Consolidated Grant and accepts the grant award of funds upon subsequent approval of the FY' 21 ESEA Consolidated Grant application as follows:

<b>ESEA Grant:</b>	<b>Revenue</b>	<b>Expenditure</b>	<b>Entitlement</b>
Title I	20-4411-000	20-231-xxx-xxx-xxx	\$ 188,353
Title II A	20-4481-000	20-270-xxx-xxx-xxx	\$ 34,922
Title III	20-4491-000	20-275-xxx-xxx-xxx	\$ 9,819
Title III-Immigrant	20-4491-I00	20-275-xxx-xxx-Ixx	\$ 2,253
Title IV	20-4471-000	20-276-xxx-xxx-xxx	\$ 13,907
Total Allocation:			\$ 249,254

Motion carried 9-0-0. Voting yes was: Beiner, Braun, David, Drogon, Haberthur, Jankiewicz, Laudati, Panichi & Zimmerman.

**June 8, 2020**

**Indoor Air Quality Plans**

**RESOLUTION #12:** Introduced by Laudati who moved its adoption, seconded by Drogon, Be It Resolved, That the Kenilworth Board of Education approves the Indoor Air Quality Program Plan for the 2020-2021 school year as per the attached. Motion carried 9-0-0. Voting yes was: Beiner, Braun, David, Drogon, Haberthur, Jankiewicz, Laudati, Panichi & Zimmerman.

**2020-2021 Nursing Services Agreements**

**RESOLUTION #13:** Introduced by Laudati who moved its adoption, seconded by Drogon, Be It Resolved, That the Kenilworth Board of Education approves the service and staffing agreements with the following organizations to provide nurses for one to one student care and substitute school nurse coverage for a Registered Nurse (RN) and a Licensed Practitioner Nurse (LPN) as needed for the 2020-2021 School Year at the following rates:

<b>Organization</b>	<b>Substitute School Nurse</b>	<b>One to One</b>
BAYADA Home Health Care Inc.	\$60/Hour RN	\$60/Hour RN
Delta-T Group North Jersey Inc.	\$42.25/Hour School Nurse	\$43.75 / Hour RN - \$54/Hour LPN
Interim Health Care Northwest NJ Inc.	\$59/Hour RN	\$59/Hour RN - \$54/Hour LPN
Preferred Home Health Care Services Inc.	N/A	\$58/Hour RN - \$53/Hour LPN

Motion carried 9-0-0. Voting yes was: Beiner, Braun, David, Drogon, Haberthur, Jankiewicz, Laudati, Panichi & Zimmerman.

**NJSIAA Membership 2020-2021**

**RESOLUTION #14:** Introduced by Laudati who moved its adoption, seconded by Drogon, Be It Resolved, That the Kenilworth Board of Education approves the membership of the district in the New Jersey State Interscholastic Athletic Association (NJSIAA) with annual dues in the amount of \$2,500.00 for the 2020-2021 school year. Motion carried 9-0-0. Voting yes was: Beiner, Braun, David, Drogon, Haberthur, Jankiewicz, Laudati, Panichi & Zimmerman.

**COVID-19 RELATED RESOLUTIONS**

**Bus Evacuation Drills**

**RESOLUTION: #15:** Introduced by Laudati who moved its adoption, seconded by Drogon, Whereas, the Covid-19 pandemic and Governor Murphy's Executive Order #107 closed school buildings to students and non-essential staff ; and

Whereas, the school closures have prevented the schools to complete the required second round of bus evacuation drills during the 2019-2020 school year,

Now Therefore Be It Resolved that this be formally recorded in the minutes of the Kenilworth Board of Education and be used as a reference in the future for why the drills were not conducted. Motion carried 9-0-0. Voting yes was: Beiner, Braun, David, Drogon, Haberthur, Jankiewicz, Laudati,

**June 8, 2020**

Panichi & Zimmerman.

**COVID-19-Expenses**

**RESOLUTION #16:** Introduced by Laudati who moved its adoption, seconded by Drogon, Be It Resolved, That the Kenilworth Board of Education record and memorialize the expenses incurred related to the COVID-19 pandemic and the move to Virtual Learning, for the period of May 15 to June 3, 2020:

<b>PO #</b>	<b>Date</b>	<b>Vendor</b>	<b>Description</b>	<b>Amount</b>
OO1534	5/15/2020	BioShine	Hydroxyl Generator Units	\$ 13,245.84
OO1536	5/19/2020	Creative Industries	Harding Transaction Window	\$ 3,562.00
OO1545	5/21/2020	Sign-a-Rama	COVID Lunch Signage	\$ 94.79
OO1546	5/21/2020	SeeSaw Learning	Distance Learning	\$ 2,993.37
			Electrostatic Disinfecting	
OO1576	5/29/2020	ATRA	Equip.	\$ 4,379.54
OO1585	6/3/2020	Nessy Learning	Subscription	\$ 248.00
OO1586	6/3/2020	Nessy Learning	Subscription	\$ 620.00
				<u>\$ 25,143.54</u>

Motion carried 9-0-0. Voting yes was: Beiner, Braun, David, Drogon, Haberthur, Jankiewicz, Laudati, Panichi & Zimmerman.

**Instructional Plan for Distance Learning**

**RESOLUTION #17:** Introduced by Laudati who moved its adoption, seconded by Drogon, Be It Resolved, That the Kenilworth Board of Education approves the amendments made as directed by the NJDOE to the 2019-2020 Instructional Plan for Distance Learning to comply with the updated checklist for School Health-Related Closure Plans below:

**1. Achieving Equity in our Instructional Plan:**

- Our instructional plan was developed and vetted by a number of stakeholders including administrators, teachers, guidance counselors, CST members, and essential local personnel.
- We have provided digital equity
  - Technology needs survey went to parents
    - Students picked up devices
    - Wifi provided through technology department utilizing mifi hotspots
- Provide virtual professional learning opportunities for staff
  - Central office developed plans for virtual learning opportunities
  - Surveyed staff to identify facilitators
  - Facilitators created sessions and descriptions
  - Staff received a survey and chose sessions they wished to attend
- Provided date for staff to update and expand lessons for “Virtual Learning”

**June 8, 2020**

- March 13, 2020
- Provided “Go Bags” for K-6 students with necessary instructional materials
- ELL and Intervention teachers provided assignments for students they service
- Special Education staff monitors and modifies assignments alongside general education staff
- Established weekly schedule for students to complete work
- Clarified expectations
  - Provide feedback
    - Google Hangout
    - Google Meets
    - Google Classroom
    - Email
    - Remind101
- Provide parent support
  - Superintendent updates
  - Distance Learning Folder - District Website
  - Building Administration
  - District Supervisors
  - Staff
  - Technology Department
  - Guidance and CST
- SEL
  - Videos
  - Readings
  - Counseling websites and Google Classroom
  - Planning mental health screening for target population
  - Supports for students and families who have experienced loss/at risk
  - Community building activities via social media

**2. Ensuring that the needs of all students, with their varied and age-appropriate needs, are addressed through the plan:**

- SEL- staff/guidance providing lessons/videos and online support (ongoing), students surveys will be used to identify program needs
- General Education- Google applications are utilized for continued learning
- Special Education- SE staff working in conjunction with GE staff to modify assignments. Teachers are documenting adaptations and modifications. Students are provided with small group and 1:1 support from teachers.
  - CST- case managers have maintained contact with families to ascertain concerns, answer questions and track items for follow up such as IEP meetings, student evaluations, etc.
  - Therapists- Speech and Language, Occupational and Physical therapists are contacting parents/students according to the frequency indicated in IEPs for

**June 8, 2020**

consultation purposes. Related service provision is individualized, including teletherapy, parent consult, choice board activities, social skills Google Classrooms as appropriate.

- Basic Skills- Interventionists provide support digitally (email, Google applications)
- ELL - ELL teachers provide support digitally (email, Google applications)
- Gifted and Talented - staff providing instruction/support via Google applications
- Students w/out Technology at Home- staff have prepared assignments using instructional materials such as textbooks, novels, activity packets and communicate with families via smartphone applications and landline phone calls
- AP Students- staff is utilizing Google applications, textbooks (physical and online) and AP Classroom
- Students Receiving Free and Reduced Lunch -Students in need of a device/wifi were provided with a district Chromebook and mifi hotspots.
- Students in Need of Technology - Students in need of a device/wifi were provided with a district Chromebook and mifi hotspots.

### **3. Delivery of Virtual and Remote Instruction**

- Differentiate instructional time, class assignments, independent work, and measures of student learning by grade bands-
  - Grades PreK-5 have a flexible schedule where teachers hold morning and afternoon online live instruction.
  - A block schedule is set up for grades 6-12 in order for students to have up to four scheduled classes per day. This allows students and teachers to have a deeper, content specific focus for each day of learning.
  - Fridays are designated as “Flexible Fridays” in which there is no direct instruction so that students may catch up on work, reach out to teachers for support, and/or complete differentiated enrichment activities.
  - Teachers deliver both synchronous and asynchronous lessons/assignments via Google Classroom as well as other instructional applications that are differentiated by product, process and content. The assignments are differentiated based upon student learning and social/emotional needs related to distance learning.
- The district has taken great care to ensure equity amongst students and to take students’ personal situations into consideration.
  - Grades K-2 student learning is measured by a 1-4 rubric
  - Grades 3-5 student learning is measured by a pass/fail grading system
  - Grades 6-12 student learning is measured by a numerical average with 65 being the lowest grade possibly assigned
- In each grade band, design virtual, and remote learning plans to maximize student growth and learning to the greatest extent possible.
  - Students in grades K-2 use Google Classroom and Seesaw to interact with their teachers.

**June 8, 2020**

- Students in grades 3-12 use Google Classroom to interact with their teachers.
- K-12 teachers use learning apps, such as Flipgrid, Screencastify, Gimkit, Google Suite for Educational Apps, Quizizz, and Seesaw to provide instruction. These apps also allow students to explore and demonstrate mastery of content taught.
- K-12 students have access to various online textbooks and programs, included but not limited to: RazKids, Study Island, Xtra Math, Nessy Learning, Fountas and Pinnell, BrainPop, and EdPuzzle.
- Detail how remote instruction meets the needs of English Language Learners (ELL) and Students with Disabilities to the greatest extent possible, including the provision of related services.
  - Teachers, child study team members, counselors and related services providers work with parents to provide individualized support, a variety of teaching and learning applications and resources and ongoing consultation.
- Describe the district's plan for measuring and addressing any ongoing digital divide that continues to exist, whether it be network access or lack of sufficient access to devices.
  - Students and parents were provided chromebooks and wifi when requested
  - Families may acquire additional technology if requested

#### **4. Attendance**

Describe the district's attendance policies, including how the district determines whether a student is present or absent, and how a student's attendance will factor into promotion, retention, graduation, discipline, and any other decisions that will affect the student.

- Describe how the district is following up with the family when a student is not participating in online instruction and/or submitting assignments.
  - Attendance form developed that students and or parents mark their child present from 7:50am-12:00pm
  - Students absent more than three days in a row "Wellness Visits" are conducted
  - The same attendance policies are followed as if they were in school
  - All other factors are considered on an individual basis

#### **5. Students with Disabilities**

Describe the delivery of remote/virtual instruction to implement Individualized Education Plans (IEPs) for students with disabilities to the greatest extent possible, including accessible materials and platforms.

- Describe the methods used to document IEP implementation including the tracking of services, student progress as well as the provision of accommodations and modifications.
  - We are documenting communication with parents, consulting with parents as to student needs and holding virtual IEP meetings. This information is being tracked on individual and department based spreadsheet logs. Teachers are individually documenting communication with students and parents as well as adaptations and modifications utilized as supports.



**June 8, 2020**

- Describe how case managers follow up with families to ensure services are implemented in accordance with IEPs to the greatest extent possible.
  - Members of the CST have been in regular contact with students and families. If there are concerns, virtual meetings are held, including virtual IEP meetings. Weekly child study team and crisis team meetings ensure that at risk student concerns are addressed comprehensively.
- Describe how the district conducts virtual IEP meetings, evaluation, and other meetings to identify, evaluate, and/or reevaluate students with disabilities
  - Most of our virtual IEP meetings are being held virtually using Zoom. Parents who do not wish to use this platform have the option of telephone participation. While we continue to perform functional assessments, all evaluations requiring in-person delivery are being tracked on a central document and postponed until such time that they can be completed safely.

## **6. English Language Learners**

- Describe the provision of ESL and bilingual education to meet the needs of ELL.
  - District ELL teachers work collaboratively with parents to ensure access to appropriate teaching and learning resources. These are adjusted to accommodate student needs.
- Describe how the district communicates with ELL families, including the translation of materials and directions.
  - Our district website is capable of translation, staff members translate for families and other communications are translated through applications such as Google translate.
- Describe how the district uses alternate methods of instruction, differentiation, access to technology, and strategies to troubleshoot ELL access challenges.
  - All ELL students needing district devices were provided access to Chromebooks. A variety of teaching and learning applications are utilized based upon student need and developmental appropriateness.

## **7. Safe Delivery of Meals**

- Food safety and employee safety is paramount. Employee uniforms have previously included hairnets and single use gloves, but will now also include masks along with face shields for the duration of the closure. Representatives from the Department of Education are visiting feeding sites throughout the State to ensure safety procedures are followed by the district and Maschio's FSMC. The following is the specific Meal Distribution Policy:
  - A folding table is set up outside of the building for meal distribution
  - Parents should stand a minimum of 6 feet from the table
  - The team member will then place that number of meals on the table and step back, the parent may then proceed to the table to take meals
  - There should be no human contact between team members and parents
  - Cones are recommended to be placed at 6ft intervals to maintain safe social distancing

**June 8, 2020**

- All team members must have a face covering, gloves and a hairnet/hat
  - If a Maschio's employee is distributing meals, they will have proper identification.
- Provide an updated plan for the continued safe delivery of meals to students.
  - Current plan is in place and updates once received will be incorporated

## **8. Facilities**

### Continued Sanitizing/Disinfection

#### Custodial Dept. Responsibilities

- Both buildings have been and will continue to be sanitized/disinfected on a daily basis, moving forward.
- Sanitizing/disinfection of building contents include but are not limited to the following:
  - Floors, walls, telephones, keyboards, desk tops, chairs, door knobs, plumbing fixtures, faucets, plumbing valves, panic bars, table tops, glass, windows, garbage, lockers, etc
  - Enhanced focus/attention given to what is commonly referred to as “touch points” (listed above).
  - Any classrooms and/or office spaces visited need to be directly communicated to the Supervisor of Buildings and Grounds.
  - Visitor/s MUST directly communicate desired visit time AND again after they have left the school.
  - Communications received are immediately conveyed to the Pritchard custodial team.
  - Pritchard has been instructed and trained to thoroughly disinfect any areas visited, abiding to proper disinfection kill claims labeled on the disinfection products utilized in the Kenilworth School District.
- Additional Clean Out Event lists (for teachers/staff) are to be referenced daily/weekly to determine what rooms have been occupied and when.
  - Rooms to be disinfected (after being visited) daily based on said lists.
  - Summer Cleaning efforts will go into effect upon the completion of the teacher Clean Out Events (both schools).
    - Summer Cleaning tasks include but are not limited to the following:
    - Removal of all furniture from rooms
    - Complete re-disinfection of furniture,
    - Light bulb replacement/fixture cleaning
    - Washing of walls and equipment (disinfectant)
    - Equipment filter changes
    - Extensive dusting
    - Floor scrubbing/stripping
    - Floor refinishing/waxing
    - Floor burnishing
    - Installation of furniture

**June 8, 2020**

- Re-disinfection of all touch point surfaces.

#### Maintenance Dept. Responsibilities

- Maintenance Dept. personnel will continue to be utilized as Custodial reserve, as needed/when needed in an additional man-power capacity, along with being tasked to complete all necessary summer projects (COVID-19 related and/or unrelated).
- How to Clean & Disinfect
  - Hard (Non-porous) Surfaces
    - If surfaces are dirty, they should be cleaned using a detergent or soap and water prior to disinfection.
    - For disinfection, the Kenilworth Board of Education specifically utilizes two products known as Enviro Solutions 64H Neutral Disinfectant and Total Solutions SPEC4 Disinfectant Wipes.
    - Follow the manufacturer's instructions for all cleaning and disinfection products for concentration, application method and contact time, etc.
  - Soft (Porous) Surfaces
    - For soft (porous) surfaces such as carpeted floor, rugs, and drapes, remove visible contamination if present and clean with appropriate cleaners indicated for use on these surfaces.
    - After cleaning:
      - If the items can be laundered, launder items in accordance with the manufacturer's instructions using the warmest appropriate water setting for the items and then dry items completely.
      - Otherwise, use products that are EPA-approved for use against the virus that causes COVID-19 and that are suitable for porous surfaces.
  - Electronics
    - For electronics such as tablets, touch screens, keyboards, remote controls, remove visible contamination if present.
    - Follow the manufacturer's instructions for all cleaning and disinfection products.
    - If no manufacturer guidance is available, consider the use of alcohol-based wipes or sprays containing at least 70% alcohol to disinfect touch screens. Dry surfaces thoroughly to avoid pooling of liquids.

#### **Additional Disinfection Methods**

- Odorox Equipment

**June 8, 2020**

- The Buildings and Grounds Dept. is in the process of purchasing additional indoor air quality air purifying equipment to aid in our disinfectant efforts; ODOROX Slimline & Boss model units.
- Units scheduled to be installed in Nurse's Offices, DBHS Training Facility, DBHS Locker Rooms and will also serve as traveling units, to be utilized as needed/where/when needed.
- Provide an outline of how the building will be maintained throughout this extended period of closure.

## **9. Summer Programming**

Provide a preliminary outline for the provision of summer services, including:

- Extended School Year (ESY) for students with disabilities including
  - How ESY will be delivered
    - The district will be holding virtual ESY for eligible students. We will push the main program back to begin in the second half of July to give staff, parents and teachers a break and to ensure that we are able to plan for virtual instruction and delivery of services.
    - ESY programming continues to be based upon student needs. While some students will receive support throughout the summer (such as counselling, Wilson/Nessy/ and other related services), many will receive programming for a period of 4 weeks designed to prevent regression and maintain skills.
  - 21st Century programs
    - Assessment of credit loss or shortages for high school seniors and an initial plan to address credit recovery
    - Credit recovery will be provided through the Acellus Program which is a virtual platform
- Assessment of learning loss and an initial plan for potentially addressing learning loss
  - Fall 2020 remediation during the month of September
- STEM or other programs using reallocated grant funds
  - We currently do not receive and grant funds
- Title 1 extended learning programs
  - Title I and Title III extended learning programs have continued with distance learning and will continue over the summer. Teachers remain in contact with their students providing services remotely.

## **10. Board Approval**

The Kenilworth Board of Education approved the 2019-2020 Distance Learning Plan on May 11, 2020, which addressed three component areas as initially required by the NJDOE and contained:

- The Kenilworth Board of Education Plan Component 1 - Achieving equity in our Instructional Plan; Ensures that the needs of all students, with their varied and

**June 8, 2020**

age-appropriate needs, are addressed through the plan; Equitable access to technology, including technology survey results and online platforms.

- Plan Component 2 - Provision of appropriate special education and related services for students with disabilities.
- Plan Component 3 - Provision for school nutrition benefits or services for eligible students.

The Kenilworth Board of Education will approve the amendments made to the 2019-2020 Distance Learning Plan at its upcoming meeting on June 8, 2020 to address the updates made by NJDOE on May 4, 2020 to the Checklist for School Health-Related Closure Plans and now includes an expanded plan to address Components 1 - 12 of the checklist as required.

#### **11. Plan Posted to District's Website on March 20, 2020**

- Expanded Distance Learning Plan posted to website on May 22, 2020.

#### **12. Essential Employees**

- The Governor's Executive Order No. 107 calls for flexibility in work rules and requires all employers to fully require compliance with appropriate safety measures while ensuring the delivery of essential services. This includes having all nonessential personnel work remotely so as to limit any risk of exposure to the fewest number of people
- Measures will be taken, in accordance with relevant CDC, NJ Department of Health and other relevant government agency guidelines to ensure the safety and well-being of all staff who are required to report to a worksite.
- Measures will include the use of personal protective equipment (PPE) and the practice of social distancing of standing/working six feet apart when working together by other employees.
  - Onsite Employees as Needed- Superintendent of Schools, School Business Administrator, Supervisor of Buildings and Grounds, Supervisor of Technology and IT Staff, Custodial and Maintenance Staff, Food Service / Cleaning Service Workers
  - Remote Employees Needed for Distance Learning Plan- Superintendent of Schools, School Business Administrator, Supervisor of Buildings and Grounds, Supervisor of Technology, IT Staff, Custodial and Maintenance Staff, Administrators, Teachers, Educational Support Services Staff, Paraprofessionals/ Aides Staff, Secretarial/Clerical Staff

<b>List of Essential Employees by Category</b>	<b>Role of Employee</b>	<b>Duties/ Work Stream</b>	<b>How Many Essential Employees Per Category</b>
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**June 8, 2020**

<b>Administration</b>	Superintendent of Schools; BA	Administrative duties, human resources, crisis management	2
<b>Maintenance</b>	Supervisor of Buildings & Grounds; maintenance workers, tradesman	Oversee maintenance of buildings; troubleshoot and address emergencies	Approximately 5
<b>Custodial</b>	Custodial matters	Deep cleaning; troubleshoot and address emergencies	Approximately 5
<b>Technology</b>	Technology, data and crisis managements=	Troubleshoot and communicate with stakeholders using technology; technology troubleshooting; data protection	3
<b>Food Service Personnel</b>	Prepare and disseminate free and reduced lunches for breakfast and lunch	Prepare and disseminate free and reduced lunches for breakfast and lunch	Approximately 2

Administrators / Teachers / Educational Support Services Staff / Paraprofessional Aides/ Secretarial Staff	Hours per day	Remote	Onsite
	Approximately 5 -7	Approximately 250 teachers/staff	

Motion carried 9-0-0. Voting yes was: Beiner, Braun, David, Drogon, Haberthur, Jankiewicz, Laudati, Panichi & Zimmerman.

### **Suspension of Payroll Verification**

**RESOLUTION #18:** Introduced by Laudati who moved its adoption, seconded by Drogon, Whereas, Kenilworth Board of Education Policy #6510 Payroll Authorization, and N.J.A.C. 6A:23A-5.7 requires that at least once every three years, between the months of September through May, the Superintendent of Schools shall require each district employee to report to a central location(s) and produce picture identification and sign for release of his or her paycheck or direct deposit voucher;

Whereas, the last Payroll Verification was done in May 15, 2017 and the district was scheduled for verification during the 2019-2020 school year, and

Whereas, this year's verification was scheduled for May 15, 2020, and

Whereas, the Covid-19 pandemic and Governor Murphy's Executive Order #107 closed school buildings to students and non-essential staff preventing the verification process to take place as

**June 8, 2020**

scheduled,

Now Therefore Be It Resolved, that the Payroll Verification process outlined in BOE Policy and Statute be suspended until such time as staff physically return to work and the process can be efficiently, effectively and safely completed. Motion carried 9-0-0. Voting yes was: Beiner, Braun, David, Drogon, Haberthur, Jankiewicz, Laudati, Panichi & Zimmerman.

#### **UCESC Transportation Contract Negotiations**

**RESOLUTION #19:** Introduced by Laudati who moved its adoption, seconded by Drogon, Whereas, NJSA 18A:19-3 prohibits payments to contractors for services not rendered, and

Whereas, The Federal CARES Act requires the district make these payments, and

Whereas, A3904/S2337 mandates that the Board renegotiate all of its contracts with its service providers; and

Whereas, The Kenilworth Board of Education has contracted with Union County Educational Services Commission (“UCESC”) for transportation services for the 2019-2020 school year, and Whereas, the School Business Administrator has been in negotiations with the UCESC since April 8, 2020, and

Whereas, the negotiations have proven positive, resulting in an initial 10% reduction to the contract, followed by a 35% reduction, and

Whereas, the School Business Administrator will continue to further negotiations,

Now Therefore Be It Resolved, That the Kenilworth Board of Education authorize the School Business Administrator continue and finalize the negotiations process with the UCESC and report back to the Board at the June 23, 2020 Board meeting. Motion carried 9-0-0. Voting yes was: Beiner, Braun, David, Drogon, Haberthur, Jankiewicz, Laudati, Panichi & Zimmerman.

#### **PERSONNEL & MANAGEMENT**

##### **Gonzalez -Resignation**

**RESOLUTION #20:** Introduced by Haberthur who moved its adoption, seconded by Drogon, Be It Resolved, That the Kenilworth Board of Education accepts the letter of resignation dated 5/21/20 from Albert Gonzalez, a Spanish Teacher at David Brearley Middle-High School, effective June 30, 2020. Motion carried 9-0-0. Voting yes was: Beiner, Braun, David, Drogon, Haberthur, Jankiewicz, Laudati, Panichi & Zimmerman.

##### **Luke -Resignation**

**June 8, 2020**

**RESOLUTION #21:** Introduced by Haberthur who moved its adoption, seconded by Drogon, Be It Resolved, That the Kenilworth Board of Education accepts the letter of resignation dated 5/22/20 from Alison Luke, a School Psychologist for the Kenilworth School District, effective June 30, 2020. Motion carried 9-0-0. Voting yes was: Beiner, Braun, David, Drogon, Haberthur, Jankiewicz, Laudati, Panichi & Zimmerman.

**McGlade -Resignation**

**RESOLUTION #22:** Introduced by Haberthur who moved its adoption, seconded by Drogon, Be It Resolved, That the Kenilworth Board of Education accepts the resignation of Karoline McGlade, a Kindergarten Instructional Aide at Harding Elementary School, effective June 30, 2020. Motion carried 9-0-0. Voting yes was: Beiner, Braun, David, Drogon, Haberthur, Jankiewicz, Laudati, Panichi & Zimmerman.

**Employment of Davies – MS/HS Principal**

**RESOLUTION #23:** Introduced by Haberthur who moved its adoption, seconded by Drogon, Be It Resolved, That the Kenilworth Board of Education approves the recommendation of the Superintendent to employ Jeremy Davies as Principal of the David Brearley Middle/High School at an annual salary of \$148,000 (prorated to start date), with full benefits in accordance with the PSA Agreement, for the 2020-2021 school year effective August 10, 2020, or sooner upon release of commitment from current employer. Motion carried 9-0-0. Voting yes was: Beiner, Braun, David, Drogon, Haberthur, Jankiewicz, Laudati, Panichi & Zimmerman.

**D’Arpa - Maternity Leave of Absence Request**

**RESOLUTION #24:** Introduced by Haberthur who moved its adoption, seconded by Drogon, Be It Resolved, That the Kenilworth Board of Education approves the maternity leave of absence request from Tiffany D’Arpa, a Teacher at Harding Elementary School, pending certification of health care provider, as follows:

09/26/2020	Anticipated date of delivery
09/01/20 – 11/06/20	Use of 41 personal illness days
11/09/20 – 01/29/21	Twelve (12) weeks of unpaid leave to bond with newly born child; concurrently designated as FMLA and NJFMLA leave.
02/01/2021	Anticipated Return Date

Motion carried 9-0-0. Voting yes was: Beiner, Braun, David, Drogon, Haberthur, Jankiewicz, Laudati, Panichi & Zimmerman.

**Hill - Maternity Leave of Absence Request**

**RESOLUTION #25:** Introduced by Haberthur who moved its adoption, seconded by Drogon, Be It Resolved, That the Kenilworth Board of Education approves the maternity leave of absence request from Jaime Hill, a District Occupational Therapist, pending certification of health care provider, as follows:



**June 8, 2020**

08/01/2020	Anticipated date of delivery
09/02/20 – 09/11/20	Use of 6 personal illness days
09/14/20 – 12/04/20	Twelve (12) weeks of unpaid leave to bond with newly born child; concurrently designated as FMLA and NJFMLA leave.
12/04/20 – 01/29/21	Unpaid Leave
02/01/2021	Anticipated Return Date

Motion carried 9-0-0. Voting yes was: Beiner, Braun, David, Drogon, Haberthur, Jankiewicz, Laudati, Panichi & Zimmerman.

**Petrakos - Maternity Leave of Absence Request**

**RESOLUTION #26:** Introduced by Haberthur who moved its adoption, seconded by Drogon, Be It Resolved, That the Kenilworth Board of Education approves the maternity leave of absence request from Stephanie Petrakos, a Teacher at Brearley Middle-Highschool, pending certification of health care provider, as follows:

07/28/2020	Anticipated date of delivery
09/02/20 – 09/11/20	Use of 6 personal illness days
09/14/20 – 12/04/20	Twelve (12) weeks of unpaid leave to bond with newly born child; concurrently designated as FMLA and NJFMLA leave.
12/07/20 – 01/03/21	Unpaid Leave
01/04/2021	Anticipated Return Date

Motion carried 9-0-0. Voting yes was: Beiner, Braun, David, Drogon, Haberthur, Jankiewicz, Laudati, Panichi & Zimmerman.

**Professional Development Presenters**

**RESOLUTION #27:** Introduced by Haberthur who moved its adoption, seconded by Drogon, Be It Resolved, That the Kenilworth Board of Education approves the following staff as presenters for professional development and reimbursement for planning time at a rate of \$43.00/hr, pending competition of negotiations:

Teacher	Program	#Hours	Stipend	Account
Martha Tropeano	Video preparation	2	\$86	11-000-223-320-000
Kayla Khaled	Video preparation	2	\$86	11-000-223-320-000
Veronica Gonzalez-Rein	Video preparation	2	\$86	11-000-223-320-000

**Summer Professional Development**

**RESOLUTION #28:** 30 Hour IMSE Orton- Gillingham Summer Training, Removed from consideration.

***SUMMER 2020 PROGRAM STAFFING***

**June 8, 2020**

**2020 Extended School Year Staff**

**RESOLUTION #29:** Introduced by Haberthur who moved its adoption, seconded by Drogon, Be It Resolved, That the Kenilworth Board of Education approves the following staff for the 2020 Extended School Year:

Teacher	Program	Dates	Hours/pay
David Kaplow	ESY Teacher (Nessy)	6/29/20-8/30/20	\$35/hour x 40 hours = \$1400
Rosanne Barilla	ESY Teacher (SOAR)	6/29/20-8/30/20	\$35/hour x 40 hours = \$1400
Christa Candon	ESY Teacher	7/20/20-8/20/20	\$35/hour x 40 hours = \$1400
Johanna Quintero	ESY Teacher	7/20/20-8/20/20	\$35/hour x 40 hours = \$1400
Lauren Blizzard	ESY Teacher	7/20/20-8/20/20	\$35/hour x 40 hours = \$1400
Robert Kleiven	ESY Teacher	7/20/20-8/20/20	\$35/hour x 40 hours = \$1400
Desirae Piccoli	ESY Teacher	7/20/20-8/20/20	\$35/hour x 40 hours = \$1400
Erin Healy	ESY Teacher	7/20/20-8/20/20	\$35/hour x 40 hours = \$1400
Brianna Skiff	ESY Teacher	7/20/20-8/20/20	\$35/hour x 40 hours = \$1400
Brittany Reale	ESY Counseling	6/29/20-8/20/20	\$35/hour x 40 hours = \$1400
Megan Harrison	ESY Counseling	6/29/20-8/20/20	\$35/hour x 40 hours = \$1400

Be It Further Resolved, That all certified teaching staff members be approved to substitute for Summer School on an as needed basis at an hourly rate of \$35.00, pending competition of negotiations. Motion carried 9-0-0. Voting yes was: Beiner, Braun, David, Drogon, Haberthur, Jankiewicz, Laudati, Panichi & Zimmerman.

**2020 ESEA Summer Program**

**RESOLUTION #30:** Introduced by Haberthur who moved its adoption, seconded by Drogon, Be It Resolved, That the Kenilworth Board of Education approves the recommendation of the Superintendent to approve the following for the ESEA Summer 2020 program as follows:

Teacher	Program	#Hours/July	Total Stipend	Account	ESSA Title
Matty Tropeano	Summer ELL K-2	36(\$35)/5(\$43)	\$1,475.00	20-275-100-100-0-62	III
Michele Galpern	Summer 1	36(\$35)/5(\$43)	\$1,475.00	20-231-100-101-P-00	I
Jenny Dieckmann	Summer 1	36(\$35)/5(\$43)	\$1,475.00	20-231-100-101-P-00	I

**June 8, 2020**

Pina Toto	Summer 2	36(\$35)/5(\$43)	\$1,475.00	20-231-100-101-P-00	I
Lisa Pyhojos	Summer 3	36(\$35)/5(\$43)	\$1,475.00	20-231-100-101-P-00	I
Samantha Nelson	Summer 3	36(\$35)/5(\$43)	\$1,475.00	20-231-100-101-P-00	I
Debra Terranova	Summer 7	36(\$35)/5(\$43)	\$1,475.00	20-231-100-101-P-00	I
Maureen Kurek	Summer 7	36(\$35)/5(\$43)	\$1,475.00	20-231-100-101-P-00	I

Be It Further Resolved, That all certified teaching staff members be approved to substitute for Summer School on an as needed basis at an hourly rate of \$35.00, pending competition of negotiations. Motion carried 9-0-0. Voting yes was: Beiner, Braun, David, Drogon, Haberthur, Jankiewicz, Laudati, Panichi & Zimmerman.

#### **Substitute Staff**

**RESOLUTION #31:** Introduced by Haberthur who moved its adoption, seconded by Drogon, Be It Resolved, That the Kenilworth Board of Education approves the hiring pursuant to the provisions of N.J.S.A. 18A:6.7.1 et seq., N.J.S.A. 18A:39-17 et seq., or N.J.S.A. 18a:6-4.13 et seq., as applicable to the employment of the following substitute teacher(s), home instructor(s), secretaries and/or aide(s) for the 2019-2020 school year:

Substitute		Per Diem Rates		Hourly Rates		
Last Name	First Name	Nurse	Teacher	Classroom Aide	Cafeteria Aide	Secretary
Anderson	Erin		\$ 125.00	\$ 15.00		
Crisafulli	Amanda	\$ 250.00				
Padron	Nicholas		\$ 125.00			
Sheahan	April			\$ 15.00		

Motion carried 9-0-0. Voting yes was: Beiner, Braun, David, Drogon, Haberthur, Jankiewicz, Laudati, Panichi & Zimmerman.

### **CURRICULUM & INSTRUCTION**

#### **Harding Elementary School**

##### **Educators of the Year and Educational Services Professional of the Year**

**RESOLUTION #32:** Introduced by Zimmerman who moved its adoption, seconded by Beiner, WHEREAS, The Harding Elementary School Teacher Recognition Panel selected Jaclyn Schmidtberg, Teacher of Elementary Education – Grade 2, and Jaime Hill, School Occupational Therapist - CST for recommendation as Educator of the Year and Educational Services Professional of the Year, for the 2019-2020 school year, and

WHEREAS, Jaclyn Schmidtberg and Jaime Hill have demonstrated their ability to inspire students of all backgrounds and abilities to learn, and

**June 8, 2020**

WHEREAS, Jaclyn Schmidtberg and Jaime Hill have the respect and admiration of students, parents, administrators and colleagues, and

WHEREAS, Jaclyn Schmidtberg and Jaime Hill are exceptionally dedicated, knowledgeable and skilled professionals,

NOW, THEREFORE, BE IT RESOLVED that the Kenilworth Board of Education and Administration confirm the selection of Jaclyn Schmidtberg and Jaime Hill for the Harding Elementary School Educator of the Year and Educational Services Professional of the Year Recognition Program for the 2019-2020 school year, and

BE IT FURTHER RESOLVED that the Kenilworth Board of Education and Administration commend Jaclyn Schmidtberg and Jaime Hill for their outstanding qualities and their high caliber of services and,

BE IT FURTHER RESOLVED that the Kenilworth Board of Education and Administration enthusiastically approve and support the selection of Jaclyn Schmidtberg and Jaime Hill as the 2019-2020 Educator of the Year and Educational Services Professional of the Year for Harding Elementary School. Motion carried 9-0-0. Voting yes was: Beiner, Braun, David, Drogon, Haberthur, Jankiewicz, Laudati, Panichi & Zimmerman.

**David Brearley Middle/High School**

**Educators of the Year and Educational Services Professional of the Year**

**RESOLUTION #33:** Introduced by Zimmerman who moved its adoption, seconded by Beiner, WHEREAS, The David Brearley Middle-High School Teacher Recognition Panel selected Kaitlyn Pollock, Teacher of Social Studies - MS, Jacob Ulasevich, Teacher of Computer Science Technology - HS, and Rosanne Barilla, Learning Disabilities Teacher Consultant - CST for recommendation as Educators of the Year and Educational Services Professional of the Year, for the 2019-2020 school year, and

WHEREAS, Kaitlyn Pollock, Jacob Ulasevich and Rosanne Barilla have demonstrated their ability to inspire students of all backgrounds and abilities to learn, and

WHEREAS, Kaitlyn Pollock, Jacob Ulasevich and Rosanne Barilla have the respect and admiration of students, parents, administrators and colleagues, and

WHEREAS, Kaitlyn Pollock, Jacob Ulasevich and Rosanne Barilla are exceptionally dedicated, knowledgeable and skilled professionals,

NOW, THEREFORE, BE IT RESOLVED that the Kenilworth Board of Education and

**June 8, 2020**

Administration confirm the selection of Kaitlyn Pollock, Jacob Ulasevich and Rosanne Barilla for the David Brearley Middle-High School Educators of the Year and Educational Services Professional of the Year Recognition Program for the 2019-2020 school year, and

BE IT FURTHER RESOLVED that the Kenilworth Board of Education and Administration commend Kaitlyn Pollock, Jacob Ulasevich and Rosanne Barilla for their outstanding qualities and their high caliber of services and,

BE IT FURTHER RESOLVED that the Kenilworth Board of Education and Administration enthusiastically approve and support the selection of Kaitlyn Pollock, Jacob Ulasevich and Rosanne Barilla as the 2019-2020 Educators of the Year and Educational Services Professional of the Year for David Brearley Middle-High School. Motion carried 9-0-0. Voting yes was: Beiner, Braun, David, Drogon, Haberthur, Jankiewicz, Laudati, Panichi & Zimmerman.

**Curriculum Writing**

**RESOLUTION #34:** Introduced by Zimmerman who moved its adoption, seconded by Beiner, Be It Resolved, That the Kenilworth Board of Education approves staff to conduct team meetings and write curriculum and guides at a rate of \$43.00/hour, pending competition of negotiations (Account 11-000-221-104-000) as follows:

Staff Member	Program	#Hours	Stipend
Cheryl Kress	Accounting 1 - Grades 9-12	12	\$516
Cheryl Kress	Accounting 2 - Grades 10-12	12	\$516
Janice Marsili	Art Beyond the Classroom 11-12	12	\$516
Kelsey Logan	Biology	12	\$516
Maria Gallina	Biology Honors	12	\$516
Michael Adamcik	Chemistry	12	\$516
Michael Adamcik	Chemistry Honors	12	\$516
Jacob Ulasevich	AP Computer Science A	12	\$516
Dale Sona	AP Environmental	12	\$516
Erin Conte	General Music K-6	12	\$516
Joelle Pizzano	Intro to Criminal Justice	12	\$516
Jeanine Farber	Math Grade 7	12	\$516
Anthony LaBruno	Instrumental Music 7-8	12	\$516
Phil Giordano	Physics	12	\$516
Phil Giordano	Physics Honors	12	\$516
Amie Griffiths	School Counseling and Guidance K-6	12	\$516
Stephanie Scasso	School Counseling and Guidance 9-12	12	\$516

Motion carried 9-0-0. Voting yes was: Beiner, Braun, David, Drogon, Haberthur, Jankiewicz,

**June 8, 2020**

Laudati, Panichi & Zimmerman.

**HIB April 2020**

**RESOLUTION #35:** Introduced by Zimmerman who moved its adoption, seconded by Beiner, Be It Resolved, That the Kenilworth Board of Education accepts the recommendations of the Superintendent as reflected in his April 1, 2020 to April 30, 2020 HIB Incident Report.

This report was disseminated to the Board of Education in May 2020 and reviewed by the Superintendent at the May 2020 Regular Board of Education Meeting.

BE IT FURTHER RESOLVED, That the Kenilworth Board of Education accepts the recommendation of the Board's subcommittee, after conducting the appeal hearings that were held virtually on May 14, 2020 and giving consideration to the information offered, to uphold the affirmed determinations of the incidents that acts of harassment intimidation and bullying occurred.

The Board reserves the right to discuss this matter in executive session should any Board Member need additional information before voting on the HIB report. Motion carried 9-0-0. Voting yes was: Beiner, Braun, David, Drogon, Haberthur, Jankiewicz, Laudati, Panichi & Zimmerman.

**POLICY REVIEW**

**Second Reading – Adopt**

**RESOLUTION #36:** Introduced by Braun who moved its adoption, seconded by Zimmerman, Be It Resolved, That the Kenilworth Board of Education adopts, on second reading, the following bylaws/policies and/or regulations, as needed, based on changes in statute, code or law, (M) indicates State Mandated:

Regulation 1581

Domestic Violence (M)

Motion carried 9-0-0. Voting yes was: Beiner, Braun, David, Drogon, Haberthur, Jankiewicz, Laudati, Panichi & Zimmerman.

**Revisions – Adopt**

**RESOLUTION #37:** Introduced by Braun who moved its adoption, seconded by Zimmerman, Be It Resolved, That the Kenilworth Board of Education approves the revisions to the following bylaws/policies and/or regulations, as needed, based on changes in statute, code or law, (M) indicates State Mandated:

Policy 1581

Domestic Violence (M)

Motion carried 9-0-0. Voting yes was: Beiner, Braun, David, Drogon, Haberthur, Jankiewicz, Laudati, Panichi & Zimmerman.

**RESOLUTION:** Introduced by Zimmerman, who moved its adoption, seconded by Laudati, Be It Resolved by the Board of Education of Kenilworth that the Board of Education **meet in private**

**June 8, 2020**

**session**, from which the public shall be excluded, **to discuss the topics of KEA negotiations (all units)**, which private discussion is being held pursuant to Section 7b and 8 of the Open Public Meetings Act. The matters under discussion will be disclosed to the public as soon as final decisions are made and voted upon. Motion carried unanimously. 6:08 p.m.

The BOE is going into closed executive session to discuss the above matters but will not be taking any further action this evening. The meeting will adjourn at the end of executive session.

The Board of Education took no action in closed executive session and therefore, motion was made by Laudati, seconded by Jankiewicz, that when the **meeting adjourns, it adjourns to the call of the chair**. Motion carried unanimously.

Meeting adjourned 6:19 p.m.

Respectfully submitted,

Vincent A. Gonnella  
Secretary to the Board