

FLEMINGTON-RARITAN REGIONAL BOARD OF EDUCATION

OCTOBER 1, 2020
(Rescheduled from September 29, 2020)
MINUTES

VIRTUAL/HYBRID REGULAR MEETING
PUBLIC WILL ATTEND VIA ZOOM ONLY
BOARD PROFESSIONAL DEVELOPMENT - 6:00 P.M.
REGULAR MEETING - 7:00 P.M.

The **Virtual/Hybrid** Regular Meeting of the Flemington-Raritan Regional Board of Education was called to order in conformance with the "Sunshine Law" by the Board President at 6:07 p.m.

Ms. Voorhees issued the Oath of Office to Ms. Melanie Rosengarden.

<u>Member(s) Present Hybrid-Board Office</u>	<u>Member(s) Present Virtually</u>
Susan Mitcheltree	Jessica Abbott
Melanie Rosengarden	Valerie Bart
Tim Bart	Jeff Cain
	Marianne Kenny**arrived at 6:33 p.m.
	Laurie Markowski
	Edward Morgan

PROFESSIONAL DEVELOPMENT - BOARD AND SUPERINTENDENT RELATIONSHIP

Mr. Bart welcomed Ms. Thornton, from New Jersey School Boards. Ms. Thornton conducted Professional Development for the Board on “Board and Superintendent’s Relationship”, as attached. Dr. Kenny arrived at 6:33 p.m. Ms. Abbott asked about the code of ethics responsibilities titled “Make sure the district's run well”. She asked for tips to be sure the Board asks the right questions at the right time. Ms. Thornton replied that questions are valuable and to ask a higher level question to understand the situation. Ms. Thornton gave sample questions to ask. Mr. Bart noted that the pandemic has raised the level of questions, he wants the Superintendent to provide updates but doesn’t want to overwhelm her. Ms. Thornton noted we are all in a new and challenging time. She noted we all need to recognize that things are changing quickly and everyone needs to be understanding and compassionate. Dr. Kenny noted when she asks questions about Finance that it is a difficult topic, she doesn’t know where it would be overstepping. Ms. Thornton noted all items should be in the budget and stated the Board can ask questions. She noted tone and choice of words are important. She shared that the administration needs to express concerns as well to the Board. Mr. Bart noted many questions come from the Community and it is good to keep open communication. Ms. Thornton agreed to keep communicating. Mr. Bart noted if the Board has more questions, they can reach out to Ms. Thornton directly.

SUPERINTENDENT'S REPORT

Dr. McGann welcomed everyone and thanked Ms. Thornton. Dr. McGann welcomed Mr. Alderiso and Mr. Graebener from DIArchitecture, who presented a Referendum update via powerpoint, as attached. Dr. McGann thanked Mr. Alderiso and Mr. Graebener for their work. She thanked the community as well for their support. Mr. Bart thanked Mr. Alderiso and Mr. Graebener and noted this was discussed in length in the Committee. He noted this was a great presentation, especially sharing before and after pictures. Mr. Bart was very pleased with the community support during the vote and looks forward to additional updates. Dr. McGann noted the proactive approach the architect and district have taken to move forward.

Dr. McGann welcomed Mr. Black the YMCA CEO. Mr. Black spoke about childcare support for families that is available. There was technical difficulty. Dr. McGann continued with her report during the technical difficulties.

Dr. McGann gave an update on enrollment. Dr. McGann went over the update to Returning with Confidence: A School Reopening Preparedness Plan, as attached.

Mr. Cain took a quick break.

Mr. Black returned and thanked the Board for having him. He shared how their programs have started to reopen in May. He shared statistics regarding the location of childcare in Hunterdon County. He shared that currently they are offering services at 9 schools in the county. He walked the Board and Community through the process they use to protect health and safety of students and staff. He shared that they are limiting exposure, requiring health checks, adhering to social distancing guidelines, children work in cohorts, and an altered program structure are all in place at this time. He asked if there were any questions. Dr. McGann thanked Mr. Black for their support and for sharing their parameters to keep students safe. Mr. Bart thanked Mr. Black for his time and for updating the Board and the Community.

Dr. McGann returned to her presentation. Ms. Voorhees gave an overview of the lunch program. Mr. Bart and Dr. McGann thanked Ms. Voorhees. Ms. Voorhees gave a brief update on the transportation protocols for the health and safety of the students and staff. Mr. Bart asked if there were any questions. Ms. Abbott thanked Dr. McGann for the large amount of information. She asked Dr. McGann to expand on the math program and what the schedule will look like. Dr. McGann asked Mr. Bland to talk about the program. Mr. Bland explained the schedule for all grade levels on both the hybrid schedule and the in-class schedule. Dr. McGann shared additional resources to provide support. Ms. Abbott asked if Dr. McGann could discuss the change from virtual to hybrid or vice versa, do the teachers change and what happens when there is a health issue, etc. Dr. McGann shared the logistics on how covid exposure will be handled. Mr. Bland clarified that Administrators placed each student and did everything they could to keep children with the same teachers, he added social distancing forced some changes. Mr. Bart shared that a parent asked about childcare. Dr. McGann noted that only Copper Hill is scheduled for aftercare, additional options are being discussed. A parent asked about the bus schedule. Dr. McGann noted a.m. is the same but we are on an early dismissal schedule. Dr. McGann will send a reminder. A parent asked about ipads for kindergarteners. Mr. Bland shared that some chromebooks have arrived and he noted that we are beginning to deploy them to 2nd graders. He noted 2nd grade ipads will go to kindergarten. He shared that the technology department will be implementing these changes in the coming weeks. Mr. Bland also noted he is hopeful for the 2nd shipment, shortly, they will be deployed to replace bad devices in 5th grade. He noted he is grateful we received them early. He noted that we were asked about considering live streaming, he shared why we decided not to do that and explained the issues. Mr. Bart noted that all 2nd graders will switch from iPads to chromebooks. Mr. Bart asked if the children are expected to bring the device to school. Mr. Bland answered, yes as this is an intricate part of instruction. Mr. Bland added that we have a list of those parents who forfeited the device and they will take priority in receiving new devices.. Mr. Bart has a parent asking about Special Education students not being able to stay with their teacher. Dr. McGann encouraged parents to reach out to Dr. Hamblin. Dr. McGann answered a parent, Ms. Goodwin regarding taking temperatures at home. She noted CDC guidance changed, they advised us to create screening for parents to do at home. Dr. McGann will continue to answer questions over the weekend for those that did not get answered.

The Board took a 5 minute break.

Ms. Voorhees took a roll call upon return.

CITIZENS ADDRESS THE BOARD

Mr. Bart read the following statement regarding public comment pursuant to N.J.S.A. 10:4-12(a), the Open Public Meetings Act. Members of the public are invited to address the Board according to the Board's policy and bylaws. Please be aware that this portion is your opportunity to comment, and is not a forum for the Board to respond to your comments. However, the Board will certainly give all comments appropriate consideration.

Mr. Bart set the session to 30 minutes with 3 minutes for each person.

Sue Vala, FREA President, teacher, commended the work that has been done to support the hybrid. She shared the work of the teachers and administrators. She commended the pandemic teams and asked that we continue to collaborate moving forward. She thanked Dr. McGann for her leadership and shared again how excited she is to see the children.

Jessica Alonzo, parent, asked about lunch and was informed that it is bagels and muffins. She asked if there were going to be hot lunches and asked if changes are coming regarding this.

Rebecca Peterson, parent, commended the teachers and administrators and expressed concern that 7th grade math does not have a book, not even a workbook. She asked the district to look into this request and again commended teachers.

Jennifer Temple, parent, heard at Back to School that teachers were evaluating students to see who needed support. She heard support teachers are teaching core subjects. She is also worried about math schedules. She is concerned that children are not getting support.

On the motion of Ms. Abbott, seconded by Mr. Cain minutes of the Regular Meeting as on September 14, 2020* were approved viva voce.

***Mr. Morgan & Ms. Rosengarden abstained.**

REPORTS OF THE SECRETARY AND TREASURER OF SCHOOL MONIES

The Superintendent of Schools recommends that the Board of Education accept the monthly financial reports of the School Business Administrator/Board Secretary and the Treasurer of School Monies for the month(s) of July & August 2020, further certifies that no major account or fund has been over expended in violation of 6A: 23-2.11(b), and that sufficient funds are available to meet the district’s known financial obligations for the remainder of the fiscal year 2020-2021.

The School Business Administrator/Board Secretary certifies that no line item account has encumbrances and expenditures, which in total exceed the line item appropriation in violation of 6A: 23-2.11(a), as of July 31 & August 31, 2020. As of these dates, sufficient funds are available to meet the district’s known financial obligations for the remainder of the school year 2020-2021.

On the motion of Ms. Mitcheltree, seconded by Ms. Markowski, approval was given to accept the Reports of the Secretary and Treasurer of School Monies for the month(s) of July & August 2020.

Aye: Ms. Abbott Ms. Mitcheltree **Nay: 0** **Abstain: 0**
 Mrs. Bart Mr. Morgan
 Mr. Cain Ms. Rosengarden
 Dr. Kenny Mr. Bart
 Ms. Markowski

PERSONNEL

The next meeting will be October 13, 2020.

THE SUPERINTENDENT OF SCHOOLS RECOMMENDS THE FOLLOWING RESOLUTIONS FOR APPROVAL:

All Personnel items were approved under one motion made by Ms. Mitcheltree, seconded by Ms. Markowski.

Certified Staff – Appointments, Resignations & Leaves of Absence

1. Approval was given to compensate the following former certificated staff member(s) for unused sick days, per the FREA negotiated agreement, as follows:

Item	Last Name	First Name	Number of Days to be Compensated
1.	Spies	Audrey	95

2. Approval was given for the attached list of staff member(s) to take a leave of absence or amend their leave during the 2020-2021 school year, as indicated in Attachment A.

3. Approval was given to transfer the following staff member(s) for the 2020-2021 school year, as follows:

Item	Staff Member		Current Position		Transfer Position	
	Last Name	First Name	Loc.	Position	Loc.	Position
1.	Sladky	Samantha	JPC	ESL	JPC/BS	ESL
2.	Staikos	Christina	CH	Grade 4	CH	G&T Math
3.	Yoos	Dorothy	CH	Resource Center	CH	Grade 4

4. Approval was given to employ the following leave replacement(s) for the 2020-2021 school year, pending certification, fingerprints, background check and health exam, as follows:

Item	Last Name	First Name	Loc.	Position/ Replacing	Effective Date	Salary/Degree/ Step	Certification/College
1.	Gernay	Ashley	JPC	Grade 8 Social Studies/ Megan Julian	10/2/2020-1/4/2021	Sub Per Diem Rate Days 1-60 \$56,535 (prorated) BA/1 (day 61+)	CE - Teacher of Social Studies (pending)/The College of New Jersey, Raritan Valley Community College
2.	Harrington	Margaret	BS	Grade 4/Julie Gravett	12/3/2020-05/12/2021	Sub Per Diem Rate Days 1-20 \$59,835 (prorated) MA/1 (day 21+)	Elementary School Teacher in Grades K-6/Florida Atlantic University
3.	Huebner	Justin	JPC	Grade 8 Social Studies/Andrew Assini	10/2/2020-12/7/2020	Sub Per Diem Rate Days 1-60 \$56,535 (prorated) BA/1 (day 61+)	CEAS - Teacher of Social Studies/The College of New Jersey
4.	Lizana	Esteban	FAD	ESL/Susan McGovern	10/12/2020-1/4/2021	Sub Per Diem Rate Days 1-60 \$56,535 (prorated) BA/1 (day 61+)	CE - Teacher of English as a Second Language/Pillar College

5. Approval was given to appoint the following mentors for the 2020-2021 school year, as follows:

Item	Mentor				Mentee		
	Last Name	First Name	Loc	Stipend	Last Name	First Name	Loc.
1.	Hlavsa-Suk	Dawn	JPC	\$550*	Gernay	Ashley	JPC
2.	Hlavsa-Suk	Dawn	JPC	\$550*	Huebner	Justin	JPC
3.	Peake	Nydia	FAD	\$1,000*	Lizana	Esteban	FAD

*Individuals may receive prorated rates based on actual time served.

Non-Certified Staff – Appointments, Resignations & Leaves of Absence

6. Approval was given to employ the following staff member during the 2020-2021 school year, pending fingerprints, background check and health exam, as follows:

Item	Last Name	First Name	Loc.	Position	Effective	Step/Rate
1.	Gemma	Linda	BS	Cafeteria Aide	October 5, 2020	Step 1/\$17.19 per hr.

7. Approval was given to adopt the job description for the position of Technology Department General Assistance, as attached.

All Staff – Additional Compensation

8. Approval was given to confirm the employment of the following staff member for extra compensation during the 2020-2021 school year, as follows:

Item	Last Name	First Name	Loc.	Purpose	Max. # of Hours	Rate
1.	Wong	May	SS	Summer Work - LDT-C - additional hours	62.75 hrs.	Hourly

Field Placement

9. Approval was given for the following Rider University students to complete their remote clinical experience, at no cost to the district, during the 2020-2021 school year, as follows:

Item	Last Name	First Name	Cooperating Teacher/Position/Loc.	Effective Dates
1.	Aresta	Corina	Laurie Moore/Grade 3/CH	Fall Semester 2020
2.	Quintus	Emily	Kari Rowe/Grade 3/BS	Fall Semester 2020
3.	Stark	Elaina	Amy Dahms/Grade 4/CH	Fall Semester 2020
4.	Ward	Juliana	Kari Rowe/Grade 3/BS	Fall Semester 2020

Aye: Ms. Abbott Ms. Mitcheltree **Nay: 0** **Abstain: 0**
 Mrs. Bart Mr. Morgan
 Mr. Cain Ms. Rosengarden
 Dr. Kenny Mr. Bart
 Ms. Markowski

CURRICULUM, PROFESSIONAL DEVELOPMENT, ASSESSMENT, TECHNOLOGY, AND GRANTS

The next meeting will be October 14, 2020.

All Curriculum items were approved under one motion made by Mr. Morgan, seconded by Mrs. Bart.

1. Approval was given to employ the following staff member(s), or their alternate(s), for additional compensation during the 2020-2021 school year. If alternates are necessary, their employment will be confirmed as replacements at no additional cost.

Item	Last Name	First Name	Loc.	Purpose	Max. # of Hours	Rate
1.	Flavin	Patricia	CH	Grades 3-4 Computer Curriculum Committee	20 shared hrs.	\$33.78/hr.
2.	Hutchison	Lisa	CH			
3.	Truncale	Christopher	BS			
4.	Vaccarino	Katie	BS			

2. Approval was given to purchase the following items from a state contracted vendor(s) where aggregate purchases exceed \$44,000.

Item	Description	Vendor	Cost not to exceed
1.	28 OptiPlex 7470 AIO MLK	Candoris Technologies LLC	\$25,608.52

3. Approval was given to dispose of the attached listed items that are no longer usable and are not required as a trade-in or a replacement purchase for the 2020-2021 school year.

Item	Description	Location
1.	Surplus Books	JPC

Mr. Morgan thanked Dr. McGann and Mr. Bland for all of their work on the math schedule.

Aye: Ms. Abbott Ms. Mitcheltree **Nay: 0** **Abstain: 0**
 Mrs. Bart Mr. Morgan
 Mr. Cain Ms. Rosengarden
 Dr. Kenny Mr. Bart
 Ms. Markowski

FACILITIES/OPERATIONS/SECURITY

The next meeting will be October 13, 2020

Ms. Abbott asked about usage fees for facilities users. Ms. Voorhees confirmed by listing those who are not charged per policy.

TRANSPORTATION

The next meeting will be October 5, 2020.

All Transportation items were approved under one motion made by Ms. Abbott, seconded by Mr. Cain.

1. Approval was given of the 2020-2021 bus stops and routes (available upon request) and to authorize the Transportation Director to make the necessary adjustments in accordance with State and District Policy, Rules and Regulations after the opening of school to accommodate student needs.
2. Approval was given to adopt the revised 2020-2021 Transportation Handbook, that includes the protocol for COVID-19 memo issued to all drivers, as attached.
3. Approval was given to adopt the revised 2020-2021 School Bus Driver Handbook, that includes the protocol for COVID-19 memo issued to all drivers, as attached.

Aye:	Ms. Abbott	Ms. Mitcheltree	Nay: 0	Abstain: 0
	Mrs. Bart	Mr. Morgan		
	Mr. Cain	Ms. Rosengarden		
	Dr. Kenny	Mr. Bart		
	Ms. Markowski			

FINANCE

The next meeting will be October 8, 2020.

All Finance items were approved under one motion made by Dr. Kenny, seconded by Mr. Morgan.

1. Approval was given of the attached transfer list from August 18, 2020 to September 22, 2020.
2. Approval was given of the attached bill list for the month of September totaling \$6,907,228.82.
3. Approval was given to accept the State of New Jersey Coronavirus Relief Fund Grant in the amount of \$155,701.

Aye:	Ms. Abbott	Ms. Mitcheltree	Nay: 0	Abstain: 0
	Mrs. Bart	Mr. Morgan		
	Mr. Cain	Ms. Rosengarden		
	Dr. Kenny	Mr. Bart		
	Ms. Markowski			

POLICY

The next meeting will be October 8, 2020.

Policy item #2 was approved, Policy item #1 was tabled, under one motion made by Ms. Abbott, seconded by Ms. Mitcheltree.

~~1. Approval to adopt the following revised policies and regulations, as attached:*~~

- ~~1. P-5330 - Administration of Medication (M)~~
- ~~2. R-5330 - Administration of Medication (M)~~

***item 1 was tabled.**

2. Approval was given to present the following new policies for a first reading, as attached:

- 1. P 1648 - Restart and Recovery Plan (M)
- 2. P 1648.02 - Remote Learning Options for Families (M)
- 3. P 1648.03 - Restart and Recovery Plan - Full-Time Remote Instruction (M)

Dr. Kenny asked if we can add wording, to add language for class size and social distancing. Dr. McGann noted this will be discussed at the next Policy Committee meeting on the 8th. Ms. Abbott noted these policies include important details about switching hybrid vs. virtual. She also noted this includes 6 foot social distancing where practicable. She asked Dr. Kenny how she felt about that. Mr. Cain asked about the recommended number in regulation. Mr. Bart noted the fast turnaround from October 1st to October 12th and suggested the Policy Committee work to contact each Board member to ensure a discussion before Monday night's meeting. Ms. Abbott also encouraged Board members to share as well. Dr. McGann encouraged the Board to read through the new CDC guidelines.

Aye: Ms. Abbott Ms. Mitcheltree **Nay:** 0 **Abstain:** 0
 Mrs. Bart Mr. Morgan
 Mr. Cain Ms. Rosengarden
 Dr. Kenny Mr. Bart
 Ms. Markowski

SPECIAL EDUCATION

The next meeting will be October 14, 2020

All Special Education items were approved under one motion made by Dr. Kenny, seconded by Ms. Abbott.

- 1. Approval was given to return \$1,730.00 to NJDOE for unexpended Nonpublic funding per the fiscal year 2019-2020 Nonpublic Project Completion Reports.
- 2. Approval was given for Hunterdon County Educational Services Commission to provide the following services, during the 2020-2021 school year, as follows:

Item	Services
1.	Bus Monitors
2.	Permanent Substitute Bus Monitors (2 positions)

- 3. Approval was given to employ the following Teacher Assistants, contracted through the Hunterdon County Educational Services Commission, for the 2020-2021 school year, as follows:

Item	Last Name	First Name	Location
1.	Bonilla	Sugey	FAD
2.	Minarik	Melissa	JPC

- 4. Approval was given for Copper Hill Special Services Department to dispose of 6 cloth chairs that are no longer usable and are not required as a trade-in or a replacement purchase for the 2020-2021 school year.

Aye: Ms. Abbott Ms. Mitcheltree **Nay:** 0 **Abstain:** 0
 Mrs. Bart Mr. Morgan
 Mr. Cain Ms. Rosengarden
 Dr. Kenny Mr. Bart
 Ms. Markowski

MISCELLANEOUS(INFORMATION-ACTION)

All Miscellaneous/Action items were approved under one motion made by Mr. Cain, seconded by Mr. Morgan.

Action Items

- Approval was given to authorize the Superintendent to revise Returning with Confidence: A School Reopening Preparedness Plan to reflect re-opening procedures according to the Returning with Confidence Flemington-Raritan School Reopening Plan.

Date	Grades	Cohort A	Cohort B
October 5-6	K-1	In-Person	Remote Learning
October 7	K-1	Remote Learning - Cleaning of Buildings	
October 8-9	K-1	Remote Learning	In-Person
Week of October 5-9	2-4	Remote Learning	
Week of October 5-9	5-8	Remote Learning	In-Person
Week of October 12	K-8	In-Person	Remote Learning
Week of October 19	K-8	Remote Learning	In-Person
Week of October 26	K-8	In-Person	Remote Learning
Week of November 2	K-8	Remote Learning	In-Person
Week of November 9	K-8	In-Person	Remote Learning
Week of November 16	K-8	Remote Learning	In-Person
*** Parents who selected all-virtual instruction for their child will continue with all-remote learning.***			

- Approval was given for J.P. Case Middle School to accept a planter and benches for the athletic shed, as a donation from Will Kwietniak, a former student, valued at \$500, as part of his Eagle Scout project.

Ms. Voorhees asked that we all take special notice of this Eagles Scouts hard work and donation. Dr. McGann will reach out to this young man.

Aye: **Ms. Abbott** **Ms. Mitcheltree** **Nay: 0** **Abstain: 0**
Mrs. Bart **Mr. Morgan**
Mr. Cain **Ms. Rosengarden**
Dr. Kenny **Mr. Bart**
Ms. Markowski

CORRESPONDENCE

Ms. Abbott noted she received the following email, one about their child returning to school, the Board replied. She was copied on an email from a parent regarding social media, administration responded. An email was received from a parent that they did not support distribution of free meals, the Board responded. An email from a parent was received stating they hope we can get childcare. Dr. McGann responded. The following 2 emails were received at 6:00 p.m. and have not been answered yet, a parent asking the Board to vote again on the reopening plan and a teacher with a concern over the number of students in virtual classes.

OLD BUSINESS

Mr. Bart wished everyone good luck and thanked Dr. McGann and the Administration team.

NEW BUSINESS

Ms. Abbott was approached by several Board members about creating a policy to address in-accurate information on social media. Ms. Mitcheltree thanked Ms. Abbott for bringing it up and supported creating a policy to address this issue. Dr. Kenny asked that we be careful, but was ok with reviewing. Mr. Bart heard concerns with inaccurate information. He suggested the Policy committee look at this as well. Mr. Morgan noted we need to be careful and diligent. Dr. McGann agreed. Mr. Cain noted he is supportive of reviewing the policy and suggested the district website be the source of information and encouraged the public to go to the website. Mrs. Bart agreed and thanked Ms. Abbott for bringing it up.

CITIZENS ADDRESS THE BOARD

Mr. Bart read the following statement regarding public comment pursuant to N.J.S.A. 10:4-12(a), the Open Public Meetings Act. Members of the public are invited to address the Board according to the Board’s policy and bylaws. Please be aware that this portion is your opportunity to comment, and is not a forum for the Board to respond to your comments. However, the Board will certainly give all comments appropriate consideration.

Mr. Bart set the session to 30 minutes with 3 minutes for each person.

Jessica Alonso, parent, agreed with the idea to correct information through policy, she also noted it's not easy to locate the link for Zoom to join the meeting. She also asked about how students can still log on at home if they are not well and be counted.

Kristin Boyce, thanked everyone for all of the work the Board and administration has done. She noted that she is not happy about hybrid and wants the children to go back to school. She thought some of the hybrid was rushed. She noted she noticed a new Hygiene Officer at Robert Hunter is not on staff yet. She wants the staff to be supported. Dr. McGann restated that there were hiccups with fingerprinting and that additional staff are being approved tonight. She stated we will be placing substitutes to support the staff.

On the motion of Mr. Cain, seconded by Mrs. Bart, the Board adopted the following resolution to meet in Executive Session Virtual/Hybrid viva voce.

SUNSHINE RESOLUTION

WHEREAS, the Open Public Meetings Act authorizes Boards of Education to meet in executive session under certain circumstances;

WHEREAS, the Open Public Meetings Act requires the Board to adopt a resolution at a public meeting to go into private session;

NOW THEREFORE BE IT RESOLVED, by the Flemington-Raritan School District Board of Education that it is necessary to meet in executive session to discuss certain items involving:

- Matters of personal confidentiality rights, including but not limited to, staff and/or student discipline matters, and specifically: _____
- Matters in which the release of information would impair the right to receive government funds, and specifically: _____
- Matters which, if publicly disclosed, would constitute an unwarranted invasion of individual privacy, and specifically: _____
- Matters concerning negotiations, and specifically: FREA Negotiations
- Matters involving the purchase of real property and/or the investment of public funds, and specifically: _____
- Matters involving the real tactics and techniques utilized in protecting the safety and property of the public, and specifically: _____
- Matters involving anticipated or pending litigation, including matters of attorney-client privilege, and specifically: _____
- Matters involving personnel issues, including but not limited to, the employment, appointment, termination of employment, terms and conditions of employment, evaluation of performance, promotion or discipline of any public officer or employee, and specifically: _____
- Matters involving quasi-judicial deliberations, and specifically: _____

BE IT FURTHER RESOLVED, that any discussion held by the Board which need not remain confidential will be made public as soon as feasible. The minutes of the executive session will not be disclosed until the need for confidentiality no longer exists.

FURTHER RESOLVED, that the Board will **will not** return to open session to conduct business at the conclusion of the executive session.

ADJOURN

On the motion of Ms. Abbott, seconded by Ms. Mitcheltree the meeting was adjourned at 10:32 p.m. viva voce.

Respectfully Submitted,

Stephanie Voorhees
Business Administrator/Board Secretary

2020 Board Meetings

October 12 & 26

November 9 & 23

December 14