

FLEMINGTON-RARITAN REGIONAL BOARD OF EDUCATION**VIRTUAL REGULAR MEETING**

November 9, 2020

**MINUTES**

The **Virtual** Regular Meeting of the Flemington-Raritan Regional Board of Education was called to order in conformance with the "Sunshine Law" by the Board President **via Zoom** at 7:00 p.m.

Member(s) Present Virtually

Jessica Abbott	Laurie Markowski
Valerie Bart	Susan Mitcheltree
Jeffrey Cain	Edward Morgan
Marianne Kenny	Tim Bart

Member(s) Not Present

Melanie Rosengarden
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**SUPERINTENDENT'S REPORT**

Ms. Braynor presented the 2019-2020 Harassment, Intimidation and Bullying Report Card Data, as attached. Dr. McGann noted the Climate Survey for students was also implemented to support our work on HIB. Mr. Bart thanked Ms. Braynor. He asked about the new program and how it helps. Ms. Braynor noted it helps with data analysis. Dr. McGann also added it also helps us to organize the process and verifies all legal steps required. Dr. McGann thanked Ms. Braynor and all the schools for their work on HIB.

Mr. Bland presented the Hearing on the 2019-2020 Incidents of Violence, Vandalism, Substances Use and HIB, as attached. Mr. Bland noted the numbers are lower than usual because of the early closing, typical average incidents are around 20. He also noted higher numbers at Robert Hunter. He shared this is related to the Behavioral Disability program. Effective Solutions has helped address issues in this program. Mr. Bart asked the public if they had any questions. There were none.

Dr. McGann congratulated Eagle Scout Will Kwietniak on the donation and completion of the planter and benches for the J.P. Case Middle School Athletic Shed. Will shared the process that took him about 9 months. He shared photos and the details of the projects. He thanked the Board, J.P. Case and Mr. Castellano for their support and flexibility during this project. Mr. Bart thanked Will for his work and asked about if these donations will be utilized in the curriculum. Will noted he wanted the schools to utilize these pieces. Dr. McGann thanked Will for partnering with our teachers. Mr. Cain thanked Will and congratulated him on his work. Will thanked his dad and several other people for their help and support. Dr. McGann thanked and congratulated Will again.

Dr. McGann presented an update on Returning with Confidence: A School Reopening Preparedness Plan, as attached. Mrs. Bart thanked the nurses and staff for their work. She asked if the survey was received from all the staff. Dr. McGann noted the survey is still open. She thanked Dr. McGann for doing the survey. Mr. Bland noted 212 surveys were received and are still coming in. He reminded the community about parents being able to opt in or out by November 11th. Dr. McGann shared that 29 families wanted to change so far. Mr. Cain asked if the steps that the school has taken helped to mitigate exposure. Dr. McGann noted, yes, exposure has not been happening in school. The Department of Health noted they are seeing it within families being spread. Dr. McGann noted many are quarantined. She stated this is part of the process. Dr. McGann noted we are doing great work! Mr. Cain thanked everyone as well. He noted the plan is working. Mr. Bart acknowledged media outlets for sharing the information. He added that we need to all work together to keep our doors opened. He thanked everyone for their cooperation. Ms. Abbott also shared that a fair assumption is that the schedule supports natural quarantining. Dr. McGann shared that a doctor at CHOP shared with a parent that our schedule is the best to support quarantining.

On the motion of Mr. Cain, seconded by Ms. Markowski, minutes of the Executive Session(6:35 p.m.) on October 26, 2020\*were approved viva voce.

**\*Valerie & Tim Bart abstained.**

On the motion of Ms. Mitcheltree, seconded by Mrs. Bart, minutes of the Executive Session(10:37 p.m.) on October 26, 2020, were approved viva voce.

On the motion of Ms. Mitcheltree, seconded by Ms. Abbott, minutes of the Regular Meeting on October 26, 2020 were approved viva voce.

## 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.

Karen Lurie, teacher, sent a letter via email on November 5th, Ms. Abbott read the letter out loud. She is requesting to keep the current schedule and explained why it would be beneficial.

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

Kevin Pfluge, teacher, acknowledged the Eagle Scout, Will. He spoke highly of the current schedule. He shared that they have been working to fix the issues and wants continuity for students and staff. He noted virtual teaching is difficult. He supports in-school instruction. He doesn't feel the cost is too much as well. He strongly feels we should build on what we are learning. He thanked everyone.

Kathleen Barbee, nurse, resident, noted healthy children learn better, these are not normal times. She spoke about suggested changes and offered the Board "which schedule will do the best to keep children safe". She shared details of our schedule and is very supportive for natural quarantining. She said our top priority is always health and safety of students, she supports the current schedule.

Marie Corfield, teacher, implored the Board not to make a schedule change. She shared how anxious she feels and added that she has a lot of stress and so do her colleagues. She added that there is a lot of info to read through. She shared all of the items that she has to work through every time there is a change. She asked the Board to slow down.

Kristi Hill, teacher, resident, noted the pro's and con's of different models that keep being addressed. She explained them. She feels making a change now would be very disruptive and does not support simulcasting, jumping from model to model will only add stress to the kids and staff. She asked the Board to give it more time. She thanked the Board for the survey and for their sincere consideration of what we are working through.

Mr. Bart encouraged everyone, all the staff to complete the survey. He then read the following response from the Board to Lori Ann Moore:

Dear Ms. Moore,

Thank you so much for sharing your thoughts with the board. We will, of course, pass them along to all board members. We know every member of our school board values the incredible work that FRSD teachers do in the classrooms despite incalculable challenges. You have been reinventing education every day.

Please note that the board is not forcing an immediate schedule change. Nor is it devaluing the hard work that has been done thus far. However, as we hear feedback from across the district, it is our obligation to discuss some of the hurdles we face ahead so that we can plan accordingly.

Our last agenda had one policy that codifies six-foot spacing between desks, another that codifies the state mandate of four hours of live instruction each day, and another that details how families may change between virtual and hybrid models. As more families opt into our hybrid model, it is possible that our current scheduling simply will not allow us to comply with those spacing requirements and faculty needs. We also continue to have the challenge of middle schoolers who are not receiving consistent instruction in math and language arts classes, quarantining students who are not receiving consistent instruction with their peers, and spacing in schedules that some parents have found difficult.

We understand that these conversations feel unsettling and we are genuinely sorry. We are very happy to have your input as we all process the influx of feedback. Determining exactly how these challenges are met is an administrative charge not a board responsibility. However it *is* a board responsibility to present questions and challenges as they are presented to us. We feel very confident in our amazing district of educational experts to continue to innovate and fine-tune, and we are certain that FRSD will continue to offer the best possible education to our children despite these unprecedented circumstances.

Thank you again for your thoughts and your commitment to our students.

Mr. Bart also referenced the reply to Ms. Lurie. He stated that the Board has been replying.

Mrs. Schrum, teacher, shared how difficult this has been. She applauded the district on how well prepared we are in comparison to other schools. She shared that the stress will be overwhelming to switch to a third model and it will not be an effective education for our students, children are also stressed. She supports making adjustments without throwing out the current schedule.

PERSONNEL

The next meeting will be November 17, 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 Mr. Cain.**

Certified Staff – Appointments, Resignations & Leaves of Absence

1. Approval was given to accept the resignation of the following staff member(s) for the 2020-2021 school year, as follows:

Item	Last Name	First Name	Loc.	Position	Purpose	Effective Date
1.	McGovern	Susan	FAD	ESL	Retirement	December 31, 2020

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 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.	Stamets	Vicki	RFIS	Resource Center/ Rosemary Fleming	November 24, 2020 - June 30, 2021	Sub Per Diem Rate (days 1-20) \$59,835 (prorated) / MA/1 (day 21+)	Elementary School Teacher, Teacher of the Handicapped/ Pennsylvania State University, Centenary College, East Stroudsburg University

4. Approval was given to amend the July 27, 2020 motion:

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.	Galloway	Christine	BS	Grade 1/ Kaitlyn Newell	December 1, 2020 - April 1, 2021	Sub Per Diem Rate Days 1-60 \$59,835 (prorated)/ MA/1 (day 61+)	Elementary School Teacher in Grades K-6 (CEAS), University of Phoenix, Rutgers University

to read:

Item	Last Name	First Name	Loc.	Position/ Replacing	Effective Date	Salary/Degree/ Step	Certification/College
1.	Galloway	Christine	BS	Grade 1/ Kaitlyn Newell	December 1, 2020 - April 1, 2021	\$59,835 (prorated)/ MA/1*	Elementary School Teacher in Grades K-6 (CEAS), University of Phoenix, Rutgers University

## All Staff – Additional Compensation

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

Item	Last Name	First Name	Loc.	Purpose	Max. # of Hours	Rate
1.	Beckwith	Francis	RH	Part-time employee to attend faculty meetings/staff development days	34 hours	Hourly
2.	Dribbon	Katherine	BS	Part-time employee to attend faculty meetings/staff development days	14 hours	Hourly
3.	Hamlin	Dayna	BS	Part-time employee to attend faculty meetings/staff development days	34 hours	Hourly

6. Approval was given to employ the following staff member(s) for extra compensation during the 2020-2021 school year, as follows:

Item	Last Name	First Name	Loc.	Purpose	Max. # of Hours	Rate
1.	Amoriello	Thomas	RFIS	One additional night - Parent Teacher Conferences	Contractual	1/400 annual salary
2.	Baden	Melissa	RFIS	One additional night - Parent Teacher Conferences	Contractual	1/400 annual salary
3.	Bartley	Jeanne	RFIS	One additional night - Parent Teacher Conferences	Contractual	1/400 annual salary
4.	Bond	Michele	RFIS	One additional night - Parent Teacher Conferences	Contractual	1/400 annual salary
5.	Burkhardt	Kristen	RFIS	One additional night - Parent Teacher Conferences	Contractual	1/400 annual salary
6.	Caldwell	Leigh	RFIS	One additional night - Parent Teacher Conferences	Contractual	1/400 annual salary
7.	Corigliano	Frank	RFIS	One additional night - Parent Teacher Conferences	Contractual	1/400 annual salary
8.	Coster	Lisa	RFIS	One additional night - Parent Teacher Conferences	Contractual	1/400 annual salary
9.	DeCanio	Daniel	RFIS	One additional night - Parent Teacher Conferences	Contractual	1/400 annual salary
10.	Fielding	Therese	RFIS	One additional night - Parent Teacher Conferences	Contractual	1/400 annual salary
11.	Flannigan	Kelly	RFIS	One additional night - Parent Teacher Conferences	Contractual	1/400 annual salary
12.	Gardner	Elizabeth	RFIS	One additional night - Parent Teacher Conferences	Contractual	1/400 annual salary
13.	Guarino	Kelly	RFIS	One additional night - Parent Teacher Conferences	Contractual	1/400 annual salary
14.	Hannold	Kristin	RFIS	One additional night - Parent Teacher Conferences	Contractual	1/400 annual salary
15.	Hecky	Carol	RFIS	One additional night - Parent Teacher Conferences	Contractual	1/400 annual salary
16.	Hennessy	Elizabeth	RFIS	One additional night - Parent Teacher Conferences	Contractual	1/400 annual salary
17.	Hill	Jacqueline	RFIS	One additional night - Parent Teacher Conferences	Contractual	1/400 annual salary
18.	Humphrey	Christie	RFIS	One additional night - Parent Teacher Conferences	Contractual	1/400 annual salary
19.	Ibach	Benjamin	RFIS	One additional night - Parent Teacher Conferences	Contractual	1/400 annual salary
20.	Jones	Robert	RFIS	One additional night - Parent Teacher Conferences	Contractual	1/400 annual salary
21.	Kaba	Madeline	RFIS	One additional night - Parent Teacher Conferences	Contractual	1/400 annual salary
22.	Kirk	Chrisha	RFIS	One additional night - Parent Teacher Conferences	Contractual	1/400 annual salary
23.	Koehler	Lori	RFIS	One additional night - Parent Teacher Conferences	Contractual	1/400 annual salary
24.	Kucharski	Amy	RFIS	One additional night - Parent Teacher Conferences	Contractual	1/400 annual salary
25.	Librizzi	Susan	RFIS	One additional night - Parent Teacher Conferences	Contractual	1/400 annual salary
26.	Lurie	Karen	RFIS	One additional night - Parent Teacher Conferences	Contractual	1/400 annual salary
27.	Madlinger	Marybeth	RFIS	One additional night - Parent Teacher Conferences	Contractual	1/400 annual salary
28.	Marsh	Aileen	RFIS	One additional night - Parent Teacher Conferences	Contractual	1/400 annual salary
29.	Mayer	Katherine	RFIS	One additional night - Parent Teacher Conferences	Contractual	1/400 annual salary
30.	Nagy	Samantha	RFIS	One additional night - Parent Teacher Conferences	Contractual	1/400 annual salary
31.	O'Leary	John	RFIS	One additional night - Parent Teacher Conferences	Contractual	1/400 annual salary
32.	Paugh	Beth	RFIS	One additional night - Parent Teacher Conferences	Contractual	1/400 annual salary
33.	Puzio	Heather	RFIS	One additional night - Parent Teacher Conferences	Contractual	1/400 annual salary
34.	Quattrochi	Megan	RFIS	One additional night - Parent Teacher Conferences	Contractual	1/400 annual salary
35.	Smith	Shannan	RFIS	One additional night - Parent Teacher Conferences	Contractual	1/400 annual salary
36.	Socolich	Elizabeth	RFIS	One additional night - Parent Teacher Conferences	Contractual	1/400 annual salary
37.	Stamets	Vicki	RFIS	One additional night - Parent Teacher Conferences	Contractual	1/400 annual salary
38.	Stess	Susan	RFIS	One additional night - Parent Teacher Conferences	Contractual	1/400 annual salary

39.	Stumm	Donna	RFIS	One additional night - Parent Teacher Conferences	Contractual	1/400 annual salary
40.	Strunk	Carri	RFIS	One additional night - Parent Teacher Conferences	Contractual	1/400 annual salary
41.	Sullivan	Susan	RFIS	One additional night - Parent Teacher Conferences	Contractual	1/400 annual salary
42.	Trabilsy	Kaitlin	RFIS	One additional night - Parent Teacher Conferences	Contractual	1/400 annual salary
43.	Vala	Susan	RFIS	One additional night - Parent Teacher Conferences	Contractual	1/400 annual salary
44.	Vilaragut	Lizette	RFIS	One additional night - Parent Teacher Conferences	Contractual	1/400 annual salary
45.	Ziminski	Lori	RFIS	One additional night - Parent Teacher Conferences	Contractual	1/400 annual salary
46.	Handren	Marissa	JPC	Website Coordinator	40 hrs.	\$30.62/hr.
47.	Austra	Christopher	CO	Black Seal License	Contractual	\$400.00
48.	Dipple	Scott	CO	Black Seal License	Contractual	\$400.00
49.	Mulligan	David	CO	Black Seal License	Contractual	\$400.00
50.	Plichta	David	CO	Black Seal License	Contractual	\$400.00
51.	Powers	Seaman	CO	Black Seal License	Contractual	\$400.00
52.	Ruthe	Bryan	CO	Black Seal License	Contractual	\$400.00
53.	Terelle*	Frank	CO	Black Seal License	Contractual	\$400.00
54.	Van Gaalen	Ryan	CO	Black Seal License	Contractual	\$400.00

\*Payment upon renewal

## Substitutes

7. Approval was given to employ the following applicant(s) as substitute(s) during the 2020-2021 school year, pending fingerprints, background check and health exam, as follows:

Item	Last Name	First Name
1.	Pineda	Charlotte

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

## CURRICULUM, PROFESSIONAL DEVELOPMENT, ASSESSMENT, TECHNOLOGY, AND GRANTS

The next meeting will be November 18, 2020.

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

1. Approval was given to confirm the following staff member(s) for additional compensation during the 2020-2021 school year.

Item	Last Name	First Name	Loc.	Purpose	Max. # of Hours	Rate
1.	Kassick	Joseph	CH	Prepare a workshop for November 3 PD Day	3 hrs.	\$33.78/hr.

2. Approval was given of the following travel expenditures for staff member(s) or their designated alternate to attend professional development conferences/workshops. This travel is deemed educationally necessary and fiscally prudent and all travel expenditures shall be directly related to and within the scope of the staff member's current responsibilities and professional development plans.

Item	Last Name	First Name	Workshop/Conference	Dates	Includes (see below)	Max. Amount
1.	Kempf	Katelyn	Anti-Bullying Specialist Certificate Program Virtual Training	TBD	R	\$500
R = Registration Fee; M = Mileage; L = Lodging; F = Food; O = Other						

Mr. Bart asked if we can discuss where we are with additional math in the Middle School at the next Curriculum meeting. Dr. McGann noted, yes. Mr. Cain asked if they could also discuss plans to provide live instruction for 4 hours. Dr. McGann noted, yes, we can discuss.

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

FACILITIES/OPERATIONS/SECURITY

The next meeting will be November 17, 2020

TRANSPORTATION

The next meeting will be December 7, 2020.

FINANCE

The next meeting will be November 12, 2020.

POLICY

The next meeting will be November 12, 2020.

**The Policy item was approved under one motion made by Ms. Abbott, seconded by Ms. Mitcheltree.**

- Approval was given to present the following new policy for a second reading and adoption, as attached:

1. P 1648 - Restart and Recovery Plan (M)

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

SPECIAL EDUCATION

The next meeting will be November 18, 2020

**The Special Education item was approved under one motion made by Dr. Kenny, seconded by Mrs. Bart.**

- Approval was given to amend the July 27, 2020 motion:

for the Mountain Lakes Board of Education to provide Teacher of the Deaf services for the following student(s) during the 2020-2021 school year.

Item	Student ID	Cost
1.	3660875607	\$3,300.00

to read:

Item	Student ID	Cost
1.	3660875607	\$1,650.00

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

MISCELLANEOUS(INFORMATION-ACTION)

- Suspensions for the month of October:

Date	School	Infraction	Days
10/27/20	RFIS	Inappropriate physical contact with another student	1

2. Drill(s) to date for the 2020-2021 School Year:

Month	Fire Drills					
	<i>BS</i>	<i>CH</i>	<i>FAD</i>	<i>RH</i>	<i>RFIS</i>	<i>JPC</i>
September	09/18	9/17	9/18	9/18	9/16	09/18
October	10/13 A	10/14 A	10/26 A	10/15 A	10/27 A	10/27 A
	10/20 B	10/22 B	10/23 B	10/22 B	10/19 B	10/22 B
Month	Security Drills					
	<i>BS</i>	<i>CH</i>	<i>FAD</i>	<i>RH</i>	<i>RFIS</i>	<i>JPC</i>
September	09/29	9/25	9/25	9/23	9/25	09/29
October	10/15 A	10/14 A	10/15 A	10/27 A	10/15 A	10/14 A
	10/22 B	10/22 B	10/22 B	10/23 B	10/8 B	10/9 B

CORRESPONDENCE

Ms. Abbott noted she received the following emails: 3 emails from constituents regarding scheduling, 1 email from a constituent regarding correspondence, 1 email from a teacher regarding scheduling and 1 email from a parent concerned that the question asked was not answered at the last meeting.

OLD BUSINESS

None

NEW BUSINESS

Mr. Bart thanked Mr. Morgan for his work on the Board. Mr. Bart congratulated Ms. Baker, Mr. Cain, Ms Mitcheltree and Mrs. Bart for their elections. Mrs. Bart thanked everyone for their support, they will do what they can to help the community. Ms. Mitcheltree thanked everyone for their support and hopes things get better. Mr. Cain hopes things get better as well and also thanked the teachers and professionals for their input. He hopes everyone continues to communicate openly and honestly and thanked everyone for all they are doing. Mr. Morgan thanked school nurses and noted they are outstanding staff members.

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.

None

ADJOURN

**On the motion of Mrs. Bart, seconded by Mr. Cain the meeting was adjourned at 8:28 p.m. viva voce.**

Respectfully Submitted,

Stephanie Voorhees  
Business Administrator/Board Secretary

2020 Board Meetings

November 23

December 14