

**BERNARDS TOWNSHIP BOARD OF EDUCATION  
BASKING RIDGE, NEW JERSEY  
MINUTES INDEX  
DECEMBER 20, 2021  
REGULAR SESSION 5:30 P.M.  
EXECUTIVE SESSION 5:31 P.M.  
RIDGE HIGH SCHOOL MEDIA CENTER  
REGULAR SESSION 7:03 P.M.  
RIDGE HIGH SCHOOL PERFORMING ARTS CENTER**

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**BERNARDS TOWNSHIP BOARD OF EDUCATION  
BASKING RIDGE, NEW JERSEY  
MEETING MINUTES  
DECEMBER 20, 2021  
REGULAR SESSION 5:30 P.M.  
EXECUTIVE SESSION 5:31 P.M.  
RIDGE HIGH SCHOOL MEDIA CENTER  
REGULAR SESSION 7:03 P.M.  
RIDGE HIGH SCHOOL PERFORMING ARTS CENTER**

**I. Regular Session – Call to Order – 5:30 p.m.**

**II. Salute to the Flag**

**III. Roll Call**

Present: Ms. Gray, Ms. Hira (7:43p.m.), Ms. Korn, Ms. McKeon, Mr. Salmon, Ms. Schafer, Ms. Singh, Ms. White, Mr. Markarian, Ms. Siet, Ms. Fox, Mr. McLaughlin, Board Counsel John Croot

ABSENT: Ms. Beckman

**IV. Executive Session – 5:31 p.m.**

BE IT RESOLVED that the Bernards Township Board of Education shall meet in closed session to discuss item(s) a, b, e, f, g and h below which falls within an exception of our open meeting policy and permits the Board to have a private discussion, since it deals with specific exceptions contained in N.J.S.A.10:4-12b. Matters rendered confidential by Federal Law, State Law, or Court Rule:

- a. Individual privacy
- b. Collective bargaining agreements
- c. Purchase or lease of real property if public interest could be adversely affected
- d. Investment of public funds if public interest could be adversely affected
- e. Tactics or techniques utilized in protecting public safety and property
- f. Pending or anticipated litigation
- g. Attorney – client privilege

- h. Personnel – employment matters affecting a specific prospective or current employee

On motion by Mr. Salmon seconded by Ms. Korn, and approved by all present, the Board recessed into executive session at 5:35p.m.

Any discussion held by the Board, which need not remain confidential, will be made public as soon as practical. Minutes of the private session will not be disclosed until the need for confidentiality no longer exists. All appropriate persons, who may be discussed in private session, have been adequately notified.

On motion by Ms. Korn seconded by Ms. Singh, and approved by all present, the Board closed executive session at 6:50p.m.

**V. Reconvene Regular Session – Call to Order – 7:03 p.m.**

**VI. Statement of Public Notice**

This is a regular Meeting of the Board of Education of Bernards Township. Notice of the time and place of this meeting was provided and copies of that resolution were forwarded to the official newspapers as designated by the Board of Education and to the Township Clerk and a copy of the notice was posted on the bulletin board of the Board of Education Offices in accordance with P.L. 1975 Chapter 231A.

Due to the pandemic, the Board of Education expects that in-person attendees to this meeting:

- 1) Have completed and passed a self-assessment of personal health (done at home using the district's screening tool).
- 2) Wear a face covering pursuant to N.J. EO-251.
- 3) Sit in a socially distanced manner from members of different households.
- 4) Maintain social distancing if waiting in line to make public comment.

For those members of the public who are unable to attend our meeting in-person there are two livestream links of the meeting posted through the district website, [www.bernardsboe.com](http://www.bernardsboe.com). The two livestream links are both airing our meeting, each simply backs up the other to be prepared for possible technical difficulty.

We very much welcome input from the public. There are two times during regular meetings that the public is invited to speak. One time is early in the meeting before the Board votes, when you may speak about any item that is listed on tonight's agenda. Towards the end of the meeting, there is another public forum to address any matter of public concern related to the schools.

When you approach the microphone, please state your name and address. Each statement made by a participant shall be limited to three (3) minutes duration. No participant may speak more than once during a given public comment session. In order to run efficient meetings and to allow maximum opportunity for members of the public to speak, the Board reserves the right to set a different time limit for individual comments and/or to set an overall time limit for the public comment portions of the agenda. All statements shall be directed to the presiding officer, no participant may address or question Board members individually.

For those members of the public who are not attending our meeting in-person, public comments may be submitted via email. Please follow the instructions below:

- Step 1: Starting at 7PM: email your comment to [BTConnect@bernardsboe.com](mailto:BTConnect@bernardsboe.com).
- Step 2: Use PUBLIC COMMENT as the email subject or start of a text message.
- Step 3: Indicate your first and last name and address. ***THIS IS REQUIRED FOR YOUR PUBLIC COMMENT TO BE INCLUDED.***

Public comments made in-person will be processed first, then comments submitted by email. No public comments sent via email will be accepted before 7PM or after item XIX. Board Forum of the agenda begins.

Please understand that public comment portions of our agendas are not structured as question and answer sessions, but rather they are offered as opportunities to share your thoughts with the Board. The Board may or may not respond to public comments. Any Board responses to public comments will generally be addressed during Board Forum, or during committee reports. However, all comments are considered and will be investigated and addressed as appropriate.

Please be courteous and mindful of the rights of others when speaking. Comments may not be abusive, obscene, threatening or irrelevant. Please understand that students and employees have specific legal and privacy protections. The Board is not permitted to respond in public to comments about students and employees. Please also understand that the Board will not be responsible for the content of comments made by members of the public. Members of the public are cautioned that they are speaking at their own risk and any personally directed statements they make may subject them to legal liability to the effected individual.

If it is necessary for the Board to go into executive session at the end of the meeting, we will provide an estimated length of time for the session and whether any action is anticipated to be taken upon returning to public session.

**VII. Student Representative - Gordon Li**

Mr. Li provided an update on the upcoming holiday season at Ridge High School stating that the school has embraced the holiday spirit as students look forward to the upcoming winter break. Mr. Li discussed the recent achievements of the Ridge Forensics Team, recent successes for the Ridge High School Swim Team and the Ridge Cheerleading Team and provided information for upcoming events for the student government. On behalf of the student body Mr. Li wished everyone a happy and healthy holiday season.

**VIII. Board Presentation****1) School District Safety and Security - Hank Werner, Director of School Safety and Security**

Hank Werner, Director of School Safety and Security discussed security positions within the school buildings. He discussed the School Resource Officer program, noting the positions in both William Annin Middle School and at Ridge High School and their functions within their respective buildings and explained the functions of the Campus Monitor at Ridge High School. Mr. Werner also discussed the assistance that the School Resource Officers provide to the Elementary Schools and the role of the Special III at Ridge.

Mr. Werner provided examples of security measures taken to enter the district buildings including a check in process, visitor identification procedures, the security camera systems in place and security for interior and exterior doors including push door straps, magnets and quick-lock hardware.

Mr. Werner provided an overview for the emergency communications available for the school district including the School Messenger System, internal communications and phones installed in the classrooms. Mr. Werner also discussed the practices of the District Crisis Management Teams to standardize practices for all district buildings.

Mr. Werner cited the importance of family emergency plans including what to do in the case of an emergency, safety plans for the home, awareness of what children are bringing to school, updating contact information on a regular basis, staying up to date by reading communications from the school district, following rules and visitor protocols and following the “See something, say something” ideal.

Mr. Werner also provided several resources and links for parents including the WeTip Crime/ Bullying hotline, home family resources, Violence Prevention on the district website and a link for BeSmart.

For the complete presentation click [here](#).

**IX. Superintendent's Report**

BE IT RESOLVED THAT

- 1) New Jersey Quality Single Accountability Continuum (NJQSAC)

WHEREAS, 18A:7a-10 establishes the New Jersey Quality Single Accountability Continuum (NJQSAC) for evaluating performance of each school district, and

WHEREAS, the evaluation of the district will be based upon five (5) key components of school district effectiveness: instruction and program; personnel; fiscal management; operations; and governance, and

WHEREAS, the Bernards Township School District has completed the District Performance Review, a self-evaluation in the five key components to assess the district's capacity and effectiveness using quality performance indicators, and has reviewed the District Performance Review with the NJQSAC Committee,

NOW, THEREFORE, BE IT RESOLVED that the Bernards Township Board of Education does hereby affirm the District Performance Review and approves it for submission to the New Jersey Department of Education. Complete District Performance Review is on file in the Board of Education Office.

- 2) The Bernards Township Board of Education does hereby recognize the inception of the following **New Extra-Curricular Club**:

<u>School:</u>	<u>Club:</u>
Ridge High School	Ridge Junior State of America

- 3) The Bernards Township Board of Education does hereby affirm receipt of the **HIB Report** dated December 20, 2021.

- 4) The Bernards Township Board of Education does hereby accept the **Annual Code of Conduct and School Safety Data Report for Reporting Period 2** for the 2020-21 School Year.

On motion by Mr. Salmon, seconded by Ms. Singh, Items #1-4 were approved by the following roll call vote:

“Ayes” - Ms. Gray, Ms. Korn, Ms. McKeon, Mr. Salmon, Ms. Schafer, Ms. Singh and Ms. White

“Noes” - None

“Abstain” - None

Superintendent Markarian provided an explanation of the items on the Superintendent’s report.

Mr. Markarian welcomed everyone in attendance and wished everyone happy holidays and good wishes to the community and staff members.

**X. Public Comment on Agenda Items**

No comments were made.

**XI. Approval of Minutes**

BE IT RESOLVED THAT

1) The Bernards Township Board of Education does hereby approve the following minutes:

November 22, 2021 - Executive Session Minutes

November 22, 2021 - Regular Session Minutes

On motion by Ms. White seconded by Mr. Salmon the foregoing were approved by the following roll call vote:

“Ayes” - Ms. Gray, Ms. Korn, Ms. McKeon, Mr. Salmon, Ms. Schafer, Ms. Singh and Ms. White

“Noes” - None

“Abstain” - None

**XII. Finance Committee Report**

BE IT RESOLVED THAT

- 1) The Bernards Township Board of Education does hereby approve a list of disbursements dated December 20, 2021 consisting of warrants in the amount of \$11,288,927.01.
- 2) The Bernards Township Board of Education acknowledges receipt of the November 2021 Financial Reports from the Board Secretary, the monthly Investment Report for November 2021, the weekly reports of Electronic Fund Transfers and Bank Wires For November 2021, and the Treasurer of the School Monies Report for November 2021.

BE IT RESOLVED that pursuant to N.J.A.C. 6:20-2.13(e), the Bernards Township Board of Education, after review of the Secretary's Monthly Financial Report and upon consultation with the appropriate district officials, and to the best of their knowledge, certifies that as of the date of the Secretary's Monthly Financial Report, no major account or fund has been over expended and that sufficient funds are available to meet the district's financial obligations for the remainder of the fiscal year.

- 3) The Bernards Township Board of Education does hereby approve the November 2021 line item transfers totaling \$624,239.72. the 2021-22 school budget, list on file in the Board Office.
- 4) The Bernards Township Board of Education does hereby approve professional development expenses in accordance with P.L. 2007 An Act Concerning School District Accountability and annual Board resolution for the 2021-22 school year:

<u>Name:</u>	<u>Name of Conference:</u>	<u>Cost:</u>	<u>Date(s):</u>
J. Koch	JNCL-NCLIS Virtual Language Advocacy Days	\$159	02/02/2022 - 02/04/2022
A. Blinder	NJ TechSPO	\$750	01/26/2022 - 01/27/2022

- 5) The Bernards Township Board of Education does hereby approve disposal of equipment/ books for the 2021-22 school year; list maintained in the Board of Education office.
- 6) The Bernards Township Board of Education does hereby accept a donation from the Liberty Corner School PTO in the amount of \$16,000.00 to be used toward upgrades for the Faculty Lounge.

7) The Bernards Township Board of Education does hereby accept the Parents as Champions for Healthy Schools Grant for \$1,000.00.

8) The Bernards Township Board of Education does hereby approve the corrective action plan for FY 2020-2021 CAFR finding number 2021-01.

9) The Bernards Township Board of Education does hereby accept the following out-of-district student for the 2021-22 school year:

<u>Student #:</u>	<u>School District:</u>	<u>Annual Tuition:</u>
2801558	Trenton	\$11,698.80

10) The Bernards Township Board of Education does hereby approve home instruction for student #306194 from December 1, 2021 to January 1, 2022 at Silvergate Prep in an amount not to exceed \$1,606.80.

11) The Bernards Township Board of Education does hereby approve Susan Madorma of SDM Evaluation Services to assist the Child Study Team with evaluations in the amount not to exceed \$4,500.00.

12) The Bernards Township Board of Education does hereby approve Newmark Teacher Training Institute to provide consulting and training services to Oak Street School staff on effective classroom behavior management strategies in the amount not to exceed \$12,000.00.

13) The Bernards Township Board of Education does hereby accept the year ended June 30, 2021 Annual Audit based on the draft financials and recommendation of Wiss and Co., the district's audit firm.

14) Resolution of the Board of Education of the Township of Bernards in the County of Somerset, New Jersey authorizing an agreement for certain legal (Bond Counsel) services.

WHEREAS, there exists a need for specialized legal services in connection with the capital program and the authorization and issuance of obligations of The Board of Education of the Township of Bernards in the County of Somerset (the "Board"), a body corporate of the State of New Jersey, including the preparation and review of procedures in connection with such obligations and the rendering of approving legal opinions acceptable to the financial community in connection therewith; and

WHEREAS, such special legal services can be provided only by a recognized law firm, and the law firm of Wilentz, Goldman & Spitzer, P.A., Woodbridge, New Jersey is so recognized by the financial community; and

WHEREAS, funds are or will be available for this purpose.

BE IT RESOLVED BY THE BOARD OF EDUCATION OF THE TOWNSHIP OF BERNARDS IN THE COUNTY OF SOMERSET, NEW JERSEY AS FOLLOWS:

1. The law firm of Wilentz, Goldman & Spitzer, P.A., Woodbridge, New Jersey is hereby retained to provide specialized bond counsel legal services necessary in connection with the capital program and the authorization and the issuance of obligations by the Board.

2. The Board President and the Board Secretary are hereby authorized to execute a Bond Services Contract (the "Contract").

3. The Contract is awarded without competitive bidding and as a "Professional Service" in accordance with the Public School Contracts Law, N.J.S.A. 18A:18A-5(a)(1), because it is for services performed by persons authorized by law to practice a recognized profession.

4. A copy of this resolution as well as the Contract shall be placed on file with the Secretary of the Board. The publication required pursuant to Section 5(a)(1) of the School Public Contracts Law, N.J.S.A. 18A:-1 et seq. is hereby authorized.

15) The Bernards Township Board of Education does hereby approve the stipulation of settlement for student ID #307827 and authorizes the administration to implement its terms.

16) The Bernards Township Board of Education does hereby approve regular school year tuition for student #307827 from October 13, 2021 through February 28, 2022 at the Youth Care Treatment Center in the amount not to exceed \$86,875.00.

On motion by Ms. Schafer, seconded by Ms. White Items #1-16 were approved by the following roll call vote:

"Ayes" - Ms. Gray, Ms. Korn, Ms. McKeon, Mr. Salmon, Ms. Schafer, Ms. Singh and Ms. White  
"Noes" - None  
"Abstain" - None

Mr. Salmon provided a report from the December 16, 2021 Finance Committee Meeting. Topics at the meeting included an Aramark Food Service update, a staffing update, the annual audit update, an update for the Oak Street School roof project and updates on the new Facilities Director and part time Assistant Business Administrator.

Mr. Salmon also provided a description of finance agenda items.

### XIII. Personnel Committee Report

BE IT RESOLVED, that the Bernards Township Board of Education does hereby approve the following personnel items upon the recommendation of the Superintendent of Schools:

- 1) The Bernards Township Board of Education does hereby accept the resignation of **Alexander Ballas** Spanish Teacher Ridge High School effective February 11, 2022.
- 2) The Bernards Township Board of Education does hereby accept the resignation of **Kristen Winters-Johnson** Special Education Teacher & Transition Coordinator Ridge High School effective February 11, 2022.
- 3) The Bernards Township Board of Education does hereby accept the resignation of **Allison Steitz** Instructional Aide Mount Prospect School effective January 14, 2022.
- 4) The Bernards Township Board of Education does hereby accept the resignation of **Jennifer Verrusio** Instructional Aide Mount Prospect School effective November 30, 2021.
- 5) The Bernards Township Board of Education does hereby approve a paid Child Care Leave for **Erin Slupski** Science Teacher Ridge High School effective April 11, 2022 through May 20, 2022 utilizing 24 personal illness days then and unpaid New Jersey Family Leave and Federal Family leave effective May 23, 2022 through October 28, 2022, returning October 31, 2022.
- 6) The Bernards Township Board of Education does hereby approve an unpaid New Jersey Family Leave for **Fiona Weiss** Art Teacher William Annin Middle School effective December 6, 2021 through December 16, 2021.
- 7) The Bernards Township Board of Education does hereby approve an unpaid New Jersey Family Leave & Federal Family Leave for **Joseph Flynn** Special Education Teacher Ridge High School effective February 21, 2022 through May 15, 2022, returning May 16, 2022.

8) The Bernards Township Board of Education does hereby accept the resignation of the following Extra-Curricular assignments for the 2021-22 school year:

Laura Phillips	Head Girls' Golf RHS
Christine Daly	8th Grade Excursion WAMS
Kelly Dennis	Assistant Drama Club Set Designer CH

9) The Bernards Township Board of Education does hereby approve the following **Changes in Assignments, Locations and/or Salaries** for the 2021-22 school year:

<u>Staff Member:</u>	<u>From:</u>	<u>To:</u>
Will Alston	Instructional Aide Ridge High School at a salary of \$23.49 per hour 7 hours per day effective September 1, 2021 through June 17, 2022	Instructional Aide Ridge High School at a salary of \$23.49 per hour 7 hours per day effective September 1, 2021 through December 31, 2021 then 7.5 hours per day effective January 3, 2022 through June 17, 2022
Alex Ballas	District ESL Extra Section \$1,087.60 per month effective September 1, 2021 through December 31, 2021	District ESL Extra Section \$1,087.60 per month effective September 1, 2021 through January 31, 2022
Nesi Calderone	Assistant Boys' Fencing Coach	Assistant Girls' Fencing Coach
Michele Campbell	Secretary .8 RHS at a salary of Step 2 +3 tests \$44,194 effective November 1, 2021 through November 30, 2021, then Step 2+4 tests \$44,694 effective December 1, 2021 through June 30, 2022	Secretary .8 RHS at a salary of Step 2 +3 tests \$44,194 effective November 1, 2021 through November 30, 2021, then Step 2+4 tests \$44,694 effective December 1, 2021 through December 31, 2022 then a Step 2+5 \$45,194 effective January 1, 2022 through June 30,

		2022
Pam Collins	Secretary .8 WA Nurse's Office Step 2 \$43,144 effective September 1, 2021 through June 30, 2021	Secretary .8 WA Nurse's Office Step 2 \$43,144 effective September 1, 2021 through December 31, 2021 then at a salary of Step 2 + 2 tests \$43,844 effective January 1, 2022 through June 30, 2022
Dawn Fiorilli	District ESL Extra Section \$1,087.60 per month effective September 1, 2021 through December 31, 2021	District ESL Extra Section \$1,087.60 per month effective September 1, 2021 through January 31, 2022
Melissa Hale	Approve a paid Child Care Leave effective October 26, 2021 through January 3, 2022 utilizing 40 personal illness days then an unpaid New Jersey Family Leave effective January 4, 2022 through March 29, 2022 running concurrently with an unpaid Federal Family Leave effective January 4, 2022 through March 29, 2022, returning March 30, 2022	Approve a paid Child Care Leave effective October 26, 2021 through January 18, 2022 utilizing 50 personal illness days then an unpaid New Jersey Family Leave effective January 19, 2022 through April 12, 2022 running concurrently with an unpaid Federal Family Leave effective January 19, 2022 through April 12, 2022, returning April 13, 2022
Meg Jewson	Secretary .8 RHS at a salary of Step 2 +3 tests \$44,194 effective November 1, 2021 through November 30, 2021 then a salary of Step 2+4 tests \$44,694 effective December 1, 2021 through June 30, 2022	Secretary .8 RHS at a salary of Step 2 +3 tests \$44,194 effective November 1, 2021 through November 30, 2021 then a salary of Step 2+4 tests \$44,694 effective December 1, 2021 through December 31, 2021 then a

		salary of Step 2+5 Tests \$45,194 effective January 1, 2022 through June 30, 2022
Vanessa Kuroyna	Instructional Aide Mount Prospect School at a salary of Step 3 \$30.07 per hour 7.5 hours per day effective September 1, 2021 through June 17, 2022	Instructional Aide Mount Prospect School at a salary of Step 3 \$30.07 per hour 7.5 hours per day effective September 1, 2021 through January 11, 2022 then at a salary of Step 3 \$30.07 per hour 7.5 hours per day 4 days per week effective January 12, 2022 through April 11, 2022 then at a salary of Step 3 \$30.07 per hour 7.5 hours per day effective 5 days per week effective April 12, 2022 through June 18, 2022
Karen Lai	School Secretary Mount Prospect School at a salary of Step 9 \$62,180 effective July 1, 2021 through June 30, 2022	School Secretary Mount Prospect School at a salary of Step 9+1 Test \$62,530 effective January 1, 2022 through June 30, 2022
Joseph Majorczak	Social Studies Teacher Ridge High School at a salary of Step 1-5 MA \$60,958 effective September 1, 2021 through January 31, 2022 as a leave replacement for P. Tamagnini. Certificate of Eligibility w/Advanced Standing - Mentoring required. Salary to be prorated to reflect dates worked	Social Studies Teacher Ridge High School at a salary of Step 1-5 MA \$60,958 effective September 1, 2021 through June 30, 2022 as a leave replacement for P. Tamagnini

Linda Metcalfe	Instructional Aide Cedar Hill School at salary of \$23.49 per hour 4 hours per day effective September 1, 2021 through June 17, 2022	Instructional Aide Cedar Hill School at salary of \$23.49 per hour 4 hours per day effective September 1, 2021 through November 22, 2021 then 5.5 hours per day effective November 23, 2021 through June 17, 2022
Mike McTernan	Assistant Girls' Fencing Coach	Assistant Boys' Fencing Coach
Jennifer Nicholson	Secretary to the Business Administrator at a salary \$70,123 effective July 1, 2021 through June 30, 2022	Secretary to the Business Administrator at a salary \$70,123 effective July 1, 2021 through December 31, 2021 then an Assistant to the Business Administrator at a salary of \$74,373 effective January 1, 2022 through June 30, 2022
Jean O'Connell	Director of Special Services \$177,984.20 effective July 1, 2021 through June 30, 2022	Director of Special Services \$171,984.20 effective July 1, 2021 through June 30, 2022
Jonathan Ost	English Language Arts WAMS Extra Section \$1,087.60 per month effective October 29, 2021 through December 14, 2021	English Language Arts WAMS Extra Section \$1,087.60 per month effective October 29, 2021 through December 23, 2021
Linda Picardo	Instructional Aide Cedar Hill School at a salary of Step 1 \$28.18 per hour 4 hours per day effective September 1, 2021 through November 22, 2021 then 4.5	Instructional Aide Cedar Hill School at a salary of Step 1 \$28.18 per hour 4 hours per day effective September 1, 2021 through November 22, 2021 then

	hours per day effective November 23, 2021 through June 17, 2022	5.5 hours per day effective November 23, 2021 through June 17, 2022
Chris Romash	English Language Arts WAMS Extra Section \$1,087.60 per month effective October 29, 2021 through December 14, 2021	English Language Arts WAMS Extra Section \$1,087.60 per month effective October 29, 2021 through December 24, 2021
Maria Elina Santisteban-Armanini	Occupational Therapist .8 Mount Prospect School at a salary of Step 16 MA \$61,570.40 effective September 1, 2021 through June 30, 2022	Occupational Therapist 1.0 Mount Prospect School at a salary of Step 16 MA \$76,963.30 effective January 3, 2022 through June 30, 2022, salary to be prorated to reflect start date
Jill Stredonsky	English Language Arts WAMS Extra Section \$1,087.60 per month effective October 29, 2021 through December 14, 2021	English Language Arts WAMS Extra Section \$1,087.60 per month effective October 29, 2021 through December 23, 2021
Patricia Tamagnini	Approve a paid Child Care Leave for Social Studies Teacher Ridge High School effective April 5, 2021 through May 21, 2021 utilizing 30 personal illness days then an unpaid New Jersey Family Leave effective May 24, 2021 through October 8, 2021 running concurrently with an unpaid Federal Family Leave effective May 24, 2021 through October 8, 2021 then an unpaid child care	Approve a paid Child Care Leave for Social Studies Teacher Ridge High School effective April 5, 2021 through May 21, 2021 utilizing 30 personal illness days then an unpaid New Jersey Family Leave effective May 24, 2021 through October 8, 2021 running concurrently with an unpaid Federal Family Leave effective May 24, 2021 through October 8, 2021 then an unpaid child

	leave effective October 9, 2021 through January 31, 2022, returning February 1, 2022	care leave effective October 9, 2021 through June 30, 2022 returning September 1, 2022
Sarah Tompson	English Language Arts WAMS Extra Section \$1,087.60 per month effective October 29, 2021 through December 14, 2021	English Language Arts WAMS Extra Section \$1,087.60 per month effective October 29, 2021 through December 23, 2021
Jennifer Winters	English Language Arts WAMS Extra Section \$1,087.60 per month effective October 29, 2021 through December 14, 2021	English Language Arts WAMS Extra Section \$1,087.60 per month effective October 29, 2021 through December 23, 2021

10) The Bernards Township Board of Education does hereby appoint **LaKiesha Beaubrun** Preschool Special Education ABA Teacher Mount Prospect School at a salary of Step 14 MA \$72,783 effective February 1, 2022 through June 30, 2022. Salary to be prorated to reflect start date.

11) The Bernards Township Board of Education does hereby appoint **Samora Brice** Art Teacher Ridge High School at a salary of Step 1-5 MA \$60,958 effective January 31, 2022 through June 30, 2022 as a leave replacement for L. Phillips. Certificate of Eligibility-Alternate Route-mentoring required. Salary to be prorated to reflect start date.

12) The Bernards Township Board of Education does hereby appoint **Nicolle Grace** Reading Specialist Liberty Corner School at a salary of Step 9 MA \$68,438 effective March 14, 2022 through June 30, 2022 as a leave replacement for M. Kopecki. Salary to be prorated to reflect start date.

13) The Bernards Township Board of Education does hereby appoint **Kimberly Miller** Physical Education Teacher Oak Street School at a salary of Step 6 BA \$55,380 effective February 1, 2022 through April 30, 2022 as a leave replacement. Salary to be prorated to reflect start date.

14) The Bernards Township Board of Education does hereby appoint **Matthew Pucci** English Language Arts Teacher William Annin Middle School at a salary of Step 1-5 BA

\$54,380 effective January 3, 2022 through March 29, 2022 as a leave replacement for M. Hale. Salary to be prorated to reflect dates worked.

15) The Bernards Township Board of Education does hereby appoint **Jennifer Richardson** Special Education Teacher Ridge High School at a salary of 12 BA \$61,780 effective January 3, 2022 through June 30, 2022. Salary to be prorated to reflect start date.

16) The Bernards Township Board of Education does hereby appoint **Samantha Della Bovie** Instructional Aide Mount Prospect School at a salary of \$23.49 per hour 7.5 hours per day effective December 21, 2021 through June 17, 2022.

17) The Bernards Township Board of Education does hereby appoint **Rose Millevoix** Instructional Aide Mount Prospect & Cedar Hill Schools at a salary of \$23.49 per hour 5.5 hours per day effective January 3, 2022 through June 17, 2022.

18) The Bernards Township Board of Education does hereby appoint **Maria Crespo** Accountant District Office at a salary of \$63,000 effective January 10, 2022 through June 30, 2022. Salary to be prorated to reflect start date.

19) The Bernard Township Board of Education does hereby appoint **Karen Smith** Secretary to the Director of School Counseling Ridge High School at a salary of Step 9+5 tests \$64,230 effective December 13, 2021 through June 30, 2022. Salary to be prorated to reflect start date.

20) The Bernards Township Board of Education does hereby approve the following staff members in **Various Assignments** listed below for the 2021-22 school year:

<b><u>Staff Member:</u></b>	<b><u>Assignment:</u></b>	<b><u>Salary:</u></b>
Lea Adamski	After School Care Program	\$22.00 per hour
Vicki Ahern	After School Care Program	\$22.00 per hour
Adria Carbonaro	Twilight Program-SE	\$69.33 per hour
Anita DeAngelis	After Hours Contact Tracing	\$80.34 per hour
Kathleen Genovese	Musical/Drama Club Assistance - SE	\$31.37 per hour
Pablo Gomez	After School Student Worker	\$13.00 per hour

Joy Griffith		
Courtney Herzberg	After School Student Worker	\$13.00 per hour
Brenda Hilferty	After School Care Program	\$22.00 per hour
Robert Hughes	Musical/Drama Club Assistance - SE	\$31.37 per hour
Amy Legvari	Teacher in Charge LC	\$1,500 2021-22 school year
Donna Legvari	After School Care Program	\$22.00 per hour
Jennifer Machiarola	Nurse - After Care Program	\$70.00 per hour
Karen Martin	At Home Visits-SE	\$69.33 per hour
Kathy Maurice	Nurse - After Care Program	\$70.00 per hour
Kathy Maurice	After School Care Program	\$22.00 per hour
Sara Medenilla	After Hours Contact Tracing	\$80.34 per hour
Tanya Minassian	Chorus Concert Assistance-SE	\$31.37 per hour
Stacey Osucha	After Hours Contact Tracing	\$80.34 per hour
Georgiana Paril	ACT Proctor	\$125.00 per diem 12/11/21
Jaclyn Pistilli-Urena	After Hours Contact Tracing	\$80.34 per hour
Nicole Poliseno	Nurse - After Care Program	\$70.00 per hour
Maria Santisteban-Armani	After School Care Program	\$45.00 per hour
John Santonastaso	After School Student Worker	\$13.00 per hour
Kerry Speilman	Substitute Nurse Various Assignments	\$40.00 per hour
Jennifer Suminski	Twilight Program-SE	\$69.33 per hour
Miquel Tolentino	After School Care Program	\$22.00 per hour

Lane Van De Brake	After School Student Worker	\$13.00 per hour
Olivia Van De Brake	After School Student Worker	\$13.00 per hour
LeighAnna Yasjejko	Substitute Nurse Various Assignments	\$40.00 per hour
Robin Youtkus	After Hours Contact Tracing	\$80.34 per hour
Rita Zarabara	After Hours Contact Tracing	\$80.34 per hour

21) The Bernards Township Board of Education does hereby approve the following **Extra-Sections** for the 2021-22 school year:

<b><u>Staff:</u></b>	<b><u>Extra-Section:</u></b>	<b><u>Payment:</u></b>
Nancy Esposito	Lit Support 7 WAMS	\$1,088 12/13/21-1/7/22
Marissa Fuelhart	English 7 WAMS	\$1,088 12/13/21-1/7/22
Hanina Osborn	English 7 WAMS	\$1,088 12/13/21-1/7/22
Brendan Amicone	English 7 WAMS	\$1,088 12/13/21-1/7/22
Dan Georgetti	Social Studies WAMS	\$54.00 per day 11/29/21-12/15/21
Vincent Randazzo	Social Studies WAMS	\$54.00 per day 11/29/21-12/15/21
Chloe O'Malley	Social Studies WAMS	\$54.00 per day 11/29/21-12/15/21
Jocelyn Bizzaro	Social Studies WAMS	\$54.00 per day 11/29/21-12/15/21
Rebecca Bollaro	Social Studies WAMS	\$54.00 per day

		11/29/21-12/15/21
Victoria Sikora	Art WAMS	\$54.00 per day 12/6/21-12/23/21
Carson Michura	Art WAMS	\$54.00 per day 12/6/21-12/23/21
Kristin Leskowits	Art WAMS	\$54.00 per day 12/6/21-12/23/21
Alyssa Richman	Art WAMS	\$54.00 per day 12/6/21-12/23/21

22) The Bernards Township Board of Education does hereby appoint the following **Extra-Curricular Assignments** for the 2021-22 school year:

<b>School:</b>	<b>Assignment:</b>	<b>Staff Member:</b>	<b>21-22:</b>	<b>Years/Points/Longevity:</b>
WA	Site Manager	Rebecca Bollaro	\$59 per day	none
CH	Assistant Drama Club Set Designer	Caroline Coady	\$1,878	none
RH	Assistant Musical Costumes/Hair & Makeup	Bonnie Grube	\$4,182	n/a
WA	Site Manager	Danielle Presuto	\$59 per day	none
WA	Site Manager	Sarah Tompson	\$59 per day	none

23) The Bernards Township Board of Education does hereby approve the following staff as **Quarantine Tutors** for the 2021-22 school year at a salary of \$80.34 per hour:

Bill Baker	Shannon Baumann	Carly Long
Joanna Messineo	Sheri Smith	Danielle Sardone

Katie Szajowski	Devin Glinsky	Clare Duffy
Sherrie Kane	Heather Lambro	Joseph Bae
Lisa Brouillard	Theresa Glazier	Kerry Bowden-Testa

24) The Bernards Township Board of Education does hereby approve the following **mentors** for the 2021-22 school year, mentoring fee to be paid by the provisional teacher:

<u>Provisional Teacher:</u>	<u>Position:</u>	<u>Mentor:</u>	<u>Payment:</u>
Matthew McConochie	Spanish -RHS	Josh Gebhardt	\$853.18

25) The Bernards Township Board of Education does hereby appoint the following **Substitute Teachers** at a salary of \$105.00 per diem with a Valid County Substitute Certificate, \$115.00 per diem with a Valid New Jersey Instructional Certificate and **Substitute Nurses** at a salary of \$250.00 per diem 2021-22 school year. Substitute teachers with a Valid County Substitute Certificate who have earned longevity will be paid at a salary of \$115.00 per diem. Substitutes with a Valid New Jersey Instructional Certificate who have earned longevity will be paid at a salary of \$125.00 per diem:

Erin Keefe	Barbara Ehrlich	Kerry Speilman*
Michael Robina	Joy Griffith*	Jessica Rengulbai
LeighAnna Yasiejko*	Doris Palkowich	

\*Denotes a Substitute Nurse

26) The Bernards Township Board of Education does hereby approve the following **District Volunteers** for the 2021-22 school year:

Jennifer Kozlowaski                  Winter/Spring Track

27) Whereas the Executive County Superintendent of Schools has approved payment to the Business Administrator for FY 2020-2021 merit goals which the Board of Education has previously certified as completed the Board of Education does hereby authorize payment for those goals in the amount of \$6,893.00:

	<b><u>Type of Goal and Goal Description:</u></b>	<b><u>Status:</u></b>	<b><u>Percentage:</u></b>	<b><u>Total Compensation:</u></b>
1	Quantitative: Improve district safety by facilitating installation of Blue Tooth building access at (2) selected entrances at Oak Street Elementary (1) additional entrance at Liberty Corner Elementary School and (1) additional entrance at Ridge High School for use by select building staff. To be funded at least 40% with alternate funding.	Complete	3.33%	\$6,893.00

On motion by Ms. McKeon seconded by Mr. Salmon Items #1-27 were approved by the following roll call vote:

“Ayes” - Ms. Gray, Ms. Hira, Ms. Korn, Ms. McKeon, Mr. Salmon, Ms. Schafer, Ms. Singh and Ms. White

“Noes” - None

“Abstain” - None

Ms. McKeon provided an update from the November 19, 2021 and December 17, 2021 Personnel Committee meetings. At the November meeting the processes and logistics behind the formation of school clubs was reviewed and discussed and a World Language Honor Society update was provided. At both of the November and December Personnel Meetings the topic of a Diversity, Equity and Inclusion consultant was discussed.

Board members asked about the timeframe for the dynamics behind the discussions and distribution of surveys for the topic of diversity, equity and inclusion. Assistant Superintendent Siet discussed the logistics of the program. Board members discussed how hiring the consultant will help to satisfy the diversity, equity and inclusion requirements for the state and how feedback may be utilized. Board members noted that the consultant will also provide feedback to the effectiveness of current programs available in the district.

#### XIV. Policy Committee Report

BE IT RESOLVED THAT

1) The Bernards Township Board of Education does hereby approve the following policies and regulation on **first reading**:

- P 0167 - Public Participation in Board Meetings (Revised)
- P 5751 - Sexual Harassment of Students (M) (Revised)
- R 5751 - Sexual Harassment of Students (M) (Revised)

On motion by Ms. Schafer, seconded by Mr. Salmon Item #1 was approved by the following roll call vote:

“Ayes” - Ms. Gray, Ms. Hira, Ms. Korn, Ms. McKeon, Mr. Salmon, Ms. Schafer, Ms. Singh and Ms. White  
“Noes” - None  
“Abstain” - None

Ms. Korn provided an update from the November 3, 2021 Policy Committee meeting. Topics included QSAC, the safety plan for healthcare in school buildings and school district calendars.

Ms. Korn also provided a report from the December 13, 2021 Policy Committee meeting. Topics discussed at that meeting were the policy for public participation in Board of Education meetings and first readings of policies.

#### XV. Curriculum Committee Report

Ms. White provided a report from the November 17, 2021 Curriculum Committee Meeting. Topics at the meeting included Science courses, the World Language Program, the William Annin Middle School intervention program, Option II and wellness.

#### **XVI. Wellness Committee Report**

Ms. Schafer noted that the Wellness Committee Report would provide a report from the December 9, 2021 meeting at the Board of Education meeting on January 3, 2022. Ms. Schafer discussed the selflessness and gratitude program taking place in December including the Selflessness and Gratitude BINGO taking place.

#### **XVII. Liaison Committee Reports**

Ms. Korn discussed that the Municipal Alliance is aiming to do the Twilight Challenge at Pleasant Valley Park on June 5, 2022. Ms. McKeon provided an update from a recent legislative committee meeting.

#### **XVIII. Public Comment on Non-agenda Items**

Comments from the meeting included a teacher who discussed the commitment to teaching and the extent of the hard work of the staff of the Bernards Township School District and promoted civility and respect and, a member from the public who discussed the importance of supporting the students, the topic of diversity and inclusion, cultural awareness, the Fencing Team and Fencing Board response to a recent legal issue, Board electronic response, concerns with conduct at Board of Education meetings, a staff training course, comments in regard to the November 22, 2021 Board of Education meeting and a question regarding school security and violence threats.

Board President Gray spoke to the steps taken by the district to address the legal issue with a former fencing coach, a staff training course and the state standards for curriculum writing and the Code of Ethics in which Board of Education members are bound.

Superintendent Markarian thanked everyone for their comments and encouraged the public to initially reach out directly to the teachers with questions and concerns about what may be going on in the classroom. Mr. Markarian also provided some feedback relative to the challenges of teaching children to be prepared for a complex society, staff professional development and student safety.

#### **XIX. Board Forum**

Ms. Gray read a letter from Board Member Lauren Beckman citing her resignation effective December 20, 2021. Ms. Gray thanked Ms. Beckman for her service and wished her well.

Ms. McKeon discussed misunderstandings in the community and the role of the Board of Education in reference to the Code of Ethics that board members must follow inclusive of

a chain of command that must be followed when making an inquiry and that confidentiality may impact the ability to respond to certain items presented at a Board meeting.

Ms. Korn thanked members of the public for their comments. Ms. Korn read a statement citing her respect for other board members, the many things accomplished and commending the dedicated teachers and staff. Ms. Korn stated that she is resigning based on her own personal beliefs and opinions in regard to state mandates.

Board members thanked Ms. Korn for her service.

Ms. Singh discussed both her positive and negative experiences as a Board of Education member and expressed the need to have discussions in a civilized manner and wished everyone Happy Holidays.

Mr. Salmon thanked Ms. Beckman, Ms. Singh and Ms. Korn for their service to the Board of Education. Mr. Salmon discussed the dynamics of being a board member, the refreshingness of hearing the Student Representatives speak, the amount of stress during the past two years for students, parents and staff and his hope that everyone can stick together during these tough times.

Ms. White thanked Ms. Korn for her service and commended her for speaking her feelings.

Ms. Gray shared a single addendum item:

1) The Bernards Township Board of Education does hereby approve the following Board Goals for the 2021-22 school year:

- Resume work on Bernards Connect Strands as part of Strategic Planning.
- Participate in opportunities to expand on working knowledge of the district.
- Make communications to the public more efficient with a focus on the chain of command.

On motion by Ms. Schafer, seconded by Ms. Singh Item #1 was approved by the following roll call vote:

“Ayes” - Ms. Gray, Ms. Hira, Ms. Korn, Ms. McKeon, Mr. Salmon, Ms. Schafer,  
Ms. Singh and Ms. White  
“Noes” - None  
“Abstain” - None

President Gray described the agenda item.

President Gray discussed the application process for Board Member vacancy and asked interested parties to please reach out and wished everyone happy and safe holidays.

**XX. Adjournment**

On motion by Ms. White and seconded by Mr. Salmon and approved by all present, the meeting was adjourned at 9:56p.m.

Respectfully submitted,

Rod McLaughlin  
Board Secretary