

Minutes February 27, 2020

CALL TO ORDER: 6:30 PM

FLAG SALUTE

NOTICE OF MEETING:

Pursuant to the Open Public Meetings Act, adequate notice of this meeting has been provided as follows: by having the time, date and place of the meeting posted on the bulletin board in the Administration Building January 8, 2020; by sending a copy of the meeting notice to the Star Ledger Newspaper and the Union County Local Source on January 8, 2020; and by filing a copy with the Township of Hillside and Hillside Public Library on January 8, 2020.

ROLL CALL:

Best	6:30 p.m.		Shapiro	Absent	
Harbin	6:30 p.m.		Worrill	6:30 p.m.	
Howard	6:30 p.m.		Cook	6:30 p.m.	
Lofton	Absent		Gregory	6:30 p.m.	
Robinson	6:30 p.m.		Hamlin	6:30 p.m.	
Salters	7:05 p.m.		Eichenholtz	6:30 p.m.	

Student Liaison Report

Coach Grant is being honored by the Giant as Coach of the year.
Twenty-two students elevated into the National Honor Society.
Student Council received an award from the American Cancer Society.
On Friday, February 28, 2020 the class of 2021 will hold the Mr./Ms. Hillside Competition.
Hillside High School will be having a shoe drive.

Public Comments – Agenda and Non-Agenda Items

Aruna Mathura reminded all of the March 25, 2020 Annual International Night.
She also said that it was the second year Walter O. Krumbiegel School was a chapter of the Social Studies Honor Society.

Hawaiian Thompson-Epps gave notice to the Board about recent language used toward her as a parent. She came into the school to drop off a permission slip and the head secretary instructed security to remove box head from the building. The SRO heard the derogatory remark. It is inappropriate language and harassment. Her daughter now feels something as a result of this matter. Ms. Thomopson-Epps asked the Board to address the issue because her daughter is still in the building and she shouldn't have to have contact with the individual.

Mr. Skelton stated that he is hosting a voter registration drive tomorrow to instill civic mindedness in students.

He also stated that he is working with town officials on finding a location for the community mural. The initial project proposal has been submitted.

Ms. Cooley 6th grade teacher thanked all for coming out to the Reading Day in early February.

Ted said that he was looking forward to starting negotiations. Things have come a long way. He was in attendance to support the association's president. There is no question as to who she is and for anyone to have said she has said anything racist or inappropriate they must have been misheard

or misspoke. NJEA will defend its members against slander. A lawsuit may be the answer. Don't use electronics say it to people's faces.

Maria West wanted to know what is meant by the LRFP Resolutions.

Dr. Eichenholtz responded.

She wanted to know if there was any consideration for Saybrook School.

Dr. Eichenholtz responded possibly down the road.

Maria West also asked if there were other priorities besides LED signs especially in Calvin Coolidge School.

Dr. Eichenholtz said that there are many projects set for the summer. This one can start now.

Maria West continued that there is frustration with the curriculum as well. There is talk of a Magnet School, but she is considering a Choice School for her child. She doesn't have faith in WOK right now. She said the Board should focus on our district before considering a Magnet School.

Kimberly Cook responded that there are a lot of rumors but students are the Board's priority. The Board's talk is to first fix what they have now.

Anthony Salters pointed out things to think about during Black History Month. He asked if our students could point out Africa on the map. Do our lessons start at slavery? Are Black Americans who are active now being discussed? Are black scientist and astronauts being discussed?

Anthony Salters also stated that the substitute service was not efficient enough. He asked the Board to please reevaluate. He also stated that Calvin Coolidge is the only school without a fence.

Dr. Eichenholtz stated that a fence was in the works for Calvin Coolidge.

Rayba Watson welcomed the new Superintendent. She wanted to know if instead of using NuView, if the Board could collaborate with high school students. It would create an opportunity for them. She felt the \$7,000 should be put into a club that would serve the students better.

She went on to state that the students had not produced a YouTube broadcast. The money used for LED signs could be used to improve other things.

Rayba Watson noted that Social Studies curriculum was improving but Math scores are terrible. She wanted to know how the Board was addressing that. She also wanted to know what the policy is if a parent is discriminated against. What steps do they take?

Mr. Gregory responded to the curriculum question. They have a working template with curriculum maps for teachers. He noted that our curriculum is definitely in need of improvement.

Kimberly lungerman wanted to know what the public relations person's role would be.

Mr. Gregory responded that our website is not very user friendly and we do not have the internal capacity to upgrade it. We need more promotions, positive stories about our students and their families. This process will improve our communications. The community needs to know the initiatives we are working on.

Kimberly lungerman also wanted to know what was being considered in case of the coronavirus.

Mr. Gregory responded that there were policies that covered home instruction.

Kimberly lungerman also asked about the job descriptions with two different roles.

Dr. Eichenholtz responded that a lack of qualified candidates brought the duties together.

Motion to extend public comments at 7:00 p.m.

Motion: Harbin Second: Best

Motion carried. Unanimous voice vote.

Anthony Salters noted that there were no principals or vice principals at the meeting. He felt it should be at least one at each meeting. He felt it sends a wrong message when they are not in attendance.

Ms. Thompson-Epps thanked Mr. Gregory for highlighting the students. She said there are a lot of great things going on in Hillside.

Kimberly lungerman asked that the Board provide the construction project plans for the summer at the March meeting.

Dr. Eichenholtz said that he would

Kimberly lungerman also stated that Technology keeps going down.

Dr. Eichenholtz responded that the Board had just retained Optimum to provide network connection.

Rayba Watson asked if there were any plans to bring new teachers to Calvin Coolidge School.

Mr. Gregory said yes. There must be equal resources in all locations.

Motion to close public comments at 7:10 p.m.

Motion: Worrill Second: Best

Motion carried. Unanimous voice vote.

Committee Reports

Finance – Ms. Best stated that the committee met on 2/20/2020 to discuss agenda items.

Building & Grounds – Ms. Cook stated that the committee met on 2/20/2020 to discuss LED signs and other matters.

Education – Mr. Howard stated the committee met and discussed the calendar, curriculum, upcoming field trips, HIB report, special education placements and the Environmental Plan.

Labor Relations – Mr. Robinson stated that the committee met on 2/20/2020 to discuss labor items 1-20.

Superintendent's Report – See Attached

Motion to go into executive session at 7:26 p.m.

Motion: Howard Second: Harbin

Motion carried. Unanimous voice vote.

Executive Session – Residency Hearing

Motion to go into public session at 8:20 p.m.

Motion: Harbin Second: Best

Motion carried. Unanimous voice vote.

Organization Items

1. Motion to declare that Investors Bank shall be the depository for the following accounts, with all signatories per each account as indicated and that all disbursements shall be made by check as of February 28, 2020.

Account Name/Number	Signatories
A P Morris/Early Childhood Center #XXXXXXXX1019	Lowe/Eichenholtz/Swindell Principal/Bus. Adm./Secretary
W O Krumbiegel School #XXXXXXXX0998	Palmer-Gilliard/Eichenholtz/Veal Principal/Bus. Adm./Secretary

Motion: Robinson Second: Best

	Yes	No	Ab.		Yes	No	Ab.
Best	X			Salters	X		
Harbin	X			Shapiro	Absent		
Howard	X			Worrill	X		
Lofton	Absent			Cook	X		
Robinson	X						

Motion 1 carried. 7 Yes 0 No 0 Abstentions

FINANCE – Best/Shapiro

1. Motion to approve the minutes of the Organization Meeting held on January 7, 2020 and the Regular Meeting held on January 23, 2020.
2. Motion to approve line item transfers.
3. Motion to approve the payment of bills subject to the availability of funds.
4. Motion to approve the Board Secretary Report for December 2019.
5. Motion to approve Treasurer’s Report for December 2019.
6. Motion to approve increasing the 2019-20 maximum amount for legal services from \$175,000 to \$190,000 with such action required pursuant to N.J.A.C. 6A:23A-5.2(a)1.
7. Motion to approve Nuvview Communications LLC to provide the following services from February 2020 – June 2020:

FINANCE – Best/Shapiro (continued)

Public Relations \$1,750 a month/\$7000 for 4 months
 Social Media \$2,000 flat fee
 Website \$2,000 flat fee
 Media Relations \$1,000 flat fee

Motion: Best Second: Harbin

	Yes	No	Ab.		Yes	No	Ab.
Best	X			Salters	X		
Harbin	X			Shapiro	Absent		
Howard	X			Worrill	X		
Lofton	Absent			Cook	X		
Robinson	X						

Motions 1 to 7 carried. 7 Yes 0 No 0 Abstentions

BUILDINGS & GROUNDS – Lofton/Cook

1. Motion to accept School Bus Emergency Evacuation Drill Reports from September 2019 through November 2019. (BG#1-02/20)
2. RESOLVED that upon the recommendation of the Acting Superintendent, the Board of Education can provide a thorough and efficient education in terms of accommodating enrollments based on district class size practices and delivery of the Core Curriculum Content Standards at this time for the following schools which provide less square feet per student as set forth in the Facility Efficiency Standards.
3. RESOLVED that the Hillside Board of Education, at the recommendation of the acting superintendent, approve the submission of the 2019 Long Range Facility Plan Major Amendment for State Department of Education approval.
4. Motion to approve LED Screen proposal for new signs in front of all Hillside Board of Education locations from BluLite LED for \$135,000. Comparable quotes received and attached. To be paid from budgeted Capital Account. (General Fund) (BG#2-02/20)

Motion: Worrill Second: Howard

	Yes	No	Ab.		Yes	No	Ab.
Best	X			Salters	X		
Harbin	X			Shapiro	Absent		
Howard	X			Worrill	X		
Lofton	Absent			Cook	X		
Robinson	X						

Motions 1 to 4 carried. 7 Yes 0 No 0 Abstentions

EDUCATION- Harbin/Howard

1. Motion to accept the recommendation of the Acting Superintendent of Schools and approve the Training and Seminars, Conventions and Conferences for the district. The board has determined that the travel is directly related to and within the scope of the employees' duties or responsibilities; that participation in the program or event is critical to the instructional needs of the district or furthers the efficient operation of the district; and that the travel is in compliance with the district policy on travel. (Attachment ED#1-02/20)
2. Motion to approve the attached list of destinations for in-state field trips for the 2019-2020 school year. (Attachment ED# 2-02/20)
3. Motion to accept the Acting Superintendent's Report of Harassment, Intimidation and Bullying (HIB): 14 cases for January 7, 2020 through February 20, 2020.
4. Motion to accept the recommendation of the Acting Superintendent of Schools and approve the Special Education request for Related Services/Out-of-District Placements as attached. (Attachment ED#3-02/20)
5. Motion to approve fifty HHS students in grades 10-12 to visit Kalahari in Poconos, PA on May 30, 2020 or June 13, 2020. The purpose of the trip is for team bonding. (Attachment ED#4-02/20)
6. Motion to accept the recommendation of the Acting Superintendent of Schools and approve the Environmental Safety Program Agreement for the 2020-21 school year between the Union County Educational Services Commission and the Hillside Board of Education. (Attachment ED#5-02/20)
7. Motion to approve tuition contracts between the Hillside Board of Education and Middletown Board of Education for students #1862778609, 6678783803, 8793824791 and 5501573686. (homeless)
8. Motion to accept the recommendation of the Acting Superintendent of Schools and approve the following Revised Curricula:

Social Studies World History- Grades 6-8
9. Motion to accept the recommendation of the Acting Superintendent of Schools and approve the 2020-2021 school calendar. (Attachment ED#6-02/20)

EDUCATION- Harbin/Howard – (continued)

Motion: Harbin

Second: Worrill

	Yes	No	Ab.		Yes	No	Ab.
Best	X			Salters	X		
Harbin	X			Shapiro	Absent		
Howard	X			Worrill	X		
Lofton	Absent			Cook	X		
Robinson	X						

Motions 1 to 9 carried.

7 Yes 0 No 0 Abstentions

LABOR RELATIONS – Shapiro/Cook

Resignations/Retirements/Terminations

1. Motion to accept the resignation of Noura Lokko, Seventh Grade Math Teacher at WOK, effective March 23, 2020. (D.O.H. 9/1/16)
2. Motion to accept the resignation of Iman Ali as a teacher for the Adult ESL classes effective February 7, 2020.
3. Motion to accept the resignation of Elvis Sona, Paraprofessional at WOK Middle School, effective March 4, 2020. (D.O.H. 9/1/14)

Upon the recommendation of the Acting Superintendent of Schools:

Appointments – For all new hires, employment is conditioned upon completion of a criminal history background check pursuant to N.J.S.A. 18A:6-7.1 of N.J.S.A. 18A:6-7.1(b)

4. **WHEREAS**, this Board of Education accepts the recommendation of the Acting Superintendent of Schools, and approves the appointment of the listed personnel for the 2019-2020 School Year and that these appointments shall be charged to the appropriate line item account pursuant to the negotiated agreement with the Hillside Education Association; and

WHEREAS, these appointments are subject to criminal history background checks, effective as indicated, and subject to sixty (60) day termination notice; and

WHEREAS, N.J.S.A. 18A:6-7.6 et seq., requires school districts to review the employment history of prospective employees to ascertain allegations of child abuse or sexual misconduct; and

WHEREAS, the following prospective employees in the Hillside School District have provided the necessary information regarding his/her employment history for review by the District in accordance with N.J.S.A. 18A:6-7.7; and

WHEREAS, the Hillside Board of Education has commenced, but not concluded, a review of these employees' employment history; and

WHEREAS, these employees have provided a written certification/statement concerning his/her employment history as required by N.J.S.A. 18A:6-7.7; and

WHEREAS, these employees have received notice that if he/she has willfully provided false information or willfully failed to disclose any information required by N.J.S.A. 18A:6-7.7, et seq., he/she is subject to all penalties provided by law, including, but not limited to N.J.S.A. 18A:6-7.8.

LABOR RELATIONS –Shapiro/Cook (continued)

NOW THEREFORE, BE IT FURTHER RESOLVED, that the Hillside Board of Education hereby appoints the following employees to their respective positions in the District, subject to the above enumerated conditions:

Certificated

- a) John Connor, Special Education Teacher for Hillside High School, at an annual salary of \$73,208 Step 10, MA Guide prorated for the period to be determined through June 30, 2020. (Replacing M. Garcia)
- b) Rachel Valovcin, Fifth Grade Leave Replacement Teacher for Hurden Looker, at an annual salary of \$54,965 Step 1, BA Guide prorated for period beginning January 30, 2020 through June 30, 2020. (Pending return of V. Maynor)
- c) Kristen Klein, Fourth Grade Teacher for Hurden Looker, at an annual salary of \$54,965 step 1, BA Guide prorated for the period beginning March 2, 2020 through June 30, 2020. (Replacing K. Davis)
- d) Michelle Oliveira, First Grade Leave Replacement Teacher for APM/ECC, at a rate of \$271.10 per day with a start date to be determined pending receipt of fingerprints through June 30, 2020. (Replacing I. Sheikh)
- e) Dr. James Bevere, Director of Curriculum and Instruction, at an annual salary of \$150,000 prorated for the period beginning May 11, 2020 through June 30, 2020. (Replacing D. Sheard)
- f) Thalia Morsillo, Third Grade Leave Replacement Teacher for George Washington, at a rate of \$271.10 per day effective March 9, 2020 through June 30, 2020. (Replacing B. Silva)

BE IT FURTHER RESOLVED, that this Board hereby approves the extension of a provisional offer of employment to each of the aforementioned individuals for a period not to exceed ninety (90) days pending complete review of his/her employment history pursuant to N.J.S.A. 18A:6-7.10.

BE IT FURTHER RESOLVED, that notwithstanding the above provisions, no prospective employee shall begin work in the District without completion of the criminal history background check.

- 5. Motion to appoint Paulina Parada as a custodian for WOK at an annual salary of \$36,914 Step 1, Custodian-No Degree Guide prorated for the period to be determined pending receipt of fingerprints through June 30, 2020. (Replacing E. Arce)
- 6. Motion to appoint Kimberly King as a lunch/bus aide for Hurden Looker at a rate of \$11.00 per hour, not to exceed 19.5 hours per week, with a start date to be determined pending receipt of fingerprints through June 30, 2020. (Replacing M. Blair)
- 7. Motion to appoint Lauren Cruz as a one-on-one special education aide for APM/ECC at an annual salary of \$21,486 Step 1, One on One Guide prorated for the period to be determined pending receipt of fingerprints through June 30, 2020. (New Position)
- 8. Motion to appoint the following as coaches for Hillside High School during the 2019-2020 school year:

a) Sean Morris	Baseball-Head Coach	\$7,786.00
b) Marc Aranguren	Baseball-Asst. Coach	\$6,506.00
c) Lorenzo Williams	Baseball-Asst. Coach	\$6,506.00
d) Catherine Martins	Softball-Head Coach	\$7,786.00
e) Carrieann Smith	Softball-Asst. Coach	\$6,506.00

LABOR RELATIONS –Shapiro/Cook (continued)

f) John Hutchinson	Golf-Head Coach	\$3,237.00
g) Aleem Barnhardt	Boys' Track-Head Coach	\$7,786.00
h) Jimmy Smalls	Boys' Track-Asst. Coach	\$6,506.00
i) Thomas Weaver	Boys' Track-Asst. Coach	\$6,506.00
j) Jennifer Griffith	Girls' Track-Head Coach	\$7,786.00
k) Alison O'Brien	Girls' Track-Asst. Coach	\$6,506.00

9. Motion to appoint the following as coaches for WOK Middle School during the 2019-2020 school year:

a) Jonathan Fanning	Baseball-Head Coach	\$3,893.00
b) Patrick Greco	Baseball-Asst. Coach	\$3,254.00
c) Karen Martone	Softball-Head Coach	\$3,893.00
d) Richard Riccardi	Softball-Asst. Coach	\$3,254.00

Transfers/Amendments

10. Motion to transfer Vanessa Robalo from one-on-one special education aide at APM/ECC to a one-on-one special education aide at HL effective February 28, 2020.
11. Motion to amend Motion #14h from the January 23, 2020 agenda to reflect the funding source of Melissa Conley as ESL Teacher for the Saturday Academy at George Washington from Title I to Title III.
12. Motion to amend the maternity leave dates for Employee #2701 from March 23, 2020 through June 30, 2020 to March 9, 2020 through June 30, 2020 utilizing accumulated days. (11/21/19 agenda)

Leaves

13. Motion to approve an unpaid leave of absence for Employee #2526 effective March 2, 2020 through March 9, 2020.
14. Motion to approve maternity leave for Employee #2336 effective March 18, 2020 through June 30, 2020 utilizing accumulated days. The Family and Medical Leave Act (FMLA) will cover the period beginning March 18, 2020 through June 19, 2020.
15. Motion to approve a leave of absence under the Family and Medical Leave Act (FMLA) for Employee #2583 effective March 6, 2020 through March 19, 2020 utilizing accumulated days.
16. Motion to approve maternity leave for Employee #2029 effective September 2, 2020 through January 26, 2021 utilizing accumulated days. The Family and Medical Leave Act (FMLA) will cover the period beginning September 2, 2020 through December 7, 2020.

Other

17. Motion to approve the revised job description for Education Data Specialist. (Attachment LR#1-02/27/20)
18. Motion to approve the job description for Elementary League Basketball Coach. (Attachment LR#2-02/27/20)
19. Motion to approve the job description for Help Desk Coordinator/Bookkeeper. (Attachment LR#3-02/27/20)
20. Motion to approve the job description for Coordinator of Student Information Systems/Residency Investigator. (Attachment LR#4-02/27/20)

LABOR RELATIONS –Shapiro/Cook (continued)

21. Motion to approve the job description for Athletic Academic Coach. (Attachment LR#5-02/27/20)

Motion: Howard

Second: Harbin

	Yes	No	Ab.		Yes	No	Ab.
Best	X			Salters	X		
Harbin	X			Shapiro	Absent		
Howard	X			Worrill	X		
Lofton	Absent			Cook	X		
Robinson	X						

Motions 1 to 21 carried. 7 Yes 0 No 0 Abstentions

Resolution to approve the matter entitled Joyce Caine V. Hillside Board of Education currently pending in the Office of Administrative Law Under Agency Reference number: 162-7/19 in accordance with the terms set forth in a settlement agreement to be on file with the Board Secretary's Office.

Motion: Howard

Second: Worrill

	Yes	No	Ab.		Yes	No	Ab.
Best	X			Salters	X		
Harbin	X			Shapiro	Absent		
Howard	X			Worrill	X		
Lofton	Absent			Cook	X		
Robinson	X						

Motion carried. 7 Yes 0 No 0 Abstentions

RESIDENCY/SUSPENSIONS

Motion to approve the resolution determining students #4038672101 and 7962924654 are non-residents of Hillside requiring that the students transfer out of Hillside School District.
(Attachment RES#1-02/20)

Motion: Salters

Second: Harbin

	Yes	No	Ab.		Yes	No	Ab.
Best	X			Salters	X		
Harbin	X			Shapiro	Absent		
Howard	X			Worrill	X		
Lofton	Absent			Cook	X		
Robinson	X						

Motion carried. 7 Yes 0 No 0 Abstentions

Old Business – None

New Business – None

Board Member Comments

Mr. Robinson spoke on behalf of the full board. He thanked all that voiced their concerns. The Board is trying to move forward. It is up to all of us to walk together and be a part of the solution collectively.

Motion to adjourn.

Motion: Worrill Second: Harbin

Motion carried. Unanimous voice vote.

Respectfully submitted,



Dr. David Eichenholtz
Business Administrator/Board Secretary