

The Regular Meeting of the Kearny Board of Education was held via teleconference on the evening of the above date.

President Paris called the meeting to order and announced that in accordance with Chapter 231, Laws of 1975, Open Public Meetings Act, adequate notice of the meeting was provided to the Jersey Journal and the Star Ledger. Notice of the meeting was filed with the Office of the Town Clerk and posted on the District's website.

ROLL CALL

On roll call, the following members were present: Mrs. Davidson, Mr. Granelli, Ms. Lindenfelser, Mr. Mc Kenna, Mrs. Sherry, Mr. Soares, Mr. Viscuso, Mr. Zapata, President Paris.

Mrs. Patricia Blood, Superintendent of Schools, Dr. Edward Izbicki, Business Administrator/Board Secretary, and Kenneth J. Lindenfelser, Jr., Esq., Board Attorney, Esq., were also present.

MOTION RE: CLOSED SESSION

The following resolution was introduced by Mr. Zapata, moved by Mrs. Davidson and seconded by Mr. Mc Kenna:

Resolved: by the Board of Education of the Town of Kearny, in the County of Hudson, that in accordance with Chapter 231, Laws of 1975, Open Public Meetings Act, the Board will enter into Closed Session at this time to discuss District personnel matters, negotiations, and/or pending/ongoing litigation.

When the matters under consideration have been completed, any necessary action will be disclosed to the public.

On roll call, the following vote was recorded: Mrs. Davidson, "aye", Mr. Granelli, "aye", Ms. Lindenfelser, "aye", Mr. Mc Kenna, "aye", Mrs. Sherry, "aye", Mr. Soares, "aye", Mr. Viscuso, "aye", Mr. Zapata, "aye", President Paris, "aye".

There being nine votes in the affirmative, the motion was carried.

BOARD ENTERS CLOSED SESSION

The Board entered into Closed Session at 6:04 p.m.

BOARD RETURNS TO OPEN SESSION

The Board returned to Open Session at 7:02 p.m.

ROLL CALL

Mrs. Davidson, Mr. Granelli, Ms. Lindenfelser, Mr. Mc Kenna, Mrs. Sherry, Mr. Soares, Mr. Viscuso, Mr. Zapata, President Paris.

PLEDGE OF ALLEGIANCE

Mrs. Paris led the assembly in the Pledge of Allegiance to the Flag.

MOTION RE: APPROVAL OF MINUTES

It was moved Mrs. Sherry, seconded by Mr. Soares and unanimously carried that the minutes of the following meeting be hereby approved:

Regular Meeting, October 19, 2020 at 6:02 P.M.
Closed Session, October 19, 2020 at 6:05 P.M.

OBSERVERS – RE: AGENDA ITEMS

Marcy Fisher, Kearny, requested clarification regarding the new position entitled "Director of Digital Learning, Innovation, and Evaluation; Mrs. Blood responded she would fill in the information at the time the resolution is presented for approval.

COMMITTEE REPORTS

Athletic/Student Activities – Mr. Viscuso

Mr. Viscuso reported on the latest athletic teams' standings, including football, boys and girls soccer, girls tennis, and cross country. The female and male Athletes of the Month are Xiomara Oriundo (Band & Cheer) and Juan Rojas (Boys Soccer).

Curriculum and Instruction – Mrs. Davidson

Mrs. Davidson reported there was no meeting of the Committee this month.

Facilities – Mr. Zapata

Mr. Zapata deferred to Mr. Bruscano for a report of the ad hoc Committee meeting's discussion of priority building repairs, as well as the status of schools' readiness in light of the coronavirus. Two representatives of the Board of Health, Ken Pincus, Director, and Christine Butieb of the Hudson Regional Health Commission, were also in attendance for the COVID-19 discussion.

Finance – Mr. Soares

Mr. Soares extended his thanks for Dr. Izbicki and Mark Bruscano for their compilation of building project priorities, and deferred to Dr. Izbicki who expanded on the amount of maintenance reserve funds available to proceed with projects.

Personnel / Labor Relations – Ms. Lindenfelser

Ms. Lindenfelser reported that the personnel items discussed during Committee will be presented in the Superintendent's report, and extended retirement wishes to the following staff member: Oscar Cruz, Sheila Dlugosh, and Mercedes Keller.

Regarding Labor Relations, Ms. Lindenfelser stated that the five-year agreement between the administrators' unit and the Board is being presented tonight for ratification.

Policy – Mrs. Davidson

Mrs. Davidson reported there are policies being presented for both a first reading, and second readings and adoption.

SUPERINTENDENT SPEAKS

Mrs. Blood, on the occasion of Dr. Izbicki's last meeting, thanked him for his service as the Business Administrator, and wished him a long, healthy retirement.

REPORT OF THE SUPERINTENDENT – Mrs. Blood

PART I – PERSONNEL ITEMS

The following resolutions, "B through I", were moved by Mr. Mc Kenna, seconded by Mrs. Sherry and unanimously carried:

B. RETIREMENTS

The Board has accepted retirement notices from the following staff members, with regret:

Oscar Cruz, Custodian, after 25 years of service to Kearny Public Schools, effective February 26, 2021;

Sheila Dlugosh, Resource Teacher at Roosevelt School, after 29-1/2 years of service to Kearny Public Schools, effective February 1, 2021.

Mercedes Keller, Teacher of the Handicapped, after 31 years of service to Kearny Public Schools, effective February 1, 2021.

C. RESIGNATIONS

The Board has accepted the following resignations:

Fernanda Cabral, Special Education Teacher at Franklin School, effective November 18, 2020;

Roger Scott Logan, part-time Computer Technician, effective October 21, 2020;

Anna Synowiec-Dulligan, Teacher of ESL/ELL, effective November 18, 2020.

D. APPOINTMENTS

1. Director of Digital Learning, Innovation, and Evaluation

I recommend the appointment of Steven Way to the position of Director of Digital Learning, Innovation, and Evaluation, effective January 4, 2021. This negotiated position's base salary for the 2020/2021 school year shall be \$174,131, a Step 6 lateral movement on the 2020/2021 K.S.A.A. Salary Guide.

2. Professional Staff

The Board has granted approval to appoint the following new teaching staff for the 2020/2021 school year, pending criminal history review, background checks as required by law, and ability to obtain appropriate New Jersey certification:

NAME	POSITION	LOCATION	STEP	CERT	SALARY	REPLACE/NEW	EFF. DATE
Bueno, Carla	ESL	Franklin	I	BA	\$52,175 (prorated)	Dulligan	11-17-20
Calle, Stephanie	Resource	Franklin	I	MA	\$58,275 (prorated)	Cabral	11-16-20

3. Home Instructor

The following staff member to be appointed as a Home Instructors for the 2020/2021 school year at the remuneration of \$40.00 per hour:

Blevins, William

4. Custodial Appointment

The Board has approved the appointment of Alan Elsmore, currently a full-time custodian assigned to the night shift, be assigned as a full-time day shift custodian at Kearny High School, effective November 16, 2020. Mr. Elsmore's base salary will remain at \$60,065, plus \$775 for his Black Seal license, and \$800 longevity, for a total annual salary of \$61,640 (prorated).

E. LEAVE(S) OF ABSENCE

The following leave of absence requests have been granted:

Name	School	Family Leave	Dates	Leave of Absence	Dates	Return to Work
Galella, Jacqueline	LMS	Previously-approved Leave of Absence has been cancelled.				
Pereira, Filomena	Franklin			X	11/1/20 to 1/24/21	1/25/21

F. SUBSTITUTES

1. Additions to Annual Listing of Substitute Teachers

The individuals listed below will be substituting in the Kearny Public Schools this year. These are in addition to those listed in previous Board reports:

Camacho, Flavio	Herrera, Emily
Castanteen, Candida	Hickey, Megan
Cross, Matthew	

G. AIDES

1. Appointments

The following have been appointed as substitute Aides at the remuneration of \$11.25 per hour. Effective dates contingent upon Criminal History Review approval:

Canty, Frances	Martinez, Maria
Diaz, Carmen	Morris, Carla
LaBorde, Shauna	

2. Resignations

The following Aides have resigned their positions with the effective dates so noted:

Rodriguez, Mariana	October 26, 2020
Valdez Hernandez, Ariadna.....	November 3, 2020
Wadleigh, Kimber	October 26, 2020

3. Anniversary Salary Increase

The Board has granted approval of an hourly salary increase for the following Aide upon attainment of the 15-year anniversary, from \$13.00 to \$14.50, in conformance with the salary guide adopted in August, 2017:

Gandara, EleonoraDate of Hire: October 31, 2005

H. COACHES/ADVISORS

1. 2020/2021 Appointments

The Board has granted approval of the following Coaches/Advisors appointments, which are contingent upon the Winter sports season taking place:

<u>COACH/ADVISOR</u>	<u>APPLICANT</u>	<u>SALARY</u>	<u>LONGEVITY</u>
Basketball-Boys-Head.....	Mullins, William.....	\$ 10,038	+ 800
Basketball-Boys-Asst.....	Russell, Steven *	6,154	
Basketball-Boys-JV.....	Cowley, Derek *	6,154	
Basketball-Boys-Frosh	Policano, John.....	6,154	
Basketball-Boys-Jr. School.....	Augustine, Frank.....	5,061	
Basketball-Girls-Jr. School.....	Severino, Keith.....	5,061	
Basketball-Girls-Head.....	Hill, Jody	10,038	+1,000
Basketball-Girls-Asst.	Hrubash, Theresa *	6,154	
Basketball-Girls-JV.....	Hornung, Allyson.....	6,154	
Basketball-Girls-Frosh	Dupree, Cindy.....	6,154	
Bowling – Head.....	Correnti, Alan	7,032	+ 500
Ice Hockey-Head.....	Firth, Tim.....	7,032	
Ice Hockey-Asst.....	Neer, Megan	6,154	
Swimming-Boys.....	Savage, Jordan.....	7,032	
Swimming-Girls.....	Blumenfeld, Ericka.....	7,032	
Track-Indoor-Head	Perez, Al	10,038	+ 800
Track-Indoor-Asst.....	Cord, David.....	6,154	
Track-Indoor-Asst.....	Donovan, Karen	6,154	
Track-Indoor-Asst.....	Diglio, Matthew	6,154	
Weight Room.....	D'Elia, Mark.....	5,716	
Wrestling-Head	Carratura, Anthony	10,038	
Wrestling-Asst	Mc Donnell, Brian	6,154	

* Non-staff member

2. Paraprofessional Volunteers

The following individuals have been approved to volunteer their coaching services:

Boys Basketball	Blunt, Troy
Girls Basketball	Gomes, Stefanie
Ice Hockey	Kim, Steven
Swimming	Fernandez, Josie
Wrestling.....	Stacey, Richard

I. EQUIVALENCY

The Equivalency Board of Review has recommended granting the following equivalencies, **effective September 1, 2020:**

Name	Equivalency	Amount	Base Salary
Blevins, William.....	BA+32	\$ 3,900	\$ 66,420
Roberts, Sarah.....	MA+32	8,000	100,795
Rodrigues, Rui.....	MA+32	8,000	67,275
Zicopoulos, Vasiliki.....	MA+32	8,000	96,070

J. 2021/2022 SALARY INCREMENT

This topic was tabled.

The following resolution was moved by Mr. Zapata and seconded by Mrs. Davidson:

A. RATIFICATION OF KEARNY SCHOOL ADMINISTRATORS ASSOCIATION AGREEMENT

The Kearny Board of Education hereby ratifies the bargaining agreement between the Board of Education and the Kearny School Administrators Association (K.S.A.A.) for the period of July 1, 2020 through June 30, 2025.

On roll call, the following vote was recorded: Mrs. Davidson, "aye", Mr. Granelli, "aye", Ms. Lindenfesler, "aye", Mr. Mc Kenna, "aye", Mrs. Sherry, "not voting", Mr. Soares, "aye", Mr. Viscuso, "aye", Mr. Zapata, "aye", President Paris, "aye".

There being eight votes in the affirmative and one member "not voting", the motion was carried.

PART II – NON-PERSONNEL ISSUES

The following resolution was moved by Mr. Mc Kenna and seconded by Mrs. Davidson:

A. OUTSIDE PLACEMENTS

The Board has approved the following outside placements requested by the Director of Special Services:

Student No. 358134 to be placed at Little Friends, effective October 19, 2020; Student No. 358135 to be placed at Little Friends, effective October 20, 2020. Weekly tuition for these placements is \$110.00 each.

On roll call, the following vote was recorded: Mrs. Davidson, "aye", Mr. Granelli, "aye", Ms. Lindenfesler, "aye", Mr. Mc Kenna, "aye", Mrs. Sherry, "not voting", Mr. Soares, "aye", Mr. Viscuso, "aye", Mr. Zapata, "aye", President Paris, "not voting".

There being seven votes in the affirmative and two members "not voting", the motion was carried.

The following resolutions, "B" and "C", were moved by Mrs. Davidson, seconded by Mr. Mc Kenna and unanimously carried:

B. BOARD POLICY

(1) The Board has approved the **first reading** of the following Board policies:

Policy #	Title
1648.04	Travel Policy during Pandemic
1649	Families First Coronavirus Response Act (M)
2270	Religion in Schools
2431.3	Heath Participation Policy for Student-Athlete Safety (M)
2622	Student Assessment (M)
5200	Attendance (M)
5320	Immunization
5330.04	Administering an Opioid Antidote (M)
5610	Suspension (M)
5620	Expulsion (M)
8320	Personnel Records (M)

(2) The Board has approved the second reading and adoption of the following Board policies:

<u>Policy #</u>	<u>Title</u>
7243	Supervision of Construction
8210	School Year
8220	School Day
8462	Reporting Potentially Missing or Abused Children

C. PROFESSIONAL DAYS

The Board has granted approval of the listing of Professional Days, as well as reimbursement for travel and related expenses, where such travel and related expenses have been previously reviewed by the building principal/supervisor and the Chief School Administrator.

REPORT OF THE BUSINESS ADMINISTRATOR/BOARD SECRETARY – Dr. Izbicki

PART I - FINANCE

The following resolutions, "A through E", and "G through I", were moved by Mrs. Davidson, seconded by Mrs. Sherry and unanimously carried:

A. CASH RECEIPTS – OCTOBER, 2020

The Kearny Board of Education hereby approves the following Report of Cash Receipts for the month of October, 2020:

10/05/2020	STATE OF NJ-CHAPTER 193	\$ 1,314.00
10/05/2020	STATE OF NJ-CHAPTER 192	1,344.00
10/07/2020	STATE OF NJ-CORONAVIRUS RELIEF FUND	433,699.00
10/08/2020	STATE OF NJ-STATE AID	2,320,171.00
10/08/2020	STATE OF NJ-STATE AID	2,320,171.00
10/09/2020	STATE OF NJ-NON PUBLIC SECURITY	25,725.00
10/09/2020	STATE OF NJ-STATE FICA SEPTEMBER	158,335.25
10/09/2020	STATE OF NJ-STATE FICA SEPTEMBER	158,336.86
10/13/2020	STATE OF NJ-EXTRAORDINARY AID 19/20	592,432.00
10/14/2020	TOWN OF KEARNY	4,649,313.00
10/20/2020	TRANSFER FROM MAINT RESERVE TO G.O PER BOARD MTG	7,750.00
10/21/2020	STATE OF NJ-SUMMER ADM 09/2020	6,344.11
10/22/2020	STATE OF NJ-STATE AID	2,320,171.00
10/23/2020	STATE OF NJ-2010 PAYMENT	1,139.48
10/23/2020	STATE OF NJ-2010 PAYMENT	1,124.33
10/28/2020	STATE OF NJ-SUMMER FOOD 9/2020	75,491.84
10/30/2020	STATE OF NJ- DIGITAL DIVIDE	607,465.00
10/30/2020	STATE OF NJ-NON PUBLIC DIGITAL DIVIDE	5,829.00
10/30/2020	STATE OF NJ- A/R 19/20 PERKINS	7,259.00
10/30/2020	STATE OF NJ- A/R 19/20 IDEA BASIC	84,966.00
10/30/2020	STATE OF NJ- IDEA BASIC 20/21	99,412.00
10/30/2020	STATE OF NJ- IDEA BASIC 20/21	133,284.00
10/30/2020	STATE OF NJ- IDEA PRESCHOOL 20/21	6,820.00
10/30/2020	OTHER REVENUES	86,968.09
10/30/2020	MEDICAL COPAY	396,541.79
10/30/2020	INVESTORS- INTEREST-N/P AGENCY, ETC.	222.39
10/30/2020	INVESTORS-GENERAL OPERATING	<u>1,324.43</u>
		\$ 14,502,953.57
10/31/2020	INTEREST-CAPITAL RESERVE	100.56
10/31/2020	INTEREST- MAINTENANCE RESERVE	91.67
10/31/2020	INTEREST-CAPITAL PROJECT	24.26
10/31/2020	INTEREST- UNEMPLOYMENT FUND	<u>138.64</u>
	TOTAL	<u>\$ 14,503,308.70</u>

B. APPROVAL OF BUDGET TRANSFERS

The Kearny Board of Education, based upon the recommendation of the Business Administrator/Board Secretary, hereby approves the list of transfers as per the attached for 2020/2021 school budget.

C. REPORT OF THE SECRETARY (A-148)

The Kearny Board of Education hereby accepts the monthly Report of the Secretary to the Board of Education for the month ending October 31, 2020 based upon the Board Secretary's certification that no line item account has encumbrances and expenditures which, in total, exceed the line item appropriation in violation of N.J.A.C. 6A:23-2.11(a). And be it further

Resolved: That for the record it be noted that after having reviewed the appropriations section of said report and also having consulted with the appropriate district officials, hereby certifies that no major account or fund has been over expended in violation of N.J.A.C. 6A:23-2.11 (b), and that sufficient funds are available to meet the District's financial obligations for the remainder of the 2020/2021 School Year.

D. REPORT OF THE TREASURER OF SCHOOL FUNDS (A-149)

The Kearny Board of Education hereby accepts the monthly Report of the Treasurer of School Funds to the Board of Education for the month ending October, 2020.

E. INVESTMENTS – NOVEMBER 16, 2020 BOARD REPORT

The Kearny Board of Education hereby confirms the action of the Business Administrator/Board Secretary in having made investments through The Investors Bank during the month of November, 2020. And be it further

Resolved: That for the record it be noted that the interest earned on said investments amounted to \$1,901.95 for The Investors Bank bringing the year-to-date interest to \$8,471.17.

G. ATHLETIC OFFICIALS ACCOUNT BILLS

The Kearny Board of Education, based upon the recommendation of the Business Administrator/Board Secretary, hereby approves the Athletic Officials Account Report for the month of October, 2020, which is totaling \$2,181.25.

H. HORIZON BLUE CROSS & BLUE SHIELD OF NEW JERSEY

The Kearny Board of Education has approved the wire transfer in the amount of \$1,281,506.79 for November, 2020, which represents health insurance and prescriptions.

I. MAINTENANCE RESERVE

The Kearny Board of Education hereby approves the withdrawal of \$1,271,500.00 from the Maintenance Reserve Account (11-000-261-420-02-11-000) to repair the Franklin School roof.

The following resolution was moved by Mrs. Davidson and seconded by Mr. Soares:

F. PAYMENT OF BILLS

The Kearny Board of Education, based upon the representation of the Business Administrator/Board Secretary that he has examined, audited, and certified in writing that the attached bill list is correct in the total amount of \$2,351,440.97 covering the period of 10/15/20 to 11/12/20, hereby orders same to be paid, in accordance with NJSA 18A:19-4.

On roll call, the following vote was recorded: Mrs. Davidson, "aye", Mr. Granelli, "aye", Ms. Lindenfelser, "aye, with the exception of check number 8495, Mr. Mc Kenna, "aye, with the exception of check number 8439, Mrs. Sherry, "aye", Mr. Soares, "aye", Mr. Viscuso, "aye", Mr. Zapata, "aye", President Paris, "aye, with the exception of check number 8496.

There being nine votes in the affirmative, the motion was carried.

PART III- NON-PERSONNEL

The following resolutions, "A through E", were moved by Mrs. Davidson, seconded by Mr. Soares and unanimously carried:

A. AUTHORIZATION TO SUBMIT 2020-2021 COMPREHENSIVE MAINTENANCE PLAN AND M-1

Whereas, the Department of Education requires New Jersey school districts to submit a three-year maintenance plan documenting "required" maintenance activities for each of its public school facilities along with the annual maintenance budget worksheet (M-1) for each of its public school facilities, and

Whereas, the requirement maintenance activities as listed in the documents for the various school facilities of the Kearny School District are consistent with these requirements, and

Whereas, all past and planned activities are reasonable to keep school facilities open and safe for use or in their original condition and to keep their system warranties valid,

Now, Therefore, Be It Resolved, that the Kearny School District hereby authorizes the School Business Administrator to submit the 2020/2021 Comprehensive Maintenance Plan and M-1 for the Kearny School District in compliance with Department of Education requirements.

B. SILVA'S MECHANICAL SERVICES

The Kearny Board of Education hereby approves the contract with Silva's Mechanical Services for a boiler replacement at Franklin School at a total cost of \$1,271,500.00.

C. REQUEST FOR PROPOSALS - ENERGY SAVINGS IMPROVEMENT PROGRAM

The Kearny School District ("Board") is seeking proposals from qualified Energy Service companies for the planning, development and implementation of an Energy Savings Plan through an Energy Savings Improvement Program pursuant to the Energy Savings Improvement Program Law, P.L. 2009, c. 4, N.J.S.A. 18A:18A-4.6 and N.J.S.A. 18A:18A-42.

D. PIXELLOT CAMERA AGREEMENT

The Kearny Board of Education hereby approves the One-Time Fee Agreement with the NFHS Network School Broadcast Program and PlayOn! Sports for a one-time fee of \$2,500 for the installation of two (2) Pixellot Camera Systems at the Kearny High School Stadium and main basketball gym.

E. 2020-2021 DIGITAL DIVIDE GRANT - FINAL SUBMISSION

The Kearny Board of Education hereby approves the submission of the 2020-2021 final report of the Digital Divide Grant.

REPORT OF THE BOARD ATTORNEY - Mr. Lindenfelser

Mr. Lindenfelser added his best wishes to Dr. Izbicki on his retirement. The following resolution was introduced by Mr. Lindenfelser regarding a contract for Dr. Mark Faber, Psychiatrist:

The following resolution was moved by Mrs. Sherry, seconded by Mrs. Davidson and unanimously carried:

APPROVAL OF 2020/2021 CONTRACT FOR MARK FABER, M.D.

The Kearny Board of Education hereby approves the contract between the Board and Mark Faber, M.D., Psychiatrist, for services to be rendered during the 2020/2021 school year, in the total amount of \$27,000.00 (three (3) hours per week for 30 weeks).

NEW BUSINESS

Superintendent Blood addressed the discussion held between the ad hoc committee of the Board along with town and county health representatives regarding the reopening of schools. The committee was advised that at the present time, Kearny has been designated as "high risk" as coronavirus cases have spiked recently throughout the state. The health professionals were in agreement that consideration to reopen schools should not take place until such time as the town is in a "moderate risk" phase.

It is hoped that schools will be ready for a phase-in on January 19th. The district will open in a full hybrid setting, and lessons will be livestreamed directly from the classroom for students who choose to remain at home. This timeline for a phase-in is the recommendation of the Superintendent, and she requested a roll call vote from the Board.

The following resolution was moved by Mrs. Davidson and seconded by Mr. Soares:

MOTION RE: REOPENING OF SCHOOLS PROPOSAL

The Kearny Board of Education hereby approves a phase-in of the reopening of schools to occur on January 19, 2021 contingent upon the Town of Kearny being designated as “moderate risk” in relation to cases of COVID-19. And be it further

Resolved: The proposed date may be rolled back if the proper conditions for reopening are not in place.

On roll call, the following vote was recorded: Mrs. Davidson, “aye”, Mr. Granelli, “aye”, Ms. Lindenfelser, “aye”, Mr. Mc Kenna, “aye”, Mrs. Sherry, “aye”, Mr. Soares, “aye”, Mr. Viscuso, “aye”, Mr. Zapata, “aye”, President Paris, “aye”.

There being nine votes in the affirmative, the motion was carried.

OBSERVERS

The following members of the public addressed the Board with questions concerning school-related topics; all are Kearny residents:

Lorri Bradow
Maria Davy
Marcy Fisher

Sonia Heller
Jessica Kingulala
Lynn Michaels

Ivan Mosquera
Esmerelda Szymanski

MOTION RE: ADJOURNMENT

It was moved by Mrs. Davisson, seconded by Mr. Zapata and unanimously carried to adjourn the meeting.

MEETING ADJOURNED

The meeting was adjourned at 8:11 p.m.

Respectfully submitted,



Superintendent of Schools