

**BERNARDS TOWNSHIP BOARD OF EDUCATION  
BASKING RIDGE, NEW JERSEY  
MINUTES INDEX  
APRIL 26, 2021  
REGULAR SESSION 5:00 P.M.  
EXECUTIVE SESSION 5:01 P.M.  
REGULAR SESSION 7:01 P.M.  
VIRTUAL MEETING - INSTRUCTIONS TO PARTICIPATE  
IN THE VIRTUAL MEETING WILL BE POSTED BY 6:00 PM  
ON APRIL 26, 2021 AT WWW.BERNARDSBOE.COM**

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**BERNARDS TOWNSHIP BOARD OF EDUCATION  
BASKING RIDGE, NEW JERSEY  
MEETING MINUTES  
APRIL 26, 2021  
REGULAR SESSION 5:00 P.M.  
EXECUTIVE SESSION 5:01 P.M.  
REGULAR SESSION 7:01 P.M.  
VIRTUAL MEETING - INSTRUCTIONS TO PARTICIPATE  
IN THE VIRTUAL MEETING WILL BE POSTED BY 6:00 PM  
ON APRIL 26, 2021 AT WWW.BERNARDSBOE.COM**

**I. Regular Session – Call to Order – 5:00 p.m.**

**II. Salute to the Flag**

**III. Roll Call**

Present: Ms. Beckman, Ms. Gray, Ms. Hira, Ms. Korn, Ms. McKeon,  
Ms. Richman, Mr. Salmon, Ms. Schafer, Ms. White, Mr. Markarian,  
Mr. Siet, Mr. McLaughlin, Board Counsel John Croot

ABSENT: Ms. Fox

**IV. Executive Session – 5:01 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 and seconded by Ms. Korn and approved by all present, the Board recessed into closed executive session at 5:01p.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 Mr. Salmon seconded by Ms. Korn and approved by all present, the Board closed the Executive Session at 6:28p.m.

**V. Reconvene Regular Session – Call to Order – 7:01 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 the Open Public Meetings Act.

Due to the public health emergency in the State of New Jersey, as declared in Executive Order 103, the Board will be suspending its normal meeting procedures this evening and conducting a virtual meeting. Directions for accessing the virtual public meeting were posted on the District website: [www.bernardsboe.com](http://www.bernardsboe.com). These same directions were posted at our intended but unavailable meeting location.

We very much welcome input from the public. Because this is a virtual meeting, public comment will be handled in one of three ways:

**PUBLIC COMMENT METHOD 1 (PREFERRED) - FULL VIDEO VIA ZOOM**

Step 1: When you are ready to make a public comment, join the Board of Education meeting via the Zoom link posted on the district webpage [www.bernardsboe.com](http://www.bernardsboe.com). Please plan for your participation in the meeting by:

- Turning your camera and microphone on
- Dressing appropriately
- Maintaining a proper background setting for your camera's view
- Having a quiet space
- Muting the YouTube live stream of the Board of Education meeting when you are speaking so that there is no feedback with your participation in the Zoom meeting

Step 2: You will be placed in a queue and admitted to the meeting when it is your turn to make a public comment. Once you see that you are admitted to the Zoom call it will be your turn to make your public comment. Please begin your public comment by stating your full name and address.

Step 3: After making your public comment please exit the Zoom meeting so that the next person waiting to make a public comment can be admitted.

### PUBLIC COMMENT METHOD 2 - DIAL-IN VIA ZOOM (VOICE ONLY)

Step 1: When you are ready to make a public comment, join the Zoom meeting using the dial in phone number and meeting ID posted on the district website [www.bernardsboe.com](http://www.bernardsboe.com). Please plan for your participation in the meeting by:

- Having a quiet space
- Muting the YouTube live stream of the Board of Education meeting when you are speaking so that there is no feedback with your participation in the Zoom meeting

Step 2: You will be placed in a queue and admitted to the meeting when it is your turn to make a public comment. Once you see that you are admitted to the Zoom call it will be your turn to make your public comment. Please begin your public comment by stating your full name and address.

Step 3: After making your public comment please exit the Zoom meeting so that the next person waiting to make a public comment can be admitted.

### PUBLIC COMMENT METHOD 3

If the preferred full video method of public comment is not an option for you and the dial-in method fails, please follow these directions to submit your public comment.

Step 1: Starting at 7PM: email your comment to [BTConnect@bernardsboe.com](mailto:BTConnect@bernardsboe.com) or text your comment to (908) 292-3047.

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.***

Regardless of whether you use method 1, 2 or 3 for public comment please note that:

- Public comments are limited to a maximum of approximately 3 minutes if read aloud.

- Individuals are permitted a maximum of one public comment during public comment on agenda items. Individuals are permitted a maximum of one public comment during public comment on non-agenda items.
- Public comments submitted via method 1 and 2 will be processed first, then comments submitted by method 3. An individual's comments made using method 1 or 2 will not also be read into the record through method 3.
- The Board of Education reserves the right to limit the length of time allotted for public comment (for both agenda items and non-agenda items). In the event that time limitations prohibit the reading of a public comment received pursuant to these instructions, the comment will be published as part of the meeting minutes.
- No public comments 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 providing comments. 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 commenting 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.

### **Resolution**

BE IT RESOLVED, that the Bernards Township Board of Education hereby approves the suspension of its normal meeting procedures pursuant to By-Law 131, and authorizes this meeting to be conducted as a virtual meeting, as described in the Statement of Public Notice, due to the public health emergency declared in Executive Order 103.

## **VII. Student Representative - Juliet Nolt**

Ms. Nolt provided an update with regard to the recent spring break, the artists at Ridge High School including a chorus concert and art show and the return to in person learning.

## **VIII. Board Presentation**

1) **Trends in Mental Health & SEL Programming Update** - Stephanie Smith, Director of School Counseling, Dr. Russell Lazovick, Ridge High School Principal, Tom Thorp, Oak Street School Assistant Principal, Pam Lawrence, Liberty Corner School Assistant Principal, Krissy Uhler, Cedar Hill School Assistant Principal and Mike Pepitone, Mount Prospect School Assistant Principal

Superintendent Markarian welcomed everyone to the meeting and thanked Ms. Smith for her work on the presentation and everyone for their hard work.

Ms. Smith, Director of School Counseling, provided an overview of the presentation and introduced the team that would be presenting. Ms. Smith discussed the purpose of the presentation noting how data was collected and how that information is used to determine trends and needs for the upcoming school year.

Ms. Smith discussed trends in mental health at the elementary level, the counseling program, class sizes and counseling programs.

Ms. Smith discussed the William Annin Middle School counseling program outlining the specifics of the data and models used to analyze the information. Ms. Smith provided a breakdown of the number of individual students and total visits per year, visits per month, number of visits to the counselor per student, the type of visits such as IEP, I&RS/504 and general education meetings, direct services provided by counselors and a breakdown of mental health issues by crisis, school refusal, and depression. Ms. Smith discussed the Student Assistance Counselor (SAC) program and a breakdown of total referrals by category and reasons for visits and screenings and placements resulting from visits to SACs.

Ms. Smith discussed the Ridge High School counseling program outlining the specifics of the data considerations. Ms. Smith provided a breakdown of the number of individual students and total visits by grades, number of visits to the counselor per student, the type of visits such as IEP, I&RS/504 and general education meetings, total visits per month and direct services provided by counselors. Ms. Smith discussed the Student Assistance Counselor (SAC) program and a breakdown of total referrals by category, reasons for visits and screenings and placements resulting from visits to SACs and the Ridge voluntary drug testing program.



Ms. Smith reviewed the district reporting. Topics included home instruction data, district totals of suicide, violence and child abuse supports, violence prevention reports and DCP&P referrals.

Ms. Smith discussed trends in mental health during the last three months of the 2019-20 School Year as provided by the counselors in the school district. Presented were issues that students were dealing with in the elementary, middle school and high school due to the virtual learning format that resulted from the public health emergency.

Ms. Smith introduced the team of administrators to discuss the social-emotional learning program update. Elementary administrators discussed programs to address social-emotional learning to build community, provide character education, provide further support to students, provide opportunities for students to connect and student leadership programs.

Ms. Smith discussed social-emotional learning at William Annin Middle School. Topics included character education, service learning opportunities, mental health curriculum lessons, class lessons, career planning/ interest for 8th graders, counseling group zoom meetings, a mentoring program, group and individual counseling, peer leadership and available education for parents and staff.

Dr. Lazovick, principal of Ridge High School discussed social emotional learning programs at the high school. Programs included freshmen orientation, bullying and violence prevention, character education, wellness and social emotional learning, virtual grade level meetings, community building such as spirit days, peer mentoring, team events, planning for the rotating drop schedule, mental health awareness week, programs developed by SACs, Effective School Solutions therapeutic services and the Motivating Adolescent Performance program.

Ms. Smith discussed district wide efforts for social-emotional learning. Efforts include support teams, ELL student care, school nursing staff supports, youth mental health first aid training, American School Counselor Association model alignment, suicide prevention programs, substance use and abuse prevention programs, the district resource card and Ridge student awareness, professional development, Health curriculum writing, community partnership and the Board of Education Wellness Committee. Ms. Smith also discussed district wide support for the public health emergency and other resources available.

To view the presentation click [here](#).

## IX. Superintendent's Report

BE IT RESOLVED THAT

1) The Bernards Township Board of Education does hereby approve the following **School Bus Evacuation Drill** for the 2020-21 school year:

| <b>School:</b>    | <b>Date:</b> |
|-------------------|--------------|
| Cedar Hill School | 4/5/2021     |

2) The Bernards Township Board of Education does hereby affirm receipt of the **HIB Report** dated April 26, 2021.

On motion by Ms. McKeon, seconded by Ms. White Items #1-2 were approved by the following roll call vote:

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

Superintendent Markarian provided a description of the Superintendents items.

Superintendent Markarian discussed several news items in the district. Both RHS cheerleading teams were named champions for the State of New Jersey and the district also had a team that was a National Champion.

Superintendent Markarian discussed the recent announcement made by Governor Murphy and the updated and increased capacity limits. Mr. Markarian stated that the Executive Team would be reviewing the order in relation to upcoming end of the school year plans.

Superintendent Markarian discussed the beginning of the fourth marking period and the learning selections, virtual versus in person, that took place today. Mr. Markarian noted other changes that are forthcoming and the distribution of bus passes.

## X. Public Comment on Agenda Items

Comments from the public included the college application process and meetings with counselors at Ridge High School, a question regarding the requirement for the student body to counselor ratio and concerns regarding the continuation of the abbreviated schedule.

Board members addressed concerns regarding the return to a full day schedule and the declining rates of positive COVID19 cases. Mr. Salmon addressed concerns regarding

back pain and eye strain of virtual learning and encouraged students to communicate with teachers and parents if they are experiencing these issues.

Superintendent Markarian cited the presentation noting that the needs are being addressed and that it is the responsibility of the school district to provide a full day of instruction.

Ms. Gray noted an upcoming meeting with Ms. McKeon and students to discuss and address concerns of the return to full day instruction.

#### **XI. Approval of Minutes**

BE IT RESOLVED THAT

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

April 5, 2021 - Executive Session Minutes

April 5, 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. Beckman, Ms. Gray, Ms. Hira, Ms. Korn, Ms. McKeon, Ms. Richman,  
Mr. Salmon, Ms. Schafer 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 April 26, 2021 consisting of warrants in the amount of \$4,662,215.39.

2) The Bernards Township Board of Education acknowledges receipt of the March 2021 Financial Reports from the Board Secretary, the monthly Investment Report for March 2021, the weekly reports of Electronic Fund Transfers and Bank Wires For March 2021, and the Treasurer of the School Monies Report for March 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 March 2021 line item transfers totaling \$787,654.47 the 2020-21 school budget, list on file in the Board Office.
- 4) The Bernards Township Board of Education does hereby approve disposal of equipment/ books for the 2020-21 School Year; list maintained in the Board of Education office.
- 5) The Bernards Township Board of Education does hereby approve the agreement for participation in coordinated transportation services with Somerset County Educational Services Commission for the out-of-district Special Education and Vocational transportation services for the 2021-22 school year.
- 6) The Bernards Township Board of Education does hereby approve the submission of an application for the Coccia Foundation Passing the Torch Student Award Program in the amount of \$250.00 to be utilized as prizes for student achievement and passion for Italian.
- 7) The Bernards Township Board of Education does hereby approve the submission of an application for the Unified Champion Schools grant in the amount of \$9,000 to be utilized for the Special Olympics of New Jersey Unified Program.
- 8) The Bernards Township Board of Education does hereby approve a psychiatric evaluation for student #303864 by Sherie Novotny, MD of Rutgers University Behavioral Health in the amount not to exceed \$1,200.00.
- 9) The Bernards Township Board of Education does hereby approve a speech/language evaluation for student #305878 by Carly Fog of Princeton Speech, Language & Learning Center in the amount not to exceed \$1,800.00.
- 10) The Bernards Township Board of Education does hereby approve a bilingual speech/language evaluation for student #3500987 with Learning Tree Multilingual Evaluation & Consulting in the amount not to exceed \$2,400.00.
- 11) The Bernards Township Board of Education does hereby approve regular school year tuition for student #303644 from March 30, 2021 to June 30, 2021 at the Hunterdon Preparatory School in the amount not to exceed \$13,198.15.
- 12) BE IT RESOLVED, the Bernards Township Board of Education does hereby approve the tuition agreement for students 306876 and 305276.

13) WHEREAS, there exists a need for the Bernards Township Board of Education (the “Board”) to engage the services of a firm to provide therapeutic mental health services for students and related staff training for the coming year; and

WHEREAS, the Administration has confirmed the terms of engagement with respect to rates and services proposed by Effective Schools Solutions for the coming year in the amount of \$291,830.00; and

WHEREAS, the appointment of Effective Schools Solutions to provide therapeutic mental health services and related staff training has been determined by the Board to be most likely to best serve the interests of the District; and

WHEREAS, funds have been appropriated in the Board’s 2021-22 budget for these purposes.

NOW, THEREFORE, BE IT RESOLVED by the Bernards Township Board of Education as follows:

1. The services of the following firm are hereby engaged to provide therapeutic mental health services and related staff training for a period of one year, in an amount not to exceed \$291,830.00, subject to the execution of a formal contract in a form acceptable to Board counsel:

Effective Schools Solutions, LLC  
25 Deforest Ave, Suite 310  
Summit, NJ 07901

2. The services to be rendered by Effective School Solutions are to be performed by persons authorized by law to practice a recognized profession and whose practice is regulated by law and, therefore, comply with N.J.S.A. 18A:18A-5(a)(1) as professional services.

On motion by Ms. Richman, seconded by Ms. Schafer Items #1-13 were approved by the following roll call vote:

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

“Noes” - None

“Abstain” - None

Mr. Salmon provided an update from the April 22, 2021 Finance Committee meeting. Topics discussed include the district facility contract, a facilities update regarding the WAMS Science Labs project, an update regarding the Bipolar Ionization Systems, a Chapter 44 update, the new healthcare legislation that mandates the New Jersey

Educators Health Plan and a proposal for an interscholastic sailing program for students at Ridge High School.

Mr. Salmon 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 retirement of **Debbie Karuppan** School Nurse William Annin Middle School effective June 30, 2021.
- 2) The Bernards Township Board of Education does hereby accept the retirement of **Cindy Mastrian** Kindergarten Teacher Liberty Corner School effective June 30, 2021.
- 3) The Bernards Township Board of Education does hereby accept the retirement of **John Mullarkey** School Media Specialist Liberty Corner School effective June 30, 2021.
- 4) The Bernards Township Board of Education does hereby accept the retirement of **Jennifer Perdek** Grade 5 Teacher Cedar Hill School effective June 30, 2021.
- 5) The Bernards Township Board of Education does hereby accept the resignation of **Valerie Cetrulo** ESL .6/Spanish .4 Ridge High School effective June 30, 2021.
- 6) The Bernards Township Board of Education does hereby accept the resignation of **Estrella Dorwani** Spanish Teacher William Annin Middle School and Liberty Corner School effective June 30, 2021.
- 7) The Bernards Township Board of Education does hereby accept the resignation of **Melissa Kane** Elementary Teacher Cedar Hill School effective June 30, 2021.
- 8) The Bernards Township Board of Education does hereby approve a paid Child Care for **Michelle Lam** Special Education Teacher Cedar Hill School effective September 1, 2021 through October 26, 2021 then an unpaid New Jersey Family Leave effective October 27, 2021 through January 31, 2022 running concurrently with an unpaid Federal Family Leave effective October 27, 2021 through January 31, 2022 then an unpaid child care leave effective February 1, 2022 through June 30, 2023, returning September 1, 2023.
- 9) The Bernards Township Board of Education does hereby approve a paid Child Care Leave for **Emily Mele** Science Teacher William Annin Middle School effective September 1, 2021 through October 18, 2021 utilizing 30 personal illness days then an unpaid New Jersey Family Leave effective October 19, 2021 through January 17, 2022

then an unpaid child care leave effective January 18, 2022 through June 30, 2022, returning September 1, 2022.

10) The Bernards Township Board of Education does hereby approve a paid Child Care Leave for **Laura Moran** Special Education Teacher William Annin Middle School effective September 1, 2021 through October 29, 2021 utilizing 39 personal illness days then an unpaid New Jersey Family Leave effective October 30, 2021 through January 31, 2022 running concurrently with an unpaid Federal Family Leave effective October 30, 2021 through January 31, 2022 then an unpaid child care leave effective February 1, 2022 through June 30, 2022, returning September 1, 2022.

11) The Bernards Township Board of Education does hereby approve an unpaid New Jersey Family Leave for **Kimberly Surett** School Psychologist Ridge High School effective April 26, 2021 through June 30, 2021.

12) The Bernards Township Board of Education does hereby accept the following **Extra-Curricular Resignations** for the 2020-21 school year:

Jennifer Curran                      Assistant Musical Orchestra-RHS

13) The Bernards Township Board of Education does hereby approve the following **Changes in Assignments** for the 2020-21 school year:

| <b><u>Staff Member:</u></b> | <b><u>From:</u></b>  | <b><u>To:</u></b>  |
|-----------------------------|--|--|
| Sari Springsteel            | Instructional Aide WAMS<br>\$22.81 per hour 5.5 hours<br>per day 9/1/20-6/18/21  | Instructional Aide WAMS<br>\$22.81 per hour 5.5 hours<br>per day 9/1/20-4/30/21<br>then 7.5 hours<br>5/3/21-6/18/21  |
| Bill Tracy                  | Spring Fitness Center 4 x<br>week \$2,728 10 years/2<br>pontos/\$399   | Spring Fitness Center x<br>week \$3,410 10 years/2<br>pontos/\$399   |
| Arati Nagaraj               | Instructional Aide Liberty<br>Corner 7 hours per day<br>\$22.81 per hour effective<br>September 1, 2020 through<br>February 16, 2021 then 7.5<br>hours per day \$22.81 per<br>hour effective February 17,<br>2021 through April 15,<br>2021 then 7 hours per day<br>\$22.81 per hour effective | Instructional Aide Liberty<br>Corner 7 hours per day<br>\$22.81 per hour effective<br>September 1, 2020 through<br>February 16, 2021 then 7.5<br>hours per day \$22.81 per<br>hour effective February 17,<br>2021 through April 30,<br>2021 then 7 hours per day<br>\$22.81 per hour effective |

|                   |  |   |
|-------------------|--|---|
|                   | April 16, 2021 through June 18, 2021.  | May 1, 2021 through June 18, 2021.  |
| Tyler Brandt      | Extra Section Physical Education RHS effective January 28, 2021 through end of assignment \$1,057 per month  | Extra Section Physical Education RHS effective January 28, 2021 through June 30, 2021 \$1,057 per month   |
| Amanda Statkevich | Extra Section Physical Education RHS effective January 28, 2021 through end of assignment \$1,057 per month  | Extra Section Physical Education RHS effective January 28, 2021 through June 30, 2021 \$1,057 per month   |
| Ken Marsh         | Extra Section Physical Education RHS effective January 28, 2021 through end of assignment \$1,057 per month  | Extra Section Physical Education RHS effective January 28, 2021 through June 30, 2021 \$1,057 per month   |
| Brian Montalbano  | Latin Teacher Ridge High School at a salary of Step 13 MA \$69,935 effective on or before April 22, 2021 through June 30, 2021 as a leave replacement for M. Fairbanks. Salary to be prorated to reflect dates worked. | Latin Teacher Ridge High School at a salary of Step 13 MA \$69,935 effective April 26, 2021 through June 30, 2021 as a leave replacement for M. Fairbanks. Salary to be prorated to reflect dates worked. |

14) The Bernards Township Board of Education does hereby approve the following **Various Assignments** for the 2020-21 school year:

| <b><u>Staff Member:</u></b> | <b><u>Assignment:</u></b> | <b><u>Salary:</u></b>          |
|-----------------------------|---------------------------|--------------------------------|
| Arati Nagaraj               | Academic Instruction SE   | \$22.81 per hour/5 hours total |



15) The Bernards Township Board of Education does hereby appoint the following **Extra-Curricular Assignments** for the 2020-21 school year:

| <b><u>School:</u></b> | <b><u>Staff Member:</u></b> | <b><u>Assignment:</u></b>   | <b><u>20-21<br/>Salary:</u></b> | <b><u>Years/Points/Longevity:</u></b> |
|-----------------------|-----------------------------|-----------------------------|---------------------------------|---------------------------------------|
| RH                    | Lyndsey Schafer             | Assistant Musical Orchestra | \$4,120                         | n/a                                   |

16) The Bernards Township Board of Education does hereby approve 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 2020-21 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:

|                      |                       |                  |
|----------------------|-----------------------|------------------|
| Summathi Srinivasan  | Christina Inghilterra | Bridget Foerster |
| James Miller         | Davenie Pereira       | Emma Islinger    |
| Nicole Polisen*      | Wynn Sloan            | Marisa Taormina  |
| Alexandra Scanniello | Suja Vimal            | Aimee DiMeo-Fine |
| Mike Lombardi        |                       |                  |

\*Denotes a sub nurse

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

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

“Noes” - None

“Abstain” - None

#### **XIV. Policy Committee Report**

BE IT RESOLVED THAT

1) The Bernards Township Board of Education does hereby approve the following policies and regulations on **second reading** and adopt said policies and regulations:

- P 0145 - Board Member Resignation and Removal (M) (Revised)
- P 0164.6 - Remote Public Board Meetings During a Declared Emergency (M) (New)
- R 1642 - Earned Sick Leave Law (M) (Revised)
- P 1643 - Family Leave (M) (New)
- P 2415 - Every Student Succeeds Act (M) (Revised)
- P 2415.02 - Title I – Fiscal Responsibilities (M) (Revised)
- P 2415.03 - Highly Qualified Teachers (M) (Abolished)
- P 2415.05 - Student Surveys, Analysis, and/or Evaluations (M) (Revised)
- P 2415.20 - Every Student Succeeds Act Complaints (M) (Revised)
- R 2415.20 - Every Student Succeeds Act Complaints (M) (Revised)
- P 3431.1 - Family Leave (M) (Abolished)
- P 3431.3 - New Jersey Family Leave Insurance Program (Abolished)
- P 4125 - Employment of Support Staff Members (M) (Revised)
- P 4431.1 - Family Leave (M) (Abolished)
- P 4431.3 - New Jersey Family Leave Insurance Program (Abolished)
- P 5330.01 - Administration of Medical Cannabis (M) (Revised)
- R 5330.01 - Administration of Medical Cannabis (M) (Revised)
- P 6360 - Political Contributions (M) (Revised)
- P 7425 - Lead Testing of Water in Schools (M) (Revised)
- R 7425 - Lead Testing of Water in Schools (M) (New)
- P 7430 - School Safety (M) (Abolished)
- R 7430 - School Safety (M) (Abolished)
- P 8330 - Student Records (M) (Revised)
- P 9713 - Recruitment by Special Interest Groups (M) (Revised)

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

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

“Noes” - None

“Abstain” - None

Ms. Korn discussed the April 19, 2021 Policy Committee Meeting. Topics included the restart recovery plan, facility rental and summer camps and a second reading of several policies and regulations. Ms. Korn discussed the recent executive order by Governor Murphy regarding capacity limits noting it would be monitored by the administration.

## **XV. Curriculum Committee Report**

Ms. White provided a report from the April 9, 2021 Curriculum Committee meeting. Topics included a new course proposal, a discussion of the Summer Financial Literacy Course, how music credits would potentially be affected by a rotating drop schedule, the

Summer Reading March Madness winners and a 2021-22 community service program update.

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

Ms. Schafer provided a report from the March 25, 2021 Wellness Committee meeting. Topics included supports in place for struggling learners and students, professional development for the transition for the return to school, recent parent programming, the Ridge High School Character Education program proposal and a counseling program update.

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

Ms. Korn provided an update from the Municipal Alliance. Upcoming events are a vaping education, a virtual discussion titled “Think Don’t Drink” and a discussion titled “Marijuana - What We Don't Know CAN Hurt Our Kids”.

Ms. White discussed the Lindsey Meyer Teen Institute that will take place this coming summer. The goal of the Lindsey Meyer Teen Institute is to help youths develop leadership skills.

Ms. Richman provided a report from the SCESC meeting. Ms. Richman reported that the SCESC will be entering a partnership with the Bridgewater Vo-Tech with a culinary and automotive program and that they are also looking into exploring a pathway to RVCC.

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

Comments from the public included concerns for the full day schedule, congratulations to the Ridge High School Competition Cheerleading teams on their recent wins and listed the names of the athletes on both teams and coaches and support for the full return to school.

Superintendent Markarian referred back to the question regarding student to school counselor ratios. Assistant Superintendent Siet provided insight into a proposed bill in the state legislature regarding ratios citing that there are currently no regulations.

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

BE IT RESOLVED THAT

1) WHEREAS, P.L.2020, c.44 (“Chapter 44”) requires the School Employees’ Health Benefits Program (SEHBP) to offer plans, beginning on January 1, 2021, for medical and prescription benefits coverage including the New Jersey Educators Health Plan (NJEHP); as adopted and implemented by the School Employees’ Health Benefits Commission; and

WHEREAS, Chapter 44 established reduced premium contributions for any employee who selects, or is placed into, the NJEHP as his or her health care coverage option; and

WHEREAS, The SEHBP applies to the following employers who elect to participate in the SEHBP: local school district, regional school district, county vocational school district, county special services school district, jointure commission, educational services commission, state-operated school district, charter school; and

WHEREAS, The provisions of Chapter 44 also apply to these same employers even if they do not elect to participate in the SEHBP; and

WHEREAS, Many school districts had previously negotiated health benefit agreements with lower net costs compared to the plan design and cost-sharing requirements under “Chapter 44,” and/or have staff that previously declined coverage but now are choosing to enroll in the NJEHP due to its low employee cost-sharing provisions; and

WHEREAS, A significant number of school districts will experience a net increase in their health care costs because the NJEHP premiums are higher than the premiums for the collectively bargained plans previously offered by the district, which is further exacerbated by reduced employee contributions under Chapter 44; and

WHEREAS, Other school districts will experience a net increase in their overall health care costs even if the NJEHP premiums are lower than that of the previous plan offerings because the reduction in employee contributions will offset any overall premium savings, resulting in increased net costs to the district; and

WHEREAS, The low employee contribution requirements under NJEHP encourage employees who had previously waived or declined coverage to enroll thereby increasing the districts’ health benefit costs for the balance of fiscal year 2021, continuing into fiscal year 2022 and likely beyond; and

WHEREAS, These costs may exceed districts’ ability to address within their budgets owing to the limitations of the 2% property tax levy cap; and

WHEREAS, Chapter 44 was a well-intentioned proposal that aimed to generate hundreds of millions of dollars in savings for school districts, school employees and taxpayers; and

WHEREAS, While some school districts may indeed be realizing savings due to the provisions of Chapter 44, many are experiencing the opposite effect and witnessing an increase in their health care costs, which may result in cuts to critical programs, services and staff in order to balance their budgets; and

WHEREAS, Since Chapter 44 essentially froze the level of health benefits and employee contributions for the seven-year period following the law’s effective date, districts are unable to control cost increases through the traditional collective bargaining process; and

WHEREAS, It is incumbent upon the Legislature and Governor to address and correct the unintended financial consequences districts are experiencing due to Chapter 44 and ensure that all districts share in the anticipated savings.

NOW, THEREFORE, BE IT RESOLVED that the Bernards Township Board of Education requests that the State Legislature and Governor provide relief from the increased health care costs experienced by school districts due to the implementation of Chapter 44; and be it further

RESOLVED, that relief from Chapter 44 should include direct, short-term assistance from the state to ensure that all school districts are held financially harmless in both the current and subsequent fiscal years; and be it further

RESOLVED, that the Legislature and Governor should expeditiously begin to explore long-term structural reforms that reverse the unintended consequences of Chapter 44 and generate lasting savings for school districts, employees and taxpayers; and be it further

RESOLVED, that any proposals to amend or revise Chapter 44 include input from all affected stakeholders before moving forward, including feedback from representatives of local boards of education, school business administrators, superintendents, building-level supervisors and school employees; and be it further

RESOLVED, that this resolution be delivered to Governor Phil Murphy, State Senate President Stephen M. Sweeney, Assembly Speaker Craig Coughlin; and the 21st Legislative District's representatives in the state Senate and General Assembly; and be it further

RESOLVED, that copies of this resolution be sent to the New Jersey Association of School Business Officials and the New Jersey School Boards Association.

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

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

Ms. Gray discussed her confidence in staff to manage and assist virtual students during a longer school day.

Ms. Richman discussed a letter she submitted to the Board of Education citing her resignation from the Board of Education with regret. Ms. Richman discussed her pleasure in serving the community and Board of Education during the past several years and her gratitude toward the people she has had the opportunity to work with and meet along the way.

Board members expressed their gratitude to Ms. Richman and what a pleasure it was to have the opportunity to work with her.

Ms. Korn discussed her concerns with quarantine requirements for students participating in outdoor activities.

**XX. Adjournment**

On motion by Ms. Beckman and seconded by Ms. Hira and approved by all present, the meeting was adjourned at 10:05p.m.

Respectfully submitted,

Rod McLaughlin  
Board Secretary