

The Regular Meeting of the Board of Education in the City of Linden, County of Union, New Jersey, was held remotely via the Administration Building Conference Room, 2 East Gibbons Street, Linden, New Jersey on Thursday, August 27 at 8:00 p.m.

Vice President Kozak opened the meeting with a salute to the flag and the Board Secretary announced that in accordance with the Open Public Meetings Act, Chapter 231, adequate notice of this meeting had been provided as follows:

On January 3, 2020 and August 18, 2020 notice was sent to the Home News Tribune, Star Ledger, Union County Local Source, and the Clerk of the Municipality.

By state law, there is no smoking permitted in this building at any time.

Notice: In addition to the listed items in this agenda, this Board of Education may discuss and act upon other items not specifically referred to herein as is allowed at the regularly scheduled monthly Board Meeting under the Sunshine Law.

ROLL CALL 8:00 p.m.:

Board Members		Others	
Mr. Gargano	P	Dr. Hazelton	P
Ms. Guillaume	P	Mrs. Cleary	P
Ms. Johnson	P	Ms. Gaylord	P
Ms. Kozak	P	Attorney, N. Simon	P
Mrs. Manganello	P		
Mr. Rivas	P		
Mr. Shehata	P		
Mrs. Birch	P		
Mr. Martucci	P		

APPROVAL OF MINUTES

1. Motion to approve the minutes of the Work Session held on July 28, 2020 and the Regular Meeting held on July 30, 2020. (Copies in hands of Board Members).

Roll Call:

Board Member	Motion	Second	Aye	Nay	Abstain
Mr. Gargano			X		
Ms. Guillaume			X		
Ms. Johnson	X		X		
Ms. Kozak			X		
Mrs. Manganello			X		
Mr. Rivas			X		
Mr. Shehata		X	X		
Mrs. Birch				X	
Mr. Martucci			X		

Motion 1 carried.

SUPERINTENDENT'S REPORT:

Dr. Hazelton reported on the following:

- Dr. Hazelton acknowledged the passing of Linden High School ninth grade student Jayanna Francois and extended heartfelt condolences to Jayanna's family on behalf of the Linden School District.
- District Goals.

Mrs. Birch wanted to know when New Business would be as she had something to bring up under New Business. Also, there was a motion approved under New Business at the last meeting to hold monthly meetings at a different venue so that Board Members who chose to, could attend in person. She asked for an explanation. Discussion ensued. Attorney, Nathanya Simon, explained that between last meeting and this meeting, the district went all virtual and the understanding was that once the buildings were going all virtual, the meetings would continue to be all virtual. However, there needs to be some people at the Board Office, including the Superintendent, Assistant Superintendent, Board President, Board Vice President and the Board Secretary. There may be room for two or three more Board Members, but she does not know for sure.

Mr. Shehata said he understands that all teachers will be meeting on the first day of school. There are 15 Board Members and Administration at most at any given Board Meeting. He finds it troubling that teachers are being forced to attend these meetings where there is not enough spacing and poor ventilation.

Dr. Hazelton answered that the administrator meetings will be appropriately spaced in the gymnasium. Building principals are being advised to hold their staff meetings either in the gymnasium or cafeteria, or split the staff up and have two meetings. Principals are also encouraged to hold the meetings outside where possible.

No action this meeting.

The Education Committee, upon recommendation of the Superintendent of Schools and the Assistant Superintendent, present the following motions to the Linden Board of Education for approval:

1. Approve the enrollment as required by state law, of the following handicapped students in a specialized program for the 2020 – 2021 school year in accordance with their Individualized Education Plan (IEP) as shown below:

Classification	Recommended Placement	Effective Date	Tuition
Autistic	Search Learning Group 76 Stirling Rd. Warren, NJ 07059	9/4/20	115,200.00 annual 640.00 per diem
Other Health Impaired	Shepard Preparatory 8 Columba St. Morristown, NJ 07960	9/2/20	54,850.59 annual 299.73 per diem
Pre-School Disabled	Stepping Stones 19 Harrison Ave. Roseland, NJ 07068	9/8/20	60,000 annual 335.00 per diem
Emotionally Disturbed	Cranford Achievement 132 Thomas St. Cranford, NJ 07016	6/29/20 – 7/31/20	8,014.80 ESY 333.95 per diem

2. Approve termination of the following out-of-district placement for the 2020 – 2021 school year.

Classification	Recommended Placement	Effective Date	Tuition
Moderate Cognitive Impaired	Deron II 130 Grove St. Montclair, NJ 07042	7/1/20 – 8/12/20	9,536.70 ESY 317.89 per diem

3. Approve payment for the related services as per Child Study Team evaluation.

Related Services	Fees not to Exceed
Bilingual Social Evaluation Albert Bodden – Evaluator 124 Avon St. Roselle Park, NJ 07204	310.00

3. Continued:

Related Services	Fees not to Exceed
OCCUPATIONAL THERAPY SERVICES Center for Lifelong Learning 333 Cheesequake Rd. Parlin, NJ 08859	6/29/20 – 8/7/20 348.00 9/2/20 2,146.00
ITINERANT TEACHER OF THE DEAF Summit Speech School 705 Central Ave. New Providence, NJ 07974	9/3/20 19,800.00
COUSELING SERIVCES Cranford Achievement 132 Thomas St. Cranford, NJ 07016	6/29/20 – 7/31/20 217.50

4. Approve termination of related services as per Child Study Team evaluation.

Related Services	Fees not to Exceed
OCCUPATIONAL THERAPY SERVICES Lake Drive School 10 Lake Drive Mt. Lakes, NJ 07046	9/8/20 1,000.00
PHYSICAL THERAPY SERVICES Lake Drive School 10 Lake Drive Mt. Lakes, NJ 07046	9/8/20 1,000.00
OCCUPATIONAL THERAPY SERVICES DLC- New Providence 330 Central Ave. New Providence, NJ 07974	6/24/20 – 8/5/20 1,275.00

5. Approve assignment of one-on-one paraprofessional for the 2020 – 2021 school year as follows.

Classification	Recommended Placement	Effective Date	Rate
Multiply Impaired	Arc Kohler School 1137 Globe Ave. Mountainside, NJ 07092	7/1/20 – 8/19/20 9/3/20	4,375.00 ESY 23,250.00 annual 125.00 per diem
Pre-School Disabled	Stepping Stones School 19 Harrison Ave. Roseland, NJ 07068	9/8/20	36,000 annual 200.00 per diem

6. Amend Board action on past Education Reports, as listed:

Date	Item	Action
7/30/20	12	Change the 53 rd Annual Conference on Reading and Writing Workshop to read Hernandez, Sandra instead of Fernandez, Mercedes.
7/30/20	1	Amend tuition: EG at Lake Drive School from 70,200.00 annual to 72,200.00 annual.
7/30/20	1	Amend tuition: AP at Lake Drive School from 73,000.00 annual to 74,520.00 annual.
7/30/20	10	Change the time for the Parent ESL Class to read 6:00 p.m. – 7:00 p.m. and change expenses to read from 2 hours per teacher to read 1hour session per teacher.
7/30/20	18	Change the account number for the Title III ESL Distance Learning Tutorial to read 20-241-100-100-00-000-54.
6/25/20	1	Amend tuition: ZS at Bright Beginnings from 5,191.00 ESY to 3,045.00 ESY.
6/25/20	1	Amend tuition: RS at Children’s Center of Monmouth from 35,028.72 annual to 36,326.08 annual
6/25/20	1	Amend tuition: KB at Center for Lifelong Learning from 46,620.00 annual to 57,420.00 annual.
4/30/20	11	Add December 28, 2020 and March 29, 2021 to the 12 – Month Employee Calendar to Read Offices and Schools Closed.
1/30/20	18	Increase the total for Spanish I Courses through Educere from \$780.00 to \$838.00.

7. Approve the following handbooks for the 2020 – 2021 school year.

Elementary School
Middle School
Linden High School

8. Approve the Linden Public Schools Virtual Learning Guide.
9. Be it resolved, that all curricula within the following content areas be readopted for use in the Linden Public Schools for the 2020 – 2021 school year. All curricula is aligned to the New Jersey Student Learning Standards.

Curriculum	Grade Level
Business	K – 12
ESL	K – 12
Fine & Performing Arts	K – 12
Health	K – 12
Language Arts	K – 12
Mathematics	K – 12
Physical Education	K – 12
Science	K – 12
Social Studies	K – 12
Technology	K – 12
Vocational	K – 12
World Languages	K – 12

10. Approve the following curriculum, as listed:

Curriculum	Grade Level
Computer – Generated Imagery & Animation	9 – 12
Journalism I	10 – 12
Journalism II	11 – 12
IB English	11 – 12
IB Sports, Exercise & Health Science SL	12

11. Approve the following curriculum revisions, as listed:

Curriculum	Grade Level
Social Studies	1 – 5
Language Arts	6 – 12

12. Grant permission for the following *Use of Facilities and School Activities* on the dates/times listed:

School	Requested By	Date	Time/Location	Event	Expenses
Nine	Viana, Steven	9/3/20 Through 12/6/20	Monday – Friday 3:00 p.m. – 6:00 p.m. Gymnasium/Field	B/G Soccer Practice Games	None
Special Services	Stefanick, Marie	10/20/20 1/19/21 4/20/21	6:30 p.m. – 8:30 p.m. Special Services	LEAPP Meetings	None
Tiger Stadium	Viana, Steven	9/3/20 Through 12/6/20	Monday – Friday 7:00 a.m. – 9:00 p.m. Saturdays 7:00 a.m. – 9:00 p.m.	B/G Football/Soccer/ Cheer Practice/Games	None

13. Approve the following Faculty Spanish Communication Class, as listed

Name	Location	Dates	Expenses
Faculty Spanish Communication	Online	Saturdays Only October through December. 10:00 a.m. – 11:30 a.m. No classes on November 7, 2020 November 28, 2020 and December 26, 2020.	2 teachers, 15 hours each @ \$31.00, plus one-hour prep each @ \$28.00 per session, for a total of \$1,770.00. To be paid from Title III funds. 20-241-200-100-00-001-54

14. Approve the following Title III Immigrant Grant - ESL New Comers Tutorial, as listed

Name	Location	Dates	Expenses
ESL Newcomers' Tutorial	Online Elementary	September, 2020 through December 2020, by arrangement	6 ESL teachers, 15 hours each @ \$31.00 for a total of \$2,790.00 To be paid from Title III Immigrant Grant. 20-244-100-100-00-001-54
ESL Newcomers' Tutorial	Online Middle School	September, 2020 through December 2020, by arrangement	2 ESL teachers, 15 hours each @ \$31.00 for a total of \$930.00 To be paid from Title III Immigrant Grant. 20-244-100-100-00-001-54
ESL Newcomers' Tutorial	Online High School	September 2020 through December 2020, by arrangement	4 ESL teachers, 15 hours each @ \$31.00 for a total of \$1,860 To be paid from Title III Immigrant Grant. 20-244-100-100-00-001-54

15. Approve the following courses through Educere for Linden Public Schools students to meet academic requirements:

Number of Students	Course	Total Cost
1	Language Arts (8 Credits)	\$195.00
1	Mathematics (8 Credits)	\$195.00

16. Approve training for district staff, as listed.

Name	Workshop	Dates	Location	Cost
Ederer, Caryl	Distance Learning Strategies for Reading and Writing Instruction	9/25/20	Online	Registration \$100.00 11-000-223-580-PD-000-51

16. Continued:

Name	Workshop	Dates	Location	Cost
Lorenzetti, Matthew	New Jersey Music Administrators Association Exec. Board & General Meetings	9/18/20 10/2/20 11/13/20 12/11/20 1/8/21 2/5/21 3/5/21 4/16/21 5/7/21 6/4/21	Online	Registration \$70.00 11-000-221-580-00-000-57
Volker, Kathleen	Union County Juvenile Officers Monthly Meetings	9/16/20 10/21/20 11/18/20 12/16/20 1/20/21 2/17/21 3/17/21 4/21/21 5/19/21 6/16/21	Cranford, NJ	Expenses \$150.00 11-000-221-580-PD-000-03

17. Approve the following Affirmative Action Team Members for the 2020 – 2021 school year.

School	Name
LHS	Miguellez, Tania
MMS	Healy, Bartholomew
SMS	Manning, Michael
School 1	Kurzweil, Jacqueline
School 2	Luna, Carolina
School 2	O'Donnell, Cara Ann

17. Continued:

School	Name
School 4	Taylor-Peeples, Karen
School 5	Thomas, Candace
School 6	Stewart-Cuttita, Laura
School 8	Spricigo, Anne Marie
School 9	Scherer, Kate
School 10	Zucosky, Margaret
AOE	Banks, Jenise

18. Grant approval for district staff to attend in-house professional development sessions as determined by the Superintendent and/or Assistant Superintendent throughout the 2020 – 2021 school year.
19. Approve the use of Safe Sports Training Consultants, LLC for First Aid/CPR/AED training for district staff, at a cost not to exceed \$10,000.00.
20. Grant permission for the Linden High School NJROTC to participate in community service and activities/events for all Linden Public Schools throughout the 2020 – 2021 school year.
21. Approve the use of the New Jersey Principal Evaluation for Professional Learning and the accompanying rubrics for the evaluation of administrators during the 2020 – 2021 school year.
22. Approve the use of the 2007 Danielson Framework and accompanying rubrics for the evaluation of certificated staff members during the 2020 – 2021 school year.
23. Approve District Goals for the 2020 – 2021 school year.
24. Approve the District Professional Development Plan for the 2020 – 2021 school year.
25. Grant approval for Linden High School students to participate in the New Jersey Seal of Biliteracy during the 2020 – 2021 school year.
26. Approve an agreement between the Linden Public Schools and Kean University for the 2020 – 2021 school year to allow Kean students to obtain *Field Experience/Clinical Observations* under the direction of the Head Athletic Trainer.

27. Grant approval for Kean University undergraduate students listed below to complete their *Clinical Field Experience* under the direction of the Linden Head Athletic Trainer.

Name	Period
Chong, Racquel	August, 2020 – June, 2021
Borges, Kevin	August, 2020 – June, 2021
Brito, Miguel	August, 2020 – June, 2021
Henriquez, Ivan	August, 2020 – June, 2021
Jones, Brandon	August, 2020 – June, 2021
Bishop-Mbachu, Regina	August, 2020 – June, 2021

MOTIONS 1 – 27:

Roll Call:

Board Member	Motion	Second	Aye	Nay	Abstain
Mr. Gargano				X	
Ms. Guillaume	X		X		
Ms. Johnson		X	X		
Ms. Kozak			X		
Mrs. Manganello			X		
Mr. Rivas			15, 19, 20,,21	X	
Mr. Shehata				X	
Mrs. Birch				X	
Mr. Martucci			X		

Motions 1 – 27 carried.

The Personnel Committee, upon the recommendation of the Superintendent of Schools presents the following motions to the Linden Board of Education for approval. All appointments and reappointments are contingent upon, and may be modified based on student participation and the districts receipt of sufficient State School Aide and other revenue funding.

1. The following retirements are accepted with regret:

#	Name	Assignment	Location	Effective Date
1.	Gahr, Judy	Grade 1 Teacher	School 2	12/31/20
2.	Gallagher, James	Paraprofessional	School 10	10/1/20

WHEREAS, the above employees are retiring from active service in the public schools of Linden;

WHEREAS, it is the desire of the members of the Board of Education of the City of Linden to express their appreciation for their loyal and unselfish service during those years; therefore; be it

RESOLVED, that the gratitude and best wishes of the members of the Board of Education of the City of Linden and hereby be tendered to the employees in acknowledgement of their service they so faithfully and conscientiously rendered, and be it further

RESOLVED, that a copy of this resolution be spread on the minutes of the Board of Education.

2. Accept the resignation of the following staff:

#	Name	Assignment	Location	Effective Date
1.	Byron, Shantise	Kindergarten Teacher	School 4	7/1/20
2.	Milan, Jacqueline	Paraprofessional	School 2	8/14/20

3. Amend Board action on past Personnel Reports, as listed:

Date	Item#	Action
6/30/20	19	Amend the hours for: Capanna, Lisa to read 30 and Kowalski, Patricia to read 45. Cost not to exceed \$2,660.00.

4. Appoint the following staff for the 2020 – 2021 School Year as follows:

#	Name	Effective Date	Degree	Credited Exp./ Step	Assigned Subj. Area	Bldg./ Dept.	Spec./ Prog. Or Budget	Total Annual Salary Rate
CERTIFIED								
1.	*Kim, Danielle	9/1/20	BA	1	Vocal Music Teacher	SMS	Budget /R	\$53,551

*Pending New Hire Requirements

5. Compensate staff listed for unused vacation and sick days upon retirement as per negotiated contract:

#	Name	Sick Days	Amount	Article Days	Amount
1.	Kolesa, Barbara	172	\$3,440.00		
2.	Stier, Greg	188.5	\$9,425.00	2	\$144.00

6. Compensate staff listed for unused vacation day buyback as per negotiated contract:

#	Name	Vacation Days	Amount
1.	Pajak, Slawek	5	\$2,285.00

7. Approve the following Leaves of Absences as listed:

Employee ID#	Location	From	Through	Reason
5713 ³	School 4	9/1/20	11/30/20	FMLA
5032 ³	McManus	9/1/20	11/27/20	FMLA/FLA
7429 ¹	School 10	10/12/20	12/9/20	Medical
7429 ³	School 10	12/10/20	3/5/21	FMLA/FLA

1) Sick 2) Accumulated Leave 3) Unpaid

8. Approve the following transfers of the following staff for the 2020-2021 School Year effective 9/1/20 as listed:

#	Name	Position	19-20 Location	Position	20-21 Position
1.	Fernandez, Mercedes	ESL Teacher	School 2	ESL Teacher	School 2 & School 1
2.	Orelien, Danie	ESL Teacher	School 9 & School 1	ESL Teacher	School 9
3.	Perroth, Deborah	Resource Teacher	SMS	Resource Teacher	MMS

9. Approve the following Change of Degree for the 2020-2021 School Year, as per negotiated contract as listed:

#	Name	Location	Degree
1.	Astalos, Heather	School 8	MA+30
2.	Bandinelli, Frank	LAST	MA+30
3.	Bordonaro, Megan	School 9	MA
4.	Burress, Durell	SMS	MA
5.	Clark, Jennifer	School 2	MA+30
6.	Czajkowski, Brandon	LHS	MA
7.	Dolan, Claudia	School 2	MA
8.	Fernandes, Jennifer	MMS	MA+30
9.	Glass, Nicole	School 5	MA
10.	Lee, Larissa	LHS	MA+30
11.	Lemes, Lizzie	LHS	MA+30
12.	Rodrigues, Samantha	School 2	MA

9. Continued:

#	Name	Location	Degree
13.	Stratis, Sophia	LHS	MA+30
14.	Wegrzynek, Staci	School 8	MA+30
15.	Williams, Mercedes	School 2	MA

10. Appoint the following staff to write the Computer-Generated Imagery & Animation Curriculum. To be paid at the contractual rate of \$28/hr. Acct. #11-140-100-101-00-000-50.

#	Name	Grade Level	Hours
1.	Jones, Donald	10-12	15

11. Appoint the following staff to write IB Sports, Exercise and Health Sciences Curriculum. To be paid at the contractual rate of \$28/hr. Acct. #11-140-100-101-00-000-60

#	Name	Grade Level	Hours
1.	Gallagher, Kelly	9-12	30

12. Appoint the following staff as SEMI-Coordinator for the 2020-2021 School Year. To be paid at the contractual rate. Acct. #11-000-219-105-01-000-33.

#	Name	Hours
1.	Aria, Kimiko	250

13. Appoint the following staff to conduct Professional Development Workshops to staff on 9/2/20. To be paid at the contractual rate of \$28/hr. Acct. #'s 11-120-100-101-00-000-04, 11-130-100-101-00-000-04, 11-140-100-101-00-000-04. Not to exceed 6 hours each.

#	Name	#	Name
1.	Alvarez, Jorge	13.	Larmore, Susanna
2.	Bachmann, Kimberly	14.	Lepore, Tracey
3.	Burress, Durell	15.	Marchica, Russell
4.	Capanna, Lisa	16.	Minniti, Frank

13. Continued:

#	Name	#	Name
5.	DeCastro, Mark	17.	Panzino, Kristin
6.	Detrolino, Jennifer	18.	Peeples, Karen
7.	Donner, Shannon	19.	Pekosz, Michael
8.	Gorbunoff, Mitchell	20.	Push, Leah
9.	Higgins, Melissa	21.	Schulz, Howard
10.	Kefalas, Kim Marie	22.	Serpone, Courtney
11.	Kennaway, Vanessa	23.	Tomko, Magdalena
12.	Kowalski, Patricia		

14. Appoint the following staff members to work the Parent ESL and Family Literacy Class for the 2020-2021 School Year. To be paid at the contractual rate of \$31/hr. and \$28/hr. for prep work from Title III Immigrant funds. Acct. #20-244-200-100-00-000-54.

#	Name	Hours
1.	Colon, Darlene	25

15. Appoint the following staff members to work the Title III Bilingual/ESL Distance Learning Tutorial for the 2020-2021 School Year. To be paid at the contractual rate of \$31/hr. from Title III funds. Acct. #20-241-100-100-00-000-54.

#	Name	Location	Hours
1.	Colon, Darlene	Online Elementary (Spanish)	28
2.	Mera, Julien	Online Elementary (Spanish)	28
3.	Orelien, Danie	Online Elementary (Haitian Creole)	28
4.	Perz-Winters, Ludmila	Online Elementary (Polish)	28
5.	Posy, Sabine	Online Elementary (Haitian Creole)	28
6.	Vega, Sara	Online Elementary (Spanish)	28
7.	Fleurimond, Chan Love	Online Middle School (Haitian Creole)	28
8.	Peñaranda, Eliana	Online Middle School (Spanish)	28
9.	Peñaranda, Sobeida	Online Middle School (Spanish)	28
10.	Alexandre, Daphne	Online Middle School (Haitian Creole)	28
11.	Ceballo, Elba	Online High School (Spanish)	28

16. Appoint the following substitute teaching staff for the 21st CCLC/Soehl Middle School effective 9/18/20-8/31/21 at the 21st CCLC contractual rate of \$31/hr. Acct. #20-454-100-100-00-000-35-070

#	Name	Position
1.	Campo, Michael	Substitute Teacher

17. Appoint the following substitute paraprofessional staff for the 21st CCLC/Soehl Middle School effective 9/18/20-8/31/21 at the 21st CCLC contractual rate of \$25/hr. Acct. #20-454-100-100-00-000-35-070

#	Name	Position
1.	Rosano, Marc	Substitute Paraprofessional live/virtual

18. Appoint the following Home Instructor for the 2020-2021 School Year. To be paid at the contractual rate of \$31/hr. Acct. #11-150-100-101-00-000-44.

#	Name
1.	Colella, Jennifer

19. Appoint David Walker as the School Safety Specialist for the 2020-2021 School Year.
20. Appoint James Orth as the Student Activities Account Manager for Linden High School at the non-instructional rate of \$28/hr. for up to 15 hours per month throughout the 2020-2021 School Year. Acct. # 11-401-100-100-000-00.
21. Appoint the following Substitute Secretaries for the 2020-2021 School Year at the contractual rate of \$10.70/hr. Acct. #11-000-221-105-00-001-00.

#	Name
1.	Buscaino, Denise
2.	Carothers, Antoinette
3.	Donovan, Joanna
4.	Mandela, Monica
5.	Miller, Eileen
6.	Murray, Irma Teresa
7.	Sestito, Vanessa

22. Reappoint the following Substitute Custodians for the 2020-2021 School Year. To be paid at the rate of \$75.00 per day.

#	Name	#	Name
1.	Bejarano, Francia	10.	Narine, Marlon
2.	Birotte, Ednie	11.	Pirozzoli, Paul
3.	Blocker, Richard	12.	Suarez, Lina
4.	Bunn, Felicia	13.	Tavarez, Ana
5.	DsSilva, Monica	14.	Thomas, Marie
6.	Gaston, Gabriela	15.	Wheeler, Brandon
7.	Hooper, Arsola	16.	Weinstein, Michael
8.	Mayo, John	17.	Wideman, Micach
9.	McDuffie, Elijah		

23. Reappoint the following Substitute Teachers for the 2020-2021 School Year at the rates listed:

Days	Fully-Certified	Provisional/County Certified
1 -25	110.00	100.00
25 +	125.00	110.00

Fully certified Substitutes assigned to the same position will receive 1/200 of the BA Step-1 on the L.E.A. salary guide commencing with the 11th day in that position. Credit will be given for the number of days worked in the district for the next school year if total exceeds 75.

#	Name	#	Name
1.	Abreu, Karina	45.	Hankerson, Robbin
2.	Albert, Paul	46.	Hudson, Jill
3.	Alvarado, Marjorie	47.	Hund, Cara
4.	Auguste, Sephora	48.	Janovcikova, Dominika
5.	Ayoub, Mona	49.	Jean-Louis, Jonas
6.	Bailey, Tanasia	50.	Johns, Amanda

23. Continued:

#	Name	#	Name
7.	Baldwin, Tamara	51.	Johnson-Thomas, Sherunda
8.	Banks, Brianna	52.	Khan, Asma
9.	Barandica, Melissa	53.	Kim, Danielle
10.	Barthelemy, Kristie	54.	Kolakowski, Theresa
11.	Basso, Karin	55.	Kulmaczcwska, Elzbieta
12.	Bodiford, Shakeena	56.	Laxmi, Vijay
13.	Brennan, Anel	57.	Lysick, Frank
14.	Bridges, Audley	58.	Mabois, Bernadel
15.	Brooks, Jaqai	59.	Massey, Tiffany
16.	Brown, Carolyn	60.	Mayan, Beatriz
17.	Cacioppo, Maria	61.	McNeill-Legrand, Shannon
18.	Candia, Keon	62.	Mejia, Lynn
19.	Cochrone, Timotheus	63.	Mendez-Torres, Josefina
20.	Cook, Tyler	64.	Molenaar, Carla
21.	Cureton, Brittany	65.	Mondesir, Duhamel
22.	Czajkowska, Teresa	66.	Moon, Shayna
23.	Dahmer, Mark	67.	Mouzon, Terri
24.	Darby, Lisa	68.	O'Bryant, Tasha
25.	DeMarzo, Victoria	69.	Ojeda, Joan
26.	DePalma, Kristi	70.	Orcutt, Timothy
27.	Dixon, Pamela	71.	Parczewska, Beata
28.	Etienne, Mijieanne	72.	Phipps, Kyle
29.	Etienne, Vivan	73.	Pinchinat, Marvin
30.	Flores, Jennifer	74.	Pinchinat, Valerie
31.	Fortson, Leona	75.	Pope, Isis
32.	Francis, Ayanna	76.	Price, Direne
33.	Franco, Don	77.	Rivera, Joshua
34.	Freitas, Christopher	78.	Robertello, Jennifer
35.	Gaibort, Norma	79.	Roseman, Dana
36.	Geisz, Ryan	80.	Sanon, Kenny

23. Continued:

#	Name	#	Name
37.	Georgs, Dawn	83.	Sheehy, Joseph
38.	Gerber, Richard	84.	Smith, Tanisha
39.	Gervasi, Danielle	85.	Solano, Nicole
40.	Gogna, Aakash	86.	Sorinwa, Aiyetutu
41.	Granda, Tommy	87.	Steede, Marilyn
42.	Greco, Vita	88.	Taylor, Brianna
43.	Gutierrez, Andrea	89.	Tomko, Wayne
44.	Hajdamowicz, Lech	90.	Vein, Linda
45.	Virgili, Patrick	91.	Way, Catherine
46.	Yamakaitis, Daniel	92.	Chappell-Carson, Theda
		93.	Corrales, Genevieve
		94.	Saahd-Tann, Armani

24. The following retirement is accepted with regret:

#	Name	Assignment	Location	Effective Date
1.	Matusz, Dawn	Special Education Teacher	LHS	9/1/20

WHEREAS, the above employee is retiring from active service in the public schools of Linden;

WHEREAS, it is the desire of the members of the Board of Education of the City of Linden to express their appreciation for her loyal and unselfish service during those years; therefore; be it

RESOLVED, that the gratitude and best wishes of the members of the Board of Education of the City of Linden and hereby be tendered to the employee in acknowledgement of her service she so faithfully and conscientiously rendered, and be it further

RESOLVED, that a copy of this resolution be spread on the minutes of the Board of Education.

25. Accept the resignation of the following staff:

#	Name	Assignment	Location	Effective Date
1.	Giannetta, Michelle	Phys. Ed./Health Teacher	LHS	10/23/20

26. Amend Board action on past Personnel Report, as listed:

Date	Item	Action
6/30/20	4	Rescind the leave of absence for #5863.

27. Approve the following Leaves of Absences as listed:

Employee ID#	Location	From	Through	Reason
5241 ¹	LHS	9/2/20	9/24/20	Medical
5713 ³	School 4	9/1/20	11/30/20	FMLA
5059 ¹	School 1	9/1/20	10/15/20	Medical
5032 ³	McManus	9/1/20	11/27/20	FMLA/FLA
4385 ⁴	School 6	9/1/20	11/25/20	FFCRA
5136 ^{1,2}	LHS	9/1/20	9/22/20	Medical
5136 ³	LHS	9/23/20	UFN	Medical
7066 ³	School 10	9/1/20	11/25/20	FMLA/FLA
7699 ³	School 9	9/1/20	6/30/21	Personal
4087 ⁴	AOE	9/8/20	9/18/20	FFCRA
5794 ¹	LHS	8/13/20	8/28/20	Medical
4147 ¹	School 10	9/1/20	10/29/20	Medical
7429 ¹	School 10	10/12/20	12/9/20	Medical
7429 ³	School 10	12/10/20	3/5/21	FMLA/FLA
5791 ¹	McManus	9/1/20	9/17/20	Medical
7630 ¹	School 10	9/8/20	10/21/20	Medical

1) Sick 2) Accumulated Leave 3) Unpaid 4) FFCRA

28. Approve the transfers of the following staff for the 2020-2021 School Year effective 9/1/20 as listed:

#	Name	Position	19-20 Location	Position	20-21 Location
1.	Bernero, Lindsay	Remedial Reading Teacher	Travel	Resource Teacher	School 9

28. Continued:

#	Name	Position	19-20 Location	Position	20-21 Location
2.	Casey, Kimberly	Media Specialist	LHS	Biology Teacher	LHS
3.	Chiola, Albert	ISS	LHS	Social Studies Teacher	LHS
4.	de Oliveira, Carolina	Basic Skills Teacher	MMS	Mathematics Teacher	LHS
5.	Lepore, Tracey	Remedial Reading Teacher	School 5	Pre-K Teacher	School 6
6.	Martin-Cooper, Tanya	Instructional Coach	Travel	Special Education Mathematics Teacher	LHS
7.	Pasquerelli-Stier, Giuliana	Basic Skills Teacher	MMS	MS LAL, then MS Science Teacher	MMS
8.	Rosenthal, Lauren	Remedial Reading	School 1	Grade 1 Teacher	School 6

29. Motion to furlough the following P/T School Aides from September 1, 2020 until the Reopening of Schools occur for the 2020-2021 School Year as listed:

#	Name	Location
1.	Pintado, Dorota A.	Linden High School
2.	Valere, Judson	Linden High School
3.	Coughlin, Carol	School 1
4.	Delesline, Ashley	School 1
5.	Harris, David	School 1
6.	Jarrett, Alexis N.	School 1
7.	Linton, Linda	School 1

29. Continued:

#	Name	Location
8.	Lochard, Judith	School 1
9.	Mayan, Beatriz	School 1
10.	Overton, Denise D.	School 1
11.	Palomini, Mariana	School 1
12.	Pope, Octavia	School 1
13.	Raudys, Ruth	School 1
14.	Rushton-Echeverria, Tara	School 1
15.	Singh, Susan	School 1
16.	Thompson, Lisa M.	School 1
17.	Alba, Tanue	School 2
18.	Baez, Doris J.	School 2
19.	Baez, Jeinny	School 2
20.	Barbosa, Maria	School 2
21.	Berrigan, Carolanne	School 2
22.	Cieza, Fanny	School 2
23.	Da Silva, Monica R.	School 2
24.	Freire, Jacquelyn V.	School 2
25.	Heuschkel, Tara	School 2
26.	Joseph, Sandra	School 2
27.	Jurado, Isabel	School 2
28.	Kapo, Sefija	School 2
29.	Lescano, Anamaria	School 2
30.	Martins, Lisa	School 2
31.	Puschel, Diane	School 2
32.	Rodriguez, Alice	School 2
33.	Royster, Whitney D.	School 2
34.	Seabrook-Woo, Grace	School 2
35.	Silva, Christy	School 2
36.	Thomas, Gina	School 2
37.	Tiamson, Isa	School 2
38.	Vieira, Michelle	School 2
39.	Cardenas, Luz A.	School 4
40.	Cardenas, Stephanie	School 4
41.	Colon, Lorraine L.	School 4

29. Continued:

#	Name	Location
42.	Ingram, Ataysia	School 4
43.	Isaac, Nadege	School 4
44.	Kostis, Fotini	School 4
45.	Mack, Monika	School 4
46.	Mekovetz, Stephanie A.	School 4
47.	Mendez, Yvonne	School 4
48.	Miller, Eileen M.	School 4
49.	Owens, Sheila L.	School 4
50.	Rodriguez, Gladys	School 4
51.	Rodriguez, Brigida J.	School 4
52.	Saadah, Maryam	School 4
53.	Safner, Louis A.	School 4
54.	Sassone, Michael G.	School 4
55.	Bolden, Phyllis	School 5
56.	Crowley, Tara	School 5
57.	Docherty, Stephanie	School 5
58.	Harvey, Janice M.	School 5
59.	Hershowitz, Margaret	School 5
60.	Lynch, Cleicia L.	School 5
61.	Mack, Roxann	School 5
62.	Majette, Michelle M.	School 5
63.	Mandela, Jessica L.	School 5
64.	McGrath, Annette	School 5
65.	Pacella, Philomena C.	School 5
66.	Parker, Terry	School 5
67.	Primavera, Alessandra	School 5
68.	Rollis, Melanie A.	School 5
69.	Soogrim Persaud, Karen D.	School 5
70.	Sremcevic, Kristi	School 5

29. Continued:

#	Name	Location
71.	Weingartner, Lauren M.	School 5
72.	Whitfield, Kevin	School 5
73.	Brummett, Kristina	School 6
74.	Calleja, Diane L.	School 6
75.	Castillo, Wendy E.	School 6
76.	Dinis, Carol	School 6
77.	Dubow, Ellen	School 6
78.	Falkowska, Beata	School 6
79.	Grabler, Judy	School 6
80.	Gutierrez, Paulina	School 6
81.	Hurff, Jessica L.	School 6
82.	Kolakowski, Theresa M.	School 6
83.	McCarthy, Kathleen S.	School 6
84.	Rivera, Iris	School 6
85.	Rogers, Aljean	School 6
86.	Scaff, Damarys	School 6
87.	Skrelja, Lisa	School 6
88.	Thompson, Valeria	School 6
89.	Zaporowski, Manuela	School 6
90.	Acevedo, Luz M.	School 8
91.	Antunduaga, Maritza	School 8
92.	Blazousky, Susan P.	School 8
93.	Buscaino, Denise	School 8
94.	Ferraro, Suzanne	School 8
95.	Jackson, Kizmet R.	School 8
96.	Laird, Nancy	School 8
97.	Mandela, Monica	School 8
98.	Medina, Marysol	School 8
99.	Rego, Kim D.	School 8
100.	Sumrein, Dena	School 8

29. Continued:

#	Name	Location
101.	Wegrecki, Agnieszka	School 8
102.	Zofcin, Kathleen	School 8
103.	Benda, Carol	School 9
104.	Canha, Heather A.	School 9
105.	Donovan, Joanna	School 9
106.	Dugan, Carol A.	School 9
107.	Gethcies, Connie	School 9
108.	Jefferson Wiewiorski, Melanie	School 9
109.	Marte, Sasha M.	School 9
110.	Melek, Mandeha M.	School 9
111.	Monis, Karline V.	School 9
112.	Murray, Irma Teresa	School 9
113.	Rosa, Deborah	School 9
114.	Sestito, Venessa R.	School 9
115.	Sporer, Stephenie L.	School 9
116.	Vasquez, Wendy	School 9
117.	Yamster, Dionne	School 9
118.	Bornstad, Robin	School 10
119.	Frankovsky, Donna B.	School 10
120.	Garcia, Maria E.	School 10
121.	Grande, Joanne	School 10
122.	Janovcikova, Ludmila	School 10
123.	Laryea, Bertina A.	School 10
124.	Reilly, Doreen	School 10
125.	Walburg, Sofia	School 10
126.	Wills, Teresa	School 10
127.	Zuk, Kristin N.	School 10

30. Motion to furlough the Hall Monitor staff from September 1, 2020 until the Reopening of Schools occur for the 2020-2021 School Year as listed:

#	Name	2020-2021 Location	Position	Calendar
1.	Allen-Candia, Travis	Linden High School	Hall Monitor	10 month
2.	Brown, Terrence	Linden High School	Hall Monitor	10 month
3.	McNeil-Wallace, Jennifer	Linden High School	Hall Monitor	10 month
4.	Wade, Jeffrey	Linden High School	Hall Monitor	10 month
5.	Williams, Amanda	Linden High School	Hall Monitor	10 month
6.	Kelly, Jeffrey	Linden High Academy	Hall Monitor	10 month
7.	Hooper, Arsola	McManus Middle School	Hall Monitor	10 month
8.	Campo, Michael	Soehl Middle School	Hall Monitor	10 month
9.	Gabriel, Marvin	Soehl Middle School	Hall Monitor	10 month
10.	Wade, Desmond	Academy of Excellence	Hall Monitor	10 month

31. Appoint the following as Assistant Coaches on a voluntary basis for the 2020 Fall Season.

#	Name
1.	Thermitus, Marcda
2.	Sarica, Nicole

32. Appoint the following coaches for 2020 Fall Sports:

#	Name	Position	Sport	Salary	Step
1.	Murphy, Erin	Assistant Coach	Girls Soccer	\$5,899.00	3
2.	Taylor, Brianna	Assistant Coach	Girls Soccer	\$5,000.00	1
3.	Givens, Tionna	Varsity Head Coach	Cheer	\$3,630.00	3

33. Appoint the following staff to work Athletic Security detail at their assigned locations for various events throughout the 2020-2021 School Year. To be paid the contractual rate. Acct. #11-402-100-100-00-000-00.

#	Name	#	Name
1.	Burdick, Daniel	12.	Paskewich, Christopher
2.	Carter, Lakhia	13.	Pizzano, Cherie
3.	Chiola, Albert	14.	Radil, Mark
4.	Czajkowski, Brandon	15.	Reinoso, Anthony
5.	Dey, Tara	16.	Rotoloa, Rebecca
6.	Koziol, Kelly	17.	Singh, Maria
7.	Kushner, Danielle	18.	Taylor, Craig
8.	Gombocz, Nicholas	19.	Tracey, Bernard
9.	Gregg, James	20.	Ventura, Anthony
10.	James, Elizabeth	21.	Campo, Nicole
11.	McDonald, Daniel		

34. Appoint the following staff to work as Athletic Ticket Sales for various events throughout the 2020-2021 School Year. To be paid at the contractual rate. Acct. #11-402-100-100-00-000-00.

#	Name	#	Name
1.	Capers, Ula	8.	Koziol, Kelly
2.	Carter, Lakhia	9.	McDonald, Daniel
3.	Carlson-Ragonese, Taryn	10.	Samsel, Stacey
4.	Conrad, Patricia	11.	Seaman, Karen
5.	Firestone, Michael	12.	Singh, Maria
6.	Hasenauer, Frank	13.	Strazdas, Maureen
7.	Hughes, Denise	14.	Weber, Donna

MOTIONS 1 – 34:

Roll Call:

Board Member	Motion	Second	Aye	Nay	Abstain
Mr. Gargano				X	
Ms. Guillaume			X		
Ms. Johnson			X		
Ms. Kozak	X		X		
Mrs. Manganello		X	X		
Mr. Rivas				X	
Mr. Shehata				X	
Mrs. Birch				X	
Mr. Martucci			X		

Motions 1 – 34 carried.

The Finance Committee, upon recommendation of the Business Administrator/Board Secretary, presents the following motions to the Linden Board of Education for approval:

1. BE IT RESOLVED that pursuant to N.J.A.C. 6A:23A-16.10(c)(4) the Linden Board of Education certifies that, after review of the Board Secretary's and Treasurer's monthly financial report (appropriation section), and upon consultation with the appropriate district officials, to the best of our knowledge, no major account or fund has been over-expended in violation of N.J.A.C. 6A:23A-16.10(a)(1) and that sufficient funds are available to meet the district's financial obligations for the remainder of the fiscal year.

BE IT FURTHER RESOLVED, that the Linden Board of Education accepts the reports of the Secretary and the Treasurer, and certifies that they are in agreement for the month of July 2020. (Copies in the hands of Board members and on file in the Office of the Business Administrator/Board Secretary).
2. Authorize the Board Secretary to draw warrants due for the salaries and supplemental payroll for the month of August 2020.
3. Authorize the Board Secretary to draw warrants in the amounts specified in favor of the persons named: (as per list submitted in the files and bookkeeping journal – copy of which will become a part of these original minutes). (See attachment).
4. Pursuant to N.J.A.C. 6A:23A-13.3 the Linden Board of Education approves the list of transfers and adjustments for the month of July 2020. (Copies in the hands of Board members and on file in the Office of the Business Administrator/Board Secretary).
5. Student Activities Report (Linden High School) for the month of July, 2020. (Copies in hands of Board Members and on file in the office of the Business Administrator/Board Secretary).

6. Pursuant to N.J.S.A. 18A:22-8.1 and N.J.A.C. 6A:23A-13.3, approval is requested for the following budget adjustments to the 2020-2021 Annual School Budget due to the \$3,964,573.00 reduction of state aid.

Action	Account/s	Amount
Repurposing positions of non-direct instruction personnel to classrooms	11-000-221-176	\$ 485,300.00
	11-120-100-101	\$ 435,897.00
	11-000-291-270	\$ 180,000.00
Eliminate two administrative positions through attrition	11-000-221-102	\$ 141,753.00
	11-000-240-103	\$ 151,611.00
Withdrawal additional monies from Capital Reserve for Capital Projects	12-000-400-450	\$1,874,451.00
Withdraw unassigned general fund surplus	Unassigned General Fund Surplus from 2019-2020	\$ 695,561.00
TOTAL		\$3,964,573.00

7. Accept funds from the IDEA grant for the 2021 Fiscal Year.

IDEA: Basic	\$1,650,039.00
Non-Public Portion included in Basic	\$ 2,902.00
IDEA: Pre-School	\$ 42,355.00
Non-Public Portion included in Pre-School	\$ 0.00

8. Accept funds in the amount of \$6,400.88 from The State of New Jersey Department of Human Services/Division of Family Development Health and Safety Grant, for the Before/After Care Program as follows:

Location	Amount
School # 1	\$1,158.22
School # 2	\$ 786.61
School # 4	\$ 712.98
School # 5	\$ 720.32
School # 6	\$ 763.53
School # 8	\$ 765.40
School # 9	\$ 728.92
School # 10	\$ 764.90
TOTAL:	\$6,400.88

9. Accept funds in the amount of \$559.44 from the County of Union for custodial overtime during the primary election held on July 7, 2020.
10. Accept funds in the amount of \$32.28 from Ohiopyle Prints, Inc., Ohiopyle, PA, representing a donation or royalty for apparel and accessories bearing the Linden School logo that were sold at local retailers
11. Permission is being requested for the Nita M. Lowey 21st Century Community Learning Center to enter into a contractual agreement with Management and Evaluation Services in the amount of \$14,000.00 from September 1, 2020 through August 31, 2021.
A/C #20-454-200-300-00-000-35-070.
12. Approve payment in the amount of \$6,512.00 to EnviroVision Consultants, Inc., Fair Lawn, NJ, for Environmental Support Services at McManus Middle School.
13. Approve the following contracts for the 2020-2021 school year.

Vendor	Amount	Account Number	Service
Aspiris 175 Vaick Street New York, NY 10014	\$ 6,208.00	11-190-100-500-00-000-20-	Solarwinds Network Monitoring
Blackboard Connect 3815 River Crossing Parkway Indianapolis, IN 46240	\$ 10,440.00	11-000-230-590-00-000-01	Emergency Notification System
CDW Government 75 Remittance Drive Suite 1515 Chicago, IL 60675	\$ 30,000.00	11-190-100-500-00-000-20-	Vmware Virtual Server Infrastructure Software
Classlink 45 East Madison Ave. Suite 7 Clifton, NJ 07011	\$ 23,530.00	11-190-100-500-00-000-20-	Classlink OneSync, Launchpad and Roster Servers
CDW Government 75 Remittance Drive Suite 1515 Chicago, IL 60675	\$ 6,630.00	11-190-100-500-00-000-20	Veeam Server Backup Software
CDW Government 75 Remittance Drive Suite 1515 Chicago, IL 60675	\$ 16,850.00	11-000-252-500-00-000-20-	Adobe Creative Suite for Students and Staff

14. Ratify an Emergency Contract in the amount of \$116,030.00 with Oliver Communications Group, Inc., Bordentown, NJ, for the repair of damaged/broken fiber backbone, based on quote received July 30, 2020.
15. Approve a contract in the amount of \$18,200.00 with French & Parrello Associates, Wall Township, NJ, to provide services for the preparation of a Preliminary Environmental Assessment Report required for school projects, and for geotechnical services, based on low proposal received August 4, 2020.
16. Approve a contract with CDW Government, LLC. for AWS Services by CDW for offsite Amazon AWS cloud backups for the duration of the 2020/2021 year. Cost not to exceed \$5,000.00.
17. Renew a contract with Benefit Resource, Inc., Rochester, NY, for COBRA Administration, Flexible Spending Account (FSA) services and Commuter Benefit Plan (CBP) services at a fee not to exceed \$40,000.00.
18. Approve the renewal of a Lease Agreement with Congregation Anshe Chesed in the amount of \$1,200.00 per month for the use of their parking lot by Linden High School staff for the period commencing September 1, 2020 through June 30, 2021 (with option to renew September 1, 2021 to June 30, 2020).
19. Approve the mileage reimbursement rate of .35 cents per mile to equal the OMB reimbursement rate.
20. Void outstanding checks in the total amount of \$6,758.03 as follows:

Check Date	Check Number	Amount
6/20/2019	89192	\$ 550.00
6/28/2019	89300	\$ 525.00
6/30/2019	89472	\$ 500.00
8/14/2019	89633	\$ 712.00
9/19/2019	90114	\$1,986.00
10/16/2019	90411	\$ 26.88
10/24/2019	90576	\$ 79.00
11/20/2019	90869	\$ 42.42
2/12/2020	91804	\$ 48.73
2/19/2020	91907	\$1,000.00
2/19/2020	21920	\$1,000.00
3/12/2020	92949	\$ 28.00
6/18/2020	93062	\$ 260.00
TOTAL:		\$6,758.03

21. Bids as listed:

- a) Athletic Supplies – Fall Sports – 2020-2021 (Bid #10248)
Bid opening date: 5/14/2020

Company	Amount
Extra Innings, Mount Laurel, NJ	\$ 1,006.55
Leisure Sporting Goods, Iselin, NJ	\$ 5,431.96
Levy's, Inc., West New York, NJ	\$ 913.90
Massapequa Soccer Shop LLC, Massapequa Park, NY	\$ 738.55
Metro Team Outfitters, Inc., New Hyde Park, NY	\$ 1,296.00
Passons Sports & US Games/BSN Sports/Varsity Sport, Jenkintown, PA	\$ 12,151.02
R & R Trophy and Spring Goods, North Arlington, NJ	\$ 4,262.34
Riddell, South Ridgeville, OH	\$ 6,411.10
Sports Paradise, Medford, NJ	\$ 3,268.36
Triple Crown Sports, Old Bridge, NJ	\$ 4,274.55
Varsity Spirit Fashions & Supplies, Memphis, TN	\$ 1,197.50
Bids Received – 21	

22. Declare the following as surplus equipment (obsolete and/or unusable) to be disposed of in accordance with District Policy 3260 as follows:

Location	Quantity	Description/Model No.	Serial No./BOE Tag
School Six	1	Frigidaire refrigerator (FAC RM) Model FRT18SKGW2	Serial #BA84512388 BOE Tag #003011

MOTIONS 1 – 22:

Roll Call:

Board Member	Motion	Second	Aye	Nay	Abstain
Mr. Gargano	X		1-4, 7, 9	X	
Ms. Guillaume			X	15	
Ms. Johnson			X	15	
Ms. Kozak			X		
Mrs. Manganello			X		
Mr. Rivas			1-9	X	
Mr. Shehata		X	1-4, 9	X	
Mrs. Birch			1-9	X	
Mr. Martucci			X		

Motions 1 – 14, 16 – 22 carried.

Motion 15 failed.

No action this meeting.

The Planning & Policy Committee, upon recommendation of the Superintendent of Schools, presents the following motion to the Linden Board of Education for approval:

1. Second Reading:

Policy Number	Title
1250	Visitors
3510	Operation and Maintenance of Plant
3541.33	Transportation Safety
5141.3	Health Examinations and Immunizations
4119.27/4219.27	Code of Conduct, Remote Teaching – Online Classroom Participation

Mr. Rivas asked if any Planning and Policy Committee meetings have been held as he is a member of that committee and has not been contacted. Mrs. Manganello said that no Planning & Policy Committee meetings have been held since February, due to the pandemic. Policies have been discussed in the Work Session.

MOTION 1:

Roll Call:

Board Member	Motion	Second	Aye	Nay	Abstain
Mr. Gargano				X	
Ms. Guillaume			X		
Ms. Johnson			X		
Ms. Kozak		X	X		
Mrs. Manganello	X		X		
Mr. Rivas				X	
Mr. Shehata				X	
Mrs. Birch				X	
Mr. Martucci			X		

Motion 1 carried.

At this time, Dr. Hazelton recognized the retirees.

COMMENTS FROM THE PUBLIC:

Jamir Phillips
1118 E. Henry Street

He is very excited with the school schedule. It's an outline that the parents can follow along with. His concern is how much of his time does he have to contribute so that his second grader can get the education that he sends her to school for?

Dr. Hazelton responded that when the student signs in, she will be in a virtual classroom and the teacher will keep the students engaged, and as a parent, she understands the challenge and the frustration. The administration worked to put together a program that is much different from last Spring.

Mr. Phillips interrupted and said he is just looking for an answer as to how much time he will need to spend helping his daughter during the school day. He said that when this began, the teachers would disappear and work needed to be done. He could not manage his time.

Dr. Hazelton responded that teachers will be teaching from the classroom and the district will be functioning as a normal school day. Academic progress and effectiveness will be monitored daily.

Rita DeFonseca
1033 Essex Avenue

She said that the attorney might want to remind Board Members about ethics violations. As a taxpayer and parent, she is highly disappointed at what goes on at these Board Meetings.

She asked if the plan for returning to hybrid has been submitted to the State? Dr. Hazelton said the original plan has been submitted and we do not have to resubmit.

Aside from teacher shortage, what will change in a month that will allow our students to return to the classroom? Dr. Hazelton said we will follow State and CDC guidelines.

Ms. DeFonseca is excited about parent Technology Night. She is hoping it will be offered in different languages and be recorded for later viewing.

She asked if electives will be offered now that learning will be remote? Dr. Hazelton answered yes.

Is there a way the district can come up with a child care resource and post it on the website? Dr. Hazelton said we are looking at multiple plans. Union County is coming up with a plan to help parents pay for child care. As soon as we have the information, it will be posted to our website.

She asked how attendance will be taken? Mrs. Cleary responded that the virtual plan will be posted on the website and answers to those questions are included in that plan.

Finally, why are the agendas for Board Meetings not made public? Ms. Kozak answered that they are public, and since there were two meetings held back-to-back, it could not be posted until after the Work Session.

April Hill
136 Morristown Road

Ms. Hill asked if we have specific milestones that will show how we're achieving the District Goals? She also asked about the five-year strategic plan. Dr. Hazelton said she intends to form committees to work on the next five-year plan. State assessments were suspended in the 2019-2020 school year, and they will be suspended again in the 2020-2021 school year. We are looking to put programs in place where we can monitor the progress of our students.

Roselynnne Pierre
422 Bernard Avenue

Ms. Pierre asked how her graduating student will meet with his guidance counselor and do what's necessary in order to go to a good college? Dr. Hazelton responded that Guidance counselors will be working five days a week and they will have to meet with their students virtually.

She also asked why there is no format with regard to meeting with the teachers and knowing exactly what the expectations are of the teachers prior to the child starting school. Now that we're all virtual, she doesn't know exactly what the expectations are.

Ms. Kozak reminded callers at this time that they should keep questions for emails. This portion of the meeting is for comments, not questions. She also reminded callers to limit their comments to three minutes as we have a lot of callers to get to.

Cathy Garcia
620 Ainsworth Street

She said that we spent the better part of 13 minutes at the top of this meeting discussing whether board meetings should be held in person. Executive Session was held for approximately an hour and that would have been the proper place to have that discussion.

She has a son with an IEP and to this day she does not have any information on how he will receive support in a virtual environment.

Parents do not care for the drama going on at these meetings. She asked this Board to just do their job. It instills no trust in parents to get on these meetings and hear childish banter and fighting between people that she's supposed to trust to make decisions on behalf of her child. She apologized to Dr. Hazelton because our City should be better than this. Please work this out in Executive Session and keep this space and time to give clarity and focus to the community, which is what you're all elected to do.

Dr. Hazelton said that more than a month ago we established an email hotline for questions. We have been responding to all of the questions and concerns. She again shared the email address which is lbsreopen2020@lindenps.org. We will be able to give you a more detailed response. We also have a Frequently Asked Questions (FAQ) document on our website which we have been updating frequently. When we receive a question from a parent that hasn't been asked before, we add that to our FAQ.

Ms. Garcia asked if Dr. Hazelton would consider a parent town hall if parents helped organize or coordinate it? Dr. Hazelton said she would be open to anything that will answer questions, comments or concerns from parents.

Donna Hernandez
133 Princeton Road

Her daughter, who is a junior, has had her MacBook since sixth grade. She thought they were supposed to be changed every three years. She was wondering if they will be switched out soon. Her other daughter will be a freshman this year. She currently has an iPad and she should be getting a MacBook this year. She wanted to know if these changes will be coming soon?

Mrs. Cleary replied that a schedule will be going out tomorrow for the ninth graders, and dates will be set for next week for days and times for student pickup. After the freshmen have been taken care of, the 10th, 11th and 12th graders will be taken care of as well.

Last month she asked about the Vo-Tech students that are doing the shared-time program. Students will be attending in person. Once they arrive back in Linden, they will have to walk home. Most of these days, these students will miss fourth period and most of fifth period.

Mrs. Cleary responded that this situation will be handled on a case-by-case basis and students will not be penalized. Also, teachers will be sure to get the lessons to these students. Bussing will also be provided.

Finally, Mrs. Hernandez asked about students being overloaded with homework.

Dr. Hazelton said that is an ongoing conversation with teachers and principals.

Nancy Coppola
26 E. Price Street

Although we are currently virtual, Ms. Coppola questioned the HVAC system and the air quality, as the students eventually will be returning. She asked what kind of filters we have and how often are they changed, and the system as a whole checked?

Dr. Hazelton did not have immediate answers. She said she will meet with our Facilities Supervisor and get the answers to these questions and post them on the FAQ.

Ms. Kozak again interrupted and reminded everyone that if you have questions to please submit them via email as others are waiting to make comments.

Ms. Coppola asked about a comment made earlier about in-person meetings needing fire department approval. Ms. Gaylord responded that it's based on square footage as to how many people can occupy a room. The fire department calculates the fire limit and then we can only use 25% of that number. Ms. Coppola asked if that will be taken into consideration when students come back? Ms. Gaylord explained that it applies to larger areas, such as meeting spaces, not classrooms.

Theresa Machado
1701 S. Wood Avenue

Ms. Machado feels that it is not safe to open. Why is everyone not on the same page when it comes to the hybrid plan for reopening in October?

Dr. Hazelton responded that we are not going to go hybrid in October. We will reassess each month. At this time, we do not have a hard date to reopen.

Valerie Thompson
1474 Main Street
Rahway, NJ

Very upset that she just found out at 8:00 p.m. today that she is being furloughed. She asked if anyone could address why this happened?

Ms. Gaylord responded that since we are all virtual, aides could not help without additional equipment and training. Also, the taxpayers in Linden are very upset to hear that there will be people, people who were paid over the last half of the year that were not actually in the schools. As teachers were working virtually, the aides were not. As soon as we come back, the furloughed staff will also come back.

Stephanie Diaz
1909 Verona Avenue

Ms. Diaz asked for clarification on virtual hybrid.

Dr. Hazelton explained the plan that students will be virtual 5 days a week. Teachers will teach from their classroom for two days and then be virtual from home the other two days. They will alternate. The teachers that are in school Monday and Tuesday, will be home Thursday and Friday. The teachers that are home Monday and Tuesday, will be in class Thursday and Friday.

Eloy Delgado, LEA President
824 Grove Street
Elizabeth, NJ

Mr. Delgado asked when were the LEA members going to be RICE'd to be furloughed? When was the Association going to be told that a furlough was going to happen? This is a mandatory topic of negotiations.

The question was referred to the Attorney, Nathanya Simon, who responded that she was not comfortable answering these questions in public.

Mr. Delgado also questioned the dilemma that if we cannot accommodate a few Board Members to meet together, how can we accommodate several hundred staff members? He assured the parents that it is his goal to be back in person as quickly as possible, however, we want safety to be in place.

Councilman John Francis Roman
15 W. Linden Avenue

He wished Dr. Hazelton good luck and told her he would be there if she ever needed anything.

He said he has a friend on the Elizabeth School Board, and when several members of that district passed away from COVID 19, they had a conversation about the decision they would make as a Board was literally going to kill people. He urged the Board to use social media to get information out to the district.

He just found out that 137 Board of Education employees were furloughed tonight, without their knowledge. He said he represents a tenth of this City, a tenth of the children and a tenth of the parents, and what the Board did to these people tonight was not honorable. He wants to know where that money will now be going.

BOARD MEMBER COMMENTS/NEW BUSINESS:

Mr. Gargano asked that the Board Members get their agendas at least 48 – 72 hours before a Board Meeting.

He also requested that a date be set when a Town Hall Meeting with our new Superintendent can be held so that the public is able to ask all of their questions.

Mrs. Birch requested to make a motion to bring back agenda item comments from the public and asked for a second. Mr. Shehata seconded the motion. Ms. Kozak asked the attorney for guidance. Ms. Simon said she did not understand what the problem was with the way it's currently being presented to the public. Mrs. Birch said she believes that the public should have the right to comment on agenda items before the Board votes. Ms. Simon said she believes that would not fall under New Business, but rather policy under Planning and Policy. Discussion ensued.

Ms. Johnson thanked everyone for their comments. She assured everyone that as a group, this Board is working together to make sure this district is running efficiently and safely. She said we are all working for our community, the students, the teachers, the administration as well as the City.

She offered her sincere condolences to the family of Jayanna Francois. She also asked that everyone stay healthy, both mentally and physically.

Ms. Guillaume thanked everyone who voiced their concerns for the Francois family. She also congratulated all of the retirees and thanked them for their dedicated service. She thanked the administrators who made virtual learning possible. Again, she offered her condolences to the Francois family and said she was keeping them in her thoughts and prayers.

Mr. Rivas thanked all of the parents and citizens for tuning in to tonight's meeting. He wants them to know the reason the Board is doing what they do. His children and all of the children of Linden deserve the best education they can get.

He thanked Dr. Hazelton for being open and answering parents' questions.

He said to the constituents – "please continue to keep us in check".

To the family of Jayanna Francois he offered his sincerest condolences.

Mrs. Manganello wished good luck to the retirees. She thanked the administration staff for the tireless job they're doing on the plan for the reopening of schools. She thanked the Board President, Vice President and fellow Board Members for doing the jobs that we are trying our best to do together. Thank you to our teachers. Finally, she sent her sincerest, heartfelt condolences to the Francois family.

Mr. Gargano asked to dedicate 42 seconds to the social injustice which has been going on in our country. Forty-two seconds of silence was then observed.

Mrs. Birch extended her heartfelt condolences to the Francois family on the passing of Jayanna. She congratulated all of the retirees and thanked them for all that they have done for our children.

She apologized for taking time in the beginning of the meeting to address issues related to the meeting. It's because we ran out of time in the Executive Session. This is why she's always asked not to have a double header when discussing such important issues. She will continue to vote no on agenda items that are brought to this Board by Administration at the very last minute.

Empty promises have been made to us by certain administrators and Board Members regarding staff. She was assured we were on solid financial ground for the 2020-2021 school year. Our staff members are the backbone to the educational process and she values each and every one of them. Some will look and get new jobs, some will wait and return to support our teachers and children.

Board Members received an email four minutes prior to the robocall to all parents that we would be going all virtual.

Finally, welcome back to all teachers, parents and, most importantly, our children. To our children she said that she knows they will rise to the occasion and continue to make us proud. She will continue to advocate for you and she looks forward to a prompt and safe return to Linden Public Schools.

Mr. Shehata thanked the administrators and 12-month staff who have been in the building since July 6th.

He voiced his concerns about the way the administration treats its people. Throughout the month of August, he sent countless emails and one single text message regarding meeting structure and general questions about the start of the school year. It has been nearly one month and not one of his correspondences had been answered, up until yesterday, and he had to call multiple times to get a response. If this administration doesn't feel the need to respond to its board of trustees, it has him thinking how does it treat the parents of our district? He does deserve a response to his questions, as do parents. He's willing to work with whoever, as long as we are transparent,

honest, and working in the best interest of our students. He's tired of the lack of transparency and the games that are being played and the way some of the members of this Board and the public are being treated. He said some went on to vote no on every agenda item because they are tired of the games.

Ms. Kozak expressed her condolences to the Francois family. She went on to thank Dr. Hazelton, Mrs. Cleary, Ms. Gaylord and Mrs. Dorney for coming up with a plan to start the new school year. She wished everyone a good school year.

There being no further business to discuss, Ms. Johnson made a motion to adjourn at 10:16 p.m., seconded by Mr. Shehata.

Roll Call:

Board Member	Motion	Second	Aye	Nay	Abstain
Mr. Gargano			X		
Ms. Guillaume			X		
Ms. Johnson	X		X		
Ms. Kozak			X		
Mrs. Manganello			X		
Mr. Rivas			X		
Mr. Shehata		X	X		
Mrs. Birch			X		
Mr. Martucci			X		

Motion carried.

Kathleen A. Gaylord
Business Administrator/Board Secretary