

The Regular Meeting of the Board of Education in the City of Linden, County of Union, New Jersey, was held in the gymnasium of School #1, 728 N. Wood Avenue, Linden, New Jersey on Wednesday evening, May 25, 2022, at 7:00 p.m. The meeting was held both in-person and via an online medium.

President Rivas opened the meeting with a salute to the flag and the Assistant Business Administrator announced that in accordance with the Open Public Meetings Act, Chapter 231, adequate notice of this meeting had been provided as follows:

On January 10, February 14, and May 12, 2022 notice was sent to the Home News Tribune, Star Ledger, the Union County Local Source, and the Clerk of the Municipality.

**NO SMOKING NOTICE:**

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.

The following Board members and others were present:

**ROLL CALL 7:11 p.m.:**

<b>Board Members</b>		<b>Others</b>	
Dr. Berghammer	P	Dr. Hazelton	P
Ms. Cintron	P	Mrs. Cleary	P
Mr. De La Cruz	P	Ms. Gaylord	A
Mrs. Flemming	P	Dr. Baldwin	P
Ms. Guillaume	P	Mrs. Caporale	P
Mr. Martucci	P	Attorney, J. Garcia	P
Ms. Pino	P		
Ms. Thomas	P		
Mr. Rivas	P		

APPROVAL OF MINUTES:

1. Motion to approve the Minutes of the Public Hearing and the Work Session held on April 26, 2022. (Copies in the hands of Board Members).

Roll Call:

Board Member	Motion	Second	Aye	Nay	Abstain
Dr. Berghammer			X		
Ms. Cintron		X	X		
Mr. De La Cruz	X		X		
Mrs. Flemming			X		
Ms. Guillaume			X		
Mr. Martucci			X		
Ms. Pino			X		
Ms. Thomas			X		
Mr. Rivas			X		

Motion 1 carried.

2. Motion to approve the Minutes of the Regular Meeting held on April 28, 2022. (Copies in the hands of Board Members).

Roll Call:

Board Member	Motion	Second	Aye	Nay	Abstain
Dr. Berghammer			X		
Ms. Cintron		X	X		
Mr. De La Cruz	X		X		
Mrs. Flemming			X		
Ms. Guillaume			X		
Mr. Martucci			X		
Ms. Pino			X		
Ms. Thomas			X		
Mr. Rivas			X		

Motion 2 carried.

3. Motion to approve the Minutes of the Public Hearing held on May 9, 2022. (Copies in the hands of Board Members).

Roll Call:

Board Member	Motion	Second	Aye	Nay	Abstain
Dr. Berghammer			X		
Ms. Cintron		X	X		
Mr. De La Cruz	X		X		
Mrs. Flemming			X		
Ms. Guillaume			X		
Mr. Martucci			X		
Ms. Pino			X		
Ms. Thomas			X		
Mr. Rivas			X		

Motion 3 carried.

COMMENTS FROM THE PUBLIC (agenda items only):

Members of the public desiring to make a public comment may come forward at this time.

Please begin your comments by stating your name and address. Individuals are invited to speak on one topic at a time, and no individual will speak more than once, until all individuals so desiring have spoken once.

The public is reminded that to ensure the efficient and orderly operations of the meeting, members of the public will be limited to speaking on items for three minutes.

Rob Mangel, LEA President  
18 Trinity Place  
Montclair, NJ

Mr. Mangel asked if the exhibits for Personnel items 10, 11, 12 and 13, which are in the hands of the board members, will be made available to the public? Mr. Garcia answered yes. Mr. Mangel asked, at what point? Dr. Baldwin said the Superintendent's secretary has them here.

Claudia Dolan, LEA Vice President  
1309 Thomas Avenue  
North Brunswick, NJ

Ms. Dolan asked to speak on agenda item #10 and state that educators and students are deserving of a leader who has instruction history and content knowledge within various areas. Science instruction is equally important in our district in comparison to other subject areas. Our district should focus on seeking out leaders that have experience in leading their designated content area.

Just as supervisors and building administrators place educators in roles that they feel are suitable for them, a proposed leader in science should have both history of instructional practice and content knowledge in that area. Mr. Rivas asked her to clarify which agenda item she was speaking of. Ms. Dolan specified it was on the Personnel Agenda.

Maryann Pirozzoli, Soehl M.S. Secretary  
26 Rugby Road  
Colonia, NJ

She spoke on behalf of the women and men who work for Pomptonian. She has seen them work day in and day out and they bust their buns. If the food that they are serving is not up to par, or it is the same thing that gets served multiple times, it is not these hard-working employees' fault. It comes from higher than them. They do a phenomenal job and she just wanted to say thank you.

Kevin Lamastra, Bilingual/World Languages/ESL Supervisor  
7 Mayfair Road  
Holmdel, NJ

He began by expressing his gratitude to the board. These meetings can be a place of contentious debate, he believes the people here are all acting out of love and care for our students in this district. He's been a teacher and an employee in this district since 1994. In all that time, he has never spoken at a board meeting. He has attended several where he was recognized as Union County Teacher of the Year, for his human rights work in the Dominican Republic and his advocacy work concerning our English language learners. He's never paid attention to district politics, never participated in gossip, nor formed alliances with anyone. He chose instead to focus all of his energy on serving the students and the district. Last month, two candidates were recommended to fill a desperate need for additional ESL/bilingual teachers here in the district. These candidates were tabled at the last meeting and they do not appear on this month's agenda. We currently only have 20 ESL teachers serving 473 students, and these teachers are stretched across 10 schools. Fortunately, Linden was named by the NJDOE as a Model District, and that's really helped us to get outstanding candidates who understand what that means and want to work for a district where the English language learners' needs are prioritized, the family's' needs are prioritized, and they're recognized and supported. He said it breaks his heart to have letters from University supervisors, from people who have recommended people we've gone on to interview, outstanding candidates, the cream of the crop. He went through a lot of trouble to organize diverse interviewing committees, people who understand language education. We've had these teachers teach demo lessons and really put a lot of work into following the best practices of hiring. It's now three months since some of these candidates were interviewed, and they will undoubtedly accept employment in another district. He said he's afraid we're going to lose the best candidates and be left with just those teachers who are still looking for a job in the summertime, when it's late in the year. He feels we are losing our competitive edge and really

losing some outstanding candidates. He said he's here to attest to the board members that they conducted these interviews following best practices with great diligence. As a school administrator, he takes these responsibilities with great seriousness and he's led the committee through this process. He remembered and abided by the New Jersey Board Code of Ethics. He assured the board that he never surrendered his independent judgement to special interests or partisan political groups, or used the school for personal gain, or the gain of friends. Please know that any committee that he's participated on has always recommended only the best and most qualified candidates to teach our students. He thanked the board for considering his message and said he hoped that the board would support these outstanding teacher candidates, if we've not already lost them.

Rob Mangel, LEA President  
18 Trinity Place  
Montclair, NJ

He said the LEA does not believe that Personnel items 10 and 12 need to be on the agenda and that staff do not need to be reappointed.

Gregory Grasso, LASA Vice President  
48 Peachstone Road  
Howell, NJ

He echoed the LEA President's sentiment and said he does not understand why tenured employees are being reappointed.

#### SUPERINTENDENT'S REPORT:

1. See information to the Board.
2. Dr. Hazelton gave an update to the district's response to a real-time activity and if she's on the phone, it will be with the Linden Police Department or the high school principal. Last night she spoke about the massacres in Buffalo, NY, and Uvalde, TX. Unfortunately, some people find amusement in these sorts of tragedies and they call in or post fake threats, and that's what we're dealing with right now at the high school. Linden Police have been notified and correspondence will be sent out to the community. We will not tolerate any type of threats to our students or schools. She implored everyone to speak to, monitor and check in on their children. We are in the middle of a mental health crisis. Every threat has to be taken seriously.

3. Dr. Hazelton commended all of our staff and students who took part in last Friday's walkathon to benefit the LINCS Food Pantry. It was a fun day at Wilson Park for students and staff, and a worthy cause to help those in our community who are in need. The Linden High School National Honor Society donated \$1,000 to LINCS, and students from all of our schools helped the cause by donating canned goods or non-perishable foods, even if they couldn't attend the walkathon.
4. Technology students at McManus Middle School wanted a computer with a more powerful processor to help them with livestreaming video, graphics, and gaming. So they took it upon themselves to build their own. With the support of technology teacher Howard Schulz and supervisor of instructional technology Joseph Scaldino, the student designed the computer in a virtual setting, then purchased the parts they needed. Mr. Schulz and the student were interviewed last week by NBC's News 4 New York and are waiting to hear when the feature will air. We are all looking forward to watching.
5. Dr. Hazelton had the privilege last month to visit the Academy of Excellence for the Count the Calories breakfast. The students did a wonderful job greeting guests, taking orders, preparing our meals, and serving up a delicious and nutritious breakfast. Thank you to science teacher Abdelmonem Zeidan for organizing this event, which allows students to use what they have learned in science and math classes in a real-life work environment.
6. She also had the pleasure last week to lead the opening ceremonies march of the annual Paul Blue Elementary School Track Meet. Athletic Director Steve Viana, our physical education teachers, and the Linden High School boys and girls track teams did a wonderful job organizing and running all the events. Our elementary school student-athletes had so much fun competing and representing their schools in a multitude of events over two beautiful days, and made memories that will last a lifetime. You can see all the medalists' names and photos on our district website.
7. Congratulations to Linden High School athletics for being awarded national honor roll status for its commitment to continual development of its coaches to help them better lead and protect student athletes. LHS is one of just 95 schools across the country to meet the requirements for Level 1 of the Honor Roll Program of National Federation of State High School Associations. Only five schools in New Jersey have been honored. To reach Level 1 of the Honor Roll, more than 90 percent of LHS coaches have completed four required professional development courses. This prestigious honor comes on the heels of LHS receiving the Safe Sports School Award from the National Athletic Trainers Association in 2019. This honor recognizes secondary schools around the country that take the crucial steps necessary to put their athletes in the safest possible environment.

8. Congratulations to Linden High School seniors who recently celebrated Decision Day, when they show off their choices for their path after high school, whether they are going to colleges, into the military, or beginning their chosen career. Student wore college or military shirts and got support and advice from their teachers and staff members at an afternoon assembly. Good luck to all of the Class of 2022 as they begin their life's journey!
9. Congratulations to 10 orchestra students from McManus and Soehl middle schools and School No. 2 for being chosen for the Central Jersey Music Educators Association Honors Orchestra. The students were selected because of their abilities and work ethic. They worked for three weeks before joining their peers from other schools for a day of rehearsing and performing.
10. Finally, she announced that we are ready to launch our district's new mobile app, where staff, students, and families will be able to get district news, information, and alerts on their mobile devices. The app is integrated so parents can log in to get information specific to their student, and can sign up to follow the schools of their choice. The app is currently live in the App Store and Google Play store. Just search for "Linden Public Schools" and download. You'll be hearing much more in the coming days about what the app offers and how to get it and use it. Thanks to Dr. Suzanne Olivero, Slawek Pajak, and Gary Miller for their work over the past year to get the app built, integrated, and ready to launch.
11. She spoke about the passing of Joseph Mahan and then Edward Wojtowicz and offered heartfelt sympathies on behalf of the Linden School District.
12. Lastly, she spoke about the retirement of kindergarten teacher, Nanci Kobylarz.

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 students with disabilities in a specialized program for the 2021-2022 school year in accordance with their Individualized Education Plan (IEP) as shown below:

Classification	Recommended Placement	Effective Date	Tuition
Multiply Impaired	First Children School 330 South Ave. Fanwood, NJ 07023	7/6/21–8/20/21	8,280.00 ESY 360.00 per diem
Emotionally Disturbed	Greenbrook Academy 151 Vosseller Ave. Bound Brook, NJ 08805	5/9/22	12,915.00 pro rata 430.50 Per diem
Intellectual Disability Mild	In Roads to Opportunities 311 Cox St. Roselle, NJ 07203	4/28/22	3,710.00 pro rata 265.00 per diem (Thursdays & Fridays only)
Intellectual Disability Moderate	In Roads to Opportunities 311 Cox St. Roselle, NJ 07203	4/28/22	3,710.00 pro rata 265.00 per diem (Thursdays & Fridays only)
Autism	In Roads to Opportunities 311 Cox St. Roselle, NJ 07203	4/28/22	3,710.00 pro rata 265.00 per diem (Thursdays & Fridays only)
Traumatic Brain Injury	In Roads to Opportunities 311 Cox St. Roselle, NJ 07203	4/25/22	8,480.00 pro rata 265.00 per diem

2. Approve the adjustment of tuition, as indicated, as per New Jersey Department of Education audit:

School	Location	Tuition Year	Adjustment
Lake Drive School	Mountain Lakes, NJ	2020-2021	Tuition undercharge 26,230.00
Shepard Prep	Morristown, NJ	2020-2021	Tuition undercharge 1,095.00

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

Related Services	Fees not to Exceed
NURSE ON A BUS Preferred Home Health Care & Nursing Services 2050 Rt. 27 N., Suite 208 New Brunswick, NJ 08902	4/25/22 10,780.00
BILINGUAL SPEECH EVALUATION Anthony Muscato 9 High Mountain Trail Lincoln Park, NJ 07035	400.00
BILINGUAL PSYCHOLOGICAL EVALUATION Jeanette Pena 1805 Summit Ave. Union City, NJ 07087	450.00
BILINGUAL EDUCATIONAL Teresa Hernandez 10-50 <sup>th</sup> St. Weehawken, NJ 07086	450.00
BILINGUAL SPEECH EVALUATION Dr. Francois 47 Leah Way Parsippany, NJ 07054	1,000.00

4. Approve termination of the following out-of-district placement for the 2021-2022 school year.

Classification	Recommended Placement	Effective Date	Tuition
Autistic	Mary A. Dobbins School 243 Pine St. Mount Holly, NJ 08060	4/29/22	63,403.20 annual 352.24 per diem
Autistic	Crossroads School 45 Cardinal Dr. Westfield, NJ 07090	5/4/22	77,130.00 annual 428.50 per diem

5. Terminate assignment of one-on-one paraprofessional for the 2021-2022 school year as follows.

Classification	Recommended Placement	Effective Date	Rate
Autistic	Crossroads School 45 Cardinal Dr. Westfield, NJ 07090	5/4/22	49,500.00 annual 275.00 per diem

6. Approve the following evaluator for related services.

Related Services	Evaluator	Cost
Neurological Evaluations	Kavita Sinha, MD, FAAP, Child Neurologist 31 Mountain Blvd. Warren, NJ 07059	450.00 30.00 per no show

7. Approve Occupational and Physical Therapy services for 2022-2023 school year and the 2022 extended school year, provided by Trinitas Children's Therapy Services, at the rate of \$87.72 per hour.
8. Authorize the continuation of established Special Education Self -Contained program for school year 2022-2023 as listed:

Program	Location
ERI K-5	School 5

9. Approve Multilingual Psychoeducational Services LLC to provide bilingual evaluations in Spanish, French, Hindi, Gujarati and Hebrew at the following rates:

Evaluation	Fee for Assessment
Bilingual Psychological Assessment	\$650.00
Behavioral Scale	\$100.00
Summary in Native Language	\$50.00
Bilingual Educational Assessment	\$650.00
Oral Language Battery	\$100.00
Bilingual Social History Evaluation	\$450.00
Bilingual Speech Language Evaluation	\$675.00
Bilingual Occupational Therapy Evaluation	\$675.00
Classroom Observation	\$200.00

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

Date	Item#	Action
11/23/21	8	Amend the date for the Pre-K to Kindergarten Parent Workshop to read 6/9/22 instead of 5/17/22.
11/23/21	8	Amend the date for the Kindergarten to 1 <sup>st</sup> Grade Parent Workshop to read 6/10/22 instead of 5/18/22.
2/24/22	7	Amend the date of the LHS Cultural Show to read 6/2/22 instead of 6/9/22.
2/24/22	13	Amend the hours for the ESL Summer Enrichment program to read 8:30 a.m. - 12:30 p.m. instead of 9:00 a.m. - 12:00 p.m.
3/31/22	8	Amend the date of Establishing Meaningful Recovery Principles Workshop for Krill, Bradford to read 6/3/22 instead of 5/10/22.
3/31/22	13	Amend the account number to read 11-000-240-580-PD-000-05-050 instead of 11-000-223-580-PD-000-05-050.
4/28/22	5	Amend the date of the MMS 6 <sup>th</sup> Grade Orientation to read 8/16/22 and 8/17/22 instead of 7/19/22 and 7/20/22.
4/28/22	9	Amend the date for the Writing Workshop at Sch 1 to read 5/23/22 instead 5/26/22.
4/28/22	10	Amend the time for Back to School Night Dates to read 6:30 p.m. instead of 7:00 p.m.

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

School	Requested by	Date	Time/Location	Event	Expenses
Sch 6	Mastriano, William	6/9/22 Rain Date 6/10/22	8:30 a.m. – 3:30 p.m. School Grounds	Mountainside Petting Zoo	None
MMS	Perkins, Atiya	6/9/22	5:00 p.m. – 6:30 p.m. Cafeteria	McManus Friendship and Family Night	None
MMS	Perkins, Atiya	6/15/22	6:30 p.m. – 7:30 p.m. Auditorium	8 <sup>th</sup> Grade Awards Night	None
SMS	Long, Gwendolyn	6/2/22	5:30 p.m. – 7:00 p.m. Cafeteria	Frozen Social Meet and greet the cast of Frozen	None

11. Continued:

School	Requested by	Date	Time/Location	Event	Expenses
LHS	Horre, Yelena	6/8/22	5:30 p.m. – 10:00 p.m.	Youth for United Way – Pride Fashion Show	None
LHS	Horre, Yelena	7/20/22 7/25/22 8/9/22 8/18/22	8:30 a.m. – 3:00 p.m.	Lors – Senior Portraits	None
LHS	Lorenzetti, Matthew	9/12/22 10/3/22 11/7/22 12/5/22 1/9/23 2/6/23 3/6/23 4/3/23 5/1/23	7:00 p.m. – 9 :00 p.m. Band Room	Band Parent Association Meetings	None

12. Approve dates for the following activities:

School	Requested By	Date	Time/Location	Event	Expenses
LHS	Horre, Yelena	6/3/22	6:00 p.m. – 10:00 p.m. The Westwood Garwood, NJ	Senior Banquet Class of 2022	None

13. Approve the 2022-2023 Athletic Award Programs on the dates listed:

Program	Day	Date
Fall Sports	Wednesday	December 7, 2022
Winter Sports	Wednesday	March 22, 2023
Spring Sports	Wednesday	June 7, 2023

14. Approve training for district staff, as listed:

#	Name	Workshop	Dates	Location	Cost
1.	Altobelli, Michele	2022 Annual Summer Inclusion Leadership Conference	6/28/22	Kenilworth, NJ	None
2.	DelloRusso, Marissa	2022 NATA Annual Conference	6/28/22 6/29/22 6/30/22	Philadelphia, Pa	None
3.	Gaylord, Kathleen	NJASBO Annual Conference	6/7/22 6/8/22 6/9/22 6/10/22	Atlantic City, NJ	Registration \$275.00 Other Expenses \$700.00 11-000-251-580-PD-000-02
4.	Goncalves, Monica	New Jersey Leadership Association Development Team	6/1/22	Monroe, NJ	None
5	Gross, Beverly	NJPN Annual Addiction Conference	6/23/22 6/24/22	Virtual	None
6.	Pereira-Colish, Maria	New Jersey Library Association Conference	6/1/22 6/2/22 6/3/22	Atlantic City, NJ	Registration \$1,800.00 20-270-200-500-00-000-55 Title II Grant
7.	Rotondi, Roger	2022 NATA Annual Conference	6/28/22 6/29/22 6/30/22	Philadelphia, Pa	None
8.	Skramovsky, Mary	New Jersey Library Association Conference	6/1/22 6/2/22 6/3/22	Atlantic City, NJ	Registration \$1,800.00 20-270-200-500-00-000-55 Title II Grant
9.	Spaziani, Shannon	Apple Learning Coach Workshop	6/13/22 6/14/22	Virtual	None

15. Approve Project Lead The Way training for the following staff members, session fees paid through Project Lead The Way Grant. Stipend paid through Account #20-270-200-100-00-000-55.

Name	Dates	Session
Jones, Donald	7/11/22 – 7/22/22	Engineering
Sepulveda, Holly	7/11/22 – 7/22/22	Computer Science
Uddin, Zareena	7/25/22 – 8/5/22	Digital Electronics
Valentino, Rudy	6/20/22 – 7/1/22	Engineering

16. Approve *District Field Trips*. Copy in the hands of the board members.

17. Approve hours for curriculum writing, as listed:

Curriculum	Grade	Hours
Health and Physical Education	K	30
Health and Physical Education	1	30
Health and Physical Education	2	30
Health and Physical Education	3	30
Health and Physical Education	4	30
Health and Physical Education	5	30
Health and Physical Education	6	30
Health and Physical Education	7	30
Health and Physical Education	8	30
Health and Physical Education	9	30
Health and Physical Education	10	30
Health and Physical Education	11	30
Health and Physical Education	12	30

18. Approve hours for curriculum revision, as listed:

Curriculum	Grade Level	Hours
Mathematics	6	15
Mathematics	7	15
Mathematics	8	15
Mathematics	9	15
Mathematics	10	15
Mathematics	11	15
Mathematics	12	15

19. Approve 2022 summer evening hours for Central Registration on the dates and times listed:

Date	Time
July 27, 2022	5:00 p.m. – 8:00 p.m.
August 16, 2022	5:00 p.m. – 8:00 p.m.
August 24, 2022	5:00 p.m. – 8:00 p.m.
August 31, 2022	5:00 p.m. – 8:00 p.m.
September 1, 2022	5:00 p.m. – 8:00 p.m.

20. Grant permission for Bright and Beautiful Therapy Dogs Inc. to conduct classroom visits at School Six at no cost.
21. Approve the annual “Paul Blue Elementary Track & Field Event” to be held at Tiger Stadium from 9:00 a.m. to 11:30 a.m. on May 23 & 24 2023. Rain date May 25, 2023.
22. Authorize the submission of amendment to the ARP-IDEA Consolidated 2022 Grant.
23. Approve the School Self-Assessment for Determining Grades under the Anti-Bullying Bill of Rights act for all Linden Public Schools for the 2020-2021 school year.
24. Grant permission for Stephanie Orejuela, to conduct her administrator internship at Linden High School, as part of the Kean University Graduate Program.
25. Grant permission for Sheila Tapley, from Kean University, to complete her LDTC practicum in the Linden Public Schools for the 2022 Summer Term.
26. Grant permission for the Linden Public School District to partner with Kean University and Union County College to incorporate dual admission classes for students at Linden High School during the 2022-2023 school year. A Memorandum of Understanding will be completed and submitted. All costs associated with the dual admission classes will be paid for through the ARP ESSER Grant # 20-490-100-300-00-000-55.
27. Grant permission for the Linden Public School District to partner with Kean University to participate in the Kean University Scholar Academy to provide a dual admission program to eighth grade students at Joseph E. Soehl Middle School and Myles J. McManus Middle School for the 2022-2023 school year. All costs associated with the Kean University Scholar Academy will be paid for through the ARP ESSER Grant #20-490-100-300-00-000-55.

28. Approve the Superintendent’s determination and actions taken for all reported incidents of Harassment, Intimidation, and Bullying discussed at the April 28, 2022 regular meeting as listed:

Case	HIB	Action
MMS-442	Undetermined	Services provided.
Sch 5-28	Yes	Services provided, disciplined.
Sch 5-27	Undetermined	Services provided.
Sch 5-26	No	Services provided, disciplined.
Sch 4-59	No	Services provided, mediation, parent conference, disciplined.
Sch 1-76	Undetermined	Services provided, disciplined.

29. Proclaim the month of May 2021 as *Haitian Heritage Month* to be highlighted in the Linden Public Schools as outlined in the following resolution:

Linden Board of Education  
 Resolution  
 HAITIAN HERITAGE MONTH  
 May 1, 2022 – May 31, 2022

WHEREAS, it was first celebrated in Boston, Massachusetts in 1988. It is now recognized nationwide in the month of May including celebrations of parades, festivals, and school activities.

WHEREAS, Haitian Heritage Month in the United States is a celebration of culture and heritage held to acknowledge their appreciation that has enriched the lives of many people in our nation and state.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Education of the City of Linden is committed to commemorate the contributions made by Haitian culture in the development of this nation; and

BE IT FURTHER RESOLVED, that the Board of Education of the City of Linden, in keeping with national recognition, proclaims the month of May as Haitian Heritage Month in all schools in the district, to be fully celebrated with appropriate activities, ceremonies, and events.

30. Proclaim the month of May 2021 as *Asian Pacific American Heritage Month* to be highlighted in the Linden Public Schools as outlined in the following resolution:

Linden Board of Education  
Resolution  
ASIAN PACIFIC AMERICAN HERITAGE MONTH  
May 1, 2022 – May 31, 2022

WHEREAS, it was first introduced to congress in 1977 by Frank Horton, a New York representative. A year later in 1978 President Jimmy Carter signed the resolution that was passed by the House and the Senate on October 5<sup>th</sup> and became Public Law 95-419 to proclaim it to be celebrated for only one week. Later, in 1992, Congress then passed Public Law 102-450 which designated it to be recognized for the entire month of May.

WHEREAS, Asian Pacific American Heritage Month in the United States is to commemorate on May 7, 1843 when the first Japanese immigrated to the United States and to mark the anniversary of the transcontinental railroad completion on May 10, 1869.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Education of the City of Linden is committed to commemorate the contributions made by Asian Pacific American culture in the development of this nation; and

BE IT FURTHER RESOLVED, that the Board of Education of the City of Linden, in keeping with national recognition, proclaims the month of May as Asian Pacific American Heritage Month in all schools in the district, to be fully celebrated with appropriate activities, ceremonies, and events.

31. Proclaim the week of May 6<sup>th</sup> through May 12<sup>th</sup> as National Nurses Week to be highlighted in the Linden Public Schools as outlined in the following resolution:

Linden Board of Education  
 Resolution  
 NATIONAL NURSES WEEK  
 May 6, 2022 to May 12, 2022

WHEREAS, beginning in 1991, National Nurses Week has been celebrated annually from May 6 also known as “National Recognition day for Nurses, through May 12, the birthday of Florence Nightingale, the founder of modern nursing;

WHEREAS, National Nurses Week is a time of year to reflect on the important contributions that our nurses make to provide quality health care to our students, staff and families

WHEREAS, nurses provide education that promotes healthy lifestyles and disease prevention while caring for the needs of the community.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Education of the City of Linden is committed to commemorate the dedication, passion and care given by the nurses in our school community.

BE IT FURTHER RESOLVED, that the Board of Education of the City of Linden, in keeping with national recognition, proclaims the week of May 6 – 12 as National Nurses Week in all schools in the district, to be fully celebrated with appropriate activities, ceremonies, and events.

MOTIONS 1 – 31:

Roll Call:

Board Member	Motion	Second	Aye	Nay	Abstain
Dr. Berghammer	X		X		
Ms. Cintron			X		
Mr. De La Cruz		X	X		
Mrs. Flemming			X		
Ms. Guillaume			X		
Mr. Martucci			X		
Ms. Pino			X		
Ms. Thomas			X		
Mr. Rivas			X		

Motions 1 – 31 carried.

Mr. Rivas asked the board members if they had any recommendations for discussion on Finance Agenda items 32, 33, 34 and 35 which were left blank on the agenda.

He started with item 32, Insurance Broker of Record for Health, Dental and Prescription Services. Ms. Thomas said she would like to recommend DAG, Doyle Alliance Group, for item 32. Mr. Rivas asked for any other recommendations. There being no further recommendations, he advised Mrs. Caporale that for item 32, the firm of Doyle Alliance Group would be added.

He then continued with item 33, Insurance Broker of Record for Property/Casualty, Liability and Worker’s Compensation Services. Dr. Berghammer said she has not had time to review the RFP and asked that this item be tabled.

At this time Dr. Berghammer made a motion to table item 33, seconded by Ms. Thomas.

Roll Call:

Board Member	Motion	Second	Aye	Nay	Abstain
Dr. Berghammer	X		X		
Ms. Cintron			X		
Mr. De La Cruz			X		
Mrs. Flemming			X		
Ms. Guillaume			X		
Mr. Martucci			X		
Ms. Pino			X		
Ms. Thomas		X	X		
Mr. Rivas			X		

Motion carried.

Mr. Rivas reminded the board that as they table this, the candidates who received the RFP’s are the ones they are supposed to check and do recommendations for the next meeting. He wanted it noted that they need to bring this item to agenda next month because they have to have approvals before July 1<sup>st</sup>.

Going to item 34, appoint a firm as General Counsel. Ms. Thomas recommended the firm of Cleary, Giacobbe, Alfieri and Jacobs for General Counsel. Mr. Rivas asked for any other recommendations on the floor. There being no other recommendations, he asked Mrs. Caporale to add the name to item 34.

Mr. Rivas moved on to item 35, attorney for Special Education and Facilities, and asked for a recommendation. Dr. Berghammer said as a parent of a special needs child, this is special to her and made the recommendation of Florio, Perrucci, Steinhardt, Cappelli, Tipton & Taylor. Ms. Thomas had the same recommendation. There being no other recommendations, Mr. Rivas asked Mrs. Caporale to note the name on item 35.

Mr. Rivas said there was also another discussion during yesterday's board meeting, during the finance report, of an item in agreement the board said they were going to respectfully decline or not accept the bid and that's number 10. The board believes we have to rebid, we need more options. Only having one option did not give the board an opportunity to compare what the opportunities are. Mr. Rivas asked for a motion to decline item 10. As Mr. Garcia stepped away from the table, Mrs. Caporale said that the attorney advised the board just vote no on this item when it comes time to vote. Mr. Rivas agreed.

The Finance Committee, upon recommendation of the Superintendent of Schools and the Business Administrator/Board Secretary, present 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 April, 2022. (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 May 2022.
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 April, 2022. (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 April, 2022. (Copies in hands of Board Members and on file in the office of the Business Administrator/Board Secretary).

6. Amend Board action on past Finance Report, as listed:

Date	Item	Action
2/24/22	13	Amend board action on motion accepting the audit report and recommendations to include the wording “and approve the Corrective Action Plan”.

7. Accept funds in the amount of \$500.00 from P and J Fuel, Inc., Clark, NJ, representing a contribution to Linden High School through the ExxonMobil Educational Alliance Math & Science School Grant Program.
8. Be it resolved that the Linden Board of Education “SFA” approves the renewal of the Food Service Management contract with The Pomptonian, Inc. “FSMC” for the food service operation for 2022-2023.

The FSMC shall receive, in addition to the costs of operation, an administrative/management fee of \$97,705.00 to compensate the FSMC for administrative and management costs. This fee shall be billed in 10 monthly installments of \$9,770.50 per month as a cost of operation. The SFA guarantees the payment of such costs and fee to the FSMC.

9. Approve the Student Price List from Pomptonian, Fairfield, NJ for the 2022/2023 school year as follows:

High School Paid Lunch	\$ 2.70
Middle School Paid Lunch	\$ 2.60
Elementary Lunch	\$ 2.40
Reduced Lunch (all schools)	\$ -0-
Milk – pint (all schools)	\$ .80
Elementary Breakfast	\$ 1.25
Middle School Breakfast	\$ 1.50
High School Breakfast	\$ 1.60
Reduced Breakfast (all schools)	\$ -0-

10. Approve a contract with Suplee, Clooney & Company, Westfield, NJ, as School Auditors to perform the 2021/2022 school audit at a cost not to exceed \$48,450.00 based on an RFP received May 5, 2022.
11. Approve a contract in the amount of \$16,000.00 with EnviroVision Consultants, Inc., Fair Lawn, NJ, as Asbestos Management Coordinator for the 2022/2023 school year effective July 1, 2022 through June 30, 2023 based on proposal received May 13, 2022.
12. Approve a contract in the amount of \$11,250.00 with EnviroVision Consultants, Inc. Fair Lawn, NJ, for Right-to-Know Services for the 2022-2023 school year effective July 1, 2022 through June 30, 2023 based on proposal received May 13 2022.

13. Approve a contract renewal with AssetWorks, Inc., Dallas, TX, in the amount of \$2,050.00 for Inventory Appraisal Services for the period July 1, 2022 through June 30, 2023.
14. Approve renewal of Annual Technical Support & Upgrade contract in the amount of \$5,400.00 with Transfinder Corp., Schenectady, NY, for Transportation Software and Services for the 2022-2023 school year.
15. 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.
16. Approve a contract renewal with Educational Data Services, Inc., Saddle Brook, NJ, in the amount of \$23,950.00, paid quarterly, for the period July 1, 2022 through June 30, 2023, for the Cooperative Procurement Management Program based on the New Jersey Cooperative Pricing System #26EDCP.
17. Approve a contract for the 2022-2023 school year between the Union County Educational Services Commission and the Linden Board of Education to transport special education, and non-public students for out-of-district placements.
18. Approve the reappointment of Energy for America, Inc., Roseland, NJ, in the amount of \$85,596.00 (\$7,133.00 per month) to provide Professional Engineering Facilities Management Program services for the period July 1, 2022 to June 30, 2023 based on proposal received May 16, 2022.
19. Approve payment in the amount of \$4,165.00 to the National School Boards Association, Alexandria, VA, for Linden Board of Education Membership dues for the period July 1, 2022 through June 30, 2023.
20. Approve payment in the amount of \$1,753.00 to EnviroVision Consultants, Inc., Fair Lawn, NJ, for Environmental Support Services at School #4.
21. Approve the following resolution authorizing the Linden Board of Education to renew a Cooperative Pricing Agreement with The Educational Services Commission of New Jersey, formerly Middlesex Regional Educational Services Commission:  
  
WHEREAS, N.J.S.A. 40A:11-11(5) authorizes contracting units to establish a Cooperative Pricing System and to enter into Cooperative Pricing Agreements for its administration; and  
  
WHEREAS, The Educational Services Commission of New Jersey, hereinafter referred to as the “Lead Agency” has offered voluntary participation in a Cooperative Pricing System for the purchase of goods and services; and

21. Continued:

WHEREAS, on May 11, 2011 the Linden Board of Education, County of Union, State of New Jersey, duly considered participation in a Cooperative Pricing System for the provision and performance of goods and services.

NOW, THEREFORE BE IT RESOLVED as follows:

This RESOLUTION shall be known and may be cited as the Cooperative Pricing Resolution of the Linden Board of Education.

Pursuant to the provisions of N.J.S.A. 40A:11-11(5), the Qualified Purchasing Agent is hereby authorized to enter into a Cooperative Pricing Agreement with the Lead Agency.

The lead agency shall be responsible for complying with the provisions of the *Local Public Contracts Law (N.J.S.A. 40A:11-1 et seq.)* and all other provisions of the revised statutes of the State of New Jersey.

22. Approve the following resolution:

WHEREAS, the Linden Board of Education wishes to have the refreshment stands operating to provide food and drink at Cooper Field during varsity football games; and

WHEREAS, Linden High School Band Parents Club wishes to assume the responsibility for the operation of said stands as the operator thereof;

NOW, THEREFORE, it is agreed as follows:

- a) In accordance with Board Policy 1330, the Board, on May 25, 2022, has granted permission to the Linden High School Band Parents Club to operate on an exclusive basis the refreshment stand (or stands as business warrants) for the 2022 varsity football home season, as well as any playoff games as may be scheduled at Linden's Cooper Field.
- b) The Band Parents Club will be responsible to operate and maintain the equipment as is necessary for their operation. The selection and quantity of food and non-alcoholic drink to be served shall be that of said Club, as well as the pricing to be charged.
- c) All profits shall be given to the Linden High School Student Activities Account, which net profits shall be dedicated to Linden High School Marching Band activities.
- d) The Board shall be given a key for access in the event of an emergent situation arising.
- e) This Agreement may be renewed from year to year in writing, with renewal to be made no later than July 1<sup>st</sup> immediately prior to the football season to be serviced.

23. In accordance with the mandatory provisions in the New Jersey Administrative Code concerning tuition contracts between public school districts for the 2022-2023 school year, it is recommended that the following costs be established:

Preschool/Kindergarten	\$ 17,536.00
Grades 1 – 5	\$ 20,486.00
Grades 6 – 8	\$ 20,144.00
Grades 9 – 12	\$ 19,610.00
Learning and/or Language Disabilities	\$ 25,478.00
Emotionally Regulated Impairment	\$ 37,703.00
Multiple Disabilities	\$ 22,695.00
Autism	\$ 37,779.00
Preschool Disabilities (F/T)	\$ 22,405.00

24. Motion designating the following as signatories for the accounts listed below from July 1, 2022 through June 30, 2023:
- a) Current Operating Funds – The Chief School Administrator, the Board President, and the Business Administrator/Board Secretary to be signers of the individual checks, following requisition by the Secretary. (In the absence of the Business Administrator/Board Secretary, the Assistant Business Administrator is authorized to sign).
  - b) Payroll Account, Agency Account, Unemployment Insurance, Savings Account – The Chief School Administrator to be sole signer of the individual checks on these accounts following requisition of the Business Administrator/Board Secretary.
  - c) Athletic Account – The Business Administrator/Board Secretary and the Athletic Director will co-sign all individual checks. (In the absence of the Business Administrator/Board Secretary, the Assistant Business Administrator is authorized to sign checks.)
  - d) The Cafeteria Account, Money Market Account, Scholarship Account, Capital Reserve Account, Flexible Spending Account, Emergency Reserve Account, Enterprise Fund Accounts and the Unemployment Account – The Chief School Administrator, the Business Administrator/Board Secretary, and the Assistant Business Administrator will sign all individual checks.
25. Motion designating the following depositories for the 2022-2023 school year:
- a) Unity Bank
  - b) Northfield Bank

26. Motion to approve the public bidding thresholds as follows:

Statute	Jurisdiction	Current Threshold Amount	Quotation Threshold Amount
N.J.S.A. 18A:18A-3	Public School Districts with Qualified Purchasing Agent – 5 year schedule	\$44,000.00	\$6,600.00
N.J.S.A. 18A:39-3	School Districts, Boards of Education Transporting Pupils – 2 year schedule	\$20,200.00	

27. Advertisements for quotes, bids, and state contracts during the 2022/2023 school year:

BE IT RESOLVED that the Board does hereby authorize the Qualified Purchasing Agent to advertise for bids, and

FURTHER RESOLVED THAT THE Qualified Purchasing Agent is hereby authorized to use the state contract in accordance with 18A:18A-5 for the purchase of the items not bid, quoted or purchased through a co-op.

28. Approve the enrollment of the following student for the 2022-2023 school year, eligible on a tuition basis under policy #5118, pending enrollment figures:

Student	Placement
J.L.H.	Pre-K-3

29. Approve the contribution of eight (8) buses to assist in transporting Project Graduation participants from the John T. Gregorio Center on Helen Street to the Inman Sports Complex, 990 Inman Avenue, Edison, NJ on Friday evening, June 24, 2022 beginning approximately at 9:30 p.m., and for the return of the participants on the morning of Saturday, June 25, 2022 with buses to report at 5:00 a.m. to the Inman Avenue Sports Complex , returning back to the John T. Gregorio Center at approximately 5:00 a.m.

30. Bids/Quotations as listed:

a) Maintenance & Repair Work, Time & Material Rates –2022-2023  
Bid opening date: 5/6/2021

Service	Company	Categories	Amount
Data Wiring	Sal Electric Co., Inc.	Master Technician/General Foreman	\$89.00/hr.
		General Foreman	\$89.00/hr.
		Technician C/Journeyman	\$68.46/hr.
		Material Mark-Up	20%

30. Continued:

- b) Comprehensive Elevator Preventative Maintenance & Repairs – 2022-2023  
Quotation opening date: 5/18/2022

Company	Amount
Jersey Elevator Co., Inc., Aberdeen, NJ	\$ 1,221.39/mo.
Quotations Mailed – 3 ; Quotations Received – 1	

- c) Integrated Pest Management (IPM) – 2022-2023  
Quotation opening date: 5/18/2022

TO BE RE-QUOTED DUE TO LACK OF RESPONSE

31. Approve the following transportation quotes as listed:

Student Transportation Services – ESY 2022  
Quote Opening Date: 5/17/2022

Vendor	Route Number	Per Diem Amount	Inc./Dec. Adjustment	Aide Cost Per Diem	Amount
Villani Bus Co.	ESY-1	\$336.00	.01	---	\$336.00
	ESY-2	\$336.00	.01	\$ 88.00	\$424.00
Quotes Sent – 4; Quotes Received – 2; Observed – 2					

32. Award a contract to Doyle Alliance Group (DAG), Woodbridge, NJ, as Insurance Broker of Record for Health, Dental and Prescription Services provided, for the period July 1, 2022 through June 30, 2023, based on RFP received May 5, 2022.

~~33. Award a contract to \_\_\_\_\_, as Insurance Broker of Record for Property/Casualty, Liability and Worker's Compensation Services provided, for the period July 1, 2022 through June 30, 2023, based on RFP received May 5, 2022. Motion tabled.~~

34. Appoint the firm of Cleary, Giacobbe, Alfieri and Jacobs, Oakland, NJ, as General Counsel for the period July 1, 2022 through June 30, 2023, based on RFP received May 5, 2022.

35. Appoint the firm of Florio, Perrucci, Steinhardt, Cappelli, Tipton & Taylor, New Providence, NJ, as attorney for Special Education and Facilities Projects, for the period July 1, 2022 through June 30, 2023, based on RFP received May 5, 2022.

36. WHEREAS, the NJDEP has requested permission from the Linden Board of Education (“Board”) to perform vapor intrusion studies at School 6 based upon contamination discovered at neighboring properties; and,
- WHEREAS, the Board has determined that it is the best interests of the District to permit the studies, subject to the execution of an access agreement setting forth the terms and conditions upon which the studies may be conducted; and,
- WHEREAS, the Board’s Special Counsel for Facilities has drafted an access agreement and forwarded it to the NJDEP for its review, comment, and approval.
- NOW, THEREFORE, BE IT RESOLVED that the Board hereby approves entering into an access agreement with the NJDEP to conduct the vapor intrusions studies subject to approval of the final access agreement by the Board’s Special Counsel.
- BE IT FURTHER RESOLVED that the Administration is authorized to take such other and further steps necessary to effectuate the purposes of this resolution.
37. Approve payment in the amount of \$11,375.00 to PennJersey Environmental Consulting, Milford, NJ, for Licensed Site Remediation Professional (LSRP) Oversight Services related to the State of New Jersey Department of Environmental Protection (NJDEP) Vapor Intrusion Testing at School #6, based on a proposal dated May 20, 2022.

Mr. De La Cruz commented on item 8, the Pomptonian Food Service contract renewal. He wanted to let the board members know that there was a meeting held earlier in the evening with Pomptonian. It was discussed that they would commit to bringing up whatever concerns the board had and addressing the issues they have about lunches. They are going to bring up to par their concerns. They were there probably 30 minutes in which they showed them a sampling of the food and the quality and they voiced their opinions and asked about the contract that states who’s the school SFA. He asked who that is and they said it’s the board of education. He said he has been here since 2009 in Linden and he was never offered to go sit down at a lunch and he guessed if there was a committee, they could get out there between teachers, parents, and students. Obviously, he’s a parent of Linden , they didn’t say board members, but he’s sure board members could go and address their concerns. As he told Pomptonian, they’ve been here since 1988, and once again, he never got an invite, and he never knew we had an advisory board that we can have. With that said, we’re going to set up to try to get an advisory board and address the concerns of the parents, the students, the teachers and ourselves may have, and that they are going to step up their game for September to start the school year off in a different and big hooparah and make sure we try to get what we lost, move forward, and correct what we lost, and get better quality. They’ve been here since 1988 and he feels they should give them a chance and move forward, and if they can’t correct it, then we have to go out there and look for another company.

Dr. Berghammer asked if they were doing anything with the menu? Mr. De La Cruz answered yes. They are looking at that; they did commit to it, and we're moving forward from there.

Mrs. Flemming said that they asked a lot of questions because we hear the concerns. They asked what the favorite foods are, what the kids really eat, what they really want, and they had that list for us. They asked about the pink chicken. There's a reason the chicken is pink. It's because the bone marrow bleeds into the meat. When you cook the chicken, probably flash cook it, that would make the meat a pinkish color, but they're already pre-cooked before they come. They also asked about vegetarian options and they have a farm stand type of setup so the kids can come and eat as much vegetables and fruit that they want. They also asked about vegan options and they do have plant-based chicken tenders, so that will be a nice variety. They promised to set up an open-house so parents and kids can look at the food and test it, give their opinions, fill out the free and reduced lunch form, which will be a great idea because we need parents to fill out those forms. That's how we get extra dollars from the state. We ask that all parents to fill out that form. It's very important for the school district to get those dollars. She said she was very pleased with their conversation as well and she looks forward to seeing how this goes. She then left the folder out of what they were given in case anyone wanted to look at it.

Dr. Berghammer questioned portion sizes and asked if they were going to have a different portion size for elementary, middle and high school? He responded yes, it was talked about. A hamburger's a hamburger, but as you go up, you know boys eat more than the girls. Mr. Rivas said not all the time. Mr. De La Cruz said the chemistry of a male – they eat more. Yes, they did address that and they are giving more portions out to the students, so it's been addressed.

Ms. Pino said that everything was discussed and they're going to improve what they have with the food and we just have to give them a chance. Mr. De La Cruz did let them know that if they don't improve, then we will go elsewhere, so they're willing to work with the board and like it's been said, we've got growing kids and they have to eat, and they have to eat healthy, and she was surprised that they had salads. Not a lot of schools have salads, but they have salads. Our children have choices, more choices than before, and that's the best part about it. She said her thing is they're going to improve. That's the most important thing. They want the food to improve so the kids can eat much better, and they will have more for them to eat.

Dr. Berghammer said a teacher asked her a question today. She said we have a lot of children in Linden that doesn't have enough to eat at home. What are they doing with the leftovers? Is it just thrown away? Mr. De La Cruz replied that he is not an expert on that, but he believes, due to laws...Mr. Garcia interrupted by saying it is a liability and has to be thrown away. Mr. De La Cruz agreed and repeated that due to liability issues, they have to be thrown away. Mr. Garcia said that sometimes they'll offer it to some staff if they want to take it home if it's pre-packaged kind of stuff, but otherwise, they can't give it away. They can't give it to a shelter. They won't take it because of liability concerns.

Mr. Rivas thanked the four members that were in the meeting. He said he believes, due to the circumstances, he would have loved to have these meetings before . Due to the circumstances that we went through all this particular discussion of the food for the children in our school, it would have been better to timely take action and not be in a position where we have to either hurt our children or decide on a contract or not. He is confident that everything that you mentioned to the board today, the group will do as they say, and he also wanted to let them know that he had an opportunity today, as many of you, to see the real contract, and there are terms that we can utilize in the event that these things do not occur.

Mr. De La Cruz mentioned that he glanced at the contract, but there were a couple of things that got his eye, and it was the advisory group, and he did say, if we did have this in the contract, why haven't we done it? Cause if we done it, maybe this issue would have been addressed in September or October as opposed to be addressing now in May, the end of the school year. So, we are working on that too. Moving forward.

Mr. Rivas said that when the horse is dead, it's dead. The goal is to try to avoid having the horse die. Performance expectations perhaps is his only concern that it could have been done better to avoid us to be in this situation.

MOTIONS 1 – 32 and 34 – 37:

Roll Call:

Board Member	Motion	Second	Aye	Nay	Abstain
Dr. Berghammer			X	#10	
Ms. Cintron			X	#10	
Mr. De La Cruz		X	X	#10	
Mrs. Flemming	X		X	#10	
Ms. Guillaume			X		
Mr. Martucci			X		
Ms. Pino			X	#10	
Ms. Thomas			X	#10	
Mr. Rivas			X		#10

Motions 1 – 32 and 34 – 37 carried.

Motion 10 did not pass.

The Buildings, Grounds and Security Committee, upon recommendation of the Superintendent of Schools and the Business Administrator/Board Secretary, present the following motions to the Linden Board of Education for approval:

1. Use of facilities at no charge as requested by Michael Walters, Acting Principal, School No. 1:

Activity/Location	Day and Time	Date
<u>PTA Movie Night</u> Gymnasium	Friday 6:30 p.m.- 8:30 p.m.	June 3, 2022

2. Use of facilities at no charge as requested by Derek Armstead, Mayor, City of Linden (on behalf of Linden Recreation Department):

Activity/Location	Day and Time	Date
<u>LHS Basketball Camp</u> McManus Middle School Gymnasium	Tuesday-Thursday 5:00 p.m.-9:00 p.m.	<u>2022</u> June 21,22,23
<u>Kids Basketball Camp</u> High School Gymnasium	Monday-Thursday 9:00 a.m.-2:00 p.m.	<u>2022</u> June 27,28,29,30
<u>Summer Weight Program for 3<sup>rd</sup>-8<sup>th</sup> Grade Students</u> High School Gymnasium & Weight Room	Monday-Thursday 9:00 a.m.-8:30 p.m.	<u>2022</u> June 27 July 5,6,7,8,11,12,13,14,15, 18,21,25,26,27,28,29 August 1,2,3,4,5,8,9,10,11

3. Use of facilities at a service charge as requested by Brianna Taylor, Administrator, Kayode McKinnon Soccer Academy (KMSA):

Activity/Location	Day and Time	Date
<u>Soccer Games</u> Tiger Stadium	Wednesday 5:30 p.m.-8:30 p.m.	<u>2022</u> June 29

MOTIONS 1 – 3:

Roll Call:

Board Member	Motion	Second	Aye	Nay	Abstain
Dr. Berghammer			X		
Ms. Cintron		X	X		
Mr. De La Cruz	X		X		
Mrs. Flemming			X		
Ms. Guillaume			X		
Mr. Martucci			X		
Ms. Pino			X		
Ms. Thomas			X		
Mr. Rivas			X		

Motions 1 – 3 carried.

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

1. Second Reading:

Policy Number	Title
3320	Purchasing Procedures
5131	Conduct/Discipline

MOTION 1:

Roll Call:

Board Member	Motion	Second	Aye	Nay	Abstain
Dr. Berghammer			X		
Ms. Cintron			X		
Mr. De La Cruz		X	X		
Mrs. Flemming			X		
Ms. Guillaume			#5131		#3320
Mr. Martucci			X		
Ms. Pino			X		
Ms. Thomas	X		X		
Mr. Rivas			X		

Motion 1 carried.

Mr. Rivas advised everyone that the Personnel Report could become a little confusing. He then asked the counselor for legal advice in regards to contracts to tenure unaffiliated employees. He asked the counselor if he could explain the process. Mr. Garcia recommended the board temporarily pull the individuals listed on Exhibit A who are unaffiliated. Barring anything coming up in the next couple of days that would give cause, they're going to be employed here; that's by law. Also by law, they can't be reduced in compensation, but they all have individual contracts. Their terms and conditions of their compensation are not governed by collective bargaining agreements, like a member in the LEA or LASA would be. So, it needs to be figured out, what, if any, increases in compensation are going to be provided. Every year, they get a one year contract that the board approves. Some of these individuals need their contracts to be approved by the County Superintendent. He recommends that the board actually agree to these terms before they proceed to these employees. The county somehow signed off on two of the unaffiliated employee contracts, but the board never signed off and no one from the board authorized anyone to send them to the county. He needs to figure out who sent them, why they sent them, and how they were approved without the board signing off on them. Long story short, all of these individuals are going to be employees of the Linden Board of Education. They're not going anywhere. Their compensation is not being reduced. The board is complying with the law, we just need to have the contract terms finalized before we move forward.

Mr. Rivas thanked him for clarification and said that was something that was also brought up to his knowledge. Therefore, he would like to make it official and he started to make a motion when Ms. Guillaume made a point of order stating that she did not hear the question. Mr. Rivas answered that the question is tenured unaffiliated employees, certified staff, they have individual contracts. These contracts need to be reviewed by the board as per his understanding, this is why he asked for the legal advice. Mr. Garcia said he doesn't believe we should go through the formality of reappointing the unaffiliated employees until we have their contract terms solidified. Ms. Guillaume asked if we could do that. She thought they needed information by May 15<sup>th</sup>. Mr. Garcia responded that they have to have one year contracts every year, and they're going to be here. May 15<sup>th</sup> just means you have an offer of employment for certain employees. He recommends that they be pulled until they figure out what the compensation is going to be. Are we giving additional compensation; if so, how much? He asked Ms. Guillaume if she didn't want to know that before she reappointed somebody. She then asked if they're being pulled and they're still going to be here, will they still be working? He said we will diligently work to get it finalized, but they will still be working under the existing contract. Their compensation can't be reduced. It's just a matter of what, if anything. He said the board needs to sign off on contracts.

Mr. Martucci said he couldn't understand why tenured teachers were on the RICE list. He said once an employee receives tenure, they don't need to sign a contract. Mr. Garcia said that a lot of confusion on this board is because there are things that have always been done a certain way, but that way isn't necessarily the right way. He said he's trying to correct some of those errors, and he thinks others are too. He doesn't believe we need to waste time or energy debating whether this board's way of doing things is better than the way other districts do it. RICE notices went out and it is what it is.

Mr. Rivas said we are talking specifically about tenured unaffiliated employees.

Ms. Guillaume asked if we're going to go over their contracts and then sign, exactly who is going to do that? Mr. Rivas said that they will look to policy and legal counsel. These contracts will be negotiated. Ms. Guillaume asked if that would go through a committee or be brought up to the board as a whole? Mr. Garcia said he would like to get it done as expeditiously as possible. Ms. Guillaume again asked if it would go through committee or be brought up to the board as a whole? Mr. Garcia said she did not give him a chance to answer. His answer is whichever is going to be the most quick and expeditious so that it can be finalized and voted on. Ms. Guillaume still was not satisfied that Mr. Garcia answered her question and then asked the Board President to make sure that if it goes through committee, that the whole board be made aware of what's going on. Mr. Rivas assured her that everything that will be discussed and finalized, all of the board will have that information.

Mr. Rivas then made a motion to take out of the Exhibits A, C and D, the following unaffiliated tenured:

Exhibit A: #28, 29, 31.

Exhibit C: #3, 4, 20, 34, 36, 45, 51.

Exhibit D: #337.

They need to be removed from the exhibits in order for the them to vote.

He then asked for a second. Dr. Berghammer seconded the motion.

Before roll call was taken, Dr. Berghammer asked Dr. Baldwin if there were any names missing from the list she provided the board. Mr. Rivas asked what would be the protocol if any names were missing? Dr. Baldwin said they could request the information and it would be provided to the board.

Mr. Rivas then redid the motion as follows:

1. Motion for the unaffiliated tenured certified or non-certified employees which numbers he recited previously, and in the event any employee who may fall in this category whose name may have not been given to him to be taken out of the exhibits and postpone their appointment until they review their contracts.

Ms. Guillaume asked for a discussion as she did not understand what they were talking about. Mr. Rivas explained that he just added to the motion in case Dr. Baldwin forgot to give him a name, they be added to the same process.

Ms. Pino asked why #71 was still on Exhibit A? Mr. Rivas said they would go to that discussion after the motion.

Mr. Rivas then asked for a second to the motion on the floor. Mr. De La Cruz seconded.

Some board members still weren't sure what they were voting on. Mr. Rivas repeated his motion as follows:

1. To pull out of the Exhibits, all the Exhibits A, B, C and D, unaffiliated tenured certified or non-tenured certified staff who will have a contract to be reviewed. The names that he was provided by Dr. Baldwin are the names he recited before.

Mrs. Caporale interrupted and said that when she said tenured, Mr. Rivas said no. Mr. Martucci said there's a simpler way. Mr. Rivas said it's not as simple as you think.

Mr. Rivas then repeated his motion again. He said we have tenured certified, and we have some non-tenured certified staff, which names he has recited to the board, that he has asked to be pulled off the exhibits for not appointing them tonight in voting of the Exhibits until they review their contracts and they approve their contracts. He has provided the names already. He has given the Exhibit and the number. Those are the numbers he is asking to do. In the event there is any name that might have been missed, they will also be added in the future for a contract revision.

Ms. Guillaume asked about the use of non-appointment verbiage. Mr. Rivas responded that tenured employees do not need to be appointed, they are tenured. They continue their job without any worries. Ms. Guillaume pointed out that there are also non-tenured that they're voting on. Mr. Rivas said that is why he wanted them pulled from the exhibits, so that when they vote, their names will not be on it. Ms. Guillaume said that doesn't make any sense. Mrs. Flemming then tried to help explain it to her.

Mr. Martucci then asked Mr. Garcia a question about being an AV Technician in the Academy. He wanted to know if they needed certain certification. He also asked if a Crisis Intervention person needed 60 credits. Mr. Garcia said there are certificates that are recognized and those that are not recognized. He did not prepare these lists and he does not believe they are even relevant to this discussion. What Mr. Rivas wants to do is remove the unaffiliated so we can 1.) negotiate terms and 2.) get the county approval. He said someone sent contracts to be approved by the county without any approval from the board. He doesn't know who did that or what authorization they had to do that, but someone sent contracts to the county to get approved without authorization from the board. As we talked about earlier, we've always done things this way. We've done a lot of things this way that are wrong. We've got to correct them and do them the right way. This is the first step in doing that and we're getting bogged down in all sorts of semantics.

Mr. Rivas then asked Mrs. Caporale if she had the Exhibits. She said she did, but all the people he mentioned are tenured unaffiliated people. There are no non-tenured of the names that he recited, and that's where her confusion is. Mr. Rivas said that according to the list given, in Exhibit D there is a non-tenured, non-certified staff , #337. Mrs. Caporale said that she now understood.

Mrs. Flemming then asked Mr. Rivas to explain the motion one more time. Mr. Rivas said they are employees. They are unaffiliated; they're not affiliated to a contract for negotiations as LEA or LASA. They have personal contracts with the district. These contracts need to be reviewed and approved by the board in order for them to exercise their job the following year. The people that are tenured do not need to be reappointed by the board because they are tenured. However, they are on lists on exhibits that they have presented to us and as we continue with the meeting, we are going to vote on exhibits. He wants these people to be taken out of the exhibits so they don't have to go through the trouble later to identify who they are. He's identifying the people who need to be pulled out of these exhibits so when they vote later, these people are not on the exhibits.

Mr. Rivas then asked for a roll call:

Roll Call:

Board Member	Motion	Second	Aye	Nay	Abstain
Dr. Berghammer			X		
Ms. Cintron			X		
Mr. De La Cruz		X	X		
Mrs. Flemming			X		
Ms. Guillaume				X	
Mr. Martucci				X	
Ms. Pino			X		
Ms. Thomas			X		
Mr. Rivas	X		X		

Motion carried.

Mrs. Flemming then asked that the board is not saying they're not going to work here, they're just going to review the contracts? Mr. Rivas answered that we're not denying employment to anyone.

Mr. Garcia said that he tried to make this clear and simple in the beginning, and it got way, way, way off track. You have, particularly on List A, those are tenured, certificated staff. They're not going anywhere, but we need to know what the compensation is. Every year they get annual contracts and none of you have any idea what those contracts are. He asked if they're just going to vote without any knowledge? Nobody's bothered by this? Ms. Guillaume said non-tenured didn't make any sense, but we already voted so we can continue.

Mr. Rivas said that there is an error he found on Exhibit A. The district has informed him that #71 is an error and was removed to another exhibit. He asked if the district could please explain? Dr. Baldwin explained that A#71 can now be found on Exhibit D, #83, so it was a duplicate.

Mr. Rivas said they now need to correct Exhibit A and, unfortunately, in order to correct an exhibit that is already placed on file, they need to do it through motion. He motioned to correct Exhibit A removing #71. Mr. Garcia asked if he should explain before they get a half hours' worth of questions. Mr. Rivas agreed. Mr. Garcia said that Exhibit A #71 is not a tenurable position. He thinks there was a mistake and somebody thought it was and that's how it got on there. That particular position, because it's not one that has a certificate issued by the State Board of Examiners, is not one that is tenurable via statute. The only way it could be tenurable is via contract or via board policy, which doesn't exist. He and Dr. Baldwin spent a good part of their weeks digging through that and there's absolutely no evidence that there's any board policy or contract that would make that a tenurable position, so that's the reason for the change. It shouldn't be on a tenured list.

Mr. Rivas said there is a motion on the floor to remove Exhibit A, #71, out of the Exhibit, and he respectfully asked for a second. Mr. De La Cruz seconded.

Ms. Guillaume asked if it was being removed out of the Exhibit. Mr. Rivas clarified that #71 should not be on Exhibit A.

As the roll call began, Mr. Martucci said that he was going to abstain because he had no clue what was happening, Mr. Garcia explained again. Item #71 was placed on a tenured list. It's not a tenurable position. He said that back in 2020 there was a draft Assembly bill A3219 that was sponsored by Assemblywoman Jimenez that would have made it a tenurable position. It would have modified 18A:17-3 to make this particular position tenurable. That language never made it into 18A:17-3. The bill did not pass. It's not a tenurable position. That's why we have to move it, it's on the wrong list. Roll call continued.

Roll Call:

Board Member	Motion	Second	Aye	Nay	Abstain
Dr. Berghammer			X		
Ms. Cintron			X		
Mr. De La Cruz		X	X		
Mrs. Flemming			X		
Ms. Guillaume					X
Mr. Martucci					X
Ms. Pino			X		
Ms. Thomas			X		
Mr. Rivas	X		X		

Motion carried.

Mr. Rivas said that he knows it gets complicated, but this board wants to make sure that anything that might have not been done correctly, to be done correctly. Two wrongs do not do one right, and we need to make sure that everything is correct on everything that we do. Perhaps that’s the reason why many of you may understand why do we have to go through all these lists? What is everybody got tenure, what is all these lists for? The reason is, when we have to discuss, unfortunately, we have to go from one exhibit to another, to another and the name of all of you may come across, and to protect your rights, and that’s the reason the RICE notices were issued.

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. WHEREAS, JOSEPH MAHAN, in his lifetime was a truly dedicated employee of the Board of Education who gave his time and talents for the benefit of the students, staff and parents of the Linden School District, and

BE IT RESOLVED, that the Superintendent of Schools and the Board of Education of the City of Linden hereby, give expression of their feelings for the loss in the passing of JOSEPH MAHAN, on Thursday, May 19, 2022 do tender to the members of his family their heartfelt sympathy and condolence in this time of bereavement and sorrow.

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

Date	Item#	Action
6/24/21	11	Add Abalos, Roxanne to work before and after school security for Linden High School for the 2021-2022 school year to be paid at the contractual rate #11-140-100-101-00-000-00.
8/26/21	14	Add Wade, Jeffrey to work the Academic Counseling Program for the 2021-2022 school year to be paid at the contractual #11-190-100-106-00-002-00.
2/24/22	2/1	Amend the Effective Date for Kim, Danielle to read: 4/12/22 instead of 4/11/22.
2/24/22	10	Add Abalos, Roxanne to work on the NJSLA Appeals Scoring for the 2021-2022 School Year.
3/31/22	5/6	Amend the start date for Arias, Hellen to read 4/27/22 instead of 4/25/22.
3/31/22	6	Amend the leave of absence for #4947 to read through 5/23/22 Medical <sup>1</sup> instead of 4/29/22 Medical <sup>1</sup> .
3/31/22	10	Add Domond, Fiola to work as a bilingual aide for the School 9 ESL Summer Enrichment Program to be paid at the contractual rate Title III. Acct. #20-241-100-100-00-000-54.
3/31/22	10	Change Hu, Lin Lin from bilingual aide to teacher for the School 9 ESL Summer Enrichment Program to be paid at the contractual rate Title III. Acct. #20-241-100-100-00-000-54.
3/31/22	32,33	Add the following ESL teachers Colon, Darlene; Fleurimond, Chan-Love; Olarte, Viviana to work the School #4 Summer Slide Event on 6/1/22, 6/2/22, 6/8/22, and 6/9/22.
4/28/22	5	Amend the leave of absence for #4770 to read 5/20/22 through 6/10/22 Medical <sup>1</sup> instead of 5/12/22 through 6/3/22 Medical <sup>1</sup> .
4/28/22	5	Amend the leave of absence for #6476 to read through 5/26/22 Medical <sup>3</sup> instead of 5/23/22 Medical <sup>3</sup> .
4/28/22	21/4	Change to read Aguirre, Digna.
4/28/22	21/14	Add Goeller, Colleen.
4/28/22	5	Amend the leave of absence for #6013 to read through 5/24/22 Medical <sup>3</sup> instead of 5/20/22 Medical <sup>3</sup> .

1) SICK      2) ACCUMULATED LEAVE      3) UNPAID

3. Accept the resignations of the following staff:

#	Name	Position	Location	Effective Date
1.	Fakhrzadeh, Parisa	Teacher of Pre-Kindergarten	School 4	7/1/22
2.	Foley, Ryan	Technology Technician	IT/LAST	6/10/22
3.	Ingram, Ataysia	Middle School Cheer Advisor	Field House	5/18/22
4.	Kosmaczewski, Kristen	Reading Specialist	School 4	9/1/22
5.	Pozyc, Michael	Asst. Varsity Football Coach	Field House	5/5/22
6.	Sumrein, Dena	Part-Time School Aide	School 8	7/1/22

4. Appoint the following staff :

#	Name	Effective Date	Degree	Credited Exp./ Step	Assigned Subj. Area	Bldg./ Dept.	Spec. Prog. Or Budget	Total Annual Salary Rate
<b>CERTIFIED</b>								
1.	Adamczyk, Katherine	9/1/22	MA+30	13	School Nurse	SMS	Budget /R	\$82,599
2.	Casalins, Angela	7/1/22	BA	5-6	School Nurse	School 10	Budget /R	\$57,974
3.	Baker, Mallory	9/1/22	BA	8	Teacher of Grade 1	School 9	Budget /R	\$59,174
4.	DeProssimo, Jennifer	9/1/22	BA	3-4	Teacher of Grade 1	School 5	Budget /R	\$57,374
5.	Hiltwein, Liana	9/1/22	BA	3-4	Teacher of Grade 4	School 8	Budget /R	\$57,374
6.	Novak, Sarah	9/1/22	BA	3-4	Teacher of Kindergarten	School 1	Budget /R	\$57,374
7.	Whitmore, Howard	9/1/22	BA	15	Teacher of Vocal Music	LHS	Budget /R	\$77,574
<b>NON-CERTIFIED</b>								
8.	Agard, Jade	6/6/22	BS	1	Paraprofessional	School 2	Budget /R	\$22,053
9.	Bernard, Nashira	6/6/22	BA	1	Paraprofessional	School 2	Budget /R	\$22,053
10.	Conley, Bianca	6/6/22	AS	1	Paraprofessional	MMS	Budget /R	\$22,053
11.	Flores, Yiny	9/1/22	BS	1	Paraprofessional	School 2	Budget /R	\$22,053

4. Continued:

#	Name	Effective Date	Degree	Credited Exp./ Step	Assigned Subj. Area	Bldg./ Dept.	Spec. Prog. Or Budget	Total Annual Salary Rate
<b>NON-CERTIFIED</b>								
12.	Ngussan-Tronco, Houso	6/6/22	AS	1	Paraprofessional	School 2	Budget /R	\$22,053
13.	Spells, Maya	6/6/22	AS	1	Paraprofessional	School 2	Budget /R	\$22,053
14.	Lormejuste, Winnie	6/6/22		1	Part-time Bilingual Aide (Haitian Creole)	LHS	Budget /R	\$25.82

1. Leave Replacement for #7796 9/1/22-6/30/23

5. Approve the following Leaves of Absences:

Employee ID	Location	From	Through	Reason
7991 <sup>1</sup>	School 2	9/1/22	9/7/22	Medical
7991 <sup>3</sup>	School 2	9/8/22	12/1/22	FMLA/FLA
7991 <sup>3</sup>	School 2	12/2/22	6/30/23	Child Rearing
7612 <sup>1,2</sup>	LAST	5/2/22	5/31/22	Medical
5565 <sup>1</sup>	Admin. Bldg.	4/26/22	UFN	Medical
6925 <sup>3</sup>	School 6	5/2/22	6/7/22	Medical
6084 <sup>1</sup>	School 1	5/2/22	6/30/22	Medical
4488 <sup>1</sup>	SMS	4/25/22	5/13/22	Medical
4788 <sup>1</sup>	Special Services	4/29/22	5/13/22	Medical
8151 <sup>1,2</sup>	School 1	4/29/22	6/6/22	Medical
8151 <sup>3</sup>	School 1	6/7/22	6/10/22	FMLA
8248 <sup>1</sup>	MMS	4/25/22	5/17/22	Medical
5451 <sup>1</sup>	MMS	5/23/22	6/30/22	Medical
7699 <sup>3</sup>	School 1	9/1/22	6/30/23	Child Rearing
8301 <sup>3</sup>	LHS	5/2/22	6/6/22	FMLA
8301 <sup>3</sup>	LHS	6/7/22	6/30/22	Medical

1.) SICK 2.) ACCUMULATED LEAVE 3.) UNPAID

6. Approve the transfer of the following staff for the 2022-2023 School Year effective 7/1/22 as listed:

#	Name	Position	21-22 Location	Position	22-23 Location
1.	Crawley, Rachelle	Vice Principal	School 2	Vice Principal	LHS
2.	Lemes, Lizzie	Vice Principal	LHS	Vice Principal	School 2

7. Approve the transfer of the following staff for the 2022-2023 School Year effective 9/1/22 as listed:

#	Name	Position	21-22 Location	Position	22-23 Location
1.	Bjukovic, Tomislav	School Nurse	SMS	School Nurse	LHS
2.	McCarthy, Tara	School Nurse	District Float Nurse	School Nurse	School 8
3.	Smith, Diane	School Nurse	LHS	School Nurse	District Float Nurse
4.	Cosby, Duane	Teacher of Music Vocal	LHS	Teacher of Music Vocal	SMS
5.	Panzino, Kristin	Early Childhood Coach	School 4	Teacher of Pre-Kindergarten	School 4

8. Reimburse the following staff listed for tuition costs in accordance with the associated agreement between the Linden Board of Education and the Linden Education Association:

#	Name	Location	Fall 2021 Tuition Reimbursement
1.	Livingston, Angela	Academy of Excellence	\$2748.00

9. Appoint the following as Child Care Workers for the 2022-2023 School Year. Paid from the Enterprise Fund as listed:

#	Effective Date	Name	Position	Location	Hourly Rate
1.	7/1/21	Joseph, Lindsey	Lead Teacher Child Care	School 10	\$35.00
2.	7/1/21	Chavez, Maria	Child Care Provider F/T	School 10	\$30.00
3.	7/1/21	Colato, Vanessa	Child Care Provider F/T	School 10	\$30.00
4.	7/1/21	Colvin, Chafonda	Child Care Provider F/T	School 10	\$30.00
5.	7/1/21	Perez, Lauren	Child Care Provider P/T	School 10	\$30.00
6.	7/1/21	Munoz, Yuliana	Child Care Provider F/T	School 10	\$30.00

10. Approve the reappointment of tenured certificated staff members for the 2022-2023 School Year. Copies of the names in the hands of the Board Members. (Exhibit A)
11. Approve the reappointment of non-tenured certificated staff members for the 2022-2023 School Year. Copies of the names in the hands of the Board Members. (Exhibit B)
12. Approve the reappointment of tenured non-certificated staff members for the 2022-2023 School Year. Copies of the names in the hands of the Board Members. (Exhibit C)
13. Approve the reappointment of non-tenured non-certificated staff members for the 2022-2023 School Year. Copies of the names in the hands of the Board Members. (Exhibit D)
14. Appoint the following staff for curriculum writing to be paid at the contractual rate. Acct. #'s 11-120-100-101-00-000-50, 11-140-100-101-00-000-60.

#	Name	Curriculum	Grade Level
1.	Brunton, Laura	Mathematics	Grade 4
2.	Krupski, Kimberly	Mathematics	Grade 5
3.	Schweikardt, Walter	Mathematics	Grade 1
4.	Vitoroulis, Panagiota	Mathematics	Grade 3
5.	Zagaja, Kimberly	Mathematics	Grade 2
6.	Zucosky, Margaret	Mathematics	Kindergarten
7.	Bannon, Sean	Chemistry	Grades 10-12
8.	Thomas, Alice	Physics	Grades 11-12

15. Appoint the following staff members for the 2022 Summer School Program at the locations listed effective 6/28/22-7/28/22. To be paid out of Acct #20-487-100-100-00-000-55.

#	Name	Location	Position
1.	Winstead, Chanel	School 1	Teacher
2.	Donner, Shannon	School 2	Teacher
3.	Etienne, Vivian	School 2	Teacher
4.	Givens, Tionna	School 2	Teacher
5.	Lukas, Dana	School 2	Teacher
6.	Rodrigues, Samantha	School 2	Teacher
7.	Spano, Lara	School 2	Teacher
8.	Williams, Mercedes	School 2	Teacher
9.	Olarte, Viviana	School 4	Substitute Teacher
10.	Brooks, Jacqui	Five	Teacher
11.	Johnson, Sherunda	Five	Teacher
12.	Kolakowski, Theresa	Six	Teacher
13.	Burt-Moqueete, Linda	Ten	Teacher
14.	Geisel, Abigail	Ten	Teacher
15.	Alleyne, Tricia	Soehl Middle School	Teacher
16.	Barattucci, Dina	Soehl Middle School	Teacher
17.	Chase, Karen	Soehl Middle School	Teacher
18.	Cureton, Britany	Soehl Middle School	Teacher
19.	Genovay-Gall, Andrea	Soehl Middle School	Teacher
20.	Gesumaria, Jessica	Soehl Middle School	Teacher
21.	Johnson, Lashonda	Soehl Middle School	Teacher
22.	Jones, Angela	Soehl Middle School	Teacher
23.	Kern, Jessica	Soehl Middle School	Teacher
24.	Lanza, Rebecca	Soehl Middle School	Teacher
25.	Roga, Anna	Soehl Middle School	Teacher
26.	Campo, Michael	Soehl Middle School	Security
27.	Gabriel, Marvin	Soehl Middle School	Security
28.	James, Elizabeth	Soehl Middle School	Security
29.	Millstein, Aaron	Soehl Middle School	Security

15. Continued:

#	Name	Location	Position
30.	Bakalian, Candice	McManus Middle School	Teacher
31.	Bender, Jonathan	McManus Middle School	Teacher
32.	Benner, Lynn	McManus Middle School	Teacher
33.	Cortes, Leonardo	McManus Middle School	Teacher
34.	Fardin, Nicholas	McManus Middle School	Teacher
35.	Hu, Deijang	McManus Middle School	Teacher
36.	Ley, Patricia	McManus Middle School	Teacher
37.	Pinchinat, Marvin	McManus Middle School	Teacher
38.	Stewart, Tamara	McManus Middle School	Teacher
39.	Gregg, James	McManus Middle School	Crisis Intervention
40.	Bender, Jonathan	Linden High School	Teacher
41.	Fardin, Nicholas	Linden High School	Teacher
42.	Phipps, Kyle	Linden High School	Teacher
43.	Stone-Joseph, Cathleen	Linden High School	Teacher
44.	Walsh, Dillon	Linden High School	Teacher
45.	Alvarado, Marjorie	Linden High School	Substitute Teacher
46.	Ayoub, Mona	Linden High School	Substitute Teacher
47.	Baker, Dana	Linden High School	Substitute Teacher
48.	Blocker-Carter, LaKhia	Linden High School	Substitute Teacher
49.	Garcia, Andres	Linden High School	Substitute Teacher
50.	Gerber, Richard	Linden High School	Substitute Teacher
51.	Jean-Louis, Jonas	Linden High School	Substitute Teacher
52.	Jenkins, Tina	Linden High School	Substitute Teacher
53.	Kalia, Rempee	Linden High School	Substitute Teacher
54.	Kulmaczewska, Elzbieta	Linden High School	Substitute Teacher
55.	Lovengood, Brittany	Linden High School	Substitute Teacher
56.	McCloud, Tanasia	Linden High School	Substitute Teacher
57.	McNeill-Wallace, Jennifer	Linden High School	Substitute Teacher
58.	McNeill-Legrand, Shannon	Linden High School	Substitute Teacher
59.	Nesheiwat, Isaac	Linden High School	Substitute Teacher
60.	Sanon, Kenny	Linden High School	Substitute Teacher
61.	Sarris, Mihalia	Linden High School	Substitute Teacher
62.	Yamakaitis, Daniel	Linden High School	Substitute Teacher

15. Continued:

#	Name	Location	Position
63.	Brown, Terrance	Linden High School	Hall Monitor
64.	Carter-Blocker, LaKhia	Linden High School	Hall Monitor
65.	Dolbrice, Juwan	Linden High School	Hall Monitor
66.	Kelly, Jeffrey	Linden High School	Hall Monitor
67.	Orcutt, Timothy	Linden High School	Hall Monitor
68.	Pearson, Andrae	Linden High School	Hall Monitor
69.	Sanon, Kenny	Linden High School	Hall Monitor
70.	Wade, Jeffrey	Linden High School	Hall Monitor
71.	Williams, Amanda	Linden High School	Hall Monitor
72.	Burdick, Daniel	Linden High School	Crisis Intervention
73.	Taylor, Craig	Linden High School	Crisis Intervention

16. Appoint the following counseling staff for the Summer School Program effective 6/28/22-7/28/22. To be paid out of Acct. #20-487-200-101-00-000-55.

#	Name	Position
1.	Findley, Kevin	School Social Worker
2.	Gonzalez, Zaira	School Social Worker
3.	Lisnock, Kimberly	School Counselor
4.	Perez, Melissa	School Counselor
5.	Salas, Allison	School Social Worker
6.	Stanley, Eric	School Counselor
7.	Stewart, Tamarra	School Counselor

17. Appoint the following Home Instructors for the 2021-2022 School Year. To be paid at the contractual rate of \$33/hr. Acct. #11-150-100-101-00-000-44.

#	Name
1.	Colella, Jennifer
2.	Krupski, Kimberly
3.	Lukas, Dana
4.	Pierce, Nicole
5.	Pizzano, Cherie
6.	Russo, Joseph
7.	Stone Joseph, Cathleen
8.	Vega, Sara

18. Appoint the following Attendance Officers to work during evening registration hours for the 2022-2023 School Year. Acct. #11-000-211-100-00-001-00

#	Name
1.	Horre, John
2.	Marcino, Matthew
3.	McCullough, James
4.	Penn, John

19. Appoint the following Part-Time School Aides and Secretaries to work Central Registration as needed for the 2022-2023 School Year. Acct. #'s 11-190-100-106-00-002-00, 11-000-221-105-00-001-00.

#	Name
1.	Rosa, Deborah
2.	Callahan, Jean
3.	Hanlon-Ecoffey, Brianne
4.	Morek, Pat
5.	Walker, Karen

20. Appoint the following staff as a Translator for the 2021-2022 School Year. To be paid at the contractual rate.

#	Name	Language
1.	Gonzalez, Zaira	Spanish

21. Appoint the staff listed to support the E-MAP Program at Linden High School for the 2022-2023 School Year. To be paid at the contractual rate. Acct. #11-401-100-100-00-000-00.

#	Name	Total Hours
1.	Gaskins. Lee	78
2.	Heffernan-Louka, Debra	78

22. Appoint the following staff members to work the Summer Food Service at all schools, effective June 28, 2022 through July 28, 2022. To be paid at \$30/hr. Acct. #60-910-310-100-00-000-02.

#	Name	#	Name
1.	Berrigan, Carolanne	16.	McGrath, Annette
2.	Brummet, Kristina	17.	Mimnaugh, Cathleen
3.	Carothers, Christopher	18.	Munoz-Garcia, Alejandro
4.	Castillo, Leidy	19.	Murray, Irma Theresa
5.	Colvin, Chafonda	20.	Palomino, Mariana
6.	Dabrowski, James	21.	Pope, Octavia
7.	Delesline, Ashley	22.	Rego, Kim
8.	Donovan, Joanna	23.	Rogers, Aljean
9.	Georgs, Dawn	24.	Rushton-Echeverria, Tara
10.	Jackson, Kizmet	25.	Safner, Louis
11.	James, Elizabeth	26.	Singh, Susan
12.	Kurek, Angela	27.	Skrelja, Lisa
13.	Linton, Linda	28.	Sporer, Stephenie
14.	Lynch, Clecia	29.	Sremcevic, Kristi
15.	Mack, Roxann	30.	Thompson, Valeria

23. Appoint the following Marching Band Staff for the summer of 2022 as listed:

#	Name	Title	Stipend
1.	Spano, Anthony	Band Director	\$3,342.00
2.	Thode, Katherine	Assistant Band Director	\$1,495.00
3.	Clark, Michael	Assistant Band Director	\$1,495.00
4.	Garcia, Destiny	Band Front Coordinator	\$1,407.00
5.	Yamakaitis, Tommy	Percussion Instructor	\$1,318.00

24. Appoint the following Marching Band Staff for the fall of 2022 as listed:

#	Name	Title	Stipend
1.	Spano, Anthony	Band Director	\$6,215.00
2.	Thode, Katherine	Assistant Band Director	\$2,487.00
3.	Clark, Michael	Assistant Band Director	\$2,487.00
4.	Garcia, Destiny	Band Front Coordinator	\$1,407.00
5.	Yamakaitis, Tommy	Percussion Instructor	\$1,318.00

25. Authorize the following staff to teach an extra teaching period at the location listed to be paid at the per diem hourly rate (annual salary/200 days/7 hours) for the 2021-2022 School Year. Effective April 4, 2022 through June 24, 2022.

#	Name	School
1.	Alleyne, Tricia	Soehl
2.	Bongiovi, Laura	Soehl
3.	Garcia, Destiny	Soehl
4.	Rogowski, Zofia	Soehl

26. Approve the following Before/After Care staff for the 2021-2022 School Year to be compensated for attending online virtual CPR training provided by the National CPR Foundation, at a rate of \$25/hr. paid for by the Enterprise Fund. Acct. #60-930-320-100-00-000-02.

#	Name
1.	Azevedo, Debora
2.	Donner, Shannon

27. Appoint the following staff as substitute Program Manager for the Before/After Care Program for all sites at the rate of \$30/hr. for the 2021-2022 School Year. Paid from the Enterprise Fund as listed. Acct. #60-930-320-100-00-000-02.

#	Name
1.	Azevedo, Debora

28. Appoint the following staff for the summer 2022 Extended School Year. Acct. #11-422-100-101-22-00-000 (teachers) and #11-422-100-106-33-000-00 (paras)

#	Name	Assignment	Location
1.	Fernandez, Alvaro	Physical Education Teachers	School 2
2.	Firestone, Michael		School 8 LAST
3.	Murphy, Erin	Speech Therapist (6-12)	LAST
4.	Fahy, Meghan	Speech Therapists (PK-5)	School 2
5.	McCormack, Catherine		School 8
6.	Moreau, Debra		
7.	Murphy, Erin		

28. Continued:

#	Name	Assignment	Location
8.	Iradi, Kristin	Teachers	School 8
9.	Masters, Giana	MD Classes (K-5)	
10.	Orlando, Brenda		
11.	Barbosa, Karina	Paraprofessionals	School 8
12.	Cunningham, Katie	MD Classes (K-5)	
13.	Harris, David		
14.	Spath, Jennifer		
15.	Rollis-Safner, Melanie		
16.	Grygo, Andrew	Teacher MD Class (6-8)	LAST
17.	Polini, Mary Ann	Paraprofessionals	LAST
18.	Owens, Sheila	MD Class (6-8)	
19.	Cushing, Robert	Teacher MD Class (9-12)	LAST
20.	Pacella, Philomena	Paraprofessionals	LAST
21.	Stapleton, Corey	MD Class (9-12)	
22.	Parczewska, Beata	Teacher Autistic Class (6-8)	LAST
23.	Bowers, Melissa Johnson, Alexis	Paraprofessionals Autistic Class (6-8)	LAST
24.	Argentiere, Janice	Teachers	School #2
25.	Carlos, Alyssa	Autistic Classes (K-5)	
26.	Pierson, Jamie		
27.	Rivera, Justin		
28.	Azevedo, Debora	Paraprofessionals	School # 2
29.	Isaac, Nadege	Autistic Classes (K-5)	
30.	Lescano, Annamaria		
31.	Lipiro, AnnMarie		
32.	Pascoa, Monica		
33.	Sales, Karen		
34.	Singh, Susan		
35.	Rehman, Aysha		
36.	Conroy, Catherine	Teachers	
37.	Fleming, Rakimah	Preschool Disabled Classes	
38.	Kennaway, Vanessa		
39.	Musto, William		
40.	Schlegel, Kelly		
41.	Tanis, Kyle		

28. Continued:

#	Name	Assignment	Location
42.	Hunter, Amber	Paraprofessionals Preschool Disabled Classes	School 2
43.	Lane, Clarissa		
44.	Mack, Ortiz		
45.	Matta, Diana		
46.	Mekovitz, Stephanie		
47.	Mendez-Torres, Josephina		
48.	Ortiz, Mriam		
49.	Parker, Terry		
50.	Price, Direne		
51.	Saadah, Miriam		
52.	Singh, Susan		
53.	Witek, Celina		
54.	DeMartinis, Colleen	Nurses	School 2
55.	Goeller, Collen		School 8
56.	McCarthy, Tara		LAST
57.	Goeller, Colleen	Nurse (Medical Bus)	School 8
58.	Owens, Shelia	Paraprofessionals (For Bus)	School 2
59.	Pascoa, Monica		School 8
			LAST
60.	Shahamet, Aliyyah	Substitute Nurse	School 8 LAST and School 2
61.	Sales, Karen	Substitute Teachers	School 2
62.	Polini, Maryann		School 8
63.	Isaac, Nadegeda		

29. Appoint the following staff for summer 2022 Extended School Year Remedial Reading:

#	Names	Assignment	Location
1.	Suszko, Arleen	Teacher Remedial Reading Gr 1-5	School #8
2.	Fernandes, Rosanna	Teachers Remedial Reading Gr 6-12	LAST
3.	Schwartz, Beth		

30. Appoint the following staff member to record the Board of Education meetings and other various events for Linden Public Schools for the 2022-2023 School Year. Acct. #11-140-100-101-00-001-00.

#	Name
1.	Paskewich, Christopher

31. Appoint students listed for part-time work for the 2021-2022 School Year, through the summer and 2022 School Year, to videotape Board of Education meetings and assigned special projects at \$15/hr. #11-000-262-100-00-020-00.

#	Name
1.	Booker, Qadir
2.	Hernandez, Erica

32. Discuss conditions of employment for employee #10-21/22. Name of employee on file in the Office of the Superintendent of Schools.
33. Appoint the following staff for the 2022-2023 Interscholastic and Intramural Athletic Program at the High School and Middle Schools.

Fall Athletic Program

High School Athletics

#	Name	Sport	Position	Salary	Step
1.	Chiola, Albert	Football	Head Coach	\$11,598.00	3
2.	Reinoso, Anthony	Football	Assistant Coach	\$8,088.00	3
3.	Fernandez, Alvaro	Football	Assistant Coach	\$8,088.00	3
4.	Reinoso, Albert	Football	Assistant Coach	\$8,088.00	3
5.	Brown, Terrence	Football	Assistant Coach	\$8,088.00	3
6.	Jarmolowski, Lukash	Football	Assistant Coach	\$8,088.00	3
7.	Smith, James	Football	Assistant Coach	\$8,088.00	3
8.	Phipps, Kyle	Football	Assistant Coach	\$8,088.00	3
9.	Mastiano, Michael	Soccer	Boys Head Coach	\$7,605.00	3
10.	Harper, James	Soccer	Assistant Coach	\$5,899.00	3
11.	Spoganetz, Peter	Soccer	Assistant Coach	\$5,899.00	3
12.	Fardin, Nicholas	Soccer	Assistant Coach	\$5,526.00	2

33. Continued:

#	Name	Sport	Position	Salary	Step
13.	Silva, Carla	Soccer	Girls Head Coach	\$7,605.00	3
14.	Conway, Danielle	Soccer	Assistant Coach	\$5,899.00	3
15.	Desir, Ruben	Soccer	Assistant Coach	\$5,899.00	3
16.	Walker, Allison	Soccer	Assistant Coach	\$5,526.00	2
17.	McDonald, Daniel	Cross Country	Boys Head Coach	\$7,605.00	3
18.	Devero, Leonist	Cross Country	Girls Head Coach	\$7,605.00	3
19.	Paskewich, Christopher	Tennis	Girls Head Coach	\$6,016.00	3
20.	Mark Radil	Volleyball	Girls Head Coach	\$7,605.00	3
21.	Abalos, Roxanne	Volleyball	Assistant Coach	\$5,899.00	3
22.	Bats, Erin	Volleyball	Assistant Coach	\$5,899.00	3
23.	Rotondi, Roger	Athletic Trainer	Head Athletic Trainer	\$7,154.50	3
24.	Sollivan, Noelle	Athletic Trainer	Assistant Athletic Trainer	\$3,499.00	3
25.	Gombocz, Nicholas	JROTC	Drill Team Instructor	\$9,503.00	3
26.	Decker, Boyd	JROTC	Assistant Drill Team Instructor	\$6,853.00	3
27.	Velez, Mark	JROTC	Assistant Drill Team Instructor	\$6,853.00	3
28.	DeJean, Michael	JROTC	Assistant Drill Team Instructor	\$6,853.00	3
29.	Cureton, Britany	Cheerleading	Head Advisor	\$3,630.00	3
30.	Demarest, Kewana	Cheerleading	Assistant Advisor	\$2,915.00	3
31.	Taylor, Craig	Weight Training	Instructor	\$4,169.00	3

Middle School Athletics

#	Name	Sport	Position	Salary	Step
1.	Corsale, Christopher	Football	Head Coach	\$5,096.00	3
2.	Marino, Michael	Football	Assistant Coach	\$4,464.00	3
3.	Martins, Nicholas	Soccer	Head Coach	\$4,448.00	3
4.	Ciprian, Ricardo	Soccer	Head Coach	\$4,448.00	3
5.	Pachon, Alexander	Soccer	Head Coach	\$3,526.00	1
6.	Hernandez, Jose	Soccer	Head Coach	\$3,641.00	2

33. Continued:

Summer Sports

#	Name	Sport	Position	Salary	Step
1.	Chiola, Albert	Weight Training	Instructor	\$2,147.00	3
2.	Rotondi, Roger	Athletic Trainer	Head Athletic Trainer	\$7,154.00	3
3.	Sollivan, Noelle	Athletic Trainer	Assistant Athletic Trainer	\$3,499.00	3

34. Appoint the following Health Service staff for the 2022-2023 School Year.

#	Name	Assignment	Salary
1.	Schulman, Joseph D.O.	Chief Medical Inspector	\$5,000.00
2.	Bezozo, Richard M.D.	Physician	\$4,000.00

35. Appoint the following physicians listed as team doctors for the 2022-2023 football season:

#	Name	Assignment	Salary
1.	Bezozo, Richard M.D./ Care Station	Varsity Games	\$400.00 per game
2.	Schulman, Joseph D.O.	Sub-Varsity Games	\$400.00 per game
3.	Lukenda, Robert D.O.	Sub-Varsity Games	\$400.00 per game

36. Grant permission for the following physicians to implement physicals examinations of students participating in the district athletic programs for the 2022-2023 school year.

#	Name	Assignment
1.	Bezozo, Richard M.D./Care Station	\$18.00 per exam
2.	Schulman, Joseph M.D.	\$14.00 per exam
3.	Lukenda, Robert D.O.	\$14.00 per exam
4.	Reich-Sobel, Deborah D.O.	\$14.00 per exam

37. Appoint the following Substitute School Nurse for the 2021-2022 School Year. To be paid at the rate of \$200/day.

#	Name
1.	Lebrun, Malinda

38. Appoint the following Substitute Teachers for the 2021-2022 school year at the rates listed:

Days	Fully-Certified	Provisional/County Certified
1 -25	150.00	125.00
25 +	175.00	135.00

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 11<sup>th</sup> 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. (\$267.75)

#	Name
1.	Lucarello, Shannon
2.	Pryor-Green, Summer
	Richardson, Daniella
	Sollivan, Noelle
	Spells, Maya

39. WHEREAS, EDWARD WOJTOWICZ, in his lifetime was a truly dedicated employee of the Board of Education who gave his time and talents for the benefit of the students, staff and parents of the Linden School District, and

BE IT RESOLVED, that the Superintendent of Schools and the Board of Education of the City of Linden hereby, give expression of their feelings for the loss in the passing of EDWARD WOJTOWICZ, on Tuesday, April 19, 2022 do tender to the members of his family their heartfelt sympathy and condolence in this time of bereavement and sorrow.

40. The following retirement is accepted with regret:

#	Name	Assignment	Location	Effective Date
1.	Kobylarz, Nanci	Teacher of Kindergarten	School 5	9/1/22

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

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.

41. Accept the resignation of the following staff:

#	Name	Position	Location	Effective Date
1.	Anderson, Mackenzie	Teacher of Language Arts	SMS	6/25/2022
2.	Arias, Hellen	Paraprofessional	School 2	6/15/22
3.	Silva, Christy	Part-time Bilingual Aide	School 2	7/1/22

42. Appoint the following staff as follows:

#	Name	Effective Date	Degree	Credited Exp./ Step	Assigned Subj. Area	Bldg./ Dept.	Spec. Prog. Or Budget	Total Annual Salary Rate
<b>CERTIFIED</b>								
1.	Kempey, Evan	9/1/22	BA	8	Teacher of Instrumental Music	Schools 1& 6	Budget /R	\$59,174

43. Appoint the following Home Instructor for the 2021-2022 School Year. To be paid at the contractual rate of \$33/hr. Acct. #11-150-100-101-00-000-44.

#	Name
1.	Tanis, Kyle

After Ms. Thomas made the motion and it was seconded by Ms. Pino, Ms. Thomas asked if there is an incorrect title associated with names listed, and it passes with the incorrect title, what happens? Mr. Garcia answered that it's most likely just a technical error. Dr. Baldwin said it doesn't affect their employment status and the correction will be made.

Mr. Rivas then said he had a concern about Exhibit B, #11. Unfortunately, due to the timing of the meeting, he was not able to get information that he requested, and he wanted to, during this discussion, ask for this item to be tabled for further discussion until next month until we get more clarification that's going to be provided by the district. He motioned to table Exhibit B, #11, until next month's agenda. Mr. De La Cruz seconded the motion.

Roll Call:

Board Member	Motion	Second	Aye	Nay	Abstain
Dr. Berghammer			X		
Ms. Cintron			X		
Mr. De La Cruz		X	X		
Mrs. Flemming			X		
Ms. Guillaume				X	
Mr. Martucci				X	
Ms. Pino			X		
Ms. Thomas			X		
Mr. Rivas	X		X		

Motion carried.

Ms. Guillaume asked that since the board pulled this item, and the only question that they asked was the matter of a title which Dr. Baldwin had explained during the Work Session, who will now be in charge of our PR throughout the district? Mr. Rivas said we are moving to have him appointed to next month. That will give us a month to have any information that they want and will be brought up in the agenda next month for them to vote on. Mr. Garcia said that non-tenured certificated members who do not receive a non-renewal notice by May 15<sup>th</sup> are deemed renewed. Mr. Rivas said that they just want to get information, and for that they need time. Ms. Guillaume asked why didn't they just do that the first time they voted? This is causing so much confusion. When we pulled the names out, why didn't we just add his name at the same time? Mr. Rivas responded that he is not unaffiliated, he's an affiliated member. He said he knows this sounds confusion, but this is the reason why we try to do things the correct way.

Mr. Rivas then asked for the roll call on the Personnel Report.

Dr. Berghammer asked if she's voting on Exhibit A, does she have to mentioned the hold on the tenured unaffiliated? Mr. Rivas said they're voting for the whole agenda. If you have something that you wanted to perhaps want to vote separately, or make specifications, you will need to name the item on the agenda and every other specifics to make it clear.

Mr. Martucci again asked for clarification, saying they just voted on #11. Mr. Rivas said, to table it. Mr. Martucci said that when a vote is taken on the Personnel Report, that shouldn't even be included in the vote because they already voted on that separately, correct? So when they vote the Personnel Report with something they just voted on, which would be #11 included in that, that should be an isolated thing. So, that should not be part of Personnel. Mr. Rivas said it is not part. It has been tabled. It's not part of #11. Mrs. Caporale asked if the motion would be 1 – 43, except anything tabled? Mr. Rivas said they are not in the exhibits. He said we are voting on all exhibits, except everything that they have pulled and they have tabled. Ms. Thomas said she thinks the frustration is with these exhibits and the list of names; maybe next time we don't do that. Mr. Rivas said that all of the exhibits have been amended, so now they are voting on everything, and including the exhibits, with the amendments.

Once Dr. Berghammer started to vote, Ms. Guillaume interrupted as she was still confused. She asked if they were voting on exhibits, as well as Personnel? She asked Mr. Garcia not to shake his head no because she just said Exhibit B and started listing numbers. She combined both. He said he didn't think that was what was intended. He said he didn't even hear because unfortunately, he was distracted with someone else harassing him on text messages. Mr. Rivas clarified that there are 43 items on this agenda. There are items, like items #10, 11, 12 and 13, those particular items includes exhibits. Every member has the right, as she has, to say I'm saying yes to all except for item 11, subsection Exhibit A, whatever numbers that she said, and that's the right that she has because these items have additional information. Ms. Guillaume asked Mr. Garcia if they could do that and he said yes, exhibits are part of the agenda. Exhibits are numbers 10, 11 and 12. Mr. Garcia then suggested the board vote on Nos. 1 through 9 and then 14 through the end, and then vote on 10, 11, 12 and 13 individually to eliminate some of the confusion.

Mr. Rivas then changed the motion to vote 1 – 9 and 14 – 43 and then come back to those items that they have exhibits.

Once voting started, Mr. Martucci asked for clarification that the exhibits will be voted on separately. Mr. Rivas said yes.

MOTIONS 1 – 9 and 14 – 43:

Roll Call:

Board Member	Motion	Second	Aye	Nay	Abstain
Dr. Berghammer			X		
Ms. Cintron			X		
Mr. De La Cruz			X		
Mrs. Flemming			X		
Ms. Guillaume			X		
Mr. Martucci			X		
Ms. Pino		X	X		
Ms. Thomas	X		X		
Mr. Rivas			X		

Motions 1 – 9 and 14 – 43 carried.

Mr. Rivas informed the Personnel Chairman that now we would be voting on individual items, between 10 and 13; one individual item at a time.

Ms. Guillaume asked when did board members have the right to vote no on stuff like this without the recommendation of the superintendent? Mr. Garcia said always; you always have the right to vote no, as long as you're not arbitrary and capricious. He said they've discussed this countless times. Mr. Rivas said they discussed options how they can vote in personnel meetings. Ms. Guillaume asked, for contracts? Mr. Garcia said every vote you make is governed by a standard of arbitrary and capriciousness. As long as you're not acting arbitrary and capricious, you can vote against the superintendent's recommendation. Mr. Rivas reminded the board members that they are the governance body of the Linden Board of education. They are the ones who make the final decisions, and that is the reason why they can vote yes or no.

Ms. Thomas then made a motion to approve Personnel item #10, seconded by Ms. Pino. Mr. Garcia clarified that would be item #10 as amended.

Mrs. Flemming then asked that since certain items were removed from the exhibits, will they not be part of the vote? Mr. Rivas answered yes, they are not part of it.

MOTION 10 as amended:

Roll Call:

Board Member	Motion	Second	Aye	Nay	Abstain
Dr. Berghammer			X		
Ms. Cintron			X		
Mr. De La Cruz			X		
Mrs. Flemming			X		
Ms. Guillaume			X		
Mr. Martucci			X		
Ms. Pino		X	X		
Ms. Thomas	X		X		
Mr. Rivas			X		

Motion 10 carried.

Ms. Thomas then made a motion to approve Personnel item #11, seconded by Ms. Pino. Mr. Rivas again clarified, as amended.

Mrs. Flemming asked which items were tabled on this item? Mr. Rivas said item #11.

MOTION 11 as amended:

Roll Call:

Board Member	Motion	Second	Aye	Nay	Abstain
Dr. Berghammer			X	5,8,9	
Ms. Cintron			X	5,8,9	
Mr. De La Cruz			X	5,8,9	
Mrs. Flemming			X	5,8,9,13	
Ms. Guillaume			X		
Mr. Martucci			X		
Ms. Pino		X	X	5,8,9	
Ms. Thomas	X		X	5,8,9	
Mr. Rivas			X	5,8,9,13	

Motion 11 carried with the exception of items 5, 8, and 9, which did not pass.

Dr. Baldwin made a point of order and asked for discussion of her employment be held in public. She said that clearly the decision made here tonight would appear was made some place other than the Work Session that she was in last night for 2-1/2 hours. Mr. Garcia said her employment was not discussed. She could ask for her discussion. If there's no discussion, then there's no discussion. Ms. Guillaume said her grandmother's in the hospital. She said she wants to vote, but don't sit here and lie. Mr. Garcia said he's not going to be called a liar. She said she didn't call him a liar. Mr. Martucci interrupted and asked to move on. Dr. Baldwin said she would like discussion of her employment. Mr. Rivas said after the meeting she could ask and she could seek the answers she is seeking to the Superintendent. He said they do not discuss in public anything they do not need to discuss. If the board is not discussing her employment or conditions of employment, they have the right to vote, and that's the right they choose to do so today. Dr. Baldwin said she cries foul.

Mr. Rivas asked the Personnel Chairman to make a motion on item #12.

MOTION 12 as amended:

Roll Call:

Board Member	Motion	Second	Aye	Nay	Abstain
Dr. Berghammer			X		
Ms. Cintron			X		
Mr. De La Cruz			X		
Mrs. Flemming		X	X		
Ms. Guillaume			X		
Mr. Martucci			X		
Ms. Pino			X		
Ms. Thomas	X		X		
Mr. Rivas			X		

Motion 12 carried.

Finally, Ms. Thomas made a motion to approve Personnel item #13, seconded by Mrs. Flemming.

Before roll call was taken, Mrs. Flemming asked which items were tabled on this one? Mr. Rivas responded that the one that was pulled out was #337.

MOTION 13 as amended:

Roll Call:

Board Member	Motion	Second	Aye	Nay	Abstain
Dr. Berghammer			X	1,17,83	
Ms. Cintron			X	1,17,83	
Mr. De La Cruz			X	1,17,83	
Mrs. Flemming		X	X	1,17,83	
Ms. Guillaume			X		
Mr. Martucci			X		
Ms. Pino			X	1,17,83	
Ms. Thomas	X		X	1,17,83	
Mr. Rivas			X	1,17,83	

Motion 13 carried with the exception of items 1, 17, and 83 which did not pass.

Mr. Rivas said it has not been an easy meeting, but they need to do the right things. Not two wrongs will do one right and it is time we do things right here in the district.

COMMENTS FROM THE PUBLIC:

Lisa Ormon, 1<sup>st</sup> Ward Councilmember  
901 Summit Street

Besides being a councilmember, she said she was also a former school board commissioner for 8 years. She came tonight to speak on behalf of Pomptonian. She voted yes for Pomptonian for many years. She was never dissatisfied, primarily because her children always packed their lunches. It had nothing to do with quality, but everything to do with quantity. Her son eats like a horse and her daughter eats like a chicken. We can work to improve quality where quality is needed, but quantity is very important. She spoke next on the way our children look going to school. When she was a board member, there was a uniform code of dress. She lives across from the high school and watches everyday the ripped jeans, belly blouses, leggings the girls wear that does not cover their bottom, pajamas and slippers. Leadership is everything. If you allow your children to come to school a certain way, you're going to allow them to be lax. She said she would like a copy of the dress code sent to her. Again, leadership is everything. Step up to the plate and demand our children look like they want to learn instead of looking like they want to go to bed.

Mayor Armstead  
516 Carnegie Street

He said he came to talk about the tragedy that unfolded in Texas, and one of our students decided to go on Facebook and talk about what he would like to do tomorrow. He met with the Chief of Police and his command staff, and they will be doing everything possible to make sure that they address this particular individual and to make sure our schools are safe. When you drop your kids off in the morning, you drop them off to a sanctuary. A place where they can actually be safe, and no one expects that their children are going to be murdered or killed at school. He said they want to make sure that all the parents in the city know that they're doing everything humanly possible to increase patrols and make sure they increase the safety. They will be reaching out to the Superintendent tomorrow. He, too, spoke about Pomptonian. He said many of those who work for Pomptonian are Linden residents and he's a Linden first type of guy. He thinks they need to sit down with them and figure out how to make them better.

Kim Kefalas, Technology Teacher  
62 Stanton Street  
Clark, NJ

Ms. Kefalas gave a brief synopsis of her most recent professional development.

Joanne Padavno  
629 Princeton Road

Ms. Padavano spoke about the success of the Linden High School Varsity Softball team. She is proud to say that the LHS Varsity Softball team had their best division record in over five years. She also praised the coaches, saying they are amazing. She asked the board again to come support our other sports.

Monique Caldwell, Third Ward Councilmember  
314 E. Curtis Street

Her son attends Linden High School and has told her that in the past few weeks, six kids have passed out from extreme heat and she asked what is being done about the heat in the high school? Dr. Hazelton said she was not aware of the heat situation. She was aware of the students passing out, but did not hear that it was heat related. She said that she would follow up with the principal. Ms. Caldwell also wanted the board to know that the school system is doing an excellent job of keeping parents out of the school, because she knows that when she goes to Soehl, they do not let you in the building and that makes her feel safe. God bless everybody that works for the board of education.

Tiffani Reneau, Staff Accountant  
1813 W. 4<sup>th</sup> Street  
Piscataway, NJ

She asked if the last day of employment for employees who were voted no on would be June 30<sup>th</sup>? Should they be seeking employment elsewhere? Mr. Rivas said he would refer to that answer to be given by the Superintendent of Schools in a private one on one conversation. He said they did not discuss personnel matters in public session. Dr. Hazelton said she would follow up with Mrs. Reneau and her union rep the morning. Mrs. Reneau said she did not have a union rep and Dr. Hazelton said she would still follow up with her in the morning and would confer with the board's attorney.

Gregory Grasso, LASA Vice President  
48 Peachstone Road  
Howell, NJ

He said he was extremely disappointed at the board's decision to not appoint the recommendations of the superintendent. It's frustrating. Last week, when all employees were RICE'd, Mr. Rivas sent out an email in support of all the teachers and saying that he heard them loud and clear. The board needs to understand that the actions of not approving the superintendent's recommendations have the same demoralizing effect on the staff. A lot of these people work very hard to make this district successful he thinks it's disappointing that the superintendent's recommendation wasn't carried.

Claudia Dolan, LEA Vice President  
1309 Thomas Avenue  
North Brunswick, NJ

On Friday, May 20<sup>th</sup> at about 3:00 p.m., district employees received RICE notices. She said she realizes that though there is a statute in place for this decision, it is not one that seems to have been followed in this district. It seems that all of a sudden, a new procedure had been followed without any warning. She understands many employees sent emails requesting these conversations be held in public. As leaders, it's difficult to be transparent, but if different procedures were going to be taking place in your place of work, or even your home, you would want to know; you would not want to feel blindsided. She asked the board to reflect on their choices and realize how they can impact district employees who are working tirelessly to best service the future of our district. She recognized that there have been agenda items on the Personnel Report that have been tabled within the last few meetings. More specifically, candidates that were recommended for a position and ultimately did not receive that position. She hopes those candidates received feedback as to why this occurred. It's scary to think that we let highly-qualified candidates slip away without giving them input as to why.

Rob Mangel, LEA President  
18 Trinity Place  
Montclair, NJ

Last month the LASA members were given RICE notices with no explanation as to what the conversation about them might be. This undoubtedly shook members of our administration. To be told you may or may not be discussed at a board meeting, and not be told why, is something we've never done here. There's always been the professional courtesy of a conversation. At the meeting, nothing was done. So, it raises the question, what was the goal of the RICE notices? A month went by and all employees received RICE notices. The lack of clarity sent many on edge. Folks were concerned, nervous, scared. This decision put our staff members, the folks who show up each and every day, on edge. Now that we're here, most of us are still unsure as to why we were RICE'd. Tenured staff do not need to be rehired each year by the board of education. To RICE the entire district does not provide the stability that we need. As school staff, we are expected to provide stability and safety for our students. Students and staff have been shaken by the events of the past week. He sees staff taking the time to comfort students and them know that they have their backs and provide calm amidst the chaos. He said he doesn't think it's too much for the district to do the same for them. As the Board of Education, your job is to assist the Superintendent and her team in providing that stability. Not accepting the recommendations for new hires and rehires, will not move the district in the way that it necessarily needs to be moved. Please give our staff, and in turn, our students, the stability they so rightly deserve.

NEW/UNFINISHED BUSINESS:

Mr. De La Cruz said we need to sit down and make changes to our security before it's too late. We need to seriously talk about it, and if we have to find money, we have to find money and move on it real quick. He asked to make a motion to talk about this. Mr. Rivas asked to share, not only with his colleague board members here, but with the public that this board has been very concerned about security of the schools throughout the years having many much conversations. He said not much clear information has been given to them as why did they occur and what have cannot be prevented. This board is interested in security. They are going to ask the citizens and parents to please understand the measurements that need to be taken in order to secure our schools to support them. Nobody wants to see extreme measurements of security, but it's needed it. He agrees that we have to ask our district to start working in a serious plan to work on security of our schools.

Mayor Armstead apologized for being out of order but said that two or three weeks ago they reached out to the Superintendent Office to try to set up a meeting to address security issues. Unfortunately, there were some conflicts with the principals and vice-principals at the junior high schools. He said they are working very hard to try to set up a time, and he believes it's going to happen sooner than later. They will be reaching out again to the Office tomorrow. It will probably be after school because the principals and vice principals have to be in the schools during the day.

Mr. De La Cruz said his motion would be to get a security company, and/or metal detectors, or some type of technology, because we have a lot of things going on within the schools. It's just mind-boggling. We have spoken about it, and we're still in the same status-quo that we've been. He apologized for getting emotional, but that could be his son at 10 years old, grade four. We cannot go anywhere without fear of being shot up. After COVID, this world has really changed for the worse. We need to step up our game. Students, teachers, everybody – we want you to go home the same way you came in; in one piece.

Mr. Rivas said we need to have a plan, an idea, a project. He asked if he would like to motion, perhaps he would ask the district to present them urgently a safety and security plan to be implemented immediately by the beginning of the next school year. It's something that needs to be presented to them as soon as possible. With a plan, they can follow up on everything they need and make it happen.

Mr. De La Cruz motioned for a security plan to be presented to the board and to be in effect by September 2022.

Before a roll call was taken, Dr. Berghammer said she knows with security, there are things that cannot be discussed, but there are things that can be discussed. Dr. Hazelton does communicate everything that’s going on, but she thinks they need to know more and they should be included in the daily monthly agenda.

Ms. Cintron said she has been asking about metal detectors since she became a board member a few months ago, and she feels there have been no changes with that. We do need change and have to keep our kids safe.

Roll Call:

Board Member	Motion	Second	Aye	Nay	Abstain
Dr. Berghammer			X		
Ms. Cintron			X		
Mr. De La Cruz	X		X		
Mrs. Flemming			X		
Ms. Guillaume			Absent		
Mr. Martucci			Absent		
Ms. Pino			X		
Ms. Thomas			Stepped out of room		
Mr. Rivas		X	X		

Motion carried.

BOARD MEMBER COMMENTS:

Ms. Pino said this is a hard job and people have to believe they are doing the best for the children, as well as everybody else. She appreciates employees giving feedback on their professional development. She congratulated all the children, the graduates, and everyone. She asked everyone to trust them.

Ms. Cintron sent condolences to the shooting victims in Texas. She congratulated all the students who are graduating. She’s happy there’s a parent involvement app. Meeting with Pomptonian put her more at ease.

Ms. Flemming echoed Ms. Cintron in sending condolences to Texas and also Buffalo. She also sent condolences to the families of Joseph Mahan and Edward Wojtowicz. She also noted National Haitian Month, Nurses Week and Asian American and Pacific Islander Heritage Month. Let us celebrate our diverse nation, especially our own diverse City of Linden. Let’s work together to sustain this beautiful community, and let’s continue to build upon it.

Dr. Berghammer said she wears two hats. One, as a resident of the City of Linden, and two, as a board member trying to support the students and parents, and taxpayers. She said none of them on the board is perfect. Every decision that is made by them, their priority is the students.

Ms. Thomas also sent condolences to the families affected by the recent mass shootings and from senseless acts of violence. She is concerned about the safety of our children and is glad to hear the city is working with the school district to make sure our students and staff are safe. We cannot take mental health lightly and we need to support all of our students. This isn't a one size fits all approach and we have to adapt to change. If we focused on our children, test scores and safety, we'd be in a better position. We need to step up and do a better job.

Mr. De La Cruz gave congratulations across the board. He agreed with Mrs. Ormon with regard to how parents let their children walk out of the house the way their dressed. He gave condolences to the families of Joe and Edward, also the supermarket in Buffalo and the situation in Texas. He said he would like our district to step up and maybe do something, at least a recognition for the people in Texas, as a school, as a district, as a whole, to honor those who have lost their lives. He hasn't heard of any other country going through these issues. Our politicians also have to step up their game.

Mr. Rivas expressed that in the last 12 months, this board has worked harder, perhaps, than any other board in the history of Linden. Never before you have seen meetings lasting six hours. Never before you have seen detailing information and questioning what situations and why things are happening the way they happen. They want to make sure that the many things they may have inherited are now to be corrected. "Two wrongs will not do one right". If they continue to support wrongdoings, it will make them part of what it was not done correctly before. He wishes that more information in regards to personnel agendas, which is a lot of the controversy which is out there, can be shared with district students and citizens. He assured everyone that everything that they do, they don't do with any type of agenda versus anybody. Their only agenda is to do right. People is not going to agree with them on many of the decisions, but they don't understand. When we don't understand something, we tend to believe that everything that it is in to our comprehension is a reality. He's been hearing for the last two years that COVID has affected our district. We cannot compare ourselves yet on how we are when we were in 2018, that we cannot compare ourselves, how where are we doing, how our childrens are been doing, but we can, in each one of our houses, can see the difference, if there is any. Many of the citizens are not seeing the difference on the school, on the test scores, on the difficult levels of education our childrens are getting. That's not because our teachers are not working hard. The reason is times have changed and we have to adapt to those change and to adapt to those change, our leaders have to start being creative and look at what our teachers now need. As a public citizen he hears concerns . He hears there is fear in the people who do the greatest job out there for our kids. The fear that is not being given by this board. Fear that is being a culture from years in the past, when teachers cannot even ask for things that they need,

because they can be afraid that they are going to be reprimanded. Principals, teachers, supervisors – if you need resources, we need to hear it. We need you to go to your principals and have your principals ask your district. He was the number one critic of the budget. He went line by line on the budget, and many of the answers that were given to him were totally hard to understand. The schools are not asking for funds? If the schools are not asking for funds we're not going to give it to them? Or, if they ask during the year, we'll be more than happy to give it to them. We cannot continue to work in these conditions. We need change. For that, we need you to come to the microphone to tell us how unhappy you are with what you know about our decisions. He wished he could tell them he wanted them to know A, B, C, so they could understand, but they can't. They want to hear from them and know what is happening in the schools because the board does not work with them. Let's not engage in the decisions of the board. Let's look how teachers can support each other in the schools. Many of them are still concerned why they still have all those outages that they have not been able to fulfill. They are conversations that they can, unfortunately, not get into that microphone or this microphone and share with you, because it would create chaos. Chaos that is not needed. He said that this board values you, protects your rights, because they have no fear to listen to what you need. Please protect our children, please help each other and please bless us to continue to do the best possible job that they can do on this board.

There being no further business to discuss, Mr. De La Cruz made a motion to adjourn at 9:47 p.m., seconded by Ms. Pino.

Roll Call:

Board Member	Motion	Second	Aye	Nay	Abstain
Dr. Berghammer			X		
Ms. Cintron			X		
Mr. De La Cruz	X		X		
Mrs. Flemming			X		
Ms. Guillaume			Absent		
Mr. Martucci			Absent		
Ms. Pino		X	X		
Ms. Thomas			X		
Mr. Rivas			X		

Motion carried.

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Pamela B. Caporale, Assistant Business Administrator  
On behalf of Kathleen A. Gaylord  
Business Administrator/Board Secretary