

The Regular Meeting of the Board of Education in the City of Linden, County of Union, New Jersey, was held remotely via the School #1 Gymnasium, 728 N. Wood Avenue, Linden, New Jersey on Thursday evening, November 19, 2020, at 7:00 p.m.

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

On January 3, and November 12, 2020 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.

ROLL CALL 7:01 p.m.:

| Board Members | | Others | |
|----------------------|---|----------------------|---|
| Mrs. Manganello | P | Dr. Hazelton | P |
| Mr. Rivas | P | Mrs. Cleary | P |
| Mr. Shehata | P | Ms. Gaylord | P |
| Mrs. Birch | P | Attorney, C. Chaudry | P |
| Mr. Gargano | P | | |
| Ms. Guillaume | P | | |
| Ms. Johnson | P | | |
| Ms. Kozak | P | | |
| Mr. Martucci | P | | |

APPROVAL OF MINUTES:

1. Motion to approve minutes of the Work Session held on October 27, 2020 and the Regular Meeting held on October 29, 2020. (Copies in hands of Board Members).

Roll Call:

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

Motion 1 carried.

AUDIT PRESENTATION:

At this time, Mr. Warren Korecky and Mr. Eric Zimmerman of Suplee Clooney & Company, Westfield, NJ, presented the 2019-2020 audit report.

SUPERINTENDENT’S REPORT:

1. See Information to the Board
2. Dr. Hazelton acknowledged a very moving ceremony which was held today at McManus Middle School in memory of a former eighth grade student, Jayanna Francois, who passed away over the summer. There was a tree planting ceremony which was attended by Jayanna’s family, friends, and former teachers. She extended her sincere condolences to the family and also thanked the Linden Public School family for coming together and continuing to support the Francois family. She also thanked the entire Board, most especially Ms. Guillaume as she was most passionate about this. She thanked Dr. Tartivita, Ms. Debra Heffernan-Louka, Mrs. Atiya Perkins and the entire McManus Middle School family, and also Mayor Armstead.
3. Congratulations to Ursula Saunders on her retirement.

No action this meeting.

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

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

| Classification | Recommended Placement | Effective Date | Tuition |
|------------------------------|--|------------------|-------------------------------------|
| Pre-School Disabled | First Children School 330 South Ave. Fanwood, NJ 07023 | 7/6/20 – 8/20/20 | 12,036.00 annual 354.00 per diem |
| Emotionally Disturbed | Union County Career & Tech. Inst. 1776 Raritan Rd. Scotch Plains, NJ 07076 | 9/3/20 | 4,000.00 annual |
| Specific Learning Disability | Union County Career & Tech. Inst. 1776 Raritan Rd. Scotch Plains, NJ 07076 | 9/3/20 | 4,000.00 annual |

2. Approve termination of the following out-of-district placement for the 2019 – 2020 school year.

| Classification | Recommended Placement | Effective Date | Tuition |
|-----------------------|--|----------------|---------------------------------------|
| Other Health Impaired | Daytop NJ Academy 80 West Main St. Mendham, NJ 07945 | 4/3/20 | 45,032.00 pro rata 341.15 per diem |

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

| Classification | Recommended Placement | Effective Date | Tuition |
|-------------------------|--|----------------|-----------------|
| Mild Cognitive Impaired | Union County Career & Tech. Inst. 1776 Raritan Rd. Scotch Plains, NJ 07076 | 9/3/20 | 4,000.00 annual |

3. Continued:

| Classification | Recommended Placement | Effective Date | Tuition |
|------------------------------|--|----------------|-----------------|
| Specific Learning Disability | Union County Career & Tech. Inst. 1776 Raritan Rd. Scotch Plains, NJ 07076 | 9/3/20 | 2,500.00 annual |

4. Approve home instruction services provided by Monmouth-Ocean Educational Services Commission for Linden students admitted to New Hope Integrated Behavioral Health Care, Marlboro, New Jersey, during the 2020-2021 school year, at a rate of \$550.00 for any partial or full week.
5. Amend Board action on past *Education Reports*, as listed:

| Date | Item# | Action |
|----------|-------|--|
| 10/29/20 | 10 | Amend dates for School #4 Title I Tutoring to read January 12, 2021 through May 20, 2021. |
| 10/29/20 | 11 | Amend times for Soehl Saturday Academy to read 9:00 a.m. – 12:00 p.m. |
| 6/25/20 | 3 | Amend related services: DR at Lamberts Mill from 546.00 Speech Services to 618.00 Speech Services. |
| 6/25/20 | 1 | Amend tuition: MC at Inroads to Opportunities from 45,000.00 annual to 35,500.00 annual, and from 250.00 per diem to 115.00 per diem starting 11/2/20. |
| 6/25/20 | 1 | Amend tuition: JJ at Inroads to Opportunities from 45,000.00 annual to 35,500.00 annual, and from 250.00 per diem to 115.00 per diem starting 11/2/20. |

6. Approve training for *District Staff*, as listed:

| Name | Workshop | Dates | Location | Cost |
|----------------------------|---|----------|----------|------|
| Burt-Moquete, Linda-Ann | Breaking Bias: Lessons from the Amistad | 12/18/20 | Virtual | None |

6. Continued:

| Name | Workshop | Dates | Location | Cost |
|--------------------------|---|---|----------|--|
| Colish, Maria | ISTE 20 | 11/29/20 11/30/20 12/1/20 12/2/20 12/3/20 12/4/20 12/5/20 | Virtual | Registration \$195.00 11-000-223-580-PD-000-20 |
| Grasso, Gregory | Dylan William Formative Assessment International Conference | 12/8/20 12/9/20 | Virtual | Registration \$299.50 11-000-223-580-PD-000-45 |
| Hazelton, Marnie | 2021 REACH Whole School Reform Conference | 1/16/21 1/17/21 | Virtual | Registration \$640.00 11-000-230-580-PD-000-01 |
| Kondratowicz, Dariusz | Dylan William Formative Assessment International Conference | 12/8/20 12/9/20 | Virtual | Registration \$299.50 11-000-221-580-PD-000-45 |
| Lapinski, Karen | Breaking Bias: Lessons from the Amistad | 12/18/20 | Virtual | None |
| Merten, Christine | Breaking Bias: Lessons from the Amistad | 12/18/20 | Virtual | None |
| Molinaro, Richard | Dylan William Formative Assessment International Conference | 12/8/20 12/9/20 | Virtual | Registration \$299.50 11-000-223-580-PD-000-45 |
| Pekosz, Michael | Dylan William Formative Assessment International Conference | 12/8/20 12/9/20 | Virtual | Registration \$299.50 11-000-223-580-PD-000-45 |
| Perkins, Atiya | Best Practices in America's Best Schools | 12/10/20 12/11/20 | Virtual | Registration \$199.00 11-000-240-580-PD-000-06-060 |
| Perkins, Atiya | 2020 Building Expertise Conference | 6/23/21 6/24/21 6/25/21 | Virtual | Registration \$689.00 11-000-240-580-PD-000-06-060 |

6. Continued:

| Name | Workshop | Dates | Location | Cost |
|---------------------|---|--------------------|----------|--|
| Tartivita, Patricia | Dylan William Formative Assessment International Conference | 12/8/20 12/9/20 | Virtual | Registration \$299.50 11-000-223-580-PD-000-45 |
| Walters, Michael | Dylan William Formative Assessment International Conference | 12/8/20 12/9/20 | Virtual | Registration \$299.50 11-000-223-580-PD-000-45 |

7. Approve the following staff to attend the UCASE Annual Virtual Conference on December 4, 2020. Total cost not to exceed \$675.00. Acct# 11-000-219-580-PD-000-33.

| Name | Name |
|----------------------|----------------------|
| Altobelli, Michele | Krill, Bradford |
| Antunes, David | Moss, Jeanne |
| Baran, Gwendolyn | Palmieri, Samantha |
| Barnes, Kim | Petty, Mary |
| Barthelus, Shirley | Picarello, Vicki |
| Bodden, Albert | Rodriguez, L'Shawn |
| Bosio, Lauren | Rudnicka, Jolanta |
| Burge, Micah | Stefanick, Marie |
| Buthorn, Stefannie | Stevens, Rachel |
| DiPolvere, Celia | Stevens, Michael |
| Drejaj, Christopher | William-Warner, Lisa |
| Fernandez, Tamarra | Yackanin, Grethe |
| James, Kathleen | Zdybel, Klaudia |
| Kolibas, Christopher | |

8. Approve Linden resident students to participate in the *Interdistrict Public School Choice Program* [N.J.A.C. 6A:12], commencing with the 2021-2022 school year, for the current grades and numbers of students listed. (Names of individual students on file in the Office of the Superintendent.)

| Current Grade | Number of Students |
|---------------|--------------------|
| 6 | 2 |
| 8 | 2 |

9. Approve the following *Title I After School Virtual WebEx Tutoring*, as listed:

| School | Requested by | Date | Time | Expenses |
|--------|--------------------|---|----------------------|--|
| Five | Smith, Jennifer | December 1, 2020 through January 28, 2021 (Tuesdays and Thursdays when school is in session) | 3:10 p.m.- 4:10 p.m. | 4 Teachers @ \$31/hr. Not to exceed \$1,736.00. 20-231-100-101-12-000-55-120 4 Teachers Prep @ \$28/hr. Not to exceed \$784.00. 20-231-100-101-12-000-55-120 2 Coordinators @ \$28/per hr. Not to exceed \$392.00. 20-231-100-101-12-000-55-120 |

10. Grant permission for Erin Lapolla, to complete psychology practicum hours in the Linden Public Schools as a requirement for her Master’s coursework at Kean University.
11. Grant permission for Dana Jamison to conduct research in the Linden Public Schools as a requirement for her doctoral studies at Azusa Pacific University.
12. Accept the Superintendent’s report on the Student Safety Data submission for the Linden Public Schools during Report Period 2 of the 2019-2020 school year and receive a public presentation and hearing on November 17, 2020.

MOTIONS 1 – 12:

Roll Call:

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

Motions 1 – 12 carried.

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

1. The following retirement be accepted with regret:

| # | Name | Assignment | Location | Effective Date |
|----|------------------|-----------------------------|----------|----------------|
| 1. | Saunders, Ursula | Teacher of Sp. Ed./Resource | MMS | 1/1/21 |

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

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

| Date | Item # | Action |
|----------|--------|--|
| 9/26/20 | 4/#2 | Change the location for Barandica, Melissa to read: School 4. |
| 10/29/20 | 4/#1 | Change the location for: Cano, Alan to read AOE |
| 10/29/20 | 2 | Change the Leave of Absence for #8445 ^{1,3} to read through 11/10/20. |
| 10/29/20 | 2 | Change the Leave of Absence for #8445 ^{1,3} to read through 11/10/20. |
| 10/29/20 | 2 | Amend the start date for Kleiman, Michelle to read: 11/16/20 |
| 10/29/20 | 4/#5 | Amend to read: Saahd-Tann, Armanii |
| 10/29/20 | 4/#7 | Amend the start date for Stewart, Tamara to read: 12/8/20. |
| 10/29/20 | 5 | Change the Leave of Absence for #4124 ¹ to read through 11/30/20. |

2. Continued:

| Date | Item # | Action |
|----------|--------|---|
| 10/29/20 | 5 | Change the Leave of Absence for #4699 ¹ to read through 11/25/20. |
| 10/29/20 | 5 | Change the Leave of Absence for #5863 ³ to read: 4/1/21-6/30/21 FMLA/FLA. |
| 10/29/20 | 5 | Change the Leave of Absence for #8518 ⁴ to read through 11/13/20. |
| 10/29/20 | 5 | Rescind the Leave of Absence for #5771. |
| 10/29/20 | 5 | Rescind the Leave of Absence for #5771. |
| 10/29/20 | 12 | Amend the hours to read: 15 for Peñaranda, Elianna and Peñaranda, Sobeida |
| 10/29/20 | 48/#1 | Amend to read: as Substitute Secretary for the period of September, October and November, 2020. To be paid at the rate of \$10.70/hr. |

1. Sick 3. Unpaid 4. FFCRA

3. Accept the resignation of the following staff:

| # | Name | Position | Location | Effective Date |
|----|----------------------------------|-----------------------|----------|----------------|
| 1. | Jefferson Wiewiorski, Melanie | Part-time School Aide | School 9 | 11/16/20 |

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

| # | Name | Effective Date | Degree | Credited Exp./ Step | Assigned Subj. Area | Bldg./ Dept. | Spec. Prog. Or Budget | Total Annual Salary Rate |
|---------------|-------------------------|----------------|--------|---------------------|-----------------------|--------------|-----------------------|--------------------------|
| NON-CERTIFIED | | | | | | | | |
| 1. | Freire, Jacquelyn | 12/1/20 | | 2 | 12-Month Secretary | MMS | Budget /R | \$48,104 |
| 2. | Cureton, Britany | 1/19/21 | | 1 | Paraprofessional | SMS | Budget /R | \$17,003 |
| 3. | *Di Maria Sarullo, Anna | 1/19/21 | | 1 | Paraprofessional/ PSD | School 2 | Budget /R | \$17,003 |

*Pending New Requirements

5. Approve the following Leaves of Absences:

| Employee ID# | Location | From | Through | Reason |
|---------------------|----------|----------|----------|---------|
| 5947 ⁴ | LAST | 11/16/20 | 12/22/20 | FFCRA |
| 7612 ^{1,2} | LAST | 11/17/20 | 1/15/21 | Medical |

5. Continued:

| Employee ID# | Location | From | Through | Reason |
|---------------------|----------|----------|----------|----------|
| 8152 ³ | School 2 | 10/16/20 | 1/11/21 | Personal |
| 6503 ³ | AOE | 10/16/20 | 12/22/20 | FMLA |
| 4085 ¹ | MMS | 11/16/20 | 1/7/21 | Medical |
| 4085 ³ | MMS | 1/8/21 | 4/2/21 | FMLA |
| 4085 ³ | MMS | 4/5/21 | 5/14/21 | Medical |
| 4029 ¹ | School 6 | 10/27/20 | 12/22/20 | Medical |
| 8022 ¹ | AOE | 10/28/20 | 11/30/20 | Medical |
| 4221 ¹ | PDRC | 10/27/20 | 12/1/20 | Medical |
| 4775 ^{1,3} | School 2 | 11/9/20 | 12/4/20 | Medical |

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

6. Compensate staff listed for unused sick days upon retirement as per negotiated contract:

| # | Name | Sick Days | Amount | Article Days | Amount |
|----|------------------|-----------|------------|--------------|----------|
| 1. | DeNunzio, Joanne | 65.5 | \$1,965.00 | 3 | \$216.00 |
| 2. | DePaul, Gail | 37 | \$1,110.00 | 3 | \$216.00 |
| 3. | Kupka, Marie | 11 | \$776.70 | | |

7. Appoint the following staff to write Curriculum Writing/Revise for the 2020-2021 School Year. To be paid at the contractual rate of \$28/hr. Acct. #11-130-100-101-00-000-53

| # | Name | Subject | Grade Level | Hours |
|----|-----------------|----------------------------|-------------|-------|
| 1. | Brewer, Erin | Civics and World Geography | 6 | 30 |
| 2. | Citera, Peter | World History | 8 | 15 |
| 3. | Ferreira, Aneta | United States History | 7 | 15 |

8. Appoint the following staff members as Seal of Biliteracy Test Proctors for the 2020-2021 School Year. To be paid at the contractual rate of \$28/hr. Cost not to exceed \$1,680.00. Acct. #11-140-100-101-00-001-54.

| # | Name |
|----|------------------------|
| 1. | Alexandre, Daphne |
| 2. | Miguellez, Tania |
| 3. | Simonitis, William |
| 4. | Zolotoucha-Skiba, Anna |

9. Appoint the following staff for the Title I After School Tutoring Program at School Five. To be paid at the contractual rate. Acct. #20-231-100-101-12-000-55-120 Title I.

| # | Name | Position |
|----|-------------------|----------|
| 1. | Dauphin, Stacey | Teacher |
| 2. | Hofmann, Jennifer | Teacher |
| 3. | Kobylarz, Nanci | Teacher |
| 4. | Mazurek, Melissa | Teacher |

10. Appoint the following staff for the Title I After School Tutoring Program at Soehl Middle School. To be paid at the contractual rate. Acct. #20-231-100-101-07-000-55-070 Title I

| # | Name | Position |
|----|-----------------|----------|
| 1. | Muha, Christina | Teacher |

11. Appoint the following staff as coordinators for the Title I After School Virtual WebEx Program at School One. To be paid at the contractual rate. Acct. #20-231-100-101-08-000-55-080 Title I

| # | Name | Position |
|----|----------------|----------|
| 1. | Gonzalez, Lisa | Teacher |
| 2. | Hughes, Kim | Teacher |

12. Appoint the following staff as coordinators for the Title I After School Virtual WebEx Program at School Two. To be paid at the contractual rate. Acct. #20-231-100-101-09-000-55-090 Title I.

| # | Name | Position |
|----|------------------------|----------|
| 1. | Briggs- Dort, Rasheeda | Teacher |
| 2. | Moore, Shaliek | Teacher |

13. Appoint the following staff as coordinators for the Title I After School Virtual WebEx Program at School Four. To be paid at the contractual rate. Acct. #20-231-100-101-10-000-55-115 Title I.

| # | Name | Position |
|----|----------------|----------|
| 1. | Brunton, Laura | Teacher |
| 2. | Gonzalez, Lisa | Teacher |

14. Appoint the following staff as coordinators for the Title I After School Virtual WebEx Program at School Five. To be paid at the contractual rate. Acct. #20-231-100-101-12-000-55-120 Title I.

| # | Name | Position |
|----|-------------------|----------|
| 1. | Hofmann, Jennifer | Teacher |
| 2. | Nixon, Shannon | Teacher |

15. Appoint the following staff as coordinators for the Title I After School Virtual WebEx Program at Soehl Middle School. To be paid at the contractual rate. Acct. #20-231-100-101-07-000-55-070 Title I.

| # | Name | Position |
|----|---------------------|----------|
| 1. | Rothausser, Suzanne | Teacher |
| 2. | Veltre, Jennifer | Teacher |

16. Appoint the following staff as coordinators for the Title I Saturday Virtual WebEx Academy at Soehl Middle School. To be paid at the contractual rate. Acct. #20-231-100-101-07-000-55-070 Title I.

| # | Name | Position |
|----|-----------------|----------------|
| 1. | Long, Gwendolyn | Vice Principal |

17. Appoint the following staff to work as presenters for the Title I Parent Involvement Workshop “Tech Tips with Title I” at School #4 on 12/9/20 from 3:30 pm- 4:30 pm at the contractual rate. Not to exceed \$200.00. Acct. #20-231-200-101-10-PIN-55-115 Title I. Other expenses not to exceed \$1,500.00. Acct.#20-231-200-600-10-PIN-55-115 Title I.

| # | Name | Position |
|----|------------------|----------|
| 1. | Arrieta, Jackie | Teacher |
| 2. | Brunton, Laura | Teacher |
| 3. | Gorbunoff, Mitch | Teacher |

18. Appoint the following staff to work as presenters for the Title I Parent Involvement “Communicate Your Concerns” at School #4 on 2/17/21 and 5/19/21 from 5:00 pm- 6:00 pm at the contractual rate. Not to exceed \$300.00. Acct.#20-231-200-101-10-PIN-55-115 Title I. Other expenses not to exceed \$1,500.00. Acct.#20-231-200-600-10-PIN-55-115 Title I

| # | Name | Position |
|----|-----------------|----------|
| 1. | Arrieta, Jackie | Teacher |
| 2. | Brunton, Laura | Teacher |

19. Appoint the following staff to work as presenters for the Title I Parent Involvement Workshop “Let’s Get S.M.A.R.T” at School #4 on 4/21/21 from 3:30 pm- 5:30 pm at the contractual rate. Not to exceed \$600.00. Acct.#20-231-200-101-10-PIN-55-115 Title I. Other expenses not to exceed \$5,200.00. Acct.#20-231-200-600-10-PIN-55-115 Title I

| # | Name | Position |
|----|-------------------|----------|
| 1. | Arrieta, Jackie | Teacher |
| 2. | Brunton, Laura | Teacher |
| 3. | Capanna, Lisa | Teacher |
| 4. | Zucosky, Margaret | Teacher |

20. Appoint the following staff to work as presenters for the Title I Parent Involvement Workshop “No S’More Summer Slide” at School #4 on 6/2/21 from 3:15 pm- 5:15 pm at the contractual rate. Not to exceed \$650.00. Acct. #20-231-200-101-10-PIN-55-115 Title I; Acct.#20-231-200-101-10-000-55-115 Title I. Expenses not to exceed \$600.00 Acct.#20-231-200-600-10-PIN-55-115 Title I. Other expenses not to exceed \$400.00 Acct. #20-231-200-600-10-PIN-55-115 Title I.

| # | Name | Position |
|----|-------------------|----------|
| 1. | Arrieta, Jackie | Teacher |
| 2. | Brunton, Laura | Teacher |
| 3. | Capanna, Lisa | Teacher |
| 4. | Gorbunoff, Mitch | Teacher |
| 5. | Zucosky, Margaret | Teacher |

21. Appoint the following staff to work as presenters for the Title I Parent Involvement Workshop “Tech Tips” at School #5 on 12/2/20 from 7:00 pm – 8:00 pm at the contractual rate. Not to exceed \$200.00. Acct.#20-231-200-101-12-PIN-55-120 Title I. Other expenses not to exceed \$125.00 Acct. #20-231-200-600-12-PIN-55-120 Title I

| # | Name | Position |
|----|-------------------|----------|
| 1. | Hofmann, Jennifer | Teacher |
| 2. | Nixon, Shannon | Teacher |
| 3. | Push, Leah | Teacher |

22. Appoint the following staff to work as presenters for the Title I Parent Involvement Workshop “Parent Strategies to Support SEL through ELA & Math” at Soehl Middle School on 12/15/20 from 7:00 pm- 8:00 pm at the contractual rate. Not to exceed \$200.00. Acct. #20-231-200-101-07-PIN-55-070 Title I. Other expenses not to exceed \$250.00. Acct.#20-231-200-600-07-PIN-55-070 Title.

| # | Name | Position |
|----|---------------------|----------|
| 1. | Pellettiere, Laura | Guidance |
| 2. | Rothhauser, Suzanne | Teacher |
| 3. | Veltre, Jennifer | Teacher |

23. Appoint the following teaching staff for the 21st CCLC/Soehl Middle School effective 11/20/20-8/31/21 at the 21st CCLC contractual rate of \$31 per hour.
Account # 20-454-100-100-00-000-35-070

| # | Name | Position |
|----|---------------|----------------------|
| 1. | Kern, Jessica | Teacher Live/Virtual |

24. Appoint the following coaches for the 2020-2021 Winter Sports Season.

| # | Name | Position | Sport | Salary | Step |
|----|--------------------|-------------------------|--------------|------------|------|
| 1. | Cureton, Britney | Head Varsity Coach | Cheerleading | \$3,630.00 | 3 |
| 2. | Gross, Beverly | Assistant Varsity Coach | Cheerleading | \$2,915.00 | 3 |
| 3. | Mastriano, Michael | Middle School Coach | Wrestling | \$4,448.00 | 3 |

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

| # | Name |
|----|--------------------|
| 1. | Firestone, Michael |
| 2. | Gabriel, Marvin |
| 3. | Hay, Allen |
| 4. | Wade, Desmond |

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

| # | Name | Period |
|----|----------------------|-----------------------------|
| 1. | Koch, John | December, 2020 – March 2021 |
| 2. | Lloyd Young, Richard | December, 2020 – March 2021 |
| 3. | Majorczak, Jennifer | December, 2020 – March 2021 |

27. Appoint the following as substitute paraprofessional for the 2020-2021 School Year at \$89.99/day.

| # | Name |
|----|---------------------|
| 1. | Desir, Rose Lourdes |

28. Appoint the following Paraprofessional as a Substitute Teacher for the 2020-2021 School Year at \$50/day.

| # | Name |
|----|------------------|
| 1. | Lovrensky, Lacey |

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

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

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

| # | Name |
|----|-----------------|
| 1. | Flores, Linda |
| 2. | James, Sharice |
| 3. | Kalia, Vikas |
| 4. | Perez, Melissa |
| 5. | Sarnicki, James |

30. BE IT RESOLVED that the Board, upon recommendation of the Superintendent, hereby confirms/approves the temporary appointment of Gregory Grasso to the part-time position of Human Resource Manager from November 20, 2020 through January 31, 2021 for the stipend amount of \$1,000 per month, position not to exceed 50 hours per month.

31. Accept the resignation of the following staff:

| # | Name | Position | Location | Effective Date |
|----|-----------------|-----------------------|----------|----------------|
| 1. | Jarrett, Alexis | Part-time School Aide | School 1 | 11/13/20 |

MOTIONS 1 – 31:

Roll Call:

| Board Member | Motion | Second | Aye | Nay | Abstain |
|-----------------|--------|--------|-----|-----|---------|
| Mrs. Manganello | | | X | | |
| Mr. Rivas | | | X | #24 | |
| Mr. Shehata | | | X | | |
| Mrs. Birch | | | X | #30 | |
| Mr. Gargano | | | X | | |
| Ms. Guillaume | | X | X | | |
| Ms. Johnson | | | X | | |
| Ms. Kozak | X | | X | | |
| Mr. Martucci | | | X | | |

Motions 1 – 31 carried.

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

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

BE IT FURTHER RESOLVED, that the Linden Board of Education accepts the reports of the Secretary and the Treasurer, and certifies that they are in agreement for the month of October 2020. (Copies in the hands of Board members and on file in the Office of the Business Administrator/Board Secretary).
2. Authorize the Board Secretary to draw warrants due for the salaries and supplemental payroll for the month of November 2020.
3. Authorize the Board Secretary to draw warrants in the amounts specified in favor of the persons named: (as per list submitted in the files and bookkeeping journal – copy of which will become a part of these original minutes). (See attachment).
4. Pursuant to N.J.A.C. 6A:23A-13.3 the Linden Board of Education approves the list of transfers and adjustments for the month of October 2020. (Copies in the hands of Board members and on file in the Office of the Business Administrator/Board Secretary).
5. Approve the Student Activities Report (Linden High School) for the month of October 2020. (Copies in hands of Board Members and on file in the office of the Business Administrator/Board Secretary).
6. Amend the 2020-2021 Student and Faculty Price Lists to reflect the reduction in price for bottled water (20 oz.) from \$1.25 to \$1.00.
7. Approve the submission of the 2020-2021 District Report of Transported Resident Students (DRTRS) summary report to the Union County Superintendent of Schools for the November 16, 2020 deadline.

8. In accordance with 18A:23-5, accept the draft Audit Report recommendation for the 2019/2020 school year prepared by Suplee Clooney & Company, Westfield, NJ as follows:

| Recommendation Category | Corrective Action Approved by Board | Method of Implementation | Person(s) Responsible for Implementation | Completion Date |
|-------------------------|---|--|--|-----------------|
| Special Education | The district should establish procedures to ensure that it maximizes its efforts under SEMI for obtaining federal reimbursement for special education services. | The district will maximize effort under the SEMI Program for obtaining federal funding for special education services per N.J.A.C. 6A-23A:23A-5.3. | Director of Special Education and Assistant Business Administrator | June 30, 2021 |

MOTIONS 1 – 8:

Roll Call:

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

Motions 1 – 8 carried.

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. In accordance with N.J.A.C. 6A:26-6.3, approve submission to the Union County Superintendent for a Change of Use for the 2020-2021 School Year as follows:

| School | Room – Current/Previous Use | Change |
|------------|-----------------------------|----------------|
| Soehl M.S. | In-School Suspension Room | Nurse’s Office |

MOTION 1:

Roll Call:

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

Motion 1 carried.

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

1. First Reading:

| Policy Number | Title |
|---------------|---|
| 3542.3 | Procurement Procedures for Child Nutrition Programs |

2. Second Reading:

| Policy Number | Title |
|---------------|-------------------------------------|
| 5141.01 | Re-Admittance – Covid-19 |
| 6114 | Regulation – Pandemic Response Team |
| 6171.2 | Gifted and Talented |

MOTIONS 1 – 2:

Roll Call:

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

Motions 1 – 2 carried.

COMMENTS FROM THE PUBLIC:

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.

Robert Mangel, LHS
LEA Vice President
1200 Frank E. Rodgers Blvd.
Harrison, NJ

In light of the rising number of COVID cases, almost 100 Linden High School staff members put the following letter together and it will be sent to Dr. Hazelton within the next couple of days:

Dear Dr. Hazelton:

Thank you for taking a moment to read our letter. The folks who have signed below are members of the Linden High School staff. Over the past eight months we have radically shifted how we do our jobs, and we have consistently delivered high-quality education to Linden students. This work has meant late nights and early mornings, working beyond our contractual hours to reimagine our professions. This is on top of having to deal with the stresses of life during the COVID-19 pandemic. We have had to battle the disease, watch our family members suffer with it, and see the chaos that it has caused throughout our community. We understand that the stresses COVID-19 has created are not unique to school staff, but we did not expect to have to become public advocates. Please shift all staff and students to virtual so that others can be spared this stress.

Our elementary school colleagues must be commended for the work that they have been doing. The high wire act of balancing both in-person and virtual learners is a near-impossible task, but, they have handled it with grace and dignity that the Linden community has come to expect from our educators. However, this high-quality work comes at a price. Staff members are struggling. The stress of balancing two different classrooms, paperwork and emotional well-being are too much. Even under the most perfect of conditions, COVID-19 is going to find its way into our buildings, as has already happened in not one but at least five. We cannot continue to ask our elementary school staff to conduct in-person instruction with that constant threat looming over them. Please shift all staff and students to virtual so that others can be spared from that fear.

With the rising numbers of COVID-19 throughout our city and our state, we humbly ask that you shift all instruction throughout our district to a virtual setting until at least January 19th. This decision would put the safety of students and staff first and could, and probably will, save lives. Like you said Dr. Hazelton in your email to all LPS staff on October 29th, one positive COVID case is one too many, and you continue to take the health and safety of our students and staff seriously. Please make the choice that will keep our students and staff as safe as possible. Please shift learning to virtual so that our community may be spared the havoc that COVID-19 can bring.

Respectfully,

The undersigned members of the LHS

Rebecca Rotola, LHS
39 Leghorn Avenue
Bridgewater, NJ

As the late John Lewis once said: “When you see something that is not right, not fair, not just, you have to speak up”. That is why she is speaking up tonight – to raise awareness to the fact that the current circumstances that our district is working under is not right. The pressure and responsibility that has been put on us to repeatedly reach out and ensure students’ success is not fair, and the lack of empathy shown to us by our Board regarding our declining mental health state is simply unjust.

She said that she thought she could speak for most when she says that teaching and learning virtually is less than ideal. It is absolutely exhausting. Planning virtually takes more time. Teaching takes more time. Grading takes more time. Yet, somehow, we are still being asked to do more than ever. Our mental and physical health is suffering as a result. On paper the students’ school day might seem shorter, but as teachers, our work day has only gotten longer and more stressful. She urged Dr. Hazelton and the Board of Education to take the mental health of your employees into greater consideration from this point forward. She also asked that all LPS teaching and learning be moved to a virtual environment until at least January 19th. It is simply unfair to ask our students and our staff members to put themselves and their families at risk over the next few weeks. Our elementary school teachers have been busting their butts coming in and putting themselves at risk with their students each and every day, and they’ve been doing a great job doing so. Please, from this point on, do your part to ensure that the safety of our community is there.

Walter Schweikardt, #9
8 Waverly Place
Cranford, NJ

First off, he thanked those who have spoken from the high school on behalf of the elementary teachers.

He asked to speak on the necessity of moving all LPS learning to a virtual environment until at least January 19th. COVID cases in our state and community continue to rise, and it is unfair to ask our students and staff members to put themselves and their families at risk. In fact, the community is currently experiencing a positivity rate that is double that of the state average. He urged Dr. Hazelton and the Board of Education to put the safety of our community first. As mentioned before, one death from COVID is one death too many. Please do your part in ensuring that no family has to feel the sting of COVID.

Laura Stewart-Cuttita, #6
24 Lennox Drive
Tinton Falls, NJ

Thank you, Dr. Hazelton, the Board of Education and the Linden community for hearing us.

This morning The New York Times posted an article titled “New Jersey COVID Map and Case Count”. Right now, as you know, our weekly average of COVID cases is 3,726 per day. That is an increase of 113% of the average from two weeks prior. The article stated that Union County is number two of 21 counties with the highest number of cases in New Jersey. The New York Times also posted another article this afternoon with the title “States that Imposed Few Restrictions, Now have the Worst Outbreaks”. School districts are moving to virtual learning in the state, as well as the neighboring states. Linden’s numbers have gone as high as 40 cases in a given day.

We are sitting in classrooms where it is not simply possible to have the students six feet apart. Yet, our students are sitting in these classrooms each day for over four hours per day, five days a week. During our staff in-service in September, we were advised that all windows and doors need to be completely open, and all of our students should keep a sweater or fleece in the classroom for chilly days. Even though she strongly supports and has implemented the safety measures, this is not feasible when the weather of late Fall brings classroom temperatures to unacceptable statutes for young children. Her students have already made comments that their fingers feel frozen. These are statements made by first graders. Ventilation and fresh air are essential, but a frigid environment does not promote academic focus, concentration or success.

Teaching in person is typically and traditionally the best practice; she understands that. But, as the holiday season is fast approaching, more and more family members and close friends will indeed gather. Governor Cuomo predicts that because of this, more people will be infected and we will lose more loved ones. It is inevitable. She said she truly believes that it is in everyone's best interest, health, safety and well-being that we go all remote. If not, we run the risk of going back and forth between remote, in-person, and back. This wavering causes more uncertainty for our families and causes instability in child-care when you must close at a given moment. This is unnecessary.

Derek Armstead, Mayor
City of Linden

Congratulations to Jennifer Flemming, Malaysia Thomas, and Samuel De La Cruz on their election to the Board of Education. He looks forward to working with them. He encouraged them to work with the current Board and the Superintendent to forward the agenda which he thinks will be beneficial to all of the students in Linden.

Michelle Pitts, #8
119 Morristown Road
Linden, NJ

She is a paraprofessional in a multiple-disabled classroom. She is opposed to keeping the elementary schools open. She then listed her reasons as follows:

1. The research does not indicate it is safe at this time to be indoors with multiple people for long periods of time in close proximity. It is not appropriate for school districts to expect elementary staff to take on the responsibility as well as suffer the consequences.
2. We know death will result from keeping schools open. Many cases are being traced back to individual students and teachers. The reason we ask public health is because there are health problems that cannot be resolved through individual actions. It is unethical to ask our children or educators to bear the moral responsibility of preventing death of their loved ones, classmates and teachers.

She personally lost a loved one to COVID-19 on April 24, 2020. Her brother-in-law, Gary Walker, passed away after 34 days on the ventilator leaving her sister and twelve-year-old niece. She watched her sister and niece hold vigil outside his window at Morristown Hospital, in the parking lot every day for those 34 days. The nurses had to place signs in the window letting her sister know they were with Gary. She watched her sister FaceTime with Gary so he could hear her voice. The nurses would play a play list of music for him and always hope it would give him strength to fight the virus. Her sister was not able to hold his hand as he passed. She was only able to FaceTime with him through an iPad and the nurses would act as her sister's hands and hold his hand and run their fingers through his hair as her sister had asked. Her sister would tell him that she loved him and that it was okay to go.

They were one of the fortunate. They were able to have a funeral for him because he was a police officer and a volunteer fireman. The police department held a memorial service outside the police station for him. The police and fire departments, as well as the community, lined the streets to say goodbye.

She understands that this is a hard and complex decision, but at the very end of it, it is not safe to keep school opened. If you choose to remain open, you're saying that an uncertain amount of death and life-long injury is acceptable, and to her that is not acceptable.

Samuel De La Cruz
220 W. Munsell Avenue
Linden, NJ

Thank you to all of the teachers who have spoken. He is on board with them and has kept his two children at home because one is asthmatic. He hopes this is all taken into consideration. We do not know if January 19th is "the" date. We still do not know how long this is going to go on. Please listen to these teachers and students and let's keep them home and safe.

The following speakers (24) basically repeated the same concern, and that was "have all students and staff go to an all virtual platform and eliminate all in-person instruction until January 19, 2021."

Kim Kefalas, #8 and #10
62 Stanton Street
Clark, NJ

Amber Eckenrode, #9
74 Myrtle Lane
Toms River, NJ

Tracey Capalbo, #10
53 Cragmere Road
Airmont, NY

Kathleen Marretta, #10
28 First Avenue
Monroe, NJ

Maryann Pirozzoli, #9
829 Erudo Street
Linden, NJ

Jennifer Kabrt, #8
142 Jackson Street
South River, NJ

Marie Fosket, #1
415 Mountain Road
Basking Ridge, NJ

Claudia Dolan, #2
1309 Thomas Avenue
North Brunswick, NJ

Megan Bordonaro, #9
433 Rosewood Terrace
Linden, NJ

Melanie Calatayud, LHS
1670 Edmund Terrace
Union, NJ

Shannon Spaziani, #1
1822 Crescent Parkway
Linden, NJ

Jordan Naso, #6
1776 Patriot Way
Union, NJ

Courtney Serpone, MMS
479 Jockey Hollow Road
Morristown, NJ

Laura Stewart-Cuttita, #6
24 Lennox Drive
Tinton Falls, NJ

Roberto Rengifo, #1
83 Glenwood Road
Fanwood, NJ

Rose Luminiello, MMS
27 Pine Tree Drive
Colonia, NJ

Allison Smith, #10
28 Annette Lane
Colonia, NJ

Samantha Rodrigues, #2
39 Evans Terrace
Clark, NJ

Genevieve Superior, #4
74 Sweet Briar Drive
Clark, NJ

Carrie Hoff, #2
54 Shady Lane
Bridgewater, NJ

Amanda Rego, #9
105 E. Henry Street
Linden, NJ

Maria Gallo, #9
24 North Wickom Drive
Westfield, NJ

Jennifer Rubino, LHS
1 Felch Road
Florham Park, NJ

Donna Nugent, #4
125 Hart Street
Clark, NJ

Aschley Piascik
526 Princeton Road
Linden, NJ

Being a teacher is the only profession in 2020 that you can refuse to go to work and still have your job. Teachers say they are so scared to go to work and they don't want to catch something, but they're on planes traveling to go on vacation. One of her sons' teachers was on a plane on Back to School Night when she attended virtually. She urged Dr. Hazelton to look at science and studies of schools and school children throughout the world. They're going to bars, out to eat and on vacation. She recalled most of the surveys indicated most parents wanted their children in school and were even willing to do hybrid. The reason they are not in school is because of the teachers. Please reach out to the parents and see what they think. Parents will always have their kids' best interests in mind. Please do your due diligence. She's fine with not coming back until January 19th, but you know people are going to travel for the holidays. After January, there's no reason kids should not be in school.

BOARD MEMBERS COMMENTS/NEW BUSINESS:

Ms. Johnson wished everyone a Happy Thanksgiving and asked them to please stay safe and take all the necessary precautions. If you don't need to travel, stay home.

To everyone who spoke, we heard your comments. The Board is working diligently with the administration to make sure that the children are being educated and everyone is safe.

Mrs. Manganello wished a happy retirement to Ursula Saunders and thanked her for her dedication to the students of the Linden District.

She then thanked School #5 for the invitation to attend the Blue Ribbon School Award Ceremony on November 11th. She again congratulated Principal Laura Scamardella and the entire School #5 staff for the accomplishment of becoming a 2020 National Blue Ribbon School of Excellence.

She wished the Linden High School Varsity Football team good luck in their season finale tomorrow night.

She thanked Board Member Sheenaider Guillaume and the members on her team for the beautiful tree planting ceremony today at McManus in memory of student Jayanna Francois. Thank you to all who spoke at the ceremony. Her condolences, again, to the Francois family. May Jayanna's memory be eternal.

She extended her utmost respect to all of our Linden teachers, administrators and staff for all of the hard work they are putting in daily during this difficult time. Thank you for the care and dedication that each of you give to our children daily. You are greatly appreciated.

Happy Thanksgiving and a Happy Holiday Season to all.

Mr. Shehata asked that everyone stay safe. He said the Board hears all of the comments and hopes they can come to a consensus.

Thank you to Sheenaider for today's tree planting. Although he could not attend, he heard it was great.

He congratulated Column One on their victory.

Happy Thanksgiving to everyone. Have a healthy, safe day. Try not to congregate.

Mr. Gargano wished everyone a happy and healthy Thanksgiving.

He has said right from the beginning that he feels school should be all virtual. However, it's a Catch 22. There's a reason why elementary schools are open and the secondary schools are not. Children under a certain age have a very low risk of transmitting the disease. Many people are in the same situation where they cannot work virtually and need to go to work and they rely on in-person teaching.

Mr. Rivas thanked the Linden Public Schools teachers and staff. As a parent and a Board Member, this Board does not make decisions lightly. We will continue this conversation and do what is best for teachers, students and parents. Teachers need to share their concerns with their principals.

He thanked Sheenaider Guillaume for the tree planting ceremony today.

Also, he wanted the public to know that \$1.5 million has been spent on PPE for the district. We are not taking this lightly.

Happy Thanksgiving and be safe.

Ms. Kozak thanked teachers and staff. She knows this is a difficult time and we appreciate all you do.

Thank you to Sheenaider Guillaume for the tree planting ceremony today. It was a beautiful ceremony for a beautiful young lady.

She then wished everyone a happy and healthy Thanksgiving.

Ms. Guillaume thanked the teachers for expressing their concerns. She expressed her condolences to those who have lost a loved one. She too has lost a loved one from COVID. Her beloved mother is a nurse. She goes to work every single day and fights the fight.

Congratulations to Ursula Saunders for her service and dedication to the district and on her retirement.

She thanked everyone that came out to the tree planting ceremony today. Without Dr. Hazelton's support, this would have never happened. She thanked her fellow Board Members for their support. Thank you for your acknowledgement. It was a team effort.

Congratulations to School #5 for being recognized as a 2020 National Blue Ribbon School. Thank you to Ms. Scamardella and her amazing staff. This shows positive direction of the district and she hopes it serves as an example of what we can do when we come together as a community.

Finally, she wished everyone a Happy Holiday. Please stay safe.

Mrs. Birch said that we need to lead by example and practice what we preach. Our administrators and Board Members lead by example when we follow rules and guidelines. Our faculty was singled out on Tuesday night for not being responsible. However, some of our Board Members and administrators are partaking in some of the same behavior. How can we chastise and discipline employees when we ourselves are not behaving in the same exact manner? She said she was appalled at what took place Tuesday night during the Committee of the Whole. Publicly chastising our employees for actions that some of our own administrators and Board Members are doing themselves is just not acceptable.

We do not know much about COVID. What we do not know is that it is contagious, and it continues to spread, and it continues to take lives and affect our children, our teachers and our staff. She said she does not wish this for anyone. We need teachers to teach, we need children to teach. Each are precious and one without the other is just not going to work. She wanted everyone to know that she will do whatever it takes to ensure that responsible decisions and actions are made by this Board until her last day in office.

She wished everyone a very happy, healthy and safe holiday. Please continue to practice social distancing, wear your masks.

Dr. Hazelton said she appreciates the teachers, parents and community members who called in tonight to share their opinions. On October the 13th, when we returned to in-person learning in the elementary schools, she visited all eight elementary schools and the majority of the classrooms with the principals. She has an open-door policy, email, phone. She also has given her cell phone number out. She is accessible.

She understands that emotions are high. COVID is scary. Fear of the unknown is scary. She does not lead by fear. She is a mother and she understands that the learning loss that is happening with millions of children across America, her son included, is horrific. In this country, it is going to take us a generation to recover. However, that does not put the lives of our teachers, our support staff and our children on the back burner. Health and safety are our priority. We cannot teach from the grave, she cannot cash her paycheck from the grave. Every day she reads at least three or four newspapers. She is on reputable news sites collecting data, listening to scientists. Many of you quoted The New York Times and other news agencies. She will quote those same news agencies for you. She then quoted articles from Newsday and The New York Times about the risk, or lack thereof, of being in school.

Linden Public Schools has had zero people infected with COVID-19 while in the building. We have had people infected with COVID-19 from outside sources. We have not had a case where someone has become infected while they are working in our buildings. As Mr. Rivas acknowledged, we have spent over \$1.5 million on PPE. She has had meetings with Superintendents from Union County. She has met with the union representatives. She speaks to principals daily. She speaks to teachers daily, parents and aides. She understands what is going on and we support our staff members.

She then said she would end with two important things. Equity is the big buzz word. Everyone talks about equity and that all children should receive the same quality education. As a parent, as she listened to our teachers and they gave us their addresses, she has one question: what separates the children in Tinton Falls, in Cranford, in Clark, in Toms River, Airmont, Monroe Township, South River, Basking Ridge, Morristown and Westfield? What separates those children from the children in Linden? All of these schools are open in a hybrid model. What is the difference between the 1,100 Linden parents who sent their children to school this week? How are they different from the parents in the communities just mentioned? She is 100% sure that these parents put the health and safety of their children first. After that, it is their academic success.

She is here to disrupt the school to prison pipeline. She believes this is a crisis that will impact a generation and she has to do everything to protect children as well as teachers. Her north star is science, the health department, the CDC, the Governor; and she takes that responsibility extremely seriously. Some of you receive emails from her early in the morning, because she's up early reading, sharing new articles, sharing evidence. She appreciates and applauds everyone who called in this evening. Your opinions, your thoughts, your feelings are real, they are respected and she appreciates them.

We talk about the emotional toll on the adults, but our students are hurting. Take a look at the increase in number of violent crimes around the tri-state area. She is now a resident of Linden, and the amount of shootings that occurred, she wonders if her son who is here with her, will he be a crime victim or a victim of COVID? That is a real concern and we need to talk about it when we weigh what is best for this community and for our children. We need to continue to have these conversations and continue to look at science and what is going on here in the district. We are in a good position. Our children that are coming in are learning. We have close to 30% of our secondary students that are failing or in danger of failing. She didn't hear anyone mention that, and that's going to be hard for us to recover from. A year or two from now she does not want to be back in front of this Board talking about, "Dr. Hazelton, what is going on with student achievement and why is it so low?" "Why is there an explosion in the prison industrial complex in this country?" Because you have a generation of undereducated and unemployable students. Those are all the things we must take into consideration as we move forward as to opening our schools.

Lastly, it was this administration that brought to this Board that we know people are going to travel, let's put a soft quarantine in place for right after Thanksgiving and then another soft quarantine in place for two weeks after the New Year. We were one of the first districts to do that, and now several other districts are following suit. We are being proactive, not reactive and emotional.

With that she wished everyone a Happy Thanksgiving and a restful and peaceful Thanksgiving. Thank you for your continued support.

Her email, office door, telephone – always open and you can call and continue this conversation.

Mr. Martucci thanked Ms. Guillaume for the tree-planting ceremony today. The worst possible nightmare any parent can have is to bury their son or daughter. He thanked her and all of the people that helped her today.

Not only Linden, but the entire country is in the state of the unknown. We are in the middle of something that none of us has ever gone through in our lifetime. It's the unknown that produces fear, that produces stress. Try to accentuate the positive and eliminate the negative. It's easier said than done. A lot of people in this country are stressed. It's how you handle it and how you deal with it. He believes we will get through this but it will be a slow, tedious process. We hope that the doctors and the people who are going to help solve this will do this as quickly and efficiently as possible. He has grandchildren so he understands. Everybody in the country is at their max. He hopes we all try the best we possibly can within our own personal self to get through this. How and when is the unknown.

Have a good Thanksgiving. Be safe and do the right thing. Do not do anything risky and God bless you all.

At 8:50 p.m. Ms. Johnson made a motion to adjourn, seconded by Mr. Rivas.

Roll Call:

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

Motion carried.

Kathleen A. Gaylord
Business Administrator/Board Secretary