

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 Tuesday evening, November 23, 2021, at 7:00 p.m.

President Rivas 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 12, July 13, and November 8, 2021 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 8:09 p.m.:

Board Members		Others	
Mr. Gargano	A	Dr. Hazelton	P
Ms. Guillaume	P	Mrs. Cleary	P
Dr. Berghammer	P	Ms. Gaylord	P
Mrs. Manganello	8:20 p.m.	Dr. Baldwin	P
Mr. Martucci	A	Attorney, J. Garcia	P
Ms. Thomas	P		
Mr. De La Cruz	P		
Mrs. Flemming	P		
Mr. Rivas	P		

APPROVAL OF MINUTES:

1. Motion to approve minutes of the Work Session held on October 26, 2021 and the Regular Meeting held on October 28, 2021. (Copies in hands of Board Members).

Roll Call:

Board Member	Motion	Second	Aye	Nay	Abstain
Mr. Gargano			Absent		
Ms. Guillaume			X		10/26/21
Dr. Berghammer			X		
Mrs. Manganello			Absent		
Mr. Martucci			Absent		
Ms. Thomas			X		
Mr. De La Cruz		X	X		
Mrs. Flemming			X		
Mr. Rivas	X		X		

Motion 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.

None.

SUPERINTENDENT'S REPORT:

1. See Information to the Board
2. Dr. Hazelton acknowledged the two retirees, Frank Bandinelli and Susan Bush.

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	10/27/21	54,000.00 pro rata 360.00 per diem
Traumatic Brain Impaired	Lakeview School 10 Oak Dr. Edison, NJ 08837	11/10/21	73,814.00 pro rata 531.04 per diem
Multiply Impaired	Gateway School 60 High Street Carteret, NJ 07008	11/8/21	50,608.80 pro rata 374.88 per diem

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

Classification	Recommended Placement	Effective Date	Tuition
Multiply Impaired	Bright Beginnings 1660 Stelton Rd. Piscataway, NJ 08654	11/8/21	48,060.00 annual 267.00 per diem
Other Health Impaired	Westbridge Academy 60 West St. Bloomfield, NJ 07033	10/19/21	81,265.44 annual 441.66 per diem

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

Related Services	Fees not to Exceed
BILINGUAL SPEECH EVALUATION Anthony Muscato 9 High Mountain Trail Lincoln Park, NJ 07035	3 @ 400.00

3. Continued:

Related Services	Fees not to Exceed
BILINGUAL PSYCHOLOGICAL EVALUATION Jeanette Pena 1805 Summit Ave. Union City, NJ 07087	2 @ 450.00
BILINGUAL EDUCATIONAL EVALUATION Theresa Hernandez 10-50 th St. Weehawkin, NJ 07086	2 @ 450.00
NURSE ON BUS Preferred Home Health Care & Nursing 2050 Rt. 27 N., Suite 208 New Brunswick, NJ 08902	1/25/21-2/5/21 1,715.00
NURSE ON BUS Preferred Home Health Care & Nursing 2050 Rt. 27 N., Suite 208 New Brunswick, NJ 08902	11/10/21-6/16/22 54,488.00
NURSE ON BUS Preferred Home Health Care & Nursing 2050 Rt. 27 N., Suite 208 New Brunswick, NJ 08902	11/01/21-6/30/22 37,800.00
NURSE ON BUS Bayada 6 Commerce Dr. Cranford, NJ 07016	11/22/21-6/24/22 50,048.00
PHYSICAL THERAPY SERVICES Westlake School 1571 Lamberts Mill Rd. Westfield, NJ 07090	9/8/21-6/22/22 2,574.00

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

Related Services	Fees not to Exceed
NURSE ON BUS Preferred Home Health Care & Nursing Services 2050 Rt. 27 N., Suite 208 New Brunswick, NJ 08902	44,100.00 245.00 per day
PHYSICAL THERAPY SERVICES Bright Beginnings Learning Center 1660 Stelton Rd. Piscataway, NJ 08654	2,183.00
OCCUPATIONAL THERAPY SERVICES Bright Beginnings Learning Center 1660 Stelton Rd. Piscataway, NJ 08654	2,183.00

5. Approve adjustment of tuition, as indicated as per New Jersey Department of Education audit.

School	Location	Tuition Year	Adjustment
Deron II	Montclair, NJ	2019-2020	Tuition Undercharge 17,302.00
Calais School	Whippany, NJ	2013-2014	Tuition Undercharge 6,066.62

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

Date	Item#	Action
3/25/21	5	Amend the amount for Educere Spanish II to read \$224.00 instead of \$195.00.
5/27/21	16	Amend the Varsity Football Official rate to read \$104.00 instead of \$101.00
5/27/21	16	Amend the Sub-Varsity Football Official rate to read \$63.00 instead of \$60.00.
8/26/21	14	Amend the date of Building Readers and Writers to read 12/7/21 instead of 11/16/21.
9/30/21	12	Add the following dates to the Equity in Action Leadership Academy PD for Zahir, Kcyronne: 12/13/21, 2/8/22, 3/30/22.
10/28/21	2	Amend termination date: JF at Community Therapeutic to read 10/22/21 instead of 9/7/21.

7. Approve curriculum writing as listed:

Curriculum	Grade Level	Hours
ASL I - American Sign Language	9 - 12	30
ASL II - American Sign Language	10 - 12	30

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

School	Requested By	Date	Time/Location	Event	Expenses
Four	Olivero, Suzanne	2/10/22	9:00 a.m. – 10:30 a.m.	K-Kids Heart-Tea Breakfast with Seniors & Kiwanis Club	None
Four	Olivero, Suzanne	2/11/22 (snow day)	9:00 a.m. – 10:30 a.m.	K-Kids Heart-Tea Breakfast with Seniors & Kiwanis Club	None
MMS	Perkins, Atiya	11/20/21 12/11/21 1/8/22	9:00 a.m. – 12:30 p.m. LHS Auditorium	“Mary Poppins Jr.” Rehearsals	None
MMS	Perkins, Atiya	11/20/21	12:00 p.m. – 12:30 p.m. LHS Auditorium	“Mary Poppins Jr.” Parent Meeting	None
MMS	Perkins, Atiya	1/29/22	9:00 a.m. – 2:00 p.m.	“Mary Poppins Jr.” Costume Try-On and Tech Rehearsal	None
MMS	Perkins, Atiya	1/29/22	12:00 pm – 4:00 pm	“Tea with Mary Poppins” Fundraiser	None
MMS	Perkins, Atiya	2/5/22	9:00 a.m. – 2:00 p.m. Auditorium, Room 109, Room 110, Room 112, and Room 113	“Mary Poppins Jr.” Tech Rehearsal	None
MMS	Perkins, Atiya	2/5/22	2:00 p.m. – 4:00 p.m. Cafeteria	“Mary Poppins Jr.” Team Dinner	None

8. Continued:

School	Requested By	Date	Time/Location	Event	Expenses
MMS	Perkins, Atiya	1/31/22 through 2/9/22	2:45 p.m. – 9:00 p.m. Auditorium, Room 109, Room 110, Room 112, and Room 113	“Mary Poppins Jr.” Tech Rehearsals	None
MMS	Perkins, Atiya	2/10/22 2/11/22	2:45 p.m. – 10:00 p.m. Auditorium, Room 109, Room 110, Room 112, and Room 113	“Mary Poppins Jr.” Performances	None
MMS	Perkins, Atiya	2/12/22	10:00 a.m. – 3:00 p.m. Auditorium, Room 109, Room 110, Room 112, and Room 113	“Mary Poppins Jr.” Cast Party and Set Strike	None
LHS	Horre, Yelena	1/8/22 1/22/22 2/5/22 2/12/22 2/19/22 2/26/22 3/5/22	9:00 a.m. – 1:30 p.m. Band Room/Choir Room/Auditorium	Spring Musical Saturday Rehearsals	None
LHS	Horre, Yelena	1/15/22	6:00 a.m. – 6:00 p.m. Gymnasium, Auditorium, Cafeteria, Various Classrooms, Main Office, and Rooms 111A-114A	MLK Drill Competition	None
LHS	Horre, Yelena	3/5/22	8:00 a.m. – 11:00 a.m. Cafeteria	Fundraising Breakfast with Cast	None
LHS	Horre, Yelena	3/12/22	9:00 a.m. – 4:30 p.m. Band Room/Choir Room/Auditorium	Spring Musical Saturday Rehearsal	None
LHS	Horre, Yelena	3/14/22 3/15/22 3/16/22 3/17/22 3/18/22	4:00 p.m. – 11:00 p.m. Band Room/Choir Room/Auditorium	Tech Rehearsals and Shows	None

8. Continued:

School	Requested By	Date	Time/Location	Event	Expenses
LHS	Horre, Yelena	3/20/22	10:00 a.m. – 4:00 p.m. Band Room/Choir Room/Auditorium	Set Strike/Cast Party	None
AoE	Smith, Jennifer	5/17/22	12:30 p.m. – 1:30 p.m. PDRC - Small Room	Pre-K to Kindergarten Parent Workshop	\$290.00 20-218-200-590- 03-000-34
AoE	Smith, Jennifer	5/18/22	12:30 p.m. – 1:30 p.m. PDRC – Small Room	Kindergarten to 1 st Grade Parent Workshop	\$290.00 20-218-200-590- 03-000-34

9. Approve the following activities:

School	Requested By	Date	Time/Location	Event	Expenses
LHS	Horre, Yelena	1/28/22	6:30 p.m. – 10:30 p.m. The Grand Banquet Hall, Linden	Marching Band Banquet	None

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

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

#	Name	Workshop	Date(s)	Location	Cost
1.	Altobelli, Michele	Hot Issues in Special Education Law	12/2/21	Virtual	Registration \$125.00 11-000-219-580-PD-000-33
2.	Altobelli, Michele	Reducing Significant Disproportionality	12/7/21	Virtual	None
3.	Barnes, Kim	2022 National School Social Work Conference	4/6/22 4/7/22 4/8/22 4/9/22	Chicago, IL	Registration \$450.00 11-000-219-580-PD-000-33
4.	Briggs-Dort, Rasheeda	Maximizing Every Student's Reading Success	1/22/22	Newark, NJ	Registration \$259.00 11-000-223-580-PD-000-09-090

11. Continued:

#	Name	Workshop	Date(s)	Location	Cost
5.	*Burrell, Durell	NJASA Techspo 2022	1/26/22 1/27/22 1/28/22	Atlantic City, NJ	Registration \$490.00 Other Expenses \$455.90 11-000-223-580-PD-000-20
6.	De La Cruz, Samuel	National School Boards Association Equity Symposium	1/22/22	Washington, D.C.	Registration \$225.00 Other Expenses \$750.00 11-000-230-585-00-000-01
7.	Espinal-Perez, Rosa	Navigating Nonfiction & Comprehension for Struggling Readers	4/5/22	Piscataway, NJ	Registration \$170.00 11-000-223-580-PD-000-06-060
8.	Flemming, Jennifer	National School Boards Association Equity Symposium	1/22/22	Washington, D.C.	Registration \$225.00 Other Expenses \$750.00 11-000-230-585-00-000-01
9.	Gonzalez, Lisa	Maximizing Every Student's Reading Success	1/22/22	Newark, NJ	Registration \$259.00 11-000-223-580-PD-000-09-090
10.	Happel, Wayne	NJASA Techspo 2022	1/27/22	Atlantic City, NJ	Registration \$299.00 Other Expenses \$60.90 11-000-240-580-PD-000-05-050
11.	Hazelton, Ed.D. Marnie	National School Boards Association Equity Symposium	1/22/22	Washington, D.C.	Registration \$225.00 Other Expenses \$750.00 11-000-230-580-PD-000-01
12.	*Kefalas, Kim Marie	NJASA Techspo 2022	1/26/22 1/27/22 1/28/22	Atlantic City, NJ	Registration \$490.00 Other Expenses \$455.90 11-000-223-580-PD-000-20

11. Continued:

#	Name	Workshop	Date(s)	Location	Cost
13.	Kolibas, Christopher	Hot Issues in Special Education Law	12/2/21	Virtual	Registration \$125.00 11-000-219-580-PD-000-33
14.	Kolibas, Christopher	Reducing Significant Disproportionality	12/7/21	Virtual	None
15.	Lorenzetti, Matthew	NJMEA – February State Conference	2/24/22 2/25/22	Atlantic City, NJ	Registration \$85.00 Other Expenses \$285.00 11-000-221-580-PD-000-57
16.	Monaco, Angelo	Equity & Engagement Academy	1/28/22	Virtual	Registration \$199.00 11-000-223-580-PD-000-06-060
17.	Moore, Shaliek	Maximizing Every Student’s Reading Success	1/22/22	Newark, NJ	Registration \$259.00 11-000-223-580-PD-000-09-090
18.	Murphy, Meghan	Equity & Engagement Academy	1/28/22	Virtual	Registration \$199.00 11-000-223-580-PD-000-06-060
19.	O’Donnell, Cara Ann	18 th Annual Suicide Prevention Conference	12/2/21 4/7/22	Piscataway, NJ	Registration \$70.00 11-000-223-580-PD-000-44
20.	Perkins, Atiya	Equity & Engagement Academy	1/28/22	Virtual	Registration \$199.00 11-000-240-580-PD-000-06-060
21.	*Push, Leah	NJASA Techspo 2022	1/26/22 1/27/22 1/28/22	Atlantic City, NJ	Registration \$490.00 Other Expenses \$455.90 11-000-223-580-PD-000-20
22.	Reis, Melanie	NJMEA – February State Conference	2/25/22	Atlantic City, NJ	Registration \$145.00 11-000-221-580-PD-000-57

11. Continued:

#	Name	Workshop	Date(s)	Location	Cost
23.	Rivas, Carlos A.	National School Boards Association Equity Symposium	1/22/22	Washington, D.C.	Registration \$225.00 Other Expenses \$750.00 11-000-230-585-00-000-01
24.	*Schulz, Howard	NJASA Techspo 2022	1/26/22 1/27/22 1/28/22	Atlantic City, NJ	Registration \$490.00 Other Expenses \$455.90 11-000-223-580-PD-000-20
25.	Serpone, Courtney	NJASA Techspo 2022	1/26/22	Atlantic City, NJ	Registration \$299.00 11-000-223-580-PD-000-06-060
26.	Stefanick, Marie	Reducing Significant Disproportionality	12/7/21	Virtual	None
27.	Thomas, Malaysia	2 nd Annual Regional Women's Educational Leadership Forum	11/19/21	Garwood, NJ	Registration \$45.00 11-000-230-585-00-000-01
28.	Thomas, Malaysia	National School Boards Association Equity Symposium	1/22/22	Washington, D.C.	Registration \$225.00 Other Expenses \$750.00 11-000-230-585-00-000-01
29.	Thorpe, Stephen	NJASA Techspo 2022	1/26/22 1/27/22 1/28/22	Atlantic City, NJ	Registration \$490.00 Other Expenses \$455.90 11-000-223-580-PD-000-20

*Attendance at conference is contingent upon acceptance of proposal.

12. Approve *Professional Development Activities*, as listed:

Workshop	Provider	Date(s)	Location	Cost
IXL Foundations I: Essential Tools for Daily Instruction	IXL Learning	12/12/21	SMS	\$495.00 Title I 20-231-200-300-07-000-55-070
IXL Foundations II: Strategies for Data Driven Classrooms	IXL Learning	2/5/22	SMS	\$495.00 Title I 20-231-200-300-07-000-55-070

13. Approve the following staff members to attend and accept the 2021-2022 National ESEA Distinguished School Award Ceremony on February 15-19, 2022 in New Orleans, Louisiana. Cost not to exceed \$15,000 for registration, airfare, hotel and other expenses. Grant Award Account # 20-450-200-580-PD-000-00-55

Name
Dauphin, Stacy
Hofmann, Jennifer
Perezluha, Jayme
Sandoval, Elena
Scamardella, Laura
Siegel, Julie

14. Approve the following courses through Educere for Linden Public School students to meet graduation requirements.

Number of Students	Course	Course Credits	Total Cost
1	Visual and Performing Arts	2.5	\$195.00
1	Visual and Performing Arts	5	\$399.00

15. Approve Linden resident students to participate in the *Interdistrict Public School Choice Program* [N.J.A.C. 6A:12], commencing with the 2022-2023 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
Pre-K	2
6	1
8	1

16. Approve the following before school tutoring, as listed.

School	Requested by	Date	Time	Expenses
Eight	Rodriguez, Michelle	January 2022 through May 2022 Monday – Friday (when school is in session)	7:40 a.m. – 8:10 a.m.	4 Teachers @ \$31/hr. 4 Teachers Prep \$28/hr. 1 Coordinator @ \$31/hr. not to exceed \$12,000.00 11-120-100-101-00-000-15-150

17. Grant permission for the following school activity *Title I, SIA Virtual Tutoring* for the 2021-2022 School Year.

School	Requested by	Date	Expenses
McManus	Perkins, Atiya	November 2021 through June 2022 (when school is in session)	ELA three (3) 1-hour sessions per week for 20 weeks @ \$31.00 Math three (3) 1-hour sessions per week for 20 weeks @ \$31.00 One (1) Tutor Coordinator 1.5 hrs. per week for 20 weeks @ \$28.00 Title I 20-235-100-100-00-000-55-060

18. Accept the following Linden Public School District Course Description Guides:

2022 - 2023	Elementary School
2022 - 2023	Middle School
2022 - 2023	High School

19. Approve the following program for the 2021-2022 school year, Pretty Brown Girl Empowerment Club at the cost of \$17,997.00. Acct.# 20-431-100-600-00-000-44.
20. Approve the 2020-2021 School Self-Assessment for Determining Grades under the Anti-Bullying Bill of Rights Act for all Linden Public Schools.
21. Grant permission for Christian Revolorio, from Rutgers University, to complete his Occupational Therapy practicum under the supervision of Dr. Marie Stefanick for the 2021-2022 school year.

22. Grant permission to prepare and submit the 2022-2023 ECPA/ELLI Preschool Program Plan Update and Budget Workbook.
23. Grant permission to submit the APR ESSER application for the Linden Public School District.
24. Grant permission for nursing students from St. Elizabeth’s University to complete observations within the Linden Public Schools during the Spring 2022 school year under the supervision of Joyce Hirsch.
25. Approve the Superintendent’s determination and actions taken for all reported incidents of Harassment, Intimidation, and Bullying discussed at the October 28, 2021 regular meeting as listed:

Case	HIB	Action
MMS-424	No	Services provided.
MMS-423	No	Services provided, Monitored.
MMS-422	Undetermined	Services provided, Monitored.
SMS-243	No	Services provided.
SMS-242	Yes	Services provided.
SMS-241	Undetermined	Services provided, Mediation.

Before roll call was taken, discussion was held on item #11, attendance of certain staff at NJASA Techspo 2022 in January, and the lack of substitute teachers to cover their absences.

Mrs. Flemming made a motion to amend item #11, (#5, 10, 12, 21, 24, 25, and 29), to reflect that the seven teachers which were added to attend Techspo are subject to go only if they are accepted to be a presenter and if there is enough coverage on the day of training.

Roll Call:

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

Motion carried.

Roll call was then taken to accept the Education Report:

MOTIONS 1 – 25:

Roll Call:

Board Member	Motion	Second	Aye	Nay	Abstain
Mr. Gargano			Absent		
Ms. Guillaume			X		
Dr. Berghammer	X		X		
Mrs. Manganello			X		
Mr. Martucci			Absent		
Ms. Thomas			X		
Mr. De La Cruz		X	X		
Mrs. Flemming			X		
Mr. Rivas			X		#11 (23)

Motions 1 – 25 carried.

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 of October 2021. (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 2021.
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). (Copies in the hands of Board members and on file in the Office of the Business Administrator/Board Secretary).
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 2021. (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 2021. (Copies in hands of Board Members and on file in the office of the Business Administrator/Board Secretary).
6. Accept funds in the amount of \$111,408.08 from PlanITROI, Inc., Denville, NJ, for the trade-in of Mac AirBooks.
7. Accept funds in the amount of \$46,231.00 from the New Jersey Schools Insurance Group, Mount Laurel, NJ, for the 2019-2020 Safety Grant.
8. Accept funds from Project Lead the Way grant awards as follows:

Grant Title	Location	Amount
Gateway Grant	Soehl and McManus Middle Schools	\$ 9,100.00
Engineering Grant	Linden High School	\$16,000.00
Computer Science Grant	Linden High School	\$14,000.00

9. Accept funds in the amount of \$15,000.00 from the 2021-2022 National ESEA Distinguished School Award for School Number Five.
10. Accept funds in the amount of \$1,000.00 from Phillips 66, Linden, NJ, in support of the Linden High School E-Map Program.
11. Accept funds in the amount of \$942.74 from First Hope Bank, for the final distribution of Cyber Security Escrow.
12. Accept funds in the amount of \$180.29 from Ohiopyle Prints, Inc., Ohiopyle, PA, representing a donation or royalty for apparel and accessories bearing the Linden School logo that were sold at local retailers
13. Approve contracts with DiCara Rubino Architects, Wayne, NJ, for HVAC Upgrades, paid through the American Rescue Plan ESSER Grant, as follows:

School #4	\$139,000.00
School #5	\$195,000.00

14. Approve submission of ESEA 2020-2021 carry-over amendment to bring funds into 2021-2022 ESEA application.

Title I	\$142,498.61
Title I SIA	\$10,988.83
Title II	\$143,895.11
Title III	\$49,808.07
Title III Immigrant	\$67,630.95
Title IV Stem	\$21,673.09

15. Approve enrollment of the following students for the 2022-2023 school year, eligible on a tuition basis under District Policy #5118, pending enrollment figures:

Student	Placement
K.G.	Grade 11
V.G.	Pre-K
M.R.	Pre-K

16. Approve the submission of the 2021-2022 District Report of Transported Resident Students (DRTRS) summary report to the Union County Superintendent of Schools for the November 15, 2021 deadline.

17. In accordance with 18A:23-5, accept the draft Audit Report and approve the Corrective Action Plan for the 2020/2021 school year as follows:

Recommendation Number	Corrective Action Approved by Board	Method of Implementation	Person(s) Responsible for Implementation	Completion Date
1. Transportation	To establish new procedures to ensure that it follows the guidelines regarding eligibility on the DRTRS report.	A new transportation form has been designed to ensure each request for Special Education transportation is a result of an IEP.	Director of Special Education, Transportation Department.	Completed.
2. School Food Service	Ensure appropriate action be taken to ensure that net cash resources for Food Service Accounts do not exceed three (3) months average expenditures.	Monthly monitoring of account balances.	Staff Accountant, Assistant Business Administrator, Business Administrator.	June 30, 2022

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

Location	Quantity	Description/Model No.	Serial No./BOE Tag
Academy of Excellence	2	REDCAT LightSPEED (RC) Audio Systems.	D566685S
	1	REDCAT LightSPEED Audio System.	680706-0478

Discussion ensued regarding item #13, the hiring of architects for HVAC upgrades at Schools #4 and #5.

After much discussion, Mr. Rivas made a motion to table item #13 for further discussion, seconded by Dr. Berghammer.

Roll Call:

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

Motion carried.

Mr. Rivas then asked for clarification on item #17 (2) naming persons responsible for implementation as the Staff Accountant and Assistant Business Administrator. He wanted to know why the Business Administrator was not listed.

After a brief discussion, Mr. Rivas made a motion to amend item #17 (2) to include the Business Administrator on the Corrective Action Plan as a person responsible for implementation, seconded by Mr. De La Cruz.

Roll Call:

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

Motion carried.

Roll call was then taken to accept the Finance Report:

MOTIONS 1 – 12 and 14 – 18:

Roll Call:

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

Motions 1 – 12 and 14 – 18 carried. Item #13 was tabled for further discussion.

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. Amend Board action on past Buildings, Grounds and Security Report as follows:

Date	Item #	Action
9/30/2021	6	Change the wording of the request to read "as requested by Arlene Ribeiro, President, School No. 10 PTA.

2. Use of facilities at no charge as requested by Gwendolyn Long, Principal, Soehl Middle School:

Activity/Location	Day and Time	Date
<u>PTA Meeting</u> Cafeteria	Tuesday 6:30 p.m.- 8:30 p.m.	December 2, 2021

3. Use of facilities at no charge as requested by Dr. Suzanne Olivero, Principal, School No. 4:

Activity/Location	Day and Time	Date
<u>School 4 Fatherhood Program</u> Reading Room	Tuesday & Thursday 6:30 p.m.-8:30 p.m.	<u>2022</u> January 13 February 17 March 29
<u>School 4 Mom 2 Mom Program</u> Reading Room	Tuesday & Thursday 6:30 p.m.-8:30 p.m.	<u>2022</u> April 7 May 24 June 9
<u>Black History Month Escape Room</u> Reading Room, Gymnasium, Cafeteria & Various Classrooms	Thursday 6:00 p.m.- 8:00 p.m.	February 24, 2022
<u>"The Ultimate Snow Day" FAST event</u> Reading Room, Cafeteria, Gymnasium & Various Classrooms	Thursday 6:00 p.m.-8:00 p.m.	January 20, 2022

3. Continued:

Activity/Location	Day and Time	Date
<u>“Beat the Summer Slide”</u> <u>FAST event</u> Reading Room, Cafeteria, Gymnasium & Various Classrooms	Thursday 6:00 p.m.-8:00 p.m.	May 19, 2022

4. Use of facilities at no charge as requested by Tricia Jordan, PTA President, School No. 6:

Activity/Location	Day and Time	Date
<u>PTA Meeting</u> Cafeteria	Thursday 6:00 p.m-7:00 p.m.	December 9, 2021
<u>Holiday Shop Set-Up</u> Gymnasium	Monday 6:30 p.m.-8:30 p.m.	December 13, 2021
<u>Book Bingo</u> Cafeteria	Friday 6:30 p.m.-8:30 p.m.	February 18, 2022

5. Use of facilities at no charge as requested by Meredith Horvath, President, School No 9 PTA:

Activity/Location	Day and Time	Date
<u>PTA Meetings</u> Cafeteria & Gymnasium	Tuesday & Thursday 7:00 p.m.-8:30 p.m.	<u>2022</u> January 11 February 8 March 8 April 5 May 10 June 9
<u>Mother-Son Dance</u> Cafeteria & Gymnasium	Friday 6:30 p.m.- 8:30 p.m.	February 25, 2022
<u>Book Fair (Setup)</u> Gymnasium	Monday 7:00 p.m.- 8:00 p.m.	March 21, 2022
<u>Book Fair</u> Gymnasium	Tuesday & Thursday 8:30 p.m.- 4:00 p.m.	<u>2022</u> March 22, 24
<u>Book Fair</u> Gymnasium	Wednesday 8:30 a.m.- 8:00 p.m.	March 23, 2022
<u>Daddy-Daughter Dance</u> Cafeteria & Gymnasium	Friday 6:30 p.m.- 8:30 p.m.	April 8, 2022

5. Continued:

Activity/Location	Day and Time	Date
<u>Spring Clothing Drive</u> Parking Lot	Saturday 10:00 a.m.-2:00 p.m.	April 30, 2022
<u>Muffins with Mom</u> Blacktop & Lawn	Friday 8:00 a.m.-8:40 a.m.	May 6, 2022
<u>Spring Movie Night</u> Blacktop, Gymnasium, Lawn	Friday 7:00 p.m.-10:00 p.m.	May 20, 2022
<u>BOGO Book Fair</u> Gymnasium	Wednesday 9:00 a.m.- 3:00 p.m.	May 25, 2022
<u>Donuts with Dad</u> Parking Lot &Lawn	Friday 8:00 a.m.-8:40 a.m.	June 17, 2022

MOTIONS 1 – 5:

Roll Call:

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

Motions 1 – 5 carried.

At 9:23 p.m. Mr. Rivas made a motion to go into Executive Session to discuss the Personnel Report, seconded by Mr. De La Cruz.

Roll Call:

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

Motion carried.

There being no further business to discuss in Executive Session, Mr. Rivas made a motion at 10:30 p.m. to return to Public Session, seconded by Mr. De La Cruz.

Roll Call:

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

Motion 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.	Bandinelli, Frank	Vice Principal	McManus Middle School	1/1/22

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 his 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 his service he 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
8/26/21	6	Amend the leave of absence for #4699 to read through 12/23/21 instead of 12/15/21 Medical ¹ .
8/28/21	2/#5	Rescind the resignation for Trochimowicz, Diana, Paraprofessional, LHS.
9/30/21	16	Add Dinis, Alicia to the staff Presenters for the Early Childhood District Open House on 10/20/21 not to exceed a total of 1 hour. To be paid at the contractual rate of \$31/hr. Acct.# 20-218-200-176-03-001-34
9/30/21	19	Add Anderson, Teal for Pop Culture Club Advisor for Volunteer hours.
9/30/21	19/#27	Add Montealegre Amanda for Gaming Club Advisor for 15 hours
9/30/21	19/#58	Add Miguelez Tania for Spanish Club for 15hours

2. Continued:

Date	Item #	Action
9/30/21	6	Amend the leave of absence for #4946 to read through 11/12/21 instead of 10/25/21 Medical ¹ .
9/30/21	6	Amend the leave of absence for #7810 to read through 11/17/21 instead of 10/25/21 Medical ¹ .
9/30/21	4/#2	Amend the start date for Tornyenyor, Bernard to read 11/1/21.
9/30/21	4/#5	Amend the start date for Dynda, Stephen to read 11/1/21.
9/30/21	4/#8	Amend the start date for Singh, Matthew to read 10/27/21.
9/30/21	4/#10	Amend the start date for Hunter, Amber to read 11/8/21.
9/30/21	4/#12	Amend the start date for Arrubla-Betancur, Diana to read 10/25/21.
9/30/21	4/#13	Amend the start date for Caraballo, Maribel to read 11/1/21.
9/30/21	4/#16	Amend the start date for Richards, Amber to read 10/25/21.
9/30/21	4/#17	Amend the start date for Sibilski, Natalie to read 11/1/21.
10/28/21	3/#1	Amend the start date for Szumowski, Addushkaliz to read 11/17/21.
10/28/21	3/#3	Amend the start date for Derasmo, Ashley to read 11/15/21.
10/28/21	4	Amend the leave of absence for #7202 to read 3/10/22-3/16/22 Medical ¹ and 3/17/22-4/1/22 FMLA ³ instead of 1/25/22-1/31/22 Medical ¹ and 2/1/22-2/15/22 FMLA ³ .
10/28/21	11	Amend to appoint Geller, Jaime; Mastriano, Michael; Padovano, Michelle; Wilson, Jennifer for the Title I Parent Involvement Workshop "Souping Up Your Game Night" Change time to read 6:10 pm-8:10 pm.
10/28/21	13	Amend to appoint Jones, Angela for the Title I Parent Involvement Workshop "Social /Emotional Learning, Part I"
10/28/21	15	Amend to appoint Jones, Angela for the Title I Parent Involvement Workshop "Mathematics 101"
10/28/21	3/#5	Rescind the appointment for DeGraffenreid, Robert; Paraprofessional.

1) SICK 2) ACCUMULATED LEAVE 3) UNPAID

3. Accept the resignation of the following staff:

#	Name	Position	Location	Effective Date
1.	Coronado, Yanira	Paraprofessional	SMS	12/1/21
2.	Todd, Terri	Secretary	MMS	11/8/21

4. Appoint the following staff for the 2021 – 2022 School Year as follows:

#	Name	Effective Date	Degree	Credited Exp./ Step	Assigned Subj. Area	Bldg./ Dept.	Spec. Prog. Or Budget	Total Annual Salary Rate
CERTIFIED								
1.	Harris, Mya	1/3/22	BA	1-2	Teacher of Sp. Ed./PSD	School 2	Budget /R	\$53,551
NON-CERTIFIED								
2.	Gogna, Seema	12/13/21		2	Secretary	Admin. /Supt. Office	Budget /R	\$48,104
3.	Budnik, Patrycja	12/8/21		2	Paraprofessional	School 2	Budget /R	\$17,303
4.	Laxmi, Vijay	11/29/21		3	Paraprofessional	LHS	Budget /R	\$17,603
5.	Maciejewska, Magdalena	12/7/21		2	Paraprofessional	School 8	Budget /R	\$17,303
6.	Gooney, Shannon	11/1/21			Part-time School Aide	School 4	Budget /R	\$24.59

5. Approve the following Leaves of Absences:

Employee ID#	Location	From	Through	Reason
5074 ^{1,2}	School 9	1/3/22	1/25/22	Medical
5074 ³	School 9	1/26/22	4/27/22	FMLA
5074 ³	School 9	4/28/22	6/27/22	Medical
4700 ¹	LAST	11/10/21	1/5/22	Medical
7613 ^{1,2}	LHS	10/22/21	12/23/21	Medical
6925 ¹	School 6	1/4/22	1/18/22	Medical
6925 ³	School 6	1/19/22	3/7/22	FMLA
8135 ¹	School 6	11/1/21	11/30/21	Medical
6480 ²	MMS	11/9/21	11/11/21	Medical
6480 ³	MMS	11/12/21	UFN	FMLA
4621 ³	LAST	1/3/22	6/27/22	Child Rearing
5188 ¹	PDRC	11/10/21	11/30/21	Medical

5. Continued:

Employee ID#	Location	From	Through	Reason
5188 ³	PDRC	12/1/21	2/10/22	IM FMLA
4870 ^{1,2,3}	LHS	10/28/21	11/24/21	Medical
8712 ¹	LHS	12/13/21	12/23/21	Medical
8712 ³	LHS	1/3/22	4/1/22	FMLA/FLA
4775 ^{1,2,3}	School 10	11/8/21	11/30/21	Medical

1) SICK 2) ACCUMULATED LEAVE 3) UNPAID

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

#	Name	Sick Days	Amount
1.	Wills, Teresa	45	\$2,157.75

7. Approve the following transfer of staff effective 11/3/21

#	Name	Position	2020-2021 Location	Position	2021-2022 Location
1.	Schmitz, Richard	Secretary	LHS	Secretary	MMS-Guidance

8. Appoint the following staff to write History Curriculum for the 2021-2022 School Year. To be paid at the contractual rate. Cost not to exceed hours listed below. Acct. #11-130-100-101-00-000-53.

#	Name	Subject	Grade Level	Hours
1.	Bender, Jonathan	Philosophy	11-12	30
2.	Orth, James	AP United States History	11-12	30

9. Appoint the following staff for Saturday Program for Soehl Middle School as needed for the 2021/2022 school year at the contractual rate. Act. #11-130-100-101-00-001-00 (Teachers), 11-000-266-100-01-000-00.

#	Name
1.	Campisi, Peter
2.	Campo, Nicole
3.	Kreisberg, Francine

10. Appoint the following staff to work before and after school security for the 2021-2022 School Year. To be paid at their contractual rate. Acct. #11-120-100-101-00-000-00 (Teacher).

SCHOOL 1	
#	Name
1.	Rosenthal, Lauren

11. Appoint the following staff to work the Academic Counseling Program for the 2021-2022 School Year. To be paid at their contractual rate. Acct. #11-120-100-101-00-000-00, 11-130-100-101-00-000-00, 11-140-100-101-00-000-00 (Teachers), 11-000-266-100-01-000-00 (Crisis/Hall Monitors), 11-190-100-106-00-002-00.

SOEHL MIDDLE SCHOOL	
#	Name
1.	Campisi, Peter
2.	Jones, Angela
3.	McPhaul, Bertha

12. Appoint the following staff for clubs and activities at for the 2021-2022 School Year. To be paid at their contractual rate of \$28/hr. Acct. #20-431-100-600-00-000-44.

LINDEN HIGH SCHOOL			
#	After-School Club/Activity	Advisor	Hours
1.	Pretty Brown Girls Empowerment Club	Banks, Jenise	16
2.	Pretty Brown Girls Empowerment Club	Patterson, Shamona	16
MCMANUS MIDDLE SCHOOL			
#	After-School Club/Activity	Advisor	Hours
1.	Pretty Brown Girls Empowerment Club	Miller, Victoria	16
2.	Pretty Brown Girls Empowerment Club	Sumrein, Faten	16
SOEHL MIDDLE SCHOOL			
#	After-School Club/Activity	Advisor	Hours
1.	Pretty Brown Girls Empowerment Club	Duckett, Edith	16

13. Appoint the following staff for the Linden High School Musical Production of “Once On This Island” Acct. #'s 11-401-100-100-00-000-57 & 11-401-100-500-00-000-57.

#	Position	Name	Amount
1.	Technical Engineer	Riacos, Christian	\$840.00

14. Appoint the following staff to work the Title I, SIA Tutoring Program at McManus Middle School for the 2021-2022 School Year to be paid at their contractual rate of \$31/hr. for teachers and \$28/hr. for coordinator. Acct. #20-235-100-100-00-000-55-060.

#	Name	Position
1.	Ederer, Caryl	ELA/ Mathematics
2.	Luminiello, Rose	ELA / Mathematics
3.	Ouhamou, Naima	ELA/ Mathematics
4.	Bakalian, Candice	ELA/ Mathematics
5.	Monaco, Angelo	Coordinator

15. Appoint the following staff to work the Title I, SIA Enrichment Program at McManus Middle School for the 2021-2022 School Year to be paid at their contractual rate of \$31.00 for teachers and \$28.00 for prep. Acct. #20-235-100-100-00-000-55-060.

#	Name
1.	Airo, Francesco
2.	Bakalian, Candice
3.	Detrollo Jones, Jennifer
4.	Espinal Perez, Rosa
5.	Fraunberger, Jennifer
6.	Hu, Deijang
7.	Hudak, Christine
8.	Ouhamou, Naima
9.	Serpone, Courtney

16. Appoint the following staff for the Title I After School Tutoring Program at School Two. To be paid at the contractual rate of \$28/hr. Acct. #20-231-100-101-10-000-55-1115
Title I.

#	Name	Position
1.	Briggs-Dort, Rasheeda	Teacher
2.	Destito, Shannon	Teacher

16. Continued:

#	Name	Position
3.	Donner, Shannon	Teacher
4.	Downes, Meagan	Teacher
5.	Givens, Tionna	Teacher
6.	Hoff, Carrie	Teacher
7.	Imbriacco, Margaret	Teacher
8.	Lukas, Dana	Teacher
9.	Moore, Shaliek	Teacher
10.	Rynkowski, Agnieszka	Teacher
11.	Spano, Laura	Teacher
12.	Warner, James	Teacher

17. Appoint the following staff for the Title I After School Tutoring Program at School Four.
To be paid at the contractual rate of \$28/hr. Acct. #20-231-100-101-10-000-55-1115
Title I.

#	Name	Position
1.	Arrieta, Jacqueline	Teacher
2.	Blount, Felisha	Teacher
3.	Brunton, Laura	Teacher
4.	Bury, Janel	Teacher
5.	Capanna, Lisa	Teacher
6.	Carothers, Antoinette	Paraprofessional
7.	Cioffi, Maria	Teacher
8.	Divito, Gina	Teacher
9.	Fakhrzadeh, Parisa	Teacher
10.	Hanvey, Patrice	Teacher
11.	Hernandez-Folgar, Marilyn	Teacher
12.	Mendez-Torres, Josefina	Aide
13.	Rakow, Ashley	Teacher
14.	Taylor, Karen	Teacher
15.	Superior, Genevieve	Teacher
16.	Spaziani, Shannon	Teacher

18. Appoint the following staff as coordinators for the Title I After School 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

19. Appoint the following staff t for the Title I Parent Involvement Workshop “Math Mystery Night” at School #4 on 2/9/22 (Snow Date 2/10/22) from 6:00 pm- 8:00 pm. To be paid at the contractual rate of \$28/hr. or \$31/hr. Cost not to exceed \$400.00. Acct. #20-231-200-101-10-PIN-55-115 Title I.

#	Name	Position
1.	Arrieta, Jacqueline	Teacher
2.	Brunton, Laura	Teacher
3.	Zukosky, Margaret	Teacher

20. Appoint the following staff for the Title I Parent Involvement Workshop “Winter Wonderland” Virtual Family Bingo Night School #5 on 12/14/21 from 6:00 pm- 7:00 pm. To be paid at the contractual rate of \$28/hr. or \$31/hr. Cost not to exceed \$150.00. Acct. # 20-231-200-101-12-PIN-55-120 Title I.

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

21. Appoint the following Middle Grades Career Awareness and Exploration Grant coordinator positions effective 11/29/21-6/24/22. To be paid at the rate of \$35/hr. Middle States Account #20-458-200-100-00-000-55.

#	Name	Location
1.	Murphy, Meghan	McManus Middle School
2.	Schweikardt, Walter	Soehl Middle School

22. Appoint the following elementary STEM after school club advisors effective 11/29/21-6/24/22. To be paid at the rate of \$31/hr.

#	Name
1.	Bachmann, Kimberly

22. Continued:

#	Name
2.	Gorbunoff, Mitchell
3.	Kefalas, Kimberly Marie
4.	Minniti, Frank
5.	Push, Leah

23. Appoint the following staff to conduct Parent Technology Nights at School 8 for the 2021-2022 School Year. To be paid at the contractual rate. Acct. #11-120-100-101-00-000-15-150.

#	Name
1.	Kefalas, Kimberly Marie

24. Appoint the following staff for School No. 4 Father’s Program and the Mom 2 Mom Program from 6:30pm – 8:00pm at their contractual rate for the 2021-2022 School Year and for 1 hr. prep time for each session conducted (dates to be determined) #11-120-100-101-00-000-10 not to exceed \$1,000.00.

#	Name	Title
1.	D’Alessio, Jennifer	Facilitator

25. Appoint the following staff for School No. 4 Father’s and Mom 2 Mom Programs from 6:30pm – 8:00pm at their contractual rate for the 2021 - 2022 School Year. #11-120-100-101-00-000-10 not to exceed \$1,500.00.

#	Name	Title
1.	D’Alessio, Jennifer	Facilitator
2.	Cardenas, Luz	Child Care
3.	Cardenas, Stephanie	Child Care
4.	Carothers, Antoinette	Child Care
5.	Faust, Brandon	Child Care
6.	Freitas, Christopher	Child Care
7.	Garcia, Danielle	Child Care
8.	Gooney, Shannon	Child Care
9.	Holguin, Nicole	Child Care
10.	Isaac, Nadegeda	Child Care
11.	Kostis, Fotini	Child Care

25. Continued:

#	Name	Title
12.	Mack, Monika	Child Care
13.	Mekovetz, Stephanie	Child Care
14.	Mendez, Josefina	Child Care
15.	Mendez, Yvonne	Child Care
16.	Miller, Eileen	Child Care
17.	Nugent, Donna	Child Care
18.	Owens, Sheila	Child Care
19.	Polini, Mary Ann	Child Care
20.	Rodriguez, Brigida	Child Care
21.	Rodriguez, Gladys	Child Care
22.	Saadah, Maryam	Child Care
23.	Safner, Louis	Child Care
24.	Salas, Mauricio	Child Care
25.	Sasson, Michael	Child Care

26. Appoint the following staff for the 2021-2022 School Year to work at Schools 1,2,4,5,6,8,9,10 for the Before and After Care Programs at the rate of \$25.00 per hour. Paid from the Enterprise Fund as listed 60-930-320-100-00-000-02.

#	Name
1.	Bowers, Melissa
2.	Faust, Brandon
3.	Gooney, Shannon

27. 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/hour paid by the Enterprise Fund account #60-930-320-100-00-000-02.

#	Name
1.	Barbosa, Karina
2.	Donovan, Joanna
3.	Getchies, Connie
4.	Hannah, Janet
5.	Jackson, Kizmet
6.	Lescano, Anamaria

27. Continued:

#	Name
7.	Mack, Monika
8.	Murray, Irma Teresa
9.	Reilly, Doreen
10.	Schweikardt, Amanda
11.	Singh, Susan
12.	Soogrim Persaud, Karen

28. Appoint the following staff as a substitute Head Teacher 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.	Fernandes, Stephanie

29. Authorize and collect/donation of sick days to employee #01-21/22, from staff members for the 2021-2022 School Year. Name of staff member and number of days will be submitted to the Superintendent of Schools.

30. Authorize and collect/donation of sick days to employee #02-21/22, from staff members for the 2021-2022 School Year. Name of staff member and number of days will be submitted to the Superintendent of Schools.

31. Authorize and collect/donation of sick days to employee #03-21/22, from staff members for the 2021-2022 School Year. Name of staff member and number of days will be submitted to the Superintendent of Schools.

32. Appoint the following Home Instructors at the contractual rate of \$31.00 per hour for the 2021-2022 school year. Acct. #11-150-100-101-00-000-44.

#	Name
1.	Palmieri, Samantha
2.	Reider, Nicole

33. Appoint the following staff member as Translator for the 2021-2022 School Year. To be paid at the contractual rate. Acct. #11-190-100-106-00-002-00.

#	Name
1.	Ribau, Andreia

34. Appoint the following Coaches for the Spring/Summer Sports 2022 season.

HIGH SCHOOL ATHLETICS					
#	Name	Sport	Position	Salary	Step
1.	Czajkowski, Brandon	Baseball	Head Coach	\$9,503.00	3
2.	Burdick, Daniel	Baseball	Assistant Coach	\$6,853.00	3
3.	Hasenauer, Francis	Baseball	Assistant Coach	\$6,853.00	3
4.	Van Vliet, Ryan	Baseball	Assistant Coach	\$6,853.00	3
5.	Tauriello, Valerie	Softball	Head Coach	\$9,503.00	3
6.	Scheidemann, Eric	Softball	Assistant Coach	\$6,853.00	3
7.	Paskewich, Christopher	Boys Tennis	Head Coach	\$6,016.00	3
8.	McDonald, Daniel	Spring Track	Head Boys Coach	\$9,503.00	3
9.	Devero, Leonist	Spring Track	Head Girls Coach	\$9,503.00	3
10.	Jarmolowski, Lukasz	Spring Track	Assistant Coach	\$6,853.00	3
11.	Brown, Terrence	Spring Track	Assistant Coach	\$6,853.00	3
12.	Firestone, Michael	Spring Track	Assistant Coach	\$6,853.00	3
13.	Rotondi, Roger	Athletic Trainers (Spring)	Head Athletic Trainer	\$7,155.00	3
14.	Padilla, Debbie	Athletic Trainers (Spring)	Assistant Athletic Trainer	\$3,499.00	3
15.	Sollivan, Noelle	Athletic Trainers (Spring)	Assistant Athletic Trainer	\$3,499.00	3
16.	Smith, James	Volleyball	Boys Head Coach	\$7,605.00	3
17.	Radil, Mark	Volleyball	Boys Assistant Coach	\$5,899.00	3
MIDDLE SCHOOL ATHLETICS					
#	Name	Sport	Position	Salary	Step
1.	Clark, Michael	Baseball	Middle School Coach	\$5,075.00	3
2.	Kuban, Natasha	Softball	Middle School Coach	\$5,075.00	3
3.	Martins, Nicholas	Baseball	Middle School Coach	\$5,075.00	3
4.	Mastriano, Michael	Softball	Middle School Coach	\$5,075.00	3

34. Continued:

HIGH SCHOOL ACTIVITIES					
#	Name	Sport	Position	Salary	Step
1.	Chiola, Albert	Weight Training	Spring Instructor	\$4,169.00	3
SUMMER SPORTS					
#	Name	Sport	Position	Salary	Step
1.	Chilola, Albert	Weight Training	Summer Instructor	\$2,147.00	3
2.	Rotondi, Roger	Athletic Trainer (Summer)	Head Athletic Trainer	\$7,154.00	3
3.	Padilla, Debbie	Athletic Trainer (Summer)	Asst. Athletic Trainer	\$3,499.00	3
4.	Sollivan, Noelle	Athletic Trainer (Summer)	Asst. Athletic Trainer	\$3,499.00	3

35. Appoint the following Assistant Coaches on a voluntary basis for Winter/Spring Sports 2022.

#	Name	Sport
1.	Radil, Lisa	Varsity/Junior Varsity Volleyball
2.	Thermitus, Marcda	Varsity/Junior Varsity Volleyball
3.	Trochimowicz, Diana	Varsity/Junior Varsity Volleyball
4.	Borja, Naomi	Varsity/Junior Varsity Volleyball
5.	Serio, Sara	Varsity/Junior Varsity Volleyball
6.	Cardoso, Diogo	Varsity/Junior Varsity Volleyball
7.	Pino, Christian	Varsity/Junior Varsity Volleyball
8.	Day, Alexandra	Varsity/Junior Varsity Volleyball
9.	Ventura, Cristina	Varsity/Junior Varsity Volleyball
10.	Rodrigues, Daniel	Varsity/Junior Varsity Volleyball
11.	Rengifo, Jonathan	Varsity/Junior Varsity Volleyball

36. Appoint the following Assistant Coaches on a voluntary basis for Winter 2022.

#	Name	Sport
1.	Parker Sr., Gregory	Middle School Basketball
2.	Mondesir, Josue	Boys/Girls Track
3.	Dolbrice, Juwan	Boys Basketball

37. Appoint the following staff to work Athletic Security detail at their assigned locations for various events throughout the 2021-2022 School Year listed. To be paid at the contractual rate. Acct. #11-402-100-100-00-000-00.

#	Name
1.	Monaco, Angelo
2.	Orth, James
3.	Silva, Carla

38. Appoint the following Coaches for the Winter Sports 2021/2022

MIDDLE SCHOOL ATHLETICS					
#	Name	Sport	Position	Salary	Step
1.	Motley, Derrick	Basketball	Middle School Coach	\$5,075.00	3
2.	Harris, Ashanti	Cheer	Middle School Coach	\$2,317.00	1

39. Approve the revised employee substitute pay rate (Table #2) effective November 29, 2021 as presented.

Table #1 Existing Substitute Pay Rates Linden Public Schools 2021-2022 School Year Teachers

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. (\$267.75)

#	Position	Existing Rate
1.	School Nurses	\$150.00 per day
2.	Secretaries	\$10.70 per hour
3.	Custodians	\$75.00 per day
4.	Paraprofessionals	\$89.99 per day

39. Continued:

Table #2 Proposed Substitute Pay Rates Effective November 29, 2021 Teachers

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 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. (\$267.75)

#	Position	Existing Rate
1.	School Nurses	\$200.00 per day
2.	Secretaries	\$15.00 per hour
3.	Custodians	\$15.00 per hour
4.	Paraprofessionals	\$15.00 per hour

40. Appoint the following Substitute Teachers for 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 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. (\$267.75)

#	Name
1.	Cook Alexis
2.	Pesky, Benjamin
3.	Sarris, Mihalia

41. Reappoint the following Substitute Teachers for 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 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. (\$267.75)

#	Name
1.	Edwin-Cannady, Kyanna
2.	McNeill-Wallace, Jennifer

42. The following retirement be accepted with regret:

#	Name	Assignment	Location	Effective Date
1.	Bush, Susan	Paraprofessional	Linden High School	1/1/22

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.

43. Accept the resignation of the following staff:

#	Name	Position	Location	Effective Date
1.	Docherty, Stephanie	Part-time School Aide	School 5	1/1/22
2.	Ruzich, Diana	Paraprofessional	School 9	12/31/21

44. Approve the following transfer of staff effective 11/15/21:

#	Name	Position	2020-2021 Location	Position	2021-2022 Location
1.	Ageeb, Abeer	Paraprofessional	MMS	Part-time School Aide	MMS

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

Date	Item #	Action
10/28/21	46	Amend the date to read: 10/29/21 instead of 11/19/21 for the 21 st CCLC Program at SMS.
10/28/21	47	Amend the date to read: 10/29/21 instead of 11/19/21 and add Campo, Michael as Substitute Teacher for the 21 st CCLC Program at SMS.

MOTIONS 1 – 45:

Roll Call:

Board Member	Motion	Second	Aye	Nay	Abstain
Mr. Gargano			Absent		
Ms. Guillaume			X		
Dr. Berghammer	X		X		#4 (2)
Mrs. Manganello			X		
Mr. Martucci			Absent		
Ms. Thomas		X	X		#4 (2)
Mr. De La Cruz			X		
Mrs. Flemming			X		#4 (2)
Mr. Rivas			X		

Motions 1 – 45 carried with the exception of #4 (2).

No action this meeting.

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.

Donna Hernandez
133 Princeton Road

Linden ROTC went to a competition this past Saturday in Bethel, CT. The new cadets, overall, placed third. The varsity team, overall, took second place. Air rifle placed second place overall. Top air rifle shooter was Deanna Hernandez. The PT team placed second place.

When new members are elected to the Board of Education it's nice for them to come to meetings beforehand so they can see how a meeting is run. Everybody needs training.

It was discussed at September's meeting about outside groups wearing masks while using our facilities. There were pictures online of the veterans' ceremony. Although the ROTC students were wearing masks, there were many visitors who were not. She was under the impression that we would remind anyone who's running these events that they are in a school building and they would need to follow the rules.

She then thanked Marianthe Manganello for her service on the board.

Joseph Birch
625 Beechwood Road

He asked that if the board is going to do double sessions, maybe they shouldn't have three presentations in the same night.

He said he believes the Superintendent is recommending the training for staff and we have to believe in her vision and the importance of it. There's probably only a select few from other districts attending and if we have several people going, then that says something about our program.

He thanked Mrs. Flemming and Mr. De La Cruz for asking questions of Mr. Miranda. Nobody appreciates the job that he and his maintenance staff do. He explained how he perceived Mr. Miranda's responsibilities just from listening here tonight. It sounds like we need to hire somebody else. We have people leaving this district all the time because of the personnel reports and things that are going on. If we're going to hire somebody, why don't we hire a science supervisor? That is something that will benefit our children.

He asked if those square footage numbers are mandated by the state, because it's easier to sweep 20,000 sq. ft. of a gym floor than it is to sweep 20,000 sq. ft. of steps. If those numbers haven't changed in 15 years and our student population has increased, it's time for our custodians and maintenance staff get some help.

Tracey Birch
625 Beechwood Road

Mrs. Birch said she knows the board is concerned about staff training and the lack of substitutes. She said that children would not be left unattended. But if teachers don't get the training they need, how will they teach our children? This is an opportunity for our district to shine. Not only are they going to present, they're going for training. They did not ask to go, but were asked by Apple to present. We have other things to worry about like the massive amounts of teachers leaving because of things like this. You need to ask the right questions of the right people. Please reconsider this training.

How do we let the position of Director of Science go unfilled? We're hiring deans of services which we don't need since we already have vice principals and principals. With everything that's going on in science and technology and COVID, we're not going to put someone in charge of this? Because she's already doing the job? Again, that's great morale for our district.

Thank you for inviting Mr. Miranda. We have invited supervisors to other meetings and they, too, have been grilled.

Rob Mangel, LEA President
232 Orange Road
Montclair, NJ

First, he recognized retiree, paraprofessional Susan Bush. Paraprofessionals are the unheralded heroes of our district. He has never met a more dedicated, more caring, more compassionate person. He said he will miss her. She's one of the good ones.

The decisions that the board makes has ramifications down through the ranks of our district. To leave a department unsupervised for yet another month sends a powerful message, and not necessarily in a positive way. Educators want to be at the forefront of learning for the sake of our students. The best educated teachers help produce the best educated students. At the rate things are changing, keeping our staff at the forefront is huge. Turning down a professional development opportunity for staff is going to be far reaching. School staff cover each other. We make sure the kids are taken care of.

He then thanked Mrs. Manganello for her service and her time and advocating for the students and staff of Linden Public Schools. We are better for your service.

NEW/UNFINISHED BUSINESS:

Mr. Rivas asked for a motion to add to the record that the Linden Board of Education expresses their appreciation for the loyal and unselfish service through the years of the two board members that will be exiting the board this year, Mr. Gargano and Mrs. Manganello. Although it might have been an oversight, there should have been a declaration under the Education Report where we recognized their work that they have done over the last three years. Being a board member is not easy and those of us who are here, and have been here, understand that these are the sacrifices that we make. We cannot finish the year without making sure that they are recognized and put on record that the Linden Board of Education appreciates the job that they have done. A round of applause was then given.

Roll Call:

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

Motion carried.

Mr. Rivas then asked about any updates with regard to board meetings being shown on Channel 36. He asked if there was anything the board members wished to go over again. Mrs. Flemming reviewed what had been discussed. Attorney Joe Garcia said there is no set resolution with City Hall yet to get it up and running as soon as possible. Mr. Rivas reminded the constituents that this issue will not be closed until it is resolved. Ms. Gaylord interjected and stated that we had been informed that the meetings were up and running on Channel 36. Mr. Rivas said that was not what he meant. He was talking about whether public comments are to be aired or not. What is the policy for how meetings were shown before the pandemic? This is what needs to be clarified.

BOARD MEMBER COMMENTS:

Dr. Berghammer wished everyone a Happy Thanksgiving, a great Christmas and said she looks forward to the new year. As a board member, she said they try to make the right decisions. She hopes they make more right than wrong decisions. She let everyone know that the board has the City of Linden's parents and students' best interests at heart.

Ms. Thomas thanked School #5 for allowing her to come into the classroom to read to the pre-k and kindergarten children. It was very heartwarming.

She thanked everyone for allowing her to serve as a Board of Education Member. She's learned a great deal in the past eleven months about how the school district operates. The decisions she has made has been based on putting children first, and she will continue to do so. She will put the Linden taxpayers at the forefront of financial decision-making and hold people accountable. She encouraged everyone to reach out to the board and/or administration.

She said she had the opportunity to attend the Women's Educational Leadership Forum Breakfast where Dr. Hazelton was a panelist and speaker. She found it to be very inspiring. As a board, we need to make sure that Dr. Hazelton is set up for success.

She welcomed the new board members and said goodbye to Mrs. Manganello. She said it has been a pleasure and thanked her for her insight.

She thanked Dr. Olivero and School #4 for tonight's presentation, and congratulations to our ROTC and our retirees. As far as professional development goes, teachers were approved at last month's meeting to attend Techspo. These were additional teachers. We do have people representing our district. She said that although she knows students will not be left alone, we also don't want them piled into the gym where we've seen three classes with one teacher.

Ms. Guillaume started out with a question. Just coming from personnel, there was no discussion about the item which was voted down. There is a shortage in the Superintendent's Office, and the board voted it down. Mr. Garcia advised that personnel not be discussed in public. Ms. Guillaume asked how this issue could be revisited. Mr. Rivas said that this could have been done earlier but we are now in the Board Member Comment section of the meeting. The attorney said that a motion could be made to have the issue reconsidered.

At this time, Ms. Guillaume made a motion to reconsider item #4 (2) under the Personnel Report. The attorney suggested she make the motion to appoint that individual to the non-certified secretary position. The motion was seconded by Mrs. Manganello.

Roll Call:

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

Motion failed.

Mr. Rivas said that it is not about not reconsidering or not appointing anyone, but it is about the conversation that this board has and it makes us look very ridiculous to go from one motion to another. He votes no.

Ms. Guillaume said we look ridiculous not appointing people who qualify for a position. We had the LEA president and a parent talk about another individual that actually qualifies for a position that is still empty. We continue to grill people that actually deserve positions. The thing that is disturbing is that when the board is in Executive Session, that is the opportunity to ask questions. When you don't ask questions and then come back into Public Session and vote and don't give an explanation, it's bizarre. You voted to support something and now you voted against it. It's confusing and she wants answers. Mr. Garcia said it is not bizarre as personnel cannot be discussed in Public Session. Her only concern is that something transpired in public that did not occur in private and she was confused.

She congratulated and thanked Mr. Bandinelli and Ms. Bush on their retirements. Thank you to Dr. Olivero, School #4 staff and students for their amazing performance. Congratulations also to School #5 on their being selected as a National ESEA Distinguished School.

Ms. Guillaume said she is beyond grateful to be a board member and to have served with Patrick Gargano and Maryanthe Manganello. She thanked them for their dedication and commitment to the district. Finally, she thanked everyone for coming and expressing their concerns.

Mrs. Flemming congratulated School #5. She also thanked Mrs. Manganello and Mr. Gargano for their service to the board.

Mrs. Manganello wished Mr. Bandinelli and Ms. Bush very happy retirements. She congratulated School #5 Principal Dr. Laura Scamardella and all the teachers and staff members, for being selected as a National ESEA Distinguished School by the New Jersey Department of Education.

Congratulations to McManus Middle School for being recognized for its arts program which promotes global understanding. They have been chosen to take part in the United We Create Project whose goal is to promote understanding between Muslim and non-Muslim students in grades K-8 through the arts. Congratulations to Principal Atiya Perkins.

She acknowledged the winning team of Soehl Middle School's first academic tournament of the year organized by Social Studies teacher, Michael Damato. She congratulated the students.

Congratulations to the three high school students who were awarded scholarships to study Mandarin Chinese. Congratulations to Principal Yelena Horre, teacher Lin Lin Hu, and the three students.

She congratulated the ROTC who marched in the New York City Veterans' Day Parade, the high school Drama Club who performed Willy Wonky, School #1 for raising \$800 for childhood cancer under Alex's Lemonade Stand, and Mrs. Rogako's fourth grade class at School #9 for collecting more than 324 sets of pajamas to give to children in need. These are just some of the things we do daily in Linden.

Today, sadly, is her last meeting. She then read a statement about her time as a board member. She thanked Mr. Gregory Martucci, Ms. Sheenaider Guillaume, former board member, Katarzyna Kozak, and Mrs. Rayna Martucci for their valued support. She also thanked Mr. Patrick Gargano and Ms. Doris Johnson. Thank you to Mayor Armstead, councilmembers and Mrs. Armstead for the experiences they have shared. She thanked her family for their support and all Linden constituents who voted for and believed in her. Thank you to parents, teachers and staff member she has met throughout the years. Thank you to Dr. Hazelton, Mrs. Cleary, Ms. Gaylord, and Dr. Baldwin for being dynamic leaders and role models. A special thank you to Mrs. Donna Popov for the hard work that she does.

To the newest board members, president and vice president, she told them to listen to their heart, ask questions and lead with integrity.

Thank you to the district of Linden for giving her the opportunity to serve in the district where she grew up and went to school; a district of excellence and distinction.

Finally, she acknowledged the PTA members in the audience who attend meetings time and time again.

Mr. De La Cruz congratulated the retirees, School #5, and the High School ROTC. He thanked Mrs. Manganello and Mr. Gargano and said he has learned much from them. He wished everyone happy holidays and said he hoped that the meetings will get shorter next year.

Mr. Rivas said the board tries to make the right decisions and intimidation is not something he will pay attention to. Each board member has the right to make decisions and when someone doesn't respect those decisions, it confuses everybody. It is his job as president to understand why these decisions are being made. He cannot make decisions in two minutes. It is not right, it is not wrong, it is just the way things are. He will make sure this board gets respected and will not look like fools by saying one thing and then changing it five minutes later because they didn't have the opportunity to discuss and present the discussion within time.

To all of the public who made comments, he said he understands everything that everyone has said. It is not about the training of our teachers, it is about our children. It is not about making one appointment or the other, it is about making the right decision. This board has been doing things outside the legality as he understands it. He cannot continue to keep doing the same. There are many things that they will agree to disagree on. This may be his last meeting as board president, but he has served this chair with ethics which is something he asks all board members to have. The decisions they make is not to put children and teachers against each other. The decisions they make are with the intentions to look at the best days for the district. The district has problems and needs to get fixed. The district needs to work in collaboration with the board; something the previous boards may not have done, and he wants the constituents to know that they need to get better. We need more School #5's. We need to hire the right people to the right places. We need to have processes in place, we need training. He said there are things the public may not know and things they may never know, but he assured them that the conversations he has with his fellow board members, that they are not here with an agenda, but they are here to work for the future of our children and he at least is here for the future of his two children. He is trying to make sure this district is run correctly with ethics and with processes. There is a lot to do and this board has a responsibility to make sure they work towards the benefit of the district. As president he will support each one of his colleagues.

Congratulations to the Linden High School ROTC. He knows the sacrifices they make. Thank you to the band, thank you to the cheerleaders, thank you to our basketball team, thank you to our soccer team, thank you to our football team, thank you to all of you. Thank you to the constituents for putting the board into perspective, because your comments are very important. There are things we may agree or disagree on. Thank you to the entire district. The mission of the board members is to work with the superintendent to make sure that what worked 20 years ago gets revised, because it might not be working now.

Thank you to Mrs. Manganello and Mr. Gargano for being board members.

At 11:30 p.m. Mr. Rivas made a motion to adjourn, seconded by Mr. De La Cruz.

Roll Call:

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

Motion carried.

Kathleen A. Gaylord
Business Administrator/Board Secretary