

WARREN HILLS REGIONAL BOARD OF EDUCATION

August 27, 2020

6:00 p.m. – Executive Session

7:00 p.m. – Special Meeting

Due to the COVID-19 health crisis, this meeting of the Board of Education will not be physically open to the public. This is to ensure we follow best practices for social distancing. The board meeting will be live-streamed to the public via Zoom (<https://zoom.us>). The link to the meeting will be posted on the District's website. The link can also be found within the posted agenda for this meeting, which is on the District's website. During the meeting, an announcement will be made for any members of the public that wish to participate. At that time, type a question/comment into the chat feature of Zoom. All participants must provide their name and address, and your comment and/or question will be included in the Board's public record of the meeting, just as it would for a standard Board meeting and will be read aloud by the Board Secretary.

Join Zoom Meeting

<https://zoom.us/j/96528525087?pwd=QVdiRzMxSmNuR0FWek5FUGd2ZF11dz09>

A. Call to Order - Mr. Christopher Hamler, President

B. Roll Call - Mrs. Donnamarie Palmiere, Business Administrator

Roll call was taken by Mrs. Donnamarie Palmiere. Members present were Joseph Bodenschatz, Christopher Cannavo, Christopher Hamler, Sam Knutson arrived at 6:18 p.m., Lisa Marshall, Sherri Musick, Christine Pi, Corey Piasecki and Eric Walls arrived at 6:23 p.m. Also present were Earl Clymer, Dennis Mack and Donnamarie Palmiere.

C. Executive Session- 6:00 p.m.

WHEREAS, the Open Public Meetings Act, N.J.S.A.10:4-11, permits the board of education to meet in closed session to discuss certain matters.

BE IT THEREFORE RESOLVED, that the Warren Hills Regional Board of Education adjourns to closed session to discuss:

- 1) *Matters rendered confidential by Federal Law, State Law, or Court Rule*
- 2) *Pending Litigation*
- 3) *Personnel Matters*

BE IT FURTHER RESOLVED, that the Warren Hills Regional Board of Education reserves the right to discuss such other matters rendered confidential by law should the need arise; and BE IT FURTHER RESOLVED, the minutes of this closed session be made public when the need for confidentiality no longer exists. Action may be taken.

Approval to go into Executive Session

Motion by Mr. Piasecki and seconded by Mrs. Marshall to go into Executive Session at 6:09 p.m. with full board consent.

D. Reconvene: 7:01 p.m.

Approval to Reconvene

Motion by Mr. Cannavo and seconded by Mr. Knutson to go into Open Session at 7:01 p.m. with full board consent.

President's Announcement: Adequate notice of this meeting in accordance with the Open Public Meeting Act has been given by posting one copy of a Notice of Meeting in the Warren Hills Regional Board of Education Office, by mailing copies to *The Express-Times*, *Warren-Reporter*, *Newark Star-Ledger* and to the municipal clerks in the Borough of Washington and Townships of Franklin, Mansfield and Washington.

Our Mission Statement

The Warren Hills Regional School District challenges and empowers a dynamic, diverse student body in a supportive learning environment by providing academic and co-curricular opportunities to become successful, productive members of the global community.

Pledge of Allegiance

Approval of Board Minutes

- August 18, 2020 Regular and Executive Session

Motion by Mrs. Marshall and seconded by Mr. Cannavo to approve the minutes of the August 18, 2020, Regular and Executive meeting.

MOTION: Lisa Marshall		SECOND: Chris Cannavo		
Name	Ayes	Nays	Abstain	Absent
Joseph Bodenschatz	X			
Christopher Cannavo	X			
Sam Knutson	X			
Lisa Marshall	X			
Sherri Musick	X			
Christine Pi	X			
Eric Walls	X			
Corey Piasecki	X			
Christopher Hamler	X			

E. Communications – Mr. Earl C. Clymer, III, Superintendent of Schools

Mr. Clymer reported that today at 5:20 p.m. he received an email from the Warren Hills Regional Education Association and it will not be read at this point until the information can be verified. He did read the communication from the August 18, 2020 meeting “Open Letter to the Superintendent Earl C. Clymer and the Warren Hills Regional Board of Education.” An email was received from Mr. and Mrs. Knittel regarding the back to school plan.

F. Superintendent’s Report – Mr. Earl C. Clymer, III

Mr. Clymer discussed the status of the reopening plan and the district is still planning on a hybrid model.

Mr. Hamler read the following response to the Warren Hills Regional Education Association ‘s “Open Letter”:

Dear WHREA,

The Board of Education appreciates and understands your concerns related to the reopening of school. We are confident in the reopening plan submitted by the administration which includes specific and approved practices and protocols for ensuring the health and safety of all. All practices and protocols meet and/or exceed State guidelines and required minimums as directed by the NJDOE and the NJDOH.

At this time, we support the implementation of the DOE approved WHRHS Restart & Recovery plan for the reopening of schools. We are keenly aware that the plan and all components of it must remain flexible and fluid so that modifications can be made based on ever changing circumstances and guidance. We understand that the Administration will be continually reviewing and monitoring our plan and protocols to ensure that they are effective and compliant with applicable guidelines.

The health and safety of our students and staff remains the Board and Administration’s paramount concern as it is yours. Thank you for reaching out to us and please know that we welcome and value your input.

Respectively,
WHBOE

G. Presenter(s):

None

H. Committee Reports

Committee	Date	Discussion
Finance, Facilities & Transportation	No meeting held	By Chair: Mr. Hamler
Education & Policy	No meeting held	By Chair: Mr. Piasecki
Personnel & Student Activities	August 26, 2020	By Chair: Mr. Bodenschatz
Technology	No meeting held	By Chair: Mr. Walls
Negotiations	No meeting held	By Chair: Mr. Cannavo
Wall of Fame	monthly	By Chair: Mr. Walls
AD Hoc Reopening	No meeting held	By Chair: Mr. Clymer
Focus Group for Diversity	No meeting held	By Chair: Mr. Clymer

Mr. Bodenschatz reported on Student Activities. Unfortunately, Middle School sports are cancelled. There are no other teams in our conference to play and Mr. Jones has looked outside of our conference but again there are no other teams. Mr. Jones is looking into some type of club sport for the middle school. Clubs are being reviewed to see if they will be able to run. The NJSIAA has changed the seasons and moved volleyball and competitive cheer to season 3.

Mr. Clymer mentioned that we are considering moving forward with in-person board meetings with the public having to make a reservation to attend in person.

I. Old Business

Mr. Clymer reminded the public to please use the Q&A feature for public comment.

J. New Business

None

K. Public Comment – concerning action items.

Public comment shall be governed by the Board of Education Bylaw 0167. There are two public comment opportunities. The first public comment is reserved for Action Items only, those items on the agenda the Board is voting on this evening. The second public comment is set aside for public comment on any school or school district issue that the public feels may be of concern to the residents of the school district. The first public comment is limited to three (3) minutes per person. The second public comment length is determined by the board as per policy. Before making a public comment, participants are to state their name, place of residence, and group affiliation if appropriate.

The Board uses the public comment period as an opportunity to listen to citizen concerns, but please be aware that not all issues brought to a board meeting will be resolved this evening; rather, the Board will, in appropriate cases, delegate the authority to investigate the matter to the Superintendent or his designee.

Please let the record reflect that the Board of Education does not endorse your comments nor will the Board of Education be held liable for comments you make about a staff member or other person which the staff member or other person may consider defamatory and/or libelous, as that individual retains all rights to pursue any legal remedies against you.

L. ACTION ITEMS

The following resolution was added by Mr. Clymer under Personnel #2:

Motion to approve 10 additional summer hours for the high school and middle school guidance counselors', details which will be included on the next agenda.

I. PERSONNEL

Motion by Mrs. Marshall and seconded by Mr. Piasecki to accept the recommendation of the Superintendent to approve and adopt motions I.1 through I.2 as described below:

*1. Motion to approve/accept the following appointments / resignations / retirements as recommended by the Superintendent:

Code No.	Name	Nature of Action	Position	Salary	Location	Date Effective	Date Terminated	Discussion
1	Matthew Robert Hibbett	Approve	Security	\$16.00/hour	High School	8/10/20	8/14/20	Not to exceed 36 hours – Senior Portraits
2	Toni Manfra	Rescind	Head Girls Soccer Coach	\$5,432.00	Middle School	8/28/20	8/28/20	Rescind board motion of 4/28/20, I. Personnel, #2, Code No. 20
3	David Garcia	Rescind	Head Boys Soccer Coach	\$5,432.00	Middle School	8/28/20	8/28/20	Rescind board motion of 4/28/20, I. Personnel, #2, Code No. 16
4	Kimberly Kavcak	Rescind	Head Girls Cross Country Coach	\$4,300.00	Middle School	8/28/20	8/28/20	Rescind board motion of 4/28/20, I. Personnel, #2, Code No. 26
5	Paul Irzinski	Rescind	Head Boys Cross Country Coach	\$4,300.00	Middle School	8/28/20	8/28/20	Rescind board motion of 4/28/20, I. Personnel, #2, Code No. 25
6	Craig Green	Rescind	Head Girls Volleyball Coach	\$5,432.00	Middle School	8/28/20	8/28/20	Rescind board motion of 4/28/20, I. Personnel, #2, Code No. 23
7	Courtney Hoffman	Rescind	Head Girls Field Hockey Coach	\$5,432.00	Middle School	8/28/20	8/28/20	Rescind board motion of 4/28/20, I. Personnel, #2, Code No. 12
8	Sarah Kaufman	Rescind	Head Girls Volleyball Coach	\$7,404.00	High School	8/28/20	8/28/20	Rescind board motion of 4/28/20, I. Personnel, #2, Code No. 21
9	Reginald Pantophlet	Rescind	Assistant Volleyball Coach	\$6,883.00	High School	8/28/20	8/28/20	Rescind board motion of 4/28/20, I. Personnel, #2, Code No. 22

*2. Motion to approve 10 additional summer hours for the high school and middle school guidance counselors details which will be included on the next agenda.

Approval of Personnel Motions

MOTION: Lisa Marshall		SECOND: Corey Piasecki		
Name	Ayes	Nayes	Abstain	Absent
Joseph Bodenschatz	X			
Christopher Cannavo	X			
Sam Knutson	X			
Lisa Marshall	X			
Sherri Musick	X			
Christine Pi	X			

Eric Walls	X			
Corey Piasecki	X			
Christopher Hamler	X			

II. EDUCATION AND POLICY

Motion by Mrs. Marshall and seconded by Mr. Piasecki to approve and adopt motions **II. 1** through **II.2** as described below:

*1. Motion to approve the **second and final reading** of the following revised or new policies/regulations for inclusion in the district’s policy manual, as recommended by the Education and Policy Committee and the Superintendent:

1648.02	P	Remote Learning Options for Families
1649	P	Federal Families First Coronavirus (COVID-19) Response Act (FFCRA)
2270	P	Religion in Schools
2312	P & R	Class Size
2431.3	P	Heat Participation Policy for Student-Athlete Safety
2622	P	Student Assessment
5111	P & R	Eligibility of Resident/Nonresident Students
5320	P & R	Immunization - Policy & Regulation
5610	P	Suspension
5610	R	Suspension Procedures
5620	P	Expulsion
8320	P & R	Personnel Records

*2. Motion to affirm the administrative decision regarding the following HIB cases:

MS – 19-20 – None

HS - 19-20 - None

Approval of Education & Policy Motions

MOTION: Lisa Marshall		SECOND: Corey Piasecki		
Name	Ayes	Nayes	Abstain	Absent
Joseph Bodenschatz	X			
Christopher Cannavo	X			
Sam Knutson	X			
Lisa Marshall	X			
Sherri Musick	X			
Christine Pi	X			
Eric Walls	X			
Corey Piasecki	X			
Christopher Hamler	X			

III. BUDGET AND FINANCE

Motion by Mr. Piasecki and seconded by Mrs. Musick to accept the recommendation of the Superintendent to approve and adopt motions III. 1 through III. 3, as described below

*1. Motion to approve Tuition Contracts with Oxford Township School District to accept the following student for the 2020-2021 extended school year:

Student	Program	Amount	Effective
9553159645	BD Program	\$3,300.00	7/1/20–7/29/20

*2. Motion to approve a one-year renewal with Waste Management with a 2% increase to the original rate set in 2018-2019 for the 2020-2021 school year for a total contract amount of \$39,658.00.

*3. Motion to accept, with gratitude, the donation of \$275.00 from I. Zakarin and Sons, Inc. towards the purchase of KN95 masks pursuant to Policy 7230, GIFTS, GRANTS AND DONATIONS.

Approval of Budget & Finance Motions

MOTION: Corey Piasecki		SECOND: Sherri Musick		
Name	Ayes	Nayes	Abstain	Absent
Joseph Bodenschatz	X			
Christopher Cannavo	X			
Sam Knutson	X			
Lisa Marshall	X			
Sherri Musick	X			
Christine Pi	X			
Eric Walls	X			
Corey Piasecki	X			
Christopher Hamler	X			

K. Public Comment

Veronica DeVoe questioned the new NJSIAA phase changes.
 Donna Daidore-Yahen thanked the board for keeping the hybrid model and questioned the push for extra-curricular when school is in jeopardy of reopening. She stated, we cannot jeopardize education for the sake of athletics. She also asked if the windows would be open in the classrooms.

Jennifer Knittel shared her letter to the board.

Tom Strada asked if they will know what teachers will be working remotely.

Renee Hart said she is in favor of the hybrid model but wanted clarification.

Pat O'Brien read the letter that he sent to the Board at 5:50 p.m. today.

Mr. Clymer responded and said that we have not seen any requirement for Merv 13 filters, only recommendations. The district is using the correct filters that are appropriate for the units we have. Mr. Hamler stated that certain units require certain filters and using a filter that is not recommended can place additional strain on the HVAC units and decrease the life of the units.

Chris Cannavo removed himself as a board member and made a public comment as a member of the public. He read the following:

I would like to follow up my personal statement from last week with a few brief comments. I am so disappointed.

From my personal experience as a 3rd grade teacher, I found that teachers unions have little regard for students and their education. I find it audacious to be told to do the right thing by an organization that frowns on their unit members volunteering to cover class or meet for an IEP during a prep. I know because I experienced being told not to do those things or any "extras" because it makes the the mediocre teachers look bad. Well guess what Cinderella? If the shoe fits... I realize that I say this as someone who took full advantage of their child care leave opportunity and I look forward to taking full advantage of my earned pension. Still my point is, joining a union is a career choice that I do not frown upon. What I want to cast light on is that my experience illuminates that the teachers union does not advocate for students but for teachers. So let's take a step back. What does it mean to "do the right thing"? Or better yet, what does it mean to be an "upstander"?

To reinforce the personal commitment I have on this position, I would like to share with the entire community what is happening to one of my fellow teachers in NYC- where only the employee's medical condition is taken into consideration for Reasonable Accommodation requests. Iolani Grullon, a single mother of 3 including twin 13 year old daughters was denied her request to teach remotely even though her daughter, Chloe (13) was born with a congenital heart condition and received a heart transplant as an infant. Chloe (who happens to be a former student of mine and in the care of the very DOE that denied Ms Grullon's request) has been on immunosuppressant medication since the transplant and her transplant surgery team wrote the reasonable accommodation request. To say I'm disgusted by that denial is an understatement. As a show of support, I emailed my principal to take Iolani's place, if possible, for in person instruction.

I heard back from my principal and he said that while the DOE has the final decision over remote teaching accommodations, he would consider my request.

I am adding this information because I think it is important for me to share how personally invested I am and how seriously I take these decisions. I hope my actions can inspire others to be upstanders and to do the right thing, to NEVER cave in to mediocrity and to ALWAYS strive for greatness.

Mr. Hamler told everyone to stay safe, healthy and thanked all the administrators, teachers and custodial staff.

L. Adjournment 7:49 p.m.

Motion by Mr. Piasecki and seconded by Mrs. Musick to adjourn at 7:49 p.m. with full board consent.

Respectfully submitted,

Donnamarie Palmiere
Business Administrator/Board Secretary