

## Minutes Regular Meeting October 28, 2021

CALL TO ORDER: 6:30 PM

FLAG SALUTE

NOTICE OF MEETING:

Pursuant to the Open Public Meetings Act, adequate notice of this meeting has been provided as follows: by having the time, date and place of the meeting posted on the bulletin board in the Administration Building January 7, 2021; by sending a copy of the meeting notice to the Star Ledger Newspaper and the Union County Local Source on January 7, 2021; and by filing a copy with the Township of Hillside and Hillside Public Library on January 7, 2021.

### ROLL CALL:

Allende	7:10 p.m.	7:38 p.m.	Tucker	6:30 p.m.	7:38 p.m.
Best	6:30 p.m.	7:38 p.m.	Worrill	Absent	
Horton-Givens	6:30 p.m.	7:10 p.m.	Cook	6:30 p.m.	7:38 p.m.
Howard	6:30 p.m.	7:38 p.m.	Glover	6:30 p.m.	7:38 p.m.
Simmons	6:30 p.m.	7:38 p.m.	Hamlin	6:30 p.m.	7:38 p.m.
Shapiro	6:30 p.m.	8:38 p.m.	Eichenholtz	6:30 p.m.	7:38 p.m.

### Announcements

Vice President Laquana Best asked for a moment of silence for Maria Cruz.

President Kimberly Cook read resolution for Maria Cruz.

President Kimberly Cook presented a plaque for former Board Member Angela Menza.

Motion to open public comments at 6:38 p.m.

Motion: Shapiro      Second: Best

Motion carried.      Unanimous voice vote.

### Public Comments – Agenda and Non-Agenda Items

Ms. Angela Lawler commented on a flyer received for 3 members running for the Hillside Board of Education. She did not think it was appropriate to have endorsement/payment by Hillside Board of Education on the flyer. The Hillside Board of Education did not endorse this flyer and it was inappropriately presented and misleading. Those responsible should send another flyer stated the 1<sup>st</sup> was in error.

Ms. Tucker apologized for the misleading information and said a retraction would be forthcoming.

Ms. Lawler was also very upset about complaint on Facebook that the Board of Education did not send a robocall to the community about the passing of Maria Cruz. She wanted to make sure that people understand that it is not the responsibility of the Board of Education.

Ms. Nicole Taylor said that an incident happened that was not handled related to her six-year-old son. She was told that the situation would be investigated. She said that she could not have her son in the same classroom with the student responsible for the incident.



**FINANCE – Best/Shapiro (continued)**

Motion: Best

Second: Shapiro

	Yes	No	Ab.		Yes	No	Ab.
Allende	X			Shapiro	X		
Best	X			Tucker	X		
Horton-Givens	Absent			Worrill	Absent		
Howard	X			Cook	X		
Simmons	X						

Motions 1 to 5 carried.

7 Yes 0 No 0 Abstentions

**BUILDINGS & GROUNDS – Best/Horton-Givens**

1. Motion to approve the Resolution/Agreement for participation in Coordinated Transportation Service between the Hillside Board of Education and Union County Education Services for the 2021-2022. (BG#1-10/21)
2. Motion to approve the contract renewal with Villani Bus Company for school related activities for the 2021-2022 year. The rates are based on a 1.69% increase from the Consumer Price Index (CPI) (maximum permitted by New Jersey code).
3. Motion to approve the following resolution:

**WHEREAS,** the Hillside Board of Education advertised for bids for the Hurden Looker & A. P. Morris School Roof Restoration Project, and

**WHEREAS,** on October 26, 2021 the Board received bids for the Project; and

**WHEREAS,** upon review of the bids the Board intends to reject all bids for exceeding the Board's budget and estimates for the Project; and

**WHEREAS,** the Board previously advertised for bids on the Project and on both occasions the Board will now have rejected bids for exceeding its budget and estimate; and

**WHEREAS,** pursuant to N.J.S.A 18A:18A-5(c), the Board may negotiate a contract after having twice rejected bids for this Project;

**NOW THEREFORE, BE IT RESOLVED** that the Board hereby rejects the bids for the Project for exceeding the Board's budget and cost estimate.

**BE FURTHER RESOLVED,** that the Business Administrator and Architect is hereby authorized to enter into negotiations for the Project.

**BUILDINGS & GROUNDS – Best/Horton-Givens (continued)**

Motion: Best

Second: Shapiro

	Yes	No	Ab.		Yes	No	Ab.
Allende	X			Shapiro	X		
Best	X			Tucker	X		
Horton-Givens	Absent			Worrill	Absent		
Howard	X			Cook	X		
Simmons	X						

Motions 1 to 3 carried.

7 Yes 0 No 0 Abstentions

**EDUCATION- Worrill/Horton-Givens**

1. Motion to accept the recommendation of the Superintendent of Schools and approve the Training and Seminars, Conventions and Conferences for the district. The board has determined that the travel is directly related to and within the scope of the employees' duties or responsibilities; that participation in the program or event is critical to the instructional needs of the district or furthers the efficient operation of the district; and that the travel is in compliance with the district policy on travel. (Attachment ED#1-10/21)
2. Motion to accept the Superintendent's Report of Harassment, Intimidation and Bullying (HIB): 10 cases for September 23, 2021 through October 28, 2021.
3. Motion to accept the recommendation of the Superintendent of Schools and accept the Department of Education NJ Student Learning Loss Grant for WOK in the amount of \$148,706 to implement various SEL initiatives. (Attachment ED#9-10/21)
4. Motion to accept the recommendation of the Superintendent of Schools and approve the contract with Nurturing Environment Institute as part of the NJ Student Learning Loss Grant in the amount of \$68,700.00. (Attachment ED#2-10/21)
5. Motion to accept the recommendation of the Superintendent of Schools and approve Rutgers University to provide two professional development sessions on Three Dimensional Assessments at a cost of \$1,800.00. (Attachment ED#3-10/21)
6. Motion to accept the recommendation of the Superintendent of Schools and approve Liberty Science Center's Program Proposal for the Hillside Innovation Academy to provide student programming at a cost of \$7,461.50. (Attachment ED#4-10/21)
7. Motion to approve fifty HHS students in grades 9-11 to visit Dorney Park, Allentown, PA on June 11, 2022. Students will experience an understanding of scientific and mathematical principles while providing a stimulating challenging experience for students in JETS program. (Attachment ED#5-10/21)
8. Motion to accept the recommendation of the Superintendent of Schools and approve the Special Education request for Related Services/Out of District Placements as attached. (Attachment ED#6-10/21)

**EDUCATION- Worrill/Horton-Givens (continued)**

9. Motion to accept the recommendation of the Superintendent of Schools and approve eighty students from the Hillside Innovation Academy to participate in a tour of Kean University on October 29, 2021.
10. Motion to accept the recommendation of the Superintendent of Schools and approve the virtual learning closure plan for the 2021-2022 school year. (Attachment ED#8-10/21)

Motion: Shapiro

Second: Best

Ms. Tucker asked a question about motion 9.

	Yes	No	Ab.		Yes	No	Ab.
Allende	X			Shapiro	X		
Best	X			Tucker	X		#10
Horton-Givens	Absent			Worrill	Absent		
Howard	X			Cook	X		
Simmons	X						

Motions 1 to 10 carried.

**LABOR RELATIONS – Shapiro/Cook****Resignations/Retirements/Terminations**

1. Motion to accept the retirement of Dennis Nardone, Second Grade Teacher at DTA, effective April 1, 2022. (D.O.H. 3/1/00)
2. Motion to accept the retirement of Nagwa Fayed, Supervisor of Math, effective January 1, 2022. (D.O.H. 9/1/02)
3. Motion to accept the retirement of Walter Simpson, Security Officer at Hillside High School, effective January 1, 2022. (D.O.H. 9/1/16)
4. Motion to accept the resignation of Allison Killeen, Music Teacher at Hurden Looker and Hillside High School, effective November 23, 2021. (D.O.H. 9/1/13)
5. Motion to accept the retirement of Joseph Pobutkiewicz, Bus Driver, effective January 1, 2022. (D.O.H. 8/26/91)
6. Motion to accept the resignation of Robert Engelbrecht, Special Education Teacher at Hurden Looker, effective January 1, 2022. (D.O.H. 7/1/14)
7. Motion to accept the resignation of Ana Pobutkiewicz, Secretary at APM/ECC, effective January 1, 2022. (D.O.H. 7/1/16)
8. Motion to accept the resignation of Michelle Luis, Third Grade Teacher at OECS, effective November 23, 2021. (D.O.H. 9/1/18)
9. Motion to accept the resignation of Sarah Laveratt, Fourth Grade Teacher at OECS, effective October 30, 2021. (D.O.H. 9/1/19)
10. Motion to accept the resignation of Jessica Vajda, Special Education Teacher at WOK, effective November 28, 2021. (D.O.H. 9/1/19)
11. Motion to accept the resignation of Keishia Belcher, Paraprofessional at OECS, effective September 27, 2021. (D.O.H. 1/2/20)

**LABOR RELATIONS –Shapiro/Cook (continued)**

12. Motion to accept the resignation of Lorenzo Williams, Boys' Basketball Coach for Hillside High School, effective September 27, 2021.
13. Motion to accept the resignation of Jalessa Lewis, Girls Basketball Coach for WOK, effective October 13, 2021.

**Upon the recommendation of the Superintendent of Schools:**

**Appointments – For all new hires, employment is conditioned upon completion of a criminal history background check pursuant to N.J.S.A. 18A:6-7.1 of N.J.S.A. 18A:6-7.1(b)**

14. **WHEREAS**, this Board of Education accepts the recommendation of the Acting Superintendent of Schools, and approves the appointment of the listed personnel for the 2021-2022 School Year and that these appointments shall be charged to the appropriate line item account pursuant to the negotiated agreement with the Hillside Education Association; and

**WHEREAS**, these appointments are subject to criminal history background checks, effective as indicated, and subject to sixty (60) day termination notice; and

**WHEREAS**, N.J.S.A. 18A:6-7.6 et seq., requires school districts to review the employment history of prospective employees to ascertain allegations of child abuse or sexual misconduct; and

**WHEREAS**, the following prospective employees in the Hillside School District have provided the necessary information regarding his/her employment history for review by the District in accordance with N.J.S.A. 18A:6-7.7; and

**WHEREAS**, the Hillside Board of Education has commenced, but not concluded, a review of these employees' employment history; and

**WHEREAS**, these employees have provided a written certification/statement concerning his/her employment history as required by N.J.S.A. 18A:6-7.7; and

**WHEREAS**, these employees have received notice that if he/she has willfully provided false information or willfully failed to disclose any information required by N.J.S.A. 18A:6-7.7, et seq., he/she is subject to all penalties provided by law, including, but not limited to N.J.S.A. 18A:6-7.8.

**NOW THEREFORE, BE IT FURTHER RESOLVED**, that the Hillside Board of Education hereby appoints the following employees to their respective positions in the District, subject t/o the above enumerated conditions:

**Certificated**

- a) Nathan Peart, Special Education Teacher for OECS, at an annual salary of \*\$73,208 Step 10, MA Guide prorated for the period to be determined pending release date through June 30, 2022. (\*Subject to negotiations- Replacing M. Branagh)
- b) Kaitlin Gaynor, Special Education Teacher for APM/ECC, at an annual salary of \*\$75,808 Step 11, MA Guide prorated for the period to be determined through June 30, 2022. (\*Subject to negotiations – Replacing T. Williams)
- c) Darus Stewart, PreK Teacher for APM/ECC, at an annual salary of \*\$56,365 Step 5, BA Guide prorated for the period to be determined pending receipt of fingerprints through June 30, 2022. (\*Subject to negotiations – Replacing A. Fletcher)



**LABOR RELATIONS –Shapiro/Cook (continued)**

- d) Stephaniea Altenor, sixth grade teacher for OECS at an annual salary of \*\$62,315 Step 7, MA Guide prorated for the period to be determined pending receipt of fingerprints through June 30, 2022. (\*Subject to negotiations – Replacing K. Martone)
- e) Kelly Schunk, Physical Education Teacher for Hurden Looker at an annual salary of \*\$55,065 Step 2, BA Guide prorated for the period to be determined pending receipt of fingerprints through June 30, 2022. (\*Subject to negotiations – Replacing T. Lewis)

**BE IT FURTHER RESOLVED**, that this Board hereby approves the extension of a provisional offer of employment to each of the aforementioned individuals for a period not to exceed ninety (90) days pending complete review of his/her employment history pursuant to N.J.S.A. 18A:6-7.10.

**BE IT FURTHER RESOLVED**, that notwithstanding the above provisions, no prospective employee shall begin work in the District without completion of the criminal history background check.

- 15. Motion to appoint Dennise Ojeda as a 10-month Secretary for WOK at an annual salary of \*\$37,110 Step 6, 10-month Secretary-BA Guide prorated for the period beginning December 1, 2021 through June 30, 2022. (\*Subject to negotiations – Replacing E. Lofton)
- 16. Motion to appoint Rita Quezada as a Custodian for WOK an annual salary of \*\$45,424 Step 9, Custodian-No Degree Guide prorated for the period beginning November 15, 2021 through June 30, 2022. (\*Subject to negotiations – Replacing J. Cruz)
- 17. Motion to appoint Corey Morris as a Custodian for Hillside High School at an annual salary of \*\$36,914 Step 1, Custodian-No Degree Guide prorated for the period to be determined pending receipt of fingerprints through June 30, 2022. (\*Subject to negotiations – Replacing F. Contreras)
- 18. Motion to appoint Tiffany Weaver as a Security Officer-11 Months for the Hillside Innovation Academy/Board Office at an annual salary of \*\$33,270 (\*\$30,245 Step 1, Security-No Degree Guide + \*\$3,025) prorated for the period beginning November 1, 2021 through June 30, 2022. (\*Subject to negotiations, Replacing L. Ball)
- 19. Motion to appoint Saif Plant as a Security Officer for the Hillside Innovation Academy/Board Office at an annual salary of \*\$33,295 Step 6, Security-No Degree Guide prorated for the period to be determined pending receipt of fingerprints through June 30, 2022. (\*Subject to negotiations – New Position)
- 20. Motion to appoint John Wyche as a Security Officer for OECS at an annual salary of \*\$33,295 Step 5, Security-60 Credits Guide with a start date to be determined pending receipt of fingerprints through June 30, 2022. (\*Subject to negotiations – New Position)
- 21. Motion to appoint Zhane Kelling as a Paraprofessional at OECS at an annual salary of \*\$28,236 Step 6, Para Guide prorated for the period beginning November 1, 2021 pending receipt of fingerprints through June 30, 2022. (\*Subject to negotiations – Replacing C. Sullivan)
- 22. Motion to appoint Linda Lee as a lunch aide for APM/ECC at a rate of \$12.00 per hour with a start date to be determined pending receipt of fingerprints through June 30, 2022. (Replacing L. Martin)
- 23. Motion to appoint Tanita Murray as a lunch aide for APM/ECC at a rate of \$12.00 per hour with a start date to be determined pending receipt of fingerprints through June 30, 2022. (Replacing M. Nazario)

## **LABOR RELATIONS –Shapiro/Cook (continued)**

24. Motion to appoint Wanda Murray as a 12-month Secretary for APM/ECC at an annual salary of \*\$43,562 Step 4, 12-month Secretary-No Degree Guide prorated for the period to be determined pending receipt of fingerprints through June 30, 2022. (\*Subject to negotiations – Replacing A. Pobutkiewicz)
25. Motion to appoint Jania Sims as a 12-month Secretary at an annual salary of \*\$41,262 Step 1, 12-month Secretary-No Degree Guide prorated for the period to be determined through June 30, 2022. (\*Subject to negotiations)
26. Motion to appoint Devonne Giles as the Head Boys' Basketball Coach for Hillside High School during the 2021-2022 school year at a stipend of \*\$8,997.00. (\*Subject to negotiations)
27. Motion to appoint the following coaches for WOK during the 2021-2022 school year: (\*Subject to negotiations)
- |                     |                         |             |
|---------------------|-------------------------|-------------|
| a) Cindy Harris     | Asst. Girls' Basketball | *\$3,254.00 |
| b) Jonathan Fanning | Head Boys' Basketball   | *\$4,871.00 |
28. Motion to appoint the following staff members as supervisors of the breakfast program during the 2021-2022 school year at a rate of \*\$43.00 per hour, not to exceed 15 minutes per day: (\*Subject to negotiations)
- |                     |         |
|---------------------|---------|
| a) Cynthia Raymondi | APM/ECC |
| b) Daisy Palma      | APM/ECC |
| c) Kimberly Galvao  | APM/ECC |
| d) Dana Modena      | APM/ECC |
| e) Rachel Therres   | HIA     |
29. Motion to appoint the following staff members for Project Homework during the 2021-2022 school year at a rate of \*\$43.00 per hour, not to exceed one hour per day: (\*Subject to negotiations)
- |                     |         |
|---------------------|---------|
| a) Cortney Badessa  | APM/ECC |
| b) Cynthia Raymondi | APM/ECC |
| c) Isha Fairman     | APM/ECC |
| d) Kimberly Galvao  | APM/ECC |
30. Motion to appoint Yajaira Ramirez as a Student Valet Escort for APM/ECC during the 2021-2022 school year at a rate of \$40.00 per hour not to exceed 2 ½ hours per week.
31. Motion to appoint Jeannie Ruban as the anti-bullying specialists for HIA during the 2021-2022 school year.
32. Motion to appoint the following as school climate members (school safety team) for the Hillside Innovation Academy during the 2021-2022 school year:
- |                     |
|---------------------|
| a) Chana Greenblatt |
| b) Tiffany Weaver   |
| c) Ida Thomas       |
| d) Adam Pantastico  |
33. Motion to appoint the following as advisors of the following clubs/programs at the Hillside Innovation Academy during the 2021-2022 school year: (\*Subject to negotiations)
- |                    |                                   |             |
|--------------------|-----------------------------------|-------------|
| a) James Joyner    | Junior Honor Society (co-advisor) | *\$ 441.00  |
|                    | Student Government                | *\$2,626.00 |
| b) Denise Jennings | Junior Honor Society (co-advisor) | *\$ 441.00  |
|                    | Yearbook/Photography Club         | *\$2,557.00 |
| c) Rachel Therres  | Art Club                          | *\$1,380.00 |



## **LABOR RELATIONS –Shapiro/Cook (continued)**

34. Motion to compensate Karol Andino at a rate of 1/6 of her \*2021-2022 salary for providing class coverage at the Hillside Innovation Academy effective September 2, 2021 through January 28, 2022.
35. Motion to compensate the following teachers at a rate of 1/6 of their \*2021-2022 salary for providing class coverage at Hillside High School effective October 29, 2021 until a replacement is found: (\*Subject to negotiations)
- a) Musheerah Gill
  - b) Kristan Duran
  - c) ~~Jo Ann Ashby~~
  - d) Brian Graziano
  - e) Margaret Bernasky
36. Motion to compensate the following teachers at a rate of \*\$43.00 per hour not to exceed four hours each, for prep time for Girls Rock Science Program:
- a) Catherine Crisanaz
  - b) Eugenia Cooley
  - c) Yansi Galvez
  - d) Ashlee Gieger
  - e) Saudia Ransom
  - f) Janice Ulzheimer
  - g) Johanna Williams
  - h) Shoshana Zinstein

## **Transfers/Amendments**

37. Motion to amend the maternity leave dates for Employee #2254 from November 29, 2021 through June 30, 2022 to November 1, 2021 through June 30, 2022 utilizing accumulated days. The Family and Medical Leave Act (FMLA) will cover the period beginning November 1, 2021 through February 7, 2022.
38. Motion to amend the compensation for the following staff members for CPI Instructor Recertification Training on July 30, August 3, 5, 6, 2021 from \*\$43.00 per hour to \*\$53.30 per hour not to exceed 28 hours each. (9/23/21 board action)
- a) Lorayne Castiglione
  - b) Rena Weis

## **Leaves**

39. Motion to approve maternity leave for Employee #2701 effective February 9, 2022 through June 30, 2022 utilizing accumulated days. The Family and Medical Leave Act (FMLA) will cover the period beginning February 9, 2022 through May 13, 2022.
40. Motion to approve maternity leave for Employee #2112 effective January 3, 2022 through June 30, 2022 utilizing accumulated days. The Family and Medical Leave Act (FMLA) will cover the period beginning January 3, 2022 through March 29, 2022.
41. Motion to approve maternity leave for Employee #1743 effective January 10, 2022 through June 30, 2022 utilizing accumulated days. The Family and Medical Leave Act (FMLA) will cover the period beginning January 10, 2022 through April 5, 2022.
42. Motion to approve a medical leave for Employee #2196 effective September 27, 2021 through October 11, 2021 utilizing accumulated days.
43. Motion to approve an unpaid leave of absence under the Family and Medical Leave Act (FMLA) for Employee #1336 effective October 22, 2021 through November 29, 2021.

**LABOR RELATIONS –Shapiro/Cook (continued)**

44. Motion to approve a medical leave for Employee #2326. Intermittent leave will be effective October 22, 2021 through December 15, 2021. Consecutive leave will be effective December 16, 2021 through February 16, 2022. FMLA will cover portion of leave.
45. Motion to extend the medical leave under the Family and Medical Leave Act (FMLA) for Employee #0873 effective October 4, 2021 through December 3, 2021 utilizing accumulated days.
46. Motion to extend the unpaid medical leave for Employee #2726 effective October 1, 2021 through December 13, 2021.
47. Motion to extend the medical leave for Employee #1254 effective November 1, 2021 through November 12, 2021 utilizing accumulated days.

**Other**

48. Motion to approve the revised job description for Director of Human Resources, Talent and Evaluation. (Attachment LR#1-10/28/21)

Motion: Howard

Second: Best

	Yes	No	Ab.		Yes	No	Ab.
Allende	X			Shapiro	X		#32A & #36H
Best	X			Tucker	X		
Horton-Givens	Absent			Worrill	Absent		
Howard	X			Cook	X		
Simmons	X						

Motions 1 to 48 carried.

Old Business – Mr. Allende asked if the SRO's and SLEO's were in district now.

New Business – None

Board Member Comments

Ms. Tucker provided a statement.

Ms. Best wished Ms. Cook a Happy Birthday.

Ms. Cook thanked everyone.

Motion to adjourn.

Motion: Shapiro      Second: Best      Time: 7:38 p.m.

Motion carried.      Unanimous voice vote.

  
Respectfully submitted,  
Dr. David Eichenholtz