

WASHINGTON TOWNSHIP BOARD OF EDUCATION

REGULAR MEETING

Monday, March 8, 2021

7:30 p.m.

Minutes of March 8, 2021

Call to order by Superintendent

Time: 7:31 p.m.

The New Jersey Open Public Meeting Law was enacted to insure the right of the public to have advance notice of and to attend the meetings of public bodies at which any business affecting their interests is discussed or acted upon. In accordance with the provisions of this act, the Washington Township Board of Education has caused notice of this meeting to be emailed, January 14, 2021, to the Express Times and to the Clerk of Washington Township.

Members in attendance: Edward Kemp, Jr.-Vice President, Jennifer Knittel, Kimberley Morris, Patrick Rock, Lauren Schlaffer (7:50 p.m.), Anita Smith and Karen Graf, President. In addition, Keith Neuhs, Jean Flynn, Business Administrator, Jessica Garcia and Michael Neu, Principals.

Members absent: None

Flag Salute

Motion by Anita Smith, seconded by Edward Kemp, to approve the minutes of February 8, 2021, as presented. MV: all voting yes, motion carried.

Motion by Edward Kemp, seconded by Jennifer Knittel, to approve the executive minutes of February 8, 2021, as presented. MV: all voting yes, motion carried.

B. PUBLIC QUESTIONS & DISCUSSIONS (Agenda Items) - None

The public may speak for three (3) minutes unless they have requested to be on the agenda.

C. SECRETARY'S REPORT

Motion by Anita Smith, seconded by Edward Kemp, to approve the Board Secretary's and Cash Reports for the month ending January 31, 2021, as presented. RCV: Kemp, Knittel, Morris, Rock, Smith and Graf, all voting yes, motion carried.

BE IT RESOLVED that the Washington Township Board Secretary, pursuant to N.J.A.C. 6A:23A-16, 10(c) 3, does hereby certify that as of the date of these reports, no line-item account has encumbrances and expenditures, which in total exceed the line-item appropriation in violation of N.J.A.C. 6A: 23A-16.10 (a);

BE IT FURTHER RESOLVED that the Superintendent recommends that the Washington Township Board of Education accept the monthly financial reports of the Secretary and further recommends, in compliance with N.J.A.C. 6A: 23A-16.10 (c) 4, that the Board of Education Certifies that no major account has been overexpended in violation of N.J.A.C. 6A: 23A-16.10 (b), and that as of this report sufficient funds are available to meet the District's financial obligations for the remainder of the year.

Motion by Edward Kemp, seconded by Jennifer Knittel, to approve the Student Activity, Petty Cash, and Cafeteria Account Reports for the month ending January 31, 2021, as presented. MV: all voting yes, motion carried.

Motion by Jennifer Knittel, seconded by Kimberley Morris, to approve line-item transfers, as recommended by the Superintendent. RCV: Kemp, Knittel, Morris, Rock, Smith and Graf, all voting yes, motion carried.

Motion by Edward Kemp, seconded by Anita Smith, to approve the Bills List for March 2021. RCV: Kemp, Knittel, Morris, Rock, Smith and Graf, all voting yes, motion carried.

Motion by Anita Smith, seconded by Jennifer Knittel, to approve the Board Secretary and Cash Reports for the month ending January 31, 2021, as presented. RCV: Kemp, Knittel, Morris, Rock, Smith and Graf, all voting yes, motion carried.

D. SUPERINTENDENT'S REPORT

Presentation of the 2021-2022 Proposed Budget – Keith T. Neuhs, Superintendent

Presented LinkIt Benchmark Assessment – Keith T. Neuhs, Superintendent

Lauren Schlaffer joined meeting at 7:50 p.m.

Motion by Anita Smith, seconded by Kimberley Morris, to accept, with regret, the resignation for retirement of Leslie Krause, World Language Teacher, effective June 30, 2021, as recommended by the Superintendent. RCV: Kemp, Knittel, Morris, Rock, Schlaffer, Smith and Graf, all voting yes, motion carried.

Motion by Edward Kemp, seconded by Lauren Schlaffer, to accept, with regret, the resignation for retirement of Marcia Klingel, Paraprofessional, effective June 30, 2021, as recommended by the Superintendent. RCV: Kemp, Knittel, Morris, Rock, Schlaffer, Smith and Graf, all voting yes, motion carried.

Motion by Kimberley Morris, seconded by Jennifer Knittel, to accept, with regret, the resignation for retirement of Margaret Prendergast, Paraprofessional, effective June 30, 2021, as recommended by the Superintendent. RCV: Kemp, Knittel, Morris, Rock, Schlaffer, Smith and Graf, all voting yes, motion carried.

Motion by Anita Smith, seconded by Lauren Schlaffer, to accept, with regret, the resignation of Dora Paz-Hernandez, Custodian, effective February 26, 2021, as recommended by the Superintendent. RCV: Kemp, Knittel, Morris, Rock, Schlaffer, Smith and Graf, all voting yes, motion carried.

Motion by Edward Kemp, seconded by Anita Smith, to accept, with regret, the resignation of Michael Neu, Principal, effective May 21, 2021, as recommended by the Superintendent. RCV: Kemp, Knittel, Morris, Rock, Schlaffer, Smith and Graf, all voting yes, motion carried.

Motion by Lauren Schlaffer, seconded by Anita Smith, to approve the out-of-district in-service experiences as recommended by the Superintendent. RCV: Kemp, Knittel, Morris, Rock, Schlaffer, Smith and Graf, all voting yes, motion carried.

| Staff Member | Type of Travel/Workshop | Registration Fee | Date | Mileage RT | Parking | Tolls | Lodging | Meals |
|-------------------|--|------------------|--------------------------------|------------|---------|-------|---------|-------|
| Gabrielle Acierno | Orton Gillingham Online Academy Level 1 Training | \$595.00 | N/A 30/40 hr. self-paced | 0 | 0 | 0 | 0 | 0 |

| | | | | | | | | |
|--------------|---|----------|---------|---|---|---|---|---|
| Nicole Smith | BER – Online Seminar – SLP’s What’s New in Technology to Save Time & Accelerate | \$279.00 | 4/27/21 | 0 | 0 | 0 | 0 | 0 |
|--------------|---|----------|---------|---|---|---|---|---|

Motion by Anita Smith, seconded by Edward Kemp, to approve a contract between El US, LLC., dba LearnWell, to provide educational services, for student # 12783765, up to 10 hrs. per week (1 hr. of prep for every 3 hrs. of teaching), at the rate of \$44.00/hr., effective February 5, 2021, as recommended by the Superintendent, RCV: Kemp, Knittel, Morris, Rock, Schlaffer, Smith and Graf, all voting yes, motion carried.

Motion by Edward Kemp, seconded by Kimberley Morris, to accept the proposal to provide 8 hours of evening janitorial services from Today & Tomorrow Cleaning Services, LLC for both Brass Castle and Port Colden Schools, in the amount of \$2,165 per month, per building, as recommended by the Superintendent. RCV: Kemp, Knittel, Morris, Rock, Schlaffer, Smith and Graf, all voting yes, motion carried.

Motion by Anita Smith, seconded by Edward Kemp, to approve Delta-T Group to provide substitute custodial services, at a rate of \$18.90 hr., through Co-op Pricing System #65MCESCCPS, (RFP# ESCNJ 20/21-30), for the 2020/2021 school year, as recommended by the Superintendent. RCV: Kemp, Knittel, Morris, Rock, Schlaffer, Smith and Graf, all voting yes, motion carried.

Motion by Edward Kemp, seconded by Jennifer Knittel, that the Washington Township Board of Education hereby establishes the school district travel maximum, pursuant to N.J.A.C. 6A:23A-7.3 for the 2021-2022 school year at the sum of \$45,000 and the School Business Administrator shall track and record these costs to insure that the maximum amount is not exceeded, as recommended by the Superintendent. RCV: Kemp, Knittel, Morris, Rock, Schlaffer, Smith and Graf, all voting yes, motion carried.

Motion by Kimberley Morris, seconded by Lauren Schlaffer, to approve the 2021-2022 Washington Township school district calendar, as recommended by the Superintendent. RCV: Kemp, Knittel, Morris, Rock, Schlaffer, Smith and Graf, all voting yes, motion carried.

Motion by Lauren Schlaffer, seconded by Anita Smith, to approve the submission of the 2021 – Rural Education Achievement Program (REAP), Small, Rural School Achievement Grant, estimated funding approval \$35,427, as recommended by the Superintendent. RCV: Kemp, Knittel, Morris, Rock, Schlaffer, Smith and Graf, all voting yes, motion carried.

Motion by Anita Smith, seconded by Edward Kemp, to place the following classified students in the Washington Township Extended School Year Program, Brass Castle School, July 5-July 30, 2021, 8:30-12:30 p.m. as recommended by the Superintendent. RCV: Kemp, Knittel, Morris, Rock, Schlaffer, Smith and Graf, all voting yes, motion carried.

2021 ESY STUDENTS

13202173, 13520809, 13175068, 14056691, 13676945, 13685801, 13754211, 15136813, 14521728, 14883796, 14741325, 14530928, 13544188, 13381956, 13607965, 13625982, 13380320, 13354231, 14107928, 12778970, 13635882, 14563723, 14476047, 14479256, 14205452, 14204977, 13659716, 14391545, 13873601, 13658973, 12688493, 13658988, 14190819, 15112995, 13368656, 13425892, 12690786, 13423217, 13168566, 14505805

Motion Edward Kemp, seconded by Jennifer Knittel, to approve the following resolution to provide relief from the increased health care costs experienced by school districts due to the implementation of Chapter 44, as recommended by the Superintendent. RCV: Kemp, Knittel, Morris, Rock, Schlaffer, Smith and Graf, all voting yes, motion carried.

RESOLUTION**Urging Relief from Increased Costs to School Districts Resulting from the Implementation of "Chapter 44," the 2020 School Employee Health Benefits Reform Law**

WHEREAS, P.L.2020, c.44 ("Chapter 44") requires the School Employees' Health Benefits Program (SEHBP) to offer plans, beginning on January 1, 2021, for medical and prescription benefits coverage including the New Jersey Educators Health Plan (NJEHP); as adopted and implemented by the School Employees' Health Benefits Commission; and

WHEREAS, Chapter 44 established reduced premium contributions for any employee who selects, or is placed into, the NJEHP as his or her health care coverage option; and

WHEREAS, The SEHBP applies to the following employers who elect to participate in the SEHBP: local school district, regional school district, county vocational school district, county special services school district, jointure commission, educational services commission, state-operated school district, charter school; and

WHEREAS, The provisions of Chapter 44 also apply to these same employers even if they do not elect to participate in the SEHBP; and

WHEREAS, Many school districts had previously negotiated health benefit agreements with lower net costs compared to the plan design and cost-sharing requirements under "Chapter 44," and/or have staff that previously declined coverage but now are choosing to enroll in the NJEHP due to its low employee cost-sharing provisions; and

WHEREAS, A significant number of school districts will experience a net increase in their health care costs because the NJEHP premiums are higher than the premiums for the collectively bargained plans previously offered by the district, which is further exacerbated by reduced employee contributions under Chapter 44; and

WHEREAS, Other school districts will experience a net increase in their overall health care costs even if the NJEHP premiums are lower than that of the previous plan offerings because the reduction in employee contributions will offset any overall premium savings, resulting in increased net costs to the district; and

WHEREAS, The low employee contribution requirements under NJEHP encourage employees who had previously waived or declined coverage to enroll thereby increasing the districts' health benefit costs for the balance of fiscal year 2021, continuing into fiscal year 2022 and likely beyond; and

WHEREAS, These costs may exceed districts' ability to address within their budgets owing to the limitations of the 2% property tax levy cap; and

WHEREAS, Chapter 44 was a well-intentioned proposal that aimed to generate hundreds of millions of dollars in savings for school districts, school employees and taxpayers; and

WHEREAS, While some school districts may indeed be realizing savings due to the provisions of Chapter 44, many are experiencing the opposite effect and witnessing an increase in their health care costs, which may result in cuts to critical programs, services and staff in order to balance their budgets; and

WHEREAS, Since Chapter 44 essentially froze the level of health benefits and employee contributions for the seven-year period following the law's effective date, districts are unable to control cost increases through the traditional collective bargaining process; and

WHEREAS, It is incumbent upon the Legislature and Governor to address and correct the unintended financial consequences districts are experiencing due to Chapter 44 and ensure that all districts share in the anticipated savings.

NOW, THEREFORE, BE IT RESOLVED that the Washington Township Board of Education requests that the State Legislature and Governor provide relief from the increased health care costs experienced by school districts due to the implementation of Chapter 44; and be it further

RESOLVED, that relief from Chapter 44 should include direct, short-term assistance from the state to ensure that all school districts are held financially harmless in both the current and subsequent fiscal years; and be it further

RESOLVED, that the Legislature and Governor should expeditiously begin to explore long-term structural reforms that reverse the unintended consequences of Chapter 44 and generate lasting savings for school districts, employees and taxpayers; and be it further

RESOLVED, that any proposals to amend or revise Chapter 44 include input from all affected stakeholders before moving forward, including feedback from representatives of local boards of education, school business administrators, superintendents, building-level supervisors and school employees; and be it further

RESOLVED, that this resolution be delivered to Governor Phil Murphy, State Senate President Stephen M. Sweeney, Assembly Speaker Craig Coughlin; and the Warren County Legislative District's representatives in the state Senate and General Assembly; and be it further

RESOLVED, that copies of this resolution be sent to the New Jersey Association of School Business Officials and the New Jersey School Boards Association.

E. PRINCIPAL'S REPORT

F. TECHNOLOGY REPORT

G. CORRESPONDENCE

- Letter from Marcia Klingel
- Email from Leslie Krause
- Letter from Rosalie S. Lamonte, Ph.D., Interim Executive County Superintendent
- Letter from Michael Neu
- Email from Dora Paz-Hernandez
- Letter from Margaret Prendergast

H. COMMITTEE REPORTS

Education:

Facilities:

Finance: 3/2/21 @ 7:00 p.m.

Motion by Kimberley Morris, seconded by Lauren Schlaffer, to approve the 1st reading of the following policies and regulations, Policy Alert 222, as recommended by the Superintendent. RCV: Kemp, Knittel, Morris, Rock, Schlaffer, Smith and Graf, all voting yes, motion carried.

- P 0145 Board Member Resignation and Removal (M) (Revised)
- P 0164.6 Remote Public Board Meetings During A Declared Emergency (M) (New)
- R 1642 Earned Sick Leave Law (M) (Revised)
- P 1643 Family Leave (M) (New)
- P 3431.1 Family Leave (M) (Abolished)
- P 4431.1 Family Leave (M) (Abolished)
- P 3431.3 New Jersey Family Leave Insurance Program (Abolished)
- P 4431.3 New Jersey Family Leave Insurance Program (Abolished)
- P & R 5330.01 Administration of Medical Cannabis (M) (Revised)
- P 7425 Lead Testing of Water in Schools (M) (Revised)
- R 7425 Lead Testing of Water in Schools (M) (New)
- P & R 7430 School Safety (M) (Abolished)
- P 2415 Every Student Succeeds Act (M) (Revised)
- P 2415.01 Academic Standards, Academic Assessments, and Accountability (M) (Abolished)
- P 2415.02 Title I – Fiscal Responsibilities (M) (Revised)
- P 2415.03 Highly Qualified Teachers (M) (Abolished)
- P 2415.05 Student Surveys, Analysis, and/or Evaluations (M) (Revised)
- P & R 2415.20 Every Student Succeeds Act Complaints (M) (Revised)
- P 4125 Employment of Support Staff Members (M) (Revised)
- P 6360 Political Contributions (M) (Revised)
- P 8330 Student Records (M) (Revised)
- P 9713 Recruitment by Special Interest Groups (M) (Revised)

Motion by Anita Smith, seconded by Edward Kemp, to approve the 1st reading of the following policy, as recommended by the Superintendent. RCV: Kemp, Knittel, Morris, Rock, Schlaffer, Smith and Graf, all voting yes, motion carried.

- P 5111 Eligibility of Resident/Non- Resident Students

Motion by Edward Kemp, seconded by Jennifer Knittel, to approve the 2nd reading and adoption of the following bylaw, polices and regulations, Policy Alert 221, as recommended by the Superintendent. RCV: Kemp, Knittel, Morris, Rock, Schlaffer, Smith and Graf, all voting yes, motion carried.

- Bylaw 0164.6 Remote Public Board Meeting During a Declared Emergency (M) (New)
- P 1620 Administrative Employment Contracts (M) (Revised)
- P 2431 Athletic Competition (M) (Revised)
- R 2431.1 Emergency Procedures for Sports and Other Athletic Activity (M) (Revised)
- P 2464 Gifted and Talented Students (M) (Revised)
- P & R 5330.05 Seizure Action Plan (M) (New)
- P 6440 Cooperative Purchasing (M) (Revised)
- P & R 6470.01 Electronic Funds Transfer and Claimant Certification (M) (New)
- P & R 7440 School District Security (M) (Revised)

- P 7450 Property Inventory (M) (Revised)
- P & R 7510 Use of School Facilities (M) (Revised)
- P 8420 Emergency and Crisis Situations (M) (Revised)
- P 8561 Procurement Procedures for School Nutrition Programs (M) (Revised)

Motion by Anita Smith, seconded by Edward Kemp, to adopt the proposed 2021-2022 school district budget to be submitted to the Executive County Superintendent of Schools for required review and approval. RCV: Kemp, Knittel, Morris, Rock, Schlaffer, Smith and Graf, all voting yes, motion carried.

The base budget includes the use of \$29,112 of Bank Cap due to loss of State Aid and \$422,272 of capital reserve funds for building generators at Brass Castle and Port Colden Schools. The budget also includes a withdrawal of \$80,000 of maintenance reserve funds for asbestos removal and flooring replacement at Port Colden School [per N.J.A.C 6A:23A-14.2(d)].

| | |
|-----------------------|-------------|
| General Fund | \$8,753,680 |
| Special Revenue Fund | \$ 233,000 |
| Total Base Budget | \$8,986,680 |
| General Fund Tax Levy | \$6,648,685 |

Personnel: Meeting 2/24/21 @ 3:00 pm

- I. PUBLIC QUESTIONS AND DISCUSSION** - old and/or new business – Pam Casserly asked if snow days next year can be remote days? Superintendent responded.

(The public may speak for three (3) minutes unless they have requested to be on the agenda.)

- J. EXECUTIVE SESSION** - if required as indicated in items i below.

Motion by Anita Smith, seconded by Patrick Rock, the Board of Education of the Washington Township School District in the County of Warren will adjourn into a closed meeting to discuss the item (s) which falls within an exception of our open meetings policy and permits the Board to have a private discussion, since it deals with specific exceptions contained in N.J.S.A. 10:4-12 b.

- a. Matters rendered confidential by Federal Law, State Law, or Court Rule
- b. Individual privacy
- c. Collective bargaining agreements
- d. Purchase or lease of real property if public interest could be adversely affected
- e. Investment of public funds if public interest could be adversely affected
- f. Tactics or techniques utilized in protecting public safety and property
- g. Pending or anticipated litigation
- h. Attorney-client privilege
- i. Personnel – employment matters affecting a specific prospective or current employee

Be it resolved that the Board will now go into private session to discuss matters rendered confidential – Personnel-employment matters affecting a specific prospective or current employee. Any discussion held by the Board, which need not remain confidential, will be made public as soon as practical. Minutes of the private session will not be disclosed until the need for confidentiality no longer exists. All appropriate

persons, who may be discussed in private session, have been adequately notified.

MV: unanimous, motion carried. Time: 8:49 p.m.

Motion by Edward Kemp, seconded by Anita Smith, to return to open session.

MV: unanimous, motion carried Time: 9:00 p.m.

Motion by Anita Smith, seconded by Edward Kemp, to approve advertising for a Principal position, in the Washington Township School District, as recommended by the Superintendent. RCV: Kemp, Knittel, Morris, Rock, Schlaffer, Smith and Graf, all voting yes, motion carried.

K. ADJOURNMENT

Motion by Edward Kemp, seconded by Patrick Rock, to adjourn.

MV: unanimous, motion carried Time: 9:01 p.m.

Respectfully submitted,

Jean Flynn, Business Administrator/Board Secretary