

**1. MEETING OPENING**

At 6:30 PM, Mrs. Werner, in accordance with the provisions of the Open Public Meetings Act, that Mullica Township Board of Education has called notice of this meeting to have been published by having the date, time and location thereof, filed with the Township Clerk and the Atlantic County Superintendent of Schools, as well as, posted on the Town Hall bulletin board and in the news media.

**Present:** Mrs. Brownhill, Mrs. Jacobo, Mrs. Kurtz, Mrs. Maione, Mrs. Quattrone, Mr. Roehnert, Mrs. Werner, Mr. Winterbottom

**Absent:** Mrs. Wyld

**Also in attendance:** Mr. Weber, Superintendent; Ms. Gfroehrer, School Business Administrator/Board Secretary and Mrs. Amy Elco, Solicitor

**2. EXECUTIVE SESSION**

**A. Executive Session**

Motion by Mrs. Kurtz and seconded by Mrs. Maione;

**RESOLVED**, that Mullica Township Board of Education shall meet in Executive Session for the purpose of discussing legal matters, attorney/client communications.

**FURTHER RESOLVED**, That the discussion of such subject matters in Executive Session will be disclosed to the public when the matter has been resolved, unless such is otherwise prohibited by law.

**Motion approved unanimously.**

**TIME: 6:39 PM**

**B. Resume Public Portion of Meeting**

Motion by Mrs. Kurtz and seconded by Mrs. Brownhill to resume the public portion of the agenda.

**Motion approved unanimously.**

**TIME: 7:06 PM**

**C. Flag Salute - Mrs. Werner led the flag salute**

**3. RECOMMENDATIONS OF THE SUPERINTENDENT - MONTHLY REPORTS**

**A. Monthly Reports**

1. Superintendent Report
2. Elementary School Principal Report
3. Middle School Principal Report
4. Technology Report
5. Curriculum & Data Report
6. ACES Report
7. Facilities Report

**4. BOARD OF EDUCATION BUSINESS**

**A. Old Business**

**B. New Business**

**C. Committee Reports**

Curriculum/Policy Committee - Mrs. Jacobo spoke about school reopening, benchmark and professional development for staff.

Finance/Operations Committee – Mr. Roehnert talked about the wastewater treatment plant and the trouble with supply delivery.

Personnel/Negotiations Committee – Mrs. Kurtz discussed general personnel topics.

**D. Correspondence - None**

**E. Update**

Mr. Weber updated the Board about the school reopening plan.

Mrs. Brownhill thanked all of the staff, especially the custodians, for the extra work put in for the reopening.

**5. PUBLIC COMMENT ON AGENDA ITEMS ONLY**

Mrs. Barbara Rheault, Negotiations Chair MTEA, gave formal notice to the Board for immediate good-faith negotiations. She stated that the Restart Plan caused changes in terms and conditions of employment. Mrs. Rheault read a statement to the Board.

Mrs. Jennifer Sheldon read the following statement to the Board:

This letter serves as formal notice that the Mullica Township Education Association (MTEA) strongly requests that the Mullica Township Board of Education (MTBOE) enter into immediate "good faith" negotiations to come into mutual agreement regarding the impact(s) of the school Restart and Recovery Plan (the "Plan") and the implementation of said Plan.

Pursuant to Chapter 123 Public Law 1974, the MTEA contends that the MTBOE has approved a Plan that:

- implements changes in terms and conditions of employment,
- creates new terms and conditions of employment based upon a new topic (the coronavirus sars-cov-2),
- and changes the terms and conditions of employment mid-contract by approving a Plan based upon inconsistent, contradictory, and unclear directives, orders and guidelines by NJDOE, NJDOH, and Executive/Legislative branches of NJ government during a global pandemic.

The MTEA has sought assurances from the Superintendent, Business Administrator and Board of Education regarding the safety of our schools.

The MTEA is the exclusive representative for collective negotiations concerning the terms and conditions of employment for all regularly employed personnel, whether federally funded or Board funded (CNA 2018-2021: Between the MTBOE and MTEA - Article 1: A)

The MTEA President (as negotiating representative) and/or designee(s) has/have demonstrated immediate concerns to the Superintendent, Business Administrator and Board of Education regarding the impact that the Plan has on the terms and conditions of employment. (CNA: Article 2: C)

The MTEA President has repeatedly requested information regarding the Plan, including, but not limited to: policies, directives, plans, procedures, paid administrative leave, resources, PPE, teacher/staff assignment of duties, workday, work year, calendar and/or holiday changes, evaluation, training, etc. from both the Business Administrator and Superintendent. These requests have been made in a good faith effort to reach agreement on matters concerning the terms and conditions of employment affected in the design and implementation of the Plan. (CNA: Article 2: A)

The MTEA President has made said requests in accordance with applicable PERC and OPRA laws.

In addition, the New Jersey Public Employment Relations Commission (NJPERC) has consistently held that the refusal to provide a majority representative with information relevant to contract administration is a refusal to negotiate in good faith. PERC decisions have held that an employer must supply information if there is a probability that the information is potentially relevant and that it will be of use to the representative in carrying out its statutory duties. Most recently, PERC reaffirmed the right of a majority representative to information relevant to contract administration holding that "Relevance in this context is determined under a discovery-type standard, not a trial-type standard, and therefore a broad range of potentially useful information should be disclosed to majority representatives for the purpose of effectuating their duties." PERC further held that the right is not absolute and turns upon the individual circumstances of the case, i.e. "[t]he employer is not required to produce information that is clearly irrelevant, confidential, or which it does not control or possess."

PERC noted further that majority representatives have been granted access to information in a variety of contexts, such as detailed medical information when potentially relevant to representational duties. Clearly, the information sought by the MTEA is relevant, per Maurice River Township Bd. of Ed. P.E.R.C. No. 87-91 (scope of bargaining - health threats).

MTEA desires these negotiations to bargain the terms and conditions of employment in a "global pandemic", as well as to ensure the safety of students and staff, and to assure the public that it has taken all possible measures to ensure the safety of students and staff.

MTEA respectfully requests that the MTBOE consider amending the Plan submitted to the NJDOE and attested to by the Superintendent.

MTEA respectfully requests that the MTBOE authorize Administration to utilize an all-remote model until the negotiations process is complete, that the health and safety concerns of staff are addressed with specificity, and

the impact of said Plan on the terms and working conditions are mutually agreed to in writing as a/an addendums to the CNA.

Mr. Steve Szabo has HVAC concerns. He said that the school has made leaps and bounds in preparing for reopening. Maintenance Supervisor has done an outstanding job. He would like to know what fans are being used in classrooms. He believes that public needs to be informed and requests specific plans.

Mrs. Charlotte Zacker had questions regarding wearing masks door-to-door and distancing students from friends. She stressed that all staff and parents work together diligently to create a learning environment at home and school. She said she is speaking on behalf of the children. She and the staff need help.

**6. MINUTES**

Motion by **Mrs. Brownhill** and seconded by **Mrs. Jacobo**;

**APPROVE** the minutes for the following dates:

- June 24, 2020 Regular Session
- July 29, 2020 Regular Session
- August 7, 2020 Regular Session

**Motion approved unanimously.**

**7. RECOMMENDATIONS OF THE SUPERINTENDENT - PERSONNEL**

**A. Vote to Approve Section 7 - Recommendations of the Superintendent - Personnel**

Motion by **Mrs. Brownhill** and seconded by **Mrs. Maione**;

**RECOMMEND** that the Board of Education, upon recommendation of the Superintendent, approve personnel items 7B through 7K:

**B. College/University Program Internship**

**APPROVE** the fall 2020 field placement (20 to 80 hours) for the following students

College	Adviser	Name	Cooperating Teacher	Assignment	Dates
Stockton	Jeanne M.DelColle	Justin McFadden	Ryan Richards	6,7,8 Math, Science	8/17/20-12/23/20
Stockton	Jeanne M. DelColle	Justin McFadden	Ryan Richards	6,7,8 Math, Science	1/4/21-5/7/21
Stockton	Jeanne M. DelColle	Kyle Unger	Louis Apalucci	6,7,8 Math	8/17/20-12/23/20
Stockton	Jeanne M.DelColle	Mackenzie Arkenau	Kerri Belfi	3,4,5	8/17/20-12/23/20
Stockton	Jeanne M.DelColle	Mackenzie Arkenau	Jean Gallagher	3,4,5	1/4/21-5/7/21
Stockton	Jeanne M.DelColle	Lauren Mauri	Lauren Smith	K, 1,2,3	8/17-12/23/20
Stockton	Jeanne M.DelColle	Lauren Mauri	Lauren Smith	K,1,2,3	1/4/-5/7/21
Stockton	Jeanne M.DelColle	Amber Dombecki	Michelle Bartling	6,7,8 Science	8/17-12/23/20
Stockton	Jeanne M.DelColle	Luciana Gilfone	Chrissy Leonetti /Thomas McLaughlin	6,7,8,Science	8/17-12/23/20
Stockton	Jeanne M.DelColle	Ricardo Gonzalez	Sarah Vanderheyden	6,7,8 Social Studies	8/17-12/23/20
Stockton	Jeanne M.DelColle	Benito Komadina	Michael Gerber	6,7,8 Social Studies	8/17-12/23/20
Stockton	Jeanne M.DelColle	Emma Fiorucci	Christine McClaren	6,7,8 Elementary or English	8/17-12/23/20

**C. 2020-2021 New Hires**

**APPROVE** the following staff for the 2020-2021 school year pending receipt of appropriate paperwork including S414 "pass the trash".

Name	Position/Grade	Step/Salary	Account Number	PCR Number
Laura Friel	Elementary Special Education	Step 6 MA		

**D. Staff Salaries for the 2020-2021 School Year**

Approved the following 2020-2021 salaries:

Name	Position	Salary
Dawn Stollenwerk	Treasurer	\$3,893.00 + \$1,107.00 Green Bank Stipend

**E. Child Rearing Leave**

**APPROVE** child rearing leave of absence for Brittany Markiewicz, Teacher, on or about February 8, 2021, with an anticipated return date of September 1, 2021, in accordance with Federal Family Leave Act, New Jersey Paid Family Leave Act, and Mullica Policy #3431.1

**F. 2020-2021 Substitutes**

**APPROVE** all eligible district employees to receive their current hourly rate as substitute pay for the 2020-2021 school year.

**APPROVE** the substitute personnel for the 2020-2021 school year pending receipt of appropriate paperwork including S414 "pass the trash" as attached.

**G. Staff Lateral Move**

**APPROVE** lateral move of the following staff effective September 1, 2020:

Name	Current Step	Current Salary	New Step	New Salary
Carmen Munoz	Step 11 BA	\$51,438.00	Step 12 BA+30	\$55,145.00
Angelina Moiso	Step 1 BA	\$54,888.00	Step 2 MA	\$57,984.00
Nellie Rivera-Aponte	Step 14 MA	\$88,695.00	Step 14 MA +15	\$89,095.00

**H. Tuition Reimbursement**

**APPROVE** the preliminary 2020-2021 budget allocation for tuition reimbursement for the following staff members:

Staff Member	Course	Cost
Natasa Coughlin	Curriculum, Instruction, & Transition In Special Education	\$2,146.50
Natasa Coughlin	Technology For students with disabilities	\$2,146.50
Ryan Richards	Technology and Learning	\$1,950.00
Jenna Earling	Survey of Mild Learning Disabilities	\$2,146.50

**I. Criteria for Independent Evaluations**

**Criteria for Independent Evaluations:**

**RESOLVED**, in accordance with N.J.A.C. the Mullica Township School District requires all Independent Evaluations to adhere to New Jersey Regulations (6A:14-3) regarding professional license and certifications issued by the New Jersey Department of Education and (6A:14-2.5) with respect to protections in the evaluation procedures.

**WHEREAS**, in addition, The Mullica Township School District has established reasonable cost criteria as allowable in a memorandum from the Office of Special Education dated 03/10/2015, the following motion is being presented:

**APPROVE** fees for the Child Study Team and related evaluations as follows:

SERVICE	Maximum Fee
Assistive Technology Evaluation	\$1,200.00
Audiological Evaluation	\$400.00
Central Auditory Processing Evaluation	\$550.00
Fitness for Duty Evaluation	\$1,250.00
Functional Behavioral Assessment	\$625.00
LDT-C Evaluation	\$325.00
Neurological Evaluation	\$550.00
Neuropsychiatric/Neurodevelopmental	\$650.00
Neuropsychological Evaluation	\$2,500.00
Occupational Therapy Evaluation	\$325.00
Physical Therapy Evaluation	\$325.00
Psychiatric Evaluation	\$650.00
Psychological Evaluation	\$325.00

Exceptions to this fee schedule will be granted based on the unique needs of the student who may require the examiner to have specific expertise in order to evaluate the student.

**J. Staff Training**

**APPROVE** Charlotte Zacker and Rhonda Goodrich for staff training presentation stipend as per the MTEA negotiated agreement.

**K. ADDENDUM –IEP Meeting stipends**

**RECOMMEND** that the Board of Education, upon recommendation of the Superintendent, approve personnel item

**APPROVE** the following IEP meeting stipend summer hours:

Personnel	Compensation
Lindsay Roselli	Not to exceed 2 hours @ \$40.00/hour
Krystal Hutton	Not to exceed 2 hours @ \$40.00/hour

**Motion approved by roll call vote with Mrs. Maione, Ms. Quattrone and Mr. Winterbottom abstaining on item 7F.**

**8. RECOMMENDATIONS OF THE SUPERINTENDENT - CURRICULUM/STUDENT MATTERS**

**A. Vote to Approve Section 8 - Recommendations of the Superintendent - Curriculum**

Motion by Mrs. Kurtz and seconded by Mrs. Brownhill;

**RESOLVED**, the Board of Education, upon recommendation of the Superintendent, approve curriculum/student matters items 8B through 8D:

**B. Student Safety Data System**

**APPROVE** submission of the SSDS report for reporting period 1, December 31, 2019, to June 30, 2020, submitted to the NJDOE on August 4, 2020.

**C. Revised District Calendar**

**APPROVE** revised 2020-2021 district calendar.

**D. District PDP and Mentoring Plan SOA**

**APPROVE** submission of the District Professional Development Plan and Mentoring Plan Statements of Assurance for the 2020-2021 school year.

**Motion approved unanimously by roll call vote.**

**9. RECOMMENDATIONS OF THE SUPERINTENDENT - BOARD/POLICY**

**A. Vote to Approve Section 9 - Recommendations of the Superintendent - Policy**

Motion by Mrs. Brownhill and seconded by Mrs. Jacobo;

**RESOLVED**, the Board of Education, upon recommendation of the Superintendent, policy item 9B-9C.

**B. First Reading**

**APPROVE** the following policy item as a first reading:

P1648.02 Remote Learning Options for Families

P1649 Federal Families First Coronavirus (COVID-19) Response Act

**C. Second Reading**

**APPROVE** the following policy item as a second reading:

P1648 Restart and Recovery Plan

P5112 Entrance Age

**Motion approved unanimously by roll call vote.**

**10. RECOMMENDATIONS OF THE BUSINESS ADMINISTRATOR/BOARD SECRETARY**

**A. Vote to Approve Section 10 - Recommendations of the Business Administrator/Board Secretary**

Motion by Mrs. Brownhill and seconded by Mrs. Kurtz;

**RESOLVED**, the Board of Education, upon recommendation of the Business Administrator, approve items 10B through 10F:

**B. Secretary and Treasurer Reports**

**RESOLVED**, pursuant to N.J.A.C.6A:23-11(c)4 the Board certifies that according to the Board Secretary's Certification as of June 30, 2020, after review of the Secretary's Budget Reports for June 30, 2020, as submitted, to the best of their knowledge:

- no major account or fund has been over-expended
- no line item account has encumbrances and expenditures which in total exceed the line item appropriation in violation of N.J.A.C.6a:23-11(b) and N.J.A.C. 6a:23-2-11(c)3&4 and
- that sufficient funds are available to meet the District's financial obligations for the remainder of the fiscal year

**RESOLVED**, that Board members are in receipt of the following Financial Reports and hereby accept Board Secretary's Certifications:

- Treasurer's report for June 30, 2020
- Board Secretary's Report for June 30, 2020

Pursuant to Administrative code, N.J.A.C.6A23-2.11(3) I, Karen Gfroehrer, Board Secretary, certify that as of June 30, 2020, no budgetary line item account has obligations and payments (contractual orders) which in total exceed the amount appropriated by the Mullica Township Board of Education pursuant to N.J.S.A.18A:22-8.1 In accordance with N.J. A.C.6A23-2.11(2), it is certified that there are no changes in anticipated revenue amounts and sources for the month of June 2019.

**C. Expenditures**

**APPROVE** the Total Payroll Expenses for:

- June 1, 2020 - \$8,738.78 (Benefits Reimbursement)
- June 15, 2020 - \$424,363.32
- June 18, 2020 - \$279,371.44
- June 30, 2020 - \$67,171.29
- July 15, 2020 - \$87,796.13
- July 30, 2020 - \$65,296.93
- April 15, 2020 - 338,846.94
- April 30, 2020 - 340,060.13

**APPROVE** the June 30, 2020 bills list in the amount of \$247,954.72

Fund 10 General Expense	\$175,738.14
Fund 20 Special Revenues	\$ 53,270.65
Fund 30 Construction Funds	\$ 0.00
Fund 40 Debt Service	\$ 0.00
<b>Total General Fund</b>	<b>\$229,008.79</b>
Fund 62 Cafeteria	\$ 17,289.93
Fund 63 Washington Twp	\$ 0.00
Fund 95 Student Activities	\$ 1,656.00
<b>Total All Funds</b>	<b>\$247,954.72</b>

**APPROVE** the July 29, 2020 bills list in the amount of \$861,373.77

Fund 10 General Expense	\$583,926.45
Fund 20 Special Revenues	\$ 13,928.07
Fund 30 Construction Funds	\$ 0.00
Fund 40 Debt Service	\$261,815.00
<b>Total General Fund</b>	<b>\$859,669.52</b>
Fund 62 Cafeteria	\$ 0.00
Fund 63 Washington Twp	\$ 0.00
Fund 95 Student Activities	\$ 1,704.25
<b>Total All Funds</b>	<b>\$861,373.77</b>

**APPROVE** the August 26, 2020 bills list in the amount of \$193,067.96

Fund 10 General Expense	\$184,160.31
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Fund 20 Special Revenues	\$ 5,831.55
Fund 30 Construction Funds	\$ 2,500.00
Fund 40 Debt Service	\$ 0.00
<b>Total General Fund</b>	<b>\$189,991.86</b>
Fund 62 Cafeteria	\$ 676.10
Fund 63 Washington Twp	\$ 0.00
Fund 95 Student Activities	\$ 0.00
<b>Total All Funds</b>	<b>\$193,067.96</b>

**D. Transfers**

**APPROVE** the June 2020 transfers #000171 through #000187.

**E. Contracts**

**APPROVE** the 2020 ESY contract with Atlantic County Special Services at a cost to the district of \$7,680.00.

**APPROVE** the agreement with TECC for speech therapy and consultation services on an as-needed-basis at a cost to the district of \$85.00 per hour.

**APPROVE** the three-year HVAC contract with Siemens Industry with a cost the district of \$24,710.00.

**APPROVE** the 2020-2021 tuition contract with Port Republic School District for one preschool student at a revenue to the district of \$12,699.00 less the 2018-2019 prior year adjustment of (\$2,393.00) for a total revenue of \$10,306.00.

**APPROVE** the 2020-2021 aide contract with Port Republic School District for one-on-one aide at a revenue to the district of \$33,339.00 plus the 2018-2019 prior year adjustment of \$565.00 for a total revenue of \$33,903.00.

**APPROVE** the 2020-2021 tuition contract with Folsom School District for one special education student at a revenue to the district of \$29,374.00 plus the 2018-2019 prior year adjustment of \$12,012.00 for a total revenue of \$41,386.00.

**APPROVE** the 2020-2021 aide contract with Folsom School District for one-on-one aide at a revenue to the district of \$30,867.00 less the 2018-2019 prior year adjustment of (\$18,010.00) for a total revenue of \$12,857.00.

**APPROVE** the termination of the contract of Van Cleef Engineering Associates for the Waste Water Treatment Plant Replacement Project (No. 2020-01) and the Septic Disposal Field Project (No. 2020-02) for cause and for convenience upon 24-hours notice, effective August 28, 2020.

**F. Bond Referendum**

**APPROVE** the payment to Fraytak Veisz Hopkins Duthie for services rendered in connections with site improvements (question #2) in the amount of \$2,500.00

**Motion approved unanimously by roll call vote.**

**11. COMMENTS FROM THE PUBLIC, BOARD AND STAFF ON GENERAL TOPICS**

Ms. Stoehr, a Mullica parent, stated that parents have not been provided sufficient information about the start of school.

Mr. Weber thanked her for her comments and asked her to follow up with her child’s principal.

Ms. Dirks commented that the teachers don’t want to open. As a working mom, she is concerned with making arrangements for the care of her children.

Mr. Weber said that the school is moving forward with hybrid working model.

**12. INFORMATIONAL**

**A. Next Board Meeting Date**

The next board meeting is scheduled for **September 23, 2020**, at 6:30 p.m. for executive session and 7:00 p.m. for public session.

**B. PTA**

Mr. Weber stated that he is in constant communications with the PTA. They will supply supplies and thermometers. He thanked the PTA.

C. MTEF - None

13. EXECUTIVE SESSION - None

14. ADJOURNMENT

Motion by Mrs. Jacobo and seconded by Mrs. Kurtz to adjourn the meeting

Motion approved unanimously.

TIME: 7:50 PM

Respectfully submitted,

A handwritten signature in black ink, appearing to read "Karen Gfroehrer". The signature is written in a cursive style with a large, stylized initial "K".

Karen Gfroehrer  
Business Administrator