

**BOARD OF EDUCATION  
CITY OF LONG BRANCH  
NEW JERSEY**

**MINUTES**

**OCTOBER 28, 2020**

The Regular Meeting of the Long Branch Board of Education was held in the Historic High School, 391 Westwood Avenue, Long Branch, New Jersey.

Mr. Covin called the meeting to order at 6:00 P.M.

**ROLL CALL**

Mr. Covin - President	Dr. Critelli	Ms. McCaskill
Mrs. Youngblood Brown – VP	Mr. Zambrano – call in	Mrs. Peters
Mr. Grant - ZOOM	Rev. Bennett.	Mrs. Perez

**A-1. STATEMENT OF THE MANNER OF NOTIFICATION OF THE MEETING**

Peter E. Genovese III, RSBO, QPA, School Business Administrator/Board Secretary stated adequate notice of the meeting of the Long Branch Board of Education has been provided by a Schedule of Public Meetings published in the Asbury Park Press. Mr. Genovese further stated a Schedule of Public Meetings has been posted in the Board of Education Office and the Office of the City Clerk, Long Branch, New Jersey.

Mr. Genovese made the following announcement: Fire exits are located in the direction indicated. In case of fire, you will be signaled by bell and/or public address system. If so alerted to fire, please move in a calm and orderly fashion to the nearest smoke-free exit.

**A-2. OBJECTIONS, IF ANY, TO THE VALIDITY OF THE MEETING**

Mr. Genovese stated that the objecting member must give supporting reasons.

**B. FLAG SALUTE AND PLEDGE OF ALLEGIANCE**

Mr. Covin, Board President, saluted the flag and led the Pledge of Allegiance.

**C-1. STATEMENT TO THE PUBLIC**

Mr. Covin made the following announcement: Often times it may appear to members of our audience that the Board of Education takes action with very little comment and in many cases by unanimous vote. Before a matter is placed on the agenda at a public meeting, the administration has thoroughly reviewed the matter with the Superintendent of Schools. If the Superintendent of Schools is satisfied that the matter is ready to be presented to the Board of Education, it is then referred to the appropriate Board committee. The members of the Board committee work with the administration and Superintendent to assure that the members fully understand the matter. When the committee is satisfied with the matter, it is presented to the Board of Education for discussion before any final action is taken. Only then is it placed on the agenda for action at a public meeting. All agenda attachments are available for public review. In rare instances, matters are presented to the Board of Education for discussion at the same meeting that final action may be taken.

C-1. **STATEMENT TO THE PUBLIC (continued)**

Time may be allocated for public comment at this meeting. Each speaker may be allotted up to three (3) minutes and one (1) opportunity to address the Board when recognized by the presiding officer. Individuals wishing to address the Board shall be recognized by the presiding officer and shall give their names, addresses and the group, if any, that they represent. Although the Board encourages public participation, it reserves the right, through its presiding officer, to terminate remarks to and/or by any individual not in keeping with the conduct of a proper and efficient meeting. With the exception of those individuals whose names are on the agenda this evening, the Board will not respond to questions during the public participation portion of this meeting involving the employment, appointment, termination of employment, negotiations, terms and conditions of employment, evaluation of the performance of, promotion or disciplining of any specific, prospective or current employee.

C-2. **OPPORTUNITY TO ADDRESS THE BOARD RELATING TO AGENDA ITEMS**

No one addressed the Board.

**Comments from the Finance Committee Chair**

Mrs. Youngblood Brown briefed the Board regarding discussions held by members of the Finance Committee.

Motion was made by Mrs. Youngblood Brown, seconded by Mrs. Perez and carried by roll call vote that the Board approve the following item (D).

Ayes (8), Nays (0), Abstain (1) Mr. Zambrano, Absent (0)

D. **APPROVAL OF MINUTES**

That the Board approve the following minutes:

- Regular Meeting minutes of September 23, 2020

Motion was made by Mrs. Peters, seconded by Ms. McCaskill and carried by roll call vote that the Board approve the following item (D-1).

Ayes (7), Nays (0), Abstain (2) Mr. Grant and Mr. Zambrano, Absent (0)

D-1. **APPROVAL OF MINUTES**

That the Board approve the following minutes:

- Executive Session minutes of September 23, 2020

Motion was made by Mrs. Perez, seconded by Ms. McCaskill and carried by roll call vote that the Board approve the following item (E1).

Ayes (6), Nays (0), Abstain (3) Dr. Critelli, Mr. Zambrano and Mrs. Peters, Absent (0)

E. **SECRETARY'S REPORT**

1. **BILLS AND CLAIMS – JULY 30, 2020, AUGUST 14 - 28, 2020, SEPTEMBER 1 - 30, 2020 AND OCTOBER 1 - 28, 2020 FOR CHRIST THE KING, AMY'S YOGABILITIES AND CITY OF LONG BRANCH/FINANCE**

That the Board approve the bills and claims for July 30, 2020, August 14 - 28, 2020, September 1 - 30, 2020 and October 1 - 28, 2020 for Christ the King, Amy's Yogabilities and City of Long Branch/Finance (which will be labeled **APPENDIX E-1** and made part of the permanent minutes upon Board approval).

E. **SECRETARY'S REPORT (continued)**

Motion was made by Dr. Critelli, seconded by Mrs. Youngblood Brown and carried by roll call vote to approve the following items (E2 – E4).

Ayes (9), Nays (0), Absent (0)

2. **BILLS AND CLAIMS – JULY 30, 2020, AUGUST 14 - 28, 2020, SEPTEMBER 1 - 30, 2020 AND OCTOBER 1 - 28, 2020 EXCLUDING CHRIST THE KING, AMY'S YOGABILITIES AND CITY OF LONG BRANCH/FINANCE**

That the Board approve the bills and claims for July 30, 2020, August 14 - 28, 2020, September 1 - 30, 2020 and October 1 - 28, 2020 excluding Christ the King, Amy's Yogabilities and City of Long Branch/Finance (which will be labeled **APPENDIX E-1** and made part of the permanent minutes upon Board approval).

3. **RECONCILIATION MONTHLY OPERATING REPORT – SODEXO – SEPTEMBER 30, 2020**

That the Board approve the monthly operating reports for the Sodexo Corporation, Food Service Management Company for the Long Branch School District for September 30, 2020 (which will be labeled **APPENDIX E-2** and made part of the permanent minutes upon Board approval).

4. **ATHLETIC FUND & ELEMENTARY SCHOOLS, MIDDLE SCHOOL & HIGH SCHOOL STUDENT FUNDS AS OF SEPTEMBER 30, 2020**

That the Board approve the monthly reports for the Athletic Fund, the Elementary Schools, Middle School, and High School Student Funds as of September 30, 2020 (which will be labeled **APPENDIX E-3** and made part of the permanent minutes upon Board approval).

**LONG BRANCH PUBLIC SCHOOLS**  
Long Branch, New Jersey

**STUDENT REGISTRATION**  
(as of September 30, 2020)

	AAA	GLC	GRE	MA	JMFECLC	LWC	TOTAL ELEM	MS	HS	TOTAL
PreK				180	194	159	533			533
Kdg		41		105	96	118	360			360
1st	101	132	117				350			350
2nd	123	140	114				377			377
3rd	89	147	115				351			351
4th	80	179	100				359			359
5th	88	176	83				347			347
6th							0	343		343
7th							0	305		305
8th							0	386		386
9th							0		369	369
10th							0		369	369
11th							0		337	337
12th							0		340	340
MCI	13						13	11	14	38
MID									1	1
MD							0		1	1
BD	6		1				7	8	19	34
LD	50		26				76	54	41	171
AUT	17		21				38	12	17	67
PD			11			10	21			21
OOD	4	1	3	1	1		10	13	18	41
Home Instruction										
<b>TOTAL</b>	<b>571</b>	<b>816</b>	<b>591</b>	<b>286</b>	<b>291</b>	<b>287</b>	<b>2842</b>	<b>1132</b>	<b>1526</b>	<b>5500</b>

September 30, 2019										
School	AAA	GLC	GRE	MA	JMFECLC	LWC	Total Elem	MS	HS	Total
<b>Totals</b>	<b>582</b>	<b>885</b>	<b>590</b>	<b>374</b>	<b>318</b>	<b>352</b>	<b>3101</b>	<b>1210</b>	<b>1529</b>	<b>5840</b>



F. **SUPERINTENDENT'S REPORT** - None

G. **GENERAL ITEMS**

**Comments from the Athletics Committee Chair (APPENDIX G-1)**

Mrs. Perez briefed the Board regarding discussions held by members of the Athletics Committee. Those items are contained in the agenda under **APPENDIX G-1**.

Motion was made by Rev. Bennett, seconded by Ms. McCaskill and carried by roll call vote that the Board approve the following item (G1).

Ayes (9), Nays (0), Absent (0)

1. **APPROVAL TO INVOKE THE DOCTRINE OF NECESSITY - APPENDIX G-2**

That the Board approve to invoke the Doctrine of Necessity for the purposes of voting on the Collective Bargaining Agreements as listed on **APPENDIX G-2**.

Motion was made by Dr. Critelli, seconded by Mrs. Peters and carried by roll call vote that the Board approve the following items (G2 – G6).

Ayes (9), Nays (0), Absent (0)

2. **APPROVAL TO GO OUT TO BID FOR THE SALE OF SURPLUS EQUIPMENT**

That the Board approve going out to bid for the sale of surplus equipment.

3. **APPROVAL TO ACCEPT NONPUBLIC SCHOOL ENTITLEMENT AID ALLOCATIONS**

That the Board approve the acceptance of the Nonpublic School Entitlement Aid for the 2020 - 2021 school year as indicated below:

<b><u>School</u></b>	<b><u>Allocations</u></b>
Ma'or Yeshiva High School for Boys	
School Security	\$ 5,600
Nursing	\$ 3,264
Textbook	<u>\$ 1,894</u>
<b>Total</b>	<b><u>\$10,758</u></b>

That the Board authorize **Bridgette Burt, Coordinator of Grants & Innovative Programs**, or her designee, to serve as the district's contact person for the above actions.

And that **Michael Salvatore, Ph.D., Superintendent of Schools**, be designated the Board's representative to implement the above actions.

G. **GENERAL ITEMS (continued)**

4. **APPROVAL OF NJDOE NONPUBLIC AFFIRMATION OF CONSULTATION FORM AND PROGRAM AGREEMENT**

That the Board approve the NJDOE Nonpublic Affirmation of Consultation Form for Nursing, Security, Technology and Textbooks. The nursing program agreement between the Monmouth-Ocean County Educational Services Commission and the Long Branch Public School District for the 2020 - 2021 school year is also included for the nonpublic school indicated below:

➤ Ma'or Yeshiva High School for Boys

That the Board authorize **Bridgette Burt, Coordinator of Grants & Innovative Programs**, or her designee, to serve as the district's contact person for the above actions.

And that **Michael Salvatore, Ph.D., Superintendent of Schools**, be designated the Board's representative to implement the above actions.

5. **APPROVAL TO FILE THE FY2021 SCHOOL SECURITY GRANT**

That the Board approve the filing of the FY2021 School Security Grant in the amount of \$286,080.

That the Board authorize **Bridgette Burt, Coordinator of Grants & Innovative Programs**, or her designee, to serve as the district's contact person for the above actions.

And that **Michael Salvatore, Ph.D., Superintendent of Schools**, be designated the Board's representative to implement the above actions.

6. **GIFTS TO SCHOOLS**

That the Board accept the following gifts to schools indicated:

Tracey Brown	4 Blackboard Letters and 4 Blackboard Easel & Pen (Value: \$240.00)
Monmouth Medical Center	30 Thermometers
Long Branch Recreation	Field Covers (Value: \$3,000.00)
RWJ Barnabas Health	Varsity Image 8 ft. Free Standing Scoring Table (Value: \$5,500)
NJ Institute of Technology	30 STEM kits (Value: \$1,500)

H. **PERSONNEL ACTION**

**Comments from the Governance Committee Chair (APPENDIX H-1)**

Dr. Critelli briefed the Board regarding discussions held by members of the Governance Committee. Those items are contained in the agenda under **APPENDIX H-1**.

**DISCUSSION**

**Review of the NJSBA Virtual Conference 2020**

Dr. Critelli shared with the Board some of the highlights of the session she had listened to as did Mrs. Youngblood Brown and Mr. Covin.

Dr. Salvatore stated that Long Branch participated in 3 presentations this year.

## H. PERSONNEL ACTION (continued)

### ADDITIONAL DISCUSSION

Dr. Salvatore asked Dr. Dudick and Dr. Freeman to give an overview of where we are with the SEL and Equity discussions taking place in the district.

Dr. Freeman – I am very encouraged by what is happening in our district. It is not always easy to discuss race and share personal stories. Our goal is to make people open up and speak more freely in these discussions in order to help facilitate a more dynamic conversation. I anticipate bringing in a speaker from Rutgers to help better facilitate staff discussions.

Dr. Dudick – Along with the equity piece there is the mental health component. The schools are engaging in “Wellness Wednesday” in order to help overcome the depression that can result from this type of pandemic.

Rev. Bennett stated that she is extremely impressed that the “Teacher of the Year” in Texas is a teacher of color. She is glad to see this recognition.

Motion was made by Mrs. Perez, seconded by Dr. Critelli and carried by roll call vote that the Board approve the following item (H1).

Ayes (9), Nays (0), Absent (0)

#### 1. RESOLUTION FOR CLOSED EXECUTIVE SESSION - 7:15 P.M.

That the Board approve the following Resolution -

### **RESOLUTION**

**WHEREAS**, the Open Public Meetings Act (Chapter 231, P.L. 1975) allows for the exclusion from discussion at the public portion of a meeting of certain matters which might endanger the public interest or risk the deprivation of individual rights, and

**WHEREAS**, the Long Branch Board of Education wishes to discuss **suspension with pay of Frank Kavanagh and negotiation settlements** with the resulting action being made public when a proper conclusion has been reached and there is no longer a need for confidentiality;

**NOW, THEREFORE BE IT RESOLVED**, the Long Branch Board of Education will hold a closed Executive Session immediately in the Historic High School, 391 Westwood Avenue, Long Branch, New Jersey. It is anticipated that the closed session will not last longer than 30 minutes. Action may be taken in the public portion of the meeting upon recessing of this Executive Session back into the open public meeting.

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Peter E. Genovese III, RSBO, QPA  
School Business Administrator/Board Secretary

Ayes: 9  
Nays: 0  
Absent: 0  
Date: October 28, 2020

## H. PERSONNEL ACTION (continued)

The Board returned to open session at 7:36 P.M.

### ROLL CALL

Mr. Covin - President	Dr. Critelli	Ms. McCaskill
Mrs. Youngblood Brown – VP	Mr. Zambrano – call in	Mrs. Peters
Mr. Grant - ZOOM	Rev. Bennett.	Mrs. Perez

Motion was made by Dr. Critelli, seconded by Mrs. Youngblood Brown and carried by roll call vote that the Board approve the following items (H2 – H3).

Ayes (9), Nays (0), Absent (0)

#### 2. EMPLOYEE SUSPENDED WITH PAY - RESOLUTION

That the Board approve the suspension with pay of **FRANK KAVANAGH**, effective September 29, 2020 (**APPENDIX H-2**).

#### 3. RESCIND EMPLOYMENT - CONTRACTUAL POSITION

That the Board rescind the employment contract for the following individuals:

**DANIEL GOFA**, Maintenance Worker, effective September 28, 2020

**MICHELE SCIARAPPA**, Groundsman, effective October 26, 2020.

Mr. Covin made the recommendation to the Board to accept the retirement of Dr. Salvatore.

After a brief discussion by the Board, Dr. Salvatore read a heartfelt letter to the Board which will be attached to these minutes. He spoke of the incredible difficulty he had in making this decision.

Motion was made by Mrs. Youngblood Brown, seconded by Ms. McCaskill and carried by roll call vote that the Board approve the following item (H4).

Ayes (9), Nays (0), Absent (0)

#### 4. RETIREMENT

That the Board accept with regret and best wishes the retirement of Michael Salvatore, Ph.D., Superintendent of Schools, effective January 31, 2021. Dr. Salvatore has faithfully served this district for 22 years and 4 months. His leadership and dedication to the children of this City will be missed but not forgotten.

Mr. Covin also congratulated another retiree, Mrs. Peters, who is retiring from the nursing profession after 50 years of service.

Motion was made by Dr. Critelli, seconded by Mrs. Youngblood Brown and carried by roll call vote that the Board approve the following item (H5 – H12).

Ayes (9), Nays (0), Absent (0)

#### 5. RETIREMENT

That the Board accept with regret and best wishes the retirement of the following individual:

**AUDREY RENEE DIALLO**, Teacher, effective June 30, 2021. Ms. Diallo has a total of 21 years in the district.

H. **PERSONNEL ACTION (continued)**

6. **RESIGNATION - CONTRACTUAL POSITIONS**

That the Board accept the resignation of the following individuals:

**ANDREW BALINA**, Instructional Assistant, effective October 28, 2020.

**KYLE CATTELONA**, Groundsperson, effective October 23, 2020.

**RUBY CHAVEZ-CRUZ**, Bilingual Secretary, effective November 6, 2020.

**CHRISTA DIAZ**, Instructional Assistant, effective October 16, 2020.

7. **RESIGNATION - STIPEND POSITIONS**

That the Board accept the resignation of the following individuals:

**STEFANIE BURKE**, Varsity Cheerleading Head Coach (Winter), effective October 19, 2020.

**ERICA KRUMICH**, Freshman Cheerleading Head Coach (Winter), effective October 20, 2020.

8. **TRANSFER OF STAFF FOR THE 2020-2021 SCHOOL YEAR**

That the Board approve the transfer of the following individuals:

**GAIL BECKER**, from Morris Avenue School/George L. Catrambone School teacher to Morris Avenue/JMF Early Childhood Learning Center teacher.

**MARIA CHAVES**, from High School 12-month Secretary to Historic High School 12-month Bilingual Secretary.

**JOSE HILDAGO\*\***, from 540 Broadway custodian to Morris Avenue School custodian.

**SABRINA SHEERIN**, from Lenna W. Conrow School/JMF Early Childhood Learning Center ESL teacher to Lenna W. Conrow School/George L. Catrambone School ESL teacher.

9. **APPOINTMENT OF INSTRUCTIONAL ASSISTANT**

That the Board approve the appointment of the following named individual as Instructional Assistant for the 2020-2021 school year:

**JESSICA MOLINA**, Amerigo A. Anastasia Elementary School at Step 1, \$16.00/hr., effective November 1, 2020. Replaces: Michelle Borghese (resigned).  
(Acct. # 15-214-100-106-000-03-00) (UPC # 0592-03-SEAUT-PARAPF).

10. **APPOINTMENT OF CORRIDOR AIDES**

That the Board approve the appointment of the following named individuals as Corridor Aides for the 2020-2021 school year:

**ANDREW BALINA**, Corridor Aide, at a salary of \$40,700.00, effective date November 1, 2020. Replaces: James Sweeney (resigned).  
(Acct. # 15-000-262-107-000-01-00) (UPC # 0949-01-OFB&G-CORAID).

**TARIQ DURANT**, Corridor Aide, at a salary of \$40,700.00, effective Pending Pre Employment Physical\*. Replaces: Kristopher Parker (resigned).  
(Acct. # 15-000-262-107-000-06-00) (UPC # 1318-06-SEBDC-CORAID)

H. **PERSONNEL ACTION (continued)**

11. **PART-TIME AND STIPEND POSITIONS - 2020 - 2021 SCHOOL YEAR**

That the Board approve/ratify the pensionable stipend positions as listed:

**MIDDLE SCHOOL**

**6th Period Stipend**

\$4,500.00

Cynthia Crisanaz, Caitlin Mauro, Joanne Rohrman

**HIGH SCHOOL**

**6th Period Stipend**

\$4,500.00

Gina Crouch, Tara Okun, Staci Pelman, Danielle Schneider

12. **ANNUAL STIPEND POSITIONS - 2020 - 2021 SCHOOL YEAR**

That the Board approve/ratify the annual stipend positions listed below:

**DISTRICT**

**Curriculum Writers**

\$25.13/hr.

**(50 hours each Curriculum Writer)**

Grade 9: World History

Alexa Freguletti

Alex Smiga

Grade 10: US History I

Nora Cisek

Anne Gill

Grade 11: US History II

Connor Keating

Amanda McEwan

Grades 11-12: Social Justice in Music and Art

Jonathan Barratt

Lianne Kulik

Grades 6-8: Social Studies

JamieLynn Bazydlo

Ashley Drew

Vade Hanlon

Kimberlee Hoyle

Meredith Riddle

Keri Smith

**Home Instruction**

\$28.84/hr.

Jonathan Barratt, Marjorie Chulsky, Stephanie Dispoto,  
Michelle Fowler, Brenda Itzol, Andrea Kelly, Edna Newman,  
Bentley Odom, Michaeline Odom, Twana Richardson

**Before/After School Bus Aides**

\$11.00/hr.

Dorothy Bowles, Devron Clark, Cristan Colon, Melinda D'Amelio,  
Janette Egan, Sheila Hoover-Popo, Dalwasia Jones, Shannon King,  
Elizabeth Marrin, Jorge Mota

**Building Security**

\$15.00/hr.

Bruce Clay

H. **PERSONNEL ACTION (continued)**

Motion was made by Rev. Bennett, seconded by Ms. McCaskill and carried by roll call vote that the Board approve the following item (H13).

Ayes (8), Nays (1) Mr. Zambrano, Absent (0)

13. **ANNUAL STIPEND POSITIONS - 2020 - 2021 SCHOOL YEAR**

That the Board approve/ratify the annual stipend positions listed below:

**DISTRICT**

**Building Security**

\$15.00/hr.

Kevin Schaubert

**Building Site Supervisor**

\$25.75/hr.

Kevin Schaubert

Motion was made by Dr. Critelli, seconded by Mrs. Peters and carried by roll call vote that the Board approve the following item (H14).

Ayes (8), Nays (0), Abstain (1) Rev. Bennett, Absent (0)

14. **ANNUAL STIPEND POSITIONS - 2020 - 2021 SCHOOL YEAR**

That the Board approve/ratify the annual stipend positions listed below:

**DISTRICT**

**Halloween Night Security**

\$15.00/hr.

Linda Bennett, Angel Borrero, Jo'Londa Boyd, Ralph DeFillipo,  
Laurie Dalton, Stephane Moise, Yvette Rice, Matilde Roman

**Mischief Night Security**

\$15.00/hr.

Angel Borrero, Linda Bennett, Ja'Londa Boyd, Ralph DeFillipo,  
Laurie Dalton, Yvette Rice, Matilde Roman, Charles Widdis

Motion was made by Rev. Bennett, seconded by Ms. McCaskill and carried by roll call vote that the Board approve the following item (H15).

Ayes (7), Nays (0), Abstain (2) Dr. Critelli and Mrs. Perez, Absent (0)

15. **ANNUAL STIPEND POSITIONS - 2020 - 2021 SCHOOL YEAR**

That the Board approve/ratify the annual stipend positions listed below:

**ELEMENTARY**

**Team Leader LAUNCH Engineering Magnet (GLC)**

\$2,700.00

Lisa Roesch

**Team Leader - Visual & Performing Arts (AAA)**

\$2,700.00

John Luckenbill

**Before/After School Activities Advisor/Tutor**

\$24.21/hr.

(AWC) Quinn Batcho

H. **PERSONNEL ACTION (continued)**

15. **ANNUAL STIPEND POSITIONS - 2020 - 2021 SCHOOL YEAR (continued)**

**ELEMENTARY (continued)**

**Enrichment Extended Learning Program Advisors** \$25.24/hr.

(Genius Hour) Marina Basile, Melinda Rodriguez

(Band) John Luckenbill

(Art) Irina Kinley

(Dance) Melissa Heggie

(Chorus) Lisa Zwerin

**Breakfast Monitors\*** \$13.08/session

**(AAA)** Cynthia Branch, Farra Caputo, Melissa Christopher, Marjorie Chulsky, Andrew Critelli, Melinda D'Amelio, Carol Emick, Yoselin Gomez, Deirdre Howard, Brenda Itzol, Terrence King, Cheryl Martin, Mary Mazzacco, Susan McNerney, Theresa Monteiro, Leovigilda Perez, Markus Rodriguez, Lauren Sweet, Roszita Tatum

**(GLC)** Michelle Abner, Bruna Cale, Amanda Castano, Jasmine Gomez, Nancy Jones, Lupe Kiy, Jussara Lins, Linda Manzo, Maria Manzo, Jose Melendez, Michele Morey, Elizabeth Muscillo, Katie Wachter

**(GRE)** Christan Colon, Samantha Cook, Craig Cuje, Michael Dennis, Stephanie Dixon, Cari Greenwood, Nikolas Greenwood, Suraya Kornegay, Erica Krumich, Tonianne Lisanti, Christina Marra, Elizabeth Marrin, Margaret Marzullo, Edna Newman, Jennifer Noone, Laura Parker, Meredith Rindner, Brian Roberts, Erin Schoonveld, Staci Simms, Holly Terracciano

**(LWC)** Christan Colon, Shana Linton-Sanderson, Desirea Medina Sonia Mendez, Desirea Medina, Christine Vincelli

**(JMF)** Anissa Berry, Lynne Casale, Sherry Reed, Michelle Widdis

**(MA)** Mary Boyce, Patricia Grant, Sara Ortiz, Jessica Rodriguez

**Substitute Breakfast Monitors\*** \$13.08/session

**(GLC)** Kathy Maldonado, Carlos Villacres

**Lunch Monitors\*** \$21.36/session

**(AAA)** Cynthia Branch, Farra Caputo, Melissa Christopher, Marjorie Chulsky, Andrew Critelli, Melinda D'Amelio, Carol Emick, Yoselin Gomez, Nikita Grinnell, Maria Herrera, Deirdre Howard, Brenda Itzol, Cheryl Martin, Mary Mazzacco, Theresa Monteiro, Susan McNerney, Terrence King, Kimberly Pagan, Leovigilda Perez, Markus Rodriguez, Melinda Rodriguez, Stephanie Sniffen, Lauren Sweet, Roszita Tatum

**(GLC)** Bruna Cale, Nancy Jones, Lupe Kiy, Michele Morey, Linda Manzo, Elizabeth Muscillo, Kelly Shaugnessy, Gabriella Stanziale, Helena Taborda, Carlos Villacres

**(GRE)** Samantha Cook, Joseph DeFillipo, Michael Dennis, Stephanie Dispoto, Stephanie Dixon, Megan Farrell



H. **PERSONNEL ACTION (continued)**

15. **ANNUAL STIPEND POSITIONS - 2020 - 2021 SCHOOL YEAR (continued)**

**ELEMENTARY (continued)**

**Lunch Monitors\* (continued)**

\$21.36/session

Marissa Gomez, Cari Greenwood, Nikolas Greenwood,  
Suraya Kornegay, Tonianne Lisanti, Amanda MacDonald,  
Christina Marra, Elizabeth Marrin, Margaret Marzullo,  
Edna Newman, Jennifer Noone, Laura Parker, Meredith Rindner,  
Brian Roberts, Holly Terracciano, Kimberly Weinstock, Erica Wells

Motion was made by Rev. Bennett, seconded by Mrs. Perez and carried by roll call vote that the Board approve the following items (H16 – H23).

Ayes (9), Nays (0), Absent (0)

16. **ANNUAL STIPEND POSITIONS - 2020 - 2021 SCHOOL YEAR**

That the Board approve/ratify the annual stipend positions listed below:

**Substitute Lunch Monitors\***

(GLC) Laurie DeMuro, Stefania DeSouza-Favareto, Jussura Lins,  
Maria Maisto, Kathy Maldonado, Maria Manzo, Jose Melendez, Katie Wachter

**MIDDLE SCHOOL**

**Tech/Dist Learning/Media/Computer Club Advisor**

\$5,000.00

Kristen Frankowski

**Breakfast Monitors\***

\$13.08/session

Devron Clark, Melissa D'Ambrisi, Maria Davi-Donnelly,  
Diane Malinowski, Mary Ann Moriarty, Angela Napoli, Ruby Nazon,  
John O'Shea, Amy Rock, Kelly Treshock, Jared Walker

**Lunch Monitors\***

\$21.36/session

Dorothy Bowles, Kristen Circelli, Devron Clark, Melissa D'Ambrisi,  
Particia Delehanty, Ann-Elise Dousset, Joseph Fackenthal,  
Sue Harrison, Sean Mallon, Jeremy Martin, Karina McIntyre,  
Angela Napoli, Ruby Nazon, John O'Shea, Nancy O'Toole,  
Kelly Treshock, Amy Rock, Jared Walker

**HIGH SCHOOL**

**Academic Lab Instructors - Homework Club**

\$24.21/hr.

Anton DeLuca, Alissa Gallo, Vito Terranova

**Math Team Advisor**

\$1,442.00

Alissa Gallo

**Westwood Players Asst/Stage Manager - Fall**

\$25.00/hr.

Anton DeLuca

**Westwood Players Asst/Stage Manager - Spring**

\$25.00/hr.

Anton DeLuca

\*If a breakfast or lunch session is scheduled for children and staff are assigned to work a shift they will be compensated at the negotiated rate. If breakfast and lunches are distributed through a (grab and go process) staff assigned to that responsibility will be compensated as a breakfast monitor.

H. **PERSONNEL ACTION (continued)**

17. **COACHING/ATHLETIC STIPEND POSITIONS - FALL - 2020/2021**

That the Board approve/ratify the following coach/athletics stipend appointments:

**Event Workers - 20/21 School Year**

*per Athletic Event Fee Schedule*

Stephane Moise, Frank Scarlata, Darnell Tyler

18. **COACHING/ATHLETIC STIPEND POSITIONS - WINTER - 2020/2021**

That the Board approve/ratify the following coach/athletics stipend appointments:

**HIGH SCHOOL**

**CATEGORY 1**

**STEP**

**Asst. Varsity Cheerleading Coach**

Erica Krumich

8

\$5,200.00

19. **POLICIES AND REGULATIONS - FIRST READING - ALERT 220**

The new Policies and revised Policies and Regulations as listed on the attachment are being presented to the full Board for a First Reading - **APPENDIX H-3.**

20. **APPOINTMENT OF SUBSTITUTES FOR THE 2020-2021 SCHOOL YEAR**

That the Board approve the following substitutes for the 2020-2021 school year:

**SUBSTITUTE CUSTODIANS**

Marc Carchi\*

Frank Morey

Omar Cortes-Morales

David Silva\*

Tyleek Jones\*

**SUBSTITUTE CORRIDOR AIDE**

Frank Morey

Hector Vasquez\*

**SUBSTITUTE INSTRUCTIONAL ASSISTANTS**

Ja'Kaia Goff\*

Frank Morey

Tyleek Jones\*

**SUBSTITUTE TEACHERS**

Ja'Kaia Goff\*

Cassandra Fauber\*

Joseph Luckenbill

**SUBSTITUTE NURSE**

Roxanna Santiago\*

21. **STUDENT TEACHER/INTERN PLACEMENT**

That the individuals listed be authorized to conduct their student teaching in the Long Branch Public Schools as indicated during the 2020 - 2021 school year. Long Branch Public School employees must complete their student teaching and/or internship outside of their contractual hours.

**William Patterson**

Amanda Siller

Ellyn Bissey

Gregory School

Middle School

**November 2020 - July 2021**

Beth McCarthy

Frank Riley

**Monmouth University**

Alyssa Tavernise

High School

**November 2020 - June 2021**

Danielle Tarallo

\*Pending fingerprints

H. **PERSONNEL ACTION (continued)**

22. **FAMILY/MEDICAL LEAVE OF ABSENCE**

That the Board approve/ratify the family/medical leaves of absence as listed on **APPENDIX H-4**.

23. **CHANGE IN TRAINING LEVEL - 2020 - 2021 SCHOOL YEAR**

That the Board approve/ratify a change in training level for the following individuals, effective November 1, 2020:

**MELISSA OSOFSKY**, School Nurse, from BA to BA+30 on the teacher's salary guide.

Motion was made by Rev. Bennett, seconded by Mrs. Perez and carried by roll call vote that the Board approve the following item (H24).

Ayes (8), Nays (0), Abstain (1) Mr. Zambrano, Absent (0)

24. **APPROVAL AND RATIFICATION OF SALARIES AND MEMORANDUM OF AGREEMENTS**

That the Board approve and ratify all salaries (listed in **APPENDIX H-5**) and the Memorandum of Agreement (listed in **APPENDIX H-5A**) as part of the agreements made with the Long Branch Principal and Directors Association (LBPDA) and the Long Branch Supervisors and Coordinator Association (LBSCA). Additionally, all Unaffiliated employees will receive salaries as listed in **APPENDIX H-5**. These agreements will be retroactive to July 1, 2020 and retroactive payments will be made as timely as possible.

Motion was made by Rev. Bennett, seconded by Ms. McCaskill and carried by roll call vote that the Board approve the following item (H25).

Ayes (8), Nays (0), Abstain (1) Mr. Zambrano, Absent (0)

25. **APPROVAL AND RATIFICATION OF MEMORANDUM OF AGREEMENT**

That the Board approve and ratify the Memorandum of Agreement and salary guides with the Long Branch School Employees Association (LBSEA). These agreements will be retroactive to July 1, 2020 and retroactive payments will be made as timely as possible.

Motion was made by Dr. Critelli, seconded by Rev. Bennett and carried by roll call vote that the Board approve the following items (H26 – H28).

Ayes (9), Nays (0), Absent (0)

26. **APPROVAL OF SCHOOL BUSINESS ADMINISTRATOR CONTRACT**

That the Board approve the following Resolution:

**RESOLUTION**

**WHEREAS**, the State of New Jersey requires that annually the School Business Administrator's Contract be reviewed by the County Office prior to approval by the local Board of Education and,

**WHEREAS**, said approval has been received by the Executive County Superintendent of Schools,

H. **PERSONNEL ACTION (continued)**

26. **APPROVAL OF SCHOOL BUSINESS ADMINISTRATOR CONTRACT (continued)**

**NOW THEREFORE BE IT RESOLVED**, that the Board of Education approve the contract of Peter E. Genovese, III, RSBO, QPA with a 3.25% for FY21.

---

Peter E. Genovese, III, RSBO, QPA  
School Business Administrator/Board Secretary

Ayes: 9  
Nays: 0  
Absent: 0  
Date: October 28, 2020

27. **APPROVAL OF ASSISTANT SUPERINTENDENT FOR PUPIL PERSONNEL SERVICES CONTRACT**

That the Board approve the following Resolution:

**RESOLUTION**

**WHEREAS**, the State of New Jersey requires that annually the Assistant Superintendent for Pupil Personnel Services' Contract be reviewed by the County Office prior to approval by the local Board of Education and,

**WHEREAS**, said approval has been received by the Executive County Superintendent of Schools,

**NOW THEREFORE BE IT RESOLVED**, that the Board of Education approve the contract of JanetLynn Dudick, Ph.D. with a 3.25% for FY21.

---

Peter E. Genovese, III, RSBO, QPA  
School Business Administrator/Board Secretary

Ayes: 9  
Nays: 0  
Absent: 0  
Date: October 28, 2020

28. **APPROVAL OF ASSISTANT SUPERINTENDENT OF SCHOOLS CONTRACT**

That the Board approve the following Resolution:

**RESOLUTION**

**WHEREAS**, the State of New Jersey requires that annually the Assistant Superintendent of Schools' Contract be reviewed by the County Office prior to approval by the local Board of Education and,

**WHEREAS**, said approval has been received by the Executive County Superintendent of Schools,

H. **PERSONNEL ACTION (continued)**

28. **APPROVAL OF ASSISTANT SUPERINTENDENT OF SCHOOLS CONTRACT (continued)**

**NOW THEREFORE BE IT RESOLVED**, that the Board of Education approve the contract of Alvin L. Freeman, Ed.D. with a 3.25% for FY21.

---

Peter E. Genovese, III, RSBO, QPA  
School Business Administrator/Board Secretary

Ayes: 9  
Nays: 0  
Absent: 0  
Date: October 28, 2020

Motion was made by Mrs. Perez, seconded by Dr. Critelli and carried by roll call vote that the Board approve the following item (H29).

Ayes (8), Nays (0), Abstain (1) Mr. Zambrano, Absent (0)

29. **APPROVAL OF CHANGE OF TITLE**

That the Board approve a change of title for **ALISA AQUINO** from Manager of Personnel to Director of Personnel.

Motion was made by Dr. Critelli, seconded by Ms. McCaskill and carried by roll call vote that the Board approve the following items (H30 – I8).

Ayes (7), Nays (0), Abstain (2) Mr. Grant and Mr. Zambrano, Absent (0)

30. **ATTENDANCE AT CONFERENCES / MEETINGS**

That the Board approve the attendance of the staff member at the conference indicated below:

**Alvin Freeman, Ed.D.** **\$199.00**  
Assistant Superintendent of Schools, to attend Virtual Equity by Design Institute: Connecting Across Difference & Distance, sponsored by Benjie Howard & Wade Antonio Colwell, to be held **November 17, 2020** - Virtual Workshop.  
Acct: #11-000-230-585-390-12-44.

I. **STUDENT ACTION**

1. **APPROVAL OF MONTHLY HIB REPORT P.L. 2010. C. 122 (A-3466)**

That the Board approve the monthly report as required by statute - **APPENDIX I-1.**

2. **PLACEMENT/TERMINATION OF STUDENT ON HOME INSTRUCTION - 2020 - 2021 SCHOOL YEAR**

That the Board approve/ratify the placement/termination of home instruction for the 2020 - 2021 school year for the student listed on **APPENDIX I-2.**

1. **STUDENT ACTION (continued)**

3. **PUPIL PERSONNEL SERVICES CONSULTANTS - 2020 - 2021**

That the Board approve the following Pupil Personnel Services Consultants for the 2020 - 2021 school year:

Karen Noble LDTC

Teacher of the Deaf & Hard of Hearing

Learning Evaluations \$750/per

Educational Consultations \$100/hr

Professional Development \$400/1/2 day

Attendance at meetings \$100/hr

Melissa Phillips

Speech & Language Pathologist

Teacher of the Deaf

Evaluations \$800/per

Attendance at meetings \$100/hr

ACES

Assessments, Counseling & Educational Support

Evaluations \$900/per

Life Insight

Dr. Brett Bersano, NCSP

\$800/per

Travel costs

\$200

4. **RECOMMENDATION FOR TERMINATION OF ATYPICAL OUT OF DISTRICT STUDENT FOR PLACEMENT AND TRANSPORTATION FOR THE 2019 - 2020 SCHOOL YEAR**

That the Board approve/ratify the termination of the following out of district student for placement and transportation for the 2019 - 2020 school year:

**COASTAL LEARNING CENTER**

**HOWELL, NEW JERSEY**

Tuition: \$59,580.00/Student

Transportation

Effective Date: 6-15-2020

ID# 1359843677, classified as Eligible for Special Education and Related Services

5. **RECOMMENDATION FOR ATYPICAL OUT OF DISTRICT STUDENTS FOR PLACEMENT AND TRANSPORTATION FOR THE 2020-2021 SCHOOL YEAR**

That the Board approve the following atypical out of district students for placement and transportation for the 2020-2021 school year;

**TINTON FALLS SCHOOL DISTRICT**

**TINTON FALLS, NEW JERSEY**

Tuition: \$111,793.00

Transportation

Effective Dates: 9/9/20-6/23/21

ID#: 120800010, classified as Eligible for Special Education and Related Services

1. **STUDENT ACTION (continued)**

5. **RECOMMENDATION FOR ATYPICAL OUT OF DISTRICT STUDENTS FOR PLACEMENT AND TRANSPORTATION FOR THE 2020-2021 SCHOOL YEAR (continued)**

**COASTAL LEARNING CENTER**  
**HOWELL, NEW JERSEY**

Tuition: \$57,895.20  
Transportation  
Effective Dates: 7/1/20-6/18/21

ID#: 12000988, student is a General Education student

**DEPT. OF FAMILY SERVICES (DCF)**  
**NEW JERSEY**

Tuition: \$39,872.00  
Transportation  
Effective Dates: 7/1/20 - 6/18/21

ID#: 80100312, classified as Eligible for Special Education and Related Services

6. **PLACEMENT OF TUITION-IN STUDENTS FOR THE 2020-2021 SCHOOL YEAR**

That the Board approve the following tuition-in student for the 2020-2021 school year.

**TINTON FALLS SCHOOL DISTRICT**

Student ID#: 20314362

Placement: Audrey W. Clark School

Tuition: \$40,983.55

Effective Date: 9/23/2020

7. **APPROVAL TO HOME SCHOOL STUDENT**

That the Board approve the following student, as per parental request, to be home schooled for the 2020 - 2021 school year:

State ID# 1284052026

8. **CORRECTIONS / REVISIONS TO MINUTES**

That the Board approve the following corrections/revisions to minutes:

September 23, 2020

**ANNUAL STIPEND POSITIONS - 2020 - 2021 SCHOOL YEAR**

Samantha Gallo should have been listed under the Preschool Night School Teacher (Before/After School Activities Advisor/Tutor) at \$24.21/hr.

Betsy Callaghan; Technology/Distance Learning Advisor at JMF; \$2,425.00. This should have read Janise Stout.

August 26, 2020

**STUDENT TEACHER/INTERN PLACEMENT**

Monmouth University; September, 2020 - April, 2021; Nicole Fox at the High School with Amy Apicelli - ELA. Due to a leave the student will be placed with Tara Okun - ELA.

8. **CORRECTIONS / REVISIONS TO MINUTES (continued)**

June 23, 2020

**RECOMMENDATION FOR ATYPICAL OUT OF DISTRICT STUDENTS FOR  
PLACEMENT AND TRANSPORTATION FOR EXTENDED SCHOOL YEAR - 2020**

Children's Center; ID#1002266; ID#269018998; Extraordinary Aid in the amount of \$28,800 per student was not included.

Children;s Center; ID#110650053; Extended Services in the amount of \$12,649.26 was not included.

**DISCUSSION**

The Board decided that they would cancel the November 11, 2020 Board meeting and change the November 10, 2020 meeting from 540 Broadway at 7:00 P.M. to the Historic High School at 6:00 P.M.

Mr. Zambrano asked for clarification with respect to the percentages of raises and the Memorandum of Agreement.

Mr. Genovese explained to the Board that the union had negotiated away their stipend for 6 members in exchange for the agreement as listed.

Mr. Zambrano left the meeting at 8:37 P.M.

Motion was made by Mrs. Perez, seconded by Dr. Critelli and carried by roll call vote that the Board approve the following item (9).

Ayes (8), Nays (0), Absent (1) Mr. Zambrano,

9. **RESOLUTION FOR CLOSED EXECUTIVE SESSION – 8:40 P.M.**

That the Board approve the following Resolution –

**RESOLUTION**

**WHEREAS**, the Open Public Meetings Act (Chapter 231, P.L. 1975) allows for the exclusion from discussion at the public portion of a meeting of certain matters which might endanger the public interest or risk the deprivation of individual rights, and

**WHEREAS**, the Long Branch Board of Education wishes to discuss **personnel matters** with the resulting action being made public when a proper conclusion has been reached and there is no longer a need for confidentiality;

**NOW, THEREFORE BE IT RESOLVED**, the Long Branch Board of Education will hold a closed Executive Session immediately in the Historic High School, 391 Westwood Avenue, Long Branch, New Jersey. It is anticipated that the closed session will not last longer than 30 minutes. Action may be taken in the public portion of the meeting upon recessing of this Executive Session back into the open public meeting.

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Peter E. Genovese III, RSBO, QPA  
School Business Administrator/Board Secretary

Ayes: 8  
Nays: 0  
Absent: 1 (Mr. Zambrano)  
Date: October 28, 2020



The Board returned to open session at 8:50 P.M.

**ROLL CALL**

Mr. Covin - President	Dr. Critelli	Ms. McCaskill
Mrs. Youngblood Brown – VP	Mr. Zambrano – absent	Mrs. Peters
Mr. Grant - ZOOM	Rev. Bennett.	Mrs. Perez

J. **OPPORTUNITY TO ADDRESS THE BOARD ON NON-AGENDA ITEMS**

No one addressed the Board.

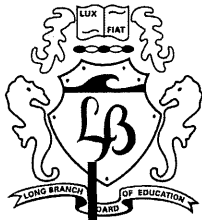
K. **ADJOURNMENT – 8:51 P.M.**

There being no further discussion, motion was made by Dr. Critelli, seconded by Mrs. Youngblood Brown and carried by roll call vote that the Board adjourn the meeting at 8:51 P.M.

Ayes (8), Nays (0), Absent (1) Mr. Zambrano

---

Peter E. Genovese III, RSBO, QPA  
School Business Administrator/Board Secretary



# MINUTES

## APPENDIX G-1

### ATHLETICS COMMITTEE MEETING

Tuesday, October 6, 2020 - 5:30 P.M.

540 Broadway, Long Branch, NJ 07740

#### **COMMITTEE MEMBERS:**

Lucille Perez - Chair

Caroline Bennett

Violeta Peters

Tasha Youngblood Brown

#### **ADMINISTRATORS:**

Michael Salvatore, Ph.D.

Alvin L. Freeman, Ed.D.

Jason M. Corley, CMAA

#### **1. COVID-19 Spectator Expectations**

- See Attachment

#### **2. (NEW SPORT PROTOCOLS)**

- See Attachment

#### **3. NCAA Eligibility Center COVID-19 FAQs**

Because of the impact of the COVID-19 on the educational environment, the NCAA Eligibility Center has partnered with the NCAA membership to make changes to the initial-eligibility certification process for students who will enroll full time into a school during the 2021-22 academic year.

**(FAQs can be found on the Athletic Department website)**

#### **4. Track Rehabilitation Project**

- Remove Existing Track Surface
- Patch and damaged Asphalt
- Install new surface
- Stripe and Line the track
- (Green Surface)\*\*\*\*

#### **5. Shore Conference Diversity Committee: (Chair Person)**

- September 17, 2020 - Met with a survey company to review samples of their surveys to determine its relevance to our organization.
- Currently working on amendment changes to the Shore Conference Constitution.
- Shore Conference Diversity and Inclusion Public Announcement to be read at the beginning of each Shore Conference event.
- The Shore Conference Diversity Committee will be working hand and hand with our compliance officer when dealing with issues pertaining to diversity and Inclusion.
- The Committee is working on proactive measures to educate our student athletes, coaches and administrations:
  - Making additions to the language on the Shore Conference of High School's Annual Affidavit Form
  - Hosting Educational forums
  - School Banners for Schools Fields and Gyms
  - Instituting a Compliance Solution document for Athletic Dept.

\*\*\*\*\*

#### **ATHLETICS COMMITTEE GOALS**

The committee members will actively participate in professional dialog pertaining to the budget development of the athletic department, as well as processes to determine athletic eligibility/ ineligibility for student-athletes.

The committee members will seek professional learning experiences pertaining to the following: NJSIAA and NCAA regulations for high school student athletes; educational code; NJ statute; federal guidelines; and policy revisions pertaining to athletics.

**BOARD OF EDUCATION  
COUNTY OF MONMOUTH  
STATE OF NEW JERSEY**

**RESOLUTION**

**WHEREAS**, the School Ethics Act, N.J.S.A. 18A:12-21 *et seq.* was enacted by the New Jersey State Legislature to ensure and preserve public confidence in school board members and school administrators, and to provide specific ethical standards to guide their conduct; and

**WHEREAS**, throughout the State, questions have arisen regarding how a Board should invoke the Doctrine of Necessity when a quorum of a Board of Education cannot be reached due to disqualifying conflicts of interest of Board Members on a matter required to be voted upon; and

**WHEREAS**, the School Ethics Commission ("Commission") provided guidance in Public Advisory Opinion A03-9 (April 1, 1998); and

**WHEREAS**, the opinion set forth that, when it is necessary for a Board to invoke the Doctrine of Necessity, the Board should state publicly that it is doing so, the reason that such action is necessary, and the specific nature of the conflicts of interest; and

**WHEREAS**, the Commission, by resolution dated February 25, 2003, further clarified this standard and required a Board of Education invoking the Doctrine of Necessity to adopt a resolution setting forth that they are invoking the Doctrine, the reason for doing so, and the specific nature of the conflicts of interest; and

**WHEREAS**, the Commission further directed Boards of Education that invoke the Doctrine to read the resolution at a regularly scheduled public meeting, post it where the Board posts regular public notices for a period of thirty (30) days after passage, and provide a copy of the executed resolution to the Commission; and

**WHEREAS**, the Board wishes to ratify the Memorandum of Agreement and establish salary adjustments for FY2021 through FY2023 for the following:

1. The Long Branch School Employees Association ("LBSEA")
2. The Long Branch Federation of Teachers ("LBFT")
3. The Long Branch Principals and Director Association ("LBPDPA")
4. The Long Branch Supervisors and Coordinators Association ("LBSCA"),
5. Non-Affiliated staff; and

**WHEREAS**, the Board Attorney has reviewed the State regulations and the advisory decisions of the Commission and determined that existing conflicts prohibit six (6) members of the Board from voting on this matter; and

**WHEREAS**, those Board member conflicts are as follows:

- **Michele Critelli, Ed.D.** - Dr. Critelli has an immediate family member and/or relative employed by the Board and, therefore, is prohibited from participating in all issues relating to contract negotiations.
- **Armand R. Zambrano Jr.** - Mr. Zambrano has an immediate family member and/or relative employed by the Board and, therefore, is prohibited from participating in all issues relating to contract negotiations.
- **Caroline Bennett** - Ms. Bennett has an immediate family member and/or relative employed by the Board and, therefore, is prohibited from participating in all issues relating to contract negotiations.
- **Lauren McCaskill** - Ms. McCaskill has an immediate family member and/or relative employed by the Board and, therefore, is prohibited from participating in all issues relating to contract negotiations.
- **Violeta Peters** - Mrs. Peters has an immediate family member and/or relative employed by the Board and, therefore, is prohibited from participating in all issues relating to contract negotiations.
- **Lucille Perez** - Mrs. Perez has an immediate family member and/or relative employed by the Board and, therefore, is prohibited from participating in all issues relating to contract negotiations.

**NOW, THEREFORE, BE IT RESOLVED**, by the Long Branch Board of Education, County of Monmouth, State of New Jersey, as follows:

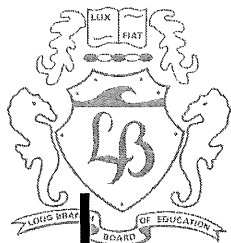
1. That the aforementioned members are prohibited from participating in contract negotiations because of the conflicts outlined above;
2. That the Board therefore invokes the Doctrine of Necessity in order to allow the full body of the Board to review, discuss and approve the Memorandum of Agreements and salary adjustments with the members as mentioned herein;
3. That this resolution shall be read at a regularly scheduled meeting of the Board and be posted on the Board's website; and
4. That a copy of this resolution shall be forwarded to the School Ethics Commission.

**NOW, THEREFORE, BE IT FURTHER RESOLVED**, that the action taken pursuant to this invocation shall be deemed valid notwithstanding the aforementioned conflicts, and the waiver of said conflicts shall not extend beyond the scope addressed within this Resolution.

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Peter E. Genovese III, RSBO, QPA  
School Business Administrator/Board Secretary

Ayes: 9  
Nays: 0  
Absent: 0  
Date: October 28, 2020



# MINUTES

APPENDIX H-1

## LONG BRANCH PUBLIC SCHOOLS

Long Branch, New Jersey

### GOVERNANCE COMMITTEE MEETING MINUTES

October 7, 2020 at 6:15 p.m.

#### COMMITTEE MEMBERS PRESENT

Michele Critelli, Ed.D. - Chair

Lucille Perez

Donald C. Covin

#### ADMINISTRATORS PRESENT

Michael Salvatore, Ph.D.

Alvin L. Freeman, Ed.D.

Alisa Aquino

#### COMMITTEE MEMBER NOT PRESENT

Avery W. Grant

The Committee and Administrators reviewed and discussed the Policies and Regulations as listed. They will be presented to the full Board at its next scheduled meeting on October 28, 2020.

P 2270	Religion in Schools (Revised)
P 2431.3	Heat Participation Policy for Student-Athlete Safety (M) (Revised)
P 2622	Student Assessment (M) (Revised)
P & R 5111	Eligibility of Resident/Nonresident Students (M) (Revised)
P & R 5200	Attendance (M) (Revised)
P & R 5320	Immunization (Revised)
P & R 5330.04	Administering an Opioid Antidote (M) (Revised)
P 5610	Suspension (M) (Revised)
R 5610	Suspension Procedures (M) (Revised)
P 5620	Expulsion (M) (Revised)
P & R 8320	Personnel Records (M) (Revised)

## **P 2270 – Religion in Schools (Revised)**

The United States Department of Education updated its Guidance on Constitutionally Protected Prayer and Religious Expression in Public Elementary and Secondary Schools (Guidance) on January 16, 2020. The January 2020 Guidance updated the February 7, 2003 Guidance and includes two additional sections: Applying the Governing Constitutional Principles in Particular Contexts Related to Religious Expression (Religious Literature, Teaching about Religion, Student Dress Code, and Religious Excusals) and The Equal Access Act (General Provisions, Prayer Services and Worship Exercises, Means of Publicizing Meeting, and Lunch-time and Recess). In addition, the last three paragraphs of Policy Guide 2270 have been removed because these principles are included in the January 16, 2020 Guidance in greater detail. The 2020 Guidance is more comprehensive than the 2003 Guidance, but there are no material revisions in the 2020 Guidance from the 2003 Guidance. Policy Guide 2270 - Religion in Schools has been updated to align with the 2020 Guidance. The Guidance is eleven pages and is incorporated into this Policy Guide by reference. It is recommended school administrators review the 2020 Guidance, which can be downloaded from the United States Department of Education website at: [www2.ed.gov/policy/gen/guid/religionandschools/prayer\\_guidance.html](http://www2.ed.gov/policy/gen/guid/religionandschools/prayer_guidance.html). A school district is not required by law to adopt a Policy regarding religion in schools, but schools are required to follow the provisions in the January 2020 Guidance.

Policy Guide 2270 is **RECOMMENDED**

## **P 2431.3 – Heat Participation Policy for Student-Athlete Safety (M) (Revised)**

P.L. 2019, Chapter 293 was recently passed and codified as N.J.S.A. 18A:11-3.10. The new statute requires school districts to adopt and implement the New Jersey State Interscholastic Athletic Association (NJSIAA) Heat Participation Policy for student-athletes. A new Policy Guide has been developed to replace the existing Policy Guide 2431.3 as the existing Policy Guide made compliance with the NJSIAA policy optional while the new statute and updated Policy Guide mandates compliance with NJSIAA's Heat Participation Policy. The NJSIAA's Heat Participation Policy requires it to be utilized in conjunction with the NJSIAA's Pre-Season Heat Acclimatization Policy. NJSIAA's Heat Participation Policy and Pre-Season Heat Acclimatization Policy are incorporated into this Policy Guide by reference as they are lengthy documents that will likely be revised on an ongoing basis by the NJSIAA. The Policy Guide requires compliance with NJSIAA's "current" Heat Participation Policy and Pre-Season Heat Acclimatization Policy so if and when NJSIAA revises these Policies, this Board Policy 2431.3 will not require revisions and re-adoption. NJSIAA's Heat Participation Policy indicates the provisions of the Policy shall be carried out by the Athletic Trainer, certified designee, or individual appointed by the administrator designated by the Superintendent to supervise athletics, which may be a coach or individual responsible for making decisions concerning the implementation of modifications or cancellations of practices and games. The new statute requires the use of a WetBulb Globe Temperature (WBGT) tool that measures heat stress on humans exposed to high temperatures. Although not required in the new statute, the updated Policy Guide requires each coach be provided a copy of Policy 2431.3 and NJSIAA's current Heat Participation Policy and Pre-Season Heat Acclimatization Policy by the Principal or designee. This updated Policy Guide is required to be reviewed by the school physician. The statute is mandated for all school districts with student-athletes in grades nine through twelve and provides an option for districts to expand such provisions to student-athletes in other grade levels. Compliance with this new law, Policy Guide 2431.3, and NJSIAA's Policies will require training and time. The new statute is effective for the 2020-2021 school year. This revised Policy Guide 2431.3 is now mandated for all school districts with student-athletes in grades nine through twelve and should replace a district's current Policy 2431.3.

Policy Guide 2431.3 is **MANDATED**

## **P 2622 – Student Assessment (M) (Revised)**

Effective June 4, 2018, there was an administrative code revision impacting Policy Guide 2622. The code revision was a change to N.J.A.C. 6A:8-4.3(c)1.i. and amended the code section from “Continued administration of mathematics and English language arts in grades three, four, and five, and of science in grade four” to “Continued administration of mathematics and English language arts in grades three, four, and five, and of science in grade five.” The revision impacts the school district’s requirement to administer an elementary school level Statewide assessment for science through grade five, when previously it was only required through grade four. There are some other “minor” revisions made to the Policy Guide to provide better clarity for school districts regarding the code requirements. In addition, “PARCC” has been removed from the Policy Guide in referencing the specific “end-of-course” assessments in two locations in the Policy Guide. Policy Guide 2622 is mandated

Policy Guide 2622 is **MANDATED**

## **P 5111 – Eligibility of Resident/Nonresident Students (M) (Revised)**

## **R 5111 – Eligibility of Resident/Nonresident Students (M) (Revised)**

P.L. 2019, Chapter 310, codified at N.J.S.A. 18A:38-1.3, revised the existing statute which now indicates a school district may not condition student enrollment on the fact the New Jersey Motor Vehicle Commission (NJMVC) does not have the name or address of the parent on file. Strauss Esmay has revised Policy and Regulation Guides 5111 to incorporate this new statute. The revision is included in Policy Guide 5111, where N.J.S.A. 18A:38-1.3 was already addressed and in Regulation Guide 5111, Section F.6. School districts should be aware if there is a dispute between the district and the parents in regard to a student’s eligibility for enrollment the district may still request information from the NJMVC to verify eligibility. However, if the NJMVC does not have any information on the parent, the lack of information cannot be used to determine if a student is ineligible for enrollment.

In addition, Strauss Esmay has received requests for guidance regarding admission for students entering the country utilizing a J-1 Visa. The school enrollment eligibility requirements for J-1 Visas are governed by Federal statutes and regulations administered by the U.S. Department of State and/or the U.S. Department of Homeland Security - U.S. Citizenship and Immigration Services. Strauss Esmay researched the Federal regulation, 8 CFR 214.2(j)(1)(i), on this subject and the written guidance published by the U.S. Department of State – Bureau of Consular Affairs. A school district may, but is not required, to permit admittance of a J-1 Visa student in accordance with Federal regulation - 8 CFR 214.3. However, if a school district does accept a J-1 Visa student, the district can not require the J-1 Visa student to pay tuition.

A new provision has been added for both the F-1 and J-1 Visa student provision indicating continued attendance in the school district is conditioned upon a satisfactory attendance and disciplinary record. School districts should ensure any registration forms and practices are consistent with the provisions of this Policy and Regulation Guide. Policy Guide 5111 is mandated and due to the extent of information included in Regulation Guide 5111, it is also mandated. The revised Regulation Guide is also required to be adopted by the Board.

Policy Guide 5111 is **MANDATED**

Regulation Guide 5111 is **MANDATED**



**P 5200 – Attendance (M) (Revised)**

**R 5200 – Attendance (M) (Revised)**

Policy and Regulation Guides 5200 address the statutory and administrative code requirements of student attendance. These Guides have been revised to provide some clarity on an issue that, on occasion, causes some confusion.

In summary, there are two sets of rules for student attendance:

1. The first set of rules address how student attendance must be recorded in the school register that is used for State and Federal reporting purposes. For the purpose of the school register, a student is recorded as either present or absent, or excused for only a few very limited reasons, which are explained in the school register. Religious holidays, rules issued by the New Jersey Commissioner of Education, and college visits are a few examples of excused absences for school register purposes. Other than those enumerated absences, there is no distinction between excused and unexcused absences in the school register for State and Federal reporting purposes.
2. The second set of rules are outlined in N.J.A.C. 6A:16-7.6 – Attendance. N.J.A.C. 6A:16-7.6 permits a local school district to define excused and unexcused absences for purposes of truancy, student conduct, promotion, retention, and award of course credit. School districts can take any and all action authorized by their policies and procedures when categorizing these absences. School districts excuse many more absences under N.J.A.C. 6A:16-7.6 (See Regulation 5200 – Section C.3.) than the school register permits because N.J.A.C. 6A:16-7.6(a)4 requires “school staff responses” for four cumulative unexcused absences; for between five and nine cumulative unexcused absences; and for cumulative unexcused absences of ten or more. Implementing these “school staff responses” outlined in N.J.A.C. 6A:16-7.6(a)4 would be very consuming of administrative time if “school staff responses” were tied to the requirements for the school register regarding State and Federal reporting purposes.

Policy and Regulation Guides 5200 have been revised to provide a more detailed explanation of the distinction between attendance recording in the school register and attendance recording pursuant to N.J.A.C. 6A:16-7.6. Section B. of the Regulation Guide has been revised to include the provisions of N.J.A.C. 6A:32-8.1 – School Register – (b) through (f). These new provisions in the Regulation Guide will avoid the need to revise this Guide every time rules for the school register change. In addition, the Policy Guide has been revised to include the provisions of N.J.S.A. 18A:36-25.6 that require a parent or adult student to notify the school office prior to the student’s absence and if the student is determined to be absent from school without valid excuse, and if the reason for the student’s absence is unknown to the school, the Principal or designee shall immediately attempt to contact the student’s parent to notify the parent of the absence and determine the reason for the absence. Consistent with N.J.A.C. 18A:36-25.6, Regulation Guide 5200 has been revised indicating the parent *shall* be required to notify the school when the student will not be at school. This requirement will limit the need for the Principal or designee to follow-up with parents who have not notified the school of the child’s absence.

Policy Guide 5200 is **MANDATED**  
Regulation Guide 5200 is **MANDATED**

**P 5320 – Immunization (Revised)**

**R 5320 – Immunization (Revised)**

Policy and Regulation Guides 5320 have been revised to provide additional guidance and to more closely align with the structure of the controlling administrative code sections of N.J.A.C. 8:57-4. The revisions in the Policy Guide are minor while most of the revisions are in the Regulation Guide. Although an immunization Policy and Regulation is not mandated by statute or administrative code, adopting Policy and Regulation Guides 5200 is highly recommended to provide guidance to school staff members and parents of school-aged children.

Policy Guide 5320 is **RECOMMENDED**

Regulation Guide 5320 is **RECOMMENDED**

**P 5330.04 – Administering an Opioid Antidote (M) (Revised)**

**R 5330.04 – Administering an Opioid Antidote (M) (Revised)**

N.J.S.A. 18A:40-12.23 through 12.28 requires schools with grades nine through twelve to obtain an opioid antidote under a standing order. The statutes require an opioid antidote to be accessible in the school building during regular school hours and during school-sponsored functions that take place in the school or on school grounds adjacent to the school building at any time. However, the Board may, in its discretion, make an opioid antidote accessible during school-sponsored functions that take place off school grounds and to any grades outside nine through twelve.

The new statutes were effective December 1, 2018 and at the time Strauss Esmay developed Policy and Regulation Guides 5330.04 that aligned with the language in the statutes. Subsequently, the NJDOE published *Guidelines for Opioid Antidote Administration within Schools* (Guidance) that included some recommended options and details that are not included in the statutes. Policy and Regulation Guides 5330.04 have been revised to provide the options and additional details as provided in the Guidance. The revised Policy and Regulation Guides provide greater detail regarding the physician's standing orders, the training requirements for those employees designated to administer the opioid antidote, the replacement of the opioid antidote upon expiration, the administration of the antidote, and the limitation of liability attached with administering the antidote. The revised Policy and Regulation Guides should replace a district's existing Policy and Regulation 5330.04.

Policy and Regulation Guides 5330.04 are mandated and both must be adopted by the Board.

Policy Guide 5330.04 is **MANDATED**

Regulation Guide 5330.04 is **MANDATED**

**P 5610 – Suspension (M) (Revised)**

**R 5610 – Suspension Procedures (M) (Revised)**

P.L. 2019, Chapter 479 was recently signed into law and codified as N.J.S.A. 18A:37-2c. The new statute requires the Principal to convene a meeting between a student and appropriate school personnel after a student has experienced multiple suspensions or may be subject to a proposed expulsion from public school to identify any of the student's behavior or health difficulties, as soon as practicable. The new statute also allows the Principal to hold this meeting if it is the first time a student is suspended, if the Principal deems such a meeting appropriate. The purpose of the meeting is to ascertain whether the student needs supportive interventions or referrals utilizing

school or community resources to address identified behaviors or health difficulties. Policy and Regulation Guides 5610 have been revised to reflect the requirements mandated by this new statute.

When immediate removal of a student is due to a violation of the "Zero Tolerance for Guns Act", an assault upon a school employee or Board member with and without a weapon, the meeting required by the new law shall take place after the student is removed from the school's regular education program.

Policy and Regulation Guides 5610 are mandated and both must be adopted by the Board.

Policy Guide 5610 is **MANDATED**  
Regulation Guide 5610 is **MANDATED**

#### **P 5620 - Expulsion (M) (Revised)**

P.L. 2019, Chapter 479 was recently signed into law and codified at N.J.S.A. 18A:37-2c. The new statute requires the Principal to convene a meeting between a student and appropriate school personnel after a student has experienced multiple suspensions or may be subject to a proposed expulsion from public school to identify any of the student's behavior or health difficulties, as soon as practicable. The new statute also allows the Principal to hold this meeting if it is the first time a student is suspended, if the Principal deems such a meeting appropriate. The purpose of the meeting is to ascertain whether the student needs supportive interventions or referrals utilizing school or community resources to address identified behaviors or health difficulties.

When immediate removal of a student is due to a violation of the "Zero Tolerance for Guns Act", an assault upon a school employee or Board member with or without a weapon, the meeting required by the new law shall take place after the student is removed from the school's regular education program.

Policy Guide 5620 has been revised to reflect the requirements mandated by the new law if the student may be subject to expulsion. Policy Guide 5620 is mandated.

Policy Guide 5620 is **MANDATED**

#### **P 8320 – Personnel Records (M) (Revised)**

#### **R 8320 – Personnel Records (M) (Revised)**

Policy and Regulation Guides 8320 have been revised to provide additional guidance regarding public access to personnel file information. N.J.A.C. 6A:32-4.3 requires a Board of Education to make certain employee records and information available for public access pursuant to N.J.S.A. 47:1A-10, the Open Public Records Act (OPRA), but in accordance with N.J.S.A. 18A:6-120.(d) and 121.(d). A new section G. has been added to the Regulation Guide that outlines the records that are available for public access. Policy and Regulation Guides 8320 are now mandated as the information regarding public access to personnel files is a legal requirement.

Policy and Regulation Guides 5610 are mandated and both must be adopted by the Board.

Policy Guide 8320 is **MANDATED**  
Regulation Guide 8320 is **MANDATED**

RESOLUTION

**BOARD OF EDUCATION OF THE CITY OF LONG BRANCH**  
**IN THE COUNTY OF MONMOUTH**

**BE IT RESOLVED**, that the Board of Education of the City of Long Branch, in the County of Monmouth ("Board of Education"), based on the recommendation of the Superintendent of Schools, suspended with pay **FRANK KAVANAGH**, a general field technician, effective September 29, 2020, pending the outcome of an investigation.

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Peter E. Genovese III, RSBO, QPA  
School Business Administrator/Board Secretary

Ayes: 9  
Nays: 0  
Absent: 0  
Date: October 28, 2020

## APPENDIX H-3

### **NEW POLICIES AND REVISED POLICIES AND REGULATIONS - FIRST READING - ALERT 220**

P 2270	Religion in Schools (Revised)
P 2431.3	Heat Participation Policy for Student-Athlete Safety (M) (Revised)
P 2622	Student Assessment (M) (Revised)
P & R 5111	Eligibility of Resident/Nonresident Students (M) (Revised)
P & R 5200	Attendance (M) (Revised)
P & R 5320	Immunization (Revised)
P & R 5330.04	Administering an Opioid Antidote (M) (Revised)
P 5610	Suspension (M) (Revised)
R 5610	Suspension Procedures (M) (Revised)
P 5620	Expulsion (M) (Revised)
P & R 8320	Personnel Records (M) (Revised)

**INTENTION TO RETURN FROM FAMILY/MEDICAL LEAVE OF ABSENCE**

**RONNIE BENNETT**, District In School Suspension teacher, effective October 5, 2020.

**LYNNE CASALE**, Joseph M. Ferraina Early Childhood Learning Center instructional assistant, effective November 9, 2020.

**BRUCE CLAY**, High School corridor aide, effective October 19, 2020.

**TANAI JOHNSON**, Lenna W. Conrow School instructional assistant, effective October 1, 2020.

**JENNIFER MARTINS**, High School instructional assistant, effective September 24, 2020.

**EBONE LAWRENCE-SMITH**, Gregory School teacher, effective November 11, 2020.

**ROCCO ZAFFIRO**, Morris Avenue School custodian, effective November 9, 2020.

**FAMILY/MEDICAL LEAVE OF ABSENCE USING SICK DAYS**

**MAUREEN ALEXANDER**, Middle School teacher, from October 26, 2020 to December 1, 2020.

**RICHARD BUNCE**, Transportation bus driver, from October 12, 2020 to October 23, 2020.

**VIRGINIA FELDMAN**, Gregory School instructional assistant, from September 1, 2020 to December 31, 2020.

**MEGHANN CAVANAGH**, George L. Catrambone School teacher, from September 1, 2020 to November 16, 2020.

**MARY BETH CORSENTINO**, Little Waves non-instructional assistant, from September 1, 2020 to October 30, 2020.

**THOMAS CORSENTINO**, Transportation bus aide, from September 1, 2020 to December 2, 2020.

**MARGARITA DELGADO**, Middle School custodian, from September 7, 2020 to September 30, 2020.

**MARGARET DOS SANTOS**, Middle School teacher, from October 19, 2020 to November 16, 2020.

**ROSEMARY DOUGHERTY**, Pupil Personnel Services learning disabilities teacher consultant, from October 26, 2020 to December 4, 2020.

**STEFANIE LIPPI**, A.A. Anastasia School secretary, from January 8, 2021 to February 16, 2021.

**JENNIFER MARTINS**, High School instructional assistant, from September 10, 2020 to September 23, 2020.

**DAWNN MONTIJO**, Gregory School instructional assistant, from October 26, 2020 to November 17, 2020.

**TERESA MORRISSEY**, Joseph M. Ferraina Early Childhood Learning Center, teacher from October 15, 2020 to December 11, 2020.

**DANA NOON**, Middle School teacher, from October 19, 2020 to November 12, 2020.

**RAFFAELLA PAGANO**, Lenna W. Conrow School instructional assistant, from November 11, 2020 to February 1, 2021.

**MICHAEL PADOVANI**, High School teacher, from October 26, 2020 to November 10, 2020.

**ALLISON PEDUTO**, George L. Catrambone School teacher, from December 21, 2020 to April 7, 2021.

**PATRICE PEREZ**, Joseph M. Ferraina Early Childhood Learning Center teacher, from October 26, 2020 to February 3, 2021.

**SAMANTHA COVERT-PINCA**, High School teacher, from October 26, 2020 to November 25, 2020.

**FAMILY/MEDICAL LEAVE OF ABSENCE USING SICK DAYS (Continued)**

**SHERRY REED**, Joseph M. Ferraina Early Childhood Learning Center, instructional assistant from November 11, 2020 to December 22, 2020.

**DANIELLE TARALLO**, Pupil Personnel Services, learning disabilities teacher consultant, from December 18, 2020 to April 7, 2021.

**DIANE TORDELLA**, Joseph M. Ferraina Early Childhood Learning Center, teacher, from October 15, 2020 to December 22, 2020.

**FAMILY/MEDICAL LEAVE OF ABSENCE USING URGENT BUSINESS DAYS**

**MAUREEN ALEXANDER**, Middle School teacher, from December 2, 2020 to December 4, 2020.

**MARY BETH CORSENTINO**, Little Waves non-instructional assistant, from November 2, 2020 to November 4, 2020.

**THOMAS CORSENTINO**, Transportation bus aide, from December 3, 2020 to December 7, 2020.

**MARGARITA DELGADO**, Middle School custodian, from October 1, 2020 to October 5, 2020.

**MARGARET DOS SANTOS**, Middle School teacher, from November 17, 2020 to November 19, 2020.

**STEFANIE LIPPI**, A.A. Anastasia School secretary, from February 17, 2021 to February 19, 2021.

**DAWNN MONTIJO**, Gregory School instructional assistant, for November 18, 2020 and November 19, 2020.

**TERESA MORRISSEY**, Joseph M. Ferraina Early Childhood Learning Center, teacher for December 14, 2020 and December 15, 2020.

**DANA NOON**, Middle School teacher, from November 13, 2020 to November 17, 2020.

**MICHAEL PADOVANI**, High School teacher, from November 11, 2020 to November 13, 2020.

**RAFFAELLA PAGANO**, Lenna W. Conrow School instructional assistant, from February 2, 2021 to February 4, 2020.

**SAMANTHA COVERT-PINCA**, High School teacher, from November 30, 2020 to November 2, 2020.

**FAMILY/MEDICAL LEAVE OF ABSENCE USING EXCHANGE DAYS**

**MARGARITA DELGADO**, Middle School custodian, from October 12, 2020 to October 15, 2020.

**STEFANIE LIPPI**, A.A. Anastasia School secretary, from February 22, 2021 to February 26, 2021.

**FAMILY/MEDICAL LEAVE OF ABSENCE USING VACATION DAYS**

**MARGARITA DELGADO**, Middle School custodian, from October 6, 2020 to October 9, 2020.

**STEFANIE LIPPI**, A.A. Anastasia School secretary, from March 1, 2021 to March 12, 2021.

**FAMILY/MEDICAL LEAVE OF ABSENCE USING LESS SUB PAY DAYS**

**MAUREEN ALEXANDER**, Middle School teacher, from December 7, 2020 to December 18, 2020.

**MARY BETH CORSENTINO**, Little Waves non-instructional assistant, from November 9, 2020 to November 20, 2020.

**THOMAS CORSENTINO**, Transportation bus aide, from December 8, 2020 to December 21, 2020.

**MARGARITA DELGADO**, Middle School custodian, from October 16, 2020 to October 28, 2020.

**FAMILY/MEDICAL LEAVE OF ABSENCE USING LESS SUB PAY DAYS (Continued)**

**DAWNN MONTIJO**, Gregory School instructional assistant, from November 20, 2020 to December 4, 2020.

**TERESA MORRISSEY**, Joseph M. Ferraina Early Childhood Learning Center, teacher from December 16, 2020 to December 22, 2020.

**DANA NOON**, Middle School teacher, for November 18, 2020 and November 19, 2020.

**MICHAEL PADOVANI**, High School teacher, from November 16, 2020 to December 1, 2020.

**RAFFAELLA PAGANO**, Lenna W. Conrow School instructional assistant, from February 5, 2020 to February 22, 2020.

**SAMANTHA COVERT-PINCA**, High School teacher, from November 3, 2020 to November 16, 2020.

**FAMILY/MEDICAL/PERSONAL LEAVE OF ABSENCE USING UNPAID DAYS**

**MAUREEN ALEXANDER**, Middle School teacher, for December 21, 2020 and December 22, 2020.

**MARY BETH CORSENTINO**, Little Waves non-instructional assistant, from November 23, 2020 to December 18, 2020.

**THOMAS CORSENTINO**, Transportation bus aide, from December 22, 2020 to December 31, 2020.

**MARGARITA DELGADO**, Middle School custodian, from October 29, 2020 to March 1, 2021.

**MARGARET DOS SANTOS**, Middle School teacher, from November 20, 2020 to April 13, 2021.

**STEFANIE LIPPI**, A.A. Anastasia School secretary, from March 15, 2021 to June 30, 2021.

**DAWNN MONTIJO**, Gregory School instructional assistant, from December 7, 2020 to January 15, 2021.

**DANIELLE TARALLO**, Pupil Personnel Services, learning disabilities teacher consultant, from April 8, 2021 to June 18, 2021.

**RAFFAELLA PAGANO**, Lenna W. Conrow School instructional assistant, from February 23, 2020 to February 26, 2021.

**MICHAEL PADOVANI**, High School teacher, from December 2, 2020 to January 5, 2021.

**ALLISON PEDUTO**, George L. Catrambone school teacher, from April 8, 2021 to April 13, 2021.

**SAMANTHA COVERT-PINCA**, High School teacher, from November 17, 2020 to December 22, 2020.

**ALISSA POPO**, Lenna W. Conrow School instructional assistant, from September 1, 2020 to December 11, 2020.

**REQUEST TO EXTEND FAMILY/MEDICAL LEAVE OF ABSENCE USING UNPAID DAYS**

**AMANDA ROA-ROSALES**, High School teacher, from October 1, 2020 to December 11, 2020.

**LAURA WIDDIS**, Gregory School vice principal, from December 23, 2020 to January 18, 2021.

**GINA ZINSKI**, A.A. Anastasia School teacher, from January 29, 2021 to April 13, 2021.

**LEAVE OF ABSENCE UNDER FAMILIES FIRST CORONAVIRUS ACT (FFCRA)**

**AMY APICELLI**, High School teacher, from October 23, 2020 to December 22, 2020.

**LYNNE CASALE**, Joseph M. Ferraina Early Childhood Learning Center instructional assistant, from October 20, 2020 to November 6, 2020.

**TIFFANY RAWLS-DILL**, Pupil Personnel Services secretary, from November 17, 2020 to December 31, 2020.



**LEAVE OF ABSENCE UNDER FAMILIES FIRST CORONAVIRUS ACT (FFCRA) (continued)**

**ERICA SOTO**, George L. Catrambone School teacher, from October 26, 2020 to December 22, 2020.

**INTERMITTENT LEAVE OF ABSENCE UNDER FAMILIES FIRST CORONAVIRUS ACT (FFCRA)**

**DIANA PANORA**, George L. Catrambone School teacher, from October 27, 2020 to December 22, 2020.

**ALLYSSA LOMPADO**, High School teacher, from October 28, 2020 to December 22, 2020.

# APPENDIX H-5

LAST NAME	FIRST NAME	POSITION	SALARY
BURTT	BRIDGETTE	Cord Fund Grants/Pro	\$117,668
CORLEY	JASON	Athletic Supervisor	\$113,367
DISNEY	KARISSA	Bilingual Ed Supv	\$95,000
ESPOSITO	NICOLE	Supervisor/Humanitie	\$96,582
FERRARA	KRISTEN	SUPERVISOR ELA 6-12	\$117,668
FORNICOLA	MARISSA	Supervisor Spec Proj	\$110,720
GUDZAK	CHANTAL	SUPERVISOR ELA K-5	\$96,582
HARDING	MELANIE	Supervisor/Math K-5	\$96,582
MORGAN	APRIL	Supervisor/Math 6-12	\$117,668
PULEIO	TARA	Student Svcs Supv.	\$108,020
STEFFICH	JENNIFER	Spec. Education Supv	\$96,582
VALDIVIEZO	JENA	Supervisor/Sci6-12	\$96,582
ALONZO	JESSICA	ES Principal	\$98,325
ALSTON-MORGAN	LINDA	ES Principal	\$106,709
BROWN	JAMES	Academy Admin/Princ.	\$118,012
DANIELS	JOY	Vice Principal	\$100,267
GIAMMANCO	VANESSA	HS Principal	\$101,373
HYDE	KIM	MS Principal	\$112,109
JOHNSON	MATTHEW	Academy Admin/Princ.	\$127,189
LAMBERSON	ERIN	Academy Admin/Princ.	\$98,325
MASTROIANNI	NEIL	Ed. Tech. Teaching Spec.	\$94,787
MCCARTHY	BETH	ES Principal	\$118,012
MERCKX	MICHELLE	Vice Principal	\$100,267
MUSCILLO JR.	VINCENT	HS Principal	\$118,012
POTTER-BROWN	BONITA	ES Principal	\$127,189
RILEY	FRANK	Academy Admin/Princ.	\$118,012
RODRIGUEZ	FRANCISCO	ES Principal	\$135,662
VILLANO	KRISTINE	Academy Admin/Princ.	\$107,757
VOLPE	CHRISTOPHER	Academy Admin/Princ.	\$118,012
WICKES	AISHA	Vice Principal	\$95,000
WIDDIS	LAURA	Vice Principal	\$103,198
AQUINO	ALISA	Personnel Manager	\$99,015
BOOTH	DAVID	Assistant Network Technician	\$55,912
BRECHMAN	DONNA	Confidential Secretary	\$49,986
BURGESS	JAN	Jr. R.O.T.C. Instructor	\$105,791
BURNS	CATHERINE	Payroll/Revenue Assistant	\$86,416
CAROLL	ANGELINE	Little Waves Manager	\$77,964
CELLI	KATHLEEN	SBYS Program Manager	\$124,951
CHAVEZ	DEAN	HVAC Mechanic	\$100,652
CRESPO	MILAGROS	Confidential Secretary	\$52,151
CROSBY	KIMBERLY	Confidential Secretary	\$70,065
DAVIS	KASHONA	Confidential Secretary	\$49,986
DE ASSIS	DIOGO	Confidential Secretary	\$51,771
DE ASSIS	DIEGO	Social Enviro. Sustainability Off	\$71,511
DEGNAN	ANN	Asst School Bus. Admin/Facilities	\$140,297
DRINGUS	CHRISTOPHER	Technology Director	\$95,673
ESHLEMAN	JUAN	Operations and Inventory Tech.	\$66,011
FABIANO	CARMELINA	Confidential Secretary	\$79,138

FLANNIGAN	LAUREN	Transportation Manager	\$72,562
FREEMAN	ROBERTA	Chief Academic Officer	\$136,313
FRIEDMAN	JONATHAN	Information Systems Operator	\$88,693
GLANZBERG	TAMMY	Schedule Data Manager	\$85,084
GRAHAM	LOUISE	Confidential Secretary	\$50,023
KING	KIMBERLY	Century 21 Secretary	\$42,860
LISANTI	NEVA	Confidential Secretary	\$63,158
MARTIN	JANICE	Confidential Secretary	\$84,348
MUNSON	RINA	Fiscal Analyst	\$66,993
MURPHY	CYNTHIA	Confidential Secretary	\$61,777
O'NEILL	WALTER	Security Manager	\$80,892
PALMER	JOYCE	Confidential Secretary	\$65,043
PFEISTER	CHARLES	Computer Network Manager	\$100,638
PORTER	AILEEN	Confidential Secretary	\$49,860
SMALL	KIM	Athletic Trainer	\$76,793
SOUTHWOOD-SMITH	DARYL	Head of Technical Services	\$79,007
TORRES	ANGELA	HS Principal	\$109,913
VALENTI	NANCY	Asst Business Admin.	\$183,474
VASQUEZ	YVELISE	Confidential Secretary	\$51,687
VECCHIONE	GARY	HS/MS Assistant Facilities Mgr.	\$81,872
WIDDIS	CHARLES	Confidential Secretary	\$52,514
ZAMBRANO	SUSAN	Confidential Secretary	\$53,558

MEMORANDUM OF AGREEMENT  
BETWEEN  
THE LONG BRANCH BOARD OF EDUCATION  
AND  
THE LONG BRANCH PRINCIPALS AND DIRECTORS ASSOCIATION  
2020-2023

1. The Long Branch Board of Education and the Long Branch Principals and Directors Association bargaining teams agree to recommend the following to their respective sides for ratification.
2. The following is subject to ratification by both parties.
3. All provisions of the 2020-2023 Collective Bargaining Agreement that are not modified herein will be included in the Successor Agreement.
4. All bargaining proposals that are not included herein are withdrawn.

Article II 1(2) TERMS OF EMPLOYMENT – School Year Work Hours

Changed: Dismissal: 1 hour after students leave, *Friday 30 mins after student leave*

Article II 3 TERMS OF EMPLOYMENT

Changed: Summer hours will start first work day after the last day of the regular school year.

Article III R GRIEVANCE PROCEDURES

A grievance can end at any level and move forward to the next level of the grievance. A grievant may file a claim with the office of Civil Rights by mail: U.S. Dept. of Education, 32 Old Slip, 26<sup>th</sup> Floor, New York, NJ 10005-2500; telephone: 1-646-428-3800; FAX: 1-646-428-3843; or email: [OCR.NewYork@ed.gov](mailto:OCR.NewYork@ed.gov)

Article IV 1 ANNUAL SICK LEAVE

Added to last sentence: starting with the first day of a full month if working

Article IV ANNUAL SICK LEAVE

NEW: Time needed for diagnosis, care, or treatment of, or recovery from, an employee's mental or physical illness, injury or other adverse health condition, or for preventive medical care for the employee.

Time needed for the employee to aid or care for a family member of the employee during diagnosis, care, or treatment of, or recovery from, the family member's mental or physical illness, injury or other adverse health condition, or during preventive medical care for the family member.

Absence necessary due to circumstances resulting from the employee, or a family member of the employee, being a victim of domestic or sexual violence, if the leave is to all the employee to obtain for the employee or the family member: medical attention needed to recover from physical or psychological injury or disability caused by domestic or sexual violence; services from a designated domestic violence agency or other victim services organization; psychological or other counseling; relocation; or legal

Time needed by the employee in connection with a child of the employee to attend a school-related conference, meeting, function or other event requested or required by a school administrator, teacher, or other professional staff member responsible for the child's education, or to attend a meeting regarding care provided to the child in connection with the child's health conditions or disability

Exception: "Absence from post of duty due to accident on the job (covered by Workman's Compensation, N.J.S.A. 34:15-1, et. seq.) shall not be charged against sick leave." Such absence shall be paid for a full rate of pay, unless released to duty by the covering physician.

Article IV     2        DEATH IN FAMILY

Added: Mother-in-law, Father-in-law, Aunt and Uncle

Article IV     5        A DAY'S SALARY

Changed: ...defined as one two hundred and sixtieth (1/260) of their annual contractual salary.

Article IV     4        COURT SUBPOENA

Changed: All administrators shall be charged a paid personal day when absence is necessitated because of a civil court subpoena. However, if the employee is subpoenaed to appear on behalf of a party adverse to the Board of Education in the pending litigation, there will be no charge to the employee. A copy of the subpoena shall be submitted along with a written request if the employee wished to be granted a leave without deduction of salary.

Article IV     7        PERSONAL BUSINESS

Changed: Staff members who are absent from school for causes other than those covered in this Article or absent beyond time provided for, will have a per diem amount of full salary deducted. Exceptional cases may be referred to the Board of Education through the Office of the Superintendent of Schools for special consideration. Written requests for personal business must be submitted as far in advance as possible and normally not less than one week.

Article V     A        VACATIONS

Changed: Administrators employed on a 12-month basis shall receive twenty-four (24) workdays' vacation. Administrators shall be permitted to use their vacation time, subject to the needs of the district as determined by the Superintendent of Schools.

Article V     B        VACATIONS

Changed: Superintendent of Schools

Article V     C        VACATIONS

Changed: Any administrator requested by the Superintendent of Schools to attend a summer workshop during a planned vacation or any other type of paid leave will not be charged that day and will be given the opportunity to reschedule that time off, if practical.

Article V     E        VACATIONS

Changed: All administrators hired on or after July 1, 2011 shall use their vacations days in the year they earned them. There will be no accumulated vacation days to be paid out upon separation of service.

Article VI     A1        INSURANCE

Changed: The Board shall provide medical insurance coverage for each employee and their dependents, if applicable. Health insurance coverage shall include domestic partners/partners in a Civil Union as defined in the NJ Domestic Partnership Act and Civil Union Act providing that the partner is not covered in the New Jersey sponsored health care plan.

Article VI    A2            INSURANCE

Changed: The Board shall provide Prescription Drug insurance program for each employee and their dependents providing that the partner is not covered in the New Jersey sponsored health care plan.

Article VI    5                INSURANCE

Changed: Any administrator shall have the option to waive any or all health, dental, vision and prescription coverage provided by this Agreement. Any administrator who chooses to waive all said coverage shall notify the Office of Personnel of his/her intention during open enrollment on or about October 1, preceding a new calendar year, after the plan is to take effect for a minimum of one (1) year. Administrators who opt out for all four (4) coverages, i.e. medical, prescription drug, vision and dental, shall receive \$1,250 annually paid (1/2) December 30 and (1/2) June 30.

Article VI    B                CAR ALLOWANCE

Changed: Administrators, not otherwise permitted travel allowance by Board resolution will be reimbursed for all authorized reasonable travel expenses upon submission proper documentation to the purchasing agent monthly. The rates for travel reimbursement are regulated by the state and currently authorized at .35 per mile by NJOBM. That travel authorized in advance by the Board or Education and the Superintendent of Schools, or an administrator delegated by the Superintendent of Schools to carry out educationally valuable assignments out of town, i.e. attendance at curriculum conferences, educational meetings, workshops and similar gatherings beneficial to the school system.

Article VII    A                VACANCIES, PROMOTIONS AND TRANSFERS

Changed: Both parties recognize the legal right and responsibility of the Board to fill all open positions and to make administrative promotions and transfers when they are in the best interest of the district. The Board does agree to post written notice of all administrative openings.

Article VII    B                VACANCIES, PROMOTIONS AND TRANSFERS

Changed: ...Superintendent of School and the Board of Education

Article VIII    A                SALARY GUIDES

Year 1: Salary will be increased by 3.5%; Year 2: Salary will be increased by 3.2%; Year 3: Salary will be increased by 3.2%.

Aisha Wickes will receive a one-time salary adjustment during Year 1 only of \$5,000.

Article XI                    DURATION OF AGREEMENT

Changed: ...July 1, 2020 through June 30, 2023.

Article XII    A1                TUITION REIMBURSEMENT

Changed: Superintendent of Schools

Article XII    A2                TUITION REIMBURSEMENT

Changed: Superintendent of Schools or his designee

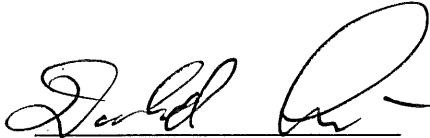
Article XII    B3                PROFESSIONAL CONFERENCES, SEMINARS AND CONVENTIONS

Changed: ...Board financial assistance for attendance at such conventions. The intention of this paragraph is to ensure all administrators have equal opportunity to attend highly professional conventions.

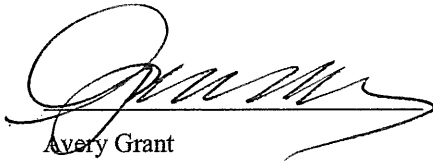
All other terms of the current Agreement, not specifically changed under the MEMORANDUM OF AGREEMENT, shall remain in full force and effect.

IN WITNESS THEREOF, the undersigned put their signatures on this \_\_\_\_th day of October, 2020.

FOR THE BOARD

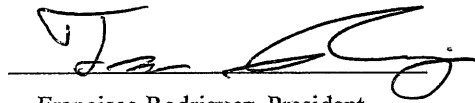


Donald Covin, President

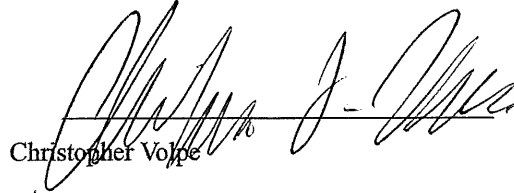


Avery Grant

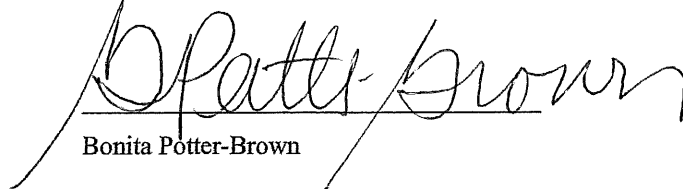
FOR THE ASSOCIATION



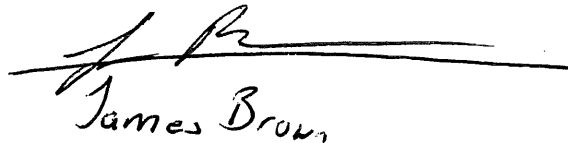
Francisco Rodriguez, President



Christopher Volpe



Bonita Potter-Brown



James Brown

MEMORANDUM OF AGREEMENT  
BETWEEN  
THE LONG BRANCH BOARD OF EDUCATION  
AND  
THE LONG BRANCH SUPERVISORS AND COORDINATORS ASSOCIATION  
2020-2023

1. The Long Branch Board of Education and the Long Branch Supervisors and Coordinators Association bargaining teams agree to recommend the following to their respective sides for ratification.
2. The following is subject to ratification by both parties.
3. All provisions of the 2020-2023 Collective Bargaining Agreement that are not modified herein will be included in the Successor Agreement.
4. All bargaining proposals that are not included herein are withdrawn.

Article III      G      GRIEVANCE PROCEDURES

NEW: The Arbitrator's decision shall be binding on all parties.

Article III      R      GRIEVANCE PROCEDURES

NEW : A grievance can end at any level when mutually agreed by both parties. A grievant may file a claim with the office of Civil Rights by mail: U.S. Dept. of Education, 32 Old Slip, 26<sup>th</sup> Floor, New York, NJ 10005-2500; telephone: 1-646-428-3800; FAX: 1-646-428-3843; or email: [OCR.NewYork@ed.gov](mailto:OCR.NewYork@ed.gov)

Article IV      A4      SICK LEAVE AND PERSONAL ABSENCES

Time needed for diagnosis, care, or treatment of, or recovery from, an employee's mental or physical illness, injury or other adverse health condition, or for preventive medical care for the employee.

Time needed for the employee to aid or care for a family member of the employee during diagnosis, care, or treatment of, or recovery from, the family member's mental or physical illness, injury or other adverse health condition, or during preventive medical care for the family member.

Absence necessary due to circumstances resulting from the employee, or a family member of the employee, being a victim of domestic or sexual violence, if the leave is to all the employee to obtain for the employee or the family member: medical attention needed to recover from physical or psychological injury or disability caused by domestic or sexual violence; services from a designated domestic violence agency or other victim services organization; psychological or other counseling; relocation; or legal services, including obtaining a restraining order or preparing for, or participating in, any civil or criminal legal proceeding related to the domestic or sexual violence.

Time during which the employee is not able to work because of a closure of the employee's workplace, or the school or place of care of a child of the employee, by order of a public official due to an epidemic or other public health authority or a determination that the presence in the community of the employee, or a member of the employee's family in need of care of the employee, would jeopardize the health of others; or



Time needed by the employee in connection with a child of the employee to attend a school-related conference, meeting, function or other event requested or required by a school administrator, teacher, or other professional staff member responsible for the child's education, or to attend a meeting regarding care provided to the child in connection with the child's health conditions or disability

Exception: "Absence from post of duty due to accident on the job (covered by Workman's Compensation, N.J.S.A. 34:15-1, et. seq.) shall not be charged against sick leave." Such absence shall be paid for a full rate of pay, unless released to duty by the covering physician.

Article IV     B4     COURT SUBPOENA

Changed: All administrators shall be charged a paid personal day when absence is necessitated because of a civil court subpoena. However, if the employee is subpoenaed to appear on behalf of a party adverse to the Board of Education in the pending litigation, there will be no charge to the employee. A copy of the subpoena shall be submitted along with a written request if the employee wished to be granted a leave without deduction of salary.

Article IV     B5     UNPAID LEAVE OF ABSENCE – Family Illness

Keep same language as current contract

Article IV     7     PERSONAL BUSINESS

Changed: Staff members who are absent from school for causes other than those covered in this Article or absent beyond time provided for, will have a per diem amount of full salary deducted. Exceptional cases may be referred to the Board of Education through the Office of the Superintendent of Schools for special consideration. Written requests for personal business must be submitted as far in advance as possible and normally not less than one week.

Article V     D     VACATIONS

Changed: All administrators hired on or after July 1, 2011 shall use their vacations days in the year they earned them. There will be no accumulated vacations days to be paid out upon any separation of service.

Article VI     B     CAR ALLOWANCE

Changed: Administrators, not otherwise permitted travel allowance by Board resolution will be reimbursed for all authorized reasonable travel expenses upon submission proper documentation to the purchasing agent monthly. The rates for travel reimbursement are regulated by the state and currently authorized at .35 per mile by NJOBM. That travel authorized in advance by the Board or Education and the Superintendent of Schools, or an administrator delegated by the Superintendent of Schools to carry out educationally valuable assignments out of town, i.e. attendance at curriculum conferences, educational meetings, workshops and similar gatherings beneficial to the school system.

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Changed: Both parties recognize the legal right and responsibility of the Board to fill all open positions and to make administrative promotions and transfers when they are in the best interest of the district. The Board does agree to post written notice of all administrative openings.

Article VII     B     VACANCIES, PROMOTIONS AND TRANSFERS

Changed: ...Superintendent of School and the Board of Education

*percentage*

Article VIII      A.      SALARY GUIDES

July 1, 2020: Supervisors with stipend will receive \$5,000, no raise; Athletic Administrator will receive \$9,000, no raise. Duration of this contract period there will be no stipends.

Everyone else will receive an increase in salary of 3.5%.

July 1, 2021: All staff in this bargaining unit will receive an increase in salary of 3.2%.

July 1, 2022: All staff in this bargaining unit will receive an increase in salary of 3.2%.

Article X      TERMINAL LEAVE PAY

Changed: ...(100%) of accumulated sick leave payable upon retirement and shall not exceed \$12,000.

Article XI      DURATION OF AGREEMENT

Changed: July 1, 2020 – June 30, 2023

Article XII      PROFESSIONAL CONFERENCES, SEMINARS AND CONVENTIONS

Changed: ....Board financial assistance for attendance at such conventions. The intention of this paragraph is to ensure all administrators have equal opportunity to attend highly professional conventions.

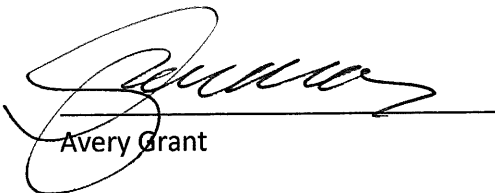
All other terms of the current Agreement, not specifically changed under the MEMORANDUM OF AGREEMENT, shall remain in full force and effect.

IN WITNESS THEREOF, the undersigned put their signatures on this \_\_\_\_th day of October, 2020.

FOR THE BOARD

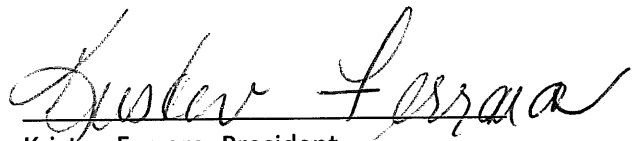


Donald Covin, President

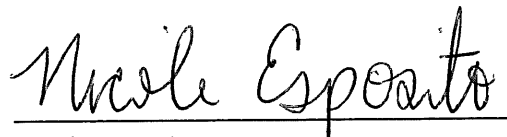


Avery Grant

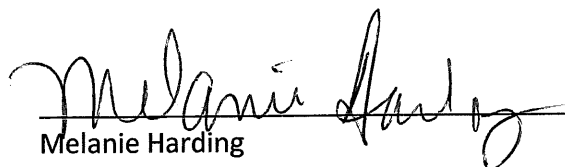
FOR THE ASSOCIATION



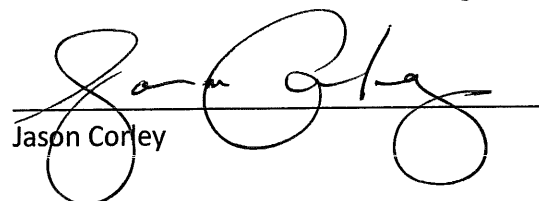
Kristen Ferrara, President



Nicole Esposito



Melanie Harding



Jason Corley

**Monthly HIB Report**

Reporting Period - September 24, 2020 - October 28, 2020

**Summary**

There are no HIB incidents reported

**PLACEMENT OF STUDENT ON HOME INSTRUCTION (RESIDENTIAL) - 2020-2021**

ID#: 90850161

Learn Well

PHP: 30 days at a rate of \$55.50 per hour, 10 hours per week = \$2,220.00

ID#: 01004435

Learn Well

PHP: 30 days at a rate of \$55.50 per hour, 10 hours per week = \$2,220.00

ID#: 20247111

Learn Well

PHP: 30 days at a rate of \$55.50 per hour, 10 hours per week = \$2,220.00

**PLACEMENT OF STUDENT ON HOME INSTRUCTION**

ID#: 100850434

**TERMINATION OF STUDENT ON HOME INSTRUCTION (RESIDENTIAL) - 2020-2021**

ID#: 20237414 (Residential)

ID#: 90850161 (Residential)

ID#: 01004435 (Residential)

ID#: 20247111 (Residential)



**OFFICE OF THE SUPERINTENDENT**  
**Long Branch Public Schools**  
540 Broadway, Long Branch, New Jersey 07740

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**Michael Salvatore, Ph.D.**  
Superintendent of Schools

October 28, 2020

Dear Long Branch Board of Education President and Members,

I have been riding this roller coaster for days now and just cannot seem to unbuckle the belt to be let off. The thrill of creation and newness, as I ascend to the peak with a firm white knuckled grip on the lap bar. The steep drop, with the expectation and temptation to put my hands above my head, as my insides twist and a scream lets out, only to mask the piercing thought of leaving my family and friends. Finally, the ride has stopped, the attendee slams on the compression brakes to signal this ride is over and a decision has to be made.

After much heartfelt deliberation, and countless conversations with my family, we will be retiring from the district that welcomed me in 1996. An uncertain practicum student with borrowed button up shirts was placed with the amazing Ms. Weems at Gregory School. If ever I was supposed to witness excellence in the classroom it was that year. The spark in that room gave me the inspiration to be a better person because if I was going to work in education, our children deserve a touch of greatness everyday.

When I was hired two years later, I knew I found my dream job. The custodians and I were always the last to leave. They put up with my skateboarding down the hall to make copies, and I made sure they never had extra work in my classroom. No papers or sand on the floor; the tables were always sprayed and cleaned; and the windows were always closed before the door was locked each night. Every child that entered our classroom remembers the magic we created during the day. The amazing principals, colleagues, paraprofessionals and specialists I worked with and learned from went to every extreme to make sure our kids were thriving. I always loved and still miss teaching!

After the turn of the century (2001), I was given an opportunity to serve as principal of Gregory School. The first word that comes to mind is family. There is not a single person in this district that doesn't miss the energy we created during that time period. We had hardship, but we persevered and respected each other for the work. My Gregory School kids are now working professionals and some are parents in this community. Others have travelled great lengths with the pride we instilled back then. They are grown, but I still love them and cheer for them like my own kids. Principalship taught me the importance of knowing names, building relationships, spreading influence, and the complex elements of leading learning.

The next and final phase revolves around another level of commitment and work that most can relate to but have no interest in trying to understand. The complexities of child advocacy, operational management, fiscal accountability, and lastly sound decision making that almost guarantees a full swing of the emotional pendulum with each new program, initiative, placement, assignment and signature. This is the business side of education, which most people don't want to understand or get involved with unless a problem arises. It is challenging work that requires a steadfast commitment to the greater cause or else one can become quickly disenfranchised. The layers of leadership and management at this level are not necessarily honed in a classroom or by leading a school. Fortunately, I observed, participated, and was fully engaged during my seven year ascend to Superintendent.

I remember intently watching Mr. Ferraina, my predecessor, as he navigated this space with certainty and assertiveness; I really thought I understood the work. I didn't know what I didn't know, which is the worst type of ignorance. His tactics, strategies and leadership style were unique to him and I had to learn to find myself at this level.

When I was hired the national average for urban superintendents on the job was 18 months before finding a new landing spot. Most were and still are victims to an ever-changing political landscape, while others made mistakes, big and small, intentionally and unintentionally. I never wanted to be average, so those numbers never frightened me. Work to serve children, and the rest will fall into place. This mantra has fueled me in leadership. I started this journey with the intentions to provide children with a touch of greatness. In time, I learned the value of our influence beyond a classroom and school. Whether that impact is through inspiring words, courageous acts, or small acts of kindness, people need to feel your presence for your influence to have lasting results. I only hope my presence was felt by those who work tirelessly for our children.

The respect I have for our amazing school family is so genuine and heartfelt. Every role assigned to our school family members has influence and really matters. The friendly voices at the door or on the phone; the careful cleaners and drivers; the igniters of a love of school and learning; the motivators that fuel our faculty; the providers at home who do more than we will ever know; and our young minds that inspire us to show up with our touch of greatness every day. The District Leadership Team is a work of art that has grown tremendously! A female majority team of strong leaders that empathetically coach, guide, and inspire every day. We are fortunate to have their wisdom and commitment. This group is supported by our Superintendent's cabinet members, whose collective synergy has transformed good ideas into great actions. I am awed by their ability to lead with such conviction.

Well, here I am 23 years later, the past ten as your superintendent of schools. This Board and every member since 2010 has given me countless opportunities to learn, lead and help others along the way. To the original committee and board members, some of whom are here tonight, thank you for taking a leap of faith, which everyone has to do when hiring a new superintendent.

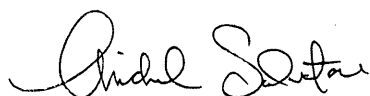
To this sitting Board, your consistent confidence has made this decision more difficult than you can imagine. I have learned so much from the diversity assembled here. The generational viewpoints, gender perspectives, varied upbringing, different races and birthplaces, as well as unique spiritual beliefs within each of you has added tremendous value to me and our school community. A lesson in altruism can be learned from your commitment to this work.

To the current and past presidents, I am certainly grateful for the countless conversations and overwhelming support. We have assembled an amazing team in our schools and our children benefit from the efforts we put forth to serve them.

It appears to be time to buckle up for a new ride. A necessary change that will hopefully have great influence on the field of education, teacher preparation, leadership development and help me stay connected to my LBPS family. I once heard someone say, nobody ever misses the work, they miss the people. I will miss it all!

In an effort to assist with the transition, which will be effective January 31, 2021, I will volunteer my services to the Board and Central Office Cabinet members to assist with any planning, development, and communication until June 30, 2021, without any expectation of compensation.

Forever in my heart, stay #LBSTRONG!

A handwritten signature in black ink, appearing to read "Michael Salvatore". The signature is fluid and cursive, with a large initial "M" and "S".

**Michael Salvatore, Ph.D.**  
Superintendent of Schools