



LIVINGSTON BOARD OF EDUCATION VOTING MEETING MINUTES

Tuesday, September 28, 2021

Public Session - Virtual Meeting Via Zoom and Facebook Live – 7:00 p.m.

A **Voting Meeting** of the Livingston Board of Education was held on this date in the large conference room in the Administration Building and via Zoom and Facebook Live. The meeting was called to order at 7:00 p.m. by the Board President, Samantha Messer, who announced that adequate notice of this meeting has been provided by amendment to notice approved at the Board's reorganization meeting on January 4, 2021 and posted at the Board of Education office and communicated to *The Star Ledger*, *West Essex Tribune*, *TAPinto Livingston* and the Livingston Township Clerk.

Members Present: Pamela Chirls, Seth Cohen, Vineeta Khanna, Ronnie Konner, Samantha Messer and Ethan Hirsch

Also in Attendance: Dr. Matthew Block, Steven Robinson, Lisa Capone-Steiger, Mark Stern, Susan Burman and Joann Goldberg

There were approximately 450 members of the public and staff watching remotely through the webinar and a Facebook Live Stream.

Superintendent's Report

1. District Goals 2021-2022

Dr. Block reviewed the four district goals that are on the agenda for approval tonight. The goals can be read in their entirety on *Attachment B* and have also been posted on the district website.

Mr. Cohen highlighted that the word "community" goes across three of their goals adding that although the district must take a leadership role when it comes to anti bias and mental health of our children, it is both the board and district's desire to have a partnership with the community where everyone talks, listens and works together so that we can make change for one another.

Mrs. Konner remarked she is happy that student feedback and input are included in these goals.

Mr. Hirsh added that in previous years, random students met in the auditorium to discuss the goals and provide their input which he enjoyed and hopes will happen again. Dr. Block responded they plan on continuing this by holding student lunches throughout the year where they can sit together and discuss how things are going.

Mrs. Chirls remarked she is pleased to see there will be a student representative on the Strategic Planning Committee.

Mrs. Khanna asked if the monthly check in of students under Goal #2 is mandatory or optional. Mrs. Steiger responded that the monthly check in is a digital tool students in grades 3 to 12 fill out. If they don't fill it out, their school counselors seek them out.

2. Equity Goal Presentation

Mrs. Steiger began by thanking the equity teams for their work to ensure we are examining all aspects of equity, anti-racism and inclusion in our district.

Mrs. Steiger explained this work started about five years ago when they began to examine our HIB data, which led them to provide professional development and to engage in conversations with staff, students and families. Mrs. Steiger continued information collected through these events created an urgency over the equity goal. Over time, they added additional types of data in their review and focused a lot of time on professional development. Two summers ago, Mrs. Steiger, Mr. Stern, Dr. Block and Mrs. Crews did a listening tour with students, particularly our students of color, to hear what their experiences were and to gather their feedback. Those conversations led us to seek out guidance from an outside vendor, the Great Schools Partnership, who we consider to be our equity coaches. Great Schools Partnership helps us look at the data differently and create achievable goals. They helped us put together the district equity team as well as building based teams that are staffed with administrators, teachers and parents who focus on specific goals for their buildings. The work in the buildings focus on creating a sense of community. Student focus groups were formed as a result of examining the results of what we had been doing.

Mrs. Steiger continued that going forward, as a way to begin developing leaders in equity at the elementary level, we are creating social justice teams in grades 4-6. These teams will be taught the skills to become empowered to stand up and move forward with anti-racist thinking, using equitable language and to be inclusive in their building.

Mrs. Steiger then reviewed the survey that was sent to parents asking them what an equity initiative in Livingston should look like and received 150 responses that were broken into 8 themes. Mrs. Steiger continued the parents feedback told us an equity initiative would include a more diverse curriculum with pedagogy that would address anti-racism, equity, diversity and inclusion; that we could do a better job being culturally and religiously aware and that we need to focus on respecting differences, accepting others, providing fair treatment and providing a sense of belonging. We incorporated this feedback when creating our district goals.

Mrs. Steiger continued they may duplicate the survey again at the end of the year to check on what progress we are making with this work and to ensure students and their families feel heard, feel that they belong, feel respected and valued. Mrs. Steiger added the way to do this is by ensuring our curriculum is representative of all of our students, our staff is representative of our community and in the way we speak about our students and important topics.

Mrs. Steiger concluded with a list of inspired goals for the future that include building a diverse group of student leaders to help lead the equity work and crafting a clear plan for rollout of the expectations and discussion guidelines for staff and administrators called the the hundred percents. These are things we will do or not do with one hundred percent certainty. Once these guidelines are established, we will roll them out to students and staff in a visible way using signage in buildings and classrooms and on our website. Student community forums will be used in an effort to continually roll out expectations for them. In addition, we will celebrate diversity in hiring and design and implement school based equity team community events.

Ms. Messer asked if parents will receive a copy of the hundred percents and Mrs. Steiger responded that yes, once it is rolled out, the logo and expectations will be posted and shared everywhere.

Mr. Cohen remarked he is happy to see we are taking the data and moving into action. Mr. Cohen added he is interested to see the activities we put forward to support the need for students to interact with one another respectfully. Mr. Cohen requested that Dr. Block follow up with the board in the next months on this particular item.

Mrs. Konner asked if students are part of the equity teams and Mrs. Steiger responded they are not currently but they anticipate adding them this year.

Mrs. Konner asked how we plan to check in with students as the year progresses to see how the program is having an impact and Mrs. Steiger responded they plan to send out a student survey soon that will emulate the community survey. In addition, we are looking to create some affinity groups at the elementary schools to come together to share their ideas and discuss their impact.

Mrs. Khanna asked what anecdotal data is and Mrs. Steiger explained they are the stories that parents and students bring to us about something that happened to them that helps us understand what areas need more attention.

Niche Rankings

Dr. Block shared that Livingston Public Schools has been ranked #5 out of over 600 districts in New Jersey by Niche.com. In addition, for a second year in a row, Livingston has been ranked the #1 best place to teach in Essex County.

Board Reports

1. Hybrid Board Meetings

Ms. Messer announced that beginning on October 12, the board plans to hold public meetings in a hybrid format. Ms. Messer explained there is a need to cap those physically present at 20 in order to adhere to social distancing in the space but others will continue to be able to participate online via Zoom and through the Facebook livestream. Ms. Messer continued that the board will suspend Bylaw 0131 tonight to allow them to approve Policy 0167.1 in one reading. This policy specifically outlines the protocols for attending in person which include registering in advance and presenting valid identification as well as a copy of their COVID-19 vaccination card. Those attending in person will also be required to wear a mask that covers their mouth and nose while inside the building. There will be an article through our news outlets tomorrow outlining these requirements.

Mr. Cohen announced he attended the Essex County School Board meeting last week where they provided a general overview of what is taking place as well as presentations on policy and legal matters.

Mr. Cohen attended a meeting of the Sports Council where discussions about turfing fields continued.

Mrs. Konner requested for a future meeting that the board discuss committees, how they will work with them going forward and the possibility of adding a Policy Committee.

Mrs. Chirls confirmed the requirements for school visitors also apply to outside groups using our facilities through Policy 7510. Dr. Block responded that we put language in their contracts that they must comply with our protocols.

Approval of Minutes

Mrs. Konner moved the following:

1. Public Portion of Executive Session Meeting Minutes of August 9, 2021
2. Voting Meeting Minutes of August 11, 2021
3. Voting Meeting Minutes of September 1, 2021
4. Workshop/Voting Meeting Minutes of September 14, 2021
5. Executive Session Meeting Minutes of June 21, 2021; June 28, 2021; July 14, 2021; August 9, 2021; August 11, 2021 and September 14, 2021

Mr. Cohen seconded the motion.

ROLL CALL VOTE - Ayes - Mrs. Chirls, Mr. Cohen (abstain on Exec Session of 8/9/21),
Mrs. Khanna, Mrs. Konner, Ms. Messer
Nayes - None

Public Input on Agenda Items ~ up to 15 minutes

Ms. Messer began by reiterating what Dr. Block began with this evening, which is the first district goal that states, "Improve culture and community within Livingston Public Schools by enhancing inclusiveness, cultural awareness, anti-racism, and acceptance of individual differences through mandated curricular programming, extracurricular programming, and district operations."

Ms. Messer continued that the rise of racism across the country underscores the need for this goal here in Livingston and that the best way to change beliefs and habits is through education. Ms. Messer added this will be a work in progress throughout the year and over the next several years because real change takes more than one year. Ms. Messer continued she hopes the entire community recognizes the board and district's commitment to ensuring Livingston Public Schools is an inclusive, anti-racist environment.

Ms. Messer added she knows many waiting to speak at tonight's meeting want to express their concern and outrage for an incident that occurred on one of our buses and in preparation for accepting comments, Ms. Messer read an excerpt of Dr. Block's letter to parents that was sent out this afternoon.

"Since students are shown in the video, we are required to handle our response to the incident privately with the individuals and their families. As a result, we will not be addressing this specific matter publicly. However, we will continue to actively promote respect, kindness, and acceptance with all of our students and families. Clear messaging and education on these topics and issues remain a high priority for the Livingston Public Schools.

We appreciate all of those who shared the video with the school district. If any member of our community receives a video like this, the appropriate thing to do is to immediately inform the school, and if possible, send a copy of the video to us. We strongly request that, in the future, members of our community refrain from circulating videos like this one to others who are not associated with it, nor have a role in addressing the incident a video depicts. There is nothing productive that comes from sharing a video like this with people not involved with the situation. Circulating the video widely only serves to compromise the privacy of those involved, and potentially re-victimizes students who may have already suffered emotional or physical pain and embarrassment. We appreciate your understanding that videos like this are a private matter, and should not be shared broadly. "

Ms. Messer concluded that we know we have work to do to realize our first district goal and are committed to doing so through education. Ms. Messer added she looks forward to hearing ideas from the larger community about how we can work together to achieve this goal.

Sejal Lakhani Bhatt, 14 Michele Lane, thanked the board for addressing the bus issue and asked if the board can form a special committee to address these types of incidents together.

Ms. Messer responded that they will discuss how to integrate the community into conversations with the district equity teams.

Bankim Bhalaria, 49 Wychwood Road, asked what the board plans to do to ensure the buses are safe.

Dr. Block responded we don't have a large number of incidents on our buses and when there is one, the driver is debriefed and the district takes decisive action. Dr. Block added all bus drivers go through HIB and safety training.

Tugce Yalt, 8 Fieldstone Drive, stated she is happy that equity teams are being put together and asked that we follow up to make sure they are working because it is important to teach students to treat each other with respect. Mrs. Yalt suggested parents be included as part of the equity teams.

Adam Zweibel, 20 Thames Drive, stated the video he saw was heartbreaking, despicable and incomprehensible and does not agree with teaching critical race theory and bringing race to the forefront of our children's minds. Mr. Zweibel also expressed that we are bringing back segregation by requiring people to be vaccinated to come to meetings and should consider the difference between equity and equality.

Susan Park, 44 East Drive, stated the district is failing when it comes to mental health and in teaching students to be upstanders and in teaching them how to have respect for all. Mrs. Park added there is a lack of transparency in how we handle HIB and mental health issues.

Brian Bradley, 46 Ashwood Drive, does not agree with only allowing vaccinated people to come to board meetings and with limiting the number allowed to attend.

Kieran Reddy, 37 Brookside Avenue, stated the incident on the HMS bus makes it clear we need a restorative justice program to teach students to understand the impact of their actions, learn conflict resolution tools and to receive bystander intervention training to de-escalate conflicts. Ms. Reddy also suggested the need for better training for all adults who supervise students.

Monika Khanna, 8 Dawson Terrace, suggested having a school safety committee consisting of one school staff member, one parent, a school counselor and students at each building to address topics such as bullying and cultural awareness.

Aarti Dsouza, 267 Beaufort Avenue, stated parents and the community need to step up to teach kids values and the district needs to promote inclusivity. Ms. Dsouza suggested having a bus aide or parent volunteers on every run to help mitigate negative events or behaviors.

Monica Gupta, 24 Billingsley Drive, asked how we can ensure something like this doesn't happen again.

Ms. Messer responded that although they cannot talk specifically about student matters in public, the administration is quite seriously addressing the situation.

Shashikanth Pusapati, 92 Fellswood Drive, asked specifically what steps are being taken to ensure parents will feel safe when their children ride on school buses.

Dr. Block responded as he said in his letter today, the administration took swift and deliberate steps to address the students who were involved in the incident and will work to formulate a culture in our schools so that it does not happen again. Dr. Block added we will also work with families so the message of kindness and respectfulness that we provide at school are also provided at home.

Pratyooosh Sharma, 50 Countryside Drive, asked how many incidents of racially charged bullying have happened on our buses, why it took so long to share what happened with parents, that racially charged bullying should have punitive actions that everyone knows about and that we should deploy resources to where these incidents are happening.

Dr. Block responded he doesn't have the statistics off the top of his head but we do report all incidents of violence and vandalism to the State and that information can be pulled off their website. Dr. Block continued that fortunately, we don't have a pattern of racially charged bullying on our buses that we need to deploy additional staff to monitor but certainly deploy resources when and where necessary and did address this incident as soon as it was brought to our attention, performed an investigation and then notified parents. Dr. Block added that the distribution of the video was harmful to our investigation as well as to the victim.

Lastly, Dr. Block explained that our student handbook outlines the types of discipline we use to address different situations.

Earl Carr, 2306 Murray Court, asked if the school has considered looking into a racial task force comprised of students and parents to look at these various issues, if the statistics can be made readily available to parents so they can reinforce school policies at home and encouraged the school to engage with experts on diversity training.

Dr. Block responded he agrees doing work around equity is important which is why it is our first district goal. Dr. Block encouraged Mr. Carr to watch the beginning of the meeting to get a sense of the initiatives Mrs. Steiger discussed during her presentation as they mirror the kinds of things he is suggesting.

Faina Furman, 36 Shrewsbury Drive, stated the district should be promoting equality, which is equal opportunity for all, not equity, which is the same outcome for all.

Mrs. Steiger responded in our context, equity means everyone is provided with what they need to succeed.

Abhishek Singhal, 34 Pebble Beach Drive, asked if there are cameras on our buses and remarked that he has observed there is no sense of social distancing when students are dismissed from school.

Dr. Block responded we do have cameras on our buses, which aided us in our investigation. Dr. Block continued that dismissal at Heritage is a challenge as we have 1,000 kids exiting at the

same time but we work with them to make it more orderly and hopefully as the year progresses that will happen.

RECOMMENDATIONS FOR APPROVAL

PROGRAM/CURRICULUM

Mrs. Chirls moved the following:

1.1 Student Teachers

Resolved, that the Livingston Board of Education approves the student teachers as shown on **Attachment A**.

1.2 District Nursing Services Plan

Resolved, that the Livingston Board of Education approves the District Nursing Services Plan for the 2021-2022 school year.

1.3 Approval of District Goals

Resolved, that the Livingston Board of Education approves the district goals for the 2021-2022 school year as shown on **Attachment B**.

Mr. Cohen seconded the motion.

ROLL CALL VOTE - Ayes - Mrs. Chirls, Mr. Cohen, Mrs. Khanna, Mrs. Konner, Ms. Messer
Nayes - None

STUDENT SERVICES

Mrs. Chirls moved the following:

2.1 Out of District Placements

Resolved, that the Livingston Board of Education approves placement for the academic year 2021-2022 for six (6) Livingston students with disabilities and for Extended School Year 2021 (Summer Programs) for three (3) Livingston students with disabilities, as classified and recommended by the Child Study Team, in facilities with tuition costs to be determined within the limits established by the New Jersey Board of Education as shown on **Attachment C**.

2.2 Related Services/Medical Consultants

Resolved, that the Livingston Board of Education approves the following consultants that will be utilized to provide related services for the 2021-2022 school year:

BEHAVIORAL TRAINING & ASSISTANCE / APPLIED BEHAVIORAL ANALYSIS

North Jersey Behavioral Health Services \$200.00/hour

BILINGUAL EVALUATIONS

Learning Tree Multicultural/Multilingual Evaluation and Consulting
\$800.00/evaluation

DRUG SCREENINGS

Omni-Med \$100.00/assessment

INTERPRETER

Natural Languages, LLC \$112.74/hour

NURSING SERVICES

White Glove Nursing LPN \$50.00/hour
RN \$60.00/hour

PSYCHIATRIC EVALUATIONS

Platt Psychiatric Associates \$700.00/evaluation

Mrs. Khanna seconded the motion.

ROLL CALL VOTE - Ayes - Mrs. Chirls, Mr. Cohen, Mrs. Khanna, Mrs. Konner, Ms. Messer
Nayes - None

BUSINESS

Mr. Cohen moved the following:

3.1 Payment of Bills

Whereas, the Board Secretary has audited certain vendor claims as required by N.J.S.A. 18A:19-2 and Board Policy 6470 and presented them to the Livingston Board of Education with the recommendation they be paid, now therefore be it

Resolved, that the Livingston Board of Education approves the payment of the following bills in the amounts listed and attach a complete copy of these bills to the minutes of this meeting.

Fund	Name	Amount
10&11	Regular	1,592,993.37
12	Regular	498,634.16
20	Regular	33,052.92
60	Cafeteria	753.39
	TOTAL	\$2,125,433.84
Regular Checks	92914-93254	2,124,680.45
Cafeteria	1304-1316	753.39
	TOTAL	\$2,125,433.84

3.2 Board Secretary Report – July 2021

Whereas, the Livingston Board of Education has received the Report of the Board Secretary for July 31, 2021, consisting of:

- 1) Interim Balance Sheets
- 2) Interim Statements Comparing Budgeted Revenue with Actual to Date and Appropriations with Expenditures and Encumbrances to Date
- 3) Schedule of Revenues - Actual Compared with Estimated
- 4) Statement of Appropriations Compared with Expenditures and encumbrances, and

Whereas, the Livingston Board of Education has received the report of the Treasurer for July 31, 2021, which report is in agreement with the Report of the Board Secretary, and

Whereas, these reports show the following balances on the date indicated:

September 28, 2021

	Cash Balance	Appropriation Balance	Fund Balance
(10) General Current Exp. Fund	12,923,572		
(11) Current Expense		30,873,875	11,835,163
(12) Capital Outlay		684,482	4,389,775
(20) Special Revenue Fund	58,748		
(30) Capital Projects Fund	4,541,777		
(40) Debt Service Fund	1,442,182		
Total:	18,966,279	31,558,357	16,224,938

Whereas, pursuant to N.J.A.C. 6:20-212(d), the Board Secretary has certified that as of July 31, 2021, no budgetary line item account has obligations and payments contractual orders which in total exceed the amount appropriated by the district board of education pursuant to N.J.S.A. 18A:22-8, 18A:22-8.1, now therefore be it

Resolved, the Livingston Board of Education accepts the above referenced reports and certification and directs that they be made part of this resolution by reference, and be it

Further Resolved, the Livingston Board of Education certifies that, after review of the Secretary's monthly financial report (appropriations section) and upon consultation with the appropriate district officials, to the best of its knowledge no major account or fund has been over-expended in violation of N.J.A.C.6:20-2.13(d) and that sufficient funds are available to meet the district's financial obligations for the remainder of the fiscal year.

3.3 Transfers

Whereas, the Superintendent of Schools recommends certain transfers among accounts in the 2020-2021 budget for July pursuant to Board of Education Policy 6422, now therefore be it

Resolved, that the Livingston Board of Education ratify transfers pursuant to N.J.S.A. 18A:22-8.1 and N.J.A.C. 6:20-2A.10:

<u>Object</u>	<u>Description</u>	<u>To</u>	<u>From</u>
0260	Workers Compensation		40,144
0520	Insurance	40,144	
0600	General Supplies and Materials		310
0610	General Supplies		2,723
0640	Textbooks	850	
0890	Other Objects	2,183	
	TOTALS	\$43,177	\$43,177

3.4 Conferences and Overnight Trips

Resolved, that the Livingston Board of Education approves the conferences as shown on **Attachment D**.

3.5 Livingston Chinese School

Resolved, that the Livingston Board of Education enters into a contract with the Livingston Chinese School for the use of facilities at Heritage Middle School for the 2021-2022 school year.

3.6 SWING Education Services Agreement

Resolved, that the Livingston Board of Education enters into an agreement with SWING Education to provide substitute teachers and related professionals when deemed necessary by the district for the 2021-2022 school year.

3.7 Sale of Cardio Equipment

Resolved, that the Livingston Board of Education approves the sale of 13 pieces of old cardio equipment via GovDeals in the amount of \$7,406.

3.8 Annual Appointments

Resolved, that the Livingston Board of Education approves the following appointment for the 2021-2022 school year which is in effect until changed by resolution:

Issuing Officer for Working Papers Karen Alessio

3.9 Parental Contract for Student Transportation

Resolved, that the Livingston Board of Education approves the parental contract for student transportation for student #275402 from July 1, 2021 to June 30, 2022 at a cost not to exceed \$2,490.96.

3.10 Policies and Regulations

Resolved, that the Livingston Board of Education approves the following Policies and Regulations for first reading:

Teaching Staff Members

Policy #3134 - Assignment of Extra Duties (with revisions)

Students

Policy #5460.02 - Bridge Year Pilot Program (M) (new to district)

Regulation #5460.02 - Bridge Year Pilot Program (M) (new to district)

Resolved, that the Livingston Board of Education approves the following Policies and Regulations for second reading and adoption:

Teaching Staff Members

Policy & Regulation #3222 - Evaluation of Teaching Staff Members, Excluding Teachers and Administrators (M) (with revisions)

Policy & Regulation #3223 - Evaluation of Administrators, excluding Principals, Vice Principals and Assistant Principals (M) (with revisions)

Policy & Regulation #3224 - Evaluation of Principals, Vice Principals and Assistant Principals (M) (with revisions)

Students

Regulation #5200 - Attendance (M)

Property

Policy #7510 - Use of School Facilities (M) (with revisions)

Resolved, that the Livingston Board of Education suspends Bylaw #0131 for this meeting and adopts the following policies in one reading:

Bylaw #0167.1 - Public Participation During Board Meetings - COVID rules (new)

Policy #9150.1 - School Visitors during COVID (new)

Resolved, that the Livingston Board of Education abolishes the following policies:

Policy #5114 - Children Displaced by Domestic Violence

Policy #8810 - Religious Holidays

Mrs. Konner seconded the motion.

ROLL CALL VOTE - Ayes - Mrs. Chirls, Mr. Cohen, Mrs. Khanna, Mrs. Konner, Ms. Messer
Nays - None

PERSONNEL

Mr. Cohen moved the following:

4.1 Resignations

Resolved, that the Livingston Board of Education accepts the resignations of:

Name	Position	Reason	Location	Last Day of Employment
<i>Lisa Friedman</i>	Teacher of Social Studies	Retirement	HMS	March 31, 2022
<i>Myral Hart</i>	Playground Aide	Resignation	Harrison	September 10, 2021
<i>Susan Stromfeld</i>	Kindergarten Aide	Resignation	MPE	September 24, 2021

**as amended from a previous agenda*

4.2 Leaves of Absences

Resolved, that the Livingston Board of Education approves the leaves of absences of:

Name	Position	Location	LOA w/pay and benefits	LOA w/o pay, but with benefits (if applicable)	Extended LOA w/o pay or benefits	Return Date
<i>Dina Ferraro*</i>	Teacher of English	MPMS	5/24/2021-6/30/2021 & 8/30/2021-10/4/2021**	10/5/2021-1/4/2022 & 1/5/2022-4/6/2022**	NA	4/7/2022
<i>Lauren Szaro*</i>	Elementary School Teacher	Hillside	8/30/2021-9/24/2021& 9/27/2021-	10/29/2021-12/17/2021**	12/20/2021-6/30/2023	9/1/2023

			10/28/2021**			
<i>Clare Klee*</i>	Teacher of English	HMS	8/30/2021-12/9/2021	12/10/2021-12/31/2021**	NA	NA
<i>Joanna Mirsky</i>	Teacher of English	HMS	11/29/2021-2/25/2022	2/28/2022-5/30/2022**	5/31/2022-6/30/2022	8/30/2022
<i>Allison Winka</i>	Reading Specialist	RHE	1/3/2022-3/4/2022 & 3/7/2022-4/22/2022**	4/25/2022-6/3/2022**	NA	6/6/2022
<i>Cassandra Szeles*</i>	Teacher of Health & PE	LHS	5/21/2021-6/9/2021 & 8/30/2021-9/23/2021	NA	6/10/2021-6/30/2021 & 9/24/2021-11/19/2021	11/22/2021
<i>Lauren Chin*</i>	Elementary School Teacher	BHE	8/30/2021-10/6/2021 & 10/7/2021-10/13/2021**	10/14/2021-1/6/2022**	1/7/2022-2/11/2022	2/14/2022
<i>Jennifer Kelner*</i>	School Counselor	MPE	8/30/2021-9/10/2021	9/13/2021-12/3/2021**	12/6/2021-2/11/2022	2/14/2022
<i>Emma Dandash</i>	Teacher of Art	Harrison	3/14/2022-5/13/2022	5/16/2022-6/23/2022 & 8/30/2022-10/11/2022**	NA	10/12/2022
<i>Aimee DeRonde</i>	Instructional Aide	Harrison	NA	NA	9/20/2021-12/31/2021	1/3/2022
<i>Jeanne Ziobro</i>	Teacher of Tech Ed	LHS	9/20/2021-10/20/2021 (.5)	10/20/2021(.5) - 11/1/2021**	NA	11/2/2021
<i>Raz Blau</i>	Teacher of Health & PE	MPE	NA	10/4/2021-10/29/2021**	NA	10/30/2021
<i>Deborah Faber*</i>	Elementary School Teacher	Harrison	09/09/2021-10/08/2021	10/11/2021-1/7/2022**	1/10/2022-4/29/2022	5/2/2022

*as amended from a previous agenda

**Designates time counted toward NJFLA/FMLA

4.3 Appointments

Resolved, that the Livingston Board of Education approves the applications indicated below (*) for emergent hiring for the following appointments under the requirements of N.J.S.A. 18A:16-1 et. seq., N.J.S.A. 18A:39.17 et. seq.; N.J.S.A. 18A:6-4.13 et. seq. All appointments are contingent upon reference checks in accordance with P.L. 2018, c.5.

Name	Location	Title	Tenure Track/LOA or LT Replacement	Replacing	Guide	Step	Salary	Effective Date
<i>Amanda Piscitelli</i>	BHE	PRIDE	First Year Tenure Track	T. Freeman	BA	1	\$54,550	8/30/2021
<i>Tracy Caldera</i>	MPMS	Administrative Secretary	First Year Tenure Track	M. DiStasio (transfer)	AS-10>7/12	5	\$47,876, plus \$1,200 degree (prorated)	10/1/2021 (with up to 14 hours of training)

<i>Toni Brannick</i>	LHS	Administrative Secretary	First Year Tenure Track	K. Wu	AS-10>7/12	7	\$50,815 (prorated)	10/11/2021
<i>Jenna Salerno</i>	LHS	Administrative Secretary	First Year Tenure Track	V. Barboza (transfer)	AS-12>7/12	5	\$56,327, plus \$1,200 degree (prorated)	9/21/2021

**as amended from a previous agenda*

Resolved, that the Livingston Board of Education approves the appointment of the ABA Discrete Trial TA's and Instructional Aides as listed on **Attachment E**.

4.4 Substitutes

Resolved, that the Livingston Board of Education approves the appointment of the individuals listed below to serve as substitutes on an as-needed basis for the 2021-2022 school year:

Teachers

*James Dzera
Anum Khawaja
Anika Patel
Matthew Yang*

4.5 Extra Work Pay

Resolved, that the Livingston Board of Education approves the following payments as listed on **Attachment F** for work performed.

4.6 Stipends

Resolved, that the Livingston Board of Education approves the individuals on **Attachment G** for co-curricular stipends at Livingston High School for the 2021-2022 school year in accordance with the contract between the LBOE and the LEA.

Resolved, that the Livingston Board of Education approves the individuals on **Attachment H** for athletic stipends at Livingston High School for the 2021-2022 school year in accordance with the contract between the LBOE and the LEA.

Resolved, that the Livingston Board of Education accepts the resignation of *Jodi Mensch* as Girls Lacrosse Assistant Coach for Livingston High School for the 2021-2022 school year.

Resolved, that the Livingston Board of Education accepts the resignation of *Vic DeMaio* as Boys Lacrosse Assistant Coach for Livingston High School for the 2021-2022 school year.

Resolved, that the Livingston Board of Education approves the individuals on **Attachment I** for co-curricular stipends at Mt. Pleasant Middle School for the 2021-2022 school year in accordance with the contract between the LBOE and the LEA.

4.7 Summer Work

Resolved, that the Livingston Board of Education approves the individuals listed on **Attachment J** to be paid for work performed over the summer of 2021 related to *Counseling Connections* events. School counselors, who are performing this work under their certification, will be paid their per diem rate. Participating teachers will be approved and paid at the negotiated curriculum writing rate. All participants will be paid upon submission of a Payroll Voucher.

Resolved, that the Livingston Board of Education approves the individual on **Attachment K** to participate in summer curriculum writing during the summer of 2021 at the approved rate.

Resolved, that the Livingston Board of Education approves the team leaders on **Attachment L** to work six hours over the summer of 2021. Individuals will be compensated at the hourly rate approved for curriculum writing.

4.8 Extra Period Assignments

Resolved, that the Livingston Board of Education approves the individuals listed on **Attachment M** for extra period assignments during the 2021-2022 school year.

4.9 Memorandum of Understanding

Resolved, that the Livingston Board of Education approves the Memorandum of Understanding between itself and the Livingston Supervisor's Association dated 9/28/2021.

4.10 Job Description

Resolved, that the Livingston Board of Education approves the following job description:

School Business Administrator/Board Secretary (with revisions)

4.11 Proctors for COVID testing

Resolved, that the Livingston Board of Education approves the appointment of the following individuals to serve as proctors for the weekly Covid testing being performed by Back-to-Work Solutions at the rate of \$25.00 per hour for the 2021/2022 academic year:

*Keelin O'Connor
Kimberly Costanzo*

4.12 Lateral Move

Resolved, that the Livingston Board of Education approves the lateral move as shown on **Attachment N**.

Mrs. Konner second the motion.

ROLL CALL VOTE - Ayes - Mrs. Chirls, Mr. Cohen, Mrs. Khanna, Mrs. Konner, Ms. Messer
Nayes - None

MISCELLANEOUS

Mrs. Chirls moved the following:

5.1 HIB Report

Resolved, that the Livingston Board of Education accepts the findings of HIB cases.

Mr. Cohen seconded the motion.

ROLL CALL VOTE - Ayes - Mrs. Chirls, Mr. Cohen, Mrs. Khanna, Mrs. Konner, Ms. Messer
Nayes - None

Public Comment ~ up to 15 minutes - pick up here 50:07 on tape

Nisha Varma, 4 Brighton Court, expressed her discomfort with the video, felt the district should have alerted the community quicker, suggested we share the video with all the students and have the two students involved in the matter apologize to each other on stage at the school.

Ms. Messer added this is being treated as a learning opportunity but that we will not be sharing the video with anyone else.

Ramesh Sethi, 27 Wynnewood Road, would like the district to share the statistics on these incidents and stated we should strive to strongly agree on the surveys because somewhat agreeing isn't really agreeing.

Ms. Messer responded that the community is welcome to Google "Livingston Public Schools" on the NJ School Report Card to see all of the statistical information that is listed by school.

Gene Super, 4 Heather Lane, requested those speaking with masks remove them so the public can see who is speaking and better hear what is being said.

Soma Komati, 7 Oskar Court, stated we should be open about what is happening on our school buses and on our premises.

Ashi Parikh, 20 Shrewsbury Drive, stated all parents need to know when these incidents happen and that kids don't report the incidents for fear of retaliation. Mr. Parikh asked how the district would address retaliation.

Dr. Block responded that we emphasize the importance of reporting and of being an upstander so if there is retaliation against a student for reporting, we would handle it immediately in a direct and serious manner.

Prabha Agarwal, 6 Sandalwood Drive, came on to let everyone know that it was her child who was bullied on the bus and that she is gratified with the support she received from both the school and the community. Mrs. Agarwal continued that she wants to assure the community that the school did take action and a few students did report the incident to the principal. Mrs. Agarwal added she appreciates and respects the district keeping this matter private. Mrs. Agarwal requested the board educate parents and kids about cultural diversity and continue to teach students about not being afraid to report an incident if they see one.

Dr. Block thanked Mrs. Agarwal for the message that we all belong and that we will certainly redouble our efforts to empower the bystander to be an upstander.

Shailendra Vaidya, 73 Wynneford, asked that we make the punishment public in an effort to deter other students from misbehaving, that the punishment should be severe and disagreed with Dr. Block for telling them not to share the video.

Dr. Block responded he strongly disagrees with the caller who is suggesting we advocate for the public humiliation of children by continuing to share the video and by revealing the punishment. Dr. Block continued as superintendent, it is his job to protect children, teach them and empower them to grow.

Gail Slifer, 5 Hillary Court, asked what our rationale is for not allowing non vaccinated people at board meetings if our children aren't all vaccinated and use masking and social distancing in school. Mrs. Slifer stated she disagrees that we are teaching equity and social justice because it is critical race theory, segregation and Marxist which is the exact opposite of inclusion and will only cause more racial incidents.

Fathima Sagarbasha, 30 Shrewsbury Drive, requested we include something in the curriculum to teach kids that hitting others and calling names is not acceptable.

Ms. Messer responded that although schools have a role to play in reinforcement, it is the parent's responsibility to teach their children not to call names, hit or push others.

Nitin Mirwani, 98 North Hillside Avenue, stated the district violated his rights by asking him not to share the video and wants to know the consequences the student was given for this incident.

Ms. Messer responded it is their hope that kids don't engage in this kind of behavior because it is wrong, and because we teach them that it is wrong, not because they are afraid of a punishment. Ms. Messer continued that she supports Dr. Block's not commenting on the punishment because they don't want to come at this from a punitive lens but it should come from an educational one where they use what happened to teach students to understand the impact that their words and actions have on others.

Jenna Hu, 5 Hinkley Drive, shared she understands it is important for the school board to keep information confidential but asked if we could hire a company to perform a theatrical performance to model for students that this is not good behavior.

Ms. Messer ended public comment by stating it is apparent how critically important this issue is to the community based on the record number of people who participated in the meeting tonight. Ms. Messer continued if all of us who participated and watched tonight make the commitment to become the hundred percents that Mrs. Steiger spoke about earlier in the meeting, we will see a positive change and an end to this kind of behavior in our community. Ms. Messer concluded that she looks forward to working with the administration and community to get to a place where we won't need to talk about this anymore because it becomes ingrained in all of us to accept diverse perspectives, people of all kinds and where everybody is welcome.

Old Business

There was no old business.

New Business

There was no new business.

ADJOURNMENT

At 9:33 p.m., Mr. Cohen made a motion to adjourn the meeting.

Mrs. Chirls seconded the motion.

ROLL CALL VOTE - Ayes - Mrs. Chirls, Mr. Cohen, Mrs. Khanna, Mrs. Konner, Ms. Messer
Nayes - None

Respectfully submitted,

Steven K. Robinson
Board Secretary