



LIVINGSTON BOARD OF EDUCATION VOTING MEETING MINUTES

Monday, March 25, 2019

Executive Session – Administration Building Large Conference Room – 7:30 p.m.

Public Session –Administrative Building Large Conference Room – 8:00 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. The meeting was called to order at 7:30 p.m. by the Board President, Charles August, who announced that adequate notice of this meeting has been provided by amendment to notice approved at the Board’s reorganization meeting on January 7, 2019 and posted at the Board of Education office and communicated to *The Star Ledger*, *West Essex Tribune*, *TAPinto Livingston* and the Livingston Township Clerk.

Mrs. Konner moved the following:

Executive Session

Whereas, the Open Public Meetings Act, N.J.S.A. 10:4-11, permits the Board of Education to meet in closed session to discuss certain matters; now, therefore be it

Resolved, that the Livingston Board of Education adjourns to closed session to discuss:

- Superintendent Search

Action may be taken upon return to public session. The full length of the meeting is anticipated to be approximately 30 minutes and be it

Further Resolved, the minutes of this closed session be made public when the need for confidentiality no longer exists.

Dr. Shen seconded the motion.

Vote all in favor.

At 8:00 p.m., Mr. August reconvened the public meeting.

Members Present: Charles “Buddy” August, Pamela Chirls (via Webex), Ronnie Konner, Samantha Messer, George Shen and Philippe Jallow

Also in Attendance: James O’Neill, Steven Robinson, Lisa Capone-Steiger, Susan Burman, Joann Goldberg and approximately 15 members of the public and staff

Superintendent's Report

Mr. O'Neill explained parents should not be overly concerned about the quality of the schools every time a list or ranking comes out in a magazine because they are not true indicators of a school's success rather they are reflective of specific criteria based on the publication. Mr. O'Neill continued that he has worked in ten school districts as a teacher or administrator and that Livingston is a great place to work and go to school. There are great teachers, supportive parents, dedicated administrators and support staff. Mr. O'Neill continued the most difficult thing we are dealing with right now is finding a new superintendent and asked that people be supportive and have patience as we continue through the process knowing in the interim, we have great people in place to keep the district moving forward.

Mr. Jallow added he feels our high school offers a lot of different opportunities for students and that he is having a good high school experience. Mr. Jallow expressed that he, and from what he can tell of his peers, are not worried about rankings.

Board Reports

Mrs. Konner and Mr. August attended the AP Art Show this evening at the Township Hall.

Dr. Shen attended an interfaith community gathering that focused on forgiveness and gratitude.

Public Input on Agenda Items ~ up to 15 minutes

Cindy Goldstein, 24 Mayhew Drive, with respect to the budget, requested the board reconsider their decision to eliminate the assistant principal position at MPM.

Andrew Miller, 18 Sycamore Terrace, asked what happened to the second and third choice candidates from the superintendent search, how new candidates are being screened and how we will move forward. Mr. Miller asked if the content area supervisors are new in the budget. Mr. Miller requested additional guidance counselors be added to the budget. Mr. Miller asked if the budget has been modified since it was first presented to the public.

Sasha Paillet Koff, 13 Rumson Road, asked to understand what if any, changes have been made with what has been proposed regarding guidance, SACs and mental health.

Mr. Robinson replied that the board was presented with a budget a few weeks ago and there have not been any changes.

With respect to the superintendent search, Mr. O'Neill explained we have revisited the original list of candidates to see if there is anyone we would like to bring back and we are also looking to interview three or four new candidates in the very near future.

Mr. O'Neill continued the content area supervisors are not new positions in this budget. We are updating the job descriptions.

Mr. O'Neill concluded that we have looked at our guidance and SAC staff and feel we have enough staff providing support in those areas so there are no additions to them in this year's budget. Mr. O'Neill reiterated we are below the suggested average for counselors based on the number of students they are servicing.

RECOMMENDATIONS FOR APPROVAL

BUSINESS

Mrs. Konner moved the following:

3.1 Tentative School District Budget for 2019-2020

Be It Resolved that the tentative budget be approved for the 2019-2020 School Year using the 2019-2020 State aid figures and the Secretary to the Board of Education be authorized to submit the following tentative budget to the Executive County Superintendent of Schools for approval in accordance with the statutory deadline:

	<u>General Fund</u>	<u>Special Revenues</u>	<u>Debt Service</u>	<u>Total</u>
2019-2020 Total Expenditures	\$115,883,285	\$1,791,343	\$8,145,350	\$125,819,978
Less: Anticipated Revenues	\$7,340,011	\$1,791,343	\$960,970	\$10,092,324
Taxes to be Raised	\$108,543,274	\$0	\$7,184,380	\$115,727,654

The budget above includes utilization of the health care cost adjustments in the amount of \$637,411.

And to advertise said budget in the West Essex Tribune in accordance with the form suggested by the State Department of Education and according to the law; and

Be It Further Resolved, that a public hearing be held at the Administration Building, 11 Foxcroft Drive, Livingston, New Jersey, on April 29, 2019 at 7:00 p.m. for the purpose of conducting a public hearing on the budget for the 2019-2020 school year.

Ms. Messer seconded the motion.

Mrs. Konner stated she supports the budget but has reservations about the elimination of the assistant principal position at MPM. Mrs. Konner continued she understands the board is voting on a tentative budget tonight but has until April 29 to finalize. Mrs. Konner requested the opportunity to get input from stakeholders impacted by the change and to have more discussion at the next meeting on how the items in the original job description will be covered.

Mrs. Chirls asked if there is a way to look at the way guidance resources are allocated so if concerns arise in the building they can be addressed. Mrs. Chirls also asked if there is a way to look at how supervisor's day is structured so they can be an additional resource in the building.

Mrs. Konner added she doesn't want supervisors' responsibilities or time to meet them to be reduced as a result of this without knowing that we can cover what needs to be done without the assistant principal position.

Mrs. Steiger explained in the Department of Student Services many counselors currently support each other across buildings in the district and there is a lot of sharing of resources when needed.

Mr. O'Neill explained because the principal at MPM has been a singleton person, other administrators have assisted with observations and evaluations so he can assume his principal responsibilities. Mr. O'Neill continued that because there are supervisors in and out of the building on a regular basis, there is always someone around to help should an administrative issue arise.

Mr. August asked what the average tax increase on the tentative budget is and Mr. Robinson responded it is \$89 on a house assessed at \$600,000.

ROLL CALL VOTE – Ayes – Mr. August, Mrs. Chirls, Mrs. Konner, Ms. Messer, Dr. Shen
 Nays – None

PERSONNEL

Ms. Messer 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>Jenna McCarthy</i>	Assistant Principal	Resignation	LHS	June 30, 2019
<i>Kimberly Montesion</i>	Lead Playground Aide	Resignation	BHE	April 3, 2019

**as amended from a previous agenda*

4.2 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>Brian Seltzer</i>	Elementary	Teacher of Music	Leave Replacement	M. Waton-Cohen	BA	1	\$52,515 (pro-rated)	3/1/19-6/30/19
<i>Jenna McCarthy</i>	TBD	Teacher of Biological Science	Tenured	NA	MA+32	11	\$87,879	8/29/19

4.3 Substitutes

Resolved, that the Livingston Board of Education approves the following individuals to serve as substitutes for the 2018-2019 school year:

Name	Location	Title	Leave Replacement or Long Term Sub	Replacing	Salary	Effective Date
<i>Heidi Slurzbberg</i>	BHE	Leave Replacement Media Specialist	Leave Replacement	Sharon Edelberg	\$263/day	3/20/19-6/20/19
<i>Nancy Vogel</i>	HMS	Leave Replacement Science Teacher	Leave Replacement	Christopher Russoniello	\$263/day	3/1/19-4/5/19

4.4 Job Descriptions

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

Content Area Supervisor (PreK-6)
Content Area Supervisor (PreK-12)
Content Area Supervisor (7-12)

Dr. Shen seconded the motion.

ROLL CALL VOTE – Ayes – Mr. August, Mrs. Chirls, Mrs. Konner, Ms. Messer, Dr. Shen
Nays – None

MISCELLANEOUS

Mrs. Konner moved the following:

5.1 HIB Report

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

Mr. August seconded the motion.

ROLL CALL VOTE – Ayes – Mr. August, Mrs. Konner, Ms. Messer, Dr. Shen
Abstain – Mrs. Chirls
Nays – None

Public Comment ~ up to 15 minutes

Cindy Goldstein, 24 Mayhew Drive, attended a meeting at HMS with Mr. Kelly about students transitioning from sixth to seventh grade and was upset to realize that Ms. Otmer is a temporary employee who will not be transitioning with the students.

Rachel Selvin, 18 Canoe Brook Drive, asked because it is late in the school year and we haven't hired someone yet, could there be an interim starting the school year and are there any contingency plans in place?

Andrew Miller, 18 Sycamore Terrace, attended college night last week and feels we missed an opportunity to live stream or record the event to broadcast out to the larger public. Mr. Miller asked where the district stands on a social media policy. Mr. Miller also asked if we look at calendars before scheduling events because this college night was the evening before junior prom.

James Calderon, 17 Claremont Avenue, still doesn't understand why a board with so much experience is having difficulty finding a superintendent.

Mr. O'Neill responded calendars at the high school are very difficult because there are a multitude of events happening almost every night. Mr. O'Neill added there is always a conscientious effort to avoid conflicts when we can.

With respect to the superintendent search, Mr. O'Neill stated we are looking for someone who has a whole set of characteristics and just because you have the appropriate certification, doesn't mean you have the appropriate experience, interpersonal skills or deeper understanding of how a high performing district operates. Mr. O'Neill added the board is being diligent about

finding a person who is a good match and would be here for five or more years to bring the stability that everyone is looking for.

Old Business

There was no old business.

New Business

There was no new business.

ADJOURNMENT

At 8:40 p.m., Mr. August requested a motion to go into Executive Session to discuss personnel. No action will be taken.

Mrs. Konner moved the following:

EXECUTIVE SESSION

1. Legal Matters
2. Negotiations
3. Personnel

Whereas, N.J.S.A. 10:4-1 et seq., also known as the "Sunshine Law," authorizes a public body to meet in executive or private session under certain limited circumstances, and

Whereas, said law requires the Board to adopt a resolution at a public hearing before it can meet in such an executive or private session, now, therefore, be it

Resolved, by the Livingston Board of Education that:

- (A) It does hereby determine that it is necessary to meet in executive session on March 25, 2019 to discuss the matters stipulated, in conformance with the subsections of said act which are indicated.
1. Matter rendered confidential by federal law, state statute or rule of court.
 2. Matter in which the release of information would impair a right to receive federal funds.
 3. Matter, the disclosure of which would constitute an unwarranted invasion of individual privacy unless the individual concerned shall request in writing that the same be disclosed publicly.
 4. Collective bargaining matter.
 5. Matter involving the purchase, lease or acquisition of real property with public funds, the setting of banking rates, etc. where it would adversely affect the public interest if discussion were disclosed.
 6. Tactics and techniques utilized in protecting public property where disclosure could impair protection.
 7. Investigation of violations or possible violations of law.
 8. Pending or anticipated litigation or contract negotiation other than collective bargaining agreement.
 9. Personnel matters unless the individual employees or appointees affected requested that such matter be discussed at a public meeting.
 10. Deliberations occurring after a public hearing that may result in the imposition of a specific civil penalty.
- (B) The matters discussed will be made public when confidentiality is no longer required and formal action pursuant to said discussion shall take place only at a meeting to which the public has been invited.
- (C) No action will be taken.

Dr. Shen seconded the motion.

Vote all in favor.

Respectfully submitted,

Steven K. Robinson
Board Secretary

March 25, 2019

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