

BOARD OF EDUCATION MEETING MINUTES
November 17, 2020

In accordance with the State’s Sunshine Law, adequate notice of this meeting was provided by sending a notice of the time, date, location, and, to the extent known, the agenda of this meeting on January 10, 2020, to the Home News Tribune and The Times. Copies of the notice also were placed in the Board Office and in each of the district schools on January 24, 2020, and sent to Plainsboro and West Windsor Public Libraries and Plainsboro and West Windsor township clerks on January 24, 2020. In addition, on November 13, 2020, a notice of the time, date, location, instructions for remote access and making public comment and, to the extent known, the agenda of this meeting were sent to the Home News Tribune and The Times, posted on the district website, placed in the Board Office and in each of the district schools, and sent to Plainsboro and West Windsor Public Libraries and Plainsboro and West Windsor township clerks.

The virtual meeting of the West Windsor-Plainsboro Board of Education was called to order by Board President Kaish at 6:30 p.m. via Zoom. Upon motion by Mr. Fleres, seconded by Ms. Krug, and by unanimous voice vote of all present, the meeting adjourned immediately into closed executive session to discuss the following:

WHEREAS, the Open Public Meetings Act authorizes Boards of Education to meet in executive session under certain circumstances;

WHEREAS, the Open Public Meetings Act requires the Board to adopt a resolution at a public meeting to go into private session;

NOW THEREFORE BE IT RESOLVED by the West Windsor-Plainsboro Regional School District Board of Education that it is necessary to meet in executive session to discuss certain items involving:

1. Matters of personal confidentiality rights, including but not limited to, staff and/or student discipline matters, and specifically:	Personnel Matters; Student Residency Matter; Staff and Student Health Matters
2. Matters in which the release of information would impair the right to receive government funds, and specifically:	
3. Matters which, if publicly disclosed, would constitute and unwarranted invasion of individual privacy, and specifically:	
4. Matters concerning negotiations, and specifically:	Potential WWPEA Sidebar Agreement
5. Matters involving the purchase of real property and/or the investment of public funds, and specifically:	
6. Matters involving the real tactics and techniques utilized in protecting the safety and property of the public, and specifically:	
7. Matters involving anticipated or pending litigation, including matters of attorney client privilege, and specifically:	OAL Docket #03219-2020; Docket #20-CIV5878
8. Matters involving personnel issues, including but not limited to, the employment, appointment, termination of employment, terms and conditions of employment, evaluation of performance, promotion or discipline of any public officer or employee, and specifically:	
9. Matters involving quasi-judicial deliberations, and specifically:	HIB Matters

BE IT FURTHER RESOLVED that any discussion held by the Board, which need not remain confidential, will be made public as soon as feasible. The minutes of the executive session will not be disclosed until the need for confidentiality no longer exists.

BE IT FURTHER RESOLVED that the Board will return to open session to conduct business at the conclusion of the executive session.

The virtual meeting reconvened to public session at 7:35 p.m. via Zoom. The following Board members were present:

Mr. Isaac Cheng
Mr. Anthony Fleres
Ms. Louisa Ho

Ms. Rachel Juliana
Ms. Michele Kaish
Ms. Dana Krug

Ms. Graelynn McKeown
Mr. Martin Whitfield
Ms. Robin Zovich

No Board members were absent. Present also were: Dr. David Aderhold, Superintendent of Schools; Dr. Christopher Russo, Assistant Superintendent for Finance/Board Secretary; Mr. James Earle, Assistant Superintendent for Pupil Services/Planning; Dr. Pamela Nathan, Assistant Superintendent for Curriculum & Instruction; Mr. Patrick Duncan, Special Assistant for Labor Relations; and Ms. Charity Comella, Director of Human Resources. Also present was board attorney, Mark Toscano, Esq.

BOARD PRESIDENT'S COMMENTS

Board President Michele Kaish explained that there was an earlier executive session at which the meeting was called to order. Ms. Kaish turned the meeting over to Board Attorney Mark Toscano to update the topics discussed in executive session.

Mr. Toscano informed the public that, in addition to the items listed on the agenda for closed executive session, the Board also discussed, under item #1, staff and student health issues, and under item #7, Docket 20-CIV5878. These changes are reflected in the closed session topics at the beginning of these minutes.

Ms. Kaish commented that tonight is School Board Spirit Night and the Board members are wearing #WWPStrong shirts and sweatshirts. The Board President thanked the ten District PTAs, the Special Education PTSA, the African American Parent Support Group, and the West Windsor-Plainsboro Education Association for collaborating to create and sell the spirit wear and for organizing the district-wide Spirit Day that was held yesterday.

SUPERINTENDENT'S COMMENTS

Dr. Aderhold remarked that today was day 49 of the hybrid-learning model. He thanked all staff, students, and families for their efforts to keep schools open. Dr. Aderhold provided an update on the district's status. He reported that since Friday, when a district health and safety update was distributed, 29 additional staff members have been quarantined due to incidents outside of school. He also reported that, since September 8, in totality, 437 students have been quarantined or isolated and 182 staff members have been quarantined or isolated. He expressed difficulty in keeping schools operational as the increase in the number of teachers in quarantine strains the manpower capabilities of the district. He assured the public that the district is going to do its best to keep the hybrid model operational, but the potential of a pivot to all-virtual is becoming more likely. Dr. Aderhold explained the guidelines the district will follow when making determinations regarding in-person learning. He expressed his appreciation to staff members and administrators who have changed their schedules as needed. Dr. Aderhold explained that the increase in the number of virtual students poses additional challenges due to technological limitations. He appealed to the community to exercise caution, fight against Covid fatigue, and continue to keep one another safe.

STUDENT REPRESENTATIVE REPORTS

Saketh Subramanian, High School South, reported that this is the second week of homecoming at High School South. The Spirit Week days are movie themed this year and continuing a 40 plus year tradition, the Seniors are dominating the Spirit Week competition. South has been having a number of virtual student council events, including Trivia Night around Halloween, which was a rousing success with over 150 students turning up to compete. We have also had two virtual town halls where we have interacted with the student bodies, explaining things ranging from the difference between class and student council, to how clubs and student organizations will function this year, to tentative plans for Winter Sports, Washington Seminar, and Prom. After discussing with many teachers, we are also launching a campaign to encourage students to keep their cameras on as teachers have told us they find it difficult to teach a screen of black rectangles. Stay tuned for our advertising materials and videos coming soon. We also ran a State of the Ship Address, where just as I report on High School South at Board meetings, the four class councils and student council provide reports directly to the student body. That video is available on the High School South YouTube account and requires a district email to view. Now that the school year is fully underway, I ran some polls on social media on how students feel virtual learning is impacting their learning experience. The first key finding is that most students empathize with the experimentation process that teachers and administrators have gone through this marking period. Everyone I have spoken with has made it abundantly clear that they understand all the difficulties that teachers face. I want to take this time to thank all of my teachers for the changes they have made to their schedules and the remarkable work they have done in a radically different environment. With that said, one key desire of the student body is more transparency while that experimentation process goes on. Our generation has grown up in a technological world and we are prepared for it, but many students feel that the variability in the mode by which tests are taken and assignments are turned in necessitates more transparency. For example, as teachers switch between having tests on Google forms, Google Classroom assignments, and tests on other websites and services, students struggle to adapt quickly without prior notice and their work suffers. An open dialogue with more teachers needs to be had so that students feel comfortable that their work has not been hindered by a lack of familiarity with the testing software. Beyond that, many teachers have so much to do digitally now that the process of grading suffers. A key mental health concern students have brought to me is that very few grades are being inputted throughout the marking period with a flurry of inputs coming after they have any chance to input their grades. This makes students quite anxious towards the end of the marking period and has an even worse effect on seniors worried about sending these grades to colleges. We all understand the challenges teachers face, but an open discussion about when assignments will be graded to mitigate stress should be encouraged. This is ultimately a less urgent issue than managing public health concerns with more lockdowns and pivots looming but is something we have to address since this is the new normal. I know that we cannot wave our hands and fix this but a general guideline for more transparency from teachers can be issued so that the work and mental health of students is not impaired. Making people with the power to do something aware of the issues students face is the first step to solving this problem.

Allison Wu, High School North, reported on High School North's homecoming plan. This is the second week of Spirit Week which includes days of dressing up and a new activity on Wednesdays where we have students change their Zoom background to a chosen theme, hoping to encourage more students to turn their cameras on and become more active in class. During Spirit Weeks, music that matches spirit days is broadcast between classes to boost morale. Court is setting new precedent of inclusivity with no gender roles and 15 people on court. The winners are named "Knights of the Round Table" and going from two to five people, gender is not factored into court. The Theatre program did a reboot on Halloween to boost school spirit in lieu of a fall program. On Halloween night, the Theatre program did a reboot of Orson Welles's radio broadcast, a broadcast originally

hosted by Orson Welles in 1938 on Halloween eve where he convinced the citizens of Plainsboro of an alien invasion.

Edward Li, High School North, reported on club events. High School North Tutoring Society started tutoring WW-P & High School North students on October 25 several days per week. The National Honors Society is hosting a Thanksgiving food drive. The Mercer County March of Dimes (many officers/members go to HSN) is hosting an art competition; the deadline is November 30. The Red Cross Club is planning a hurricane relief fundraiser. Model Congress participated in Princeton Model Congress on Friday and Saturday with nearly 20 hours of debate covering bills about excise taxes, decriminalization of marijuana, funding wind power, and other topics. The Model Congress delegation won an Honorable Mention for Best Delegation and 16 High School North members and officers were awarded at the conference. The North HOSA team, which consists of around 44 individuals, has begun preparing for the Southern Regional HOSA competition. The professional individual yearbook pictures are being taken this week for virtual students. The professional individual yearbook pictures for hybrid students were taken last week. Club pictures are currently being sent to the Yearbook Club to be included in the yearbook. The first Half-Day Wednesday was November 11. Personally, I thought it was a great experience because it mitigated my eyestrain and allowed an opportunity to stay away from the screens. Teacher professional development started the week of November 8. High school juniors finished taking their PSATs on October 14. Some recent and upcoming SAT testing dates for high schoolers include October 3, November 7, and December 5. Many high school seniors who are applying to colleges for Early Action have submitted their applications, which were due on November 1. However, several colleges have extended this deadline to November 15. Many seniors are experiencing a feeling of stress relief.

Ms. Kaish thanked the student representatives for their reports.

2021-2022 PROGRAM OF STUDIES PRESENTATION

Dr. Pamela Nathan presented information on the changes for the 2021-2022 Program of Studies. She announced that two new courses have been added for 2021-2022. She provided a description of the new Student Research in the Social Sciences Honors SSD course and the new Social Justice: Race, Class, and Gender SSD440, which replaces Multicultural Studies. Dr. Nathan explained that one course, Conversations in Spanish, has not been offered in a few years, and is being removed as a course offering.

The Board engaged in a brief discussion regarding other student research courses.

DIVERSITY, EQUITY AND INCLUSIVITY PRESENTATION

Mr. Earle introduced Mr. Anthony Jones to begin the Diversity, Equity and Inclusivity presentation. Mr. Jones, Diversity, Equity and Inclusivity Coordinator, introduced himself and explained the District's long-term commitment to the work of diversity, equity, and inclusion. He explained that, since his recent appointment, his approach to diversity, equity and inclusion has been through the process of listening, learning, and discovering with various stakeholders at all schools. He highlighted the ongoing efforts of the WW-P Regional School District in the following areas: culturally responsive curriculum, professional development, safe and brave spaces for students and faculty, equity team meetings, and community building. Mr. Jones reviewed the Diversity, Equity and Inclusivity initiatives occurring throughout the District during November and December at various grade levels.

Ms. Charity Comella, Director of Human Resources, outlined diversity, equity, and inclusivity in the hiring practices at WW-P. She reviewed and compared the student demographics and staff demographics

for the District and the nation. She also presented a year-to-year comparison of new hires at WW-P in recent years, showing an increase in the hiring of a more diverse staff. Ms. Comella completed the presentation by explaining the district's actions to recruit more racially diverse staff members.

There were no questions or comments from the Board. Ms. Kaish thanked Mr. Jones and Ms. Comella for their presentation.

WINTER ATHLETICS PRESENTATION

Dr. Aderhold thanked Ms. Dobinson and members of the athletic community for coming together to discuss and provide feedback on athletics. Mr. James Earle introduced Ms. Kate Dobinson to present a Winter Athletic Update.

Ms. Kate Dobinson presented an update on winter athletics. She began the presentation by providing background on Governor Murphy's executive order 187, allowing for indoor sports, but limiting the capacity of indoor events and practices. Dr. Aderhold interpolated that Executive Order 196 was announced last night that further limits the indoor events. Ms. Dobinson reviewed the NJSIAA's guidelines for winter play, which mirror Executive Order 187. She outlined the NJSIAA's timeline for additional recommendations regarding winter sports, most of which should be coming out this week. Ms. Dobinson examined the high school registration statistics, which were 78 percent of what registration typically would be in a traditional year. She explained the ongoing athletic meetings and discussions that have been taking place within the department and in cooperation with the athletic community. Looking forward, Ms. Dobinson outlined the health and safety protocols for future practices and competitions and identified challenges that the District will face in the winter. She finalized her presentation by providing guidance for athlete accountability and responsible behavior.

The Board engaged Ms. Dobinson in a discussion regarding the oversight of adherence to guidelines.

Dr. Aderhold thanked Mr. Earle, Ms. Dobinson, the booster clubs, and the community for coming together to work on athletics. He explained that coaches have been advocating for the students and working on sports specific guidance. He asserted that the District would continue to support connections between coaches and athletes. Dr. Aderhold explained that the District is interested to see the NJSIAA guidance coming out this week. He mentioned that WW-P has been able to keep schools open while other districts have not and that some neighboring districts have not opened their high schools, but proceed with athletics. Dr. Aderhold stated that at WW-P, academics will come first and we will do what we can to add athletics. He announced that the District plans to have a decision by November 30.

PUBLIC COMMENTS

Board President Kaish opened the first opportunity for public comment and read the following statement:

The Board invites thoughts and reactions on agenda items and items of concern from members of our community who submitted written comments to the Board Secretary prior to the submission deadline for this meeting and from those who have signed up on the form to comment via video and/or audio that was open and available on the District website up until the start of this First Opportunity for Public Comment. Any written comments that were submitted prior to the deadline for this meeting will be read aloud by the Board Attorney for three minutes in accordance with Board Policy 0167. Members of the public who did not submit written comments and who have signed up will be offered the opportunity to make their comments via video and/or audio. Members of the public will not be permitted to submit both written comments and make additional comments via video and/or audio. Each comment should be directed to the Presiding Officer, not individual members of the Board, and must be made in

accordance with the procedures and three-minute time limit set forth in Board Policy 0167. If the comment extends beyond three minutes, speakers will be asked to conclude their comments and may be muted by the Moderator. Once an individual has finished their comment or their three minutes has expired, their audio and video will be turned off by the Moderator. This public comment period shall be limited to 60 minutes.

The following members of the public commented via audio and video:

Makarand Bidwai, bidwai.m@gmail.com, Princeton, commented regarding student Chromebooks. He asserted that the current 11-inch Chromebooks are outdated and students should receive bigger and better 15.6-inch Chromebooks. He also referred to an article in NJ.com about the West Windsor-Plainsboro hybrid-learning model entitled "A gym class of 1. An auditorium full of students. Why 1,400 students dropped out of hybrid learning."

Latoya Edwards, 249 Robbinsville Edinburg Rd, West Windsor commented that, as AAPSG president, she is happy to see WW-P's push towards diversity, equity, inclusion, and social justice. She gave a shout out to SEPTSA, all of the PTA presidents, and the AAPSG for their #WWPStrong efforts.

Board Attorney Mark Toscano read the following written public comments:

Maya Kamath, 19208 Warbler Way, West Windsor, wrote:

"I wanted to take a moment to thank all of the staff from our schools & Administration, the BOE members, Our WW-P students and families, and local community members for participating in the #WWPSTRONG spirit day and making this unity movement a success. It was heartwarming to see everyone share their pictures in solidarity. A special thanks to the WWPEA, Our School PTA's, SEPTSA & AAPSG for giving their support to the project. Stronger together even when apart, We are #WWPSTRONG."

Kristen Raeter, kristen.raeter@gmail.com, West Windsor, wrote:

"Nothing about this school year is normal, except for how students are being assessed. Maybe it is time for the administration to think outside the box and alleviate the effects that the COVID-19 pandemic is having on students by offering a flexible grading policy. Not the ""Any student who has actively engaged in class activities, responded to teacher feedback, and provided evidence of learning will earn an A"" policy adopted in the spring. But one that provides for the possibility of taking a non-graduation required class pass/fail or credit/no credit and not have it appear on an external transcript."

As there were no other public comments, the Board President closed the first public comment section.

COMMITTEE REPORTS

Ms. Kaish turned the floor over to Board member Anthony Fleres to begin the committee reports.

Administration & Facilities Committee

Board member Anthony Fleres reported that the Administration & Facilities Committee met virtually on November 10, 2020. Dr. Aderhold and Mr. Earle provided updates on restart and reopening implementation. Mr. Fleres thanked teachers and staff who are doing really well with a difficult situation. The Committee reviewed the following policies and regulations and recommends them for first reading on November 17, 2020: P1581-Domestic Violence, R1581-Domestic Violence, P2422-Health and

Physical Education, P5330-Administration of Medication, R5330-Administration of Medication, P7243-Supervision of Construction, P8220-School Day, and P8462-Reporting Potentially Missing or Abused Children. The reviewed policy P2462-Gifted and Talented Students, and recommends it for second reading and approval on November 17, 2020. The Committee reviewed an example of one of the school crisis manuals and included components. All manuals have similar components with specific procedures related to each building and age of students. All ten buildings have updated crisis manuals to include procedures related to new COVID health and safety guidelines. The A&F Committee reviewed the Safety and Security Plan Statement of Assurance and recommends approval on the November 17, 2020 Board agenda. The Committee discussed the Living Yes proposal, which supports student climate and culture teams. The speaker will facilitate a climate and culture summit focused on resiliency and connection during COVID. Administrative staff will also be engaged in training and professional development. The Committee recommends the proposal for approval on the November 17, 2020 Board agenda. The Committee discussed the Kean Clinical Nursing Partnership. The partnership is designed to support nursing candidates who are completing clinical internships. The Committee recommends approval at the November 17, 2020 Board meeting. The Committee reviewed two drafts of the 2022-2023 school year calendar. Committee members provided feedback and updated drafts of the calendar will be shared with other stakeholders for input. The Committee will review calendars at the next meeting. Winter athletics registration closed on November 8, 2020. Approximately 75 percent of student-athletes who registered last year (2019-2020), have submitted registrations this year. Special Education Review Consultant, PCG, is in the process of virtually observing classrooms. Observations are scheduled to be completed by the end of December. The Committee received updates on referendum projects. The fire alarm project is complete at Millstone River and OSI was onsite last week to address punch list items. HVAC upgrades at High School North and Millstone River are moving along nicely with the installation of hot water pipes at High School North and shutdown of the chiller at Millstone River to prepare for pump replacements and piping work. Toilet room renovations are complete and waiting to address punch list items at Wicoff and Dutch Neck. Brickwork is complete at Grover Middle School and the contractor is pulling branch wiring. Tri-Con continues installing storm water piping at Community Middle School around the gym area and has installed the adjacent drywell "B". Work continues at High School South with concrete footings being poured to prepare for underground plumbing. Shop drawing submissions continue and coordination between subcontractors is moving along well. Mr. Earle updated the Committee on some of the equity work happening in the schools. On Wednesday, November 11, 2020, the Black Student Union (SHADES) held a panel discussion with students and faculty. On Monday, November 16, 2020, High School South had a professional development session for faculty focused on equity. Today, Village hosted discussions for faculty on anti-racism and equity. Equity team meetings are occurring every two weeks.

Curriculum Committee

Board member Dana Krug reported that the Curriculum Committee met virtually on November 10, 2020. Dr. Nathan and Dr. McDonald shared the revisions to the High School Program of Study for the 2021-2022 school year. A presentation will be given to the full board at the upcoming Board meeting. The Committee recommends approval of two virtual Fishbird training workshops for staff and Kolbe Index A assessments for all participants. Fishbird is a program of interactive workshops and coaching where participants align to a shared purpose and continue to develop the skills and insights to lead powerfully from that purpose. The Committee recommends approval of additional Community Education Spring Break 2020/2021 virtual programs to run during spring break.

Finance Committee

Board member Louisa Ho reported that the Finance Committee met virtually on November 10, 2020. Staff shared that administration and Brown & Brown are working on setting up the structure for banking and information sharing for the healthcare self-insurance. Brown & Brown is working on pseudo rates and

reviewing plan documents line by line. Staff shared that the auditor will share the results of the 2019-2020 audit with the Finance Committee at the December meeting and share with the Board at the December regular public meeting. The Committee reviewed the financial reports for the month. There are two change orders on the agenda. One is for Town Center for replacing existing stairs and the other is a list of changes for the bus parking area at High School North, which resulted in a credit to the District. There is a motion on the agenda to authorize the architect to assist the District in complying with the requirements of the Securing Our Children's Future Bond Act grant. The architect will design and make the required submittals to the Office of School Facilities on the District's behalf. Also on the agenda are the disposal of a few items that are past their useful life, and the cancellation of a bus route that is no longer needed. Staff provided an update on construction projects. Due to the topography of the Wicoff site with respect to ADA, staff discussed moving the main entrance to the opposite side of the building, which would require new travel patterns around the site. Staff shared that work continues on the High School North salt storage shed. Work on the Village salt storage shed has been held-up as we await permit approval from West Windsor Township. Staff provided an update on the Energy Savings Improvement Plan (ESIP) projects. The High School South fan coils are being hung in the locker rooms, along with network integration of controls in the building. Dutch Neck HVAC controls installation continues. At Community Middle School, there was a crane lift this week for the rooftop HVAC units and HVAC controls installation is occurring on other units in the 700/800 wing. At Millstone River, emergency lighting meetings were held to include more areas of the building on the back-up lighting system tied to the generators. LED lighting retrofit is substantially complete in Village, Town Center, and Wicoff elementary schools and beginning to mobilize at Dutch Neck. Network integration and commissioning of the HVAC systems at Village and Town Center elementary schools is happening this week and next. High efficiency transformers have been installed at High School South, Village, High School North, Grover Middle School, and Millstone River and is beginning at Community Middle School this week. Bi-polar ionization unit installation is complete in Town Center, Maurice Hawk, Village, Community Middle School, Dutch Neck, and High School South except for locker rooms where work is being completed on the HVAC system. Work at High School North has been halted due to referendum work on unit ventilators, but all classrooms have stand-alone HEPA filter systems currently. Solar array racking is complete at Millstone River, Dutch Neck and Village and awaiting final steps to start operation of the systems. Installation of solar panels has started at Grover Middle School.

Staff shared information regarding the 2021-2022 budget. Due to Covid-19, there is concern of flat funding for next year or the subsequent year. There is legislation introduced in the Senate to allow for a 4 percent fund balance for school districts, which is currently set at 2 percent of the prior year's general fund expenditures. This further indicates the possibility of future aid cuts. The Budget Calendar was provided to the Committee and may be slightly different this year due to the pandemic. Staff provided an update on school operations, stating that the hybrid model has been in operation for 40 plus days and safety protocols are being followed. The District has started providing daily in-person instruction to more special education students in grades 4-12. The District has safely accommodated approximately 300 additional students on buses. The Superintendent commended everyone involved in making this happen and there has been positive feedback to the change. There was no other business discussed.

ADMINISTRATION

Two addenda were included for a residency matter and a special services settlement.

Upon motion by Mr. Fleres, seconded by Ms. Zovich, and by roll call vote with all Board members present voting yes, the following board actions were approved:

Harassment, Intimidation, and Bullying

1. Affirm the superintendent of school's recommendation for disciplinary consequences and/or remedial actions as required by the State of New Jersey under the Anti-Bullying Bill of Rights for a report dated Oct. 27, 2020, for the following case numbers: 220004-GMS-10142020; 219895-GMS-09302020; 220011-HSS-10152020; 219962-HSS-10082020; and 219898-HSS-10012020.
2. Review superintendent of school's recommendation for disciplinary consequences and/or remedial actions as required by the State of New Jersey under the Anti-Bullying Bill of Rights for a report dated Nov. 17, 2020, for the following case numbers: 220178_CMS_11092020 and 220160_CMS_11042020.

School Security Drills

3. Acknowledge the following fire and security drills were performed in October 2020 in compliance with *N.J.S.A. 18A:41-1*:

<u>Fire Date</u>	<u>Security Date</u>	<u>School</u>
10/6/20 & 10/15/20	10/14/20 & 10/19/20	Dutch Neck Elementary School
10/9/20 & 10/15/20	10/20/20 & 10/27/20	Maurice Hawk Elementary School
10/14/20 & 10/22/20	10/21/20 & 10/28/20	Town Center/Wicoff Elementary School
10/7/20 & 10/14/20	10/15/20 & 10/22/20	Millstone River School
10/5/20 & 10/14/20	10/22/20 & 10/29/20	Village School
10/7/20 & 10/15/20	10/13/20 & 10/19/20	Community Middle School
10/21/20 & 10/29/20	10/7/20	Thomas Grover Middle School
10/5/20 & 10/15/20	10/13/20 & 10/19/20	WW-P High School North
10/22/20 & 10/27/20	10/13/20 & 10/20/20	WW-P High School South

Policies and Regulations

4. First reading of the following policies and regulations:

P1581-Domestic Violence
R1581-Domestic Violence
P2422-Health and Physical Education
P5330-Administration of Medication
R5330-Administration of Medication
P7243-Supervision of Construction
P8220-School Day
P8462-Reporting Potentially Missing or Abused Children

5. Second reading and approval of the following policy:

P 2464- Gifted and Talented Students

School Safety and Security Plan Review Statement of Assurance

6. Authorize the submission of the district's School Safety and Security Plan Annual Review Statement of Assurance form to the Executive County Superintendent.

Kean University Clinical Partnership Agreement

- 7. Approve a three-year agreement with Kean University in the development and implementation of clinical experience for Kean University Program graduate nursing students at no cost to the district through the 2022-2023 school year.

Professional Development

- 8. Approve an agreement with Living Yes to provide virtual professional development services for the District, at a total cost not to exceed \$2,000.

Nonpublic Grant – Bridging the Digital Divide

- 9. Accept the NJDOE 2020 Bridging the Digital Divide Grant, a one-time grant using a portion of the State’s federal CARES Act and funds, for Nonpublic schools in West Windsor-Plainsboro for fiscal year 2020-2021, as follows:

Children’s House of the Windsors	\$ 1,088.00
French American School of Princeton	\$ 6,743.00
Fusion Academy – Princeton	\$ 1,218.00

IDEA Basic and Preschool Grant Amendment

- 10. Amend a grant from the State of New Jersey Department of Education Office of Special Education under its combined Public and Non-Public IDEA Part B FY21 funds, initially approved on June 25, 2020, reflecting the inclusion of carryover funds as follows:

Basic (3-21 yr. olds)	\$ 582,250 (Public)	\$ 12,480 (Non-Public)
Preschool (3-5 yr. olds)	\$ 56,048 (Public)	\$ 0 (Non-Public)

Special Services-Private School Agreement

- 11. Approve entering into an agreement with New Hope Academy, a licensed private school in Pennsylvania, to provide educational services to select students with disabilities, as per the pupil’s individualized education program, in accordance with the applicable New Jersey Special Education Regulations and Standards and the rules and regulations of the New Jersey State Board of Education.

Professional Services

- 12. Whereas the Public School Contracts Law (*N.J.S.A. 18A: 18A-5*) requires a resolution authorizing the award of contracts/agreements for “professional services” without competitive bids; it is recommended that approval be given to adopt the following resolutions for the 2020-2021 school year:

Special Services-Consultants/Evaluators

- a) Marcia L. Braden, Ph.D. Licensed Psychologist; not to exceed \$200 per hour; \$2,000 a day for remote training and \$6,000 through June 30, 2021.

- b) Life Enhancement Institute LLC and Dr. Napur Lahiri; not to exceed \$700 per evaluation and \$4,900 through June 30, 2021.

Residency

13. Remove student #407872 from the District's attendance rolls in accordance with N.J.S.A. 18A:38-1 et seq. and N.J.A.C. 6A:22-4.1 et seq. due to lack of residency within the District.

Special Services Settlement Agreement

14. Approve a settlement agreement for student #406128, dated November 12, 2020, as recommended by the Board attorney and discussed in Closed Executive Session.

CURRICULUM AND INSTRUCTION

Upon motion by Ms. Krug, seconded by Ms. McKeown, and by roll call vote with all Board members present voting yes, the following board actions were approved:

Professional Development Services

1. Approve two virtual Fishbird Training workshops focused on teambuilding and strategic planning for district staff members, including Kolbe Index A assessments for all participants, at a cost not to exceed \$5,500.

Community Education

2. Approve the following additional Community Education Virtual Spring Break Enrichment Programs.

Virtual Spring Break Programs

Drone Legends!

Film Making for Kids

App Builders Club

RoboPRO

Python Programming

Storytelling in Scratch

FINANCE

A finance addendum was included for two items: an additional bills list for item #1 and School Security Grant assurances.

Upon motion by Ms. Ho, seconded by Mr. Cheng, and by roll call vote with all Board members present voting yes, the following board actions were approved:

Business Services

1. Payment of bills as follows:
 - a) Bills List General for November 17, 2020 (run on 11-11-20) in the amount of \$11,035,859.92.

- b) Bills List Capital for November 17, 2020 (run on 11-09-20) in the amount of \$4,290,427.42.
- c) Bills List General for November 17, 2020 (run on 11-16-20) in the amount of \$86,748.82

2. Budget transfers as follows:

- a) 2020-2021 school year as shown on the expense account adjustments for October 31, 2020 (run on 11-05-20) (Adjustment Numbers 157-190).

3. Accept the following reports this will become a permanent part of the Board Minutes:

A-148 Report of the Secretary to the Board of Education as of September 30, 2020, indicating that no major account is over-expended and the Board secretary certifies that no line item is over-expended and that sufficient funds are available to meet the district's financial obligations for the remainder of the year.

A-149 Report of the Treasurer of School Monies to the Board of Education as of September 30, 2020.

Change Orders

- 4. Change Order No. 7 to Contract No. 1 - General Construction Work of R. Wilkinson & Sons Construction, Inc., for Addition and Renovations to Town Center Elementary School, as recommended by Fraytak Veisz Hopkins Duthie, PC, (Architects/Planners Project No. 5054 – Additions/Renovations at Town Center), to remove and replace existing concrete stairs per owner request, in the amount of \$7,337. This change order increases the contract amount of \$2,349,162.31 to \$2,356,499.31.
- 5. Change Order No. 1R to the single overall contract of Your Way Construction for Bus Parking High School North, as recommended by Fraytak Veisz Hopkins Duthie, PC, (Architects/Planners Project No. 5168-Bus Parking at High School North), for a credit back to owner in the amount of \$6,500.00 for providing and installing standard 10-12 mil. chain link fence in lieu of specified 20 mil, for an additional cost of \$577.50 to furnish and install reflective tape on 4 gate posts, and an additional \$5,670.00 to furnish and install eighteen wheel stops at bus stalls at \$300 each, for a total net decrease of \$252.50. This change order decreases the contract amount of \$78,690.00 to \$78,437.50.

Professional Service – School Security Grant

- 6. Whereas the Public School Contracts Law (*N.J.S.A. 18A: 18A-5*) requires a resolution authorizing the award of contracts/agreements for “professional services” without competitive bids; it is recommended that approval be given to adopt the following resolutions for the 2020-2021 school year:

Authorize Fraytak, Veisz, Hopkins, & Duthie, (FVHD), school district architect of record, to provide professional services to support the district's initiatives in regards to school security grants received under the Securing Our Children's Future Bond Act, *P.L. 2018, c. 119* at a cost of \$7,600. The services include providing various security enhancements to comply with school security grant requirements, including expansions to existing systems including but not limited to message boards, strobes, cameras and door access controls. Work will be performed by district's separate vendor in accordance with scope developed by the District. Services include: Technical

consultation as needed to support district's grant application (District will manage actual grant process and applications), NJ Department of Education other capital project applications for each school building, Long Range Facilities Plan (LRFP) amendment for this project only, and preparation of drawings as needed for permitting based upon scope of work provided by others.

Equipment Disposal

7. The disposal of obsolete equipment that has met the district's life expectancy.
[The age and/or physical condition of the equipment rendered it ineffective.]

Town Center Elementary School

Chair, teacher's, w/arm rest, blue - 8

Chair, teacher's, w/o arm rest, blue

Transportation

Cancellation (Renewal)

8. Cancel 2020 – 2021 Student Transportation Contract – Renewal Multi Contract Number IR-PUB19-1, route CPC12A awarded to Irvin Raphael, Inc. on June 23, 2020. Total route cost is \$18,358.47.

School Security Grant Assurances

9. The Board makes the below listed assurances in compliance with the submission of the School Security Grant application under the Securing Our Children's Future Bond Act, *P.L. 2018, c.119*:
 - a) If district-allocated funds remain unused after Alyssa's Law compliance, the proposed work directly supports security measures prescribed by N.J.S.A. 18A:7G-5.2 and in accordance with N.J.A.C. 6A:26A-4.4(c).
 - b) All security upgrades are proposed for district-operated school buildings serving grades K-12.
 - c) No work is proposed for leased buildings with a lease expiration date prior to June 30, 2024, for non-school buildings, or for buildings that only serve preschool students.
 - d) Proposed new construction for security vestibules, if applicable, does not exceed 300 square feet.
 - e) If the estimated costs for the proposed work exceed the district grant allocation, the district has adequate funds in the current budget for the local share.
 - f) Requests for retroactive funding do not include debt service projects, and anticipated local share, if applicable, will not be funded through debt service.
 - g) Costs for school security audits, assessments, and security monitoring systems are not included in the scope of work.
 - h) All supporting documentation is consistent with the representations in the electronic application
 - i) The district has submitted complete school facilities project applications to the NJDOE's Office of School Facilities.

PERSONNEL

Two personnel addenda were included. The first addendum was for item #1 Personnel items as follows: B. Certificated Staff – one appointment and several changes; C. Non Certificated Staff – one change; E. Stipend Non-Athletic – one addition and one change. The second addendum was for a sidebar agreement with the West Windsor-Plainsboro Education Association (WWPEA).

Upon motion by Mr. Whitfield, seconded by Ms. Juliana, and by roll call vote with all Board members present voting yes, the following board actions were approved:

Personnel

1. Personnel Items as follows:

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
A. Administration								
Appoint								
Creveling, Emily	Appoint	Assistant Principal		\$128,316.00 (prorated)	HSS	TBD	6/30/21	Appoint as Assistant Principal, pending employment verification, replacing Carla Royster, who retired. (Tenure date: TBD)
Change								
Jablonski, Lindsay	Change Location	Assistant Principal		N/C	DIST	11/18/20	6/30/21	Change location from WIC to DIST for the purpose of supporting DN/WIC as Assistant Principal and supporting the responsibilities for the Supervisor of Language Arts/ESL (Gr K-5).
B. Certificated Staff								
Appoint								
Salvador, Sven	Appoint	Teacher ESL	5MA	\$63,150.00 (prorated)	GMS	TBD	6/30/21	Appoint as ESL Teacher, pending employment verification, replacing Suihua Zhao, who retired. (Tenure date: TBD)
Jurczynski, Nicole	Appoint-Repl.	Teacher Elementary	0BA	\$56,000.00 (prorated)	MH	9/21/20	2/15/21	Appoint as leave replacement 1st Grade Teacher, replacing Amanda Witkowski, who is on leave.
Change								
Beesley, Lucas	Change	Teacher Health and Physical Education-68.9%	0BA	\$38,584.00 (prorated)	TC/WIC/DN	11/16/20	6/30/21	Change start date from TBD to 11/16/20. Change tenure date from TBD to 11/17/24. Change salary from \$56,000.00 (prorated) to \$38,584.00 (prorated).
Marchitelli, Olivia	Change	Teacher Elementary		N/A	WIC	11/30/20	2/26/21	Change FMLA/NJFLA/CC from 12/16/20-3/12/21 to 11/30/20-2/26/21 unpaid, with benefits. (RTW: 3/1/21)
Bissinger, Shayne	Change %	Teacher ESL		\$97.54/day	GMS	10/10/20	TBD	Additional per diem payment for an extra section.

Zola, Anna	Change %	Teacher ESL	\$62.10/day	GMS	10/10/20	TBD	Additional per diem payment for an extra section.
Curbishley, Cheryl	Change %	Teacher Language Arts- 120%	\$72.55/day	GMS	9/29/20	10/16/20	Additional per diem payment for an extra section.
Lyczkowski, Janice	Change %	Teacher Resource Specialist- Reading Intervention- 100%, Teacher Language Arts- 20%	\$63.15/day	GMS	9/29/20	10/16/20	Additional per diem payment for an extra section.
Salvador, Edward	Change %	Teacher Language Arts- 120%	\$58.00/day	CMS/ GMS	9/29/20	10/16/20	Additional per diem payment for an extra section.
Sgammato, Christine	Change %	Teacher Resource Specialist- Reading Intervention- 100%, Teacher Language Arts- 20%	\$79.00/day	CMS/ GMS	9/29/20	10/16/20	Additional per diem payment for an extra section.
Wheeler, Rashmi	Change Location	Teacher Special Education	N/A	VIL	11/23/20	6/30/21	Change location from WIC to VIL.
Leave of Absence							
Cruzado, Keri	Leave- FMLA/NJFL A/CC	Teacher Art	N/A	DN/ TC	4/7/21	6/30/22	FMLA/NJFLA/CC: 4/7/21-6/30/21 unpaid, with benefits. CC: 9/1/21-6/30/22 unpaid, no benefits. (RTW: 9/1/22)
Metal, Stephanie	Leave- FMLA	Teacher Music	N/A	MH/ DN	11/9/20	2/5/21	FMLA: 11/9/20-2/5/21 unpaid, with benefits. (RTW: 2/8/21)
Samuels, Scott	Leave- FMLA/NJFL A/CC	Teacher Art	N/A	HSN	2/8/21	5/7/21	FMLA/NJFLA/CC: 2/8/21-5/7/21 unpaid, with benefits. (RTW: 5/10/21)
Tignor, Laura	Leave- FMLA	Teacher Special Education	N/A	HSN	11/30/20	2/26/21	FMLA: 11/30/20-2/26/21 unpaid, with benefits. (RTW: 3/1/21)
Warren, Ashley	Leave- FMLA/NJFL A/CC	Teacher Dual Language Immersion- Spanish	N/A	DN	4/26/21	9/23/21	FMLA/NJFLA/CC: 4/26/21-9/23/21 unpaid, with benefits. (RTW: 9/24/21)
Laurence, Marjorie	Leave- EFMLEA/NJ FLA	Speech Language Specialist	\$200.00/day	MR	10/28/20	11/10/20	Intermittent EFMLEA/NJFLA: 10/28/20-11/10/20 paid 2/3 (maximum compensation \$200.00/day), with benefits.
Lee, Jenna	Leave- EPSLA	Teacher Special Education	\$200.00/day	TC	11/9/20	11/13/20	EPSLA: 11/9/20-11/13/20 paid 2/3 (maximum compensation \$200.00/day), with benefits.

Resignation							
Cianci, Rachaele	Resign	Learning Disabilities Teacher Consultant	N/A	MR	12/31/20	12/31/20	Resign, after 34.5 years in the district, for the purpose of retirement.
C. Non Certificated Staff							
Change							
Aloi, Tina	Change	Instructional Assistant	N/C	MR	9/1/20	6/30/21	Change hours from 6.75 hrs/day to 7.0 hrs/day.
Bair, Jodi	Change	Security Officer "Eyes on the Door"-Substitute	\$15.00/hr.	DIST	11/10/20	6/30/21	Change from Security Officer - "Eyes on the Door" to substitute Security Officer - "Eyes on the Door", as needed.
Bossio, Alfred	Change	Security Officer "Eyes on the Door"-Substitute	\$15.00/hr.	DIST	11/10/20	6/30/21	Change start date from TBD to 11/10/20.
Payment							
Bierman, Kenneth	Payment	Operations Foreman	\$375.00	B&G	11/18/20	11/18/20	Payment for unused vacation days, as per contract.
Rescind							
Bright, Jarrod	Rescind	Security Officer "Eyes on the Door"-Substitute	\$15.00/hr.	DIST	9/8/20	6/30/21	Rescind appointment as substitute security officer - "Eyes on the Door", as needed.
Molina, Cynthia	Rescind	Security Officer "Eyes on the Door"	\$15.00/hr.	DIST	9/8/20	6/30/21	Rescind appointment as security officer - "Eyes on the Door".
Resignation							
Adam, Jean	Resign	Security Officer "Eyes on the Door"-Substitute	N/A	DIST	11/10/20	11/10/20	Resign from position.
Bordfeld, Leslie	Resign	Instructional Assistant	N/A	MR	11/20/20	11/20/20	Resign from position.
Visovsky, Richard	Resign	Security Officer "Eyes on the Door"-Substitute	N/A	DIST	11/10/20	11/10/20	Resign from position.
D. Substitute / Other							
Appoint							
Bagchi, Aloka	Appoint	Substitute Teacher	\$85.00/day	DIST	11/18/20	6/30/21	Appoint as a Substitute Teacher (County Cert.), pending employment verification, as needed for temporary assignments.
Mugrage, Rebecca	Appoint	Substitute Teacher	\$85.00/day	DIST	11/18/20	6/30/21	Appoint as a Substitute Teacher (County Cert.), pending employment verification, as needed for temporary assignments.

Pitts, Erenst	Appoint	Substitute Teacher	\$85.00/day	DIST	11/18/20	6/30/21	Appoint as a Substitute Teacher (County Cert.), pending employment verification, as needed for temporary assignments.
Zeeshan, Saman	Appoint	Substitute Teacher	\$85.00/day	DIST	11/18/20	6/30/21	Appoint as a Substitute Teacher (County Cert.), pending employment verification, as needed for temporary assignments.
Hampel, Alexa	Appoint	Substitute Teacher	\$95.00/day	DIST	11/18/20	6/30/21	Appoint as a Substitute Teacher (New Jersey Cert), pending employment verification, as needed for temporary assignments.
Lilly, Reannon	Appoint	Substitute Teacher	\$95.00/day	DIST	11/18/20	6/30/21	Appoint as a Substitute Teacher (New Jersey Cert.), pending employment verification, as needed for temporary assignments.
Reappoint							
Ciardella, Ralph	Reappoint	Substitute Teacher	\$85.00/day	DIST	11/18/20	6/30/21	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Resignation							
Rosenberg, Alyssa	Resign	Substitute Teacher	N/A	DIST	10/21/20	10/21/20	Resign from position.
E. Extracurricular / Extra Pay							
Home Programming							
Davis, Jennifer	Extra Duty	Home Programming	\$70.00/hr.	DIST	9/8/20	6/30/21	Virtual home programming to address IEP goals, not to exceed 18 hours.
Delre, Margaret	Extra Duty	Home Programming	\$70.00/hr.	DIST	9/8/20	6/30/21	Virtual home programming to address IEP goals, not to exceed 18 hours.
Scanlon, Erin	Extra Duty	Home Programming	\$70.00/hr.	DIST	9/8/20	6/30/21	Virtual home programming to address IEP goals, not to exceed 12 hours.
Verhoog, Brianne	Extra Duty	Home Programming	\$70.00/hr.	DIST	9/8/20	6/30/21	Virtual home programming to address IEP goals, not to exceed 12 hours.
Professional Development							
Ozdonski, Paige	Extra Duty	Professional Development	\$50.00/day	DIST	9/1/20	9/1/20	Alternative Evaluation Training, .5 day.
Boley, Kimberly	Extra Duty	Professional Development	\$100.00/day	DIST	7/1/20	8/31/20	Adaptive Classes, 2 days.
Davis, Jennifer	Extra Duty	Professional Development	\$100.00/day	DIST	7/1/20	8/31/20	Adaptive Classes, 2.5 days.
DeVincenz, Jenna	Extra Duty	Professional Development	\$100.00/day	DIST	7/1/20	8/31/20	Adaptive Classes, 2.5 days.
Musumeci, Caitlin	Extra Duty	Professional Development	\$100.00/day	DIST	7/1/20	8/31/20	Adaptive Classes, 2.5 days.

Nicoletti, Sabrina	Extra Duty	Professional Development	\$100.00/day	DIST	7/1/20	8/31/20	Adaptive Classes, 2 days.
Verhoog, Brianne	Extra Duty	Professional Development	\$100.00/day	DIST	7/1/20	8/31/20	Adaptive Classes, 2.5 days.
Supervision							
Sacca, Lisa	Extra Duty	Supervision	\$19.48/hr.	CMS	10/12/20	6/30/21	Supervision, as scheduled, not to exceed 2.5 hrs/wk.
Title I							
Anantharaman, Anita	Extra Duty	Title I: Academic Support Tutor	\$47.09/hr.	HSN	11/18/20	6/30/21	Title I Academic Support Tutor, total program not to exceed 382 hours.
Colpini, Jana	Extra Duty	Title I: Academic Support Tutor	\$47.09/hr.	HSN	11/18/20	6/30/21	Title I Academic Support Tutor, total program not to exceed 382 hours.
Godowski, Chelsea	Extra Duty	Title I: Academic Support Tutor	\$47.09/hr.	HSN	11/18/20	6/30/21	Title I Academic Support Tutor, total program not to exceed 382 hours.
Hankh, Nicolette	Extra Duty	Title I: Academic Support Tutor	\$47.09/hr.	HSN	11/18/20	6/30/21	Title I Academic Support Tutor, total program not to exceed 382 hours.
Kratz, Emily	Extra Duty	Title I: Academic Support Tutor	\$47.09/hr.	HSN	11/18/20	6/30/21	Title I Academic Support Tutor, total program not to exceed 382 hours.
Lagomarsino, Ryan	Extra Duty	Title I: Academic Support Tutor	\$47.09/hr.	HSN	11/18/20	6/30/21	Title I Academic Support Tutor, total program not to exceed 382 hours.
McCarthy, Tara	Extra Duty	Title I: Academic Support Tutor	\$47.09/hr.	HSN	11/18/20	6/30/21	Title I Academic Support Tutor, total program not to exceed 382 hours.
Riley, Theresa	Extra Duty	Title I: Academic Support Tutor	\$47.09/hr.	HSN	11/18/20	6/30/21	Title I Academic Support Tutor, total program not to exceed 382 hours.
Sreenivasan, Samhitha	Extra Duty	Title I: Academic Support Tutor	\$47.09/hr.	HSN	11/18/20	6/30/21	Title I Academic Support Tutor, total program not to exceed 382 hours.
Washington, Rosalyn	Extra Duty	Title I: Academic Support Tutor	\$47.09/hr.	HSN	11/18/20	6/30/21	Title I Academic Support Tutor, total program not to exceed 382 hours.
Wood, Drew	Extra Duty	Title I: Academic Support Tutor	\$47.09/hr.	HSN	11/18/20	6/30/21	Title I Academic Support Tutor, total program not to exceed 382 hours.

Title III							
Bader Roman, Amanda	Extra Duty	Title III: ESL Parent Academy	\$47.09/hr.	DIST	10/28/20	6/30/21	ESL Adult Evening Classes (Parent Academy), not to exceed 4.5 hours per workshop. Paid through Title III grant funds.
Jackson-Escogido, Jennifer	Extra Duty	Title III: ESL Parent Academy	\$47.09/hr.	DIST	10/28/20	6/30/21	ESL Adult Evening Classes (Parent Academy), not to exceed 4.5 hours per workshop. Paid through Title III grant funds.
Kloutis, Kimberly	Extra Duty	Title III: ESL Support for English Language Learners and Their Families	\$47.09/hr.	DIST	10/28/20	6/30/21	ESL S.E.L.F. Presenter, not to exceed 3 hours per workshop for planning/presenting. Paid through Title III grant funds.
Bissinger, Shayne	Extra Duty	Title III: ESL Support for English Language Learners and Their Families	\$47.09/hr.	DIST	10/28/20	6/30/21	ESL S.E.L.F. Presenter, not to exceed 3 hours per workshop for planning/presenting. Paid through Title III grant funds.
E. Stipend Athletic							
None							
E. Stipend Non-Athletic							
CJ Pride							
Gagliardo, Theresa	Stipend Non-Athletic	CJ Pride Administrative Assistant	\$5,000.00	DIST	7/1/20	6/30/21	Administrative duties for CJ Pride, paid from CJ Pride Consortium funds, paid 1/2 in Dec. & 1/2 in June.
Mentor							
Bremer, Lisa	Stipend Non-Athletic	Mentor	\$2,010.00 (prorated)	VIL	12/7/20	6/30/21	Mentor for Carley DeRosa, paid 1/2 in Dec. & 1/2 in June.
McKenna, Maureen	Stipend Non-Athletic	Mentor	\$2,010.00 (prorated)	WIC	10/22/20	3/13/21	Mentor for Cassandra Perez, paid 1/2 in Dec. & 1/2 in June.
Wilush, Jenna	Stipend Non-Athletic	Mentor	\$2,010.00 (prorated)	VIL	1/4/21	6/30/21	Mentor for Courtney Dignan, paid 1/2 in Dec. & 1/2 in June.
Tucker, Hillary	Stipend Non-Athletic	Mentor	\$2,010.00 (prorated)	WIC	10/30/20	3/13/21	Mentor for Jenna Bailin, paid 1/2 in Dec. & 1/2 in June.
High School North							
Lagomarsino, Ryan	Stipend Non-Athletic	National History Day	\$2,766.78 (prorated)	HSN	10/29/20	12/31/20	National History Day Advisor, 0 yrs. exp., paid in FULL in Dec.
High School South							
Kearns, Valerie	Stipend Non-Athletic	African American Awareness Club- Shared	\$335.37	HSS	9/1/20	6/30/21	African American Awareness Club - shared 1/3, 0 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Leonard, Rosemary	Stipend Non-Athletic	African American Awareness Club- Shared	\$335.37	HSS	9/1/20	6/30/21	African American Awareness Club - shared 1/3, 0 yrs. exp., paid 1/2 in Dec. and 1/2 in June.

Porter, Joseph	Stipend Non-Athletic	African American Awareness Club- Shared	\$335.37	HSS	9/1/20	6/30/21	African American Awareness Club - shared 1/3, 0 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Community Middle School							
Nemeroff, Catherine	Stipend Non-Athletic	Standard Club Advisor	\$1,509.15	CMS	9/1/20	6/30/21	Debate Club Advisor, 0 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Lee, Kelly	Stipend Non-Athletic	Standard Club Advisor	\$1,509.15	CMS	9/1/20	6/30/21	Hands Across the Water Advisor, 2 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Bond, Michael	Stipend Non-Athletic	Volunteer Stage Band	\$0.00	CMS	11/6/20	6/30/21	Stage Band Club Volunteer.
Millstone River School							
Gura, Lisa	Stipend Non-Athletic	Student Human Relations Council Advisor- Shared	\$620.00	MR	9/1/20	6/30/21	Student Human Relations Council Advisor - shared 50%, paid 1/2 in Dec. and 1/2 in June.
Change							
McDowell, Kathleen	Change	Class Advisor, 11th Grade- Shared	\$2,169.40	HSN	9/1/20	6/30/21	Change 11th Grade Class Advisor - shared 50%, 8 yrs. exp., paid 1/2 in Dec. and 1/2 in June from \$1,735.52 to \$2,169.40.
Savas, Lisa	Change	Class Advisor, 11th Grade- Shared	\$2,075.08	HSN	9/1/20	6/30/21	Change 11th Grade Class Advisor - shared 50%, 6 yrs. exp., paid 1/2 in Dec. and 1/2 in June from \$1,660.07 to \$2,075.08.
Bidwell, Jessica	Change	Class Advisor, 11th Grade- Shared	\$1,886.44	HSS	9/1/20	6/30/21	Change 11th Grade Class Advisor - shared 50%, 2 yrs. exp., paid 1/2 in Dec. and 1/2 in June from \$1,509.15 to \$1,886.44.
Randazzo, Gabriel	Change	Class Advisor, 11th Grade- Shared	\$1,886.44	HSS	9/1/20	6/30/21	Change 11th Grade Class Advisor - shared 50%, 2 yrs. exp., paid 1/2 in Dec. and 1/2 in June from \$1,509.15 to \$1,886.44.
Dowling, Jennifer	Change	Coordinator, Special Projects	\$1,550.00	DN	9/1/20	6/30/21	Change Coordinator Special Projects, DN Garden from shared 50% to 100%, paid 1/2 in Dec. and 1/2 in June. Change salary from \$775.00 to \$1,550.00.
Suozzo, Erin	Change	Math Counts	\$3,596.81	CMS	9/1/20	6/30/21	Change Math Counts Advisor, from 5 yrs. exp. to 6 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Seo, Tae	Stipend Non-Athletic	Mentor	\$2,010.00 (prorated)	MH	9/21/20	2/8/21	Change end date from 2/8/21 to 2/15/21 for mentor for Nicole Jurczynski, paid 1/2 in Dec. & 1/2 in June.

Suozzo, Erin	Change	Standard Club Advisor	\$1,660.07	CMS	9/1/20	6/30/21	Change Community CARES Advisor, from 5 yrs. exp. to 6 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Suozzo, Erin	Change	Standard Club Advisor	\$1,660.07	CMS	9/1/19	6/30/20	Change Community CARES Advisor, from 4 yrs. exp. to 5 yrs. exp., paid 1/2 in Dec. & 1/2 in June. Change salary from \$1,584.61 to \$1,660.07.
Gura, Elizabeth	Change	Student Human Relations Council Advisor-Shared	\$620.00	MR	9/1/20	6/30/21	Change name from Lisa to Elizabeth for Student Human Relations Council Advisor - shared 50%, paid 1/2 in Dec. and 1/2 in June.
Valeriani, Lisa	Change	Student Human Relations Council Advisor-Shared	\$620.00	MR	9/1/20	6/30/21	Change Student Human Relations Council Advisor from 100% to shared 50%, paid 1/2 in Dec. and 1/2 in June. Change salary from \$1,240.00 to \$620.00
Rescind							
MacPhie, Michelle	Rescind	Coordinator, Special Projects-Shared	\$775.00	DN	9/1/20	6/30/21	Rescind Coordinator Special Projects, DN Garden - shared 50%.
F. Community Education							
Reappoint							
Sampath, Usha	Reappoint	EDP Full Day Instructor	\$36,400.00 (prorated)	VIL	12/1/20	12/31/20	Reappoint as an EDP Full-Day Instructor (full-time).
Beauchamp, Marissa	Reappoint	EDP Site Supervisor	\$36,008.70 (prorated)	VIL	12/1/20	12/31/20	Reappoint as an EDP Site Supervisor (full-time).
Kaplan, Debra	Reappoint	EDP Site Supervisor	\$44,403.45 (prorated)	MR	12/1/20	12/31/20	Reappoint as an EDP Site Supervisor (full-time).
Nita, Daniela	Reappoint	EDP Site Supervisor	\$39,475.80 (prorated)	MH	12/1/20	12/31/20	Reappoint as an EDP Site Supervisor (full-time).
Prabhakar, Girija	Reappoint	EDP Site Supervisor	\$22,181.25 (prorated)	DN	12/1/20	12/31/20	Reappoint as an EDP Site Supervisor (full-time).
Ridzyowski, Dawn	Reappoint	EDP Site Supervisor	\$48,402.90 (prorated)	TC	12/1/20	12/31/20	Reappoint as an EDP Site Supervisor (full-time).
Singh, Bandana	Reappoint	EDP Site Supervisor	\$18,484.38 (prorated)	TC	12/1/20	12/31/20	Reappoint as an EDP Site Supervisor (full-time).
Buckle, David	Appoint	CE Instructor	\$30.00/hr.	CE	12/1/20	12/31/20	Reappoint as a CE Instructor (Virtual Strings, part-time).
Pak, Mimi	Appoint	CE Instructor	\$30.00/hr.	CE	12/1/20	12/31/20	Reappoint as a CE Instructor (Virtual Strings, part-time).
Bhamre, Sharvari	Reappoint	EDP Group Leader	\$13.25/hr.	TC	12/1/20	12/31/20	Reappoint as an EDP Group Leader (part-time).
Devine-Horn, Patricia	Reappoint	EDP Group Leader	\$25.06/hr.	MH	12/1/20	12/31/20	Reappoint as an EDP Group Leader (part-time).
Hughes, Dianna	Reappoint	EDP Group Leader	\$19.54/hr.	DN	12/1/20	12/31/20	Reappoint as an EDP Group Leader (part-time).
Jones, Maureen	Reappoint	EDP Group Leader	\$20.52/hr.	VIL	12/1/20	12/31/20	Reappoint as an EDP Group Leader (part-time).

Kesavabhotla, Padmavathi	Reappoint	EDP Group Leader	\$18.54/hr.	MR	12/1/20	12/31/20	Reappoint as an EDP Group Leader (part-time).
Lackey, Roxanne	Reappoint	EDP Group Leader	\$16.50/hr.	MR	12/1/20	12/31/20	Reappoint as an EDP Group Leader (part-time).
Lapidus, Elsa	Reappoint	EDP Group Leader	\$24.32/hr.	MR	12/1/20	12/31/20	Reappoint as an EDP Group Leader (part-time).
Lebowitz, Cynthia	Reappoint	EDP Group Leader	\$13.25/hr.	DN	12/1/20	12/31/20	Reappoint as an EDP Group Leader (part-time).
Mukhopadhyay, Nandini	Reappoint	EDP Group Leader	\$14.50/hr.	TC	12/1/20	12/31/20	Reappoint as an EDP Group Leader (part-time).
Nabet, Arshid	Reappoint	EDP Group Leader	\$14.75/hr.	VIL	12/1/20	12/31/20	Reappoint as an EDP Group Leader (part-time).
Oertel, Linette	Reappoint	EDP Group Leader	\$16.98/hr.	MR	12/1/20	12/31/20	Reappoint as an EDP Group Leader (part-time).
Reis, Donna	Reappoint	EDP Group Leader	\$13.25/hr.	MH	12/1/20	12/31/20	Reappoint as an EDP Group Leader (part-time).
Santiago, Catherine	Reappoint	EDP Group Leader	\$13.25/hr.	MR	12/1/20	12/31/20	Reappoint as an EDP Group Leader (part-time).
Shah, Hetal	Reappoint	EDP Group Leader	\$13.25/hr.	WIC	12/1/20	12/31/20	Reappoint as an EDP Group Leader (part-time).
Vannatta, Donna	Reappoint	EDP Group Leader	\$13.25/hr.	DN	12/1/20	12/31/20	Reappoint as an EDP Group Leader (part-time).
Verma, Sushma	Reappoint	EDP Group Leader	\$13.25/hr.	MH	12/1/20	12/31/20	Reappoint as an EDP Group Leader (part-time).
Wilson, Nancy	Reappoint	EDP Group Leader	\$13.25/hr.	MR	12/1/20	12/31/20	Reappoint as an EDP Group Leader (part-time).
Lamson, Jenna	Reappoint	EDP Assistant Group Leader	\$13.00/hr.	MH	12/1/20	12/31/20	Reappoint as an EDP Assistant Group Leader (part-time).
Paz, Sophia	Reappoint	EDP Assistant Group Leader	\$12.50/hr.	VIL	12/1/20	12/31/20	Reappoint as an EDP Assistant Group Leader (part-time).
Gamarnik, Aleksandr	Reappoint	EDP 1-to-1 Assistant	As per contract	CE	12/1/20	12/31/20	Reappoint as an EDP 1-to-1 Assistant (part-time).
Lackey, Roxanne	Reappoint	EDP 1-to-1 Assistant	As per contract	CE	12/1/20	12/31/20	Reappoint as an EDP 1-to-1 Assistant (part-time).
Lapidus, Elsa	Reappoint	EDP 1-to-1 Assistant	As per contract	CE	12/1/20	12/31/20	Reappoint as an EDP 1-to-1 Assistant (part-time).
Lee, Kelly Cathleen	Reappoint	EDP 1-to-1 Assistant	As per contract	CE	12/1/20	12/31/20	Reappoint as an EDP 1-to-1 Assistant (part-time).
Lupo, Sandra	Reappoint	EDP 1-to-1 Assistant	As per contract	CE	12/1/20	12/31/20	Reappoint as an EDP 1-to-1 Assistant (part-time).
Oertel, Linette	Reappoint	EDP 1-to-1 Assistant	As per contract	CE	12/1/20	12/31/20	Reappoint as an EDP 1-to-1 Assistant (part-time).
Purohit, Vaishali	Reappoint	EDP 1-to-1 Assistant	\$15.00/hr.	TC	12/1/20	12/31/20	Reappoint as an EDP 1-to-1 Assistant (part-time).
Singh, Priyadarshini	Reappoint	EDP 1-to-1 Assistant	As per contract	CE	12/1/20	12/31/20	Reappoint as an EDP 1-to-1 Assistant (part-time).
Warner, Jean	Reappoint	EDP 1-to-1 Assistant	As per contract	CE	12/1/20	12/31/20	Reappoint as an EDP 1-to-1 Assistant (part-time).
Gillette, Kamiah	Reappoint	EDP High School Assistant	\$12.00/hr.	WIC	12/1/20	12/31/20	Reappoint as an EDP High School Assistant (part-time).

Twum-Barima, Maame	Reappoint	EDP High School Assistant	\$12.00/hr.	TC	12/1/20	12/31/20	Reappoint as an EDP High School Assistant (part-time).
Twum-Barima, Nana	Reappoint	EDP High School Assistant	\$12.00/hr.	TC	12/1/20	12/31/20	Reappoint as an EDP High School Assistant (part-time).
Resignation							
Cartmill, Cecilia	Resign	EDP Group Leader	N/A	VIL	10/30/20	10/30/20	Resign from position.
G. Emergent Hires							
None							

WWPEA – Sidebar Agreement

2. Approve a sidebar agreement with the West Windsor-Plainsboro Education Association whereby:
 - a) Winter Sport Coaches and Athletic Trainers are compensated thirty-five percent (35%) of the contractual stipend upon appointment; and
 - b) Shall qualify for an additional thirty-two and one-half percent (32.5%) upon completion of the first one-third of the season and the remaining thirty-two and one-half percent (32.5%) upon completion of second third of the season; and
 - c) The parties agree to negotiate in good faith in the event that season(s) are postponed and resume at a later date.

Ms. Kaish acknowledged the retirement of Rachaele Cianci, Learning Disabilities Teacher Consultant, 34.5 years, and thanked her for her service to the District.

Dr. Aderhold recognized the appointment of Emily Creveling as the new assistant principal at High School South, following in the footsteps in Dr. Royster, who is retiring. Emily currently serves as an instructional coach at the Urban Assembly in New York City. Prior to that role, Emily was an assistant principal in Freehold Township. She has also served as an assistant principal of instruction (English) in New York City. We are proud to welcome her as assistant principal at High School South. Board President Kaish welcomed Ms. Creveling on behalf of the Board members.

APPROVAL OF MINUTES

Upon motion by Mr. Cheng, seconded by Ms. Ho, and by affirmative voice vote of all present, the following Board of Education minutes were approved: October 27, 2020 Meeting and October 27, 2020 Closed Executive Session.

LIAISON REPORTS *(None)*

NEW BUSINESS *(None)*

PUBLIC COMMENT

Board President Kaish opened the second opportunity for public comment and read the following statement:

The Board invites thoughts and reactions on agenda items and items of concern from members of our community who submitted written comments to the Board Secretary prior to the submission deadline for this meeting and from those who have signed up on the form to comment via video and/or audio that was open and available on the District website up until the start of this Second Opportunity for Public Comment. Any written comments that were submitted prior to the deadline for this meeting will be read aloud by the Board Attorney for three minutes in accordance with Board Policy 0167. Members of the public who did not submit written comments and who have signed up will be offered the opportunity to make their comments via video and/or audio. Members of the public will not be permitted to submit both written comments and make additional comments via video and/or audio. Each comment should be directed to the Presiding Officer, not individual members of the Board, and must be made in accordance with the procedures and three-minute time limit set forth in Board Policy 0167. If the comment extends beyond three minutes, speakers will be asked to conclude their comments and may be muted by the Moderator. Once an individual has finished their comment or their three minutes has expired, their audio and video will be turned off by the Moderator. This public comment period shall be limited to 15 minutes.

Dr. Aderhold reported that there was one member of the public, Libby Barak, signed up to comment via audio and video. At the time of the second opportunity for public comment, Libby Barak was not present at the meeting and therefore no comment was made.

Board Attorney Mark Toscano announced that there were no written public comments submitted.

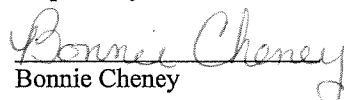
Board President Kaish closed the second public comment section.

At approximately 9:14 p.m., by motion of Ms. Juliana, seconded by Ms. Zovich, and by unanimous voice vote of all present, the meeting adjourned.



Dr. Christopher J. Russo, Board Secretary

Prepared by:


Bonnie Cheney

WEST WINDSOR-PLAINSBORO REGIONAL SCHOOL DISTRICT
Board of Education Meeting Date: November 17, 2020
Virtual Meeting Attendee Sign-In
PAGE 1 of 1

	First Name	Last Name		First Name	Last Name
1	John	Agogliati	24	Gregg	Jaclin
2	Eileen	Azzara	25	Michele	Jaworowski
3	Andrea	Bean	26	Tyshawn	Jenkins
4	Rafael	Beauchamp	27	Anthony	Jones
5	Mitos	Beske	28	Maya	Kamath
6	Makarand	Bidwai	29	Adina	Kasof
7	Nicole	Brown	30	Robin	Kerr
8	Jennifer	Connaughton	31	Janey	Kraft
9	Emily	Creveling	32	Joanne	Lasky
10	Hsiao	CSM	33	Dennis	Lepold
11	Kate	Dobinson	34	Lori	Marabella
12	Latoya	Edwards	35	Monique	McCollough
13	Bryan	Fisher	36	Lee	McDonald
14	Theza	Friedman	37	Patty	Middlemiss
15	Ramon	Garcia	38	Thomas	Musmanno
16	Emma	gartenberg	39	Kristen	Raeter
17	Nancy	Gartenberg	40	Jennifer	Riccards
18	Sonia	Gawas	41	christine	Robinson
19	Julia	Giordano	42	Michael	Rosa
20	Honour	Harrington	43	Pamela	Rubboo
21	Christine	Hodges	44	Lisa	Sacca
22	Joy	Horton	45	G.	White
23	Lindsay	Jablonski	46	Kelly	-

