

**PRESIDENT’S REPORT**  
**10/14/20**  
**GLASSBORO BOARD OF EDUCATION**

<b>INSTRUCTION (6)</b>	<b>OPERATIONS (7)</b>	<b>ADMINISTRATION (5)</b>
Elizabeth Volz – Chair	Chris Esgro – Chair	June Longley – Chair
Ray Cibo	Michele Ricci	Ben Stephens
Ryan Hughes	Ray Cibo	Stacie Tattersdill

**PUBLIC NOTICE OF MEETING OR WORK SESSION**

Public notice of this meeting or work session has been made in accordance with the New Jersey Open Public Meetings Act, Chapter 231, Law of 1975.

Advanced public notice of this meeting was given January 8, 2020 (As amended on 3/16/20). Notice including the time, date and place of the meeting.

Said public notice has been made as follows:

Notice has been posted in the Board of Education Office, Carpenter Street and Bowe Boulevard, Glassboro, NJ and **on our website for the webinar link.**

Notice has been communicated to the following newspapers:

- a. South Jersey Times
- b. Courier Post

Notice has been filed with the Clerk of the Borough of Glassboro

**Flag Salute**

**General**

Good evening and thank you for your participation. During tonight’s meeting, the board of education will be swearing in our SGA representatives of the Glassboro High School. We will also be recognizing our Educators of the Year along with our Service Professionals of the year. We will also be rolling out our return to in-person instruction for students in self-contained classrooms and hearing from our transportation department. The self-contained in-person instruction model is guided by our Restart and Recovery Plan that is available on the district website. Ms. Nancy Moore, Director of Special Services will provide an overview of the plan.

At the beginning of the year, the Glassboro Board of Education adopted a goal to update its long-range strategic plan. Due to COVID issues, the plans were delayed. The board is working with the New Jersey School Boards Association to kick start the process during the month of November. We are inviting teachers, parents, community members, administrators, students, and other stakeholders to serve on the committee to help inform the board of education on the vision and direction of public education in the Glassboro Community. The process will involve no less than 5 meetings, multiple surveys, and active participation among the committee membership. Ms.

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Jody Rettig, our Community Affairs lead will be the point person. Volunteers interested in participating should contact Ms. Rettig via email at [jrettig@gpsd.us](mailto:jrettig@gpsd.us).

Over the past few months, I have applauded the efforts of our instructional and support staff for going above and beyond in supporting teaching and learning during this difficult time. We are very delighted to recognize many of those individuals tonight, who have been nominated by their peers and supported by the administration as the teacher and support professionals of the year. Also, during the past couple of months, Officers (Ms. Carol Ceglia President and Mr. Matthew Schwartz, Vice President GEA) for the Glassboro education association have communicated their frustrations regarding the delays in finalizing a collective bargaining agreement. I appreciate the superintendent interceding in the negotiations to help move progress.

As a long tenured BOE members, this is the first time in over 20 years in which an agreement had not been ratified prior to its scheduled sunset date. Regrettably, COVID and weather factors has delayed scheduled negotiations. The GEA leadership encouraged a higher sense of urgency in finalizing negotiations – the same sense of urgency as it apparently showed in extending the superintendent's contract. While personally conflicted, I want to advise everyone that the CSA's contract was delayed for months and was ultimately extended with no changes to terms and conditions. As such, if the GEA wants to pursue such an option, I would venture to guess we can settle the agreement tomorrow.

I appreciate the patience and civility by which the members and officers have communicated their frustrations and want you all to know that we share in those frustrations, along with a desire to settle. However, we equally understand that negotiate involves give and take. As a former card-carrying Teamster, I fully support collective bargaining as a means to negotiate wages, benefits, and working conditions. I also recognize that a successful negotiated agreement typically results in both sides feeling some movement was made, but neither party is totally happy with the end result.

I have full faith in the negotiating teams on both sides and ask that those negotiations be left to our appointed representatives. I further ask that we all respect the process and those we appointed to represent us. Moreover, I ask that we refrain from the urge to use social media or public forums to pressure a settlement. We certainly encourage progress continue to be communicated as we work together on a fair and equitable agreement.

On behalf of the Glassboro Board of Education, we appreciate the leadership of the various bargaining units and applaud the efforts of our teaching and support staff. We look forward to a prompt settlement and ask everyone's patience with the process.

Lastly, due to personal reasons, we received a notice of resignation from our Business Administrator, Ms. Jennifer Johnson. Over the past year, Ms. Johnson has displayed a responsible work ethic, and we wish her the best in the future. Upon receipt of the notice, the superintendent posted the position, interviewed applicants, and tonight will be making a recommendation for a highly qualified replacement. The Board appreciates the attention placed on this important matter.

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**Board Committee Reports/Action Items**

**1. Instruction (Ms. Volz, Chair)**

**1.A.1.a NJIETA Grant Approval** – I support of the recommendations - New Jersey Inclusive Education Technical Assistance (NJIETA) Program Grant. This grant is designed to assist schools in the effort to develop more inclusive practices. Can Mr. Stephenson provide an overview of alignment with PDS?

**AMENDMENT**

**1.F.4 Caldwell University Research Project** - Recommend amending the recommendation to align with District Policy 3245, conditional on the additional language reading, “A written report must be made to the Superintendent when a research project is terminated, either completed or incomplete as a provision for approval.”

**ADDITION**

Recommend Board approve Rebecca Metelow to complete a research study entitled, “The effects of online learning on students with disabilities in high school resource classrooms: Do the students believe they have the needed self-monitoring skills to be successful.”, involving students in her classroom, pending IRB approval. The district is further aware that Ms. Metelow must attain consent from her students’ parents in order to participate and that participants will be assigned pseudonyms (attachment). A written report must be made to the Superintendent when a research project is terminated, either completed or incomplete as a provision for approval.

**2. Operations (Mr. Esgro, Chair)**

**2.D.1 Reports** – What is the status of the Secretary, Revenue, Handwritten Check, and Treasurer’s Reports.

**2.D.1.k. Food Service P&L** – Reporting a loss of (\$101,792) through August 2020. Are there any pending reimbursements to debit against the loss? Please explain.

**2.D.2.a Transfer Authorizations** – No report provided. Please clarify if this is a delay or there were no transfers in July and August 2020.

**AMENDMENT**

**2.E.2 Uniform State Memorandum of Agreement** – I support the resolution and thank the mayor and governing body, and police chief for their support of dedicated resource officers throughout each building in the district. Page 52 has optional language. I would recommend and move to amend approval with the optional language included.

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**2.E.5 Utilization Study** – I support the recommendation to approve a districtwide utilization study involving enrollments, capacity, and program. This information will be valuable for the citizens advisory committee for a bond resolution and the strategic planning committee to consider options in response to reductions in state aid.

**3. Administration (Ms. Longley, Chair)**

- CSA to introduce hire recommendations.

**RESOLUTION** – Motion to suspend the Job Posting of the administration seeking an Assistant Business Administrator and reconsider if the need can be met with an Accountant.

**Old Business**

- Citizens Advisory Committee for the Bond Referenda is placed on hold until further notice. No action will be taken until the committee meets again to vet the recommendations for updated projects.
- Based on the last BOE meeting, Hybrid Resumption is still scheduled for November 16, 2020.

**New Business**

- Request the district develop policy and regulation for onboarding staff, including a checklist of required items. This should include the issuance of PD, Evaluation tools, Keys/Fops, email, access to LMS and various other items. A coaching period and check-ins on duties and responsibilities should be included.

As reported by **Frontline Education** - Research shows that the onboarding process has a significant impact on employee productivity and retention. Employee onboarding is an opportunity to make a great impression on new employees, build relationships and set the stage for effective employees who stay with the district for years to come. But in many school districts, (like Glassboro) employee onboarding is focused on paperwork and process — not supporting new hires and ensuring their success.