

Little Egg Harbor Township School District
MONTHLY BOARD MEETING AGENDA
February 15, 2022
Frog Pond Elementary School - Multi-Purpose Room
Executive Session 5:30PM - Public Session 6:00PM
Minutes

1. **CALL TO ORDER** - The meeting was called to order by Dr. Snyder at 5:30 pm

2. **RECOGNITION**

This is to advise the general public that in compliance with the open public meetings act the Little Egg Harbor Board of Education caused to be posted at the office of the Board of Education located at 307 Frog Pond Road, Little Egg Harbor, NJ and faxed on, January 18, 2022 to the Asbury Park Press, Atlantic City Press and to the office of the Municipal Clerk of Little Egg Harbor, a meeting notice setting forth the time, date, and location of this meeting.

3. **ROLL CALL**

Dr. Snyder _Yes_ Mr. Kielb _Yes_ Ms. Erber _Yes_ Mrs. Roth _Yes_
Mr. Berry _Yes_ Ms. Zeleznok _Yes_ Ms. Semler _Yes_

4. **EXECUTIVE SESSION**

Motion by D. Roth. Second by Dr. Snyder

To meet in closed session to discuss matters as listed below. Items(s) so discussed will be disclosed to the public providing it does not violate New Jersey statutes and regulations regarding disclosure of Information affecting this matter.

- A. Matters involving Personnel
- B. Attorney Client Communications
- C. HIB

ROLL CALL

Dr. Snyder _Yes_ Mr. Kielb _Yes_ Ms. Erber _Yes_ Mrs. Roth _Yes_
Mr. Berry _Yes_ Ms. Zeleznok _Yes_ Ms. Semler _Yes_

The Board Secretary stated the motion carried.

5. **PLEDGE OF ALLEGIANCE**

6. **APPROVAL OF MINUTES**

Motion by P. Zeleznok. Second by L. Semler to approve the following minutes:

- January 25, 2022 minutes. ([Attachment 7r](#)) ([Attachment 7e](#))

ROLL CALL

Dr. Snyder _Yes_ Mr. Kielb _Yes_ Ms. Erber _Yes_ Mrs. Roth _Yes_
Mr. Berry _Yes_ Ms. Zeleznok _Yes_ Ms. Semler _Yes_

The Board Secretary stated the motion carried.

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7. BOARD PRESENTATION

- GJM Students of the Month and Building Highlights.
- FPE Students of the Month and Building Highlights.
- FPE Volunteer of the Month-Lisa Smith
- Cooper Levenson Holiday Card Contest Winner-Layla Bennett
 - Presented by Elizabeth White
- Mid Year Student Data Update by Alisa Palazzi

8. REPORT OF THE SUPERINTENDENT

Dr. McCooley spoke on the following topics:

- Reviewed the parent survey responses
- Reviewed the staff survey responses
- Strategic plan has been a work in progress and is asking board members to review and comment if they want to provide any feedback
- Masks will be optional on March 7th. At this point, students still need to wear them on school buses. Ms. Zeleznok asked if there has been any directive from the DOE or the governor regarding quarantine rules? Dr. McCooley discussed this with the board.
- School Calendar - Dr. McCooley asked the board members for any other feedback
- Sit with the SUP - Dr. McCooley thanked everyone for their participation. There will be another Sit with the SUP in April.
- A Parent health and PE night will be held to review and discuss the new K-5th grade health and PE standards.
- New board members will have basic training with our board attorney.
- A Presentation was given of our McMunnday Challenge

9. RESIDENT'S FORUM - AGENDA ITEMS ONLY

The Board of Education recognizes the value of public comment on educational issues. The Board requests that the public respect a three minute time limit when commenting on agenda items as cited in Policy No. 0167. General public comment will occur later in the meeting.

No comment at this time.

10. BOARD WORK SESSION

- Board President Update-Dr. Snyder read a statement:
To the members of the Little Egg Harbor community, we are aware of the current petition in place regarding Dr. McCooley's role as superintendent in our district. With that said, we will not be addressing the petition directly now or in the future. However, we as a board would be happy to listen and resolve any concerns you may have about the performance of our district. The most effective way to do this would be to attend our monthly board of education meetings or the monthly SIT with the SUP meetings to discuss any concerns you may have. Our board has been working very hard to update ourselves on all the current policies, curriculum offered in the district, and matters of budget. This is the first time in almost 2 years where the daily discussion has not revolved around COVID, so we ask that we unite in a positive, productive manner to make our district the best in Ocean County. This most certainly does not mean that we

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will not accept criticism in areas where we can improve. As a board, we most certainly recognize we were voted by the public to represent the public. We cannot do this without the support of students, parents, staff, and community members. There is the saying that it takes a village to raise a child. Well, let's be the village that helps all the children of Little Egg Harbor be successful adults.

- Committee Representatives:
 - Budget - Mr. Kielb, Dr. Snyder, Ms. Erber
 - Regionalization - Ms. Semler, Ms. Roth, Dr. Snyder
 - Curriculum - Ms. Erber, Ms. Zeleznok, Mr. Berry
- Ethics Disclosure Statements are due April 30, 2022
- March Meeting Date may be moved due to Senate Bill 1414

11. FINANCE

Motion by L. Semler. Second by D. Roth to approve Finance Items A through M

Authorize Payment of Bills

- A. To approve all bills and claims for February 2022, which are presented for approval.
([Attachment 11-A](#)) ([Attachment Agency January](#))

Line Item Transfers/Adjustments

- B. To approve all Line Item Transfers and Adjustments as per attachments. ([Attachment 11-B](#))

Board Secretary's Report

- C. To approve the Board Secretary's Monthly Certification: Pursuant to N.J.A.C. 6A:23A-16.10 (c) 3, that as of December 31, 2021, no major budgetary line item account has obligations and payments (contractual orders) which in total exceed the amount appropriated by the Little Egg Harbor Board of Education pursuant to N.J.S.A. 18A:22-8.1 and N.J.S.A. 18A:22-8.2, and no budgetary line item has been over-expended in violation of N.J.A.C. 6A:23A-16.10 (a)1. In accordance with N.J.A.C. 6A:23A-16.10 (c)2, it is certified that there are no changes in anticipated revenue amounts and sources for the month of December. ([Attachment 11-C](#))

Board Secretary

Date

- D. To approve the Board of Education's Monthly Certification: Pursuant to N.J.A.C. 6A:23A-16.10 (c)4, the Little Egg Harbor Board of Education certifies that as of December 31, 2021, and after review of the secretary's monthly financial report appropriations section as presented, and upon consultation with appropriate district officials, that to the best of the Board's knowledge no major account or fund has been over-expended in violation of N.J.A.C. 6A:23A-16.10 and that sufficient funds are available to meet the district's financial obligations for the remainder of the fiscal year.

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Treasurer's Report

- E. To acknowledge receipt of the Treasurer's report and the Board Secretary's report which are in agreement for the period ending December 31, 2021. ([Attachment 11-E](#))

Payroll

- F. To approve the payroll as follows:

- [January 28, 2022](#) = \$999,751.17

Gross pay includes gross pay, employer share of FICA and Medicare.

Donations

- G. To approve the following donations made to the Little Egg Harbor School District:

1. Donation of classroom supplies from DonorsChoose for Janine Fitzpatrick, 2nd grade teacher @ GJM. Her project "Reading Makes You Sharp!" was funded in the amount of \$303.93.
2. Donation of classroom supplies from DonorsChoose for Reed Macfarlan, 1st grade teacher @ GJM. Her project "A Love for Reading" was funded in the amount of \$356.28.
3. Donation from Walmart of Little Egg Harbor and Acme of Little Egg Harbor for a case of plastic bags each for our book fair. Donation is \$15.00/case - Total \$30.00.
4. Donation from PTO of \$800 for the 6th Grade class trip to Frogbridge School Picnics.
5. Donation from Cooper Levenson Holiday Card Contest, Student received \$50 gift card and \$100 gift card was given to Mr. Page, FPE art teacher.
6. Donation of books from a community member to be donated to FPE. Approximate value \$30.
7. Donation of (2) gift cards to America's Best eyeglasses for \$69.95 each. Donated by community member, Howard Goldberg, to be used for any student in need of eyeglasses.

Travel

- H. To approve the travel and related expense reimbursement per policy. ([Attachment 11-H](#))

Contracts/Agreements

- I. To approve the parental contract for Student ID #2928299569 in the amount of \$10 per diem for the 2021-2022 school year.
- J. To approve the Delta Dental of New Jersey 2 year (24 month) renewal rates effective July 1, 2022 to June 30, 2024. ([Attachment 11-J](#))
- K. To approve the Sun Life Short-Term & Long-Term Disability 2 year (24 month) renewal rates effective July 1, 2022 to June 30, 2024. ([Attachment 11-K](#))
- L. To approve the Employee Benefits Brokerage & Consultancy Agreement with Conner Strong & Buckelew. ([Attachment 11-L](#))

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- M. To approve the contract and invoice from Atlantic City Board of Education for the Reading Recovery on-going professional development in the amount of \$900.00 provided to Marie Cittadino for the 2021-2022 School Year. ([Attachment 11-M](#))

ROLL CALL

Dr. Snyder _Yes_ Mr. Kielb _Yes_ Ms. Erber _Yes_ Mrs. Roth _Yes_
Mr. Berry _Yes_ Ms. Zeleznok _Yes_ Ms. Semler _Yes_
Dr. Snyder abstained from Item A. Ms. Zeleznok abstained from Item A.
The Board Secretary stated the motion carried.

12. FACILITIES

Motion by D. Roth. Seconded by P. Zeleznok to approve Facilities Item A.

- A. To approve the following requests for Community Use of School Property as per Board Policy #7150.

Organization/Event	Date/Time	Location
PTO / Vendor Fair	April 10, 2022 9am-5pm	GJM: Multi-Purpose Room
Ocean Renegades Basketball / Practice	April 2022 - June 30, 2022 Thursday's 6:30pm-8:30pm	GJM: Gymnasium

ROLL CALL

Dr. Snyder _Yes_ Mr. Kielb _Yes_ Ms. Erber _Yes_ Mrs. Roth _Yes_
Mr. Berry _Yes_ Ms. Zeleznok _Yes_ Ms. Semler _Yes_

The Board Secretary stated the motion carried.

13. TECHNOLOGY

No Items at this time.

14. NEW BUSINESS-

Employee matter Stephanie Johnson (Employee was RICE'ed and elected to have the discussion in public session)

- Dr. McCooley outlined concerns with the employee
- Mr. Berry - asked if the employee will have an opportunity to address the claims
 - Dr. McCooley outlined the procedure which does not include a back and forth between the employee and Board.
- Ms. Erber asked the factors that led to this recommendation.

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- Dr. McCooley explained the factors leading to the recommendation.
- Ms. Zeleznok asked if the Corrective Action Plan specified the proper chain of command for the employee to communicate with.
 - Dr. McCooley read the email confirming the chain of command was communicated

The agenda has been modified to include New Business Item A:

- A. Recommend a motion to terminate Stephanie Johnson, Preschool Teacher Assistant, RCW ECC, as discussed in tonight's public session. The employee will be placed on immediate administrative leave

ROLL CALL

Dr. Snyder _Yes_ Mr. Kielb _Abstain_ Ms. Erber _Yes_ Mrs. Roth _Yes_
Mr. Berry _No_ Ms. Zeleznok _Yes_ Ms. Semler _Yes_

The Board Secretary stated the motion carried.

15. INFORMATIONAL ITEMS

The following items are being presented for informational purposes:

- A. Community School Financials for the month of January 2022 ([Attachment 15-A](#))
- B. Correspondence from Mr. Cole, Facilities Manager ([Attachment 15-B](#))

16. PERSONNEL

Motion by T. Kielb. Seconded by D. Roth to approve Personnel Items A through H.
A discussion was held regarding Personnel Item B1.

- The Board had a lengthy discussion about the need to replace an administrator who recently resigned
 - Ms Zeleznok asked if the position was short term
 - Berry expressed concerns about Board not discussing filling the vacancy prior to the meeting
 - Dr. McCooley explained that when a teacher resigns we post the position and replace them
 - Mr Berry expressed his opinion that education happens in the classroom and that Administration should do more with less.
 - Mr. Berry expressed his opinion that the CSA needs to educate the BOE more. Compared the Superintendent to a puppy with a slipper.
 - Dr. McCooley shared data supporting the District's low administrative cost per pupil from the taxpayers Guide for Educations Spending
 - Mr. Kielb expressed concern that not hiring the administrator could have a negative impact on the students
 - Dr Snyder expressed her opinion that the importance of a supervisor's role in District is in conflict with the recommendation to share this employee with

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another District, and also shared concerns about the time the Board had to review this recommendation.

- Dr McCooley responded that the Board was given the candidates information on Friday like other meetings.
- Ms Erber expressed her opinion about looking at in-house candidates.
- Dr McCooley expressed her opinion that the title Administrator has a negative connotation with the Board. Mr. Berry agreed with this.

A. Resignation:

Motions to accept the following resignations:

1. Ms. Alicia Daskalakis, P/T CPA, GJM, effective 02/25/2022.
2. Ms. Jeanne Koppenaal, P/T Special Education Paraprofessional, effective 02/17/2022.

B. Staffing:

1. Nicholas Gabriel, Elementary Supervisor, District, effective on or about 03/01/2022 through 06/30/2022. Salary is \$ 90,000.00 (prorated). Time accrued will go towards tenure.
2. To approve the resignation of Ms. Elizabeth Sember, F/T Special Education Paraprofessional, FPE, to accept the position of P/T Special Education Paraprofessional, RCW ECC, effective 02/01/2022 through 06/30/2022. Salary is +60, \$15.12/hour x 4.75 hrs/day x 180 days = \$12,928.00. (prorated). Ms. Sember will replace Ms. Matarazzo.
3. Ms. Megan McAndrews, F/T Special Education Paraprofessional, GJM, effective on or about 02/16/2022 through 06/30/2022. Salary is +60 Step 1, \$14.68/hr x 6.5 hrs/day x 180 days= \$17,176.00 (prorated). Time accrued will not go towards tenure.
4. Ms. Amy McLain, P/T Special Education Paraprofessional, GJM, effective on or about 02/16/2022 through 06/30/2022. Salary is +30, \$15.01/hr x 4.75 hrs/day x 180 days= \$12,834.00 (prorated). Time accrued will not go towards tenure.
5. Ms. Kaitlyn Feeny, Long Term Substitute Elementary School Counselor, FPE, effective on or about 02/16/2022 through on or about 04/25/2022. Rate is \$150.00/day. Ms. Feeny will temporarily replace Mr. McGrath. Time accrued will not go towards tenure.
6. Mr. Kevin Burdge, F/T Custodian, FPE, effective on or about 02/16/2022 through 06/30/2022. Salary is \$29,805.00 (prorated) as per the LEHSSA Salary Guide. Mr. Burdge is replacing Ms. Breen. Time accrued does not go towards tenure.
7. Ms. Francine Seabridge, P/T CPA, FPE, effective on or about 02/22/2022 through 06/30/2022. Salary is \$15.00/hr x 3.5 hrs/day x 180= \$9,450.00 (prorated). Ms. Seabridge is replacing Ms. Trapani.
8. To approve Mr. Robert Manso, GJM, resignation as a Long Term Substitute to accept the position of Replacement Teacher, GJM effective on or about 02/16/2022 through 06/30/2022. Salary is BA, Step 1, \$61,499.00 (pending negotiations) as per the LEHTEA Salary Guide. Time accrued will go towards tenure.

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9. To approve Mr. Ricardo Ligon, P/T CPA, FPE, resignation to accept the position of F/T Custodian, RCW ECC, effective on or about 02/16/2022 through 06/30/2022. Salary is \$29,805.00 (prorated) as per the LEHSSA Salary Guide. Mr. Ligon is replacing Ms. Reiss. Time accrued does not go towards tenure.
10. To approve Mr. Robert Hermes, Teacher, for the Afterschool Program, effective on or about 02/01/2022 through on or about 05/26/2022, Tuesday and Thursday, 1.5 hrs per day for 29 days, not to exceed 43.5 hours, at a rate of \$45.00 per hour, as per the sidebar agreement. This position is funded using ESSER II - Learning Acceleration Grant funds.
11. To approve the following staff as After School Paraprofessionals, at a rate of \$25/hour, as needed, for the 2021-2022 school year. [Attachment 16 B-11](#)

C. Leave of Absence:

1. Ms. Tiffany Adams-Darby, P/T CPA, GJM, is requesting an intermittent unpaid personal leave of absence, effective on or about 02/07/2022 through 06/30/2022.
2. Ms. Karissa Reinhold, P/T CPA, GJM, is requesting an intermittent unpaid personal leave of absence, effective 02/04/2022 through 06/30/2022.
3. Ms. Diana Hitchner, P/T CPA, FPE, is requesting an intermittent unpaid personal leave of absence, effective 02/01/2022 through 06/30/2022.
4. Ms. Holly Lutz, P/T CPA, FPE, is requesting an intermittent unpaid leave of absence effective on or about 02/09/2022 through 06/30/2022.
5. Ms. Christina Sullivan, F/T Special Education Paraprofessional, GJM, is requesting a leave of absence utilizing FMLA, effective on or about 03/21/2022 through 04/08/2022. Ms. Sullivan will utilize 15 sick days in conjunction with FMLA. Beginning on or about 04/11/2022 through 09/12/2022 Ms. Sullivan will then utilize NJFLA.
6. Ms. Lori Benson, Teacher, FPE, is requesting an intermittent unpaid leave of absence utilizing NJFLA, effective on or about 02/14/2022 through 06/30/2022.

D. Salary Adjustments/Amendments:

To approve the following salary adjustments/amendments:

1. Ms. Noel Smith, School Nurse Assistant, GJM, **FROM:** LPN, \$50,000 **TO:** Registered Nurse, \$53,000 (Non-Affiliated), effective on or about 02/01/2022.
2. Ms. Melanie Mancuso, Teacher, RCW ECC, **FROM:** MA+15, Step 1, \$ 64,299.00 **TO:** MA +30, Step 1, \$65,199.00 (pending negotiations), effective on or about 09/01/2022.
3. Ms Bridget Arnold, Teacher, FPE **FROM:** BA +15, Step 11, \$71, 149.00 **TO:** MA, Step 11, \$72,174.00 (pending negotiations), effective on or about 09/01/2022.
4. Ms. Melissa Moscato, Teacher, GJM, **FROM:** BA +15, Step 4, \$63,349.00 **TO:** MA, Step 4, \$64,374.00 (pending negotiations) effective 02/01/2022.

E. Transfers:

NAME	POSITION	OLD PLACEMENT	NEW PLACEMENT
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Katherine Katzin	F/T Special Education Paraprofessional	RCW ECC	GJM
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F. Substitutes:

To approve the attached substitute Listings. [Attachment 16- F](#)

G. College/ Graduate Course Approval:

To approve the following College/ Graduate Course Approvals as per the LEHTEA Contractual Agreement: [Attachment 16- G](#)

H. Field Placement:

To approve the field placements [Attachment 16-H](#)

ROLL CALL

Dr. Snyder _Yes_ Mr. Kielb _Yes_ Ms. Erber _Yes_ Mrs. Roth _Yes_
Mr. Berry _Yes_ Ms. Zeleznok _Yes_ Ms. Semler _Yes_

Personnel Motion B1 - Dr. Snyder (NO), Mr. Kielb (NO), Ms. Erber (NO), Mr. Berry (NO), Ms. Zeleznok (NO), Ms. Semler (Yes), Mrs. Roth (Yes)

The Board Secretary stated all motions carried except Personnel Motion B1 does not carry.

17. *HIB*

Motion by L. Erber. Second by H. Berry to approve the Harassment, Intimidation and Bullying Items presented and discussed in the Executive Session.

ROLL CALL

Dr. Snyder _Yes_ Mr. Kielb _Yes_ Ms. Erber _Yes_ Mrs. Roth _Yes_
Mr. Berry _Yes_ Ms. Zeleznok _Yes_ Ms. Semler _Yes_

The Board Secretary stated the motion carried

18. POLICIES AND PROCEDURES

Motion by L. Semler. Seconded by D. Roth to approve Policies and Procedures Items A through G.

Ms. Zeleznok asked about the inclusion of Motion G. Dr. McCoolley explained the position it may be needed for.

Ms. Erber questioned Policy 9160 & 2515. She asked if the district could require written permission for ALL surveys?

- A. To approve the following dates for the Special Education Extended School Year Program effective 07/11/2022 through 08/12/2022. The program will be for 20 days, Monday through Thursday, from 8:00 am to 12:00 pm. The location will be held at the George J. Mitchell Elementary School.

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- B. To approve the following dates for SPLASH (Title I Summer Program) Effective 07/11/2022 through 08/11/2022. The program will be for 20 days, Monday through Thursday, from 8:00 am to 12:00 pm. The location will be held at the George J. Mitchell Elementary School.

- C. To approve the attached Policies for First Reading:

Policies for First Reading

Policy #	Policy Title
5541	<u>Anti Hazing (M)</u>
9560	<u>Administration of School Surveys (M)</u>

- D. To approve the attached Policies for Revision:

Policies for Revision

Policy #	Policy Title
2415.05	<u>Student Surveys, Analysis, Evaluations, Testing or Treatment (M)</u>
2431.4	<u>Prevention and Treatment of Sports Related Concussions and Head Injuries (M)</u>
2622	<u>Student Assessment</u>
3233	<u>Political Activities</u>
7540	<u>Joint Use of Facilities</u>
8465	<u>Bias Crimes and Bias Related Acts (M)</u>

- E. To approve the attached Regulations for First Reading:

Regulation for First Reading

Regulation #	Regulation Title
2460.30	<u>Additional Compensatory Special Education and Related Services (M)</u>
2622	<u>Student Assessment (M)</u>

- F. To approve the attached Regulations Revision:

Regulations for Revision

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Regulation #	Regulation Title
8465	Bias Crimes and Bias Related Acts (M)
2431.4	Prevention and Treatment of Sports Related Concussions and Head Injuries (M)

G. **RESOLVED** that the Board of Education approve the following resolution:

WHEREAS, in the interim between the regular meeting of the Little Egg Harbor Township Board of Education held on February 15, 2022 and the next regular scheduled Board of Education meeting of March 15, 2022 the Little Egg Harbor Township Board of Education authorizes the following:

NOW, THEREFORE, it is agreed as follows:

The Board authorizes the Superintendent of Schools, to conduct interviews and offer employment to prospective candidates for the 2021/2022 School Year. Said candidates will be appointed at the Regular meeting of the Little Egg Harbor Township Board of Education to be held on Tuesday March 15, 2022.

ROLL CALL

Dr. Snyder _Yes_ Mr. Kielb _Yes_ Ms. Erber _Yes_ Mrs. Roth _Yes_
Mr. Berry _Yes_ Ms. Zeleznok _Yes_ Ms. Semler _Yes_

The Board Secretary stated the motion carried

19. **INFORMATIONAL ITEMS**

The following items are being presented for informational purposes:

- Enrollment /attendance reports [Attachment 19](#)
- Fire/emergency drill reports for the month ending [Attachment 19](#)
- Health office reports for the month ending [RCW ECC GJM FPE](#)

20. **PUBLIC COMMENT**

The floor is now open to members of the public. The Board of Education recognizes the value of public comment on educational issues. The Board requests that each statement made by a participant is limited to three minutes as cited in Policy No. 0167. There is a sign-in sheet located on the podium. Please sign in before you speak.

- Mr. Millerup asked, will the state have standardized testing in spring? Dr. McCooley stated yes there will be. He also asked if there will be a referendum? Mr. Brown discussed this topic.
- Stephanie Johnson made a statement concerning Dr. McCooley.

21. **BOARD FORUM**

Ms. Erber thanked the public for their comments. She asked about the status of the teachers contract. Ms. Erber asked if the board members will have access to the teacher survey. She thanked the kids for their contributions.

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Mr.Kielb gave a shout out to Officer Nino for his hard work.

Dr. Snyder congratulated the student who won the art test and thanked the law firm for supporting our district.

22. ***EXECUTIVE SESSION #2***

No Executive Meeting needed at this time.

23. **ADJOURNMENT**

Motion by T. Kielb. Second by H. Berry.

To adjourn at 8:06 PM

Respectfully submitted,

Nicholas K. Brown
Board Secretary/School Business Administrator