



# Holland Township School

Regular Meeting  
October 19, 2021, 7:00 PM  
Holland Township School - Auditorium  
710 Milford Warren Glen Road  
Milford, NJ 8848

## MINUTES

- A. CALL TO ORDER
- B. FLAG SALUTE
- C. WELCOME
- D. ROLL CALL

Davis – Present  
 Hackmann – Present  
 Hance – Present  
 McGuire – Present  
 Muller – Present  
 Schilder – Present  
 Walker – Present

**7 members present. 0 members absent.**

- E. CORRESPONDENCE
- F. EXECUTIVE SESSION

WHEREAS the “Open Public Meetings Act” (Chapter 231 Laws of 1975) authorizes a public body to exclude the public from that portion of a meeting at which specified topics are to be discussed under circumstances where the public consideration of such topics will clearly endanger the public or where the personal privacy or guaranteed rights of individuals whose activities or affairs are to be discussed would clearly in danger of unwarranted invasion; be it

RESOLVED that the Board of Education of the Township of Holland now adjourns its public session to reconvene in Executive Session for the purpose of discussing the following:

- Confidential Matters by Law or Court Order
- Purchase Property
- Personnel Matters
- Invasion of Individual Privacy Employee or Student
- Investigation into Violations of Law
- Suspension, Civil Penalty or Loss of a License or Permit
- Disclosure would Impair District’s Right to Receive Funding



# Holland Township School

- School/Public Security
- Collective Bargaining
- Pending, Ongoing or Anticipated Litigation

And be it further RESOLVED that the matters discussed in Executive Session will be made public when confidentiality is no longer required.

1. Motion to Enter Executive Session

Motion made by Mr. Davis, seconded by Mr. Muller, upon the recommendation of the Superintendent of Schools the Holland Board of Education enter Executive Session at 7:05 to discuss Personnel Matters.

2. Motion to Enter Public Session

Motion made by Mr. Davis, seconded by Mr. McGuire, upon the recommendation of the Superintendent of Schools the Holland Board return to Open Session at 8:23.

### G. CONSENT AGENDA

Motion made by Mr. Davis, seconded by Mr. Schilder, upon the recommendation of the Superintendent of Schools that the Holland Township Board of Education approve the consent agenda as follows:

1. Approval of Minutes

Upon the recommendation of the Superintendent of Schools that the Board approve the minutes of the September 21, 2021 Work Session meeting and the September 28, 2021 Regular Board of Education Meeting.

- September 21, 2021 Work Session Meeting Minutes
- September 21, 2021 Executive Session Meeting Minutes
- September 28, 2021 Regular Board Meeting Minutes
- September 28, 2021 Executive Session Meeting Minutes

2. Bill List

Upon the recommendation of the Superintendent of Schools that the Board approve the Bill List dated October 19, 2021 check numbers N1015 thru 11225 in the amount of \$544,198.78.

3. Finance

1) Upon the recommendation of the Superintendent of Schools that the Board approve the transfers for the month ending August 31, 2021 as submitted by the Superintendent, as authorized by N.J.S.A. 18A:22-8.1.

2) To accept the Holland Township Board of Education's certification that the Superintendent, Stephanie Snyder, recommends that the Board of Education accept the monthly financial reports of the Board Secretary and the Treasurer of School Moneys for the months ending August 31, 2021 and she recommends in compliance with N.J.A.C. 6:20-2.13(3) that the Board of Education certify that no major account or fund has been overexpended and that as of this report sufficient funds are available to meet the District's financial obligations for the remainder of the fiscal year.

3) Upon the recommendation of the Superintendent of Schools that the Board accept the School Business Administrator/Board Secretary's, John Trent certification as required by N.J.A.C. 6:20-

2.13(d), that no line item account has been over expended as of August 31, 2021 and



# Holland Township School

that as of this date sufficient funds are available to meet the District's financial obligations for the remainder of the fiscal year

#### **4. Travel and Related Expenses Reimbursement**

Upon the recommendation of the Superintendent of Schools that the Board approve work-related and related expenses reimbursement for the following staff members that is directly related to and within the scope of their current work responsibilities, promotes the delivery of instruction, and is critical to the instructional needs of the School District or furthers the efficient operation of the School District, and is educationally necessary and fiscally prudent.

- Rose Branosky/Practical Early Intervention Strategies That Work/Allentown, PA /October 27, 2021/Registration Fee \$279

#### **5. Approve Staff Summaries of Approved Conferences/Workshops**

Upon the recommendation of the Superintendent the Holland Township Board of Education accepts the staff summary sheets for BOE approved workshops.

**Voice Vote: 7 – yes; 0 – no; 0 – abs; Motion passes 7-0**

**H. BOARD PRESIDENT REPORT** – Board President Matt Davis read the following statement regarding negotiations on the Board's behalf:

The Holland Board of Education and the Education Association are currently in the process of working to complete negotiations for a new contract. This is a particularly difficult task. It requires the Board to balance the often conflicting needs of all members of its community. The Board must ensure that it acts prudently to minimize any resulting financial impact for its residents. It must provide teachers with the recognition and appreciation for the dedication they have shown during an unprecedented crisis. It must also ensure that the best interests of its students remain at the forefront of all of its decision.

The Board and the Association have continued to work towards resolving several outstanding issues. The parties met 13 times before it was determined that agreement could not be reached and the Association filed a Notice of Impasse, seeking the assistance of a mediator.

The Board has at all times negotiated in good faith and remains hopeful that both the Association and the community recognize the fair and balanced offers it has presented. The Board offers the following comments regarding the current status of negotiations:

1. The teachers are currently working under an expired contract. This means that all of the terms and conditions of that contract remain in full force and effect until a new contract has been executed.
2. The Board has most recently offered to pay salary increases in the amount of 3.75% during the first year of the contract, 3.5% during the second year and 3.0% during the third year of the contract.
3. The salary increases proposed by the Board far exceed both the state and county increases.



# Holland Township School

- The current average settlement rates in the state are: 3.08%, 3.13% and 3.15%.
- The current average settlement rates in the county are: 2.87%, 2.9% and 2.87%.

Unfortunately, despite far exceeding both the state and county average settlement rates, the Association continues to reject the Board's salary proposal.

4. The Board has also offered a 7% increase for the District's aides, which has been rejected by the Association.

5. The Board has proposed switching from our current private plan to the New Jersey School Employees' Health Benefits Program (SEHBP). The employees will be offered the highest-tier coverage available and there will be no reduction in benefits. This change will provide considerable premium savings for the district and the employees with employees saving an average of \$1600 per year. The savings for the district are how the district is able to offer well-deserved salary increases in this contract.

6. The Association has also rejected the Board's proposal to reduce the payment amount for employees who elect to waive health benefits from \$2500 to \$1250.

The Board is next scheduled to meet with the Association on November 17. It remains hopeful that the Association will recognize the good faith with which the Board's offer is made and allow both the Board and the Association to return their focus to ensuring the District's students' success.

- I. **SUPERINTENDENT REPORT** – Superintendent Stephanie Snyder gave a presentation on testing to the Board and the public.
- J. **PRINCIPAL REPORT** – Principal Sue Wardell gave a report on Professional Development days, Halloween parades, and Parent-Teacher conferences.
- K. **COMMENTS: PUBLIC - AGENDA ITEMS ONLY**

## **EDUCATION**

Motion made by Mr. Davis, seconded by Mr. Muller, to approve the following items:

### **Roll Call Vote:**

Hackmann - Yes; Hance - Yes; McGuire - Yes Muller - Yes; Schilder - Yes; Walker - Yes; Davis - Abs

**Motion passes 6-0-1.**

### **1. Accept Superintendent's Harassment, Intimidation, Bullying Report**

RESOLVED that the Holland Township Board of Education accepts the Superintendent's Harassment, Intimidation, Bullying report for September 17, 2021 -



# Holland Township School

October 18, 2021 and affirms the actions of the administration. (1 investigation, 0 found to be HIB).

## **2. Approve School Bus Emergency Evacuation Drill Statement**

RESOLVED that the Holland Township Board of Education accepts the following statement for the School Bus Emergency Evacuation Drill as per 6A:27-11:2;

WHEREAS, on Friday, October 22, 2021 (Raindate of Monday, October 25, 2021) the Holland Township School Principal, Mrs. Susan Wardell will oversee the school bus emergency evacuation drill for all bus routes. The drill will be held at approximately 12:15 (2:20 for Raindate of 10/25/21) for both elementary school students and the middle school students in the front of the school at the bus unloading area.

## **3. Approve Nursing Service Plan**

RESOLVED that upon the recommendation of the Superintendent the Holland Township Board of Education approves the Nursing Service Plan for the 2021-2022 School Year.

## **4. Approve Memorandums of Agreements**

RESOLVED that upon the recommendation of the Superintendent the Holland Township Board of Education approves the following Memorandums of Agreements:

- 2021-2022 Uniformed State Memorandum of Agreement between Holland Township School District, Holland Township Police Department and Law Enforcement Officials
- 2021-2022 Memorandum of Agreement between Holland Township School District, Holland Township Police Department and Law Enforcement Officials Regarding 18A:41-9 Access to School Surveillance Equipment
- 2021-2022 School Resource Officer Program Agreement between Holland Township School District and Holland Township Police Department

## **5. Accept Books Donations**

RESOLVED that upon the recommendation of the Superintendent the Holland Township Board of Education accepts the collection of books from the Hawrylo and Gardinsky Families for the media center. The Board recognizes and thanks the Hawrylo and Gardinsky Families for their continued and generous support of our school district.

## **6. Approve Athletic Schedule**

RESOLVED that upon the recommendation of the Superintendent the Holland Township Board of Education approves the Basketball (Boys & Girls) schedules for the 2021-2022 school year. The schedules are subject to change due to rescheduling and post season competition.

## **PERSONNEL**

Motion made by Mr. Davis, seconded by Mr. Hackmann, to approve the following items:

### **Roll Call Vote:**

Hackmann - Yes; Hance - Yes; McGuire - Yes Muller - Yes; Schilder - Yes; Walker - Yes; Davis - Yes

**Motion passes 7-0.**



# Holland Township School

## **7. Approve K-8 Enrichment/Gifted & Talented Teacher**

RESOLVED that upon the recommendation of the Superintendent the Holland Township Board of Education approves Mrs. Christine Galloway as K-8 Enrichment/Gifted & Talented Teacher to begin on or about November 22, 2021.

FURTHER RESOLVED Mrs. Galloway will be placed on Step 3MA with a salary of \$58,343 (prorated) (Subject to adjustment after settlement of contract)

## **8. Approve Unpaid Days**

RESOLVED that upon the recommendation of the Superintendent the Holland Township Board of Education approves Carolyn Grundhauser's request for two (2) unpaid days Monday, March 14, 2022 and Tuesday, March 15, 2022.

FURTHER RESOLVED that the following payroll check for Carolyn Grundhauser will be deducted for her two (2) unpaid days, Monday, March 14, 2022 and Tuesday, March 15, 2022.

## **9. Approve Substitute Teachers for Home Instruction**

RESOLVED that upon the recommendation of the Superintendent the Holland Township Board of Education approves all employed substitute teachers for Home Instruction as per the negotiated contract for the 2021-2022 school year.

## **10. Approve Extra and Co-Curricular Activities Directors**

RESOLVED that upon the recommendation of the Superintendent the Holland Township Board of Education approves the following staff as extra and co-curricular activities directors, for the 2021/2022 school year as per negotiated contract (rate are subject to adjustment after settlement of contract) Pending Student Involvement and completion of season:

### **Position/Staff Member/Stipend**

Girls Basketball: Alexandra Raulf/\$3,878

## **POLICY**

Motion made by Mr. Davis, seconded by Mr. Schilder, to approve the following items:

### **Roll Call Vote:**

Hackmann - Yes; Hance - Yes; McGuire - Yes Muller - Yes; Schilder - Yes; Walker - Yes; Davis - Yes

**Motion passes 7-0.**

## **11. Approve Second Reading and Adoption of Policies and Regulations**

RESOLVED that upon the recommendation of the Superintendent the Holland Township Board of Education approves the second reading and adoption of the following Policies and Regulations:

- P 1648 Restart and Recovery Plan (M) (Abolished)
- P 1648.02 Remote Learning Options for Families (M) (Abolished)



# Holland Township School

- P 1648.03 Restart and Recovery Plan – Full-Time Remote Instruction (M) (Abolished)
- P 1648.11 The Road Forward COVID-19 – Health and Safety (M) (New)
- P 1648.13 School Employee Vaccination Requirements
- P 2422 Comprehensive Health and Physical Education (M) (Revised)
- P 2467 Surrogate Parents and Resource Family Parents (M) (Revised)
- P 5111 Eligibility of Resident/Nonresident Students (M) (Revised)
- P 5114 Children Displaced by Domestic Violence (Abolished)
- P 5116 Education of Homeless Children (Revised)
- P 6115.01 Federal Awards/Funds Internal Controls – Allowability of Costs (M) (New)
- P 6115.02 Federal Awards/Funds Internal Controls – Mandatory Disclosures (M) (New)
- P 6115.03 Federal Awards/Funds Internal Controls – Conflict of Interest (M) (New)
- P 6311 Contracts for Goods or Services Funded by Federal Grants (M) (Revised)
- P & R 7432 Eye Protection (M) (Revised)
- P 8420 Emergency and Crisis Situations (M) (Revised)
- R 8420.1 Fire and Fire Drills (M) (Revised)
- P 8540 School Nutrition Programs (M) (Revised)
- P 8550 Meal Charges/Outstanding Food Service Bill (M)(Revised)
- P 8600 Student Transportation (M) (Revised)
- P 8810 Religious Holidays (Abolished)

## 12. Approve Policy

RESOLVED that upon the recommendation of the Superintendent the Holland Township Board of Education approves the bypass of two readings and approves the following Policy:

- 2425 Emergency Virtual or Remote Instruction Program

## FINANCE AND FACILITIES

Motion made by Mr. Davis, seconded by Mr. Schilder, to approve the following items:

### **Roll Call Vote:**

Hackmann - Yes; Hance - Yes; McGuire - Yes Muller - Yes; Schilder - Yes; Walker - Yes; Davis - Yes

**Motion passes 7-0.**

## 13. RESCIND, THE 2021-2022 (FY22) Tuition Contracts with Marie H. Katzenbach New Jersey School for the Deaf

RESOLVED, upon the recommendation of the Superintendent, the Holland Township Board of Education approves the FY22 tuition contracts for SID # 7875264920 to attend



# Holland Township School

the Marie H. Katzenbach New Jersey School for the Deaf. 2021-2022 School year tuition \$55, 647 2021-2022 Personal Assistant \$36,000

**14. Approve 2021-2022 (FY22) Tuition Contracts with Marie H. Katzenbach New Jersey School for the Deaf**

RESOLVED, upon the recommendation of the Superintendent, the Holland Township Board of Education approves the FY22 tuition contracts for SID # 7875264920 to attend the Marie H. Katzenbach New Jersey School for the Deaf. 2021-2022 School year tuition \$83,470 2021-2022 Personal Assistant \$36,000

**15. Approve agreement for Paraprofessional Services**

RESOLVED, that upon the recommendation of the Superintendent, the Holland Township Board of Education approves the agreement with The Stepping Stones Group to provide paraprofessional services to the school at a rate of \$32.00 per hour.

**16. Approve Budget Calendar for 2022-2023 (FY23) School Year**

RESOLVED, upon the recommendation of the Superintendent, the Holland Township Board of Education approves the preliminary Budget Calendar, for the development of the 2022-2023 (FY23) school budget.

**17. Accept 2020-2021 School Alliance Insurance Fund (SAIF) Safety Incentive Program Reward**

RESOLVED upon the recommendation of the Superintendent the Holland Township Board of Education accepts the 2020-2021 Safety Incentive Program Award of \$2,500.00. The district will receive a credit of the same toward our 2021-2022 assessment.

**18. Approve and Accept Submission of Federal Grants Listed**

RESOLVED upon the recommendation of the Superintendent the Holland Township Board of Education approves and accepts the submission of the grants listed:

**IDEA**

Basic - \$128,854

Preschool - \$5,316

**ESEA Consolidated**

Title I A - \$13,884

Title II A - \$5,295

Title IV A - \$10,000

**ARP IDEA (7/1/21-9/30/22)**

Basic - \$21,768

Preschool - \$1,858

**ARP - ESSR (3/11/21-9/30/24)**

Accelerated Learning - \$50,000

Summer Learning - \$40,000

Beyond School Day Activities - \$40,000

Mental Health Supporting Staff - \$45,000





# Holland Township School

## **L. SUPPLEMENTARY MATTERS**

1. Mr. McGuire read a statement on mask usage in Holland, requesting the Board form a committee and seek additional counsel on masks in Holland.
2. Motion made by Mr. McGuire, seconded by Mr. Muller, to form a committee on mask usage in Holland and potentially seek further counsel.
3. Motion by Mr. Davis, seconded by Mr. McGuire, to table the previous motion for further discussion by the Board.

Motion passes by Voice Vote 7-0.

4. Motion by Mr. Davis, seconded by Mr. Muller, to end discussion and return to Mr. McGuire's original motion.

Motion passes by Voice Vote 7-0.

5. Motion made by Mr. McGuire, seconded by Mr. Muller, to form a committee on mask usage in Holland and potentially seek further counsel.

### **Roll Call Vote:**

Hackmann - No; Hance - No; McGuire – Yes; Muller - Yes; Schilder - No; Walker - Yes; Davis - No

**Motion does not pass by a vote of 4-3.**

**M. COMMENTS: PUBLIC – GENERAL** – Mr. Davis read comments made by the public involving mask mandates, after school sports and start times, teacher negotiations, and paraprofessionals.

## **N. ADJOURNMENT**

### **1. Motion to Adjourn**

Motion made by Mr. Muller, seconded by Mr. Walker, upon the recommendation of the Superintendent of Schools that the Holland Board of Education adjourn the meeting at 10:06.



# Holland Township School

Respectfully Submitted,

Jack Trent  
Board Secretary / Business Administrator

NOTE: SUPPORTING DOCUMENTATION OF A NON-CONFIDENTIAL NATURE SHALL BE ACCESSIBLE TO THE PUBLIC FOR INSPECTION AT THE MEETING AND IS AVAILABLE UPON REQUEST AT THE EARLIEST CONVENIENCE IN ACCORDANCE WITH THE PROVISIONS OF THE OPEN PUBLIC RECORDS ACT N.J.S.A. 47:1A ET SEQ.