West Berlin, New Jersey 08091
August 20, 2020
Action Meeting Minutes
"Educating Today for Tomorrow's Success"

This meeting is being recorded for purposes of accurate recordkeeping in light of the remote format of the meeting due to COVID-19. Please note however, attendees images and audio will not be captured in this recording. Only the images and audio of Board members, the Superintendent, the Board Solicitor, the School Business Administrator and select members of the administrative team will be captured in this recording.

1. Call Meeting to Order

I, Gerard Petersen, President, call this meeting to order under the Open Public Meetings Act at 6:46pm. Motion carried, voice vote, all present voting "yes".

This is to advise the general public and to instruct that it be recorded in the Minutes, that in compliance with Chapter 231 of the Public Laws of 1975, entitled the "Open Public Meetings Act," the Berlin Township Board of Education on January 10, 2020, caused to be posted at the Business Office of the Board of Education located at 225 Grove Avenue, West Berlin, New Jersey and advertised in the Courier Post on January 10, 2020 and the Central Record the week of January 12, 2020 a meeting notice setting forth the time, date and location of this meeting.

2. Pledge of Allegiance

3. Roll Call

Yr Began/Current Term Expires

meeting via phone 7:37pm	2012 / 2021
<u>present</u>	2015 / 2021
arrived at 6:52pm	2018 / 2021
nt <u>absent</u>	2014 / 2022
meeting via phone 7:37pm	2013 / 2022
<u>present</u>	2019 / 2022
<u>present</u>	2017/2020
<u>present</u>	2014 / 2020
<u>present</u>	2020 / 2020
rintendent <u>present</u>	
Administrator <u>present</u>	
<u>present</u>	
catchard <u>absent</u>	
	present arrived at 6:52pm at absent meeting via phone 7:37pm present

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4. Approval of Minutes

Motion by Kimberly Reed, seconded by Gerard Petersen

RECOMMEND that the Board of Education approve the meeting minutes of the July 23, 2020 and the special meeting minutes of August 3, 2020 as presented in duplicated form and dispense with the reading of the same.

Motion carried, voice vote, all present voting "yes".

5. Executive Session - In

Motion by Kimberly Reed, seconded by Gerard Petersen to go into Executive Session to discuss: personnel, legal, contractual and negotiation issues. Time in: <u>6:49pm.</u> Motion carried, voice vote, all present voting "yes".

Resolution for Executive Session:

Whereas Section 8 of the Open Public Meeting Act, Chapter 231, P.L. 1975, permits the exclusion of the public from a meeting in certain circumstances, and whereas this public body is of the opinion that such circumstances presently exist. Now, therefore, be it resolved by the Berlin Township Board of Education, County of Camden, State of New Jersey, as follows:

- 1. The public shall be excluded from discussion and action upon hereafter specified subject matters. They are:
 - a. Any matter which by express provision of federal law or state statute or rule of court shall be rendered confidential.
 - b. Matters dealing with Federal Funding.
 - c. Discussion of any materials, the disclosure of which would constitute an unwarranted invasion of individual privacy.
 - d. Matters dealing with collective bargaining.
 - e. Matters dealing with the sale or purchase of public land.
 - f. Discussion of any pending or anticipated litigation or contract negotiation.

6. Executive Session - Close

Motion by Kimberly Reed, seconded by Gerard Petersen to come out of Executive Session. Time out: 7:23pm. Motion carried, voice vote, all present voting "yes".

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7. Presentations — unless otherwise stated, all presentations will be held during the Action Meeting

8. Public Comments - Open

Comments have been submitted electronically due to the remote meeting set-up based on guideline from Governor Murphy's executive orders. Mrs. Stoddart will read the comments to the Board members. Copies will become part of the meeting minutes.

Recognition of Citizens – for agenda items only

The Public is reminded that they should attempt to resolve problems and/or complaints through initial contact with the staff member or members involved therein and the Chief School Administrator prior to petitioning the Board of Education. Complaints should only be brought to the Board after the appropriate school staff have had a reasonable opportunity to resolve the problem at the employee level. Statements should be limited to topics to be addressed on the published agenda.

Public participation shall be governed by the following rules as per Regulation 9322:

- A. All persons wishing to participate in a public board meeting shall register their intent by signing in with the board secretary in advance of the meeting;
- B. A participant must be recognized by the presiding officer and must preface comments by an announcement of his/her name, place of residence, and group affiliation, if appropriate;
- C. Each statement made by a participant shall be limited to five minutes' duration;
- D. No participant may speak more than once on the same topic;
- E. All statements shall be directed to the presiding officer; no participant may address or question board members individually;
- F. The presiding officer may:
 - A. Interrupt, warn, or terminate a participant's statement when the statement is too lengthy, personally directed, abusive, obscene, or not an agenda item;
 - B. Request any individual to leave the meeting when that person does not observe reasonable decorum;
 - Request the assistance of law enforcement officers in the removal of a disorderly person when that person's conduct interferes with the orderly progress of the meeting;
 - D. Call for a recess or an adjournment to another time when the lack of public decorum so interferes with the orderly conduct of the meeting as to warrant such action; and
 - E. Waive these rules when necessary for the protection of privacy or the efficient administration of the board's business.

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The portion of the meeting during which the participation of the public to speak on agenda items only shall be limited to 30 minutes which can be extended due to exceptional circumstances at the discretion of the presiding officer.

Motion by Lisa Hill-Muff, seconded by Gerard Petersen to open the meeting to the public for the discussion of agenda items only. Time in: 7:35pm. Motion carried, voice vote, all present voting "yes".

Public in Attendance – List of Audience Members Who Submitted Emails for the Meeting

Comments have been submitted electronically due to the remote meeting set-up based on guideline from Governor Murphy's executive orders. Mrs. Stoddart will read the comments to the Board members. Copies will become part of the meeting minutes.

9. Public Comments - Closed

Motion by Brian Davis, seconded by Sol Cohen to close the meeting to the public. Time closed: 8:31pm.

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10. Superintendent's Report

A. Review District Mission Statement

DISTRICT MISSION STATEMENT

The slogan of the Berlin Township School District of "Educating Today for Tomorrow's Success" is meant to focus the educational community on the broad goal of giving ALL of our children the necessary skills to be successful in all future endeavors. Student achievement is the major priority; the district prides itself on its creative approach to learning and its emphasis upon helping each student to discover his or her potential. Teachers use a variety of teaching methods to reach students with a wide range of abilities. Student engagement as volunteers in the learning process is our primary focus. It is our responsibility to create structures and systems where students are totally engaged in the instruction, which will then leads to deeper learning and understanding.

The Berlin Township School District commits itself to all children by creating a standards-based school district in which all students receive the very best educational opportunities possible. Each and every student will surpass the New Jersey Core Curriculum Content Standards. To achieve this, the members of the district will focus on:

- Establishing high standards of excellence for both staff and students
- Communicating openly and frequently within the district and with the community to foster a trusting relationship
- Ensuring a safe and orderly environment for staff and students
- Recognizing that a school district serves as a role model and has the responsibility to encourage high quality character behavior

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B. Review District & Board of Education Goals

2019 - 2020 DISTRICT GOALS

- DISTRICT GOAL #1: Supervise the organization and implementation of articulation meetings with Administrative Teams from Pine Hill, Clementon and Berlin Township for curriculum articulation and sharing of best practices.
- DISTRICT GOAL #2: Continue to work with the district administrative staff to implement the Future Ready School initiative indicators to increase the use of technology for instructional purposes.

2019 - 2020 BOARD GOALS

- **BOARD GOAL #1:** Complete all phases of the CSA evaluation process for the 2019-2020 school year by the June 30, 2020 deadline as described in NJ Administrative Code and Statute.
- **BOARD GOAL #2:** Develop and implement practices that will promote inter-district participation with the Pine Hill and Clementon School districts at the Board level.
- **BOARD GOAL #3:** Continue to work as a Board of Education to investigate ways to improve communication and interaction with district parents and the community.

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C. Safety and Security – JFK – July, 2020 – N/A due to remote learning Type of Drill Date and Time

Fire Lockdown Bus Evacuation Bomb Threat

D. Safety and Security – DDE – July, 2020 – N/A due to remote learning Type of Drill Date and Time

Fire Lockdown Bus Evacuation Bomb Threat

- E. Monthly Reports Uploaded to Portal for Review
 - a. Coordinator of Special Services
 - b. Supervisor of Buildings and Grounds
 - c. Technology Coordinator
 - d. Supervisor of Curriculum and Instruction
 - e. JFK Principal
 - f. DDE Principal

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Discussion items:

Policy	Name	Policy	Name
4111.2/4211.2	Domestic Violence	4111.1/4211.1	Nondiscrimination/ Affirmative Action
5141	Health	5134	Married/Pregnant Pupils
5113	Attendance, Absences, and Excuses	6140	Curriculum Adoption
6161.1	Guidelines for Evaluation and Selection of Instructional Materials	3510	Operation and Maintenance Of Plant
6142.10	Internet Safety and Technology		

a. Motion by Gerard Petersen, seconded by Kimberly Reed RECOMMEND that the Board of Education, on the recommendation of the Superintendent, approve the second reading for Policies 4111.2/4211.2: Domestic Violence, 4111.1/4211.1: Nondiscrimination/Affirmative Action, 5141: Health, 5134: Married/Pregnant Pupils, 5113: Attendance, Absences, and Excuses, 6140: Curriculum Adoption, 6161.1: Guidelines for Evaluation and Selection of Instructional Materials, 3510: Operation and Maintenance of Plant, 6142.10: Internet Safety and Technology.

Motion carried, roll call vote, all present voting "yes".

11. Personnel

a. Motion by Gerard Petersen, seconded by Lisa Hill-Muff
RECOMMEND that the Board of Education, on the recommendation of
the Superintendent, approve the letter of resignation, with regret, from Nicole Podwats
effective August 28, 2020. Mrs. Podwats has been on staff as an Educational Assistant
since September 1, 2016. Motion carried, roll call vote, all present voting "yes".

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b. Motion by Kimberly Reed, seconded by Gerard Petersen

RECOMMEND that the Board of Education, on the recommendation of the Superintendent, approve the letter of resignation, with regret, from Alma Trivers effective August 28, 2020. Mrs. Trivers has been on staff as an Educational Assistant since September 1, 2018. Motion carried, roll call vote, all present voting "yes".

c. Motion by Kimberly Reed, seconded by Gerard Petersen

RECOMMEND that the Board of Education, on the recommendation of the Superintendent, approve the letter of resignation, with regret, from Melissa Healy effective August 28, 2020. Mrs. Healy has been on staff as an Educational Assistant since April 1, 2019. Motion carried, roll call vote, all present voting "yes".

d. Motion by Kimberly Reed, seconded by Gerard Petersen

RECOMMEND that the Board of Education, on the recommendation of the Superintendent, approve the letter of resignation, with regret, from Leonard Lewis effective August 28, 2020. Mr. Lewis has been on staff as an Educational Assistant since September 13, 2016. Motion carried, roll call vote, all present voting "yes".

e. Motion by Kimberly Reed, seconded by Gerard Petersen

RECOMMEND that the Board of Education, on the recommendation of the Superintendent, approve the hiring of staff pending receipt of appropriate certificates and sexual misconduct disclosure forms and criminal history background requirements as noted below:

<u>Name</u>	Position	Salary	Start Date
Elizabeth Tully	JFK Guidance Counselor	\$56,832, Step 2, MA	09/01/20
Wanda Ashley	PT Instructional Asst	\$13,437, Step 2	09/01/20
Arianna Santora	PT Instructional Asst	\$13,457, Step 2	09/01/20
Elaine Pham	Educational Interpreter	\$42,000	09/01/20
Jena Braungart	LTS – Sp Ed JFK	\$52,382, Step 1, BA prorated	09/01/20

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f. Motion by Gerard Petersen, seconded by Kimberly Reed
RECOMMEND that the Board of Education, on the recommendation of the
Superintendent, approve following staff for 2020-2021 stipend positions at DDE as
noted below:

Name	Position	Stipend	Start Date
Sarah Zimmerman	Student Government Assoc. Advisor	\$2,071.14	09/01/20
Laurel Erickson	Student Government Assoc. Asst. Advisor	\$1,233.00	09/01/20
Carrie Aloi	National Jr Honor Society Advisor - shared	\$1,146.80	09/01/20
Renae Borgstrom	National Jr Honor Society Advisor - shared	\$1,146.80	09/01/20
Mary Jo Kolaski	Yearbook Advisor – shared	\$819.15	09/01/20
Jacklyn Lawlor	Yearbook Advisor – shared	\$819.15	09/01/20
Mary Jo Kolaski	8 th Grade Activities Coordinator- shared	\$1,146.80	09/01/20
Robin Schaffer	8 th Grade Activities Coordinator- shared	\$1,113.74	09/01/20

Motion carried, roll call vote, all present voting "yes".

g. Motion by Gerard Petersen, seconded by Kimberly Reed RECOMMEND that the Board of Education, on the recommendation of the Superintendent, approve the Side Bar Agreement with BTEA regarding professional

Motion carried, roll call vote, all present voting "yes".

development day.

h. Motion by Kimberly Reed, seconded by Gerard Petersen

RECOMMEND that the Board of Education, on the recommendation of the

Superintendent, approve the revised 2020-2021 school calendar to reflect the change to the BTEA professional development days scheduled.

Motion carried, roll call vote, all present voting "yes".

i. Motion by Gerard Petersen, seconded by Kimberly Reed

RECOMMEND that the Board of Education, on the recommendation of the Superintendent, approve the letter of resignation, with regret, from Sharon Parisi, effective August 18, 2020. Ms. Parisi has been on staff as a member of CARE since September 4, 2014.

Motion carried, roll call vote, all present voting "yes".

j. Motion by Gerard Petersen, seconded by Kimberly Reed

RECOMMEND that the Board of Education, on the recommendation of the Superintendent, approve the letter of resignation, with regret, from Victoria Sahina, effective August 19, 2020. Ms. Sahina has been on staff as an Educational Assistant since October 1, 2015.

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12. Curriculum and Instruction

- a. Motion by Gerard Petersen, seconded by Holly Murrenburke RECOMMEND that the Board of Education, on the recommendation of the Superintendent, approve the 2020-2021 Mentoring Plan. Motion carried, roll call vote, all present voting "yes".
- Motion by Gerard Petersen, seconded by Kimberly Reed RECOMMEND that the Board of Education, on the recommendation of the Superintendent, approve the 2020-2021 Professional Development Plan. Motion carried, roll call vote, all present voting "yes".
- c. Motion by Gerard Petersen, seconded by Kimberly Reed RECOMMEND that the Board of Education, on the recommendation of the Superintendent, to acknowledge the QSAC Interim Review document dated August 2020.

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13. Business and Finance

Financial Report – Period Ending July 2020

Motion by Kimberly Reed, seconded by Gerard Petersen RECOMMEND that the Board of Education, on the recommendation of the Superintendent and School Business Administrator, approve the following resolution:

Board Secretary Financial, Revenue and Treasurer's Reports

- A. Board Secretary's Report in accordance with 18A: 17-36 and 18A: 17-9 for the month of <u>July 2020</u>. The Board Secretary certifies that no line item account has been over expended in violation of N.J.A.C. 6A: 23A-16.10 (c) 3 and that sufficient funds are available to meet the District's financial obligations for the remainder of the fiscal year.
- B. Treasurer's Report in accordance with 18A: 17-36 and 18A: 17-9 for the month of July 2020. The Treasurer's and Secretary's report are in agreement for the month of July 2020.
- C. Board Secretary in accordance with N.J.A.C. 6A:23A -16.10 (c) 2 certifies that there are no changes in anticipated revenue amounts or revenue sources.
- D. Board of Education Certification pursuant to N.J.A.C. 6A:23A 16.10 (c) 4, we certify that after review of the secretary's monthly financial report (appropriations section) and upon consultation with the appropriate District officials, that to the best of our knowledge no major accounts or funds have been over expended in violation of N.J.A.C. 6A:23A 16.10 (b) and that sufficient funds are available to meet the District's financial obligations for the remainder of the fiscal year.

Motion carried, roll call vote, all present voting "yes".			
Megan Stoddart, Business Administrator	Date		

E. Motion by Gerard Petersen, seconded by Lisa Hill-Muff
RECOMMEND that the Board of Education, on the recommendation of the
School Business Administrator, approve payment of bills:

Batch number 51 Amount \$470,446.05

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F. Motion by Kimberly Reed, seconded by Holly Murrenburke
RECOMMEND that the Board of Education, on the recommendation of the
Superintendent and Business Administrator, approve the August, 2020 listing of
substitutes from Source 4 Teachers as follows:

Full Day Substitute (Sub Cert, CE, CEAS, Standard)	\$122.40
Half Day Substitute (Sub Cert, CE, CEAS, Standard)	\$61.20
Full Day Paraprofessional	\$108.80
Half Day Paraprofessional	\$54.40
This list was forwarded to the board for review.	

Motion carried, roll call vote, all present voting "yes".

G. Motion by Kimberly Reed, seconded by Lisa Hill-Muff
RECOMMEND, that the Board of Education on the recommendation of the
Superintendent and the School Business Administrator, approve the
travel/professional development for the following staff members:

Name	Cost	Location/Date of Travel	Expense Amount
N Sims	\$279	BER, Distance Learning in Kindergarten, 08/13/2 Online course	20 \$0.00
E Austermuhl	\$150	Virtual Program, NJASA, 08/17/20 Human Resources Practices for COVID	\$0.00
C Aloi	\$100	Virtual Program, Rutgers Center for Literacy Writing Strategies in Remote Learning Environments – 09/24/20, 10/15/20, 11/17/20, 12/10,	\$0.00

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H. Motion by Kimberly Reed, seconded by Lisa Hill-Muff RECOMMEND, that the Board of Education on the recommendation of the Superintendent and School Business Administrator, approve the plan for the reduction in state aid:

The Berlin Township School District received a reduction in Special Education Aid in the amount of \$38,115. However, we also received revenue for PS Aid in the amount of \$36,279, which was not granted in the initial release of state aid for the budget preparation.

Therefore, Berlin Township is only facing a net reduction of \$1,836 for the 20/21 school year. The plan to make up for that loss in revenue will be to reduce the co-curricular salary line (11-402-100-101-). The reason that we can accommodate a reduction in this account is due to the cancellation of many fall sports due to COVID-19.

Motion carried, roll call vote, all present voting "yes".

I. Motion by Kimberly Reed, seconded by Gerard Petersen RECOMMEND, that the Board of Education on the recommendation of the Superintendent and School Business Administrator, approve the submission of the Digital Divide Application on August 3, 2020. Berlin Township did not receive an award of allocation for the Digital Divide application, however, we submitted our plan in the event any additional funds become available.

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J. Motion by Kimberly Reed, seconded by Gerard Petersen
RECOMMEND, that the Board of Education on the recommendation of the
Superintendent and School Business Administrator, approve the mission
statement of the Finance Committee as printed below:

Executive Mission Statement of Finance Committee: On April 30, 2020, the Berlin Township Board of Education established the Finance Committee of the Board in accordance with Bylaw 9130. The Finance Committee was created by the Board for purposes of ensuring the financial solvency of the Berlin Township School District so that it provides students with quality academic programs. The Finance Committee will also strive to enhance the financial position of the Berlin Township School District by ensuring funds are utilized in a beneficial manner while prioritizing spending for optimal student achievement and operational efficiency.

Motion carried, roll call vote, all present voting "yes".

K. Motion by Gerard Petersen, seconded by Lisa Hill-Muff
RECOMMEND that the Board of Education, on the recommendation of the
School Business Administrator, approve the 2019-2020 Cafeteria disbursements
for the month of August, 2020 in the amount of \$9,322.83. This list was
uploaded to the portal for the board review. A list is on file with the Business
Administrator.

Motion carried, roll call vote, all present voting "yes".

L. Motion by Gerard Petersen, seconded by Sol Cohen RECOMMEND that the Board of Education, on the recommendation of the School Business Administrator, approve the 2019-2020 CARE disbursements for the month of August, 2020 in the amount of \$190. This list was uploaded to the portal for the board review. A list is on file with the Business Administrator.

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14. Old Business

Board Committees PreSchool Tuition Rate 2020-2021 School Reopening Plan Recognition of the BTPSA

a. Motion by Gerard Petersen, seconded by Kimberly Reed RECOMMEND that the Board of Education, on the recommendation of the Superintendent, approve submission of the 2020-2021 School Reopening Plan to the Camden County Of Education for review and approval.

Motion carried, roll call vote, all present voting "yes".

b. Motion by Gerard Petersen, seconded by Kimberly Reed RECOMMEND that the Board of Education, on the recommendation of the Superintendent, to sign the Public Employment Relations Commission's Stipulation of Appropriate Unit to recognize the Berlin Township Principals and Supervisors Association ("BTPSA") as an association of all regularly employed and certificated principals and supervisors employed by the Berlin Township Board of Education. Motion carried, roll call vote, all present voting as follows:

Voting "yes": Mr. Balducci, Mr. Cohen, Ms. Hill-Muff,

Mrs. Murrenburke, Mr. Davis, Mrs. Mozee,

Mr. Petersen

Abstention: Mrs. Reed

c. Motion by Gerard Petersen, seconded by Brian Davis
RECOMMEND that the Board of Education, on the recommendation of
the Superintendent, approve to maintain the 2020/2021 preschool
tuition amount at \$3,675.

Motion carried, roll call vote, all present voting as follows:

Voting "yes": Mr. Balducci, Mr. Cohen, Ms. Hill-Muff,

Mrs. Murrenburke, Mr. Davis, Mrs. Mozee,

Mr. Petersen

Voting "no": Mrs. Reed

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15. New Business

Committee Updates
Negotiations
NJSBA
CCESC
Pine Hill Bd of Ed
CCSBA

16. Public Comments - Open

Comments have been submitted electronically due to the remote meeting set-up based on guideline from Governor Murphy's executive orders. Mrs. Stoddart will read the comments to the Board members. Copies will become part of the meeting minutes.

Recognition of Citizens – for subjects not appearing on agenda
The Public is reminded that they should attempt to resolve problems and/or
complaints through initial contact with the staff member or members involved therein
and the Chief School Administrator prior to petitioning the Board of Education.
Complaints should only be brought to the Board after the appropriate school staff have
had a reasonable opportunity to resolve the problem at the employee level. Statements
should be limited to topics to be addressed.

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- C. Each statement made by a participant shall be limited to five minutes' duration;
- D. No participant may speak more than once on the same topic;
- E. All statements shall be directed to the presiding officer; no participant may address or question board members individually;
- F. The presiding officer may:
 - A. Interrupt, warn, or terminate a participant's statement when the statement is too lengthy, personally directed, abusive, obscene, or irrelevant;
 - B. Request any individual to leave the meeting when that person does not observe reasonable decorum;

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- Request the assistance of law enforcement officers in the removal of a disorderly person when that person's conduct interferes with the orderly progress of the meeting;
- D. Call for a recess or an adjournment to another time when the lack of public decorum so interferes with the orderly conduct of the meeting as to warrant such action; and
- E. Waive these rules when necessary for the protection of privacy or the efficient administration of the board's business.

The portion of the meeting during which the participation of the public is invited shall be limited to 30 minutes which can be extended due to exceptional circumstances at the discretion of the presiding officer, and will be concluded by 10:00 pm.

Motion by Kimberly Reed, seconded by Gerard Petersen to open the meeting to the public for the discussion of subjects. Time in: 9:24pm. Motion carried, voice vote, all present voting "yes".

Comments have been submitted electronically due to the remote meeting set-up based on guideline from Governor Murphy's executive orders. Mrs. Stoddart will read the comments to the Board members. Copies will become part of the meeting minutes.

17. Public Comments - Closed

Motion by Gerard Petersen, seconded by Lisa Hill Muff to close the meeting to the public. Time closed: 9:54pm. Motion carried, voice vote, all present voting "yes".

18. Adjournment

Motion by Kimberly Reed, seconded by Gerard Petersen to adjourn the meeting. Meeting adjourned: <u>9:51pm.</u> Motion carried, voice vote, all present voting "yes".

Respectfully submitted,

Megan Stoddart, Business Administrator