

THE ENGLEWOOD BOARD OF EDUCATION

**AGENDA – PUBLIC MEETING
MAY 14, 2020**

BOARD ADDENDUM

20-B-39 APPROVAL – APPOINTMENT OF CONSTRUCTION LEGAL SERVICES

RESOLVED, the Englewood Board of Education appoints Mr. John Inglesino, Esq, as lead counsel from the firm Inglesino, Webster Wyciskala & Taylor, LLC for construction legal services at a rate of \$170 per hour effective May 15, 2020 through June 30, 2020; now

BE IT FURTHER RESOLVED, the Englewood Board of Education appoints Mr. John Inglesino, Esq, as lead counsel from the firm Inglesino, Webster Wyciskala & Taylor, LLC for construction legal services at a rate of \$170 per hour effective July 1, 2020 through June 30, 2021.

20-B-40 APPROVAL – ETA SIDEBAR FOR PERSONAL DAYS DUE TO COVID 19

WHEREAS, The Englewood Board of Education (“Board”) and Englewood Teacher’s Association (“Association”) have previously entered into a Collective Bargaining Agreement covering the period of July 1, 2018 through June 30, 2021 (“CBA”);

WHEREAS, the Board and the Association hereby entered into this Sidebar Agreement on May 14, 2020, and agreed as follows:

- 1) Any member of the Association who has not used five (5) personal days during the 2019-2020 school year, shall be allowed to carry over unused personal days to the 2020-2021 school year.
- 2) This agreement applies only to unused personal days from the 2019-2020 school year, and carrying over of up to a maximum of five (5) personal days shall not be provided for subsequent school years, unless, expressly agreed upon by the Board and the Association in a succeeding sidebar agreement
- 3) No other provisions of the CBA will be impacted by this Sidebar Agreement.
- 4) This agreement shall expire on June 30, 2020.
- 5) THEREFORE, IN WITNESS WHEREOF, the parties, intending to be legally bound, have caused this Sidebar Agreement to be approved and executed.

20-B-41 APPROVAL – UNUSED PERSONAL AND VACATION DAYS – NON-GUIDE STAFF

WHEREAS, during the COVID-19 health emergency, non-guide staff continue to work during the school closure and due to the circumstances, non-guide staff may not have been able to use personal and/or vacation days during the 2019-20 school year; now

THEREFORE BE IT RESOLVED, upon the recommendation of the Superintendent of Schools, the Englewood Board of Education approves non-guide staff who have not used five (5) personal days during the 2019-20 school year, shall be allowed to carry over unused personal days to the 2020-21 school year; and

THEREFORE BE IT RESOLVED, upon the recommendation of the Superintendent of Schools, the Englewood Board of Education approves that non-guide staff who have accumulated over ten (10) vacation days during the 2019-20 school year; shall be allowed to receive monetary compensation for any unused vacation days in excess of the ten (10) vacation days, at the per diem rate of the staff member's annual salary for a maximum amount of thirty (30) vacation days.

20-B-42 APPROVAL – EAA SIDEBAR FOR UNUSED PERSONAL DAYS

WHEREAS, The Englewood Board of Education ("Board") and Englewood Administrator's Association ("Association") have previously entered into a Collective Bargaining Agreement covering the period of July 1, 2019 through June 30, 2022 ("CBA");

WHEREAS, the Board and the Association hereby entered into this Sidebar Agreement on May 14, 2020, and agreed as follows:

- 1) Any member of the Association who has accumulated over ten (10) vacation days during the 2019-2020 school year, shall be allowed to receive monetary compensation for any unused vacation days in excess of the ten (10) vacation days, at the per diem rate of the member's annual salary for a maximum of twenty-four (24) days to be compensated.
- 2) Ten (10) vacation days from the 2019-2020 school year may be banked for an additional use period of one (1) year from the date upon which the original vacation leave would have expired.
- 3) This agreement applies only to unused vacation days accumulated as of the 2019-2020 school year, and monetary compensation for unused vacation days in excess of the ten (10) vacation days with a maximum of twenty-four (24) to be compensated that a member may bank each year, shall not be provided for subsequent school years, unless expressly agreed upon by the Board and the Association in a succeeding sidebar agreement.
- 4) Any member of the Association who has not used the four (4) personal days during the 2019-2020 school year, shall be allowed to carry over any unused personal days to the 2020-2021 school year.
- 5) This agreement applies only to unused personal days from the 2019-2020 school year, and carrying over of up to a maximum of four (4) personal days shall not be provided for subsequent school years, unless expressly agreed upon by the Board and the Association in a succeeding sidebar agreement.
- 6) No other provisions of the CBA will be impacted by this Sidebar Agreement.
- 7) This agreement shall expire on June 30, 2020.

THEREFORE, IN WITNESS WHEREOF, the parties, intending to be legally bound, have caused this Sidebar Agreement to be approved and executed.

20-B-43 APPROVAL – ENGLEWOOD PUBLIC SCHOOL CLIMATE CHANGE RESOLUTION

WHEREAS, there is a broad scientific consensus among climate scientists that human activities contribute to increases in greenhouse gas emissions, and are the dominant cause of climate change; and

Whereas, The State of New Jersey passed the Global Warming response Act of 2007, which established a greenhouse gas emissions reduction program to limit the level of Statewide greenhouse gas emissions; and

WHEREAS, in 2014 Sustainable Jersey for Schools, a non-profit, developed a certification program for New Jersey Public Schools that want to “Go Green” and conserve resources. Sustainable Jersey for Schools is affiliated with the State of New Jersey Department of Environmental Protection; and

WHEREAS, on November 23, 2018, the US federal government issued the Fourth National Climate Assessment report, which detailed the massive threat that climate change poses to the American economy, and underscored the need for immediate climate emergency action at all levels of government; and

Whereas, on October 29, 2019 Governor Phil Murphy signed Executive order No. 89 establishing a Climate and Flood Resilience Program within the Department of Environmental Protection and directs all state agencies to take action to address the urgent need to coordinate and integrate climate change considerations into planning and decision-making at all levels of government; and

WHEREAS, we believe it is critical to advocate for the decisive near-term action needed to prevent further global warming, especially because this window of opportunity is rapidly closing; and

WHEREAS, today’s children represent a particularly vulnerable group because increasing greenhouse gases and trapped heat will almost certainly have a profound negative impact throughout their lives, as well as the lives of future generations; and

WHEREAS, climate change is clearly not a partisan issue, and that local, state, and national policies should be guided by the best available science in order to increase the resiliency of our communities and prevent the worst effects of climate change; and

WHEREAS, the Englewood School District Board of Education recognizes climate change as a generational justice and human rights issue; and

WHEREAS, climate change is a social justice and equity issue. While climate change impacts all people and disproportionately impacts all young people and future generations, it disproportionately affects people of color and people in poverty, thereby exacerbating existing inequities and limiting the equality of opportunity which is a foundational aspiration for modern America; and

WHEREAS, we work to ensure that all Englewood Public School District students graduate as empowered individuals, with their own talents, interests, needs and goals. Englewood Public School District Board of Education recognizes the link between student health and learning; and

NOW, THEREFORE, BE IT RESOLVED THAT, Englewood Public School District Board of Education supports the following initiatives:

1. We will participate in the Sustainable of Jersey Schools program.
2. We will make available recycling bins for paper and plastic on school grounds and facilities.
3. We will continue to identify opportunities throughout the district to reduce the use of plastics and styrofoam.
4. We will support annual student and faculty workshops and activities on matters of environmental sustainability and climate change.
5. We will work to reduce food waste and promote climate-friendly food service at all district schools.
6. We will continue to identify opportunities throughout district schools and departments to reduce carbon consumption.

7. We will engage in sustainable building, landscaping and maintenance practices to offset negative environmental impacts.
8. All capital improvements and investments in infrastructure must use energy efficient materials.
9. We will collaborate with existing city, county and state partners to realize our goals for environmental sustainability.
10. We will provide environmental science instruction and curriculum at all levels in the areas of interdependency of humans and the natural world, human impacts on earth systems, weather and climate systems, climate change and natural resources.

BE IT FURTHER RESOLVED, that the Englewood Public School District Board of Education support the transmission of official copies of this resolution to the following: the Superintendent of County Schools, all student councils in our district, district educators' unions, all district PTA's, the State Superintendent of Education, the New Jersey Board of Education, and the Englewood City Council.