

**NORTHERN HIGHLANDS REGIONAL HIGH SCHOOL
BOARD OF EDUCATION**

Regular Meeting

June 17, 2019

AGENDA

1. CALL TO ORDER: The Board President will call the meeting to order.

2. FLAG SALUTE and PUBLIC MEETINGS STATEMENT:

The Board Secretary will read the following: The New Jersey Open Public Meetings Law was enacted to insure the right of the public to have advance notice of and to attend the meetings of public bodies, at which any business affecting their interest is discussed or acted upon. In accordance with the provisions of this Act, the Secretary has transmitted notice of this meeting by having the date, time and place sent to the North Jersey Media Group (Ridgewood News, The Record), the Boroughs of Allendale and Upper Saddle River, published on January 5, 2019 in The Record and January 11, 2019 in The Ridgewood News and posted in the Board of Education Office at Northern Highlands Regional High School. Our agenda allows two opportunities for public comments; at the beginning of the meeting for agenda items only and at the conclusion of our meeting for general comments. We ask members of the public to state their name and address and limit their comments to a three to five minute time period.

3. ROLL CALL

NAME	PRESENT	ABSENT
Mrs. Christine Ferrarie		
Mrs. Barbara Garand		
Mrs. Anne Goddard		
Mr. James Mulanaphy		
Mrs. Ann Pagano		X
Mrs. Gail Trumbetti		
Ms. Ellen Marie Walsh		
Mrs. Lisa Jill Webb		
Mr. Robert C. Wei		
Dr. Sheila Yallowitz		
Mrs. Emily Kaufman (Saddle River Liaison)		
Katherine Murray (Student Representative)		
Caroline Ryan (Student Representative)		
Dr. Scot Beckerman, Superintendent		
Mr. James Davis, Business Administrator/Board Secretary		

4. SPECIAL PRESENTATION: Retirement Recognitions: Bruce Emra and Joanna Petritsis

5. STUDENT REPRESENTATIVE REPORTS

6. COMMITTEE & LIAISON REPORTS
7. PRINCIPAL'S REPORT
8. SUPERINTENDENT'S REPORT
9. OPEN TO THE PUBLIC FOR COMMENTS ON AGENDA ITEMS
10. ACTION ITEMS FOR Business Agenda for June 17, 2019, BOARD OF EDUCATION MEETING:

_____ moved, and _____ seconded:

RESOLVED: That the Board of Education approves/accepts the following business item(s) **B-1** through **B-30** in accordance with NJSA 18A and NJAC Title 6, et. sec., including NJAC 6A:23-2.11 reporting no over-expenditure of funds and upon the recommendation of the Superintendent and Business Administrator:

- B-1.** Approval of transfers, per attachment.
- B-2.** Approval of the Board Secretary and Treasurer's reports for the month of May 2019.
- B-3.** Approval of current bills list (check register) from May 31, 2019 through June 13, 2019, per attachment.
- B-4.** Approval of minutes, June 3, 2019 Board of Education meeting and executive session, per attachment.
- B-5.** *Approval of the following staff travel (accommodations note room rate only; occupancy taxes & Fees associated therein and other costs on trips presently unknown, meals for overnight trips and Mileage, tolls, parking will be reimbursed in accordance with policy and law).*

Who: Michael Koth
 What: Active Shooter Incident Management (CASIM) for Schools
 Where: Passaic county Public Safety Academy, Wayne, NJ
 When: Tuesday, July 16, 2019
 Costs: Registration: no cost
 Mileage: as per NJ OMB Guidelines

Who: Ileana Sing
 What: NJDOE Conference: Equity for All
 Where: The College of New Jersey, Ewing, NJ
 When: Wednesday, July 31, 2019
 Costs: Registration: no cost
 Mileage: as per NJ OMB Guidelines

Who: Kim Hayes
 What: FEA / NJPSA / NJASCD 2019 Fall Conference
 Where: Ocean Place Resort, Long Branch, NJ
 When: Thursday, October 17 – Friday, October 18, 2019

Costs: Registration: \$ 292
Hotel: cost included with registration, has DOE waiver
Mileage: as per NJ OMB Guidelines

Who: Board Members
What: NJSBA 2019 Convention (Conference approved by the NJ Dept. of Education)
Where: Atlantic City Convention Center, Atlantic City, NJ
When: Monday, October 21 – Thursday, October 24, 2019
Costs: Registration: \$1,600 (group registration by June 30) **OR** \$ 375 per person
Hotel: NJSBA has retained a block of rooms at a number of hotels, per guidelines and waivers by the NJ Dept. of Education
Mileage: as per NJ OMB Guidelines

- B-6.** Approval of Regular and Extended school year tuition (2019-2020) for a student (ID 7580) for the period July 8, 2019–June 30, 2020 at The CTC Academy, Inc. (Oakland), in the amount of \$ 84,972.94, as described in their IEP, per attachment.
- B-7.** Approval of Regular school year tuition (2019-2020) for a student (ID 23226) for the period September 5, 2019 – June 19, 2020 at The Craig School, in the amount of \$ 54,290, as described in their IEP, per attachment.
- B-8.** Approval of Regular school year tuition (2018-2019) for a student (ID 21274) for the period April 9 – June 30, 2019 at Auldern Academy, in the REVISED amount of \$ 13,776, as described in the settlement agreement, per attachment.
- B-9.** Revised approval of parent reimbursement for a life skills coach for a student (ID 6265), as described in her IEP, 20 hours at \$70/hour, 2018-19 school year, for the total amount of \$ 1,400, per attachment.
- B-10.** Approval of the Northern Highlands Sports Association donating monies, equipment, supplies etc. under the approval and supervision of the Athletic Director for the 2019-2020 school year.
- B-11.** Accept with regret, the resignation of JAMES SCHRAM, Custodian, effective June 21, 2019, per attachment.
- B-12.** Accept with regret, the resignation of GAIL BUSHMAN, part time Bus Driver, effective June 25, 2019 per attachment.
- B-13.** Rescission of board approval of CHRISTOPHER KOSKI as on-call custodian for 2019-2020 school year.
- B-14.** RESOLVED, that the Northern Highlands Board of Education hereby approves the submission of the fiscal year 2019-2020 IDEA grant application, and accepts the allocation of the IDEA Basic amount of \$ 235,410.
- B-15.** WHEREAS, the Northern Highlands Regional High School District is the owner of certain surplus property which is no longer needed for public use; and

WHEREAS, the Northern Highlands Regional High School District Board of Education are desirous of selling said surplus property in an “as is” condition without express or implied warranties.

NOW THEREFORE, be it RESOLVED by the Northern Highlands Regional High School District Board of Education of Northern Highlands Regional High School District in Allendale, New Jersey authorizes the sale of a 2006 Ford F350 Truck, VIN # 1FTWF31PX6EA68243, via GovDeals with a total value of \$ 4,751 per attachment.

- B-16.** RESOLVED, that the Board of Education approves the submission of the ESEA Application and the allocation of funds as follows:

Acceptance of:

Title I Part A (Basic, Concentration, Targeted & EFIG)	\$ 54,924
Title II Part A (Teacher and Principal Training and Recruiting Fund)	\$ 12,519
Title IV	<u>\$ 10,000</u>
Total Funding:	\$ 77,443

Refusal of:

Title III (English Language Acquisition and Enhancement)	\$ 555
--	--------

AND FURTHERMORE, the Board of Education approves the transfers of the Title II and Title IV funds to Title I.

- B-17. Approval of Corrective Action Plan for Contract for Legal Services**

WHEREAS, the Office of Fiscal Accountability and Compliance has completed a review and issued a report regarding contract for legal services for the Northern Highlands Regional High School District;

WHEREAS, on June 3, 2019 the findings were discussed and the report of examination was made available to the public,

NOW THEREFORE BE IT RESOLVED, the Northern Highlands Board of Education approves the attached Corrective Action Plan for contract for legal services.

- B-18.** RESOLVED, that the Northern Highlands Board of Education authorize door and lever upgrades by C&M Door Controls Inc. at a cost of \$ 9,850. This is in the FY 20 budget and two (2) quotes were obtained.
- B-19.** RESOLVED, that the Northern Highlands Board of Education authorize renewal for the Ruckus Zone Directors Smart Zone through Atrion Communication Resources at a cost of \$ 23,050. This is in the FY 20 budget and two (2) quotes were obtained.
- B-20.** RESOLVED, that the Northern Highlands Board of Education authorize the following purchase and subscription renewals from Shi International Corp. in the total amount of \$ 13,697.98:
- Microsoft Desktop Education – License and Software assurance \$ 9,565.98
 - VMware support and subscription production \$ 1,065.00
 - Critical Response Graphic \$ 3,067.00
- These purchases are made through NJSBA E-8801-ACESCPS.

- B-21.** RESOLVED, that the Northern Highlands Board of Education authorize the following FY 2020 purchases from Keyboard Consultants Inc. in the total amount of \$ 33,099.64
- Auditorium Projector & Wiring Project \$ 14,197.16
 - Back Gym Audio & Projector Project \$ 18,902.48
- These purchases are made through HCESC-CAT-19-06.
- B-22.** RESOLVED, that the Northern Highlands Board of Education authorize renewal of annual Shortel Phone System Maintenance, Emergency Notification System Maintenance and Paging System Maintenance for 2019-20 through Eastern DataComm. Inc. at a total cost of \$ 18,337.00 through NJ State Contract # 88132.
- B-23.** RESOLVED, that the Northern Highlands Board of Education authorize renewal for Cisco SmartNet for 2019-20 through Aspire Technology Partners, LLC at a cost of \$ 10,783.85 through State of NJ NASPO #87720.
- B-24.** RESOLVED, that the Northern Highlands Board of Education authorize the purchase of 483 HP X2 devices and cases from HP Inc. in the total amount of \$ 724,500 through State of NJ NASPO MNNVP-133-M0483-89974. This is funded by Lease Purchase Agreements in FY18 and FY19.
- B-25.** RESOLVED, that the Northern Highlands Board of Education authorize the purchase of 33 HP X2 devices and cases from HP Inc. in the total amount of \$ 49,500 through State of NJ NASPO MNNVP-133-M0483-89974. This is a FY19 purchase.
- B-26. Resolution Supporting A-3775/S-692 (Eliminates Superintendent Salary Cap)**
- WHEREAS, In February 2011, the Commissioner of Education adopted regulations imposing a cap on the salaries of chief school administrators based on the enrollment of the district in which the administrator serves; and
- WHEREAS, The cap on superintendent salaries is unnecessary since the 2 percent property tax levy cap, the statutory limitation on administrative spending growth, regulations adopted pursuant to the School District Accountability Act, and Executive County Superintendent review of employment contracts protect the public's and taxpayers' interests by providing sufficient controls on superintendent compensation; and
- WHEREAS, One of the most important responsibilities of a board of education is the hiring of a highly-qualified chief school administrator, who is critical in implementing the educational goals, vision and direction of the community; and
- WHEREAS, The salary cap has a negative impact on the quality, stability and continuity of public education in school districts due to high turnover rates, increased use of interim superintendents, and a decline in the experience level of candidates for superintendent positions; and
- WHEREAS, For many educators, becoming a superintendent represents the pinnacle of a lifelong ascent up the career ladder, yet the salary cap – which applies to no other positions – has created a disincentive for school leaders to strive toward that goal, which will have long-term negative consequences on educational quality in this State; and

WHEREAS, Assembly Bill No. 3775 (Jasey/Caputo/Holley) and Senate Bill No. 692 (Ruiz/Sarlo) would prohibit the Department of Education from regulating the maximum salary a school district may pay its superintendent.

NOW, THEREFORE, BE IT RESOLVED that the Northern Highlands Regional High School Board of Education supports and urges the passage of Assembly Bill No. 3775 and Senate Bill No. 692; and be it further

RESOLVED, that a copy of this resolution shall be forwarded to each member of the Allendale and Upper Saddle River legislative district delegation, Senate President Stephen M. Sweeney, Assembly Speaker Craig J. Coughlin, Governor Phil Murphy, the Chair of Senate Education Committee Senator M. Teresa Ruiz, the Chair of the Assembly Education Committee Assemblywoman Pamela R. Lampitt, and to the New Jersey School Boards Association.

B-27. Resolution Opposing A-3664 and S-3089 (Creates Tenure-Like Protections for Non-Teaching Staff)

WHEREAS, New Jersey's local boards of education represent the community's interests in the governance and financial oversight of school districts that serve the educational needs of nearly 1.4 million children; and

WHEREAS, Assembly Bill 3664 and Senate Bill 2089 of the 2018-2019 Legislative Session would give non-teaching employees, such as teacher assistants, bus drivers and cafeteria aides, tenure-like protection by forcing school districts to enter into binding arbitration over non-renewal of employment, as well as virtually any "disciplinary" action, ranging from reprimands to withholding increments; and

WHEREAS, A-3664 and S-2089 would undermine the authority of local boards of education, the public's elected and appointed representatives, by preventing them from negotiating disciplinary procedures to effectively and efficiently manage employee conduct and performance; and

WHEREAS, mandated binding arbitration would require the expenditure of valuable time and resources, while placing critical decisions in the hands of arbitrators, who are not accountable to the taxpayers of the community; and

WHEREAS, A-3664 and S-2089 would subject economic decisions, such as a reduction of non-teaching staff due to a budgetary shortfall or enrollment decline, to binding arbitration; and

WHEREAS, A-3664 and S-2089 define "disciplinary action" so broadly that the term would include non-renewals of employment contracts, thereby bypassing court rulings that have consistently held that the decision not to renew fixed-term contracts of such staff does not constitute discipline; and

WHEREAS, extending binding arbitration to such "disciplinary" matters involving non-teaching staff employees will have an adverse economic impact on local school budgets at a time when school districts must make the best possible use of limited financial resources.

NOW, THEREFORE, BE IT RESOLVED that the Northern Highlands Regional High School Board of Education, in fulfilling its responsibility to provide effective governance and financial

oversight to our community's public schools, opposes Assembly Bill 3664 and Senate Bill 2089; and be it further

RESOLVED, that the Northern Highlands Regional High School Board of Education calls on the Governor and the New Jersey Legislature to reject any and all measures that would require binding arbitration over disciplinary matters and non-renewal of employment; and be it further

RESOLVED, that a copy of this resolution shall be forwarded to the members of the Allendale and Upper Saddle River legislative district delegation, Assembly Speaker Craig J. Coughlin, Senate President Stephen M. Sweeney, Governor Phil Murphy, and to the New Jersey School Boards Association.

B-28. Resolution Opposing A-3395 / S-296 (Undermining a School Board's Ability to Subcontract Services)

WHEREAS, New Jersey's boards of education represent the community's interests in the governance and budget oversight of school districts that collectively serve the health and educational needs of nearly 1.4 million children; and

WHEREAS, school boards continually strive to provide cost-effective ways to deliver services, which will free up additional funds to be used in the classroom or for property-tax relief; and

WHEREAS, many New Jersey school boards have found subcontracting of services such as transportation, cafeteria and maintenance is an option that has saved millions of tax dollars every year; and

WHEREAS, 40 percent of school districts responded to a 2009 survey conducted by the New Jersey School Boards Association, which found the responding districts saved more than \$34 million annually through subcontracting services; and

WHEREAS, Assembly Bill 3395 and Senate Bill 296 of the 2018-2019 Legislative Session is a union-backed bill that would place severe obstacles in the way of a school board's ability to subcontract services and save tax dollars; and

WHEREAS, the sole purpose of Assembly Bill 3395 and Senate Bill 296 is to undermine a board's ability to subcontract services, thereby increasing school employees and increasing the rolls of union membership, which generates more dues for union coffers; and

WHEREAS, Assembly Bill 3395 and Senate Bill 296 would remove a school board's option to subcontract services, thereby diverting funds from the classroom and burdening property taxpayers.

NOW, THEREFORE, BE IT RESOLVED that the Northern Highlands Regional High School Board of Education, in its continued effort to provide cost-effective school operations to the community, opposes Assembly Bill 3395 and Senate Bill 296; and be it further

RESOLVED, that the Northern Highlands Regional High School Board of Education calls on the New Jersey Legislature to reject any such measures that will have the effect of depleting limited resources from our classroom; and be it further

RESOLVED, that a copy of this resolution shall be forwarded to the members of the Allendale and Upper Saddle River legislative district delegation, Assembly Speaker Craig J. Coughlin, Senate President Stephen M. Sweeney, Governor Phil Murphy, and to the New Jersey School Boards Association.

B-29. Transfer of Current Year Surplus to Capital, Maintenance and Emergency Reserves

WHEREAS, N.J.A.C. 18A:21-2 and N.J.A.C. 18A:7G-13 permit a Board of Education to establish and/or deposit into certain reserve accounts at year end, and

WHEREAS, the aforementioned statutes authorize procedures, under the authority of the Commissioner of Education, which permit a board of education to transfer anticipated excess current revenue or unexpended appropriations into reserve accounts during the month of June by board resolution, and

WHEREAS, the Northern Highlands Regional High School Board of Education wishes to deposit anticipated current year surplus into reserve accounts at year end, and

WHEREAS, the Northern Highlands Regional High School Board of Education has determined that up to a maximum of \$ 500,000 is available for such purpose of transfer as detailed below,

- \$ 295,000 to Capital Reserve
- \$ 50,000 to Maintenance Reserve
- \$ 155,000 to Emergency Reserve

NOW THEREFORE BE IT RESOLVED by the Northern Highlands Regional High School Board of Education that it hereby authorizes the district's School Business Administrator to make these transfers consistent with all applicable laws and regulations.

B-30. Approve the following Year-end Resolutions:

- The Business Administrator be authorized to process invoices for payment for the current fiscal year with Board Confirmation at the next regular meeting
- The Business Administrator be authorized to make account transfers that may be needed to close out the fiscal year with Board confirmation at the next meeting
- Move that all outstanding warrants in all accounts as of December 31, 2018 be cancelled

Roll Call:

11. ACTION ITEMS FOR the Education Agenda for June 17, 2019 BOARD OF EDUCATION MEETING:

_____ moved and _____ seconded:

RESOLVED: That the Board of Education approve/accept the following Education items, **E-1** through **E-28**, upon the recommendation of the Superintendent, effective immediately following the completion of required certification and documentation:

- E-1.** Accept and affirm the Harassment, Intimidation, and Bullying investigation report, per attachment.

-
- E-2.** Accept and affirm the Monthly Student Suspension report, per attachment.
- E-3.** Accept and affirm the Monthly School Security Drill report and Statement of Assurance, for the 2018-2019 school year, as per NJ Department of Education guidelines, per attachment.
- E-4.** Approve the Agreement to Participate in the programs offered by the New Jersey Department of Education and Sandy Hook Promise, funded by School Violence Prevention and Mental Health Training Program CFDA #16.839, during the time period of May 1, 2019 through September 30, 2021, per attachment.
- E-5.** Approve the High School Voter Registration Law Statement of Assurance for the 2018-2019 school year, per attachment.
- E-6.** Approve the 2019-2020 District Organizational Chart, per attachment.
- E-7.** Approve Northern Highlands' sponsorship of athletic competition in the following sports: cross country, field hockey, football, gymnastics, soccer, tennis, volleyball, basketball, cheering, bowling, fencing, ice hockey, swimming, winter track, wrestling, baseball, softball, lacrosse, golf and outdoor track for the 2019-2020 school year.
- E-8.** Approve the Summer Athletic Facility Usage /Team Workout/ Youth Sports Camp Schedule and the Master NHRHS Athletic Schedule for the 2019-2020 school year, per attachment.
- E-9.** Approve the Master List Calendar of Events for the 2019-2020 school year, per attachment.
- E-10.** Approve the following Co-Curricular Assignments for the 2019-2020 school year, per attachment.
- E-11.** Approve the following Athletic Assignments for the 2019-2020 school year, per attachment.
- E-12.** Approve the appointment of ROBIN KNUTELSKY, Director of Curriculum, Instruction and Assessment, for the 2019-2020 school year, effective July 1, 2019 to June 30, 2020 at a total salary of \$150,000, per attachment.
- E-13.** Approve the appointment of JUSTIN NADAL, Teacher of TV Production (.9), for the 2019-2020 school year, effective September 1, 2019 to June 30, 2020 at a total salary of \$73,495 (BA, Step 14) prorated to \$66,145, per attachment.
- E-14.** Approve the appointment of SUSAN SPENCER, Testing and Assessment Coordinator, for the 2019-2020 school year, effective September 1, 2019 to June 30, 2020 at a total salary of \$114,530 (MA+60, Step 19), per attachment.
- E-15.** Approve ROBIN BURTON, for the preparing and writing of grant for the No Child Left Behind Application/ESEA for the 2019-2020 school year, at a rate of \$45 per hour not to exceed \$1,000.

- E-16.** Approve the following Stipend Positions, created for Title 1 Grant Funds, for the 2019- 2020 school year, as follows.
1. Title 1 Coordinator and Parent Liaison
 2. Title 1 After School Homework Support - Science
 3. Title 1 After School Homework Support - World Languages
 4. Title 1 After School Homework Support - Language Arts
 5. Title 1 After School Homework Support - Mathematics
- E-17.** Approve the appointment of ROBIN BURTON as Title 1 Coordinator and Parent Liaison for the 2019-2020 school year at a rate of \$ 6,335 (Group 1, Stipend Position).
- E-18.** Approve the appointment of JOHN BEATTY as Title 1 After School Homework Support – Science for the 2019-2020 school year, at a rate of \$6,335 (Group 1, Stipend position).
- E-19.** Approve the appointment of AGOSTINA TRASS as Title 1 After School Homework Support – World Languages for the 2019-2020 school year, at a rate of \$6,335 (Group 1, Stipend position).
- E-20.** Approve the appointment of JOHN KAMINSKI as Title 1 After School Homework Support - Language Arts for the 2019-2020 school year, at a rate of \$6,335 (Group 1, Stipend position).
- E-21.** Approve the appointment of JILLIAN SCHESCHUK as Title 1 After School Homework Support – Mathematics for the 2019-2020 school year, at a rate of \$6,335 (Group 1, Stipend position).
- E-22.** Approve the following field trips/overnight field trips for the 2019-2020 school year.
- a.) Cheerleading: Training
 - NCA Camp of Lake Bryn Mawr, Honesdale PA: 8/19/19 – 8/22/19 (Overnight Trip)
- E-23.** Approve the following list of advisors/chaperones/school nurse, as listed below:

NAME	EVENT	DATE	AMOUNT TO BE PAID
KIM NARDONE	Cheerleading	8/19/19 – 8/22/19	No cost to district
MICHELE DELUISE	Cheerleading	8/19/19 – 8/22/19	No cost to district

- E-24.** Approve new and returning Substitute Teachers, Nurses and Homebound Instructors/Tutors for the 2019-2020 school year, per attachment.
- E-25.** Approve the receipt of the out of district Tuition Student List for the 2019-2020 school year, per attachment.
- E-26.** Approve the receipt of one (1) out of district Tuition Student for the 2019-2020 school year, per attachment.
- E-27.** Authorize Dr. Scot Beckerman, Superintendent, to make personnel decisions on new hires and offer contracts for the 2019-2020 school year in consultation with the Board President, during the summer months.

E-28. Approve and *Authorize* payment to SCOT BECKERMAN, Superintendent, for successful completion and approval by the Department of Education/Interim Superintendent of Schools and Northern Highlands Board of Education, for the Attained Qualitative and Quantitative Merit Goals (5 in total) in accord with the Superintendent’s 2018-2019 employment contract at an amount of \$26,185.91.

Roll Call:

12. BOARD PRESIDENT’S REPORT

13. OLD BUSINESS

14. NEW BUSINESS

15. OPEN TO THE PUBLIC

16. EXECUTIVE SESSION

IT IS HEREBY RESOLVED that the Northern Highlands Regional High School Board of Education shall go into executive session to discuss the following matters:

- Personnel (CSA Evaluation)

The minutes of this executive session will be released when the need for confidentiality no longer exists. There are some topics (such as student matters) for which the need for confidentiality may never cease to exist.

_____ moved, and _____ seconded that the Board move into executive session.

TIME: All in Favor: _____ Opposed: _____

_____ moved, and _____ seconded that the Board moves into public session.

TIME: All in Favor: _____ Opposed: _____

17. ADJOURNMENT

_____ moved, and _____ seconded that the meeting be adjourned.

TIME: All in Favor: _____ Opposed: _____