

MINUTES OF THE REGULAR MEETING  
OF THE TENAFLY BOARD OF EDUCATION  
MONDAY EVENING, JANUARY 25, 2021

TENAFLY HIGH SCHOOL MEDIA CENTER  
VIRTUAL MEETING VIA ZOOM VIDEO CONFERENCE

**I. SUNSHINE STATEMENT/CALL TO ORDER/ROLL CALL**

*The meeting was called to order at 7:15 p.m. by Board President Jocelyn Schwarz who read the following statement:*

“The New Jersey Open Public Meetings Law was enacted to insure the right to 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 provisions of this act, the Tenafly Board of Education has caused notice of this meeting to be publicized by having the date, time and place thereof posted at the Borough office, Tenafly Public Library, administrative building, in the local press and on the district’s web site.

On roll call, the following Board members answered present:

Mark Aronson  
Inbal Israeli Miller  
Michelle Merchant  
Yelena Meytes  
Paula Newman

Edward J. Salaski  
Michael Wilderman  
Jane Juhng  
Jocelyn Schwarz

Also present:

Ms. Shauna DeMarco, Superintendent  
Dr. Evelyn Mamman, Assistant Superintendent for Curriculum and Instruction  
Ms. Cheryl Nardino, Business Administrator/Board Secretary  
Ms. Danielle Diaz, Human Resources Manager

**II. CLOSED SESSION**

**Be it Resolved**, that the Tenafly Board of Education determines it is necessary to meet in Closed Session on January 25, 2021 to discuss Legal, Personnel matters and Student matters; and **Be it Further Resolved**, that these matters will be made public when the need for confidentiality no longer exists.

*Motion to go into Closed Session at 7:19 p.m.  
Moved: Dr. Wilderman Second: Ms. Meytes*

**III. PUBLIC MEETING**

The public meeting was called to order at 8:00 p.m. by Ms. Schwarz who opened with the roll call and the Pledge of Allegiance to the flag.

The following Board members were present:

Mark Aronson  
Inbal Israeli Miller  
Michelle Merchant  
Yelena Meytes  
Paula Newman

Edward J. Salaski  
Michael Wilderman  
Jane Juhng  
Jocelyn Schwarz

Also present:

Ms. Shauna DeMarco, Superintendent  
Dr. Evelyn Mamman, Assistant Superintendent for Curriculum and Instruction  
Ms. Cheryl Nardino, Business Administrator/Board Secretary  
Ms. Danielle Diaz, Human Resources Manager  
Kira Baltaytis, Sr. Student Representative  
Jessica Lee, Jr. Student Representative  
There were approximately 50 participants via Zoom from the public

**IV. APPROVAL OF MINUTES**

Approve the minutes of the Closed Executive Meeting & Work Session Meeting of December 7, 2020 the Closed Executive Meeting & Regular Public Meeting of December 14, 2020 and the Reorganization Meeting Minutes of January 5, 2021

*Moved: Dr. Wilderman      Second: Ms. Juhng*  
*Ayes – 9      Nays – 0*

**V. BOARD CORRESPONDENCE**

None

**VI. PRESENTATIONS / REPORTS**

None

**VII. PUBLIC COMMENT**

- Jackie Wellman, President of TEA – commented regarding concerns of the staff and Covid cases. Ms. Schwarz, Ms. DeMarco and Ms. Juhng responded accordingly.
- Question regarding other school district closures after the holiday break.
- Question on survey regarding more in-person instruction.

**VIII. BOARD PRESIDENT'S REPORT**

Ms. Schwarz reported on the following:

- Thanked everyone in our community for adapting to this “new normal” with patience and understanding. Our administrative team, teachers and staff have worked tirelessly to provide as much normalcy as possible to our students and families.

- Thank you to our students and families for understanding the need at times to pivot to full virtual with little notice, for adhering to the strict COVID protocols in our buildings, and for continuing to honestly answer our daily symptom tracker.
- On tonight's agenda is a renewal contract for our Superintendent, Shauna DeMarco. Under Shauna's leadership, "Team Tenafly" has come together to do what is best for our students, teachers, staff and community - especially during this very challenging time.
- Congratulations to 8<sup>th</sup> grader Zoe Koblence, this year's winner of Tenafly's Got Talent! What an incredible evening put together by the THS SO.

## **IX. SUPERINTENDENT'S REPORT**

Ms. DeMarco gave the following report:

- Thanked stakeholders, parents, staff and students for their participation in the District Restart Mid-Year Survey.
- Tenafly's website is ADA Compliant.
- The Health Professionals Roundtable meeting held on January 21<sup>st</sup> focused on vaccinations and recognizing vaccinated people with our symptom tracker.
- Enrollment:
  - New students: 0
  - Total enrollment: 3,636
  - High School: 1,239
  - Middle School: 887
  - Mackay: 350
  - Maugham: 366
  - Smith: 349
  - Stillman: 339
  - ODD: 112
  - Academies: 40
- Full Virtual enrollment is currently at 44.3%. THS has the highest percentage at 59%, while Smith and Maugham have the lowest at (23%).

## **X. ASSISTANT SUPERINTENDENT'S CURRICULUM AND INSTRUCTION REPORT**

Dr. Mamman spoke about the following:

- The English Learning Program in the elementary schools will run for 12 weeks beginning after Winter Break. Focus will be on listening and speaking WIDA domains for English language development.
- TMS Library will be hosting a Read-A-thon
- Curriculum writing has begun at TMS for the new NJSLs in Science and Visual and Performing Arts.
- Virtual meetings are being planned for the 8<sup>th</sup> grade families and HS guidance counselors.
- THS videos and other media were produced to welcome and inform incoming parents and ninth graders.
- Scripps Spelling Bee took place on 1/20 and 1/21 virtually.

- Congratulations to our students for being names 2021 Scholastic Art and Writing award winners! Kudos to Ms. Malanka, Ms. Evanowski and Mr. Graziano for their work. 15 students whose combined entries received: 14 Gold Key, 12 Silver Key awards and 21 Honorable Mentions.
- Three high school students Noam Yakar, Kosei Dohi and Michael Wong were recognized as Regeneron STS Scholars for their work as part of Helen Coyle's science research class. They each won \$2,000 for themselves and \$2,000 each for the school.

## XI. BOARD SECRETARY'S REPORT

Ms. Nardino spoke about the following:

- Budget update
- Audit update

The School Fire and Security Drills for December 2020 are listed below

FIRE DRILLS & SECURITY DRILLS 2020-2021 SCHOOL YEAR DECEMBER 2020						
MONTH	HIGH	MIDDLE	MACKAY	MAUGHAM	SMITH	STILLMAN
DECEMBER Drills	Completed	Completed	Completed	Completed	Completed	Completed
DECEMBER Security Drills	Security Drill/ Evacuation	Security Drills/ Bomb Threat Drills	Security Drill/ Evacuation Non Fire	Security Drill/ Evacuation	Security Drill/ Shelter in Place/Code CPR	Security Drill/ Shelter in Place/Code Blue

## XII. STUDENT REPRESENTATIVES' REPORT

Kira Baltaytis and Jessica Lee reported on the following:

- Tenafly's Got Talent was a great success.
- Clubs are still running, many are virtual.

## XIII. BOARD COMMITTEE REPORTS

### Communications/Policy

- See attached January 19 meeting report

### Curriculum/Technology

- See attached December 14 meeting report

## **Finance and Alternative Revenue**

- See attached December 18, 2020 and January 14, 2021 meeting report

## **XIV. UPDATES ON RELATED GROUPS**

- TEF - Exploring small fundraising activities.

## **XV. NEW BUSINESS**

- Ms. Meytes spoke about Diversity Listening Sessions

## **XVI. RESOLUTIONS**

The following resolutions were recommended by the Superintendent of Schools for January 25, 2021:

### **ORGANIZATION**

*Motion to approve the following Board Resolution O-1  
Moved: Dr. Wilderman Second: Ms. Meytes*

### **RESOLUTION O-1 APPROVAL TO APPOINT DELEGATE TO NEW JERSEY SCHOOL BOARDS ASSOCIATION**

BE IT RESOLVED that Edward Salaski and Paula Newman be appointed as Legislative Chairs to the New Jersey School Boards Association (NJSBA) for one year.

BE IT FURTHER RESOLVED that the policy authorizing the duties of the delegate to the NJSBA be approved as follows:

- a. Represent the Board at meetings at the NJSBA.
- b. Study and report to the Board all proposed State and Federal Legislation of interest and relevance.
- c. At the direction of the Board, prepare a proposed resolution for submission to the State School Boards Association.

This policy shall not prohibit or discourage other Board Members from active participation in Legislative affairs.

*Board Resolution O-1 was approved as follows:  
Ayes – 9 Nays – 0*

## **PERSONNEL**

*Motion to approve the following Board Resolutions P-1 through P-15*

*Moved: Ms. Juhng Second: Ms. Merchant*

### **RESOLUTION P-1 RESIGNATION AND RETIREMENTS**

BE IT RESOLVED that the Board accepts with regret the following:

<b>NAME, POSITION, LOCATION</b>	<b>REASON</b>	<b>EFFECTIVE DATE</b>
Barbara Cohan, Secretary, Tenafly High School	Retirement	June 30, 2021
Barbara Ryan, Secretary, Mackay School	Retirement	June 30, 2021
David Galperin, 19-Hour Paraprofessional, Tenafly Middle School	Resignation	December 31, 2020
Eileen Swift, Secretary, Tenafly Middle School	Retirement	June 30, 2021
Donna Garlasco, 30-Hour Paraprofessional, Stillman School	Retirement	December 31, 2020

### **RESOLUTION P-2 APPROVAL OF SUBSTITUTES**

BE IT RESOLVED that the substitutes listed below with a NJ Instructional, NJ Educational Services or NJ Substitute Credential or those to serve as substitute secretaries, substitute custodians or substitute paraprofessionals be approved by the Board of Education for the 2020-2021 school year in accordance with N.J.S.A. 18A:6-7.1b pertaining to criminal history background check and at the district-established per diem rate as noted:

<b>NAME</b>	<b>CERTIFICATION</b>	<b>POSITION/RATE</b>
Catherine Vecchio <sup>1</sup>	NJ Substitute Credential	Paraprofessional/Substitute Differential
Lauren Brown	NJ Substitute Credential	Substitute Teacher, \$150 per diem
Nina Mody	NJ Substitute Credential	Substitute Teacher, \$150 per diem

<sup>1</sup>Exiting district Paraprofessional.

### **RESOLUTION P-3 HIRES**

BE IT RESOLVED that the following persons be employed to fill the positions listed for the length of time and compensation indicated and subject to all federal, state, county and local regulations governing said employment and in accordance with Senate Bill #851 regarding a criminal history background check:

<b><u>Maugham Elementary School</u></b>		
<b>NAME/POSITION</b>	<b>EMPLOYMENT DATES</b>	<b>SALARY/CLASSIFICATION</b>
Siwoo Kim ESL Teacher Leave Replacement/ Non-Tenurable	01/26/2021 – 02/11/2021  02/22/2021 – 06/30/2021	Per-Diem Substitute Teacher  Standard: Teacher of English as a Second Language MA, Line 4 \$61,729 pro rata

<b><u>Stillman Elementary School</u></b>		
<b>NAME/POSITION</b>	<b>EMPLOYMENT DATES</b>	<b>SALARY/CLASSIFICATION</b>
Isabel Park School Occupational Therapist Leave Replacement/ Non-Tenurable	TBD <sup>1</sup> – 06/30/2021	Standard: School Occupational Therapist DR, Line 1 \$67,969 pro rata

<sup>1</sup>Pending NJDOE issuance of certification.

<b><u>Tenafly Middle School</u></b>		
<b>NAME/POSITION</b>	<b>EMPLOYMENT DATES</b>	<b>SALARY/CLASSIFICATION</b>
Kevin Harris Custodian/Maintenance	01/26/2021 – 06/30/2021	Full-Time Custodian, Level A \$45,635 pro rata

<b><u>Tenafly High School</u></b>		
<b>NAME/POSITION</b>	<b>EMPLOYMENT DATES</b>	<b>SALARY/CLASSIFICATION</b>
Claudia Barone Physics Teacher	TBD <sup>1</sup> – 06/30/2021	CEAS: Teacher of Physics <sup>1</sup> MA, Line 1 \$60,229 pro rata

<sup>1</sup>Pending NJDOE issuance of certification.

<b><u>Central Office/District</u></b>		
<b>NAME/POSITION</b>	<b>EMPLOYMENT DATES</b>	<b>SALARY/CLASSIFICATION</b>
Xavier Williams Supervisor of Buildings and Grounds	TBD <sup>1</sup> - 06/30/2021	\$92,000 pro rata Non-Bargaining Unit Position
Sheryl Leidig Treasurer of School Monies	01/26/2021 – 06/30/2021	\$7,500 pro rata Non-Bargaining Unit Position

<sup>1</sup>Pending Criminal History fingerprinting clearance

#### **RESOLUTION P-4 STAFF/POSITION RECLASSIFICATIONS**

BE IT RESOLVED that the Board approves the following reclassifications:

<b>NAME</b>	<b>FROM</b>	<b>TO</b>	<b>EFFECTIVE DATES</b>
Briana Shuki	2 <sup>nd</sup> Grade Leave Replacement/ Non-Tenurable, Smith 09/01/20 – 12/23/20	2 <sup>nd</sup> Grade Leave Replacement/ Non-Tenurable, Smith 09/01/20 – 03/19/21  19-Hour Paraprofessional, Smith 03/22/21 – 06/30/21	As noted
JuYoung Jeong	2 <sup>nd</sup> Grade Leave Replacement/ Non-Tenurable, Maugham 11/14/20 – 01/22/21	2 <sup>nd</sup> Grade Leave Replacement/ Non-Tenurable, Maugham 01/25/21 – 02/26/21	As noted.

Stephanie Perry	Paraprofessional Toileting Stipend: 09/01/20-06/30/21	Paraprofessional Toileting Stipend: 09/01/20-12/11/20	As noted
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**RESOLUTION P-5 APPROVAL OF EXTRA COMPENSATION APPOINTMENTS FOR 2020-2021 SCHOOL YEAR**

BE IT RESOLVED that the Board approve the following individuals as extra-compensation appointments to the positions indicated for the 2020-2021 school year, which will operate virtually in the event of a school closure:

**TENAFLY MIDDLE SCHOOL EXTRA SERVICE COMPENSATION**

Position	Name	Stipend Amount
Title I Intervention Program	Tara Miller – Teacher	\$80 per hour (Title I Funds), Two hours per week for twelve weeks
	Carolyn Burdy – Coordinator/Teacher	\$80 per hour (Title I Funds). Three hours per week for twelve weeks (Two hours teaching and one hour coordinating duties)

**TENAFLY HIGH SCHOOL EXTRA SERVICE COMPENSATION**

Position	Name	Stipend Amount
Science Olympiad Advisor	William Dove	\$1,154.25 (.75)

**TENAFLY HIGH SCHOOL WINTER SPORTS**

Position	Season	Name	Stipend Amount
Basketball – Volunteer Coach <sup>1</sup>	Winter	Oren Fox	n/a
Basketball – Volunteer Coach <sup>1</sup>	Winter	John Cornet	n/a

<sup>1</sup>Pending NJ Criminal History Review Check

BE IT FURTHER RESOLVED that the Board approves the reclassification of Matt White as the Head Coach for Spring Swimming and the reclassification of Kimberly Darquea as the Assistant Coach for Spring Swimming.

**RESOLUTION P-6 LEAVE OF ABSENCE FOR 2<sup>ND</sup> GRADE TEACHER AT SMITH**

BE IT RESOLVED that the Board, in accordance with the Article VI., C and the New Jersey Family Leave Act (NJFLA), grants Meaghan Kistner, 2<sup>nd</sup> Grade Teacher at Smith, an unpaid child rearing leave of absence from January 4, 2021 – March 19, 2021.

**RESOLUTION P-7 JOB DESCRIPTION**

BE IT RESOLVED that the Board approve the following job description:

- [Director of Special Education](#)



**RESOLUTION P-8 APPROVAL OF 2021 SUMMER SCHOOL STAFF**

BE IT RESOLVED that the Board approve the following individuals to fill the 2021 Summer School positions listed at the salaries indicated:

<b>NAME</b>	<b>SUMMER SCHOOL POSITION</b>	<b>SUMMER SCHOOL SALARY</b>
Cristina Cutrone	Director	\$8,404
Rachel Barker	Assistant Director	\$6,304
Eric Nissenbaum	Registrar	\$3,303
Mary Haines	Secretary	\$1,500
Barbara Lyons	Nurse	\$4,550

**RESOLUTION P-9 APPROVAL OF TOILETING STIPENDS FOR PARAPROFESSIONALS**

BE IT RESOLVED that the Board approve the following paraprofessional to receive a \$1,000 toileting stipend during the 2020-2021 school year:

Paraprofessional

Maritza Hoffman

**RESOLUTION P-10 LEAVE OF ABSENCE FOR 19-HOUR PARAPROFESSIONAL AT MACKAY**

BE IT RESOLVED that the Board, in accordance with the Family and Medical Leave Act (FMLA), grants Tetyana Fedak, 19-Hour Paraprofessional at Mackay, an unpaid leave of absence from January 4, 2021 – January 29, 2021.

**RESOLUTION P-11 LEAVE OF ABSENCE FOR 19-HOUR PARAPROFESSIONAL AT STILLMAN**

BE IT RESOLVED that the Board, in accordance with the New Jersey Family Leave Act (NJFLA), grants Amanda Voegeli, 19-Hour Paraprofessional at Stillman, an unpaid leave of absence from January 4, 2021 – April 9, 2021.

**RESOLUTION P-12 LEAVE OF ABSENCE FOR SUPERVISOR OF SECONDARY CURRICULUM AND INSTRUCTION**

BE IT RESOLVED that the Board, in accordance with the New Jersey Family Leave Act (NJFLA), grants Miriam D'Adolf, Supervisor of Secondary Curriculum and Instruction, a continuous unpaid leave of absence from January 4, 2021 – January 22, 2021; followed by an intermittent leave of absence from January 25, 2021 and consisting of 315 hours of unpaid leave.

**RESOLUTION P-13 APPROVAL OF PLACEMENT OF STUDENT TEACHERS**

BE IT RESOLVED that in accordance with Policy #9541 Student Teacher/Interns, the Board approves the attached individuals to serve for the 2020-2021 school year.

**RESOLUTION P-14 APPROVAL OF EMPLOYMENT CONTRACT FOR SUPERINTENDENT OF SCHOOLS**

BE IT RESOLVED that the Tenafly Board of Education (hereinafter referred to as the "Board") appoints Shauna DeMarco (hereinafter referred to as "DeMarco"), as the Superintendent of Schools for the Tenafly School District effective July 1, 2021 and ending on June 30, 2025.

BE IT FURTHER RESOLVED that this Employment Agreement has been submitted to and approved by the Interim Executive County Superintendent, according to standards adopted by the Commissioner of Education, pursuant to N.J.S.A. 18A:7-8(j).

BE IT FURTHER RESOLVED that the Board approves the Employment Agreement with DeMarco for the position of Superintendent of Schools for the foregoing period of appointment, which Employment Agreement is attached to this Resolution and made a part hereof.

BE IT FURTHER RESOLVED that the Board hereby authorizes the Board President and the Business Administrator/Board Secretary to execute, on behalf of the Board, the Employment Agreement by and between the Board and DeMarco.

### **RESOLUTION P-15 APPROVAL OF QUANTITATIVE MERIT PAY CRITERIA**

WHEREAS the Tenafly Board of Education (hereinafter referred to as the "Board") submitted merit pay criteria for the 2020-2021 school year for Shauna DeMarco to the Interim Executive County Superintendent for review; and

WHEREAS the Interim Executive County Superintendent approved the merit pay criteria for Ms. DeMarco on December 24, 2020.

NOW, THEREFORE, BE IT RESOLVED that the Board hereby certifies that the following quantitative criteria that was submitted and approved by the Interim Executive County Superintendent has been satisfactorily accomplished by Ms. DeMarco:

#### Quantitative:

1. The Superintendent will facilitate more effective learning in the district as the district transitions from asynchronous to synchronous learning by providing professional development to the staff focusing on content and making online learning as interactive as possible. Value 3.33%.

BE IT FURTHER RESOLVED that Ms. DeMarco shall be entitled to, and shall receive, a merit pay bonus of \$6,546 on June 30, 2021; and

BE IT FURTHER RESOLVED that the Board shall submit the within resolution to the Interim Executive County Superintendent for review and approval prior to payment being made to Ms. DeMarco on June 30, 2021.

*Board resolutions P-1 through P-13 were approved as follows:*

*Ayes – 9 – Nays – 0*

*Abstained - Mr. Aronson, P-3 – Supv. Of Buildings & Grounds, P-5 Volunteer Coaches*

*Board resolutions P-14 and P-15 were approved as follows:*

*Ayes – 7 – Nays – 1 – Mr. Aronson*

*Abstained – 1 - Ms. Meytes*

## **ADMINISTRATION**

*Motion to approve the following Board Resolution A-1*

*Moved: Mr. Aronson Second: Mr. Salaski*

### **RESOLUTION A-1 APPROVAL TO AFFIRM THE SUPERINTENDENT'S DECISION IN HIB INVESTIGATIONS**

BE IT RESOLVED that the Tenafly Board of Education (hereinafter referred to as the "Board") hereby affirms the Superintendent's decision in HIB Investigation Numbers 2020-21/3, TMS-1N and 2020-21/4, THS-2Y for the reasons set forth in the Superintendent's decision to the students' parents, and directs the Business Administrator/Board Secretary to transmit a copy of the Board's decision to the affected students' parents forthwith.

*Board resolution A-1 was approved as follows:*

*Ayes – 9 Nays – 0*

## **CURRICULUM**

*Motion to approve the following Board Resolutions C-1 through C-4*

*Moved: Ms. Newman Second: Ms. Israeli-Miller*

### **RESOLUTION C-1 ADOPT THE HIGH SCHOOL PROGRAM OF STUDIES**

BE IT RESOLVED that the Board of Education adopt the [High School Program of Studies](#) for the 2020-2021 school year.

### **RESOLUTION C-2 ADOPT THE MIDDLE SCHOOL PROGRAM OF STUDIES**

BE IT RESOLVED that the Board of Education adopt the [Middle School Program of Studies](#) for the 2020-2021 school year.

### **RESOLUTION C-3 ADOPT THE ELEMENTARY SCHOOL PROGRAM OF STUDIES**

BE IT RESOLVED that the Board of Education adopt the [Elementary School Program of Studies](#) for the 2020-2021 school year.

### **RESOLUTION C-4 APPROVAL OF PROFESSIONAL DEVELOPMENT REQUESTS**

BE IT RESOLVED that the Tenafly Board of Education approve the [professional development requests](#), as per the attached report.

*Board resolutions C-1 through C-4 were approved as follows:*

*Ayes – 9 Nays – 0*

## **SPECIAL EDUCATION**

*Motion to approve the following Board Resolutions S-1 and S-2*

*Moved: Dr. Wilderman Second: Ms. Meytes*

### **RESOLUTION S-1 APPROVAL OF SETTLEMENT AGREEMENT AND RELEASE**

BE IT RESOLVED by the Tenafly Board of Education (hereinafter referred to as the "Board") that the terms, stipulations and conditions as established [in the Settlement Agreement](#) and Release (hereinafter referred to as "Agreement") between the Board and the Parents of a student (#909) whose name is on file in the Superintendent's office, and which Agreement is located in the student's file, are hereby adopted and approved by the Board. The Board President and

Business Administrator/Board Secretary are hereby authorized and directed to execute the Settlement Agreement and Release, and any other documents necessary to effectuate the settlement.

**RESOLUTION S-2 APPROVAL OF TUITION PROGRAMS AND EXTRAORDINARY SERVICES OF ONE TO ONE AIDES 2020 – 2021**

BE IT RESOLVED that the Board of Education approve the placement for the following pupils.

STUDENT	SCHOOL	TYPE	TUITION	AIDES
<b>10 Month Students</b>				
#904	Holmstead School	Private	\$37,064.00 Pro-rated 12/10/20	
<b>12 Month Students</b>				
#908	Banyon School	Private	\$36,138.75 Pro-rated 12/14/2020	\$18,430.00
#910	Calais School	Private	\$44,635.00 Pro-rated 12/14/2020	
#901	Chancellor Academy	Private	\$43,179.00 Pro-rated 01/04/2021	
#859	Forum	Private	\$49,936.77 Pro-rated 12/02/2020	
#824	Phoenix Center	Private		\$34,200.00
#625	Ridgefield	Public		\$47,911.00
#626	Ridgefield	Public		\$47,911.00
<b>Extended School Year</b>				
#878	New Alliance Academy	Private	\$7,857.00	
#838	Windsor Bergen Academy	Private	\$9,277.50	

*Board resolutions S-1 and S-2 were approved as follows:  
Ayes – 9 Nays – 0*

**FINANCE**

*Motion to approve the following Board Resolutions F-1 through F-13*

**RESOLUTION F-1 TREASURER'S REPORT FOR OCTOBER 2020**

BE IT RESOLVED that the [Treasurer's report](#) for the month of October 2020, be accepted as submitted and filed in the official minutes of this meeting.

**RESOLUTION F-2 BOARD SECRETARY'S REPORT FOR OCTOBER 2020**

BE IT RESOLVED that the [Board Secretary's](#) report for the month of October 2020 be accepted as submitted (or amended if changes are made during the meeting) and filed in the official minutes of this meeting. Pursuant to N.J.A.C. 6A:23-2.11, we certify that as the Board Secretary's monthly financial report (appropriations section) did not reflect an over expenditure in any of the major accounts or funds, and based on the appropriation balances reflected in this report and the advice of district officials, we have no reason to doubt that the district has sufficient funds available to meet its financial obligations for the remainder of the fiscal year.

**RESOLUTION F-3 TREASURER'S REPORT FOR NOVEMBER 2020**

BE IT RESOLVED that the [Treasurer's report](#) for the month of November 2020, be accepted as submitted and filed in the official minutes of this meeting.

**RESOLUTION F-4 BOARD SECRETARY'S REPORT FOR NOVEMBER 2020**

BE IT RESOLVED that the [Board Secretary's](#) report for the month of November 2020 be accepted as submitted (or amended if changes are made during the meeting) and filed in the official minutes of this meeting. Pursuant to N.J.A.C. 6A:23-2.11, we certify that as the Board Secretary's monthly financial report (appropriations section) did not reflect an over expenditure in any of the major accounts or funds, and based on the appropriation balances reflected in this report and the advice of district officials, we have no reason to doubt that the district has sufficient funds available to meet its financial obligations for the remainder of the fiscal year.

**RESOLUTION F-5 TREASURER'S REPORT FOR DECEMBER 2020**

BE IT RESOLVED that the [Treasurer's report](#) for the month of December 2020, be accepted as submitted and filed in the official minutes of this meeting.

**RESOLUTION F-6 BOARD SECRETARY'S REPORT FOR DECEMBER 2020**

BE IT RESOLVED that the [Board Secretary's](#) report for the month of December 2020 be accepted as submitted (or amended if changes are made during the meeting) and filed in the official minutes of this meeting. Pursuant to N.J.A.C. 6A:23-2.11, we certify that as the Board Secretary's monthly financial report (appropriations section) did not reflect an over expenditure in any of the major accounts or funds, and based on the appropriation balances reflected in this report and the advice of district officials, we have no reason to doubt that the district has sufficient funds available to meet its financial obligations for the remainder of the fiscal year.

**RESOLUTION F-7 TRANSFERS FOR DECEMBER 2020**

BE IT RESOLVED that the Board of Education approves transfers for the 2020-2021 school budget in a report dated December 31, 2020, as submitted and filed in the Business Administrator/Board Secretary's office.

BE IT FURTHER RESOLVED that the [transfer list be attached](#) to the official minutes of the Board.

**RESOLUTION F-8 APPROVAL OF BILLS FOR DECEMBER 10, 2020 THROUGH DECEMBER 31, 2020**

BE IT RESOLVED that bills properly certified as to validated purchase orders and receiving documentation and approved in the total sum of \$6,353,651.51 for December 10, 2020 through December 31, 2020, as shown on [the list of bills](#) submitted to the Board of Education and which shall be made a part of the resolution be and hereby are approved for payment and are to be charged to the following fund accounts:

	<b>Fund</b>	<b>Totals</b>
(10)	General Fund	\$225,462.41
(11)	General Current Expense	\$5,857,346.31
(13)	Special Schools	\$255.00
(20)	Special Revenue Funds	\$234,393.34
(30)	Capital Projects Funds	\$31,945.06
(50)	Enterprise Fund	\$4,249.39
	<b>TOTAL</b>	<b>\$6,353,651.51</b>

**RESOLUTION F-9 APPROVAL OF BILLS FOR JANUARY 1, 2021 THROUGH JANUARY 19, 2021**

BE IT RESOLVED that bills properly certified as to validated purchase orders and receiving documentation and approved in the total sum of \$945,722.39 for January 1, 2021 through January 19, 2021, as shown on [the list of bills](#) submitted to the Board of Education and which shall be made a part of the resolution be and hereby are approved for payment and are to be charged to the following fund accounts:

	<b>Fund</b>	<b>Totals</b>
(11)	General Current Expense	\$921,302.60
(20)	Special Revenue Funds	\$23,648.46
(50)	Enterprise Fund	\$371.69
(55)	Preschool Program Fund	\$399.64
	<b>TOTAL</b>	<b>\$945,722.39</b>

**RESOLUTION F-10 PAYROLL FOR DECEMBER 2020**

BE IT RESOLVED that the regular payroll for December 2020 be and hereby is approved for payment as follows:

<b>PAYROLL</b>	
<b>Date</b>	<b>Amount</b>
12/15/20	\$2,158,524.45
12/23/20	\$2,149,945.03

**RESOLUTION F-11 APPROVAL TO APPROPRIATE FY 2019-2020 SPECIAL EDUCATION EXTRAORDINARY AID**

BE IT RESOLVED that the Tenafly Board of Education has received written notification of their FY 2019-2020 Special Education Extraordinary Aid in the amount of \$1,174,610; and that the Tenafly Board of Education approves the transfer of \$1,174,610 of Other State Aid Revenue to the district's General Fund account, and appropriate \$350,000 to 11-000-216-320-00-00 OT/PT/Speech Services, \$324,610 to 11-000-217-320-EX-07 Extraordinary Services, and \$500,000 to 11-000-566-00-07 Special Education Tuition.

**RESOLUTION F-12 APPROVAL PROPOSAL FROM EI ASSOCIATES FOR PROFESSIONAL ENGINEERING SERVICES**

BE IT RESOLVED that Tenafly the Board of Education approve a proposal from EI Associates for engineering services at the high school athletic field. Both geotechnical and survey work will be performed to address the playing surfaces for short term and long term solutions. The fee for this proposal will not exceed \$27,000. The proposal is attached for your review.

**RESOLUTION F-13 APPROVAL OF SUBSTITUTE NURSING SERVICE AGENCY**

BE IT RESOLVED that the Tenafly Board of Education approve Favorite Healthcare Staffing Agency to provide substitute nursing services.

*Board resolutions F-1 through F-13 were approved as follows:  
Ayes – 9 Nays – 0*

**XVII. PUBLIC COMMENT**

- Comment on Tenafly’s Got Talent and District Mid-Year Survey.

*Motion to adjourn the meeting at 9:58 p.m.  
Moved: Mr. Aronson Second: Mr. Salaski*

Respectfully submitted,



Cheryl Nardino  
Business Administrator/  
Board Secretary

TENAFLY BOARD OF EDUCATION  
**REPORT OF BOARD COMMITTEES**

Submit this document to the Board Secretary no later than one day after a meeting session for distribution to the entire Board.

NAME OF THE COMMITTEE:	Communications and Policy		
NAME OF THE CHAIRPERSON:	Paula Newman		
DATE & HOUR OF MEETING:	January 19, 2021 6:00pm	LENGTH OF MEETING:	One hour
BOARD MEMBERS ATTENDING:	Michelle Merchant, Inbal Israeli-Miller, Mike Wilderman		
ADMINISTRATORS:	Shauna DeMarco, Cheryl Nardino, Bob Caputo, Christine Corliss		
TEACHERS:	N/A		
STUDENTS:	N/A		
OTHERS:	N/A		

**SUBJECTS(S) DISCUSSED:**

1. Website ADA Compliance	<p>Today, the district received a letter from Office of Civil Rights on completing ADA Compliance. Thank you to Shauna and her whole team for getting the job done!</p>
2. Update and Next Steps: Website and Social Media Platforms	<p>A. Christine Corliss' (CC) Assessment of the Community's Access to Information:</p> <p>Centralization of Data and Website Consistencies - CC discussed her focus on the centralization and restructuring of data on the District's website. To date, she has centralized the daily bell schedule for THS and TMS and elementary school principals have reached out to CC for guidance as to where to put the information on their webpages. In addition, she is looking at the most important items for each school's webpage and where to put those items. Going forward, she is working to revamp the Department Head pages. CC is working with Dr. Mamman to show the progression of information and appropriate paths to follow on the website. Many of our webpages have too much text so CC is working to restructure the information. A good example of streamlining the process is Kindergarten registration. CC created online input forms to make registration easier for families. CC plans to put as many online input forms as possible on our website.</p> <p>District News Notification - Links texted and emailed to the community bring people directly to the page on our website with the most current information.</p> <p>Social Media - There was a soft launch of the social media pages in 2020. A formal launch began in January to reach more followers. There is a link on the main banner of the District's homepage asking the community to follow the District on various social media platforms including: Instagram, Twitter and Facebook. There has been 365% growth (which is easy at the beginning of a launch!) CC is looking into Tik Tok and is taking a webinar at the end of January and how to post upcoming events in a fun way to reach the students.</p> <p>Short-term Goals - CC wants to continue streamlining the Department webpages, especially for students transitioning from elementary schools to the middle school and middle school to high school. To that end, THS Department Heads created videos to help explain the District's curriculum. The Kindergarten registration page is finished and ready for use. Finally, CC will continue to work on consistency across all pages with similar information for each school level to make sure the information is in the same or similar place on all school webpages.</p> <p>App Updates - This requires a lot of work and both the Administration representatives and Board Trustees agreed that this is not as much of a priority as the website. Besides the fact that the App is not being used as much as the website, the district is responsible for making all of the changes to the App without assistance from Blackboard. Focus is now on the website.</p>



	<p>Social Media Campaigns - Two issues:” Mask Wearing” and “Get Up and Move” - CC is working with principals to make fun video clips about mask wearing. This may be the first video we post on Tik Tok, and we will also post these clips to the other social media platforms. CC also wants to encourage students to move during the sedentary winter months while also building community togetherness. CC envisions friendly competitions between schools or between students and teachers to see who can move the most. These will be small attainable competitions.</p>
<p>3. District Restart Committee Update</p>	<p>Superintendent DeMarco gave the Committee an overview of her evening’s presentation. The purpose of the presentation is to see what the various stakeholders think of what we have been doing, what has worked and where we go from here. The survey will go to families and staff and will be unique to each respondent’s answers. On, or about, February 2nd, the Restart Committee will be broken into sub-committees to review the survey answers. On, or about, February 9th, there will be a report of the findings to the full Restart Committee (50 members). At that point, the Committee will decide if we stay with the status quo or will be able to adjust the schedules and; if so, how and where we adjust the schedules.</p> <p>One of the most important points the Superintendent emphasized was that standards were put in place at the beginning of the school year, but if the students were not well guided, we would not remain in the good place that we find ourselves. The Superintendent credits the teachers and staff for implementing the policies that have allowed us to be in a place to consider next steps.</p> <p>There are no ulterior motives for this survey; this is a culmination of the work that has been done and how and where we can work towards improvements.</p>
<p>4. Differentiation of Board Goals and District Goals</p>	<p>Trustees and the Superintendent were in agreement that there should be a difference between District Goals and Board Goals. While they work together, the Board sets the broad goals and the District sets specific goals for the implementation of the broader goals - a bridge between both. All were in agreement that we should create goals based on the same three-year timeline as the district goals to ensure continuity. The District Annual Budget is the “quantifying description” of both the Board and District goals.</p> <p>An example of a Board Goal could be that facilities matter for learning success; and therefore, for the duration of the goals timeline, we will focus on making that a priority.</p> <p>In that way, when other items come up that are of interest to the Board that fall outside the purview of the current goals, instead of disrupting the current track, which could also affect District Goals, the Board could put that on a list of future items to ensure completion of current goals.</p> <p>Next steps will be to talk with Board Leadership on how to proceed.</p>

<p>5. Outstanding Topics from Prior Committee Meetings</p>	<p>Formation of a Communications Standards Group - Prior to hiring CC, there were concerns within the District as to how information was being received at different buildings and at different times. We had spoken about creating a focus group to determine how to standardize the release of pertinent school information that is different to each school building. However, we were all in agreement that this has been dealt with, and continues to be dealt with, by CC.</p> <p>Communicating Short Term (COVID related) Goals to the Community - This was an issue prior to hiring CC, and she has made this one of her priorities to create a separate, and easy to find, page on all things COVID-related.</p>
<p>6. Residency Policy</p>	<p>We have a Residency Policy that prohibits students, grades pre-K through 11th, to finish out the school year if their families move out of Tenafly. There is an exception for 12th graders who may finish out the school year at Tenafly even if their family moves out-of-district after January of their graduation year.</p> <p>The Committee is considering allowing students in other grades to finish out the school year in Tenafly if their family moves out of the district after March or April.</p>

	<p>The issue is that currently we do not accept tuition-based students and we are unsure if we may even consider attaching a tuition to those who would seek to stay beyond their move date. We will get more information on this. It is important for us to know this before considering a policy change because we would be obliged to continue providing all services to any student granted enrollment extension, whether free of charge, or tuition-based. Services for some students are more costly than the services to others. Similarly, a potential problem occurs if a new student moves into Tenaflly and the neighborhood school grade is at capacity, and includes a non-resident student granted extension, the new resident family would be required to attend a school outside their neighborhood. Lots of scenarios to consider and the committee will continue to gather information.</p>
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SUBJECTS(S) CONSIDERED BUT REJECTED:

1.	
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CONCLUSIONS:


RECOMMENDATIONS: If committee is not in complete agreement, please attach a “minority report” by that member who disagrees.


DATE, TIME, PLACE OF THE NEXT MEETING:	Monday, March 8th
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Signed:

**TENAFLY BOARD OF EDUCATION**  
**REPORT OF BOARD COMMITTEES**

Submit this document to the Board Secretary no later than one day after a meeting session for distribution to the entire Board.

NAME OF THE COMMITTEE: Curriculum & Technology

NAME OF THE CHAIRPERSON: Jane Juhng

DATE & HOUR OF MEETING: December 14, 2020; 6pm      LENGTH OF MEETING: ~45 mins

BOARD MEMBERS ATTENDING: Mark Aronson, Inbal Israeli-Miller, Michael Wilderman

ADMINISTRATORS: Evelyn Mamman

TEACHERS: Christina Cutrone

STUDENTS: N/A

OTHERS: \_\_\_\_\_

**SUBJECTS(S) DISCUSSED: Summer Enrichment Program & Equity**

1. Planning for the summer enrichment program is underway. We reviewed some 2020 data as a starting point: 253 students enrolled, ~\$126K revenue, \$96K expenses, \$30k profit. A proposal to improve the program for 2021 in a number of ways was shared: review of fees, review of administrative and enrollment processes, and modes of delivery. On the topic of fees, Board members expressed a desire to not raise fees for this summer given current COVID and economic state.

Administration will look for ways to streamline the process especially in enrollment and administration of the summer school without cost impact to families. We are also looking at all ways of modality in preparation for summer – virtual and in-person – as well as more classes to support core curriculum areas. We discussed the need to remove the complex and convoluted payment system. Since community pass is a new registration process, there’s a need to reorganize the pricing structure so that it fits into the new system. It is very challenging to move students from class to class or to fix issues that may occur during the registration process.

2. In terms of equity matters, we will engage in a comprehensive and long-term partnership with EDvolution to ensure that equity, inclusion and educational justice are prioritized and inequalities are eliminated.

The district has taken some measures to address equity issues—such as the establishment of a district equity team composed of a variety of stakeholders and participation in the Rutgers Equity Consortium—meaningful and authentic change can only occur through engaging our greater school community in the process of whole system transformation.

Efforts have been made to (and will continue) revise and revitalize the curriculum to create a cohesive, culturally responsive curriculum that will support teachers in moving from theory to practice.

Cultivating responsive curriculum and equitable instruction requires both resources and professional development focused on implementing culturally responsive instructional strategies and creating inclusive environments.

Though we have begun to raise awareness through Board resolution, as well as teacher and student advocacy groups, a long-term partnership with a team of experts will ensure unbiased guidance required to build capacity and sustain this work long-term. We have multiple strengths to draw from as we move forward

**SUBJECTS(S) CONSIDERED BUT REJECTED:**

1. \_\_\_\_\_

**CONCLUSIONS:**

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RECOMMENDATIONS: If committee is not in complete agreement, please attach a “minority report” by that member who disagrees.

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DATE, TIME, PLACE OF THE NEXT MEETING: December 14, 2020 6pm

Signed: Jane Juhng

**TENAFLY BOARD OF EDUCATION**  
**REPORT OF BOARD COMMITTEES**

NAME OF THE COMMITTEE: Finance and Alternative Revenue Committee

NAME OF THE CHAIRPERSON: Ed Salaski

DATE & HOUR OF MEETING: Dec 18, 2020, 9:30 AM LENGTH OF MEETING: ~75 minutes

BOARD MEMBERS ATTENDING: Ed Salaski, Jane Juhng, Inbal Israeli Miller, Jocelyn Schwarz

ADMINISTRATORS: Shauna DeMarco, Cheryl Nardino, Evelyn Mamman

GUESTS: Laura Fenuelle, Tammy Kozat (Brown & Brown, Health Benefit Advisors)

DATE & HOUR OF MEETING: Jan 14, 2021, 9:00 AM LENGTH OF MEETING: ~75 minutes

BOARD MEMBERS ATTENDING: Ed Salaski, Paula Newman, Inbal Israeli Miller, Jocelyn Schwarz

ADMINISTRATORS: Shauna DeMarco, Cheryl Nardino

**SUBJECTS(S) DISCUSSED:**

1. The committee heard from the health benefit advisors. They provided some history of the district's health plans. In mid-2000, a Bergen County Fund, that Tenafly was a participant in disbanded, and for 5 years thereafter we still paid an assessment into the fund to handle claims. Since then we have been in the state plan. In this plan, every 2 years we get a cost free summary of our claims experience. As the state plan premiums are consistent across the state and as Bergen county cost of care is 30% above the state average, we are getting a bargain rate, subsidized by districts in other parts of the state. The state plan is paying out 120-130% of our premium dollars. Thus remaining in the state plan is the best option for Tenafly.

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  2. The status of the MERV-13 filters was reported, anticipating installation in January. This has now been accomplished with the exception of a small number of non-standard filter sizes.

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  3. At the time of the 12/18 meeting the EI field report preparer had indicated the desire to do a soil test in the area of the softball field.

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  4. The 1/14 meeting began with a general discussion about the upcoming budget planning process. The repair/replacement of windows throughout the district was discussed. The committee expressed interest in examining the possibility of doing the buildings individually, rather than in one large project. This might allow us to do the project without the need for a referendum, similarly to the way the roof project was done over several years.

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  5. Potential short-term field maintenance costs were discussed. The purchase of seed for approximately \$3000 is anticipated for the aeration and seeding of portions of the fields. A pesticide treatment of only the HS fields would cost approximately \$30,000. The committee felt this latter cost was not vital now. Two pieces of equipment are needed: \$23,000 for a cutting maching for maintenance and removal of grass from the baseball/softball infields, and \$42,000 for a thatching/vacuuming machine that would be used for maintaining the grassy areas. This machine would also be effective in removing goose droppings from the fields. The purchase of these machines would substantially reduce the time needed for field maintenance, freeing up personnel for other duties. The committee expressed interest in the possibility of sharing the cost and use of these machines with the borough.

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  6. As of the time of the 1/14 meeting the COVID-related staffing costs were described to the extent of the hiring of 4 positions (3 1<sup>st</sup> and 1 K) for the elementary schools. In addition, there were 23 6<sup>th</sup> period hires.\
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In a communication subsequent to the meeting, BA Nardino provided additional information on these and other COVID-related costs. The last reported total for these costs was reported at our November meeting. These were a little over \$855,000. Notably these costs did not include the district's increased salary expenses. The general repair, equipment, and supplies costs have not substantially changes since then. The main ongoing expenses are for gloves, and sanitizer, both hand and for the electrostatic sprayers. The salary costs are now available and total \$535,000. This includes the positions mentioned above and a total of 11 "roving" subs. These salary expenses are not planned to be part of the '21-'22 budget. Another expense not previously included is for technology. This includes \$75,000 for student and staff supplies, \$255,000 for internet upgrades, and \$175,000 for anticipated future upgrades including district-wide wireless access points, Chromebooks for paras, and interactive displays for classrooms. With these and the previously detailed expenses, the total COVID-related costs to the district are slightly less than \$1.9M.

For reference, the last fully "normal" year 2018-19, the district's total costs for subs was \$368,000

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DATE, TIME, PLACE OF THE NEXT MEETING: Feb 3, 2021 11:00 AM for review of the audit.

Signed: Edward J Salaski