

MINUTES OF THE WORK SESSION
OF THE TENAFLY BOARD OF EDUCATION
MONDAY EVENING, JULY 12, 2021

TENAFLY BOARD OF EDUCATION HEGELEIN BUILDING
CONDUCTED BOTH IN-PERSON AND VIRTUAL

*Motion to go into Closed Session at 6:00 p.m.
Moved: Ms. Juhng Second: Ms. Newman
All in Favor*

1. **Closed Session**

Be it Resolved, that the Tenafly Board of Education determines it is necessary to meet in Closed Session on July 12, 2021 to discuss Legal, Personnel 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 Open Session at 7:52 p.m.
Moved: Dr. Wilderman Second: Ms. Merchant
All in Favor*

2. **Open Session**

The public meeting was called to order at 8:00 p.m. by Board President Jocelyn Schwarz

3. **Call to Order/Adequate Notice Statement/ Roll Call/Pledge of Allegiance**

Board President Jocelyn Schwarz read the following statement:

In accordance with the Open Public Meetings, *N.J.S.A. 10:4-6 et. seq.*, adequate notification of this meeting has been provided by having the date, time and place thereof posted in the Board of Education Hegelein Building, the Borough office, Tenafly Public Library, the local press and on the district's web site.

The following Board members were present:

<i>Board Member</i>	<i>Present</i>	<i>Absent</i>
Mark Aronson	X	
Inbal Israeli Miller	X	
Michelle Merchant	X	
Yelena Meytes	X	
Paula Newman	X	
Edward J. Salaski	X	
Michael Wilderman	X	
Jane Juhng, Vice President	X	
Jocelyn Schwarz, President	X	

Also present:

Ms. Shauna C. DeMarco, Superintendent/Acting Board Secretary

Dr. Evelyn Mamman, Assistant Superintendent for Curriculum and Instruction

Mr. Ernie Turner, Acting Business Administrator

Ms. Danielle Diaz, Human Resources Manager

4. Board President Report

Thanks to everyone who is here in person, and tuning in via zoom from home.

I have spoken with a lot of you about this situation. As has Shauna, as has our entire board. It is important that everyone know how seriously we take every conversation on this topic, including those of you who choose to comment publicly during these meetings. We are listening, and we are weighing all of those conversations as we decide what is best for the district.

I want to echo Shauna's comments about the toll all of this has taken on the student and family involved, on our Jewish community members and on the entire town. This is hard, complicated, emotional stuff, and I know everyone who has spoken out is doing so in the best interest of our children and their education.

Before I discuss the recommendations that Shauna has made to the Board, it is important to reemphasize at the outset that the student involved did absolutely nothing wrong. Our community has rallied around her and her family, and that is a testament to the strength and character of Tenafly.

After examining the facts of what happened and after speaking with the principal, staff and parents, the Superintendent recommended to the Board that the principal be reinstated, subject to compliance with the terms and conditions required by the Superintendent for the principal's resumption of employment in the District. Should the board accept this recommendation, the Superintendent and other district leadership will work closely with the principal as she resumes her duties to ensure a smooth transition, and to foster a safe and comfortable learning environment for all children at Maugham.

Additionally, the board will consider a resolution tonight that would grant the teacher involved a personal leave of absence and accept her resignation at the conclusion of her leave on January 31, 2022.

As I said during our last meeting, I personally believe the investigation into what happened was thorough, well executed, and got the answers the board needed to move forward. I commend Shauna and our legal counsel Stephen for their hard work and professionalism throughout this process.

All of this has been hard on our community. There is nothing we and the community care more about than the education and well-being of our children. We also know not everyone will agree with the ultimate outcome. While some have expressed frustration with the process, we are required by law to protect the privacy of everyone involved. It is important people know that we hear you and we continue to take your feedback very seriously.

Tonight, the Borough is hosting a Holocaust survivor to speak to the Tenafly community. We know how valuable this experience can be as it is part of our 6th grade Holocaust curriculum. While tonight's presentation regrettably conflicted with tonight's scheduled Board meeting, a district representative is attending. We look forward to hearing about the discussions that took place, and the communities' views on this important topic.

This community has been through a lot. However, Tenafly is resilient, and I am looking forward to working with all of you to make our schools and our community a better place for us all.

5. Superintendent Report

Hello everyone. We really appreciate you joining us this evening.

The last month or so has been incredibly difficult for our community, for the student and family at the center of all of the attention from press and social media, and for the members of our Jewish community.

No one I just mentioned did anything to deserve what has happened, and I have been very proud of how the parents in the classroom have supported the student and her family as they have dealt with its aftermath. The district has supported those efforts as well, as have many in the Maugham School community and the community at large. This is a true testament to the character of Tenafly.

As many of you know, I conducted an investigation into this assignment that was allowed to go forward in one of our 5th grade classrooms, and then remain posted after concerns were presented to the school's administrators.

I concluded that work at the end of June and made my recommendations to the Board based on that investigation. The Board president will speak more about that in a moment.

I promised at an earlier board meeting to be as transparent as possible about how the district was handling this issue, so I wanted to share a little bit about how I determined what happened.

I conducted extensive interviews with the teachers, staff and parents related to the matter, as well as the teacher of the student and the principal of Maugham school. Together with the help of Stephen Fogarty, our legal counsel, I carefully documented everyone's experiences and followed up on inconsistencies or elements that were unclear. In some cases, I did second and third interviews to ensure I learned absolutely everything I could about the situation.

While not everyone might agree with my ultimate recommendation, it is important to know that I have taken every piece of feedback I have received incredibly seriously. I am so appreciative of how engaged our community is around our children's' education. It is what makes Tenafly so special, and why so many families choose to move here and send their children to our public schools.

6. Public Comment – Agenda Items and Non-Agenda Items

- Jennifer Ferrara, Principal of Maugham School expressed remorse and regret over Maugham School incident and, after reflection during Administrative Leave, seeks reinstatement to her position committed to her professional responsibilities.

The Superintendent of Schools recommends the following walk-in resolutions for approval at the BOE Work Session Meeting scheduled for July 12, 2021:

Walk-In Resolutions

RESOLUTION P-1	APPROVAL OF PERSONAL LEAVE OF MAUGHAM SCHOOL TEACHER
RESOLUTION P-2	APPROVAL OF REINSTATEMENT OF MAUGHAM SCHOOL PRINCIPAL

RESOLUTION P-1 APPROVAL OF PERSONAL LEAVE OF MAUGHAM SCHOOL EMPLOYEE

BE IT RESOLVED by the Tenafly Board of Education (hereinafter referred to as the “Board”) as follows:

1. The Board hereby approves the request for a personal leave of absence by an employee whose name is on file in the Superintendent’s office with pay and medical benefits beginning on September 1, 2021, through the close of business on January 31, 2022.

2. The employee’s resignation effective at the close of business on January 31, 2022, is hereby approved and accepted.

RESOLUTION P-2 APPROVAL OF REINSTATEMENT OF MAUGHAM SCHOOL PRINCIPAL

WHEREAS, an employee whose name is on file in the Office of the Superintendent of Schools was suspended with pay on June 3, 2021, pending the outcome of an investigation; and

WHEREAS, the investigation has been completed.

BE IT RESOLVED that the employee is reinstated to the employee’s position, effective July 13, 2021, subject to a reentry meeting with the Superintendent and compliance with any terms and conditions required by the Superintendent for the employee’s resumption of employment in the District.

<i>Resolution – P-1 and P-2</i>				
<i>Moved: Ms. Juhng</i>			<i>Second: Ms. Newman</i>	
<i>Board Member</i>	<i>Ayes</i>	<i>Nays</i>	<i>Abstain</i>	<i>Absent</i>
Mark Aronson	X	X P-1 only		
Inbal Israeli Miller	X			
Michelle Merchant	X			
Yelena Meytes	X	X P-1 only		
Paula Newman	X			
Edward J. Salaski	X			
Michael Wilderman	X			
Jane Juhng, Vice President	X			
Jocelyn Schwarz, President	X			

The Superintendent of Schools recommends the following resolutions for approval at the BOE Regular Session Meeting scheduled for July 19, 2021:

PERSONNEL

RESOLUTION P-1	APPROVAL OF RESIGNATIONS
RESOLUTION P-2	APPROVAL OF HIRES
RESOLUTION P-3	APPROVAL OF STAFF/POSITION RECLASSIFICATIONS
RESOLUTION P-4	APPROVAL OF EXTRA COMPENSATION APPOINTMENTS
RESOLUTION P-5	APPROVAL OF JOB DESCRIPTIONS
RESOLUTION P-6	APPROVAL LEAVE OF ABSENCE FOR TEACHER OF SOCIAL STUDIES AT TENAFLY MIDDLE SCHOOL - AMENDED
RESOLUTION P-7	APPROVAL OF AMENDED CONTRACTS FOR NON-UNION SUPPORT STAFF FOR THE 2021-2022 SCHOOL YEAR
RESOLUTION P-8	APPROVAL OF ADDITIONAL 2021 SUMMER SCHOOL STAFF

ADMINISTRATION

RESOLUTION A-1	FIRST READING OF POLICY 0131, POLICY 2421, POLICY 3134, POLICY 3142, REGULATION 3142, POLICY 3221, REGULATION 3221, POLICY 3222, REGULATION 3222, POLICY 3223, REGULATION 3223, POLICY 3224, REGULATION 3224, POLICY 4146, REGULATION 4146, POLICY 5460.02, REGULATION 5460.02, POLICY 6471, REGULATION 6471, POLICY 8561
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CURRICULUM

RESOLUTION C-1	APPROVAL OF PROFESSIONAL DEVELOPMENT REQUESTS
RESOLUTION C-2	APPROVAL OF THE ANNUAL STATEMENT OF ASSURANCE OF THE COMPREHENSIVE EQUITY PLAN FOR THE 2021-2022 SCHOOL YEAR
RESOLUTION C-3	APPROVAL OF FRONTLINE PLM SERVICES FOR THE 2021-2022

	SCHOOL YEAR
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SPECIAL EDUCATION

RESOLUTION S-1	ACCEPTANCE AND APPLICATION FOR IDEIA FUNDS FY2022 – AMENDED
RESOLUTION S-2	APPROVAL OF TEN MONTH PROGRAMS 2021-2022
RESOLUTION S-3	APPROVAL OF TWELVE MONTH PROGRAMS 2021-2022
RESOLUTION S-4	APPROVAL OF EXTENDED SCHOOL YEAR SUMMER 2021
RESOLUTION S-5	APPROVAL OF EXTRAORDINARY SERVICES ONE TO ONE AIDES 10 MONTH PLACEMENT 2021-22
RESOLUTION S-6	APPROVAL OF EXTRAORDINARY SERVICES ONE TO ONE AIDES 12 MONTH PLACEMENT 2021-22
RESOLUTION S-7	APPROVAL OF EXTRAORDINARY SERVICES ONE TO ONE AIDES ESY PLACEMENT 2021-22

FINANCE

RESOLUTION F-1	APPROVAL OF BILLS FOR JUNE 11 THROUGH JULY __, 2021
RESOLUTION F-2	PAYROLL FOR JUNE 2021
RESOLUTION F-3	RESCIND RESOLUTION F-1 APPROVAL TO ADOPT THE BUDGET FOR THE 2021-2022 SCHOOL YEAR
RESOLUTION F-4	APPROVAL TO ADOPT THE REVISED BUDGET FOR THE 2021-2022 SCHOOL YEAR
RESOLUTION F-5	APPROVAL FOR CHANGE ORDER #007 WITH SAL ELECTRIC CO., INC.
RESOLUTION F-6	APPROVAL OF ADDENDUM TO SHARED SERVICES AGREEMENT BETWEEN THE BOROUGH OF TENAFLY AND THE TENAFLY BOARD OF EDUCATION FOR A SCHOOL RESOURCE OFFICER
RESOLUTION F-7	APPROVAL AND RECOGNITION OF SCHOLARSHIPS FOR CLASS OF 2021
RESOLUTION F-8	APPROVE RENEWAL OF STUDENT/ATHLETIC ACCIDENT INSURANCE COVERAGE WITH McCLOSKEY INSURANCE FOR 2021-2022
RESOLUTION F-9	APPROVE AUTHORIZATION FOR PAYMENT OF JULY AND AUGUST 2021 BILLS
RESOLUTION F-10	APPROVAL OF JOINT PURCHASING AGREEMENT WITH BERGEN COUNTY REGION V COUNCIL FOR SPECIAL EDUCATION FOR THE 2021-2022 SCHOOL YEAR
RESOLUTION F-11	APPROVAL OF GENESIS EDUCATIONAL SERVICES FOR THE 2021-2022 SCHOOL YEAR
RESOLUTION F-12	APPROVAL OF CDW-G LLC FOR THE 2021-2022 SCHOOL YEAR
RESOLUTION F-13	APPROVAL OF CONTRACT WITH BERGEN COUNTY

	SPECIAL SERVICES SCHOOL DISTRICT (BCSSSD) FOR NON-PUBLIC SCHOOLS (CHAPTER 192-193) FOR 2020-2021 SCHOOL YEAR
RESOLUTION F-14	APPROVAL OF LINKIT FOR DATA WAREHOUSING ANALYTICS ASSESSMENT SOLUTIONS FOR 2021-2022 SCHOOL YEAR
RESOLUTION F-15	APPROVAL TO ACCEPT THE ALLOCATION OF THE FY 2022 (SY 2021-2022) ESEA GRANT PROGRAM AND BUDGET
RESOLUTION F-16	APPROVAL TO ACCEPT THE ARP (AMERICAN RESCUE PLAN) ESSER III FUNDS
RESOLUTION F-17	APPROVAL TO CANCEL OUTSTANDING CHECKS
RESOLUTION F-18	RENEWAL OF HONEYWELL INTERNATIONAL FOR AUTOMATION HVAC AND MAINTENANCE SERVICES
RESOLUTION F-19 (forthcoming)	APPROVAL TO ACCEPT SETTLEMENT AGREEMENT FOR FORMER EMPLOYEE ID#0112

7. Public Comment – Agenda Items and Non-Agenda Items

- Betty Ackerman – addressed reacting to a situation on social media without having the full facts.
- Katherine Carlborg – suggested social media (specifically Facebook) was “recklessly” misused in this instance and it was misused during the COVID pandemic prior to the Fall of 2020.

*Motion to enter 2nd Closed Session at 8:38 p.m.
 Moved: Ms. Meytes Second: Mr. Salaski
 All in Favor*

*Meeting adjourned at 9:36 p.m.
 Moved: Dr. Wilderman Second: Mr. Salaski
 All in Favor*

Respectfully submitted,

Shauna C. DeMarco

Shauna C. DeMarco
 Acting Board Secretary