

Minutes of the Regular Public Meeting  
Of the Tenafly Board of Education  
Monday, March 20, 2023  
Board of Education Hegelein Building

**Open Session**

The public meeting was called to order at 7:00 p.m. by Board President Jocelyn Schwarz

**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 website.

The following Board members were present:

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

The following staff members were present:

- Mr. Bruce Watson, Interim Superintendent
- Mr. Jeff Gorman, Interim Assistant Superintendent of Curriculum and Instruction
- Ms. Danielle Diaz, Human Resources Manager
- Dr. Victor Anaya, Business Administrator/Board Secretary

*Motion to go into Closed Session at 7:00 p.m.  
Moved: Ms. Harris Second: Mr. Frid  
All in Favor*

**Closed Session**

**Be it Resolved**, that the Tenafly Board of Education determines it is necessary to meet in Closed Session on March 20, 2023 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 8:20 p.m.  
Moved: Dr. Wilderman Second: Ms. Merchant  
All in Favor*

**Open Session**

**Fire & Security Drills – February 2023**

MONTH	HIGH	MIDDLE	MACKAY	MAUGHAM	SMITH	STILLMAN
FEBRUARY Drills	Completed	Completed	Completed	Completed	Completed	Completed

MONTH	HIGH	MIDDLE	MACKAY	MAUGHAM	SMITH	STILLMAN
FEBRUARY Security Drills	Lockdown	CPR/Shelter In Place Drill	Evacuation/Shelter- In-Place	Active Shooter	Shelter In Place-CPR	Shelter in Place

**Public Session**

- Jocelyn Schwarz shared open meeting act regulations
- Jennifer Apoetolah discussed classroom size definition to support smaller class sizes with the historical results. Wants to support the teachers with smaller class sizes. Requesting small class sizes for the upcoming year.
- Somi Lee spoke about the 3<sup>rd</sup> grade teacher situation at Mackay. Thanked Jeff Gorman who shared the policies. Had questions about the policies regarding sending students to other schools by the superintendent. The other boe policy governs students by quality education and economy of operation, but wants to know about considerations of instruction equality. Seems policy failing the equality part while supporting the operations part. Wants consideration by the superintendent for quality education in Tenafly. Wants to know for whom these policies were written when not supporting the students.
- Sedat Behar discussed the 3<sup>rd</sup> grade situation also where the class size going up and some children being sent to other schools. Wanted to share the emotional impact for parents and difficulty to transport children to other schools. Feels the move would be disadvantage to the children’s peers. Also, the inequality of class sizes at other schools. Now the children feel the bond between themselves where the bond would be broken if sent to other schools.
- Christina Hart want to share against using funds for safety officers and safety issues, where guns were present. Doesn’t want guns. Wants funds used for education. Wants the board to think rationally about this.
- Katherine Carlburg spoke about school security about class 3 officers. Feels security officers are employees of the borough and not the school district. Doesn’t support the officers being in schools as there are legal concerns when discipline occurs. Discipline of color falls under diversity and has not had had a meeting in a while. Doesn’t support security officers especially when there is a budget crisis. Hiring class 3 officers who don’t have training doesn’t make sense. Does not support the security implementation. Define what shooters come from and class 3 officers will not know what to do.
- Alexandra Dimont opposes having armed people in the schools. Don’t want their children to inherit the fear in their lives. Supports thoughts of reasons.
- Adam Rendell shared highlights of the TEA within the six schools.
- Adi Sodri spoke about school safety where the majority of the parents want to increase the security levels, and want the school administration to listen to the experts. Feels the people who are not experts should not be listened to for security recommendations. Still looking for round table items shared from the prosecutor’s report. Feels it’s not confidential not having security measures in place. Parents want to see the recommendations from the experts about safety concerns. Also, if the school is in compliant to New Jersey law for film windows.
- Hyejee Joo shares the 3<sup>rd</sup> grade at Mackay needs to be improved. Education the past few years has declined as the classrooms are crowded with students. Quoted the policy guidelines about quality education. Requesting students not be shifted to other schools, and wants an extra 3<sup>rd</sup> grade to elevate the crowded classroom.
- Soyung Pak reminds everyone the goal of the Board of Education is provide quality education within a 2% cap where doing additional items about hiring class 3 officers would be difficult. Special education and additional vice principals are needed. There were past discussions about funding for other needs and do not be distracted by some parents in the community.
- Tracey Stevens wants to express the idea that children are safe. Wants Class 3 officers in the schools is a dangerous situation where anxiety would be not fair to the children. Wants the board to consider the children and no armed officers.
- Soojin Shin addressing the Mackay 4<sup>th</sup> grade class size where only two classes will infringe on the children’s’ education. Feels the policies that govern the class size are very outdated. Wants consideration for additional class so not in jammed classes. Asking teachers to navigate under this guidelines are also not fair. Feels

appropriation of funds toward a teacher would be more appropriate. Wants class consolidation with benefits of reduced class sizes.

- Elysa Todd wanted to discuss security topic. Doesn't matter what parents' opinions are as not experts. Experts recommend security measures then the district should consider the suggestions from the report.
- Daniel Shin shared just moved to Tenafly, and feels demographic differences in the town. Willing to drive their children to Mackay based upon where live. Tenafly residents pay a significant premium to be able to walk to the schools, and tragic that there is problems at Mackay in attending based upon class size and have to send children to other schools. Feels further thought about the third teacher at Mackay.
  - Bruce Watson clarified that he hears the concerns of the Mackay situation, and has responded with the policy. Two students are sent out.
  - Bruce Watson says the economy of the operation is always considered in making decisions and doesn't mean it's a negative, but a reality.
  - Bruce Watson shared the instruction equality is looked at with consultation with administrators.
  - Bruce Watson shared about equity. The board can waive a policy, but the superintendent can't. Questions the class size in different scenarios and grades. The equity issue has to be discussed with the board and in the district. The policy dictates across the district, and that is the equity.
  - Bruce Watson shared the concept about petty cash and how it works.
  - Jocelyn Schwarz commented about security and appreciates everyone perspective. Everyone has an opinion and be respectful.
  - Jocelyn Schwarz that the report is only at the high school and not the other schools. It takes time for the administration to look at the report and review it. The board is looking for the administration to make recommendations. The board doesn't have the data. Once upon the recommendation is made to the board, the board will consider.
  - Bruce Watson indicated the round table get together is based upon the report being passed out to the board so nothing to discuss. Awaiting the prosecutor for the Middle School, and doesn't believe the benefit of meeting at a roundtable at this time.

**Minutes**

*Motion to approve Special Board Meeting Minutes of February 1 and February 8, 2023; Closed Session Minutes and Work Session Minutes of February 13, 2023; Closed Session Minutes and Budget Retreat Meeting Minutes of February 22, 2023; Closed Session Meeting Minutes and Regular Session Meeting Minutes of February 27, 2023*

*Moved: Ms. Newman Second: Mr. Salaski*

<i>Board Member</i>	<i>Ayes</i>	<i>Nays</i>	<i>Abstain</i>	<i>Absent</i>
Igor Frid	X			
Michelle Harris	X			
Inbal Israeli Miller	X			
Michelle Merchant	X			
Yelena Meytes	X			
Edward J. Salaski	X			
Michael Wilderman	X			
Paula Newman, Vice President	X			
Jocelyn Schwarz, President	X			

**Administration – Presentation/Reports**

- None

**Board President Report –**

- Ms. Jocelyn Schwarz commented the communication about the new superintendent was hired, and the plans for the new superintendent being in-district next week.
- After the reports, the board will adjourn into closed session and then come back into open session.

**Superintendent Report -**

- Bruce Watson shared the “brag report”.
  - Yelena Meytes inquired about public comment on Mackay School, and wants the superintendent a recommendation on how to proceed. Bruce Watson commented policies and finances are reviewed. Equity is when all class sizes are reviewed. Curriculum data is also reviewing.

**School Business Administrator Report –**

- Victor Anaya shared updates on finance, facilities and information technology.

**Assistant Superintendent Instruction & Curriculum -**

- Jeff Gorman, shared
  - March 6<sup>th</sup> in-service with professional development diversity, equity and inclusion (DEI). Central office administrators participated with the professional development.
    - Received a lot of feedback from schools where principals and supervisors had breakout sessions with their staff. Having the conversation furthers the conversation to expand people’s knowledge and open their eyes about the uniqueness in each school.
    - Committees will be formed to expand the uniqueness at each school.
    - Conversation needs to be respectful.
    - DEI will reconvene on April 17<sup>th</sup> and June 5<sup>th</sup> on the focus on the tenants of the equity report and being resources for different cultures, ethnicity.
    - Provide resources and educate. Welcome people to be part of the committees if there is an interest to be part of the solution. Engaging is good.
    - Need to learn more about each other, and it’s alright to disagree while agreeing with each other.
    - Furthering our education is what this is about, and not agendas.
  - Preparing for QSAC with curriculum reports. Believe the district is totally compliant.
  - Had discussions on summer enrichment within the district including technology. July opening.
  - Revising G & T criteria. Using two tests to help revise the criteria for next year.
  - Discuss data on curriculum at Mackay Elementary School, and how it’s used.
    - Linkit is used with various forms for evaluation and standards.

**Student Representatives –**

**Ms. Ayla Uram and Ms. Alexandria Yang** provided updates.

- Ayla Uram presented –
  - SO bake off to sell baked goods. Different grades compete and send money to the earthquake victims.
- Alexandria Yang presented- shared
  - Senior lounge is opening soon. Furniture and decorations are in.
  - Wellness activities in the library coming back.

**Committee Reports –**

Communications and Policy – Dr. Michael Wilderman (no report).

Curriculum and Technology – Ms. Paula Newman (no report).

Facility – Ms. Jocelyn Schwarz provided a report.

Finance – Mr. Edward Salaski (no report)

Joint Use – Ms. Jocelyn Schwarz (no report)

Diversity - Ms. Inbal Israeli Miller & Mr. Edward Salaski (no report).

Listening Sessions Projects – Ms. Yelena Meytes (no report)

Liaison Reports – Ms. Inbal Israeli Miller (no report)

- HSA by Ms. Jocelyn Schwarz provided a report.
- CAP report by Ms. Michelle Merchant (no report)
- TEF by Mr. Igor Frid (no report)
- Legislative by Mr. Ed Salaski (no report)
- Diversity report by Ms. Michelle Merchant (no report).
- SEPAC by Ms. Jocelyn Schwarz (no report).

*Motion to go into Closed Session at 10:00 p.m.  
Moved: Ms. Israeli Miller Second: Ms. Meytes  
All in Favor*

*Motion to go into Open Session at 11:00 p.m.  
Moved: Ms. Newman Second: Ms. Merchant  
All in Favor*

**Comments** - none

**New Business** - none

**Action Items**

**Consent Agenda Vote (inclusive of modified resolution A-1, A-1A and walk-ins P-10 and C-4**

Motion to approve by Consent Agenda  
Motion: Ms. Newman Second: Ms. Merchant  
All voted in favor

The Superintendent of Schools recommends the following resolutions for approval at the BOE Regular Session Meeting scheduled for March 20, 2023:

**Personnel**

	<b><u>Personnel Resolutions</u></b>
Resolution P-1	Approval of Retirement and Resignations
Resolution P-2	Approval of Substitutes
Resolution P-3	Approval of Hires
Resolution P-4	Approval of Extra-Compensation Positions
Resolution P-5	Approval of Staff/Position Reclassifications
Resolution P-6	Approval of Faculty Salary Reclassification for Spring 2023
Resolution P-7	Approval of Leave of Absence for Employee #2292
Resolution P-8	Approval of Leave of Absence for Employee #2651
<b>Resolution P-9*</b>	<b>Approval of Superintendent of Schools (Chief School Administrator)</b>
<b>Walk-in Resolution P-10</b>	<b>Additional Retirement</b>

\*Resolutions denoted with an asterisk were approved at the March 13, 2023 meeting

**Administration**

	<b><u>Administration Resolutions</u></b>
Resolution A-1	Approval to Affirm the Superintendent's Decision in HIB Investigations

	<b><u>Administration Resolutions</u></b>
Resolution A-1A	Approval to Modify the Superintendent's Decision in HIB Investigation
Resolution A-2	Approval to Revise 2023-24 District School Calendar
Resolution A-3	Appointment of District School Safety Specialist
Resolution A-4	Second Reading of Policy 5111 (revised)
Resolution A-5	Approval of Five Year Contract with Alpine Board of Education Beginning July 1, 2023 to June 30, 2028
Resolution A-6	Approval to File School Bus Safety Drills in Accordance with QSAC Guidelines

### **Curriculum**

	<b><u>Curriculum Resolutions</u></b>
Resolution C-1	Approval of District Curricula in Mathematics, English, Language Arts, Science, Social Studies, World Languages, Comprehensive Health and Physical Education, Visual and Performing Arts, Music, Career Readiness, Life Literacies and Key Skills Aligned To The New Jersey Student Learning Standards (NJSLs)
Resolution C-2	Approval of Professional Development Requests
Resolution C-3	Approval for THS students to attend The National History Bee Competition in Arlington, VA.
<b>Walk-in Resolution C-4</b>	<b>High School Overnight Trip for DECA State Career Development Conference and Competition</b>

### **Special Services**

	<b><u>Special Services Resolutions</u></b>
Resolution S-1	Approval of Ten Month Programs 2022-2023

### **Finance**

	<b><u>Finance Resolutions</u></b>
<b>Resolution F-1*</b>	<b>Approval to Adopt the Preliminary Budget for the 2023-2024 School Year</b>
<b>Resolution F-2*</b>	<b>Approval of Maximum Travel Expenditures for the 2023-2024 School Year</b>
<b>Resolution F-3*</b>	<b>Approval of Use of Banked Cap</b>
<b>Resolution F-4*</b>	<b>Approval of Use of Health Benefit Adjustment</b>
<b>Resolution F-5*</b>	<b>Resolution Of The Board Of Education Of The Borough of Tenafly In The County Of Bergen, New Jersey Approving The Use Of Competitive Contracting For The Solicitation Of Proposals For A Solar Power Purchase Agreement To Be Undertaken In Connection With The School District's Proposed ESIP And Authorizing Other Matters In Connection Therewith</b>
Resolution F-6	Approval of Board Secretary's Report for February 2023
Resolution F-7	Approval of Treasurer's Report for February 2023
Resolution F-8	Approval of Transfers for February 2023
Resolution F-9	Approval of Bills for February 24, 2023 through March 16, 2023
Resolution F-10	Approval of Payroll for February 2023

Resolution F-11	Approval of the Submission of the Drainage Proposal for consideration of Upfront Mitigation funding from FEMA for the Smith Elementary School caused by Hurricane IDA
Resolution F-12	Approval to Cancel Stale Dated Checks
Resolution F-13	Approval of the Installation/Purchase of Carpet Replacement for the High School Library
Resolution F-14	Approval of the Pre-Approved ESIP Investment Grade Energy Audit Agreement
Resolution F-15	Approval of Tenafly School-Age Child Care (SACC) Summer Program for 2023
Resolution F-16	Approval of Tenafly School-Age Child Care (SACC) Tuition Fees for the 2023 Summer Program
Resolution F-17	Approval of Tenafly School-Age Child Care (SACC) Program for 2023-2024 School Year
Resolution F-18	Approval of Tenafly School-Age Child Care (SACC) Program Tuition Fees for the 2023-2024 School Year
Resolution F-19	Approval of the School Climate Change Pilot Grant Application Submission
Resolution F-20	Approve the New Cybersecurity Insurance Coverage with Lloyd's CFC Syndicate

**\*Resolutions denoted with an asterisk were approved at the March 13, 2023 meeting**

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**Personnel**

**Resolution P-1 Approval of Retirement and Resignations**

Be it Resolved that the Board accepts with regret the following:

<b>Retirements</b>		
<b>Name, Position, Location</b>	<b>Reason</b>	<b>Effective Date</b>
Kristen Nowak, Elementary School Teacher, Stillman	Resignation	June 30, 2023
Grace Yi, Teacher of English as a Second Language, Stillman	Retirement	June 30, 2023
Zakiyya Anderson, 19-hour Paraprofessional, TMS	Resignation	March 20, 2023

**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 2022-2023 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>Substitutes</b>		
<b>Name</b>	<b>Certification</b>	<b>Position/Rate</b>
Barbara Cohan	n/a	Substitute Secretary \$15.00 per hour
Deidre Ayala	Standard: Teacher of Students with Disabilities	Per-Diem Substitute Teacher \$150 per diem
Joshua Kane	NJ School Counselor Credential	Per-Diem Substitute Teacher \$150 per diem
Nicole Rabinowitz	NJ Substitute Teacher Credential	Per-Diem Substitute Teacher \$150 per diem
Serena Moss <sup>1</sup>	NJ Substitute Teacher Credential	Per-Diem Substitute Teacher \$150 per diem
Zakiyya Anderson	N/A	Substitute Paraprofessional \$25.09 PH, Max 3.8 hrs

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

### **Resolution P-3 Approval of 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:

#### **District**

<b>Hires</b>		
<b>Name/Position</b>	<b>Employment Dates</b>	<b>Salary/Classification</b>
Michael Ben-David, Superintendent	Pending release from current employer – 06/30/2028 <sup>1</sup>	Standard: School Administrator (Chief School Administrator) \$270,000
Rehan Shamim, MD School Physician	07/01/2023 – 06/30/2024	\$18,500 (As per N.J.A.C. 6A:16-2.3 Health Services Personnel)

<sup>1</sup>See [attached contract](#) for additional details.

#### **Smith School**

<b>Hires</b>		
<b>Name/Position</b>	<b>Employment Dates</b>	<b>Salary/Classification</b>
Deidre Ayala Special Education Teacher – Leave Replacement/ Non-Tenurable	05/01/2023 – 06/30/2023  09/01/2023 – 12/08/2023	Standard: Teacher of Students with Disabilities MA, Step 6 \$68,189 pro rata  MA, Step 6 \$69,309 pro rata

#### **Tenafly High School**

<b>Hires</b>		
<b>Name/Position</b>	<b>Employment Dates</b>	<b>Salary/Classification</b>
Joshua Kane	04/10/2023 – 06/30/2023	Standard: School Counselor MA, Step 1 \$62,189 pro rata



<b>Hires</b>		
<b>Name/Position</b>	<b>Employment Dates</b>	<b>Salary/Classification</b>
School Counselor – Leave Replacement/Non-Tenurable	09/01/2023 – 11/10/2023	MA, Step 1 \$63,309 pro rata

**Resolution P-4 Approval of Extra Compensation Positions**

Be it Resolved that the Board approves the following individuals as extra-compensation appointments to the position indicated for the 2022-2023 school year:

**Coaching Recommendations**

Aljo Sujak: ½ Baseball Coach: \$3,348 (Pending Fingerprinting Clearance)

Deniz Piatt: Volunteer Lacrosse Coach (Pending Fingerprinting Clearance)

Karen Paltos: Middle School Softball Coach \$3,767 (Rescind J. McGowan 7/25/22, Res. #P-4)

**2023 Extended School Year Program – attached**

Final recommendations will be based on enrollment.

**Paraprofessional Before-School Activity Stipend (\$25.09ph)**

Stillman: Keryl Brenzel (03/06/23 – 05/31/23)

**TMS Title I Academic Enrichment Program (Title I Funds, \$80ph)**

Matt Eliscu, Dana Falcicchio, Amanda Sleece, Amanda Crawford, Jean Tak, Moriyah Squitieri

**THS Spring Musical Choreographer (Paid by Student Account)**

Cecilia Mitchell \$3,000

**Resolution P-5 Approval of Staff/Position Reclassifications**

Be it Resolved that the Board approves the following reclassifications:

<b>Reclassifications</b>			
<b>Name</b>	<b>From</b>	<b>To</b>	<b>Effective Dates</b>
Arlene Woda	Per-Diem Substitute Teacher	Long-Term Substitute Teacher, Mackay Standard: Teacher of Students with Disabilities MA, Step 9 \$78,189 pro rata	02/01/2023 – 03/03/2023 <sup>1</sup>
Faith Herity	Per-Diem Substitute Teacher	19-Hour Paraprofessional, Smith \$25.09 per hour	03/21/2023 – 06/30/2023
Gina Labar	19-Hour Paraprofessional, Smith \$25.09 per hour	30-Hour Paraprofessional, Smith \$25.09 per hour	03/21/2023 – 06/30/2023
Heidi Chizzik	Provisional: Principal, Acting Principal, Mackay	Standard: Principal <sup>2</sup> , Principal, Mackay	07/01/2023 – 06/30/2024
Jennifer Maury	CE: Teacher of Spanish – Leave Replacement/ Non-Tenurable, TMS	Limited CE: Teacher of Spanish – Leave Replacement/ Non-Tenurable, TMS	03/02/2023 – 06/30/2023
Kassandra Antao	3 <sup>rd</sup> Grade Teacher – Leave Replacement/ Non-Tenurable, Mackay	1 <sup>st</sup> Grade Teacher – Leave Replacement/ Non-Tenurable, Smith	03/20/2023 – 06/30/2023  09/01/2023 – 11/10/2023

<b>Reclassifications</b>			
<b>Name</b>	<b>From</b>	<b>To</b>	<b>Effective Dates</b>
Kristen Langford	3 <sup>rd</sup> Grade Teacher, Maugham	Staff Developer – Technology, District	09/01/2023 - 06/30/2024
Lisa DeNorscia	SACC Afternoon Assistant \$16.72ph	SACC Leave Replacement Instructor \$19.00ph	03/01/2023 – 06/30/2023
Ornit Katzin	5 <sup>th</sup> Grade Teacher – Leave Replacement/ Non-Tenurable, Stillman	Kindergarten Teacher – Leave Replacement/ Non-Tenurable, Stillman	03/27/2023 – 05/12/2023
Tamara Rueger	Healthcare Paraprofessional, TMS \$60.38ph	Standard: School Nurse (Non-Instructional), TMS BA, Step 8 \$69,189 pro rata  BA, Step 8 \$70,309	03/10/2023 – 06/30/2023  09/01/2023 – 06/30/2024
Thad MacGregor	Per-Diem Substitute Teacher	Long-Term Substitute Teacher, TMS CE: Elem. School Teacher MA, Step 1 \$62,189 pro rata	03/16/2023 – 04/10/2023

<sup>1</sup>Previously Board approved Feb.27, 2023, Resolution #P-5; effective date extended one week.<sup>2</sup>It is anticipated that the NJDOE will issue Ms. Chizzik’s Standard: Principal certification, on or before, July 1, 2023.

**Resolution P-6 Approval of Faculty Salary Reclassification for Spring 2023**

Be it Resolved that the Board approves the [attached salary reclassification](#) retroactive to February 1, 2023 for the following faculty members based on graduate credit obtained in accordance with the negotiated contract between the Board and the Tenafly Education Association on behalf of teachers.

**Resolution P-7 Approval of Leave of Absence for Employee #2292**

Be it Resolved that the Board, in accordance with Article VI., B. and C. of the Teachers' contract, grants Employee #2292, a paid maternity/disability leave of absence, using accumulated sick days, effective, on or about, April 17, 2023, to be followed by a paid disability leave of absence, using accumulated sick days, followed by an unpaid child-rearing leave of absence, inclusive of FMLA/NJFLA through the first semester of the 2023-2024 school year.

**Resolution P-8 Approval of Leave of Absence for Employee #2651**

Be it Resolved that the Board, in accordance with Article VI., B. and C. of the Teachers' contract, grants Employee #2651, a paid maternity/disability leave of absence, using accumulated sick days, effective, on or about, August 30, 2023, to be followed by a paid disability leave of absence, using accumulated sick days, followed by an unpaid child-rearing leave of absence, inclusive of FMLA/NJFLA through January 5, 2024.

**Resolution P-9\* Approval of Superintendent of Schools (Chief School Administrator)**

Be it Resolved that the Tenafly Board of Education ("Board") appoints Michael Ben-David ("Ben-David"), as the Superintendent of Schools for the Tenafly School District effective on or about July 1, 2023 and ending on June 30, 2028.

Be It Further Resolved that this Employment Agreement has been submitted to and approved by the 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 Ben-David 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 Ben-David.

**(Walk-in)**

**Resolution P-10 Additional Retirement**

Be It Resolved that the Board accepts with regret the following:

Additional Retirement		
Name, Position, Location	Reason	Effective Date
Eunjoo Yoon, Teacher of English as a Second Language, Tenafly Middle School	Retirement	June 30, 2023

**Administration**

**Resolution A-1 Approval to Affirm the Superintendent’s Decision in HIB Investigations** *(corrected HIB #'s)*

Be It Resolved that the Tenafly Board of Education (hereinafter referred to as the “Board”) hereby affirms the Superintendent’s decision in HIB Investigations 2022-23/17, MK-3N; 2022-23/18, THS-10Y; 2022-23/19, THS-11N; 2022-23/22, SM-2N; 2022-23/24, TMS-5N; 2022-23/25, THS-12Y; 2022-23/26, THS-13N; 2022-23/27, SM-4N; 2022-23/28, THS-14N; ~~2022-23/29, THS-15N~~ (moved to resolution A-1A), 2022-23/30, THS-16N; 2022-23/31, TMS-6N; 2022-23/32, TMS-7N; 2022-23/33, TMS-8N 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.

**Resolution A-1A Approval to Modify the Superintendent’s Decision in HIB Investigation**

Be It Resolved that the Tenafly Board of Education (hereinafter referred to as the “Board”) hereby modified the HIB determination in HIB Case No. 2022-23/29 THS-15, which was the subject of an appeal hearing before the Board of March 20, 2023, and transmit a copy of the Board’s decision to the affected students’ parents.

**Resolution A-2 Approval to Revise 2023-24 District School Calendar**

Be it Resolved that the Tenafly Board of Education approve the revised school [calendar for the 2023-2024](#) school year.

**Resolution A-3 Appointment of District School Safety Specialist**

Be it Resolved that the Board of Education approves the appointment of Mr. Patrick Comey as District School Safety Specialist from July 1, 2023 to June 30, 2024.

**Resolution A-4 Second Reading of Policy 5111**

Be it Resolved that the Tenafly Board of Education will have the second reading of the following policy:

[Policy 5111](#) Eligibility of Resident/Nonresident Students (M) Revised

**Resolution A-5 Approval of Five Year Contract with Alpine Board of Education Beginning July 1, 2023 to June 30, 2028**

Be it Resolved that the Board of Education approves entering into an agreement with the Alpine Board of Education to provide educational and related services for its High School eligible students for a term beginning July 1, 2023 and extending through June 30, 2028 with terms and conditions stated in the [attached agreement](#).

**Resolution A-6 Approval to file School Bus Safety drills in accordance with QSAC Guidelines**

Be it Resolved that the Tenafly Board of Education approve the [Bus Safety Drill Template](#) to be filed for QSAC Compliance the following:

- Stillman Elementary School on 9/5/2022 Grades K-5
- Smith Elementary School on 3/1/2023 Grades K-5

Please Note: Remaining schools are scheduled for the spring.

**Curriculum**

**Resolution C-1 Approval of District Curricula in Mathematics, English, Language Arts, Science, Social Studies, World Languages, Comprehensive Health and Physical Education, Visual and Performing Arts, Music, Career Readiness, Life Literacies and Key Skills Aligned to the New Jersey Student Learning Standards (NJSLs)**

Be it Resolved that the Tenafly Board of Education approve the [K-12 district curricula](#) in alignment with the New Jersey Student Learning Standards (NJSLs) in Mathematics, English, Language Arts, Science, Social Studies, World Languages, Comprehensive Health and Physical Education, Visual and Performing Arts, Music, Career Readiness, Life Literacies, and Key skills.

**Resolution C-2 Approval of Professional Development requests**

Be it Resolved that the board of education approves the Professional Development requests of as per the [attached report](#).

**Resolution C-3 Approval of Tenafly High School to attend the National History Spelling Bee in Arlington, VA**

Be it Resolved that the Board of Education approve the high school JV team to compete in [the National History Bee AND Bowl Competition](#) in Arlington, VA on Friday, April 28, 2023 to Sunday, April 30, 2023.

**Walk-in**

**Resolution C-4 High School Overnight Trip for DECA State Career Development Conference and Competition**

Be it Resolved that the Board of Education approve an overnight trip for the DECA National Career Development Conference and Competition at Orange County Convention Center in Orlando, Florida from April 22-26, 2023.

**Special Services**

**Resolution S-1 Approval of Ten Month Programs 2022-2023**

Be it Resolved that the Board of Education approve the placement for the following pupil.

Student	School	Type	Tuition
#944	Chancellor Academy	Private	\$32,976.79 Pro-rated as of 2/21/23
#945	Westwood Regional School District	Private	\$25,527.00 Pro-rated tuition 2/9/23 - 6/22/23

**Finance**

**Resolution F-1\* Approval to Adopt the Preliminary Budget for the 2023-2024 School Year**

Be it Resolved that the Tenafly Board of Education approve the preliminary 2023-2024 school district budget as follows:

Account	Budget	Local Tax Levy
General Fund	\$80,978,984	\$72,362,863
Special Revenue Fund	\$ 1,471,531	
Debt Service Fund	\$ 2,729,471	\$ 2,358,154
<b>Total Base Budget</b>	<b>\$85,179,986</b>	<b>\$74,721,017</b>

Be it Resolved that the Board approve the total amount of \$592,680 use of banked cap as generated as follows:

2020/2021 - \$434,587  
2022/2023 - \$158,093

Be it Resolved that the Board approve the total amount of \$1,098,613 use of health benefit adjustment.

**Resolution F-2\* Approval of Maximum Travel Expenditures for the 2023-2024 School Year**

Be it Resolved, per 18A:11-12(4), that the Board establishes maximum general fund travel expenditures for the 2023-2024 School Year in the amount of \$54,873. Maximum travel general fund expenditures for the 2022-2023 School Year is \$65,773, and the amount expended to date is \$34,883.

**Resolution F-3\* Approval of Use of Banked Cap**

Be it Resolved that the Board of Education includes in the proposed budget the adjustment for banked cap in accordance with N.J.A.C. 6A:23A-10.1(b). The district has fully exhausted all eligible statutory spending authority and must increase the base budget in the amount of \$592,680 for the purpose of local tax levy. The district intends to complete said purposes by June 2024.

**Resolution F-4\* Approval of Use of Health Benefit Adjustment**

Be it Resolved that the Board of Education includes in the proposed budget the adjustment for banked cap in accordance with N.J.A.C. 6A:23A-10.1(b). The district has fully exhausted all eligible statutory spending authority and must increase the base budget in the amount of \$1,098,613 for the purpose of local tax levy. The district intends to complete said purposes by June 2024.

**Resolution F-5\* Resolution Of The Board Of Education Of The Borough of Tenafly In The County Of Bergen, New Jersey Approving The Use Of Competitive Contracting For The Solicitation Of Proposals For A Solar Power Purchase Agreement To Be Undertaken In Connection With The School District's Proposed ESIP And Authorizing Other Matters In Connection Therewith**

Be it Resolved the Board of Education of the Borough of Tenafly in the County of Bergen, New Jersey (the "Board" when referring to the governing body and the "School District" when referring to the territorial boundaries governed thereby) desires to contract with a vendor for a power purchase agreement (the "Solar PPA") involving the installation of solar panels on school sites in the School District (the "Solar Project") in an effort to provide energy savings to the School District; and

Whereas, the School District anticipates that it will utilize such energy savings as a part of its proposed Energy Savings Improvement Program ("ESIP") which is being undertaken by the School District; and

Whereas, pursuant to N.J.S.A. 18A:18A-4.1(j) and (k), the Board may use competitive contracting in lieu of public bidding for procurement of specialized goods and services, the price of which exceeds the bid threshold, for concessions, and also for the operation, management or administration of other services, with the approval of the Division of Local Government Services in the New Jersey Department of Community Affairs (the "Division"); and

Whereas, the Division has, by its Local Finance Notice (LFN 2009-10) dated June 12, 2009 ("Local Finance Notice 2009-10"), authorized the use of competitive contracting (in accordance with, in relevant part, N.J.S.A. 18A:18A:4.1 through 4.5) for solar power purchase agreements, pursuant to either N.J.S.A. 18A:18A-4.1(j) or (k); and

Whereas, the Board desires to use competitive contracting to procure the above mentioned specialized services; and

Whereas, pursuant to N.J.S.A. 18A:18A-4.3(a), the Board is required to adopt a resolution authorizing the use of competitive contracting; and

Whereas, pursuant to N.J.S.A. 18A:18A-4.3(b), 4.4 and 4.5, the competitive contracting process, including the preparation of a request for proposal documentation (the "Solar RFP"), solicitation of proposals, and award of a contract based upon the methodology set forth in the aforesaid Solar RFP, must be administered by the Board's purchasing agent; and

Whereas, in connection with such Solar PPA, and pursuant to Local Finance Notice 2009-10, the Board is required, to amend its Long Range Facilities Plan, to the extent required, to incorporate the Solar Project.

Now, Therefore, Be it Resolved by The Board of Education of the Borough of Tenafly in the County of Bergen, New Jersey, pursuant to the aforesaid statutes, as follows:

1. The Board hereby authorizes a competitive contracting process for the solicitation of proposals for the Solar PPA, including the distribution of a Solar RFP in connection therewith.
2. DCO Energy and/or the Board's architect of record are hereby authorized and directed to undertake the drafting and distribution of such Solar RFP, including the evaluation of such Solar PPA bids, and to finalize a Solar PPA

with a selected solar provider, to the extent awarded by the Board and in conjunction with the Board's professionals and administration.

3. DCO Energy and/or the Board's architect of record are hereby authorized and directed, to the extent not otherwise already accomplished, to (i) submit an application to the New Jersey Department of Education with respect to the Solar Project and to amend the School District's Long Range Facilities Plan to include the Solar Project, to the extent it is not incorporated therein, and (ii) submit the Solar Project to the Planning Board, as applicable, for its review.
4. The Board hereby authorizes and directs the Superintendent and the Business Administrator/Board Secretary to appoint a committee to evaluate the Solar PPA bids and to report same to the Board.
5. The President, Vice-President and Business Administrator/Board Secretary or any other appropriate officer or representative of the Board, are hereby authorized and directed to execute and deliver any and all documents and to do and cause to be done any and all acts and things necessary or proper for carrying out the transaction contemplated by this resolution, and the Solar RFP. The execution by such officials and officers of any such documents, with changes, insertions or omissions approved by the Business Administrator/Board Secretary, in consultation with the Board's professionals, shall be conclusive, and no further ratification or other action by the Board shall be required with respect thereto.
6. This resolution shall take effect immediately.

**Resolution F-6 Approval of Board Secretary's Report for February 2023**

Be it Resolved that the Board Secretary's report for the month of February 2023 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 Approval of Treasurer's Report for February 2023**

Be it Resolved that the Treasurer's report for the month of February 2023 be accepted as submitted and filed in the official minutes of this meeting.

**Resolution F-8 Approval of Transfers for February 2023**

Be it Resolved that the Board of Education approves transfers for the 2022-2023 school budget in a report dated February 2023 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-9 Approval of Bills for February 24, 2023 through March 16, 2023**

Be it Resolved that bills properly certified as to validated purchase orders and receiving documentation and approved in the total sum of \$9,142,754.47 for February 24, through March 16, 2023, 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:

Fund #	Fund	Totals
(10)	General Fund	\$247,857.63
(11)	General Current Expense	\$6,752,105.90
(12)	Capital Outlay	\$21,136.69
(13)	Special Schools	
(20)	Special Revenue Funds	\$189,032.37
(30)	Capital Projects Funds	\$6,783.60
(50)	Enterprise Fund	\$19,149.93
(55)	Preschool Program Fund	\$14,844.55
(60)	Trust and Agency Funds	\$34,213.72
(90)	Gen Long-Term Debt Acct Group	\$1,857,630.08
	<b>TOTAL</b>	<b>\$9,142,754.47</b>

**Resolution F-10 Approval of Payroll for February 2023**

Be it Resolved that the regular payroll for February 2023 be and hereby is approved for payment as follows:

Payroll	
Date	Amount
2/15/23	\$2,326,876.28
2/28/23	\$2,361,943.79

**Resolution F-11 Approval of the Submission of the Drainage Proposal for consideration of Upfront Mitigation funding from FEMA for the Smith Elementary School caused by Hurricane IDA**

Be it Resolved that the Tenafly Board of Education approve the submission of the drainage proposal estimated at \$ 1,989,390 from J. Fletcher Creamer & son, Inc. for upfront mitigation funding consideration by FEMA for the Smith Elementary School caused by Hurricane IDA. This estimate was also provided to our architects for funding consideration with the ROD grant application. The drainage proposal was based upon the engineering services provided by William Engineering.

**Resolution F-12 Approval to Cancel Stale Dated Checks**

Be it Resolved that the Tenafly Board of Education authorizes the cancellation of the following stale dated checks in the Athletic Bank account.

Ck # 182665 for \$62.00	Ck # 183030 for \$85.00
Ck # 182746 for \$89.00	Ck # 183174 for \$150.00
Ck # 182790 for \$89.00	Ck # 183232 for \$86.00
Ck # 182809 for \$25.00	Ck # 183265 for \$150.00
Ck # 182811 for \$25.00	Ck # 183304 for \$20.00
Ck # 182819 for \$835.20	

**Resolution F-13 Approval of the Installation/Purchase of Carpet Replacement for the High School Library**

Be it Resolved that the Tenafly Board of Education approve the purchase of carpet for the library at the High School for \$ 53,139.44 from Hannon Floors. Hannon Floors is an approved vendor with ESCNJ. This purchase is in accordance with the purchasing guidelines under Title 18A. Replacement of the carpet was also approved in the 2022-2023 budget.

**Resolution F-14 Approve the Pre-Approved ESIP Investment Grade Energy Audit Agreement**

Be it Resolved that the Tenafly Board of Education approve the pre-approved ESIP Investment Grade Audit [Agreement](#) with DCO Energy, LLC. The agreement was reviewed and approved by the bond counsel in order for the Investment Grade Energy Audit to begin by DCO Energy, LLC as part of the requirements of the ESIP.

**Resolution F-15 Approval of Tenafly School-Age Child Care (SACC) Summer Program for 2023**

Be it Resolved that the Board of Education approves the operation of the tuition-based Tenafly School-Age Child Care (SACC) Summer Program from Monday, June 26 and ending on Friday, August 4, 2023.

Be It Further Resolved that the Board of Education authorizes the use of the High School for this program.

**Resolution F-16 Approval of Tenafly School-Age Child Care (SACC) Tuition Fees for the 2023 Summer Program**

Be it Resolved that the Board approves the following tuition fees per child for the SACC 2023 summer six-week program.

Schedule	Morning Fee (total for six-week program)	Afternoon Fee (total for six-week program)	
Per Diem	\$15	\$25	
5 days per week	\$210	\$360	
Combined AM & PM 5 days per week			\$410 total

The \$35 registration fee is required at time of registration and is *non-refundable*.

**Resolution F-17 Approval of Tenafly School-Age Child Care (SACC) Program for 2023-2024 School Year**

Be it Resolved that the Board of Education approve the operation of the tuition-based Tenafly School-Age Child Care (SACC) Program located at the four elementary schools.

**Resolution F-18 Approval of Tenafly School-Age Child Care (SACC) Program Tuition Fees for the 2023-2024 School Year**

Be it Resolved that the Board approve the following tuition fees per child for the 2023-2024 school year.

Days Per week	Morning Program	Afternoon Program	Combined AM/PM (5 days)
1	\$15*	\$23*	
2	\$100/mo	\$170/mo	
3	\$110/mo	\$205/mo	
4	\$120/mo	\$230/mo	
5	\$130/mo	\$245/mo	
			\$330/mo
*Per diem	\$15	\$23	

There is a yearly non-refundable registration fee of **\$35/1<sup>st</sup> child; \$30/ 2<sup>nd</sup> child; \$25/ 3<sup>rd</sup> child.**

The SACC program offers a monthly tuition discount for siblings.

**\*The SACC program offers per diem registration.**

**Resolution F-19 Approval of the School Climate Change Pilot Grant Application Submission**

Be it Resolved that the Tenafly Board of Education approve the School Climate Change Pilot grant application for \$ 6,660. This grant will assist students with understanding climate control and related matters as part of curriculum and instruction.

**Resolution F-20 Approval of the New Cybersecurity Insurance Coverage with Lloyd's CFC Syndicate**

Be It Resolved that the Tenafly Board of Education approve the new cybersecurity insurance coverage with Lloyd's CFC Syndicate effective on March 21, 2023 for a 15-month period ending June 30, 2024.

*Motion to approve resolutions P1-P9, A1-A6, C1-C4, S1, F1-F20  
Moved: Ms. Harris Second: Mr. Frid*

Board Member	Ayes	Nays	Abstain	Absent
Igor Frid	X			
Michelle Harris	X			
Inbal Israeli Miller	X			
Michelle Merchant	X			
Yelena Meytes	X		A-1&A-1A	
Edward J. Salaski	X			
Michael Wilderman	X			
Paula Newman, Vice President	X			
Jocelyn Schwarz, President	X			

**Public Comment** -2<sup>nd</sup> Session @ 11:03 p.m.

- Adi Sodri questioned experts being ignored where the parents are hearing the board is ignoring the expert's recommendation of child's safety. Suggest that a referendum and identify safety needs. Also, parents need to speak to the Chief of Police where parents are saying police officers are dangerous to children. This is something that needs a lot of attention about people in Tenafly saying about police officers. If not having roundtable, then why was it formed? How come decided to cancel roundtable after getting a recommendations.



- Adi Sodri heard a parent say Mr. Rudolph doing another research. So how can the board get a recommendation from someone who doesn't do research and no place to do so as the board has a report from the experts? Doesn't matter what parents and I say. What matters is what the experts say.
- Katherine Carlburg reference officers harming students was class 3 officers and not Tenafly police officers. Didn't want to have that out in community. Happy about the diversity committee where students would be included.
- Jocelyn Schwarz asked that public meetings people don't call out people by names as not respectful and requests of such not happening.
- Jocelyn Schwarz commented on need of the roundtable in the past and future once the report is out.

Motion to adjourn to Closed Session at 11:15 p.m.

Motion: Dr. Wilderman Second: Mr. Frid

*Motion to adjourn meeting at 12:32 p.m.*

*Motion: Dr. Wilderman Second: Mr. Frid*

All in favor

Respectfully submitted,

**Victor Anaya**

Dr. Victor J. Anaya  
School Business Administrator/ Board Secretary