

MINUTES OF THE REGULAR MEETING
OF THE TENAFLY BOARD OF EDUCATION
MONDAY EVENING, DECEMBER 13, 2021
TENAFLY BOARD OF EDUCATION HEGELEIN BUILDING

Open Session

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

Adequate Notice Statement/Call To Order/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>
Igor Frid	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
Dr. Evelyn Mamman, Assistant Superintendent of Curriculum and Instruction
Dr. Victor J. Anaya, School Business Administrator/Board Secretary
Ms. Danielle Diaz, Human Resources Manager

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

*Motion to enter Open Session at 8:11 p.m.
Moved: Ms. Juhng Second: Ms. Newman
All in favor*

FIRE DRILLS

FIRE DRILLS & SECURITY DRILLS						
NOVEMBER 2021						
MONTH	HIGH	MIDDLE	MACKAY	MAUGHAM	SMITH	STILLMAN
NOVEMBER Fire Drills	Completed	Completed	Completed	Completed	Completed	Completed
NOVEMBER Security Drills	Lockdown	Evacuation (Non-Fire)	Lockdown	Lockdown	Active Shooter	Bomb Threat - evac to relocation site

Public Comment

- MA presented racism protocol by the board. Also commented on Bonnie Cushing contract hourly amount, and will be mandatory for 30 administrators. MA asked Jocelyn Schwarz about the mandated racist training and the reasons for it.
 - MA asked Yelena Meytes about racial categories this training will put her son in, and said for 4 months Yelena Meytes has not been censored for her opinions on anti-racism by the board. Yelena Meytes commented she will answer the questions.
 - Jocelyn Schwarz responded to MA's concern from last week.
- LL commented about the anti-racism presentation last week, and inquired if the board should decide to change contractors, how much would it cost to do so.
 - In addition, how much has gone into bringing in more diverse faculty and staff into Tenafly.
 - Jocelyn Schwarz commented about the board's support for Bonnie Cushing who is highly trained in the area she was contracted for. And the board is not planning on changing the anti-racism contract.
 - SD commented about the diversity of staff hired and challenges faced in recruitment of diverse candidates state-wide. Also, a lot of data is looked in hiring a diverse staff.
 - Edward Salaski commented on the recruitment and anti-racism contract.
 - Michelle Merchant also commented about the misconception of the listening session related to the anti-racism contract.
- CH addressed the anti-racism contract, and that the community supports the work of the board and administration. She shared the reasons for the support by the community on anti-racism.
- CC shared that the board and community have been hearing from the same people the past few meetings, and want to share about the encounters her daughter experienced about racism comments within the school environment. CC shared her daughter was upset, but it was important that the community support the board and administration on the anti-racism training.
 - Jocelyn Schwarz commented that CC daughter experienced, but thanked CC.
- BD thanked the board on what they were doing with anti-racism. Also requested more information on what the anti-racism training and micro-aggressions prevention. She shared her son's experience on racism comments within the school, and the administrators did handle the situation well, but the way the system is set up, all students are exposed to racial comments which should not be experienced so the board addressing anti-racism, and have a robust system in place.

- Jocelyn Schwarz commented about the listening sessions that will take place and the protocols done for the racism experience in the school.
- Also clarified the concerns about the training and listening sessions.
- CC supported Michelle Merchant comments. Tenafly should support the board and stop with the inflammatory, ignorant statements when they are made as Tenafly is a very diverse community.
- KY inquired on the difference between Bonnie Cushing and her associate's training vs. Edvolution.
 - Jocelyn Schwarz and SD expanded to explain the training by each.
 - EM also expanded on the Edvolution training.

Approval Of Minutes

Approve the minutes of the Closed Executive Session and Work Session Meeting minutes of November 15, 2021 and the Closed Executive Session and Regular Board Meeting minutes of November 22, 2021

<i>Minutes</i>				
<i>Moved: Mr. Salaski</i>		<i>Second: Ms. Merchant</i>		
	<i>Ayes</i>	<i>Nays</i>	<i>Abstain</i>	<i>Absent</i>
Igor Frid	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			

Board Correspondence – None

Presentations / Reports - None

Board President's Report:

- Ms. Jocelyn Schwarz commented about protocol of board
- Ms. Jocelyn Schwarz shared the Smith School playground is open, and thanked the B&G personnel for their efforts.
- Wished everyone a restful break, and Happy Holidays
- Also, thanked Ms. Jane Juhng for serving on the board as this evening is her last meeting.
 - Other board members shared their feelings and thanked Ms. Jane Juhng.
 - Ms. Jane Juhng thanked all for their support, and enjoyed her time on the board.

Superintendent's Report:

- SD thanked Ms. Jane Juhng for her dedication and assistance.
- SD commented on holiday season and festive celebrations. No homework is required during the break, but tasks/chores should be looked at for being ready for success.

- SD commented winter sports under way.
- SD shared enrollment currently at each school.
- SD shared kindergarten registration will start in January on specific dates.
- SD shared district's self-assessed grades on anti-bullying scores and meaning. The scores are on the district website.

Assistant Superintendent Curriculum & Instruction Report:

- Assistant Superintendent of Curriculum and Instruction, EM, shared the following:
 - EM shared the year is finishing in a healthy place.
 - EM shared a lot of afterschool programs are in place and what they are.
 - EM shared the 6th grade Social Studies event called Tiger Tank, and what it was.
 - EM shared Golden Ratio Project by the 7th grade.
 - EM shared 8th grade Global Read Aloud and effects on what they are reading.
 - EM shared the HS 9th grade share Bonacrime.
 - EM shared HS Seniors who haven't earned the seal will get a 2nd chance.
 - EM shared THS art department project on climate and environment with Lego blocks to help visual waste and life size Lego character.
 - EM shared library media promote character, broadcasting.
 - EM shared science labs will be named after scientists.
 - EM shared the entrepreneur interview projects.
 - EM shared the performing arts concerts happening in January.
 - EM shared HP, student, play violin and very good and nice to listen to, and were accepted into the music appreciation organization.
 - EM shared information on Start Strong results and reports will be mailed.

Student Representatives:

Ms. Jessica Lee and Ms. Alexandria Yang provided updates.

- Jessica Lee presented –
 - Had 8th grade open house and was a huge success.
 - Also, Tenafly Got Talent was this past Friday, and was a huge success, and those who won the \$ 250.
- Alexandria Yang presented- shared magical contests will be performing on the 18th of December.

Board Committees

Communications and Policy – Ms. Newman, the committee did not meet.

Curriculum and Technology – Ms. Jane Juhng provided an update regarding math curriculum discussed.

Facility – Ms. Jocelyn Schwarz updated information related to Smith School, and the LRFP updates.

Joint Use – Ms. Jocelyn Schwarz (didn't meet)

Diversity - Ms. Jane Juhng provided an update.

Listening Sessions Projects – Ms. Yelena Meytes updated on committee content, and the anti-racism facilitators presentation, public comment questions related to the anti-racism.

Liaison Reports – Ms. Inbal Israeli Miller (not present)

- HSA report by Ms. Jocelyn Schwarz (didn't meet)
- TEF update by Ms. Paula Newman

*Ms. Meytes motioned to approve by Consent Agenda Seconded by Mr. Salaski
All in favor*

The Superintendent of Schools recommends the following resolutions for approval at the BOE Regular Session Meeting scheduled for December 13, 2021:

BOARD

RESOLUTION B-1	ANNUAL SCHEDULE OF BOARD MEETINGS FROM JANUARY 5, 2022 TO THE NEXT REORGANIZATION MEETING
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PERSONNEL

RESOLUTION P-1	APPROVAL OF RESIGNATIONS
RESOLUTION P-2	APPROVAL OF SUBSTITUTES
RESOLUTION P-3	APPROVAL OF HIRES
RESOLUTION P-4	APPROVAL OF STAFF/POSITION RECLASSIFICATIONS
RESOLUTION P-5	APPROVAL OF EXTRA COMPENSATION APPOINTMENTS
RESOLUTION P-6	APPROVAL OF AMENDED LEAVE OF ABSENCE FOR EMPLOYEE #1585
RESOLUTION P-7	APPROVAL OF AMENDED LEAVE OF ABSENCE FOR EMPLOYEE #3236
RESOLUTION P-8	APPROVAL OF AMENDED LEAVE OF ABSENCE FOR EMPLOYEE #3117
RESOLUTION P-9	APPROVAL OF LEAVE OF ABSENCE FOR EMPLOYEE #3330
RESOLUTION P-10	APPROVAL OF SIXTH PERIOD ASSIGNMENTS
Walk-In RESOLUTION P-11	APPROVAL OF ADDITIONAL SUBSTITUTE

ADMINISTRATION

RESOLUTION A-1	APPROVAL TO AFFIRM THE SUPERINTENDENT'S DECISION IN HIB INVESTIGATIONS
RESOLUTION A-2	SECOND READING OF POLICY 2422, POLICY 2467, POLICY 5116, POLICY 5751, REGULATION 5751, POLICY 6115.01, POLICY 6115.02, POLICY 6115.03, POLICY 6311, POLICY 7432, REGULATION 7432, POLICY 8420, REGULATION 8420.1, POLICY 8550, POLICY 8600
RESOLUTION A-3	APPROVAL OF THE 2022-2023 SCHOOL CALENDAR

RESOLUTION A-4	SCHOOL PRELIMINARY SELF-ASSESSMENT FOR DETERMINING GRADES UNDER THE ANTI-BULLYING BILL OF RIGHTS ACT
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CURRICULUM

RESOLUTION C-1	APPROVAL OF PROFESSIONAL DEVELOPMENT REQUESTS
RESOLUTION C-2	APPROVAL OF FIELD TRIPS

FINANCE

RESOLUTION F-1	BOARD SECRETARY'S REPORT FOR NOVEMBER 2021
RESOLUTION F-2	TREASURER'S REPORT FOR NOVEMBER 2021
RESOLUTION F-3	TRANSFERS FOR NOVEMBER 2021
RESOLUTION F-4	APPROVAL OF BILLS FOR NOVEMBER 19, 2021 THROUGH DECEMBER 9, 2021
RESOLUTION F-5	PAYROLL FOR NOVEMBER 2021
RESOLUTION F-6	APPROVAL OF JOINT PURCHASING AGREEMENT WITH BERGEN COUNTY REGION V COUNCIL FOR SPECIAL EDUCATION FOR THE 2022-2023 SCHOOL YEAR
RESOLUTION F-7	APPROVAL OF HEALTH AND SAFETY EVALUATION STATEMENT OF ASSURANCE
RESOLUTION F-8	APPROVAL OF NJSDA AND NJDOE EMERGENT AND CAPITAL MAINTENANCE NEEDS GRANT APPLICATION
RESOLUTION F-9	APPROVAL FOR RENEWAL OF THE JOINT TRANSPORTATION CONTRACT WITH NEW MILFORD BOE FOR 2021-2022 SCHOOL YEAR
RESOLUTION F-10	APPROVAL FOR DONATION OF KN95 MASKS
RESOLUTION F-11	APPROVE THE PROPOSAL FOR PROFESSIONAL ARCHITECTURAL AND ENGINEERING SERVICES WITH E.I. ASSOCIATES FOR MECHANICAL SYSTEM UPGRADES MIDDLE SCHOOL AND HIGH SCHOOL
RESOLUTION F-12	APPROVE THE PROPOSAL FOR PROFESSIONAL ARCHITECTURAL AND ENGINEERING SERVICES WITH E.I. ASSOCIATES FOR ROOF AND PARAPET REPAIRS AT MAUGHAM ELEMENTARY SCHOOL
RESOLUTION F-13	APPROVE THE PROPOSAL FOR PROFESSIONAL ARCHITECTURAL AND ENGINEERING SERVICES WITH E.I. ASSOCIATES FOR FIRE ALARM SYSTEM REPLACEMENT PROJECT AT MAUGHAM ELEMENTARY SCHOOL
RESOLUTION F-14	APPROVE THE PROPOSAL FOR PROFESSIONAL ARCHITECTURAL AND ENGINEERING SERVICES WITH E.I. ASSOCIATES FOR FACILITY INVESTIGATION SERVICES, REV. 1 FOR SMITH AND STILLMAN ELEMENTARY SCHOOLS
RESOLUTION F-15	APPROVE THE PROPOSAL FOR PROFESSIONAL ARCHITECTURAL AND ENGINEERING SERVICES WITH E.I. ASSOCIATES FOR SITE IMPROVEMENTS AT MACKAY AND MAUGHAM ELEMENTARY SCHOOLS

RESOLUTION F-16	APPROVAL FOR EMERGENCY FLOOD DAMAGE SHELIVING AND BOOK CASE REPLACEMENT AT SMITH ELEMENTARY SCHOOL
Walk-In RESOLUTION F-17	APPROVAL OF THE ADDITION OF THE PARENT-FUNDED SOFTBALL TEAM PROGRAM FOR THE 2021-2022 SCHOOL YEAR

BOARD

RESOLUTION B-1 ANNUAL SCHEDULE OF BOARD MEETINGS FROM JANUARY 5, 2022 TO THE NEXT REORGANIZATION MEETING

WHEREAS, the Open Public Meetings Law, P.L. 1975, requires that annual notice must be given each year compiling and disseminating a schedule of meetings to be held by a public body during the coming year; and

WHEREAS, the annual notice must be disseminated within seven days following the Annual Reorganization of the Board of Education; now

THEREFORE, BE IT RESOLVED that the attached annual meeting schedule be adopted and posted in accordance with law.

Pursuant to the requirements of the Open Public Meetings Act, Chapter 231, P. L. 1975, notice is hereby given of the schedule of Public Meetings of the Tenafly Board of Education to be held on **January 5, 2022 to the next Reorganization meeting.**

All meetings begin with a closed session at approximately 7:15 p.m. and an open session immediately following at approximately 8:00 p.m. at the Hegelein Building, 500 Tenafly Road, Tenafly, except where noted.

If the date of any of the scheduled public meetings is changed, or if an additional meeting is scheduled, a notice of such Special Public Meeting shall be issued and posted as required by law. Official action may be taken at any public meeting. In addition, official action may also be taken at any public meeting to hold an executive session to handle matters, which by law may be discussed in closed session. Such matters include negotiations, personnel, security, real estate, litigation, and investments. Public comment and questions are permitted during Board of Education Regular Public Meetings.

Copies of the annual schedule will be sent to:
 Clerk, Borough of Tenafly; The Tenafly Library; The Record; The Suburbanite; Star Ledger; Northern Valley Press; All Schools; HSA Representatives and Tenafly Public Schools' Website.

TENAFLY BOARD OF EDUCATION
500 Tenafly Road, Tenafly, NJ 07670
Schedule of Public Meetings (Work Sessions and Regular Meetings)

All meetings begin with a closed session at approximately 7:15 p.m., and an open session immediately following at approximately 8:00 p.m. at the Hegelein Building, 500 Tenafly Road, Tenafly, except where noted. (Meeting dates and times are subject to change.)

Date of Meeting	Type of Meeting
Wednesday, January 5, 2022	Reorganization
Tuesday, January 18	Work Session
Monday, January 24	Regular Public Meeting
Wednesday, February 9	Budget Retreat
Monday, February 14	Regular Public Meeting
Monday, March 14	Work Session
Monday, March 21	Preliminary Budget/Regular Meeting
Monday, April 18	Work Session
Monday, April 25	Final Budget Hearing /Regular Public Meeting
Monday, May 16	Work Session
Monday, May 23	Regular Public Meeting
Monday, June 6	Work Session
Monday, June 13	Regular Public Meeting
Monday, July 25	Regular Public Meeting
Monday, August 29	Regular Public Meeting
Monday, September 12	Work Session
Wednesday, September 14	Board Retreat
Monday, September 19	Regular Public Meeting
Monday, October 17	Work Session
Monday, October 24	Regular Public Meeting
Wednesday, October 26	Board Retreat
Monday, November 14	Work Session
Monday, November 21	Regular Public Meeting
Monday, December 5	Work Session
Monday, December 12	Regular Public Meeting
Wednesday, Jan 4, 2023	Reorganization of the Board

PERSONNEL

RESOLUTION P-1 APPROVAL OF RESIGNATIONS

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

NAME, POSITION, LOCATION	REASON	EFFECTIVE DATE
Heather Schulman, 19-Hour Paraprofessional Tenafly Middle School	Resignation	November 30, 2021
Jaime Kobb, 30-Hour Paraprofessional, Maugham School	Resignation	December 31, 2021
Laura Cocciadiferro, 19-Hour Paraprofessional Tenafly Middle School	Resignation	December 31, 2021

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 2021-2022 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:

NAME	CERTIFICATION	POSITION/RATE
Darsy Rodriguez ¹	NJ Substitute Credential	Substitute Teacher, \$150 per diem
Clara Almasarweh ²	NJ Substitute Credential	Substitute Teacher, \$150 per diem
Heather Schulman	NJ Substitute Credential	Substitute Teacher, \$150 per diem
Lori Myers ¹	Standard: Elementary School Teacher in Gr. K-6	Substitute Teacher, \$150 per diem
Maryna Gavrylchuk ²	NJ Substitute Credential	Substitute Teacher, \$150 per diem
Stefanni Martinez	NJ Substitute Credential	Substitute Teacher, \$150 per diem

¹Pending NJDOE Issuance ²Existing 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:

<u>Mackay Elementary School</u>		
NAME/POSITION	EMPLOYMENT DATES	SALARY/CLASSIFICATION
Lori Myers 1 st Grade – Leave Replacement/Non-Tenurable	Pending NJDOE Credential Issuance – 03/31/2022	Standard: Elementary School Teacher in Grades K-6 MA+16, Step 8 \$73,949 pro rata
<u>Stillman Elementary School</u>		

NAME/POSITION	EMPLOYMENT DATES	SALARY/CLASSIFICATION
Darsy Rodriguez School Counselor – Leave Replacement/Non-Tenurable	Pending NJDOE Credential Issuance – 05/27/2022	Standard: School Counselor MA, Step 1 \$61,124 pro rata
Stefanni Martinez School Psychologist – Leave Replacement/Non-Tenurable	12/01/2021 - 03/18/2022	Standard: School Psychologist MA, Step 3 \$37,274.40 (.6 FTE) pro rata

RESOLUTION P-4 APPROVAL OF STAFF/POSITION RECLASSIFICATIONS

BE IT RESOLVED that the Board approves the following reclassifications:

NAME	FROM	TO	EFFECTIVE DATES
Allison Bross	Per-Diem Substitute Teacher, \$150 per diem	Long-Term Substitute Teacher, BA+16, Step 6 \$62,924 pro rata	On, or about, 01/26/2022 – 06/30/2022
Clara Almasarweh	Lunch Paraprofessional, Maugham	19-Hour Paraprofessional, Maugham	12/14/2021 – 06/30/2022
Ernest DelGizzo	Per-Diem Substitute Teacher, \$150 per diem	Long-Term Substitute Teacher BA, Step 1 \$56,924 pro rata	10/15/2022 – 11/11/2022
John Westervelt	Standard: Teacher of Mathematics Non-Tenurable – Leave Replacement, THS	Standard: Teacher of Mathematics Non-Tenurable – Leave Replacement, THS	09/01/2021 – <i>Extended through:</i> 01/29/2022
Maureen Hassett	19-Hour Paraprofessional, Stillman	30-Hour Paraprofessional, Stillman	12/14/2021 – 06/30/2022
Shaniek Palmer	19-Hour Paraprofessional, THS	30-Hour Paraprofessional, THS	12/14/2021 – 06/30/2022
Shantal Barbot	19-Hour Paraprofessional, TMS	Per-Diem Substitute Paraprofessional	11/30/2021 - 06/30/2022

RESOLUTION P-5 APPROVAL OF EXTRA COMPENSATION APPOINTMENTS

BE IT RESOLVED that the Board approves the following individuals as extra-compensation appointments to the positions indicated for the 2021-2022 school year:

Non-Fiction Reading Support (\$50 per hour, ESSER Funds)

Adrianna Perry
Ava Hwang
Carlee Pagano
Deborah Castaldi
Inga Roberts

RESOLUTION P-6 APPROVAL OF AMENDED LEAVE OF ABSENCE FOR EMPLOYEE

#1585

BE IT RESOLVED that the Board, in accordance with Article VI., B. and C. of the Teachers' contract, grants Employee #1585, a paid maternity/disability leave of absence, using accumulated sick days, effective, on or about, September 9, 2021, 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/FLA, through the March 18, 2022.

RESOLUTION P-7 APPROVAL OF AMENDED LEAVE OF ABSENCE FOR EMPLOYEE #3236

BE IT RESOLVED that the Board, in accordance with Article VI., B. and C. of the Teachers' contract, grants Employee #3236, Teacher of Students with Disabilities, a paid maternity/disability leave of absence, using accumulated sick days, effective, on or about, October 1, 2021, to be followed by a paid disability/child-rearing leave of absence, using accumulated sick days, followed by an unpaid child-rearing leave of absence, inclusive of FMLA/FLA, through January 28, 2022.

RESOLUTION P-8 APPROVAL OF AMENDED LEAVE OF ABSENCE FOR EMPLOYEE #3117

BE IT RESOLVED that the Board, in accordance with Article XIII, of the Tenafly Administrators and Supervisors Association, grants Employee #3117, a paid maternity/disability leave of absence, using accumulated sick days, effective, on or about, June 8, 2021, to be followed by a paid disability/child-rearing leave of absence, using accumulated sick days, followed by an unpaid child-rearing leave of absence, inclusive of FMLA/FLA, from September 1, 2021 through November 26, 2021.

RESOLUTION P-9 APPROVAL OF LEAVE OF ABSENCE FOR EMPLOYEE #3330

BE IT RESOLVED that the Board, in accordance with Article VI., B. and C. of the Teachers' contract, grants Employee #3330, a paid maternity/disability leave of absence, using accumulated sick days, effective, on or about, April 29, 2022, to be followed by a paid disability leave of absence, using accumulated sick and personal days, followed by an unpaid child-rearing leave of absence, inclusive of NJFLA, through June 30, 2022.

RESOLUTION P-10 APPROVAL OF SIXTH PERIOD ASSIGNMENTS

BE IT RESOLVED that the Board approves the following teachers to receive a Sixth Period Assignment with a stipend based on one-sixth of their annual salaries for the 2021-2022 school year:

THS Physical Education (11/22/21 – TBD)
David Burns
Deana Salamone
Eric Quaranti
Kristen McCall
Veronica Capone
Child Study Team
Nancy Parker (9/01/21- extended through 03/18/22)

RESOLUTION P-11 APPROVAL OF ADDITIONAL SUBSTITUTE

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 2021-2022 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:

NAME	CERTIFICATION	POSITION/RATE
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Kaitlin Kaupas	NJ Substitute Credential	Substitute Teacher, \$150 per diem
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ADMINISTRATION

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 2021-22/4,THS-1N; 2021-22/5,MG-2N; 2021-22/6,THS-2N; 2021-22/7,SM-1N; 2021-22/8,MK-3N; 2021-22/9,SM-2Y; 2021-22/10,MG-3N; 2021-22/12,TMS1Y; 2021-22/13,TMS-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.

RESOLUTION A-2 SECOND READING OF POLICY 2422, POLICY 2467, POLICY 5116, POLICY 5751, REGULATION 5751, POLICY 6115.01, POLICY 6115.02, POLICY 6115.03, POLICY 6311, POLICY 7432, REGULATION 7432, POLICY 8420, REGULATION 8420.1, POLICY 8550, POLICY 8600

BE IT RESOLVED that the Board of Education will have the second reading of the following policies and regulations:

Policy 2422 Comprehensive Health and Physical Education (M) (Revised)

Policy 2467 Surrogate Parents and Resource Family Parents (M) (Revised)

Policy 5116 Education of Homeless Children (Revised)

Policy 5751 Sexual Harassment of Students (M) (Revised)

Regulation 5751 Sexual Harassment of Students (M) (Revised)

Policy 6115.01 Federal Awards/Funds Internal Controls – Allowability of Costs (M) (New)

Policy 6115.02 Federal Awards/Funds Internal Controls – Mandatory Disclosures (M)
(New)

Policy 6115.03 Federal Awards/Funds Internal Controls – Conflict of Interest (M) (New)

Policy 6311 Contracts for Goods or Services Funded by Federal Grants (M) (Revised)

Policy 7432 Eye Protection (M) (Revised)

Regulation 7432 Eye Protection (M) (Revised)

Policy 8420 Emergency and Crisis Situations (M) (Revised)

Regulation 8420.1 Fire and Fire Drills (M) (Revised)

Policy 8550 Meal Charges/Outstanding Food Service Bill (M) (Revised)

Policy 8600 Student Transportation (M) (Revised)

RESOLUTION A-3 APPROVAL OF THE 2022-2023 SCHOOL CALENDAR

BE IT RESOLVED that the Tenafly Board of Education approve the school [calendar for the 2022-2023](#) school year.

The calendar has two consecutive professional days beginning August 30 with students returning to school September 6. Schools will be open Election Day and closed November 3 and 4 for the NJEA Convention. Winter Break is February 17-21 that includes Presidents' Day. The calendar has schools closed April 3-7 for April Break and includes a 4-day weekend for Memorial Day with school ending on Thursday, June 22. The calendar includes 183 days for students, 186 for teachers and 189 for new teachers.

This calendar includes the standard 3 snow days built-in as there is no suggestion that a district's current ability to go fully virtual on inclement weather days will continue beyond the pandemic.

In coordination with the feedback from TASA and the TEA, and with the recommendation of Dr. Mamman, we are proposing that the first four school days in gr. K-5 be conducted as "early dismissal days" to expedite the assessment of students (eg: F & P reading assessment, Beginning of year benchmark, WIDA model, Preparation for IEP's, Related service schedules, Behavioral plans, etc.). The testing window would allow teachers to complete said assessments for most students that week. This could positively impact the ability of teachers to review student data from multiple sources for decision making, and provide timely, constructive feedback for all students on their learning. Teachers can more quickly implement guided reading groups and other forms of differentiation to address potential summer slide, identify students in need of interventions, and make progress in the curriculum. This change would also eliminate the need for Kindergarten to be conducted as ½ days for the first two weeks of school as is traditionally done.

The proposed calendar has been prepared with feedback from all groups: TEA, TASA and the CO Administrative team. We recognize that the Board has the final approval and authorization to make any changes prior to such approval and we thank the Board for giving consideration to the proposed change to the K-5 schedule.

RESOLUTION A-4 SCHOOL PRELIMINARY SELF-ASSESSMENT FOR DETERMINING GRADES UNDER THE ANTI-BULLYING BILL OF RIGHTS ACT

BE IT RESOLVED that the Board of Education approve submission of the 2020-2021 New Jersey Department of Education School Preliminary Self-Assessment for Determining Grades under the Anti-Bullying Bill of Rights Act.

CURRICULUM

RESOLUTION C-1 APPROVAL OF PROFESSIONAL DEVELOPMENT REQUESTS

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

RESOLUTION C-2 APPROVAL OF FIELD TRIP FOR ALL SCHOOLS

BE IT RESOLVED that the Tenafly Board of Education [approve the field trips](#) of Tenafly High School will attend Metropolitan Museum of Art on Friday, January 28, 2022 departing at 8:15 a.m. and returning 3:10 p.m. Tenafly High School will attend a Ski Club Trip at Hunter, NY on Sunday, January 30, 2022 departing at 6:00 a.m. returning at 5:30 p.m. Tenafly Boys Baseball Team will attend Disney's ESPN Wide World of Sports in Florida from March 23-27, 2022 during their preseason. Maugham Elementary 4th grade Social Studies students to attend Kean University Virtual Crown to Country on the following dates: January 12, 18, 19, 2022 from 12:20 p.m. – 1:20 p.m.

FINANCE

RESOLUTION F-1 BOARD SECRETARY'S REPORT FOR NOVEMBER 2021

BE IT RESOLVED that the [Board Secretary's](#) report for the month of November 2021 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-2 TREASURER'S REPORT FOR NOVEMBER 2021

BE IT RESOLVED that the [Treasurer's report](#) for the month of November 2021 be accepted as submitted and filed in the official minutes of this meeting.

RESOLUTION F-3 TRANSFERS FOR NOVEMBER 2021

BE IT RESOLVED that the Board of Education approves transfers for the 2021-2022 school budget in a report dated November, 2021, 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-4 APPROVAL OF BILLS FOR NOVEMBER 19, 2021 THROUGH DECEMBER 9, 2021

BE IT RESOLVED that bills properly certified as to validated purchase orders and receiving documentation and approved in the total sum of \$6,489,680.86 for November 19, through December 9, 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:

	Fund	Totals
(10)	General Fund	\$119,275.72
(11)	General Current Expense	\$4,418,300.39
(12)	Capital Outlay	\$65,300.00
(13)	Special Schools	\$3,006.90
(20)	Special Revenue Funds	\$114,729.38
(30)	Capital Projects Funds	\$2,625.00
(50)	Enterprise Fund	\$11,685.69
(55)	Preschool Program Fund	\$6,923.80
(60)	Trust and Agency Funds	\$125,136.15
(90)	Gen Long-Term Debt Acct Group	\$1,622,697.83
	TOTAL	\$6,489,680.86

RESOLUTION F-5 PAYROLL FOR NOVEMBER 2021

BE IT RESOLVED that the regular payroll for November 2021 be and hereby is approved for payment as follows:

PAYROLL	
Date	Amount
11/15/21	\$2,205,867.53
11/30/21	\$2,293,584.02

RESOLUTION F-6 APPROVAL OF JOINT PURCHASING AGREEMENT WITH BERGEN COUNTY REGION V COUNCIL FOR SPECIAL EDUCATION FOR THE 2022-2023 SCHOOL YEAR

BE IT RESOLVED that the Tenafly Board of Education approves the Joint Purchasing Agreement and will participate as a full member of the Bergen County Region V Council for Special Education for the 2022-2023 school year; does hereby accept, adopt and agree to comply with the Region V Bylaws; designates Shauna DeMarco, Superintendent, as its representative to Region V; and empowers her to cast all votes and take all other actions necessary to represent its interests in Region V. The Board further approves the joint bidding and transportation agreements for all Tenafly Board of Education students who are transported through Region V; The Board further approves the joint bidding and/or shared services agreement; including but not limited to student evaluations, student therapies and other student support services. The Board further approves the joint bidding and/or shared services for non-public school services; and The Board further approves the joint bidding and/or shared services for other services as requested to be provided by Region V component districts on an as needed basis.

RESOLUTION F-7 APPROVAL OF HEALTH AND SAFETY EVALUATION STATEMENT OF ASSURANCE

BE IT RESOLVED that the Tenafly Board of Education approves the Health and Safety Evaluation of School Buildings Checklist Statement of Assurance for the school year 2021-22.

RESOLUTION F-8 APPROVAL OF NJSDA AND NJDOE EMERGENT AND CAPITAL MAINTENANCE NEEDS GRANT APPLICATION

BE IT RESOLVED that the Tenafly Board of Education approve the application for \$ 90,500. The NJSDA and NJDOE Announce \$75 Million for Emergent and Capital Maintenance Needs The New Jersey State FY2022 budget includes a direct appropriation of \$75 million to the New Jersey Schools Development Authority (SDA) to provide funding for projects related to emergent and capital maintenance needs. This funding is available to SDA Districts and Regular Operating Districts to address emergent projects as well as capital maintenance projects, especially for facilities costs to address COVID-19 concerns. The funding is available to offset district costs associated with taking those important measures and ensuring students have safe and healthy learning environments. These funds will be used towards the replacement of broken HVAC/Airdale units and upgrade controls at the Middle and High Schools project costs anticipated to be incurred this fiscal year.

RESOLUTION F-9 APPROVAL FOR RENEWAL OF THE JOINT TRANSPORTATION CONTRACT WITH NEW MILFORD BOE FOR 2021-2022 SCHOOL YEAR

BE IT RESOLVED that the Tenafly Board of Education approves the joint transportation agreement to transport six Tenafly students to Bergen County Technical High School in Paramus, NJ on existing routes D13A, D13MD, and D13P in the amount of \$3,064.97 for the 2021-2022 school year.

RESOLUTION F-10 APPROVAL FOR DONATION OF KN95 MASKS

BE IT RESOLVED that the Tenafly Board of Education approves the donation of 1,000 KN95 Masks from Tenafly residents JX and YCJ.

RESOLUTION F-11 APPROVE THE PROPOSAL FOR PROFESSIONAL ARCHITECTURAL AND ENGINEERING SERVICES WITH E.I. ASSOCIATES FOR MECHANICAL SYSTEM UPGRADES MIDDLE SCHOOL AND HIGH SCHOOL

BE IT RESOLVED that the Tenafly Board of Education [approve the proposal](#) for professional architectural and engineering services with E.I. Associates. The scope of work will include the replacement of selected mechanical equipment at the Middle and High Schools. The work involves the replacement of twenty-two Airedale mechanical units at the Middle School, and boiler upgrades, and the replacement of nineteen Airedale units at the High School. The upgrades involve the installation of new pumps, expansion tanks, chemical treatment and associated appurtenances. Boiler piping replacement is limited to the required to replace pumps and selected hydraulic equipment. The total cost of the subject mechanical system upgrades is estimated to be \$ 1,800,000. The cost of professional services totaling \$ 124,000 is estimated as follows:

Phase I – Schematic Design and NJDOE Submission Phase: \$9,000

Phase II – Contract Documents Phase: \$ 92,500

Phase III – Construction Administration Phase: \$ 22,500

Total Phase Costs - \$ 124,000

RESOLUTION F-12 APPROVE THE PROPOSAL FOR PROFESSIONAL ARCHITECTURAL AND ENGINEERING SERVICES WITH E.I. ASSOCIATES FOR ROOF AND PARAPET REPAIRS AT MAUGHAM ELEMENTARY SCHOOL

BE IT RESOLVED that the Tenafly Board of Education [approve the proposal](#) for professional architectural and engineering services with E.I. Associates. The scope of work will include the replacement of the existing flat roof over the North entrance, the installation of larger roof drains to prevent water damage in the Kindergarten and PAWS rooms, and the repair of the brick parapet along the front façade of the Maugham Elementary School. The total cost of the subject roof and parapet repairs is estimated to be \$ 210,000. The cost of professional services totaling \$ 29,000 is estimated as follows:

Phase I – Schematic Design and NJDOE Submission Phase: \$5,000

Phase II – Contract Documents Phase: \$ 17,000

Phase III – Construction Administration Phase: \$ 7,000

Total Phase Costs - \$ 29,000

RESOLUTION F-13 APPROVE THE PROPOSAL FOR PROFESSIONAL ARCHITECTURAL AND ENGINEERING SERVICES WITH E.I. ASSOCIATES FOR FIRE ALARM SYSTEM REPLACEMENT PROJECT AT MAUGHAM ELEMENTARY SCHOOL

BE IT RESOLVED that the Tenafly Board of Education [approve the proposal](#) for professional architectural and engineering services with E.I. Associates. The scope of work will include the replacement of the existing fire alarm system at the Maugham Elementary School with a modern,

addressable system. The total cost of the subject fire alarm replacement is estimated to be \$ 300,000. The cost of professional services totaling \$ 45,000 is estimated as follows:

Phase I – Schematic Design and NJDOE Submission Phase: \$5,000
Phase II – Contract Documents Phase: \$ 33,000
Phase III – Construction Administration Phase: \$ 7,000
Total Phase Costs - \$ 45,000

RESOLUTION F-14 APPROVE THE PROPOSAL FOR PROFESSIONAL ARCHITECTURAL AND ENGINEERING SERVICES WITH E.I. ASSOCIATES FOR FACILITY INVESTIGATION SERVICES, REV. 1 FOR SMITH AND STILLMAN ELEMENTARY SCHOOLS

BE IT RESOLVED that the Tenafly Board of Education [approve the proposal](#) for professional architectural and engineering services with E.I. Associates. The scope of work will include the investigation of building structural and site drainage concerns at the Smith and Stillman Elementary Schools. The investigation will address the following identified issues:

Smith Elementary School • Settlement of brick masonry at exterior rear East wall at unit ventilator vent locations • Interior floor settlement at the West side of the courtyard • The outward settlement of the existing masonry planter walls at the front entrance.

Stillman Elementary School • Settlement of the existing entrance area slab at the 2005 addition
The total cost of the subject investigation is estimated to be \$ 15,000 which includes the cost of Geotechnical Testing Consultant Allowance of \$ 7,500.

RESOLUTION F-15 APPROVE THE PROPOSAL FOR PROFESSIONAL ARCHITECTURAL AND ENGINEERING SERVICES WITH E.I. ASSOCIATES FOR SITE IMPROVEMENTS AT MACKAY AND MAUGHAM ELEMENTARY SCHOOLS

BE IT RESOLVED that the Tenafly Board of Education [approve the proposal](#) for professional architectural and engineering services with E.I. Associates. The scope of work covers selective site improvements at the Mackay and Maugham Elementary Schools. The work involves the following proposed site improvements:

Mackay Elementary School • Replace the asphalt paved hard surface playground area located in the courtyard. Provide two new ADA compliant ramps, with rails, at two exit door locations. • Construct a terraced retaining wall structure within 20' wide slope area between the turf field and playground. Terraced area to also serve as outdoor seating area. • Provide an ADA accessible route from the school building to the playground.

Maugham Elementary School • the grade above the retaining wall of the west side of the school between the synthetic turf field and the school is steep. The District would like to flatten the grade adjacent to the school along the existing sidewalk by installing an additional retaining wall. • Replace the sidewalk on the west side of the building along the Library. • Stabilize areas of excessive ongoing soil erosion. The total cost of the site improvements is estimated to be \$ 300,000. The cost of professional services totaling \$ 60,000 is estimated as follows:

Phase I – Schematic Design and NJDOE Submission Phase: \$9,000 plus the following Allowances:

Site Survey Allowance: \$ 6,000
Geotechnical Investigation Allowance: \$ 10,000

Phase II – Contract Documents Phase: \$ 21,000 plus the following Allowances:

BCSCD Application Allowance (\$1,500/site, if required: \$ 3,000)
 Phase III – Construction Administration Phase: \$ 11,000
 Total Phase Costs - \$ 60,000

RESOLUTION F-16 APPROVAL FOR EMERGENCY FLOOD DAMAGE SHELVING AND BOOK CASE REPLACEMENT AT SMITH ELEMENTARY SCHOOL

BE IT RESOLVED that the Tenafly Board of Education approve the proposal from Tri-Plex Industries, Inc. to replace twenty-nine bookcases, five base cabinets with countertops and eight panels at Smith Elementary School due to Water Damage in the amount of \$19,750. Tri-Plex Industries is the lowest price received out of three quotes received for this replacement following the purchasing guidelines in Title 18-A. The district will file an insurance claim for this damage.

RESOLUTION F-17 APPROVAL OF THE ADDITION OF THE PARENT-FUNDED SOFTBALL TEAM PROGRAM FOR THE 2021-2022 SCHOOL YEAR

BE IT RESOLVED that the TBOE approve the proposed, parent-funded Softball Team to pursue participation in the NJSIAA for the 2021-2022 school year, pending the district’s hire of a certified coach and final review of the team’s proof of funding and its coverage of all provisions with regard to the medical, facility and transportation requirements as outlined in Policy 2431.07.

<i>Resolutions – B-1, P-1-P-11, A-1-A-4, C-1-C-2, F-1-F17</i>				
<i>Moved: Ms. Meytes</i>			<i>Second: Mr. Salaski</i>	
<i>Board Member</i>	<i>Ayes</i>	<i>Nays</i>	<i>Abstain</i>	<i>Absent</i>
Igor Frid	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			

*Motion was made to approve the entire agenda
 Moved: Mr. Frid Second: Ms. Merchant
 All in Favor*

New Business – None.

Public Comment

- LL thanked all for Smith School playground, and commented about the Leroy St. entrance being closed is dangerous, and requested the administration put this on their priorities.
 - Both SD and Ms. Jocelyn Schwarz shared it is a priority, but has to go thru the bidding process.
- SD provided follow-up on recruitment of diverse staff information.

*Meeting adjourned at 9:47 p.m.
Moved: Ms. Juhng Second: Ms. Newman
All in Favor*

Respectfully submitted,

Victor Anaya

Dr. Victor J. Anaya
School 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: TBOE Listening Sessions Project

NAME OF THE CHAIRPERSON: Yelena Meytes

DATE & HOUR OF MEETING: 11/30/2021 12:00pm LENGTH OF MEETING: 1 hour 20 minutes

BOARD MEMBERS ATTENDING: Jocelyn Schwarz, Jane Jungh, Yelena Meytes, Paula Newman

ADMINISTRATORS: NA) Bonnie Cushing & Edie Grauer

SUBJECTS(S) DISCUSSED:

This report is a collaboration of our committee meeting held on 11/30 and responses to any questions we received at our most recent public meeting on 12/6/21. A majority of the committee agreed that it was important to report on the committee content and reply to questions posed during the public comment section of our full board meeting held on 12/6/21.

1. Jocelyn Schwarz, Board President was asked to attend the 11/30 committee meeting to help prepare questions for the facilitators to have ready for the board presentation. We discussed and agreed on specific topics to be highlighted for the public and the board trustees. We agreed for the facilitators to be present promptly at 8pm in order to begin their presentation immediately after public comment. We agreed that the facilitators should provide a detailed overview of their previous work with school districts, their specific work with Tenafly Public Schools, a description of their approach, as well as expectations for the upcoming participants.
2. Yelena Meytes followed up with Bonnie Cushing and Edie Grauer on Thursday 12/2/2021 reiterating our requests.

Questions/Inquiries raised during public comment on 12/6/2021

Q: "What is being measured?"

To ensure the best possible outcome of this initial project, the board created a Listening Sessions Task Force and employed racial justice professionals to assist in this endeavor. In order to provide necessary context to this highly sensitive subject, it was decided that, prior to holding the listening sessions, the racial justice facilitators/educators would first conduct preparatory trainings for the board and lead administrators to enhance their deep listening and support their constructive and restorative responses. The training modules will focus on The Fundamentals of Racism and will be followed by voluntary debrief sessions for reflection and feedback. The facilitators will be tailoring the training content to be relevant and responsive to the specific needs of Tenafly.

The Anticipated Outcomes of the trainings are:

1. Participants will learn definitions of Race and Racism
2. Participants will receive a historical context for structural racism
3. Participants will acquire a common language with which to constructively discuss racism
4. Participants will be able to identify the "Four Is of Racism" and understand the nature of implicit bias
5. Participants will have increased awareness of their own socialization/racialization process and its influence
6. Participants will have a "racial equity lens" through which to more deeply listen and understand the stories they hear from the community in the Listening Sessions
7. Upon completion of the trainings, the board and lead administrators, with the assistance of the facilitators will hold the Listening Sessions to obtain data and feedback from the community on the impacts of racism in our schools.
8. Upon completion of the community Listening Sessions, the Board will share the data and feedback derived from the listening session with the public. The Board will then decide if, and what, additional actions may take place.

3. _____

Q: Differentiate the difference between Critical Race Theory and Antiracism Training.

This is a listening sessions initiative. We are not here to discuss CRT content, it would be inappropriate for us to comment on CRT as we are not CRT theorists nor did we hire CRT educators. We hired facilitators with 30 years of experience working with families, individuals and k-12 NJ school districts on antiracism. Bonnie and Edie outlined the training during their presentation on 12/6/2021 to the board in a public forum. They will be focusing on a) Fundamentals of Racism in the United States b) Understanding the Four Is of Racism, the various degrees of Racism and its impact on groups of people c) the content will be customized to address the demographic dynamics specific to Tenafly. Through the common understanding of the nature of racism and the raised self-awareness/cultural sensitivity these trainings will support, the board and administrators will more effectively contribute to a safe but brave space in which the everyone can share their truth.

Q: Will parents be privy to the content of the trainings?

A: On 12/6/2021 Bonnie and Edie gave a comprehensive overview of what will be covered in the trainings. The content will remain as described. During the trainings, the feedback from the participants is not something we can anticipate. These trainings are deeply personal, emotional and complex and in order to ensure that all trainees feel safe, comfortable and engage with honesty and empathy, they must be private. The listening sessions will be open to the public and anyone in our school community can join.

Q: How are the facilitators reimbursed?

Bonnie Cushing and Edie Grauer have been contracted by TPS. They have a set fee for the workshops, listening sessions and debriefs which is outlined on the RFP public record. When the facilitators are called upon for areas of collaboration or consultation, their fee is 150.00 per hour. Not 400.00 per hour as stated during last week's public comment.

Q: There has been concerns raised by some members of the public that I, Yelena Meytes stated that the project will be separating participants based on two categories; Racial Superiority and Racial Inferiority. Clarification:

On August 23rd 2021, the Board approved Bonnie Cushing and Edie Grauer for ANTI-RACISM CONSULTING, FACILITATING AND EDUCATIONAL SERVICES. A public comment was made stating that "Antiracism is a racist totalitarian movement that puts everyone at risk – its roots are in Marxism and tenets include this is anti-capitalist, anti-democratic and continued discrimination based on past and future". In response, I, Yelena Meytes quoted Undoing Racism Principles from the People's Institute for Survival and Beyond; as a response to the incorrect notion that we will be teaching Marxist theory in our schools. I, Yelena stated " we will attempt to undo" by looking at two categories. The word separated has never been stated. In fact, that would be the exact opposite of Antiracism principles. I, Yelena further stated "that is the context and box space that we will be engaging in". On 12/6/2021, Bonnie and Edie further explained their tailored work and clarified that the focus will be on the Tenafly Community, on fundamentals of Racism in the United States and the four Is of Racism.

Q: There has been concerns raised by one community member that Inbal Israeli Miller made inappropriate comments about microaggression. Clarification

During the 2021 BOE Candidates Forum, a question was raised in regards to Critical Race Theory. Inbal responded with the following; "Critical Race Theory will not be taught in our schools. Period. There is no intention, nor is there any attempt, to teach or implement such curriculum in our district." She further accounted that Last year we heard stories from courageous students and parents of various backgrounds, who spoke of experiencing micro-aggressions at times. She stated "While we'd like to think none of us would hurt another's feelings on purpose, we cannot deny the fact that in order to avoid doing so, we should first be aware of how certain words and behaviors are perceived in the eyes of another." Ms. Israeli Miller was simply attempting to share the experiences of many of our students and community members. There was no other intention beyond that.

-
4. At this time, we have nothing additional to report in regards to this project. We have scheduled the workshops which will be taking place in the coming months. If you have any further inquiries, please email the Project Committee members. We will provide an update after all groups have completed their first workshop and debrief.

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

ADDENDUM:

DATE, TIME, PLACE OF THE NEXT MEETING: _____

Signed: _____



BOARD OF EDUCATION COMMITTEE REPORT

NAME OF COMMITTEE	Facilities Committee		
NAME OF CHAIRPERSON	Jocelyn Schwarz		
DATE & HOUR OF MEETING	December 6, 2021, 5pm	LENGTH OF MEETING	~ 2 hours
BOARD MEMBERS ATTENDING	Jocelyn Schwarz, Paula Newman, Ed Salaski, Michelle Merchant		
ADMINISTRATORS ATTENDING	Shauna DeMarco, Victor Anaya, Jim Morrison, John Fabbo, Joe Carollo, Mario Cofini, Billy Breakfield, Daryl George, Bob Caputo		
GUESTS ATTENDING	EI Associates - Steve Moldt		

SUBJECTS DISCUSSED:

1.	<p>Finalize LRFP - Proposals to consider for Year 1</p> <p>The list of projects to be addressed in the '22-'23 budget has been updated slightly since our last meeting (see below). This work totals \$3,556,645.80. We will be using \$587,155 in ESSER II money and have applied for a \$90,000 SDA grant to address air conditioning issues at TMS and THS, bringing the total budgeted amount for capital projects to \$2,969,490.80. This is all pending discussion at the finance committee (after our audit for '20-'21 is complete) to ensure we can support that number in our Capital Projects budget.</p> <p>The bidding process on the large items will begin after tonight's approvals, but that does not lock us into doing the work. That simply allows us to bid out each job to get the most competitive pricing and begin ordering supplies and scheduling the work for Summer '22. If we ultimately determine certain projects need to be delayed, we can do so after going out to bid with no penalty.</p> <p>Given that we are able to fix the issues with the Smith School playground opening it up for use asap, we have decided to remove all playgrounds from next year's budget to focus on other items of importance. Our re-imagining of the playgrounds will be built into future years of the LRFP. We have received a quote from EI for \$875,000 for all 4 playgrounds which includes upgraded playground surfaces, ADA accessibility and new equipment. We plan to look at other, less expensive ways to accomplish our goals.</p> <p>In the short term, in addition to putting down new mulch at all 4 playgrounds to help make the surfaces more even, we received a quote for \$9,500 to address and fix any broken elements. The committee supports moving forward with these repairs. Our in-house buildings and grounds crew will also continue to address any regular playground maintenance issues that arise. And lastly, we are looking to add some elements to the Stillman School playground that are ADA compliant, based on student need.</p> <p>The ESIP company is scheduled to do a walkthrough of our facilities on 12/16 and we will schedule a meeting in January to review their findings.</p> <p>Updated Facility Plan by School for '22-'23</p> <p>Mackay</p> <ul style="list-style-type: none"> ● Repave the exterior courtyard to resolve drainage issues and replace a ramp. ● Terraces in slope between turf & playground (erosion wall)
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- Add ADA Accessible Route/Ramp Sidewalk (doing this project now makes sense because we will be doing other paving work at Mackay simultaneously)

Maugham

- Front parapet/brick repair – bricks are starting to shift and must be fixed or replaced to prevent water intrusion in the building.
- North entrance flat roof repair – we will change the slope of the roof to redirect water to larger gutters. This area has experienced various issues resulting from the water not draining properly.
- Fire alarm system replacement – the system at Maugham is outdated and lacks modern features.
- Replace wheelchair lifts – there are 2 in the building that must be replaced.
- New curb & safety surface for play area by the baseball field
- Fence replacement/retaining wall/sidewalk (SW of school) – the slope between the retaining wall and building must be addressed. The sidewalk is coming up from the ground.

Smith

- Exterior rear east wall settling – this is the back of the building underneath the grates into unit ventilators. Bricks are dropping down. Need to excavate to see what is happening. The proposed cost is to investigate and for minimal work. If the work necessary is comprehensive in scope, it may need to wait until '23.
- Interior floor settling/west side of courtyard – the floor along the entire wall on the west side of the courtyard slopes down. The proposed cost is to investigate. The cost for necessary repairs is unknown at this time.
- SW corner fence – in need of replacement.
- Front Entrance Renovation – to include repairing/replacing the retaining wall, sidewalk, steps, large bricks, railings, and brie soleil (the open lattice work). Will also look at closing the brie soleil and just making it a flat roof instead. This quote is inclusive of the concrete work that was part of the '21 budget but never done.

Stillman

- New Classroom electrical outlets – necessary to bring them up to code
- Wheelchair access - necessary from parking lot to the rear exit. Right now, the only wheelchair access in the building brings you to the new wing which is far from the rest of the building.
- Settling in the newest portion of the building – proposed cost is to investigate.

TMS

- 22 Airedale Replacements (we hope to address some of these using ESSER II money before the Spring so that the buildings are more comfortable for students and staff)

THS

- 19 Airedale Replacements (we hope to address some of these using ESSER II money before the Spring so that the buildings are more comfortable for students and staff)
- Boiler renovations – this includes everything that wasn't replaced when the boiler was replaced a couple of years ago (motors, controls, etc)

Central Office

- Technology items are included in the CO budget. Exact projects/expenditures will be determined after the Technology Strategic Plan is developed.

2. **Finalize LRFP - 10 Year Plan**

This will be discussed at our next FAC meeting after reorg and hopefully after the committee members are able to take tours of all of our facilities.

3. **Smith School**

Short term

By the time this report is given the playground should have been fixed. The existing mulch will be removed down to the fabric, holes will be filled with gravel where necessary, and new mulch will be laid down. The surface will be even and ready for play. Thank you to our maintenance and buildings and grounds staff for working over the weekend to get this done for the Smith community.

We have received bids to repair the field, drain pipes and catch basin just behind the school and will have an update on the progress at our next meeting.

Long term

We will have an update on the long term work necessary to open up access from Leroy at our next meeting.

Adding additional catch basins on Leroy has been recommended to help with heavy rainfall in the future (in addition to other preventative measures). This will cost \$34,000 and is not covered by insurance as it is considered preventative. We will discuss this project with the borough at our next Joint Use meeting to determine how to proceed.

If the committee is not in complete agreement with the above, please attach a "minority report" by that member who disagrees.

ADDENDUM	
DATE, TIME, PLACE OF NEXT MEETING	TBD
SIGNED	Jocelyn Schwarz

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