

MINUTES OF THE REGULAR MEETING  
OF THE TENAFLY BOARD OF EDUCATION  
MONDAY EVENING, JANUARY 27, 2020  
HELD AT THE HEGELEIN BUILDING, 500 TENAFLY RD., TENAFLY, NJ

DATE 2/19/20

APPROVED Yon Herman

**(All Public Board Meetings are Recorded and Posted on the District Website)**

**MINUTES OF THE REGULAR MEETING  
OF THE TENAFLY BOARD OF EDUCATION  
MONDAY EVENING, JANUARY 27, 2020  
HELD AT THE HEGELEIN BUILDING, 500 TENAFLY RD., TENAFLY, NJ**

The meeting was called to order at 7:21 p.m. by Board President Janet Horan who read the following statement:

"The New Jersey Open Public Meetings Law was enacted to insure the right to the public to have advance notice of and to attend the meetings of public bodies at which any business affecting their interest is discussed or acted upon."

In accordance with provisions of this act, the Tenaflly Board of Education has caused notice of this meeting to be publicized by having the date, time and place thereof posted at the Borough office, Tenaflly Public Library, administrative building, in the local press and on the district's web site.

On roll call, the following Board members answered present:

Mark Aronson  
Natalie Barbanel  
Patricia Flynn  
Inbal Israeli Miller  
Jane Juhng

Paula Newman  
Edward J. Salaski  
Jocelyn Schwarz  
Janet I. Horan

The following staff members were present:

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

A motion was made by Mr. Aronson and seconded by Ms. Juhng that the Board convenes in closed session according to the following:

WHEREAS, the Tenaflly Board of Education has been formed pursuant to applicable New Jersey Statutes, and

WHEREAS, the Board is charged with the responsibility of performing all acts and doing all things, consistent with law and the rules of the State Board of Education, necessary for the lawful and proper conduct, equipment and maintenance of the public schools and public school property of the Tenaflly Public School District, and

WHEREAS, Section 7 of the Open Public Meetings Act (N.J.S.A. 10-4-12) permits the exclusion of the public ("closed session") from a meeting of the Board in certain circumstances, and

WHEREAS, the Board has determined that circumstances exist for such a closed session,

WHEREAS, the Board has found the action described below to be necessary and proper,

NOW, THEREFORE, BE IT RESOLVED by the Board on the date indicated above that:

- 1.) The public shall be excluded from discussion of and action on the closed session herein set forth.
- 2.) The confidential subject matter to be discussed is as follows:
  - Legal Matters
  - Personnel Matters
  - Student Matters
- 3.) The Board will return to Open Session at approximately 8:00 p.m.

No formal action will be taken.

The motion was unanimously approved by the Board.

The meeting recessed to closed session at 7:21 p.m.

A motion was made by Ms. Barbanel and seconded by Ms. Schwarz that the Board convene from closed session at 8:19 p.m. and go into open session.

The meeting was called to order at 8:19 p.m. by Ms. Horan who read the following statement:

"The New Jersey Open Public Meetings Law was enacted to insure the right to the public to have advance notice of and to attend the meetings of public bodies at which any business affecting their interest is discussed or acted upon."

In accordance with provisions of this act, the Tenaflly Board of Education has caused notice of this meeting to be publicized by having the date, time and place thereof posted at the Borough office, Tenaflly Public Library, administrative building, in the local press and on the district's web site.

On roll call, the following Board members answered present:

Mark Aronson  
Natalie Barbanel  
Patricia Flynn  
Inbal Israeli Miller  
Jane Juhng

Paula Newman  
Edward J. Salaski  
Jocelyn Schwarz  
Janet I. Horan

The following staff members were present:

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

Also present:

Kira Baltaytis, Jr. Student Representative

Ms. Horan opened the meeting with the Pledge of Allegiance to the flag.

### **APPROVAL OF MINUTES**

A motion was made by Ms. Newman and seconded by Ms. Israeli Miller to approve the Minutes of the Reorganization / Regular Public Meeting and Closed Executive Meeting of January 6, 2020.

Ms. Horan asked the Board if they had any questions or comments on the Minutes.

The Minutes of the Reorganization / Regular Public Meeting and Closed Executive Meeting of January 6, 2020 were approved as follows:

Yes - 8	Mark Aronson	No - 0
	Natalie Barbanel	
	Patricia Flynn	Abstain - 1 Inbal Israeli Miller
	Jane Juhng	
	Paula Newman	Absent - 0
	Edward J. Salaski	
	Jocelyn Schwarz	
	Janet I. Horan	

### **PUBLIC RECOGNITION-COMMUNITY COMMENTARY**

Ms. Horan inquired if there were any members of the audience who wished to address the Board on any item listed on the agenda.

There were no comments.

### **PUBLIC RECOGNITION-COMMUNITY COMMENTARY**

Ms. Horan inquired if there were any members of the audience who wished to address the Board on any item not listed on the agenda.

There were no comments.



## **NEW BUSINESS**

Topic presented and approved by the Board for discussion.

### **Open forums with staff, students, and Board trustees:**

Ms. DeMarco stated she spoke with the Fort Lee Superintendent who described that their Board goes to local businesses informing them of community meetings, open to all, during the week and sometimes on weekends. Ms. DeMarco learned that the Ridgewood BOE hosts two open meetings a year in the Board office for the community during the day. Mr. Aronson said he spoke with the NJ School Board Assoc. (NJSBA) and they discourage meetings with staff, students and Board trustees. The NJSBA suggested he contact the Fort Lee and Fair Lawn BOE. He said the Fair Lawn BOE does not hold meetings with the faculty, but they do have organized student group meetings with a couple of Board members in attendance. He added they do not have student representatives at their regular Board meetings. Mr. Aronson was invited to attend one of the meetings in Fair Lawn. He expressed that his main area of interest is to have informal forums with the faculty and he would like to keep this topic open until more information is gathered.

Ms. Horan added that the River Edge BOE has a mentoring program where an 8<sup>th</sup> grade student can shadow a Board member at a meeting to get an idea of what it is like to get involved in local government, etc.

Ms. Barbanel expressed that she likes what the Fair Lawn BOE does by having open and informal forums for students and Board trustees.

Kira Baltaytis spoke about a program Mr. Morrison recently implemented called "Ask the Administration" that is open to the entire school to come and talk with Mr. Morrison about issues, etc.

Ms. Israeli Miller stated that a few 8<sup>th</sup> grade students recently emailed letters to the Board about their particular topics of interest. Ms. Israeli Miller said she is in favor of this activity, finds it interesting and helpful, suggested this practice continue more often and expand it to the High School students.

Regarding the idea of having open forums with faculty, Ms. Newman expressed that teachers may not be totally comfortable speaking with Board members, unless maybe to share information with the Board. Ms. DeMarco expressed that although the idea of having these type of forums would fall under the control of the Board, she would consider exploring the Board's ideas, without commitment, to give them feedback if there is an interest by the faculty. Ms. Juhng suggested forums could be geared more with a focus or purpose or offer a particular topic in order to generate interest.

## **BOARD PRESIDENT'S REPORT**

Ms. Horan said she was honored to be invited to attend the Korean Parent Association's Lunar New Year celebration last Saturday at Maugham School. The event was very well attended with performances highlighting modern and traditional Korean music, dance and martial arts (including a K-pop performance), and games and food. In between performances, there was a Tenaflly based question period for students to answer about the schools that Ms. Horan said she found interesting. Councilwoman Lauren Dayton informed Ms. Horan that Tenaflly is holding a centennial event on September 12, with a focus on the legacy of Elizabeth Cady Stanton in Tenaflly and the women's suffragette movement and the right to vote. Ms. Horan asked Ms. Dayton if the event committee would be interested in having a Tenaflly BOE trustee join the committee. Ms. Newman expressed an interest in the committee.

Ms. Horan thanked Ms. Schwarz for joining the Sustainability Committee, as the change in the time slot proved difficult for Mr. Salaski who signed up for that committee originally.

## **SUPERINTENDENT'S REPORT**

Ms. DeMarco gave a big thank you to Smith School for the new artwork in the Boardroom.

Ms. DeMarco gave the following report:

Good evening, and a belated happy new year to all those who observed the Lunar New Year this past Saturday. We thank all those faculty, staff, students and parents who led and joined in the celebrations in our schools and wish everyone a year filled with health, peace, and prosperity,

As we close out the month of January, we do so with sincere gratitude to Mother Nature. Like my superintendent colleagues and the districts' buildings and grounds supervisors, we appreciate the warm dry weather which has provided for more restful nights than are typical for people in our positions during the month of January.

Speaking of warmer temperatures blending in among cold mornings and evenings, students are reminded of the dangers associated with any activities near or on bodies of waters, like lakes, ponds and brooks. Sadly, young lives have recently been lost this year across the state due to activities related to water that appeared frozen solid, but was not. The TPD joins us in reminding all Tenaflly students to refrain from any such activity and we ask all parents to please share these reminders at home.

Enrollment in the Tenaflly Schools has increased by 3 students since our January 6th meeting. We have 3,802 students currently enrolled: 1518 students are in our elementary schools, 381 of which are at Mackay, 373 at Maugham, 385 at Smith and 378 at Stillman. We have 904 Middle School students and 1,250 high school students, as well as 18 Tiger Tots and 112 out of district students. Of those out of district students, 39 are at academies. No Tenaflly students are currently enrolled in a charter school.

The following classes are at capacity in our elementary schools: Grade 2 at Stillman, Grade 3 at Maugham, and Grades 3, 4 and 5 at Mackay.

Community members are invited to join Dr. Mamman and me tomorrow morning from 9:00 - 10:30 a.m. for our second "Coffee and Conversation" session for the 2019-20 school year. We look forward to engaging in conversation with parents/caregivers on a variety of pertinent topics which will not only drive our conversation but many of which will continue to drive our work moving forward.

We thank Care Plus for their recent program on the Healthy Use of Technology that was hosted for our middle and high school parents on January 23rd. The session on this topic designed for elementary parents will take place tomorrow evening at 7 pm at Stillman School.

Finally, we are excited to be welcoming our newest families and youngest Tigers to Tenafly. Kindergarten Registration is set for February 4, 5, 6, and 7. Please see our website for registration information. Thank you.

Ms. DeMarco expressed to the Board that we were fortunate today to welcome Dr. Repollet, NJ Commissioner of Education, to our Bergen County Superintendent Roundtable. Executive Freeholder James Tedesco and other freeholders were in attendance. One of the topics of discussion involved a group we are working with from the College of Saint Elizabeth, who are taking the social and emotional learning work being done with Tenafly, Paramus and Emerson and expanding it state wide to create a student-support network. One of their gatherings will be held on February 6. Board members are welcome to attend on that day. Dr. Maurice Elias will be a presenter. In addition, Mr. DeLisio, BC Interim Superintendent, welcomes trustees who are interested in serving on a group being formed state wide to look at the broad scope of issues many districts are facing regarding transportation (lack of drivers, cost of equipment, logistics of moving students, costs involved of transporting students, certification requirements of drivers, etc.). Ms. DeMarco will give Mr. DeLisio the names of trustees who express an interest.

Ms. Israeli Miller said she was happy to receive the text over the weekend from the Tenafly Police to the community about keeping kids off the ice.

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

Dr. Mamman gave the following report with curricula updates:

Good Evening. We've been working towards our goal of enriching all curricula with opportunities for creativity and innovation, with a focus on interdisciplinary connections and authentic assessments that enhance instruction through:

- Deeper Thinking and Learning
- Authentic Work
- Student Agency and Personalization
- Technology Infusion

### K-5

- Led by the Elementary Lead Teachers, teachers in grades K, 1, 2, 3, and 5 have been working on revising science units to more closely align with the NGSS and enhance student engagement with hands-on activities and performance-based assessments; grade 4 teachers have focused on small-group instruction strategies, including using manipulatives in math and small-group guided reading during literacy instruction.
- ELL teachers will begin utilizing the Imagine Learning Language & Literacy program to provide targeted, individualized instruction to port of entry students and other struggling learners in the program.
- Music teachers across the district have begun instruction on playing recorders to all 2nd graders.

### MS

- We are working on lessons in grades 6, 7, and 8 to include contributions to society, culture, politics, etc. from people of disabled communities, and LGBTQ communities.
- New digital art elective started today for 6, 7, and 8<sup>th</sup> grade students – using Photoshop, Illustrator, and IDesign.
- Starting a pilot for new math materials in 6<sup>th</sup> grade math this year.
- Lead teachers are collaborating with departments on course grading and interdisciplinary connections
- All lead teachers and MS admin will be attending the annual NJ Middle Level Educators Conference in early March at Kean University
- Scripps Spelling Bee will take place on Feb. 3rd

### HS

In the SS department we are researching content and resources for bringing women and minorities into the Euro curriculum and have been in touch with Peggy McIntosh, who is a top scholar in the field of inclusive curriculum. Teachers are continuing their work with LGBTQ and People with Disability content and resources.

Our students participated in the recent NJ regional DECA competition. DECA (Distributive Education Clubs of America) prepares emerging leaders and entrepreneurs in marketing, finance, hospitality and management in high schools and colleges around the globe. We had about 70 participants, of which 28 are moving on to the state competition in Atlantic City next month.

### Art: Temporary Art Installation: What Lifts You Up?

Students of Ms. Allen are contributing to a temporary art installation with the purpose of uplifting the THS community. Each student is completing a sparrow with words, images, drawings, or anything else that brings about a positive feeling of joy. All are encouraged to share art from this exhibit and use **#upliftTHS** on social media.

### English:

Senior English students will be attending a performance of "To Kill a Mockingbird" on Broadway on Wednesday, 1/29. Following the show, lead actor Ed Harris—THS Class of 1969—will have a post-show talk with THS students and Mr. Whitehead.

### World Language:

Over 75 students and counting have qualified for the NJ Seal of Biliteracy. Students are now taking the proficiency test in their heritage languages of Hebrew and Korean in addition to the World Languages offered at THS.

**ELL:**

Teachers have contributed to a new program guide.

**Math:**

Through PD, department meetings and observations, we have been providing support in modeling math relationships using manipulatives (physical and virtual) and emphasizing the three stages of learning math (concrete, pictorial, abstract). Teachers across K-12 grades have been excited about this new learning and show great enjoyment in seeing their students explore with mathematical tools. A constant lens for providing support to teachers is in ensuring that there is a balance of conceptual (what students know) and procedural (what students do) understandings. Through a comprehensive audit of our math program, we have revised our Programs of Study to better align with what is most developmentally appropriate and what will result in greater success as students progress through our sequence of courses. We also plan to provide more specific PD on daily and long-term differentiation to support our goals for meeting the needs of all learners.

Ms. Israeli Miller asked for clarification of what it means to qualify for the NJ Seal of Biliteracy. Dr. Mamman responded that qualified students will receive official recognition by the state acknowledging they are bi-literate.

Kira Baltaytis asked what the status is regarding the math curriculum for next year's juniors and sophomores. Mr. Salaski responded that he will provide some updates of the math curriculum when he gives his Curriculum Committee report.

**BOARD SECRETARY'S REPORT**

(Fire and Security drills are still taking place until the end of January. The report will be given at the February 19 Board meeting.)

Mr. Usami gave the following facilities update on projects and repairs. These projects are in addition to the regular work the custodial/maintenance crew do daily:

**All Schools**

Replaced stained ceiling tiles in hallways and classrooms.  
Inspected fire extinguishers, dating tags and initial tags.  
Repaired doors, locks, hinges, and door closers.  
Removed used T-8 lamps, and recycled with environmental vendor.  
Removed snow and ice, and salted walkways and parking lots on January 18

**High School**

Replaced hallway light switches 1<sup>st</sup> floor of building.  
Replaced bleachers seats in gym.  
Repaired cafeteria table.  
Started to prepare Varsity baseball field.  
Repaired sink in girls room (by room 215).

**Geissinger Field, and Fields**

Cleaned bathrooms and field house daily.  
Cleaned track and checked for debris daily.



Emptied trash cans daily.  
Installed new Lacrosse Net.

#### **Middle School**

Repaired steam leak in tunnel under classroom.  
Repaired feed water piping to boiler number two.  
Repaired steam leak in tunnel of main line.  
Repaired steam leak in unit heater in hall.  
Repaired steam leak in unit heater in stair tower.  
Repaired float in condensation pit tank.  
Repaired steam leak in tunnel under nurse's office.  
Repaired bathroom toilet next to room 105.  
Continuing to clean grounds area next to the brook waterway to make an outside science classroom for the sustainable NJ project.

#### **Mackay School**

Repaired relief valve on boiler # 2.  
Repaired mud hole cover on boiler.  
Removed truck tires from playground, as per inspection.  
Installed playground fibar, and made repairs as per playground inspection.

#### **Maugham School**

Changed filters in water coolers  
Cleaned leaves and debris from grounds.  
Installed playground fibar, and made repairs as per playground inspection.  
Repaired classroom lights.

#### **Smith School**

Cleaned leaves and debris from grounds.  
Installed playground fibar, and made repairs as per playground inspection.  
Repaired classroom lights in room 11.  
Adjusted PA system.  
Repaired window shade room 110.

#### **Stillman School**

Installed playground fibar, and made repairs as per playground inspection.  
Painted two bathroom ceilings.  
Repaired girl's bathroom door handle.  
Repaired exit door next to media center.

#### **Tenafly Board Office**

Installed door and lock for new entrance to the Technology conference room.  
Installed new circulator pump for heating system.  
Rewired boiler controls, wire in pumps and jumper wire to boiler.  
Installed four thermostats, and a control valve.  
May need to install a back flow preventer on main heating line.  
Repaired light in HR office.  
Cleaned out closet next to old phone room, and organizing blue prints and Buildings/Grounds binders.

Mr. Usami informed the Board that we received our budget program, released today, and he informed the Facilities Committee that there are no enrollment adjustments or health insurance adjustments for the 2020-21 budget. Regarding state aid numbers, Mr. Usami said he believes the governor's address is scheduled for February 25 and the information should be released a couple of days later.

Ms. DeMarco gave praise to the custodial/maintenance staff and the technology staff for all the work and problem solving they do daily behind the scenes in a swift and efficient manner in response to the district's needs.

## **PRESENTATIONS / REPORTS**

### **FY 2019 Audit Report – by Lerch Vinci, Higgins**

In Ms. Donna Japhet's absence, Ms. Sheryl Nicolosi gave the audit report. Ms. Nicolosi said she and Ms. Japhet met with the Finance Committee last week and went over the audit in detail. The audit consists of two main documents: the Comprehensive Annual Financial Report (CAFR), and the Auditor's Management Report (AMR). For the year ending June 2019, Ms. Nicolosi discussed the CAFR findings and reported the Tenaflly district received the highest audit opinion a district can receive called an unmodified opinion. This means the financial statements are materially correct or a clean audit opinion. The district's end of the year total balance for the chief operating funds is \$9.3 million. Ms. Nicolosi described the components of this balance and gave approximate financial figures for capital reserve, excess surplus, maintenance reserve, emergency reserve, fund balance used in the 2019-20 budget, encumbrances for committed orders, and unassigned fund balance on a modified basis. She asked the Board if they had any questions on the financial information.

Mr. Aronson asked for clarification of the \$4.3 million listed for excess surplus and asked if this amount is on the high end. Ms. Nicolosi said generally there are certain areas where estimates are made when preparing the budget according to budget needs, and she gave some examples and factors (e.g., health and energy costs) for the higher amount than in previous years. State aid was mentioned as another factor.

Ms. Nicolosi discussed the AMR and the summary of recommendations (both reports are posted on the district's website under Board of Education; see Budget/Audit Information Page). Ms. Nicolosi said there are no repeat findings.

Ms. Horan asked the Board if they any additional questions.

The Board thanked Ms. Nicolosi for presenting the audit report.

## **STUDENT REPRESENTATIVES' REPORT**

Derek Kim was absent from the meeting tonight.

Kira Baltaytis reported on the following:

- A Lunar New Year celebration, run by the students, will be held in the library in the afternoon on January 30.

- February 8 is the Annual Tux show for seniors (fashion show).
- One Acts will be held this Thursday and Friday in the auditorium at 7:30 p.m.
- This Friday during the lunch period, Mr. Morrison is having the second "Ask the Administration" get together in the High School PITT (students can voice their concerns with the principal and vice principal).
- The winter concert was held last week and she heard it was a great night for the parents and students.

#### **COMMITTEE MEETING SCHEDULE:**

<u>Board Committees</u>	<u>Past/Future Meeting Dates</u>	<u>2020 BOE Chair</u>
<ul style="list-style-type: none"> <li>• Communications/Policy</li> <li>• Curriculum/Technology</li> <li>• Facilities/Athletics/Co-Curricular</li> <li>• Finance/Alt Revenue</li> <li>• Joint Use</li> <li>• Sustainability</li> </ul>	<ul style="list-style-type: none"> <li>• February 10, 2020</li> <li>• February 19</li> <li>• January 27</li> <li>• January 21</li> <li>• November 26, 2019</li> <li>• February 10, 2020</li> </ul>	Jocelyn Schwarz Jane Juhng Janet Horan Edward Salaski Janet Horan Mark Aronson
<u>Liaison Reports</u>		
<ul style="list-style-type: none"> <li>• HSA/ Superintendent Council</li> <li>• CAP</li> <li>• TEF</li> <li>• Other</li> </ul>	<ul style="list-style-type: none"> <li>• January 15, 2020</li> </ul>	Janet Horan Rotating Bd Member Rotating Bd Member Rotating Bd Member

#### **BOARD COMMITTEE REPORTS**

##### **Curriculum/Technology Committee**

Mr. Salaski reported the committee met on January 2, 2020, at approximately 7:30 a.m. The people in attendance were: Dr. Mamman, Amelia Bowers, Jane Juhng and Edward Salaski. Mr. Salaski said Ms. Israeli Miller provided notes that were incorporated into the meeting discussion on the math curriculum.

Mr. Salaski gave the curriculum report (see attached).

The following discussions took place.

Kira Baltaytis asked for clarification of the new middle school math program and test assessments.

Dr. Mamman stated assessments are still under review; however, she talked about having a plan to offer multiple criteria and pathways for students to have options and more opportunities in the math program. Mr. Salaski added that the ability to switch from one sequence to another will be a better opportunity for the students. The option to take courses outside of school were discussed and to be explored (e.g., evening courses at Bergen Community College).



Kira Baltaytis asked if juniors will also have the opportunity to take a calculus course outside normal school hours. Mr. Salaski said yes, it is open to everyone.

Ms. Israeli Miller asked for clarification of particular math sequences and what students are expected to take in the regular classes and grades. Dr. Mamman talked about the Discovery Program and how it is for students who are identified as ready for more advanced math courses, and how important the assessments are to help evaluate levels of proficiency to determine the best course placement for students. Dr. Mamman expressed that we have been working with our teachers, other districts and professionals collaboratively for a year to get to the point we are now which will give all our students of varying proficiencies a chance to excel at their true level. Ms. DeMarco emphasized that using multiple criteria (not just tests) will be very valuable.

Ms. Newman asked when the new assessments will be put in place. Dr. Mamman replied they are being worked on now with other professionals and will be ready in a couple of months. Pilot programs are being worked on at the Middle School with a lot of teacher input.

Ms. Barbanel referred to the High School finals and expressed some of her concerns. In lieu of the math changes being made, she suggested we examine the material covered in the finals and the way we are doing our assessments in the High School. She said she is not sure how many years ago the finals were written, and that they should be reviewed to ensure they are in line with the current curriculum.

Kira asked if the Capstone program will be available in the fall. Ms. DeMarco answered that it will be. Kira asked why the decision was made not to offer another calculus class at the High School. Dr. Mamman said it is a college level class and when similar districts' programs were discussed, it was determined that we are currently offering several courses above state expectations.

Ms. DeMarco thanked the curriculum committee and praised the teachers who have worked so hard and continue to collaborate on the math curriculum. She thanked Kira for her valuable input and continued interest with the math program changes.

#### **Facilities/Athletics/Co-Curricular Committee**

Ms. Horan gave two committee reports. The first meeting was held on December 16, 2019, at 7:45 a.m. The people in attendance were: Sam Bruno (he was chair and prepared the report), Janet Horan, Jocelyn Schwarz, Shauna DeMarco, Yas Usami, Frank Primiani, Jim Morrison, John Fabbo, and Joseph Carollo.

Ms. Horan gave the Facilities/Athletics/Co-Curricular report (**see attached**).

The second committee meeting was held tonight, January 27, before the Board meeting. The sole agenda item for discussion was the report from our architect of record, El Associates, on next steps to move forward on the window air conditioning project. Ms. Horan said there will be a formal report submitted, but she wished to share with the Board that the committee continues to recommend that we pursue the classroom window AC units, and the fans in the large areas in the elementary schools, and the gyms in the Middle and High School to be considered for this summer project. Our architect has started paperwork to include this project on the LRFP.

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

NAME OF THE COMMITTEE: Curriculum & Technology Committee

NAME OF THE CHAIRPERSON: Ed Salaski

DATE & HOUR OF MEETING: Jan 2, 2020, 7:33 AM LENGTH OF MEETING: ~105 minutes

BOARD MEMBERS ATTENDING: Ed Salaski, Jane Juhng

ADMINISTRATORS: Evelyn Mamman, Amelia Bowers

SUBJECTS(S) DISCUSSED:

1. This meeting was dedicated to discussion of proposed changes to the mathematics program of studies. Natalie Barbanel and Inbal Israeli-Miller were unable to attend. Inbal provided detailed notes and comments on the proposed changes, which were incorporated into the committee's discussion

Several of the proposals were reviewed quickly as all were in agreement as to their appropriateness. These included:

Eliminate Algebra 2 Honors and rename Algebra 2 CPA/CPB as "Algebra 2 Trigonometry" CPA/CPB. The current Algebra 2 Honors is a remnant of a course sequence which is no longer in effect.

Create a 4<sup>th</sup>-year high-school course Statistics CPA. This will expose this broadly applicable subject to the cohort of students who don't wish to take it at the AP level.

Offer AP Capstone, a two-year sequence of AP Research and AP Seminar. This option will give students the opportunity to explore math-specific topics from a research perspective.

For the cohort of students who will complete Calculus as sophomores, ensure they are aware of options including AP Statistics, AP Physics (application of calculus to physical science), and the possibility of out-of-district chance to take Calculus III at Bergen Community College.

Two other interconnected proposals received the bulk of the committee's attention. The first was to no longer offer enrollment in Algebra for sixth-graders. The second was a proposed revision to the existing course sequencing, especially at the advanced level.

Amelia explained that some of the most important curricular content in math is that covered "Math 7". As the Tenafly math sequence has evolved over the years, our most advanced students have come to bypass much of this key content. Although these students are capable of handling the more advanced content in earlier grades, they lose the opportunity to gain more depth of understanding that provides the underpinning rational as to why the math "works". This rush to complete the most advanced courses as quickly as possible enables them to "plug in the formula" and solve problems but without the depth of understanding required for continued high-level progress.

The proposed new course sequencing will provide a sequence of middle school math (Math 6, 7, & 8), followed by a HS sequence of Algebra 1, Geometry, Algebra 2, and finally Precalculus.

More advanced students will replace Math 7 & 8 with a new course, Math 7 Advanced, taken in 7<sup>th</sup> grade. This will be followed by Algebra 1 in 8<sup>th</sup> grade and the same sequence as above but with senior year calculus following junior year precalculus.

A still more accelerated sequence will start with "Math 7 Advanced" in 6<sup>th</sup> grade. The sequence as above will follow, with senior-year statistics following junior-year calculus.

As noted above, Algebra will not be offered as a standard sequence option. However the administration is aware that there will occasionally be certain students for whom it is appropriate to have this material presented at an earlier than "programmed" time. For these students, an appropriate sequence of courses will be created. This may well involve some of the options discussed in the other proposals.

DATE, TIME, PLACE OF THE NEXT MEETING: \_\_\_\_\_

Signed: Edward J Salaski

**Agenda    Date: January 2, 2020    Time: 7:30 - 9:00 am**

TOPIC: Curriculum & Technology Committee    Attendees: Edward J. Salaski, Natalie Barbanel,  
Inbal Israeli Miller, Jane Juhng  
Facilitator: Evelyn Mamman  
Guest: Amelia Bowers  
Location: Dr. Mamman's office

**MEETING OBJECTIVE:**

- To discuss math proposal and the changes appeals process

**Pre-Work: Review Math Proposal Document**

●

**Schedule [80 minutes]**

TIME	MINUTES	ACTIVITY
7:30 -7:35	5	Check-in and review objectives
7:35 -8:35	60	Proposed changes to math program <u>Math Audit and Proposal</u> Link to presentation from Admin Meeting: <u>K-12 Math Program Summary 12-5-19</u>
8:35 -9:00	20	Changes to the appeals Process

**TENAFLY BOARD of EDUCATION**  
**REPORT of BOARD COMMITTEE**

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

COMMITTEE:	<u>Facilities Athletics Co-Curricular Committee ("FAC Committee")</u>		
CHAIRPERSON:	<u>Trustee Bruno</u>		
	<u>2019-12-16 Mon. @ 7:45 A.M.</u>		
	<u>(7:53 A.M.-8:50 A.M.),</u>		
DATE & HOUR of MEETING:	<u>Convened in CO Board Room</u>	LENGTH OF MEETING:	<u>1 hour 3 minutes</u>
BOARD MEMBER(s) ATTENDING:	<u>President Horan, Vice President Schwarz,</u>		
	<u>Superintendent De Marco, BA/BS Usami, B&amp;G Supervisor Primiani, TMS</u>		
ADMINISTRATOR(s) ATTENDING:	<u>Principal Fabbo, THS Principal Morrison, THS AD Carollo</u>		
	<u> </u>		
TEACHER(s) ATTENDING:	<u>None</u>		
	<u> </u>		
STUDENT(s) ATTENDING:	<u>None</u>		
	<u> </u>		
OTHER(s) ATTENDING:	<u>None</u>		
	<u> </u>		
SUBJECTS(s) DISCUSSED:	<u> </u>		

**BUILDING SAFETY and SECURITY** (e.g., Remo Door Update): County Assessment, District-wide Committee and Trustee Request for Information)

The Administration and Board officers' received a trustee's request for information related to the presence, practices, routines and protocols concerning District security.

The Administration has and shall continue to liaise with local, county and state law enforcement agencies to review and enhance the District's security; receiving feedback and recommendations specific for our District and be in compliance with the District's current "Memorandum of Agreement with Law Enforcement", ("MoA"). Please note the MoA remains a confidential document because of its nature and specificity.

For the purpose of re-clarification it was reiterated the "Community Safety Task Force", formed in 2018, was not created by, affiliated with or a sub-committee of the TBoE. Communications and/or recommendations issued by this group are not binding upon the TBoE.

A full-day walk through of each District building was conducted having included REMO Door representatives, Central office and building administrators and Supervisor Buildings & Grounds.

As a result of these exercises the Administration shared the following: 1.) Installation of this security product would ensure that a person could not simply enter a classroom through a door. 2.) A capital project installation would be implemented in stages with approximately 100 doors installed per school year over a 4 year period. 3.) Anticipated preliminary capital expense would be approximately \$2,500 - \$2,800 per "standard" door (includes product and installation). 4.) "Standard" refers to a normal space that would not involve a doorway from which unknown or hazardous materials could be or are present. Door areas suspect of unknown or hazardous materials would, in compliance with applicable statutes and best practices, would be subject to core sample tests and strict environmental protocols. Such non-standard door installations would be scheduled during summer recess. 5.)

- Doors, in each proposed installation phase, would be clustered by grade in each elementary school. 6.) Doors, in each proposed installation phase, would be clustered by building wing in TMS and THS respectively.

7.) It was not specified if REMO doors are proposed for installation in the Central Office.

Consideration of this capital project would subsequently, of course, be subject to deliberation by the Board's Finance sub-committee.

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**TMS ENTRANCE (adjacent to administrative offices, south facade)**

Given the anticipated appointment by Board resolution, of a newly chosen Architect of Record; the Administration suggested a joint walkthrough and conversation be scheduled to include TMS Principal, Supervisor B&G and representative(s) from the AoR; to discuss what appropriate and reasonable reconfigurations and upgrades might be fiscally, aesthetically and functionally possible to improve and enhance entrance, egress and security. This matter shall be placed on a future FAC Committee agenda, for a status update from those interested parties, prior to June, 2020.

2.

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**NAMING of THS TENNIS COURTS SUBMISSION**

A single nominee, (THS alumna), was submitted for consideration to name the THS, recently renovated, tennis courts. An administrator expressed their opinion and preference for another nominee to be brought forward at a future date.

3.

4.

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

1.

2.

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**CONCLUSION(s):**

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**RECOMMENDATION(s):** If committee is not in complete agreement, please attach a "minority report" by that member who disagrees. \* None received \*

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**DATE, TIME, PLACE OF THE NEXT MEETING:** TBD

Signed: SAB \_\_\_\_\_



Ms. Horan suggested polling the Board to see if they were in agreement to go forward with a resolution at the next regular Board meeting for EI Associates to commence work. In addition, this includes the plan to purchase the AC units in this fiscal year, and other fees (electrical, architect fees, installation, etc.)

Ms. Juhng asked if a Finance Committee meeting was needed, and Ms. Horan said further discussion can take place at the upcoming Budget Retreat.

The Board was polled and unanimously agreed to go forward with a resolution at the next regular Board Meeting for EI to commence work. It was agreed that the entire Board contributed to help put the AC plan in action.

### **Finance and Alternative Revenue Committee**

Mr. Salaski said the January committee report was basically the same information given tonight in the audit report.

Mr. Salaski reported the committee met on December 19, at 7:30 a.m. The people in attendance were: Sam Bruno, Janet Horan, Jane Juhng, Edward Salaski, Shauna DeMarco, Evelyn Mamman, Yas Usami.

Mr. Salaski gave the Finance and Alternative Committee report (**see attached**).

Mr. Salaski clarified that although the committee decided to recommend to the Board to make use of the \$417,000 in banked cap, the committee recognized that this is a discussion that will form a large part of what the Board does at the Budget Retreat (and not knowing what else is in the budget proposal, and the audit not being fully done, and other unknowns).

Mr. Aronson said he recalls a discussion from a couple of months ago about budget parameters and banked cap and that the Board was unanimous in asking the administration to prepare a budget at a 2% cap. He expressed his opinion that it is not fiscally responsible to use the banked cap without having a budget proposal from the administration with the reasons to spend the banked cap, not knowing the state aid figure, not taking into account the expense variance the audit report showed, or if something catastrophic happened where we would have the banked cap in the next 2 years to recover.

Ms. Juhng expressed that she recalled the intent of the same conversation Mr. Aronson referred to was more philosophical discussion than actual, included generalities of the merits of using or not using the banked cap, and was not a recommendation for using it this year.

Ms. DeMarco made clear that the administration was not preparing a budget that went over the 2% cap. Mr. Salaski said he also recalled the same conversation as being a more philosophical approach about the pros and cons of banked cap. Ms. DeMarco said the main topic at that time of the conversation was about the AC project and the recently received estimated figure of the project that came in over what was anticipated. The context of that conversation led to a discussion about banked cap. She pointed out clearly that the administration was not tasked to build a budget with banked cap.

**TENAFLY BOARD of EDUCATION**  
**REPORT of BOARD COMMITTEE**

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

COMMITTEE: Finance & Alternative Revenue Committee ("FAR")

CHAIRPERSON: Trustee Bruno \*(Acting one off)  
2019-12-19 Thu. @ 7:30 A.M.  
(7:35 A.M.- 8:54 A.M.)

DATE & HOUR of MEETING: Convened in CO Board Room LENGTH OF MEETING: 1 hour 19 minutes

BOARD MEMBER(s) ATTENDING: President Horan, Trustee Salaski, Trustee Juhng

ADMINISTRATOR(s) ATTENDING: Superintendent De Marco, Assistant Superintendent Dr. Mamman, BA/BS Usami

TEACHER(s) ATTENDING: None

STUDENT(s) ATTENDING: None

OTHER(s) ATTENDING: None

SUBJECTS(s) DISCUSSED:

**REMO DOOR UPDATE \***: Please refer to the FAC Report of Committee for the meeting convened on Mon. 12-16-2019. The Committee requested the Administration to obtain specific guidance from either the county and/or state DoE to determine our District's statutory right to use "Emergency" and/or "Capital" account(s) to fund this potential capital project. Please note this capital project would be required to go out for Bid.

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

**AUDIT UPDATE\***: In the absence of the submission of the annual audit report to the Board; the administration verbally shared unaudited anticipated financial results as of 06-30-2019:

Capital Reserve account balance of \$2.2 mil  
Excess Surplus account balance \$970k  
Maintenance Reserve account balance \$600k

2. \_\_\_\_\_

**BUDGET PROCESS UPDATE\***: The Administration briefed the Committee on the process of its constructing the 2020-2021 operating budget. The BA/BS, Superintendent and Assistant Superintendent were scheduled to meet with administrators on Monday December 30, 2019 to discuss "... needs, wants and wishes . . .". Subsequent meetings are to be scheduled and convened. The Administration was gladdened by the communication, feedback, support and improvement observed and noted over the prior budget preparation cycle.

3. \_\_\_\_\_

**EXPIRING BANKED CAP\***:

"Year 1" for the school year ending 06-30-2020: \$417,490  
"Year 2" for the school year ending 06-30-2021: \$790,207  
"Year 3" for the school year ending 06-30-2022: \$579,746  
4. \$1,787,443

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The Committee discussed the merit to use or refrain from use of Banked Cap and was unanimous in its decision to recommend using Banked Cap.

**\* All conversations and recommendations subject to audit report submission accurately reflecting that which the Committee has been advised by the Administration.**

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SUBJECTS(s) CONSIDERED BUT REJECTED:

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

CONCLUSION(s):

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RECOMMENDATION(s): If committee is not in complete agreement, please attach a "minority report" by that member who disagrees. \* None received \*

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DATE, TIME, PLACE OF THE NEXT MEETING: Tue. 01-21-2020

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Signed: SAB \_\_\_\_\_



## **UPDATES ON RELATED GROUPS**

### **HSA/Superintendent Council Meeting**

Ms. Horan reported she attended the HSA/Superintendent Council meeting on January 15, from 9:30 - 11 a.m. The agenda included the following:

Students' Pedestrian Safety - communicating to students at each school level to be alert at all times, and to be aware of emergency vehicle pathways that may appear to be sidewalks but are actually wide enough for emergency vehicles to drive on in case of an emergency. Principals are having reminder conversations within their own school community to listen to crossing guards, and to be aware of their surroundings.

Professional Development Day - Ms. DeMarco gave an update on the PD day and how special the Ed Camp style event was. Internal volunteers were recruited and 40 workshops were held including teaching strategies, meditation practices, and Outlook tips, etc.

HSA Class Gift - there is a policy when it comes to teacher gifts from the HSA and the principal needs to be informed and involved in the decision making.

School Calendar - questions came up about the development of the school calendar for next year. Ms. DeMarco gave a summary of what is involved including how we collaborate with other districts to align on a calendar, work of the Communication Committee, Region V, athletics, state testing, camp dates, election day, and a survey was conducted for a census of specific dates. There are many things to take into consideration for developing the calendar.

School Photographer Selection – the HSA and the principal make the vendor decision, and the parents are buying it from the vendor. Differences in pricing between the schools was discussed. The HSA groups seemed happy with the deals they made.

Board Committees – Ms. DeMarco gave an update on the Board Committees. The Sustainability Committee and School Nutrition Advisory Council were well received, and feedback is welcomed. Meal choices and personal decisions were discussed.

Ms. DeMarco thanked the HSA for the positive impact they have in partnership with the entire school community.

### **School Nutrition Advisory Council**

Ms. Israeli Miller reported the first meeting for the High School Nutrition Advisory Council took place on January 16. Topics discussed included the following:

Operational Issues Including Staffing – apparently Pomptonian Food Service has been operating understaffed for months for various reasons, and they have been unsuccessful in hiring substitutes. They services over a 100 districts across the state.

Marketing – the lack of marketing was discussed. The monthly menu is only marketed on the school website, which students don't check. Students complained that they are not aware of the weekly offerings and requested weekly signage to be posted on the cafeteria doors, which

Pomptonian agreed to provide. The High School administration will attach the weekly menu to the weekly schedule that is routinely emailed to all the high school students.

Complaints about the Long Sandwich Line - It was learned that Pomptonian offers an app that allows students to pre-order sandwiches and salads that are made that same morning. This has been available for years but students have not used it as it has not been promoted. It will now be promoted, and pre-ordering a hot lunch is being explored by Pomptonian.

New Menu Options Requested by the Board - new menu options were tested to see if students were interested. Pomptonian reported that there was no student interest; however, no marketing was done to promote these items.

Ms. Israeli Miller said she will be making recommendations, on behalf of the Board, to discuss topics not yet addressed such as an agenda for the committee, nutrition updates on the changes requested in the fall, a fall discussion on the student survey to determine their dietary needs as well as satisfaction from the food we provide. In addition, she would like the council to receive updates on the signage, marketing and staffing.

The dates have not been determined yet for the second council meeting for the High School or a date for the Middle School and Maugham.

Ms. Juhng asked if the staff issue was resolved. Mr. Usami said the staff member has returned from medical leave, and management stepped in to work where needed. Ms. Israeli Miller expressed there should be a better system for replacing workers with substitutes.

Ms. Israeli Miller asked for clarification about the RFP process. We did an RFP recently and Mr. Usami said an RFP is usually done every 5 years, but the Board can decide to do another if they wish. The contract is for one year, with one-year renewals (by statute). Ms. Israeli Miller was under the assumption that another RFP was going to be done this year. She asked about the timelines and if there's time to do an RFP this year. Ms. DeMarco suggested this can be an agenda item for discussion at the February 10 Board meeting, for a resolution on the February 19 agenda.

Ms. Israeli Miller expressed dissatisfaction with the process so far in her attempts to promote having another RFP done, and Ms. DeMarco explained how Board leadership determines the priorities of the Board, and the administrator's job is to determine the priorities of the daily operations and to take direction from Board leadership of what comes forward and when.

Ms. Horan expressed that the Board has spent a lot of time on nutrition in an attempt to move things in the right direction. A lot of research and conversations have taken place, and a lot of information has been provided by Ms. Israeli Miller to help enact many of the things that she requested or listed to be reviewed in the future. The Nutrition Advisory Council has been created from all the hard work so far, and issues are being heard and discussed. Ms. Schwarz stated the future advisory council meetings will hopefully be productive to help move the district forward and address a lot of the issues Ms. Israeli Miller has brought up.

Mr. Aronson left the meeting at 11:08 p.m.

### **TEF Meeting**

Ms. Flynn attended a TEF meeting on January 8. Ms. Flynn said there were no grants presented for discussion. The TEF talked about their concern to get the word out to the teachers about grants and to apply, and suggested doing a presentation to the Board to show the kinds of things the TEF has funded.

Ms. Horan asked Ms. Wellman in the audience if she thought a presentation was a good idea. Ms. Wellman said it is a very lengthy process, resulting often in going back and forth sometimes with poor results. The larger priced grants are worth the work and effort and it's understandable what is involved. There are limitations of what the TEF can support and a determination needs to be made if items are in the Board budget or not.

Ms. DeMarco said a meeting is scheduled with TEF representatives in early February that they requested and maybe some of the information can be sifted through to get better clarity of the process.

### **NEW BUSINESS**

Ms. Horan asked the Board if they wished to introduce any new business for discussion at future meetings.

No comments were made.

### **RESOLUTIONS**

The following resolutions are recommended by the Superintendent of Schools:

A motion was made by Ms. Flynn and seconded by Mr. Salaski to approve the Resolutions by consent agenda.

The motion for a consent agenda was approved by those present. Mr. Aronson left the meeting at 11:08 p.m.

A motion was made by Ms. Israeli Miller and seconded by Mr. Salaski to approve the following Resolutions: P-1 through P-9 (with modified P-6); A-1, A-2 (and Walk-in A-3); C-1 through C-4; S-1 through S-3; and F-1 through F-8.

### **PERSONNEL**

#### **RESOLUTION P-1 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 2019-2020 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	DEGREE	MAJORS	CERTIFICATION/ POSITION	RATE
Lauren Blitz-Kessler <sup>1</sup>		n/a	Substitute Secretary	\$15.00 per hour
Richard Morse <sup>1</sup>		n/a	Substitute Secretary	\$15.00 per hour
Sophia Barbanel	In progress	Education	NJ Substitute Credential	\$100 per diem

<sup>1</sup>Existing Board approved Substitute Teacher.

## RESOLUTION P-2 HIRES

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

<b><u>Mackay Elementary School</u></b>		
NAME/POSITION	EMPLOYMENT DATES	CLASSIFICATION/SALARY
Darian Stuart 19-Hour Paraprofessional	Pending Criminal History Clearance – 06/30/20	19-Hour Paraprofessional 3.8 hrs. per day, \$22.99 per hour

<b><u>Smith Elementary School</u></b>		
NAME/POSITION	EMPLOYMENT DATES	CLASSIFICATION/SALARY
Dawn Toto 19-Hour Paraprofessional	Pending Criminal History Clearance – 06/30/20	19-Hour Paraprofessional 3.8 hrs. per day, \$22.99 per hour

<b><u>Tenaflly Middle School</u></b>		
NAME/POSITION	EMPLOYMENT DATES	CLASSIFICATION/SALARY
Eileen Kinneary Teacher of Art – Leave Replacement/Non-Tenurable	01/28/2020 – 06/30/2020	Standard: Teacher of Art BA, Line 4 \$57,174 pro rata

## RESOLUTION P-3 APPROVAL OF HOME INSTRUCTORS

BE IT RESOLVED that the Board approves the individuals noted below through the end of the 2019-2020 academic year, at a rate of \$50.00 per hour.

Alicia Sedlock  
Ghania Layachi  
Jennifer Halliwell  
Leigh Barker  
Melanie Samayoa  
Tara Haggerty

**RESOLUTION P-4 APPROVAL OF EXTRA COMPENSATION APPOINTMENTS**

BE IT RESOLVED that the Board approves the following individuals as extra-compensation appointments to the positions indicated:

Position	Category	Name	Stipend \$
Curriculum Writing	Curriculum & Instruction	Cristina Cutrone	\$37.00 per hour, 20 hours max.
Senior Class Advisor	HS Class Advisor	Matt White Jen Mari-Wyka	.25 \$2,787.75 .75 \$8,363.25
Swimming Coach – Assistant	Winter Athletics	Kimberly Darquea	Prorated amount (from \$5,423 to \$4,406.18) NJ Substitute Credential issued 12/03/19.
Winter Track Coach – Assistant	Winter Athletics	Andreas Yanniotis	\$5,423

**RESOLUTION P-5 RESIGNATION AND RETIREMENT**

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

NAME, POSITION, LOCATION	REASON	EFFECTIVE DATE
Mimi Kim, Teacher of English as a Second Language Tenaflly High School	Retirement	June 30, 2020
Sara Gordon, 19-Hour Paraprofessional Tenaflly Middle School	Resignation	January 24, 2020

*(Modified Resolution P-6. Syed Kriger-Hussain declined the position)*

**RESOLUTION P-6 STAFF RECLASSIFICATIONS**

BE IT RESOLVED that the Board approves the following reclassifications:

NAME	FROM	TO	EFFECTIVE DATES
Mykhailo Palamar	.5 FTE Custodian, Stillman Level A \$22,102.50	1.0 FTE Custodian, TMS Level A \$44,205 pro rata	01/28/20 – 06/30/20
<del>Syed Kriger-Hussain<sup>1</sup></del>	<del>10 Hour Paraprofessional – Substitute \$22.00 per hour, Tenaflly Middle School</del>	<del>10 Hour Paraprofessional, \$22.00 per hour, Tenaflly Middle School</del>	<del>01/28/20 – 06/30/20</del>

**RESOLUTION P-7 2019-2020 DISTRICT MENTORS**

BE IT RESOLVED that the Board approves the following teachers to serve as a mentor to a district novice teacher in accordance with the Tenaflly District Mentoring/Professional Development Plan:

Inga Roberts  
Jane Yoon

**RESOLUTION P-8 APPROVAL OF 2020 SUMMER SCHOOL STAFF**

BE IT RESOLVED that the Board approves the following individuals to fill the 2020 Summer School positions listed at the salaries indicated:

NAME	SUMMER SCHOOL POSITION	SUMMER SCHOOL SALARY
TBA	Director	\$8,404
Rachel Barker	Assistant Director	\$6,304
Cristina Cutrone	Registrar	\$3,303
TBA	Secretary	\$1,500
Barbara Lyons	Nurse	\$4,550

**RESOLUTION P-9 APPROVAL OF ARTIST IN RESIDENCE PROGRAM**

BE IT RESOLVED that subject with all federal, state, county and local regulations governing said employment and in accordance with Senate Bill #851 regarding a criminal history background check, the Board approve the following Artist-In-Residence program:

<u>NAME</u>	<u>PROGRAM</u>
Paul Byrne	The Blues and Improvisation

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

BE IT RESOLVED that the Tenaflly Board of Education (hereinafter referred to as the "Board") hereby affirms the Superintendent's decision in HIB Investigation Numbers 2019-20/15,TMS-2N; 2019-20/16, MK-8N; 2019-20/19, MK-9N 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 4141**

BE IT RESOLVED that the Board of Education will have the second reading of the following policy:

Policy 4141 Resignation (revised)



*(Walk-in Resolution A-3)*

**RESOLUTION A-3 APPROVAL TO APPOINT KING EDUCATIONAL CONSULTING TO PROVIDE PROFESSIONAL SERVICES TO THE DISTRICT**

WHEREAS, the Tenaflly Board of Education (hereinafter referred to as the "Board") desires to retain the professional services of King Educational Consulting, Inc. ("King") to provide professional consultative services to the Tenaflly School District ("District") to investigate, make proposed findings, and issue a final report to the Board regarding certain personnel issues that have arisen requiring an independent investigation; and

WHEREAS, the parties have agreed to the terms set forth in King's proposal dated January 27, 2020, (the "Proposal") which is attached hereto and made a part of this Resolution; and

NOW THEREFORE BE IT RESOLVED that the Board hereby appoints King as a consultant for the purposes set forth in this Resolution and in accordance with the Proposal.

**CURRICULUM**

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

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

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

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

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

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

**RESOLUTION C-4 APPROVAL OF TENAFLY HIGH SCHOOL BOYS' BASEBALL TRIP TO DISNEY'S ESPN WIDE WORLD OF SPORTS IN FLORIDA, MARCH 25-29, 2020**

BE IT RESOLVED that the Board of Education approve the Tenaflly High School Boys' Baseball Trip to Disney's ESPN Wide World of Sports in Florida, March 25-29, 2020.

**SPECIAL EDUCATION**

**RESOLUTION S-1 APPROVAL OF TEN MONTH PROGRAMS 2019-2020**

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

STUDENT	SCHOOL	TYPE	TUITION
#895	Park Academy MS Program at Pascack Valley	Public	\$53,382.50 Pro-rated 11/21/19
#897	Sage Day at Rochelle Park	Private	\$38,142.50 Pro-rated 01/02/20



***King Educational Consulting, Inc.***  
**922 Montauk Drive**  
***Forked River, New Jersey 08731***

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Kenneth D. King, Ed.D.

Cell (973) 432-4139

January 27, 2020

Board of Education  
Tenaflly Board of Education  
Tenaflly, New Jersey

Dear Members of the Tenaflly Board of Education:

Following is my proposal to provide professional consultative services to the Tenaflly Board of Education, as follows:

1. To meet with and interview selected employees, as determined by the Board of Education, for the purpose of conducting an investigation relative to certain complaints that have been filed in the District
2. The purpose of the investigation will be to determine the substance of, reasons for and veracity of such complaints
3. To prepare a written report for the members of the Board of Education, such report to provide specific information about the reason/s for the complaints, the veracity of the complaints and any other relevant information regarding such complaints
4. To be available to meet with the members of the Board of Education and/or the Superintendent of Schools, at their request, to provide additional information and/or to answer questions about the investigation
5. To perform such other tasks, as may be requested by the Members of the Tenaflly Board of Education and/or the Superintendent of Schools



The investigation will be conducted at a site that is determined by the Tenaflly Board of Education. The District will make available, for my review and use, all appropriate personnel files of the employees who are included in this investigation. It is understood and agreed that I will maintain confidentiality with regard to the contents of such personnel files. The District will provide telephone and computer equipment to be used by me for the sole purpose of meeting the selected employees or the District will contact and arrange for me to meet with such employees.

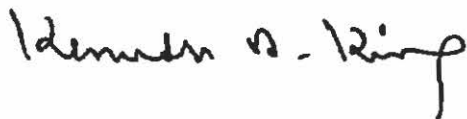
It is understood and agreed that I will make every effort to meet with the selected employees, at a time and location that is mutually convenient to me and to the employees.

Employees who meet with me will be assured, by me, that the information they provide will be shared in a written report that I will provide to the members of the Tenaflly Board of Education and/or the Superintendent of Schools.

The final report will be submitted, electronically, within seven (7) days after my investigation is completed. My fee for the services outlined herein is \$250.00 per hour for any and all time spent reviewing personnel files, for any and all time spent meeting with employees, for any and all time spent writing the final report and for any and all time spent performing tasks that are directly related to the completion of this project.

A copy of my resume' has already been provided. I am also submitting a copy of my New Jersey Business Registration Certificate.

Cordially,

A handwritten signature in cursive script, appearing to read "Kenneth D. King".

Kenneth D. King

C: file

Enclosure

**RESOLUTION S-2 APPROVAL OF TWELVE MONTH PROGRAM 2019-2020**

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

STUDENT	SCHOOL	TYPE	TUITION
#894	Valley TIP Program	Public	\$25,719.00 Pro-rated 01/02/2020

**RESOLUTION S-3 APPROVAL OF CONTRACT FOR SPEECH PATHOLOGY FIELD PLACEMENT AGREEMENT BETWEEN BAYLOR UNIVERSITY AND TENAFLY BOARD OF EDUCATION**

BE IT RESOLVED by the Tenaflly Board of Education (hereinafter referred to as the "Board") approves the terms, stipulations and conditions, as established in the contract for Speech Pathology Field Placement Agreement with Baylor University. The Board President and Business Administrator/Board Secretary are hereby authorized and directed to execute the Contract and any other documents necessary.

**FINANCE****RESOLUTION F-1 BOARD SECRETARY'S REPORT FOR DECEMBER 2019**

BE IT RESOLVED that the Board Secretary's report for the month of December 2019 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 DECEMBER 2019**

BE IT RESOLVED that the Treasurer's report for the month of December 2019, be accepted as submitted and filed in the official minutes of this meeting.

**RESOLUTION F-3 TRANSFERS FOR DECEMBER 2019**

BE IT RESOLVED that the Board of Education approves transfers for the 2019-2020 school budget in a report dated December 31, 2019 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 JANUARY 1 THROUGH JANUARY 22, 2020**

BE IT RESOLVED that bills properly certified as to validated purchase orders and receiving documentation and approved in the total sum \$5,075,205.77 for January 1 through January 22, 2020, as shown on the list of bills submitted to the Board of Education and which shall be made a part of the resolution be and hereby are approved for payment and are to be charged to the following fund accounts:

	<b>Fund</b>	<b>Totals</b>
(10)	General Fund	\$115,045.82
(11)	General Current Expense	\$4,352,974.08
(20)	Special Revenue Funds	\$146,085.31
(30)	Capital Projects Funds	\$21,865.75
(40)	Debt Service Funds	\$366,631.25
(50)	Enterprise Fund	\$9,633.90
(55)	Preschool Program Fund	\$6,624.69
(60)	Trust and Agency Funds	\$56,344.97
	<b>TOTAL</b>	<b>\$5,075,205.77</b>

**RESOLUTION F-5 ACCEPTANCE OF THE 2018-2019 AUDIT**

BE IT RESOLVED that the Tenaflly Board of Education accepts the 2018-2019 Annual Audit as prepared by the District's audit firm of Lerch, Vinci & Higgins, LLP.

**RESOLUTION F-6 APPROVAL OF THE 2018-2019 CORRECTIVE ACTION PLAN**

BE IT RESOLVED that the Tenaflly Board of Education accepts and approves the following Corrective Action Plan for the 2018-2019 Annual Audit and authorizes the Business Administrator/Board Secretary to submit the plan to the Executive County Superintendent of Schools.

<u>CORRECTIVE ACTION PLAN</u>				
RECOMMENDATION NUMBER	CORRECTION ACTION APPROVED BY THE BOARD	METHOD OF IMPLEMENTATION	PERSON RESPONSIBLE FOR IMPLEMENTATION	COMPLETION DATE OF IMPLEMEN- TATION
II. Financial Planning, Accounting and Reporting				
Expenditures in the Capital Projects Fund be charged in the subsidiary budget reports to the correct appropriation object area in accordance with The Uniform Minimum Chart of Accounts.	Received clarification from auditor that if item is removable then it's equipment; otherwise it's construction. Will reference The Uniform Minimum Chart of Accounts and/or confer with the auditor for guidance.	Check The Uniform Minimum Chart of Accounts and/or confer with the auditor when setting up accounts.	Business Administrator and Assistant to the Business Administrator	January 2020- June 2020
The adopted annual budget appropriations be properly entered into the District's internal accounting budget report.	Transfer funds after budget is adopted to reflect adjustment rather than changing original appropriation.	Ensure that transfer has been made in adjusted budget column and the original budget remains the same.	Business Administrator and Assistant to the Business Administrator	January 2020- June 2020

<p><b>V. Student Body Activities</b></p> <p>Two signatures be obtained on all checks issued from the Athletic account and the High School Student Organization account.</p> <p>Prior years' outstanding checks and other reconciling items on student activity accounts reconciliations be reviewed and cleared of record.</p>	<p>The Athletic Director and Principal will verify that there are two authorized signatures on checks issued from the Athletic account and Student Organization account.</p> <p>Secretary will run QuickBooks report to identify outstanding checks and have them cleared.</p>	<p>Meeting with Athletic Director and Principal to review the process and procedure for two authorized signatures on checks.</p> <p>Principal will ensure that Quick Books reports are run and have outstanding checks cleared.</p>	<p>Business Administrator, Principal and Athletic Director.</p> <p>Principal</p>	<p>January 2020-June 2020</p> <p>January 2020-June 2020</p>
<p><b>VII. Application for State School Aid</b></p> <p>Students included in district work papers who are attending out-of-state and NAPLES facilities be properly reported on ASSA.</p> <p>All free/reduced lunch applications be retained and made available for audit.</p>	<p>ASSA guidelines will be reviewed to determine the appropriate categories for out-of-district placements for private school for the disabled versus other placements to ensure reporting accuracies.</p> <p>All applications both hard copy and electronic copy filed in a designated locations.</p>	<p>The Assistant to the Business Administrator will confer with the Assistant to the Superintendent for Special Services and ASSA helpdesk to ensure accurate placement for reporting.</p> <p>The Assistant to the Business Administrator will ensure that hard copy and electronic copy are stored properly.</p>	<p>The Assistant to the Superintendent for Special Services and Assistant to the Business Administrator</p> <p>Business Administrator and the Assistant to the Business Administrator</p>	<p>January 2020-June 2020</p> <p>January 2020-June 2020</p>

**RESOLUTION F-7 APPROVAL FOR TENAFLY BOARD OF EDUCATION TO CONTRIBUTE \$1,000 TOWARDS PROJECT GRADUATION CLASS OF 2020**

BE IT RESOLVED that the Tenaflly Board of Education contribute \$1,000 towards Project Graduation Class of 2020.

**RESOLUTION F-8 APPROVAL OF DISTRICT TRAVEL AND WORK-RELATED EXPENSE REIMBURSEMENT**

WHEREAS, in order to be in compliance with the State of New Jersey's adoption of P.L. 2007, c.53, An Act Concerning School District Accountability, also known as Assembly Bill 5 (A5), and the NJDOE enactment of N.J.A.C.6A:23B-1; and

WHEREAS, those on the attached list are attending the administratively approved conferences, conventions, staff training sessions, seminars, or workshops; and

WHEREAS, the total expected cost of such conferences, conventions, staff training sessions, seminars, or workshops has been provided; and

WHEREAS, the attendance at the stated function was previously approved by the Superintendent of Schools through the appropriate administrator(s) as work related and within the scope of the work responsibilities of the attendee; and

WHEREAS, the attendance at the function(s) was approved as promoting delivery of instruction or furthering efficient operation of the school district, and fiscally prudent; and

WHEREAS, the travel and related expenses particular to attendance at the function(s) may exceed the state travel guidelines established by the Department of Treasury in NJOMB circular letter;

BE IT RESOLVED, that the Tenaflly Board of Education approves attendance at the administratively approved function(s) as necessary, and

BE IT FURTHER RESOLVED, that those expenses that appear on the attached form titled "Travel and Work-Related Expense Reimbursements" for lodging, meals and gratuities are within the limits of the State travel reimbursement guidelines and are justified and reimbursable upon submission of the required receipts up to the current established limits as specified in the General Services Administration website, with any additional costs for lodging, meals and gratuities expenses above those established limits to be personally borne by the attendee(s).

Ms. Horan asked the Board if they had any questions or comments on the Resolutions.

No comments were made.

Resolutions P-1 through P-9 (with modified P-6); A-1, A-2 (and Walk-in A-3); C-1 through C-4; S-1 through S-3; and F-1 through F-8 were approved as follows:

Yes - 8	Natalie Barbanel	No - 0
	Patricia Flynn	
	Inbal Israeli Miller	Abstain - 0
	Jane Juhng	
	Paula Newman	Absent - 1 Mark Aronson
	Edward J. Salaski	
	Jocelyn Schwarz	
	Janet I. Horan	

#### **ORAL COMMUNICATIONS-SECOND OPPORTUNITY**

Ms. Horan inquired if there were any members of the audience who wished to address the Board on any item listed on, or not listed on, the agenda.

No comments were made.

TENAFLY PUBLIC SCHOOLS								
TRAVEL AND WORK-RELATED EXPENSE REIMBURSEMENTS								
		January 27, 2020				(Gas Allowance is \$.35 per mile)		
This listing is an attachment to the Tenaflly Board of Education Resolution regarding Registration Fees, allowable Lodging, Transp. and M&IE (Meals and Incidental Expenses) reimbursements to be made by the Tenaflly Public Schools.								
The following people are administratively approved to attend work-related events according to the following details:								
EXPENSES TO THE DISTRICT								
NAME	CONVENTION,	LOCATION	REGIS.	LODGING	TRANSP.	MEALS/IE	TOTAL	
LOCATION	SEMINAR,	& DATES	FEES	REIMB.	REIMB.	REIMB.	EXPENSES	
	CONFERENCE,							
	WORKSHOP							
16	Glenn Peano	NJPSA - Three Things	Monroe, NJ	\$0.00	\$0.00	\$43.34	\$0.00	\$43.34
	Central Office	Administrators Can Do Today	(1/30/20)					
17	Christine Phom-mathap, TMS	NJAMLE Middle Level Conf.	Union, NJ	\$99.00	\$0.00	\$19.32	\$0.00	\$118.32
			(3/13/20)			plus tolls		plus tolls
18	Brian Sabourin	NJAMLE Middle Level Conf.	Union, NJ	\$99.00	\$0.00	\$28.82	\$0.00	\$127.82
	Middle School		(3/13/20)					
19	Brian Sabourin	BER - Innovative, Phenomena-	New Rochelle, NY	\$279.00	\$0.00	\$32.45	\$15.75	\$327.20
	Middle School	Driven Strategies	(2/6/20)					
20	Kathryn Suter	NJTESOL/NJBE Spring Conf.	New Brunswick, NJ	\$100.00	\$0.00	\$31.78	\$0.00	\$131.78
	Middle School		(5/28/20)			plus tolls		plus tolls
21	Yas Usami	NJASBO - LRFP Workshop	Robbinsville, NJ	\$0.00	\$0.00	\$62.25	\$0.00	\$62.25
	Central Office		(2/5/20)					
22	Yas Usami	NJASBO - Purchasing	Rockaway, NJ	\$100.00	\$0.00	\$30.55	\$0.00	\$130.55
	Central Office	Workshop	(3/19/20)					
23	Megan Williams	FLENJ Annual Conference	Iselin, NJ	\$245.00	\$0.00	\$53.55	\$0.00	\$298.55
	High School		(3/27 & 3/28/20)					
TOTALS				\$3,204.00	\$0.00	\$862.73	\$199.75	\$4,266.48



TENAFLY PUBLIC SCHOOLS								
TRAVEL AND WORK-RELATED EXPENSE REIMBURSEMENTS								
		January 27, 2020				(Gas Allowance is \$.35 per mile)		
This listing is an attachment to the Tenafly Board of Education Resolution regarding Registration Fees, allowable Lodging, Transp. and M&IE (Meals and Incidental Expenses) reimbursements to be made by the Tenafly Public Schools.								
The following people are administratively approved to attend work-related events according to the following details:								
			EXPENSES TO THE DISTRICT					
NAME	CONVENTION,	LOCATION	REGIS.	LODGING	TRANSP.	MEALS/IE	TOTAL	
LOCATION	SEMINAR,	& DATES	FEES	REIMB.	REIMB.	REIMB.	EXPENSES	
	CONFERENCE,							
	WORKSHOP							
1	Suzanne Bassett Central Office	NJAPSA - Hot Topics in Special Education	Tinton Falls, NJ (2/7/20)	\$35.00	\$0.00	\$41.30 <i>plus tolls</i>	\$0.00	\$76.30 <i>plus tolls</i>
2	Debe Besold Central Office	NJASBO - Audit Review	Mt. Laurel, NJ (4/21/20)	\$100.00	\$0.00	\$64.26	\$0.00	\$164.26
3	Amelia Bowers Central Office	NJPSA/FEA - Developing Math Learners and Doers	Monroe, NJ (2/5/20)	\$0.00	\$0.00	\$49.44	\$0.00	\$49.44
4	Tamara Browning Middle School	Next Generation Science Standards Conference	Newark, NJ (3/16 & 3/17/20)	\$479.00	\$0.00	\$50.78	\$0.00	\$529.78
5	Cynthia Cassiello High School	American Safety & Health Inst.- CPR/AED course	Demarest, NJ (2/1/20)	\$299.00	\$0.00	\$0.00	\$0.00	\$299.00
6	Ann-Marie Desplat District K-12	NJPSA/FEA - Women's Leader- ship Conference	Somerset, NJ (3/27/20)	\$219.00	\$0.00	\$35.84 <i>plus tolls</i>	\$0.00	\$254.84 <i>plus tolls</i>
7	David DiGregorio High School	IDEO - The Future of Libraries, Design Thinking Workshop	NY, NY (1/30/20)	\$0.00	\$0.00	\$27.97	\$31.50	\$59.47
8	Eric Fahrenkopf Middle School	NJAMLE Middle Level Conf.	Union, NJ (3/13/20)	\$99.00	\$0.00	\$0.00	\$0.00	\$99.00
9	Patricia Flynn Board Member	NJSBA - Social & Emotional Learning Conference	W. Windsor, NJ (2/14/20)	\$99.00	\$0.00	\$60.02	\$0.00	\$159.02
10	Danielle Katz Middle School	NJTESOL/NJBE Spring Conf.	New Brunswick, NJ (5/28/20)	\$100.00	\$0.00	\$31.78 <i>plus tolls</i>	\$0.00	\$131.78 <i>plus tolls</i>
11	Yunhee Kim Maugham School	NJTESOL/NJBE Spring Conf.	New Brunswick, NJ (5/27/20)	\$234.00	\$0.00	\$41.43	\$0.00	\$275.43
12	Lisa Krommenhoek Central Office	NJSLA Training	Whippany, NJ (2/27/20)	\$0.00	\$0.00	\$21.56	\$0.00	\$21.56
13	Evelyn Mamman Central Office	NJTESOL/NJBE Spring Conf.	New Brunswick, NJ (5/27, 5/28, 5/29/20)	\$394.00	\$0.00	\$136.29	\$152.50	\$682.79
14	Jennifer Mari-Wyka High School	NJCEC - Embracing The Whole Child	Mahwah, NJ (3/16/20)	\$125.00	\$0.00	\$0.00	\$0.00	\$125.00
15	Mary McKenna Middle School	NJAMLE Middle Level Conf.	Union, NJ (3/13/20)	\$99.00	\$0.00	\$0.00	\$0.00	\$99.00

A motion was made by Ms. Barbanel and seconded by Ms. Juhng to adjourn the meeting.

The motion was approved by those present. Mr. Aronson left the meeting at 11:08 p.m.

The meeting adjourned at 11:15 p.m.

Respectfully submitted,



Yas Usami  
Business Administrator/  
Board Secretary