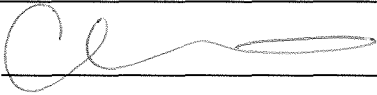


MINUTES OF THE WORK SESSION  
OF THE TENAFLY BOARD OF EDUCATION  
MONDAY EVENING, AUGUST 17, 2020  
VIRTUAL MEETING VIA ZOOM VIDEO CONFERENCE

DATE 9/21/20  
APPROVED 

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

MINUTES OF THE WORK SESSION  
OF THE TENAFLY BOARD OF EDUCATION  
MONDAY EVENING, AUGUST 17, 2020  
VIRTUAL MEETING VIA ZOOM VIDEO CONFERENCE

The meeting was called to order at 7:19 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 Tenafly Board of Education has caused notice of this meeting to be publicized by having the date, time and place thereof posted at the Borough office, Tenafly Public Library, administrative building, in the local press and on the district’s web site.

On roll call, the following Board members answered present:

Mark Aronson	Paula Newman
Natalie Barbanel	Edward J. Salaski
Patricia Flynn	Jocelyn Schwarz
Inbal Israeli Miller	Janet I. Horan
Jane Juhng	

The following staff members were present:

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

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

WHEREAS, the Tenafly 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 Tenafly 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.

The meeting recessed to closed session at 7:19 p.m.

A motion was made by Ms. Juhng and seconded by Ms. Israeli Miller that the Board convene from closed session at 8:15 p.m. and go into open session.

The motion was unanimously approved.

The meeting was called to order at 8:15 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.”

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

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

Ms. Horan stated the EI Associates presentation will be given at the next Board meeting.

### **SUPERINTENDENT'S REPORT**

Ms. DeMarco gave the following report:

Since May 10<sup>th</sup>, the focus of our district has been on welcoming home our staff and students safely in September to our schools. Since that date, not a day, evening or weekend has gone by without dedication to this task. From international conference calls with overseas educators ahead of us in the COVID-19 pandemic, to internal think tanks that brought together the creative minds of multiple Tenafly stakeholders, to reading article after article on every aspect related to this unprecedented condition we face, from writings from leading Harvard educators and Johns Hopkins Doctors to those published by American Society of Heating, Refrigerating and Air-Conditioning Engineers, we remained fully committed to the charge set before us . . . a charge that was formally ordered to us on June 26<sup>th</sup> with the NJDOE release of a 104-pg rule book, The Road Back - a charge to reopen our schools fully for all students for the start of the 2020-21 school year.

We succeeded in developing a plan that far exceeded the compliance regulations.

After formulating a plan that met the criteria set forth on June 26<sup>th</sup>, the criteria changed. On July 24, new guidance came our way and it was back to determining ways to comply with a required unconditional full virtual option for students, one that insured four hours of instructional contact time for all students, regardless of programming, and evidence of equity in rigor, quality and smooth transition back to the classroom environment.

Again, we succeeded in developing a plan that far exceeded the compliance regulations.

Following this July 24<sup>th</sup> guidance, the regulations changed again on August 4<sup>th</sup>. New mandates were put in place to further strengthen the health and safety measures that previously served as recommendations by making them mandates.

Once again, we succeeded in developing a plan that far exceeded the compliance regulations.

To this point, there was unity in understanding state-wide: districts were to return to school at the start of the year for in-person instruction to a given degree for a minimum of 180 days of schools being open in the 2020-21 school year.

This changed on the afternoon of Wednesday, August 12<sup>th</sup> with the Governor's decision to offer districts in need of an extension on this return to school. Based on new criteria that will be forthcoming (it has not yet been received) districts may re-examine their plan and, if any challenges are identified that would keep the district from being able to open successfully, the district could choose to apply for a full virtual opening by identifying the challenges faced, the work in progress to address and rectify these challenges and the

anticipated resolution date, thus a new reopening date. Once applying for full virtual, the Dept. of Education would either affirm or deny the application.

Then, on August 13th, a 19-page release from the DOH (NJ Dept. of Health) outlined its recommendations for local health departments for K-12 school districts. This made for another weekend of reading, reviewing and, yet again, checking our plan.

While we do not know if there is any new criteria on this forthcoming list that we will be receiving, we do know this:

- The county has reviewed our plan and with the exception of adding three minor administrative notes to the 89 pages we submitted, no other recommendations have been presented to us. They deem our plan as being in compliance or exceeding compliance.
- Our school board attorney has been part of our school development process and has also concurred that the plan developed meets compliance with state mandates.
- As recently as this morning, our school physician confirmed that his conversation with local health officials, following their review of the 19-page DOH review released on August 13, results in our plan exceeding the requirements set forth by the DOH guidance as well as that set forth by the NJDOE guidance.

We also know this - the fear, worry, and anxiety are real and the “what ifs” resound so loudly and continuously. They are heard and there are no words that can alleviate these feelings and wonderings. As such, we continue to receive questions and concerns from staff and parents with sincere interest and we are doing our best to provide the honest answers we can in as timely a fashion as we are able.

We have taken great time to truly and positively prioritize our work so we can continue exploring how best to accommodate our needs, including staff requests for accommodations. These requests are being reviewed by our school physician and the Board attorney to ensure that we meet the needs while doing all we can to have as many hands on deck as we return to onsite teaching and learning. We are also increasing the amount of plexiglass barriers in our buildings, we have a full assessment of our district’s windows in place to maximize use of all windows, and we seek to continue to find ways to enhance air quality. Additionally, we have proposed upgrades to further ensure our technology capabilities to optimize our widespread livestream experiences. Furthermore, we are working to promote testing opportunities for our students and staff and looking into how we might best receive rapid and trustworthy results when students/staff may need to be tested for COVID-19.

Most important to point out is the simple significance of Tenafly’s incredible staff: Just as our schools remain empty shells without students and staff, the people will make the plan come into being.

Our central office team continues to maintain contact with the leadership of our TEA and our TASA organizations to listen to and collect their concerns so that they may be assessed and addressed. We are very proud and honor the relationships that we foster with both groups. We also recognize that we may not always be able to offer the answers that are sought. Despite this, we continue to work on our plan every single day to provide not only a safe return to school, but also reassurance of such. But a return to school does not come without risk, it does not come without hiccups, it does not come without trial and error, and it

will not come without practice in order to perfect it. Most importantly, it does not come without the patience, support, cooperation and positivity of everyone involved.

I'm going to close with this sentiment:

Every teacher is beginning their first year of teaching again this year. Every parent is sending their child to school, or making decisions about school, and in one way or another letting go for the very first time. Every administrator is opening their school doors for their first day ever. Every student has first day emotions that they have never felt before. Whether it's in person or on a computer, every one of us is about to experience our very first day for the very first time.

Please have patience  
Please be kind  
Please give each other grace.  
And remember we are all in this together.

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

Ms. Horan inquired if there were any guests in the audience who wished to address the Board on any item listed on, or not listed on, the agenda. Public comments may be shared through the Zoom Q&A feature. Any shared comment must include the person's name and address typed within the section to write questions in order to be recognized.

Sara Levinson - 282 Woodland St. - Ms. Levinson said she's glad a plan is in place for students to return to school, and a petition was submitted today with parents' signatures in support of students returning to school. Ms. Levinson raised the following topics: she and others would like responses to surveys that have been conducted; has exploring the footprint of outdoor space been done while weather is still good, and what is the plan for tents, size, etc.?; she expressed concern about virtual learning regarding teachers being properly prepared.

Ms. Nardino responded by saying tents have been ordered and received and probably won't be put up until the weekend before school starts due to weather and security reasons. More specific information can be given to the Board next week. Ms. DeMarco added that next week is the administrative kickoff for the full team to cover specific tasks with the goal of providing the school community with thorough and comprehensive information.

Michele Ross - 140 Tekening Dr. - Ms. Ross thanked the administration for their commitment to the students and residents in Tenafly and for the county approved plan developed. Ms. Ross asked the following: does Tenafly have a full count of teachers and staff returning to the classroom this fall, and if not, does the Board have an alternative plan to have everything in place?; and if the Board's plan is to take a stance to reopen if the local teachers and state unions continue to push for a virtual reopening?

Ms. Horan emphasized that Ms. DeMarco has stated the commitment to continue with the plan that we have in place, with a safe and healthy environment to return to. In response to the number of staff returning, Ms. DeMarco stated the administration is seriously taking into consideration the needs teachers are presenting and keeping communication open in order to be prepared for the reopening; however, there are so many unknowns and uncontrollables and

emphasized what has been a constant point by the Governor that everyone has to be prepared to pivot in the face of a situation whereby safety or health is at risk until such time that it can be secured. This is a fluid situation and we need to remain flexible.

Meena Dogan - 24 Westervelt Ave. - Ms. Dogan expressed concerns about a virtual education, and asked if social programs are being funded for the families that are in need; who is benefitting from taxes; and going forward how will families keep up with educational competitiveness if students do not return to school in-person?

Ms. Horan responded that these are complex questions; however, regarding social programs the Tenafly Cares program could be discussed with the mayor and possibly be expanded. Also noted, the pandemic has not reduced expenses in school districts with the added costs to ensure safety for the return of students and staff.

Ms. Nardino added that approximately 80% of school budgets are salaries and health benefits of employees and there is no savings on this as these are fixed costs by contract, and expenses remain e.g., on leasing copiers, special education tuition students are going to their private schools, transportation costs, etc. Ms. Nardino said she hopes to project out the rest of the year if the plan is to go virtual, as there are a lot of variables to consider for savings.

Ms. DeMarco stated the concerns expressed are understandable and explained many of the factors involved: we have been charged in such a short time with doing so much with little additional support; working in such tight constraints of time; considering how many people can be together; and the time needed to have the buildings safe and ready for each group. Our teachers will be working full days, whether through a virtual or assistance perspective, and as we go along we will do whatever we can to increase the services we are providing. We can only take on so much at the start.

Eila El On - 280 Tenafly Rd. - Ms. El On expressed her concern with live streaming for the beginning of the school year, as it requires teachers to do a lot of planning to construct each lesson as well as the technology needed, and suggested having a phase-in plan for the teachers.

Ms. Horan responded that professional development has been given on some of this planning. Dr. Mamman said work is being done behind the scenes on the bandwidth that is required, and teachers have given their time since the beginning of July to take advantage of the opportunities to hone their skills with this mode of delivery. This situation is not optimum or one that we would choose, but we are working so hard to do our best following the guidelines we have been given and beyond that. Dr. Mamman said that today there were 4 hours of professional development, and every hour there were 40 plus teachers honing their craft, and she gave thanks to all the teachers who constantly have given their time to help benefit their students' education. Time has been delegated for teams and teacher leaders to share work that is going on so teachers are comfortable at the start, as this mode of teaching is completely different from in-person instruction. We are aware that we need to constantly adapt a curriculum to this mode of delivery and are taking the steps necessary to achieve this. Also mentioned are programs coming up for parents to learn about some of the platforms we are using.

Angela Leone - 152 Magnolia Ave. - Ms. Leone thanked all the hard work the Board and administration has done from March until today. Ms. Leone posed questions about how IEP's and services for special needs students will work; asked how assessments for virtual and in-class students will be conducted; are there grades that are all in-person; and asked about the security of the tents.

Ms. DeMarco responded that Ms. Bassett will be able to address the questions and concerns best for Ms. Leone and others regarding services that students are entitled to and how they will be received. Dr. Mamman explained how some of the assessments will be performed and best practices used, and described some of the e-tools that will be used for lessons. Ms. DeMarco stated we are looking carefully at the grades for in-person, but final determinations have not been made yet. Regarding security of tents, Ms. DeMarco said we have been part of trainings with school specialists and all measures are being addressed.

Jackie Wellman - 75 Tenafly Rd. - Ms. Wellman is President of the TEA and read a statement that the TEA fully supports the implementation of full remote learning this fall, as state leaders have issued a statement to Governor Murphy to direct all NJ public schools to reopen school with remote learning. Ms. Wellman stated 75% of staff is not comfortable returning, along with one third requesting to work at home or take a leave of absence, and expressed that we cannot safely reopen schools due to the uncertainty of the pandemic. She spoke of using the remainder of the summer for professional development, and improving technology issues to handle remote learning, and hopes the Board agrees that Tenafly should not be the venue to experiment on whether we can safely open indoor environments for our children and staff.

Ms. Horan thanked Ms. Wellman for the sentiments she shared, but we are following the state guidelines and are in compliance, and are taking all measures to work for a safe and healthy return to school.

During the Q&A, Ms. Horan welcomed Ms. Nardino, our new Business Administrator, and introduced her to the community. Ms. Nardino thanked the Board and welcomed the 267 attendees tonight at the virtual meeting.

### **COMMITTEE DISCUSSIONS**

No Reports.

### **PROPOSED RESOLUTIONS**

The following draft resolutions were recommended by the Superintendent of schools.

### **PERSONNEL**

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

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

<b>NAME, POSITION, LOCATION</b>	<b>REASON</b>	<b>EFFECTIVE DATE</b>
Amy Griffin, Teacher of Health and Physical Education, Smith School	Retirement	August 31, 2020
Doreen D'Andrea, 30-Hour Paraprofessional Tenafly High School	Deferred Retirement	August 31, 2020



Michele Brisson, Teacher of English Tenafly Middle School	Retirement	August 31, 2020
Michael Holl, 30-Hour Paraprofessional Maugham School	Resignation	June 30, 2020 – Last day on payroll July 24, 2020 – Date of notice
Nicole Arfmann, 19-Hour Paraprofessional Smith School	Resignation	June 30, 2020 – Last day on payroll August 9, 2020 – Date of notice
Patricia Pacheco, Teacher of Art Tenafly High School	Retirement	August 31, 2020
Tamara Browning, Teacher of Biological Science, Tenafly Middle School	Retirement	August 31, 2020

**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>		
<b>NAME/POSITION</b>	<b>EMPLOYMENT DATES</b>	<b>SALARY/CLASSIFICATION</b>
Heidi Chizzik Acting Principal <sup>1</sup>	08/05/2020 – 11/30/2020	CE: Principal \$130,000 pro rata

<sup>1</sup>Ms. Chizzik will return to her position as a Gifted and Talented Teacher on December 1, 2020.

<b><u>Maugham Elementary School</u></b>		
<b>NAME/POSITION</b>	<b>EMPLOYMENT DATES</b>	<b>SALARY/CLASSIFICATION</b>
Christina Taha 1 <sup>st</sup> Grade Teacher	09/01/2020 – 06/30/2021	Provisional: Elementary School Teacher K-6 BA, Line 3 \$57,029

<b><u>Tenafly Middle School</u></b>		
<b>NAME/POSITION</b>	<b>EMPLOYMENT DATES</b>	<b>SALARY/CLASSIFICATION</b>
Patrick Comey Vice-Principal	TBD – 06/30/2021	TBD

<b><u>Tenafly High School</u></b>		
<b>NAME/POSITION</b>	<b>EMPLOYMENT DATES</b>	<b>SALARY/CLASSIFICATION</b>
Amanda Brown Teacher of Students with Disabilities	09/01/20 – 06/30/21	Provisional: Teacher of Students with Disabilities

**RESOLUTION P-3 APPROVAL OF EXTRA COMPENSATION APPOINTMENTS FOR 2020-2021 SCHOOL YEAR**

BE IT RESOLVED that the Board approves the following individuals as extra-compensation appointments to the positions indicated for the 2020-2021 school year:

**THS Fall Coaches, as per the 7.20.2020 approved TEA Sidebar Agreement.**

Position	Season	Name	\$
CHEERLEADER - VOLUNTEER	FALL	TBD	n/a
CHEERLEADER ADV. - FALL	FALL	Kim Stivers	\$5,725
CROSS COUNTRY - ASST. COACH	FALL	Ray Belermino	\$4,556
CROSS COUNTRY - HEAD COACH	FALL	Dave Burns	\$6,225
CROSS COUNTRY - VOLUNTEER	FALL	TBD	n/a
FOOTBALL - ASST.	FALL	Michael Holl	\$7,418
FOOTBALL - ASST.	FALL	Michael Hegarty	\$7,418
FOOTBALL - ASST.	FALL	Kurt Hommen	\$7,418
FOOTBALL - ASST.	FALL	Harrison Ammicci	\$7,418
FOOTBALL - VOLUNTEER	FALL	TBD	n/a
FOOTBALL COACH - HEAD	FALL	Peter Toale	\$10,553
GYMNASTICS COACH - HEAD	FALL	Nicole Abbetamarco	\$5,846
GYMNASTICS COACH - VOLUNTEER	FALL	Catherine Warshaw	n/a
SOCCER - ASST. (BOYS)	FALL	Matt Kougasian	\$6,564
SOCCER - ASST. (BOYS)	FALL	Matt Mirabito	\$6,564
SOCCER - ASST. (BOYS)	FALL	Michael Carrasquilla	\$6,564
SOCCER ASST. (GIRLS)	FALL	TBD	\$6,564
SOCCER ASST. (GIRLS)	FALL	Danielle Katz	\$6,564
SOCCER ASST. (GIRLS)	FALL	Kristian Kristan	\$6,564
SOCCER HEAD COACH (BOYS)	FALL	Bill Jaeger	\$9,460
SOCCER HEAD COACH (GIRLS)	FALL	Brielle Heitman	\$9,460
TENNIS - ASST. (GIRLS)	FALL	Howie Wein	\$4,281
TENNIS - ASST. (GIRLS)	FALL	Rachel Barker	\$4,281
TENNIS COACH (GIRLS)	FALL	Anthony Zorovich	\$6,514
VOLLEYBALL - ASST.	FALL	Courtney Weissenborn	\$5,423
VOLLEYBALL - ASST.	FALL	Megan Williams	\$5,423
VOLLEYBALL COACH	FALL	Jeff Koehler	\$7,927
WEIGHT TRAINING - FALL	FALL	TBD	\$1,318

**Elementary Extra-Compensation – TBD**

ACTIVITY	NAME	STIPEND
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**TMS Extra-Compensation – TBD**

ACTIVITY	NAME	STIPEND
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**THS Extra-Compensation – Subject to change**

ACTIVITY	NAME	STIPEND
Chemistry	Anat Firnberg	\$1,539
Freshman Class	Matt Mirabito	\$3,138

Global Care Unlimited	Megan Williams	\$1,729
Junior Class	Kelly Cullinane	\$3,454
Omega	Lauren Malanka	\$2,995
Science Olympiad	Anna Rubenchik	\$1,539
Science Olympiad	Chris Icochea	\$1,539
Science Research	Anna Rubenchik	\$2,437
Science Research	Helen Coyle	\$2,437
Science Research	Anat Firnberg	\$2,437
Senior Class	Jeff Angus	\$11,151
Sophomore Class	Scott Hiller	\$3,138
Student Activities	Adam Rendell	\$11,820
<b>Detention Advisors</b>		
1 <sup>st</sup> Marking Period	Chia-Cheng Sung	\$478 pq
2 <sup>nd</sup> Marking Period	Nazife Bilali	\$478 pq
3 <sup>rd</sup> Marking Period	Nazife Bilali	\$478 pq
4 <sup>th</sup> Marking Period	Nazife Bilali	\$478 pq
<b>Hall Monitors</b>		
Scott Hiler	\$1800 each (subject to proration)	
Andy Policastro		
Veronica Capone		
Jim Sutura		
Pelaez-Martinez, Beatriz		
Deanna Salamone		

**Curriculum Writing**

Megan D'Amico  
Christian DeVries  
Nancy Nager

**RESOLUTION P-4 STAFF/POSITION RECLASSIFICATIONS – subject to change**

BE IT RESOLVED that the Board approves the following reclassifications:

NAME	FROM	TO	EFFECTIVE DATES
Andrea Florczak	8 <sup>th</sup> Grade Language Arts, Tenafly Middle School	6 <sup>th</sup> Grade Language Arts, Tenafly Middle School	09/01/20 – 06/30/21
Candice Manassis	Kindergarten Teacher, Mackay School	1 <sup>st</sup> Grade Teacher, Mackay School	09/01/20 – 06/30/21
Courtney Mui	Teacher of Students w/Dis., Multi-Grade, Mackay School	Grade K, Mackay School	09/01/20 – 06/30/21
E. Lolly Ham	MA, Line 12 \$53,177	MA+16, Line 12 \$53,537	09/01/20 – 06/30/21
Kimberly Zodda	2 <sup>nd</sup> Grade, Maugham School	1 <sup>st</sup> Grade, Maugham School	09/01/20 – 06/30/21
Monique Mullen	Teacher of Students w/Dis., Leave Replacement, Maugham School	1 <sup>st</sup> Grade, Maugham School	09/01/20 – 06/30/21

**RESOLUTION P-5 APPROVAL OF ADDITIONAL 2020 SPECIAL EDUCATION EXTENDED SCHOOL YEAR PROGRAM STAFF**

BE IT RESOLVED that the Board approves the staff for the 2020 Special Education Extended School Year Program:

Applied Behavioral Analyst

Danielle Coleman  
Stephanie Cataraso

**RESOLUTION P-6 APPROVAL OF SACC STAFF FOR SUMMER 2020**

BE IT RESOLVED that the Board approves Christine Jursca for 30 work hours for July 1, 2020 through August 31, 2020 for the SACC program.

**RESOLUTION P-7 LEAVE OF ABSENCE FOR CUSTODIAN AT THS**

BE IT RESOLVED that the Board, in accordance with Article VI., C. and D. of the Custodial and Maintenance contract, grants Justin Dzadik, Custodian at THS, a paid leave of absence, utilizing vacation, personal and family illness days, effective, on or about, August 24, 2020, followed by an unpaid personal leave of absence, effective, on or about, October 6, 2020 - October 23, 2020.

**RESOLUTION P-8 LEAVE OF ABSENCE FOR 30-HOUR PARAPROFESSIONAL AT TMS**

BE IT RESOLVED that the Board, in accordance with Policy # 4431.1 Family Leave, grants Michelle Victor-O'Reilly, 30-Hour Paraprofessional at TMS, an unpaid family leave of absence, inclusive of FMLA, from September 1, 2020 through January 15, 2021.

**RESOLUTION P-9 LEAVE OF ABSENCE FOR TEACHER OF READING AT TMS**

BE IT RESOLVED that the Board, in accordance with Article VI., B. and C. of the Teachers' contract, grants Amanda Sleece, Teacher of Reading at TMS, a paid maternity/disability leave of absence, using accumulated sick days, effective, on or about, December 23, 2020, to be followed by a paid disability/child-rearing leave of absence, using accumulated sick days, under the Family Medical Leave Act, followed by a unpaid leave of absence through June 1, 2021.

**RESOLUTION P-10 AMENDED LEAVE OF ABSENCE FOR 1<sup>ST</sup> GRADE TEACHER AT MACKAY**

BE IT RESOLVED that the Board, in accordance with Article VI., B. and C. of the Teachers' contract, grants Jennifer Bertolini, 1<sup>st</sup> Grade Teacher at Mackay, an unpaid maternity/disability leave of absence, effective, on or about, July 21, 2020, followed by a paid disability leave of absence from September 1, 2020 through September 30, 2020.

**RESOLUTION P-11 SIDEBAR AGREEMENT FOR TEA SICK LEAVE WITHOUT ADVANCE NOTICE**

BE IT RESOLVED that the Board approves the attached Sidebar Agreement to the Collective Negotiations Agreement between the Tenafly Board of Education and Tenafly Education Association for TEA Sick Leave Without Advance Notice.

**RESOLUTION P-12 APPROVAL OF SUBSTITUTES**

BE IT RESOLVED that the Board approves the attached list of available substitutes for the 2020-2021 school year.

**RESOLUTION P-13 APPROVAL OF SIXTH PERIOD ASSIGNMENTS – TMS & THS**  
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 2020-2021 school year

**TMS**

Christine Phommathep – Social Studies

Michelle Preolo – Social Studies

**THS**

Luz Reyes – Special Education

Chris DeVries – Special Education

Chemistry (TBD)

**ADMINISTRATION**

**RESOLUTION A-1 SECOND READING OF POLICY 1648**

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

**Policy 1648** Restart and Recovery Plan (new)

**RESOLUTION A-2 FIRST READING OF POLICY 1648.02**

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

**Policy 1648.02** (new) Remote Learning Options for Families

**RESOLUTION A-3 APPROVAL OF THE 2020-2021 DISTRICT PROFESSIONAL DEVELOPMENT PLAN AND THE DISTRICT MENTORING PLAN**

BE IT RESOLVED that the Board of Education approves the 2020-2021 **District Professional Development Plan** and the **District Mentoring Plan**.

**RESOLUTION A-4 APPROVAL OF THE DISTRICT STUDENT SAFETY DATA SYSTEM (SSDS) REPORT FOR 2019-2020 SCHOOL YEAR**

BE IT RESOLVED that the Board of Education approves the **District Student Safety Data System (SSDS) Report** for the 2019-2020 school year.

**RESOLUTION A-5 APPROVAL OF DISTRICT NURSING PLAN**

BE IT RESOLVED that the Board of Education approves the **2020-2021 District Nursing Plan**.

**RESOLUTION A-6 APPROVAL OF THE DISTRICT EMERGENCY PLAN AND THE SUPPLEMENT TO THE EMERGENCY PLAN**

BE IT RESOLVED that the Board of Education approves the **District Emergency Plan** and the **Supplement to the Emergency Plan** for the 2020-2021 school year.

**CURRICULUM**

**RESOLUTION C-1 HIGH SCHOOL TEXTBOOK ADOPTION**

BE IT RESOLVED that the Tenafly Board of Education adopt the following High School textbook:

***Statistics and Probability with Applications***, Third edition, W. H. Freeman, 2017 (\$157.98 per student includes teacher resources, training and test bank).

**SPECIAL EDUCATION**

**RESOLUTION S-1 APPROVAL OF EXTENDED SCHOOL YEAR SUMMER 2020**

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

STUDENT	SCHOOL	TYPE	TUITION
#620	BCSS Bleshman	Public	\$5,300.00
#762	BCSS Washington South	Public	\$7,800.00
#879	BCSS Washington South	Public	\$7,800.00
#734	Valley Program	Public	\$7,095.00

**RESOLUTION S-2 APPROVAL OF TEN MONTH PROGRAMS 2020 – 2021**

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

STUDENT	SCHOOL	TYPE	TUITION
#884	Community School	Private	\$54,088.20
#796	Community School	Private	\$54,088.20
#822	Eagle Hill	Private	\$55,380.00
#618	Valley Program	Public	\$78,049.00
#830	Windsor Bergen Academy	Private	\$56,592.75
#894	Windsor Bergen Academy	Private	\$56,592.75
#898	Windsor Bergen Academy	Private	\$56,592.75
#838	Windsor Bergen Academy	Private	\$56,592.75

**RESOLUTION S-3 APPROVAL OF TWELVE MONTH PROGRAMS 2020-2021**

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

<b>STUDENT</b>	<b>SCHOOL</b>	<b>TYPE</b>	<b>TUITION</b>
#862	Academy 360 Lower	Private	\$81,165.65
#825	Academy 360 Upper	Private	\$79,728.60
#876	Alpine Learning Group	Private	\$68,250.00
#799	Bergen Center for Child Development	Private	\$76,108.00
#900	CTC Academy	Private	\$92,494.00
#888	North Jersey Elks Developmental Disabilities Agency	Private	\$72,517.20
#883	Paradigm	Private	\$78,644.80
#625	Ridgefield Public Schools	Public	\$48,878.00
#626	Ridgefield Public Schools	Public	\$48,878.00
#893	Valley TIP Program	Public	\$47,859.00
#886	Valley TIP Program	Public	\$47,859.00
#818	Valley Program	Public	\$78,049.00
#741	Valley Program	Public	\$78,049.00
#743	Valley Program	Public	\$78,049.00
#807	Valley Program	Public	\$78,049.00

**RESOLUTION S-4 APPROVAL OF EXTRAORDINARY SERVICES ONE TO ONE AIDES ESY 2020-21**

BE IT RESOLVED that the Board of Education approve the one to one aides for the following pupils.

<b>STUDENT</b>	<b>SCHOOL</b>	<b>TYPE</b>	<b>TUITION</b>
#620	BCSS Bleshman	Public	\$4,500.00
#762	BCSS Washington South	Public	\$7,000.00
#879	BCSS Washington South	Public	\$7,000.00
#734	Valley Program	Public	\$4,340.00

**RESOLUTION S-5 APPROVAL OF EXTRAORDINARY SERVICES ONE TO ONE AIDES  
10 MONTH 2020-21**

BE IT RESOLVED that the Board of Education approve the one to one aides for the following pupils.

STUDENT	SCHOOL	TYPE	TUITION
#830	Windsor Bergen Academy	Private	\$26,306.25
#618	Valley Program	Public	\$47,736.00

**RESOLUTION S-6 APPROVAL OF EXTRAORDINARY SERVICES ONE TO ONE AIDES  
12 MONTH 2020-21**

BE IT RESOLVED that the Board of Education approve the one to one aides for the following pupils.

STUDENT	SCHOOL	TYPE	TUITION
#799	Bergen Center for Child Development	Private	\$42,400.00
#900	CTC Academy	Private	\$25,750.00
#862	Academy 360 Lower	Private	\$35,875.00
#893	Valley TIP Program	Public	\$47,736.00
#886	ValleyTIP Program	Public	\$47,736.00
#818	Valley Program	Public	\$47,736.00
#741	Valley Program	Public	\$47,736.00
#743	Valley Program	Public	\$47,736.00
#807	Valley Program	Public	\$47,736.00

**RESOLUTION S-7 RESCIND THE FOLLOWING 12 MONTH PLACEMENT 2019-2020**

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

STUDENT	SCHOOL	TYPE	TUITION
#625	Valley Program	Public	(\$27,825.09)

**RESOLUTION S-8 RESCIND THE FOLLOWING EXTRAORDINARY SERVICES ONE TO ONE AIDE 12 MONTH PLACEMENT 2019-2020**

BE IT RESOLVED that the Board of Education rescind the aide for the following pupil.

STUDENT	SCHOOL	TYPE	TUITION
#625	Valley Program	Public	(\$17,018.18)

**RESOLUTION S-9 APPROVAL OF TEN MONTH PROGRAMS 2019-2020**

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

STUDENT	SCHOOL	TYPE	TUITION
#625	Ridgefield Public Schools	Public	\$16,823.00 Pro-rated 03/02/2020



**RESOLUTION S-10 APPROVAL OF EXTRAORDINARY SERVICES ONE TO ONE AIDE 10 MONTHS 2019-2020**

BE IT RESOLVED that the Board of Education approve the one to one aide for the following pupil.

STUDENT	SCHOOL	TYPE	TUITION
#625	Ridgefield Public School	Public	\$18,191.35 Pro-rated as of 03/02/2020

**FINANCE**

**RESOLUTION F-1 BOARD SECRETARY’S REPORT FOR JUNE 2020**

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

**RESOLUTION F-2 TREASURER’S REPORT FOR JUNE 2020**

BE IT RESOLVED that the Treasurer’s report for the month of June 2020, be accepted as submitted and filed in the official minutes of this meeting.

**RESOLUTION F-3 TRANSFERS FOR JUNE 2020**

BE IT RESOLVED that the Board of Education approves transfers for the 2019-2020 school budget in a report dated June 30, 2020, as submitted and filed in the Business Administrator/Board Secretary’s office.

BE IT FURTHER RESOLVED that the transfer list be attached to the official minutes of the Board.

**RESOLUTION F-4 APPROVAL OF BILLS FOR JUNE 30, 2020**

BE IT RESOLVED that bills properly certified as to validated purchase orders and receiving documentation and approved in the total sum of \$\$\$\$ for June 30, 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:

	Fund	Totals
(11)	General Current Expense	\$
(12)	Capital Outlay	\$
(20)	Special Revenue Funds	\$
(50)	Enterprise Fund	\$
(60)	Trust and Agency Funds	\$
	<b>TOTAL</b>	<b>\$</b>

**RESOLUTION F-5 APPROVAL OF BILLS FOR JULY 1 THROUGH JULY 31, 2020**

BE IT RESOLVED that bills properly certified as to validated purchase orders and receiving documentation and approved in the total sum of \$\$\$\$ for July 1 through July 31, 2020, as shown on the list of bills submitted to the Board of Education and which shall be made a part of the resolution be and hereby are approved for payment and are to be charged to the following fund accounts:

	<b>Fund</b>	<b>Totals</b>
(10)	General Fund	\$
(11)	General Current Expense	\$
(20)	Special Revenue Funds	\$
(50)	Enterprise Fund	\$
(55)	Preschool Program Fund	\$
(60)	Trust and Agency Funds	\$
	<b>TOTAL</b>	<b>\$</b>

**RESOLUTION F-6 APPROVAL OF BILLS FOR AUGUST 1 THROUGH AUGUST 18, 2020**

BE IT RESOLVED that bills properly certified as to validated purchase orders and receiving documentation and approved in the total sum of \$\$\$\$ for August 1 through August 18, 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	\$
(11)	General Current Expense	\$
(20)	Special Revenue Funds	\$
(50)	Enterprise Fund	\$
(55)	Preschool Program Fund	\$
(60)	Trust and Agency Funds	\$
	<b>TOTAL</b>	<b>\$</b>

**RESOLUTION F-7 PAYROLL FOR JULY 2020**

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

<b>PAYROLL</b>	
<b>Date</b>	<b>Amount</b>
7/15/2020	\$488,653.72
7/21/2020	\$441,966.63

**RESOLUTION F-8 APPROVAL OF AGREEMENT BETWEEN VALLEY MEDICAL GROUP AND THE TENAFLY BOARD OF EDUCATION FOR WORKPLACE ALCOHOL AND DRUG TESTING SERVICES**

BE IT RESOLVED that the Tenafly Board of Education approves an agreement for workplace alcohol and drug testing services with Valley Medical Group, (principal address – 1400 MacArthur Blvd., Mahwah, NJ 07430) effective July 1, 2020 – June 30, 2022.

**RESOLUTION F-9 APPROVAL OF POMPTONIAN FOOD SERVICE PRICES FOR SCHOOL YEAR 2020-2021 FOR THE MIDDLE SCHOOL, HIGH SCHOOL AND MAUGHAM ELEMENTARY SCHOOL**

BE IT RESOLVED that the Tenafly Board of Education approves the 2020-2021 Pomptonian Food Service prices for breakfast, lunch, and milk for the Middle School and High School, and lunch for Maugham Elementary School (see attached lists).

**RESOLUTION F-10 APPROVE THE ALLOCATIONS FOR THE NONPUBLIC TEXTBOOK GRANT FOR FY21**

BE IT RESOLVED that the Tenafly Board of Education approves the allocations for the Nonpublic Textbook Grant for the following nonpublic schools for the 2020-2021 school year.

<b>Nonpublic School</b>	<b>Nonpublic Textbook</b>
Academy of Our Lady of Mt. Carmel	\$12,462.00
The Idea School	\$2,627.00
Lubavitch on the Palisades	\$7,881.00
Montessori House School	\$611.00
The Spring School	\$7,209.00
<b>TOTAL</b>	<b>\$30,790.00</b>

**RESOLUTION F-11 APPROVAL OF STATE AID REDUCTION FOR THE 2020-2021 SCHOOL YEAR**

BE IT RESOLVED that the Tenafly Board of Education approves the reduction of state aid in the 2020-2021 school year in the amount of \$296,481.00; and

WHEREBY, the general fund surplus will be used to maintain budgeted appropriations.

**RESOLUTION F-12 APPROVAL OF CONTRACT WITH ULTRA PRO PEST PROTECTION FOR 2020-2021**

BE IT RESOLVED that the Tenafly Board of Education approves the contract with Ultra Pro Pest Protection, 12 Sunflower Avenue, Paramus, NJ 07652, for the period of July 1, 2020 to June 30, 2021.

**RESOLUTION F-13 APPROVAL TO RENEW CONTRACT WITH BUTLER ENGINEERING ASSOC. FOR 2020-2021**

BE IT RESOLVED that the Tenafly Board of Education approves the renewal of contract with Butler Engineering Assoc., 43 Hovey Avenue, Hamilton, NJ 08610, for the period of July 1, 2020 to June 30, 2021.

**RESOLUTION F-14 APPROVAL TO RENEW CONTRACT WITH C-K CONTROL TEMP, INC. FOR 2020-2021**

BE IT RESOLVED that the Tenafly Board of Education approves the renewal of contract with C-K Control Temp, Inc., 1061 Paulison Avenue, Clifton NJ 07011, for the period of July 1, 2020 to June 30, 2021.

**RESOLUTION F-15 APPROVAL TO RENEW CONTRACT WITH JERSEY ELEVATOR COMPANY FOR 2020-2021**

BE IT RESOLVED that the Tenafly Board of Education approves the renewal of contract with Jersey Elevator Company 657 Line Road, Aberdeen, NJ 07747, for the period of July 1, 2020 to June 30, 2021.

**RESOLUTION F-16 APPROVAL TO RENEW CONTRACT WITH VANWELL ELECTRONICS, LLC FOR 2020-2021**

BE IT RESOLVED that the Tenafly Board of Education approves the renewal of contract with Vanwell Electronics LLC, 320 Essex Street, Stirling, NJ 07980, for the period of July 1, 2020 to June 30, 2021.

*(placeholder)*

**RESOLUTION F-17 APPROVAL OF NETWORK UPGRADES**

**DISCUSSION OF RESOLUTIONS**

The Personnel and Special Education Resolutions were discussed in closed session.

Ms. DeMarco gave an overview of the Administration Resolutions. She emphasized with **Resolution A-1 Second Reading of Policy 1648**, that the policies are changing often and for everyone to be mindful of the appendices reflecting specifically what Tenafly is doing to meet or exceed the current language. If state or federal changes occur, the policies will be updated when they are reissued. She spoke about **Resolution A-2 First Reading of Policy 1648.02** and explained this speaks about the virtual option and the process involved.

Ms. DeMarco asked if there were any questions.

Ms. Flynn asked about the virtual only policy, and Ms. DeMarco explained the 10-day period from a parent's formal request to enactment of the program, and 10 days for principal review; unless there is a quarantine situation and that would be automatic all virtual instruction.

Dr. Mamman gave an overview of the Curriculum Resolution and explained the High School textbook is available digitally.

Ms. Nardino gave an overview of the Finance Resolutions. She referred to **Resolution F-9 Approval of Pomptonian Food Service Prices for School Year 2020-2021 for the Middle School, High School and Maugham Elementary School**, and noted that districts are required to provide meals for 4-hour sessions and remote instruction. Ms. Nardino will be speaking with Pomptonian this week regarding food service when students return to school, and a full virtual situation. She added that Tenafly does not qualify for free and reduced lunches (we are under the required 5% of population); however, we will be providing lunches for the whole school year to students who have been identified as qualifying.

Ms. Nardino referred to **Resolution F-10 Approve the Allocations for the Nonpublic Textbook Grant for FY21** and explained how funds flow through the Tenafly School district for the nonpublic schools who place the orders for their textbooks. Ms. Nardino corrected the wording for **Resolution F-11 Approval of State Aid Reduction for the 2020-2021 School Year** and it has been changed in these August 17 Minutes. She explained that

the district is not making any cuts to the budget, and extra surplus will be used to cover the reduction in the school funding.

Ms. Barbanel inquired if Pomptonian offers breakfast. Ms. Nardino replied she will be speaking with Pomptonian soon and will pose this question.

Ms. DeMarco commended Ms. Nardino for being totally involved with district projects right from the very start of assuming her position in early August and thanked her for her contributions to Tenafly.

Ms. Horan announced that tonight is Ms. Natalie Barbanel's last Board meeting in Tenafly, as she is leaving Tenafly. On behalf of the Board, Ms. Horan gave thanks to Ms. Barbanel for all she has done for the Tenafly school district as she focused on the social/emotional wellness of students, school safety, students' safety walking to school, and more. The Board gave Ms. Barbanel a round of applause. Ms. Barbanel read a statement and praised Ms. DeMarco and Dr. Mamman for their fine leadership spoke of the excellent teachers in the district. She encouraged the community to put their trust in our administration and Board as they do their best to balance all the concerns of students and families in these unprecedented times. Ms. Barbanel expressed that it has been an honor to serve on the Board and wished everyone well.

### **STUDENT REPRESENTATIVES**

Ms. Horan gave special thanks to student representatives Kira and Jessica for their leadership and participating on the Restart Committee weeks ago, and for sharing their concerns and hopes for the school year. Ms. Horan gave thanks to all the students on the committee for speaking honestly about their feelings with the Restart program. Kira commented that many students know all the hard work that has been put into the Restart program and whatever happens in the fall to make the best of the year ahead. Jessica agreed, even though everything is not ideal but believes it will be a good year.

### **PUBLIC RECOGNITION-COMMUNITY COMMENTARY (SECOND OPPORTUNITY)**

Ms. Horan inquired if there were any guests in the audience who wished to address the Board. Public comments may be presented in two ways: guests may virtually raise their hand to speak, or submit comments through the Zoom Q&A. Names and addresses must be given. There is a time limit of 3 minutes per person and a total of 30 minutes for all communications.

The parents tonight acknowledged and thanked the administration and everyone involved who has worked so hard with planning the opening of school.

Lauren Forman - 11 Park St. - Ms. Forman asked if teachers will be expected to work from their classrooms if we pivot to all virtual instruction.

Ms. DeMarco responded that we are spending time, money and expertise in optimizing our technology to create instructional spaces, and our goal is to use our buildings for as long as the buildings are available for lessons.

Judy Feinberg - 109 Devin Rd. - Ms. Feinberg agrees in including parents in principal meetings, as Dr. Mamman mentioned earlier. She asked if meetings can be recorded and shared with the public, as some parents are unable to attend at short notice, and asked if it is a legal issue not to record the meetings. She offered some suggestions for scheduling meetings. She inquired about supplies being backordered and their impact on the district being compliant upon opening school.

Ms. DeMarco explained some of the issues why these type of meetings are not recorded. She expressed that we want to give more advance notice to parents of when meetings will be held, and to offer multiple opportunities. One of the difficulties impacting the planning and scheduling of meetings is that changes are happening at a fast pace, but every effort will be made to give more advanced notice. Ms. DeMarco addressed the inquiry about supplies and described a technology setback that took place; however, on September 8 the schools will be operable with what is essential. Advancements and enhancements are forthcoming to add to the learning experiences. Ms. DeMarco expressed how everyone is working so hard and collaboratively all the time towards the common goal of opening school.

Daniel Steinhagen - 53 Oak Ave. - Mr. Steinhagen asked about how parents will be advised if the closing of schools/grades/cohorts is necessary and what is it going to be based on. He asked about the 20-day time period noted in the district's policy regarding a parent's decision to change to virtual instruction.

Ms. DeMarco referred to the NJDOE website (The Road Back) and the information she is reviewing, and said that at the core we are reminded that health decisions get made by health officials and they will always lead the way. Procedures are outlined of what we need to do if students/staff show signs/symptoms, and who they have been in contact with within a given number of hours and days. Regarding the inquiry about policy for virtual instruction, Ms. DeMarco said the policy will allow for different situations, and the commitment is to act as quickly as possible for the benefit of the student. The main factor is time needed to be organized for the student and teacher before switching to virtual.

Rich DeMarco - 2 Tenafly Court - Mr. DeMarco asked if one elementary school closed due to an outbreak, will all the elementary schools be closed to keep equal pacing. He asked about the fluidity of school opening/school closing and how abrupt could it be.

Supt. DeMarco replied that the health dept. would make the decision, but if one school had an outbreak the other schools would not automatically close too. Ms. DeMarco emphasized the frequent pivoting that districts have had to do, due to higher authority handing down new guidelines that are not easy to predict.

Bryan Rudolph - 80 Homestead Rd. - Dr. Rudolph commented on Ms. Wellman's statement tonight. He said the physicians group is meeting with the teachers to help answers questions of concern, and that he and other physicians are in support of the plan, safety measures and protocols the district has put in place.

Andrew Till - 124 Oxford Dr. - Mr. Till suggested the administration reach out to the community for resources that may be needed instead of waiting, as there are people who want to help. He expressed he doesn't want the teachers union to bully the board of education to close schools, as surveys have been sent out and the Board should listen to what the people want for their children.

Ms. Horan responded that we need to work together as a community.

Jason Tuvel - 12 Maple St. - Mr. Tuvel asked if the district needs state approvals, in addition to the county health dept. approvals, and is there a deadline to submit revisions. He asked if additional infrastructure will be needed in the winter, and will the compliance plan change with the state. Will there be a more formalized process for one on one with teachers. Mr. Tuvel spoke about professional development for teachers, and asked if there's literature for parents to use as a resource for better understanding. He asked if there is any advice, available literature or studies done to help students catch up academically/socially from the spring.

Ms. DeMarco said the revisions are extremely minor for the county health dept. to review, and the review came back with no red flags. She pointed out that full remote has to be by need, not preference. Ms. DeMarco clarified that we are not using the tents as dependent space in order to satisfy social distancing and it does not change the plan in place.

Dr. Mamman spoke about a more formalized process in place with weekly schedules, and the focus will be consistency from grade to grade, and building to building. Also, small groups will be scheduled, and there is a better plan in place for sure than what was experienced in spring. Dr. Mamman said parent guides are being created that will coincide with parent sessions to help optimize best experiences in this environment. Dr. Mamman spoke about student assessments that will definitely be done in order to pinpoint if there is academic loss. She suggested for social wellness that FaceTime helps, and breakout zoom sessions will be good for kids to be able to talk together.

Briana Holden - 141 Essex Dr. - Ms. Holden thanked Ms. Natalie Barbanel for her service over the past two years, and asked what is happening with the vacant seat.

Ms. Horan said there will be postings for Tenafly residents to apply for the position, interviews will be set up, and the candidate chosen by the Board will fill the remainder of Ms. Barbanel's term.

Susan Zausner - 254 Highwood Ave. - Ms. Zausner asked about the process for assessing ventilation and air circulation and when will it be done in order to help maintain health. She asked for transparency to let parents know the plans and what exactly is in place the first day students are in the classroom.

Ms. DeMarco replied that we are meeting compliance but we are continuing to optimize in any way we can by speaking with vendors, other districts' practices, architects, etc.

Loran Alvator - 142 Windsor Rd. - Ms. Alvator asked about positions filled by teachers at the elementary level.

Ms. DeMarco spoke about teacher accommodations and being fair to their needs or preferences and coming up with a plan that is best for everyone. Ms. DeMarco said there are many factors involved to consider when filling the positions.

Ms. Israeli Miller thanked Ms. Barbanel for her service on the Tenafly Board of Education and that it has been a pleasure working with Natalie at Board meetings and committees and wished her success and happiness in her new home.

Ms. Horan asked for motions to go into closed session.

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

WHEREAS, the Tenafly 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 Tenafly 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
  - ♦ Student Matters
  - ♦ Personnel Matters

No formal action will be taken.

The motion was unanimously approved.

The meeting recessed to closed session at 10:53 p.m.

The meeting reconvened from closed session at 11:42 p.m.



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

The motion was unanimously approved.

The meeting adjourned at 11:42 p.m.

Respectfully submitted,

A handwritten signature in black ink, appearing to read 'Cheryl Nardino', with a long horizontal flourish extending to the right.

Cheryl Nardino  
Business Administrator/  
Board Secretary