

MINUTES OF THE REGULAR MEETING
OF THE TENAFLY BOARD OF EDUCATION
MONDAY EVENING, NOVEMBER 16, 2020

TENAFLY HIGH SCHOOL MEDIA CENTER
VIRTUAL MEETING VIA ZOOM VIDEO CONFERENCE

I. Sunshine Statement/Call to Order/Roll Call

The meeting was called to order at 7:20 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
Patricia Flynn
Inbal Israeli Miller
Jane Juhng
Paula Newman

Edward J. Salaski
Michael Wilderman
Jocelyn Schwarz
Janet I. Horan

Also 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

II. Closed Session

Be it Resolved, that the Tenafly Board of Education determines it is necessary to meet in Closed Session on November 16, 2020 to discuss Legal, Personnel matters and Student matters; and

Be it Further Resolved, that these matters will be made public when the need for confidentiality no longer exists.

*Motion to go into Closed Session at 7:20 p.m.
Moved: Ms. Newman Second: Ms. Schwarz*

*Motion to convene from closed session at 8:07 p.m.
Moved: Dr. Wilderman Second: Mr. Aronson*

III. PUBLIC MEETING

The public meeting was called to order at 8:07 p.m. by Ms. Horan who opened the meeting with the Pledge of Allegiance to the flag.

The following Board members were present:

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

Also 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
Kira Baltaytis, Sr. Student Representative
Jessica Lee, Jr. Student Representative

IV. APPROVAL OF MINUTES

Approve the minutes of the Closed Executive Meeting & Work Session minutes of October 13, 2020, Closed Executive Meeting & Regular Public Meeting of October 19, 2020 and Closed Executive Meeting and Public Board/Budget Retreat of November 2, 2020.

Moved: Ms. Flynn Second: Ms. Miller

Aye – 9 Nay – 0 Abstain – 0 Absent - 0

V. BOARD CORRESPONDENCE

None

VI. PRESENTATIONS / REPORTS

- National Merit Scholarship Awards
- National Hispanic Recognition Program
- Members of the High School Guidance Dept. recognized their students' achievements.

VII. PUBLIC COMMENT

There were no comments.

VIII. BOARD PRESIDENT'S REPORT

Ms. Horan reported on the following:

- She thanked the Tenaflly Medical Professionals' Group for hosting the webinar last week with a Q and A for COVID related questions.
- Reminded the public to reach out to their student's teacher if there is a concern to discuss and to follow the protocol in place if further discussion is needed.
- Encouraged the public to wear masks, and continue to follow safety measures during this time.

IX. SUPERINTENDENT'S REPORT

Ms. DeMarco gave the following report:

- Honored recipients of the National Merit Scholarship Awards as well as the National Hispanic Recognition program.
- Welcomed 3 new students. We have 3,645 students currently enrolled: 1,407 students in our elementary schools 346 of which are at Mackay, 367 at Maugham, 347 at Smith and 347 at Stillman. Third grade at Maugham School is currently at capacity.
- We have 889 Middle School students and 1,242 high school students, as well as 108 out of district students which 40 are at academies. No Tenaflly students are currently enrolled in a charter school.
- Kindergarten enrollment is 153 students: 46 at Maugham, 40 at Mackay, 38 at Smith and 29 at Stillman. Registration packets remain available on our website.
- At this time, there are approximately 30% of our students in full-virtual format, while 70% of our students participate in our onsite learning program.
- Our District Restart Committee, spent a great deal of time regarding learning and instruction from each of the schools. COVID-19 and related health issues, concerns, challenges and successes.
- Our schools are operating in ways that mitigate spread and do not see moving forward with any changes at this time. Our next meeting is scheduled for December 15th.
- We met with District Administrators and Health Professionals' Roundtable group which allowed us to join medical knowledge with pedagogical knowledge and continue working to support the educational experience of all students. In addition, the district thanks the Tenaflly Parent Providers' Group for hosting a virtual discussion of COVID and engaging in a Q and A session with the community.
- We frequently receive suggestions for adding questions to this tracker system, our symptom tracker is aligned to current CDC and state guidelines.
- While we have an uptick of reported positive cases of COVID-19 among students and staff members, there remains no evidence of onsite transmission in our schools.
- We extend our sincere thanks to all of our administrators, faculty and staff during this challenging time and thank our students for their continued strength and determination, and we thank our families for their support of our schools' efforts at home. To everyone, sincere wishes for a very happy and healthy Thanksgiving.

X. BOARD SECRETARY’S REPORT

Ms. Nardino spoke about the following:

- Zoom invites / Agendas / Google Meet
- Video / Audio Retention
- Office reconstruction

The School Fire and Security Drills for September and October 2020 are listed below

FIRE DRILLS & SECURITY DRILLS 2020-2021 SCHOOL YEAR SEPTEMBER 2020						
MONTH	HIGH	MIDDLE	MACKAY	MAUGHAM	SMITH	STILLMAN
SEPTEMBER Drills	Completed	Completed	Completed	Completed	Completed	Completed
SEPTEMBER Security Drills	Security Drill/ Lockdown	Security Drills/ Lockdown & Testing of Notification System	Security Drill/ Tabletop Exercise	Security Drill/ Tabletop Exercise	Security Drill/ Testing of Notification System	Security Drill/ Testing of Notification System

FIRE DRILLS & SECURITY DRILLS 2020-2021 SCHOOL YEAR OCTOBER 2020						
MONTH	HIGH	MIDDLE	MACKAY	MAUGHAM	SMITH	STILLMAN
OCTOBER Drills	Completed	Completed	Completed	Completed	Completed	Completed
OCTOBER Security Drills	Security Drill/ Shelter-in-place	Security Drills/ Shelter-in-place	Security Drill/ Shelter-in-place	Security Drill/ Evacuation & Shelter-in-place	Security Drill/ Evacuation	Security Drill/ Shelter-in-place

XI. ASSISTANT SUPERINTENDENT’S CURRICULUM AND INSTRUCTION REPORT

Dr. Mamman gave the following report – See attached

XI. CURRICULUM REPORT

The Curriculum and Instruction is going well, all things considered. Our teachers continued to take risks, problem solve and try new things in a bid to create the best possible experience for our students. They are using technology with adaptations to pedagogy to optimize experiences for both students and teachers with a high level of success in most of our classrooms. At all levels we see our teachers approaching this work with patience and a growth mindset. Thank you to everyone who is making school the best place possible for students to succeed despite COVID 19 and its impact on our routines and practices.

Winter Camp

In partnership with Camp Invention, we will be offering a 5 day winter-break mini-camp for interested K-6 students starting December 28 – January 1st. Students will receive four exciting activity kits packed full of materials to get them outside and active as they explore concepts of flight, tackle environmental challenges, build the ultimate sports complex, design the next great invention and gain confidence as innovators and entrepreneurs. Each class will be led by a Tenafly teacher. It is a flexible program that reinvents distance learning – with Coaches and fellow participants. More information can be found on our newly upgraded website under District News.

XII. STUDENT REPRESENTATIVES' REPORT

Kira Baltaytis reported on the following:

- She congratulated the National Merit Scholarship semi-finalists.
- The fall play will be streamed on November 23 and 24.
- ½ day E days will begin in the High School after Thanksgiving.

Jessica Lee reported on the following:

- Fall sports are wrapping up
- Orchestra is planning future performances
- The band and chorus will soon plan future events
- Tenafly's Got Talent is planned for January 23

XIII. BOARD COMMITTEE REPORTS

Curriculum and Technology

- See attached October 19 meeting report

Finance and Alternative Revenue Committee

- See attached November 19 meeting report

Joint Use Committee

- See attached October 23 meeting report

XIV. UPDATES ON RELATED GROUPS

No updates were given.

- Dr. Wilderman asked Ms. DeMarco about the district moving to the next phase in the reopening plan.

XV. NEW BUSINESS

- Ms. Horan raised the topic of Board and District goals and the deadlines for Board approval.

TENAFLY BOARD OF EDUCATION
REPORT OF BOARD COMMITTEES

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

NAME OF THE COMMITTEE: Curriculum & Technology

NAME OF THE CHAIRPERSON: Jane Juhng

DATE & HOUR OF MEETING: October 19, 2020 LENGTH OF MEETING: ~1 hr 5 mins

BOARD MEMBERS ATTENDING: Mark Aronson, Inbal Israeli-Miller, Michael Wilderman

ADMINISTRATORS: Evelyn Mamman, Bob Caputo, Cheryl Nardino

TEACHERS: N/A

STUDENTS: N/A

OTHERS: _____

SUBJECTS(S) DISCUSSED: Summer Projects

1) Hybrid Virtual Instruction

We discussed support for virtual students in the form of virtual students aides. There are 4 per grade in the Elementary levels, and for MS/HS the students can go directly to the subject teachers for extra help. The virtual aides connect with students in the morning and in the afternoon, as needed.

In terms of social emotional wellness, check-ins are occurring through guidance counselors and teachers throughout the district. The committee asked if there was a need for more resources, and asked Administration to raise any support that may be needed.

The district has over the summer and continues to assess and make available technology aids for teachers to be able to use to engage virtual students while teaching in-person.

This topic of social emotional wellness will also be raised to Shauna from the full board as it goes beyond Curriculum.

2)Technology

There seems to be a lack of technology staff to address technology issues and troubleshoot. The IT team is issuing Chromebooks at the Middle School. The committee expressed an interest in addressing technology issues classrooms may be facing, and asked the Administration to bring back a recommendation of addressing technology issues.

New Chromebooks have come in for the middle school and is being distributed. Feedback has been positive with bigger/clearer screens and tablet-like functionality.

Restrictions to websites such as You Tube was raised and there is not a simple answer to address or block the sites. Teachers use YouTube sites for educational purposes so it is not a site that can be blocked or restricted. Key words blocks and other measures are in place however.

Zoom carts continue to be assessed

120 monitors have shipped, and cameras have come in by request. The IT team continues to deploy equipment as well as conversing with teachers on addressing their needs and wants.

3. Professional Development

We did not get a chance to fully address Diversity & Inclusion PD topics.

Mark will raise at the next Diversity Committee meeting to help prioritize the work in this area.

SUBJECTS(S) CONSIDERED BUT REJECTED:

RESTRICTED

1. _____

CONCLUSIONS:

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

DATE, TIME, PLACE OF THE NEXT MEETING: December 14, 2020 6pm

Signed: Jane Juhng

TENAFLY BOARD OF EDUCATION
REPORT OF BOARD COMMITTEES

NAME OF THE COMMITTEE: Finance and Alternative Revenue Committee

NAME OF THE CHAIRPERSON: Ed Salaski

DATE & HOUR OF MEETING: Nov 9, 2020 6:00 PM LENGTH OF MEETING: ~80 minutes

BOARD MEMBERS ATTENDING: Ed Salaski, Jane Juhng, Inbal Israeli Miller, Jocelyn Schwarz

ADMINSTRATORS: Shauna DeMarco, Cheryl Nardino, Evelyn Mamman

GUESTS: Tony Solimine, Brian Morris (Phoenix Advisors)

SUBJECTS(S) DISCUSSED:

1. The first agenda item was a presentation by the Phoenix Advisors representatives on the potential refunding of our bonds issued in 2012. These bonds become "callable" ten years after issue. This will be on July 15, 2022. In order to refund these bonds on a tax-exempt basis, the refunding can be done no earlier than 90 days before the callable date. This would be April 15, 2022. The bonds can be refunded before then, but it would be on a taxable basis. In order to be able to refund the bonds, there must be at least a 3% savings on a Net Present Value (NPV) basis. The newly issued bonds must have the same expiration as the ones they're replacing. This will be in 2032. A first step is for the board to pass an "ordinance" allowing the refunding to occur. This ordinance requires 2 readings similar to our policies. The board will not incur any costs in doing this step. Costs will accrue only if the new bonds actually sell.

The first option is to refund the bonds as soon as possible, on a taxable basis. This will result in an approximately \$900,000 savings to the district. On an NPV basis, this would be about \$800,000, or 5.5%, so it is well over the 3% requirement. The second option is to wait until April 2022 and refinance on a tax exempt basis, which would net the district a savings of \$1,900,000. On an NPV basis this would be \$1,800,000 or about 12%. All of these calculations assume a stable interest rate environment. A rise in interest rates prior to refunding would reduce the savings.

The district's current debt service is about \$3M per year on an outstanding debt load of \$30.99 M. The 2020-21 year's payment on the 2012 series under discussion is about \$900,000. The advisors indicated that given the district's current financial standing we could potentially issue new debt up to \$152M.

The passage of the ordinance by the board does not obligate us to do the refunding. It will shorten the time needed from 3 months to 1 month. The authorization it represents will be good indefinitely. It was the opinion of the committee that the board should approve the ordinance at the November and December meetings, allowing us the option to refund going forward from then. It will remain our option to do an immediate vs. an April '22 refunding.

2. In an update to district COVID related expenses, the BA indicated that totals to date include \$225K for consumables, \$414K for "permanent items", \$94K for repairs such as windows and rooftop units, and \$87K for overtime. These figures are inclusive of those previously reported. Disposable items being replenished on an ongoing basis are cleaning products, hand sanitizer, gowns, and gloves.
3. COVID staffing costs for September and October were reported to be \$100K. The majority of this (\$60K) was for 10 "permanent" subs. Prediction of costs for the remainder of the year is being prepared from a more detailed look at the data and comparison with the corresponding substitute expenses for the corresponding time in the 2018-19 year, the last full year with no pandemic impact. Additional data were included in the 11/13 superintendent's memo.
4. The auditors were not yet finished with the reconciliation of the 2019-20 budget. The deadline for

employees to select their health care option for 2021 was 10/30/20. The impact that these choices will have on the district's total health care expense will depend on the final distribution of chosen plans.

DATE, TIME, PLACE OF THE NEXT MEETING: December, 2020

Signed: Edward J Salaski

TENAFLY BOARD OF EDUCATION
REPORT OF BOARD COMMITTEES

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

NAME OF THE COMMITTEE:	Joint Use
NAME OF THE CHAIRPERSON:	Janet Horan
DATE & HOUR OF MEETING:	10/23/20 at 11:15am
LENGTH OF MEETING	a little more than an hour
BOARD MEMBERS ATTENDING:	Paula Newman, Michael Wilderman, Mark Aronson, Edward Salaski
ADMINISTRATORS:	Superintendent Shauna DeMarco, Bob Caputo, Business Administrator Cheryl Nardino
TEACHERS:	
STUDENTS:	
OTHERS:	Mayor Mark Zinna, Councilman Dan Park, Councilman Adam Michaels, Susan Corrado

SUBJECTS(S) DISCUSSED:

1.	Covid testing as a borough-wide initiative
2.	Joint use of fields for athletics
3.	Help hotlines for people in-need in the community
4.	Borough use of Fiber Optic lines owned but not currently being used by TPS.
5.	Changing Outlook email to interface with Gmail
6.	Halloween message and lack of vandalism to outdoor tents

SUBJECTS(S) CONSIDERED BUT REJECTED:

1.	
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CONCLUSIONS:

1. With respect to borough-wide Covid testing, it seemed the majority opinion that it would be difficult to have a district employee, either borough or TPS who would be qualified and/or willing to do the testing. The best option was concluded to be to partner with a local medical group, potentially for TPS students and staff and borough residents to provide preferred services. There would be a shared cost involved. both for the preferred services and to help cover costs of testing for those people without insurance to cover the test costs. The Borough said they would bring this up at the next Council Meeting (scheduled for Tuesday, October 27th) to gauge support. In addition, the Borough would not make a commitment until they could review any potential contract.

2. With respect to the joint use of fields, we discussed the pending Field Study by EI. We discussed school teams that use borough fields and travel teams that use TPS fields. We discussed costs of joint use fields such as Geissinger and TLL and who to speak with regarding increased water bills at TLL that TPS pays. In addition, we discussed collaboration with TLL repairs due to bad storms - the borough took away the tree that broke a fence and TPS covered the costs to fix the fence. We discussed streamlining the scheduling of fields with Tenaflly Rec Dept. and potentially getting a program that costs less than \$1K annually to avoid scheduling conflicts between Rec and Travel use and THS use. An idea was discussed about joint ventures to maintain some of the fields but we said we would be back in touch once we had the Field Study, and updated the LRFP and then we could discuss joint maintenance of some fields.

3. Help hotlines for people in-need in the community, we asked whether we should be doing more to help community members, which includes the school district members, during these difficult times with respect to the increase in stresses at home, domestic violence and abuse and other issues. Superintendent DeMarco said that TPS has phone numbers from the DOE which are vetted and used to handle these types of calls. She will share this information with Mayor Zinna to see which ones would be useful to community members. The Borough seemed interested in looking into “drop in” centers to help community members, as the Superintendent mentioned her prior district had done for their community.

4. Borough use of Fiber Optic lines owned but not currently being used by TPS - Bob Caputo discussed that the Tenaflly Police and Fire Departments had been using Fiber Optic lines owned by TPS running from the JCC to Smith School area and Stillman School to another location in town since 2017, because the departments were having issues with their towers and they needed these lines for emergency communications. The Police Department is no longer using these fiber optic lines but the Fire Department is still using them. Bob wanted to make the town aware that they should start figuring out their options because while TPS is not currently using those lines, if we need to use them, we don't want to leave the Fire Department without a communications system. The Fire Chief has indicated that they currently rely on the use of this fiber optic system. Since it takes about a year to get new lines put up, Bob wanted to alert the Borough so they could obtain their own lines.

5. The Borough asked whether we could change Outlook email to interface with Gmail so that it could streamline with Google calendar, contacts, etc. so that individuals do not have to go through Web Outlook. Bob Caputo said that for security purposes, that was not possible.

6. Halloween message and lack of vandalism to outdoor tents - The Superintendent said we will reinforce the Halloween safety messages especially regarding the parties that are not endorsed or supported by TPS but seem to be aimed at Tenaflly students. And we were happy to report that there have not been any issues with vandalism of the tents on school properties.

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

DATE, TIME, PLACE OF THE NEXT MEETING:	TBD
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Signed: Paula Newman

XVI. RESOLUTIONS

The following resolutions are recommended by the Superintendent of Schools:

*Motion was made to approve the Resolutions by consent agenda
Moved: Mr. Aronson Second: Ms. Newman*

*Motion to approve the following Resolutions
Moved: Ms. Miller Second: Mr. Salaski*

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 2020-2021 school year in accordance with N.J.S.A. 18A:6-7.1b pertaining to criminal history background check and at the district-established per diem rate as noted:

NAME	CERTIFICATION	RATE
Adrianna Perry ¹	NJ Substitute Credential	Paraprofessional/Substitute Differential
Beth Kulick	NJ Substitute Credential	\$150 per diem
Keith Gold	NJ Substitute Credential	\$150 per diem
Melissa Chalmer	NJ Substitute Credential	\$150 per diem
Mikayla Kostyn	NJ Substitute Credential	\$150 per diem
Patrick Finn	NJ Substitute Credential	\$150 per diem
Taylor Grbelja	NJ Substitute Credential	\$150 per diem

RESOLUTION P-2 RESIGNATION

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

NAME, POSITION, LOCATION	REASON	EFFECTIVE DATE
Michelle Buttafuoco, 19-Hour Paraprofessional, Mackay School	Resignation	November 25, 2020

RESOLUTION P-3 HIRES

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

<u>Smith Elementary School</u>		
NAME/POSITION	EMPLOYMENT	SALARY/CLASSIFICATION

	DATES	
Lori Scheidle 19-Hour Paraprofessional	11/17/20 – 06/30/21	19-Hour Paraprofessional 3.8 hrs. per day \$23.63 per hour

<u>Tenafly Middle School</u>		
NAME/POSITION	EMPLOYMENT DATES	SALARY/CLASSIFICATION
Spiro Spiratos MS Social Studies Teacher	12/14/20 – 06/30/21	Standard: Teacher of Social Studies MA+32, Line 7 \$74,029 pro rata
EunKyung Woo – Music Teacher Leave Replacement/Non-Tenurable	11/17/20 – 12/23/20	Long-Term Substitute Music Teacher, \$280.15 per diem
	01/04/21 – 06/30/21	Per-Diem Substitute Teacher, \$150 per diem

<u>Central Office</u>		
NAME/POSITION	EMPLOYMENT DATES	SALARY/CLASSIFICATION
Vanda Esposito Assistant to the Business Administrator	Pending Criminal History Clearance – 06/30/21	Non-Bargaining Unit Position, Business Office \$75,327.25 pro rata

RESOLUTION P-4 STAFF/POSITION RECLASSIFICATIONS

BE IT RESOLVED that the Board approves the following reclassifications:

NAME	FROM	TO	EFFECTIVE DATES
Adrianna Perry	19-Hour Paraprofessional, Stillman \$23.63 per hour	Long-Term Substitute Teacher, Stillman \$150 per diem	11/17/20 – 40 instructional days maximum. Return to 10- Hour Para position at the conclusion of the 40 days.
Ben Gordon	Per-Diem Substitute Teacher, \$150 per diem, TMS	CE: Elementary Teacher K-6, TMS BA, Line 1 \$56,029 pro rata	11/02/20 – 06/30/21
Esther Loor	5 th Grade Elementary Teacher Resignation Date: 11/25/20	5 th Grade Elementary Teacher Resignation Date: 10/30/20	As noted
JuYoung Jeong	Provisional: Elementary School Teacher K-6 ¹ , Middle School Per-Diem Substitute Teacher, \$150 per diem, Maugham	Per-Diem Substitute Teacher, \$150 per diem, Maugham 2 nd Grade Elementary Teacher ¹ , BA, Line 1 \$56,029 pro rata Maugham	11/11/20 – 11/13/20 11/14/20 – 01/22/21

	2 nd Grade Elementary Teacher ¹ , Maugham	Per-Diem Substitute Teacher, \$150 per diem	01/25/21 – 06/30/21
Samara Yegelwel	Pending Start Date, 5 th Grade Elementary Teacher, Mackay	Per-Diem Substitute Teacher, \$150 per diem Mackay	10/28/20 – 10/30/20
	Per-Diem Substitute Teacher, \$150 per diem Mackay	5 th Grade Elementary Teacher BA, Line 2 \$56,529 pro rata Mackay	11/02/20 – 06/30/21

¹Non-Tenurable/Leave Replacement

RESOLUTION P-5 APPROVAL OF PARAPROFESSIONAL TOILETING STIPENDS

BE IT RESOLVED that the Board approves that the following paraprofessionals receive a \$1,000 toileting stipend during the 2020-2021 school year:

Paraprofessionals

BethAnn Wells
Diane Dimovski
Kathy Ruiz
Toni Vilardi

RESOLUTION P-6 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, which will operate virtually in the event of a school closure:

Fifth Grade Lead Teacher

Name	Time Period	Stipend \$
Esther Loor	09/01/2020 – 10/30/2020	\$8,500 pro rata
Eric Nissenbaum	11/02/2020 – 06/30/2021	

TMS Extra-Compensation

Position	Name	Stipend \$
Assessment Advisor	Lisa Krommenhoek	\$1,683 pro rata 11/17/20 – 06/30/21

BE IT RESOLVED that in the event of an extended closure at Tenafly High School, the extra compensation appointments noted below will be prorated as indicated:

THS Extra-Compensation

Position	Name	Stipend \$
Madrigal Director	James Millar	\$3,231 (prorated on a weekly basis @ 12 weeks October 5 th – December 23 rd)
Ultimate Frisbee	Thomas Hutchinson	\$951 (prorated on a monthly basis @ 9 months September - May)

BE IT RESOLVED that the Board accepts the resignation of Susan Saric, Co-Advisor Mackay Student Council, as previously approved and appoints Barbara Lyons as the Advisor of the Mackay Student Council for the 2020-2021 school year under the same terms and conditions of Resolution #P-11, October 19, 2020.

RESOLUTION P-7 APPROVAL OF FACULTY SALARY RECLASSIFICATIONS FOR FALL 2020

BE IT RESOLVED that the Board approves the following salary reclassifications retroactive to September 1, 2020 for the following faculty members based on graduate credit obtained in accordance with the negotiated contract between the Board and the Tenafly Education Association on behalf of teachers:

LAST NAME	FIRST NAME	CURRENT SCALE	CURRENT SALARY	NEW LINE	LINE	NEW SALARY	ADJUSTMENT
AHN	ELIZABETH	MA+16	\$66,829.00	MA+32	6	\$71,729.00	\$4,900.00
ALESANDRO	FABIAN	MA	\$95,209.00	MA+16	14	\$95,809.00	\$600.00
BREAKFIELD	DANIELLE	MA+16	\$66,829.00	MA+32	6	\$71,729.00	\$4,900.00
CHIZZIK	HEIDI	MA+16	\$95,809.00	MA+32	14	\$103,209.00	\$7,400.00
CURKO	PETER	MA+16	\$95,809.00	MA+32	14	\$103,209.00	\$7,400.00
DeVRIES	CHRISTIAN	MA+16	\$95,809.00	MA+32	14	\$103,209.00	\$7,400.00
ELISCU	MATTHEW	MA	\$76,829.00	MA+16	9	\$77,429.00	\$600.00
FITZGERALD	CHERYL	MA	\$91,529.00	MA+16	13	\$92,129.00	\$600.00
GORETSKY	PAMELA	MA	\$76,829.00	MA+16	9	\$77,429.00	\$600.00
HILER	SCOTT	MA	\$95,209.00	MA+16	14	\$95,809.00	\$600.00
MOGER	STEVE	BA	\$87,109.00	MA	14	\$95,209.00	\$8,100.00
PARK	ESTHER	MA	\$61,729.00	MA+16	4	\$62,329.00	\$600.00
ROBERTS	INGA	MA	\$91,529.00	MA+32	13	\$99,529.00	\$8,000.00
ROSKO	GREGORY	MA+16	\$73,229.00	MA+32	8	\$76,429.00	\$3,200.00
SANIEWSKA	IWONA	MA+16	\$69,829.00	MA+32	7	\$74,029.00	\$4,200.00
SCANLON	MATTHEW	MA	\$95,209.00	MA+16	14	\$95,809.00	\$600.00
SCHREIBER	ADAM	MA	\$63,729.00	MA+16	5	\$64,329.00	\$600.00
SEMON	DIANE	MA+16	\$95,809.00	MA+32	14	\$103,209.00	\$7,400.00
SUTER	KATHRYN	MA+8	\$91,829.00	MA+16	13	\$92,129.00	\$300.00
WARSHAW	CATHERINE	MA+16	\$77,429.00	MA+32	9	\$82,829.00	\$5,400.00
ZOROVICH	ANTHONY	MA+16	\$95,809.00	MA+32	14	\$103,209.00	\$7,400.00

RESOLUTION P-8 APPROVAL OF 2020-2021 DISTRICT MENTOR

BE IT RESOLVED that the Board approves the teacher below to serve as a mentor to a district novice teacher in accordance with the Tenafly District Mentoring/Professional Development Plan.

2020-2021 Mentor Name

Celia Keomurjian

RESOLUTION P-9 LEAVE OF ABSENCE FOR TEACHER OF ENGLISH AS A SECOND LANGUAGE AT MAUGHAM SCHOOL

BE IT RESOLVED that the Board, in accordance with Article VI., B. and C. of the Teachers' contract, grants Yun Hee Kim, Teacher of English as a Second Language, a paid maternity/disability leave of absence, using accumulated sick days, effective, on or about, February 11, 2021, to be followed by

a paid disability/child-rearing leave of absence, using accumulated sick days, followed by an unpaid child-rearing leave of absence, inclusive of FMLA/FLA, through the June 30, 2021.

RESOLUTION P-10 APPROVAL OF SIXTH PERIOD ASSIGNMENT

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:

TMS – Social Studies (11/16/20 – 12/11/20)

Kris Kristan
Kathleen McGovern
Stacey Lanni
Christine Phommathep
Susan Yi

(Walk-in Resolution P-11)

RESOLUTION P-11 ADDITIONAL HIRE

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

<u>Central Office</u>		
NAME/POSITION	EMPLOYMENT DATES	SALARY/CLASSIFICATION
Diana McClan Executive Secretary to the Assistant Superintendent of Curriculum and Instruction	Pending Criminal History Clearance – 06/30/21	Non-Bargaining Unit Position, Curriculum and Instruction Department \$71,695 pro rata

ADMINISTRATION

RESOLUTION A-1 SECOND READING OF POLICY 2270, POLICY 3421.13, POLICY 4421.13, POLICY 5320 AND POLICY 8210

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

Policy 2270 Religion in Schools (revised)

Policy 3421.13 Postnatal Accommodations (new) for teaching staff

Policy 4421.13 Postnatal Accommodations (new) for support Staff

Policy 5320 Immunization (revised)

Policy 8210 School Year (revised)

RESOLUTION A-2 FIRST READING OF POLICY 1620, POLICY 1648.03, POLICY 2431, REGULATION 2431.1, POLICY 2464, POLICY 5330.05, REGULATION 5330.05, POLICY 6440, POLICY 6470.01, REGULATION 6470.01, POLICY 7440, POLICY 7450, POLICY 7510, POLICY 8420

BE IT RESOLVED that the Board of Education will have the first reading of the following polices and Regulation:

POLICY 1620 Administrative Employment Contracts (M) Revised

POLICY 1648.03 Restart and Recovery Plan – Full-Time Remote Instruction (M) New

POLICY 2431 Athletic Competition (M) Revised

REGULATION 2431.1 Emergency Procedures for Sports and Other Athletic Activity (M) Revised

POLICY 2464 Gifted and Talented Students (M) Revised

POLICY 5330.05 Seizure Action Plan (M) New

REGULATION 5330.05 Seizure Action Plan (M) New

POLICY 6440 Cooperative Purchasing (M) Revised

POLICY 6470.01 Electronic Funds Transfer and Claimant Certification (M) New

REGULATION 6470.01 Electronic Funds Transfer and Claimant Certification (M) New

POLICY 7440 School District Security (M) Revised

POLICY 7450 Property Inventory (M) Revised

POLICY 7510 Use of School Facilities (M) Revised

POLICY 8420 Emergency and Crisis Situations (M) Revised

RESOLUTION A-3 ANNUAL APPROVAL OF UNIFORM STATE MEMORANDUM OF AGREEMENT (MOA) BETWEEN EDUCATION AND LAW ENFORCEMENT OFFICIALS

WHEREAS, the Tenafly Public School District Superintendent of Schools and the Chief of the Tenafly Police Department met on Wednesday, October 21, 2020 to have an annual review of the Uniform State Memorandum of Agreement between Education and Law Enforcement Officials.

WHEREAS, no further recommendations for changes were deemed necessary,

THEREFORE, BE IT RESOLVED that the Tenafly Board of Education approves the Uniform State **Memorandum of Agreement 2020-21**, and that five (5) signed copies of an annual *Update Form* be forwarded to the County Superintendent of Schools for signature and forwarding to the County prosecutor for approval and processing.

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

BE IT RESOLVED that the Board of Education approve submission of the 2019-2020 New Jersey Department of Education School Preliminary Self-Assessment for Determining Grades under the Anti-Bullying Bill of Rights Act.

CURRICULUM

RESOLUTION C-1 APPROVAL OF THE UPDATED DISCOVERY PROGRAM GUIDE

BE IT RESOLVED that the Board of Education approve the updated **Discovery Program Guide** to meet the requirements of the **Strengthening Gifted and Talented Education Act**.

RESOLUTION C-2 APPROVAL OF PROFESSIONAL DEVELOPMENT REQUESTS

BE IT RESOLVED that the Tenafly Board of Education approves the **professional development requests**, as per the attached report.

SPECIAL EDUCATION

RESOLUTION S-1 APPROVAL OF SETTLEMENT AGREEMENT AND RELEASE

BE IT RESOLVED by the Tenafly Board of Education (hereinafter referred to as the “Board”) that the terms, stipulations and conditions as established in the Settlement Agreement and Release (hereinafter referred to as “Agreement”) between the Board and the Parents of a student (#907) whose name is on file in the Superintendent’s office, and which Agreement is located in the student’s file, are hereby adopted and approved by the Board. The Board President and Business Administrator/Board Secretary are hereby authorized and directed to execute the Settlement Agreement and Release, and any other documents necessary to effectuate the settlement.

RESOLUTION S-2 APPROVAL OF APPLIED BEHAVIORAL ANALYSIS PARENT TRAINING AGREEMENT BETWEEN REGION II AND NON-MEMBER DISTRICTS

BE IT RESOLVED by the Tenafly Board of Education (hereinafter referred to as the “Board”) that the terms, stipulations and conditions as established in the Applied Behavioral Analysis Parent Training Agreement between Region II and Non-Member Districts Contract. The Board President and Business Administrator/Board Secretary are hereby authorized and directed to execute the Contract and Addendum, and any other documents necessary.

RESOLUTION S-3 APPROVAL OF TUITION PROGRAMS AND EXTRAORDINARY SERVICES OF ONE TO ONE AIDES 2020 – 2021

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

STUDENT	SCHOOL	TYPE	TUITION	AIDES
10 Month Students				
871	BCSS New Bridges	Public	\$82,620.00 (\$74,358.00 pro-rated as of 10/5/20)	
846	Fusion Academy	Public	\$57,708.00	
728	Gramon School	Private		\$38,220.00
905	Rockland BOCES	Public	\$18,851.12	
891	Rockland BOCES	Public	\$12,878.12	
875	Rockland BOCES	Public	\$12,878.12	
12 Month Students				
857	ECLC	Private	\$62,114.00	
Extended School Year				
840	NJBHS	Private	\$28,412.50	

FINANCE

RESOLUTION F-1 PAYROLL FOR SEPTEMBER 2020

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

PAYROLL	
Date	Amount
10/15/20	\$2,095,010.49
10/30/20	\$2,132,617.54

RESOLUTION F-2 APPROVAL OF NEW JERSEY SCHOOL EMPLOYEES HEALTH BENEFITS PROGRAM FOR CALENDAR YEAR 2021

BE IT RESOLVED that the Tenafly Board of Education approves the participation in the New Jersey School Employees Health Benefits Program (SEHBP) to provide health benefits for school district employees for calendar year 2021 at the established rates.

RESOLUTION F-3 APPROVAL OF RESOLUTION OF THE BOARD OF EDUCATION OF THE BOROUGH OF TENAFLY IN THE COUNTY OF BERGEN, NEW JERSEY APPROVING, ON FIRST READING, A REFUNDING SCHOOL BOND ORDINANCE PROVIDING FOR THE REFUNDING OF ALL OR A PORTION OF ITS OUTSTANDING REFUNDING SCHOOL BONDS DATED SEPTEMBER 20, 2012

BE IT RESOLVED BY THE TENAFLY BOARD OF EDUCATION OF THE BOROUGH OF TENAFLY IN THE COUNTY OF BERGEN, NEW JERSEY as follows:

Section 1. The Refunding Bond Ordinance attached hereto as **Exhibit A** is hereby approved. Bond Counsel is hereby authorized and directed to publish the required notice of public hearing for the Refunding Bond Ordinance in the form and at the time required by N.J.S.A. 18A:24-61.4.

Section 2. This resolution shall take effect immediately.

RESOLUTION F-4 DESIGNATION OF SERVICE PROFESSIONAL FOR BOND COUNSEL

BE IT RESOLVED that the Tenafly Board of Education designates **Wilentz, Goldman & Spitzer** as the district's official Bond Counsel.

RESOLUTION F-5 APPROVAL OF RENTAL AGREEMENT FOR THE USE OF MACKAY ICE RINK FOR 2020-2021

BE IT RESOLVED that the Tenafly Board of Education approves the **attached agreement** with the City of Englewood for the use of Mackay Ice Rink for the Tenafly Ice Hockey Team for 2020-2021.

(Walk-in Resolutions F-6, F-7, F-8)

RESOLUTION F-6 APPROVAL OF BILLS FOR OCTOBER 14 THROUGH OCTOBER 31, 2020

BE IT RESOLVED that bills properly certified as to validated purchase orders and receiving documentation and approved in the total sum of \$6,433,507.99 for October 14 through October 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:

	Fund	Totals
(10)	General Fund	\$232,354.96
(11)	General Current Expense	\$5,994,812.27
(20)	Special Revenue Funds	\$173,793.06
(50)	Enterprise Fund	\$23,343.64
(60)	Trust and Agency Funds	\$9,204.06
	TOTAL	\$6,433,507.99

RESOLUTION F-7 APPROVAL OF BILLS FOR NOVEMBER 1 THROUGH NOVEMBER 11, 2020
 BE IT RESOLVED that bills properly certified as to validated purchase orders and receiving documentation and approved in the total sum of \$590.00 for November 1 through November 11, 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	\$590.00
	TOTAL	\$590.00

RESOLUTION F-8 APPROVAL OF BILLS FOR NOVEMBER 12 THROUGH NOVEMBER 16, 2020
 BE IT RESOLVED that bills properly certified as to validated purchase orders and receiving documentation and approved in the total sum of \$383,638.82 for November 12 through November 16, 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
(10)	General Fund	\$333,054.41
(20)	Special Revenue Funds	\$49,528.28
(50)	Enterprise Fund	\$1,056.13
	TOTAL	\$383,638.82

XVII. PUBLIC COMMENT

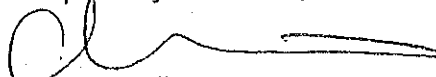
- Question was raised as to why the Diversity Committee was not reported on. Mr. Aronson will give a report next week.

*Motion that the Board convenes into closed session.
 Moved: Ms. Schwarz Second: Ms. Newman*

The meeting recessed to closed session at 9:30 p.m.

*Motion to adjourn the meeting at 11:16 p.m.
 Moved: Mr. Salaski Second: Ms. Miller*

Respectfully submitted,


 Cheryl Nardino
 Business Administrator/
 Board Secretary