

**HAWORTH BOARD OF EDUCATION
HAWORTH, NEW JERSEY 07641
WORK SESSION MINUTES
April 14, 2015**

I. CALL TO ORDER – 7:30 p.m.

II. FLAG SALUTE

III. SUNSHINE LAW STATEMENT

All requirements of the Open Public Business Meetings Law have been met for this meeting of the Board of Education of the Borough of Haworth. On February 18, 2015 advance written notice was emailed to **The Suburbanite and The Record**, filed with the Borough Clerk, posted on the school website and forwarded to the Presidents of the Home and School Association and Teachers Association, and all persons requesting such notice.

IV. MISSION STATEMENT

The Haworth Public School District, a safe and nurturing small school environment, in partnership with our community, is dedicated to providing every student with educational excellence through a comprehensive, innovative and rigorous curriculum that fosters productive and responsible life-long learners in a global society. Adopted—May 28, 2013.

V. ROLL CALL:

- Mr. Jeff Ashkenase
- Mrs. Michele DiIorgi
- Mrs. Mary Anne Doran
- Mr. Matthew Gilbert
- Mrs. Anna Reduce
- Mrs. Nicole Brennan, Vice President
- Mr. Warren Sutnick, President

Ms. Jennifer Montesano, Superintendent/Board Secretary

VI. OPEN TO THE PUBLIC ON AGENDA ITEMS ONLY

The Board is interested in hearing your comments. In order to ensure that everyone has the opportunity to speak, we are asking that you speak once and limit your comments to three minutes. We further ask that all comments be directed to the Board. We recognize that everyone has the freedom to speak but advise you that anything said in public may have legal ramifications. There is no protection regarding statements made by the public. Please state your name before you begin.

VII. CLOSE THE PUBLIC PORTION – 7:31

VIII. SUPERINTENDENT’S/BOARD PRESIDENT’S REPORTS

- Enrollment for April 2015
- HIB/Incident Report to date – Mr. Wolford

IX. MINUTES

- a. Approval of meeting minutes from the March 10, 2015 work session meeting and March 24, 2015 regular business meeting.

X. PROGRAM AND PERSONNEL

- a. Upon the recommendation of the Superintendent, the Haworth Board of Education approves the attendance of Jennifer Montesano at the Anti-Bullying Conference in Atlantic City, NJ on May 27 & May 28, 2015. Registration fee of \$225, plus travel expenses.
- b. Upon the recommendation of the Superintendent, the Haworth Board of Education approves the following graduate level courses at New Jersey City University for Kimberly Michalski, no re-imburement requested.
 - Working with Families of Students with Disabilities
 - Helping Exceptional Children & Youth in the Regular Classroom
 - Classroom Management
- c. Upon the recommendation of the Superintendent, the Haworth Board of Education approves the following graduate level courses at Rutgers University for Richard Paciuto, no re-imburement requested.
 - Group Dynamics
 - Clinical Social Work I
 - Field Practicum III
- d. Upon the recommendation of the Superintendent, the Haworth Board of Education approves Ruben Maldonado Lopez as a substitute custodian for the 2014-2015 school year, pending criminal history review. Not benefit eligible.
- e. Upon the recommendation of the Superintendent, the Haworth Board of Education approves the attached list of students from Northern Valley Regional High School to participate in the Senior Service Program at Haworth Public School from May 18, 2015 to June 22, 2015. (Attachment)

- f. Upon the recommendation of the Superintendent, the Haworth Board of Education renews the following non-tenured teachers:
- Robert McQuade – year 4
 - Jennifer Eisberg – year 3
 - Karen Foglio – year 3
 - Nancy Polifroni – year 3
 - Erika Dunn – year 2
 - Kimberly Michalski – year 2
 - Richard Pasciuto – year 2
 - Caitlin Sobota – year 2
 - Josefina Winik – year 2
- g. Upon the recommendation of the Superintendent, the Haworth Board of Education approves Josefina Winik to attend the Orff Levels I, II, III workshop for 5 days in July, 2015 at a total cost of \$800, plus travel expenses.
- *h. Upon the recommendation of the Superintendent, the Haworth Board of Education approves the maternity leave resolution for Connie Alcoser. (Attachment)**
- *i. Upon the recommendation of the Superintendent, the Haworth Board of Education approves approx. 15-20 of the 7th grade Forensic Science elective students to attend a trip to the Bergen County Crime Scene Unit in Hackensack, NJ on June 5, 2015. No cost for students. Nicole Carnicelli, trip coordinator.**
- *j. Upon the recommendation of the Superintendent, the Haworth Board of Education approves Sue Welzer as Maternity Leave replacement for Alicia Kosakowski, 7th grade teacher, to be effective May 5, 2015 through June 24, 2015, at an annual salary of \$46,176 (pro-rated), B.A., Step 1, benefit eligible.**
- *k. Upon the recommendation of the Superintendent, the Haworth Board of Education approves Joyce Kim as a part time classroom aide beginning on April 15, 2015, at an annual salary of \$20,500 (pro-rated), not benefit eligible.**
- *l. Upon the recommendation of the Superintendent, the Haworth Board of Education approves Andrea Powers as a substitute teacher for the 2014-2015 school year. Not benefit eligible.**
- *m. Upon the recommendation of the Superintendent, the Haworth Board of Education rescinds the 2014-2015 school year Track Coach stipend of \$1,600 to Cynthia Talty (previously approved on June 17, 2014).**
- *n. Upon the recommendation of the Superintendent, the Haworth Board of Education approves Richard Pasciuto to be a Track Coach for the 2014-2015 school year, with a stipend of \$1,600.**

***o. Upon the recommendation of the Superintendent, the Haworth Board of Education accepts the resignation of Renata Fragola, Part Time Classroom Aide, effective June 30, 2015.**

A. Reduce Moved, J. Ashkenase Seconded (*Items X. h. i. j. k. l. m. n. & o. only)

Roll Call: 7/0

A. Reduce: We met last Thursday before the break. We are only voting on items h. through o.

N. Brennan: The forensic science elective that is being offered by Mrs. Carnicelli.....is that only for 7th grade students?

J. Montesano: It is one of the four electives that are offered once per week to all of the middle school students.

N. Brennan: I think that is great!

J. Ashkenase: What is the Phonics First program?

J. Montesano: It is a multi-sensory program for grades K through 2. We are looking into this program to possibly implement it for next year.

J. Ashkenase: How do we acclimate the maternity leave replacement teachers to our school and our procedures.

J. Montesano: We have been very fortunate so far to have had replacements that are already working in our building as substitute teachers. They already know our staff, students and procedures. If it is ever someone new, we use a shadowing system.

J. Ashkenase: Will we be addressing the non-tenure teachers in closed session?

J. Montesano: We can as they have all signed a RICE notice. All of their evaluations and summatives are complete.

A. Reduce: Mrs. Winik is going to get certified on Orff this summer. This was one of the things we were looking for when hiring for this position. This is terrific!

XI. FINANCE

- a. Upon the recommendation of the Superintendent, the Haworth Board of Education approves the bills for the period of March 1, 2015 to March 31, 2015 which had previously been approved by the various committees be approved and payment made through the Valley National Bank from funds in the appropriate accounts as follows:

Payroll	\$ 469,229.80
Fund (10, 20, 40, 50)	\$ 616,868.04
Fund (30)	\$ -0-

- b. Upon the recommendation of the Superintendent, the Haworth Board of Education approves the Bills and Claims for the month of March, 2015. (Attachment)
- c. Upon the recommendation of the Superintendent, the Haworth Board of Education approves the transfer of \$26,332.90 from the Capital Projects to Capital Reserve due to the completion and close out of the Partial Roof Replacement Project #1.
- d. Upon the recommendation of the Superintendent, the Haworth Board of Education approves the transfer of \$139,140.00 from Capital Projects to Capital Reserve due to the completion and close out of the SDA Grant/HVAC Upgrade Project #1.
- e. Upon the recommendation of the Superintendent, the Haworth Board of Education approves the transfer of \$36,527.35 from Capital Projects to General Account due to the completion and close out of the SDA Grant/Media Center Window Project.
- f. **WHEREAS**, the health of New Jersey’s public employee retirement systems affects the state’s economy and its citizens’ quality of life, and impacts critical functions, ranging from the state’s ability to borrow to finance public works projects to its annual budget including state aid to education and, consequently, the operation of the public schools; and,

WHEREAS, the New Jersey Pension and Health Benefits Study Commission, appointed by Governor Chris Christie in 2014, has issued its final report, “A Roadmap to Resolution,” which proposes monumental changes in how public employee benefits, particularly the Teachers’ Pension and Annuity Fund (TPAF) and the School Employees’ Health Benefits Program (SEHBP), are financed and administered; and

WHEREAS, the Haworth Board of Education believes that reform must balance the health of the state’s retiree benefits programs with local school boards’ responsibility to provide sound educational programming; and,

WHEREAS, TPAF benefits are established by the state and not through local school board action; and,

WHEREAS, post-retirement medical benefits are provided to TPAF retirees through state legislation, not local school board action; and,

WHEREAS, the Haworth Board of Education believes that the TPAF and any new retirement program for certificated school district staff must be funded by the state government; and,

WHEREAS, the Haworth Board of Education believes that transferring payment of the employer’s contribution to the teacher retirement plan and post-retirement medical benefits from the state to local school districts would have a detrimental impact on the resources necessary to maintain educational programming; and,

WHEREAS, to restore solvency to, and avert future default of, the state’s retirement programs, the pension and benefits reform act of 2011 (*P.L. 2011, c.78*) includes a schedule of annual state payments designed to close the deficit of the plans that serve school district employees; and,

WHEREAS, medical benefits for retired school employees, which will total over \$1 billion in 2015-2016, are a major cost-driver in the state budget; and,

WHEREAS, the Haworth Board of Education supports the current statutorily required employee contributions toward health benefits, which reflect current practice in the private sector and in public employment in other states, and have provided significant financial relief for local school districts, thereby enabling them to direct resources toward educational programming, including teacher employment.

NOW, THEREFORE, BE IT RESOLVED that the Haworth Board of Education urges the state Legislature and Governor to ensure that the employees’ cost for teacher pensions and post-retirement medical benefits – financial obligations created by the state – are not transferred to local school districts; and be it further,

RESOLVED, that to provide local school districts and local property taxpayers with financial relief, the Legislature should amend *P.L. 2011, c.78* to make the current employee contributions toward health coverage a permanent requirement and not a subject of labor negotiations; and be it further,

RESOLVED, that to provide further control over the cost of health benefits, the Legislature should give local boards of education unilateral authority to enroll in the School Employee Health Benefits Program if the board determines that such action would generate financial savings; and be it further,

RESOLVED, that the Haworth Board of Education supports the goal of reducing the overall costs of public employee health and retirement benefits and urges the state Legislature and Governor to take a studied and comprehensive approach that will ensure the long-term solvency of the state’s public employee retirement programs without unduly burdening local school district budgets and endangering educational programming; and be it further,

RESOLVED, that this resolution be sent to Governor Chris Christie, State Senate President Stephen M. Sweeney, Assembly Speaker Vincent Prieto; and the 39th Legislative District’s representatives in the state Senate and General Assembly; and be it further,

RESOLVED, that a copy of this resolution be sent to the New Jersey School Boards Association and all Bergen County Public School Districts.

J. Ashkenase: Nothing to vote on today. Last time we met we discussed the mechanics of how we were going to fund the new front steps that were falling apart.

A. Reduce: We had 13 kids opt out of the PARCC test. Number 13 put us at the percentage that the state said could possibly put us at the percentage that would cause us to lose our state aid. I think this is

something that should be communicated to our community before the next time that the test is given. The sentiment was really about people feeling that the test would not count for anything so why take it. To lose our state aid over just not having a strong sentiment on something is sad.

W. Sutnick: I did see that there is a resolution that was added that has not yet been discussed by the Finance Committee.

J. Montesano: We will be discussing this further before the next board meeting when we will be voting on it.

Discussion ensued.....

XII. FACILITY

XIII. POLICY

- a. Upon the recommendation of the Superintendent, the Haworth Board of Education approves the second reading of the following policies:

5141.8 - Sports Related Concussion and Head Injury

6114 - Emergencies and Disaster Preparedness

6173 - Home Instruction

7110 - Long-Range Facilities Planning

J. Ashkenase: What is driving the change on the Emergencies and Disaster Preparedness Policy?

J. Montesano: The biggest change on that is that we will be training all of the teachers on Emergency Protocols at the beginning of every year.

M. DiIorgi: Each town that the CSX Railroad Line runs through will be sending a representative to Atlanta, Georgia for a training on Emergency Preparedness on train derailment.

Discussion ensued.....

XIV. COMMITTEE REPORTS

Finance

Facilities

Policy

Program/Personnel

BCSBA/NJSB

Joint Boards

Public Relations

Haworth Home & School Association

Northern Valley Regional HS/

NV Educational Foundation
Legislative Chairperson
Senior Citizens Liaison
Town Council Liaison
Negotiations

M. DiIorgi: At our Facility meeting we discussed that the HVAC upgrade will be fully funded. The new steps with the addition of 3 new rails and solar lighting, also the movement of the PSE&G pole to accommodate the new steps.

J. Montesano: We are also going to sell personalized pavers as a fundraiser to defer some of the cost of the new steps.

J. Montesano: Update on the fire alarm.....we have one faulty sensor in the grade 5 wing. We are working to figure out which one it is. Also, new building keys were made for the fire and police departments.

W. Sutnick: What about the leaky roof?

J.Montesano: The roof company will be coming to make repairs.

N. Brennan: I notice we have new clips to secure the lunch tables.

J. Montesano: Yes. We added them to both the top and the bottom for extra security.

W. Sutnick: Wellcore is doing a parent night next week. I would like an update on how this program is going.

A. Reduce: There was a high school meeting last night. There is a lot of talk about the referendum being voted down. There have been five tennis courts at Northern Valley Old Tappan that have been condemned. The referendum was not advertised well enough. They are discussing trying to go out again for another referendum in September.

Discussion ensued.....

XV. Open to the Public on any item – 8:00 p.m.

The Board is interested in hearing your comments. In order to ensure that everyone has the opportunity to speak, we are asking that you speak once and limit your comments to three minutes. We further ask that all comments be directed to the Board. We recognize that everyone has the freedom to speak but advise you that anything said in public may have legal ramifications. There is no protection regarding statements made by the public. Please state your name before you begin.

XVI. OLD BUSINESS

XVII. NEW BUSINESS

XVIII. CLOSED SESSION 8:00 p.m.

M. Gilbert Moved, M. Doran Seconded

WHEREAS the following subject is not appropriate to be discussed in a public meeting and is within the exemptions which may be discussed and acted upon and,

WHEREAS only the following subject shall be discussed in private recess by the Board and the minutes made available to the public as soon as the reason for exemption no longer exists, it is therefore,

BE IT RESOLVED at the Public Meeting of the Borough of Haworth Board of Education on this day Tuesday, April 14, 2015 pursuant to Sections 7 & 8 of the Open Public Meetings Act, the following subject shall be discussed in a session of the Board closed to the public:

Please be advised that the Board will be going into executive session for approximately 10 minutes to discuss personnel. Action will not be taken in public after the executive session.

XIX. MOTION TO ADJOURN.

W. Sutnick Moved, M. Doran Seconded

Roll Call: 7/0

ADJOURNMENT 8:27 p.m.

Warren Sutnick, President
Haworth Board of Education

Jennifer Montesano
Superintendent/Board Secretary