

**HAWORTH BOARD OF EDUCATION
HAWORTH, NEW JERSEY 07641
MINUTES
June 28, 2016**

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 June 22, 2016 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:

Mrs. Mary Anne Doran
Mr. Matthew Gilbert
Mrs. Anna Reduce
Mr. Warren Sutnick
Mrs. Stacey Wunsch
Mr. Jeff Ashkenase, Vice President
Mrs. Nicole Brennan, 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.

Jack Ferber: It has been very tough to try to find when this meeting was going to take place, since it was changed a few times. It was like a moving target and some of the town websites were never updated.

N. Brennan: I apologize for that. We had to move this meeting from the 30th due to Board members summer vacation schedules. I would also like to make clear some items on the agenda pertaining to

salary increases for administrators. I am sure you are asking why there are increases when the teachers are still in negotiations. We have restructured again and the Business Administrator position is now going to be held by Mr. Wolford and Mrs. Jasionowski is retiring, so the increases came with a savings of \$66,500.00. Those increases reflect additional responsibilities those people will be taking on.

VII. CLOSE THE PUBLIC PORTION

VIII. SUPERINTENDENT’S/BOARD PRESIDENT’S REPORTS

- Enrollment for June 2016
- HIB/Incident Report to date

A. Reduce Moved, S. Wunsch Seconded
Roll Call: 7/0

IX. MINUTES

- a. Approval of meeting minutes from the May 24, 2016 regular business meeting and June 9, 2016 special meeting.

A. Reduce Moved, J. Ashkenase Seconded
Roll Call: 6 yes 0 no 1 abstain

X. PROGRAM AND PERSONNEL

- a. Upon the recommendation of the Superintendent, the Haworth Board of Education approves stipends for the following employees for the 2016-2017 school year. Stipends may be adjusted upon contract ratification.

Derick Talty	Brainbuster Advisor	\$500.00
Alicia Kosakowski	Brainbuster Advisor	\$500.00
Lori DiVite	Soccer Coach	\$1,900.00
TBD	Overnight Field Trip Coord. (Frost Valley)	\$250.00
TBD	Overnight Field Trip Coord. (Wash. D.C.)	\$250.00
Cristina Martell	Overnight Field Trip Coord. (Philadelphia)	\$250.00
Lori DiVite	Track Coach	\$1,600.00
Cynthia Talty	Track Coach	\$1,600.00
Robert McQuade	Boys Basketball Coach	\$1,900.00
Jeanne Rispoli	Volleyball Coach	\$1,900.00
Arlene Domalewski	Debate Club Advisor	\$1,200.00
Paul Doran	Athletic Director	\$1,500.00
Alicia Kosakowski	Eighth Grade Coordinator	\$2,200.00
Terry Leeshock	Garden Club Advisor	\$1,200.00

Cristina Martell	Yearbook Advisor 1/2	\$850.00
Suzanne Schmalzer	Yearbook Advisor 1/2	\$850.00
Lauren Burkholder-Wolstein	Science Olympiad Advisor	\$1,000.00
Jessica Franko	Science Fair Advisor	\$500.00
Karen Foglio	Student Council Advisor	\$1,700.00
Jeanne Rispoli	Girls Basketball Coach	\$1,900.00
Terry Leeshock	Newspaper Coordinator	\$1,700.00
TBD	Art Club Advisor	\$1,200.00
Josefina Winik	Select Choir Coordinator	\$2,200.00
Lori Scheps	School Store Coordinator	\$1,700.00
Angelica Formica	School Store Coordinator	\$1,700.00
Jane Cabourg	Summer School Coordinator	\$500.00
Kathleen Blazina	Afterschool Program Bookkeeper	\$1,000.00
Michele Breakfield	Afterschool Program Support Staff	\$750.00
Lesley Carboneri	Downtown Lunch Duty	\$30/session
Robert McQuade	Downtown Lunch Duty	\$30/session
Lori Scheps	Downtown Lunch Duty	\$30/session
Kristi Giambona	Downtown Lunch Duty	\$30/session

- b. Upon the recommendation of the Superintendent, the Haworth Board of Education approves the following Summer School Staff for the 2016 Summer School sessions:

Jane Cabourg	\$2,500
Connie Alcoser	\$2,500
Anne Marie Dunn	\$2,500
Terry Leeshock	\$2,500
Lori Scheps	\$2,500
Erin Burns	\$2,500
Jessica Franko	\$2,500
Jeanne Rispoli - Aide	\$800
Judy Powers - Aide	\$800
Nancy Polifroni - Nurse	\$2,500

- c. Upon the recommendation of the Superintendent, the Haworth Board of Education approves Kari Heitzner as a substitute teacher for the 2016-17 school year, not benefit eligible.
- d. Upon the recommendation of the Superintendent, the Haworth Board of Education approves the following New Jersey City University graduate level courses for Kimberly Michalski; reimbursement to be paid at the rate of one 3 credit graduate education course at Rutgers University for the 2016-2017 school year.
- Teaching the Child with Autism and Pervasive Developmental Disorders
 - Behavior Disorders in Children

- e. Upon the recommendation of the Superintendent, the Haworth Board of Education approves Carrieann Malanga to attend the Legal One–Bullying Law Update 2016 workshop on August 1, 2016 at a total cost of \$150, plus travel expenses.
- f. Upon the recommendation of the Superintendent, the Haworth Board of Education approves the 2016-2017 membership fee for Daniel O’Keefe in the Bergen County Curriculum Consortium at a cost of \$149.
- g. Upon the recommendation of the Superintendent, the Haworth Board of Education approves the 2015-2016 list of Discarded Library Books. (Attached)
- h. Upon the approval of the Interim Executive County Superintendent, the Haworth Board of Education approves the payment of the Haworth Superintendent’s 2015-16 Merit Goals.
- i. Upon the recommendation of the Superintendent, the Haworth Board of Education approves the 2016-2017 salary of \$105,000 for Carrieann Malanga, Supervisor of Special Education.
- j. Upon the recommendation of the Superintendent, the Haworth Board of Education approves the 2016-2017 salary of \$90,000 for Daniel O’Keefe, Supervisor of Curriculum & Instruction.
- k. Upon the recommendation of the Superintendent, the Haworth Board of Education approves the 2016-2017 salary of \$120,000 for Paul Wolford, Business Administrator/Director of Elementary Education. Contract pending approval of the Interim Executive County Superintendent.
- l. Upon the recommendation of the Superintendent, the Haworth Board of Education approves the 2016-2017 salary of \$65,000 for Kristi Giambona, Confidential Administrative Assistant to the Superintendent.
- m. Upon the recommendation of the Superintendent, the Haworth Board of Education approves the 2016-2017 salary of \$65,000 for Karen Erner, Confidential Administrative Assistant for Data and Technology.
- n. Upon the recommendation of the Superintendent, the Haworth Board of Education approves Kristen Haenelt as a substitute nurse for the 2016-17 school year, not benefit eligible.
- o. Upon the recommendation of the Superintendent, the Haworth Board of Education approves Nicole Barbarino as a .6 School Psychologist for the 2016-2017 school year at an annual salary of \$33,720 (MA+30, Step 3), not benefit eligible. (Salaries may be adjusted upon contract ratification.)
- p. Upon the recommendation of the Superintendent, the Haworth Board of Education approves Christine Werner to work in the Business Office for training purposes for the month of July, 2016 at her hourly rate of \$28.00, not to exceed \$3,000.
- q. **Upon the recommendation of the Superintendent, the Haworth Board of Education approves Lauren Burkholder-Wolstein as a Middle School Science Teacher for the 2016-**

2017 school year at an annual salary of \$49,821 (MA, Step 1), benefit eligible. (Salaries may be adjusted upon contract ratification.)

- r. **Upon the recommendation of the Superintendent, the Haworth Board of Education approves Kathleen Blazina as a Administrative Assistant for the Business Office/Accounts Payable Clerk at an annual salary of \$42,000, benefit eligible. Start date on or about July 18, 2016.**

- s. **Upon the recommendation of the Superintendent, the Haworth Board of Education approves Jessica Braverman-Cooley as a Middle School English Language Arts Teacher for the 2016-2017 school year at an annual salary of \$46,176 (BA, Step 1), benefit eligible. (Salaries may be adjusted upon contract ratification.)**

M. Doran Moved, A. Reduce Seconded

X.a. thru X.r. vote as amended. Add to X.b. Rosina Siniscalchi to Summer School for \$2,500 as a Summer School Teacher.

Roll Call: 7/0

Vote item X.s. separately. M. Doran moved, A. Reduce Seconded

Roll Call: 6 ayes, 0 naves, 1 abstention

XI. FINANCE

- a. Upon the recommendation of the Superintendent, the Haworth Board of Education approves the Bills and Claims for the month of May, 2016.

- b. Upon the recommendation of the Superintendent, the Haworth Board of Education approves the West Bergen Mental Healthcare contract for all Region III districts for the 2016-2017 school year.

- c. Upon the recommendation of the Superintendent, the Haworth Board of Education approves the Bayada Nursing Services contract for the 2016-2017 school year, at a rate of \$52.00 per hour.

- d. Upon the recommendation of the Superintendent, the Haworth Board of Education approves the Realtime Information Technology contract for the 2016-2017 school year, at an rate of \$8,571.40.

- e. Upon the recommendation of the Superintendent, the Haworth Board of Education approves the payrolls for the period of May 1, 2016 to May 31, 2016 which has previously been approved by the various committees and payment made through the Valley National Bank from funds in the appropriate accounts as follows:

Bills Description	Dated	Amount
Payroll – Operating Account	05/13/16	\$251,079.40

Board Share – FICA	05/13/16	\$4,185.91
State Share – FICA	05/13/16	\$13,992.67
	TOTAL:	\$269,257.98

Bills Description	Dated	Amount
Payroll – Operating Account	05/13/16	\$2,634.77
Board Share – FICA	05/13/16	\$201.56
State Share – FICA	05/13/16	\$ -0-
	TOTAL:	\$2,836.33

Bills Description	Dated	Amount
Payroll – Operating Accounting	05/27/16	\$248,507.30
Board Share – FICA	05/27/16	\$4,048.54
State Share – FICA	05/27/16	\$13,992.66
	TOTAL:	\$266,548.50

- f. Upon the recommendation of the Superintendent, the Haworth Board of Education approves the payment of 3 days of unused vacation time for Kathleen Jasionowski upon retirement on June 30, 2016 in the amount of \$672.87.
- g. WHEREAS, NJSA 18A:21-2, NJSA 18A:7G-31, and NJSA 18A:7F-41 permit a Board of Education to establish and/or deposit into certain reserve accounts at year end, and

WHEREAS, the aforementioned statutes authorize procedures, under the authority of the Commissioner of Education, which permit a board of education to transfer unanticipated excess current revenue or unexpended appropriations into reserve accounts during the month of June by board resolution, and

WHEREAS, the Haworth School District Board of Education wishes to transfer unanticipated excess current year revenue or unexpended appropriations from the general fund into a Capital Reserve account at year end, and

WHEREAS, Haworth School District Board of Education has determined that an amount not to exceed \$400,000.00 may be available for such purpose of transfer;

NOW THEREFORE BE IT RESOLVED by the Haworth School District Board of Education that it hereby authorizes the district's School Business Administrator to make this transfer consistent with all applicable laws and regulations.

- h. RESOLVED, that the Haworth Board of Education approve the 2016-17 local tax payment schedule for school purposes, and that the tax payment schedule is forwarded to the Haworth Borough Municipal Clerk. (Attachment)
- i. Upon the recommendation of the Superintendent, the Haworth Board of Education approves the

Report of Board Secretary, Report of the Treasurer, and the Report of Monthly Transfers for the month of March, 2016. (Attachment)

- j. **Upon the recommendation of the Superintendent, the Haworth Board of Education approves the payrolls for the period of June 1, 2016 to June 30, 2016 which has previously been approved by the various committees and payment made through the Valley National Bank from funds in the appropriate accounts as follows:**

Bills Description	Dated	Amount
Payroll – Operating Account	06/15/16	\$309,826.16
Board Share – FICA	06/15/16	\$8,046.03
State Share – FICA	06/15/16	\$13,875.52
	TOTAL:	\$331,747.71

Bills Description	Dated	Amount
Payroll – Operating Account	06/21/16	\$255,943.18
Board Share – FICA	06/21/16	\$4,617.38
State Share – FICA	06/21/16	\$13,952.00
	TOTAL:	\$274,512.56

Bills Description	Dated	Amount
Payroll – Operating Accounting	06/30/16	\$27,199.37
Board Share – FICA	06/30/16	\$2,088.75
State Share – FICA	06/30/16	\$ -0-
	TOTAL:	\$29,280.12

J. Ashkenase Moved, A. Reduce Seconded
 Roll Call: 7/0

XII. FACILITY

- a. Upon the recommendation of the Superintendent, the Haworth Board of Education approves the purchase of a Chariot 2 iScrub machine from Atra Janitorial Supply Company at a total cost of \$7,625.00.
- b. Upon the recommendation of the Superintendent, the Haworth Board of Education approves SportCare, Synthetic Field Maintenance to service the turf field at a total cost of \$2,450.

A. Reduce Moved, M. Gilbert Seconded
 Roll Call: 7/0

XIII. POLICY

- a. Upon the recommendation of the Superintendent, the Haworth Board of Education approves the first reading of the following policies:
- District Records and Reports
 - Assessment of Individual Needs
 - Expenses and Reimbursements

S. Wunsch Moved, M. Doran Seconded
Roll Call: 7/0

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

XV. Open to the Public on any item – 7:42 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.

Jack Ferber: Item X.s. regarding Jessica Braverman, from what I understand, the person that she will be replacing retired a week ago. How is it that this person is being recommended so quickly? Was this pre-planned?

N. Brennan: Nothing was pre-planned.

J. Montesano: Ms. Braverman was a finalist for another position we had open, so when this position opened up we advertised and also called back in some of our finalists. We were able to offer her the position this morning.

Jack Ferber: Did you know her previously.

J. Montesano: No I did not.

Jack Ferber: Isn't she from Clifton?

J. Montesano: She is not. She did her student teaching there.

Jack Ferber: Aren't you from Clifton?

J. Montesano: No I am not. I worked and was a Principal at one of the elementary schools in Clifton prior to coming here. Ms. Braverman was not in my school or did I ever meet her or have any connection to her.

Harvey Leeds: I have lived in towns over 25 years and I see the "Support Your Teacher" signs and I am not sure what that means or what that is about.

N. Brennan: Thank you for coming. What that means is that is that we are in the midst of the Board of Education and the Teachers Union negotiating a new 3 year contract. We have not been able to come to an agreement, so we have gone into mediation and now we are going into fact finding.

Harvey Leeds: What do the teachers want?

N. Brennan: We will be sending out a press release giving the public the specifics. The main issues are the 9% increase over 3 years in the salary guide for the teachers which we may not be able to sustain and we are also looking for a change in the schedule to a modified block schedule which increases instructional time in Math and Language Arts. It does ask the teachers to provide more instructional time, so we have not been able to find common ground on that.

Harvey Leeds: Does administration get raises the same way as the teachers do?

J. Ashkenase: No, the administration contracts are year to year. The Superintendent salary is mandated by the state and capped and increases are based on merit goals. The teachers get increases year to year as well per their contractual salary guide. The teachers also get longevity increases as well as increases if they advance their education.

Harvey Leeds: While teachers are negotiating and not getting a raise, the Administrators are? I just want a yes or no answer.

J. Ashkenase: It is difficult to compare. It is a different model of payment. It is not a merit based system.

N. Brennan: We have decreased the number of Administrators and have saved \$63,500.00. Ms. Montesano is the Superintendent and the Principal while Mr. Wolford is the Business Administrator and the Director of Education.

Stacy Siciliano: My children have gone through this school system and both are successful college students. As a community member I am embarrassed that we cannot come to an agreement for our teachers. If my numbers are correct, most of the administrators are getting a 10% raise. In response to the merit goal payment, is the Superintendent doing the day to day work for the merit pay or are the teachers doing the work for the Superintendent to get the merit pay? Why would the teachers not be paid merit pay?

N. Brennan: The Superintendent oversees all of the education behind the merit goals. The merit goals were voted on at a public meeting and all were welcome to attend that meeting, yet nobody was at the meeting to object to them. The merit pay was also approved at a public meeting where there was also no objection.

Stacy Siciliano: I give credit to these teachers for the success of my children. It is embarrassing that these teachers are going through this and are only fighting for a 3.5% raise. We had two administrators when my children were here and the school ran fine.

N. Brennan: It is not a 3.5% raise. There are many other items we are negotiating besides just salary. The details matter.

Ruth Hershhal: Please explain to me how many administrators there are.

J. Montesano: There are two administrators, a Superintendent and a Business Administrator. There are two Supervisors that help with administrator tasks, but they are not on the administrator line.

Susan Ferber: I have lived 23 years in town and had two children go through this district. I feel that for the past few years we have gone through much turmoil with the administration here. This past year has been extremely disruptive to the students.

N. Brennan: Can you please specify what has been disruptive?

Susan Ferber: I feel that there is an adversarial feeling of the teachers towards the administration. If you were to do an assessment of the state of the state what would you say is the overall perspective of the relationship between the teachers and the administration and how this is affecting the students? Also, I would love to hear from other members of the Board as well.

N. Brennan: We have a new administration and many new members on the Board of Education. We cannot agree on a contract with the teachers but that does mean we do not have the utmost respect for the teachers. Just because we have not come to an agreement on the contract does not mean we do not have respect for the teachers. It just means we cannot agree on the terms of the contract, which is very different. There is frustration on both sides. It is not just monetary things we are negotiating, it is also about the terms of the contract that does not cost dollars and cents. These meetings are still very cordial.

A. Reduce: I came on to the BOE many years ago when this board was in great turmoil. I have been a teacher, literacy coach and have been on this Board for seven years. This is by far the most caring, strongest and best administration I have worked with thus far. Many districts experience this type of negotiations. I would like to remind you where we were a few years back when we had to cut music, library and Spanish. We do have the utmost respect for the teachers as all of us have children in this school. This is like any other negotiations that would go on in your home. This happens and it's unfortunate but I am very happy with the current administration.

M. Gilbert: This is my 3rd year on the Board, I see something very positive with Ms. Montesano and the new staff members. We asked her to make the school better and much betterment has been made for this school. There is a lot of information out there that is not all the facts. I see a great direction and growth for our district.

N. Brennan: This entire Board has the utmost confidence in Ms. Montesano and this administration and we believe they are doing a great job.

Laura Scuro: I was wondering if the Board or administration was doing anything to look at the class sizes. I have concerns about class sizes in the younger grades. I feel the class sizes are too large at 26 kids per class.

N. Brennan: We discuss this all the time. Part of the limitation is physical space.

Claudia Zurlini: I am a former student and resident. What is the other schedule model you are looking at? Has there been any research done?

N. Brennan: We are requesting an eight period day schedule to better prepare our children, especially the middle school students for high school. I do not think the teachers are in disagreement with the schedule itself, but the terms of the schedule.

Claudia Zurlini: Do the administrators have specific experience with this schedule as teachers?

J. Montesano: Yes, we all do. As teachers and as administrators.

Stacy Siciliano: Is the turf maintenance going to clean and fix the turf field? Also, it is dirty and there is garbage on the turf.

A. Reduce: It is a routine maintenance. I do not think our teams are following the no cleats rule of the field.

Isabelle Ferber: I was told the school was getting more cameras? How many more are we getting?

N. Brennan: No, we are not getting any more cameras.

Close the Public portion: 8:10 p.m.

XVI. OLD BUSINESS

XVII. NEW BUSINESS

XVIII. CLOSED SESSION 8:10 p.m.

A. Reduce Moved, S. Wunsch Seconded
All in favor.

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, June 28, 2016 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 30 minutes to discuss personnel. Action will not be taken in public after the executive session.

XIX. MOTION TO ADJOURN.

M. Gilbert Moved, W. Sutnick Seconded
All in favor.

ADJOURNMENT 9:11 p.m.

Nicole Brennan, President
Haworth Board of Education

Jennifer Montesano
Superintendent/Board Secretary