

**HAWORTH BOARD OF EDUCATION
HAWORTH, NEW JERSEY 07641
MINUTES
May 24, 2016**

I. CALL TO ORDER – 7:33 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 April 13, 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 - **ABSENT**
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.

Jeff Poirot: Are the merit goals operated solely by the Superintendent or do the teachers operate them?

N. Brennan: It is a little of both.

Jeff Poirot: The reason that I ask this is because if a teacher is doing work to put these goals or programs into play, why aren't they given any compensation?

N. Brennan: Ms. Montesano is responsible for the emancipation of the program, the direction of the program and is responsible to make sure it is completed for the greater academic purpose of the program.

Jeff Poirot: I still feel that if the teachers have involvement in these programs that they should be compensated accordingly and that this should be considered by the Board.

J. Ashkenase: The compensation package that the Superintendent receives is dictated by the state. There is a fixed salary for the Superintendent which is non-negotiable with no raises. Part of the compensation for the Superintendent is based on merit goals. The teachers and the teachers union is based on a different methodology; there are different bonuses, different step increases, different longevity. I understand what you are saying and we are doing our best to compensate the teachers fairly for the great work that they do with our students, it is just a different compensation.

VII. CLOSE THE PUBLIC PORTION

VIII. SUPERINTENDENT’S/BOARD PRESIDENT’S REPORTS

- Enrollment for May 2016
- HIB/Incident Report to date
- 2016 Partnership for a Drug Free New Jersey 4th grade Art Contest winner Certificate of Achievement – Nicolas Lewis
- 5th Annual North Jersey School Music Association Elementary Honors Band Festival participant Certificate of Achievement – Caitlyn Eby, Daniel Lyubarsky and Adam Senzon

Kids with Character Award Presentation – criteria for the month of May is Dependability. For May the following children have been chosen:

Kindergarten: Ava Bevilacqua and Beau Taylor
Grade 1: Jessica Seitel and Nick Bevilacqua
Grade 2: Derrick Fortgang and Oliver Winik
Grade 3: Adam Kaufman and Noah Chang
Grade 4: Joseph Fine and Sofia Cheetham
Grade 5: Nathan Illouz and Ethan Hod
Grade 6: Jacob Shinder and Lora Bednarek
Grade 7: Julietta Ambartsoumean and Jonah Storch
Grade 8: Lauren Lee and Jack Philips

- 2016 Governor’s Teacher Recognition - Mrs. Carol Szurgot

WHEREAS Mrs. Szurgot was nominated and selected by her peers and the community for her many years of effective instruction to the children of Haworth and,

WHEREAS Mrs. Szurgot has provided twelve years of dedicated service to the children and community of Haworth and

WHEREAS during that time, Mrs. Szurgot has served as an NVCC instructor for the workshop she co-founded called Books to Support the Common Core, a member of the K-2 Planning Committee, the Wellness Committee and school and community fundraising participant.

WHEREAS the Haworth Board of Education is desirous of recognizing her for this milestone in her teaching career and her representation of the school district at the annual recognition luncheon and

WHEREAS the Haworth Board of Education wishes to express their appreciation and gratitude for her efforts,

NOW THEREFORE BE IT RESOLVED that this resolution be read into the record of the May 24, 2016 Haworth Board of Education minutes as permanent testimony to the achievement of this award as the 2015-2016 Governor's Teacher Recognition for the Haworth Public School.

M. Doran Moved, J. Ashkenase Seconded
Roll Call: 6/0

IX. MINUTES

- a. Approval of meeting minutes from the May 3, 2016 regular business meeting and the May 10, 2016 special meeting.

A. Reduce Moved, M. Gilbert Seconded
Roll Call: 5 Ayes, 0 Nays, 1 Abstention

X. PROGRAM AND PERSONNEL

- a. Upon the recommendation of the Superintendent, the Haworth Board of Education approves the Middle School music students field trip to Great Adventure on June 1, 2016 at a cost of \$70 per student. Trip Coordinators: Vito Nasta and Josefina Winik.
- b. Upon the recommendation of the Superintendent, the Haworth Board of Education approves The 12 month staff calendar for the 2016-2017 school year.
- c. Upon the recommendation of the Superintendent, the Haworth Board of Education approves the 2016-2017 School/District Goals. (Attachment)
- d. Upon the recommendation of the Superintendent, the Haworth Board of Education approves the transfer of Maria DiCarlantonio from Grade 3 classroom teacher to Special Education teacher for the 2016-2017 school year.
- e. Upon the recommendation of the Superintendent, the Haworth Board of Education approves

the transfer of Melissa Jackson from Grade 4 classroom teacher to English Language Learner (ELL) teacher for the 2016-2017 school year.

- f. Upon the recommendation of the Superintendent, the Haworth Board of Education approves the transfer of Jane Cabourg from Grade 6 English Language Arts classroom teacher to Special Education teacher for the 2016-2017 school year.
- g. Upon the recommendation of the Superintendent, the Haworth Board of Education approves the transfer of Robert McQuade from Middle School Science classroom teacher to Middle School Social Studies classroom teacher for the 2016-2017 school year.
- h. **WHEREAS**, the Haworth Board of Education (hereinafter referred to as the "Board") currently employs a full-time Director of Elementary Education K-8; and
WHEREAS, for reasons of efficiency and economy, the Board has determined to abolish the position of full-time Director of Elementary Education K-8 effective July 1, 2016; and
WHEREAS, the Board has determined to create a full-time position of Business Administrator/Director of Elementary Education K-8 effective July 1, 2016 with a work week of forty (40) hours, benefit eligible; and
NOW, THEREFORE, BE IT RESOLVED that the Board hereby abolishes the position of the full-time Director of Elementary Education K-8 effective July 1, 2016; and
BE IT FURTHER RESOLVED that the Board hereby creates the position of Business Administrator/Director of Elementary Education K-8 which shall be a twelve (12) month position, effective July 1, 2016, the county approved job description for which is attached hereto; and
NOW, THEREFORE, BE IT RESOLVED that the Board hereby delegates the responsibilities of the position of Business Administrator/Director of Elementary Education K-8 to Paul Wolford for the period from July 1, 2016 through June 30, 2017.
- i. Upon the recommendation of the Superintendent, the Haworth Board of Education approves the Grade 8 overnight "Lock-In" Celebration beginning on June 3, 2016 at 7:00 p.m. and concluding on June 4, 2016 at 7:00 a.m.
- j. Upon the recommendation of the Superintendent, the Haworth Board of Education approves the Grade 7 car wash fundraiser to benefit the HPS Class of 2017 to be held at the Haworth Public School on June 4, 2016 (raindate: June 11, 2016). Coordinator: Vito Nasta.
- k. Upon the recommendation of the Superintendent, the Haworth Board of Education approves the Haworth Home & School Luncheon at 1:00 p.m. in the Multi-Purpose Room on June 17, 2016.
- l. Upon the recommendation of the Superintendent, the Haworth Board of Education approves any certified staff member to act as a substitute lunch aide, if needed, at a rate of \$30 per session and any non-certified staff member, at a rate of \$24 per session for the 2016-2017 school year.
- m. Upon the recommendation of the Superintendent, the Haworth Board of Education approves the

following daily fees for Substitutes in the 2016-2017 school year:

Substitute Nurse	\$150
Substitute Teacher	\$90
Substitute Aide	\$70
Substitute Office Staff	\$70
Substitute Custodian	\$15 per hour \$17 per hour with Black Seal License

- n. Upon the recommendation of the Superintendent, the Haworth Board of Education approves Lori Scheps as Middle School English Language Arts teacher for the 2016-2017 school year at an annual salary of \$71,548 (MA+30, Step 9), benefit eligible. (Salaries may be adjusted upon contract ratification.)
- o. Upon the recommendation of the Superintendent, the Haworth Board of Education approves Angelica Formica as an elementary 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.)
- p. Upon the recommendation of the Superintendent, the Haworth Board of Education approves Arlene Domalewski as a Special Education teacher for the 2016-2017 school year at an annual salary of \$48,023 (BA+15, Step 1), benefit eligible. (Salaries may be adjusted upon contract ratification.)
- q. **BE IT RESOLVED** to approve the following resolution approving the completion of the Superintendent’s Merit Goals:

WHEREAS, the Haworth Board of Education (hereinafter referred to as the “Board”) approved merit action plans for the Superintendent for the 2015-2016 school year consisting of two (2) quantitative merit criteria and one (1) qualitative merit criteria and submitted same to the Executive County Superintendent for approval in accordance with N.J.A.C. 6A-3.1(e) 10-11 (hereinafter referred to as “Merit Bonus Goals”); and

WHEREAS, on or about September 30, 2015, the Executive County Superintendent approved the said Merit Bonus Goals, thereby authorizing the Board to evaluate and award merit bonus increases to the Superintendent upon achievement of each objective; and

WHEREAS, the Board has evaluated the Superintendent’s performance and determined that she achieved the objective (Goal #1) of launching a new 1:1 Apple Initiative in 100% of the eighth grade to prepare our graduating class for the 1:1 program at our regional high school; thereby, entitling her to a quantitative merit bonus of 3.33% of her annual salary in the amount of \$4,455, and

WHEREAS, the Board has evaluated the Superintendent’s performance and determined that she achieved the objective (Goal #2) of implementing Writer’s Workshop to 100% of K-5 grade level teachers’ classrooms to advance their professional development to increase the level

of rigor in English Language Arts; thereby, entitling her to a quantitative merit bonus of 3.33% of her annual salary in the amount of \$4,455, and

WHEREAS, the Board has evaluated the Superintendent's performance and determined that she achieved the objective (Goal #3) of further enhancement to the culture, climate and transition to the middle school by implementing an Educator/Ambassador program called "Bridge to the Middle School"; thereby entitling her to a qualitative merit bonus of 2.5% of her annual salary in the amount of \$3,375, and

NOW, THEREFORE, BE IT RESOLVED, that the Board hereby approved the aforementioned merit bonus for the 2015-2016 school year subject to the approval by the Executive County Superintendent that the quantitative and qualitative merit criteria for each of the Board assessed objective have been satisfied for the payment of such merit bonus.

- r. Upon the recommendation of the Superintendent, the Haworth Board of Education approves the following Fairleigh Dickinson University graduate level course for Anne Marie Dunn, Nicole Chamberlain, Erin Carr and Lesley Carboneri; reimbursement to be paid for each staff member at the rate of one 3 credit graduate education course at Rutgers University for the 2016-2017 school year.

- EDUC 6601 - Multi-Sensory Reading I

- s. Upon the recommendation of the Superintendent, the Haworth Board of Education approves the appointment of Arben Turku as a .5 Daytime Custodian for the 2016-17 school year at an annual salary of \$18,500.00, not benefit eligible. Start date: July 1, 2016.

- t. Upon the recommendation of the Superintendent, the Haworth Board of Education approves the transfer of Mara Maldonado from full time Daytime Custodian to Part Time (.5) Night Custodian for the 2016-17 school year at an annual salary of \$17,500.00, not benefit eligible. Start date: July 1, 2016.

- u. Upon the recommendation of the Superintendent, the Haworth Board of Education approves Maria DiCarlantonio to replace Ronald Cuneo (previously approved on May 3, 2016) as a 7th grade Frost Valley overnight trip chaperone on June 8, 9 & 10, 2016, with a stipend of \$100 per night (2 nights).**

M. Doran: We met on May 10th and we discussed the work being done with Teacher's College and we also discussed the District Goals. We had another meeting on May 19th regarding Middle School Language Arts.

M. Doran Moved, A. Reduce Seconded
Roll Call: 6/0

XI. FINANCE

J. Ashkenase: Nothing new at this point and our budget was past at the last meeting.

XII. FACILITY

- a. Upon the recommendation of the Superintendent, the Haworth Board of Education approves the building use for the Haworth Summer Recreation Camp from July 5, 2016 through August 12, 2016.**
- b. Upon the recommendation of the Superintendent, the Haworth Board of Education approves the building use for the HHSA sponsored Summer Science Camp from June 27, 2016 through July 1, 2016.**
- c. Upon the recommendation of the Superintendent, the Haworth Board of Education approves the building use for the Summer Sports Camp from June 21, 2016 through June 29, 2016**

A. Reduce: We have not met since our last meeting, the items listed are so our summer programs can take place.

A. Reduce Moved, M. Gilbert Seconded
Roll Call: 6/0

XIII. POLICY

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 – 7:55 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.

Jeff Poirot: What is happening with the teachers contract?

N. Brennan: We do support and love our teachers. We are currently in mediation which means a state official comes to help us find common ground. We are under a 2% cap so we have to make do with what we have and I think we do a fairly good job. We would like to give the teachers as much money as we could possibly give them. We believe the teachers are the life blood of this school and if we are going to spend on anything, we would like it to be for programs and for the teachers. Although, it is the details of the contract that are difficult, more difficult than one might expect. There is a mutual respect between the Board and the teachers and we did just meet with the HTA yesterday and we will continue to meet to discuss and resolve some of the discrepancies.

Jeff Poirot: You can't come to an agreement after a year of negotiations? When teachers are paying attention to their contract, they are not paying attention to the kids. I urge this Board to resolve this before the end of the school year. I am in Management and I manage people and you don't try to teach people how to do it a certain way. You gather them together and you try to meet them and you gain from their respect and their knowledge of years of service. You are never going to have everyone agree, but you need to find common ground and the sooner that you do that the better that this school will be for everyone.

N. Brennan: We are 50% there and I appreciate your point, but the details do matter.

Jeff Poirot: Has the money for the 2% raise for the teachers been put in in escrow?

N. Brennan: The money is there for them.

N. Brennan: The meeting yesterday did go well. We will keep meeting until we can hammer this all out. I appreciate your concern, your support and your position. We are working on it.

Close to public: 8:01

XVI. OLD BUSINESS

XVII. NEW BUSINESS

XVIII. MOTION TO ADJOURN.

J. Ashkenase Moved, M. Gilbert Seconded
All in favor.

ADJOURNMENT 8:02 p.m.

Nicole Brennan, President
Haworth Board of Education

Jennifer Montesano
Superintendent/Board Secretary