

**HAWORTH BOARD OF EDUCATION
HAWORTH, NEW JERSEY 07641
SPECIAL MEETING MINUTES
JUNE 23, 2017**

I. CALL TO ORDER – 9:45 a.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 20, 2017 advance written notice was emailed to **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
Mrs. Judy Eig
Mrs. Karen Leddy
Mr. Warren Sutnick - **ABSENT**
Mrs. Stacey Wunsch
Mr. Jeff Ashkenase, Vice President - **ABSENT**
Mrs. Nicole Brennan, President
Mr. Paul Wolford, Business Administrator
Ms. Jennifer Montesano, Superintendent/Board Secretary

VI. OPEN TO THE PUBLIC ON AGENDA ITEMS ONLY - 9:46 a.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.

Karen Loewy: Is it possible to know why Mr. Sutnick has resigned?

N. Brennan: I think that is something that only he could answer and you may ask him yourself if you would like. His letter of resignation was not specific to a reason.

VII. CLOSE THE PUBLIC PORTION - 9:47 a.m.

VIII. SUPERINTENDENT’S/BOARD PRESIDENT’S REPORTS

IX. MINUTES

X. PROGRAM AND PERSONNEL

- a. Upon the recommendation of the Superintendent, the Haworth Public School accepts, with regret, the resignation of Mr. Warren Sutnick from the Haworth Board of Education, effective June 19, 2017.
- b. Upon the recommendation of the Superintendent, the Haworth Board of Education accepts, with regret, the resignation of Kimberly Michalski, Special Education Teacher, effective June 30, 2017.
- c. Upon the recommendation of the Superintendent, the Haworth Board of Education approves the accumulated sick pay for Jane Cabourg, Classroom Teacher, retirement effective June 30, 2017, for the maximum allowable amount of \$9,000.00 per HTA contract.
- d. Upon the recommendation of the Superintendent, the Haworth Board of Education approves the accumulated sick pay for Jane Conti, Classroom Aide, retirement effective June 30, 2017, for the maximum allowable amount of \$3,000.00.
- e. Upon the recommendation of the Superintendent, the Haworth Board of Education approves the revised district calendar for the 2017-18 school year (Attached).
- f. Upon the recommendation of the Superintendent, the Haworth Board of Education approves the Jump Start Math program to be held from August 28, 2017 through August 31, 2017 from 9:00 a.m. to 12:00 p.m.
- g. **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 2016-2017 school year consisting of three (3) 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 November 4, 2016, 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 implementing Reader's Workshop to 100% of K-2 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 #2) of creating and distributing four quarterly newsletters to improve communication within the school community and keep all stakeholders informed of progress towards curricular goals; 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 offering and housing an approved Orton Gillingham Program to all staff through a series of trainings, graduate credit and professional learning communities for further enhancement to the multi-sensory reading program and for Dyslexia awareness; thereby entitling her to a qualitative merit bonus of 2.5% of her annual salary in the amount of \$3,375, and

WHEREAS, the Board has evaluated the Superintendent's performance and determined that she achieved the objective (Goal #4) of implementing the New Teacher Orientation Program to ensure the success of transition in the Haworth Public School, 100% of all new staff will participate in a New Teacher Orientation Program throughout the year. This program included a a once a month training on various topics and periodic check-ins with administration; thereby, entitling her to a quantitative merit bonus of 3.33% of her annual salary in the amount of \$4,455, and

NOW, THEREFORE, BE IT RESOLVED, that the Board hereby approved the aforementioned merit bonus for the 2016-2017 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.

RESOLVED, Program & Personnel Items a. through g.

M. Doran Moved, S. Wunsch Seconded

Roll Call: 4/0

N. Brennan: Item a. is Mr. Sutnick's resignation. We have to accept his resignation before advertising to fill his open seat. We will have a formal presentation for him at the September meeting. We want him to know how thankful this district is to him. He gave not only a ton to this school but he gave a ton to this community. There are many things that he did that many people are unaware of. He steered the helm of this school during a lot of difficult times so we sincerely thank him and regretfully accept his resignation.

M. Doran: I am very sorry to see Ms. Michalski go but I do wish her well.

N. Brennan: The district calendar is being revised to change the first day for the teachers to the day after Labor Day. We felt it to be unfair to the teachers that they would lose their last summer weekend. Now they will come in the day after Labor Day and the students will come in the day after that.

M. Doran: Read Resolution X. g. aloud.

N. Brennan: Item X. g. approves the completion of the Superintendent's Merit Goals. They will now be sent to the County Superintendent for approval. There will be a separate resolution for the payment of these goals once they are approved at a later meeting.

XI. FINANCE

- a. Upon the recommendation of the Superintendent, the Haworth Board of Education approves the Asbury Park Computer Management System – Budgeting/Accounting System Services and Payroll/Personnel System Services to provide comprehensive financial management services for the 2017-18 school year.

RESOLVED, Finance Item a.

S. Wunsch Moved, M. Doran Seconded
Roll Call: 4/0

XII. FACILITY

XIII. POLICY

XIV. NEGOTIATIONS

- a. Upon the recommendation of the Superintendent, the Haworth Board of Education accepts the terms of the Fact Finding Report dated June 14, 2017.

RESOLVED, Negotiations Item a.

J. Eig Moved, M. Doran Seconded
Roll Call: 4/0

N. Brennan: We feel this Fact Finding Report was not fair to either side with consideration of all of the items that were asked for. Although, in the interest of moving on we are accepting this, as the next round of negotiations for the next contract begins in October. So, as a Board we are happy to say we are accepting this report.

D. Marchisio: The biggest point of contention seemed to be the block schedule. What is the outcome of that?

N. Brennan: The Board was not awarded the new schedule. We are not giving up on this schedule for the next contract though. I have been in contact with the HTA to see how we can bridge the differences we have with the new schedule and be able to achieve the goal, just differently than was suggested this time around.

R. Song: What comes next?

N. Brennan: We will meet with the HTA within the next few weeks to discuss the guide and decide what the next step is.

XV. 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

XVI. Open to the Public on any item – 10:01 a.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.

R. Song: I am saddened to hear that both Ms. Foglio and Ms. Michalski are leaving as they are 2 of the 3 middle school math teachers.

J. Montesano: We have interviewed for one of those positions and made an offer to a very qualified candidate who has middle school and high school experience.

R. Song: I have noticed that the Math Curriculum has become more rigorous. I believe if we are going to hire new math teachers that we consider the candidate to also have a degree in Math as well as in Teaching, not just a certification.

J. Montesano: That is exactly what we are doing. Since I am here I have not hired any middle school teachers holding only one certification.

M. Renke: I would like to echo Mrs. Song's comments as Haworth is behind in math at the high school.

N. Brennan: Math has been something we have been talking about for months now.

J. Montesano: We need to offer levels of Algebra. But I can't do levels without a new schedule. I am very proud of our math program as it is, but there is always room for enhancement.

K. Widzer: We used to have levels and more differentials in the middle school grades.

P. Wolford: We have a plan in place for next year to have advanced algebra, algebra and math 8 classes.

N. Brennan: Within each classroom the teachers are currently differentiating the instruction for the students within groups. We will update everyone in September about what solutions will be put in place.

R. Song: As recently as 4 years ago our students were going to the high school to take advanced math classes.

N. Brennan: The high school stopped that a few years back.

C. Talty: The high school felt it was not working out on a scheduling level. The kids were returning to school late here and missing other subject classes.

R. Song: The rigor is not here for the students.

M. Renke: Since I have been in this school math has been an issue for us. I believe that is because we are so small.

D. Marchisio: It is a great problem to have that the high school is so challenging. Do we know why the Closter and Demarest school districts do so much better?

N. Brennan: We cannot speak to those districts numbers as we do not have that information.

A. Fitzsimons: Can you offer freelance teachers or something like that?

N. Brennan: We want high quality teachers and those types of teachers are not available on a freelance basis. Please trust us, we are working on it.

R. Song: I appreciate what is happening right now with some of the middle school teachers coming down and working with the elementary students sometimes.

D. Marchisio: When are the placements coming out?

J. Montesano: Not any time soon really, towards the end of the summer.

D. Marchisio: How many teachers have left this year?

J. Montesano: I can let you know that number but I also think it is important to know why each teacher left.

K. Widzer: I am thrilled that an agreement has been made regarding the Fact Finders report and that things are moving forward. I am concerned that so many teachers who have changed my childrens lives are leaving the district. I would like to request that full de-briefs are done with these teachers to find out why they are leaving and dig a little deeper.

N. Brennan: We understand that this is a complicated issue and we are certainly not glib about it.

K. Widzer: I understand that the contract process has been very contentious. My concern is that the feeling is not about that but that it goes deeper than that. I have heard the teachers are not sure which one of the administration to go to for an issue.

J. Montesano: I strongly disagree with that. We made a list for the teachers that was actually called “Who To Go To” and have handed that out to the teachers and it is posted in the Staff section of our website for them to refer to. I have an HTA Liaison meeting once per month to deal with any issues that they may have. I also have a School Based Committee that meets once per month. It has not been mentioned this year that this was an issue.

R. Song: Can you introduce the new teachers to the community? What are their qualifications and backgrounds?

J. Montesano: We will bring the new teachers to the September Board meeting.

M. Renke: Next year will the middle school groups stay together all day long or will they mix up? Why can't you have an ELA teacher teach different grade levels to be able to mix them up?

P. Wolford: We agree with that philosophy and we are working on that.

M. Doran: I would like to thank you all for coming and sharing your thoughts and views.

Close the Public portion: 10:36 a.m.

XVII. OLD BUSINESS

XVIII. NEW BUSINESS

XIX. MOTION TO ADJOURN

S. Wunsch Moved, J. Eig Seconded
All in favor.

ADJOURNMENT 10:38 a.m.

Nicole Brennan, President
Haworth Board of Education

Jennifer Montesano
Superintendent/Board Secretary