

**HAWORTH BOARD OF EDUCATION  
HAWORTH, NEW JERSEY 07641  
AGENDA  
April 29, 2020**

---

**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 January 8, 2020 and February 21, 2020 advance written notice was emailed to **The Record and The Ridgewood News**, 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. Ilisha Borek  
Mrs. Alanna Davis  
Mrs. Mary Anne Doran  
Mrs. Karen Leddy  
Mr. Michael Rodino, President  
Mrs. Stacey Wunsch, Vice President  
Mr. Paul Wolford, Business Administrator  
Dr. Peter Hughes, Superintendent  
Mrs. Stacey Cherry, Esq., Fogarty & Hara  
Mrs. Kristi Giambona, 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 -**

**VIII. SUPERINTENDENT'S/BOARD PRESIDENT'S REPORTS**

1. Kids with Character Award Presentation – criteria for the month of April is “Perseverance”. Honorees via video presentation.
2. 2018-2019 New Jersey School Performance Report - Dr. Peter Hughes
3. Distance Learning Review
4. 2020-2021 Budget Presentation - Mr. Paul Wolford

\_\_\_\_\_ Moved, \_\_\_\_\_ Seconded  
Roll Call:

### **IX. ROUTINE RESOLUTIONS**

- a. Enrollment Report to Date - 396 total students
- b. Emergency & Crisis Situations Drill Record:
  - Fire Drill:
  - Security Drill: March 10, 2020
  - Administrator in charge: Mr. Paul Wolford
- c. HIB Report for March 2020:
  - Reported Cases: 0
  - Number of Cases Open: 0
  - Number of Cases Closed: 0

\_\_\_\_\_ Moved, \_\_\_\_\_ Seconded  
Roll Call:

### **X. MINUTES**

- a. Approval of meeting minutes from the February 5, 2020 Closed Executive Session meeting.
- b. Approval of meeting minutes from the March 11, 2020 Work Session meeting.
- c. Approval of meeting minutes from the March 11, 2020 Closed Executive Session meeting.
- d. Approval of meeting minutes from the March 17, 2020 Regular Business meeting.
- e. Approval of meeting minutes from the March 17, 2020 Closed Executive Session meeting.

\_\_\_\_\_ Moved, \_\_\_\_\_ Seconded  
Roll Call:

### **XI. CURRICULUM**

- a. Upon the recommendation of the Superintendent, the Haworth Board of Education approves the 2020 summer school program session to run from July 13, 2020 through July 30, 2020 (4 days per week for 3 weeks total), during the hours of 9:00 a.m. to 12:10 p.m.

Roll Call: \_\_\_\_\_ Moved, \_\_\_\_\_ Seconded

**XII. PERSONNEL**

- a. Upon the recommendation of the Superintendent, the Haworth Board of Education approves the **fall 2020 graduate level courses** for the following staff member; reimbursement to be paid at the 2020-21 state college or university graduate level course rate for up to 3 total credits, pursuant to Article VII of the Haworth Teachers Association Collective Bargaining Agreement.

ITEM	STAFF MEMBER	COURSE	COLLEGE/UNIVERSITY
1.	Arlene Fannell	EDLP 6040 Curriculum Design EDLP 6090 Supervision & Evaluation	William Paterson State University

- b. Upon the recommendation of the Superintendent, the Haworth Board of Education approves the re-hiring of the following Administration staff for the 2020-2021 school year:

1.	Nadine O'Reilly Supervisor of Special Education	Salary TBD	benefit eligible
2.	Patricia Voigt Principal	Salary TBD	benefit eligible
3.	Paul Wolford Business Administrator/Director of Education	Salary TBD (contract pending approval from the Bergen County Superintendent)	benefit eligible

- c. Upon the recommendation of the Superintendent, the Haworth Board of Education approves the re-hiring of the following 12-month support staff for the 2020-2021 school year:

1.	Kathleen Blazina Administrative Assistant for Technology & Data	Salary TBD plus applicable longevity	benefit eligible
2.	Kristi Giambona Administrative Assistant to the	Salary TBD plus applicable longevity	benefit eligible

	Superintendent/Human Resources Officer		
3.	Suzanne Marzocchi Administrative Assistant for the Child Study Team	Salary TBD plus applicable longevity	benefit eligible
4.	Dina Mattessich Payroll/Accounts Payable/Bookkeeper	Salary TBD	benefit eligible
5.	Karen Oddo Administrative Assistant/Receptionist	Salary TBD plus applicable longevity	benefit eligible
6.	Nancy Panzella Administrative Assistant for the Business Office	Salary TBD	benefit eligible

d. Upon the recommendation of the Superintendent, the Haworth Board of Education approves the re-hiring of the following 12-month custodial staff for the 2020-2021 school year:

1.	Dervish Alliaj (.5) Daytime Custodian w/Black Seal	Salary TBD plus applicable longevity	(.5) not benefit eligible
2.	Viviana Arcos Evening Custodian w/Black Seal	Salary TBD plus applicable longevity	benefit eligible
3.	Dilbert Bazelli Evening Custodian w/Black Seal	Salary TBD plus applicable longevity	benefit eligible
4.	Brian Gormley Daytime Custodian w/Black Seal	Salary TBD plus applicable longevity	benefit eligible
5.	Bilal Korreshi (.5) Evening Custodian w/Black Seal	Salary TBD plus applicable longevity	(.5) not benefit eligible
6.	Brainy Nunez Evening Custodian w/Black Seal	Salary TBD plus applicable longevity	benefit eligible
7.	Donald Turner Supervisor of Building & Grounds w/Black Seal	Salary TBD	benefit eligible

e. Upon the recommendation of the Superintendent, the Haworth Board of Education approves the re-appointment of the following non-tenured staff for the 2020-2021 school year (schedule attached).

1.	Katelyn Arbadji	BA, Step 5	Year 4
2.	Pamela Bagot	BA, Step 5	Year 4

3.	Julieann Barclay	MA, Step 4	Year 4
4.	Bari Baron	MA, Step 6	Year 4
5.	Laura Bionde	MA, Step 4	Year 4
6.	Jessica Buchheister	BA, Step 4	Year 4
7.	Gianna DeNobile	BA, Step 4	Year 4
8.	Alison Homan	MA30, Step 4	Year 4
9.	Ashley Lignos	BA, Step 5	Year 4
10.	Melissa Mohr	MA, Step 9	Year 4
11.	Heather Santostefano	BA, Step 4	Year 4
12.	Adriana Bonasorte	BA, Step 4	Year 3
13.	Michael DeFelice	MA, Step 9	Year 3
14.	Shari Peykar	MA, Step 5	Year 3
15.	Jennifer White	MA, Step 2	Year 2
16.	Alexis Yotka	MA, Step 2	Year 2
17.	Michele Robson	BA, Step 2	Year 1

f. Upon the recommendation of the Superintendent, the Haworth Board of Education approves the re-appointment of the following tenured staff for the 2020-2021 school year (schedule attached).

1.	Connie Alcoser	MA45, Step 17
2.	Patricia Alderton	MA, TOG
3.	Erin Burns	MA, Step 14
4.	Lesley Carboneri	MA60, TOG
5.	Erin Carr	MA60, Step 18
6.	Nicole Chamberlain	MA30, Step 17
7.	Maria DiCarlantonio	MA60, TOG
8.	Paul Doran	MA, TOG
9.	Anne Marie Dunn	MA30, TOG

10.	Jennifer Eisberg	MA, Step 15
11.	Arlene Fannell	MA15, Step 5
12.	Lisa Ferrara	BA30, Step 19
13.	Rebecca Hall	MA60, TOG
14.	Melissa Jackson	MA60, TOG
15.	Alicia Kosakowski	MA, Step 13
16.	Kevin Lane	MA15, Step 7
17.	Terry Leeshock	MA15, TOG
18.	Cristina Martell	MA, Step 12
19.	Vito Nasta	MA, TOG
20.	Nancy Polifroni	MA15, Step 14
21.	Kerry-Ann Ross	MA60, Step 17
22.	Lori Scheps	MA60, Step 13
23.	Suzanne Schmalder	MA, Step 6
24.	Rosina Siniscalchi	MA30, Step 19
25.	Cathy Stokesbury	MA15, TOG
26.	Angelica Talamo	BA15, Step 5
27.	Cynthia Talty	MA, Step 17
28.	Derick Talty	BA15, Step 17
29.	Josefina Winik	BA, Step 7
30.	Lauren Wolstein	MA, Step 5

g. Upon the recommendation of the Superintendent, the Haworth Board of Education approves the re-hiring of the following Classroom Aides/Paraprofessionals for the 2020-2021 school year:

1.	Michele Breakfield	Salary TBD	(.5) not benefit eligible
2.	Lori DiVite	Salary TBD	benefit eligible

3.	Marguerite Forde	Salary TBD	(.5) not benefit eligible
4.	Riley Hall	Salary TBD	(.5) not benefit eligible
5.	Dawn Hoyng	Salary TBD	benefit eligible
6.	Trish Julis	Salary TBD	(.5) not benefit eligible
7.	Debra Klein	Salary TBD	benefit eligible
8.	Maureen Logerfo	Salary TBD	(.5) not benefit eligible
9.	Suzanne Paulillo	Salary TBD	benefit eligible
10.	Judy Powers	Salary TBD	(.5) not benefit eligible
11.	Jeanne Rispoli	Salary TBD	benefit eligible
12.	Laurie Roncati	Salary TBD	(.5) not benefit eligible
13.	Donna Schwartz	Salary TBD	benefit eligible
14.	Sandra Van Horn	Salary TBD	benefit eligible

- h. Upon the recommendation of the Superintendent, the Haworth Board of Education reappoints the following Lunch Aides for the 2020-2021 school year, at \$24.00 per session, not benefit eligible:

1.	Josephine DiSalvo
2.	Melina Felletter
3.	Joan Hoagland
4.	Pam Payton

- i. Upon the recommendation of the Superintendent, the Haworth Board of Education approves Laurie Roncati to work additional hours per week as the STEAM Lab Aide for the 2020-21 school year, to be compensated at her hourly rate, to be determined, not to exceed \$10,000.00 for the 2020-21 school year. Not benefit eligible.
- j. Upon the recommendation of the Superintendent, the Haworth Board of Education approves Dr. Nancy Rothenberg as the School Physician for the 2020-2021 school year, effective July 1, 2020, at a contracted rate of \$2,500.00 (with additional \$500.00 stipend biennially for scoliosis screening), not benefit eligible.
- k. **RECOMMENDED** that Board Employee #41743220 (hereinafter referred to as “Employee”) be granted a leave of absence for disability under the federal Family Medical Leave Act (“FMLA”) from March 6, 2020 through April 24, 2020, which leave shall be with pay and benefits provided Employee utilizes accrued sick days during said period; and

BE IT FURTHER RESOLVED that the Employee be granted a leave of absence for childrearing purposes under the Collective Negotiation Agreement (“CNA”), Article VIII, Section 7, from April 27, 2020 through June 25, 2020, which leave shall be without pay or benefits; and

BE IT FURTHER RESOLVED that the Employee be granted a leave of absence for childrearing purposes under the FMLA and New Jersey Family Leave Act (“NJFLA”), from September 1, 2020 through November 23, 2020, which leave shall be without pay and with continuation of vision and dental benefits only, subject to the Employee’s payment of her contribution for same; and

BE IT FURTHER RESOLVED that the Employee be granted a leave of absence for childrearing purposes under the CNA, Article VIII, Section 7, from September 1, 2020 through June 23, 2021, which leave shall be without pay or benefits except as described above; and

BE IT FURTHER RESOLVED that the Employee shall return to work on September 1, 2021, or on an earlier return date, subject to advance notice to the District administration, whereupon the above leave dates may be administratively adjusted as appropriate; and

BE IT FURTHER RESOLVED that any requests to extend the Employee’s leave of absence shall be made to the Haworth Board of Education (the “Board”) as required by the CNA, which request shall be subject to Board approval, the availability of sick days, and federal and State statutes and regulations; and

BE IT FURTHER RESOLVED that the dates of said leave may be adjusted based on certification from the Employee’s physician, the actual delivery date, or changes to the Haworth School District’s calendar.

- I. **BE IT RESOLVED** that the terms, stipulations and conditions as established in the Addendum to the Employment Agreement between the Haworth Board of Education and the following Employees 50655679, 97048680, 28186575, 75007153, 51416816, 70094628, 27274182, 63410963, 53947909, 53841169, 54513247, 87565529, 25466525, 47050588, 82065210, 98446552, and 48453096 which are annexed to this Resolution, are hereby adopted and approved by the Board. The Board President and Board Secretary are hereby authorized and directed to execute the Addendum to the Employment Agreement for each identified employee and any other documents necessary to effectuate same.

\_\_\_\_\_ Moved, \_\_\_\_\_ Seconded  
Roll Call:

### **XIII. FINANCE & FACILITIES**

- a. Upon the recommendation of the Superintendent, the Haworth Board of Education approves the bills for the period of March 1, 2020 to March 31, 2020 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:



<b><i>Bills Description</i></b>	<b><i>Dated</i></b>	<b><i>Amount</i></b>
Payroll - Operating	3/15/2020	\$269,305.36
Board Share - FICA	3/15/2020	\$5,005.84
State Share - FICA	3/15/2020	\$14,574.91
	<b>TOTAL:</b>	<b>\$288,886.11</b>

<b><i>Bills Description</i></b>	<b><i>Dated</i></b>	<b><i>Amount</i></b>
Payroll - Operating	3/30/2020	\$252,663.15
Board Share - FICA	3/30/2020	\$3,732.72
State Share - FICA	3/30/2020	\$14,582.11
	<b>TOTAL:</b>	<b>\$270,977.98</b>

b. Upon the recommendation of the Superintendent, the Haworth Board of Education approves the Bills and Claims for the month of April, 2020.

c. **WHEREAS**, Assembly Bill 3902, currently pending in the State Legislature, would authorize the Department of Community Affairs to permit municipalities to delay the quarterly transmission of property tax revenues to school districts during gubernatorial-declared emergencies; and

**WHEREAS**, New Jersey's public schools are highly dependent on property tax revenue to support education programs; and

**WHEREAS**, on average, local property taxes constitute close to 60% of public school revenue, with the percentage even greater in a significant number of districts; and

**WHEREAS**, a delay in payments from municipalities would result in a financial crisis for school districts, seriously disrupting the educational process—and bringing it to a halt; and

**WHEREAS**, although public school buildings are closed during the current health emergency, the education of our students is taking place through remote learning and home instruction; and

**WHEREAS**, continued timely transmission of school property taxes is critical for the education process to continue without interruption; and

**WHEREAS**, even though municipalities are designated as the authorities to collect property taxes, these taxes are levied for specific purposes—e.g., municipal, school, county, fire district—and these obligations must continue to be met; and

**WHEREAS**, as currently written, A-3902, which is intended to ease a financial burden on municipalities, would place a severe strain on school districts and the students and families that they serve; and

**WHEREAS**, the Haworth Board of Education recognizes the impact of the current public health emergency on the state and local governments, as well as local school districts, but believes this legislation would worsen the situation for our communities.

**NOW, THEREFORE, BE IT RESOLVED** that the Haworth Board of Education urges the State Senate and the Governor to oppose A-3902; and be it further

**RESOLVED**, that this resolution be delivered to Governor Phil Murphy, State Senate President Stephen M. Sweeney, Assembly Speaker Craig Coughlin; and the 39th Legislative District's representatives in the state Senate and General Assembly; and be it further

**RESOLVED**, that copies of this resolution be sent to the New Jersey School Boards Association.

\_\_\_\_\_ Moved, \_\_\_\_\_ Seconded  
Roll Call:

**XIV. NEGOTIATIONS**

NO RESOLUTIONS

**XV. POLICY**

- a. Upon the recommendation of the Superintendent, the Haworth Board of Education approves the first reading of the following new/revised district policies and regulations:

**HAWORTH BOARD OF EDUCATION  
AGENDA - 4-29-20**

**Haworth, NJ  
Page 11**

<b>Policy or Regulation #</b>	<b>Policy Title</b>	<b>New/Revised</b>	<b>Designation</b>	<b>1st Reading</b>	<b>2nd Reading</b>
P0152	Board Officers	Revised	Recommended	April 29, 2020	
P1581	Domestic Violence	Revised	Mandated	April 29, 2020	
R1581	Domestic Violence	New	Mandated	April 29, 2020	
P2422	Health & Physical Education	Revised	Mandated	April 29, 2020	
P3421.13	Postnatal Accommodations	New	Recommended	April 29, 2020	
P4421.13	Postnatal Accommodations	New	Recommended	April 29, 2020	
P5330	Administration of Medication	Revised	Mandated	April 29, 2020	
R5330	Administration of Medication	Revised	Mandated	April 29, 2020	
P7243	Supervision of Construction	Revised	Mandated	April 29, 2020	
P8210	School Year	Revised	Recommended	April 29, 2020	
P8220	School Day	Revised	Mandated	April 29, 2020	
R8220	School Closings	Revised	Recommended	April 29, 2020	
P8462	Reporting Potentially Missing or Abused Children	Revised	Mandated	April 29, 2020	

\_\_\_\_\_ Moved, \_\_\_\_\_ Seconded  
Roll Call:

**XVI. SUBMISSIONS AND CERTIFICATIONS**

- a. Upon the recommendation of the Superintendent, the Haworth Board of Education approves the

certification and submission of the following NJDOE reports:

1. 2020-2021 County District School (CDS) System

\_\_\_\_\_ Moved, \_\_\_\_\_ Seconded  
Roll Call:

**XVII. COMMITTEE REPORTS**

Finance & Facilities  
Curriculum  
Policy  
Negotiations  
Public Relations  
BCSBA/NJSBA  
Joint Boards  
Haworth Home & School Association  
Northern Valley Regional High School  
NV Educational Foundation  
Legislative Chairperson  
Senior Citizens Liaison  
Town Council Liaison

**XVIII. Open to the Public on any item –**

*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.*

**Close the Public portion:**

**XIX. OLD BUSINESS**

**XX. NEW BUSINESS**

**XXI. CLOSED SESSION \_\_\_\_\_ p.m.**

\_\_\_\_\_ Moved, \_\_\_\_\_ Seconded  
Roll Call:

**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 Work Session Meeting of the Borough of Haworth Board of Education on this day Wednesday, April 29, 2020 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 \_\_\_\_hour for the purpose of discussing personnel, litigation or HIB. Action will not be taken in public after the executive session.

**XII. MOTION TO ADJOURN.**

\_\_\_\_Moved, \_\_\_\_Seconded

Roll Call:

**ADJOURNMENT** \_\_\_\_\_ p.m.

\_\_\_\_\_  
Michael Rodino, President  
Haworth Board of Education

\_\_\_\_\_  
Kristi Giambona  
Board Secretary

## SCHEDULE A

2020-2021

Step	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+45	MA+60	DOC
1	52,244	53,970	54,675	55,890	57,713	59,840	61,358	63,788	66,219
2	52,744	55,102	55,175	56,998	58,820	61,251	63,073	65,504	67,934
3	53,244	55,771	56,282	58,104	59,927	62,661	64,788	67,218	70,256
4-5	54,444	57,141	58,089	59,912	62,342	65,538	67,203	70,241	73,279
6-7	56,344	59,527	59,989	62,419	64,850	67,888	70,318	73,356	76,394
8	58,244	61,914	62,497	64,928	67,358	70,700	73,434	76,472	79,510
9	60,144	63,838	65,005	67,435	70,473	73,972	76,549	79,587	82,624
10	62,619	66,654	67,480	70,518	73,556	77,055	79,632	82,669	85,707
11	65,094	69,468	70,562	73,600	76,638	80,137	82,713	85,751	88,724
12	67,694	72,409	73,770	76,808	79,846	83,312	85,921	88,894	93,212
13	70,744	75,191	76,820	79,858	82,895	86,413	88,906	92,046	95,001
14	73,844	78,486	79,920	82,957	85,995	89,472	92,108	95,063	98,618
15	76,944	81,780	83,019	86,057	89,030	92,831	95,125	98,680	102,236
16	80,094	84,663	86,169	89,142	92,282	95,745	98,792	102,348	105,903
17	83,244	88,008	89,255	92,395	95,350	99,667	102,461	106,016	109,572
18	86,444	90,940	92,557	95,512	99,067	103,085	106,178	109,734	113,290
19	89,744	94,240	95,857	99,366	102,922	106,939	110,033	113,589	117,144
<b>TOG</b>	89,744	94,240	95,857	102,829	106,385	110,939	113,496	117,052	121,069