

HAWORTH BOARD OF EDUCATION
HAWORTH, NEW JERSEY 07641
Minutes
October 30, 2024

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, 2024 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:

Mr. Tae Chang
Mr. Charles Crowley, President
Dr. Danielle Insalaco-Egan, Vice President
Mr. Drew Krasny
Mrs. Deborah Munoz-Maniscalco
Mrs. Courtney Russell
Mrs. Stacey Wunsch
Mr. Paul Wolford, Superintendent
Mr. Kevin Lane, Business Administrator/MS Director
Mrs. Stacey Cherry, Esq., Fogarty & Hara, Esqs.
Mrs. Kristi Giambona, Board Secretary

VI. OPEN TO THE PUBLIC ON AGENDA ITEMS ONLY - 7:31 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, address and group affiliation (if any) before you begin.

VII. CLOSE THE PUBLIC PORTION - 7:32 p.m. NO PUBLIC COMMENT

VIII. SUPERINTENDENT'S/BOARD PRESIDENT'S REPORTS

Notice of Meeting Cancellation & Rescheduling: *(to be read aloud per Policy 0161)*

NOTICE is hereby given that the Haworth Board of Education has canceled its meeting on Wednesday, October 16, 2024 at 7:30 p.m. in the multi-purpose room of the Haworth Public School, 205 Valley Road, Haworth, N.J. 07641. This meeting will be rescheduled for Wednesday, October 30, 2024 at 7:30 p.m. in the multi-purpose room of the Haworth Public School. Closed session may follow the open session. Action will be taken.

a. September Student Shout Outs:

Pre-K: Alexander Akdemir, Zane Argumendo Russell, Kathryn Drobenko, Hudson Egan, Max Finkelstein, Teddy Homan, Riley Keane, Leo Kim, Makenna Ku, Chloe Nakashian, Kira Paolino, Avery Steiner, Audrey Wang, Sasha Zaretsky

Kindergarten: Lucy Giannotti, Mahina Ishii-Nelson, Samantha Pauley, Victoria Setless, Zoe Shifrin

Grade 1: Louis Choi, Emily Francisco, Tyler Green, Irene Kim, Stella Occhiuzzi, Tobi Okunseinde, Gia Orlando, Tyler Papadam, Guy Peles, Theo Youssis

Grade 2: Emilia Gelfand, Harley Harris, Franklin Hull, Ryan Kim, Charlie Lamberta, Brody Mills, Harper Shuldman

Grade 3: Mrs. Carboneri's entire class, Fiona Brennan, Grey Edward's, Julia Figlio, Gavin Fleischer, Logan Leyvi, Katharine McGuirk, Leah Portnoy, Emily Spence, Nicolas Urrego, Mila Zaretsky

Grade 4: Jaelyn Adler, Christopher Chadid, Yohan Choi, Arin Chung, Angelina Doris, Yuma Ebihara, Gideon Ehrlich, Marcus Finetto, Charlatan Griffen, Peleg Gueron, Julia Kaluza, Christian Lee, Madeline Mills, Rafael Salazar, Brooke Schneider, Noah Silverstein, Zeke Spiegel, Brandon Thatcher, Alyssa Yung

Grade 5: Grayson Baldomero, Brianna Flatley, Isabel Garcia, Mira Kushner, Brook Madison, Lexi Newsom, Luke Placona, Sabrina Saperstein, Madeline Wertz, Lilly Yoskowitz

b. September Staff Shout Outs:

Lesley Carboneri, Maria DiCarlantonio, Jennifer Eisberg, Suzanne Paulillo, Abigail Ronberg

c. 2023-2024 NJSLA District Scores Presentation - Mr. Paul Wolford - *presentation on file for review in the Board Office.*

d. 2024-2025 BOE District Goals Review and Finalization

DISTRICT GOAL 1: The district will seek to improve Math, ELA, and Science performance in ALL grades through individualized instruction, increased instructional engagement, and the utilization of data to inform instructional programming.

DISTRICT GOAL 2: To foster a school environment that prioritizes the mental health and well-being of the school community. Thereby, enhancing student engagement, academic achievement, social-emotional development, and overall school community performance.

DISTRICT GOAL 3: Ensure efficient referendum project management, supervision, and communication strategies that will minimize disruption to school operations and maintain a conducive learning environment for all students and staff.

DISTRICT GOAL 4: The district will work to create specific guidance/support for the use of Artificial Intelligence to enrich learning experiences, promote student and staff well-being, and achieve learning goals. This includes the creation of a school task force and district policy, providing professional development for staff members, and offering learning opportunities for parents and stakeholders.

DISTRICT GOAL 5: The district will monitor all programs to promote practices that align towards our definition of academic rigor and physical wellness.

D. Egan Moved, S. Wunsch Seconded
Roll Call: 7/0

BE IT RESOLVED, that the Haworth Board of Education approves Items IX. a. through n.

ROLL CALL VOTE	YES	NO	ABSTAIN	ABSENT
Mr. Chang	✓			
Mr. Crowley	✓			
Dr. Egan	✓			
Mr. Krasny	✓			
Mrs. Maniscalco	✓			
Mrs. Russell	✓			
Mrs. Wunsch	✓			

IX. CONSENT AGENDA

The following resolutions are considered to be routine and non-controversial and will be voted on by one vote. Any Board of Education member wishing to remove any items from the consent agenda and request an individual vote may do so.

- a. **Enrollment Report to Date - 506**
- b. **Emergency & Crisis Situations Drill Record: September**
 - Fire Drill: September 26, 2024
 - Security Drill: September 6, 2024
 - Bus Evacuation Drill: September 17, 2024
 - Administrator in charge: Mr. Paul Wolford

MINUTES:

- c. Approval of meeting minutes from the September 18, 2024 Regular Business meeting.

SUBMISSIONS AND CERTIFICATIONS:

- d. 2023-24 NJQSAC District Performance Review
- e. 2024-25 NJ Survey Results for Free and Reduced Lunch
- f. 2024-2025 Health and Safety Evaluations of School Building’s Checklist and Statement of Assurance
- g. 2024-2025 District Report of Transported Resident Students
- h. 2024-2025 Comprehensive Maintenance Plan
- i. NJSmart District Performance Reports
- j. 2024-2025 ASSA Report
- k. 2024-2025 ESEA Consolidated Report
- l. 2024 IDEA Final Report
- m. 2024-2025 School Self-Assessment for Determining Grades under the Anti-Bullying Bill of Rights Act

- n. **HIB Report for September, 2024:**
 - Reported Cases: 1
 - Number of Cases Open: 1
 - Number of Cases Closed: 0

C. Russell Moved, S. Wunsch Seconded
 Roll Call: 7/0

BE IT RESOLVED, that the Haworth Board of Education approves Items IX. a. through n.

ROLL CALL VOTE	YES	NO	ABSTAIN	ABSENT
Mr. Chang	✓			
Mr. Crowley	✓			
Dr. Egan	✓			
Mr. Krasny	✓			

Mrs. Maniscalco	✓			
Mrs. Russell	✓			
Mrs. Wunsch	✓			

X. CURRICULUM

- a. Upon the recommendation of the Superintendent, the Haworth Board of Education approves the “Town That Fought Hate” assemblies for grades 3 through 5, at a total cost of \$1,465.00.
- b. Upon the recommendation of the Superintendent, the Haworth Board of Education approves the “Chinese Acrobatic Traditions” assemblies for grades K through 8, at a total cost of \$3,090.00.
- c. Upon the recommendation of the Superintendent, the Haworth Board of Education approves the “No Mystery in Black History” assemblies for grades K through 8, at a total cost of \$2,728.00.
- d. Upon the recommendation of the Superintendent, the Haworth Board of Education approves the following field trips. Transportation costs will apply where applicable.

#	DATE	GRADE/ CLUB	LOCATION	COST PER STUDENT	STAFF IN CHARGE
1.	November 13, 2024, January 15, 2025, February 5, 2025, March 5, 2025	Debate Club	Old Tappan, NJ, Tenafly, NJ, Hackensack, NJ, Cresskill, NJ	\$0	S. Paulillo
2.	April 10, 2025 <i>Alt. date: April 9, 2025</i>	Gr. 3	Newark, NJ	\$20.00	L. Carboneri

D. Egan Moved, T. Chang Seconded
Roll Call: 7/0

BE IT RESOLVED, that the Haworth Board of Education approves Items X. a. through d.

ROLL CALL VOTE	YES	NO	ABSTAIN	ABSENT
ROLL CALL VOTE	YES	NO	ABSTAIN	ABSENT
Mr. Chang	✓			

Mr. Crowley	✓			
Dr. Egan	✓			
Mr. Krasny	✓			
Mrs. Maniscalco	✓			
Mrs. Russell	✓			

XI. PERSONNEL

- a. Upon the recommendation of the Superintendent, the Haworth Board of Education approves movement on the guide for the following staff members for the 2024-25 school year:

#	NAME	TITLE	MOVING FROM	MOVING TO
1.	Katelyn Arbadji	Gr. 4 Teacher	BA + 15	MA + 15
2.	Jaclyn Honovich	School Counselor	MA	MA + 15
3.	Cristina Martell	World Language Teacher	MA	MA + 15
4.	Michele Robson	Kindergarten Teacher	MA	MA + 30
5.	Michael Rucereto	Middle School Science Teacher	MA	MA + 15
6.	Josefina Winik	Music Teacher	BA	BA + 15

- b. Upon the recommendation of the Superintendent, the Haworth Board of Education approves the attendance and registration costs, if applicable, for the below indicated professional development and/or training workshops or conferences for the following employees. Travel & accommodation expenditures reimbursed pursuant to N.J.S.A. 18A:11-12.

#	NAME	DATE(S)	CONFERENCE/ WORKSHOP	LOCATION	REGISTRATION COST
1.	Nancy Polifroni	October 14, 2024	Diving into Type 1 Diabetes and	Morristown, NJ	\$40.00

			Management at School		
2.	Erin Carr	October 18 & 19, 2024	International Dyslexia Conference	Somerset, NJ	\$325.00

- c. Upon the recommendation of the Superintendent, the Haworth Board of Education accepts, with regret, the resignation of Shane Hurley, Teacher, effective October 12, 2024.
- d. Upon the recommendation of the Superintendent, the Haworth Board of Education approves the 2024 graduate level courses for the following staff members; reimbursement to be paid at the 2024-25 state college or university graduate level course rate, pursuant to Article VII of the Haworth Teachers Association Collective Bargaining Agreement.

#	<u>NAME</u>	<u>COURSE</u>	<u>COLLEGE/UNIVERSITY</u>
1.	Katelyn Arbadji	RES 5153 Research Methods	American College of Education

- e. Upon the recommendation of the Superintendent, the Haworth Board of Education approves Adam Fahmy, substitute teacher, as leave replacement at a rate of \$150.00 per day, as needed. Not benefit eligible.
- f. Upon the recommendation of the Superintendent, the Haworth Board of Education approves Linda Bernstein, substitute teacher, as leave replacement at a rate of \$125.00 per day for the first 20 days and then move to a prorated salary of \$58,787.00 (MA, Step 1). Not benefit eligible due to retiree status.
- g. Upon the recommendation of the Superintendent, the Haworth Board of Education approves Lisa Conway as a substitute teacher and/or aide for the 2024-25 school year, pending certification and criminal history review. Not benefit eligible.
- h. Upon the recommendation of the Superintendent, the Haworth Board of Education approves Sara Hayward as a teacher for the remainder of the 2024-25 school year, at a prorated salary of \$58,787.00 (MA, Step 1), benefit eligible after 60 days. Approximate start date November 8, 2024, pending criminal history review.
- i. Upon the recommendation of the Superintendent, the Haworth Board of Education approves Patrick Wallace as a School Counselor Leave Replacement from February 3, 2025 through the end of the 2024-2025 school year, at a prorated salary of \$59,895.00 (MA, Step 2), benefit eligible after 60 days. Pending criminal history review.
- j. Upon the recommendation of the Superintendent, the Haworth Board of Education accepts, with regret, the resignation of Jennifer White, Speech Language Specialist, effective December 20, 2024.

k. **BE IT RESOLVED** that Employee #80342405 (hereinafter referred to as the “Employee”) be granted a leave of absence utilizing twenty-one sick days from October 15, 2024 to November 15, 2024; and

BE IT FURTHER RESOLVED that the Employee be granted a leave of absence under the Federal Family and Medical Leave Act (“FMLA”) from October 31, 2024 through January 30, 2025, which shall be without pay, but with medical benefits, subject to the Employee’s payment of their contribution for same from October 16, 2024 to January 31, 2025; and

BE IT FURTHER RESOLVED that the Employee be granted a leave of absence under the New Jersey Family Leave Act (“NJ FLA”) from November 18, 2024 through February 14, 2025, which shall be without pay, but with medical benefits, subject to the Employee’s payment of their contribution; and

BE IT FURTHER RESOLVED that the Employee shall return to work on February 24, 2025, or on an earlier return date, subject to advance notice to the Haworth School District Administration (hereinafter referred to as the “District”), whereupon the above leave dates may be administratively adjusted as appropriate;

BE IT FURTHER RESOLVED that any requests to extend or change the terms of the Employee’s leave of absence shall be made to the Board, which request shall be subject to Board approval, the availability of sick days, Federal and State statutes and regulations, and the Collective Negotiations Agreement between the Board and the Haworth Teachers’ Association; and

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

D. Krasny Moved, D. Egan Seconded
Roll Call: 7/0

BE IT RESOLVED, that the Haworth Board of Education approves Items XI. a. through k.

ROLL CALL VOTE	YES	NO	ABSTAIN	ABSENT
Mr. Chang	✓			
Mr. Crowley	✓			
Dr. Egan	✓			
Mr. Krasny	✓			
Mrs. Maniscalco	✓			
Mrs. Russell	✓			
Mrs. Wunsch	✓			

XII. FINANCE & FACILITIES

- a. Upon the recommendation of the Superintendent, the Haworth Board of Education approves the bills for the period of September 1, 2024 to September 30, 2024 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:

<u><i>Bills Description</i></u>	<u><i>Dated</i></u>	<u><i>Amount</i></u>
Payroll - Operating	9/15/2024	\$341,631.67
Board Share - FICA	9/15/2024	\$,7,852.50
State Share - FICA	9/15/2024	\$16,821.75
	TOTAL:	\$366,305.92

<u><i>Bills Description</i></u>	<u><i>Dated</i></u>	<u><i>Amount</i></u>
Payroll - Operating	9/30/2024	\$324,666.69
Board Share - FICA	9/30/2024	\$6,694.29
State Share - FICA	9/30/2024	\$16,682.14
	TOTAL:	\$348,043.12

- b. Upon the recommendation of the Superintendent, the Haworth Board of Education approves the Bills and Claims for the month of October, 2024.

- c. Upon the recommendation of the Superintendent, the Haworth Board of Education approves the Report of the Board Secretary, Report of the Treasurer, and the Report of Monthly Transfers for the month of August, 2024.
- d. Upon the recommendation of the Superintendent, the Haworth Board of Education approves EI US, LLC for 10 hours per week of homebound instruction for student ID #8069969350, at a rate of \$60.00 per hour.
- e. Upon the recommendation of the Superintendent, the Haworth Board of Education approves the 2024-2025 contract with Bergen County Special Services School District, Educational Enterprises Division for student #5099466406, at total cost of \$12,580.00.
- f. Upon the recommendation of the Superintendent, the Haworth Board of education approves Judge Healthcare, a division of Judge Technical Services, Inc. to provide as needed staffing services for the 2024-2025 school year at their contracted rate.
- g. Upon the recommendation of the Superintendent, the Haworth Board of education approves HTF Staffing, LLC to provide as needed staffing services for the 2024-2025 school year at their contracted rate.
- h. Be It Resolved, that the Haworth Board of Education, upon the recommendation of the School Business Administrator, approves **the appropriation of the 2023-2024 Extraordinary Aid Excess funds** in the amount of \$54,014.00 into the 2024-2025 budget as allowable and as awarded by the New Jersey State Department of Education. The District’s total amount to be appropriated was \$150,014.00 of which \$96,000.00 was utilized in the 2024-2025 budget building process. The excess funds shall be appropriated in the 2024-2025 fiscal year as follows:

11-000-263-420-050-01	Upkeep of Grounds	\$7,430.30
11-000-263-610-050-001	Grounds Supplies	\$2,730.00
11-000-261-420-050-02	Contract Services - Building	\$20,500.00
11-000-261-610-050-04	Supply/Repair Parts Building	\$16,995.00
12-000-400-334-050-00	Architect/Engineering Services	\$6,358.70
	Total	\$54,014.00

S. Wunsch Moved, D. Egan Seconded
Roll Call: 7/0

BE IT RESOLVED, that the Haworth Board of Education approves Items XII. a. through h.

ROLL CALL VOTE	YES	NO	ABSTAIN	ABSENT
Mr. Chang	✓			
Mr. Crowley	✓			
Dr. Egan	✓			
Mrs. Maniscalco	✓			
Mr. Rodino	✓			
Mr. Rose	✓			
Mrs. Wunsch	✓			

XIII. NEGOTIATIONS

- a. Upon the recommendation of the Superintendent, the Haworth Board of Education approves the sidebar agreement to the HTA 2024-2027 Collective Negotiations Agreement for Employee #41098385 only.

D. Egan Moved, S. Wunsch Seconded
Roll Call: 7/0

BE IT RESOLVED, that the Haworth Board of Education approves Item XIII. a.

ROLL CALL VOTE	YES	NO	ABSTAIN	ABSENT
Mr. Chang	✓			
Mr. Crowley	✓			
Dr. Egan	✓			
Mr. Krasny	✓			
Mrs. Maniscalco	✓			
Mrs. Russell	✓			

Mrs. Wunsch	✓			
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XIV. POLICY

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

Policy or Regulation	Title	New/Revised /Abolished	Designation	1st Reading	2nd Reading
P 2365	Acceptable Use of Generative Artificial Intelligence (AI)	New	Recommended	September 18, 2024	October 30, 2024
P 5440	Honoring Student Achievement	Revised	Recommended	September 18, 2024	October 30, 2024

D. Maniscalco Moved, D. Krasny Seconded

Roll Call: 7/0

BE IT RESOLVED, that the Haworth Board of Education approves Item XIV. a.

ROLL CALL VOTE	YES	NO	ABSTAIN	ABSENT
Mr. Chang	✓			
Mr. Crowley	✓			
Dr. Egan	✓			
Mr. Krasny	✓			
Mrs. Maniscalco	✓			
Mrs. Russell	✓			
Mrs. Wunsch	✓			

XV. EDUCATION

NO RESOLUTIONS

XVI. COMMITTEE REPORTS

Finance & Facilities
Curriculum & Instruction
Negotiations
Public Relations
BCSBA/NJSBA
Haworth Home & School Association
Northern Valley Regional High School & NV Educational Foundation
Legislative Chairperson
Senior Citizens Liaison
Town Council Liaison
Ad-Hoc Committee Reports

XVII. OLD BUSINESS

XVIII. NEW BUSINESS

XIX. Open to the Public on any item – 8:10 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, address and group affiliation (if any) before you begin.

Mr. Ando, 156 Valley Road - request to address people blocking driveway at school dismissal. Making a mess of the front lawn when turning around in the street and driving on the grass. Would like an email blast to go out to parents addressing this issue.

S. Wunsch - lives in an area that deals with the same issue and she noted that you can ask the police to provide you with orange cones for your driveway.

J. Samples, 560 Sylvan Place - is there a plan in place to replace the Speech Language Therapist?

P. Wolford - yes, it has already been advertised as "anticipated".

D. Limmer - 120 Whitman Street - has any replacement been thought about for the 5th grade teacher that is currently on leave?

P. Wolford - we do have a long term plan for this.

Close the Public portion: 8:19 p.m.

XX. CLOSED SESSION

D. Egan 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 Wednesday, October 30, 2024 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 40 minutes for the purpose of discussing HIB and Negotiations. Action will not be taken in public after the executive session.

XXI. MOTION TO ADJOURN

S. Wunsch Moved, D. Egan Seconded
All in favor

ADJOURNMENT: 8:50 p.m.

Charles Crowley, President
Haworth Board of Education

Kristi Giambona
Board Secretary