

HAWORTH BOARD OF EDUCATION
HAWORTH, NEW JERSEY 07641
Agenda
March 18, 2026

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 October 8, 2025 advance written notice was emailed to **The Record and The Herald 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:

Dr. Nicole Brennan
Mr. Charles Crowley
Dr. Danielle Insalaco-Egan
Mr. Drew Krasny
Mrs. Courtney Russell
Mrs. Jennifer Samples
Mrs. Jessica Spiegel
Mr. Paul Wolford, Superintendent
Mr. Kevin Lane, Business Administrator/MS Principal
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, address and group affiliation (if any) before you begin.

VII. CLOSE THE PUBLIC PORTION -

VIII. SUPERINTENDENT'S/BOARD PRESIDENT'S REPORTS

a. February Student Shout Outs:

Kindergarten: Kathryn Drobenko, Amelia Ghazzawi, Mila Hakobyan, Jake Handman, Clare Kealy, Abby Kim, Makenna Ku, Ori Rozen, Mason Shuldman, Autumn Steiner

Grade 1: Daphne Castellano, Koki Ebihara, Emma Eng, Jasper Harris, Max Hirschhorn, Shio Kim, Ella Ngai, Christopher Subota, Tom Yoskovitz, Raia Zheleznyak

Grade 2: Claire Bacci, Tyler Green

Grade 3: Eitan Ben-Zaken, Connor Dean, Raoul Fernando, Stella Feygin, Emilia Gelfand, Yuzu Hirota, Maddie Hirschhorn, Assaf Jabal, Sahana Kancherla, Suno Kim, Matthias Lee, Gianna Mateo, Brody Mill, Emaan Qaiser, Gabby Rieger, Sarah Shim

Grade 4: Lizzie Baldino, Leela Berkelbach, Eleni Bush, Zachary Cohen, Marceline Domagas, Alicia Garcia, Irene Hong, Evan Lee, Logan Leyvi, Nick Rosario, Nico Urrego, Andrew Whelan

Grade 5: Ms. Beites entire class, Math Blue Section entire class, Yohan Choi, Arin Chung, Alexandra Fermano, Charlotte Griffin, Marcus Grinman, Shayne Hereghty, Lucy Jeong, Olivia Long, RJ Mulder, Abigail Samples, Reeve Yoon, Alyssa Yung

February Staff Shout Outs: Sarah Berndt, Kathy Blazina, Jina Choi, Jennifer Eisberg, Meghan Ferraro, Ali Gjiana, Dawn Hoyng, Bob Lally, Karen Oddo, Tom Palmiere, Madelyn Smith, Angelica Talamo

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 - 530**
- b. **Emergency & Crisis Situations Drill Record: February**
 - Fire Drill: February 12, 2026
 - Security Drill: February 2, 2026
 - Administrator in charge: Mr. Paul Wolford

MINUTES:

- c. Approval of meeting minutes from the February 11, 2026 Regular Business meeting.

SUBMISSIONS AND CERTIFICATIONS:

- d. 2025 Right to Know Survey
- e. E-Cert

f. HIB Report for February, 2026:

Reported Cases: 0

Number of Cases Open: 0

Number of Cases Closed: 0

_____ Moved, _____ Seconded
Roll Call:

X. CURRICULUM

- a. Upon the recommendation of the Superintendent, the Haworth Board of Education approves the 2026-2027 12 month staff Calendar.
- b. 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.	April 6, 2026	Gr. 7 G&T	Norwood, NJ	\$0	A. Kosakowski
2.	June 4, 2026	Brainbusters	Mahwah, NJ	\$0	A. Kosakowski

_____ Moved, _____ Seconded
Roll Call:

XI. PERSONNEL

- a. Upon the recommendation of the Superintendent, the Haworth Board of Education retroactively 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.	Nicole Chamberlain	March 26, 2026	Implementing Math: Strategies for K-8 Success	Paramus, NJ	\$150.00

2.	Kylie Porcelli	March 26, 2026	NJ Anti-Bullying Law: Updates & Compliance Training	Fair Lawn, NJ	\$0
3.	Nancy Polifroni	March 16, 2026, April 13, 2026, May 11, 2026	Insulin & Insight - Type 1 Diabetes	virtual	\$15.00

- b. Upon the recommendation of the Superintendent, the Haworth Board of Education approves the following staff members to chaperone the Grade 6 field trip to Philadelphia, PA on May 7 & 8, 2026, at a rate of \$119.00 per overnight, per chaperone (1 night each):
- Abigail Ronberg - Trip Coordinator
 - Jill Burgy
 - Danielle Villone
 - Shari Peykar
 - William LoFaro
 - Kevin Lane - Administrator
 - Elzie Albert, RN - Priority Nursing Services
- c. Upon the recommendation of the Superintendent, the Haworth Board of Education approves Cassandra Jimenez-Vanpoznak as a substitute teacher and/or paraprofessional for the remainder of the 2025-26 school year and the 2026-27 school year, not benefit eligible.
- d. Upon the recommendation of the Superintendent, the Haworth Board of Education approves Renee Costanzo as a substitute teacher and/or paraprofessional for the remainder of the 2025-26 school year and the 2026-27 school year, not benefit eligible.
- e. Upon the recommendation of the Superintendent, the Haworth Board of Education approves Heiddy Martin as a substitute teacher and/or paraprofessional for the remainder of the 2025-26 school year and the 2026-27 school year, not benefit eligible.
- f. Upon the recommendation of the Superintendent, the Haworth Board of Education approves Austin Mattessich as a substitute custodian for the remainder of the 2025-26 school year and the 2026-27, not benefit eligible.
- g. Upon the recommendation of the Superintendent, the Haworth Board of Education approves Talar Arslanian as an Occupational Therapist for the 2026-27 school year, at an annual salary of \$66,961.00 (MA, Step 5), benefit eligible. Start date: September 1, 2026.
- h. BE IT RESOLVED, that per the contract of Donald Turner that he receives a payment for his unused sick time upon retirement. 5 unused days at \$65.00/per day for a total of \$325.00 to be released with the end of the school year payroll.
- i. BE IT RESOLVED that Employee #22630263 (hereinafter referred to as the “Employee”) be granted a leave of absence utilizing sick days from May 14, 2026 through June 26, 2026 utilizing 30 sick days; and

BE IT FURTHER RESOLVED that the Employee be granted a leave of absence under the Federal Family and Medical Leave Act (“FMLA”) from May 14, 2026 through June 26, 2026 which shall be with pay so long as the Employee is utilizing their sick leave, and from September 1, 2026 to October 9, 2026, which shall be without pay but with medical benefits, subject to the Employee’s payment of their contribution for same; and

BE IT FURTHER RESOLVED that the Employee be granted a leave of absence under the New Jersey Family Leave Act (“NJFLA”) from September 1, 2026 through November 20, 2026, 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 be granted a leave of absence under the Collective Negotiations Agreement between the Board and the Haworth Teachers’ Association from November 23, 2026 through January 29, 2027; and

BE IT FURTHER RESOLVED that the Employee shall return to work on February 1, 2027, 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; and

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.

- j. Upon the recommendation of the Superintendent, the Haworth Board of Education approves Theresa Coleman as a substitute teacher for the remainder of the 2025-26 school year and the 2026-27 school year, not benefit eligible.

_____ Moved, _____ Seconded

Roll Call:

XII. FINANCE & FACILITIES

- a. Upon the recommendation of the Superintendent, the Haworth Board of Education approves the bills for the period of February 1, 2026 to February 28, 2026 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>
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Payroll - Operating	2/13/2026	\$370,955.31
Board Share - FICA	2/13/2026	\$7,022.92
State Share - FICA	2/13/2026	\$20,005.45
	TOTAL:	\$397,983.68

<u><i>Bills Description</i></u>	<u><i>Dated</i></u>	<u><i>Amount</i></u>
Payroll - Operating	2/28/2026	\$337,550.95
Board Share - FICA	2/28/2026	\$4,467.50
State Share - FICA	2/28/2026	\$20,005.45
	TOTAL:	\$362,023.90

- b. Upon the recommendation of the Superintendent, the Haworth Board of Education approves the Bills and Claims for the month of March, 2026.
- 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 January, 2026.
- d. Upon the recommendation of the Superintendent, the Haworth Board of Education approves Harris Educational Solutions for the RealTime student management system license for the 2026-27 school year at a total cost of \$14,236.42
- e. Upon the recommendation of the Superintendent, the Haworth Board of Education approves the Demarest Board of Education 2025-26 school year (3/3/26-6/30/26) prorated tuition contract for

student ID #414010 for a total prorated cost of \$19,826.00. A parent transportation contract of \$1,000.00 per month (3/1/26-6/30/26) will also be paid by the district.

- f. Upon the recommendation of the Superintendent, the Haworth Board of Education approves the Shared Services Agreement with Bergen Center for Child Development, on an as needed basis, costs to be determined by the type of service.
- g. Upon the recommendation of the Superintendent, the Haworth Board of Education approves Playworld Park Solutions to install a new primary grades playground at a total cost of \$257,928.00.
- h. WHEREAS, the State of New Jersey has appropriated \$2 million for Shared Services and Implementation, Challenge, and County Shared Services Coordinator Grants to assist local units with the study, development, and implementation of new shared and regional services; and

WHEREAS, the Department of Community Affairs, Division of Local Government Services (DLGS) is tasked with administering these grant funds through the Local Efficiency Achievement Program (LEAP); and

WHEREAS, LEAP Implementation Grants exist to support costs associated with shared service implementation to ensure that meaningful, efficiency-generating initiatives are not hindered by short-term transitional expenses; and

WHEREAS, the Northern Valley Regional High School District (NVRHSD) and the Haworth School District propose to enter into a shared services agreement, but face certain expenses associated with implementation that present a burden to the local units; and

WHEREAS, the purpose of this shared services agreement is to build, equip, and furnish a Career and Professional Learning Center, which will benefit the students and staff of NVRHSD and the school district of Haworth; and

WHEREAS, the NVRHSD has agreed to be the lead agency in this program and will submit the application to DLGS on behalf of all participating units; and

NOW, THEREFORE, BE IT RESOLVED by the Governing Body of the Haworth School District, that the Haworth School District does hereby join with NVRHSD in applying for a LEAP Implementation Grant in the amount of \$300,000 to support implementation of this shared service.

i. **Approval of Preliminary 2026-2027 Budget**

BE IT RESOLVED, that the Board approve the following Preliminary Budget for the 2026-2027 School Year and authorizes the School Business Administrator to submit the 2026-2027 preliminary budget to the Executive County Superintendent for approval in accordance with statutory submission dates:

	BUDGET	TOTAL TAX LEVY
General Fund (Fund 10)	\$14,174,775	\$12,113,924
Special Revenue Fund (Fund 20)	\$105,100	n/a
Service Fund (Fund 40)	\$486,850	\$462,771
Total Tentative Budget	\$14,766,725	\$12,576,695

and to advertise said tentative budget in The Record and The Herald News newspapers in accordance with the form required by the State Department of Education and according to law; and

BE IT FURTHER RESOLVED that a public hearing be held at the Haworth Public School located at 205 Valley Road in Haworth, NJ. on Thursday, April 29, 2026 at 7:30 p.m. for the purpose of conducting a public hearing on the budget for the 2026-2027 school year.

- j. BE IT RESOLVED that the Haworth Board of Education includes in the final budget the adjustment for enrollment in the amount of \$555,800.00. The district intends to utilize this adjustment for supplies and materials necessary for the additional students.
- k. BE IT RESOLVED that the Haworth Board of Education includes in the final budget the adjustment for increased costs of health benefits in the amount of \$106,592.00. The additional funds will be used to pay for the additional increases in health benefit premiums.
- l. Upon the recommendation of the Superintendent, the Haworth Board of Education approves the Haworth Public School's participation in the Northern Valley Regional High School District Consortium, BEN 17007414, for the procurement of eligible Category One services and related equipment and authorize the Northern Valley Regional High School District Consortium and its agents, designees, employees, or representatives to submit FCC Forms 470, FCC Forms 471, and other E-rate forms to the Schools and Libraries Division of the Universal Service Administrative Company on behalf of the Haworth Public School District, and to order eligible services/equipment on the District's behalf.
- m. BE IT RESOLVED by the Haworth Board of Education, that the Board, upon recommendation of the Business Administrator, approves the following resolution regarding Employee Travel and Related Expenses:

WHEREAS, school district policies 4131/4131.1, 4133, 4231/4231.1 and bylaw 9250 regarding travel reimbursement and related expenses and N.J.A.C. 6A:23B-1.2(b) provides that the Board of Education shall establish in the annual school budget a maximum expenditure amount that may be allotted for such travel and expense reimbursement for the 2026-2027 school year.

NOW, THEREFORE BE IT RESOLVED, that the Haworth Board of Education hereby establishes the school district travel maximum for the 2026-2027 Tentative Budget in the sum of \$20,000; and BE IT FURTHER RESOLVED, that the School Business Administrator shall track and record these costs to ensure that the maximum amount is not exceeded.

- n. BE IT RESOLVED that included in the general fund appropriations, budget line 620 is a withdrawal from Capital Reserve - Other Capital Projects in the amount of \$400,000.00 for other capital project costs of the kindergarten playground replacement and technology infrastructure projects. The total cost of these projects is \$400,000.00 which represents expenditures for construction elements or projects that are in addition to the facilities efficiency standards determined by the Commissioner as necessary to achieve the New Jersey Student Learning Standards.
- o. Be it resolved that the Board, upon recommendation of the School Business Administrator approves the following resolution:

Whereas, NJAC 6A:23A-5.3 provides that a school district may request a waiver of compliance with respect to the district's participation in the Special Education Medicaid Initiative (SEMI) Program for the 2026-27 school year, and

Whereas, the Haworth Board of Education desires to apply for this waiver due to the fact that participation in SEMI would not provide a cost benefit to the district based on the projection of the district's available SEMI reimbursement for the 2026-27 budget year.

Now therefore, be it resolved, that the Haworth Board of Education hereby authorizes the Business Administrator to submit to the Executive County Superintendent of Schools in the County of Bergen an appropriate waiver of the requirements of NJAC 6A23A-5.3 for the 2026-27 school year.

_____ Moved, _____ Seconded
Roll Call:

XIII. NEGOTIATIONS

NO RESOLUTIONS

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 0142.1	Nepotism	Revised	Mandated	February 11, 2026	March 18, 2026
R 1220	Employment of Chief School Administrator	Revised	Mandated	February 11, 2026	March 18, 2026
P 1552	Sexual Harassment - Staff	New	Mandated	February 11, 2026	March 18, 2026
R 1552	Sexual Harassment - Staff	New	Mandated	February 11, 2026	March 18, 2026

_____ Moved, _____ Seconded
Roll Call:

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 –

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.

Close the Public portion:

XX. CLOSED SESSION

_____ 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 Meeting of the Borough of Haworth Board of Education on this day Wednesday, March 18, 2026 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 _____ for the purpose of discussing confidential student matters. Action will/will not be taken in public after the executive session.

_____ Moved, _____ Seconded

Roll Call:

XXI. MOTION TO ADJOURN

_____ Moved, _____ Seconded

Roll Call:

ADJOURNMENT:

Charles Crowley, President
Haworth Board of Education

Kristi Giambona
Board Secretary