

**HAWORTH BOARD OF EDUCATION
HAWORTH, NEW JERSEY 07641
MINUTES
October 20, 2020**

I. CALL TO ORDER – 7:32 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, February 21, 2020, and September 18, 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.

Members of the public may submit written comments no later than 12:00 PM on the date of the Board meeting regarding any government or school district issue that a member of the public feels may be of concern to the residents of the municipality or school district. Comments shall be submitted to the Board Secretary, Kristen Giambona, at giambonak@nvnet.org or 205 Haworth Road, Haworth, New Jersey 07641 and must include the commenter's name, address, and group affiliation, if any, and will be read aloud and addressed in a manner audible to all meeting participants and the public. Comments will be read from the beginning until the three-minute time limit is reached.

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
Mr. Charles Crowley
Mrs. Alanna Davis
Dr. Danielle Insalaco-Egan
Mr. Michael Rodino, President
Mr. Robert Rose
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 - 7:34 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.

VII. CLOSE THE PUBLIC PORTION - 7:34 p.m. NO PUBLIC COMMENT

VIII. SUPERINTENDENT'S/BOARD PRESIDENT'S REPORTS

a. BOARD MEMBER RECOGNITION:

Mrs. Mary Anne Doran:

WHEREAS Mrs. Doran has served as a member of the Haworth Board of Education since July 10, 2014, and

WHEREAS Mrs. Doran's term commenced from the Haworth Board of Education effective July 23, 2020 and,

WHEREAS Mrs. Doran gave 6 years of dedicated and effective service to the community and the children of Haworth and,

WHEREAS during that time, Mrs. Doran served as a member of the Program & Personnel, Facilities, Curriculum, Policy and Public Relations Committees, and also served as the NVRHS/NVEF Liaison, and HHSA Liaison,

WHEREAS the Haworth Board of Education is desirous of recognizing her many years of service to the school district and also 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 October 20, 2020 Haworth Board of Education minutes as permanent testimony to her outstanding service as a member of the Haworth Board of Education.

Mrs. Karen Leddy:

WHEREAS Mrs. Leddy has served as a member of the Haworth Board of Education since January 4, 2017 and

WHEREAS Mrs. Leddy's term commenced from the Haworth Board of Education effective July 22, 2020 and,

WHEREAS Mrs. Leddy gave 3 1/2 years of dedicated and effective service to the community and the children of Haworth and,

WHEREAS during that time, Mrs. Leddy served as a member of the Program & Personnel, Finance, Facilities, Curriculum, Policy and Public Relations Committees, and also served as the NVRHS/NVEF Liaison, and Legislative Chairperson,

WHEREAS the Haworth Board of Education is desirous of recognizing her many years of service to the school district and also 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 October 20, 2020 Haworth Board of Education minutes as permanent testimony to her outstanding service as a member of the Haworth Board of Education.

- b. Kids with Character Award Presentation – criteria for the month of October is “Respect”. For October the following students have been awarded:

Kindergarten: Brandon Thatcher, Zeke Spiegel, Marcus Finetto, R.J. Mulder
Grade 1: Lilly Yoskovitz, Tommy Figlio, Hannah Giannotti
Grade 2: Zoe Schag, Joanna Chung
Grade 3: Joshua Herstik, Thayor Algor, Penelope Chan
Grade 4: Tristyn Buckner, Jacob Alan
Grade 5: Grace Noh, Jillian Montello
Grade 6: Luca Rosen, Emma Graffeo
Grade 7: Emma Shekhman and Derrick Fortgang
Grade 8: Dylan Distelburger, Kate Arefiev

- c. Be it resolved that the Haworth Board of Education approves the adjustment of the regular business meeting Agenda format to include a section for “Consent Agenda” items.
- d. WHEREAS, on September 23, 2020, the Department of Community Affairs issued emergency regulations regarding remote public meetings held during a declared emergency; and

WHEREAS, the regulations require local public bodies, such as the Haworth Board of Education (the “Board”), that are holding a public meeting remotely to meet the requirements of the regulation with regard to public participation and to adopt a resolution regarding the procedure for public participation; and

WHEREAS, the Board has considered the regulations and determined the procedures it will follow when a declared public emergency reasonably prevents it from safely conducting

public business at a physical location with members of the public present or when the declared public emergency necessitates holding the public meeting as both an in-person meeting and a remote public meeting;

NOW THEREFORE, BE IT RESOLVED that the following procedures shall apply for public comments during a fully remote public meeting or a meeting that is both in-person and a remote public meeting:

1. The Board's Bylaw 0167, Public Participation in Board Meetings, shall apply to comments by members of the public.
2. During the appropriate public comment period, members of the public may comment by audio or by audio and video, if the meeting is held by audio and video for up to three minutes.
3. At the beginning of the appropriate public comment period, members of the public who wish to be recognized shall type their name and address in the "chat" feature if they want to make a public comment, if they have that ability. If they do not have the ability to type in the "chat," the member of the public shall state their name and address at the beginning of the public comment period or after the conclusion of the public comments by individuals who were able to identify themselves in the "chat." The member of the public shall wait to comment until the Board President recognizes him or her.
4. The Board will facilitate a dialogue with the commentator to the extent permitted by the electronic communication. The time for the dialogue with the Board shall be inclusive the member of the public's three minutes.
5. If a member of the public becomes disruptive during a remote public meeting, including during any period for public comment, the Board President shall mute or continue muting, or direct appropriate staff to mute or continue muting, the disruptive member of the public and warn that continued disruption may result in their being prevented from speaking during the remote public meeting or removed from the remote public meeting. Disruptive conduct includes sustained inappropriate behaviors such as, but not necessarily limited to, shouting, interruption, and use of profanity.
6. A member of the public who continues to act in a disruptive manner after receiving an initial warning may be muted while other members of the public are allowed to proceed with their questions or comments. If time permits, the disruptive individual shall be allowed to speak after all other members of the public have been given the opportunity to make comment. Should the person remain disruptive, the individual may be muted or kept on mute for the remainder of the remote public meeting, or removed from the remote public meeting.
7. Members of the public may submit written comments no later than 12:00 PM on the date of the Board meeting regarding any government or school district issue

that a member of the public feels may be of concern to the residents of the municipality or school district. Comments shall be submitted to the Board Secretary, Kristen Giambona, at giambonak@nvnet.org or 205 Haworth Road, Haworth, New Jersey 07641 and must include the commenter's name, address, and group affiliation, if any, and will be read aloud and addressed in a manner audible to all meeting participants and the public. Comments will be read from the beginning until the three-minute time limit is reached.

8. The Board may summarize written comments that are duplicative, provided that the Board does not summarize certain duplicative comments and read other duplicative comments individually. Duplicative comments shall be noted for the record with the content summarized.

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

Dr. Hughes thanked the Board members for virtually attending NJSBA Convention workshops this week.

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 - 400 total students
- b. Emergency & Crisis Situations Drill Record:
 - Fire Drill: September 16, 2020
 - Security Drill: September 23, 2020
 - Administrator in charge: Mr. Paul Wolford
- c. HIB Report for September 2020:
 - Reported Cases: 0
 - Number of Cases Open: 0
 - Number of Cases Closed: 0
- d. Approval of meeting minutes from the September 9, 2020 Work Session meeting.
- e. Approval of meeting minutes from the September 9, 2020 Closed Executive Session meeting.
- f. Approval of meeting minutes from the September 15, 2020 Regular Business meeting.
- g. SUBMISSIONS AND CERTIFICATIONS:
 1. 2020-21 Uniform Memorandum of Agreement between Education & Law Enforcement Officials
 2. 2020-21 Gifted Education Service Report

3. 2020-21 School Security Drill Template
4. 2020 Fiscal Year IDEA Final Report

S. Wunsch Moved, I. Borek Seconded
Roll Call: 7/0

X. CURRICULUM

NO RESOLUTIONS

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 2020-21 school year:

	NAME	TITLE	MOVING FROM	MOVING TO
1.	Jessica Buchheister	Gr. 5 Teacher	BA	BA +15
2.	Gianna DeNobile	Kindergarten Teacher	BA	BA +15
3.	Arlene Fannell	Middle School Teacher	MA +15	MA +30
4.	Angelica Talamo	Gr. 1 Teacher	BA +15	BA +30

- b. Upon the recommendation of the Superintendent, the Haworth Board of Education approves stipends for the following employees for the 2020-2021 school year. Payment per the Haworth Teachers Association Collective Bargaining Agreement.

	CATEGORY 2	NAME	RATE
1.	Yearbook	Suzanne Schmalzer	\$1,968
2.	Student Council (2)	Shari Peykar & Jennifer White	\$1,968

- c. **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 2019-2020 school year consisting of

three (3) quantitative merit criteria and two (2) 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 October 22, 2019 and June 1, 2020, 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 he achieved the objective (Goal #1) of interviewing 20% of recent graduates to find level of preparedness in high school; thereby, entitling him to a quantitative merit bonus of 3.33% of his annual salary in the amount of \$4,877.20, and

WHEREAS, the Board has evaluated the Superintendent’s performance and determined that he achieved the objective (Goal #2) of successfully implementing SeeSaw for Schools to enhance home/school communication and collaboration; thereby, entitling him to a qualitative merit bonus of 2.5% of his annual salary in the amount of \$3,694.85, and

WHEREAS, the Board has evaluated the Superintendent’s performance and determined that he achieved the objective (Goal #3) of organizing a minimum of 10 parent events as informational meetings and Superintendent Coffees on a wide range of topics in order to promote and encourage positive relationships between the parents and the administration; thereby, entitling him to a quantitative merit bonus of 3.33% of his annual salary in the amount of \$4,877.20, and

WHEREAS, the Board has evaluated the Superintendent’s performance and determined that he achieved the objective (Goal #4) of providing a professional development workshop series for staff to increase their knowledge in the area of assessment literacy; thereby, entitling him to a quantitative merit bonus of 3.33% of his annual salary in the amount of \$4,877.20, and

WHEREAS, the Board has evaluated the Superintendent’s performance and determined that he achieved the objective (Goal #5) of creating a promotional video that celebrates Haworth Public School, our instructional vision, and our learning community; thereby, entitling him to a qualitative merit bonus of 2.5% of his annual salary in the amount of \$3,694.85, and

NOW, THEREFORE, BE IT RESOLVED, that the Board hereby approved the aforementioned merit bonus for the 2019-2020 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.

- d. Upon the recommendation of the Superintendent, the Haworth Board of Education approves Rebekah Chung as a Leave Replacement Middle School ELA Teacher, from November 2, 2020 through March 31, 2021. She will receive the first 20 days pay at the substitute rate of \$90 per day and then an annual prorated salary of \$55,890.00, MA, Step 1 from the 21st day, benefit-eligible after 60 days of employment.

C. Crowley Moved, S. Wunsch Seconded

Roll Call: 7/0

XII. FINANCE & FACILITIES

- a. Upon the recommendation of the Superintendent, the Haworth Board of Education approves the bills for the period of September 1, 2020 to September 30, 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:

<i>Bills Description</i>	<i>Dated</i>	<i>Amount</i>
Payroll - Operating	9/15/2020	\$261,798.70
Board Share - FICA	9/15/2020	\$4,363.12
State Share - FICA	9/15/2020	\$14,627.51
	TOTAL:	\$280,789.33

<i>Bills Description</i>	<i>Dated</i>	<i>Amount</i>
Payroll - Operating	9/30/2020	\$262,634.64
Board Share - FICA	9/30/2020	\$4,055.46
State Share - FICA	9/30/2020	\$14,958.56
	TOTAL:	\$281,648.66

- b. Upon the recommendation of the Superintendent, the Haworth Board of Education approves the Bills and Claims for the month of October, 2020.
- c. Upon the recommendation of the Superintendent, the Haworth Board of Education approves the payment of \$14,955.00 to Arrow Tree Services, Inc. for the removal of dead and diseased trees (Verticillium Wilt) from the school property, and the performance of necessary pruning for student and staff safety (stump grinding and disposal included).
- d. Upon the recommendation of the Superintendent, the Haworth Board of Education approves Hans Landscaping, Inc. to install sidewalk, steps and handrails on school property at a total cost of \$13,750.00.
- e. Upon the recommendation of the Superintendent, the Haworth Board of Education approves the

2020-2021 Bergenfield Board of Education special education tuition contract for student ID number 8400967682, commencing September 8, 2020 and terminating June 23, 2021, at a cost of \$29,184.00.

S. Wunsch Moved, I. Borek Seconded
Roll Call: 7/0

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 #	Policy Title	New/Revised	Designation	1st Reading	2nd Reading
P 1648.03	Full Time Remote Instruction	New	Mandated	September 15, 2020	October 20, 2020

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

Policy or Regulation	Policy Title	New/Revised	Designation	1st Reading	2nd Reading
P 2464	Gifted & Talented Students	Revised	Mandated	October 20, 2020	

A. Davis Moved, R. Rose Seconded
Roll Call: 7/0

XV. 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

XVI. Open to the Public on any item – 7:50 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.

K. Bevilacqua, 376 Maple Street: Noted that she expressed interest about Middle School improvements at the last Board meeting. She still has not seen much of an improvement with her student, and she is not content with the progress. She asked if there was a plan for a next faze to increase educational time? She explained that she would like to see more simulcasting time.

Dr. Hughes: Explained that the time for in-person learners and at-home learners has to be equitable. The student survey results showed that the students have mixed reactions about watching the computer for a long amount of time. Just because it is simulcasted, doesn't mean it is better education. Lots of questions around the perception of simulcasting vs. asynchronous. Studies show that are relationship, direct teaching, or feedback based are best simulcasted.....but not everything is. As far as the increased time, we do have contractual obligations to give time to the virtual only students, as well as teacher contractual challenges. As of right now, we have a plan for if we are forced to go all virtual, as well as a plan if we are able to bring students back full time to school, but have to stay within the COVID guidelines. As of right now, not much of a possibility to add instructional time, but something we can explore.

Close the Public portion: 7:54 p.m.

XVII. OLD BUSINESS

XVIII. NEW BUSINESS

XIX. MOTION TO ADJOURN 7:58 p.m.

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

ADJOURNMENT 7:59 p.m.

Michael Rodino, President
Haworth Board of Education

Kristi Giambona
Board Secretary