

RUTHERFORD BOARD OF EDUCATION

MINUTES OF THE REGULAR MEETING OF April 4, 2016

A regular meeting of the Board of Education was held on Monday evening, April 4, 2016 in the High School Cafeteria. Meeting was called to order by President McLean at 7:30 P.M. with the Pledge of Allegiance to the Flag.

On roll call the following members were present: Mrs. Ahmed, Mr. Arce, Mr. Chu, Mrs. Jones, Mrs. Lanni, Mrs. Librera, Mr. Mazone, Mr. Recine, and Mr. McLean.

Also present were Mr. Hurley and Mr. Kelly.

N.J. OPEN PUBLIC MEETINGS LAW

The New Jersey Open Public Meetings Act was enacted to ensure the right of the public to have advance notice of and to attend the meeting of public bodies at which any business affecting their interests is discussed or acted upon. In accordance with the provisions of this Act, the Rutherford Board of Education has caused notice of this meeting to be published by having the date, time and place posted on the bulletin board outside the Borough Clerk's Office, mailed to the *Herald*, *South Bergenite*, and the *Record* newspapers, and filed with the Borough Clerk. Hard copies of the agenda are available in the meeting room and the agenda is posted electronically on the district's website at www.rutherfordschools.org.

TAPING AND BROADCASTING OF MEETINGS

Regular meetings of the Rutherford Board of Education will be broadcast without editing during a two-hour segment, as limited by Comcast's time constraints, on Tuesday evenings at 8:00 p.m. on the Comcast public access channel and on FiOS Channel 38. A video of the meeting can also be viewed on our website, www.rutherfordschools.org. The video link can be found by opening the Board of Education link and clicking on "Public Meetings" and then "Videos". Any member of the public who wishes to view a DVD of the meeting can make that request in writing to the board secretary.

MINUTES APPROVAL

Work Session Meeting – March 21, 2016
Executive Session Meeting – March 21, 2016

No corrections. Minutes approved as presented.

SPECIAL PRESENTATION:

Retiring Board Member – Mr. Gary Novosielski

In honor of the many years of service given by Mr. Gary Novosielski to the Board of Education, the students of the Rutherford School District and the community, Mr. Hurley and Mr. McLean spoke of his many

contributions as Board member, Board President (2014-2015) and Board parliamentarian, and presented him with a token of the Board's appreciation and respect. Mr. Novosielski thanked the Board for the warm welcome and spoke fondly of his time with the Board and the changes to the district in that time. Mrs. Jones and Mrs. Librera also thanked Mr. Novosielski for his contributions to the district and to their own growth as Board members.

REPORT OF THE STUDENT REPRESENTATIVE: [SEAN SULLIVAN]

Mr. Sullivan updated the Board on recent and upcoming student events in the district.

SPECIAL PRESENTATIONS:

Lincoln School – Physical Education – Mr. Potor

The Board moved to the Rutherford High School gymnasium for a demonstration of the Lincoln School physical education program, as presented by Mr. Thomas Potor.

Before and After Care Presentations:

Following the Board's return to the cafeteria, representatives from the Meadowlands YMCA (led by Ms. Jane Egan and Mr. Sean Phillips) and Family Balance Concepts (led by Ms. Maria Johnson and Ms. Amelia Griffiths) presented their proposals to provide Before and After Care services at the district's schools in the 2016/17 school year.

As a follow-up question, Mrs. Librera questioned both groups as to how they intend to measure their success in running the program, should they be selected. Both groups indicated that they will interact with parents, in one form or another, to measure their success. Mr. McLean pressed Mr. Phillips to support several of the statements made in his direct correspondence to parents, particularly those pertaining to "disruption to the lives of children" and "very serious safety concerns". Mr. Phillips' responses indicated that his concerns were with the continuity of the program and its staff and the impact of any change on the students.

(8:51 pm) Following the presentations by the two organizations, Mr. McLean opened up the meeting to public comment on any agenda item, including the selection of a Before and After Care service provider.

Mrs. Lucille Scuriay read a letter on behalf of Mr. Stephen Way, a Rutherford School District substitute teacher, who supports the appointment of Family Balance Concepts as they are expected to provide part-time work opportunities.

Mrs. Lori Staselis spoke of Family Balance Concepts' intention to provide financial support to the district and requested transparency in the financing of the program, finding the thought of a change to be alarming.

Mr. Michael Consenzo noted that the current program provided by the YMCA needs work and accountability, but that Family Balance Concepts is a local startup organization that might benefit from other ideas generated from outside the immediate community.

Mrs. Rebecca Weiss noted that the parents are the ones paying for the service and should have more say in choosing a provider. She also noted that the YMCA is not perfect, but that not making a change of this magnitude is an option as well.

Mr. David Zicchinella noted that the March 15 letter from Mr. Phillips was the first notification he had received that a change was being considered and that he agrees with the contents of the letter, noting that parents should have input in the decision-making process and that transparency is critical.

Mrs. Barbara Burns spoke of the recent and upcoming changes within the district, including the reorganization, and the importance of continuity of service.

Mrs. Cynthia Chovan-Dalton stated that she is happy with the service provided by the YMCA and has concerns with the level of service able to be provided by a startup organization. She also expressed concern with the Family Balance Concepts website which is not transparent and considers the parents and children to be a "captured audience", an alarming description.

Mrs. Jessica Morales expressed concerns about Family Balance Concepts being a startup and the district's children being part of an "experiment" and the allocation of funds back to the Board.

Mrs. Lena Merrill expressed concern that the district had not informed the parents of the plans to reconsider the service provider, and stated that she found Family Balance Concepts' CEO Melissa Irwin-Imbriano's letter to the editor to be alarming and upsetting. Further, she found it upsetting that Family Balance Concepts would be providing funds back to the Board and not to the parents.

Mrs. Rena Townsend requested information about the process used to solicit bids for this service.

Mrs. Gwendolyn Rodriguez noted that there are no significant differences between the two programs as presented.

Mrs. Lynn Maloney stated that she is happy with the services currently provided by the YMCA and questioned why Mrs. Irwin-Imbriano was not in attendance at tonight's meeting. In addition, she knows the chain of command in place at the YMCA, but not at Family Balance Concepts, reflecting a lack of accountability.

Mrs. Jennifer Smith expressed support for continuity of service by extending the agreement with the YMCA. She also expressed concern with how Family Balance Concepts presented themselves and with Mr. McLean's response to Mr. Phillips' March 15, 2016 letter to parents. She further noted that Family Balance Concepts' leaders are former YMCA employees, and if there is a problem with the YMCA, why should we choose a provider made up of former YMCA employees.

Mrs. Jennifer Hagman noted that she is happy with the YMCA program and finds it disturbing that a change is being considered. The YMCA has been flexible and her son is happy to be there.

Mrs. Ruth Barnes agreed that parents should have been notified, but is offended by the scare tactics in the correspondence forwarded to the parents. She expressed concern for the district's taxpayers and appreciation that Family Balance Concepts would provide some tax relief, in the form of facilities usage fees which could be used to offset building maintenance expenses.

Mrs. Susan Sprader expressed concern that the majority of the Board does not have children in the Before and After Care program and are making this decision, that Family Balance Concepts will offer only minimal training to their staff and have only half the insurance coverage that the YMCA maintains. Further, she expressed support for the YMCA program.

Mrs. Beverly Khan noted that her children love the YMCA program and hopes that it will continue. She further asked that Family Balance Concepts come back once they have more experience and not experiment on the district's children.

Mrs. Christina Cole also noted that her children love the YMCA program and asked that the input of the children be considered. She also noted that the YMCA seems to have improved their performance and offerings since this issue arose.

At the request of Mr. McLean, Mr. Kelly explained that the selection of a Before and After Care provider is not subject to the bidding laws as the program is not funded by the Board. Following a proposal received from Family Balance Concepts, the administration reached out to the Meadowlands YMCA for their best proposal as well.

Mr. Hurley addressed concerns about the process used to select a provider, noting that it was his understanding that the issue was known to the public, as a result of previous discussions at Board meetings. He further stated that the process has been revised and slowed down to consider public comment and to provide additional time for reflection based on tonight's presentations and concerns expressed by the public.

Meeting closed to the public comment at 9:38 pm.

REPORT OF THE SUPERINTENDENT:

Mr. Hurley reported on the following:

- Schools will be closed the week of April 11.
- PARCC testing is underway with fewer refusals than last year. He also noted that data refinements will improve the education process.
- In honor of upcoming Arbor Day celebrations, a tree will be planted in remembrance of Mr. Thom Casadonte.
- Youth Government Day, during which interested students shadow local government officials, is upcoming.
- The Meadowlands Museum is opening a permanent exhibit of native son, poet William Carlos Williams.
- Finally, with regard to reports of lead contamination in the water in Flint, MI and in the Newark school district, the administration is looking into having the district's water supply tested. He will keep the Board and public informed of the process and of the results.

REPORT OF THE PRESIDENT:

Mr. McLean reported on the following:

- He reminded the Board the CSA evaluation forms are due in by May 9, so that they can be compiled and the summary evaluation of Mr. Hurley can be presented in June.
- He asked the Board to note the scheduling of committee meetings on April 18.

NEW BUSINESS (Action to be Taken)

PERSONNEL:

Motion by Mrs. Ahmed, seconded by Mrs. Jones to move the following resignations, retirements, salary adjustments, reassignments, appointments, etc., as recommended by the Superintendent of Schools, pending approval from the State Department of Education, subject to the New Jersey Criminal Background Check and other legal requirements.

Approved by Voice Vote. [9-0-0]

Motion by Mrs. Ahmed, seconded by Mr. Chu to approve Personnel Items #1 thru #5.

CAROLYNN GRIFFITHS

1. BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION to accept the retirement of Carolynn Griffiths, teacher assistant at Union School, with regret effective October 1, 2016.

HIGH SCHOOL CLUBS

2. BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION to approve the creation of the High School Graduation Coordinator for the 2015-2016 school year using funds from the Yearbook Business Advisor stipend.

H.S. CO-CURRICULAR

3. BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION to approve the following high school co-curricular assignment for the 2015-2016 school year:

Approve:

David Frazier – High School Graduation Coordinator - \$1163.00

NURHAN LISA BOTAS

4. BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION to approve the unpaid leave under the Family Leave Act for Nurhan Lisa Botas effective March 24, 2016 through April 8, 2016.

TRAVEL REIMBURSEMENTS

5. BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION to approve the following travel reimbursements for the 2015-2016 school year:

<u>Name</u>	<u>Position</u>	<u>Name of Activity</u>	<u>Dates</u>	<u>Fee</u>	<u>Trans.</u>	<u>Meals</u>	<u>Lodgings</u>	<u>Other</u>
Joseph Kelly	Admin.	NJASBO Conf.	06/8-10/16	\$150	\$95	none	\$285	none

Roll Call Vote on Personnel Items # 1 thru #5:

Mrs. Ahmed – aye	Mrs. Jones – aye	Mr. Mazone – aye
Mr. Arce – aye	Mrs. Lanni – aye	Mr. Recine – aye
Mr. Chu – aye	Mrs. Librera – aye	Mr. McLean – aye

CURRICULUM AND INSTRUCTION:

Motion by Mrs. Lanni, seconded by Mrs. Jones to approve Curriculum & Instruction Items #1 thru #15.

HOME INSTRUCTION

1. BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION to approve home instruction for the following student (name on file in the Office of the Superintendent):

Student #13659 – effective March 29, 2016

OUT-OF-DISTRICT PLACEMENTS

2. BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION to approve the attached list of contracts for tuition and other services provided for out-of-district placements for the 2015-2016 school year.

HARASSMENT/INTIMIDATION
BULLYING DECISION

3. BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION to affirm the Superintendent's decision in HIB investigation #2015-14, for the reasons set forth in the Superintendent's decision to the students' parents, and directs the Business Administrator/Board Secretary to transmit a copy of the Board's decision to the affected students' parents.

HARASSMENT/INTIMIDATION
BULLYING DECISION

4. BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION to affirm the Superintendent's decision in HIB investigation #2015-15, for the reasons set forth in the Superintendent's decision to the students' parents, and directs the Business Administrator/Board Secretary to transmit a copy of the Board's decision to the affected students' parents.

HARASSMENT/INTIMIDATION
BULLYING DECISION

5. BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION to affirm the Superintendent's decision in HIB investigation #2015-16, for the reasons set forth in the Superintendent's decision to the students' parents, and directs the Business Administrator/Board Secretary to transmit a copy of the Board's decision to the affected students' parents.

HARASSMENT/INTIMIDATION
BULLYING DECISION

6. BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION to affirm the Superintendent's decision in HIB investigation #2015-17, for the reasons set forth in the Superintendent's decision to the students' parents, and directs the Business Administrator/Board Secretary to transmit a copy of the Board's decision to the affected students' parents.

JOB DESCRIPTION

7. BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION to approve the attached revised job description for Athletic Director/Supervisor of Physical Education and Health #1-150.

JOB DESCRIPTION

8. BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION to approve the attached new job description for Behaviorist/School Psychologist 1-290.1.

JOB DESCRIPTION

9. BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION to approve the attached revised job description for Guidance Director #1-230.

JOB DESCRIPTION

10. BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION to approve the attached new job description for Special Education Teacher/ABA Preschool #1-360.5.

JOB DESCRIPTION

11. BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION to approve the attached new job description for Special Education Teacher/Multiple Disabilities program #1.360.6.

JOB DESCRIPTION

12. BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION to approve the attached new job description for Supervisor of Elementary Education #1-180.8.

JOB DESCRIPTION

13. BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION to approve the attached revised job description for Supervisor of Language Arts Literacy Fine, Practical and Performing Arts #1.180.4

JOB DESCRIPTION

14. BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION to approve the attached revised job description for Supervisor of Social Studies and World Languages #1-180.5.

CURRICULUM GUIDES

15. BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION to approve the following new/revised curriculum guides:

A. Computer Technology/Business Education

Coding 201 – Elective Grades 7 & 8

Introduction to Desktop Publishing – Elective Grades 7 & 8

B. English Language Arts

Library Media Studies – Grades 7 & 8

C. Fine, Practical, and Performing Arts

Band and Choir Combined – Elective Grades 7 & 8

Concert Band – Elective Grades 7 & 8

Concert Choir – Elective Grades 7 & 8

Drama Comprehensive – Elective Grades 7 & 8

Drawing and Design – Elective Grades 7 & 8

Studio Art – Elective Grades 7 & 8

Three-Dimensional Design – Elective Grades 7 & 8

D. Health and Physical Education

Health Education – Grade 7

Health Education – Grade 8

E. Social Studies

Social Studies – Grade 6 Ancient Civilizations

F. STEM

Amusement Parks and Bridges – Elective Grades 7 & 8

Architecture – Elective Grades 7 & 8

Brain Games and Puzzles – Elective Grades 7 & 8

Discover, Dissect, and Delve into Science – Elective Grades 7 & 8

Myth Busters – Elective Grades 7 & 8

Roll Call Vote on Curriculum and Instructions Items #1 thru #15:

Mrs. Ahmed – aye	Mrs. Jones – aye	Mr. Mazone – aye
Mr. Arce – aye	Mrs. Lanni – aye	Mr. Recine – aye
Mr. Chu – aye	Mrs. Librera – aye	Mr. McLean – aye

FINANCE:

Motion by Mrs. Librera, seconded by Mr. Mazone to approve Finance Items # 1 thru #2.

APPROVAL OF BILLS

1. BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION that the bills listed below be approved.

Accounts Payable	65,701.49
Offline Checks	411,582.55
Food Service Checks	218.75
Payroll	1,272,135.37
Student Activities	<u>16,877.26</u>
Total	1,766,515.52

DONATION

2. BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION to accept, with gratitude, the grant in the amount of \$1,000 from the Aerojet Rocketdyne Foundation of Carlstadt, NJ, in support of the district's Bulldogs VEX IQ Robotics Program.

Roll Call Vote on Finance Items #1 thru #2:

Mrs. Ahmed – aye	Mrs. Jones – aye	Mr. Mazone – aye
Mr . Arce – aye	Mrs. Lanni – aye	Mr. Recine – aye
Mr. Chu – aye	Mrs. Librera – aye	Mr. McLean – aye

POLICY:

Motion by Mr. Chu, seconded by Mr. Recine to approve Policy Items # 1 thru #9.

NONDISCRIMINATION/
AFFIRMATIVE ACTION

1. BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION to approve the following revisions to Policy #2224 Nondiscrimination/Affirmative Action on first reading. (See attached.)

NONDISCRIMINATION/
AFFIRMATIVE ACTION

2. BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION to approve the following revisions to Policy #4111.1 Nondiscrimination/Affirmative Action on first reading. (See attached.)

NONDISCRIMINATION/
AFFIRMATIVE ACTION

3. BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION to approve the following revisions to Policy #4211.1 Nondiscrimination/Affirmative Action on first reading. (See attached.)

ATTENDANCE

4. BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION to approve the following revisions to Policy #4151.2 Attendance on first reading. (See attached.)

PHOTOGRAPHS OF PUPILS

5. BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION to approve the following revisions to Policy #5145.5 Photographs of Pupils on first reading. (See attached.)

GENDER IDENTITY AND EXPRESSION

6. BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION to approve the following new Policy #5145.7 Gender Identity and Expression on first reading. (See attached.)

VOTING METHOD

7. BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION to approve the following revision to Policy #9325-4 Voting Method on first reading. (See attached.)

SCHOOL CLEARING FOLLOWING CRISIS SITUATION

8. BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION to approve the following new regulation #R6114 School Clearing Following Crisis Situation on first reading. (See attached.)

ELECTRONIC HOMEWORK POSTING GUIDELINES

9. BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION to approve the following revisions to Regulation #R6154 Electronic Homework Posting Guidelines on first reading. (See attached.)

Roll Call Vote on Policy Items # 1 thru #9:

Mrs. Ahmed – aye	Mrs. Jones – aye	Mr. Mazone – aye
Mr . Arce – aye	Mrs. Lanni – aye	Mr. Recine – aye
Mr. Chu – aye	Mrs. Librera – aye	Mr. McLean – aye

BUILDINGS AND GROUNDS: None

OLD BUSINESS: (No action to be Taken) None

LEGISLATIVE UPDATE:

Mrs. Lanni reported on the recent meeting of the Bergen County School Board’s Association, noting that Mrs. Jones was appointed to the Board. Various state senators and members of the Assembly were in attendance. Concerns were raised and addressed about school funding to provide assistance with Special Ed costs and about Pension funding.

MEETING OPEN TO THE PUBLIC (Agenda Items Only) 10:05 P.M.

Mrs. Carol Hsu asked the Board to consider a new, more user-friendly website. She further asked the Board to consider adding Mandarin to the World Languages curriculum and asked for clarification on the provision of world languages to elementary students. Mr. Hurley responded that the hope is to provide some degree of world language instruction by a teacher with language certification at all levels, if possible.

Mrs. Dawn Avelliano suggested the Board seek to improve communications to the public, including providing bullet points highlighting the key points of the agenda. She also asked for

clarification on the full-day and half-day preschool programs, which Mr. Hurley provided.

EXECUTIVE SESSION:

Motion by Mrs. Jones, seconded by Mrs. Librera, that an Executive Session be held at 10:18 P.M. for the purpose of discussing Student Matters and Contract Negotiations. Action will not be taken. The Board expects to return within 40 minutes.

Approved by Voice Vote. [9-0-0]

The Board returned at 11:00 P.M.

ADJOURNMENT:

Motion by Mr. Recine, seconded by Mr. Mazone that the meeting be adjourned at 11:00 P.M.

Approved by Voice Vote. [9-0-0]

Respectfully submitted,

Joseph P. Kelly
Business Administrator/Board Secretary