

RUTHERFORD BOARD OF EDUCATION

MINUTES OF THE REGULAR MEETING OF May 23, 2016

A regular meeting of the Board of Education was held on Monday evening, May 23, 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.

Absent: 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

Regular Meeting – May 9, 2016

Executive Session Meeting – May 9, 2016

No corrections. Minutes approved as presented.

SPECIAL PRESENTATIONS:

Art Awards – Mr. Denis Mullins

Mr. Mullins presented certificates to students whose artwork is displayed in Borough Hall.

Art Awards

Pierrepont School

Stella Abuauad
Marina Armanious
Erin Augusterfer
Paul Clossey
Alessia DiBlasi
Sophia Gomez
Jaclyn Gregory
Maya McClosker
Xavier Moussa
Joel Pesantez
Jocelyn Rodriguez
Ava Scheibe
Nico Schumacher
Melissa Tabakci
Alessandra Tardibuono
Lewis VanNess

REPORT OF THE SUPERINTENDENT:

Mr. Hurley reported on the following:

- The results of the recent testing for lead in the schools' water supply have not yet been received, but will be shared with the public once received.
- He recently met with Mr. Phillips of the Meadowlands YMCA to discuss the Before/After Care Program in the district's schools and agreed that a survey of the participating parents would be prepared and the results shared with the Board. It was also agreed that the YMCA would meet with the building administrators periodically to discuss the services performed.
- He summarized the report of the Transportation Committee, which addressed the concerns of the community as they relate to the impact of the upcoming reorganization on transportation to and from the schools. The Committee's recommendations included establishing a courtesy shuttle between Union and Pierrepont Schools.
- He presented the district's "Technology Planning for Digital Learning" plan for the period 2016-19, noting that although this is not a mandated document, its existence may be helpful in obtaining financing for certain technology initiatives. He commended Mrs. O'Donnell and her team for preparing a comprehensive document under a tight timetable.

- He spoke of the introduction of the Response to Intervention (RTI) program, which is a process used to determine if a student is responding to classroom instruction and progressing as expected, and designing supplemental instructional support as needed.
- He spoke of the introduction of the Student Assistance Program which will provide social/emotional support to students in need.
- He reminded the Board that the next Superintendent's Roundtable will be held on May 26 and will focus on Special Education concerns.
- He further reminded the Board and the public that, due to unused snow days, the district will be closed for students and staff on Friday, May 27 and closed for students on Tuesday, May 31. Professional development is planned for instructional staff on May 31.

REPORT OF THE PRESIDENT:

Mr. McLean reported on the following:

- He reminded the Board that certain committees will be meeting on Monday, June 13.
- He reminded the Board that if they have an interest in attending the NJSBA Workshop in October, they should contact the Board office.
- He asked for volunteers from the Board to represent the Board at the upcoming Union and Pierrepont graduation ceremonies.
- He reminded the Board of the upcoming Winter/Spring Sports Banquet, June 8, and asked any Board member interested to contact the Superintendent's office.
- He noted that the Board self-evaluation process, although not completed until the fall, is available to anyone who would like to get an early start.
- He congratulated the Rutherford High School Academic Decathlon team on their fifth place finish in their division (14 districts), noting that individual team members were awarded bronze and gold medals.
- He congratulated the Rutherford High School softball team on their fifth consecutive league championship.

MEETING OPEN TO THE PUBLIC (Agenda Items Only) 8:14 P.M.

- Mr. Ray Tomczak noted his support for the Safe Routes to Schools program and thanked the Board for their support as well. He further noted that the application process will identify needs within the district that, even if the grant is denied, may still be completed using district funds. In addition, he thanked the district for recent asphalt patching on Belford Avenue.

- Mr. Haobo Lai requested an update on the status of the lead testing at the schools, and requested that any reports received be shared in their entirety with the public.
- Mrs. Dawn Avelliano thanked the Board for arriving at a reasonable solution with regard to transportation concerns relating to the upcoming reorganization.

Meeting Closed at 8:24 P.M.

NEW BUSINESS (Action to be Taken)

PERSONNEL:

Motion by Mrs. Ahmed, seconded by Mr. Lanni 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 #19.

VERONICA CUTTER

1. BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION to approve Veronica Cutter as an Art teacher at Rutherford High School, effective September 1, 2016 through June 30, 2017 at the annual salary of \$50,084 (step 2, level 1) pending further contract negotiations. This is a replacement position.

CHARLES HETZEL

2. BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION to approve Charles Hetzel as a Network Technician for the district, effective July 1, 2016 through June 30, 2017 at the annual salary of \$48,000. This is a new position.

MEGAN CAUGHEY

3. BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION to approve Megan Caughey as the Supervisor of Elementary Education at the Kindergarten Center, effective September 1, 2016 through June 30, 2017 at the annual salary of \$92,674 (step 1, level 4) plus \$2317 (2.5%) summer work. This is a new position.

BLENDA JOHANSEN

4. BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION to School, effective September 1, 2016 through June 30, 2017 at the annual salary of \$49,098 (step 1, level 1) pending further contract negotiations.

ELIZABETH RIZZI

5. BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION to approve Elizabeth Rizzi as a 12-month school secretary at the Kindergarten Center, effective July 1, 2016 through June 30, 2017 at the annual salary of \$35,400 (step 1) pending further contract negotiations.

MERIT GOALS

6. BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION to certify that quantitative merit criteria and qualitative merit criteria have been satisfied by the Superintendent of Schools.

BE IT FURTHER RESOLVED THAT THE RUTHERFORD BOARD OF EDUCATION approve the payment of merit bonus goals in the amount of \$23,599.25.

Quantitative Goals:

Goal #1 The Superintendent will create an "Administrative Book Club" to develop conversation, empowerment, and vision among members of the Administrative Council. A minimum of two books related to district goals will be read and discussed by June 2016.

3.33% - \$5244.75

Goal #2 As part of the second year of a five-year district plan, the Superintendent will create a "Blended Curriculum Visionary Team". The team will include members of the Blended Curriculum committee and the Blended Curriculum Pilot. These individuals will include teachers, administrators, and supervisors. The team will visit five schools currently employing a blended curriculum. At least three professional development opportunities for teachers will be developed for the 2015-16 school year. A minimum of three curriculum initiatives will be presented to the Board for implementation in 2016-17.

3.33% - \$5244.75

Goal #3 In order to improve community involvement in district initiatives, the Superintendent will increase his web based video messages from six to eight, increase the number of Superintendent Roundtables from two to three, and institute a "Saturday Morning Coffee with the Superintendent" a minimum of three times.

3.33% - \$5244.75

Qualitative Goals:

Goal #1 The Superintendent will convene and facilitate an administrative panel with the purpose of reviewing the district's Response to Intervention (RTI) program. A district RTI handbook will be developed by June 2016.

2.50% - \$3932.50

Goal # 2 The Superintendent will develop and present a plan to create a Grade 7-8 Middle School in the district. The Middle School will help to

alleviate overcrowding in the current Grade 4-8 organization as well as provide a more developmentally appropriate program for students. The plan will be presented to the Board and the community by December of 2015.

2.50% - \$3932.50

JUMPSTART PROGRAM
PHYSICAL EDUCATION
TEACHER

7. BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION to approve one (1) in-district physical education teacher to provide services for the Jumpstart Program for 5 weeks (July 5, 2016 through August 4, 2016) at the rate of \$3,167:

Tom Potor

JUMPSTART PROGRAM
CLERICAL ASSISTANT

8. BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION to approve one clerical assistant to provide services for the Jumpstart Program for up to 80 hours over 5 weeks (July 5, 2016 through August 4, 2016) at the hourly rate of \$15.00:

Margaret Van Dyk

JUMPSTART PROGRAM
TEACHERS

9. BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION to approve up to three (3) in-district teachers to provide services for the Jumpstart Program for 5 weeks (July 5, 2016 through August 4, 2016) at the rate of \$3,167:

Jay Faigenbaum
Alecia Scelsa
Lisa Martinelli

JUMPSTART PROGRAM
TEACHER ASSISTANTS

10. BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION to approve up to five (5) in-district teacher assistants to provide services for the Jumpstart Program for up to 80 hours each over 5 weeks (July 5, 2016 through August 4, 2016) at the hourly rate of \$15.00:

Sarafina Mammone
Cynthia Frazier*
Jennifer Oddo
Jennifer Krawiec
Kristy Del Mastro

*Personal aide for Jumpstart student

JUMPSTART PROGRAM
HELPING HANDS

11. BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION to approve up to seven (7) Helping Hands students to assist with the Jumpstart Program for up to 80 hours over 5 weeks (July 5, 2016 through August 4, 2016) at the hourly rate of \$10.00:

Nastasia Fernandez
Drew Abrom
Ashley Cruz
Nicholas Nunziato
Madison Fahmy
Caroline Mierzwa
Christopher Chow

LAURIE SABATINO

12. BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION to extend the Family Leave of Absence for Laurie Sabatino, science teacher at Union School from June 30, 2016 to December 16, 2016.

SERVICE PROVIDERS

13. BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION to approve the following teachers to provide services at the New Teacher Orientation and gradebook refresher course training at the hourly rate of \$65.00 for up to 15 hours each:

Judith Leonard
Lindsay Richmond

EXTENDED SCHOOL YEAR

14. BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION to approve the following teachers to provide an Extended School Year Program, as per students' IEP's, at the hourly rate of \$35.00:

Daniel Balaban
Rita Brosnan
Nickol Muller
Maria Goodman
Peter Grompone

EXTENDED SCHOOL YEAR
PROGRAM TEACHER
ASSISTANTS

15. BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION to approve the following teacher assistants to provide an Extended School Year Program, as per students' IEP's at the hourly rate of \$15.00:

Jacqueline Berta
Kaitlyn Cockcroft*
Leslie Gherghetta
Jayne O'Connor*
Laura Pashkowsky*
Christine Warren

DOMINGO GUICHARDO

16. BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION to approve Domingo Guichardo as a third shift custodian at Pierrepont School, effective July 1, 2016 through June 30, 2017 at the annual salary of \$35,300 (step 1) + \$2824 whenever working the third shift, pending further contract negotiations.

ILONA SZEWCZYK

17. BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION to approve Ilona Szewczyk as an ABA Pre-School teacher at Washington School, effective September 1, 2016 through June 30, 2017 at the annual salary of \$49,098 (step 1, level 1) pending further contract negotiations.

TRAVEL REIMBURSEMENTS

18. 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>
Barbara O'Donnell	Supervisor	PowerTeacher	06/6-7/16	\$500	\$55	none	none	none

TRAVEL REIMBURSEMENTS

19. BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION to approve the following travel reimbursements for the 2016-2017 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>
Kurt Schweitzer	Administrator	NJPSA Fall Conf.	10/20-21/16	\$275	35.15	\$55	none	none
Frank Morano	Administrator	NJPSA Fall Conf.	10/20-21/16	\$275	35.15	\$55	none	none
Barbara O'Donnell	Supervisor	Google Training	07/12/16	\$395	none	none	none	none
Tarah Engels	Teacher	Orton-Gillingham	08/8-12/16	\$1000	none	none	none	none
Neesa Jarrett	Teacher	Orton-Gillingham	08/8-12/16	\$1000	none	none	none	none

ADDENDUM:

ROTEM DAYAN

1A. BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION to approve Rotem Dayan as a Behaviorist/School Psychologist for the District, effective September 1, 2016 through June 30, 2017 at the annual salary of \$80,106 (step 13, level 5), plus \$2003 Summer Work (2.5%) pending further contract negotiations. This is a new position.

Roll Call Vote on Personnel Items # 1 thru #19 and Addendum Item #1A:

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 #7.

HARASSMENT/INTIMIDATION
BULLYING DECISION

1. BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION to affirm the Superintendent's decision in HIB investigation #2015-20, 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

2. BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION to affirm the Superintendent's decision in HIB investigation #2015-21, 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.

TECHNOLGY PLAN FOR
DIGITAL LEARNING

3. BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION to approve the district's Technology Plan for Digital Learning 2016-2019.

FIELD TRIPS

4. BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION to approve the attached list of Field Trips for the 2015-2016 school year.

CURRICULUM GUIDE

5. BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION to approve the following new curriculum guide:

The Creative Curriculum for Preschool

TEXTBOOK ADOPTION

6. BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION to approve the following textbook:

Moose Math, an iPad app for kindergarten mathematics – provider Duck Duck Moose – <https://itunes.apple.com/us/app/moose-math-by-duck-duck-moose>

EXTENDED SCHOOL YEAR

7. BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION to approve the extended school year program for the following student (name on file in the office of special services):

#2007015 - Good Talking People LLC – ESY Tuition - \$1395 for 24 hours

Roll Call Vote on Curriculum & Instruction Items # 1 thru #7:

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 #3.

APPROVAL OF BILLS

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

Accounts Payable	550,848.46
Offline Checks	0.00
Food Service Checks	0.00
Payroll	1,264,038.91
Student Activities	<u>18,554.31</u>
Total	1,833,441.68

DONATION

2. BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION to accept, with gratitude, a donation in the amount of \$8,500 for the purchase of athletic equipment for the 2016-2017 school year from the RHS All Sports Booster Club.

CUSTODIAL MANAGEMENT
SERVICES AGREEMENT

3. BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION WHEREAS, at its September 9, 2013 meeting, the Rutherford Board of Education resolved to enter into a Management Services Agreement with Pritchard Industries, Inc. to provide Custodial and Management Services to the district for the periods October 1, 2013 through June 30, 2014 and July 1, 2014 through June 30, 2015 with an option for two further one-year extensions at the discretion of the Board, and

WHEREAS, the Board has had a positive working relationship with Pritchard and intends to exercise its discretion to extend the agreement for the period July 1, 2016 through June 30, 2017, and

WHEREAS, the extension of such an agreement is restricted to an annual cost increase as specified by the State of New Jersey Department of Consumer Affairs and which has been determined to be 0.5% for any agreements renewed between April 1, 2016 and June 30, 2016, and

THEREFORE, BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION to approve the extension of the Custodial and Management Services Agreement with Pritchard Industries, Inc. for the period July 1, 2016 through June 30, 2017 at an annual rate of \$670,643.21, representing a 0.5% increase over the cost of the prior year's agreement.

Roll Call Vote on Finance Items #1 thru #3:

Mrs. Ahmed – aye, abstained on ck #'s: 016895,016896	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:

No Report.

BUILDINGS AND GROUNDS:

Motion by Mr. Arce, seconded by Mrs. Ahmed to approve Policy Items # 1 thru #3.

USE OF SCHOOL BUS
RECREATION SUMMER
CAMP

1. BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION to approve the use of a second Board of Education school bus by Rutherford Recreation Summer Day Camp Program 2016, Monday through Friday from June 27, 2016 through August 5, 2016 from 7:30 a.m. to 4:30 p.m. They will provide the bus driver.

SAFE ROUTES TO
SCHOOLS GRANT

2. . BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION WHEREAS, it is our understanding that the Borough of Rutherford proposes safety infrastructure upgrades, and

WHEREAS, this project serves school walkers and bicyclists on the route to the school; and

WHEREAS, this Safe Routes to School Project will provide a much needed safety improvement in the area and will clearly provide a much safer transportation experience for student walkers and bike riders, as well as students with disabilities and the general population of pedestrians and bicyclists in the Borough of Rutherford; and

WHEREAS, the project will make the routes within the school district of Rutherford much safer; and

WHEREAS, it is our belief that the proposed activities are consistent with the goals of the Safe Routes to Schools program and the policies of the Rutherford School District, and that funding this project would provide a significant opportunity for the Borough of Rutherford to improve student safety in the Borough of Rutherford.

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF EDUCATION OF RUTHERFORD AS FOLLOWS:

The Rutherford School District fully supports the Borough of Rutherford's efforts in seeking New Jersey Department of Transportation Safe Routes to Schools funds and will collaborate to support the goals of the project, namely, to improve safety, encourage walking and biking to school, and to improve the walking and biking environment for students of the district and other users of the routes.

TRANSPORTATION
COMMITTEE
REPORT

3. BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION to accept the May 23, 2016 report of the Transportation Committee and to direct the administration to adopt its recommendations pertaining to courtesy/subscription busing, where feasible.

Roll Call Vote on Building and Grounds Items #1 thru #3:

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

OLD BUSINESS: (No action to be Taken)

Mrs. Jones reported on the tribute concert for Mr. Ray Heller, noting that it was fabulous. She is also attending the various school art shows.

LEGISLATIVE UPDATE:

Mrs. Jones attended the NJSBA Delegate Assembly on May 14, 2016 and reported on their actions. The Board further discussed the possibility of changing the November election back to April.

MEETING OPEN TO THE PUBLIC: 9:02 P.M.

Julia Siegel and Eileen Eastham, Co-chairs of the Rutherford Green Team, thanked the Board for their support for the Safe Routes to School's programs.

Meeting closed to the public at 9:08 P.M.

EXECUTIVE SESSION:

Motion by Mrs. Librera, seconded by Mr. Chu, that an Executive Session be held at 9:08 P.M. for the purpose of discussing Contract Negotiations and the annual evaluation of the Superintendent's performance. Action will not be taken. The Board expects to return within 60 minutes.

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

The Board returned at 10:20 P.M.

ADJOURNMENT:

Motion by Mrs. Jones, seconded by Mrs. Lanni that the meeting be adjourned at 10:20 P.M.

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

Respectfully submitted,

Joseph P. Kelly
Business Administrator/Board Secretary