

Regular Meeting

10/19/2016

The Board of Education of the Borough of Palisades Park, County of Bergen, met in a Regular Meeting on Wednesday, October 19, 2016 at 7:00 p.m. at the Early Childhood Center, 270 First Street, Palisades Park, NJ with President Maria Alvarez presiding:

The assemblage saluted the flag.

On roll call the following attendance was recorded: Maria Alvarez, Howard Donovan, Connie Hwang, Jason Kim, Paul Kim, John Mattessich, Anthony Rotundo, Jeffrey Woo, Dr. Joseph Cirillo, Mr. Paul Stabile, Mr. Richard Brovarone, Esq.

Mr. Ken Bruno is absent.

Minute Approval: August 24, 2016 – Special Meeting

Mr. Mattessich made a motion to accept the minutes, seconded by Mr. Woo. Mr. Rotundo asked that the minutes be tabled until the board can witness minor corrections that needed to be made to the personnel resolutions. All ayes to table the minutes.

Statement of Presiding Officer

In accordance with the Open Public Meeting Act, (Chapter 213, P.L. 1975) I hereby state that adequate notice of the Regular meeting of the Palisades Park Board of Education has been provided to the public by written notice dated May 12, 2016. The meeting has been:

1. Posted on bulletin boards located inside each school building and the Board of Education office;
2. Communicated to at least one of the Board's designated newspapers; and
3. Filed with the Borough Clerk of Palisades Park.

Report of the Board President – Congratulations to the PTSA & KPG for a successful fundraiser.

Report of the Superintendent – Dr. Cirillo

Dr. Cirillo introduced Mrs. Toni Bongard, Lindbergh Elementary School principal and Mr. Patrick Bott, High School vice-principal who presented the standardized test scores for the district.

Mrs. Bongard provided bar graphs for both Language Arts and Math. The students did well in Language Arts this year. This has been an area of struggle for our students due to the large ESL population and the high percentage of students who do not speak English as their first language at home. In mathematics, each grade level decreased by a small percentage.

Mr. Bott reported that the 7th & 8th grade ELA scores surpassed N.J. state averages. 8th grade Math did not do as well. Grade 9 ELA, Algebra I, II and Geometry were all below NJ state averages. Grades 10 & 11 ELA were both above NJ state averages.

Advanced Placement student scores improved in Psychology, US History, Statistics, and Physics. Student scores declined slightly in Studio Art, English Literature, US Government & Politics, Calculus, Biology, Environmental Science, Italian and Spanish.

SAT participation increased from 82 to 129 test takers. Reading, Math and Writing scores all increased. Cumulative scores averaged 1672, which surpassed the State standard score of 1550.

Report of the Board Attorney – Mr. Brovarone – Report will be done in closed session.

Report of the Finance Committee – Mr. John Mattessich

1.) BE IT RESOLVED, that the Board upon the recommendation of the Superintendent approves the following teacher workshops:

<u>Staff Member</u>	<u>Description/Location</u>	<u>Date(s)</u>	<u>Amount</u>
Andia Giannantonio Teacher of Italian	“Teaching Italian Symposium” Songs & Music in the Classroom Montclair State University	11/04/16	\$ 50.00
Mary DeBlasio	Same as above		
Gina Bruno Social Studies	Engaging students in International Issues/Leonia NJ In Affiliation with Brown University	11/02/16	\$145.00
Jessica Kim Biology Teacher	New Science Classroom/NJSS Monroe, New Jersey	11/03/16	\$149.00
Teresa Scarpatti 6 th grade teacher	“Go digital” writing workshop ETTC training center, Paramus	11/16/16	\$ 75.00
Teresa Scarpatti 6 th grade teacher	“Flipped Classroom” workshop ETTC training center, Paramus	12/02/16	\$ 75.00
Jane Cho Teacher of Korean	American Council on teaching a foreign language/Boston	11/18/16	\$150.00

2.) BE IT RESOLVED, that the Board upon the recommendation of the Superintendent approves the following salary adjustments as contract:

Andrew Garcia
High School Social Studies
Present Salary: Step 3 BA+15 - \$49,252.00
Adjustment: Step 3 MA - \$51,667.00 *

Finance Committee – Mr. John Mattessich

Su-Ming Teo
Child Study Team LDT-C
Present Salary: Step 8 MA - \$59,633.00
Adjustment: Step 8 MA+15 – \$61,118.00 *

Diliana Pena
World Language Teacher
Present Salary: Step 5 MA - \$52,467.00
Adjustment: Step 5 MA+15 - \$55,302.00 *

Gina Bruno
High School Social Studies
Present Salary: Step 4 BA - \$49,352.00
Adjustment: Step 4 BA+15 – 50,052.00 *

Lori Kilmurray
Phys Ed Teacher
Present: Step 6 BA+15 - \$51,402.00
Adjustment: Step 6 MA - \$54,922.00 *

Note: All of the aforementioned salaries pending negotiations

3.) BE IT RESOLVED, that the Board upon the recommendation of the Superintendent approves the Food Service vouchers for October 2016 in the amount of \$3,486.84 as follows:

<u>VENDOR</u>	<u>Description</u>	<u>Check #</u>	<u>Amount</u>
DYNTEK Services	Install a power pole and cables for POS system at the High School and Lindbergh School cafes, test & label	3379	\$2,740.00
BUGTECH Inc.	Pest control for July/August at High School & Lindbergh cafeterias	3380	208.00
Jay-Hill Repairs	Replace terminal connector at H.S. Café – Wells Steam Table	3381	198.00
Verizon	Phone service for H.S. cafeteria (Sept)	3382	46.84
Jay-Hill Repairs	Service exhaust in Lindbergh café	3383	294.00

Finance Committee – Mr. John Mattessich

4.) BE IT RESOLVED, that the Board upon the recommendation of the Superintendent approves the amount of \$221.17 payable to Morgan Giannantonio, Joanna Hali and Lauren Perez for covering English classes for one week each, during the 2015/16 school year.

5.) BE IT RESOLVED, that the Board upon the recommendation of the Superintendent approves “summer hours” for the following staff members to screen in coming Kindergarten students prior to the start of the 2016/17 school year:

Nicole Ostuni – 8 hours
Cheryl Menzella - 7 hours/15 minutes
Samantha Matarazzo – 8 hours
@ \$35.00 per hour *

6.) BE IT RESOLVED, that the Board upon the recommendation of the Superintendent approves the amount of \$2,654.00 as an “extra class” stipend to Henry Agecha, Teacher of Chemistry, during the 2015/16 school year.

7.) BE IT RESOLVED, that the Board upon the recommendation of the Superintendent approves a salary increase (\$15.50 per hour) for Ken Jordan, District Tech Assistant, effective 11/01/16.

8.) BE IT RESOLVED, that the Board upon the recommendation of the Superintendent approves the following additional assignments:

Intervention & Referral Services
Jennifer Varelas @ Lindbergh School
Jennifer Vozzo @ the ECC
\$35.00 per hour *

Updating Science Curriculum
Coleen Lenge
David Cho
25 hours each @ \$30.00 per hour*

9.) BE IT RESOLVED, that the Board upon the recommendation of the Superintendent accepts the financial report of the Lindbergh School student activities accounts, month ending 09/30/16. (attached)

*** Pending negotiations**

Finance Committee – Mr. John Mattessich

10.) BE IT RESOLVED, that the Board upon the recommendation of the Superintendent accepts the "Report of the Secretary", month ending 8/31/16. Furthermore, the Board certifies that in accordance with N.J.A.C. 6:20-2A (10e) that no major account or fund has been over-expended and that sufficient funds are available to meet the District's financial obligations for the remainder of the fiscal year.

(Full report on file in the Board office for review)

11.) BE IT RESOLVED, that the Board upon the recommendation of the Superintendent approves the Annual Maintenance Budget Form (M-1) and the corresponding Comprehensive Maintenance Plan for the Fiscal Years '15/'16 (Actual), '16/'17 (Budgeted) and '17/'18 (Planned) as per the attached worksheets.

12.) BE IT RESOLVED, that the Board upon the recommendation of the Superintendent approves the **October 2016 bill list in the amount of \$889,243.43.**

Fund 10 (General Current Expenses)	\$833,126.52
Fund 20 (Special Revenue Fund)	55,814.23
Fund 96 (After Care Program)	302.68

A motion was made by Mr. Mattessich, seconded by Mr. Rotundo, all ayes on roll call to accept Finance resolutions 1 – 12.

Report of the Buildings & Grounds Committee – Mr. Howard Donovan

1.) BE IT RESOLVED, that the Board upon the recommendation of the Superintendent approves a request from Girl Scout Troop 96042 to hold their bi-monthly meetings at Lindbergh School.

The Scouts will meet every other Friday from 3:00 p.m. -4:30 p.m. beginning October 21 2016 through June 16, 2017 as follows:

October 21, 2016	February 10 & February 24	June 2 & June 16
November 4 & November 18	March 10 & March 24	
December 2 & December 16	April 7 & April 28	
January 13 & January 27, 2017	May 12 & May 19	

A motion by Mr. Donovan, seconded by Mr. Woo, all ayes on roll call to accept this Buildings & Grounds Resolution.

Report of the Personnel Committee – Mr. Jeffrey Woo

1.) BE IT RESOLVED, that the Board upon the recommendation of the Superintendent approves the appointment of the following LDT-C to provide educational assessments for the district:

Lauren Gallo
Hasbrouck Heights, NJ
William Paterson University
MA – Learning Disabilities Teacher
\$450.00 per Evaluation

2.) BE IT RESOLVED, that the Board upon the recommendation of the Superintendent accepts the resignation of Michael Morici, High School Teacher of Mathematics, effective within the 60 day notice period.

3.) BE IT RESOLVED, that the Board upon the recommendation of the Superintendent accepts the resignation of Nancy Picurro, Lindbergh School aide, effective September 26, 2016.

4.) BE IT RESOLVED, that the Board upon the recommendation of the Superintendent approves the appointment of the following Lindbergh School classroom aide (replacing Nancy Picurro):

Jessenia Camilo
Palisades Park, NJ
NJ City University
\$12,500. (pro-rated)
Effective: 10/20/16

5.) BE IT RESOLVED, that the Board upon the recommendation of the Superintendent approves the following 1.1 special needs aide at Lindbergh School:

Daniel Glavan
Palisades Park, NJ
Kean University
\$14,000. (pro-rated)
Effective: 10/19/16

6.) BE IT RESOLVED, that the Board upon the recommendation of the Superintendent approves the following co-curricular appointments for the 2016/17 school year:

James Mascolo – Academic Decathlon (\$2,577.)
Joseph Galeazza - Treasurer of H.S. Student Activities (\$4,869.)
Jessica Kim & Christa Darakjy – 9th Grade Co-Advisors (\$2,921.)

(Stipends pending negotiations)

Personnel Resolutions – Mr. Jeffrey Woo

7.) BE IT RESOLVED, that the Board upon the recommendation of the Superintendent approves the following “Breakfast Club” staff members:

Cheryl Menzella (ECC)
Rosemarie Carbone (ECC)
Cathy Doheny (Lindbergh)
Chris Messina (Lindbergh)

Subs:

Grace DeSotto
Stacey Sinclair
Jessica Lopez
\$35.00 per hour *

8.) BE IT RESOLVED, that the Board upon the recommendation of the Superintendent approves the following Substitute teacher, effective 10/20/16:

Angela Gussoni
Cresskill, NJ
St. Peter’s University
Elementary K – 6
Language Arts – Grades 5 – 8

9.) BE IT RESOLVED, that the Board upon the recommendation of the Superintendent approves the appointment of the following special education aide at the ECC, effective 10/20/16:

Seon Lee
Palisades Park, NJ
New York University
MA – Elementary Grades K – 5
\$14,000. (pro-rated)
Effective: 10/19/16
(Replacement for Diane Ryan)

10.) BE IT RESOLVED, that the Board upon the recommendation of the Superintendent approves the following:

Henny Lee
Teacher of Students with Disabilities
Hired 09/01/16 @ \$100.00 per day
Pending NJ Certification
Effective 10/11/16
Step 1 MA - \$51,167.00*

***Pending negotiations**

Personnel Resolutions – Mr. Jeffrey Woo

11.) BE IT RESOLVED, that the Board upon the recommendation of the Superintendent approves the following maternity leave replacement teacher for Inah Cecilio:

Mate Pavin
Palisades Park, NJ
William Paterson University
\$100.00 per day
Effective: 10/06/16

12.) BE IT RESOLVED, that the Board upon the recommendation of the Superintendent approves the following maternity leave replacement for Marissa Giraldo:

Michelle Kim
Palisades Park, NJ
Rutgers University
MA – Elementary K – 5
MA – Special Education K – 12
Special Needs Aide @ ECC
\$14,000.00 (pro-rated)
Effective: 10/20/16

A motion was made by Mr. Woo, seconded by Mr. Rotundo, all eyes on roll call to accept Personnel Resolution 1 – 12.

Curriculum Committee – Mr. Jason Kim – No Report at this time

Negotiations Committee – Mr. Paul Kim

There is an offer on the table for the PPEA to consider within district's budget perimeters. There was meeting at 5:30 p.m. this evening with representatives from Teamsters Local No. 97 and a local union representative.

Report of the Policy Committee - Mr. Anthony Rotundo

1.) BE IT RESOLVED, that the Board upon the recommendation of the Superintendent approves a **Second Reading** of the following updated/amended Board policies:

- 2224 – Nondiscrimination/Affirmative Action: A section was added titled “Comprehensive Equity Plan” (under the Administration section)
- 4111.1/4211.1 – Nondiscrimination/Affirmative Action: 3 new sections were added (under the Personnel section in our policies)
- 4211 – Recruitment, Hiring & Selection: An introductory paragraph was added
- 4231 – Staff Development: Changes have been made to be more consistent with N.J.A.C.
- 5114 – Suspension & Expulsion: Updated as part of the Comprehensive Equity Plan
- 5145.4 – Equal Educational Opportunity: Sections were edited to be more consistent with current law.
- 6121 – Nondiscrimination/Affirmative Action: Updated to be more consistent with the current NJDOE codes. (under the Instruction section in our policies)
- 6142.2 – English as a Second Language; Bilingual Programs: Policy changes “limited English proficient” to “English Language learners”
- 6145.1/6145.2 – Intramural Competition; Interscholastic Competition: Includes sections addressing the needs of Special Education students.
- 5142.1 – Aftercare Program: Amends registration criteria, no longer accepting cash payments, late payments.

A motion made by Mr. Rotundo, seconded by Mr. Woo, all ayes on roll call to approve the **Second Reading** of the aforementioned policies.

Policy Committee – Mr. Anthony Rotundo

2.) BE IT RESOLVED, that the Board upon the recommendation of the Superintendent approves the **First Reading** of the following policies:

No. 1120 Board of Education Meetings – Edited paragraph 6 of existing policy and added a bullet list. Added paragraphs on school performance report and yearly targets and a section on the School Report

No. 2131 Chief School Administrator – Added more detail to the evaluation process; includes quantitative and qualitative merit criteria and performance of contractual duties.

No. 2240 Evaluation, Planning & Research – “School Level Planning” was part of the old QAAR monitoring system and is no longer required by law. Remove deadline dates & time frames throughout and change the “Core Curriculum Content Standards” to the “New Jersey Student Learning Standards”.

No. 1330 Use of School Facilities – The definition of smoking was updated to include electronic smoking devices.

No. 3100 Budget Planning & Preparation – The contents of the budget were updated to be more consistent with law. Sections added on: budget adoption and submission, budget hearing, public notification of the budget and appropriation of funds.

3510 Operation & Maintenance of Plant – A sentence was added on equal and bias-free access to school facilities.

3515 Smoking Prohibition – The definition of smoking was updated to include electronic smoking devices.

3542.1 Wellness & Nutrition – Paragraph 3 was edited to refer to the district goals. Sections deleted: “All Schools”, “Elementary Schools”, and “Middle & High Schools”. Sections were added for compliance with the federal guidelines.

4112.2 Certification – The introductory paragraphs regarding verification of credentials were revised. A paragraph was added about physical examinations. Minor revisions to “reporting arrests”. Provisionally certified teachers section replaced with “Mentoring provisional novice teachers”. Add “First year teaching supports”, “District mentoring plan”, “Adult high school”, and “Experienced teachers new to the district”. The section titled “special education” was edited.

4112.4/4212.4 Employee Health – Greater detail was added on examinations for cause.

4112.6/4212.6 Personnel Records – The bullet list was restructured and content added related to the record requirement of “Achieve NJ”.

A motion was made by Mr. Rotundo, seconded by Mr. Paul Kim, all eyes on roll call to approve the **First Reading** of the aforementioned policies.

*** No. 5145.7 Gender Identity & Expression – Sample discretionary policy from NJSBA that should not be adopted without district revisions and consultation with the Board Attorney.**

Policy Committee – Mr. Anthony Rotundo

Policy No. 3260/70 (Does not require a second reading – this is an existing policy)

3.) The Palisades Park Board of Education believes that the efficient administration of the district requires the disposition of property and goods no longer deemed necessary.

Therefore Be It Resolved, that the Board upon the recommendation of the Superintendent approves the disposition/recycling of the following items by "EZ PC Recycling":

- 3 3 Com Network Switches
- 20 Macbook laptops
- 3 Imac desktops
- 3 Mac OSX servers
- 3 SMART Board projector arms
- 25 3 Com Telephony phone units
- 3 Laser printers
- 2 Inkjet printers
- 10 Glasstop overhead projectors
- Used Printer Toner Cartridges
- Keyboards
- Network Cables
- Power Cables

A motion by Mr. Rotundo, seconded by Mr. Woo, all eyes on roll call to accept this Resolution.

NOTE: These items are of no monetary value to the school district.

Report of Student Activities/Field Trips – Ms. Connie Hwang

- 1.) BE IT RESOLVED, that the Board upon the recommendation of the Superintendent approves a trip to Wightman's Farm, Morristown NJ on 10/24/16 from 9:00 a.m. – 2:00 p.m. Cost per student: \$18.00. All Kindergarten classes participating
- 2.) BE IT RESOLVED, that the Board upon the recommendation of the Superintendent approves a trip to Rutgers University on 10/24/16 from 7:45 a.m. – 3:00 p.m. for "Tiger Tales" staff members and select journalism class members. Students will participate in the Garden State Press Association Conference. Cost per student: TBD
- 3.) BE IT RESOLVED, that the Board upon the recommendation of the Superintendent approves a trip to the Buehler Challenger Center, Bergen Community College on 10/31/16 from 8:12 a.m. – 2:34 p.m. for the 8th grade Science students. No cost to students
- 4.) BE IT RESOLVED, that the Board upon the recommendation of the Superintendent approves a trip to the Whitney Museum of American Art, NYC on 11/14/16 from 9:30 a.m. – 2:15 p.m. for AP Art students. Cost per student: \$20.00
- 5.) BE IT RESOLVED, that the Board upon the recommendation of the Superintendent approves a trip for 6th grade students to Montclair State Auditorium for a performance of "A Christmas Carol". The trip is scheduled on December 1, 2016. Leaving Lindbergh at 11:00 a.m. and returning at 2:15 p.m. Cost per student: \$21.00

A motion by Ms. Hwang, seconded by Mr. Mattessich, all ayes on roll call to approve the student activities/field trips 1 – 5.

Report of the Calendar/Food Service Committee – Ms. Connie Hwang – No report at this time.

New Jersey School Boards Liaison –
Annual School Boards Convention 10/25/- 10/27 in Atlantic City.

Old Business: No old business

New Business: Mr. Howard Donovan commented on his dismay at witnessing a political organization at the PTA/PTSA/KPG fundraiser held on Saturday, October 15th at the Lindbergh School field. When Mr. Donovan arrived there was a tent set up with Democratic Club campaign signs posted. Mr. Donovan mentioned that in all his years of service as a board member and former councilman, he had never witnessed political campaigning at a school function. School functions should remain "neutral territory", and should not be used by any organization to further their particular agendas.

Audience Participation:

Cathy Doheny, teacher and PPEA representative stated that there was no progress made on the PPEA contract at the October 6th negotiations meeting. A meeting scheduled for October 31st has been cancelled. A mediation has been confirmed to take place on Tuesday, November 22nd.

Jane Martin, former teacher and resident, said that at the March board meeting negotiations was presented as "moving along smoothly". What happened and why is the situation in a stale-mate?

She also brought up the ongoing construction of duplexes through-out town and asked if anything has been done to address overcrowding in the schools.

Dr. Cirillo replied that Whitehall Associates is conducting a demographic study in conjunction with MVG Architects to address the new construction and anticipated overcrowding issues in the district.

The parent of a high school student asked if the district is providing drug, alcohol and safe sex instruction in the health classes.

Dr. Cirillo assured the parent that the district does provide such instruction, and is always investigating new methods of getting this information out to the students. He mentioned a joint meeting with school superintendents and members of the Bergen County Prosecutor's office in order these concerns. Last April, State Farm Insurance held a symposium on teen drunk driving.

Mary Terranova and Melissa Morin, members of the PTSA, stated that since last year's Fashion Show fundraiser was so successful, there will be another scheduled on Thursday, March 16th at The Fiesta catering hall, Wood-Ridge NJ entitled "Rock the Runway". Mr. Mark Arrabito, high school music teacher, has offered to play at the fashion show. The ladies also mentioned they are very pleased that the PTA/PTSA and the Korean Parents Group are now engaged in working together on various projects.

A motion was made by Mr. Woo, seconded by Mr. Mattessich, all ayes to close this public portion of the board meeting and go into closed session.

A motion was made by Mr. Woo, seconded by Mr. Kim, all ayes to open closed session.

Closed Session:

3 HIB incidents were presented to the Board:

Incident #1: Kindergarten students A & B

Student B has been hitting, pulling & saying mean things to student A. After many observations by the vice-principal and social worker, it is apparent that student B is very hyper and is not deliberately targeting student A. A "student safety plan" has been implemented and seems to be working. Students are so young and must be taught how to socialize.

Incident #2: 4 – Sixth grade students A, B, C, & D

Students C & D were calling students A & B names and talking behind their backs. All students attended mediation and are now friends.

Incident #3: Kindergarten students A & B

Student B pinched student A. This is not the first time student B has been physical with another student. In working with the school psychologist, it was determined that student B is physical due to his frustration in learning the English language. The psychologist is working with student B to learn English phrases that will help him communicate a little better.

These incidents will be voted on at the November 16th meeting.

Also in closed session it was stated that Mr. Owusu, the parent of a regular ed student residing in Palisades Park and attending Ridgefield Memorial high school, has dropped his case in the Administrative Law Office and is only pursuing a decision through the Federal Court system. This is a continuing situation.

A motion was made by Mr. Woo, seconded by Mr. Mattessich, all ayes to adjourn the meeting.

Diane Montemurro