

**RIVER EDGE BOARD OF EDUCATION
RIVER EDGE, NEW JERSEY 07661**

***“Building Bright Futures Together”*
Minutes of the Regular Public Meeting – October 28, 2020**

6:00 PM Public Meeting

The Board of Education, Borough of River Edge, County of Bergen, State of New Jersey conducted this meeting through a Zoom Meeting.

CALL TO ORDER AND FLAG SALUTE

Mr. Herbst called the meeting to order at 6:05 PM.

MISSION STATEMENT

Ms. Dansky read the Mission Statement.

ROLL CALL

Present on roll call were Ms. Brown, Ms. Dansky, Ms. Doyle, Ms. Juskeliene, Ms. Kang, Mr. Sim, Mr. Herbst. Also present were Dr. Ben-Dov, Mrs. Napolitano, Mrs. Heitman and approximately 24 members of the public.

OPEN PUBLIC MEETINGS NOTICE

Mrs. Napolitano read the Open Public Meeting Act Notice.

SPECIAL/DISCUSSION ITEMS

Public Comment on Agenda Items – None

REPORTS

SUPERINTENDENT

- Dr. Ben-Dov stated this was a very important time for us to complete all assessments. The Student Growth Objectives (SGO's) are being formulated on the basis of data from these assessments and are due to my office by the end of October. These SGO's are more important than ever because we don't have standardized test data from the previous year on our upper grade students. We do have Link-It, Dibbles, and Teacher College Assessments. We know there was a learning loss during the closure of schools. We need to establish ambitious goals that are still achievable and prioritize our learning standards for each grade level as these goals are being established. These SGO's become our basis to formulate academic School Goals and District Goals. Dr. Ben-Dov would like to present the School and District Goals at the November 18th board meeting.
- Dr. Ben-Dov highlighted the area of continued Parent Engagement. She said we really want to make sure parents are as informed as we can help them become. Therefore, we held a good number of parent information sessions during the month of October. We had a virtual 2nd Cup of Coffee on October 13th. Dr. Ben-Dov reviewed some of the questions that were asked at this meeting. We had an ESL Night on October 19th. Dr. Ben-Dov stated she hopes this was an informative meeting that introduced not just the ESL program but the willingness of the entire school community of helpers to

assist the children who are trying to adjust to a new country, language, and culture in a very difficult time. We had a Parent Academy on October 21st on Tips for Student Success in Virtual & Hybrid Learning. The presentation was geared for different grade levels. It focused on student engagement, organization, and technology. We had a Joint Pandemic Response Team Meeting on October 22nd. This is a requirement to have the Pandemic Response Team in the "Road Back" document from the Governor. We worked with numerous task forces since last spring and now that school is in session, we have to employ the Pandemic Response Teams. The teams are created for each schools and have specific positions that need to be represented in them. We wanted parents who represent different points of view on these teams. The first meeting was a joint meeting of both teams for the district. We discussed the responsibility of these teams as they pertain to individual schools.

- Dr. Ben-Dov wanted to establish with the teams certain approaches as a district. She asked them whether as a district are recommending making certain decisions of implementation across the district or whether we would begin to go in a direction of doing something separately for the schools. The agreement was we would continue to try everything we can in terms of protocols of implementation across the district. There was a strong recommendation to look at the developmental stage of the students and to try to do some things in a differentiated way as developmentally appropriate. One of the suggestions was to see if we can have a virtual teacher for each K-1 grade level and then only the kids who are in person for the other teachers. The numbers have changed since the beginning of the year and Dr. Ben-Dov requested that the principals look at their enrollment data carefully and address this recommendation. The issue of changing teacher's mid-year also needs to be addressed. There was also a discussion on the next steps and what was the marker for changing the current hybrid format? Dr. Ben-Dov assured them that the Pandemic Response Team will be addressing this very carefully. Another meeting that took place was our District Climate Meeting on October 27th. We discussed various programming that we are doing for social/emotional well-being of our students. We also discussed our goal of having a plan for diversity, inclusion, and equity, in River Edge School District starting with a committee.
- Board committees meetings were held on Monday, October 26th. Dr. Ben-Dov asked the board if November 30th works for them for the next round of committee meetings. That date worked for the board members.
- Dr. Ben-Dov attended the virtual NJSBA workshop last week. Dr. Ben-Dov attended two workshops that she was impressed with and they were on Gifted and Talented and Diversity. The workshops will be recorded and available for a year, Dr. Ben-Dov hopes to see a few other ones she wanted to attend but couldn't due to district needs.
- There has been a lot of talk among Dr. Ben-Dov's colleagues about the great inconsistencies among the different health departments in Bergen County and the advice they are getting. Dr. Ben-Dov stated we have a great, ongoing relationship with Ms. Faustini, our Public Health Nurse in River Edge. Other districts are connected to larger health organizations and they are uncomfortable because they are getting conflicting information. There are concerns about the upcoming holidays. Dr. Ben-Dov hopes that River Edge will have an honest communication of where people are going to and coming from. Dr. Ben-Dov encourages people in district not to travel to red states because there will be 14 days of quarantine when they return. Dr. Ben-Dov is relying on the good graces and honesty of our community and urges everyone to cooperate in that respect for the health and safety of all.

PRINCIPAL

Mrs. Heitman reported on the following:

- Cherry Hill School and Roosevelt School has been communicating to parents regarding weekly pick-ups, Covid questionnaire, which has gotten a lot better with being answered before arriving to school, and information about travel. The reminders have been great for the parents.
- Mrs. Heitman stated we are celebrating Spooky Spirit Week this week. Parents have sent in great pictures of their children in costumes. We are allowing kindergarten and first grade students to come into school on Friday in their costumes.
- Virtual Post Dismissal Instructional Academy (PDIA) started today. The first cycle is Math and it will be held for six weeks.
- Next week will mark one month that all in person students have been in school. We are working hard at keeping it going.
- We had some great conversations in the committees that we had. We are moving in a positive direction.

BOARD SECRETARY

Mrs. Napolitano reported on the following:

- There is a resolution on tonight's agenda to approve the Comprehensive Maintenance Plan.
- There are resolutions on the tonight's agenda to provide security services to Non-public Schools in River Edge and to re-approve the Non-public Nursing Services with the Non-public Schools. We also are approving the contract for nonpublic school security services/competitive contracting reports to Associates Security and Investigations, Inc.
- Mrs. Napolitano stated we have been busy making sure we apply for all of the Cares Act money that is available through the different grants.
- We are constantly cleaning our buildings. Our custodial staff is doing a fabulous job. Mrs. Napolitano thanked the custodians for all of their hard work.

PRESIDENT

- Mr. Herbst stated there are new regulations governing in-person board meetings that will take place starting on November 1st. As per the Governor's office and the Department of Community Affairs we will have to hold in- person meetings to some extent. The public has to be permitted to attend in person meetings up to 25 people. Others will have to be given an opportunity to attend virtually, as before. The board had a discussion and decided to hold our meetings in a hybrid format.
- The NJSBA convention was held last week. Mr. Herbst asked the board members if they wanted to share the workshops they attended. Ms. Brown, Mrs. Napolitano, and Ms. Dansky spoke about the workshops they attended.

COMMITTEES

- Ms. Dansky stated the Facilities and Finance Committee met on October 26th. They spoke about Interlocal Agreements, the Recreation request for indoor sports, Cares Act monies, Region V billing/ office procedures, and future topics.
- Ms. Brown stated the Curriculum and Instruction Committee met on October 26th. They spoke about Professional Development for staff, Diversity Professional Development for staff, and Gifted and Talented policy and practice which will be continued at the next meeting.
- Mr. Sim stated the Personnel and Management Committee met on October 26th. They spoke about the new Domestic Violence policy review, a terminated employee, agencies, clarification of child care leave, and in person board meetings.

PUBLIC DISCUSSION

Jamie Cerelli (River Edge Resident) asked if there have been any discussions about potentially extending the school day for the kindergarten and first grade students to longer hours. Dr. Ben-Dov responded we do not have a way to do this at this point because we need to go through the cleaning process between the two cohorts and there aren't enough hours in the school day to do so. Ms. Cerelli than asked if there was an option of hiring a full time virtual teacher for the virtual students? Dr. Ben-Dov responded this is all going to be a continued discussion with the Pandemic Response Team.

MOTIONS TO BE ACTED UPON

A. ADMINISTRATION/POLICY

1. That the Board of Education approve the Minutes and Confidential Minutes of October 7, 2020.
2. That the Board of Education approve the Second Reading of the following policy:

Policy #	Title
5141	Health

3. **Whereas**, the Department of Education requires New Jersey School Districts to submit three-year maintenance plans documenting "required" maintenance activities for each of its public school facilities, and

Whereas, the required maintenance activities as listed in the attached document for the various school facilities of the River Edge Board of Education are consistent with these requirements, and

Whereas, all past and planned activities are reasonable to keep school facilities open and safe for use or in their original condition and to keep their system warranties valid,

Now Therefore Be It Resolved, that the River Edge Board of Education hereby authorizes the school business administrator to submit the attached Comprehensive Maintenance Plan for the River Edge Board of Education in compliance with Department of Education requirements.

B. CURRICULUM/EDUCATION

1. That the Board of Education approve the agreement for the River Edge Board of Education to provide security services to the following Non-public Schools for the 2020-2021 school year:

St. Peter's Academy
Yeshiva of North Jersey
Stepping Stone Learning Center

2. That the Board of Education approve the revised contract between the River Edge Board of Education and St. Peter's Academy to provide Non-public Nursing Services for the 2020-2021 school year.
3. That the Board of Education approve the revised contract between the River Edge Board of Education and Stepping Stone Learning Center to provide Non-public Nursing Services for the 2020-2021 school year.
4. That the Board of Education approve the revised contract between the River Edge Board of Education and Yeshiva of North Jersey to provide Non-public Nursing Services for the 2020-2021 school year.
5. That the Board of Education approve the revised contract between the River Edge Board of Education and New Beginnings at Grace Lutheran to provide Non-public Nursing Services for the 2020-2021 school year.

C. BUILDING & GROUNDS

1. That the Board of Education award the contract for nonpublic school security services/competitive contracting report to Associates Security and Investigations, Inc. for the District for the 2020-2021 school year.

D. FINANCE/GRANTS/GIFTS

1. That the Board of Education approve the bills & claims dated October, 2020 totaling \$1,177,777.18 including checks #43789 through #43939. Payrolls dated September 15, 2020 and September 30, 2020, totaling \$1,232,530.52 issued therefore, a copy of such warrants list are attached as part of these minutes. (Addendum)
2. That the Board of Education approve the Budget Transfers for the school year 2020-2021 as of September 30, 2020. (Addendum)
3. That the River Edge Board of Education approve the Secretary's and Treasurer's Report for the period ending September 30, 2020.

Further, we certify that as of September 30, 2020, after review of the secretary's monthly financial report (appropriations section) and upon consultation with the appropriate district officials, to the best of our knowledge no major account or fund has been overexpended in violation of N.J.A.C. 6A:23-2.11 and that sufficient funds are available to meet the districts financial obligation for the remainder of the fiscal year. (Addendum)

E. PERSONNEL

1. That the Board of Education accept, with regret, the resignation of Anne Marie Spiegel, English Language Arts/Social Studies Instructional Coach and Supervisor, effective January 22, 2021.
2. That the Board of Education, with the recommendation of the Superintendent approve Elizabeth Bovino-Jackson, Leave Replacement Teacher, effective on October 13, 2020 through December 31, 2020, at an hourly rate/schedule MA, Step 7.

3. That the Board of Education, rescind the approval of Beth Schoen, Leave Replacement Teacher, effective on or about November 2, 2020 through April 1, 2021, MA, Step 8.
4. That the Board of Education, with the recommendation of the Superintendent approve Christine Morales , Leave Replacement Teacher, effective on October 23, 2020 through November 25, 2020, MA, Step 2.
5. That the Board of Education approve Kelsey Lapp and Mona Naik for Cycle I of the Post Dismissal Instructional Academy for the 2020-2021 School Year.
6. **WHEREAS**, an employee whose name is on file in the Board office has an individual employment contract with a thirty (30) day notice provision; and

WHEREAS, the Superintendent of Schools has recommended that the Board invoke the thirty (30) day notice provision to terminate said employee's individual employment contract, thereby terminating employment effective November 27, 2020; and

NOW, THEREFORE, BE IT RESOLVED that the Board hereby invokes the thirty (30) day notice provision of the above referenced employee's individual employment contract and terminates his/her employment effective November 27, 2020; and

BE IT FURTHER RESOLVED that the Board Secretary/Business Administrator shall provide the employee with notice of the Board's action as set forth in this Resolution forthwith.

7. That the Board of Education, with the recommendation of the Superintendent, approve Holly Fox, Teacher in Charge, for Roosevelt School for the 2020-2021 school year.
8. That the Board of Education, with the recommendation of the Superintendent, approve an extended Child Care leave of absence for Sara Caruolo to commence on January 11, 2021 through July 30, 2021.
9. That the Board of Education, with the recommendation of the Superintendent approve Diana Maurice BA+15, Step 3 to continue as Leave Replacement Teacher on January 11, 2021 through June 30, 2021 and for the Building Bridges Extended School Year Program from July 1, 2021 through July 30, 2021, BA+15, Step 4.

F. RIVER EDGE SPECIAL EDUCATION - None

G. REGION V ADMINISTRATION & TRANSPORTATION

1. That the Board of Education approve the bills & claims dated October, 2020 totaling \$424,446.79 including checks #73953 through #74029.
2. **WHEREAS**, the River Edge Board of Education (the "Board") is the lead education agency ("LEA") for the Bergen County Region V Council for Special Education ("Region V"); and

WHEREAS, Region V provides shared services for its member districts such as evaluations, direct services, and consultation; and

WHEREAS, as the LEA, the Board must approve the consultant agreements of the providers that Region V utilizes to deliver shared services to its member districts.

NOW THEREFORE, BE IT RESOLVED, that the Board, upon recommendation of the Superintendent, re-approves the consultant agreements of the following Region V Shared Services Consultants, Psychologists, Learning Disabilities Teacher Consultants, Social Workers, Speech Language Specialists, Occupational and Physical Therapists, and Translators to provide evaluations, direct services, and consultation, to non-public and public schools for member districts upon request for the 2020-2021 school year:

S.A.I.L. Dinah Braude Kremberg PHD LLC	Psychologist/Behaviorist	Direct Services & Nonpublic
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Motion by: Ms. Dansky Seconded by: Mr. Sim

Ayes: Ms. Brown, Ms. Dansky, Ms. Doyle, Ms. Juskeliene, Ms. Kang, Mr. Sim, Mr. Herbst
Nays: None

OLD/NEW BUSINESS – None

PUBLIC DISCUSSION – None

CLOSED SESSION

Motion made by Mr. Sim, seconded by Ms. Brown to convene into closed session at 7:30 PM.

Motion by: Mr. Sim Seconded by: Ms. Brown

Ayes: Ms. Brown, Ms. Dansky, Ms. Doyle, Ms. Juskeliene, Ms. Kang, Mr. Sim, Mr. Herbst
Nays: None

RECONVENE

Motion made by Ms. Dansky, seconded by Mr. Sim to reconvene and adjourn the regular public meeting at 8:45 PM.

All Ayes

Louise Napolitano
Board Secretary/Business Administrator