

The Board of Education of the Borough of North Caldwell in the County of Essex, New Jersey, convened in executive session on November 19, 2019, in the Grandview School Cafeteria, Hamilton Drive East, North Caldwell, NJ, at 7:30 p.m.

Mr. Michael Halik, Business Administrator, indicated that in compliance with the Open Public Meetings Act, notice of this meeting had been properly advertised and the agenda had been posted at the appropriate locations.

Roll call by the Business Administrator:

Present: Mr. Robert Projansky, President
Mrs. Mary Mokris, Vice President
Mrs. Jordan Shumofsky
Mrs. Mindy Opper
Mr. Matt Atlas

Absent: None

Also Present: Dr. Linda Freda, Superintendent
Mr. Michael Halik, Business Administrator / Board Secretary

BOARD PRESIDENT'S REPORT

Mr. Projansky thanked everyone for attending. He congratulated Mrs. Icker on the birth of her baby girl.

Mr. Projansky then made the following statement:

As a Board, we wanted to address the situation that occurred on Halloween. Specifically, the Saturday after Halloween. Dr. Freda apologized on behalf of the District for an incident in which a staff member wore an inappropriate and insensitive costume to school. While the law prohibits the Board and Administration from discussing the terms and conditions of employment for our employees, we felt that it was necessary for you to hear from the Board on this matter more generally.

As Dr. Freda said in her letter, our Board goals include fostering an inclusive, caring and sensitive school environment. Our administration and every single one of our teachers and other staff work very hard every day to advance these goals and support the Board's values and principles so our students can feel comfortable and secure in their learning environment.

However, this particular incident didn't live up to our standards. This costume was not consistent with our District's values, goals, and principles – not the values we hold and

not the values we teach our children. A mistake was made and we recognize that even the most well intentioned people make mistakes.

That we recognize that it was a mistake and that good people make mistakes is not to minimize it. We take the situation seriously and we know the Board, the administration and our teachers and other staff will work together to use this as a learning experience and ensure that this incident does not repeat itself.

For example, as Dr. Freda mentioned in her letter, we are currently in the process of enhancing our sensitivity training for both administration and staff. Dr. Freda has been working very hard to find training that closely aligns with the lessons to be learned from what occurred.

We want to thank the community for the input we have received – and we have received a lot of it. We’ve heard expressions of disappointment that this event occurred and suggestions for how it could have been handled in a better way. We agree with those expressions. We’ve heard expressions of support for the hard work of our administration, teachers and other staff to foster sensitivity on a day-to-day basis, notwithstanding this unfortunate event. We definitely agree with those expressions as well.

So, I want to end with this on behalf of the Board. We apologize for this incident and look forward to promoting greater sensitivity within the District so this doesn’t happen again. At the same time, we must also support and not vilify the people – our teachers and our staff -- who have worked, and will continue to work, so incredibly hard to foster our goals. We are very grateful to them and can’t lose sight of their efforts and achievements.

When I studied philosophy decades ago, I came across a quote from a disciple of Plato that always stuck with me. He said to make no mistakes is not in the power of man, but from their errors and mistakes the wise and good gain wisdom for the future. I firmly believe we have the introspection, intelligence and goodwill across our District and our community to gain wisdom for the future. We owe it to the community to do that and I hope you share my confidence that we will.

SUPERINTENDENT’S REPORT

Dr. Freda reminded everyone that the Turkey Trot is Thursday. She also congratulated Mrs. Icker on the birth of her child.

PUBLIC RECOGNITION

Jared Root, 23 Rose Avenue, read a statement regarding his son and the Halloween costume issue. He spoke highly of the staff and thanks everyone for their support.

Kathy Shwiff, from the New Jersey Hills Media Group (Progress), 100 South Jefferson Road, Whippany - thanked the Board Members for the use of school facilities for the Candidates Night they hosted in the Grandview cafeteria.

GENERAL RESOLUTIONS

G1. RESOLVED that the Board of Education approve payment to **Dr. Jane M. Healey, PhD.**, for an assessment recommended by the evaluation team in the amount of \$4,600.00 **for student #8005046.**

Moved: Mrs. Mokris Seconded: Mrs. Shumofsky

Yes: 5 No: 0

G2. RESOLVED that the Board of Education approve the **2019-2020 Nursing Services Plan.**

Moved: Mrs. Mokris Seconded: Mrs. Shumofsky

Yes: 5 No: 0

G3. RESOLVED that the Board of Education approve the training agreement with Fred Pryor Learning Solutions for twelve (12) months, for ten (10) participants, in the amount of \$1,990.00.

Moved: Mrs. Mokris Seconded: Mrs. Shumofsky

Yes: 5 No: 0

G4. RESOLVED that the Board of Education approve changing the school calendar to reflect a "one-session day" for professional development on Friday, January 17, 2020.

Moved: Mrs. Mokris Seconded: Mrs. Shumofsky

Yes: 5 No: 0

BUSINESS RESOLUTIONS

- B1. RESOLVED** that the Board of Education approve the **Public and Confidential Minutes of October 15, 2019.**

Moved: Mrs. Opper Seconded: Mrs. Shumofsky

Yes: 5 No: 0

- B2. RESOLVED** that the Board of Education approve the **Public and Confidential Minutes of November 7, 2019.**

Moved: Mrs. Opper Seconded: Mrs. Shumofsky

Yes: 5 No: 0

- B3. RESOLVED** that the Board of Education approve the **October 11, 2019, Hand Check Register** in the amount of \$84.00.

Moved: Mrs. Opper Seconded: Mrs. Shumofsky

Yes: 5 No: 0

- B4. RESOLVED** that the Board of Education approve the **October 31, 2019, payroll** in the amount of \$346,713.70.

Moved: Mrs. Opper Seconded: Mrs. Shumofsky

Yes: 5 No: 0

- B5. RESOLVED** that the Board of Education approve the **October 17, 2019, Bills and Claims** in the amount of \$52,264.83.

Moved: Mrs. Opper Seconded: Mrs. Shumofsky

Yes: 5 No: 0

- B6. RESOLVED** that the Board of Education approve the attached Board Secretary's and Treasurer's **Monthly Financial Reports** for September 2019.

Moved: Mrs. Opper Seconded: Mrs. Shumofsky

Yes: 5 No: 0

B7. WHEREAS pursuant to N.J.A.C. 6A:23-2.11(c) 3, the Board Secretary does certify that as of September 2019, no budgetary line item account has encumbrances and expenditures which in total exceed the amount appropriated by the district board of education pursuant to N.J.S.A. 18A:22-8 and 18A:22-8.1; therefore be it

RESOLVED that pursuant to N.J.A.C. 6A:23-2.11(c) 4, the Board of Education does certify that as of September 2019, the Board Secretary Monthly Financial Report, did not reflect an over expenditure in any Major Account or Fund, and based on the Appropriation Balances reflected on this report and on the advice of District Officials, that sufficient funds are available to meet the District's financial obligations for the remainder of the fiscal year.

Moved: Mrs. Opper Seconded: Mrs. Shumofsky

Yes: 5 No: 0

B8. RESOLVED that the Board of Education approve the below listed transfers for September 2019.

North Caldwell Board of Education						
LINE ITEM TRANSFERS						
Date: September 30, 2019						
To account #	Account Name	Amount	From account #	Account Name	Amount	
11-000-100-566-000-00	TUITION- PRI. SCH HDCP	200.00	11-000-216-101-060-00	SPEECH SALARY GRANDVIEW	(8,400.00)	
11-000-213-100-060-00	NURSE SALARY GRANDVIEW	2,300.00	11-000-216-101-060-00	SPEECH SALARY GRANDVIEW	(5,000.00)	
11-000-216-101-050-00	SPEECH SALARY GOULD	2,600.00	11-000-216-320-050-00	OT/PT/SPEECH/REL SER-GLD	(17,200.00)	
11-000-216-320-060-00	OT/PT/SPEECH/REL SER -GV	22,000.00	11-000-217-320-060-00	EXTRAORDINARY SERV & ABA	(85,000.00)	
11-000-217-320-000-00	EX ORD SERV- OUT OF DIST	80,000.00	11-000-219-105-060-00	SPEC. SERV. SEC. SALARY	(1,300.00)	
11-000-217-320-050-00	EXTRAORDINARY SERV & ABA	5,000.00	11-000-219-110-060-00	ABA THERAPIST	(4,500.00)	
11-000-219-104-050-00	LDTTC: SALARY	1,000.00	11-000-219-390-000-00	MEDICAL EXAMINATIONS	(3,000.00)	
11-000-219-104-060-01	PSYCHOLOGIST: SALARY	1,500.00	11-000-219-390-000-00	MEDICAL EXAMINATIONS	(1,000.00)	
11-000-219-104-060-02	SOCIAL WORKER GRANDVIEW	1,000.00	11-000-222-610-050-02	A/V MATERIAL: GOULD	(50.00)	
11-000-219-105-050-00	SPEC. SERV. SEC. SALARY	1,300.00	11-000-230-530-000-00	TELEPHONE BD.OFFICE	(5,000.00)	
11-000-219-320-060-00	SPEC ED PROF DEVEL. GV	3,000.00	11-000-261-420-000-01	MAINT OF BLDG REPAIR SER	(1,631.00)	
11-000-219-320-060-00	SPEC ED PROF DEVEL. GV	4,500.00	11-000-262-110-060-01	CUSTODIAN SALARIES: GDV	(27,500.00)	
11-000-219-339-060-00	CONSULTANT FEES	1,000.00	11-000-270-515-000-00	TRANSPORTATION: SPECIAL	(10,000.00)	
11-000-222-101-060-00	LIBRARIAN SALARY-GDV	4,400.00	11-000-291-270-000-01	HEALTH BENEFITS	(92,500.00)	
11-000-222-610-050-01	LIBRARY SUPPLIES: GOULD	50.00	11-120-100-101-050-00	TEACHERS SAL GR 4-5 GLD	(500,000.00)	
11-000-230-530-000-01	POSTAGE	5,000.00	11-190-100-890-000-00	INSTRUCTIONAL - MISC EXP	(2,525.00)	
11-000-240-103-050-00	PRIN. SALARY GOULD	2,000.00	11-213-100-101-060-00	RES. ROOM TEACH SAL. GV	(43,045.00)	
11-000-240-103-060-00	PRIN. SALARY GRANDVIEW	2,000.00	11-213-100-106-060-00	RESOURCE RM:AIDE SAL GV	(65,000.00)	
11-000-262-104-050-00	DIR BLDG/GRND GLD	800.00				
11-000-262-104-060-01	DIR BLDG/GRND GDV	800.00				
11-000-262-110-000-00	CUSTODIAN HOURLY PT	30,000.00				
11-000-262-110-050-01	CUSTODIAL SALARIES: GLD	8,500.00				
11-000-262-110-050-02	STIPEND CUSTODIANS: GLD	45.00				
11-000-270-511-000-00	TRANSPORTATION: REGULAR	10,000.00				
11-000-291-270-000-04	WAIVER OF HEALTH BENEFIT	72,500.00				
11-000-291-270-000-05	HEALTH BENEFITS - COBRA	20,000.00				
11-120-100-101-060-00	TEACHERS SAL GR 1-3 GV	492,000.00				
11-130-100-101-050-00	TEACHERS SAL GR 6 GLD	5,000.00				
11-190-100-320-000-00	PROF ED SERV- SUB SERV	2,025.00				
11-190-100-590-000-02	SUBSTITUTE CALLER SERV	500.00				
11-213-100-101-050-00	RES. ROOM TEACH SAL. GLD	23,000.00				
11-213-100-106-050-00	RESOURCE RM:AIDE SAL GLD	65,000.00				
11-215-100-101-060-00	PRE-SCH DISABILITY: SAL	2,000.00				
12-000-260-730-000-00	NON-INSTR EQUIPMENT	1,631.00				
	Total Transfers	872,651.00		Total Transfers	(872,651.00)	
						0.00

Moved: Mrs. Opper Seconded: Mrs. Shumofsky

Yes: 5 No: 0

B9. RESOLVED that the Board of Education approve the **November 1, 2019, Hand Check Register** in the amount of \$48,699.82.

Moved: Mrs. Opper Seconded: Mrs. Shumofsky

Yes: 5 No: 0

B10. RESOLVED that the Board of Education approve the **November 4, 2019, Bills and Claims** in the amount of \$47,326.07.

Moved: Mrs. Opper Seconded: Mrs. Shumofsky

Yes: 5 No: 0

B11. RESOLVED that the Board of Education approve the attached Title I Tutoring payments in the amount of \$950.00 for **September 2019**.

Moved: Mrs. Opper Seconded: Mrs. Shumofsky

Yes: 5 No: 0

B12. RESOLVED that the Board of Education approve the attached Title I Tutoring payments in the amount of \$13,000.00 for **October 2019**.

Moved: Mrs. Opper Seconded: Mrs. Shumofsky

Yes: 5 No: 0

B13. RESOLVED that the Board of Education approve the **November 15, 2019, payroll** in the amount of \$369,380.88.

Moved: Mrs. Opper Seconded: Mrs. Shumofsky

Yes: 5 No: 0

B14. RESOLVED that the Board of Education approve the **November 15, 2019, payroll** in the amount of \$900.00.

Moved: Mrs. Opper Seconded: Mrs. Shumofsky

Yes: 5 No: 0

B15. RESOLVED that the Board of Education approve the **November 19, 2019, Bills and Claims** in the amount of \$310,899.98.

Moved: Mrs. Opper Seconded: Mrs. Shumofsky
 Yes: 5 No: 0

PERSONNEL RESOLUTIONS

P1. RESOLVED that the Board of Education approve the Professional Development Workshops/Conferences costs for the following teachers:

Name	Date	Workshop	Cost	Travel
Gallo, L.	12/10	Develop Growth Mindset	\$279.00	
Gray, C.	12/10	Develop Growth Mindset	\$279.00	
Mitchell, M.	12/18	Enhancing Your School Nurse Practice	\$279.00	
Schlachter, M.	12/12	Motivating Hard to Reach Students	\$245.00	\$3.89
Stomski, M.	12/12	Motivating Hard to Reach Students	\$245.00	\$3.89

Moved: Mrs. Mokris Seconded: Mrs. Opper
 Yes: 5 No: 0

P2. RESOLVED that the Board of Education approve **Michele Egan** as a substitute teacher for the 2019-2020 school year pending certification.

Moved: Mrs. Mokris Seconded: Mrs. Opper
 Yes: 5 No: 0

P3. RESOLVED that the Board of Education approve **Ryan Rinsky** as a substitute teacher pending archived criminal history review.

Moved: Mrs. Mokris Seconded: Mrs. Opper
 Yes: 5 No: 0

- P4. RESOLVED** that the Board of Education approve **Suzy Giantonio** for two (2) hours per week of ABA therapy and two (2) hours per month of indirect service at her hourly per diem rate effective October 1, 2019 to June 19, 2020 for **student #8005727**.

Moved: Mrs. Mokris Seconded: Mrs. Opper

Yes: 5 No: 0

- P5. RESOLVED** that the Board of Education approve Family Medical Leave for **Agnes Icker** effective November 21, 2019 to March 2, 2020.

Moved: Mrs. Mokris Seconded: Mrs. Opper

Yes: 5 No: 0

- P6. RESOLVED** that the Board of Education approve Child Rearing Leave for **Agnes Icker** effective March 3, 2020 to March 31, 2020.

Moved: Mrs. Mokris Seconded: Mrs. Opper

Yes: 5 No: 0

- P7. RESOLVED** that the Board of Education approve an extension of **Allison Goldfarb's** Child Rearing Leave from January 3, 2020 to April 1, 2020.

Moved: Mrs. Mokris Seconded: Mrs. Opper

Yes: 5 No: 0

- P8. RESOLVED** that the Board of Education extend the maternity leave replacement contract for **Antonina Cappello** effective December 5, 2019 to June 30, 2020 at a prorated salary of \$52,468.00 (MA Step 1).

Moved: Mrs. Mokris Seconded: Mrs. Opper

Yes: 5 No: 0

OLD BUSINESS

Dr. Freda reported on enrollment figures stating we have forty (40) new students. Ten (10) moved into the Hill Top area and thirty (30) students came from existing home sales. Mr. Projansky said the Board should discuss expansion at the next meeting.

Dr. Freda then discussed the planned presentation on sensitivity training and unconscious bias in everyday living.

NEW BUSINESS

The Board discussed changing the school calendar making January 17, 2020, a half day for professional development that addresses unconscious bias; and chose to make a motion on same delineated under General Resolutions.

The following resolution was called at approximately 7:52 p.m.

RESOLVED that in accordance with section 8 of the Open Public Meetings Act, Chapter 231, Public Law 1975, the Board has the authority to adjourn to closed session to discuss matters pertaining to: personnel. Said matters will be made public upon their disposition.

Moved: Mrs. Mokris Seconded: Mrs. Opper

Yes: 5 No: 0

As there was no further business to discuss, the Board adjourned at 8:10 p.m.

Respectfully Submitted,

Michael Halik
Business Administrator / Board Secretary