Minutes of the Regular Business Meeting of the Board of Education of the Township of Wyckoff, County of Bergen, New Jersey, held on Monday, July 17, 2017, 7:00 PM, at the Wyckoff Board of Education Central Office, 241 Morse Avenue, Wyckoff, NJ 07481, Vice President Martone presiding:

I. Members Present: Lisa Martone, Vice President
Chris Della Pietra
Fred Farcy
Tim Murtha
Gina Nico

Absent: Rob Francin, President
Dan McHugh

Staff Present: Dr. Richard Kuder, Superintendent
Patricia A. Salvati, Business Administrator/Board Secretary

In compliance with the New Jersey Open Public Meetings Law, a notice of the meeting stating time, dates and, location has been sent to The Ridgewood News, The Record, The Suburban News, Wyckoff Patch.com, The Wyckoff Library, and the Township Clerk.

Recognition of Visitors: There were none.

Dr. Kuder led the flag salute.

II. COMMUNICATION ON AGENDA ITEMS

When recognized by the President, please state your name and address prior to commenting on an agenda item.

All meetings at which the Board transacts official business must be public (18A:10-6).

As stated in Board Policy: "Meetings of the Board are conducted for the purpose of carrying on the business of the schools and, therefore, are not public meetings, but meetings held in public".

Therefore, once oral communication is closed by the President, no other questions or comments will be permitted until the "Oral Communication" portion at the end of the agenda. At that time, questions do not have to be confined to agenda items.

III. BOARD PRESIDENT'S REPORT

Ms. Martone thanked the Wyckoff Education Foundation for their generous donation and stated that the funds will be put to good use in the Makerspace Program.

IV. SUPERINTENDENT'S REPORT

Dr. Kuder reported that there were three suspensions during that last week of school and that enrollment remained at 2,093 students as of June 30, 2017. He also stated that the end of school and the Eisenhower Graduation ran very smoothly this year.

With regard to Kindergarten enrollment, Dr. Kuder reported no changes but stated that the enrollment figures will continue to be monitored.

Lastly, Dr. Kuder mentioned that Summer School enrollment continues to grow and is currently in the low 90's.

V. BUSINESS ADMINISTRATOR'S REPORT

Ms. Salvati announced that the deadline to file a petition to run for a seat on the Board of Education is Monday, July 31st by 4:00 PM.

Ms. Salvati mentioned that the district will be receiving an additional $85,000 in State Aid in the 2017-2018 school year.

VI. COMMITTEE REPORTS

Community Outreach – Ms. Nico reported that one proposal has been received for branding and that the Committee is seeking additional quotes.

Policy/Legislation Committee – Nothing to report.

Education Committee – Nothing to report.

Finance Committee – Mr. Della Pietra reported on the year end fund balance and mentioned that the year end audit is scheduled to begin in late August. He also spoke about the budgetary challenges the district is currently facing due to a rise in out of district tuitions.

Facilities Committee – Mr. Farcy reported that the HVAC project at Coolidge and the A/C project at Washington are both on schedule. He also reported that due to updated property values. the district is facing an increase in our insurance premiums.

VII. ACTION ITEMS

A. FISCAL MANAGEMENT

Motion by Frederic Farcy seconded by Chris Della Pietra to approve the following Fiscal Management Resolutions:

1. Minutes as follows:

   a. June 19, 2017 – Work Session
   b. June 19, 2017 – Regular Business Meeting
   c. June 19, 2017 – Private Executive Meeting

2. To approve the Bill List as follows:

DATE	DESCRIPTION	WARRANT NO.	AMOUNT
06/30/17	Payroll - Net Pay	Wire Transfer	709,000.67
06/30/17	Payroll - Agency	Wire Transfer	489,196.64
06/30/17	Payroll - FICA	Wire Transfer	87,522.93
07/13/17	Payroll - Net Pay	Wire Transfer	49,614.85
07/13/17	Payroll - Agency	Wire Transfer	8,802.53
07/13/17	Payroll - FICA	Wire Transfer	4,468.93
07/13/17	Payroll - DCRP	Wire Transfer	256.90
07/14/17	Payroll - Net Pay	Wire Transfer	61,006.16
07/14/17	Payroll - Agency	Wire Transfer	49,715.84
07/14/17	Payroll - FICA	Wire Transfer	7,905.55
06/20/17	Bills List	20627	1,579.58
06/27/17	Bills List	20628-20671	98,334.53
06/28/17	Bills List	20672-20723	37,811.69
06/30/17	Bills List	20726-20827	321,133.87
06/30/17	Voided Checks	20724-20725	300.00
	Voided Checks	20811-20818	-

3. **BE IT RESOLVED** to approve the budgetary transfers as per attached.

4. **BE IT RESOLVED** that the Board of Education acknowledges and accepts the certification from the Board Secretary that as of month ending June 30, 2017, no line item account has encumbrances and expenditures which in total exceed the line item appropriation in violation of N.J.A.C. 6A:23A-16.10(c)3.

5. **BE IT FURTHER RESOLVED** that the Wyckoff Board of Education acknowledges that it receives and accepts the reports of the School Business Administrator/Board Secretary for the month ending June 30, 2017 and certifies that the report indicates that no major account or fund is over expended in violation of N.J.A.C. 6A:23A-16.10(c) 4 and that sufficient funds are available to meet the district's financial obligations for the remainder of the fiscal year.

6. To approve the acceptance of $50,000 from the Wyckoff Education Foundation, to be equally divided among the five schools, for the purpose of enhancing the STEM and Makerspace programs.

7. To approve the acceptance of $500 from the Wyckoff Education Foundation to Washington Elementary School for the highest participation rate in the 2017 Spring Gala.

8. To approve the 2017-2018 Annual Contract for Individuals with Disabilities Act (IDEA) for Non Public Schools in the amount of $78,694 between Bergen County Special Services and the Wyckoff Board of Education.

B. OPERATIONS AND MANAGEMENT

Motion to approve the following Operations and Management Resolutions:

Nothing to report.

C. PERSONNEL

Motion to approve the following Personnel Resolutions:

1. To accept the resignation, with regret, of *Devon Vanaria,* Kindergarten Aide, Washington School, effective June 30, 2017.

2. To accept the resignation, with regret, of *Laurie Piekarsky,* Special Education Aide, Lincoln School, effective June 30, 2017.

3. To accept the resignation, with regret, of *Kim Rauscher,* Playground Aide, Lincoln School, effective June 30, 2017.

4. To accept the resignation, with regret, of *Kathryn Thoma,* Kindergarten Aide, Washington School, effective June 30, 2017.

5. To accept the resignation, with regret, of *Molly Jones,* Special Education Aide, Sicomac School, effective June 30, 2017.

6. To approve the appointment of *Lauren Malaney,* K-8 Special Education Instructional Coach, M.A. Step 11 $64,953 with an approximate effective date of September 1, 2017 through June 30, 2018.

7. To approve the appointment of *Morgan Repetto,* Resource Room Teacher, Washington School, M.A. Step1, $56,331 with an approximate effective date of September 1, 2017 through June 30, 2018.

8. To approve the appointment of *Kimberly Reilly,* Resource Room Teacher, Washington School, M.A. Step 1, $56,331 with an approximate effective date of September 1, 2017 through June 30, 2018.

9. To approve the appointment of *Krystal Knyfd,* Resource Room Teacher, Eisenhower Middle School, B.A. Step 1, $51,425 with an approximate effective date of September 1, 2017 through June 30, 2018.

10. To approve the appointment of *Karen Marchisin,* 12 Month Secretary, Washington School, Tier III, Step 1, $51,691 pro-rated, with an approximate effective date pending clearance of required documents through June 30, 2018.

11. To approve the appointment of *Stephanie Vlacancich,* Grade 2 Leave Replacement Teacher, Coolidge School, B.A. Step 1, $51,425 pro-rated, with an approximate effective date of September 1, 2017 through an approximate end date of December 1, 2017, pending clearance of required documents.

12. To approve the appointment of *Anthony Percarpio,* District Maintenance Mechanic, at an annual salary of $52,000 pro-rated, with an approximate effective date pending clearance of required documents through June 30, 2018.

13. To approve the appointment of *Julie Ferguson,* Kindergarten Aide, Washington School, Step 1, 5.34 hours per day, at an annual salary of $19,853 with an approximate effective date of September 1, 2017 through June 30, 2018.

14. To approve the reassignment of *Andrea Sala,* from Kindergarten Aide, Washington School, to Special Education Aide, Washington School, Step 6, 6.75 hours per day, at an annual salary of $27,820 with an approximate effective date of September 1, 2017 through June 30, 2018.

15. To approve the reassignment of *Erica Ward,* from K-8 Guidance Counselor to Social Worker/Guidance Counselor, Eisenhower Middle School, M.A. Step 4, $57,953 with an approximate effective date of September 1, 2017 through June 30, 2018, pending clearance of required documents.

16. To approve the reassignment of *Jennifer Ascrizzi,* from Grade 3 Teacher, Washington School to Elementary Instructional Coach, Washington School, M.A. Step 9, $61,953 with an approximate effective date of September 1, 2017 through June 30, 2018.

17. To approve the appointment of *Kathryn Pedrani,* Special Education Aide, Sicomac School, Step 1, 6.75 hours per day, at an annual salary of $24,965 with an approximate effective date of September 1, 2017 through June 30, 2018.

18. To approve the reassignment of *Ellen Brennan* to Special Education Aide, Lincoln School, Step 2, 6.75 hours per day, at an annual salary of $25,268 with an approximate effective date of September 1, 2017 through June 30, 2018.

19. To approve the appointment of *Quinn Croland,* Special Education Aide, Washington School, Step 1, 6.75 hours per day, at an annual salary of $24,965 with an approximate effective date of September 1, 2017 through June 30, 2018.

20. To approve the appointment of *Anne Cullen,* Special Education Aide, Sicomac School, Step 1, 6.75 hours per day, at an annual salary of $24,965 with an approximate effective date of September 1, 2017 through June 30, 2018.

21. To approve the extension of the parental leave request of Staff Member #4962 with an effective date of September 1, 2017 through June 30, 2018.

22. **BE IT RESOLVED,** that the Board certified on June 19, 2017 that the following qualitative and quantitative criteria have been satisfactorily completed by *Dr. Kuder*:

    Goal # 1 Quantitative 3.3% $5,161.50
    Analysis of Personal Day Use - The Superintendent will provide the Board of Education with options for future consideration to address personal day use by teachers.

    Goal # 2 Quantitative 3.3% $5,161.50
    Security - By June 2017, the Superintendent will report to the Board of Education that all schools have been evaluated for additional security upgrades and that 100% of all rooms have best practice recommended identification inside and outside the classrooms.

    Goal # 3 Quantitative 3.3% $5,161.50

Innovative Practices - The Superintendent will present to the Board of Education at least three new innovative ideas for the 2017-2018 school year on or before May 30, 2017.

Goal # 4 Qualitative 2.5% $3,875.00
Self-Directed Growth Evaluation Plan (SDGP) - The Superintendent will, in conjunction with the District DEAC, present findings and make a recommendation to the Board of Education of the assessed benefits of using a SDGP process with tenured teachers who have been found to be Highly Effective in their past evaluations.

Goal # 5 Qualitative 2.5% $3,875.00
Evaluation of the current 3/2 Kindergarten Program - Options regarding future implementation of Kindergarten will be presented to the Board of Education by late Spring of 2017.

BE IT FURTHER RESOLVED, that a certified resolution and Merit Goal Submittal Form was sent to the Interim Executive County Superintendent of Schools on June 22, 2017 for review and approval prior to payment being made to Dr. Kuder,
BE IT FURTHER RESOLVED, that the Interim Executive County Superintendent of Schools approved on July 6, 2017 that Dr. Kuder has satisfied the pre-approved criteria and a merit bonus in the amount of $23,234.50 is authorized for payment, now

THEREFORE, BE IT FURTHER RESOLVED that a merit pay bonus payment of $23,234.50 which is equal to 14.99% of his base salary of $155,000 shall be made to Dr. Kuder for goal completion and a certified copy of this resolution shall be sent to the County Office for inclusion in Dr. Kuder's employee contract file.

23. **WHEREAS,** the Wyckoff Board of Education (hereinafter referred to as the "Board") and Richard D. Kuder, Ed.D., entered into an Employment Agreement for the term commencing August 19, 2013 and expiring June 30, 2018 (hereinafter referred to as the "Present Employment Agreement"); and

WHEREAS, the Board and the Superintendent desire to rescind the Present Employment Agreement prior to its conclusion, and enter into a new Employment Agreement for a term commencing July 1, 2017 and expiring June 30, 2022 (hereinafter referred to as the "Succeeding Employment Agreement"); and

WHEREAS, the Succeeding Employment Agreement has been submitted to and approved by the Interim Executive County Superintendent, according to standards adopted by the Commissioner of Education, pursuant to N.J.S.A. 18A:7-8(j).

NOW, THEREFORE, BE IT FURTHER RESOLVED that the Board hereby rescinds the Present Employment Agreement; and

BE IT FURTHER RESOLVED that the Board hereby appoints Richard D. Kuder, Ed.D. as the Superintendent of Schools for the Wyckoff School District for the period beginning on July 1, 2017 and expiring on June 30, 2022, in accordance with the terms of the

Succeeding Employment Agreement annexed hereto and incorporated herein by reference; and

BE IT FURTHER RESOLVED that the Board approves the attached Succeeding Employment Agreement with Richard D. Kuder, Ed.D. for the position of Superintendent of Schools for the foregoing period of appointment; and

BE IT FURTHER RESOLVED, that the Board hereby authorizes the Board President and School Business Administrator to execute the Succeeding Employment Agreement on behalf of the Board.

24. To approve, in accordance with N.J.A.C. 6A:23A-3.1 and N.J.S.A. 18A:7-8(j), the employment contract of Patricia Salvati, School Business Administrator/Board Secretary at an annual salary of $155,250 for the period beginning on July 1, 2017 and ending on June 30, 2018.

25. To approve the Non-Affiliated Salaries for the 2017-2018 school year as follows:

NAME	POSITION	2017-2018 SALARY
Barkauskas, Susan	Exec Assistant to Superintendent	* $ 90,545
Doller, John	Supervisor of Buildings and Grounds/Transportation	$ 107,529
Dwyer, Jacqueline	Exec Assistant to Business Admin	* $ 67,760
Herold, Debra	Director Student Personnel Services	$ 173,015
Ingrasci, Catherine	System Records Data Support Sec	* $ 61,154
Viola, Jessica	Assistant Business Administrator	$ 86,141
Vroom, Susan	Payroll and Benefits Manager	* $ 73,568
White, Grace	Supervisor of Curriculum and Instruction	$ 141,097
		* plus $1,000 longevity

26. To approve up to 30 hours at her hourly rate for *Donna Flato* to coordinate all integrated and self-contained preschool activities as Preschool Coordinator for the 2017-2018 school year.

27. To approve 20 hours at her hourly rate for *Linda Moor* to coordinate the Fairleigh Dickinson University Orton Program for the fall and winter semesters of the 2017-2018 school year.

28. To approve the additional 10 summer hours, at an hourly rate of $85.00, for *Sally Teschon* to provide speech/language therapy for the children in the Extended School Year Program for a total not to exceed 22 hours.

29. To approve the 6 additional summer hours, at the summer curriculum rate of $39.25 per hour, for *Jodi Levine* to provide Google training.

30. To approve 5 summer hours, at the summer curriculum rate of $39.25 per hour, for *Kristin Caputo* to work on Makerspace Curriculum.

31. To approve the additional 5 summer hours each, at the summer curriculum rate of $39.25 per hour, for *Cathy Cowie* and *Jennifer Turrone* to work on Grade 8 Math Curriculum.

32. To approve 10 summer hours, at the summer curriculum rate of $39.25 per hour, for *Jennifer Turrone* to work on Grade 8 Algebra Curriculum.

33. To approve the 15 additional summer hours, at the summer curriculum rate of $39.25 per hour, for *Lauren Malaney* to work with Debra Herold.

34. To approve the 20 additional summer hours each, at the summer curriculum rate of $39.25 per hour, for *Beth Lancellotti* and *Sue Dobson* to finalize outstanding items from the 2016-2017 school year.

35. To approve the 2 additional hours, at the summer curriculum rate of $39.25 per hour, for *Cheryl Aloia* to work on Report Cards.

36. To approve 10 summer hours, at the summer curriculum rate of $39.25, for *Katie de St. Paer* to conduct Kindergarten screening.

37. To approve the revisions to the Substitute Active List as per attached.

D. INSTRUCTION AND PROGRAM

Motion to approve the following Instruction and Program Resolutions:

1. To approve the costs associated with the out-of-district placements as per attached.

2. To approve the contract with Gremar West to provide physical therapy services to Wyckoff School District students who require these services, not to exceed $62,655 for the 2017-2018 school year.

3. To approve the contract with *Linda Treanor* to provide Student #000085 with five hours per week of ABA services for the 2017-2018 school year, at the rate of $45 per hour, for a total not to exceed $9,450.

4. To authorize the District's collection of permitted records as identified by the attached.

5. To approve the Region I List of Independent Evaluators for the 2017-2018 school year as per attached.

6. To approve the Comprehensive Equity Plan Annual Statement of Assurance for the 2017-2018 school year as per attached.

7. To approve the contract agreement between Dr. Jamie Zibulsky and the Wyckoff Board of Education for consultation services to provide support to the District RTI and Intervention Programs for the 2017 - 2018 school year for a total amount not to exceed $5,000 as per attached.

8. To approve the proposed contract agreement between the Wyckoff Family YMCA and the Wyckoff Board of Education to operate a fee-based before-school program and an after-school extra-curricular program for the period beginning on September 1, 2017 and ending on June 30, 2019 and to authorize the Business Administrator to execute the final version upon receipt.

E. GOVERNANCE

Motion to approve the following Policy/Communications/Legislation Resolutions:

1. To approve, in accordance with the provisions of N.J.A.C. 6A:23A-7 and Board Policy #6471, reimbursement for travel and related expenses as per attached, where such travel and related expenses have been previously reviewed by the building principal/supervisor, and the chief school administrator has determined that such travel and related expenses promotes the delivery of instruction or furthers the efficient operation of the school district and is fiscally prudent as per attached.

2. To approve the reading/adoption of the attached Wyckoff Township Board of Education Policies and Regulations.

Roll Call Vote:

Della Pietra —YES Farcy —YES Francin — ABSENT Martone – YES

Murtha – YES Nico – YES McHugh – ABSENT

VII. COMMUNICATIONS FROM PUBLIC

There were none.

VIII. NEW BUSINESS ITEMS

There were none.

IX. ADVANCE PLANNING

All Work Sessions and Regular Business Meetings are held at Eisenhower Middle School, 344 Calvin Court, Wyckoff, New Jersey 07481 unless otherwise noted.
Future Meeting Dates:

a. August 14, 2017

Board of Education Offices
241 Morse Avenue, Wyckoff, New Jersey 07481
Work Session @6:30 pm
Regular Business Meeting @ 7:00 pm

The Board took a recess at 7:35 PM and entered into a Private Executive Session.

At 8:40 PM the Board returned to the Regular Business Meeting.

Motion by Chris Della Pietra seconded by Georgina Nico to affirm the Superintendent's recommendation regarding HIB Case #2016-504.

Roll Call Vote:

Della Pietra —YES Farcy —YES Francin — ABSENT Martone – YES

Murtha – YES Nico – YES McHugh – ABSENT

X. ADJOURNMENT

The meeting adjourned at 8:45 PM.

Patricia A. Salvati
Business Administrator/
Board Secretary