

# DEMAREST BOARD OF EDUCATION

## MINUTES – COW/REGULAR MEETING

August 17<sup>th</sup>, 2010

8:00 P.M.

### I. OPENING

A. This meeting was called to order at 8:00 p.m.

B. Board President's Announcement:

The New Jersey Open Public Meetings Law was enacted to insure the right of the public to have advance notice of and to attend the meetings of public bodies at which any business affecting their interests is discussed or acted upon.

In accordance with the provisions of this Act, the Demarest Board of Education has caused notice of this meeting to be published by having the date, time and place thereof posted at the Borough Hall and at the Middle School and by notifying in writing three newspapers: The Record, The Press Journal and The Suburbanite.

C. Flag Salute.

D. Roll Call: Galtieri, Geisenheimer, Majeski, Molina, Woods and Holzberg were present.

E. It was moved by Woods, seconded by Geisenheimer and approved by unanimous voice vote to accept the minutes of the:

COW/Regular Meeting – July 20, 2010

F. There was no review of correspondence.

### II. BOARD PRESIDENT'S REPORT

President Holzberg stated this was a momentous meeting. We are delighted to have Mr. Fox as a Superintendent/Principal. We appreciated Mr. Mamola for helping us. She also welcomed Mr. Lombardy.

### III. SUPERINTENDENT'S REPORT

Mr. Fox reported we received 161 resumes for Assistant Principal and interviewed 10. We brought in 3 finalists and selected Robert Lombardy, Jr. whom came very highly recommended.

Mr. Fox recommended Jack Casimiro for seventh grade Science and informed the board that we had a Barbeque for the custodians. He shared copies of Helen Shoppes coloring book that will be utilized in our curriculum.

Mr. Kirkby spoke about the great job done by our custodians. He informed the board that the Commission for the Blind would be coming to train staff.

### IV. COW ITEMS FOR BOARD ACTION, DISCUSSION AND REVIEW

A. Board members reviewed the items.

B. It was moved by Majeski, seconded by Geisenheimer and approved by unanimous voice vote to accept to open the meeting to public discussion limited to agenda items.

C. Public discussion.

D. It was moved by Majeski, seconded by Molina and approved by unanimous voice vote to close the meeting to public discussion.

V. ACTIONS

A. Instruction – Staffing

1. It was moved by Woods, seconded by Geisenheimer and approved by unanimous roll call vote to approve the provisional employment of the following substitute teachers for the 2010/2011 school year as recommended by the Chief School Administrator. Regular employment status would become effective upon candidate's compliance with P.L. 1986, c.116 as well as an application for emergency hiring as required by the N.J.S.A 18A:6-7.1 et seq. (revised 6/30/98):

Judy Feller	Jennifer Sarno
Stacey Baker-Provisional	Ellen Porwich
Ashley Miller	Kris DeBlaso

2. It was moved by Woods, seconded by Geisenheimer and approved by unanimous roll call vote to approve to accept the resignation of Annemarie Tarr, MA Step 7, Science Teacher at Demarest Middle School effective Sept 26, 2010.as recommended by the Chief School Administrator

3. It was moved by Woods, seconded by Geisenheimer and approved by unanimous roll call vote to approve the provisional employment of Jack Casimiro, BA Step 8, Seventh Grade Science Teacher for the 2010/2011 school year as recommended by the Chief School Administrator. Regular employment status would become effective upon candidate's compliance with P.L. 1986, c.116 as well as an application for emergency hiring as required by the N.J.S.A 18A:6-7.1 et seq. (revised 6/30/98):

B. Instruction – Pupils/Programs

1. It was moved by Galtieri, seconded by Geisenheimer and approved by unanimous roll call vote to accept the notification of the 2010-2011 IDEA Basic (\$142,397) and Preschool (10,065) Grant as recommended by the Chief School Administrator.

2. It was moved by Galtieri, seconded by Geisenheimer and approved by unanimous roll call vote to amend the 2010-2011 IDEA Basic Budget from \$125,566 to \$142,397 as follows as recommended by the Chief School Administrator.

	<u>From</u>	<u>To</u>
20-251-100-562-0-0000-00	\$ 94,174	\$ 100,797
20-251-100-610-0-0000-00	-0-	6,000
20-251-200-320-0-0000-00	<u>31,392</u>	<u>35,600</u>
	\$ 125,566	\$ 142,397

3. It was moved by Galtieri, seconded by Geisenheimer and approved by unanimous roll call vote to amend the 2010-2011 IDEA Preschool budget from \$8,857 to \$10,065 as follows as recommended by the Chief School Administrator.

	<u>From</u>	<u>To</u>
20-252-100-562-0-0000-00	\$ 8,857	\$ 10,065

4. It was moved by Galtieri, seconded by Geisenheimer and approved by unanimous roll call vote to amend the 2009-2010 ARRA IDEA basic Carry Over application, and appropriate to 2010-2011 in the amount of \$129,582 as follows as recommended by the Chief School Administrator.

20-453-100-610-0-0000-00	\$ 47,582
20-453-400-731-0-0000-00	82,000

5. It was moved by Galtieri, seconded by Geisenheimer and approved by unanimous roll call vote to amend the 2009-2010 ARRA IDEA Preschool Carry Over, and appropriate to 2010-2011 in the amount of \$4,903 as follows as recommended by the Chief School Administrator.

20-454-100-610-0-0000-00	\$ 4,903
--------------------------	----------

V. ACTIONS (Continued)B. Instruction – Pupils/Programs(Continued)

6. It was moved by Galtieri, seconded by Geisenheimer and approved by unanimous roll call vote to approve a Summer Session Tuition Agreement for student #152027 at Sage Day at a cost of \$2,250 as recommended by the Child Study Team.

7. It was moved by Galtieri, seconded by Geisenheimer and approved by unanimous roll call vote to approve a Tuition Agreement for student #152027 at Sage Day at a cost of \$44,650 (\$248.06 per diem) as recommended by the Child Study Team.

8. It was moved by Galtieri, seconded by Geisenheimer and approved by unanimous roll call vote to approve the 2010 Demarest Middle School **Volleyball** Schedule program for the 2010/2011 school year as recommended by the Chief School Administrator.

Day	Date	Opponent	Home/Away
Monday	09/20	Norwood	Home
Tuesday	09/21	Old Tappan	Away
Wednesday	09/22	Old Tappan	Home
Thursday	09/23	Northvale	Away
Wednesday	09/29	Haworth	Away
Thursday	09/30	Closter	Away
Monday	10/04	Harrington Park	Home
Wednesday	10/06	Norwood	Away
Tuesday	10/12	Northvale	Home
Monday	10/18	Haworth	Home
Wednesday	10/20	Closter	Home
Thursday	10/21	Harrington Park	Away
Week of	10/25	Tournament	

9. It was moved by Galtieri, seconded by Geisenheimer and approved by unanimous roll call vote to approve the 2010 Demarest Middle School **Soccer** Schedule program for the 2010/2011 school year as recommended by the Chief School Administrator.

Day	Date	Opponent	Home/Away
Monday	09/20	Northvale	Home
Wednesday	09/22	Haworth	Home
Thursday	09/23	Northvale	Away
Wednesday	09/29	Haworth	Away
Thursday	09/30	Old Tappan	Away
Monday	10/04	Harrington Park	Home
Thursday	10/14	Closter	Away
Monday	10/18	Norwood	Home
Wednesday	10/20	Closter	Home
Thursday	10/21	Demarest	Away
Week of	10/25	Tournament	

10. It was moved by Galtieri, seconded by Geisenheimer and approved by unanimous roll call vote to approve a tuition contract with Bergen County Special Services for the 2010/2011 school year for student #152121, in the amount of \$64,000, as recommended by the Chief School Administrator.

C. Support Services – Staffing

1. It was moved by Molina, seconded by Geisenheimer and approved by unanimous roll call vote to approve a Memorandum of Agreement with Robert Lombardy, Jr. to serve as Assistant Principal of Demarest Middle School, effective August 30, 2010 for the 2010-2011 school year as recommended by the Chief School Administrator. Regular employment status would become effective upon candidate's compliance with P.L. 1986, c.116 as well as an application for emergency hiring as required by the N.J.S.A 18A:6-7.1 et seq. (revised 6/30/98):

V. ACTIONS (Continued)C. Support Services – Staffing (Continued)

2. It was moved by Molina, seconded by Geisenheimer and approved by unanimous roll call vote to approve the decline employment of Leslie Stella-Sender, Substitute Classroom Aide Step 1 for the 2010/2011 school year as recommended by the Chief School Administrator. Regular employment status would become effective upon candidate's compliance with P.L. 1986, c.116 as well as an application for emergency hiring as required by the N.J.S.A 18A:6-7.1 et seq. (revised 6/30/98):

3. It was moved by Molina, seconded by Geisenheimer and approved by unanimous roll call vote to approve change of assignment for Leslie Berkman, Step 5, School Bus/Instructional Aide for the 2010/2011 school year as recommended by the Chief School Administrator. Regular employment status would become effective upon candidate's compliance with P.L. 1986, c.116 as well as an application for emergency hiring as required by the N.J.S.A 18A:6-7.1 et seq. (revised 6/30/98):

4. It was moved by Molina, seconded by Geisenheimer and approved by unanimous roll call vote to approve the following school bus drivers for 2010-2011 school year as recommended by the Chief School Administrator.

Keith Bonnanno

Resat Cazimoski

Kyle Franco

D. Support Services – Board of Education

1. It was moved by Majeski, seconded by Geisenheimer and approved by unanimous roll call vote to adopt a job description of Superintendent/Principal as recommended by the Chief School Administrator.

2. It was moved by Majeski, seconded by Geisenheimer and approved by unanimous roll call vote to adopt a job description of Assistant Principal as recommended by the Chief School Administrator.

3. It was moved by Majeski, seconded by Geisenheimer and approved by unanimous roll call vote to approve the attendance of all board members, the Chief School Administrator, and the School Business Administrator attend the NJSBA/NJASA/NJASBO 2010 Workshop and Exhibition at Somerset, NJ on October 19-20, 2010 Cost of travel, lodging and food to be reimbursed based on state statutes and GSA Rates as recommended by the Chief School Administrator.

4. It was moved by Majeski, seconded by Geisenheimer and approved by unanimous roll call to approve Change Order #1 with Reiner Group, Inc. for a credit in the amount of \$5,140 for Contract #15B Mechanical Upgrade at County Road School as recommended by LAN Associates, Inc.

5. It was moved by Majeski, seconded by Geisenheimer and approved by unanimous roll call vote to approve payment #1 to Reiner Group, Inc. for Contract #15B Mechanical Upgrade at County Road in the amount of \$4,256.10 as recommended by LAN Associates, Inc.

6. It was moved by Majeski, seconded by Geisenheimer and approved by unanimous roll call vote to approve payment #2 to SJ Carney Roofing Co. in the amount of \$90,000 for the Phase II County Road School Roof project as recommended by LAN Associates, Inc.

7. It was moved by Majeski, seconded by Geisenheimer and approved by unanimous roll call vote to approve Transportation Route #1-2010 to Our Lady of Victories, 155 Parkway Avenue Harrington Park for the 2010-2011 school year as recommended by the Chief School Administrator.

8. It was moved by Majeski, seconded by Geisenheimer and approved by unanimous roll call vote to adopt the following resolution

V. ACTIONS (Continued)D. Support Services – Board of Education (Continued)**DEMAREST BOARD OF EDUCATION**

**WHEREAS**, the Demarest Board of Education will establish a Section 125 Premium Only plan commencing on August 1<sup>st</sup>, 2010; and

**WHEREAS**, a Section 125 plan allows employees to pay their contribution to medical insurance expenses before payroll taxes are withheld; and

**WHEREAS**, a Section 125 plan will allow employees to lower their income tax liability; and

**WHEREAS**, the establishment of Section 125 Premium Only Plan would have no direct expense to the Demarest Board of Education; and

**WHEREAS**, all employees of the District will participate in the plan unless they choose to decline in writing on the appropriate District form;

**NOW, THEREFORE, BE IT RESOLVED** that the Demarest Board of Education wishes to establish a Premium Only section 125 Plan and that Frank Chilson, School Business Administrator, is authorized to execute the necessary agreement(s) to establish a Section 125 Premium Only Plan that allows employees to pay their share of health insurance costs using pre-tax income;

**BE IT FURTHER RESOLVED** the Demarest Board of Education authorizes Frank Chilson, School Business Administrator, to act as Administrator of the Plan, to execute the Plan, and to take such actions that are deemed necessary and proper in order to implement the Plan, and to set up adequate accounting and administrative procedures to provide benefits under the Plan.

9. It was moved by Majeski, seconded by Geisenheimer and approved by unanimous roll call vote to adopt the following resolution

**RESOLUTION OF THE DEMAREST BOARD OF EDUCATION, DEMAREST, NEW JERSEY****Superintendent Salary Cap**

**WHEREAS**, on July 15, 2010, Governor Christopher Christie announced a reform proposal to cap school superintendents' base pay; and

**WHEREAS**, Governor Christie proposed that the capped salary be based on a sliding scale determined by the state; and

**WHEREAS**, Governor Christie's proposal based the maximum amount of the capped salary for a superintendent on the number of students enrolled in the district; and

**WHEREAS**, Governor Christie's proposal allows for an increment of \$5,000 for each additional district the superintendent oversees and an additional \$2,500 if the district includes at least one high school; and

**WHEREAS**, Governor Christie's proposal restricts a duly elected Board of Education from increasing a superintendent's base pay above the mandated cap; and

V. ACTIONS (Continued)D. Support Services – Board of Education (Continued)

**WHEREAS**, Governor Christie's proposal would disallow renewal of a contract for an existing superintendent with a compensation package above the mandated cap and requires that the compensation in the new contract conform to the mandated salary cap; and

**WHEREAS**, Governor Christie's proposal would allow the duly elected Board of Education to provide a non-pensionable, individual year merit stipend awarded on the basis of the school district's year-to-year progress relative to specific performance metrics of student learning defined by the state; and

**WHEREAS**, Governor Christie's proposal would require the New Jersey Department of Education to provide the duly elected Board of Education with a list of state-approved quantitative and qualitative merit criteria; and

**WHEREAS**, Governor Christie's proposal would permit the duly elected Board of Education to add one district-requested merit criterion to the NJDOE list and have the district-requested merit criterion approved by the Executive County Superintendent; and

**WHEREAS**, Governor Christie's proposal would allow the duly elected Board of Education to choose 3 quantitative and 2 qualitative merit criteria from the state approved list; and

**WHEREAS**, Governor Christie's proposal would require the Executive County Superintendent to assemble the quantitative and qualitative performance data that forms the basis of a superintendent's performance evaluation relative to the state approved merit criteria; and

**WHEREAS**, Governor Christie's proposal prescribes the amount of the non-pensionable merit stipend to be 3.33% of base salary for each quantitative performance criterion achieved and 2.5% of base salary for each qualitative performance criterion achieved in a given year; and

**WHEREAS**, Governor Christie's proposal arbitrarily compared and set the compensation of career educators to that of his statutory elected official's salary;

**WHEREAS**, Governor Christie's proposal has no provision for higher cost of living expenses in different areas of the state;

**WHEREAS**, Governor Christie's proposal would impact 70% of New Jersey superintendents whose current salaries are above the proposed salary caps; therefore

**BE IT RESOLVED**, that the Demarest Board of Education opposes Governor Christie's proposal to cap superintendent salaries; and be it further

Continued

**RESOLVED**, that the Demarest Board of Education objects to the state's interference in contract negotiations between the duly elected Board of Education and the superintendent; and be it further

**RESOLVED**, that the Demarest Board of Education objects to the state defining the quantitative and qualitative merit criteria to be used to evaluate the superintendent's performance; and be it further

**RESOLVED**, that the Demarest Board of Education believes that the superintendent's compensation and merit increase should be based on achievement of district and superintendent goals defined by the Board of Education; and be it further

**RESOLVED**, that the administrative and supervisory tasks required of a superintendent to run an effective and efficient school district are not to be undervalued by the state; and be it further

**RESOLVED**, that with dwindling resources, reduced state aid, and restrictive tax and expenditure limits, the job of the superintendent to manage the budget, supervise staff, oversee the instructional program, ensure compliance with state and federal mandates, and focus efforts on continued improvement and high student achievement requires a skilled administrator whose salary is appropriately determined based on his/her education, experience, skill, and goal attainment, not on the number of students in the district or a state approved list of performance criteria; and be it further

V. ACTIONS (Continued)D. Support Services – Board of Education (Continued)

**RESOLVED**, that the Demarest Board of Education duly elected by the voters in Demarest has the duty and responsibility to negotiate a fair and reasonable contract and set the compensation for our Superintendent of Schools; and be it further

**RESOLVED**, that this resolution be sent to Governor Christopher Christie, Commissioner of Education Bret Schundler Senate President Stephen Sweeney, Assembly Speaker Sheila Oliver, State Senator Kevin O'Toole, Assemblyman David Russo, and Assemblyman Scott Rumana; and be it further

**RESOLVED**, that a copy of this resolution be forwarded to the Garden State Coalition of Schools, Dollar\$ and Sense, the Bergen County Association of School Officials, the New Jersey Association of School Administrators, the New Jersey Association of School Business Officials, and the New Jersey School Boards Association.

End of Resolution No. 9

10. It was moved by Majeski, seconded by Geisenheimer and approved by unanimous roll call vote to adopt the following resolution

**RESOLUTION EXEMPTING CERTAIN EMPLOYEES FROM HEALTHCARE  
CONTRIBUTIONS FOR THE 2010-2011 SCHOOL YEAR**

**WHEREAS**, the State of New Jersey ("State") has enacted legislation requiring that all pensioned public employees must contribute 1.5% of their pensionable salaries ("contribution") towards the cost of their health benefits; and

**WHEREAS**, the Demarest Board of Education ("Board") has determined that the terms of the employment agreements for the Assistant Principal is considered aligned with the Demarest Education Association ("Association") with respect to healthcare benefits; and

**WHEREAS**, the mandatory 1.5% contribution for the Association will be effective on July 1, 2011, upon the expiration of the current collective bargaining agreements with the Association; and

- A. The positions of the Assistant Principal shall not be required to contribute 1.5% of their salary towards their health care costs for the 2010-2011 school year.
- B. Effective July 1, 2011, the Assistant Principal shall begin to contribute 1.5% of their salary towards the cost of their health care.

End of Resolution No. 10

11. It was moved by Majeski, seconded by Geisenheimer and approved by unanimous roll call vote to approve Frank G, Chilson, School Business Administrator, attend the ASBO Conference in Lake Buena Vista, Florida, September 24-27, 2010 Cost, registration, travel and food to be reimbursed at the GSA rate as recommended by the Chief School Administrator.

12. It was moved by Majeski, seconded by Geisenheimer and approved by unanimous roll call vote to approve participation with the Borough of Demarest "Safe Routes to School" Program funded by the Federal Highway Administration as recommended by the Chief School Administrator.

13. It was moved by Majeski, seconded by Geisenheimer and approved by unanimous roll call vote to adopt the following resolution:

**WHEREAS**, Kathleen Nolan dedicated her time and services to the children of Demarest and the Demarest Board of Education, and

**WHEREAS**, her dedication served as a model of service to the community, now, therefore,

V. ACTIONS (Continued)

D. Support Services – Board of Education (Continued)

**BE IT RESOLVED**, that the Demarest Board of Education does hereby extend its appreciation and gratitude to Kathleen Nolan in recognition of her 21 years of dedicated service as a teacher for the Demarest Board of Education.

E. Support Services – Fiscal Management

1. It was moved by Galtieri, seconded by Majeski and approved by unanimous roll call vote to confirm the July 16<sup>th</sup> – 31<sup>st</sup>, 2010 payroll in the amount of \$70,436.91
2. It was moved by Galtieri, seconded by Majeski and approved by unanimous roll call vote to confirm the August 1<sup>st</sup> – 15<sup>th</sup>, 2010 payroll in the amount of \$57,664.95
3. It was moved by Galtieri, seconded by Majeski and approved by unanimous roll call vote to approve the July 2010 bills in the amount of \$582,387.04

<u>Subtotal Per Fund</u>	<u>Amount</u>
10 General Current Fund Expense Funds	\$582,387.04

4. It was moved by Galtieri, seconded by Majeski and approved by unanimous roll call vote to approve the following resolution:

Receipt of Certification from Board Secretary

Pursuant to N.J.A.C 6:20-2.13 (d), I, Frank G. Chilson certify that as of July 31<sup>ST</sup>, 2010, no budgetary line item account has obligations or payments (contractual orders) which in total exceeds the amount appropriated by the district Board of Education pursuant to N.J.S.A 18A:22-8 and 18A:22-8.1.

5. It was moved by Galtieri, seconded by Majeski and approved by unanimous roll call vote to approve the following resolution:

Certification of Board of Education

Pursuant to N.J.A.C 6:20-2.13 (e), we certify that as of July 31<sup>ST</sup>, 2010 after review of the secretary's monthly financial report (appropriations section) and upon consultation with the appropriate district official, to the best of our knowledge no major account or fund has been over-extended in violation of NJAC 6:20-2.13 (b) and that sufficient funds are available to meet the district's financial obligations for the remainder of the fiscal year.

6. It was moved by Galtieri, seconded by Majeski and approved by unanimous roll call vote to confirm the following transfers

<u>From:</u>	<u>Account No.</u>	<u>Amount</u>
11-000-251-104-0-0000-27	Fiscal Services	\$ 1,800
11-000-261-330-0-0000-28	Operations	3,000
11-000-218-530-3-0000-32	Guidance	400
11-000-240-103-2-0000-35	Office of Principal	1,200
11-800-330-593-0-0000-39	Community Recreation	<u>600</u>
		\$ 7,000
<u>To</u>	<u>Account No.</u>	<u>Amount</u>
11-000-251-590-0-0000-27	Fiscal Services	\$ 1,800
11-000-262-520-0-0000-28	Operations	3,000
11-000-218-105-2-0000-32	Guidance	400
11-000-240-105-2-0000-35	Office of Principal	1,200
11-800-330-105-2-0000-39	Community Recreation	<u>600</u>
		\$ 7,000



VI. ACTIONS (Continued)

E. Support Services – Fiscal Management (Continued)

F. OTHER

1. It was moved by Galtieri, seconded by Majeski and approved by unanimous voice vote to approve the following resolution:

**BE IT RESOLVED THAT** the Demarest Board of Education will convene in a closed Executive Session on Tuesday, September 14, 2010 immediately following the Committee-of-the-Whole Meeting to discuss personnel, and/or legal matters.

**BE IT RESOLVED FURTHER RESOLVED** that the nature of the discussion is expected to be disclosed to the public at a future date.

2. It was moved by Galtieri, seconded by Majeski and approved by unanimous voice vote to approve the following resolution:

**BE IT RESOLVED,** that the Demarest Board of Education will convene in a closed Executive Session on Tuesday, September 21, 2010 immediately following the Regular Meeting to discuss personnel, and/or legal matters

3. It was moved by Galtieri, seconded by Majeski and approved by unanimous voice vote to meet on Tuesday, September 14, 2010 at 7:00 p.m. to set district Goals for the 2010-2011 School year.

VII *Reports:*

None

VII *Public discussion*

A) It was moved by Galtieri, seconded by Majeski and approved by unanimous voice vote to open the meeting to unlimited public discussion.

There was no public discussion.

B) It was moved by Galtieri, seconded by Majeski and approved by unanimous voice vote to close the meeting to public discussion.

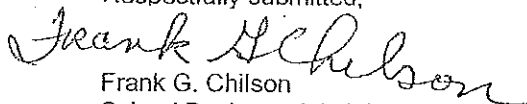
VIII *Executive Session*

There was no Executive Session

IX *ADJOURNMENT*

A. It was moved by Geisenheimer, seconded by Molina and approved by unanimous voice vote to adjourn at 8:44 P.M.

Respectfully submitted,

  
Frank G. Chilson  
School Business Administrator  
Board Secretary

