

November 12, 2018

A **regular meeting** of the Kenilworth Board of Education **was called to order** at 7:30 p.m. by President Nancy Zimmerman, in the Board of Education Conference Room of the Brearley School on **November 12, 2018**.

This meeting is being held in accordance with the schedule of meetings adopted at the organizational meeting held January 3, 2018. **Adequate notice of this Regular Meeting** of the Kenilworth Board of Education has been provided to the Home News Tribune, The Star-Ledger, and the Local Source. A copy has been filed with the Kenilworth Borough Clerk, posted in the Board Office, the Kenilworth Borough Hall, Brearley and Harding Schools, **as is provided by the Open Public Meetings Act**.

President Zimmerman led the **salute to the Flag**.

Upon **roll call**, the following members were present: Robert Beiner, Genean Braun, Gregg David, Annmarie Duda, Ryan Haberthur, Mark Jankiewicz, Anthony Laudati, and Nancy Zimmerman. Absent was: Paulette Drogon

Also in attendance were Dr. Marilyn Birnbaum, Interim Superintendent, Vincent A. Gonnella, Board Secretary/Business Administrator and Janelle Edwards-Stewart.

The following members of the administrative team were present: Brian Luciani, Director of Academics.

Five (5) members of the public were present.

Minutes of the Secretary, a copy having been sent to each Board Member (October 10, 2018) were approved upon motion by Duda, seconded by Laudati. Motion carried 8 to 0. Voting yes was: Beiner, Braun, David, Duda, Haberthur, Jankiewicz, A. Laudati, and Zimmerman.

Correspondence: *None*.

President Zimmerman called for discussion on the **Interim Superintendent's Report:**

College Fair

On October 24, 2018, David Brearley hosted the Annual College Fair Consortium from 11:00 to 12:30. Approximately 70 colleges/universities participated. Representatives from the military as well as automotive and vocational career programs also attended.

The consortium, comprised of Roselle Park, David Brearley, Abraham Clark and Arthur L. Johnson High Schools, arranges college presentations at each of the high schools on the same day, making it

November 12, 2018

easier for colleges to participate. Brearley has participated in this consortium for over 10 years and has found this event to be informative and useful in the college and career process.

Homecoming

Brearley celebrated Homecoming this year at the October 19 football game. This year was unique in that for the first time Brearley named a Homecoming Queen: Kennedy Ferruggia **and** Homecoming King Justin O'Rourke **and** included an underclassmen Homecoming Court---Freshmen: Princess Emma Giacalone and Prince Joshua Ermeus; Sophomores: Princess Casey Rafter and Prince Brendan Barbosa; Juniors: Princess Jazmine Shaw and Prince Peter Siragusa. In addition, nearly 300 students attended the Homecoming Dance on October 10 –perhaps a record-breaking number for Brearley.

Genesis

Brearley continues to maximize the use of Genesis (student information system) by having teachers input their weekly lesson plans there, send out parental notifications through the parent portal, and even schedule Parent/Teacher Conferences through the portal.

Curriculum and Instruction

Staff members continue to work during the common planning time on vertical articulation and curriculum mapping to increase rigor and analyze student data and are laser focused on differentiating instruction to meet learner needs through on-going discussions and workshops specifically designed to model these practices. “These important dialogues help form the team of adults to support and encourage each student in their educational experience,” remarked Principal Dana Chibbaro.

In addition, continuing discussions are occurring among administrators, teacher teams and the curriculum department to look at course offerings which will raise the highest students, support struggling students, and engage all students.

Character Education

Brearley

To kick off October (Week of Respect, School Violence Awareness Week, and Red Ribbon Week) the peer advisors went into the classrooms to lead a lesson focused on respect. During the lesson, the peer advisors touched upon respecting others, respecting the world and respecting oneself with fun interactive activities. Throughout the month, the peer advisors reinforced the concepts of inclusivity, the importance of feeling safe and comfortable at school, and making smart choices in their classroom lessons.

Along with the peer advisors' lessons, guidance pushed into the math classes where the students

November 12, 2018

designed and decorated individual feathers for a bulletin board to symbolize “lifting each other up.” MS student council and the guidance department also ran a spirit week to bolster school spirit and a sense of community.

Brearley also continues to look for ways to promote respect, empathy, and tolerance through group discussions and programming through peer advisories, academic classes, and programming such as Challenge Day in December.

Harding

The following occurred during Week of Respect, School Violence Awareness Week, and Red Ribbon Week: Kindergarten- Read *Kindness is Cooler, Mrs. Ruler* and discussed what respect means and looks like; talked about Acts of Kindness. Each class was asked to complete a calendar of Random Acts of Kindness. In first through third grades, children talked about respect and kindness-- what respect and kindness look like. They looked at acts of kindness and each student had a chance to look at an act and decide if it was a kind act or not a kind act. In third grade students held a “Random Act of Kindness Contest.” Each child was asked to complete a Random Act of Kindness, and it was placed in an envelope and a random winner was chosen and received a prize. In fourth through sixth grades, students spoke about respect and what it means during their gym periods. Students were asked to write a kind message on a post it to be hung around the school. (This will be on-going throughout the year)

To celebrate Red Ribbon Week, the counselor information section on the school website (which is accessible to all staff and parents) was updated with Red Ribbon Week facts and suggested activities.

In addition, all students received Red Ribbon Week giveaways (pencils and/or stickers), and the staff received information pages to help educate themselves on the signs of drug use. In addition, the counselors visited all grades during their gym classes to review making smart and healthy choices. This is also a topic that will be covered through guidance lessons and second step lessons throughout the year.

Special Services Department:

A workshop with Toby Karten, an educational consultant who has expertise in inclusive education, was held on October 18, 2018. Ms. Karten provided special education teachers, child study team members, and related services staff with practical suggestions for assisting students with disabilities in general education classes. A staff survey was conducted in the weeks before and after the workshop to ensure that the workshop targeted the teachers’ focus areas for assisting students.

The first Multi-Tiered System of Supports (MTSS) meetings of the year were held and provided valuable input towards continued revamping of the MTSS procedures to address the needs of the staff and students.

The first Special Education Parent Advisory Group (SEPAG) meeting of the school year was held on

November 12, 2018

October 1, 2018 and offered a forum for parents of students with disabilities to share information. The Kenilworth SEPAG is a voluntary group of parents and guardians that provides input to the district and also support and information to the families of children with special needs.

Harding

Halloween

All students and staff at Harding School celebrated Halloween as a school family on October 31, 2018. Ghosts, goblins, and superheroes were among the special visitors who marched around the track and then back to classrooms for parties and treats. Parents lined the parade route to get a glimpse of the children on one of the favorite days of the year.

The annual Halloween Party for grades 4-6 was held on Friday, November 2. Each year students look forward to this special event. This evening provides a fun and safe time thanks to efforts of numerous parent volunteers who plan this party as well as the many parents and teachers who chaperone the event. "Harding students were well behaved throughout the evening. I was very proud of our children and pleased that they had a wonderful time," stated Kathleen Murphy, principal.

Harding's annual Pumpkin Sale was held on October 26 in their own backyard. PTO volunteers staffed the sale as students from every grade level had a chance to visit the sale and purchase a pumpkin. Other fall fun activities included seasonal classroom crafts thanks to class parents' generosity and creativity.

On November 7, 2018 Harding School presented programs in honor of Veterans Day. The third and fifth graders prepared music and a presentation to teach students why Veterans Day is important and to say "thank you" to our local veterans. After the presentation, students viewed a slide show with photos of veterans of family members and friends connected with students and staff at Harding. "We were so honored to have some of those veterans in attendance at our assemblies. Harding thanks all veterans for their service and their sacrifices," remarked Principal Murphy, principal.

The Harding School Student Council election was held on November 6. It involved a positive campaign culminating with an assembly with impressive speeches by all candidates. Student Council will also be participating in a service activity for Thanksgiving. They will collect food for Thanksgiving baskets for those in need with the help of each homeroom. Their next project will be the Harding School Mitten Tree which will begin in December. Many other service activities and school spirit activities are being planned for the year.

STEM

Lauren Bound, mathematics/science supervisor, noted that the use of Xtramath.com in the primary grades is off to a great start. In fact, she received an email from a second grade teacher stating, "Just

November 12, 2018

an FYI - my class is loving xtra math! I just had a student get his addition certificate! They were so excited. Very motivating for the rest of the class.”

Harding was featured in a video for the Try Engineering program that Graceann Griffin has been piloting with our fifth grade students. See the link: <https://www.youtube.com/watch?v=RwaXzliOh-0&feature=youtu.be>

Seventh grade students from Brearley attended a STEM field trip at Students 2 Science in East Hanover paid for by our Merck grant. Students and staff raved about the trip. See the link for photos: <https://photos.app.goo.gl/3y3RzqTbC5TBkRiT7>

On October 24, 2018 thirty students from grades 10-12 visited Bell Labs in Holmdel New Jersey to experience Intel Technology’s Classroom Tour through “Virtual Reality.” This is part of Intel’s commitment to education and the introduction of students to view the Smithsonian American Art Museum, Robotics Lab, Chemistry Lab and the Dissection Lab. Students rotated through all of the lab experiences and were able to interact with each individual module. Students commented on the incredible detail and ease of use with this new technology.

English Language Arts (ELA)/Literacy

Harding’s monthly Curriculum, Instruction, and Assessment (CIA) topic for grades K-6 supported the three types of writing from the New Jersey Student Learning standards (NJSLS). Teachers in grades three through six received and planned the implementation of standards-based rubrics for narrative, informational, and opinion writing. These rubrics were created by teachers in conjunction with a staff development consultant during a June 2018 professional development session. The rubrics will be shared with the middle school ELA teachers to ensure a smooth writing transition from elementary to middle school as well as to provide consistency for assessing students’ writing. Additionally, K-2 staff received a standards-based checklist that can be altered to match the writing type being taught. Photos and diagrams from the June session were shared with all elementary teachers in a comprehensive document.

Interdistrict Public School Choice Program and Scholars’ Academy

On October 24, 2018 the information sessions for the Interdistrict Public School Choice Program and the Kenilworth Scholars’ Academy were held on the same night for the first time this year at David Brearley Middle-High School. Over 250 families were in attendance. Assistant Principal John Foscolo and Lisa Casamento presented the eligibility and application requirements to the attendees and the student peer leaders, under the guidance Nichole Spampinato, their advisor, assisted the guests in the registration process for the event.

PRESENTATIONS:

- a. Director of Academics Presentation: State of the Schools Part II

November 12, 2018

- b. District/Interim Superintendent Update: Dr. Marilyn Birnbaum
- c. Interim Superintendent's HIB Report (October 2018) & Self-Assessment Report (2017-2018)

COMMITTEE REPORTS & REVIEW OF RESOLUTIONS:

Finance & Facilities: Anthony Laudati, Chairperson.

- FY '20 Budget: Administrative set-up documentation has been distributed to the Leadership Team and the forms are available to all district staff via the intranet. Mr. Gonnella has been formatting the budget documents in anticipation of the administrators' submission in early December.
- FY '18 Annual Audit: The auditors are putting the finishing touches on the audit. We plan on presenting it to the Board in December. Chapter 67 may be an obstacle in a timely submission. The Pension figures may be released after the audit submission deadline.
- Facility Planning: We have begun planning for some facility projects for the summer of 2019. The committee will be looking at some long-term projects to improve instruction and capacity. The architect is currently updating the LRFP and we will need to incorporate these projects into the plan. In addition, there is the need for engaging the services of a demographer to project future enrollment.

Curriculum & Instruction: Annmarie Duda, Chairperson.

The Committee met this evening and discussed some of the highlights including the new assessment program. The Harding Program of Studies is in progress. The Brearley Program of Studies and proposed classes were reviewed. Mentoring and PD was discussed. NJQSAC was reviewed.

Personnel & Management: Gregg David, Chairperson.

The Superintendent Search Committee interviewed 12 candidates for the position. They have narrowed the pool down to 6. The full Board will interview the candidates on November 19th and November 20th.

OLD BUSINESS: None

NEW BUSINESS: None

PUBLIC PARTICIPATION:

Motion was made by Laudati, seconded by David, that the **meeting be opened to the public.** Motion carried unanimously.

- None.

November 12, 2018

Motion was made by Laudati, seconded by David, that the **meeting be closed to the public**. Motion carried unanimously.

ROLL CALL WAS TAKEN ON THE FOLLOWING RESOLUTIONS:

Interim Superintendent's Report

RESOLUTION #1: Introduced by Laudati who moved its adoption, seconded by David, Be It Resolved, That the Kenilworth Board of Education approves the report of the Interim Superintendent for the month of October 2018.

Be It Further Resolved, That the Board of Education accepts the list of suspensions issued during the month of October 2018 as submitted;

Be It Further Resolved, That the Board of Education accepts the list of emergency drills conducted during the months of October 2018 as follows:

School	Date	Drill Type
Brearley	10-02-18	Bus Evacuation
Brearley	10-11-18	Shelter In Place
Brearley	10-23-18	Fire
Harding	10-04-18	Bus Evacuation
Harding	10-10-18	Evacuation
Harding	10-17-18	Fire

Motion carried 8-0-0. Voting yes was: Beiner, Braun, David, Duda, Haberthur, Jankiewicz, Laudati and Zimmerman. Absent was: Drogon.

Bill List

RESOLUTION #2: Introduced by Laudati who moved its adoption, seconded by David, Be It Resolved, That the attached bill list be approved for the month of September 2018 in the amount of \$2,473,210.39. Motion carried 8-0-0. Voting yes was: Beiner, Braun, David, Duda, Haberthur, Jankiewicz, Laudati and Zimmerman. Absent was: Drogon.

Financial Reports

RESOLUTION #3: Introduced by Laudati who moved its adoption, seconded by David, Pursuant to *N.J.A.C. 6A:23A-16.10(c)(4)*, we, the members of the Kenilworth Board of Education, certify that as

November 12, 2018

of and after review of the secretary's and treasurer's monthly financial reports (appropriations section) and upon consultation with the appropriate district officials, to the best of our knowledge, no major account or fund (Current Expense, Capital Outlay, or Debt Service) has been overexpended in violation of *N.J.A.C. 6A:23A-16.10(a)(1)* and that sufficient funds are available to meet the district's financial obligations for the remainder of the fiscal year.

Be It Further Resolved, That the Kenilworth Board of Education accepts the reports of the School Business Administrator/Board Secretary and the Treasurer of School Monies and that they are in agreement for the month of September 2018. Motion carried 8-0-0. Voting yes was: Beiner, Braun, David, Duda, Haberthur, Jankiewicz, Laudati and Zimmerman. Absent was: Drogon.

Line Item Transfers

RESOLUTION #4: Introduced by Laudati who moved its adoption, seconded by David, Whereas, pursuant to Board of Education Policy #3160, the Interim Superintendent and Secretary to the Board have made the following line item transfers (October 2018) in the 2018-2019 school budget, Be It Resolved, That their actions be ratified and recorded in the minutes as per attached. Motion carried 8-0-0. Voting yes was: Beiner, Braun, David, Duda, Haberthur, Jankiewicz, Laudati and Zimmerman. Absent was: Drogon.

Conferences, Workshops & Travel

RESOLUTION #5: Introduced by Laudati who moved its adoption, seconded by David, Be It Resolved, That the Kenilworth Board of Education approves the attendance of the following personnel at conferences/meetings with reimbursement in accordance with Board Policy No. 6471-School District (M), with full details attached, as follows:

Attendee Name	Conference/Workshop Title	Date	Location City, State
<u>Teaching Staff:</u>			
Anne Phillips	Dodge Poetry Festival	10/18/2018	Newark, NJ
Stephanie Scasso	Higher Education Student Assistance Authority (HESSA)	12/7/2018	South Orange, NJ
Graceann Griffin	Rutgers STEM	1/8/2019	New Brunswick, NJ
Brittany Desch	Oppositional, Aggressive & Attention Seeking	1/23/2019	Toms River, NJ
Ewa Lavin	IFS Therapy	11/27/2018	Parsippany, NJ
Ewa Lavin	Suicide Self-Harm	12/13/2018	Edison, NJ
Ewa Lavin	Over 75 Quick "On the Spot" Techniques for Children	11/28/2018	Edison, NJ
Brittany Desch	Monmouth University Alumni Lecture	11/15/2018	West Long Branch, NJ
Brittany Desch	Special Services PD Academy	10/10/18, 12/4/18, 2/6/19, 3/13/19 & 5/1/19	Piscataway, NJ
Karen Goger	Design It! Workshop 2	1/8/2019	New Brunswick, NJ
Joanne Palumbo	Training for Paraprofessionals	10/30/2018	Warren, NJ
Valbone Meshi	Training for Paraprofessionals	10/30/2018	Warren, NJ

November 12, 2018

Jay Shapiro	Annual Special Ed and Gen Ed Math Conference	12/5/2018	Monroe, NJ
Alison Luke	ESCNJ Special Services PD Academy	12/4/18, 2/6/19, 3/13/19 & 5/1/19	Piscataway, NJ
Liz Marranca	Hunger: The Politics of Food	3/22/2019	Union, NJ
Nicole Spampinato	Hunger: The Politics of Food	3/22/2019	Union, NJ
Laura Walsh	Early Childhood Ed. Summit	11/16/2018	Monroe, NJ
Erin Healy	Early Childhood Ed. Summit	11/16/2018	Monroe, NJ
Cathy Glacken	Early Childhood Ed. Summit	11/16/2018	Monroe, NJ
Nancy Bechtler	Annual Special Ed and Gen Ed Math Conference	12/5/2018	Monroe, NJ
Assunta Abdelaziz	Four Day Renewal Program	2/19-22/19	New Brunswick, NJ
Samantha Nelson	Universal Design for Learning Part 2 & 3	11/27/18 & 12/5/18	East Orange, NJ
Joelle Pizzano	Restorative Classroom Management	12/12/2018	New Providence
Michael Bornstein	Restorative Classroom Management	12/12/2018	New Providence
Gregory Miller	Restorative Classroom Management	12/12/2018	New Providence
Ofelia Rodriguez	Restorative Classroom Management	12/12/2018	New Providence
<u>Administration:</u>			
Dana Cansian	NJ Tiered System of Support & Toolkit	2/25/2019	New Providence, NJ
Michele Tiedemann	Universal Design for Learning Part 2 & 3	11/27/18 & 12/5/18	East Orange, NJ
Christopher Caponegro	Rutgers Annual Refresher	4/18/2019	Somerset, NJ

Motion carried 8-0-0. Voting yes was: Beiner, Braun, David, Duda, Haberthur, Jankiewicz, Laudati and Zimmerman. Absent was: Drogon.

2018-2019 UCESC Nonpublic Technology Agreement

RESOLUTION #6: Introduced by Laudati who moved its adoption, seconded by David, Be It Resolved, That the Kenilworth Board of Education approves the Union County Educational Services Commission Nonpublic School Technology Initiative Program Agreements for the participating schools located within this district: St. Theresa School. Motion carried 8-0-0. Voting yes was: Beiner, Braun, David, Duda, Haberthur, Jankiewicz, Laudati and Zimmerman. Absent was: Drogon.

Union County College Bridge Agreement

RESOLUTION #7: Introduced by Laudati who moved its adoption, seconded by David, Be It Resolved, That the Kenilworth Board of Education approves the College Credit Bridge Agreement between the Kenilworth Board of Education and Union County College for the 2018-2019 school year. Motion carried 8-0-0. Voting yes was: Beiner, Braun, David, Duda, Haberthur, Jankiewicz, Laudati and Zimmerman. Absent was: Drogon.

Whitehall Associates Proposal

RESOLUTION #8: Introduced by Laudati who moved its adoption, seconded by David, Be It Resolved, That the Kenilworth Board of Education approves the proposal from Whitehall

November 12, 2018

Associates, Inc. for the completion of a Demographic Study (Enrollment Projections) for inclusion into the District's Long Range Facility Plan and utilization by the district administration to determine potential capital projects and programmatic needs. The cost of the study is not to exceed \$2,000. Motion carried 8-0-0. Voting yes was: Beiner, Braun, David, Duda, Haberthur, Jankiewicz, Laudati and Zimmerman. Absent was: Drogon.

PERSONNEL & MANAGEMENT

Samila-Kolesarich- Resignation

RESOLUTION #9: Introduced by David who moved its adoption, seconded by Braun, Be It Resolved, That the Kenilworth Board of Education accepts the resignation of Jennifer Samila-Kolesarich, a Clerk at David Brearley, effective 12/31/18. Motion carried 8-0-0. Voting yes was: Beiner, Braun, David, Duda, Haberthur, Jankiewicz, Laudati and Zimmerman. Absent was: Drogon.

Maternity Leave of Absence Request- Scasso

RESOLUTION #10: Introduced by David who moved its adoption, seconded by Braun, Be It Resolved, That the Kenilworth Board of Education approves the maternity leave of absence request from Stephanie Scasso, a guidance counselor at the Brearley School, pending certification of health care provider, as follows:

01/31/2019	Expected date of delivery
01/18/19 – 03/15/19	Use of 39 sick days
03/18/18 – 03/22/19	Unpaid leave
03/25/19 – 06/21/19	Twelve (12) weeks of unpaid leave to bond with newly born child; concurrently designated as FMLA and NJFMLA leave.
04/19/18 – 04/29/19	Spring Break
09/01/2019	Anticipated return

Motion carried 8-0-0. Voting yes was: Beiner, Braun, David, Duda, Haberthur, Jankiewicz, Laudati and Zimmerman. Absent was: Drogon.

Maternity Leave of Absence Request- Donough

RESOLUTION #11: Introduced by David who moved its adoption, seconded by Braun, Be It Resolved, That the Kenilworth Board of Education approves the maternity leave of absence request from Cynthia Donough, a teacher at the Harding Elementary School, pending certification of health care provider, as follows:

01/22/2019	Expected date of delivery
12/17/18 – 03/01/19	Use of 47 sick days
03/04/18 – 05/31/19	Twelve (12) weeks of unpaid leave to bond with newly born child; concurrently designated as FMLA and NJFMLA leave.
12/24/18 – 01/01/19	Winter Break
04/19/18 – 04/28/19	Spring Break

November 12, 2018

06/03/19 – 06/21/19	Unpaid Leave
09/01/2019	Anticipated return

Motion carried 8-0-0. Voting yes was: Beiner, Braun, David, Duda, Haberthur, Jankiewicz, Laudati and Zimmerman. Absent was: Drogon.

Abdelaziz- Revised-Maternity Leave of Absence Request

RESOLUTION #12: Introduced by David who moved its adoption, seconded by Braun, Whereas, on June 11, 2018 the Kenilworth Board of Education approved a maternity leave of absence for Assunta Abdelaziz, and

Whereas the original request included use of four (4) weeks FMLA and NJFMLA leave,

Whereas Assunta Abdelaziz is now requesting the use of six (6) weeks FMLA and NJFMLA leave,

Now Therefore Be it Resolved, That the Kenilworth Board of Education approves the revised maternity leave of absence request from Assunta Abdelaziz as follows:

9/24/2018	Expected date of delivery
9/21/18 – 11/02/18	Use of 29 personal illness days
11/05/18 – 12/14/18	Six (6) weeks of unpaid leave to bond with newly born child; concurrently designated as FMLA and NJFMLA leave.
12/17/18	Anticipated return date

Motion carried 8-0-0. Voting yes was: Beiner, Braun, David, Duda, Haberthur, Jankiewicz, Laudati and Zimmerman. Absent was: Drogon.

2018-2019 Before and After-Care Staff

RESOLUTION #13: Introduced by David who moved its adoption, seconded by Braun, Be It Resolved, That the Kenilworth Board of Education approves the following teacher for the 2018-2019 Before and After-Care Program to be paid \$41.00/hour, pending completion of negotiations.

Teacher

Lora Kaprowski

Hours/Week Limit

10

Be It Further Resolved, That the Amber Ghigliotty be approved as a substitute aide for the 2018-2019 Before and After-Care Program to be paid \$23.50/hour. This program is funded by parents and operates at no cost to the Board. Motion carried 8-0-0. Voting yes was: Beiner, Braun, David, Duda, Haberthur, Jankiewicz, Laudati and Zimmerman. Absent was: Drogon.

ESEA After-School Enrichment Program Staff

November 12, 2018

RESOLUTION #14: Introduced by David who moved its adoption, seconded by Braun, Be It Resolved, That the Kenilworth Board of Education approves the following staff for the ESEA Title I After-School Enrichment Program at a rate of \$41.00/hour (pending completion of negotiations) as instructors:

Teacher	Program	#Hours	Parent Training	Total Stipend	Account	ESSA Title
Stacey Miller	After School Grade K Enrichment	60	5	\$2,665.00	20-231-100-101-P-00	I
Angela McGee	After School Grade K Enrichment	40	5	\$1,845.00	20-231-100-101-P-00	I
Meaghan Higgins	After School Grade K Enrichment	20	5	\$1,025.00	20-231-100-101-P-00	I
Kelly Starke	After School Grade 1 Enrichment	60	5	\$2,665.00	20-231-100-101-P-00	I
Janette Wong	After School Grade 1 Enrichment	60	5	\$2,665.00	20-231-100-101-P-00	I
Laura Walsh	After School Grade 2 Enrichment	20	5	\$1,025.00	20-231-100-101-P-00	I
Gina Folgar	After School Grade 2 Enrichment	20	5	\$1,025.00	20-231-100-101-P-00	I
Rose Gerenstein	After School Grade 3 Enrichment	20	5	\$1,025.00	20-231-100-101-P-00	I
Samantha Nelson	After School Grade 3 Enrichment	20	5	\$1,025.00	20-231-100-101-P-00	I
Debra Terranova	After School Grade 3 Enrichment	40	5	\$1,845.00	20-231-100-101-P-00	I
Karen Goger	After School Grade 3 Enrichment	20	5	\$1,025.00	20-231-100-101-P-00	I
Graceann Griffin	After School Grade 4 Enrichment	20	5	\$1,025.00	20-231-100-101-P-00	I
Stacie Bussiere	After School Grade 4 Enrichment	40	5	\$1,845.00	20-231-100-101-P-00	I
Tiffany D'Arpa	After School Grade 4 Enrichment	20	5	\$1,025.00	20-231-100-101-P-00	I
Nicole Collelli	After School Grade 5 Enrichment	40	5	\$1,845.00	20-231-100-101-P-00	I
Sylvana Caplanis	After School Grade 5 Enrichment	40	5	\$1,845.00	20-231-100-101-P-00	I
Lora Kaprowski	After School Grade 5 Enrichment	20	5	\$1,025.00	20-231-100-101-P-00	I
Anna Decavalles	After School Grade 6 Enrichment	40	5	\$1,845.00	20-231-100-101-P-00	I
Michele Galpern	After School Grade K ELL	20	5	\$1,025.00	20-275-100-100-0-62	III
Matty Tropeano	After School Grade 1 ELL	20	5	\$1,025.00	20-275-100-100-0-62	III
Lisa McSherry	After School Grade 2 ELL	20	5	\$1,025.00	20-275-100-100-0-62	III
Rose Gerenstein	After School Grade 2 ELL	20	5	\$1,025.00	20-275-100-100-0-62	III

Be It Further Resolved, That all full-time certified staff are eligible to work as substitute teachers when needed. Motion carried 8-0-0. Voting yes was: Beiner, Braun, David, Duda, Haberthur, Jankiewicz, Laudati and Zimmerman. Absent was: Drogon.

2018-2019 Appointments

RESOLUTION #15: Introduced by David who moved its adoption, seconded by Braun, Be It Resolved, That the Kenilworth Board of Education approves the following district-level appointment for the 2018-2019 school year:

Position	Appointee
----------	-----------

November 12, 2018

Anti-Bullying Coordinator (ABC)

Brian Luciani

Motion carried 8-0-0. Voting yes was: Beiner, Braun, David, Duda, Haberthur, Jankiewicz, Laudati and Zimmerman. Absent was: Drogon.

Student Teachers

RESOLUTION #16: Introduced by David who moved its adoption, seconded by Braun, Be It Resolved, That the Kenilworth Board of Education approves the following to participate as practicum student(s)/observer(s)/student teacher(s) in the Kenilworth School District as directed by their individual college/university, at no cost to the Board.

Student Teacher	College/University	Cooperating Teacher
Carbon, Naimah	New York University	Jamie Lugo
Chiavola, Candice	Montclair State University	Janice Marsili
Halozan, Kristen	Kean University	Janice Marsili
Keating, Virginia	Rutgers University	Edit Ostrom

Motion carried 8-0-0. Voting yes was: Beiner, Braun, David, Duda, Haberthur, Jankiewicz, Laudati and Zimmerman. Absent was: Drogon.

Substitute Staff

RESOLUTION #17: Introduced by David who moved its adoption, seconded by Braun, Be It Resolved, That the Kenilworth Board of Education approves the hiring pursuant to the provisions of N.J.S.A. 18A:6.7.1 et seq., N.J.S.A. 18A:39-17 et seq., or N.J.S.A. 18a:6-4.13 et seq., as applicable to the employment of the following substitute teacher(s), home instructor(s), secretaries, and/or aide(s) for the 2018-2019 school year:

Substitute		Per Diem Rates		Hourly Rates		
Last Name	First Name	Nurse	Teacher	Classroom Aide	Cafeteria Aide	Secretary
Ferrante	Amber		\$ 85.00	\$ 15.00		
Sassi	Mary		\$ 85.00			
Sposaro	Caterina			\$ 15.00	\$13.80	
Szeluga	Sandy		\$ 95.00	\$ 15.00		

Motion carried 8-0-0. Voting yes was: Beiner, Braun, David, Duda, Haberthur, Jankiewicz, Laudati and Zimmerman. Absent was: Drogon.

CURRICULUM & INSTRUCTION

Competition Cheerleading Trip

November 12, 2018

RESOLUTION #18: Introduced by Duda who moved its adoption, seconded by Haberthur, Be It Resolved, That the Kenilworth Board of Education approves the Competition Cheerleading team to attend a national cheerleading competition in Ocean City, Maryland. The “Reach the Beach” competition will be held February 22-24, 2019 and is hosted by the American Cheer and Dance Academy. Competition is at no cost to the Board. Motion carried 8-0-0. Voting yes was: Beiner, Braun, David, Duda, Haberthur, Jankiewicz, Laudati and Zimmerman. Absent was: Drogon.

2018-2019 School Goals

RESOLUTION #19: Introduced by Duda who moved its adoption, seconded by Haberthur, Be It Resolved, That the Kenilworth Board of Education reaffirms the School Goals for the 2018-2019 school year as follows:

Building: David Brearley Middle-High School

Goal 1: Attendance

During the 2018-2019 school year, we will continue to address the issues of attendance and will seek a 10% reduction in total absences with a 5% reduction specifically among students that are chronically absent (more than 10% of the school year).

Background/Baseline Information: A recent study found a strong relationship between sixth-grade attendance and the percentage of students graduating on time or within a year of their expected high school graduation. Chronic absenteeism increases achievement gaps at the elementary, middle, and high school levels. The 2012 study looked at the correlation between absenteeism and student achievement in Florida. They found that the top twenty percent of students (those with the highest achievement had the fewest absences – less than 3 days on average per year).

Table 5 – Florida 6th Grade Cohort-Cumulative Days Absent Over Seven Years of Middle and High School by Quintile

	Mean Number of Days Absent	Means Days Absent Per Year
Top 20%	13	3
Upper Middle 20%	35	6
Middle 20%	58	9
Lower Middle 20%	90	15
Bottom 20%	171	28

Data/Evidence collected for DBMHS:

- Attendance Rates:
- 2016 EOY– We had 7891 absences and 9184 tardies.
- 2017 EOY – We had 7989 absences and 7817 tardies.
- Of our absences the following breakdown are chronically absent (5+) and percentage per grade for 2017-18:

November 12, 2018

Grade	Number of Students Chronically Absent (18+)	Percentage of Class
7	5	4.2%
8	8	5.4%
9	10	8.3%
10	7	5.6%
11	16	12.2%
12	36	31.6%

Plans to address attendance in 2018-19:

- Later start time based on research concerning impact on teens. Studies found students were more awake the first hour of class, there are fewer disciplinary incidents in the halls and lunchroom, and students reported less depression and feelings of greater efficacy. Over 92% of the parents said their kids were “easier to live with.” New findings in human development and the maturation of the teenage brain lends credence to the fact that “it’s a matter of biology, not choice” that teenagers are unable to fall asleep before about 10:45 p.m. and that their brains remain in sleep mode until about 8 a.m. due to changes in the circadian rhythms of their brains.
- Attendance Duty added twice a day to address tardies and absences
- New Attendance Intervention Plan and Contract
- Senior Health moved to the 4th MP, Senior Open Lunch policy includes attendance and failures clauses, Abbreviated schedules eliminated for seniors (either half day or full day schedules only)
- New Attendance Appeal Procedures

Goal 2: Student Performance

Employing vertical as well as horizontal articulation tools and curriculum mapping and varied instructional strategies including close reading, we will increase student achievement on the PARCC Assessment in English language arts and mathematics by 10 scale score points.

Background/Baseline Information:

Data/Evidence collected: (based on preliminary data made available)

LAL - 2016-17 = 474 tested- ELA 2017-18 = 622 tested - ELA

Every grade level tested (grades 7-11) saw an increase in LAL PARCC scores

Overall average increase at Brearley in scale score points - +10 points

Math - 2016-17 = 462 tested – Math 2017-18 = 581 tested – math

Every grade level tested except grade 11 saw an increase in Math PARCC scores

Overall average increase in Brearley in scale score points (excluding grade 11) - +7.2 points

More students tested (28% increase) with 2% increase in test scores

November 12, 2018

Plans to increase student performance in 2018-19:

- Common planning time built into master schedule for all departments
- Vertical articulation plan for grade level progression of content and skills
- Cross curricular planning and articulation– English and History Dept. and Math and Science Dept. have same common planning period
- Continue close reading and literacy strategies across curricular areas
- Continue focus on group problem solving to stimulate students to apply their mathematical thinking skills rather than relying on “tricks” to solve equations.
- New course offerings in middle school and high school (Math Foundations 7 & 8, Financial Literacy 7 & 8 cycle, STEM 7 & 8 elective, Algebra IA and Algebra IB, AP Calculus BC)
- Genesis Lesson Planner will allow us to track the standards and number of days devoted to those standards that align against standardized test scores to inform our curriculum development and instructional supports
- MTSS (Multi-Tiered Systems of Support) will replace I&RS - encompasses strategies to meet the academic, behavioral, health, enrichment and social/emotional needs of all students

Building: Harding School

Goal 1: Language Arts Scores

By June of 2019 85% of students in Grades K-4 will advance between 2 to 3 reading levels, based on grade expectations, Guided Reading Levels as evidenced by Fountas and Pinnell (F&P) benchmark assessments. Grade K-5 BSI students will be taught using the Fountas and Pinnell (F&P) Leveled Literacy Instruction (LLI) kit appropriate to their individualized Guided Reading Level. By 2019, 85% of the BSI students will show growth of 2 levels in Guided Reading as evidenced by Fountas and Pinnell (F&P) assessments.

Background: We are focused on the improvement of student growth in Language Arts, especially in the area of reading. The overall plan calls for an extreme emphasis on literacy (learning to read). This year our Fountas and Pinnell (F&P) Leveled Literacy Instruction (LLI) for BSI training will extend to Grades 4 & 5 based on an analysis of need of Guided Reading Levels. (GRL)

Baseline Data: Guided Reading Levels Spring 2018

1. 96% passing rate Grade K
2. 79% passing rate Grade 1
3. 77% passing rate Grade 2
4. 84% passing rate Grade 3

Plans to address Reading in 2018-2019:

- PD
- Additional F & P training

November 12, 2018

- MAP scoring interpretation and data analysis,
- Expansion of a literacy coaching model.
- BSI expansion Grade 4 and 5

Goal 2: Mathematics Scores

By June of 2019, 85% of our students will have shown a 5-point RIT increase in MAP scores in the area of Mathematics.

Background: We are focused on the improvement of student growth in Mathematics. The overall plan calls for an emphasis on Grade 2 students with the online software “Xtra Math” which enhances fact fluency, and Grade 2 BSI students with the online program “Personal Math Trainer” which is adaptive software that assists struggling math students.

Baseline Data: Math MAP RIT Scores Spring 2018

1. 57% “On Grade Level Rate RIT Score” Grade 2 (192 is on Grade Level)
2. 55% “On Grade Level Rate RIT Score” Grade 3 (203 is “On Grade Level”)
3. 50% “On Grade Level Rate RIT Score ”Grade 4 (213 is “On Grade Level”)
4. 55% “On Grade Level Rate RIT Score ”Grade 5 (221 is “On Grade Level”)
5. 47% “On Grade Level Rate RIT Score ”Grade 6 (225 is “On Grade Level”)

Math Grades 2 to 6 Average RIT increases of 5.3 scale points.

Plans to address Mathematics in 2018-2019

- PD
- MAP scoring interpretation and data analysis
- Expansion of Go Math Grade 6
- Personal Math Trainer (Grades 3-6 and Grade 2 BSI)
- Xtra Math

Motion carried 8-0-0. Voting yes was: Beiner, Braun, David, Duda, Haberthur, Jankiewicz, Laudati and Zimmerman. Absent was: Drogon.

Curriculum Adoption

RESOLUTION #20: Introduced by Duda who moved its adoption, seconded by Haberthur, Be It Resolved, That the Kenilworth Board of Education adopt the following curriculum which has been updated to be aligned with the New Jersey Student Learning Standards (NJSLS).

Curriculum	Prior BOE Adoption	Revised
Multi-Media Imaging Concepts	New	New
Multi-Media Art & Design	New	New

November 12, 2018

Grade 1 Math	8/13/2012	11/12/2018
Global Studies	8/13/2012	11/12/2018
United States History II	8/13/2012	11/12/2018
Seminar in Academic Methods	New	New
Grade 1 ELA	10/13/2015	11/12/2018
Grade 2 Math	8/13/2012	11/12/2018
Grade 3 Math	8/13/2012	11/12/2018
AP Language and Composition	New	New
AP Spanish	New	New
AP English 4	New	New
AP World History	New	New
AP United States History	New	New

Motion carried 8-0-0. Voting yes was: Beiner, Braun, David, Duda, Haberthur, Jankiewicz, Laudati and Zimmerman. Absent was: Drogon.

HIB School Self-Assessment Report 2017-2018

RESOLUTION #21: Introduced by Duda who moved its adoption, seconded by Haberthur, Be It Resolved, That the Kenilworth Board of Education approves the School Self-Assessment for Determining Grades under the Anti-Bullying Bill of Rights Act for the 2017-2018 School Year as submitted to the New Jersey Department of Education. Motion carried 8-0-0. Voting yes was: Beiner, Braun, David, Duda, Haberthur, Jankiewicz, Laudati and Zimmerman. Absent was: Drogon.

HIB September 2018

RESOLUTION #22: Introduced by Duda who moved its adoption, seconded by Haberthur, Be It Resolved, That the Kenilworth Board of Education accepts the recommendations of the Interim Superintendent as reflected in her September 1, 2018 to September 30, 2018 HIB Incident Report.

This report was disseminated to the Board of Education in October 2018 and reviewed by the Interim Superintendent at the October, 2018 Regular Board of Education Meeting.

The Board reserves the right to discuss this matter in executive session should any Board Member need additional information before voting on the HIB report. Motion carried 8-0-0. Voting yes was: Beiner, Braun, David, Duda, Haberthur, Jankiewicz, Laudati and Zimmerman. Absent was: Drogon.

Resolution - Closed Executive Session.

RESOLUTION: Introduced by Laudati, who moved its adoption, seconded by David, Be It Resolved by the Board of Education of Kenilworth that the Board of Education **meet in private session**, from which the public shall be excluded, **to discuss the topic of a residency matter** which private discussion is being held pursuant to Section 7b and 8 of the Open Public Meetings Act. The

November 12, 2018

matters under discussion will be disclosed to the public as soon as final decisions are made and voted upon. Motion carried unanimously. 8:12 p.m.

At 8:35 p.m. President Zimmerman reconvened the public session at which time the Board took the following action:

RESOLUTION: Introduced by Zimmerman, who moved its adoption, seconded by David, **WHEREAS**, N.J.S.A. 18A:38-1 *et seq.* requires that the Kenilworth Public School District provide a free public education to all students ages 5 through 20 who are domiciled within the district; and

WHEREAS, J.B. and M.N. allege that they and their child, T.B. currently live in Kenilworth, New Jersey during the 2018-19 school year; and

WHEREAS, in accordance with N.J.S.A. 18A:38-1 *et seq.*, the Kenilworth Board of Education (the "Board") is providing T.B. with a free public education during the 2018-19 school year; and

WHEREAS, it was brought to the attention of Mr. Brian Luciani, the Acting Superintendent of Schools, that J.B., M.N., and T.B. do not reside in Kenilworth, New Jersey; and

WHEREAS, in June 2018, Kenilworth commissioned Mr. Jeff Joy, a residency investigator, to investigate whether J.B., M.N., and T.B. currently reside in Kenilworth, New Jersey; and

WHEREAS, on October 12, 2018, Mr. Joy reported that he conducted a residency investigation, which concluded that J.B., M.N., and T.B., in fact, do not reside in Kenilworth, New Jersey; and

WHEREAS, based on the evidence accumulated by the district and the result of the investigation, Dr. Marilyn Birnbaum, the Interim Superintendent of Schools, determined that J.B., M.N., and T.B. do not reside in Kenilworth and made an application to the Board for the removal of T.B. from Kenilworth Public Schools; and

WHEREAS, on October 17, 2018, Dr. Birnbaum provided J.B. and M.N. with written notification of the investigation results and informed them of their right to request a hearing before the Board to refute the findings that T.B. no longer resides in Kenilworth, New Jersey, and thus is ineligible for a free public education within the Kenilworth Public School District; and

WHEREAS, a residency hearing was held before a subcommittee of the Board on November 12, 2018; and

WHEREAS, pursuant to N.J.S.A. 18A:38-1 and N.J.A.C. 6A:22-4.3, the Board considered all of the evidence presented during the hearing; and

November 12, 2018

WHEREAS, the Board determined that there is insufficient evidence for J.B., M.N., and T.B. to establish that they are presently domiciled in Kenilworth, New Jersey; however, the evidence of J.B., M.N., and T.B.'s residence shall be deemed sufficient if J.B. and T.B. can produce to the Board an affidavit of residence completed by the owner of the residential property located at 218 N. 10th Street, in Kenilworth, New Jersey, within 14 calendar days of this determination.

NOW, THEREFORE, BE IT RESOLVED that the Kenilworth Board of Education, by recorded roll call vote of the majority, has determined that T.B. shall be permitted to remain in the Kenilworth Public School District provided that such supplementary evidence is timely obtained. Motion carried 8-0-0. Voting yes was: Beiner, Braun, David, Duda, Haberthur, Jankiewicz, Laudati and Zimmerman. Absent was: Drogon.

Motion was made by Haberthur, seconded by Braun, that when the **meeting adjourns, it adjourns to the call of the chair**. Motion carried unanimously.

Meeting adjourned 8:35 p.m.

Respectfully submitted,

Vincent A. Gonnella
Secretary to the Board