

# **RIVER DELL REGIONAL BOARD OF EDUCATION**

## **REGULAR SESSION**

November 13, 2017

A Regular Session Meeting of the River Dell Board of Education was held in the River Dell High School Media Center Monday, November 13, 2017. Board Vice President, Patrick Gallagher called the meeting to order at 7:30 p.m.

### **Board Members Present**

Claudia O'Neill, Alan Feigenson, Albert Graef, Anthony Barbary, Barbara Kuchar Stephanie Hartman and Patrick Gallagher were present. Douglas Kupfer and Joseph Manzelli were absent.

ROLL CALL

Motion was made by Mrs. O'Neill, seconded by Mrs. Hartman to adopt the following resolution at 7:30 p.m.

EXECUTIVE  
SESSION

**BE IT RESOLVED** that in accordance with the provisions of the Open Public Meetings Act ("Act"), the River Dell Regional School District Board of Education (hereinafter referred to as the "Board") shall conduct a closed executive session pursuant to the exceptions prescribed by N.J.S.A. 10:4-12 for the purpose of discussing:

*Appointment of athletic director secretary; appointment of athletic coach; appointment of club advisors; teacher work schedule*

It is anticipated that the length of time of this executive session will be 30 minutes and that action will be taken in public after the executive session.

**BE IT FURTHER RESOLVED** that the minutes of the executive session will be released when the need for confidentiality in accordance with N.J.S.A. 10:4-12 no longer applies.

Executive Session ended at 7:55 p.m.

Motion was made by Mrs. O’Neill, seconded by Mrs. Hartman to resume open session at 8:00 p.m.

RESUME  
OPEN SESSION

Motion carried by all ayes.

**Board Members Present**

ROLL CALL

Claudia O’Neill, Alan Feigenson, Albert Graef, Anthony Barbary, Barbara Kuchar, Stephanie Hartman and Patrick Gallagher were present. Douglas Kupfer and Joseph Manzelli were absent.

**Others Present**

Patrick J. Fletcher, Superintendent of Schools  
Thomas L. Bonfiglio, Business Administrator/Board Secretary  
Lisa Finn, Secretary  
Kaitlyn Bridge, Student Representative  
Olivia Tumino, Student Representative  
25 members of the public

Mr. Bonfiglio led everyone in a salute to the flag.

FLAG SALUTE

Mr. Bonfiglio read the following statements:

OPEN PUBLIC  
MEETING STMT.

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 River Dell Regional Board of Education has caused notice of this regular meeting to be publicized by having the date, time, and place thereof sent to THE RECORD (primary), THE TOWN NEWS, and/or THE STAR LEDGER newspapers, the constituent borough clerks and borough libraries, as well as posting in the school district principals’ offices, faculty rooms, and Board Office and website.

According to New Jersey Public Law 2001, Chapter 226, the smoking or use of any tobacco product is strictly prohibited anywhere in the public school buildings or anywhere on school grounds, including but not limited to the parking lots, grassy areas, and athletic fields. Violators will be subject to a fine not to exceed \$100.00.

Mr. Feigenson read the mission statement.

MISSION  
STATEMENT

**IV. Public Comments (on agenda items only)-None**

**V. Student Member Report**

The student liaisons gave brief updates on academic, athletic and extra-curricular activities, achievements and Lap-tops.

STUDENT MEMBER  
REPORT

**VI. Reports**

REPORTS

1. Vice President’s Report

Mr. Gallagher discussed the following topics:

- Marking Periods
- PTO Meeting is on 11/14/17 Financial Process for College

2. Superintendent’s Report

Mr. Fletcher discussed the following topics:

- RD Hack-A-Thon
- Student Accomplishments
- Executive Session Resolutions

**Committee Reports**

3. Budget & Finance

Mr. Gallagher stated that there is nothing to report.

4. Campus Facilities

Mr. Kupfer was absent so there was nothing to report.

5. Community Relations & Information

Mr. Feigenson stated that there was a meeting tonight and they discussed refurbishing the Web-site.

6. Curriculum

Mr. Graef stated that the Committees next meeting is on 12/11/17.

7. Policy & Governance

Mrs. Hartman stated that there was nothing to report.

Motion was made by Mrs. O’Neill, seconded by Mr. Feigenson to move that all items designated with asterisks (\*) be a part of an consent agenda and approved.

CONSENT  
AGENDA

Motion carried by the following roll call vote:

Claudia O’Neill, Alan Feigenson, Albert Graef, Anthony Barbary, Barbara Kuchar, Stephanie Hartman and Patrick Gallagher voted aye. Douglas Kupfer and Joseph Manzelli were absent.

**VII. Personnel**

**A. Special Requests**

\*1. approve professional day requests for the following staff members to attend workshops/conferences as noted and in accordance with appropriate statute:

PROF. DAY REQUEST  
FOR STAFF

Name	Workshop/Conference	Date	Cost (not to exceed)
Mara Campbell	Attachment Theory, Paramus NJ	11/30/17	\$80.00
April Clark	AP Statistics Round Table, Montvale NJ	11/16/17	\$9.51
Laura Haemmerle	Growth Mindset in Math, Newark NJ	11/29/17	\$267.50
Jen Jarusiewicz	Engaging ELLs in Science, North Brunswick NJ	3/1-2/18	\$58.04
Tricia Metts	Growth Mindset in Math, Newark NJ	11/29/17	\$267.50
JoAnne Pawlowski	SUPA Forensic Fall Conference, Tarrytown NY	11/16/17	\$14.67
Olga Sagalchik	AMTNJ Winter Conference, Monroe Twsp NJ	2/7/18	\$180.00
Olga Sagalchik	AMTNJ Special Ed Math Conference, Monroe Twsp NJ	12/6/17	\$170.00

**B. Resignations/Retirements-None**

**C. Reappointments/Reassignments/Transfers-None**

**D. Salary Adjustments/Corrections-None**

**E. Appointments**

\*1. approve the appointment of the following substitute teacher(s) for the 2017-2018 school year:

SUBSTITUTE  
TEACHERS

- Austin Berninger (BS Utica College)
- Kalette deMarras (60 credits Stockton University)
- Imtiaz Khalid (MA University of the Punjab, Lahore)
- Adrienne Stuart (BA Fairfield University)
- Benedict Usoro (MA Webster College)

\*2. approve the shift change (Tuesday to Saturday from November 1 to April 1) for Building Service Employees Robert Dougherty and Evelin Lee, at a stipend of \$1,250 as per the RDEA Agreement, pending completion of successful negotiations.

SHIFT CHANGE  
R. DOUGHERTY &  
E. LEE

**VIII. Curriculum/Student Affairs and Activities**

\*1. approve a trip for the River Dell Cheerleaders to compete in the Contest of Champions in Orlando, FL from March 2 to 4, 2018, with Maureen Kiel and Lisa Schiff as chaperones and substitute teachers as the only cost to the Board.

CHEERLEADERS TO  
ORLANDO FL.

**IX. Miscellaneous**

- \*1. approve the prorated Black Seal License stipend of \$1,000 for Building Service Unit employee Robert Bani, effective November 16, 2017, pending completion of successful negotiations. R. BANI BLACK SEAL LICENSE

**X. Finance/District Operation**

- \*1. Recording of Fire/Security Drills FIRE/SECURITY DRILLS
  - Middle School      10/17/17 & 10/19/17
  - High School        10/13/17 & 10/31/17
- \*2. Recording of Enrollment—(Attached)—October 2017 RECORDING OF ENROLLMENT
- \*3. Recording of Suspension Report/Violence & Vandalism Reports-(Attached)—October 2017 SUSPENSION/VIOLENCE & VANDALISM RPTS.
- \*4. Recording of HIB Reports—(Attached)—October 2017 HIB REPORTS
- \*5. approve a Joint Transportation Agreement with the Englewood Board of Education for the 2017-2018 school year as follows: Route EA201 in the amount of \$2,000. ENGLEWOOD JOINT TRANSPORTATION AGREEMENT RTE. EA201
- \*6. adopt the Level 3 Policy Manual Online Service provided by New Jersey School Boards Association at an annual cost of \$1,900. NJSBA LEVEL 3 MANUAL ONLINE SVC.
- \*7. authorize the School Business Administrator/Board Secretary to pay November bills, after review by the Finance Committee, which bills will then be presented to the Board at the December meeting. BA/BS TO PAY NOVEMBER 2017 BILLS

**Executive Session** carried forward.

Motion was made by Mr. Barbary, seconded by Mrs. Hartman to carry forward the following resolutions from the Executive Session agenda. EXECUTIVE SESSION CARRIED FORWARD

Motion carried by the following roll call vote:  
 Claudia O’Neill, Alan Feigenson, Albert Graef, Anthony Barbary, Barbara Kuchar, Stephanie Hartman and Patrick Gallagher voted aye. Douglas Kupfer and Joseph Manzelli were absent.

**Appointments**

approve the appointment of Lisa Corcoran as Level 3 Secretary to the Athletic Director, at a full time 12-month schedule, for a prorated salary of \$41,000 for the 2017-2018 school year effective December 16, 2017 (or sooner) to June 30, 2018.

L. CORCORAN  
A.D. SECRETARY

approve the appointment of Mike Urso as Head Indoor Track Coach with a salary of \$7,798 (Step 4 including \$614 longevity), for the 2017-2018 season, pending completion of successful negotiations.

M. URSO HEAD  
INDOOR TRACK COACH

approve the appointment of the extra-curricular advisors as listed below, for the 2017-2018 school year.

EXTRA-CURRICULAR  
ADVISORS

<b>Advisor</b>		<b>Step</b>	<b>Salary</b>
Anthony Ciccotelli	M/S 7 <sup>th</sup> Grade Robotics Club	4	\$1,154.00
Sue Keitel	M/S Projects & Performances Club	1	\$1,050.00
Katie Lord	M/S Yoga Club	1	\$1,050.00
Melissa Miller	M/S Art Enrichment Club	1	\$1,050.00

approve the appointment of Teacher of Special Education Allison Fontan for an additional 20% work schedule, effective November 2, 2017 to June 30, 2018, at the prorated salary of \$11,477 (BA Step 5), to be adjusted upon completion of successful negotiations.

A. FONTAN  
20% ADD'L WORK  
SCHEDULE

**XI. XII. Old Business/New Business**

OLD & NEW  
BUSINESS

The following topics were discussed:

- Change in the Board meeting date from 11/27/17- 12/4/17
- NJSBA
- Lighting for the walkway to the fields

**XIII. Board Discussion**

Motion was made by Mrs. O'Neill, seconded by Mr. Feigenson to approve the change of the Board meeting date from 11/27/17 to 12/4/17.

CHANGE OF BOARD  
MEETING DATE  
11/27/17 TO 12/4/17

Motion carried by the following roll call vote:

Claudia O'Neill, Alan Feigenson, Albert Graef, Anthony Barbary, Barbara Kuchar, Stephanie Hartman and Patrick Gallagher voted aye. Douglas Kupfer and Joseph Manzelli were absent.

**XIV. Public Comments**

**PUBLIC COMMENTS**

The following topics were discussed:

- Music Department
- Music Teachers for 2018-2019
- RD Staff Contract
- The Band Truck
- Mr. Gardner's letter to the Board in regards to the RD Staff Contract (see attached)

**XV. Adjournment**

**ADJOURNMENT**

Motion was made by Mrs. O'Neill, seconded by Mrs. Hartman to adjourn the meeting at 8:45 p.m.

Motion carried by all ayes.

Respectfully submitted,

Thomas L. Bonfiglio  
Business Administrator/Board Secretary

**Comments made to the River Dell Board of Education on November 13, 2017**  
**By Michael Gardner**

Good Evening my name is Michael Gardner a resident of Oradell, first I would like to thank the Superintendent for the condolences that he sent to my family upon the passing of my father. Now for the main reason why I have come here tonight. Once again the Teacher's contract or the lack of a successor agreement is the basis for me speaking here tonight. However, this time I'm here at the request of my daughter an 11<sup>th</sup> grade student here at River Dell. She indicated that a few of them were talking at lunch and they couldn't understand we come from nice towns, the students work hard, the District is rated good, yet the teachers don't have a contract.

Contract negotiations are extremely fact sensitive, after looking into the current negotiations here at River Dell, I have compiled some facts worth noting and I respectfully request that the minutes of this meeting reflect the comments that I make here tonight. (I'll provide you with a typed copy)

1. The current teachers' contract expired in June 2017, the term of that agreement was July 2013-June 2017; this agreement was settled in January 2015 approximately 18 months after the expiration of the prior agreement. One may argue not a morale booster among the staff. Some of you are teachers and or have taught before, you know firsthand that working without a contract has a detrimental effect on staff.
2. There are approximately 200 teacher contracts in New Jersey that expired on the same day as River Dell's June 30, 2017. However, unlike River Dell over 50% of these Districts have agreed to a successor agreement as of this writing.
3. 12 Districts in Bergen County settled contracts with their teachers in 2017. This information is available through the New Jersey School Boards Association. As such, it's available to each member of this board.
4. River Dell is in District Factor Group "I", upon comparing apples to apples in our case "I's", 5 I districts in Bergen County negotiated and settled contracts with their teachers' in 2017. Allendale, Mahwah, Park Ridge, Pascack Valley Regional, and Wyckoff.



5. The students at River Dell some of them your son's or daughter's not just my daughter are concerned, they feel if other Districts can negotiate with their teachers and reach an agreement then why can't the River Dell Board of Education. You have taught these young adults to think for themselves and it appears that they are. I'm proud of my daughter and the rest of the students who care deeply about their school and more importantly their teachers, counselors and coaches. Show the River Dell students that their message has been heard loud and clear.
6. The average settlement for N.J. teacher contracts covering 2017-18 is 2.87%, 2018-19 is 2.87% and 2019-2020 is 2.84%. This Board has a decision to make do you want our District to be a BELOW AVERAGE, AVERAGE OR ABOVE AVERAGE school district.
7. One last point that is frequently overlooked that warrants mentioning is the number of tasks that are performed by members of the bargaining unit on a daily basis, that benefit the students and in many cases offset some of the costs of attending college. This includes writing letters of recommendation, providing extra help during their own time which in turn leads to better performance on assessments, and the extra responsibilities of our counselors and athletic coaches. Each year a number of students receive academic or athletic scholarships these are not based on ability alone. Teachers, Counselors and Coaches reach out on behalf of students and colleges reach out to them, coaches are usually contacted during non-school hours and it's not uncommon for them to receive a call about one of their players on their personal cell phone. They not only take the call; they do whatever they can to help the student secure a scholarship. Ask any of these athletes and/or their parents the help that they received from their coaches is priceless.

Dr. Barbary you have arguably the most knowledge and experience on this board when it comes to negotiating a collective bargaining agreement between a District/Board of Education and the Association representing the teachers and support staff. Taking into consideration what you have accomplished over your 30 years plus distinguished service in Education, you do not appear to be the type of person to leave when there is unfinished business. Since your term as a board member will expire soon, I appeal to you and the rest of the Board's negotiating committee on behalf of the students and members of the bargaining unit, please do whatever needs to be done to settle the contract with the teachers before your term expires. Doctor Barbary I personally thank you for your years of service to the field of education and to our communities.