

REGULAR SESSION
ALLENDALE BOARD OF EDUCATION
August 23, 2023

The Regular Session of the Allendale Board of Education was held in the Brookside School Auditorium on Wednesday, August 23, 2023. Mrs. Gundersen called the meeting to order at 7:07 pm.

The flag salute was led by Mrs. Gundersen.

Mrs. Engeleit announced that, "The public has been duly informed of this meeting in accordance with Chapter 231 of the Public Laws of 1975 by posting at least 48 hours' prior notice on the District website, bulletin boards in Brookside School and Hillside School and by like 48 hours' prior notice to the Borough Clerk, the designated newspapers, and interested parties requesting such notification."

Roll Call	<u>Present:</u>	Mrs. Gundersen, President Mrs. Rosner, Vice President Mr. Verbel Mr. Fliegel
	<u>Absent:</u>	Mrs. Capano
	<u>Also Present:</u>	Dr. Michael Barcadepone, Superintendent and Mrs. Maria Engeleit, Business Administrator/Board Secretary

MEETING OPEN TO THE PUBLIC - AGENDA ITEMS ONLY

Mrs. Gundersen informed the public of Bylaw 0167 procedures regarding the Open Public portion of the meeting also available on the website. Mr. Steve Jansen could not find the agenda on the website in the section where the agendas are usually listed.

BOARD PRESIDENT'S COMMENTS

Mrs. Gundersen stated her excitement for the new school year. She is on the Education Committee and therefore privy to the plans for the upcoming school year and she is very excited for what is to come.

SUPERINTENDENT'S REPORT

Dr. Barcadepone presented the results of the ACCESS for ELLs Assessment Report. He thanked the custodians, administration and staff and indicated we are ready to open even with the delay in construction. NTO is happening, and it is nice to have the thirteen teachers. Dr. Barcadepone stated it fosters lots of questions and conversations. Dr. Barcadepone also welcomed back families and especially our students on September 5th.

Mr. Fliegel asked how students enter into or qualify ELL. Dr. Barcadepone stated that borderline students are assessed with the ELL teacher and that assessments align with WIDA testing rubric. Mr. Fliegel also asked if it is inclusive of reading, comprehension and speaking. Dr. Barcadepone indicated that it was. He further explained the program and how it becomes specific to each student with the full-time teacher. Mrs. Gundersen asked how many students are in the program. Dr. Barcadepone indicated 4 tested out, so there will be 12 students in 2023-24.

COMMITTEE REPORTS

Buildings & Grounds Mr. Verbel indicated the committee did not meet.

Policy Mrs. Gundersen indicated the committee did not meet

Finance Mrs. Rosner indicated the committee did not meet

Education Mrs. Gundersen indicated the committee did meet and discussed several topics. The committee reviewed the 13 new staff members along with the Ramapo College Student teachers. The committee reviewed the Mentoring plan, which is a 4-year plan, one more than the normal 3-year plan. The plan was created by the Mentoring Committee to recruit, support and retain teachers. The first year is to learn the basics and the foundation of the Allendale District. Years 2 and 3 are to advance the idea that staff is an integral part of the emotional growth of the District. The last year the staff members will research, practice and present in an area of expertise to the staff. New teacher orientation was discussed as well. Tuesday, optional for Ramapo College students, and Thursday will be in the district and Wednesday will be QUAD day.

The committee discussed summer work as well, including rewriting the ELA curriculum. Data was showing a dip in 4th grade so there was a revision in the evaluation and curriculum. There will be a historical fiction rewrite. Allendale is doing this on their own, the other QUAD members are not; and the product will be shared with the QUAD when it is complete. The committee also discussed mentor texts for K-4 to determine if they were diverse, meeting the states requirements with a focus on being developmentally appropriate. The committee created a sheet per the new addition for applicable lessons, standards covered and the legislation surrounding the subject. The SEL curriculum is almost complete. The Foundations spelling program materials have not arrived yet and therefore training will be in September and use with start in October.

The QUAD professional development days in October and January were discussed. The planning has begun for this and it was determined there will be a focus on Visual and Performing Arts. There will also be two professional development days in October. There were surveys done for areas of interest. Day 1 will be different training session based on needs identified by teachers in the committee. Everyone will be weeding out old/tired texts in their classroom libraries and will be given instruction on how to organize texts and class libraries for consistency across everyone's classroom libraries. Day 2 will focus on managing workloads, self-care, care of students, community and culture, and AI presented by Kelsey Snedeker and Sharon Baily, on how it can be utilized in the classroom, what it is, how it works, and how it might be used for good and bad.

Professional Development review was discussed. ACE meetings focus last year was analyzing data. This year's focus will be what to do with the data; including how it impacts instruction, planning, lessons, etc.) Pam K will run the meeting and then there will be breakout groups. The staff will also have the opportunity to focus on an area that matters to them and impacts the students. The In House PD will focus on writing. Grades 1-2 will include a reset on Writer's Workshop and a differentiation on what each student needs to be working on. Kindergarten will focus on the science of reading and what a balanced kindergarten reading program looks like. There will also be Learning walks; which were a huge success last year in Hillside. Hillside teachers are eager to bring this activity to Brookside. There will also be a small change in homework per the Student- Parent Handbook. When a family goes on vacation, there cannot be an expectation that the level of instruction will be the same as if the student was present in school. The teachers will try to give work, but it will not be the same if they were present in the classroom. Allendale is the last district to have modified or half day Kindergarten. The Administration and teachers still believe this is the best program.

The committee also discussed Esports. There will be a 2 to 2 1/2 year phase in. Year one will generate interest to let the students see and experience the program. Year 2 is when the Esports club will start. Year three a subset of students will make a competitive team. This phase in approach and differentiation allows something for everyone interested. Esports will offer 21st century skills along with coding, broadcasting, marketing, and interplay skills. Volleyball will be continued to be a fall sport since there aren't enough schools that run it in the winter.

Spanish for Native Speakers historically ran occasionally prior to COVID. Now Spanish for Native Speakers class will be fully staffed this year. It must meet the criteria for a "class" and it will not be open to everyone. Only three students would be eligible according to data. There have been G&T and special education classes of that size. There is no minimum number of students for a non-mandated class. Another option was to send students to Northern Highlands. This had been done unsuccessfully in the past. It was determined that a class size of three or four would not be financially feasible.

AFEE Grants were discussed by the committee. Melissa is the new president of AFEE. The new focus is no longer just funding grants because it always has been done or always been funded but an increased

focus on the mission and idea is to explore and expand students' horizons with a focus on the idea that this would ben seed money for innovative ideas. AFEE is working on forming a relationship with One River Art School. This relationship will incorporate digital arts into the art program. One River will be coming into art classes during the day. The Art teacher will remain in the room to assist in learning. The following year, the Art teacher would then incorporate these lessons. The Art teachers will need new materials to incorporate these lessons.

The committee continues to work on the Strategic Plan and the final plan copy will go to the Board in September. The Board goals align with the Strategic Plan. The Plan includes Implementation of PD to align with strategic plan goal 5. Professional Development walk throughs continue the work started and expanded to Brookside, according again to goal 5. The Board plans to expand what the student council and grades 6-8 have started regarding student voice and would like to expand this to all the other grades in accordance to strategic plan goas 2 and 3. PE teachers, nurses and counselors all work together to plan and focus on students' physical and mental health. A collaborative approach where interventions, lessons, instruction align and complement student needs with the added benefit of the student being looked at as a whole. In Harrington Park, they do not use locker rooms anymore. They have a wellness center suite. At Brookside locker rooms are occasionally used, however the shower room is never used and a wellness center could potentially be placed there where PE teachers and counselors could work together. The nurse would also be an integral part of the wellness center. This will be worked on during ACE meetings, and will be presented at the end of the year to the board. This also ties into the outdoor playground, eating area, lounge area in the cafeteria and allow the spaces to also be used for SEL purposes. This aligns with Strategic Plan goals 1-5.

The Committee also discussed hiring and recruiting practices. It is a changing and challenging environment for recruiting, hiring, and retaining qualified candidates. Adaptation is the key. The committee asked how recruiting and hiring needs to change in the future to attract and hire qualified candidates and retain them, and inquired about "perks" that can be added to attract qualified prospects. The committee considered consulting with HR professionals in the business and private sector to reveal avenues that have not been tapped into thus far. This aligns with Strategic Plan goal 5.

Board discussion ensued on several topics, specifically on the changes to girls' volleyball. Mrs. Rosner asked if the team could be open to 6th graders should not enough 7th and 8th graders tryout to field a team. Dr. Barcadepone commented he would speak to Brookside's Principal and Athletic Director. A discussion on AI initiated by Mr. Fliegel involved asking that since some kids are using AI to write college essays, does the District have something in place to identify if/when Allendale students are using AI for essays. Dr. Barcadepone commented the District already has tools in place to review student essays. But our goal is to teach how AI can be beneficial and how to use it properly. Mrs. Gundersen commented that this is already a discussion with Curriculum and Instruction, and it makes the ELA curriculum component of finding your own voice even more important.

Technology Mr. Verbel indicated the committee did not meet.

Negotiations Mr. Fliegel indicated the committee met. There were brief discussions now that AEA was done, they met with the AAA to make them on par. The last step is to negotiate the superintendent contract to create parity and that needs to be approved by the county superintendent, and the committee is working on.

MINUTES:

On motion by Mr. Fliegel and seconded by Mrs. Rosner, and unanimously carried by roll call vote, the Board approved the following resolution:

Mrs. Gundersen	ABSTAIN
Mrs. Capano	ABSENT
Mr. Fliegel	YES
Mrs. Rosner	YES
Mr. Verbel	YES

BE IT RESOLVED, to approve the amended minutes of the following meeting:

July 26, 2023 Regular Session

PERSONNEL

On motion by Mrs. Rosner and seconded by Mrs. Fliegel and unanimously carried by roll call vote, the Board approved the following resolutions:

1. BE IT RESOLVED, upon recommendation of the Superintendent, to approve the appointment of Mr. Joshua Farra to the position of 5th Grade Math and Science Teacher at Brookside School for the 2023-2024 school year, at a salary of \$75,965, Column C, Step 8 on the Teachers’ Salary Guide, effective September 1, 2023.
2. BE IT RESOLVED, upon recommendation of the Superintendent, to approve the appointment of Ms. Megan Barragato to the position of Special Education Teacher at Brookside School for the 2023-2024 school year, at a salary of \$77,165, Column C, Step 9 on the Teachers’ Salary Guide, effective September 1, 2023.
3. BE IT RESOLVED, upon recommendation of the Superintendent, to approve the appointment for the 2023-2024 Fall stipend positions; payment will be in accordance with the rate as shown, as per Personnel Attachment I.
4. BE IT RESOLVED, upon recommendation of the Superintendent, to approve the following staff members as mentors for our new teachers for the 2023-2024 school year as shown below:

Mentor	Mentee
Ellen Vivino	Matthew Buckley {3 rd Grade Teacher} (DOE Mentoring Program, \$550 pay deduction)
Maureen Dell’Aglio (TBD)	Patricia Bonan {1 st Grade Teacher} (Allendale Mentoring Program, \$550 District funds)
Carlea Dries	Allison Inga {Social Worker} (Allendale Mentoring Program, \$550 District funds)
Sarita Cook-Kelty	Karla Idunate {K-5 Spanish Teacher} (Allendale Mentoring Program, \$550 District funds)
Janelle Lyons	Samantha Anzano {K-8 PE Teacher} (Allendale Mentoring Program, \$550 District funds)
Kim O’Brien	Victoria Winters {Grade 7 LOA} (Allendale Mentoring Program, \$550 District funds)
Jessica Parciasepe	Alexandra Segalini {4 th Grade Teacher} (DOE Mentoring Program, \$550 pay deduction)
Brianne Valenti	Katherine Wendland {ABA Teacher} (Allendale Mentoring Program, \$550 District funds)
Lenore Ebnetter	Joshua Farra {5 th Grade} (Allendale Mentoring Program, \$550 District funds)

Scott Burns	Megan Barragato {Special Education Teacher} (Allendale Mentoring Program, \$550 District funds)
Katie Sanchez	Lindsay Litwin {4 th Grade LOA} (Allendale Mentoring Program, \$275 District funds)
Michelle Maguire	Rachel Dillon {Grade 7 th Grade LOA} (Allendale Mentoring Program, \$275 District funds)

5. BE IT RESOLVED, upon recommendation of the Superintendent, to approve the following substitutes for the 2023-2024 school year:

Lindsay Litwin	{Teacher}
Rachel Dillon	{Teacher}
Sabina McGuirl	{Teacher}
Kira Johnson	{Teacher}
Katrina Fletcher	{Teacher}
Caitlin DiGennaro	{Teacher}

6. BE IT RESOLVED, to approve the 2023-2024 school year substitute hourly and/or per diem rate of pay, as follows:

Teacher	\$130/\$140 after 5 years
Classroom/Library Aide	\$100
Playground/Cafeteria	\$14.25/hour
Greeter	\$14.25/hour
Nurse	\$160
Secretary	\$100
Custodian	starting at \$15.85/hour

Mr. Fliegel commented these rates were increased to be competitive with other districts.

EDUCATION

On motion by Mr. Verbel and seconded by Mr. Fliegel and unanimously carried by roll call vote, the Board approved the following resolutions:

1. BE IT RESOLVED, upon recommendation of the Superintendent, to approve the additional following Summer Curriculum Work at the rate of \$40/hour, total \$4760.00, as follows:

Subject/Grade	Projects and Outcome	Teachers	Number Of People Involved	Hours Per Participant	Total Hours
K-8	New Teacher Orientation	S. Rutowski	1	10	10
K-8	Grade 5 Curriculum Writing	P. Koutrakos	1	20	20
K-8	Native Spanish Speaking Evaluation	S. Cook-Kelty	1	4	4
K-8	Staff Professional Development Preparation	P. Koutrakos	1	70	70

K-8	Grade 5 Science	J. Farra	1	15	15
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Mr. Fliegel asked if the Grade 5 Science was a new teacher. Dr. Barcadepone replied yes.

2. BE IT RESOLVED, upon recommendation of the Superintendent, to approve the Student Parent Handbook for the 2023-2024 school year.
3. BE IT RESOLVED, upon recommendation of the Superintendent, to approve the first reading of the following Policy from Alert No. 231, as per Education Attachment I:

Policy 2419 School Based Behavioral Threat Assessment and Management Training

4. BE IT RESOLVED, to approve the members of the District’s Behavioral Threat Assessment Team as required by N.J.S.A. 18A:17-43.4

Social Worker	Allison Inga
Teachers	Randall DeFeo
	Johnna Costanza
Principal	Bruce Winkelstein
Class III Officer	Peter Layng
School Security Specialist	Maria Engeleit

BE IT FURTHER RESOLVED to approve their attendance at a virtual training session to be held on any of the following dates:

- Tuesday, August 29 from 8:30 AM – 3 PM
- Friday, September 15 from 8:30 AM – 3 PM
- Wednesday, September 27 from 8:30 AM – 3 PM

SPECIAL EDUCATION

On motion by Mr. Verbel and seconded by Mr. Fliegel and unanimously carried by roll call vote, the Board approved the following resolutions:

1. BE IT RESOLVED, upon recommendation of the Superintendent, to approve Physical Therapy services for Student #001212, two times per week for the first 10 weeks of the 23/24 school year and once per week for the remainder of the 23/24 school year, as recommended by the Child Study Team.
2. BE IT RESOLVED, upon recommendation of the Superintendent, to approve a contract with BCSS Sound Solutions for Student #001705 for Audiological Services for the 2023-2024 School Year, as recommended by the Child Study Team.
3. BE IT RESOLVED, upon recommendation of the Superintendent, to approve acceptance of an out-of-district full-day PK4 student for the Pretop Program, and the tuition agreement for the 2023-2024 school year, in accordance with the District’s tuition.
4. BE IT RESOLVED, upon recommendation of the Superintendent, to approve the anticipated placement of Student #001118 at the Calais School for the 2023-2024 school year, as recommended by the Child Study Team.
5. BE IT RESOLVED, to approve Jennifer A. Carlson, Psy.D., Pediatric Neuro-psychologist, to provide neuropsychological evaluation services, as recommended by the Child Study Team.

6. BE IT RESOLVED, to approve Hugh Bases, MD to provide Developmental & Pediatric evaluation services, at the rate of \$700 per evaluation and written report, as recommended by the Child Study Team.
7. BE IT RESOLVED, to approve Bilingo Speech Therapy LLC, a DOE Approved Agency, to provide monolingual and bilingual evaluation services, as recommended by the Child Study Team.
8. BE IT RESOLVED, upon recommendation of the Superintendent, to approve payment to Carlea Dries, School Psychologist, additional case management, not to exceed (10) ten hours at the hourly rate of \$76.51.
9. BE IT RESOLVED, upon recommendation of the Superintendent, to approve payment to Jennifer Jacobsen, to attend IEP Meetings

STUDENT #	AMOUNT OF HOURS REASON FOR HOURS	HOURLY RATE
#001118	1	\$40
#001025	1	\$40

10. BE IT RESOLVED, upon recommendation of the Superintendent, to approve payment to Dorothy Fox, for (1) one hour each at the hourly rate of \$40/hour to attend an IEP Meeting

STUDENT #	AMOUNT OF HOURS REASON FOR HOURS	HOURLY RATE
#001118	1	\$40

11. BE IT RESOLVED, upon recommendation of the Superintendent, to approve payment to Karen DePol to attend an Initial Planning Meeting for Student #001025.

STUDENT #	AMOUNT OF HOURS REASON FOR HOURS	HOURLY RATE
#001025	1	\$54.67

12. BE IT RESOLVED, upon recommendation of the Superintendent, to approve payment to West Bergen Mental Healthcare for four emergency psychiatric clearances at the rate of \$200.00 for student #000825 on 03/14/23 as recommended by the Child Study Team.
13. BE IT RESOLVED, upon the recommendation of the Superintendent, to approve the initial Region I List of Independent Evaluators, as per Special Ed Attachment I.
14. BE IT RESOLVED, upon recommendation of the Superintendent, to approve payment to Lauren Bergrin at her hourly rate to attend an IEP Planning Meeting.

STUDENT #	AMOUNT OF HOURS REASON FOR HOURS	HOURLY RATE
#001025	1:30	\$53.40

15. BE IT RESOLVED, upon recommendation of the Superintendent, to approve payment to Allison Inga at her hourly rate to attend an IEP Planning Meeting.

STUDENT #	AMOUNT OF HOURS REASON FOR HOURS	HOURLY RATE
#001025	1:30	\$48.33

16. BE IT RESOLVED, upon recommendation of the Superintendent, to approve payment to Cathy Biebrich at her hourly rate to attend an IEP Planning Meeting.

STUDENT #	AMOUNT OF HOURS REASON FOR HOURS	HOURLY RATE
#001025	1:30	\$76.51

17. BE IT RESOLVED, upon recommendation of the Superintendent, to approve payment to Carlea Dries at her hourly rate to attend an IEP Planning Meeting.

STUDENT #	AMOUNT OF HOURS REASON FOR HOURS	HOURLY RATE
#001025	1:30	\$76.51

18. BE IT RESOLVED, upon recommendation of the Superintendent, to amend the assignments of the following F/T Special Education Aides for the 2023-2024 school year:

Paraprofessional	Student Number	School
Cynthia Sander	#001616	Hillside
Tammy Guariello	#001322	Hillside
Joan Pilkington	#001912 & #001008	Hillside
Katerina Maltzan	#000501 & #001212	Hillside
Carolyn Kolodney	#001221	Hillside
Pam Flynnne	#000325	Hillside
Jennifer Cubias	#000911	Hillside
Roniann Jansen	#001021	Hillside
Connie Sharar	#001308	Hillside

BUSINESS OFFICE/FINANCE

On motion by Mrs. Rosner and seconded by Mr. Fliegel, and unanimously carried by roll call vote, the Board approved the following resolutions:

1. BE IT RESOLVED, to approve the Bills List dated August 23, 2023, in the amount of \$490,054.97 as per Business Attachment I.
2. BE IT RESOLVED, upon the recommendation of the Superintendent, to approve the donation and/or disposal of library books, with zero current net value, from Brookside School, as per Business Attachment II.
3. BE IT RESOLVED, upon the recommendation of the Superintendent, to approve the disposal of technology devices, with zero current net book value, from Brookside School, as per Business Attachment III.
4. BE IT RESOLVED, to approve the Cafeteria pricelists for the 2023-2024 school year, as per Business Attachment IV.
5. BE IT RESOLVED, to approve the Application for Change of use of Educational Space for the 2023-2024 school year for submittal to the NJ Department of Education, Bergen County Office.
6. BE IT RESOLVED, upon recommendation of the Superintendent, to approve acceptance of the following, out-of-district students (children of staff member), and the Non-Resident tuition agreement for the 2023- 2024 school year, in accordance with the District’s tuition policy, as follows: Grade K & 3.
7. BE IT RESOLVED, upon recommendation of the Superintendent, to approve unavoidable travel and costs as related in this resolution which are educationally necessary and fiscally prudent and are related to and within the scope of the employee’s current responsibilities and promotes the delivery of instruction or furthers the efficient operation of the school district. The reimbursements listed in this resolution are in compliance with state travel reimbursement guidelines as established by the Department of the Treasury and Board of Education policy in accordance with N.J.A.C. 6A:23B-1.1 et. seq. for the following seminars/workshops:

Name	Conference Title	Place	Date of Trip	Total Estimated Expenses*
K. Vassallo T. Webber	American Association of School Counselors {ASCA}	Brookside School	N/A	\$3500 {Total}
M. Barcadepone M. Engeleit	Case Study of the Marjory Stoneman Douglas High School Shooting in Parkland, Florida	Bergen Community College Paramus, NJ	09/28/2023	~ \$0 ~
Members of the BTAM Team	Basic K-12 Behavioral Threat Assessment and Management training	Virtual	8/29, or 9/15, or 9/27	~ \$0 ~
M. Barcadepone	New Jersey Superintendents’ Study Council	N/A	2023-2024	\$750 {Membership Dues}

Cathleen Biebrich	ASHA Convention	Boston Convention & Exhibition Center Boston MA	11/16/23-11/18/23	\$449.00
Sandra Peterson	ASHA Convention	Boston Convention & Exhibition Center Boston MA	11/16/23-11/18/23	\$449.00

*Does not include mileage and sustenance as they are contractual

BUILDINGS & GROUNDS

On motion by Mrs. Rosner and seconded by Mr. Verbel, and unanimously carried by roll call vote, the Board approved the following resolutions:

1. BE IT RESOLVED to approve use of Brookside Entryway near the Learning Commons by the Allendale PTO for distribution of school supply kits on August 29 2023.
2. BE IT RESOLVED to approve the use of the Learning Commons for the Allendale Education Association for meetings on September 18, 2023 and January 15, 2023
3. BE IT RESOLVED to approve the use of the Brookside Parking Lot for the Allendale PTO for a Car Wash Fundraiser September 23rd 2023
4. BE IT RESOLVED, upon recommendation of the Superintendent, to approve the 2023-2024 agreement with the Borough of Allendale for the Special Law Enforcement Officers (SLEO, Class III), as per B&G Attachment I.

MEETING OPEN TO THE PUBLIC

Board President will inform the public of Bylaw 0167 procedures.

Mr. Steven Jansen asked if the construction noise will impact learning in the 5th grade wing. Dr. Barcadepone explained the construction process will be to minimize the disruption both inside and outside of the building. He also asked about food service and Mrs. Engeleit explained that as of this date, that is still in the planning phases with different options being considered.

OLD BUSINESS

Nothing to report

NEW BUSINESS

Nothing to report

ADJOURNMENT

On motion by Mrs. Rosner and seconded by Mr. Fliegel and unanimously carried by voice vote, the Board adjourned the meeting at 8:25 pm.

Respectfully submitted,

Ms. Maria Engeleit
Business Administrator/Board Secretary

