

MADISON PUBLIC SCHOOLS

Johanna Ruberto, *Interim Superintendent*



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BOARD OF EDUCATION MEETING SCHEDULE

Regular Meetings

January 17, 2023
February 28, 2023
March 14, 2023
April 18, 2023
May 2, 2023
May 23, 2023
June 20, 2023
July 18, 2023
August 22, 2023
September 19, 2023
October 17, 2023
November 14, 2023
December 12, 2023
January 2, 2024



District Mission Statement

The Madison School District will inspire and challenge all students to be life-long learners, empowered with the knowledge, skills, and character to shape their futures, realize their dreams, and contribute positively to the world.

District Goals

Goal 1: Promote High Levels of Student Achievement for All

We will engage all students in a personalized learning experience that will:

- Provide access to authentic learning experiences by, building connections to prior and future learning across disciplines
- Foster student agency by providing choice and opportunities for reflection, self-assessment, and self-monitoring.
- Develop supports for student success by using formative assessment to gather data regarding student mastery

Goal 2: Empower Every Child

We will ensure that every student thrives by:

- Creating a safe space where all are empowered to develop their authentic selves
- Getting to know their evolving stories, strengths, ambitions, and needs
- Providing programs that foster student wellness and resilience
- Ensuring dignity and kindness for all, in every situation
- Building bridges across race, culture and identity to create a community where all are valued

Goal 3: Model Operational Responsibility

We will build community confidence by ensuring that:

- Budgets are developed through collaboration and transparency to provide sustainable solutions that meet educational needs
- District resources are equitably allocated and evaluated for maximum return on investment, relative to educational needs
- Facilities are designed and maintained to enhance student learning
- Bylaws, Policies, and Regulations are continuously reviewed and developed to guide the effective operation of our schools

MADISON BOARD OF EDUCATION

Sarah Fischer
Board President

Stephen Tindall
Vice President



Johanna Ruberto
Interim Superintendent of Schools

Carrie Grapstein
Board Secretary

PUBLIC MEETING AGENDA

Date: **Tuesday, November 14, 2023**

Time: **6:30 PM** Executive Session

7:00 PM Public Session

Location: The November 14, 2023 Board of Education Meeting will be held in person at Madison High School in the Alice Perlaw Media Center and virtually on Zoom and YouTube Live. Remote public comment will be available through Zoom. The Executive session will start at 6:30 PM. The public session starts at 7:00 PM

YouTube Live Link:

<https://youtube.com/live/1kQ2l2BLoYE>

Zoom Webinar Links:

<https://us02web.zoom.us/j/85285701416?pwd=Nm5rbEZkTXNuakZacW9nQ2xjcGlxZz09>

Passcode: 409509

Please see the website for the Zoom Meeting dial in information

1. CALL TO ORDER

2. RECESS TO CLOSED SESSION

Motion by _____, seconded by _____, the Board of Education of the Madison Public Schools in the County of Morris will adjourn into a closed executive session to discuss the item(s) that falls within an exception of our open meetings policy and permits the Board to have a private discussion, since it deals with specific exceptions contained in N.J.S.A. 10:4-12b.

1. Federal Law, State Law, or Court Rule.
2. Individual privacy
3. Collective bargaining agreements
4. Purchase or lease of real property if public interest could be adversely affected
5. Investment of public funds if public interest could be adversely affected
6. Tactics or techniques utilized in protecting public safety and property
7. Pending or anticipated litigation
8. Attorney-client privilege
9. Personnel – employment matters affecting a specific prospective or current employee

Be it resolved that the Board will now enter into closed session to discuss matters rendered confidential by [indicate applicable matters listed above]. Any discussion held by the Board that need not remain confidential will be made public as soon as is practical. Minutes of the closed session will not be disclosed until the need for confidentiality no longer exists. All appropriate persons who may be discussed in closed session have been adequately notified.

3. RECONVENE TO PUBLIC SESSION

4. FLAG SALUTE

5. NOTICE OF MEETING

In compliance with the Open Public Meetings Act, Chapter 231, Laws of New Jersey, 1975, notice of this meeting has been sent to the Madison Eagle, the Daily Record and has been posted in the Board of Education Office, the Borough Hall, the Madison Railroad Station, the YMCA, the Madison Library, all school buildings and on the district's website. The public is invited to attend. This evening's meeting constitutes an official Public Meeting of the Board of Education. Action may be taken. If needed, the Board will convene into Executive Session to discuss matters permitted pursuant to NJSA 10:4-12. Upon conclusion of the Executive Session, the Board will return to Regular Session at which time public action may be taken.

6. ROLL CALL

7. REPORT OF THE BOARD PRESIDENT

7.a Introduction of Madison Student Government President, Hendrix Farrell

8. OPEN TO THE PUBLIC

9. SUPERINTENDENT REPORT

10. PRESENTATIONS

11. HUMAN RESOURCES AGENDA - Discussion Items

11.a Human Resources Committee Report

12. HUMAN RESOURCES AGENDA - Action Items - Grades Pre-K to 8

Moved by _____, seconded by _____, at the recommendation of the superintendent, approve the following:

12.a New Hires and Other Personnel Actions

RESOLVED, that the Madison Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the following new hires and other personnel actions.

| Number | Action | Name | Replacing | Position | Location | Effective Dates | Salary/Rate |
|--------|--------|------|-----------|----------|----------|-----------------|-------------|
|--------|--------|------|-----------|----------|----------|-----------------|-------------|

| | | | | | | | |
|---|----------------------------------|------------------|------------------|--------------------------------|---------|---------------------------------|------------------------------------|
| 1 | New Hire (revised start date) | Aviva Baff | Margaret Steiner | ELA Teacher | MJS | 10/16/23 to 6/30/24 | MA/19 \$96,722 (to be prorated) |
| 2 | New Hire (revised start date) | Hui Boon Quek | Danielle Rosina | Leave Replacement Math Teacher | MJS | 10/23/23 to 6/30/24 | MA/7 \$67,180 (to be prorated) |
| 3 | New Hire (revised salary) | Alexis Carragher | Erica Zuckerman | Speech Pathologist | MJS/CAS | On or about 12/18/23 to 6/30/24 | MA/9 \$71,360 (to be prorated) |
| | | | | | | | |

12.b **Retirements and Resignations**

RESOLVED, that the Madison Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the following retirements and resignations.

| Action | Name | Position | Location | Effective Date |
|-------------------------------|------------------|-------------|----------|----------------|
| Resignation (revised date) | Margaret Steiner | ELA Teacher | MJS | 7/20/23 |

12.c **Additional Compensation**

RESOLVED, that the Madison Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the attached list of additional compensation.

[2023.11.14 Additional Compensation - Grades Pre-K to 8.pdf](#)

12.d **Extra Curricular Appointments for the 2023-24 School Year**

RESOLVED, that the Madison Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the attached list of extra curricular appointments.

[2023.11.14 ECA Approvals Grades Pre-K to 8.pdf](#)

12.e **Leaves of Absence**

RESOLVED, that the Madison Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the following leaves of absence.

| Name | Action | Position/School | Paid Leave | Unpaid Leave with Benefits | Unpaid Leave without Benefits | Return Date |
|-----------------|----------|------------------------|---------------------|----------------------------|-------------------------------|-------------|
| Kaitlyn Gravina | Revision | Special Ed Teacher/TJS | 8/30/23 to 12/5/23 | 12/6/23 to 2/16/24 | 2/19/24 to 4/12/24 | 4/15/24 |
| Dana Esposito | Approve | Teacher Assistant/ CAS | 9/25/23 to 11/15/23 | 11/16/23 to 2/14/24 | N/A | 2/15/24 |

12.f **Professional Development and District Travel**

RESOLVED, that the Madison Board of Education, upon the recommendation of the Interim

Superintendent of Schools, approves the attached list of professional development and district travel.

[2023.11.14 Professional Development and District Travel Grades Pre-K to 8 - Sheet1.pdf](#)

12.g Practicum Field Experience

RESOLVED, that the Madison Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the following practicum field experience.

| Name | Type of Work | Anticipated Dates | Mentor/School |
|------------------|----------------|---------------------|-----------------|
| Lillianna DeCaro | OT Observation | 12/1/23 to 12/22/23 | Megan Kelly/CAS |

13. HUMAN RESOURCES AGENDA - Action Items - Grades 9 to 12 and District

13.a New Hires and Other Personnel Actions

RESOLVED, that the Madison Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the following new hires and other personnel actions.

| Action | Name | Replacing | Position | Location | Effective Dates | Salary/Rate |
|----------------------------------|---------------|-------------------|-----------------------|----------|---------------------|---|
| New Hire (revised start date) | Damian Gerock | Joseph Therasmond | Split Shift Custodian | MHS | 10/19/23 to 6/30/24 | Facilities/10 \$57,485 (to be prorated) |

13.b Retirements and Resignations

RESOLVED, that the Madison Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the following retirements and resignations.

| Action | Name | Position | Location | Effective Date |
|-------------|--------------|-------------------|----------|----------------|
| Resignation | Yulia Fatula | Teacher Assistant | MHS | 10/27/23 |

13.c Additional Compensation

RESOLVED, that the Madison Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the attached list of additional compensation.

[2023.11.14 Additional Compensation - Grades 9 to 12 and District.pdf](#)

13.d Extra Curricular Appointments for the 2023-24 School Year

RESOLVED, that the Madison Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the attached list of extra curricular appointments.

[2023.11.14 ECA Approvals Grades 9 to 12.pdf](#)

13.e Leaves of Absence

RESOLVED, that the Madison Board of Education, upon the recommendation of the Interim

Superintendent of Schools, approves the following leaves of absence.

| Name | Action | Position/School | Paid Leave | Unpaid Leave with Benefits | Unpaid Leave without Benefits | Return Date |
|---------------|----------|------------------------|----------------------|----------------------------|-------------------------------|-------------|
| Sarah Boland | Revision | Science Teacher/MHS | 8/30/23 to 10/3/23 | 10/4/23 to 3/8/23 | N/A | 3/11/23 |
| Nancy O'Brien | Approve | Guidance Counselor/MHS | 11/13/23 to 11/24/23 | N/A | N/A | 11/27/23 |

13.f Professional Development and District Travel

RESOLVED, that the Madison Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the attached list of professional development and district travel.

[2023.11.14 Professional Development and District Travel Grades 9-12 and District - Sheet1.pdf](#)

13.g Athletic Events Hourly Rate

RESOLVED, that the Madison Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the hourly rate of \$51 per hour for the 2023-2024 school year.

13.h Organization Chart for the 2023-24 School Year

RESOLVED, that the Madison Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the organization chart for the 2023-2024 school year.

[Org Chart 2023-2024.pptx \(3\).pdf](#)

13.i Policies and Regulations for First Reading

RESOLVED, that the Madison Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the following policy and regulation for first reading:

P1642.01 Sick Leave (New)

R1642.01 Sick Leave (New)

[P1642.01 Sick Leave \(M\) New Clean Copy.pdf](#)

[R1642.01 Sick Leave \(M\) New Clean Copy.pdf](#)

13.j Policies and Regulations for Abolishment

RESOLVED, that the Madison Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the following policies and regulations for abolishment.

P3432 Sick Leave

R3432 Sick Leave

P4432 Sick Leave

R4432 Sick Leave

14. EDUCATION AGENDA - Discussion Items

14.a Education Committee Report

15. EDUCATION AGENDA - Action Items - Grades Pre-K to 8

Moved by _____, seconded by _____, at the recommendation of the superintendent, approve the following:

15.a Field Trips

RESOLVED, that the Madison Board of Education, upon the approval of the Interim Superintendent of Schools, approves the attached list of field trips.

[2023.11.14 Field Trips Grades Pre-K to 8.pdf](#)

15.b Curriculum Writing

RESOLVED, that the Madison Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the attached list of curriculum writing.

[2023-11-14 Curriculum Writing Approval \(1\).pdf](#)

16. EDUCATION AGENDA - Action Items - Grades 9 to 12 and District

16.a Field Trips

RESOLVED, that the Madison Board of Education, upon the approval of the Interim Superintendent of Schools, approves the attached list of field trips.

[2023.11.14 Field Trips Grades 9 to 12.pdf](#)

16.b Policies and Regulations for First Reading

RESOLVED, that the Madison Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the following policy for first reading.

P7523 School District Provided Technology Devices to Pupils

[P7523 School District Provided Technology Devices to Pupils.docx.pdf](#)

16.c Policies and Regulations for Abolishment

RESOLVED, that the Madison Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the following policies and regulations for abolishment.

P1534 School Leadership Councils
P & R 5460.02 Bridge Year Pilot Program

17. OPERATIONS AGENDA - Discussion Items

17.a Operations Committee Report

18. OPERATIONS AGENDA - Action Items - Grades Pre-K to 8

18.a Donation for Torey J. School

RESOLVED, that the Board of Education, upon the recommendation of the Interim Superintendent of Schools, gratefully accepts a donation from the Tory J. Sabatini PTO. The donation includes a replacement playground net and two climbing nets. The donation for the Tory J. Sabatini Elementary School playground, with installation, is valued at \$6,000.

18.b Donation for the Madison Junior School

RESOLVED, that the Board of Education, upon the recommendation of the Interim Superintendent of Schools, gratefully accepts a d \$200 donation from the Madison Elks Lodge #1465 to support a light breakfast of bagels, muffins, fruit and coffee for local Veterans being honored at a Madison Junior School Veterans Day Assembly on a date to be determined.

18.c Donation for Central Avenue School, Kings Road School, and Torey J. Sabatini School

RESOLVED, that the Board of Education, upon the recommendation of the Interim Superintendent of Schools, gratefully accepts a non-monetary donation of toothbrushes from Adams Dental for Madison students in grades K to 2 for the annual Halloween Toothbrush Drive.

18.d MEF Grant

RESOLVED, that the Madison Board of Education, upon the recommendation of the Interim Superintendent of Schools, gratefully accepts a grant from the Madison Education Foundation in the amount of \$475 for purchase of a Chick Hatch for Kings Road School.

18.e Professional Services

RESOLVED, that the Madison Board of Education, on the recommendation of the Interim Superintendent of Schools, approves a professional services agreement with IDE Corp. to provide a one day workshop for teachers in grades 3-5 to help them create strategies to enhance the Gifted and Talented Program. The workshop will take place on January 9, 2024 for a total cost of \$2,480.

19. OPERATIONS AGENDA - Action Items - Grades 9 to 12 and District

Moved by _____, seconded by _____, at the recommendation of the superintendent, approve the following:

19.a Board Secretary's Report September 2023

RESOLVED, that the Madison Board of Education, upon the recommendation of the Interim Superintendent of Schools, accepts the attached Report of the Board Secretary and it is entered into the records for the month of September 2023. Pursuant to N.J.A.C. 6:20-2.12(d), the Board Secretary certifies that as of September 2023, no major budgetary line item account has been over expended in violation of N.J.A.C. 6:20-2.12(a)

[September 2023 Board Secretary's Report.pdf](#)

19.b Treasurer's Report September 2023

RESOLVED, that the Madison Board of Education, upon the recommendation of the Interim Superintendent of Schools, accepts the attached Treasurer's Report for the month of September 2023 and that said Treasurer's Report agrees with the Board Secretary's Report dated September 2023.

[September 2023 Treasurer's Report.pdf](#)

19.c Transfers September 2023

RESOLVED, that the Madison Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the attached list of budget appropriation transfers for September 2023.

[September 2023 Monthly Transfer Sheet.pdf](#)

19.d Bills List November 2023

RESOLVED, that the Madison Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the attached payment of bills in the amount of \$3,075,100.79 on the check register dated November 14, 2023.

[November 14, 2023 Bill List \(1\).pdf](#)

19.e Payroll - October 2023

RESOLVED, that the Madison Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the gross payroll for October 2023 in the amount of \$2,921,264.63.

19.f Minutes of Record

RESOLVED, that the Madison Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the attached Minutes of Record for the following meetings:

- October 17, 2023
- October 21, 2023
- October 22, 2023
- October 29, 2023

[10.29.2023 Minutes.pdf](#)

[10.22.2023 Minutes.pdf](#)

[10.21.2023 Minutes.pdf](#)

[10.17.2023 Minutes.pdf](#)

19.g Insurance Archeologist

RESOLVED, that the Madison Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves a retainer with the Insurance Archaeology Group to assist with identifying excess liability coverage held by the Madison Board of Education in the early 1980s. The cost for Phase I services is estimated not to exceed \$6,000. Services will be provided in conjunction with legal counsel. Services include:

Phase I

Review Records Located to Date

Review the records produced by Marsh to confirm the coverage identified to date and to try to identify leads or information regarding the excess coverage

Assist with Carrier Follow Ups

Obtain copies of underwriting and application files for records provided by Chubb in relation to excess liability coverage

Identify Leads and Research Options

Seek to identify leads including additional insureds, locations, etc. and make recommendations for additional research that may be required to locate relevant records.

19.h Emergency Busing Evacuation Plan

RESOLVED, that the Madison Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves an agreement with the Madison YMCA for use of their buses in the event there is a need for an emergency evacuation within the district.

19.i Facilities Use for November 2023

RESOLVED, that the Madison Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the attached facilities use for November 2023. Fees will be charged in accordance with Policy and Regulation 7510.

[Facilities Use Report November.pdf](#)

19.j Equipment Disposal

WHEREAS district officials have determined that certain school/office related equipment/furniture are broken and/or obsolete and are recommending the disposal of said equipment; and

WHEREAS N.J.S.A. 18A:18A-45 permits Boards of Education to dispose of equipment and supplies by sealed bid or public auction; and

WHEREAS the district approved an agreement with GovDeals, Inc., for the disposition of equipment through its online public auction website.

RESOLVED, that the Madison Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the public auction and sale of the Dewalt 20" thickness planer (014330) equipment, through GovDeals, Inc.

BE IT FURTHER RESOLVED, that the Madison Board of Education, upon the recommendation of the and Interim Superintendent of Schools, approves the disposal of

said items in the event they are not sold after ten days of being posted on the GovDeals.com public auction website.

19.k Field Trip for the High School Band

RESOLVED, that the Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves a quote from Passaic Valley Coaches for 2 buses to transport the Madison High School Marching Band to Hershey, PA to perform at Hershey Park on November 5th for a total cost of \$4,525.00.

19.l Frontline Education 504 Online Management System

RESOLVED, that the Madison Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves an agreement with Frontline Education for use of it's Online 504 Management System for the 2023-2024 school year at the following rates:

Frontline Implementation: \$1,000.00
Initial Term Prorated Fees: \$600.00

19.m Donation for the Madison High School

RESOLVED, that the Board of Education, upon the recommendation of the Interim Superintendent of Schools, gratefully accepts a donation in the amount of \$20,000 from the Madison Basketball Association for the purchase of two LED scoreboards for the Madison High School basketball, volleyball and wrestling teams.

19.n Settlement Agreement and Release

BE IT RESOLVED, by the Madison Board of Education (hereinafter referred to as the "Board") that the terms, stipulations and conditions as established in the Settlement Agreement and Release (hereinafter referred to as "Agreement") between the Board and the Parents of a student whose name is on file in the Interim Superintendent's office, and which Agreement is located in the student's file, are hereby adopted and approved by the Board. The Board President and Board Secretary are hereby authorized and directed to execute the Settlement Agreement and Release, and any other documents necessary to effectuate the settlement.

19.o Professional Services-Turning Point Inc.

RESOLVED, that the Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves Turning Point Inc. to provide home instruction for student #2665427896 effective 9/7/23 to 10/3/23 at a per diem rate of \$125.

19.p Transportation for Athletic Events

RESOLVED, that the Madison Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the attached quote from Jersey

Limo/Livingston/Archie's Cab/Yellow Cab to provide transportation services for the Tennis and Soccer Teams on various dates for a total cost of \$3,840.00.

[Athletic Transportation Trips.pdf](#)

20. OLD BUSINESS

21. NEW BUSINESS

22. OPEN TO THE PUBLIC

23. TOPICS FOR THE BOARD AS A WHOLE - Discussion Items

23.a Board Vacancy Candidate Interviews

24. CLOSED EXECUTIVE SESSION (If Necessary)

Motion by _____, seconded by _____, the Board of Education of the Madison Public Schools in the County of Morris will adjourn into a closed executive session to discuss the item(s) that falls within an exception of our open meetings policy and permits the Board to have a private discussion, since it deals with specific exceptions contained in N.J.S.A. 10:4-12b.

1. Federal Law, State Law, or Court Rule.
2. Individual privacy
3. Collective bargaining agreements
4. Purchase or lease of real property if public interest could be adversely affected
5. Investment of public funds if public interest could be adversely affected
6. Tactics or techniques utilized in protecting public safety and property
7. Pending or anticipated litigation
8. Attorney-client privilege
9. Personnel – employment matters affecting a specific prospective or current employee

Be it resolved that the Board will now enter into closed session to discuss matters rendered confidential by [indicate applicable matters listed above]. Any discussion held by the Board that need not remain confidential will be made public as soon as is practical. Minutes of the closed session will not be disclosed until the need for confidentiality no longer exists. All appropriate persons who may be discussed in closed session have been adequately notified.

25. RECONVENE TO PUBLIC SESSION

26. ADJOURNMENT

Moved by _____, seconded by _____.