



Wendy McNeill Director wmcneill@banyanschool.org

ELEMENTARY SCHOOL

Ronald Lieberman Principal
12 Hollywood Avenue, Fairfield, NJ 07004
(973) 439-1919
rlieberman@banyanschool.org

HIGH SCHOOL | LIFE ACADEMY

Janet Seabold Principal
471 Main Street, Little Falls, NJ 07424
(973) 785-1919
jseabold@banyanschool.org

March 4, 2024

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Dear Parents & Guardians,

As you are well aware, our Administration made the very difficult decision to cancel the Summer Club Social *after* it was announced in January. As previous communication from our Administration has made clear, much thought and consideration went into this decision.

Before we explain the issues that resulted in this decision, we hope you will be pleased to know the Board of Trustees and our Administration have decided to run the Summer Club Social this Summer as an accommodation to our Parents, Guardians and Students. However, some changes will be necessary in order to comply with guidance outlined by our Attorney.

Here is the background...

- After the announcement email was disseminated, an Attorney reached out to our Administration to express an opinion that the Summer Club Social was discriminatory because a Nurse would not be present. As a result, we reached out to our Attorney for guidance.
- ***It is important to note that a Nurse has never been part of this aftercare program in the past.***
- After consultation with our Attorney, we were advised that a Nurse needed to be present for any Student or Students who might require a Nurse for medical reasons. Further, we were advised that Paraprofessionals needed to be part of staffing to address this same issue.
- With this guidance, our Administration began a search for a Nurse because none of our Staff had the flexibility to stay the extra 2-1/2 hours as a result of other Summer commitments.
- Next, our Administration began reaching out to staffing agencies. Unfortunately, after reaching out to eight (8) such agencies, they were unsuccessful in gaining the commitments necessary to guarantee that we would have a Nurse for all 19 days of the program. In addition, our Administration was very worried about the reliability of temporary staff, based upon previous experience.
- Thus, after consultation with me, as the Board President, the decision was made to cancel the program out of concern that we would not be able to meet the nursing requirement.

That's the background, but here is where we are now...

The Summer Club Social is back on for this year only. We will be contracting with a staffing agency to hire a part-time Nurse. The agency that we selected came recommended by a colleague of Ron Lieberman and this company seems most able to provide a Nurse each day.

These are the new specifics of the Summer Club Social program:

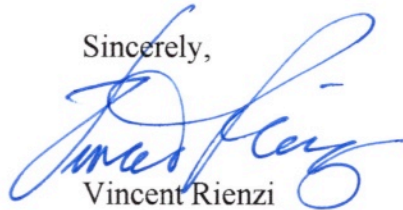
- We need a **minimum of twenty (20) Students for ALL five (5) weeks** in order to run the program.
- Unlike past years, this is no longer a week-by-week commitment. **There must be a commitment to the entire 5 weeks**, which includes a total of nineteen (19) days.
- **The cost of the Program will be \$1,295**, which now includes a Nurse and four (4) Paraprofessionals. This is an increase in cost of 36% from the previous total cost.
- We will need a **commitment with payment by April 8, 2024** so that we can begin to make commitments to our Staff AND make the necessary commitments for the additional staffing.

Hopefully, you can now better understand how and why the original decision was made to cancel the Summer Club Social. We also hope it is clear that our Administration worked very hard to find a workable solution to provide the necessary additional staffing to guarantee the running of this aftercare program.

If you have additional questions, please address them to me at boardoftrustees@banyanschool.org. If it is necessary to have an in-person meeting to address any other questions, the Board of Trustees is happy to do that.

Once again, if you are interested in having your child attend the Summer Club Social, please complete the attached form and return it with payment by April 8, 2024. Providing we have a commitment for twenty (20) Students, the Program will begin on July 1st.

Sincerely,



Vincent Rienzi
President, Board of Trustees

VR:mc
Attachment