

BLOODBORNE PATHOGEN PROGRAM PROFESSIONAL AGREEMENT FOR THE 2013-2014 SCHOOL YEAR

BE IT RESOLVED, that upon the recommendation of the Interim Superintendent of Schools, the Fort Lee Board of Education hereby approves the execution of the Professional Services Agreement between the **Bergen County Department of Health Services** and the Fort Lee Board of Education to provide **Bloodborne Pathogen Training** as part of the Bloodborne Pathogen Compliance Program for the 2013-2014 school year.

DATED: August 12, 2013
Attachment

Motion by: Mr. Joseph Surace

Seconded by: Mrs. Holly Morell

Motion Passed

Motion Failed

ROLL CALL	AYES	NAYS	ABSENT	ABSTAINED
MRS. ESTHER HAN SILVER	X			
MR. CARMELO LUPPINO	X			
MRS. HOLLY MORELL	X			
MRS. CANDACE ROMBA	X			
MR. DAVID SARNOFF	X			
MR. PETER SUH	X			
MR. JOSEPH SURACE	X			
MS. HELEN YOON	X			
MR. YUSANG PARK	X			



2013/2014

BERGEN COUNTY
DEPARTMENT OF HEALTH
SERVICES
AGREEMENT
FOR
BLOODBORNE PATHOGEN
PROGRAM
FOR THE
FORT LEE BOARD OF EDUCATION

2013 / 2014
BLOODBORNE PATHOGEN PROGRAM PROFESSIONAL AGREEMENT
BETWEEN THE
FORT LEE BOARD OF EDUCATION
AND
COUNTY OF BERGEN

THIS AGREEMENT made this _____ day of _____, 20___, by and between the County of Bergen, Department of Health Services, which has offices located at One Bergen County Plaza, City of Hackensack, County of Bergen, State of New Jersey (hereinafter referred to as the "SERVICE PROVIDER") and the Fort Lee Board of Education which has offices located at 2175 Lemoine Avenue, 6th floor, Fort Lee, County of Bergen State of New Jersey (hereinafter referred to as the "SERVICE RECIPIENT").

WHEREAS, the SERVICE RECIPIENT, through the provisions of N.J.S.A. 26:3A2-1 et seq. desires to contract for the furnishing of health services of a technical and professional nature, requires the regular services of a Bloodborne Pathogen Compliance Coordinator and Trainer; and

WHEREAS, Bergen County Resolution # _____ as adopted by the Bergen County Board of Chosen Freeholders, dated _____ authorizes the County Executive to enter into an agreement with the Fort Lee Board of Education; and

WHEREAS, the SERVICE PROVIDER is experienced in the provision of Bloodborne Pathogen Compliance Programs;

NOW, THEREFORE, IT IS AGREED by and between the SERVICE RECIPIENT and the SERVICE PROVIDER as follows:

I. APPOINTMENT. The SERVICE PROVIDER is hereby appointed and retained as Bloodborne Pathogen Compliance Coordinator and Trainer for the SERVICE RECIPIENT.

II. TERM.

_____ The term of this Agreement shall commence on July 1, 2013, and shall continue in accordance with the terms and conditions of this Agreement, terminating on June 30, 2014. (1 YEAR OPTION)

_____ The term of this Agreement shall commence on July 1, 2013, and shall continue in accordance with the terms and conditions of this Agreement, terminating on June 30, 2015. (2 YEAR OPTION)

III. TERMINATION OF AGREEMENT.

- A. The SERVICE PROVIDER and the SERVICE RECIPIENT shall have the opportunity for a hearing to determine whether the agreement should terminate before their respective Executive Committees;
- B. The SERVICE PROVIDER and the SERVICE RECIPIENT's Executive Committees shall determine whether the reasons for the termination can be amicably and reasonably resolved or whether, in its sole determination, the Agreement shall be terminated.
- C. The SERVICE PROVIDER may terminate this Agreement, at any time during the term thereof, by the giving of ninety (90) days written notice, setting forth the cause or causes for termination to the SERVICE RECIPIENT.
- D. The SERVICE RECIPIENT may terminate this Agreement, at any time during the term thereof by the giving of ninety (90) days written notice, setting forth the cause or causes for termination to the SERVICE PROVIDER.

IV. AFFIRMATIVE ACTION. During the performance of this contract, the SERVICE PROVIDER agrees as follows:

The SERVICE PROVIDER, where applicable, will not discriminate against any employee or applicant for employment because of age, race, creed, color, national origin, ancestry, marital status, sex, affectional or sexual orientation. The contractor will take affirmative action to ensure that such applicants are recruited and employed, and that employees are treated during employment, without regard to their, age, race, creed, color, national origin, ancestry, marital status, sex, affectional or sexual orientation. Such action shall include, but not limited to the following: employment, upgrading, demotion, or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship. The contractor agrees to post in conspicuous places, available to employees and applicants for employment, notices to be provided by the Public Agency Compliance Officer setting forth provisions of this nondiscrimination clause.

The SERVICE PROVIDER, where applicable will, in all solicitations or advertisements for employees placed by or on behalf of the contractor, state that all qualified applicants will receive consideration for employment without regard to age, race, creed, color, national origin, ancestry, marital status, sex, affectional or sexual orientation.

The SERVICE PROVIDER, where applicable, will send to each labor union or representative or workers with which it has a collective bargaining agreement or other contract or understanding, a notice, to be provided by the agency contracting officer advising the labor union or worker's representative of the contractor's commitment under this act and shall post copies of the notice in conspicuous places available to employees and applicants for employment.

The SERVICE PROVIDER, where applicable, agrees to comply with any regulations promulgated by the Treasurer pursuant to N.J.S.A. 10:5-31 et seq. as amended and supplemented from the time to time and the Americans with Disabilities Act.

The SERVICE PROVIDER agrees to make attempt in good faith efforts to employ minority and women workers consistent with the applicable county employment goals established in accordance with N.J.A.C. 17:27-5.2, or a binding determination of the applicable county employment goals determined by the Division, pursuant to N.J.A.C. 17:27-5.2.

The SERVICE PROVIDER agrees to inform in writing its appropriate recruitment agencies including, but not limited to, employment agencies, placement bureaus, colleges, universities and labor unions, that it does not discriminate on the basis of age, creed, color, national origin, ancestry, marital status, sex, affectional or sexual orientation, and that it will discontinue the use of any recruitment agency which engages in direct or indirect discriminatory practices.

The SERVICE PROVIDER agrees to revise any of its testing procedures, if necessary, to assure that all personal testing conforms to the principles of job-related testing, as established by the statutes and court decision of the State of New Jersey and as established by applicable Federal law and applicable Federal court decisions.

In conforming with the applicable employment goals, the SERVICE PROVIDER agrees to review all procedures relating to transfer, upgrading, downgrading and layoff to ensure that all such actions are taken without regard to age, creed, color, national origin, ancestry, marital status, sex, affectional or sexual orientation, consistent with the statutes and court decisions of the State of New Jersey, and applicable Federal law and applicable Federal court decisions.

The SERVICE PROVIDER shall furnish such reports or other documents to the Division of Contract Compliance and Equal Employment Opportunity in Public Contracting as may be requested by the office from time to time in order to carry out the purpose of these regulations. The agencies shall furnish such information as may be requested by the Division of Contract Compliance and Equal Employment Opportunity in Public Contracting for conducting a compliance investigation pursuant to Subchapter 10 of the Administrative Code at N.J.A.C. 17:27.

- V. **NEW JERSEY LAW.** This Agreement shall be governed by, and construed in accordance with, the laws of the State of New Jersey.
- VI. **BINDING ON SUCCESSORS AND ASSIGNS.** Except as otherwise provided herein, all terms, provisions and conditions of this Agreement shall be binding on and inure to the benefit of the parties hereto, their respective personal representatives, successors and assigns.
- VII. **MODIFICATION.** No modification of this Agreement shall be valid or binding unless the modification shall be in writing and executed by the SERVICE RECIPIENT and the SERVICE PROVIDER.

- VIII. ENTIRE AGREEMENT.** This instrument contains the entire Agreement of the parties hereto and may not be amended, modified, released or discharged, in whole or in part, except by an instrument in writing signed by the parties hereto.
- IX. NO WAIVER.** No waiver of any term, provision or condition contained in this Agreement, nor any breach of any such term, provision or condition shall constitute a waiver of any subsequent breach of any such term, provision or condition by either party, or justify or authorize the non-observance on any other occasion of the same or any other term, provision or condition of this Agreement by either party.
- X. PARTIAL INVALIDITY.** If any term, provision or condition contained in this Agreement, or the application thereof to any person or circumstances shall, at any time, or to any extent, be invalid or unenforceable, the remainder of this Agreement, or the application of such term or provision to persons or circumstances other than those as to which this Agreement is invalid or unenforceable, shall not be affected thereby, and each term, provision or condition contained in this Agreement shall be valid and enforced to the fullest extent permitted by the law provided, however, that no such invalidity shall in any way reduce services to be performed by the SERVICE PROVIDER to the SERVICE RECIPIENT.
- XI. CAPTIONS.** The captions and paragraph headings contained in this Agreement are solely for purpose of convenience and shall not be deemed part of this Agreement for the purpose of construing the meaning thereof or for any other purpose.
- XII. NO ASSIGNMENT.** This Agreement shall not be assigned by the SERVICE PROVIDER without the specific written consent of the SERVICE RECIPIENT.
- XIII. INSURANCE.** Except as elsewhere provided herein, SERVICE PROVIDER shall provide upon request, at its own cost and expense, proof of the following insurance to the SERVICE RECIPIENT:
- A. Workers' Compensation: Statutory - in compliance with the Compensation Law of the State of New Jersey;
 - B. General Liability: Minimum limit of liability, per occurrence, for bodily injury of \$1,000,000 and minimum limit of liability of \$250,000 for property damage;
 - C. Automobile Liability: Minimum limit of liability, per occurrence, for bodily injury of \$1,000,000 and minimum limit of liability of \$250,000 for property damage. Insurance coverage for owned, hired and non-owned automobiles; and
 - D. Errors and Omissions: Minimum limit of liability of \$1,000,000 per occurrence.

Failure by the SERVICE PROVIDER to supply such written evidence shall result in default;

The insurance companies for the above coverage must be licensed, solvent, and acceptable to the SERVICE RECIPIENT. SERVICE PROVIDER shall not take any action to cancel or materially change any of the above insurance required under this Agreement without SERVICE

RECIPIENT approval. Maintenance of insurance under this section shall not relieve SERVICE PROVIDER of any liability greater than the insurance coverage.

XIV. INDEPENDENT CONTRACTOR STATUS. The SERVICE PROVIDER at all times shall be an independent contractor, and employees of SERVICE PROVIDER shall in no event be considered employees of the SERVICE RECIPIENT. No agency relationship between the parties, except as expressly provided for herein, shall exist either as a result of the execution of this Agreement or performance hereunder.

XV. INDEMNIFICATION AND HOLD HARMLESS. SERVICE PROVIDER shall indemnify and hold harmless the SERVICE RECIPIENT from any and all claims, suits, demands, damages, charges, liabilities, losses, costs and expenses arising out of the activities of the SERVICE PROVIDER, its employees and agents in connection with all activities undertaken by the SERVICE PROVIDER, pursuant to this Agreement. It is the intention of the parties that any claim for relief of any type being asserted against the SERVICE RECIPIENT, based upon any act or omission of the SERVICE PROVIDER, its affiliates and successors, shall not be the responsibility of the SERVICE RECIPIENT, and the SERVICE PROVIDER shall hold the SERVICE RECIPIENT harmless from same;

The SERVICE RECIPIENT, shall indemnify and hold harmless the SERVICE PROVIDER from any and all claims, suits, damages, charges, liabilities, losses, costs and expenses arising out of the activities of the SERVICE RECIPIENT, its employees and agents, in connection with all activities undertaken by the SERVICE RECIPIENT pursuant to this Agreement. It is the intention of the parties that any claim for relief of any type being asserted against the SERVICE PROVIDER based upon any act or omission of the SERVICE RECIPIENT, shall not be the responsibility of the SERVICE PROVIDER, and the SERVICE RECIPIENT shall hold the SERVICE PROVIDER harmless from same;

XVI. OWNERSHIP OF RECORDS.

- A. All records and data of any kind relating to the SERVICE RECIPIENT shall belong to the SERVICE RECIPIENT, and shall be surrendered to the SERVICE RECIPIENT upon expiration of the term covered by this Agreement or other termination of this Agreement;
- B. SERVICE PROVIDER shall return all training records to the SERVICE RECIPIENT at the end of each year. The SERVICE RECIPIENT must keep the records for a period of three (3) years from the training date as stated in "29 CFR Part 1910.30"; and
- C. Information released to the SERVICE PROVIDER by the SERVICE RECIPIENT for the purpose of performing the services as outlined herein shall be used only in connection with the performance of said duties.

XVII. NOTICE. Notice under this Agreement shall be sent to:

County of Bergen, Department of Health Services
One Bergen County Plaza, 4th floor

Hackensack, NJ 076501-7076

And

Fort Lee Board of Education
2175 Lemoine Avenue, 6th floor
Fort Lee, NJ 07024

XVIII. SERVICES.

The SERVICE PROVIDER agrees to provide the following services:

- A. Identify and provide a Bloodborne Pathogen Compliance Coordinator to serve as the primary contact to the SERVICE RECIPIENT for program oversight.
- B. Schedule and conduct training programs on-site in a manner that supports accepted educational practice and includes one or two delivery methodologies (i.e. discussion, audio-visual, etc.), a question and answer period, educational literature and program evaluation. The SERVICE PROVIDER shall have the option to change the delivery methodologies upon ninety (90) days' notice to the SERVICE RECIPIENT.

Trainings for each individual identified to be potentially 'at risk' for exposure to Bloodborne pathogens or other potentially infectious materials (initial and annual refresher training) will be scheduled by the Coordinator and include approximately one to one and one-half (1 to 1.5) hours of classroom time with an experienced trainer.

Training must be completed prior to vaccination. A list of all attendees at training sessions will be forwarded to the SERVICE RECIPIENT.

Training programs will be scheduled during both daytime and after school hours. Sites and class size will be mutually determined by the SERVICE PROVIDER and the SERVICE RECIPIENT. Regional training sessions conducted each month will also be available.

- C. Forward to each participating school an attendance list of trained employees, as well as issue individual training cards to each trained employee;
- D. Assure that training programs are in compliance with current standards, as well as objectives and regulations promulgated by the New Jersey Department of Health and Senior Services.
- E. Assist with the development of an Exposure Control Plan for each SERVICE RECIPIENT.
- F. Along with the SERVICE RECIPIENT, coordinate the training and vaccination as elements of the program as described by the P.E.O.S.H. Bloodborne Pathogen Standard.
- G. Provide guidance and resources as needed to assist the SERVICE RECIPIENT in overall program implementation (e.g. work practices, engineering controls, incident reporting and follow-up, etc.)

- H. Conduct site visit to SERVICE RECIPIENT locations upon request to assure compliance with the P.E.O.S.H. Bloodborne Pathogen Standard.
- I. Administer the Hepatitis-B vaccination program on a monthly schedule and to include evening hours; time and place to be determined by provider. Vaccine will be purchased through State contract.

The SERVICE RECIPIENT agrees to comply with the following:

- A. Identify a Compliance Officer to serve as the primary contact for program and the SERVICE PROVIDER's designated Bloodborne Pathogen Coordinator
- B. Provide a list of employees/individuals who have been identified to be potentially 'at risk' for exposure to Bloodborne pathogens or other potentially infectious materials to SERVICE PROVIDER's designated Bloodborne Pathogen Coordinator. (*Contact information will be provided upon execution of Agreement*)
- C. Maintain Hepatitis-B vaccination and training records according to Public Employees Occupational Safety and Health Program (P.E.O.S.H.). The SERVICE RECIPIENT will receive the necessary records to assure compliance with P.E.O.S.H. from the SERVICE PROVIDER and/or any designated medical provider authorized under separate contract by the SERVICE RECIPIENT;

XIX. COMPENSATION. (Two Elements)

A. Training and Coordination Element

The SERVICE PROVIDER shall provide training to be reimbursed by the SERVICE RECIPIENT for each participant.

TRAINING, COORDINATION, COMPLIANCE SUPPORT/MONITORING COST PER PARTICIPANT
\$25.00

B. Vaccine Administration

The SERVICE PROVIDER shall provide vaccine administration to be reimbursed by the SERVICE RECIPIENT for a three (3) dose series vaccine and administration.

COST PER VACCINE DOSE	THREE (3) DOSE SERIES COST PER PARTICIPANT
\$57.00	\$171.00

The SERVICE RECIPIENT will also reimburse the SERVICE PROVIDER for the cost of the vaccine administration; and

The SERVICE PROVIDER shall invoice the SERVICE RECIPIENTS for Training and/or Vaccination according to the following schedule:

- i. Bloodborne Pathogen Programs rendered 7/1/13 – 11/30/13; Invoice December, 2013 with payment due January 31, 2014
- ii. Bloodborne Pathogen Programs rendered 11/30/13 – 4/30/14: Invoice May, 2014 with payment due June 30, 2014
- iii. Bloodborne Pathogen Programs rendered 5/1/14 – 6/30/14; Invoice July, 2014 with payment due August 30, 2014

The 2-year contract will continue to follow the same billing cycle in the second year.

Furthermore, this payment schedule is subject to any rules and regulations promulgated by the Department of Insurance and the Department of Community Affairs.

XX. SPECIAL SERVICES RELATING TO COMPENSATION. The compensation or service fee set forth in Section XIX of this Agreement includes the following special provisions:

- A. All educational, administrative and support staff necessary to fulfill the duties and responsibilities of SERVICE PROVIDER outlined in this Agreement;
- B. Use of all physical equipment, and there shall be no further charge for rent, light, heat, office equipment or similar items; additionally there will be no additional fees for transportation for on-site training or visits.
- C. In-house computer services, including all software and hardware supplied by the SERVICE PROVIDER, for used to manage the SERVICE RECIPIENT's program are understood as being and shall remain the property of the SERVICE PROVIDER. All data and records which pertain to the business activities of the SERVICE RECIPIENT shall, however, be the property of the SERVICE RECIPIENT. A complete and current copy of all such data and records shall be supplied upon the request of the SERVICE RECIPIENT. Data will be made available in either hard copy, or via electronic medium, or both as the SERVICE RECIPIENT may specify.

XXI. SERVICE PROVIDER REPRESENTATIVE. SERVICE PROVIDER's designated representative is Dr. Nancy L. Mangieri, DNP. The SERVICE PROVIDER shall not permanently change its designated representative without written notification to the SERVICE RECIPIENT.

IN WITNESS WHEREOF, the parties hereto have caused these presents to be signed and attested to by its proper corporate officers and their respective seals to be hereto affixed, the day and year first above written.

**FORT LEE BOARD OF EDUCATION SIGNATURES BELOW:
PLEASE PLACE BOARD OF EDUCATION SEAL OVER ATTESTING SIGNATURE**

ATTESTING SIGNATURE:

By: _____ By: _____
Title: _____ Title: _____
Date: _____ Date: _____

COUNTY OF BERGEN SIGNATURES BELOW:

ATTESTING SIGNATURE:

By: _____ By: _____
Date: _____ Date: _____
Kathleen A. Donovan
County Executive

By: _____
Dr. Nancy L. Mangieri
Director/Health Officer
Date: : _____

**APPROVAL OF SCHOOL NURSING SERVICES PLAN
FOR 2013-2014 SCHOOL YEAR**

BE IT RESOLVED, that upon the recommendation of the Interim Superintendent of Schools, the Fort Lee Board of Education approves the **School Nursing Services Plan** for the 2013-2014 school year, as per the attached.

DATED: August 12, 2013
Attachment

Motion by: Mr. Joseph Surace

Seconded by: Mrs. Holly Morell

Motion Passed

Motion Failed

ROLL CALL	AYES	NAYS	ABSENT	ABSTAINED
MRS. ESTHER HAN SILVER	X			
MR. CARMELO LUPPINO	X			
MRS. HOLLY MORELL	X			
MRS. CANDACE ROMBA	X			
MR. DAVID SARNOFF	X			
MR. PETER SUH	X			
MR. JOSEPH SURACE	X			
MS. HELEN YOON	X			
MR. YUSANG PARK	X			

FORT LEE District Nursing Services Plan 2012-2013

(NJAC 6A:16-2.1 through 2.5)

District Name: Fort Lee

School Year: 2012-2013

Board of Education Approval Date: July 15, 2013

District Contact Person: Ann Marie Bruder, Director of Special Services

I. Description of Basic Nursing Services Provided to All Students: (N.J.A.C. 6A 16-2.1 (b) 2 (i))

Basic services: NJAC and NJSA, federal law and N.J. Sanitation Code. Under the direction of the School Physician, the following services are provided to students:

A. Health Records (N.J.A.C. 8:57-4.1 through 4.20)	
1. Maintain and review student health documents	(N.J.A.C. 6A:16-2.2 (g))
a) State of New Jersey Health History and Appraisal record i.e., A-45 cards	
b) Immunization record	(N.J.A.C.:16-2.2 (a))
c) Medical history	
d) Conduct and record health screenings (i.e., height, weight, hearing, vision, scoliosis and blood pressure as per current NJ statues)	(N.J.A.C. 6A:16-2.2 (k))
e) Physical examinations for:	
(1) Athletic Pre-Participation Physical Examination Form Part A & B as part of student's health record	(NJAC 6A:16-2.2 (f) 6) and (N.J.A.C. 6A:16-2.2 (h) 1)
(2) New or transfer student	(N.J.A.C. 6A:16-2.2 (h) 2)
(3) Working Papers health exam	(N.J.A.C. 6A:16-2.2 (h) 3)
(4) Comprehensive child study team evaluation	(N.J.A.C. 6A:16-2.2 (h) 4)
(5) Evaluation of student suspected of being under the influence of alcohol or a controlled dangerous substance	(N.J.A.C. 6A:16-2.2 (h) 5)
f) Transference and request of health records i.e. A-45 and current physical exam	(N.J.A.C. 6A:16-2.4 (d))
g) Adherence to Family Education Rights and Privacy Act	(FERPA- 20 U.S.C.§1232g, 34 CFR Part 99, N.J.A.C. 6A:16-2.2 (h) 5 and N.J.A.C. 6A:32-7)

2. Determine student status for admission or retention with unacceptable evidence of immunizations	
3. Conduct tuberculosis testing as directed by the NJ DHSS	(N.J.S.A. 18A:40-16 & N.J.A.C. 6A:16-2.2 (a))
B. Medications, health care treatments, procedures and care:	(N.J.A.C. 6A:16-2.1 (a) 2)
1. Administer authorized medications, health care treatments and care	(N.J.A.C. 6A:16-2.1 (a) 2)
2. Approval of self administered medications	(N.J.A.C. 18A:40-12.3 & 12.4 & N.J.A.C. 6A:16-2.1 (a) 2v)
3. Designate and train annually epinephrine auto injector delegates	(N.J.S.A. 18A:40-12.5 & 12.6)
C. Review and create IHP/IEHP for Do Not Resuscitate (DNR) orders	(N.J.A.C. 6A:16-2.1 (a) 3)
D. Provide Health Care	(N.J.A.C. 6A:16-2.1 (a) 4)
1. Provide nursing health care and execute medical regimens to students as per: NJ Nurse Practice Act, District Collaborative Standing Orders, IHP, IEHP, and Medical Home Practitioner's orders.	(N.J.A.C. 6A:16-2.1 (a) 4 (ii)), N.J.A.C. 6A:16-1.4 (a) and N.J.S.A. 45:11-23.- New Jersey Board of Nursing Statutes
2. Isolate, exclude and re-admit any student or employee with a communicable disease	(N.J.A.C. 6A:16-1.4 (a))
3. Report "Reportable Communicable Disease" to County health officer	(N.J.A.C. 8:57-1 & N.J.A.C. 6A:16-2.2 (d))
4. Arrange for transportation and supervision of students in need of emergency health care	(N.J.A.C. 6A:16-2.1 (a) 4 (iii))
5. Notify parents of need for emergency care	(N.J.A.C. 6A:16-2.1 (a) 4 (iv))
6. Administer emergency medications i.e., anaphylaxis (epinephrine) or asthma medications etc.	(N.J.A.C. 6A:16-2.1 (a) 4 (v))
7. Write and update annually student individualized health care plans (IHP's) and individualized emergency health care plan (IEHP's) for student's medical needs and instruction of staff.	(N.J.A.C. 6A:16-2.3 (b) 5 (xiii))
8. Establish, annually review and implement Standards of Care/Collaborative Standing Orders with the School physician for deliverance of daily and emergency health care	(N.J.A.C. 6A:16-2.3 (b)xi)
E. Administer asthma related care	(N.J.A.C. 6A:16-2.1 (a) 5)
1. Obtain training for administration of medication via nebulizer	(N.J.S.A.18A:40-12.8 (a) & (N.J.A.C. 6A:16-2.1(a) 5(i))
2. Maintain one nebulizer per school	(N.J.A.C. 6A:16-2.1 (a) 5)
3. Require Students to have a current "Asthma Action Plan	(N.J.A.C. 6A:16-2.1 (a) 5 (iii))
F. Health history and examinations	(N.J.S.A. 18A:40-4, NJSA 18A:35-4.8, N.J.A.C. 6A:16-2.2 and N.J.A.C. 6A:16-2.1 (a) 6)

1. Provide health examination for student's without medical homes	(N.J.A.C. 6A:16-2.2 (f) 6)
2. Maintain Athletic Pre-Participation Physical Examination Form Part A & B as part of student's health record	(N.J.A.C.6A:16-2.2 (f) 6)
G. Establish and maintain procedures for universal precautions	(N.J.A.C.6A:16-2.1 (a) 7)
H. Provide nursing services to nonpublic school located in district	(N.J.A.C. 6A:16-2.1 (a) 8)
I. Instruct students/ teachers/staff:	(N.J.A.C. 6A:9-13.3, N.J.S.A. 18A:40-3; and N.J.A.C. 6A:16-2.3 (b)5 (xv))
1. communicable diseases, blood borne pathogens	
2. Asthma management	
3. Anaphylaxis	
4. classroom health curriculum (not CSN with a "Non-Instructional" certificate)	
5. other health concerns	
J. Provide information for:	
1. NJ Family Care program	(N.J.A.C. 6A:16-2.2 (i))
2. Pregnancy Assistance	
K. Implementation of the Nurse Practice Act by.....	
L. Certified School Nurse Functions as Certified School Nurse (CSN) and Registered Nurse	N.J.S.A. 45:11-23.- New Jersey Board of Nursing Statutes
1. Nursing Diagnosis /Case-finding of actual or potential physical health problems	
2. Provision of nursing care for actual or potential emotional health problems	
3. Health teaching in health office	
4. Health teaching in classroom	
5. Health counseling	

II. Summary of Nursing Services Required to Address Specific Health Care Needs of Individual Students (N.J.A.C. 6A:16-2.1 (b)2 (ii))

Indicated number students for which you are providing services. From the list below add or delete nursing services that are provided or not provided by your schools within district, respectively.

Services Required to Address Specific Health Care Needs of Individual Students with acute care needs, chronic illness, special health needs, procedures and administration of medications, procedures or treatments.		Elementary School No. 1	Elementary School No. 2	Elementary School No. 3	Elementary School No. 4	FLECC Pre-K	LFC MS	FORT LEE HS
First-Aid, splinting, Ace-wrap etc.		648	462	527	534	44	573	960
Health Screenings Ht., Wt., & BP yearly		648	462	527	534	44	573	250
Visual Acuity screening K,2,4,6,8,10		648	310	360	320	40	294	250
Auditory screening K,1,2,3,7,11		648	285	305	305	40	280	250
Scoliosis screening biennially age 10-18		148	78	60	82	n/a	280	395
Diabetic Glucose testing, insulin pump management		1	0	2	0	0	0	5
Mantoux/PPD testing		0	0	0	0	0	0	0
Medication Administration- daily		3	6	6	2	0	3	8
Medication Administration - PRN		65	60	38	37	5	40	128
Nebulizer/inhalers/peak flow measurements		6	12	20	16	5	0	116
Tube feedings		0	0	0	0	0	0	0
Urinary catheterizations		0	0	0	0	0	0	0
Ventilator care		0	0	0	0	0	0	0
Referral for vision evaluations		96	48	38	40	4	56	32
Referral for hearing evaluations		2	3	3	4	2	4	3
Referral for Alcohol and drug use/abuse testing		0	0	0	0	0	4	28
Referral for pregnancy		0	0	0	0	0	0	2

III. Emergency Management (N.J.A.C. 6A 16-2.1 (b) 2 (iii))

(Emergency management is a description of how nursing services will be provided in all emergency situations for the entire school district. Add or delete the following services provided or not provide by your school district, respectively)

A. Acute Care Management Plan:

1. Creation and maintenance of an Emergency Management Kit (“Go-box”, crash cart, etc.) for utilization in Crisis, Emergency Evacuations, or and Shelter-In-Place situations
2. Cardiac or Respiratory Distress Action Plan
 - a) AED’s (Automatic External Defibrillators) deployment and delegates trained
 - b) CPR trained school nurse (NJAC 6A:13.3)
 - c) Asthma Nebulizer trained nurses
 - d) Universal Precautions trained staff
 - e) CPR trained coaches/athletic trainers/teachers/staff

B. IEHP’s/Chronic Care Management Plans:

1. Epinephrine Auto-Injector/ Anaphylaxis Action Plan
2. Asthma Action Plan
3. Diabetic Action Plan
4. Lock-Down Health Care Action Plan

C. District Crisis Management Plan:

1. Triage Action Plans in District Crisis Management Plan

D. Community Rescue Squad and Emergency Paramedic Services

1. Fort Lee EMS/Police/Fire Dept. provide immediate response to all emergency calls by school district.

V. Nursing Services and Additional Medical Services provided to Non-Public Schools

A. Non-public nursing services (NJAC 6A 6A:16-2.3 (b) through (d))

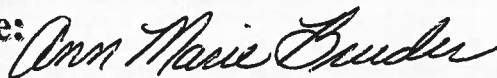
1. Non-public nursing services are provided by the Fort Lee BOE through an outsourced contractor to the following schools located in district: Christ the Teacher Interparochial School

VI. Additional District Nursing Services Information:

Add any additional data that your school district requires be disclosed in this Nursing Services Plan

Nursing Services Plan Review by:

Name: Ann Marie Bruder


Signature: 

Ann Marie Bruder

Title: Director of Special Services

Date: July 3, 2013

Name: Dr. Sharon Amato

Signature: 

Title: Acting Superintendent of Schools

**OUT-OF-DISTRICT PLACEMENTS
FOR 2013-2014 (FOR 69 STUDENTS)**

BE IT RESOLVED, that upon the recommendation of the Interim Superintendent of Schools, the Fort Lee Board of Education approves the **out-of-district placements for the 2013-2014 school year** as per the attached list.

DATED: August 12, 2013
Attachment

Motion by: Mr. Joseph Surace

Seconded by: Mrs. Holly Morell

Motion Passed

Motion Failed

ROLL CALL	AYES	NAYS	ABSENT	ABSTAINED
MRS. ESTHER HAN SILVER	X			
MR. CARMELO LUPPINO	X			
MRS. HOLLY MORELL	X			
MRS. CANDACE ROMBA	X			
MR. DAVID SARNOFF	X			
MR. PETER SUH	X			
MR. JOSEPH SURACE	X			
MS. HELEN YOON	X			
MR. YUSANG PARK	X			

2013-2014
OUT OF DISTRICT PLACEMENTS

SCHOOL	STUDENT	STATUS	TUITION
PUBLIC			SEPT-JUNE
Leonia -ED Anna C. Scott (1:1 Aide)	JNN	returning	44,433.00
Leonia -ED Anna C. Scott (1:1 Aide)	AP	returning	44,433.00
Leonia - MD Middle School	AF	returning	43,560.00
Leonia - MD Middle School	MH	returning	43,560.00
Leonia - MD Middle School	MS	new placement	43,560.00
Leonia - MD Middle School (1:1 Aide)	AS	returning	43,560.00
Leonia - MD High School	SC	returning	43,560.00
Leonia - LLD High School (Shared Time with HoHoKus School)	YYK	returning	21,000.00
Region III - Valley Program PSD	AA	returning	71,092.00
Ridgefield - AUT	DC	returning	59,342.00
Ridgefield - AUT	PG	returning	59,342.00
Ridgefield- AUT	CK	returning	59,342.00
Ridgefield- AUT	RK	returning	59,342.00
Ridgefield - AUT (1:1 Aide)	SL	returning	59,342.00
Ridgefield - AUT	SSL	returning	59,342.00
Ridgefield - AUT (1:1 Aide)	JM	returning	59,342.00
Ridgefield - AUT	SP	returning	59,342.00
Ridgefield - AUT	JR	returning	59,342.00
Ridgefield - AUT	DJS	returning	59,342.00
Ridgefield - MD	MG	returning	34,874.00
Ridgefield - MD	GM	returning	34,874.00
Ridgefield -MD	JT	returning	34,874.00
Ridgefield -MD	MY	returning	34,874.00
BERGEN CO. SPECIAL SERVICES			
<i>Bergen VoTech-Paramus(full day)</i>	<i>FB</i>	<i>new placement</i>	<i>14,330.00</i>
<i>Bergen VoTech-Paramus(full day)</i>	<i>AC</i>	<i>returning</i>	<i>14,330.00</i>
<i>Bergen VoTech-Paramus(full day)</i>	<i>JH</i>	<i>new placement</i>	<i>14,330.00</i>
<i>Bergen VoTech-Paramus(full day)</i>	<i>KM</i>	<i>returning</i>	<i>14,330.00</i>
<i>Bergen VoTech-Paramus(full day)</i>	<i>ER</i>	<i>new placement</i>	<i>14,330.00</i>
<i>Bergen VoTech-Paramus(full day)</i>	<i>EU</i>	<i>new placement</i>	<i>14,330.00</i>
<i>Bergen VoTech-Paramus(shared AM)</i>	<i>SB</i>	<i>new placement</i>	<i>6,300.00</i>
<i>Bergen VoTech-Paramus(shared AM)</i>	<i>KD</i>	<i>new placement</i>	<i>6,300.00</i>
BCSS-BELA PSD	EB	returning	58,520.00
BCSS-BELA PSD	BM	returning	58,520.00
BCSS-Bleshman School	JK	returning	67,860.00
BCSS-Bleshman School	JF-L	returning	67,860.00
BCSS-Bleshman School	DS	returning	67,860.00
BCSS-New Bridges AUT	DL	returning	73,080.00
BCSS - Transition Ctr @ WoodRidge MD	CH	returning	53,820.00
BCSS - NOVA	SF	returning	53,820.00
BCSS-VISIONS	JC	new placement	53,820.00
BCSS-VISIONS	JV	new placement	53,820.00
BCSS - Washington South	JP	returning	73,080.00
BCSS - Washington South	EU	returning	73,080.00
BCSS - Washington South	EY	returning	73,080.00

4HWS*

2013-2014
OUT OF DISTRICT PLACEMENTS

SCHOOL	STUDENT	STATUS	TUITION
PRIVATE APPROVED (IN STATE)			
Banyan Upper School - Little Falls, NJ	AG	returning	48,126.60
Chancellor Academy - Pompton Plains	TC	new placement	56,340.00
Chancellor Academy - Pompton Plains	TG	returning	56,340.00
Chapel Hill Academy	JB-N	returning	54,180.00
Chapel Hill Academy (1:1 Aide 1/2 day)	EK	returning	54,180.00
Chapel Hill Academy	DJL	returning	54,180.00
Chapel Hill Academy	KP	returning	54,180.00
Children's Therapy Ctr - Upper (1:1 Aide)	JHH	returning	71,253.00
ECLC - Chatham	DS	returning	42,975.00
ECLC - Ho-Ho-Kus, NJ (1:1 Aide)	IHH	returning	46,341.00
ECLC - Ho-Ho-Kus, NJ	JHK	returning	46,341.00
ECLC - Ho-Ho-Kus, NJ (1:1 Aide)	WCS	returning	46,341.00
Forum School - Waldwick	IA	new placement	46,765.80
Forum School - Waldwick	MN	returning	51,442.38
Forum School - Waldwick	BR	returning	51,442.38
Forum School - Waldwick	MW	returning	51,442.38
Ho-Ho-Kus School (Shared Time w/Leonia)	YKK	change	9,900.00
JCC Therapeutic Nursery (1/2 day)	JB	returning	46,377.00
Lrning Ctr. For Excep. Chld.-MD	AB	returning	55,063.40
Lrning Ctr. For Excep. Chld.-MD	DC	returning	55,063.40
Lrning Ctr. For Excep. Chld.-MD	AS	returning	55,063.40
New Alliance Academy	BJ	returning	64,260.00
Palisades Regional Academy	DB	returning	48,960.00
Sage Day	BZ	returning	50,220.00
YCS/Sawtelle Montclair	KT	returning	53,103.60

**BAYADA NURSES, INC. AS ADDITIONAL RELATED SERVICE PROVIDER
FOR 2013-2014 SCHOOL YEAR**

BE IT RESOLVED, that upon the recommendation of the Interim Superintendent of Schools, the Fort Lee Board of Education approves the following addition to the list of **Related Service Providers** for the 2013-2014 school year:

Service Provider	Fees
Bayada Nurses, Inc. 90 Main Street, Suite 202 Hackensack, NJ 07601 (201) 488-1262	\$50.00 per hour for a Registered Nurse (RN); \$40.00 per hour for a Licensed Practical Nurse (LPN)

DATED: August 12, 2013
Attachment

Motion by: Mr. Joseph Surace

Seconded by: Mrs. Holly Morell

Motion Passed

Motion Failed

ROLL CALL	AYES	NAYS	ABSENT	ABSTAINED
MRS. ESTHER HAN SILVER	X			
MR. CARMELO LUPPINO	X			
MRS. HOLLY MORELL	X			
MRS. CANDACE ROMBA	X			
MR. DAVID SARNOFF	X			
MR. PETER SUH	X			
MR. JOSEPH SURACE	X			
MS. HELEN YOON	X			
MR. YUSANG PARK	X			

CONTRACT FOR "IN SCHOOL" NURSING SERVICES
PERTAINING TO [REDACTED]

This AGREEMENT is made and entered into this _____ day of _____, 2013, by BAYADA Home Health Care, Inc., with a service office located at 90 Main Street, Hackensack, New Jersey 07601 (hereinafter referred to as BAYADA) and Fort Lee Board of Education, located at 2175 Lemoine Avenue, Fort Lee, New Jersey 07024 (hereinafter referred to as SCHOOL).

BAYADA is a home health care agency, engaged in the business of providing nursing services and SCHOOL has identified a need for in-school nursing care of its student, ENIS U., (hereinafter referred to as STUDENT).

WHEREAS, it is the desire of both parties to make provision for onsite daily nursing care for STUDENT, in accordance with the terms of this Agreement.

THEREFORE, in consideration for the mutual covenants expressed herein, BAYADA and SCHOOL agree to the terms and conditions outlined herein:

I. RESPONSIBILITIES OF BAYADA

- A. Qualifications of Personnel. The Nurse supplied by BAYADA will be a Registered Nurse (RN) or Licensed Practical Nurse (LPN) who will hold a current license, registration or certification to practice in the State of New Jersey, and will provide services pursuant to the applicable state laws.
- B. Personnel Records Inspection. BAYADA will make available for inspection, upon the request of SCHOOL, the personnel files of its nurses who are caring for STUDENT. The contents of such file must include:
1. Verification of current licensure or certification as applicable; and
 2. Completed application for employment or resume; and
 3. Verified references; and
 4. Evidence of annual performance evaluation; and
 5. A criminal record check, conducted upon hire, if required by state law; and
 6. Evidence of at least one, annual in-service education or training in accordance with applicable state regulations.
- C. Service. BAYADA will provide an RN/LPN to care for STUDENT each day that said student attends SCHOOL. Nursing services will be provided subject to the availability of a qualified nurse. The services to be provided may include, escorting STUDENT to and from SCHOOL on the school bus and providing care to STUDENT during the school day. Upon execution of this Agreement, SCHOOL will provide BAYADA with a schedule of the school calendar including all scheduled days off.
- D. Place of Performance. BAYADA will provide services primarily at schools located within SCHOOL's district or other specified location where STUDENT will be during the school day. SCHOOL acknowledges and understands that BAYADA cannot guarantee services. All services will be provided subject to the availability of a qualified nurse.

E. Insurance.

1. BAYADA will maintain general liability and professional liability coverage for any negligent acts or omissions of BAYADA employees, which may give rise to liability under this Agreement.
2. BAYADA will maintain Workers' Compensation insurance for its employees providing services to STUDENT.

F. Indemnification. BAYADA agrees to indemnify and hold harmless SCHOOL from all bodily injury and/or property damage claims arising out of the sole negligence of BAYADA, acting through its directors, agents, and employees.

G. Payment of Personnel. BAYADA, as an employer, will remain responsible for the payment of wages and other compensation, reimbursement of expenses and compliance with Federal, State and local tax withholdings, Workers' Compensation, Social Security, employment and other insurance requirements for its personnel.

H. Equal Opportunity Employment. BAYADA agrees to comply with the New Jersey state requirements of N.J.S.A. 10:5-31 et seq., N.J.A.C. 17:27, and the Americans With Disabilities Act, where applicable, during the performance of this Agreement and will not discriminate against any employee or applicant for employment because of age, race, creed, color, national origin, ancestry, marital status, affectional or sexual orientation or sex. BAYADA will provide required reports as requested.

I. Policies and Procedures. BAYADA will follow the SCHOOL's policies and procedures while providing care in the SCHOOL setting.

II. RESPONSIBILITIES OF SCHOOL

A. Payment for Services. SCHOOL will remain responsible to compensate BAYADA for services rendered pursuant to this Agreement. Section III hereunder will govern billing terms and compensation.

B. Insurance.

1. SCHOOL will maintain at its sole expense valid policies of general liability insurance, covering the negligent acts or omissions of SCHOOL acting through its directors, agents, employees or other personnel, which may give rise to liability under this Agreement.
2. SCHOOL will maintain, at its sole expense, Workers' Compensation insurance for its employees.

C. Indemnification. SCHOOL agrees to indemnify and hold harmless BAYADA from all bodily injury and/or property damage claims arising from any act or omission of SCHOOL, acting through its directors, agents, employees or other personnel.

D. Employment Status. SCHOOL understands and agrees that the RN/LPN is an employee of BAYADA and SCHOOL will not attempt to solicit the RN/LPN to work privately for

SCHOOL, without written authorization from BAYADA, during the term of this Agreement and for one (1) year following its termination or expiration. SCHOOL recognizes the recruiting, training and retention expenses that BAYADA encounters as an employer and acknowledges that BAYADA is not a placement or referral service. Should SCHOOL desire to hire one of BAYADA's employees, SCHOOL agrees to provide BAYADA with written notice and pay a liquidated damages fee equal to four (4) months of the specific employee's annual gross salary or \$5,000.00 whichever is greater. This fee will apply to any BAYADA employee SCHOOL wishes to hire.

E. Compliance Program. BAYADA values honesty and confidentiality in all business interactions. In order to assure adherence to these values, BAYADA maintains a corporate compliance program, designed to detect and prevent illegal and unethical activities, including breaches of confidentiality. SCHOOL agrees to abide by this program, and understands its obligation to report questionable activities involving BAYADA's employees to the local office Director named below or to the Compliance Hotline at 1-866-665-4295.

III. BILLING AND COMPENSATION

- A. SCHOOL agrees to compensate BAYADA at a rate of \$50.00/hour for RN services and \$40.00/hour for LPN services provided under this Agreement. SCHOOL will also pay for all time the BAYADA employee spends on the bus or otherwise transporting the client to and from SCHOOL.
- B. BAYADA will forward to SCHOOL an itemized bill on a weekly basis. Each weekly bill will itemize the name of the BAYADA employee providing care, the date of service, the type and length of service provided.
- C. SCHOOL agrees to pay submitted bills within sixty (60) days of receipt. Any bill not paid within the sixty (60) day period will be considered delinquent. BAYADA reserves the right to pursue any collection remedies in an attempt to resolve a delinquent account. SCHOOL agrees to reimburse BAYADA for all collection costs, including attorneys' fees and expenses.

IV. TERM AND TERMINATION

- A. This Agreement will come into effect beginning on July 1, 2013 and will remain in effect through June 30, 2014. This Agreement may be extended upon the written consent of each party outlining the terms and time for extension.
- A. Either party may terminate this Agreement, for any reason, upon thirty (30) days prior written notice.
- B. Either party may terminate this Agreement for cause due to the occurrence of one of the following events by giving ten (10) days prior written notice:
 - 1. Dissolution or bankruptcy of either BAYADA or SCHOOL.
 - 2. Failure of either BAYADA or SCHOOL to maintain the insurance coverage's required hereunder.

3. Breach by BAYADA or SCHOOL of any of the material provisions in this Agreement.

V. ADDITIONAL TERMS

- A. Governing Law. This Agreement will be construed and governed in all respects according to the laws of the State of New Jersey.
- B. Relationship to Parties. The parties enter into this Agreement as independent contractors. Nothing contained in this Agreement will be construed to create a partnership, joint venture, agency or employment relationship between the parties.
- C. Assignment. This Agreement may not be assigned by either party, in whole or in part.
- D. Modification of Terms. No amendments or modifications to the terms of this Agreement will be binding unless evidenced in writing and signed by an authorized representative of each party hereto.
- E. Notices. Any Notice given in connection with this Agreement will be given in writing and will be delivered either by hand or by certified mail, return receipt requested, to the other party, at the party's address stated below. Any party may change its address as stated herein by giving Notice of the change of address in accordance with this Paragraph.
- F. Confidentiality. Except for acknowledging the existence of this Agreement, the parties understand and agree that the terms of this Agreement, including all payment terms, shall be kept confidential unless disclosure is required by law or the parties agree, in writing, to such disclosure. All methods and mode of conduct of business for SCHOOL and BAYADA are to be kept confidential by SCHOOL and BAYADA and not disclosed to any other party or used in part or whole without the permission of SCHOOL and/or BAYADA.
- G. Entire Agreement. This writing evidences the entire Agreement between BAYADA and SCHOOL; there are no prior written or oral promises or representations incorporated herein. Each Attachment, Fee Schedule, Exhibit or other documents referenced herein and/or attached to this Agreement are incorporated herein as if the same was set out in full in the text of this Agreement. This Agreement may be executed in two or more counterparts, each of which will be deemed an original, but all of which together will constitute one and the same instrument. Delivery of an executed signature page of this Agreement by facsimile or electronic (email) transmission shall be effective as delivery of a manually executed counterpart hereof.

Date: _____

Date: _____

Marlana Follet
Director
Signing with authority for
BAYADA Home Health Care, Inc.

Cheryl Balletto
Business Administrator
Signing with authority for
Fort Lee Board of Education

**RESOLUTION FOR WAIVER OF REQUIREMENTS FOR THE 2013-2014
SPECIAL EDUCATION MEDICAID INITIATIVE (SEMI) PROGRAM**

WHEREAS, N.J.A.C. 6A:23A-5.3 provides that a school district may submit a waiver of compliance with respect to the district's participation in the **Special Education Medicaid Initiative (SEMI) Program** for the 2013-2014; and

WHEREAS, the Fort Lee Board of Education desires to apply for this waiver due to the fact that it projects participation in SEMI would not provide a cost benefit to the district based on the projection and a low participation rate of eligible students based upon parental consent or eligibility factors.

NOW THEREFORE BE IT RESOLVED, that the Fort Lee Board of Education hereby authorizes the Chief School Administrator to submit to the Executive County Superintendent of Schools in the County of Bergen an **appropriate waiver** of the requirements of N.J.A.C. 6A:23A-5.3.

DATED: August 12, 2013

Motion by: Mr. Joseph Surace

Seconded by: Mrs. Holly Morell

Motion Passed

Motion Failed

ROLL CALL	AYES	NAYS	ABSENT	ABSTAINED
MRS. ESTHER HAN SILVER	X			
MR. CARMELO LUPPINO	X			
MRS. HOLLY MORELL	X			
MRS. CANDACE ROMBA	X			
MR. DAVID SARNOFF	X			
MR. PETER SUH	X			
MR. JOSEPH SURACE	X			
MS. HELEN YOON	X			
MR. YUSANG PARK	X			

PERSONNEL COMMITTEE

#1P

RESOLUTION NO. 25732

APPROVAL - STAFF TRIPS AND CONFERENCES TOTALING \$784.45

BE IT RESOLVED, that upon the recommendation of the Interim Superintendent of Schools, the Board of Education approves the **attendance of staff members at the conferences** listed on the attached summary.

DATED: August 12, 2013
Attachment

Motion by: Mrs. Holly Morell

Seconded by: Mrs. Candace Romba

Motion Passed

Motion Failed

ROLL CALL	AYES	NAYS	ABSENT	ABSTAINED
MRS. ESTHER HAN SILVER	X			
MR. CARMELO LUPPINO	X			
MRS. HOLLY MORELL	X			
MRS. CANDACE ROMBA	X			
MR. DAVID SARNOFF	X			
MR. PETER SUH	X			
MR. JOSEPH SURACE	X			
MS. HELEN YOON	X			
MR. YUSANG PARK	X			

**STAFF TRIPS AND CONFERENCES
BOARD AGENDA OF 8/12/13**

First	Last Name	District Location	Conference	City, State	Dates	Total Cost Not to Exceed
Tammi	Gil	CO	Certification & Provisional Teacher Programs	Lawrenceville, NJ	7/23/2013	\$47.49
Diane	Baker	CO	FEA - Human Relationships Institute	Monroe Township, NJ	8/15/2013	N/A
John	Coviello	HS	Legal One Training at MUJC	New Providence, NJ	12/17/2013	\$150.00
Jessica	Franco	CST	Level I Get Grounded at Dig Yoga	Lambertville, NJ	9/25-27/2013	N/A
Debbie	Brigida	HS	Measurement Inc./HSPA Mandatory Training	Whippany, NJ	9/10/2013	N/A
John	Coviello	HS	Measurement Inc./HSPA Mandatory Training	Whippany, NJ	9/10/2013	N/A
John	Coviello	HS	NASSP Meeting	Dallas, TX	2/6-8/2014	\$495.00
Robert	Brown	CO	NCLB Meeting	Hackensack, NJ	8/13/2013	N/A
Ana	Flores	CO	NCLB Meeting	Hackensack, NJ	8/13/2013	N/A
Sharon	Amato	CO	NJASA New Superintendents Session	Trenton, NJ	8/19/2013	\$66.33
Diane	Baker	CO	NJPSA/FEA - School Law	Monroe Township, NJ	7/17/2013	N/A
Diaz II	William	CO	NJPSA/FEA - School Law	Monroe Township, NJ	7/17/2013	N/A
Sharon	Amato	CO	Summer Leadership Institute	Mahwah, NJ	8/22/2013	\$14.38
Sharon	Amato	CO	TMI/Learning Consortium Info Session	Montvale, NJ	8/15/2013	\$11.25
TOTAL						\$784.45

**APPROVAL OF JOB DESCRIPTION
FOR SCHOOL COMMUNITY SERVICE COORDINATOR**

BE IT RESOLVED, that upon the recommendation of the Interim Superintendent of Schools, the Board of Education approves the attached job description for the following position:

SCHOOL COMMUNITY SERVICE COORDINATOR

DATED: August 12, 2013
Attachment

Motion by: Mrs. Holly Morell

Seconded by: Mrs. Candace Romba

Motion Passed

Motion Failed

ROLL CALL	AYES	NAYS	ABSENT	ABSTAINED
MRS. ESTHER HAN SILVER	X			
MR. CARMELO LUPPINO	X			
MRS. HOLLY MORELL	X			
MRS. CANDACE ROMBA	X			
MR. DAVID SARNOFF	X			
MR. PETER SUH	X			
MR. JOSEPH SURACE	X			
MS. HELEN YOON	X			
MR. YUSANG PARK	X			

TITLE: School Community Service Coordinator

- QUALIFICATIONS:**
1. Possesses New Jersey Teacher Certification
 2. Is a member of the faculty of the Fort Lee Public Schools
 3. Has a minimum of three years successful teaching experience.
 4. Demonstrates organizational abilities, communications skills, leadership qualities, and skills in interpersonal relations
 5. Passionate about community service and its potential to engage students in meaningful learning
 6. Successfully completes required criminal history proof of U.S. citizenship or legal resident status.
 7. Such alternatives to the above qualifications as the Board may find appropriate and acceptable.

REPORTS TO: High School Principal and his/her designee

JOB GOAL: To coordinate and oversee the district's Community Service Learning Program and act as liaison between participating agencies and Fort Lee High School students.

- PERFORMANCE RESPONSIBILITIES:**
1. **Overview**
 - a. Coordinate and manage the Community Service Learning Program and serves as liaison between community organizations and students
 - b. Promote the Community Service Learning Program on campus
 - c. Advise students on community service learning opportunities
 - d. Establish contacts with local businesses to facilitate student volunteering
 - e. Collaborate with the Fort Lee School district faculty and staff to establish volunteering opportunities within the school environment
 - f. Keep parents informed of community service learning opportunities
 - g. Develop and oversee an online data collection system for accurately documenting and verifying student volunteer hours.
 - h. Maintain files and necessary documentation for student experiences as it relates to graduation requirements.
 - i. Develop and maintain Community Service Learning information on district website
 - j. Contribute to the school newspaper, newsletters, website and other media to share successes and developments in the service learning community partnerships
 - k. Prepare monthly reports for the Principal and writes progress reports as necessary
 2. **Other Assigned Duties**
 - a. Performs such other tasks and assumes such other responsibilities as may be assigned by the principal or his/her designee, excluding evaluation of personnel.

Board Approval			
Agenda Date:	August 12, 2013	Resolution No.:	

**TERMS OF
EMPLOYMENT:**

Salary and stipend will be established by the Fort Lee Board of Education consistent with the negotiated contract between the Board and the Fort Lee Education Association.

EVALUATION:

Performance of this job will be evaluated annually in accordance with statute and Board policy.

**RESIGNATION OF KRISTINE CECERE AS LANGUAGE ARTS TEACHER
AT LEWIS F. COLE MIDDLE SCHOOL**

BE IT RESOLVED, that upon the recommendation of the Interim Superintendent of Schools, the Board of Education accepts the **resignation of Kristine Cecere as Language Arts Teacher at Lewis F. Cole Middle School**, effective June 30, 2013.

DATED: August 12, 2013

Motion by: Mrs. Holly Morell

Seconded by: Mrs. Candace Romba

Motion Passed

Motion Failed

ROLL CALL	AYES	NAYS	ABSENT	ABSTAINED
MRS. ESTHER HAN SILVER	X			
MR. CARMELO LUPPINO	X			
MRS. HOLLY MORELL	X			
MRS. CANDACE ROMBA	X			
MR. DAVID SARNOFF	X			
MR. PETER SUH	X			
MR. JOSEPH SURACE	X			
MS. HELEN YOON	X			
MR. YUSANG PARK	X			

**RESIGNATION OF DENISE KUEHNER AS SCIENCE TEACHER
AT FORT LEE HIGH SCHOOL**

BE IT RESOLVED, that upon the recommendation of the Interim Superintendent of Schools, the Board of Education accepts the **resignation of Denise Kuehner as Science Teacher at Fort Lee High School**, effective August 31, 2013.

DATED: August 12, 2013

Motion by: Mrs. Holly Morell

Seconded by: Mrs. Candace Romba

Motion Passed

Motion Failed

ROLL CALL	AYES	NAYS	ABSENT	ABSTAINED
MRS. ESTHER HAN SILVER	X			
MR. CARMELO LUPPINO	X			
MRS. HOLLY MORELL	X			
MRS. CANDACE ROMBA	X			
MR. DAVID SARNOFF	X			
MR. PETER SUH	X			
MR. JOSEPH SURACE	X			
MS. HELEN YOON	X			
MR. YUSANG PARK	X			

RESIGNATION OF ALYSSA BOZZETTI
AS CLASSROOM AIDE AT FORT LEE EARLY CHILDHOOD CENTER

BE IT RESOLVED, that upon the recommendation of the Interim Superintendent of Schools, the Board of Education accepts the **resignation of Alyssa Bozzetti as Classroom Aide at Fort Lee Early Childhood Center**, effective August 31, 2013.

DATED: August 12, 2013

Motion by: Mrs. Holly Morell

Seconded by: Mrs. Candace Romba

Motion Passed

Motion Failed

ROLL CALL	AYES	NAYS	ABSENT	ABSTAINED
MRS. ESTHER HAN SILVER	X			
MR. CARMELO LUPPINO	X			
MRS. HOLLY MORELL	X			
MRS. CANDACE ROMBA	X			
MR. DAVID SARNOFF	X			
MR. PETER SUH	X			
MR. JOSEPH SURACE	X			
MS. HELEN YOON	X			
MR. YUSANG PARK	X			

RESIGNATION OF JODI SHIMIZU AS 2:1 AIDE AT SCHOOL NO. 2

BE IT RESOLVED, that upon the recommendation of the Interim Superintendent of Schools, the Board of Education accepts the **resignation of Jodi Shimizu as a 2:1 Aide at School No. 2**, effective August 29, 2013.

DATED: August 12, 2013

Motion by: Mrs. Holly Morell

Seconded by: Mrs. Candace Romba

Motion Passed

Motion Failed

ROLL CALL	AYES	NAYS	ABSENT	ABSTAINED
MRS. ESTHER HAN SILVER	X			
MR. CARMELO LUPPINO	X			
MRS. HOLLY MORELL	X			
MRS. CANDACE ROMBA	X			
MR. DAVID SARNOFF	X			
MR. PETER SUH	X			
MR. JOSEPH SURACE	X			
MS. HELEN YOON	X			
MR. YUSANG PARK	X			

**RESIGNATION OF ROBERT ARCHER AS TWO-FIFTHS SOCIAL STUDIES TEACHER
AT LEWIS F. COLE MIDDLE SCHOOL**

BE IT RESOLVED, that upon the recommendation of the Interim Superintendent of Schools, the Board of Education accepts the **resignation of Robert Archer as a Two-fifths Science Teacher at Lewis F. Cole Middle School**, effective September 6, 2013.

DATED: August 12, 2013

Motion by: Mrs. Holly Morell

Seconded by: Mrs. Candace Romba

Motion Passed

Motion Failed

ROLL CALL	AYES	NAYS	ABSENT	ABSTAINED
MRS. ESTHER HAN SILVER	X			
MR. CARMELO LUPPINO	X			
MRS. HOLLY MORELL	X			
MRS. CANDACE ROMBA	X			
MR. DAVID SARNOFF	X			
MR. PETER SUH	X			
MR. JOSEPH SURACE	X			
MS. HELEN YOON	X			
MR. YUSANG PARK	X			

**RETIREMENT OF DOMENICA NIGRO AS MATHEMATICS TEACHER
AT LEWIS F. COLE MIDDLE SCHOOL**

BE IT RESOLVED, that upon the recommendation of the Interim Superintendent of Schools, the Board of Education accepts the **retirement of Domenica Nigro as Mathematics Teacher at Lewis F. Cole Middle School**, effective January 1, 2014.

DATED: August 12, 2013

Motion by: Mrs. Holly Morell

Seconded by: Mrs. Candace Romba

Motion Passed

Motion Failed

ROLL CALL	AYES	NAYS	ABSENT	ABSTAINED
MRS. ESTHER HAN SILVER	X			
MR. CARMELO LUPPINO	X			
MRS. HOLLY MORELL	X			
MRS. CANDACE ROMBA	X			
MR. DAVID SARNOFF	X			
MR. PETER SUH	X			
MR. JOSEPH SURACE	X			
MS. HELEN YOON	X			
MR. YUSANG PARK	X			

**INVOLUNTARY DISABILITY RETIREMENT FOR CARMEN ROETMAN FINOCCHIARO
AS ELEMENTARY WORLD LANGUAGE SPANISH TEACHER**

WHEREAS, Carmen Finocchiaro aka Carmen Roetman ("Roetman") is employed by the Borough of Fort Lee Board of Education ("the Board") as a teaching staff member; and

WHEREAS, Roetman is an active member of the Teachers' Pension and Annuity Fund ("TPAF"); and

WHEREAS, the Board is of the opinion that Roetman is totally and permanently disabled and no longer can perform her assigned duties based upon documentation provided by professionals retained by Roetman; and

WHEREAS, the Board is unable to provide an alternative to the TPAF covered position with duties capable of being performed by Roetman;

NOW THEREFORE BE IT RESOLVED, the Board authorizes the processing of an Involuntary Disability Retirement application for Roetman; and

BE IT FURTHER RESOLVED, that certified copies of this Resolution shall be forwarded to all parties involved in the administration of this action.

DATED: August 12, 2013

MATERNITY LEAVE KATHLEEN FORMA
AS ELEMENTARY TEACHER AT SCHOOL NO. 3

BE IT RESOLVED, that upon the recommendation of the Interim Superintendent of Schools, the Fort Lee Board of Education hereby approves a **maternity leave for Kathleen Forma as Elementary Teacher at School No. 3**, as follows:

- 1 personal day on October 3, 2013; and
- 30 accumulated sick days from October 4, 2013 through and including November 20, 2013; and
- 60 work days of Federal Family Leave from November 21, 2013 through and including March 3, 2014, **without pay***; and
- 14 work days of State of New Jersey Family Leave from March 4, 2014 through and including March 21, 2014, **without pay***, and

with the intention of returning to her teaching responsibilities on March 24, 2014.

* Federal and New Jersey Family Leave is **without pay** but provides for the retainment of health benefits contingent upon receipt of employee's percentage of premium, pursuant to Chapter 78 P.L. 2011, the Pension and Health Reform Law. Furthermore, during said leave, the employee may apply for New Jersey Family Leave Insurance benefits in which eligibility will be determined by the State of New Jersey.

NOW, THEREFORE, BE IT FURTHER RESOLVED, that the Interim Superintendent of Schools is hereby directed to forward a copy of this resolution to **Kathleen Forma**.

DATED: August 12, 2013

Motion by: Mrs. Holly Morell

Seconded by: Mrs. Candace Romba

Motion Passed

Motion Failed

ROLL CALL	AYES	NAYS	ABSENT	ABSTAINED
MRS. ESTHER HAN SILVER	X			
MR. CARMELO LUPPINO	X			
MRS. HOLLY MORELL	X			
MRS. CANDACE ROMBA	X			
MR. DAVID SARNOFF	X			
MR. PETER SUH	X			
MR. JOSEPH SURACE	X			
MS. HELEN YOON	X			
MR. YUSANG PARK	X			

#11P

RESOLUTION NO. TABLED

**TRANSFER OF CHRISTEN COHN AS PRESCHOOL TEACHER AT FLECC
TO BUSINESS TEACHER AT FORT LEE HIGH SCHOOL**

BE IT RESOLVED, that upon the recommendation of the Interim Superintendent of Schools, the Fort Lee Board of Education approves the **transfer of Christen Cohn as Preschool Teacher at Fort Lee Early Childhood Center (FLECC) to Business Teacher at Fort Lee High School** effective September 1, 2013, due to the resignation of Brian McCarthy.

DATED: August 12, 2013

RESCINDING THE APPOINTMENT OF STEPHEN McNALLY AS CHEMISTRY TEACHER AT FORT LEE HIGH SCHOOL FOR 2013-2014 SCHOOL YEAR

BE IT RESOLVED, that upon the recommendation of the Interim Superintendent of Schools, the Fort Lee Board of Education approves the **rescinding of the appointment of Stephen McNally as Chemistry Teacher at Fort Lee High School as Chemistry Teacher at Fort Lee High School for the 2013-2014 school year**, at his request.

DATED: August 12, 2013

Motion by: Mrs. Holly Morell

Seconded by: Mrs. Candace Romba

Motion Passed

Motion Failed

ROLL CALL	AYES	NAYS	ABSENT	ABSTAINED
MRS. ESTHER HAN SILVER	X			
MR. CARMELO LUPPINO	X			
MRS. HOLLY MORELL	X			
MRS. CANDACE ROMBA	X			
MR. DAVID SARNOFF	X			
MR. PETER SUH	X			
MR. JOSEPH SURACE	X			
MS. HELEN YOON	X			
MR. YUSANG PARK	X			

APPOINTMENT OF CENEIDA RAMIREZ AS CUSTODIAN AT SCHOOL NO. 3

BE IT RESOLVED, that upon the recommendation of the Interim Superintendent of Schools, the Board of Education approves the appointment of **Ceneida Ramirez as Custodian at School No. 3**, effective August 1, 2013 through June 30, 2014 at Step 10 of the Custodian Guide, at an annual salary of \$45,500.00 prorated plus black seal \$350, and an evening differential of \$375, due to the retirement of Ghazi Abouied. All compensation will be prorated from August 1, 2013 through June 30, 2014.

DATED: August 12, 2013

Motion by: Mrs. Holly Morell

Seconded by: Mrs. Candace Romba

Motion Passed

Motion Failed

ROLL CALL	AYES	NAYS	ABSENT	ABSTAINED
MRS. ESTHER HAN SILVER	X			
MR. CARMELO LUPPINO	X			
MRS. HOLLY MORELL	X			
MRS. CANDACE ROMBA	X			
MR. DAVID SARNOFF	X			
MR. PETER SUH	X			
MR. JOSEPH SURACE	X			
MS. HELEN YOON	X			
MR. YUSANG PARK	X			

**APPOINTMENT OF IRENE O'BRIEN
AS PART-TIME CLERK TYPIST AT SCHOOL NO. 1**

BE IT RESOLVED, that upon the recommendation of the Interim Superintendent of Schools, the Board of Education approves the appointment of **Irene O'Brien as Part-Time Clerk Typist at School No. 1**, effective September 1, 2013 for the 2013-2014 school year at an **annual salary of \$19,984, without benefits**, due to the retirement of Chris Sebekos.

BE IT FURTHER RESOLVED, that upon the recommendation of the Interim Superintendent of Schools, the Fort Lee Board of Education approves the **2013 summer employment of Irene O'Brien as a Part-time Clerk Typist at School No. 1 for up to five (5) days** at the per diem rate of \$99.92, for a total not to exceed \$499.60.

DATED: August 12, 2013

Motion by: Mrs. Holly Morell

Seconded by: Mrs. Candace Romba

Motion Passed

Motion Failed

ROLL CALL	AYES	NAYS	ABSENT	ABSTAINED
MRS. ESTHER HAN SILVER	X			
MR. CARMELO LUPPINO	X			
MRS. HOLLY MORELL	X			
MRS. CANDACE ROMBA	X			
MR. DAVID SARNOFF	X			
MR. PETER SUH	X			
MR. JOSEPH SURACE	X			
MS. HELEN YOON	X			
MR. YUSANG PARK	X			

**APPOINTMENT OF ADDITIONAL DISTRICT COORDINATORS
FOR THE 2013-2014 SCHOOL YEAR**

BE IT RESOLVED, that upon the recommendation of the Interim Superintendent of Schools, the Board of Education approves the appointment of additional **District Coordinators** for the 2013-2014 school year.

TITLE	APPOINTMENTS
Anti-Bullying Specialist	Tammi Gil
Affirmative Action Officer	Kathleen Connelly, Esq. of Lindabury (7/16/13 - 8/26/13) Alex Guzman (8/27/13 - 6/30/14)

DATED: August 12, 2013

Motion by: Mrs. Holly Morell

Seconded by: Mrs. Candace Romba

Motion Passed

Motion Failed

ROLL CALL	AYES	NAYS	ABSENT	ABSTAINED
MRS. ESTHER HAN SILVER	X			
MR. CARMELO LUPPINO	X			
MRS. HOLLY MORELL	X			
MRS. CANDACE ROMBA	X			
MR. DAVID SARNOFF	X			
MR. PETER SUH	X			
MR. JOSEPH SURACE	X			
MS. HELEN YOON	X			
MR. YUSANG PARK	X			

**APPOINTMENT OF ADDITIONAL STAFF
FOR 2013 EXTENDED SCHOOL YEAR SUMMER PROGRAM**

BE IT RESOLVED, that upon the recommendation of the Interim Superintendent of Schools, the Fort Lee Board of Education hereby approves the appointment of the **additional staff for the 2013 Extended School Year Summer Program**, based upon IEP needs and pending adequate/appropriate enrollment, as indicated below:

Employee	Assignment	# of days	Salary	Total
Nichole Schultz	ABA Instructional Aide	11 days @ 5 hours per day	\$88.75 per diem	\$976.25

DATED: August 12, 2013

Motion by: Mrs. Holly Morell

Seconded by: Mrs. Candace Romba

Motion Passed

Motion Failed

ROLL CALL	AYES	NAYS	ABSENT	ABSTAINED
MRS. ESTHER HAN SILVER	X			
MR. CARMELO LUPPINO	X			
MRS. HOLLY MORELL	X			
MRS. CANDACE ROMBA	X			
MR. DAVID SARNOFF	X			
MR. PETER SUH	X			
MR. JOSEPH SURACE	X			
MS. HELEN YOON	X			
MR. YUSANG PARK	X			

ADDITIONAL SUMMER 2013 EMPLOYMENT

BE IT RESOLVED, that upon the recommendation of the Interim Superintendent of Schools, the Fort Lee Board of Education approves the **additional 2013 summer employment** of the following staff members:

First Name	Last Name	Position	Location	Per Diem Rate (Pending Negotiations)	# of Additional Days	Total
Child Study Team:						
Michelle	Baker	OT	Child Study	\$495.00	3	\$1,485.00
Jessica	Franco	OT	Child Study	\$431.00	3	\$1,293.00
Amanda	Sargenti	Speech Therapist	Child Study	\$287.50	10	\$2,875.00
Support Staff:						
Mary	Venizelos	10-month Secretary	School No. 1	\$158.75	5	\$793.75

DATED: August 12, 2013

Motion by: Mrs. Holly Morell

Seconded by: Mrs. Candace Romba

Motion Passed

Motion Failed

ROLL CALL	AYES	NAYS	ABSENT	ABSTAINED
MRS. ESTHER HAN SILVER	X			
MR. CARMELO LUPPINO	X			
MRS. HOLLY MORELL	X			
MRS. CANDACE ROMBA	X			
MR. DAVID SARNOFF	X			
MR. PETER SUH	X			
MR. JOSEPH SURACE	X			
MS. HELEN YOON	X			
MR. YUSANG PARK	X			

SALARY ADJUSTMENT FOR BUS AIDES FOR 2013-2014

BE IT RESOLVED, that upon the recommendation of the Interim Superintendent of Schools, the Fort Lee Board of Education approves the **salary adjustment for bus aides** the 2013-2014 school year as outlined below:

LAST NAME	FIRST NAME	JOB TITLE	Change from Old Salary	Adjust to Revised Salary
Lazo	Edwin	Bus Aide	\$13.26 per hour (as previously approved on Resolution #25544 dated 4/29/13)	Change to \$13.67 per hour (adjustment due to typographic error)
Hernandez	Gregorio	Bus Aide	\$13.26 per hour (as previously approved on Resolution #25544 dated 4/29/13)	Change to \$13.67 per hour (adjustment due to typographic error)

DATED: August 12, 2013

Motion by: Mrs. Holly Morell

Seconded by: Mrs. Candace Romba

Motion Passed

Motion Failed

ROLL CALL	AYES	NAYS	ABSENT	ABSTAINED
MRS. ESTHER HAN SILVER	X			
MR. CARMELO LUPPINO	X			
MRS. HOLLY MORELL	X			
MRS. CANDACE ROMBA	X			
MR. DAVID SARNOFF	X			
MR. PETER SUH	X			
MR. JOSEPH SURACE	X			
MS. HELEN YOON	X			
MR. YUSANG PARK	X			

SEPARATION DATE REVISION FOR RUDY LUSTICA
AS 1:1 AIDE AT SCHOOL NO. 2

BE IT RESOLVED, that upon the recommendation of the Interim Superintendent of Schools, the Fort Lee Board of Education approves the revision of the effective date of **termination for Rudy Lustica as a 1:1 Aide at School No. 2**, to be changed from May 15, 2013 to June 30, 2013.

DATED: August 12, 2013

Motion by: Mrs. Holly Morell

Seconded by: Mrs. Candace Romba

Motion Passed

Motion Failed

ROLL CALL	AYES	NAYS	ABSENT	ABSTAINED
MRS. ESTHER HAN SILVER	X			
MR. CARMELO LUPPINO	X			
MRS. HOLLY MORELL	X			
MRS. CANDACE ROMBA	X			
MR. DAVID SARNOFF	X			
MR. PETER SUH	X			
MR. JOSEPH SURACE	X			
MS. HELEN YOON	X			
MR. YUSANG PARK	X			

REVISED APPOINTMENT OF CURRICULUM WRITERS

BE IT RESOLVED, that upon the recommendation of the Interim Superintendent of Schools, the Board of Education approves the revised appointment of **Curriculum Writers** to be paid a stipend at an hourly rate of \$45.00 per hour, as outlined below. This resolution supersedes Resolution No. 25703 dated August 5, 2013.

Teacher Name	# of hours	Hourly Rate	Total
Barbara Milone	16	\$ 45.00	\$ 720.00
Sheri Steckler	16	\$ 45.00	720.00
Cynthia Luciano	16	\$ 45.00	720.00
Katherine Busch-McArdle	16	\$ 45.00	720.00
Shannon Morris	16	\$ 45.00	720.00
Mark Hanley	16	\$ 45.00	720.00
Gene Fusco	12	\$ 45.00	540.00
Gina Ruesga	16	\$ 45.00	720.00
Amy Grossmann	16	\$ 45.00	720.00
Janice Laraia Colao	16	\$ 45.00	720.00
Natasha Morales Hernandez	32	\$ 45.00	1,440.00
Michele Hernandez	48	\$ 45.00	2,160.00
Karen Simone	16	\$ 45.00	720.00
Luddy Serulle	16	\$ 45.00	720.00
Samantha Goldstein	24	\$ 45.00	1,080.00
Lauren Dimick	16	\$ 45.00	720.00
Diane Robertazza	24	\$ 45.00	1,080.00
Cheryl Zoll	16	\$ 45.00	720.00
Dana Ripoli	16	\$ 45.00	720.00
Brad Deitsch	16	\$ 45.00	720.00
Sandi Klein	24	\$ 45.00	1,080.00
Elsa Osso	40	\$ 45.00	1,800.00
Sandy Kim	16	\$ 45.00	720.00
Barbara Schwartzfarb	32	\$ 45.00	1,440.00
Rachel Smith	32	\$ 45.00	1,440.00
Kay Cordero	16	\$ 45.00	720.00
Janet LaRusso	16	\$ 45.00	720.00
Crystal Tuozzolo	32	\$ 45.00	1,440.00
Joanne Frim	16	\$ 45.00	720.00
Cara Solazzo	16	\$ 45.00	720.00
Fran Trovato	16	\$ 45.00	720.00
Domenica Nigro	12	\$ 45.00	540.00
Dina Fiorita	16	\$ 45.00	720.00
TOTAL	664	\$ 45.00	\$ 29,880.00

DATED: August 12, 2013

*Please note that Mr. Joseph Surace abstained from one or more names.

Motion by: Mrs. Holly Morell

Seconded by: Mrs. Candace Romba

Motion Passed

Motion Failed

ROLL CALL	AYES	NAYS	ABSENT	ABSTAINED
MRS. ESTHER HAN SILVER	X			
MR. CARMELO LUPPINO	X			
MRS. HOLLY MORELL	X			
MRS. CANDACE ROMBA	X			
MR. DAVID SARNOFF	X			
MR. PETER SUH	X			
MR. JOSEPH SURACE	X			
MS. HELEN YOON	X			
MR. YUSANG PARK	X			

UNUSED VACATION PAYOUT FOR THE 2012-2013 SCHOOL YEAR

BE IT RESOLVED, that upon the recommendation of the Interim Superintendent of Schools, the Fort. Lee Board of Education approves the **payments of unused vacation days for the 2012-2013 school year** for the following staff members:

EMPLOYEE	BASED UPON 2011-2012 SALARY	DAILY FACTOR	PER DIEM RATE	# OF DAYS	TOTAL PAYMENT
ROSEMARY GIACOMELLI	\$150,614	240	\$627.56	5	\$3,137.80
PRISCILLA CHURCH	152,975	240	637.40	5	3,187.00
JOHN COVIELLO	117,970	240	491.54	5	2,457.70
MARIANELA MARTIN	133,066	240	554.44	5	2,772.20
LAUREN GLYNN	116,293	240	484.55	5	2,422.75
PETER EMR	145,089	240	604.54	2	1,209.08
JAY BERMAN	147,745	240	615.60	5	3,078.00
ANNMARIE BRUDER	144,039	240	600.16	5	3,000.80
JACK DENICHILO	92,090	240	383.71	5	1,918.55
TOTAL					\$23,183.88

DATED: August 12, 2013

*Please note that Mr. Joseph Surace abstained from one or more names.

Motion by: Mrs. Holly Morell

Seconded by: Mrs. Candace Romba

Motion Passed

Motion Failed

ROLL CALL	AYES	NAYS	ABSENT	ABSTAINED
MRS. ESTHER HAN SILVER	X			
MR. CARMELO LUPPINO	X			
MRS. HOLLY MORELL	X			
MRS. CANDACE ROMBA	X			
MR. DAVID SARNOFF	X			
MR. PETER SUH	X			
MR. JOSEPH SURACE	X			
MS. HELEN YOON	X			
MR. YUSANG PARK	X			

SICKDAY PAYOUT FOR RETIREES

BE IT RESOLVED, that upon the recommendation of the Interim Superintendent of Schools, the Fort Lee Board of Education approves **sick day payouts for retirees**, as per the attached.

DATED: August 12, 2013
Attachment

*Please note that Mr. Joseph Surace abstained from one or more names.

Motion by: Mrs. Holly Morell

Seconded by: Mrs. Candace Romba

Motion Passed

Motion Failed

ROLL CALL	AYES	NAYS	ABSENT	ABSTAINED
MRS. ESTHER HAN SILVER	X			
MR. CARMELO LUPPINO	X			
MRS. HOLLY MORELL	X			
MRS. CANDACE ROMBA	X			
MR. DAVID SARNOFF	X			
MR. PETER SUH	X			
MR. JOSEPH SURACE	X			
MS. HELEN YOON	X			
MR. YUSANG PARK	X			

FORT LEE BOARD OF EDUCATION
SICK LEAVE RETIREMENT PAYOUT

2012-2013 Retirees

LAST NAME	FIRST NAME	DATE OF HIRE	RETIREMENT DATE	TITLE	LOCATION	SALARY 6/30/2011	DAILY FACTOR	DAILY AMOUNT	UNUSED SICK DAYS	ALLOWABLE DAYS 75%	MAXIMUM DAYS	PAYMENT	TSA LIMIT 2013	EMPLOYEE CONTRIBUTIONS AS OF 6/30/13	EMPLOYER CONTRIBUTIONS AS OF 6/30/13	TOTAL 2013	EMPLOYER CONTRIBUTIONS 2014	403/45
PAGANO	LEWIS	11/30/1987	12/1/2012	GUIDANCE COUNSELOR	MIDDLE SCHOOL	110,165	200	550.83	10	7.5	7.5	4,131.19	51,000.00	-	4,131.19	4,131.19	-	-
POMERANTZ	MEIRA	9/1/1989	3/1/2013	TEACHER	SCHOOL #3	108,765	200	543.83	189	141.75	100	54,382.50	51,000.00	6,000.00	45,000.00	51,000.00	9,382.50	X
PASTORE	BARBARA	9/1/1985	6/30/2013	TEACHER	HIGH SCHOOL	108,765	200	543.83	86	64.5	64.5	35,076.71	51,000.00	19,200.00	31,800.00	51,000.00	3,276.71	X
MURREN	JEFFREY	9/1/1973	6/30/2013	TEACHER	HIGH SCHOOL	108,765	200	543.83	271	203.25	100	54,382.50	51,000.00	6,300.00	44,700.00	51,000.00	9,682.50	X
DUKETTE	ARLENE	4/17/1967	6/30/2013	TEACHER	SCHOOL #2	108,765	200	543.83	159	119.25	100	54,382.50	51,000.00	4,800.00	46,200.00	51,000.00	8,182.50	X
BRANTER	ARLENE	9/1/1971	6/30/2013	TEACHER	SCHOOL #3	105,178	200	525.89	198	148.5	100	52,589.00	51,000.00	300.00	50,700.00	51,000.00	1,889.00	X
PIERI	SUSAN	9/9/1986	6/30/2013	TEACHER	SCHOOL #3	100,141	200	500.71	148	111	100	50,070.50	51,000.00	12,000.00	39,000.00	51,000.00	11,070.50	X
ENGLEBERG	LESLIE	1/1/1974	6/30/2013	TEACHER	SCHOOL #1	108,765	200	543.83	218	163.5	100	54,382.50	51,000.00	9,000.00	42,000.00	51,000.00	12,382.50	X
JACKSON	THEODORA	2/28/1994	6/30/2013	SECRETARY	SCHOOL #3	43,708	200	218.54	116	87	87	19,012.98	51,000.00	300.00	19,012.98	19,312.98	-	X
GREENBERG	LESLIE	9/1/1971	6/30/2013	TEACHER	SCHOOL #3	108,765	200	543.83	175	131.25	100	54,382.50	51,000.00	-	51,000.00	51,000.00	3,382.50	-
KUCHAR	CAROL	9/24/1980	6/30/2013	TEACHER	SCHOOL #3	100,141	200	500.71	255	191.25	100	50,070.50	51,000.00	1,200.00	49,800.00	51,000.00	270.50	X
BUFANO	CLAIRE	1/5/1976	6/30/2013	TEACHER	SCHOOL #2	108,765	200	543.83	164	123	100	54,382.50	51,000.00	46,000.00	5,000.00	51,000.00	49,382.50	X
FOLEY	CHRISTINE	9/1/1976	6/30/2013	TEACHER	SCHOOL #3	107,555	200	537.78	249	186.75	100	53,777.50	51,000.00	9,000.00	42,000.00	51,000.00	11,777.50	X
FROMKIN	LESLIE	3/5/1992	6/30/2013	TEACHER	SCHOOL #4	95,200	200	476.00	117	87.75	87.75	41,769.00	51,000.00	8,400.00	41,769.00	50,169.00	-	X
CONWAY	MARIA	3/1/1975	6/30/2013	TEACHER	SCHOOL #4	103,500	200	517.50	218	163.5	100	51,750.00	51,000.00	4,800.00	46,200.00	51,000.00	5,550.00	X
LECARL	LORI	9/1/1988	6/30/2013	TEACHER	SCHOOL #1/#4	101,821	200	509.11	19	14.25	14.25	7,254.75	51,000.00	-	7,254.75	7,254.75	-	-
FARRELL	LINDA	10/18/2004	6/30/2013	TEACHER	HIGH SCHOOL	70,900	200	354.50	59	44.25	44.25	15,000.00	51,000.00	-	15,000.00	15,000.00	-	-
SEBEKOS	CHRIS	9/10/1986	6/30/2013	P/T CLERK TYPIST	SCHOOL #1	18,872	200	94.36	123	92.25	92.25	8,704.71	51,000.00	-	8,704.71	8,704.71	-	-

2013-2014 Retirees

SANTORELLI	ROSE	9/1/1983	7/31/2013	SECRETARY	SCHOOL #1	55,368	200	276.84	43	32.25	32.25	8,928.09	51,000.00	-	8,928.09	8,928.09	-	-
ABOUJIED	GHAZI	5/24/1988	7/31/2013	CUSTODIAN	SCHOOL #3	60,752	260	233.66	156	117	100	23,366.15	51,000.00	4,200.00	23,366.15	27,566.15	-	X

TOTAL													747,796.08	621,566.87	126,229.21		
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APPOINTMENT OF ADDITIONAL CO-CURRICULAR PERSONNEL FOR 2012-2013

BE IT FURTHER RESOLVED, that upon the recommendation of the Interim Superintendent of Schools, the Board of Education approves the following personnel for co-curricular activities during the 2012-2013 school year:

Name	Position	Class	Total Stipend
Joseph Picone	Spring Musical Director	Class A - \$2,126 + \$2,000	\$4,126

DATED: August 12, 2013

Motion by: Mrs. Holly Morell

Seconded by: Mrs. Candace Romba

Motion Passed

Motion Failed

ROLL CALL	AYES	NAYS	ABSENT	ABSTAINED
MRS. ESTHER HAN SILVER	X			
MR. CARMELO LUPPINO	X			
MRS. HOLLY MORELL	X			
MRS. CANDACE ROMBA	X			
MR. DAVID SARNOFF	X			
MR. PETER SUH	X			
MR. JOSEPH SURACE	X			
MS. HELEN YOON	X			
MR. YUSANG PARK	X			

**APPOINTMENT OF KAREN LALLO
AS LEAVE REPLACEMENT AT SCHOOL NO. 3**

BE IT RESOLVED, that upon the recommendation of the Interim Superintendent of Schools, the Fort Lee Board of Education approves the following **leave replacement at School No. 3 for the 2013-2014 school year, effective from October 1, 2013 through March 25, 2014**, to be placed at the substitute rate for the first 60 days.

NOW THEREFORE, BE IT RESOLVED, beginning on the 61st day, **Karen Lallo** will be compensated at a rate of pay equal to the following: **10 days at \$90.00 per day, 11-60 at \$95.00 per day, and BA, Step 1 prorated for the remainder of the assignment, (i.e., rate of \$54,000.00/21, paid biweekly only for the remainder of the assignment) without benefits:**

<i>Appointee</i>	<i>Replacing</i>	<i>School</i>
Karen Lallo	Kathleen Horton Forma (Elementary Teacher)	School No. 3

DATED: August 12, 2013

*Please note that Mr. Joseph Surace abstained from one or more names.

Motion by: Mrs. Holly Morell

Seconded by: Mrs. Candace Romba

Motion Passed

Motion Failed

ROLL CALL	AYES	NAYS	ABSENT	ABSTAINED
MRS. ESTHER HAN SILVER	X			
MR. CARMELO LUPPINO	X			
MRS. HOLLY MORELL	X			
MRS. CANDACE ROMBA	X			
MR. DAVID SARNOFF	X			
MR. PETER SUH	X			
MR. JOSEPH SURACE	X			
MS. HELEN YOON	X			
MR. YUSANG PARK	X			

**APPOINTMENT OF JESSICA TOMARCHIO
AS ELEMENTARY TEACHER AT SCHOOL NO. 2**

BE IT RESOLVED, that upon the recommendation of the Interim Superintendent of Schools, the Fort Lee Board of Education approves the appointment of **Jessica Tomarchio as Elementary Teacher at School No. 2** for the 2013-2014 school year, to be placed at **Step 1, Class BA, on the 2012-2013 Teachers' Guide, at an annual salary of \$54,000.00, pending negotiations**, effective September 1, 2013, due to the retirement of Barbara Claire Bufano.

BE IT FURTHER RESOLVED, that the Board hereby authorizes the Interim Superintendent of Schools to make application for approval of the employment of **Jessica Tomarchio** to the Commissioner of Education on an emergent basis for a period of three months pursuant to N.J.S.A. 18A:6-7.1c pending completion of a Criminal History Records Check, subject to the submission of a sworn statement by **Jessica Tomarchio** in accord with N.J.S.A. 18A:6-7.1c(3).

NOW THEREFORE, BE IT RESOLVED, that this appointment is expressly contingent upon **Jessica Tomarchio** executing the Board's customary employment contract, containing a thirty (30) day termination clause.

DATED: August 12, 2013

Motion by: Mrs. Holly Morell

Seconded by: Mrs. Candace Romba

Motion Passed

Motion Failed

ROLL CALL	AYES	NAYS	ABSENT	ABSTAINED
MRS. ESTHER HAN SILVER	X			
MR. CARMELO LUPPINO	X			
MRS. HOLLY MORELL	X			
MRS. CANDACE ROMBA	X			
MR. DAVID SARNOFF	X			
MR. PETER SUH	X			
MR. JOSEPH SURACE	X			
MS. HELEN YOON	X			
MR. YUSANG PARK	X			

TRANSFER OF JEANNIE WELDIN FROM HIGH SCHOOL FRENCH AND SCHOOL NO. 4 ESL TEACHER TO FULL-TIME ELEMENTARY ESL TEACHER FOR 2013-2014

BE IT RESOLVED, that upon the recommendation of the Interim Superintendent of Schools, the Fort Lee Board of Education approves the **transfer of Jeannie Weldin as High School French Teacher and ELS Teacher at School No. 4 to Full-time Elementary ESL Teacher for the 2013-2014 school year**, effective September 1, 2013.

DATED: August 12, 2013

Motion by: Mrs. Holly Morell

Seconded by: Mrs. Candace Romba

Motion Passed

Motion Failed

ROLL CALL	AYES	NAYS	ABSENT	ABSTAINED
MRS. ESTHER HAN SILVER	X			
MR. CARMELO LUPPINO	X			
MRS. HOLLY MORELL	X			
MRS. CANDACE ROMBA	X			
MR. DAVID SARNOFF	X			
MR. PETER SUH	X			
MR. JOSEPH SURACE	X			
MS. HELEN YOON	X			
MR. YUSANG PARK	X			

REVISED SUBSTITUTE LIST FOR 2013-2014 SCHOOL YEAR

BE IT RESOLVED, that upon the recommendation of the Interim Superintendent of Schools, the Fort Lee Board of Education hereby approves the revised substitute list for the appointment of the **Substitute Teachers, Substitute Nurses, Substitute Aides (Paraprofessional and Bus Aides), Substitute Secretaries, and Substitute Custodians** for the 2013-2014 school year as indicated on the attached list. This list supersedes previously approved appointments for the 2013-2014 school year.

BE IT FURTHER RESOLVED, that the above appointments are subject to and conditioned upon proof of compliance with the provisions of N.J.S.A. 18A:6-7.1b, Criminal History Records Checks for Substitutes.

DATED: August 12, 2013
Attachment

*Please note that Mr. Joseph Surace abstained from one or more names.

Motion by: Mrs. Holly Morell

Seconded by: Mrs. Candace Romba

Motion Passed

Motion Failed

ROLL CALL	AYES	NAYS	ABSENT	ABSTAINED
MRS. ESTHER HAN SILVER	X			
MR. CARMELO LUPPINO	X			
MRS. HOLLY MORELL	X			
MRS. CANDACE ROMBA	X			
MR. DAVID SARNOFF	X			
MR. PETER SUH	X			
MR. JOSEPH SURACE	X			
MS. HELEN YOON	X			
MR. YUSANG PARK	X			

2013-2014

Fort Lee School District

Substitute Teacher/Paraprofessional/Secretary/ESDP Substitute Aide List

Substitute Teacher @ \$90.00 per day (\$95.00 on day 11 within same assignment),
Substitute Paraprofessional @ \$85.00 per day, Substitute Secretary @ \$80.00 per day,
Substitute Bus Aide @ \$13.00 per hour

Aitken, Robert
Aliano, Michael
Altobelli, Anthony
Alvarez, Robyn
Ammar, Randa
Ammer, Lee
Ardito, Daniel
Athanias, Helen
Atlas, Robert
Avetikyan, Zarine
Bahosse, Khadija
Bambrough, Antony
Bambrough, Thomas
Barringer, Amanda
Barsamian, Ani
Bastijancic, Stela
Bavaro, Raffaella
Beato, Yanill
****Belkin, Alison
***Bell, Robert
Bergman, Jeffrey
Bijari, Jessica
Bischoff, Timothy
Bishop, Margaret
Bosland, Kenneth
Brady, Kimberly
Brawer, Rebecca
Bumbaco, Vivian
Bussanich, Eric
Butler, Amy
Cadorette, Simone
Cahill, Beth Ann
Calvin, Nina
Carroll, Gerard Jr.
Cerny, Lisa
Chaverria-Peidrahita, Monica
Chiappane, Jennifer
Cillo, Jenna
Cohen, Sidney
*Corke, Patricia
***Counihan, Gerald
Cumberton, Hendi
Cuomo, Kieana
Dal Lago, Kathleen
Dazle, Annie
DeLuca, Christine
Denniston, Robert
DeMarco, Nikola

DeMarzo, Tara
DePalma, Danielle
DesServo, Michelle
DeVita, Joseph
Diaz, Natalie
Dimick, Gary
*Dimino, Carol
Dinan, Christina
Despenza, Philip, Jr.
Dolan, Lindsay
***Donohue, Thomas
Doumas, Paula
Dratch, Murray
Drumgoole, Kathryn
Dworkin, Arleen
Eisenberg, Martin
Fallon, Nicole
Fantacone, Jennifer
Farrel, James
Feldman, Jeffrey
Ferraro, Stephen
Ferris, Joan
Fiedel, Judi
Filingeri, Anthony
Fineman, Linda
Fitzsimmons, Maureen
Florez, Rosa
Frankeas, Maria
Friedlander, Gina
Fung, Lai Mei
Gallardo, Jose
Galatioto, Carol
**Gaymes, Jennifer (Nurse)
Garcia, Amalia
Gautam, Pushpa
Gertler, Jordana
Gettings, Jacquelyn
Giannattasio, Maria
Gigler, Karalee K.
Gil, Elizabeth
Gil, William
Girshovich, Evelina
Giuliano, Janet
Goldstein, Sandra
Golenischew, Marrietta
Gonzalez, Kristina
**Grazian, Kathy (Nurse)
Greenberg, Mindy

****Greenfield, Richard
***Groh, Kenneth
Grullon, Johany
Gurman, Perry
Gutilla, Janet
Guzman, Sadie
Hallal-Fabbricatore, Tania
Haruta, Djeina
Hoffman, Robert
Holman, Stefanie
***Hourigan, Collin
Hwang, Christina
Idumonyi, Winfred
Iradi, Michael
Jackson, Roan
Jain, Sangeeta
Jeffrey, Charles
Kahan, Jodi
Kearns, Zabrina
Kim, Max
King-Peterson, Annette
Klasfeld, Linda
Kolokithas, Eleni
Kornweiser, Genna
#Kothari, Leena
Kovacs, Christina
Kunikoff, Jessica
Kwai, Jamie
LaRusso, John
Lacasale, Danielle F.Harris
Lallo, Karen
****Lee, Jung Mi
Levites-Leon, Andrea
Lim, Hyo Jin
Lopez-Fernandez, Hector
Luppino, Laurie
Lushaj, Lindita
Mahler, Joanne
***Mane, Demba
Marose, Peter
Mattei, Melanie
McLaughlin, Elizabeth
McMahon, Rosemary
Milgram, Gregg
Mooradian, Richard
Moore, Lauren
Morales-Cruz, Yordanis
Mozulay, Samantha

Napolitano, Dana
Nannas, Dimitros
Nersesian, Mark
Newman, Jonathan A.
Orapello, Ambrose
Orner, Dana
Ortega, Maribel
Papavasiliou, Christine
Papota, Rosina
Park, Kristie
Parrotta, Joy
#Pastena, Kathleen
Pellino, Antonella
Pena, Monica Baker
Perez, Mercedes
Perino, Shelley
**Picone, Danielle (Nurse)
Pineda, Dolores
Pierce, Jason
Prince, Joan
Psharis, Vasiliki
Quigley, Jane
Ramirez, Joan
Reitmeyer, Claudia
Reyes, Jorge
Rivero, Melissa
Rodriguez, Cristobal
Rosen, Meryl
Rubinfeld, Rosalie
Ruppert, Lindsey
Ruzal, Eileen
Ryu, Jenny
Rzeplinski, Sheryl
Saavedra, Jeffrey
Saavedra, Marilyn
Saint-Hilaire, Mildred
Sandberg, Alan
Santos, Milagros
Sartor, Donna
Savage, Steven
***Scerbo, Frank
Schlein, Paulette
Schlobach-Reme, Deborah
Schwartz (Fox), Penny
Scott, Keilan
Seo, Sarana
Seyrek, Cindy
Shah, Shital

*Classroom Aides/Sub Certs
**Student Nurse
***Coaches/Subs
****Guidance Counselor
*****Bus Aide

Currently an employee who wishes to be approved as a bus aide substitute (after work hours)

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2013-2014

Fort Lee School District

Substitute Teacher/Paraprofessional/Secretary/ESDP Substitute Aide List

Substitute Teacher @ \$90.00 per day (\$95.00 on day 11 within same assignment),
Substitute Paraprofessional @ \$85.00 per day, Substitute Secretary @ \$80.00 per day,
Substitute Bus Aide @ \$13.00 per hour

Shah, Vishakha
Shamoun, Lena
Shapiro, Annette
Shimizu, Jodi
Singer, Stuart
Sin, Jiwon
Sosa, Lourdes
Spina, Diana
Stabile, Chelsea
Starr, Michael
Stern, Charlene
Stevens, Shea
Suchankova, Martina
Sudol, Katherine
Sylva, Jennifer
Tabrys, Matthew
Tamagnini, Patricia
Tannenbaum, Jill
Tasigiannis, Alexandra
Tauro, Pamela
Thomas, Caren
Torres, Rocio
Turner, Jeffrey
Tull, David
Varol, Gihan
****Waack, Angela
Watson, Mary Ann
Weber, Glenn
Weinberg, Hannah
Weinglass, Kari
Weissman, Mary
Winckelmann, Hannah
Wright, Melissa
Yachouh, Stephanie
Yoon, Priscilla
Zuleta, Johanna
Zuckerman, Tal

*Classroom Aides/Sub Certs

**Student Nurse

***Coaches/Subs

****Guidance Counselor

*****Bus Aide

Currently an employee who wishes to be approved as a bus aide substitute (after work hours)

Rev. 7/30/2013

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**APPOINTMENT OF ROBERT GEHRE AS LEAVE REPLACEMENT
AT FORT LEE HIGH SCHOOL**

BE IT RESOLVED, that upon the recommendation of the Interim Superintendent of Schools, the Fort Lee Board of Education approves the following **leave replacement at Fort Lee High School for the 2013-2014 school year, effective from September 1, 2013 through February 4, 2014**, to be placed at the substitute rate for the first 60 days.

NOW THEREFORE, BE IT RESOLVED, beginning on the 61st day, **Robert Gehre** will be compensated at a rate of pay equal to the following: **10 days at \$90.00 per day, 11-60 at \$95.00 per day, and BA, Step 1 prorated for the remainder of the assignment, (i.e., rate of \$54,000.00/21, paid biweekly only for the remainder of the assignment) without benefits:**

<i>Appointee</i>	<i>Replacing</i>	<i>School</i>
Robert Gehre	Christen Cohn (Business Teacher)	Fort Lee High School

DATED: August 12, 2013

**APPOINTMENT OF DANIELLE FLATLEY AS MATHEMATICS TEACHER
AT FORT LEE HIGH SCHOOL**

BE IT RESOLVED, that upon the recommendation of the Interim Superintendent of Schools, the Fort Lee Board of Education approves the appointment of **Danielle Flatley as Mathematics Teacher at Fort Lee High School** for the 2013-2014 school year, to be placed at **Step 1, Class BA, on the 2012-2013 Teachers' Guide, at an annual salary of \$54,000.00, pending negotiations**, effective September 1, 2013, due to the non-renewal of KM.

BE IT FURTHER RESOLVED, that the Board hereby authorizes the Interim Superintendent of Schools to make application for approval of the employment of **Danielle Flatley** to the Commissioner of Education on an emergent basis for a period of three months pursuant to N.J.S.A. 18A:6-7.1c pending completion of a Criminal History Records Check, subject to the submission of a sworn statement by **Danielle Flatley** in accord with N.J.S.A. 18A:6-7.1c(3).

NOW THEREFORE, BE IT RESOLVED, that this appointment is expressly contingent upon **Danielle Flatley** executing the Board's customary employment contract, containing a thirty (30) day termination clause.

DATED: August 12, 2013
Revised



Motion by: Mrs. Holly Morell

Seconded by: Mrs. Candace Romba

Motion Passed

Motion Failed

ROLL CALL	AYES	NAYS	ABSENT	ABSTAINED
MRS. ESTHER HAN SILVER	X			
MR. CARMELO LUPPINO	X			
MRS. HOLLY MORELL	X			
MRS. CANDACE ROMBA	X			
MR. DAVID SARNOFF	X			
MR. PETER SUH	X			
MR. JOSEPH SURACE	X			
MS. HELEN YOON	X			
MR. YUSANG PARK	X			

**APPOINTMENT OF PRISCILLA YOON AS LANGUAGE ARTS TEACHER
AT LEWIS F. COLE MIDDLE SCHOOL**

BE IT RESOLVED, that upon the recommendation of the Interim Superintendent of Schools, the Fort Lee Board of Education approves the appointment of **Priscilla Yoon as Language Arts Teacher at Lewis F. Cole Middle School** for the 2013-2014 school year, to be placed at **Step 1, Class MA, on the 2012-2013 Teachers' Guide, at an annual salary of \$57,500.00, pending negotiations**, effective September 1, 2013, due to the resignation of Kristine Cecere.

BE IT FURTHER RESOLVED, that the Board hereby authorizes the Interim Superintendent of Schools to make application for approval of the employment of **Priscilla Yoon** to the Commissioner of Education on an emergent basis for a period of three months pursuant to N.J.S.A. 18A:6-7.1c pending completion of a Criminal History Records Check, subject to the submission of a sworn statement by **Priscilla Yoon** in accord with N.J.S.A. 18A:6-7.1c(3).

NOW THEREFORE, BE IT RESOLVED, that this appointment is expressly contingent upon **Priscilla Yoon** executing the Board's customary employment contract, containing a thirty (30) day termination clause.

DATED: August 12, 2013

Motion by: Mrs. Holly Morell

Seconded by: Mrs. Candace Romba

Motion Passed

Motion Failed

ROLL CALL	AYES	NAYS	ABSENT	ABSTAINED
MRS. ESTHER HAN SILVER	X			
MR. CARMELO LUPPINO	X			
MRS. HOLLY MORELL	X			
MRS. CANDACE ROMBA	X			
MR. DAVID SARNOFF	X			
MR. PETER SUH	X			
MR. JOSEPH SURACE	X			
MS. HELEN YOON	X			
MR. YUSANG PARK	X			

POLICY COMMITTEE

#1POL

RESOLUTION NO. 25759

SECOND READING AND ADOPTION OF POLICY NO. 0142.1 NEPOTISM

BE IT RESOLVED, the Fort Lee Board of Education approves the **second reading and adoption of the following policy listed below and attached hereto**:

Policy No.	Topic
0142.1	Nepotism (Revised)

DATED: August 12, 2013
Attachment

*Please note that Mr. Peter Suh abstained.

Motion by: Mrs. Holly Morell

Seconded by: Mr. Carmelo Luppino

Motion Passed

Motion Failed

ROLL CALL	AYES	NAYS	ABSENT	ABSTAINED
MRS. ESTHER HAN SILVER	X			
MR. CARMELO LUPPINO	X			
MRS. HOLLY MORELL	X			
MRS. CANDACE ROMBA	X			
MR. DAVID SARNOFF	X			
MR. PETER SUH				X
MR. JOSEPH SURACE	X			
MS. HELEN YOON	X			
MR. YUSANG PARK	X			

0142.1 NEPOTISM (M)

M

The Board of Education adopts this Nepotism Policy as a condition of receiving State aid pursuant to N.J.A.C. 6A:23A-6.2.

For the purposes of this Policy, "relative" means an individual's spouse, by marriage or civil union pursuant to N.J.S.A. 37:1-33, domestic partner as defined in N.J.S.A. 26:8A-3, or the individual's or spouse's parent, child, sibling, aunt, uncle, niece, nephew, grandparent, grandchild, son-in-law, daughter-in-law, stepparent, stepchild, stepbrother, stepsister, half-brother or half-sister, whether the relative is related to the individual or the individual's spouse by blood, marriage or adoption.

In addition, this will also include first cousins, defined as the child of an uncle or aunt.

For the purposes of this Policy, "immediate family member" means the person's spouse, partner in a civil union as defined in N.J.S.A. 37:1-33, domestic partner as defined in N.J.S.A. 26:8A-3, or dependent child residing in the same household.

For the purposes of this Policy, "administrator" is defined as set forth in N.J.S.A. 18A:12-23.

No relative of a Board member, Superintendent of Schools or administrator shall be employed in an office or position in this school district except that a person employed by the school district on the effective date of the Policy or the date a relative becomes a Board member or Superintendent shall not be prohibited from continuing to be employed or promoted in the district. No staff members who have relatives employed in the district will be eligible for a promotion whereby a conflict of interest may exist.

The Superintendent of Schools shall not recommend to the Board of Education pursuant to N.J.S.A. 18A:27-4.1 any relative of a Board member or the Superintendent. However, in accordance with N.J.A.C. 6A:23A-6.2(a)2, the district may employ a relative of a Board member or Superintendent of Schools provided the district obtains the approval from the Executive County Superintendent of Schools. Such approval shall be granted only upon demonstration by the school district that it conducted a thorough search for candidates and that the proposed candidate is the only qualified and available person for the position.



In accordance with N.J.A.C. 6A:23A-6.2(a)6.(b), per diem substitutes and student employees who are relatives of a Board member or the Superintendent of Schools shall be excluded from the provisions of this Policy and N.J.A.C. 6A:23A-6.2.

A school district administrator shall be prohibited from exercising direct or indirect authority, supervision, or control over a relative of the administrator. Where it is not feasible to eliminate such a direct or indirect supervisory relationship, appropriate screens and/or alternative supervision and reporting mechanisms must be put in place.

A school district administrator or Board member who has a relative who is a member of the bargaining unit shall be prohibited from discussing or voting on the proposed collective bargaining agreement with that unit or from participating in any way in negotiations, including, but not limited to, being a member of the negotiating team; nor should that school district administrator be present with the Board in closed session when negotiation strategies are being discussed; provided however, that the administrator may serve as a technical resource to the negotiating team and may provide technical information necessary to the collective bargaining process when no one else in the district can provide such information.

A school district administrator or Board member who has an immediate family member who is a member of the same Statewide union in another school district shall be prohibited from participating in any way in negotiations, including but not limited to, being a member of the negotiating team or being present with the Board of Education in closed sessions when negotiation strategies are being discussed, prior to the Board of Education attaining a Tentative Memorandum of Agreement with the bargaining unit that includes a salary guide and total compensation package. Once the Tentative Memorandum of Agreement is established, a school district administrator with an immediate family member who is a member of the same State-wide union in another school district may fully participate in the process, absent other conflicts. Notwithstanding these provisions, a district administrator who has an immediate family member who is a member of the same Statewide union in another district may serve as a technical resource to the negotiating team and may provide technical information necessary to the collective bargaining process when no one else in the district can provide the information.

N.J.A.C. 6A:23A-6.2

Adopted: 23 August 2010

Revised: 05 August 2013

