

**FORT LEE BOARD OF EDUCATION
FORT LEE, NEW JERSEY**

MINUTES

**PUBLIC BUSINESS MEETING
December 16, 2019
FORT LEE HIGH SCHOOL – AUDITORIUM
6:35 P.M.**

CALL TO ORDER BY THE PRESIDENT

The meeting was called to order at 6:35 p.m. by Mrs. Han Silver.

FLAG SALUTE

The Flag Salute was led by Mrs. Romba.

PUBLIC ANNOUNCEMENT

The New Jersey Open Public Meetings Law was enacted to ensure the right of the public to have advance notice and to attend the meetings of public bodies at which any business affecting their interests is discussed or acted upon. In accordance with the provisions of the Act, the Fort Lee Board of Education has caused notice of this meeting to be published on January 16, 2019 and posted in the entrance hall of the Board Office, 2175 Lemoine Avenue; published in the Board's designated online media outlet/newspaper: The Record and the Gold Coast Life; filed with the Clerk of the Borough of Fort Lee; and mailed to all persons, if any, who have requested said notice. Please be advised that this meeting is being taped and will be broadcasted on local TV and the district's website at a future date.

ROLL CALL

Present: Ms. Elisa Cho, Mr. Ralph DiMeglio, Mrs. Kristen Richter, Mrs. Candace Romba, Mr. Michael Rubino, Mrs. Lauran Tuck, Mrs. Esther Han Silver

Absent: Ms. Paula Colbath, Mrs. Holly Morell

Also Present: Mr. Kenneth Rota, Mr. Dennis McKeever, Attorney

Absent: Dr. Sharon Amato, Ms. Haquisha Q. Taylor

APPOINT BOARD SECRETARY 'PRO TEM'

MOTION by Mrs. Tuck, seconded by Mrs. Romba, to move appoint Dennis McKeever, Esq. as Board Secretary '*pro tem*' for this meeting.

MOTION carried unanimously upon voice vote, 7-0.

EXECUTIVE SESSION

MOTION by Ms. Cho, seconded by Mr. DiMeglio, at 6:40 p.m., to move into Executive Session.

MOTION carried unanimously upon voice vote, 7-0.

The Board reconvened into the Public Meeting at 7:30 p.m.

REPORT OF THE SUPERINTENDENT OF SCHOOLS

Mr. Rota shared that there were twenty-one (21) HIB investigations. Four (4) were founded.

Mr. Rota shared that the Fire and Security Drills for November 2019 are posted on the website.

Representatives from PBA Local #245 and FLHS Band Boosters presented donations for the FLHS Marching Band Trip to Washington, DC.

COMMITTEE REPORTS

None

PUBLIC WORK SESSION

None.

HEARING OF CITIZENS - QUESTIONS AND COMMENTS FROM THE PUBLIC ON ITEMS LISTED ON TONIGHT'S AGENDA AND ANY OTHER TOPIC OF CONCERN

MOTION by Mrs. Romba, seconded by Mrs. Tuck, to open the floor to the public.

MOTION carried unanimously upon voice vote, 7-0.

Lido Corroero, parent of a School No. 1 student, expressed her gratitude to Mr. Rota and the Board for listening to their petition for a kindergarten Physical Education teacher.

Lisa Choi, parent, inquired if there is any possibility of teaching Korean in the Middle School? Mr. Rota explained why Korean is not being taught in the Middle School.

Mahogany Sanders, parent, also inquired about the kindergarten Physical Education teacher. Mr. Rota further clarified the reason behind the hiring of the kindergarten Physical Education teacher.

Tyrene Gibson, a parent of a former FLHS student, expressed concerns of HIB investigations especially as it relates to anti-bullying.

Mahogany Sanders, parent, inquired what is being done about the high cases of HIB and who determines if it is a HIB case? Mr. Rota explained the HIB reports and how the Fort Lee Board of Education is required to report to the State.

MOTION by Mrs. Richter, seconded by Mr. Rubino, to close the floor to the public.

MOTION carried unanimously upon voice vote, 7-0.

RESOLUTIONS

BOARD

- 1B** **THEREFORE BE IT RESOLVED**, that the Fort Lee Board of Education, approves the following minutes: [As Amended]

Public Business Meeting Minutes
Private Executive Meeting Minutes

November 18, 2019
November 18, 2019 [POSTPONED]

MOTION by Mr. Rubino, seconded by Mrs. Romba, that the Fort Lee Board of Education approves item #1B (as amended).

MOTION carried unanimously upon roll call vote, 7-0.

- 2B** **WHEREAS**, the Fort Lee Board of Education has received the Superintendent's report of incident(s) of Harassment/Intimidation/Bullying ("HIB") within the District; and

WHEREAS, the Board has had the opportunity to review the Superintendent's recommendations with respect to the incident(s) of HIB.

NOW, THEREFORE BE IT RESOLVED, that the Board accepts the Superintendent's recommendations.

BE IT FURTHER RESOLVED, that pursuant to N.J.S.A. 18A:37-15(d), the Superintendent of Schools shall inform the applicable parents/guardians of the students involved in these incidents with the following information within five school (5) days of this Board meeting:

9. The nature of the investigation;
10. Whether the District found evidence of HIB;
11. Whether discipline was imposed;
12. Whether services were provided to address the incident of HIB.

3B THEREFORE BE IT RESOLVED, that the Fort Lee Board of Education, approves the attendance of Board Members at the following workshops:

<u>WORKSHOP</u>	<u>DATE</u>	<u>BOARD MEMBER</u>	<u>PLACE</u>	<u>AMOUNT PER PERSON</u>
Bergen County Meeting – Roundtable Discussions	Wednesday, January 29, 2020	Esther Han Silver Holly Morell Kristen Richter Candace Romba	Glen Rock High School 400 Hamilton Avenue Glen Rock, NJ 07452	-0-

4B THEREFORE BE IT RESOLVED, that the Fort Lee Board of Education, upon recommendation of the Negotiations Committee, approves the **Collective Bargaining Agreement between the Fort Lee Board of Education and the Fort Lee Administrators’ Group (FLAG)** for the period July 1, 2018 to June 30, 2022, subject to prior ratification by the Fort Lee Administrators’ Group. [See Appendix Page 12](#)

MOTION by Mr. Rubino, seconded by Ms. Romba, that the Fort Lee Board of Education postpone the approval of the Private Executive Meeting Minutes for November 18, 2019 in #1B.

MOTION carried unanimously upon roll call vote, 7-0.

MOTION by Mrs. Romba, seconded by Ms. Cho, that the Fort Lee Board of Education approves items #1B through #4B (item #1B as amended).

MOTION carried unanimously upon roll call vote, 7-0, with exception Mrs. Richter, Mrs. Romba, and Mrs. Han Silver abstained on own name on item #3B.

CURRICULUM & INSTRUCTION

1CUR THEREFORE BE IT RESOLVED, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves **class trips** listed in the attached summary. [See Appendix Page 37](#)

2CUR THEREFORE BE IT RESOLVED, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves the **Program of Studies for the 2020-2021 school year**. [See Link: Program of Studies 2020-2021](#)

3CUR THEREFORE BE IT RESOLVED, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves the **following additional out-of-district placements for the 2019-2020 school year**:

Student	Placement	Dates	Tuition/Costs
#33082	Shaler – Ridgefield 455 Shaler Blvd. Ridgefield, NJ 07657	11/14/19 – June 2020	Amended Annual Tuition of \$53,724.00 prorated to \$39,785.20 (137 days @ \$290.40 per diem). Transportation Cost: \$21,303.50 (137 days @ \$155.50 per diem). Occupational Therapy 1 week x 30 minutes individual @ \$90.00 per session totaling \$2,700.00.

4CUR THEREFORE BE IT RESOLVED, that the Fort Lee Board of Education, upon recommendation of the Superintendent, authorizes **Cara Becher, Special Education Teacher at School No. 2, to conduct a research study** for her thesis for her Masters of Administration in the School of Teacher Education at Ramapo College about the *“Effects of Applied Behavior Analysis Strategies in a Special Education Program.”*

MOTION by Mrs. Romba, seconded by Mrs. Tuck, that the Fort Lee Board of Education approves items #1CUR through #4CUR.

MOTION carried unanimously upon roll call vote, 7-0.

FINANCE

1F THEREFORE BE IT RESOLVED, that the Fort Lee Board of Education, has received and accepts the **financial reports of the Secretary and Treasurer of School Monies for the month ending October 2019** and certifies that the reports indicate that no major account or fund is over expended in violation of N.J.A.C. 6:20-2.13 and that sufficient funds are available to meet the district’s financial obligations for the remainder of the school year. [See Appendix Page 88](#)

2F THEREFORE BE IT RESOLVED, that the Fort Lee Board of Education, upon recommendation of the Superintendent, confirms the **line item transfers for the month of October 2019**. In order to accomplish the aforesaid purpose, the Business Administrator was authorized to transfer the amount of money into and out of the line items set forth on the attached schedule. [See Appendix Page 124](#)

3F THEREFORE BE IT RESOLVED, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves the payment of the claims on the current **bills list in the amount of \$6,902,428.09** for December 2019 checks. [See Appendix Page 38](#)

4F THEREFORE BE IT RESOLVED, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves the payment of the claims on the current **Cafeteria bills list in the amount of \$151,007.78** for December 2019 checks. [See Appendix Page 84](#)

5F **THEREFORE BE IT RESOLVED**, that the Fort Lee Board of Education, upon the recommendation of the Superintendent, authorizes the **submission of the amendment of the 2019-2020 IDEA (Individual with Disabilities Education Act) application** to the New Jersey Department of Education appropriating carryover monies from the 2018-2019 school year as detailed below:

IDEA Grant			
Grant Class	Original Application	Carryover	Amended 19-20 Application
Basic	\$867,060	\$45,494	\$912,554
Preschool	\$23,373	\$22,683	\$46,056
Total 2019-2020 IDEA Grant			\$958,610

6F **THEREFORE BE IT RESOLVED** that the Fort Lee Board of Education, upon the recommendation of the Superintendent authorizes the **submission of the amendment of the 2019-2020 ESEA (Elementary and Secondary Education Act) application** to the New Jersey Department of Education appropriating carryover monies from the 2018-2019 school year as detailed below:

ESEA Grant			
Grant Class	Original Application	Carryover	Amended 19-20 Application
Title I-A	\$452,607	\$39,047	\$491,654
Title II-A	\$92,898	\$4,537	\$97,435
Title III	\$81,638	\$14,497	\$96,135
Title IV	\$28,240	\$1,588	\$29,828
Total 2019-2020 ESEA Grant			\$715,052

7F **THEREFORE BE IT RESOLVED**, that the Board of Education, upon recommendation of the Superintendent, accepts the following **donations**:

Item	Amount/ Estimated Value	Donor	On Behalf Of
Check	\$200.00	Visions Federal Credit Union Information Technology Center 24 McKinley Avenue Endicott, NY 13760-591	FLHS Key Club "Day of Remembrance"
Check	\$5,000.00	Fort Lee Police Department PBA Local 245	FLHS Marching Band Trip to Washington, DC
Check	\$14,000.00	FLHS Band Boosters	FLHS Marching Band Trip to Washington, DC

Check	\$5,000.00	Korean Consulate General Korean Education Center 1 160 Park Avenue, 9 th Floor New York, NY 10022	FLHS Korean Language Program
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- 8F **THEREFORE BE IT RESOLVED**, that the Fort Lee Board of Education, upon recommendation of the Superintendent, amends the **transportation contract services with the Leonia Public Schools Board of Education** for Route FLM1 (Fort Lee Middle School 5th-8th grade) to extend from November 2, 2019 through December 6, 2019. *See Appendix Page 86*
- 9F **THEREFORE BE IT RESOLVED**, that the Fort Lee Board of Education, upon recommendation of the Superintendent, amends the **Non-Resident McKinney-Vento Tuition Agreement** for AD to attend the Elementary School No. 3 from September 9, 2019 through November 14, 2019.
- 10F **THEREFORE BE IT RESOLVED**, that the Fort Lee Board of Education, upon recommendation of the Superintendent, amends the **Non-Resident McKinney-Vento Tuition Agreement** for MD to attend the Fort Lee High School from September 9, 2019 through November 14, 2019.

MOTION by Ms. Cho, seconded by Mr. DiMeglio, that the Fort Lee Board of Education approves items #1F through #10F.

MOTION carried unanimously upon roll call vote, 7-0, with exception Mrs. Richter abstained on item #7F and item #8F.

PERSONNEL

- 1P **THEREFORE BE IT RESOLVED**, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves the attendance of staff members at the **staff trips/conferences** listed on the attached summary. *See Appendix Page 87*
- 2P **THEREFORE BE IT RESOLVED**, that the Fort Lee Board of Education, upon recommendation of the Superintendent, accepts, with regret, the **retirement of Robert Ciccone, as a Physical Education Teacher at School No. 3**, after dedicating 35 years of service to the district, effective July 1, 2020.

3P **THEREFORE BE IT RESOLVED**, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves the following **resignations**:

<u>RESIGNATIONS</u>			
Employee	Position	Location	Effective Date
Pooja Bhansali	PT Paraprofessional	LFCIS	12/2/19 (Amended)
Yrma Garcia	PT Paraprofessional	School 2	12/2/19
Genesis Martinez	Leave Replacement Teacher/Substitute	FLHS	12/6/19

4P **THEREFORE BE IT RESOLVED**, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves the following **appointments for the 2019-2020 school year**, pending verification of employment:

<u>APPOINTMENTS</u>						
First Name	Last Name	Position	Loc	Position Control #	Annual Salary Prorated	Effective Date
Anthony	Cruz	Bus Driver	CO	00-9402-08	\$27,820.00	12/9/19
Jin Young	Kwon	Personal Aide PK Spec Ed 1:1 (.83)	S2	02-9101-115	\$21,019.00 Step 1/Degreed pending negotiations	12/17/19
Alexander	Lopez	Custodian	S4	04-9400-08	\$37,814.00 + \$375.00 = \$38,189.00 Step 1/Custodian pending negotiations	12/9/19 (Amended Start Date)

5P **THEREFORE BE IT RESOLVED**, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves the following **staff transfers** during the 2019-2020 school year.

TRANSFERS						
Name	From Location	From Position	To Location	To Position	Salary Change	Effective Date
Nancy Schondorf	IS	Personal Aide Grade 6 Resource 1:1 (.83) 05-9101-108	IS	Instructional Aide Resource (.83) 05-9101-66	N/A	12/2/19
Hannah Gutierrez	S2	Instructional Aide Physical Education (.5) 02-9101-34	S2	Instructional Aide Physical Education (.83) 02-9101-34	\$21,019.00 prorated	1/2/20

6P **THEREFORE BE IT RESOLVED**, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves the following **leaves**:

LEAVES								
Name	Position	Loc	Type	New or Amended	Paid Leave	Unpaid Leave with benefits	Unpaid Leave No Benefits	Return Date
Darrell Deluise	Custodian	S1	Medical	Amended	11/18/19 to 1/5/20	N/A	N/A	1/6/20
Sally Macaluso	Teacher Special Ed Preschool	S2	Maternity	New	3/16/20 to 5/4/20	5/5/20 to 1/31/21	2/1/21 to 6/30/21	9/1/21
Gabrielle Sietsma	Teacher Grade K ASD	S2	Maternity	New	5/14/20 to 6/19/20	6/20/20 to 6/30/20	N/A	9/1/20
Rosemary Giacomelli	Principal	S1	Medical	New	1/10/20 to 1/24/20	N/A	N/A	1/27/20

7P **THEREFORE BE IT RESOLVED**, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves the **district rate for Substitute Bus Driver of \$20.00 per hour**, effective December 16, 2019.

8P **THEREFORE BE IT RESOLVED**, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves the following as **Substitutes** for the 2019-2020 school year:

SUBSTITUTES
Yordanis Morales Cruz - Substitute Bus Driver Pooja Bhansali - Substitute Teacher/Aide/Secretary Katrina Dumcic - Substitute Teacher/Aide Hannah Gutierrez - Substitute Aide

- 9P **THEREFORE BE IT RESOLVED**, that the Fort Lee Board of Education, upon recommendation of Superintendent, approves additional **translator assignments** during the 2019-2020 school year, as outlined below:

Name	Language	Assignment	Rate/Hours
Silvia Alfaro	Spanish	Document translation services for ESL Progress Report	Maximum of 8 hours each @ \$45.00 per hour for a total not to exceed \$360.00 per person to be charged to Account # 20-241-200-100-00-000
Ayako Katayama	Japanese		
Burcu Kayar	Turkish		
Jane Lee	Korean		
Margaret Ng	Chinese		

- 10P **THEREFORE BE IT RESOLVED**, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves the **addition of one (1) Instructional Aide Physical Education 01-9101-122 (.83) School 1** for the 2019-2020 school year.
- 11P **THEREFORE BE IT RESOLVED**, that the Fort Lee Board of Education, upon recommendation of the Superintendent, **rescinds** Resolution No. 29666 dated November 18, 2019 approving the **appointment of Yordanis Morales, a Custodian who maintains a CDL license, to fill the capacity of a Bus Driver on an as needed basis**, at a non-pensionable stipend of \$2,000 for the 2019-2020 school year.
- 12P **THEREFORE BE IT RESOLVED**, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves the appointment of the following **Volunteer Athletic Coach** for the 2019-2020 Winter Season, with no compensation:

Leo Ellison – Volunteer Boys’ Basketball Coach

- 13P **THEREFORE BE IT RESOLVED**, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves the following staff members for After-School and Extra Curricular Activities during the 2019-2020 school year on an as needed basis:

Name	Assignment	Extra Compensation
Alida Bacich	Extracurricular Paraprofessionals for After-School Activities	\$17.50 per hour

- 14P **THEREFORE BE IT RESOLVED**, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves the following staff member to be added to the list of **certificated staff members to provide Title I tutoring** during the 2019-2020 school year at the rate of \$45 per hour for certificated teachers and \$30 per hour for paraprofessionals accompanying students to tutoring as per IEPs.

<u>Title I Tutors 19-20 School Year</u>			
Location	Employees	Subject Areas	Aggregate Total Per Location For <u>All</u> Tutors Not to Exceed Budgeted Amount
LFCMS	Steven Choi	Math	\$10,000 #20-231-100-101-00-060

- 15P **THEREFORE BE IT RESOLVED**, that the **Board of Education**, upon recommendation of the Superintendent, approves the appointment of the following additional **Detention Monitors for students** for the 2019-2020 school year to be paid at the rate of \$50 per hour:

<u>High School</u>
Sophia Karabatsos Heather Maye Yvette Longobardi Peter Kraljic, Jr. Ashley Rice

- 16P **THEREFORE BE IT RESOLVED**, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves **the appointment of additional Certificated Home Instructors for the 2019-2020 school year**, at the hourly rate of \$45.00 per hour for teaching staff and \$30.00 per hour for certified paraprofessionals.

HOME INSTRUCTORS	
Name	Content Areas
Denise Morales	PK-8 General and Bilingual Education, K-12 ESL, K-12 Special Education

- 17P **THEREFORE BE IT RESOLVED**, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves the **payment of unused vacation days for Peter Crawley, Assistant Business Administrator in Central Office, in the amount of \$10,487.58**, based upon 15 days at a per diem rate of \$406.25 for the 2018-2019 school year, and 10.5 days at a per diem rate of \$418.46 for the 2019-2020 school year.

18P **THEREFORE BE IT RESOLVED**, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves the **appointment of Co-Curricular Advisors** for the 2019-2020 school year. All appointments are subject to completion of all personnel documentation and fingerprinting process, prior to starting of said activities.

2019-2020 Applicant	Co-Curricular Activity	Class	19-20 Stipend (Pending Negotiations)	Agenda Date
Thomas Cirone	Assistant Theater Director	A	\$2,126.00	12/16/19
Thomas Cirone	Theatre - Set Director/Art Director/Construction Manager	N/A	\$1,250.00	12/16/19
Thomas Cirone	Theatre - Lighting/Sound Technical Elements Director/Construction Manager	N/A	\$1,250.00	12/16/19

19P **THEREFORE BE IT RESOLVED**, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves amending Resolution No. 29849 dated September 9, 2019 for the appointment of **Tara Gratacos as Curriculum Writer** for 2019-2020, for services to be performed outside the contractual day, to be paid a stipend at an hourly rate of \$45.00 per hour, for an aggregate total not to exceed \$30,000 to be charged against account # 11-000-221-104-00-000, for the teaching staff members listed below:

CONTENT AREA	CERTIFICATED STAFF MEMBER
Physical Education/Health	Tara Gratacos

20P **THEREFORE BE IT RESOLVED**, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves the **placement of the following Internships, Student Teachers or Practicum Candidates** during the 2019-2020 school year:

Internships/Student Teachers/Practicum Candidates							
<u>Referring University</u>	<u>Student Name</u>	<u>Type of Placement</u>	<u>Subject Area</u>	<u># Hours</u>	<u>Months From-To</u>	<u>School Placed</u>	<u>Cooperating Staff Member</u>
Kean University	Nazanin Ostovar	Practicum	School Counseling	300 hours	1/21 /20 – 5/15/20	S2	Meghan Lynch
William Paterson University	Krista Rambala	Practicum	School Counseling	300 hours	January – June 2020	S4	Andria Fusco
University of Phoenix	Yan Xiao	Student Teacher	Physics	480 hours	1/13/20 – 4/10/20	HS	Tahreen Chowdhury/ Genevieve Callahan

MOTION by Mrs. Romba, seconded by Ms. Cho, that the Fort Lee Board of Education approves items #1P through #20P.

MOTION carried unanimously upon roll call vote, 7-0.

POLICY

1POL **THEREFORE BE IT RESOLVED**, that the Fort Lee Board of Education, upon **Postponed** recommendation of the Superintendent, approves the first **reading of the following policy/regulation updates** listed below: [Click here for 2019-12-16 Backup](#)

Policy/Reg No.	Topic
P 0155	BOARD COMMITTEES

MOTION by Mrs. Tuck, seconded by Mrs. Romba, that the Fort Lee Board of Education postpones item #1POL.

MOTION carried unanimously upon roll call vote, 7-0.

OLD BUSINESS

Board conversation ensued regarding their experiences at the different workshops they attended at the New Jersey School Board Conference held in Atlantic City in October 2019.

NEW BUSINESS

Mrs. Tuck discussed the Parent University "Go Math" program.

Mr. Rota mentioned about the proposed meeting dates for the 2020 school year which will be approved at Reorganization meeting in January 2020.

Mrs. Han Silver made announcements regarding the Holiday concerts and she commends the hard work and effort of the students. She also congratulated the musicians at all levels.

Mrs. Han Silver also discussed the social media use by parents. Parents should reach out to herself, Mr. Rota, or the Principals with any questions or concerns.

ADJOURNMENT

MOTION by Mrs. Romba, seconded by Mrs. Tuck, to adjourn, 8:22 p.m.

MOTION carried unanimously upon voice vote, 7-0.

RESPECTFULLY SUBMITTED,

Dennis McKeever

DENNIS MCKEEVER
BOARD ATTORNEY/BOARD SECRETARY 'PRO TEM'

DMK/mo
12-20-19