

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

**MINUTES**

**PUBLIC BUSINESS MEETING  
January 21, 2020  
FORT LEE HIGH SCHOOL – MEDIA CENTER  
6:45 P.M.**

**CALL TO ORDER BY THE PRESIDENT**

The meeting was called to order at 6:45 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 15, 2020 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; 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, Ms. Paula K. Colbath, Mr. Ralph DiMeglio, Mrs. Holly Morell, Mrs. Kristen Richter, Mrs. Candace Romba, Mr. Michael Rubino, Mrs. Lauran Tuck, Mrs. Esther Han Silver

**Also Present:** Mr. Kenneth Rota, Ms. Haquisha Q. Taylor, Mr. Paul Griggs, Board Attorney

**Absent:** Dr. Sharon Amato

**EXECUTIVE SESSION**

MOTION by Mrs. Morell, seconded by Mr. Rubino, at 6:47 p.m., to move into Executive Session.

MOTION carried unanimously upon voice vote, 9-0.

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

### **REPORT OF THE SUPERINTENDENT OF SCHOOLS**

Mr. Rota shared that there were six (6) HIB investigations. Two (2) were founded.

Mr. Rota shared that the December 2019 Fire and Security Drills have been posted for the Board's review.

Mr. Rota congratulated Yeva Grace Davidoff for being selected as the winner for the 2020 "My Country" Poster Contest for her outstanding artwork. "My Country" Poster Contest is held every April and open to all 4<sup>th</sup> grade students throughout Bergen County.

Five (5) students from the 3<sup>rd</sup> grade inclusion class entered the Young Writer's Spooky Sagas Contest and won out of 10,000 entries that were read. Mr. Rota congratulated these students for their achievement and for the leadership provided by their teachers.

Mrs. Tuck was thanked for coordinating community Day of Service. It was a very successful and an energetic day. Activities included making 80 blankets for Linus, roses for Valentine's Day, and 100 placemats for Meals on Wheels.

### **COMMITTEE REPORTS**

Finance Committee - Mrs. Han Silver

Mr. David Gannon, Partner at PKF O'Connor Davies, presented the Annual Audit Report for period ending June 30, 2019 to the Board. Mrs. Han Silver was pleased to report the school district is in good financial shape. The Board will have further discussion regarding Board priorities in preparation for the fiscal year 2021 budget.

NJSBA Legislation Committee - Mrs. Colbath

Ms. Colbath shared that the bill to end religious exemptions for vaccinations failed. Ms. Colbath further shared that NJSBA is encouraging districts to pass a resolution regarding census taking.

### **PUBLIC WORK SESSION**

Board conversation ensued regarding the amendment of Policy 0155. Board consensus was to strike Policy 0155 from the day's agenda and update the Policy based on board feedback. Ms. Colbath shared that she will also update Policy 0155 to include an Athletics Committee.

### **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. Morell, seconded by Mrs. Richter, to open the floor to the public, 7:56 p.m.

MOTION carried unanimously upon voice vote, 9-0.

Tyrene Gibson, a parent of a former FLHS student, informed the Board that she has reviewed the HIB policies, and referenced a letter regarding mediation. Ms. Gibson implored the Board to seriously consider her case.

MOTION by Mr. Rubino, seconded by Mrs. Morell, to close the floor to the public, 8:01 p.m.

MOTION carried unanimously upon voice vote, 9-0.

**RESOLUTIONS**

**BOARD**

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

<del>Private Executive Meeting Minutes</del>	<del>November 18, 2019</del>
Public Business Meeting Minutes	December 16, 2019
Private Executive Meeting Minutes	December 16, 2019
Special Public Business Meeting Minutes	December 23, 2019
Special Private Executive Meeting Minutes	December 23, 2019
Reorganization Meeting Minutes	January 6, 2020

- 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:

- The nature of the investigation;
- Whether the District found evidence of HIB;
- Whether discipline was imposed;
- 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>
Equity Symposium 2020	January 31, 2020 – February 1, 2020	Lauran Tuck	Mariott Marquis Washington DC	\$788.70
Advocacy Institute 2020	February 2, 2020 – February 4, 2020	Paula Colbath	Mariott Marquis Washington DC	\$1,046.00
Regional Leadership Training: Equity – From the Board Room to the Classroom	February 8, 2020	Esther Han Silver Kristen Richter Candace Romba	Montville Twp. High School (Northern Region) 100 Horseneck Road Montville, NJ 07045	\$50 p/p (Registration Fee) & GSA Rate Mileage and Tolls - Not to exceed \$65 per person

MOTION by Ms. Colbath, seconded by Mrs. Morell, that the Fort Lee Board of Education to amend to strike the Private Executive Meeting Minutes of November 18, 2019 under item #1B.

MOTION carried unanimously upon voice vote, 9-0.

MOTION by Mrs. Tuck, seconded by Mrs. Morell, that the Fort Lee Board of Education approves item #1B as amended and items #2B through #3B.

MOTION carried unanimously upon voice vote, 9-0, with exceptions. Ms. Colbath abstained from the minutes of December 16, 2019 on item 1B, and Ms. Colbath, Mrs. Richter, Mrs. Romba, Mrs. Tuck and Mrs. Han Silver abstained on their 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 13](#)

**2CUR 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
#22070047	BCSS NOVA North Emerson Jr/Sr High School 131 Main Street Emerson, NJ 07630	1/9/2020 – June 2020	Annual Tuition of \$62,100.00 prorated to \$38,295.00 (111 days @ \$345.00 per diem). Transportation Cost of \$3,373.29 (111 days @ \$30.39 per diem).
#25060390	Chapel Hill Academy 31 Chapel Hill Road Lincoln Park, NJ 07035	1/2/2020 – June 2020	Annual Tuition of \$61,020.00 prorated to \$37,968.00 (112 days @ \$339.00 per diem). 1:1 Aide @ \$160.00 per diem totaling \$17,920.00. Transportation Cost of \$14,700.00 (112 days @ \$131.25 per diem).
#31060940	Chapel Hill Academy 31 Chapel Hill Road Lincoln Park, NJ 07035	1/2/2020 – June 2020	Annual Tuition of \$61,020.00 prorated to \$37,968.00 (112 days @ \$339.00 per diem). Transportation Cost of \$14,700.00 (112 days @ \$131.25 per diem).
#23080028	Sage Day School 295 Rochelle Avenue Rochelle Park, NJ	1/2/2020 – June 2020	Annual Tuition of \$62,415.00 prorated to \$38,142.50 (110 days @ \$346.75 per diem). Transportation Cost of \$5,325.10 (110 days @ \$48.41 per diem).

MOTION by Mrs. Romba, seconded by Mrs. Tuck, that the Fort Lee Board of Education approves items #1CUR through #2CUR.

MOTION carried unanimously upon voice vote, 9-0.

### **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 November 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 15](#)
- 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 November 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 51](#)
- 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 \$6,853,199.90** for January 2020 checks. [See Appendix Page 53](#)
- 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 \$123,186.51** for January 2020 checks. [See Appendix Page 92](#)

5F **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	\$1,500.00	Global Children Foundation P.O. Box 721 Fort Lee, NJ 07024	FLHS Marching Band Trip to Washington, DC
Check	\$65.40	Box Tops for Education 13700 Oakland Avenue Highland Park, MI 48203	School No. 4 school supplies and/or resources

6F **THEREFORE BE IT RESOLVED**, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves the **contract with Fiesta Catering for the Fort Lee High School 2020 Athletics Awards Dinner** to be held on Thursday, June 4, 2020 at a price not to exceed \$32.00 per person.

7F **THEREFORE BE IT RESOLVED**, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves the **contract with Fiesta Catering for the Fort Lee High School 2020 Academic Awards Dinner** to be held on Tuesday, May 19, 2020 at a price not to exceed \$32.00 per person.

MOTION by Mrs. Romba, seconded by Mrs. Richter, that the Fort Lee Board of Education approves items #1F through #7F.

MOTION carried unanimously upon voice vote, 9-0.

**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 94*

2P **THEREFORE BE IT RESOLVED**, that the Fort Lee Board of Education, upon recommendation of the Superintendent, accepts, with regret, the **retirement of Joanne Galasso, as a Paraprofessional at School No. 3**, after dedicating 7 years of service to the district, effective February 1, 2020.

3P **THEREFORE BE IT RESOLVED**, that the Fort Lee Board of Education, upon recommendation of the Superintendent, accepts, with regret, the **retirement of Carol Frate, as a Registrar in Central Office**, after dedicating 30 years of service to the district, effective June 1, 2020.

4P **THEREFORE BE IT RESOLVED**, that the Fort Lee Board of Education, upon recommendation of the Superintendent, accepts, with regret, the **retirement of Kristen Elefteriou as an Elementary Teacher at School No. 1**, after dedicating 31 years of service to the district, effective July 1, 2020.

5P **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
Stephanie Gitter	PT Instructional Aide Physical Education	S3	1-2-20
Malik Lopes	PT Instructional Aide Grades 9-12 Resource	FLHS	1-2-20
Suzette Rivera	School Secretary	LFCIS	Amended 1-27-20
Johanna Loaiza	PT Personal Aide PK Spec Ed 1:1	S2	2-3-20

6P **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
Meric	Topyan	Personal Aide PK Spec Ed 1:1 (.83)	S2	02-9101-115	\$21,019.00 Step 1/ Degreed	1/22/20
Nazanin	Ostovar	Personal Aide Grades 3-4 ASD 1:1 (.7)	S2	02-9101-101	\$18,475.00 Step 2/ Degreed	1/17/20
Destinee	Fornes	Instructional Aide Grade 2 Resource (.83)	S3	03-9101-77	\$21,906.00 Step 2/ Degreed	2/3/20
David	Manzalaoui	Instructional Aide Physical Education (.5)	S3	03-9101-43	\$12,662.00 Step 1/ Degreed	1/22/20
Jin Young	Kwon	Personal Aide Grades K-1 ASD 1:1 (.83) (Amended)	S2	02-9101-121 (Amended)	\$21,019.00 Step 1/ Degreed	Amended 1/27/20

7P **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.

<b>TRANSFERS</b>						
<b>Name</b>	<b>From Location</b>	<b>From Position</b>	<b>To Location</b>	<b>To Position</b>	<b>Salary Change</b>	<b>Effective Date</b>
Lindita Lushaj	LFCMS	Personal Aide ASD 1:1	LFCIS	Personal Aide Grade 6 1:1	N/A	1-2-20
Berta Martinez	S2	Personal Aide Grades 3-4 ASD 1:1 (.83) 02-9101-101	S2	Personal Aide Grade K 504 1:1 (.83) 02-9101-117	N/A	1-15-20
Mercedes Miller	S2	Personal Aide Grades 1-2 LLD 1:1 (.83) 02-9101-114	S2	Instructional Aide PK Inclusion (.83) 02-9101-04	N/A	1-2-20
Hye Shim	S2	Instructional Aide PK Inclusion (.83) 02-9101-04	S2	Personal Aide Grades 1-2 LLD 1:1 (.83) 02-9101-114	N/A	1-2-20

8P **THEREFORE BE IT RESOLVED**, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves the following **leaves**:

<b><u>LEAVES</u></b>								
<b>Name</b>	<b>Position</b>	<b>Loc</b>	<b>Type</b>	<b>New or Amended</b>	<b>Paid Leave</b>	<b>Unpaid Leave with benefits</b>	<b>Unpaid Leave No Benefits</b>	<b>Return Date</b>
Mishelle Chung	Teacher Grade 1	S3	Maternity	New	5/26/20 to 6/30/20	9/1/20 to 1/3/21	N/A	1/4/21
Rachel DiBartolo	BSI Teacher	S2	Maternity	New	5/18/20 to 6/15/20	6/16/20 to 9/13/20	N/A	9/14/20
Mai Koyo	Teacher ESL	S4	Maternity	New	4/6/20 to 5/15/20	N/A	5/16/20 to 6/30/20	9/1/20
Rachel Cola	School Psychologist	S2	Medical	Amended	11/1/19 to 1/20/20	N/A	N/A	1/21/20
Yvette Longobardi	Teacher Math	HS	Medical	New	3/5/20 to 4/19/20	N/A	N/A	4/20/20
Lauren Brickner	Teacher Special Education Resource	IS	Maternity	Amended	1/02/20 to 1/22/20	N/A	1/23/20 to 6/30/20	9/1/20
Christine D'Anna	Teacher Grade 5 LAL/SS	IS	Medical	Amended	10/28/19 to 1/26/20	N/A	N/A	1/27/20
Ada Cheherian Acosta	Teacher World Language	HS	Maternity	Amended	9/20/19 to 11/21/19	11/22/19 to 4/30/20	N/A	5/1/20
Kaitlyn Rakas	Teacher Grade 3	S1	Maternity	Amended	9/1/19 to 10/25/19	10/26/19 to 4/30/20	5/1/20 to 6/30/20	9/1/20
Janine Mendoza	Teacher Grade 2	S1	Maternity	Amended	11/4/19 to 1/14/20	1/15/20 to 6/30/20	N/A	9/1/20
Samantha Milgram	Kindergarten Teacher	S2	Extended Maternity	Amended	9/1/19 to 9/22/19	9/23/19 to 4/30/20	5/1/20 to 6/30/21	9/1/21

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

<b>LEAVE REPLACEMENTS</b>					
<b>Name</b>	<b>Grade/ Subject</b>	<b>Loc</b>	<b>Salary</b>	<b>Effective Dates</b>	<b>Reason for opening</b>
Jacy Macias	Teacher Grade 5	IS	Sub pay for the first 10 days \$100 per day, day 11-60 \$110 per day, day 61+ at the daily rate equal to a BA, Step 1; No Benefits	Amended 11/18/19 to 1/28/20	Christine D'Anna (Medical)
Jacy Macias	Teacher Special Education	IS	Sub pay for the first 10 days \$100 per day, day 11-60 \$110 per day, day 61+ at the daily rate equal to a BA, Step 1; No Benefits (Continuous Assignment)	1/29/20 to 6/30/20	Lauren Brickner (Maternity)
Pablo Rancier	Maintenance	CO	Additional Salary = to the difference between current salary Step 5 Custodial and Step 1 Maintenance (\$5,150.00)	1/13/20 to TBD	Raul Sanchez (Medical/WC)
Mervat Said	Teacher Grade 3	S2	Sub pay for the first 10 days \$100 per day, day 11-60 \$110 per day, day 61+ at the daily rate equal to a BA, Step 1; No Benefits	Amended 9/1/19 to 6/30/2020	Kaitlyn Rakas (Maternity)
Kathleen Miller	Teacher Grade 2	S1	Sub pay for the first 10 days \$100 per day, day 11-60 \$110 per day, day 61+ at the daily rate equal to a BA, Step 1; No Benefits - Continued Assignment	Amended 11/25/19 to 6/30/20	Janine Mendoza (Maternity)

**10P THEREFORE BE IT RESOLVED,** that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves **amending the Position Control List** for the 2019-2020 school year, as outlined below:

<b>POSITION CONTROL LIST CHANGES</b>		
<b>Position Control #</b>	<b>Change From</b>	<b>To</b>
PC #02-2401-03	Teacher Spec Ed PreK ASD Account #11-216-100-101-00-000	Teacher Special Education ASD Account #11-241-100-101-00-000
PC #06-9101-57 and #06-9101-82	Personal Aide ASD 1:1 Account #11-214-100-106-00-000	Personal Aide MD 1:1 Account #11-212-100-106-00-000

11P **THEREFORE BE IT RESOLVED**, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves the **correction of the hourly rate for After-School and Extra-Curricular Activities during the 2019-2020 school year** on an as needed basis for following Paraprofessionals to be changed from \$17.50 to \$30.00 per hour, previously approved on Resolution No. 29939 dated November 4, 2019 and Resolution No. 30000 dated December 16, 2019:

<u>Name</u>	<u>Assignment</u>	<u>Extra Compensation</u>
Sangeeta Jain Claribel Kwon David Rispoli Manuel Rivera Alida Bacich Julia Anderson	Extra-Curricular Paraprofessionals for After-School Activities	\$30.00 per hour

12P **THEREFORE BE IT RESOLVED**, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves the **salary adjustment for Bernadette Basca, Human Resources Intern in Central Office, from \$10.00 to \$11.00 per hour**, due to the minimum wage increase effective January 1, 2020.

13P **THEREFORE BE IT RESOLVED**, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves a **pensionable stipend, for the following teaching staff member assigned to teach a sixth period** for the 2019-2020 school year as outlined below:

<i>Fort Lee High School</i>		
<b>Teacher</b>	<b>Content</b>	<b>Stipend</b>
Christine Teitlebaum	World Language - Spanish	\$6,500 (to be prorated from 12/1/19 – 4/30/20)

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.

<b><u>Title I Tutors 19-20 School Year</u></b>			
<b>Location</b>	<b>Employees</b>	<b>Subject Areas</b>	<b>Aggregate Total Per Location For <u>All</u> Tutors Not to Exceed Budgeted Amount</b>
LFCIS	Alexandra Motola	K-6 Generalist and English K-12	\$14,465 #20-231-100-101-00-003

15P **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							
Referring University	Student Name	Type of Placement	Subject Area	# Hours	Months From-To	School Placed	Cooperating Staff Member
Rutgers University	Cynthia Luciano	Field Experience	Special Education	90	1/22/20 - 5/12/20	MS	Christina Ranaudo

16P **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
Gale Etra Daniel Melamud Alicia DeFilipis Ellis Schulman Ileana Valerio Caren France

MOTION by Mrs. Morell, seconded by Mrs. Romba, that the Fort Lee Board of Education approves items #1P through #16P.

MOTION carried unanimously upon roll call vote, 9-0.

Board expressed deep regret of the retirement of Carol Frate and expressed their gratitude for 30 years of service in the Registration Department in the Central Office.

**POLICY**

1POL **THEREFORE BE IT RESOLVED**, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves the **first reading of the following policy/regulation updates** listed below: [Click here for 2020-01-21 Backup \(As Amended\)](#)

Policy/Reg No.	Topic
P 0155	BOARD COMMITTEES
P 5536	STUDENT RANDOM DRUG AND ALCOHOL TESTING

MOTION by Mrs. Tuck, seconded by Ms. Colbath, that the Fort Lee Board of Education approves item #1POL with exception to amend to strike P 0155 from the resolution.

MOTION carried unanimously upon roll call vote, 9-0.

**OLD BUSINESS**

Mr. Rota asked if the former Negotiations Committee can meet briefly after today's meeting. Mr. Rota shared that he welcomes feedback on the draft District Calendar for school year 2020-2021 which includes a district day off for the Lunar New Year.

Board conversation ensued about the 2020-2021 draft District Calendar.

**NEW BUSINESS**

Ms. Cho expressed concern about the dilapidated piano at the Intermediate School. Mr. Rota shared that he will investigate and speak with Principal Daniello.

Mrs. Han Silver announced that Ms. Taylor received her Association of School Business Officials International, School Finance and Operations (SFO) Certificate by passing a comprehensive two-part exam testing skills in accounting and school business management.

Mrs. Han Silver reiterated the importance of the census and how strongly legislators rely on census information to determine the seats in government.

Mrs. Han Silver announced that seating arrangements will be changed at the next meeting and moving forward.

Mrs. Tuck shared her appreciation to the PTA/PTO's participation in the community Day of Service. She further shared a special thank you to the Mayor and Council and the 119 students and volunteers who participated in this event.

**ADJOURNMENT**

MOTION by Mrs. Morell, seconded by Mr. Rubino, to adjourn, 8:20 p.m.

MOTION carried unanimously upon voice vote, 9-0.

RESPECTFULLY SUBMITTED,

*Haquisha Q. Taylor*

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HAQUISHA Q. TAYLOR  
SCHOOL BUSINESS ADMINISTRATOR/BOARD SECRETARY

HQT/toc  
1/23/2020

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

**MINUTES**

**PUBLIC BUSINESS MEETING  
February 3, 2020  
FORT LEE HIGH SCHOOL – MEDIA CENTER  
6:30 P.M.**

**CALL TO ORDER BY THE PRESIDENT**

The meeting was called to order at 6:36 p.m. by Mrs. Romba.

**FLAG SALUTE**

The Flag Salute was led by Mr. Rubino.

**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; 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. Holly Morell, Mrs. Kristen Richter, Mrs. Candace Romba, Mr. Michael Rubino, , Mrs. Esther Han Silver (6:45 p.m.)

**Also Present:** Mr. Kenneth Rota, Dr. Sharon Amato, Ms. Haquisha Q. Taylor, Mr. Dennis McKeever, Board Attorney

**Absent:** Ms. Paula K. Colbath, Mrs. Lauran Tuck

**EXECUTIVE SESSION #1**

MOTION by Ms. Cho, seconded by Mr. Rubino, at 6:39 p.m., to move into Executive Session.

MOTION carried unanimously upon voice vote, 7-0.

The Board reconvened into the Public Meeting at 7:35 p.m.

**REPORT OF THE SUPERINTENDENT OF SCHOOLS**

Mr. Rota shared that there were eight (8) HIB investigations. Six (6) were founded.

Mr. Rota posted for the Board's review the School Safety Data System (SSDS Report) for the 1st period (July 1st to the end of 2019).

**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 Ms. Cho, to open the floor to the public, 7:38 p.m.

MOTION carried unanimously upon voice vote, 7-0.

Tyrene Gibson, parent of a former FLHS student, distributes to Board members copies of FLBOE Regulation 5512 [HIB]. Ms. Gibson expressed displeasure that a HIB investigation was never completed in her daughter's case as the FLBOE Regulation requires.

MOTION by Mrs. Morell, seconded by Mr. Rubino, to close the floor to the public, 7:48 p.m.

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**:

Private Executive Meeting Minutes	November 18, 2019
Public Business Meeting Minutes	January 21, 2020
Private Executive Meeting Minutes	January 21, 2020

- 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:

17. The nature of the investigation;
18. Whether the District found evidence of HIB;
19. Whether discipline was imposed;
20. Whether services were provided to address the incident of HIB.

MOTION by Mrs. Romba, seconded by Mrs. Morell, that the Fort Lee Board of Education approves item #1B through #2B.

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

**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 8](#)

**2CUR 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
#23100133	Cornerstone Day School 12 Commerce Drive Cranford, NJ 07016	1/21/2020 – June 2020	Annual Tuition of \$86,358.50 prorated to \$41,216.70 (105 days @ \$392.54 per diem). Transportation Cost of \$26,040.00 (105 days @ \$248.00 per diem).
#23080403	Cornerstone Day School 12 Commerce Drive Cranford, NJ 07016	1/28/20 – June 2020	Annual Tuition of \$86,358.50 prorated to \$39,254.00 (100 days @ \$392.54 per diem). Transportation Cost of \$28,500.00 (100 days @ \$285.00 per diem).
#33099	BCSS-Washington South Elementary 355 East Ridgewood Avenue Paramus, NJ	1/21/20 – June 2020	Annual Tuition of \$64,480.00 prorated to \$35,464.77 (99 days @ \$358.23 per diem). Related Services OT 2x30 individual; Speech 3x30 individual, PT 2x30 individual, home programming services 2x120. Cost of 1:1 Aide prorated to \$28,600.00. Transportation costs TBD.

MOTION by Mrs. Richter, seconded by Mrs. Romba, that the Fort Lee Board of Education approves item #1CUR through #2CUR.

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 December 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 9*
- 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 December 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 45*
- 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 \$5,525,917.68 for February 2020 checks**. *See Appendix Page 47*
- 4F **THEREFORE BE IT RESOLVED**, that the Fort Lee Board of Education, upon the recommendation of the Superintendent of Schools, hereby accepts the **Audit Report for the year ending June 30, 2019** as prepared by PKF O'Connor Davies, LLP, Certified Public Accountants. *See Appendix Page 71*
- 5F **WHEREAS**, the Audit Report for the year ending June 30, 2019 as prepared by PKF O'Connor Davies, LLP, Certified Public Accountants, was accepted by this Board on January 21, 2020; and
- WHEREAS**, the Audit contains recommendations which were read and discussed at the public meeting as indicated on the Corrective Action Plan attached to this resolution.
- NOW THEREFORE, BE IT RESOLVED**, that the Business Administrator/Board Secretary of this Board is hereby directed to proceed as indicated in said Corrective Action Plan; and
- BE IT FURTHER RESOLVED**, that a copy of this resolution, together with a copy of the synopsis of the **Audit Report and the Corrective Action Plan**, will be filed with the County Superintendent of Schools. *See Appendix Page 76*
- 6F **THEREFORE BE IT RESOLVED**, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves the **contract with the DoubleTree by Hilton for the Fort Lee High School 2020 Performing Arts Awards Banquet** to be held on Wednesday, May 27, 2020 at a price of \$40.00 per person.

MOTION by Mrs. Romba, seconded by Mr. DiMeglio, that the Fort Lee Board of Education approves items #1F through #6F.

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

**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 69*

**2P THEREFORE BE IT RESOLVED**, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves the following **leaves**:

<b><u>LEAVES</u></b>								
<b>Name</b>	<b>Position</b>	<b>Loc</b>	<b>Type</b>	<b>New or Amended</b>	<b>Paid Leave</b>	<b>Unpaid Leave with benefits</b>	<b>Unpaid Leave No Benefits</b>	<b>Return Date</b>
Claribel Kwon	Personal Aide	MS	FMLA	New	N/A	N/A	1/22/20 -to 2/18/20	2/19/20
Christina Lopez	Teacher ESL	S3	Maternity	New	5/23/20 to 6/12/20	N/A	6/13/20 to 6/30/20	9/1/20

**3P THEREFORE BE IT RESOLVED**, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves the appointment of **Spring Coaches** for the 2019-2020 school year, as follows. All appointments are subject to completion of all personnel documentation and fingerprinting process, prior to starting of said activities.

Coach	Sport	Position	Season	Class	Step	Stipend
Peter Kraljic Jr	Baseball	Head Coach	Spring	II	2	\$8,975
Ian Oates	Baseball	Assistant Coach	Spring	II	2	\$6,524
Diego Lombardo	Baseball	Assistant Coach	Spring	II	2	\$6,524
Gerard Carroll	Baseball	Assistant Coach	Spring	II	2	\$6,524
Crystal Vargas	Softball	Head Coach	Spring	II	2	\$8,975
Zachary Schlemm	Softball	Assistant Coach	Spring	II	1	\$5,955
Brianna Mattessich	Softball	Assistant Coach	Spring	II	2	\$6,524
Dana Amato*	Softball	Assistant Coach	Spring	II	2	\$6,524
Daniel Cirone	Boys Track	Head Coach	Spring	II	2	\$8,975
Demba Mane	Boys Track	Assistant Coach	Spring	II	2	\$6,524
Nicole Pacciani	Boys Track	Assistant Coach	Spring	II	2	\$6,524
Charlie Salame	Girls Track	Head Coach	Spring	II	2	\$8,975
Angela Johnson	Girls Track	Assistant Coach	Spring	II	2	\$6,524
Sean Scully	Golf	Head Coach	Spring	III	1	\$4,893
Philip Zappel	Boys Tennis	Head Coach	Spring	III	2	\$5,349

\*Non-Staff Member

**THEREFORE BE IT FURTHER RESOLVED**, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves the appointment of **Volunteer Athletic Coaches** for the 2019-2020 Spring Season, with no compensation, as follows:

William Straub – Baseball	Leo Ellison - Baseball
Nicole Piccinich – Track & Field	Kellie Lane – Track & Field
Renee Mattesich – Track & Field	Neil Grant – Boys Tennis

4P **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:

<b>SUBSTITUTES</b>
Simona Ardolina

5P **THEREFORE BE IT RESOLVED**, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves the **payment of unused vacation days for Suzette Rivera, Secretary to the Intermediate School Principal, in the amount of \$4,847.75**, based upon 13 days at a per diem rate of \$193.91 for the 2018-2019 school year, and for 12 days at a per diem rate of \$193.91 (pending negotiations) for the 2019-2020 school year.

6P **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:

<b><u>Internships/Student Teachers/Practicum Candidates</u></b>							
<b><u>Referring University</u></b>	<b><u>Student Name</u></b>	<b><u>Type of Placement</u></b>	<b><u>Subject Area</u></b>	<b><u># Hours</u></b>	<b><u>Months From-To</u></b>	<b><u>School Placed</u></b>	<b><u>Cooperating Staff Member</u></b>
Seton Hall University	Silvia Maresca	Clinical Experience	Upper Literacy & Mathematics	60	2/4/20 – May 2020	S1	Jill Purritano
William Paterson University	Donovan Figueroa	Clinical Experience	Athletic Training	150	2/4/20 – May 2020	HS	Tom Hur

MOTION by Ms. Cho, seconded by Mrs. Romba, that the Fort Lee Board of Education approves items #1P through #6P.

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

**POLICY**

1POL **THEREFORE BE IT RESOLVED**, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves the **first reading of the following policy/regulation updates** listed below: [Click here for 2020-02-03 #1POL Back-up](#)

<b>Policy/Reg No.</b>	<b>Topic</b>
P 2431	ATHLETIC COMPETITION

**2POL** THEREFORE BE IT RESOLVED, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves the **second reading and adoption of the following policy/regulation updates** listed below: [Click here for 2020-02-03 #2POL Back-up](#)

Policy/Reg No.	Topic
P 5536	STUDENT RANDOM DRUG AND ALCOHOL TESTING

MOTION by Mrs. Morell, seconded by Mrs. Richter, that the Fort Lee Board of Education approves items #1POL through #2POL.

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

### **OLD BUSINESS**

Ms. Cho shares that there appears to be water leaking at the Intermediate School. Ms. Cho further commented that there are visible water marks in the hallway.

### **NEW BUSINESS**

Dr. Amato announced that they are going to have a Go Math night on Wednesday night, February 5<sup>th</sup> at the Fort Lee High School Media Center that will be open to the community.

Mrs. Han Silver announced that Mrs. Colbath recently attended the National School Board Association Workshop – Advocacy Institute in Washington, DC, and Mrs. Tuck attended the National School Board Association Workshop – Equity Symposium in Washington, DC. Mrs. Han Silver shared that we look forward to hearing their respective reports on the workshops.

Ms. Taylor introduced Belgica Polanco, new Assistant Business Administrator.

### **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 Mr. DiMeglio, to re-open the floor to the public, 7:52 p.m.

MOTION carried unanimously upon voice vote, 7-0.

Ms. Mahogany Sanders, School No. 4 parent, expressed the importance of Black History month and requested that the Board review for distribution to School 4 staff a package that includes "Culturally Responsive Teaching" principles.

MOTION by Mrs. Morell, seconded by Mr. Rubino, to close the floor to the public, 7:59 p.m.

MOTION carried unanimously upon voice vote, 7-0.

### **EXECUTIVE SESSION #2**

MOTION by Mr. Rota, seconded by Mr. Rubino, at 8:00 p.m., to move into Executive Session.

MOTION carried unanimously upon voice vote, 7-0.

**ADJOURNMENT**

MOTION by Mrs. Morell, seconded by Ms. Cho, to adjourn, 8:38 p.m.

MOTION carried unanimously upon voice vote, 7-0.

RESPECTFULLY SUBMITTED,

*Haquisha Q. Taylor*

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**HAQUISHA Q. TAYLOR**  
SCHOOL BUSINESS ADMINISTRATOR/BOARD SECRETARY

HQT/toc  
02/10/2020