

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

MINUTES

**PUBLIC BUSINESS MEETING
February 19, 2020
FORT LEE HIGH SCHOOL – MEDIA CENTER
6:45 P.M.**

CALL TO ORDER BY THE PRESIDENT

The meeting was called to order at 6:52 p.m. by Mrs. Han Silver.

FLAG SALUTE

The Flag Salute was led by Mrs. Tuck.

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, Ms. Paula K. Colbath, Mr. Ralph DiMeglio, Mrs. Holly Morell (7:02 p.m.), Mrs. Kristen Richter, Mrs. Candace Romba, Mr. Michael Rubino [*departed the meeting 8:31 p.m.*], Mrs. Luran Tuck, Mrs. Esther Han Silver.

Also Present: Mr. Kenneth Rota, Ms. Haquisha Q. Taylor, Dr. Sharon Amato, Martin Malague, Board Attorney

EXECUTIVE SESSION #1

MOTION by Mrs. Tuck, seconded by Mr. Rubino, at 6:54 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 three (3) HIB investigations. One (1) was founded.

Mr. Rota shared that the Fire, Security and Bus Drills were conducted and have been posted for the Board's review.

Mr. Rota recognized the recipients of the 2019 – 2020 Governor's Educator of the Year (GEOY) Nominees.

The Principals for School No. 1 - #4, Middle School, and the High School presented the awards and expressed their gratitude for their respective nominees for all their dedication and hard work.

- Michele Avella, Teacher Nominee, Kindergarten – School No. 1
- Carmela DeMaio-Can, Educational Services Nominee, LDT-C – School No. 1
- Michael Mottershead, Teacher Nominee, Grade 4 – School No. 2
- Jennifer Kreckmann, Education Services Nominee, Paraprofessional – School No. 2
- Angela Jang, Teacher Nominee, Grade 4 – School No. 3
- Kim Bancroft, Educational Services Nominee, School Nurse - School No. 3
- Crystal Tuozzolo, Teacher Nominee, Grade 1 – School No. 4
- Dimitra Kotsiotas, Educational Services Nominee, Occupational Therapist – School No. 4
- Sumedha Kumar, Teacher Nominee, Math Teacher – Lewis F. Cole Middle School
- Sarah Levy, Educational Services Nominee, LDT-C – Lewis F. Cole, Middle School
- Giuseppa Maceri, Teacher Nominee, Business Teacher – Fort Lee High School
- Diana Acosta, Educational Services Nominee, Guidance Counselor – Fort Lee High School

COMMITTEE REPORTS

Curriculum Committee

Mrs. Tuck shared that the Curriculum Committee met on February 19th. She shared topics discussed including the 2020-2021 budget, hiring new counselors to address the districts growing needs, purchasing necessary textbooks, and adding new materials to classroom libraries. Mrs. Tuck also shared curriculum updates such as discussion of the elimination of midterm exams, adjustments of AP prerequisites, and the success of the Equity Team.

NSBA Workshop Equity Symposium

Mrs. Tuck shared her experience attending the NSBA Workshop Equity Symposium. She shared topics discussed including diversifying the teacher pipeline and the Equity Toolkit & Policy Development. Mrs. Tuck expressed the importance of focusing on inequities students endure and working on solutions.

NSBA Workshop Advocacy Institute

Ms. Colbath shared her experience attending the NSBA Workshop Advocacy Institute. She shared topics discussed including Federal Legislation & Policy as it relates to the Individuals with Disabilities Education Act (IDEA) and the Census as it relates to its impact on legislation and funding.

PUBLIC WORK SESSION

MOTION by Ms. Cho, seconded by Ms. Colbath that the Fort Lee Board of Education to amend to strike the Private Executive Meeting Minutes of February 3, 2020 under item #1B.

MOTION carried unanimously upon voice vote, 9-0.

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. Morell, to open the floor to the public, 8:19 p.m.

MOTION carried unanimously upon voice vote, 9-0.

Mrs. Sara Krikscivn, School #3 parent, thanked Mrs. Tuck for her continued pursuit of Equity. Mrs. Krikscivn expressed concern about Cenaida Ramirez, a School #3 custodian, being transferred to Fort Lee High School. Mrs. Krikscivn shared that Cenaida, affectionately known as "Mama," has captivating talent associating with the young students at School #3.

Mrs. Mahogany Sanders, Lewis F. Cole Intermediate School parent, thanked Mrs. Tuck for highlighting the importance of Equity. Mrs. Sanders inquired when the district will implement the teacher pipeline and AP courses. Mrs. Sanders also questioned why student midterm exam elimination is being considered. Mr. Rota explained that the teachers are investigating a new approach to assessing student academic achievement.

Ms. Tyrene Gibson, a parent of a former FLHS student, thanked Mrs. Tuck for attending the Equity Symposium. Ms. Gibson thanked the Board for addressing the mediation cost in her case and also expressed concern of an attorney representing the Board in the case that perjured him/herself during oral arguments.

Mr. Alex Wocf, School #3 parent, expressed his discontent about transferring Cenaida Ramirez, School #3 custodian, to a different school because of her favorable relationship with the young students at School #3.

Mrs. Amy Kotang, School #3 parent, invites Dr. Amato and Mr. Rota to Math TT night on March 13, 2020. Mrs. Kotang reiterates the support needed for the Cycle Ridge Fundraiser.

Mrs. Anita Lam, School #3 parent, expressed concern about transferring Cenaida Ramirez, School #3 custodian, and is a strong supporter of not relocating the School #3 custodian to a different school.

MOTION by Mrs. Morell, seconded by Mr. Romba, to close the floor to the public, 8:40 p.m.

MOTION carried unanimously upon voice vote, 8-0.

RESOLUTIONS

BOARD

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

Public Business Meeting Minutes February 3, 2020
~~Private Executive Meeting Minutes February 3, 2020 [Postponed]~~

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:

1. The nature of the investigation;
2. Whether the District found evidence of HIB;
3. Whether discipline was imposed;
4. 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 as amended and item #2B.

MOTION carried unanimously upon voice vote, 6-0-2, with exceptions. Ms. Colbath and Mrs. Tuck abstained from the minutes of February 3, 2020 on item #1B only.

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 10*

2CUR THEREFORE BE IT RESOLVED, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves the **2020-2021 District Calendar**, as per the attached. *See Appendix Page 11*

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
#25100024	Slocum Skewes School Prospect Avenue Ridgefield, NJ 07657	1/3/20 – June 2020	Annual Tuition of \$53,724.00 prorated to \$32,816.00 (114 days @ \$287.85 per diem). Transportation cost with parent contract of \$3,081.42 (114 @ \$27.03 per diem). Related Services: OT 2 x week @ \$90 per session x 23 weeks = \$4,140.00. Annual cost of \$53,724.00 for 1:1 Aide prorated to \$26,923.20.
#33099	BCSS-Washington South Elementary 355 East Ridgewood Avenue Paramus, NJ	1/21/20 – June 2020	(Amending Resolution No. 30067 dated February 3, 2020 to include cost of transportation.) 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 of \$5,477.67 (99 days @ \$55.33 per diem.)

4CUR THEREFORE BE IT RESOLVED, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves **The College Essay Guy** to provide a 2-hour **professional development workshop on February 28, 2020**, as outlined below.

Professional Development Training	Total Not to Exceed	Account
To provide a 2-hour workshop of PD training relating to the writing of college essays for Guidance Counselors and English teachers at Fort Lee High School.	\$1,000.00	#20-270-200-320-30-000

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

MOTION carried unanimously upon roll call vote, 8-0.

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 January 2020** 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 46](#)

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 January 2020**. 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 82](#)

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 \$5,654,857.42 for February 2020 checks.** [See Appendix Page 12](#)

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 \$156,203.58 for February 2020 checks.** [See Appendix Page 43](#)

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

MOTION carried unanimously upon roll call vote, 6-0-2, with exception Ms. Colbath abstained on her name on the bill list on item #1F and Mrs. Tuck abstained on item #3F.

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 45](#)

2P **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 & Pending Negotiations	Effective Date
Ileana	Valerio	Instructional Aide Grades 9-12 Resource (.83)	FLHS	07-9101-59	Step 1/ Degreed \$21,019.00	2/20/20
Miriam	Larangeira	Personal Aide PK Spec Ed 1:1	S2	02-9101-111	Step 1/ Non- Degreed \$17,752.00	2/20/20

3P **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. [As Amended]

TRANSFERS						
Name	From Location	From Position	To Location	To Position	Salary Change	Effective Date
Natalie Khatchadorian	S1	Personal Aide Grade 2 Inclusion 1:1 01-9101-27	S1	Instructional Aide Grade 2 Inclusion/ Resource 01-9101-27	N/A	2-4-20
Rachel Harris	S3	Personal Aide Grade 4 504 1:1 03-9101-119	S2	Personal Aide Grade 4 LLD 1:1 02-9101-119	N/A	2-10-20
Berta Martinez	S2	Personal Aide Grade K 504 1:1 02-9101-117	S4	Personal Aide Grade 2 504 1:1 04-9101-117	N/A	2-11-20
Geneida Ramirez	S3	Custodian 03-9400-05	FLHS	Custodian 07-9400-09	N/A	3-2-20
Roberto Yan	FLHS	Custodian 07-9400-09	S2	Custodian 02-9400-04	N/A	3-2-20
Roberto Reyes	LFCMS	Custodian 06-9400-12	S3	Custodian 03-9400-05	Add Evening Differential of \$375.00 to existing salary (prorated)	3-2-20
Yordanis Morales-Cruz	S4	Custodian 04-9400-08	IS	Custodian 05-9400-17	N/A	3-2-20
Pablo Rancier	S2	Custodian 02-9400-04	LFCMS	Custodian 06-9400-12	N/A	At Conclusion of Leave Replacement Maintenance Assignment
Jose Ramos	IS	Custodian 05-9400-17	S4	Custodian 04-9400-08	N/A	3-2-20

4P **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
Cortney Teitell	Teacher Grade 5 LAL/SS	IS	Maternity	New	4/6/20 to 5/8/20	5/9/20 to 6/30/20	N/A	9/1/20
Gabrielle Sietsma	Teacher Grade K ASD	S2	Maternity	Amended	5/4/20 to 6/9/20	6/10/20 to 6/30/20	N/A	9/1/20

5P **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:

LEAVE REPLACEMENTS					
Name	Grade/ Subject	Loc	Salary	Effective Dates	Reason for opening
Natalia Vaile	Teacher of Art	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	2/24/20 to 6/30/20	Eleni Despotakis (Maternity)
Arleen Artinian	Teacher Grade 1	S3	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	5/23/20 to 6/30/20	Mishell Chung (Maternity)
Jennifer Cella	Teacher Special Ed Pre-K	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	3/12/20 to 6/30/20	Sally Macaluso (Maternity)

6P **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
Anthony Van Zwarren

7P **THEREFORE BE IT RESOLVED**, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves the to **create Position Control # 05-9101-123** Part-Time Instructional Aide Physical Education (.83) at Lewis F. Cole Intermediate School to be charged to Account #11-190-100-106-00-000 for the 2019-2020 school year.

BE IT FURTHER RESOLVED, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves to **reclassify Position Control numbers** for the 2019-2020 school year as outlined below:

Position Control Changes	
From	To
PC 01-9101-27 Personal Aide Grade 2 Inclusion 1:1 @ S1	PC 01-9101-27 Instructional Aide Grade 2 Inclusion/Resource @ S1 Account 11-213-100-106-00-000
PC 03-9101-119 Personal Aide Grade 4 504 1:1 @ S3	PC 02-9101-119 Personal Aide Grade 4 LLD 1:1 @ S2 No Account Change
PC 02-9101-117 Personal Aide Grades K 504 1:1 @ S2	PC 04-9101-117 Personal Aide Grade 2 504 1:1 @ S4 No Account Change

8P **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.

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

9P **THEREFORE BE IT RESOLVED**, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves the appointment of additional **Curriculum Writers** 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 MEMBERS
ELA Strategies	Ashley Rice
Math Strategies	Brittany Butler

10P 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
Jonathan Feis*	Percussion Instructor (Winter)	A	\$2,126.00	2/19/20
Meghan Lynch	SADD Advisor - S#2	B	\$3,161.00	2/19/20

*Non-Staff Member

11P THEREFORE BE IT RESOLVED, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves the appointment of **Middle School 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.

Middle School Coaches				
Coach	Sport	Position	Season	Stipend
Gerald Carroll, Jr.* Michael Raccioppi	Wrestling	Co-Coaches	Winter	\$2,000.00 split \$1,000.00 each
Lewis Maira	Boys' Basketball	Coach	Winter	\$2,000.00

*Non-Staff Member

MOTION by Ms. Colbath, seconded by Mrs. Morell, that the Fort Lee Board of Education to amend to omit to exclude custodians under item #3P.

MOTION carried unanimously upon voice vote, 8-0.

MOTION by Mrs. Morell, seconded by Mrs. Romba, that the Fort Lee Board of Education approves item #1P through #11P (item #3P as amended).

MOTION carried unanimously upon voice vote, 8-0.

POLICY

1POL 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 2020-02-19 #1POL Back-up](#)

Policy/Reg No.	Topic
P 2431	ATHLETIC COMPETITION

MOTION by Ms. Colbath, seconded by Mrs. Morell, that the Fort Lee Board of Education approves item #POL.

MOTION carried unanimously upon roll call vote, 8-0.

OLD BUSINESS

Mr. Rota received feedback on Board retreat dates with no resolution on a date that works for all. Mr. Rota requested Board members submit additional optional dates.

NEW BUSINESS

Mrs. Morell encouraged people to attend Senior Night to support the Fort Lee Varsity Basketball team who will be playing their rivals.

Mrs. Han Silver, Mrs. Richter, and Mrs. Romba attended a three hour Equity Workshop entitled "From the Board Room to the Classroom" on Saturday, 2/8/2020 in Montville, NJ. Mrs. Han Silver echoed the sentiments shared by Mrs. Tuck in her review of the DC Equity conference. Mrs. Han Silver reiterated the importance and the need to focus on "Equity."

Board member consensus is to include diversifying the teacher pipeline as well as other Equity initiatives as focus topics at the next Board Retreat.

ADJOURNMENT

MOTION by Mrs. Romba, seconded by Mrs. Morell, to adjourn, 8:51 p.m.

MOTION carried unanimously upon voice vote, 8-0.

RESPECTFULLY SUBMITTED,

Haquisha Q. Taylor

HAQUISHA Q. TAYLOR
SCHOOL BUSINESS ADMINISTRATOR/BOARD SECRETARY

HQT/toc
02/25/2020