FORT LEE BOARD OF EDUCATION FORT LEE, NEW JERSEY

PUBLIC BUSINESS MEETING AGENDA

THE BOARD OF EDUCATION WILL IMMEDIATELY ENTER CLOSED SESSION TO DISCUSS CONFIDENTIAL MATTERS.

THE REGULAR PUBLIC MEETING WILL COMMENCE AT 7:30 P.M.

Monday, October 4, 2021

Meeting Start Time: 6:30 p.m.

Lewis F. Cole Intermediate School Cafetorium (in-person limited access) and Zoom (virtual) Meeting: https://us02web.zoom.us/j/83890626051?pwd=TGVoQVNGUml5eTNtYkZYZXhRb2ZmZz09

CALL TO ORDER BY THE PRESIDENT

FLAG SALUTE

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, 2021 and posted on the district website at www.flboe.com; 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 may be broadcasted on local TV and the district's website at a future date.

The Open Public Meeting Act allows for remote participation at Board Meetings and defines "meeting" as any gathering whether corporeal or by means of communication equipment, which is attended by, or open to, all of the members of a public body, held with the intent, on the part of the members of the body present, to discuss or act as a unit upon the specific public business of that body.

ROLL CALL

EXECUTIVE SESSION - Approximately 6:30 p.m.

The Board shall recess to Executive Session in accordance with New Jersey's Open Public Meetings Act, N.J.S.A. 10:4-12(b) (1~9). The general nature of the discussion will involve matters confidential by law, any investigations or tactics or techniques to protect persons or public property, litigation, anticipated litigation and attorney-client matters. These matters will be disclosed to the public as soon as the need for confidentiality no longer applies.

<u>MOTION TO RECONVENE PUBLIC SESSION</u> - Immediately following Executive Session – Approximately 7:30 p.m.

REPORT OF THE SUPERINTENDENT OF SCHOOLS

HIB Report

COMMITTEE REPORTS

<u>PUBLIC WORK SESSION - QUESTIONS AND COMMENTS FROM BOARD MEMBERS ON</u> ITEMS LISTED ON TONIGHT'S AGENDA OR ANY OTHER TOPIC

<u>PUBLIC COMMENT - COMMENTS FROM THE PUBLIC ON ITEMS LISTED ON TONIGHT'S</u> AGENDA OR ANY OTHER TOPIC

PUBLIC PARTICIPATION

Public participation shall be governed by the following rules (per District Policy #0167):

- 1. A participant must be recognized by the presiding officer and must preface comments by an announcement of his/her name, place of residence, and group affiliation, if appropriate.
- 2. Participants are limited to three minutes in which to make their statement. Additional time may be granted at the discretion of the presiding officer.
- 3. The Board will not entertain any comments from persons who communicate obscene material, make statements which are considered bias intimidation in which a person intends to intimidate any individual or group because of race, color, religion, gender, handicap, sexual orientation or ethnicity or makes comments intending to harass or speak any offensive language.
- 4. All statements shall be directed to the presiding officer; no participant may address or question Board members individually.
- 5. The presiding officer may:
 - a. Interrupt, warn, or terminate a participant's statement when the statement is too lengthy, abusive, obscene, or irrelevant;
 - b. Request any individual to leave the meeting when that person does not observe reasonable decorum;
 - c. Request the assistance of law enforcement officers in the removal of a disorderly person when that person's conduct interferes with the orderly progress of the meeting;
 - d. Call for a recess or an adjournment to another time when the lack of public decorum so interferes with the orderly conduct of the meeting as to warrant such action; and
 - e. Waive these rules when necessary for the protection of privacy or the efficient administration of the Board's business.

RESOLUTIONS

BOARD

1B 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.
- THEREFORE BE IT RESOLVED, that the Fort Lee Board of Education, hereby ratifies the September 22, 2021 approval of the employment contract between Robert Kravitz and the Fort Lee Board of Education for the position of Superintendent of Schools commencing for a transition period from September 23 to September 30, 2021, and continuing through his appointment effective October 1, 2021 through June 30, 2025, in accordance with the terms and conditions set forth in the attached contract, which has been approved by the Interim Executive County Superintendent. Attachment: RKRAVITZ SUPT CONTRACT 2021-2025
- THEREFORE BE IT RESOLVED, that the Fort Lee Board of Education, approves the submission of the attached Merit Goals for Business Administrator/Board Secretary Haqquisha Q. Taylor for the 2021-2022 school year to the Executive County Superintendent for approval. Attachment: H TAYLOR MERIT GOALS 2021-2022

CURRICULUM

- 1CUR THEREFORE BE IT RESOLVED, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves class trips listed on the attached summary. Attachment: 2021-10-04 CLASS TRIPS
- THEREFORE BE IT RESOLVED, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves the District Nursing Services Plan for the 2021-2022 school year, as per the attached. Attachment: DISTRICT NURSING SERVICES PLAN 2021-2022
- THEREFORE BE IT RESOLVED, that the Fort Lee Board of Education, upon recommendation of the Superintendent, accepts the proposal by Montclair State University Network for Educational Renewal (MSUNER), Building Learning Centered Schools (BLCS) to facilitate professional development in order to build capacity in the Fort Lee Schools for Culturally Responsive Teaching during the 2021-2022 school year,, to be funded by the ARP ESSER Grant. Attachment: MSUNER BLCS PD PROPOSAL 2021-2022
- 4CUR THEREFORE BE IT RESOLVED, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves the amending of the 2021-2022 school calendar to reflect a delayed opening schedule for the following days and grade levels to arrive to school at 9:45 a.m.:

DELAYED OPENINGS DUE TO TESTING					
Tuesday, October 12, 2021	Delayed opening for 11th & 12th graders for Start Strong Testing in ELA				
Wednesday, October 13, 2021	Delayed opening for 11th & 12th graders for Start Strong Testing in Math				
Thursday, October 14, 2021	Delayed opening for 10th & 11th graders for Start Strong Testing in Science				
Tuesday, October 26, 2021	Delayed opening for 9th & 12th for PSAT testing				

5CUR THEREFORE BE IT RESOLVED, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves the following out-of-district placements for the 2021-2022 school year:

	OUT-OF-DISTRICT PLACEMENTS							
Student	Placement	Dates	Tuition/Costs					
#24060107	Fusion Academy 10 Sterling Blvd., Suite 201 Englewood, NJ 07631	9/13/21 - June 2022	Annual tuition of \$71,430, or \$7,143 per month. No transportation costs.					
#27090066	Fusion Academy 10 Sterling Blvd., Suite 201 Englewood, NJ 07631	9/20/21 - June 2022	Annual tuition of \$71,670, or \$7,167 per month. Annual transportation cost of \$30,323.20, or \$189.52 per diem.					
#25090078	Fusion Academy 10 Sterling Blvd., Suite 201 Englewood, NJ 07631	9/20/21 - June 2022	Annual tuition of \$73.170, or \$7,317 per month. Annual transportation cost of \$30,323.20, or \$189.52 per diem.					
#52465521114	The Craig School - High School 25 Changebridge Road Mountain Lakes, NJ 07045	9/14/21 - June 2022	Annual tuition of \$55,548, or \$5,554.80 per month. Transportation cost to be determined.					
#23090019	Sage Alliance Paramus: New Alliance Program 49 East Midland Avenue Paramus, NJ 07652	9/9/21 - June 2022	Annual tuition of \$91,995, or \$436.50 per diem, prorated to \$82,935. No transportation requested.					
#1565360497	BCSS - HIP Program % Godwin School 41 E. Center Avenue Midland Park, NJ 07432	10/1/21 - June 2022	Annual tuition of \$78,660, or \$437.00 prorated to annual tuition of \$72,105 Transportation costs to be determined.					

FINANCE

- 1F 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 \$1,359,365.71 for October 2021 checks.

 Attachment: 2021-10-04 BILLS LIST
- **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 \$65,780.45 for October 2021 checks.

 Attachment: 2021-10-04 CAFETERIA BILLS LIST
- 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 Athletic bills list in the amount of \$5,085.00 for October 2021 checks.

 Attachment: 2021-10-04 ATHLETIC BILLS LIST

- THEREFORE BE IT RESOLVED, that the Fort Lee Board of Education, upon recommendation of the Superintendent, authorizes the renewal of a Shared Services Agreement between the Borough of Fort Lee and the Fort Lee Board of Education for the Purchase of Gasoline/Diesel Fuel for Board of Education Vehicles for the 2021-2022 school year. Attachment: SHARED SERVICES-BORO GAS RESOLUTION
- **THEREFORE BE IT RESOLVED**, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves **renewing the agreements/contracts** of the following for the 2021-2022 school year.

AGREEMENTS 2021-2022	
Bloodborne Pathogen Program Agreement	

THEREFORE BE IT RESOLVED, that the Fort Lee Board of Education, upon recommendation of the Superintendent, authorizes the submission of the application for the **2021-2022 American Rescue Plan (ARP) IDEA Grant Funds** to the New Jersey Department of Education.

2021-2022 ARP IDEA Grant Funds					
Basic	\$193,956				
Preschool	\$16,539				
TOTAL FUNDS:	\$210,495				

BE IT FURTHER RESOLVED, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves the acceptance of the **2021-2022 ARP IDEA Grant Funds**.

- THEREFORE BE IT RESOLVED, that the Fort Lee Board of Education, upon the recommendation of the Superintendent, authorizes the submission of the School Security Grant application for Alyssa's Law compliance (installation of Panic Alarm devices that can silently and directly notify law enforcement of a life-threatening or emergency situation) to the New Jersey Department of Education in the amount of \$227,191.00.
 - **BE IT FURTHER RESOLVED**, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves the acceptance of the 2021-2022 **School Security Grant Funds**.

- **8F THEREFORE BE IT RESOLVED**, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves a **Parent Transportation Agreement for student ID #99000054**, whose name is on file in Central Office, in the amount of \$5,500.00, contingent upon required paperwork, for the 2021-2022 school year.
- **9F** THEREFORE BE IT RESOLVED, that the Fort Lee Board of Education, upon recommendation of the Superintendent, authorizes the Board President and School Business Administrator to execute **Non-Resident Special Education Tuition Agreement** between the Fort Lee Board of Education (receiving district) and Englewood Cliffs Board of Education (sending district) for non-resident special education student including any related-services costs for the 2021-2022 school year.

NON-RESIDENT SPECIAL EDUCATION STUDENT AGREEMENT						
STUDENT ID PROGRAM SCHOOL ATTENDING						
SID#35070236						

- **THEREFORE BE IT RESOLVED,** that the Fort Lee Board of Education, upon recommendation of the Superintendent, authorizes the Board President and School Business Administrator to execute **Non-Resident Tuition Student Agreement** for SID#24050194 non-resident student for the 2021-2022 school year. Tuition rates to be determined by the Business Office and according to Board policy.
- 11F THEREFORE BE IT RESOLVED, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves the disposal/recycling of athletic equipment as outlined below:

DISPOSAL OF ATHLETIC EQUIPMENT							
Description ID Tag No. Location							
2 Exercise Steppers 04560, 04564 School No. 3							

BE IT FURTHER RESOLVED, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves the disposal/recycling of computer equipment.

Attachment: 2021-10-04 DISPOSAL/RECYCLE COMPUTER EQUIPMENT LIST

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. **Attachment: 2021-10-04 STAFF TRIPS**
- **2P THEREFORE BE IT RESOLVED**, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves the following **resignations**:

<u>RESIGNATIONS</u>						
Employee	Effective Date					
Ruth Lang	PT Paraprofessional	S3	9/24/21			
Ja'Quill Burch	PT Paraprofessional	S4	9/23/21			
Jasmin Morel	PT Paraprofessional	FLHS	9/25/21 Amended			

THEREFORE BE IT RESOLVED, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves the following **appointments** for the 2021-2022 school year, pending verification of employment:

	<u>APPOINTMENTS</u>								
First Name	Last Name	Position	Loc	Position Control #	Annual Salary Prorated	Effective Date			
Ghassan	Nazi	Teacher Physics	FLHS	07-2236-02	Step 15/MA \$95,025.00	9/29/2021 Amended			
Kaitlyn	VanDerVliet	Instructional Aide Grades 9-12 MD	FLHS	07-9101-03	Step 1/Degree \$23,797.00	11/1/21 Amended			
Soo Jin	Han	Personal Aide MD 1:1	LFCMS	06-9101-66	Step 1/Degree \$23,797.00	10/11/2021			
Marnely	Echavarria	Health Care Assistants PT .72 (25 hours/week)	LFCMS	06-3115-06	\$20.00/hour	10/11/2021			
Ransses	Lopez	Health Care Assistants PT .72 (25 hours/week)	LFCIS	05-3115-56	\$20.00/hour	10/11/2021			
Jung Hee	Won	Instructional Aide Grade 6 Resource	LFCIS	05-9101-16	Step 1/Degree \$23,797.00	10/11/2021			
Archana	Nagarmat	Personal Aide Grade 3-4 BD 2:1	S2	02-9101-46	Step 1/Degree \$23,797.00	10/1/2021 Amended			
Ammar	Obaid	IT Technician	со	00-9032-04	\$35,000.00	10/11/21 Amended			
Jennifer	Buda	Personal Aide Grade 7 OOD 1:1	OOD	00-9101-143	Step 4/Degree \$31,670.00	10/5/2021			

4P THEREFORE BE IT RESOLVED, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves the following additional **staff transfers** during the 2021-2022 school year.

	TRANSFERS							
Name From Location From Position To To Position Salary Change Effective Date								
Genevieve Callahan	FLHS	Teacher Physics	LFCIS	Teacher STEAM	N/A	9/29/21 Amended		

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

	LEAVES OF ABSENCES								
Name	Position	Loc	Туре	New or Amend	Paid Leave	Unpaid Leave with benefits	Unpaid Leave No Benefits	Return Date	
Michele Avella	Teacher Kindergarten	S1	Maternity	Amend	1/27/21 to 3/3/21	3/4/21 to 10/31/21	11/1/21 to 1/2/22	1/3/2022	
Karli Raffo	LDT-C	S2	Maternity	Amend	9/1/2021 to 11/7/2021	11/8/2021 to 2/6/2022	N/A	2/7/2022	
Lesley Giordano	Teacher Special Education PK	S2	Maternity	Amend	9/28/21 to 12/2/21	12/3/21 to 6/30/22	N/A	9/1/22	
Debra Colosimo	Paraprofessio nal	S2	Medical	Amend	9/1/2021 to 10/31/2021	N/A	N/A	11/1/2021	
Ayako Katayama	Paraprofessio nal	S3	Family	Amend	9/1/21 to 9/15/21	9/16/21 to 10/5/21	N/A	10/6/21	
Christine Romano	Speech Language Specialist	S4	Medical	New	10/4/21 to 10/18/21	N/A	N/A	10/19/21	
Janae Rodriguez	School Secretary	MS	Maternity	New	2/23/22 to 3/29/22	3/30/22 to 6/30/22	N/A	7/1/22	

THEREFORE BE IT RESOLVED, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves the appointment of **leave replacements** during the 2021-2022 school year, as outlined below:

LEAVE REPLACEMENTS								
Name	Grade/ Subject	Loc	Salary	Effective Dates	Reason for opening			
Elisa Murphy	Social Worker - CST	S2	Bring to full-time salary no benefits	9/1/21 to 2/15/22	Karli Raffo (Maternity Leave)			
Ji Yi-Choi	Teacher Art	S1	Sub pay for the first 60 days \$150 per day, day 61+ at the daily rate equal to a BA, Step 1; No Benefits	10/11/21 to 1/15/22	Francesca Park (Maternity Leave)			

- 7P THEREFORE BE IT RESOLVED, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves the Grant Program Coordinator job description. Attachment: GRANT PROGRAM COORDINATOR JOB DESCRIPTION
- **THEREFORE BE IT RESOLVED**, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves the following appointments of additional **Athletic Game Workers** for the 2021-2022 school year, to be paid at the rate of \$40.00 per event.

Game Workers
(Gate Personnel, Crowd Control, Clock Operator,
Site Manager, Announcer)
2021-2022 School Year

Michael Huertas
Sam Keller
John Medaglia
Justin Picache

9P THEREFORE BE IT RESOLVED, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves the payment of Tuition Reimbursement to those staff members for completion of graduate courses during the 2020-2021 school year, as per the FLEA agreement, as indicated on the attached list. Attachment: TUITION REIMBURSEMENT 2020-2021

- 10P THEREFORE BE IT RESOLVED, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves the tuition rate for credits earned by teachers not to exceed \$780.00 per credit for the 2021-2022 school year.
- 11P 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 2021-2022 school year. All appointments are subject to completion of all personnel documentation and fingerprinting process, prior to starting of said activities.

CO-CURRICULAR 2021-2022								
Name	Co-Curricular Activity	Loc	Class	21-22 Stipend				
Jennifer Leyton	Elementary Assistant Musical Director - S#3	S3	А	\$2,126.00				
Haesook Yook	Elementary Musical Director - S#3	S3	Α	\$2,126.00				
Kristina Casale	Environmental Club - S#3	S3	Α	\$2,126.00				
Alycia Adams	Elementary Newspaper - S#3	S3	В	\$3,161.00				
Marisa Buonomo	SADD Advisor - S#1	S1	В	\$3,161.00				
Sandi Klein	SADD Advisor - S#3	S3	В	\$3,161.00				

12P 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 2021-2022 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
The College of New Jersey	Dongeun Esther Lee	Student Teaching	ESL/Elementary	450 Hrs.	1/24/2022- 5/6/2022	School No. 2	Rosa Sgro

13P THEREFORE BE IT RESOLVED, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves the appointment of the additional Faculty Coordinators and Program Coordinators for the 2021-2022 school year.

2021-2022 Faculty Coordinators/Program Coordinators			
Name	Department	Class	Stipend
Gene Fusco	Faculty Coordinator - Title I	N/A	\$5,000
Stephen Dominguez	Grant Program Coordinator	N/A	\$5,000
Michele Carlor	Grant Program Coordinator	N/A	\$2,500

THEREFORE BE IT RESOLVED, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves a pensionable stipend of \$6,500, for additional teaching staff members assigned to **teach a sixth period** at Fort Lee High School for the 2021-2022 school year:

6th Period Stipends			
Fort Lee High School			
First Name	Last Name	Department	
Ghassan	Nazi	Science (Effective 9/29/21 prorated)	
Genevieve	Callahani	Science (Effective 9/1/21 to 9/28/21 Revised and prorated)	

THEREFORE BE IT RESOLVED, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves the following additional **District translators for 2021-2022 school year,** at the rate of \$30.00 per hour, on an as needed basis:

DISTRICT TRANSLATORS 2021-2022			
Name	Position	Location	Language
Sangeeta Jain	Paraprofessional	FLHS	Hindi,Bengali,Punjabi and Urdu
Danay Herrera	Paraprofessional	LFCIS	Spanish

THEREFORE BE IT RESOLVED, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves the appointment of the following **Detention Monitors** for students for the 2021-2022 school year to be paid at the rate of \$50 per hour:

	<u>Detention Monitors</u>		
	Fort Lee High School		
Pete Kraljic	Kelly McMenamin	Erin Powers	
Heather Maye	Rachel Healy	Angela Johnson	
Stephen Wolowitz	Julieth Colorado	Jessica Bijari	
Rocio Torres	Suzanne Elkhechen	Brittany Butler	
Leo Ellison	Mateusz Pokoj	Yvette Rodriguez	
Cinzia Bernardo	Sophia Karabatos		
Lewis F. Cole Middle School			
Joseph Berlingo	Debra Brigida	Kimberly Bouchard	
Brian Larcheveque	Laura Gemignani		

17P

THEREFORE BE IT RESOLVED, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves the appointment of an additional **Home Instructor** for the 2021-2022 school year as follows:

Additional Home Instructor 2021-2022		
Name	Certification Area(s)	Rate
Laura Gemignani	PK-6 Regular and Special Education all Subjects	\$45.00/hour

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: Attachment: 2021-10-04 POLICY UPDATES

Policy/Reg No.	Торіс
P 1648.11	The Road Forward COVID-19 Health and Safety (Revised)
P1648.13	School Employee Vaccination Requirements

OLD BUSINESS

NEW BUSINESS

ADJOURNMENT

RESPECTFULLY SUBMITTED,

Haqquisha Q. Taylor

HAQQUISHA Q. TAYLOR SCHOOL BUSINESS ADMINISTRATOR/BOARD SECRETARY

HQT/sa Attachments 10-01-21