

**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, November 22, 2021**

**Meeting Start Time: 6:00 p.m.**

**Lewis F. Cole Intermediate School Cafetorium (in-person limited access) and Zoom (virtual)  
Meeting: <https://us02web.zoom.us/j/84792628973?pwd=UjlKYjMvQ21CZFNCZjVZUmZxSnMyUT09>**

**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 November 13, 2021 posted on the district website at [www.flboe.com](http://www.flboe.com); published in the Board's designated online media outlet/newspapers: The Record and The Star Ledger; 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 6:00 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.

**MOTION TO RECONVENE PUBLIC SESSION - Immediately following Executive Session –  
Approximately 7:30 p.m.**

**REPORT OF THE SUPERINTENDENT OF SCHOOLS**

- HIB Report
- Fire & Security Drills – October 2021
- Travel Quarantine Update

**COMMITTEE REPORTS**

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

**PUBLIC COMMENT - COMMENTS FROM THE PUBLIC ON ITEMS LISTED ON TONIGHT'S 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.

**BUILDINGS & GROUNDS**

- 1B&G THEREFORE BE IT RESOLVED**, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves the **submission of the School Safety and Security Plan Annual Review Statement of Assurance (SOA)** to the New Jersey Department of Education. *Attachment:* [SCHOOL SAFETY & SECURITY PLAN SOA 21-22](#)

**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:* [2021-11-22 CLASS TRIPS](#)
- 2CUR 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:

<b><u>OUT-OF-DISTRICT PLACEMENTS</u></b>			
<b>Student</b>	<b>Placement</b>	<b>Dates</b>	<b>Tuition/Costs</b>
#1565360497	HIP Program - Midland Park 41 East Center Street Midland Park, NJ 07432	10/27/21 - June 2022	Annual tuition cost of \$78,660, prorated to \$66,424 (@\$437 per diem). Transportation cost of \$18,747.68 (@\$123.34 per diem).

**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 \$2,108,053.39 for November 2021 checks.**

**Attachment: [2021\\_11\\_22\\_BILLS\\_LIST](#)**

- 2F **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 \$74,894.61 for November 2021 checks.** **Attachment: [2022-11-22\\_CAFETERIA\\_BILLS](#)**

- 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 \$7,117.00 for November 2021 checks.**

**Attachment: [2022-11-22\\_ATHLETIC\\_BILLS](#)**

- 4F **THEREFORE BE IT RESOLVED**, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves the disposal/recycling of the following:

DISPOSAL OF EQUIPMENT		
Description	ID Tag No.	Location
1 Five-Drawer Filing Cabinet	00311	School No. 4

- 5F **THEREFORE BE IT RESOLVED**, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves an **agreement with Suzanne Pelier-Gonzalez DBA North Hudson Education Services for in-service educational evaluations as a Related Services Provider** for the 2021-2022 school year, not to exceed \$9,000, to be charged against IDEA Grant funds, Account # 20-250-200-300-60-000.

**Attachment: [S\\_GONZALEZ\\_EVALUATION\\_AGREEMENT\\_21-22](#)**

- 6F **THEREFORE BE IT RESOLVED**, that the Fort Lee Board of Education, upon recommendation of the Superintendent, authorizes the Business Administrator/Board Secretary to utilize **joint transportation services with the Leonia Public Schools Board of Education for out-of-district transportation of students at a cost not to exceed \$149,400.00 for the 2021-2022 school year.**

**Attachment: [LEONIA JOINT TRANSPORTATION AGREEMENT 21-22](#)**

- 7F **THEREFORE BE IT RESOLVED**, that the Fort Lee Board of Education, upon recommendation of the Superintendent, authorizes the execution of a renewal **Shared Services Agreement between the Borough of Fort Lee and the Fort Lee Board of Education for the Use of Certain Facilities for Recreational Purposes** for the 2022-2024 Calendar Years. *Attachment:* [SHARED\\_SERVICES\\_BORO\\_USE\\_OF\\_FACILITIES\\_22-24](#)

**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:* [2022-11-22 STAFF TRIPS](#)
- 2P **THEREFORE BE IT RESOLVED**, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves the following **resignations**:

<b><u>RESIGNATIONS</u></b>			
<b>Employee</b>	<b>Position</b>	<b>Location</b>	<b>Effective Date</b>
Hajnalka Veszeloyszky	Substitute Teacher	S4	11/20/2021
Jason Thorne	Teacher Grade 3	S1	11/25/2021
Jing Zhao	Mandarin Teacher	HS	12/4/2021

- 3P **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:

<b>APPOINTMENTS</b>						
First Name	Last Name	Position	Loc	Position Control #	Annual Salary Prorated	Effective Date
Soo Jin	Han	Instructional Aide Grade 6 Resource	LFCMS Amended	05-9101-16	Step 1/Degree \$23,797.00	10/13/2021
Georges	Barreto Sierra	Bus Driver	CO	00-9402-10	\$30,088.00	11/23/2021
T'yanna	Smith	Personal Aide Grade 1 1:1 504	S1	01-9101-115	Step 1/Degree \$23,797.00	11/29/2021
Alina	Cohen	Instructional Aide - Coverage	S2	02-9101-122	Step 1/Degree \$23,797.00	11/29/2021
Michael	Mercado	Instructional Aide Physical Education (.83)	S4	04-9101-44	Step 1/Degree \$23,797.00	11/23/2021
Won Jung	Park	Instructional Aide Grade 5 Resource	LFCIS	05-9101-120	Step 1/Degree \$23,797.00	11/29/2021
Deidre	Conboy Mariotti	School Nurse	LFCMS	06-3114-06	Step 12/BA+20 \$82,575.00	1/24/2022

- 4P **THEREFORE BE IT RESOLVED**, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves the following **leaves**:

<b>LEAVES OF ABSENCES</b>								
Name	Position	Loc	Type	New or Amend	Paid Leave	Unpaid Leave with benefits	Unpaid Leave No Benefits	Return Date
Dana Cafasso	Teacher G&T	S2/S4/IS	Maternity	New	1/28/22 to 2/14/22	N/A	2/15/22 to 6/30/22	9/1/22
Mantha Culi	Paraprofessional	S2	Personal	Amend	10/25/21 to 11/1/21	N/A	11/2/21 to 1/2/22	1/3/22
Susan Grgas	Paraprofessional	MS	Medical	New	12/1/2021 to 2/1/2022	N/A	N/A	2/2/22
Nina Anderson	Teacher Art	MS	Medical	New	12/10/21 to 1/2/22	N/A	N/A	1/3/22
Ada Acosta Cheherian	Teacher Spanish	HS	Maternity	Amend	12/7/20 to 1/28/21	1/29/21 to 10/31/21	11/1/21 to 6/30/22	9/1/22
Tracey O'Connell	Confidential Secretary	CO	Medical	New	11/15/21 to 11/29/21	N/A	11/30/21 to 12/12/21	12/13/21

- 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 2021-2022 school year, as outlined below:

<b><u>LEAVE REPLACEMENTS</u></b>					
Nam	Grade/ Subject	Loc	Salary	Effective Dates	Reason for opening
Anthony Van Zwaren	Teacher Social Studies	FLHS	Continuous Assignment	9/1/21 to 11/30/21 (Amended)	Seara Moon (Medical)

- 6P **THEREFORE BE IT RESOLVED**, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves the appointment of the following **Substitutes** for the 2021-2022 school year:

<b><u>SUBSTITUTES</u></b>
Emma Palamidis Jacob Williams Alina Lee Sharyss Sanchez

- 7P **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.

<b><u>CO-CURRICULAR 2021-2022</u></b>				
<b>Name</b>	<b>Co-Curricular Activity</b>	<b>Loc</b>	<b>Class</b>	<b>21-22 Stipend</b>
Faith Minutolo	Environmental Club - IS	IS	A	\$2,126.00
Danielle Christal	SADD Co-Advisor - IS	IS	B	\$1,580.50
Alexandra Motola	SADD Co-Advisor - IS	IS	B	\$1,580.50
Natalie Tripodi	Student Council Co-Advisor - IS	IS	B	\$1,580.50
Meghan Favorito	Student Council Co-Advisor - IS	IS	B	\$1,580.50
Jason Kang	Yearbook Club Advisor - IS	IS	B	\$3,161.00

**BE IT FURTHER RESOLVED**, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves the **establishment of new clubs at the Lewis F. Cole Intermediate School for the 2021-2022 school year**, to enhance the opportunities available to students.

<b><u>ESTABLISHMENT OF NEW CLUBS 2021-2022</u></b>				
<b>New Club</b>	<b>Location</b>	<b>Advisor</b>	<b>Class</b>	<b>Stipend</b>
Band Director - IS	IS	TBD	B	\$3,161.00
Chorus Director - IS	IS	TBD	B	\$3,161.00



- 8P THEREFORE BE IT RESOLVED**, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves the **appointment of Winter Coaches for the 2021-2022 school year**, as follows. All appointments are subject to completion of all personnel documentation and fingerprinting process, prior to starting of said activities.

<b><u>WINTER COACHES 2021-2022</u></b>						
<b>Coach</b>	<b>Sport</b>	<b>Position</b>	<b>Season</b>	<b>Class</b>	<b>Step</b>	<b>Stipend</b>
William Straub	Girls Basketball	Head Coach	Winter	II	2	\$8,975
Brianna Mattessich	Girls Basketball	Assistant Coach	Winter	II	2	\$6,524
Kellie Lane	Girls Basketball	Assistant Coach	Winter	II	2	\$6,524
Adam Shrager	Boys Basketball	Head Coach	Winter	II	2	\$8,975
Sean Scully	Boys Basketball	Assistant Coach	Winter	II	2	\$6,524
Andrew Park	Boys Basketball	Assistant Coach	Winter	II	1	\$5,955
Gerard Carroll*	Wrestling	Head Coach	Winter	II	2	\$8,975
Anthony Raccioppi*	Wrestling	Assistant Coach	Winter	II	2	\$6,524
Michael Raccioppi	Wrestling	Assistant Coach	Winter	II	2	\$6,524
Daniel Cirone	Winter Track	Head Coach	Winter	III	2	\$5,349
Charles Salame	Winter Track	Assistant Coach	Winter	III	2	\$4,785
Nicole Pacciani	Winter Track	Assistant Coach	Winter	III	2	\$4,785
Demba Mane	Winter Track	Assistant Coach	Winter	III	2	\$4,785
Neil Grant*	Bowling	Head Coach	Winter	III	2	\$5,349

\*Non-Staff Member

**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 2021-2022 Winter Season**, with no compensation, as follows:

<b><u>VOLUNTEER WINTER COACHES 2021-2022</u></b>	
Nicole Piccinich - Girls Basketball	Josuwaha Ford - Girls Basketball

- 9P **THEREFORE BE IT RESOLVED**, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves the **appointment of Middle School Winter Coaches for the 2021-2022 school year**, as follows. All appointments are subject to completion of all personnel documentation and fingerprinting process, prior to starting of said activities.

<b>MIDDLE SCHOOL WINTER COACHES</b>				
<b>Coach</b>	<b>Sport</b>	<b>Position</b>	<b>Season</b>	<b>Stipend</b>
Lewis Maira Ethan Goya	Boys Basketball	Co-Coaches	Winter	\$2,000.00 split \$1,000.00 each
Zachary Schlemm Renee Mattesich	Girls Basketball	Co-coaches	Winter	\$2,000.00 split \$1,000.00 each
Sameer Idrees *	Wrestling	Coach	Winter	\$2,000.00
**Non-Staff Member & pending certification and verification of employment				

- 10P **THEREFORE BE IT RESOLVED**, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves the payment of **unused vacation days for Roberto Yan, School Custodian**, in the amount of \$3,352.29, based upon 9 days at a per diem rate of \$236.21 for the 2020-2021 school year and 5 days at a per diem rate of \$245.28 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 following additional **District translator for 2021-2022 school year**, at the rate of \$30.00 per hour, on an as needed basis:

<b>DISTRICT TRANSLATORS 2021-2022</b>			
<b>Name</b>	<b>Position</b>	<b>Location</b>	<b>Language</b>
Leena Kothari	Paraprofessional	S4	Hindi, Gujarati

- 12P **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 2021-2022 school year, at the hourly rate of \$45.00 per hour for teaching staff.

<b><u>HOME INSTRUCTORS 2021-2022</u></b>		
<b>Name</b>	<b>Certification Area(s)</b>	<b>Rate</b>
Genna Kornweiser	K-6 Regular Education all Subjects and 5-8 Math	\$45.00/hour
Genevieve Callahan	K-8 Regular Education all subjects, K-12 ESL, K-12 Science	\$45.00/hour
Kristin Cassavell-Sivere	K-8 Regular Education all subjects	\$45.00/hour
Laura Gemignani	P-6 Regular and Special Education all Subjects	\$45.00/hour
Doris Pak	K-6 Regular and Special Education all Subjects	\$45.00/hour
Angela Floratos	K-6 Regular and Special Education all Subjects	\$45.00/hour
Ethan Goya	K-6 Regular and Special Education all Subjects	\$45.00/hour
Kaitlin Bussanich	K-6 Regular and Special Education all Subjects	\$45.00/hour
Sheri Steckler	K-8 Regular Education all subjects, K-12 Special Education all subjects	\$45.00/hour

- 13P **THEREFORE BE IT RESOLVED**, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves **the following individuals as substitute 1:1 paraprofessionals** for OOD Student #27090066 at the rate of \$17.75 per hour, for up to 20 hours each beyond the duration of their regular work day, not to exceed \$710.00:

Nancy Schondorf  
Anne Thomas

- 14P **THEREFORE BE IT RESOLVED**, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves the **amendments of Position Control numbers for the 2021-2022 school year** as outlined below:

<b><u>AMENDMENTS OF POSITION CONTROL NUMBERS</u></b>		
<b>Position</b>	<b>PC#</b>	<b>Account #</b>
<b><u>FROM</u></b> Instructional Aide - Coverage	S2 02-9101-115	11-190-100-106-00-000
<b><u>TO</u></b> Personal Aide Grade 1 1:1 504	S1 01-9101-115	11-000-217-100-00-000

**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: [\*Attachment: 2021-11-22 1POL POLICY UPDATES \(First Read\)\*](#)

Policy/Reg No.	Topic
P0131	Bylaws, Policies, and Regulations (Revised)

- 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: [\*Attachment: 2021-11-22 2POL POLICY UPDATES \(Second Read\)\*](#)

Policy/Reg No.	Topic
P&R 3142	Nonrenewal of Nontenured Teaching Staff Member (Revised)
P&R 3221	Evaluation of Teachers (M) (Revised)
P&R 3222	Evaluation of Teaching Staff Members, Excluding Teachers and Administrators (M) (Revised)
P&R 3223	Evaluation of Administrators, Excluding Principals, Vice Principals, and Assistant Principals (M) (Revised)
P&R 3224	Evaluation of Principals, Vice Principals, and Assistant Principals (M) (Revised)
P&R 4146	Nonrenewal of Nontenured Support Staff Member (Revised)
P&R 5460.02	Bridge Year Pilot Program (M) (New)

**OLD BUSINESS**

**NEW BUSINESS**

**ADJOURNMENT**

RESPECTFULLY SUBMITTED,

*Haquisha Q. Taylor*

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HAQUISHA Q. TAYLOR  
SCHOOL BUSINESS ADMINISTRATOR/BOARD SECRETARY