

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

**MINUTES**

**PUBLIC BUSINESS MEETING  
November 22, 2021  
Lewis F. Cole Intermediate School Cafetorium  
and Zoom Meeting**

**CALL TO ORDER BY THE PRESIDENT**

The meeting was called to order at 6:05 p.m. by Board President, Ms. Colbath.

**FLAG SALUTE**

The Flag Salute was led by Mr. Rubino.

**PUBLIC ANNOUNCEMENT**

The Public Announcement was read by Ms. Colbath.

**ROLL CALL**

**Present:** Ms. Elisa Cho (*arrived 6:07 p.m.*), Mrs. Kim Curry, Mrs. Esther Han Silver, Mrs. Holly Morell (*arrived 6:29 p.m.*), Mrs. Kristen Richter, Mrs. Candace Romba, Mr. Michael Rubino, Ms. Julene Stassou (*arrived 6:19 p.m.*), Ms. Paula K. Colbath (*arrived 6:05 p.m.*)

**Also Present:** Mr. Robert L. Kravitz, Ms. Haquisha Q. Taylor, Mrs. Diane Collazo-Baker, Ms. Frances Febres, Board Attorney, Mr. Matthew Giacobbe, Board Attorney

**EXECUTIVE SESSION**

MOTION by Mrs. Romba, seconded by Mr. Rubino, at 6:06 p.m., to move into Executive Session.

MOTION carried unanimously upon voice vote, 6-0.

The Board reconvened into the Public Meeting at 7:31 p.m.

**REPORT OF THE SUPERINTENDENT OF SCHOOLS**

Mr. Kravitz shared his Superintendent's report relating to comments about our recent changes to our quarantine procedures and advised that he speaks regularly with partner superintendents as well as the health officials, and constantly looks at data

points in order to try to make the best informed decision for the district. He also has heard concerns regarding finding appropriate coverage for students during lunch periods of the elementary schools, informing principals that they may add an additional class or two to the lunchrooms in order to alleviate the difficulties that we are facing finding lunchroom supervision. At the December meeting he advised we will be presenting our data regarding our scores of our multiple assessments. Additionally, in January we will be following up with the action plan to move the district forward with the data. He then wished everyone a Happy Thanksgiving. Our staff will have a few days off and many of them are working very hard to ensure that all of our children are getting the best education. Mr. Kravitz expressed that he is thankful for them as well as the entire Fort Lee community.

Mrs. Diane Baker read a statement about the ARP ESSER parent survey.

### **COMMITTEE REPORTS**

Delegate Assembly: Chairperson Ms. Cho reported that the Delegate Assembly met on November 20, 2021 and provided a Board Committee Report from that meeting.

Building & Grounds Committee: Chairperson Ms. Cho reported that the B&G Committee met on November 16, 2021 and provided a Board Committee Report from that meeting.

### **PUBLIC WORK SESSION**

Mr. Kravitz asked to pull Resolution #7F (Shared Services between the Borough and the Fort Lee Board of Education for the Use of Facilities) administratively.

Bus driver requirements for CDL have been changed (update job description).

Ms. Cho inquired whether we can use Genesis forms vs. Google surveys so that we can resend to parents who have not responded. Discussion ensued regarding explanation of sending surveys through Genesis vs. using Google.

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

MOTION by Mr. Rubino, seconded by Mrs. Morell, to open the floor to the public, 7:52 p.m.

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

Comments made about Code of Ethics and the \$14,000 PSE&G bill on last bills list – why is it so high?

MOTION by Mr. Rubino, seconded by Mrs. Morell, to close the floor to the public, 8:10 p.m.

MOTION carried unanimously upon voice vote, 9-0.

**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.

MOTION by Mrs. Romba, seconded by Mrs. Richter to approve item #1B.

MOTION carried upon roll call, 9-0.

**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**

MOTION by Mr. Rubino, seconded by Mrs. Romba to approve item #1B&G.

MOTION carried upon roll call, 9-0.

**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).

MOTION by Mrs. Richter, seconded by Mrs. Morell to approve item #1CUR and 2CUR.

MOTION carried upon roll call, 9-0.

**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](#) [Postponed]

MOTION by Mrs. Romba, seconded by Mrs. Hans Silver to approve item #1F through #6F. (Note: #7F was administratively pulled.)

MOTION carried upon roll call, 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. *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><u>APPOINTMENTS</u></b>						
<b>First Name</b>	<b>Last Name</b>	<b>Position</b>	<b>Loc</b>	<b>Position Control #</b>	<b>Annual Salary Prorated</b>	<b>Effective Date</b>
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>LEAVE REPLACEMENTS</b>					
Nam	Grade/ Subject	Loc	Salary	Effective Dates	Reason for opening
Anthony Van Zwaren	Teacher Studies	Social 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:

**SUBSTITUTES**

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.

**ESTABLISHMENT OF NEW CLUBS 2021-2022**

<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	Josuwha 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>				
Coach	Sport	Position	Season	Stipend
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><u>DISTRICT TRANSLATORS 2021-2022</u></b>			
Name	Position	Location	Language
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

MOTION by Mrs. Morell, seconded by Mrs. Richter to approve item #1P through #14P.

MOTION carried upon roll call, 9-0, with exceptions. Ms. Stassou voted no on #12P only; Mrs. Morell and Ms. Colbath abstained from one name (Adam Shrager) on #8P.

**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)

MOTION by Mrs. Morell, seconded by Mrs. Romba to approve item #1POL and #2POL.

MOTION carried upon roll call, 9-0

**OLD BUSINESS**

Mrs. Morell asked about a NJSBA matter. Ms. Cho questioned about the ARP/ESSER funds in 2024 – how will those services continue. Board discussed travel quarantine.

**NEW BUSINESS**

Ms. Stassou wished everyone a Happy Thanksgiving and to focus on the kids.

**ADJOURNMENT**

MOTION by Mr. Rubino, seconded by Mrs. Morell, to adjourn, 8:21 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/sa 12/9/2021