

**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, March 7, 2022

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/85097199015?pwd=WUZNOFJSakhRbDZEWUISWHdMaVNyQT09>

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 13, 2022 and January 14, 2022 and posted on the district website at 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 6:30 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.

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

REPORT OF THE SUPERINTENDENT OF SCHOOLS

- HIB Report

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

<u>BOARD</u>									
1B	<p>THEREFORE BE IT RESOLVED, that the Fort Lee Board of Education, approves the following minutes:</p> <table><tr><td>Public Business Meeting Minutes</td><td>February 7, 2022</td></tr><tr><td>Private Executive Meeting Minutes</td><td>February 7, 2022</td></tr><tr><td>Public Business Meeting Minutes</td><td>February 23, 2022</td></tr><tr><td>Private Executive Meeting Minutes</td><td>February 23, 2022</td></tr></table>	Public Business Meeting Minutes	February 7, 2022	Private Executive Meeting Minutes	February 7, 2022	Public Business Meeting Minutes	February 23, 2022	Private Executive Meeting Minutes	February 23, 2022
Public Business Meeting Minutes	February 7, 2022								
Private Executive Meeting Minutes	February 7, 2022								
Public Business Meeting Minutes	February 23, 2022								
Private Executive Meeting Minutes	February 23, 2022								
2B	<p>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</p> <p>WHEREAS, the Board has had the opportunity to review the Superintendent's recommendations with respect to the incident(s) of HIB.</p> <p>NOW, THEREFORE BE IT RESOLVED, that the Board accepts the Superintendent's recommendations.</p> <p>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:</p> <ol style="list-style-type: none">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

WHEREAS, Construction Services for the **Masonry Repairs at School #2**; was properly advertised to prospective bidders in accordance with N.J.S.A. 18A:18A-4; and

WHEREAS, on Tuesday, February 15, 2022, the following bids were received from potential bidders in accordance with N.J.S.A. 18A:18A-1, et seq.; and

Contractor	Base Bid	Alt. Bid #1	Alt. Bid #2	Total Bid
Spartan Construction	\$50,000	\$17,000	\$19,000	\$86,000
Michael J. Malpere	\$29,000	\$15,000	\$18,000	\$62,000
Hear Construction	\$40,000	\$15,250	\$26,500	\$81,750
Arista Renovation	\$60,000	\$25,000	\$25,000	\$110,000
Arista Builders	\$68,000	\$35,000	\$33,000	\$136,000
M&M Construction	\$39,786	\$11,000	\$15,000	\$65,786
M&N Construction	\$95,000	\$45,000	\$55,000	\$195,000
Punjab Restoration	\$27,000	\$17,000	\$10,900	\$54,900

WHEREAS, upon review of the bids submitted together with the bid specifications and N.J.S.A. 18A:18A-1 et seq., **Board Attorney, Cleary, Giacobbe, Alfieri, & Jacobs, LLC determined that bids submitted by the two lowest bidders, Punjab Restoration and Michael J. Malpere, respectively, must be rejected.**

NOW, THEREFORE, BE IT RESOLVED, that the Fort Lee Board of Education, upon recommendation of the Board Architects, Environetics Group Architects, hereby **awards Construction Services for the Masonry Repairs at School #2 to M&M Construction as the lowest responsible bidder at the total amount of \$65,786, which includes the base bid of \$39,786 and Alternate #1 of \$11,000 and Alternate #2 of \$15,000.**

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: [2022-03-07 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:

<u>OUT-OF-DISTRICT PLACEMENTS</u>			
Student	Placement	Dates	Tuition/Costs
#27100066	Benway School 620 Valley Road Wayne, NJ 07470	3/7/22 - June 2022	Annual tuition cost of \$74,361.60, for 72 days \$413.12 per diem, prorated to \$29,744.64. Transportation TBD.

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 \$5,297,422.84 for March 2022 checks. Attachment: [2022-03-07 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 \$104,660.69 for March 2022 checks. Attachment: [2022-03-07 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 \$1,527.00 for March 2022 checks. Attachment: [2022-03-07 ATHLETIC BILLS](#)**

4F **THEREFORE BE IT RESOLVED**, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves the **updated 2022-2023 Budget Development Calendar** as per the attached. **Attachment: [2022-2023 UPDATED BUDGET DEVELOPMENT CALENDAR](#)**

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 February 23, 2022; 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. *Attachment: TBD*

6F

THEREFORE BE IT RESOLVED, that the Board of Education, upon recommendation of the Superintendent, accepts the following **donation**.

DONATIONS			
Item	Amount/Estimated Value	Donor	On Behalf Of
Fire Prevention Speaker	\$1,000	Fort Lee Fire Prevention 1355 Inwood Terrace Fort Lee, NJ 07024	“After the Fire Presentation” to FLHS Senior Class about fire safety on college campuses in May 2022.
20 - \$50 Gift Cards	\$1,000	GENYOUth 555 Madison Ave., 5th Fl. New York, NJ 10022 ACME Markets Foundation 75 Valley Stream Parkway Malvern, PA 19355	ACME Markets Foundation's Nourishing Neighbors Program

7F

THEREFORE BE IT RESOLVED, that the Fort Lee Board of Education, upon recommendation of the Superintendent, authorizes the Board Secretary to **advertise the General Education Preschool Lottery Program** in all designated newspapers.

BE IT FURTHER RESOLVED, that the Fort Lee Board of Education approves the **tuition rates for the General Education Preschool Program for the 2022-2023 school year** as follows:

\$1,000.00 per month per student for full-day program

8F	<p>THEREFORE BE IT RESOLVED, that the Fort Lee Board of Education, upon recommendation of the Superintendent, authorizes the execution of an Interlocal Services Agreement between the Fort Lee Board of Education and the Borough of Fort Lee for the assignment of one Class III Special Law Enforcement Officer (“SLEO III”) according to the terms and condition of the attached agreement. <i>Attachment:</i> <u>INTERLOCAL SERVICES AGREEMENT-SLEO III</u></p>																					
<p><u>PERSONNEL</u></p>																						
1P	<p>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. <i>Attachment:</i> <u>2022-03-07 STAFF TRIPS</u></p>																					
2P	<p>THEREFORE BE IT RESOLVED, that the Fort Lee Board of Education, upon recommendation of the Superintendent, hereby terminate Employee No. 7128, effective immediately, March 8, 2022, for job abandonment.</p>																					
3P	<p>THEREFORE BE IT RESOLVED, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves the following resignations:</p> <table><tr><th colspan="4"><u>RESIGNATIONS</u></th></tr><tr><th>Employee</th><th>Position</th><th>Location</th><th>Effective Date</th></tr><tr><td>Ransses Lopez</td><td>Health Care Assistant PT</td><td>LFCIS</td><td>2-19-2022</td></tr><tr><td>Jacobkutty Palamattom</td><td>PT Paraprofessional</td><td>S2</td><td>Declined Position</td></tr></table>	<u>RESIGNATIONS</u>				Employee	Position	Location	Effective Date	Ransses Lopez	Health Care Assistant PT	LFCIS	2-19-2022	Jacobkutty Palamattom	PT Paraprofessional	S2	Declined Position					
<u>RESIGNATIONS</u>																						
Employee	Position	Location	Effective Date																			
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Jacobkutty Palamattom	PT Paraprofessional	S2	Declined Position																			
4P	<p>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:</p> <table><tr><th colspan="7"><u>APPOINTMENTS</u></th></tr><tr><th>First Name</th><th>Last Name</th><th>Position</th><th>Loc</th><th>Position Control #</th><th>Annual Salary Prorated</th><th>Effective Date</th></tr><tr><td>Kathleen</td><td>Rothenbucher</td><td>School Behaviorist</td><td>School 2</td><td>02-3125-01</td><td>Step 15/MA+30 \$98,025.00</td><td>4-25-2022</td></tr></table>	<u>APPOINTMENTS</u>							First Name	Last Name	Position	Loc	Position Control #	Annual Salary Prorated	Effective Date	Kathleen	Rothenbucher	School Behaviorist	School 2	02-3125-01	Step 15/MA+30 \$98,025.00	4-25-2022
<u>APPOINTMENTS</u>																						
First Name	Last Name	Position	Loc	Position Control #	Annual Salary Prorated	Effective Date																
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5P

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 Location	To Position	Salary Change	Effective Date
Lesly Alfaro	HS	Part Time Health Care Assistant 07-3115-07	IS	Part Time Health Care Assistant 05-3115-05	N/A	2/24/2022
Tiffany Phinazee	S3	Personal Aide Grade K 1:1 03-9101-37	S2	Instructional Aide - Coverage 02-9101-124	N/A	3/4/2022

6P

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	Type	New or Amend	Paid Leave	Unpaid Leave with benefits	Unpaid Leave No Benefits	Return Date
Anastasia Findanis	Teacher Grade 2	S1	Maternity	Amend	5/27/20 to 6/30/20	9/1/20 to 2/28/21	3/1/21 to 6/30/22	9/1/22
Erica Cirone	Library Media Specialist	S1	Maternity	Amend	9/1/21 to 10/6/21	N/A	10/7/21 to 6/30/23	9/1/23
Yuri Resetovs	Teacher Music	LFCMS /IS	FMLA	Amend	4/4/22 to 4/17/22	4/18/22 to 6/30/22	N/A	9/1/22
Melanie Catalano	Teacher Graphic Design	HS	Maternity	Amend	3/14/22 to 4/22/22	4/23/22 to 1/1/23	N/A	1/2/23
Employee #7254	N/A	N/A	Admin	New	N/A	N/A	3/3/22 to 4/3/22	4/4/22

7P	<p>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:</p> <table><tr><th colspan="6"><u>LEAVE REPLACEMENTS</u></th></tr><tr><th>Nam</th><th>Grade/ Subject</th><th>Loc</th><th>Salary</th><th>Effective Dates</th><th>Reason for opening</th></tr><tr><td>Caitlin Schiano</td><td>Teacher Grade 2</td><td>S1</td><td>Sub pay for the first 60 days \$150 per day, day 61+ at the daily rate equal to a BA, Step 1; No Benefits</td><td>9/1/21 to 6/30/22 plus 3 days NTO (Amended)</td><td>Anastasia Findanis (Maternity)</td></tr><tr><td>Destinee Fornes</td><td>Teacher Grade 2</td><td>S1</td><td>Sub pay for the first 60 days \$150 per day, day 61+ at the daily rate equal to a BA, Step 1; No Benefit (pending certification)</td><td>3/3/22 to 6/30/22</td><td>Stefanie Homan (Maternity)</td></tr></table>	<u>LEAVE REPLACEMENTS</u>						Nam	Grade/ Subject	Loc	Salary	Effective Dates	Reason for opening	Caitlin Schiano	Teacher Grade 2	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	9/1/21 to 6/30/22 plus 3 days NTO (Amended)	Anastasia Findanis (Maternity)	Destinee Fornes	Teacher Grade 2	S1	Sub pay for the first 60 days \$150 per day, day 61+ at the daily rate equal to a BA, Step 1; No Benefit (pending certification)	3/3/22 to 6/30/22	Stefanie Homan (Maternity)
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Destinee Fornes	Teacher Grade 2	S1	Sub pay for the first 60 days \$150 per day, day 61+ at the daily rate equal to a BA, Step 1; No Benefit (pending certification)	3/3/22 to 6/30/22	Stefanie Homan (Maternity)																				
8P	<p>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:</p> <table><tr><th><u>SUBSTITUTES</u></th></tr><tr><td>Ani Barsamian Alexandra Braun Rishika Mehta Sara Rho</td></tr></table>	<u>SUBSTITUTES</u>	Ani Barsamian Alexandra Braun Rishika Mehta Sara Rho																						
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9P	<p>THEREFORE BE IT RESOLVED, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves the payment of unused sick days for Wendy Gumberg, Retired Teacher 2017-2018 school year. <i>Attachment: <u>UNUSED SICK DAY PAYOUT - WG</u></i></p>																								

10P

THEREFORE BE IT RESOLVED, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves the following **amended resolution for staff members to receive extra compensation** for the following district assignment, for the 2021-2022 school year, as deemed necessary.

Name	District Assignment	Extra Compensation
Dmitry Alkhazov Frankie Skrivanic Nicholas Coscia John Mayer Mohammed Obaid Ammar Obaid	Filming of Public Board Meetings	\$175.00 per meeting effective 2-1-2022

11P

THEREFORE BE IT RESOLVED, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves an **additional appointment of the following staff member as an Anti-Bullying Specialist for the 2021-2022 school year**:

Location	Anti-Bullying Specialist
Fort Lee High School	Nicole Clark

12P

THEREFORE BE IT RESOLVED, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves the Travel Request for the following staff members to attend the **“2022 PESI Child & Adolescent Mental Health In An Uncertain Time”** virtually to be held in March 2022 to be charged to Account #20-280-200-500-30-000. *Attachment:* [PESI TRAVEL REQUEST-March 2022](#)

CONFERENCE ATTENDEES	
Lauren Carrubba	Andria Fusco
Katie Bublirer	Aimee DeSheplo
Krista Rambala	Matthew Addeo
Angela Waack	Debbie Brigida
Nicole Clark	Kaitlyn Clausman
Laura Caddell	

13P

THEREFORE BE IT RESOLVED, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves the Travel Request for the following staff members to attend the **“Penn Relays” at the University of Pennsylvania to be held from April 28-30, 2022** to be charged to Account #11-402-100-580-08-000. *Attachment:* [PENN RELAYS TRAVEL REQUEST-April 2022](#)

TRAVEL REQUEST ATTENDEES
Daniel Cirone
Nicole Pacciani
Nicole Piccinich
Demba Mane
Michael Raftery

<u>POLICY</u>					
1POL	<p>THEREFORE BE IT RESOLVED, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves the amended Reopening Plan linked in the following policy listed below: <i>Attachment:</i> <u>2022-03-07 POLICY UPDATE</u></p> <table><tr><th>Policy/Reg No.</th><th>Topic</th></tr><tr><td>P1648.11</td><td>The Road Forward COVID-19 Health & Safety</td></tr></table>	Policy/Reg No.	Topic	P1648.11	The Road Forward COVID-19 Health & Safety
Policy/Reg No.	Topic				
P1648.11	The Road Forward COVID-19 Health & Safety				

OLD BUSINESS

NEW BUSINESS

ADJOURNMENT

RESPECTFULLY SUBMITTED,

Haquisha Q. Taylor

HAQUISHA Q. TAYLOR
SCHOOL BUSINESS ADMINISTRATOR/BOARD SECRETARY

HQT/sa
Attachments
03-04-22