

**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, August 15, 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/83405158237?pwd=aHdNUDQzcnFQQVdUblFpbHM0Wjlvdz09>

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
- Fire & Security Drills – July 2022
- District Goals 2022-2023
- District Health Curriculum Presentation and Q&A

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 THEREFORE BE IT RESOLVED, that the Fort Lee Board of Education, authorizes the payment for completion of the **Qualitative Merit Goal for 2021-2022 for School Business Administrator Haquisha Q. Taylor in the amount of \$3,444.92**, as approved by the Executive County Superintendent. *Attachment: [H. TAYLOR MERIT GOAL COMPLETION 21-22](#)*

2B THEREFORE BE IT RESOLVED, that the Fort Lee Board of Education, approves the attendance of Board Members at the following **workshops**:

<u>WORKSHOP</u>	<u>DATE</u>	<u>BOARD MEMBER</u>	<u>PLACE</u>	<u>AMOUNT PER PERSON</u>
NJSBA School Ethics Case Law Update	8/11/2022	Holly Morell Kristen Richter Michael Rubino	Webinar	-0-

CURRICULUM

1CUR THEREFORE BE IT RESOLVED, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves the **District Professional Development Plan and Mentoring Plan for the 2022-2023 school year**. *Attachment: [DISTRICT PD PLAN 22-23](#); [MENTORING PLAN 22-23](#)*

2CUR THEREFORE BE IT RESOLVED, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves the **annual adoption of the evaluation rubrics for all certified instructional, educational services staff and certified administrators for the 2022-2023 school year**.

3CUR THEREFORE BE IT RESOLVED, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves the **District Curriculum, Textbook List and Curriculum Cycle for the 2022-2023 school year**.

District Curriculum:

<https://flboe-public.rubiconatlas.org>

Textbook List:

<https://docs.google.com/spreadsheets/d/16c8TmbynHrvIBhzXhhq0dcc0DEdGfa7M1A2dZtHZ3Wc/edit?usp=sharing>

Curriculum Cycle:

https://docs.google.com/document/d/1mG8hV9bhls329Yf_6SnWiA3rXBucmD99iMSElboxkS_g/edit?usp=sharing

- 4CUR** THEREFORE BE IT RESOLVED, that the Fort Lee Board of Education, under recommendation of the Superintendent, approves the **proposal from Wingman to deliver the keynote address at Convocation and for an experiential workshop of up to 2 hours with the administrative team**, introducing the Wingman program using activities for team bonding, at a cost not to exceed \$1,700, to be charged to Account #20-488-200-300-00-000. *Attachment:* [WINGMAN PROPOSAL 22-23](#)
- 5CUR** THEREFORE BE IT RESOLVED, that the Fort Lee Board of Education, under recommendation of the Superintendent, approves the **proposal from For the Love of Literacy, LLC to provide up to 4 days of professional development during the 2022-2023 school year** at a cost not to exceed \$4,800, to be funded through the Title IIA grant, Account #20-270-200-300-30-000. *Attachment:* [FOR THE LOVE OF LITERACY LLC PROPOSAL 22-23](#)
- 6CUR** THEREFORE BE IT RESOLVED, that the Fort Lee Board of Education, under recommendation of the Superintendent, approves the **amended** list of **Related Services Providers for the 2022-2023 school year**. *Attachment:* [RELATED SERVICES PROVIDERS 2022-2023 REV1](#)

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 \$2,757,758.39 for August 2022 checks**. *Attachment:* [2022-08-15 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 \$120,107.63 for August 2022 checks**. *Attachment:* [2022-08-15 CAFETERIA BILLS](#)
- 3F** THEREFORE BE IT RESOLVED, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves the **Agreement for Strauss Esmay Associates to provide a 3-hour professional development on-site in-service presentation to administration and HIB specialists in the district on August 29, 2022 on Harassment, Intimidation, and Bullying (HIB) and the Anti-Bullying Bill of Rights Act** at a cost of \$2,500, to be funded by the Accelerated Educator grant fund Account #20-488-200-300-30-000. *Attachment:* [STRAUSS ESMAY HIB PD AGREEMENT](#)

- 4F **THEREFORE BE IT RESOLVED**, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves a **Parent Transportation Agreement for Student ID #4008435867**, whose name is on file in Central Office, in the amount of \$5,500.00, contingent upon required paperwork, for the 2022-2023 school year.
- 5F **THEREFORE BE IT RESOLVED**, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves a **Parent Transportation Agreement for Student ID #1969116643**, whose name is on file in Central Office, in the amount of \$3,800, contingent upon required paperwork, for the 2022-2023 school year.
- 6F **THEREFORE, BE IT RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Fort Lee Board of Education **approves the following amended breakfast and lunch prices for the 2022-2023 school year**. This resolution supersedes Resolution #31603 dated June 6, 2022.

<u>MEAL PRICING 2022-2023</u>			
Elementary Breakfast Paid	\$2.25	Elementary Breakfast Reduced	-0-
Elementary Lunch Paid	\$3.50	Elementary Lunch Reduced	-0-
Intermediate/Middle School Breakfast Paid	\$2.25	Intermediate/Middle School Breakfast Reduced	-0-
Intermediate/Middle School Lunch Paid	\$3.50	Intermediate/Middle School Lunch Reduced	-0-
High School Breakfast Paid	\$2.25	High School Breakfast Reduced	-0-
High School Lunch Paid	\$3.50	High School Lunch Reduced	-0-
Faculty Lunch	\$4.75		

- 7F **THEREFORE BE IT RESOLVED**, that the Fort Lee Board of Education, upon recommendation of the Superintendent, **approves renewing the STRAUSS ESMAY agreement for the Fort Lee School District's 2022-2023 school year**.
Attachment: [STRAUSS ESMAY RENEWAL 2022-2023](#)
- 8F **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 Private Tuition-Student Agreement for the JC for the 2022-2023 school year**. Tuition rate to be determined by the Business Office and according to Board policy

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: [2022-08-15 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	Position	Location	Effective Date
Destinee Fornes	Paraprofessional	LFCIS	8-15-22
Anthony Smith	School Security Officer	CO	8-15-22
Mudje Koutroubinis	Paraprofessional	S2	8-15-22
Angelice Piper	Paraprofessional	S2	8-15-22
Yvelise Gonzalez	Teacher Special Education S-LLD	S3	Declined Position

- 3P THEREFORE BE IT RESOLVED**, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves the following **appointments** for the 2022-2023 school year, pending verification of employment:

APPOINTMENTS						
First Name	Last Name	Position	Loc	Position Control #	Annual Salary Prorated	Effective Date
Stacy	Wall	School Social Worker PT (.70)	S2	02-3117-04	Step 3/MA \$39,757.00	9-1-2022 Plus 3 days NTO
Jennifer	Cennenzaro	Instructional Aide Grades K-1 ASD (.83)	S2	02-9101-90	Step 1/Deg \$24,386.00	9-6-2022
Yesenia	Trelles	Personal Aide PK Spec Ed 1:1 (.83)	S2	02-9101-55	Step 1/Deg \$24,386.00	9-1-2022
YeonGyeong (Clara)	An	Teacher Special Education S-LLD	S3	03-2405-02	Step 1/MA \$62,275.00	10-9-2022 or sooner Plus 3 days NTO
Aben	Lee	Registered Nurse (Amended)	S3	03-3114-03	\$80,755.00	9-1-22 plus 3 days NTO
Laudan	Asharian	Teacher Grade 1	S4	04-1000-14	Step 3/BA \$59,075.00	9-1-2022 plus 3 days NTO
Mario	Fernandez	Personal Aide Grade 5 1:1 (.83)	LFCIS	05-9101-07	Step 1/N-D \$21,090.00	9-6-2022
Lisa	Sculco	Personal Aide Grade 6 LLD 1:1 (.83)	LFCIS	05-9101-119	Step 1/N-D \$21,090.00	9-1-2022
Alden	Etra	Teacher Grades 7-8 Language Arts	LFCMS	06-1106-05	Step 1/BA+20 \$60,875.00	9-1-2022 plus 3 days NTO
Maureen	Ricciardi	Teacher Special Education MD	FLHS	07-2401-04	Step 13/MA \$87,975.00	9-1-2022 plus 3 days NTO
Diego	Lombardo	Assistant Principal	FLHS	07-0202-01	\$110,000.00 (prorated)	9-1-2022
Celeste	Williams	Director of Human Resources	District	00-0507-01	\$142,000.00	9-1-2022
Timothy	Ford	Coordinator District Security	District	00-9004-01	\$74,000.00	9-6-2022
Ilene	Cohen	Confidential Secretary	CO	00-9300-25	\$75,000.00	9-14-2022 or sooner
Kathryn	Drumgoole	Director of School Counseling	District	00-0506-01	\$138,000.00 (prorated)	8-15-2022 Amended

- 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 2022-2023 school year.

TRANSFERS						
Name	From Location	From Position	To Location	To Position	Salary Change	Effective Date
T'yanna Smith	S1	Personal Aide Grade 2 1:1 01-9101-115	S2	Personal Aide Grades 1-2 ASD 1:1 02-9101-47	N/A	9-1-2022
Lola Athans	S2	Personal Aide Grades 1-2 ASD 1:1 02-9101-47	LFCIS	Instructional Aide Grade 5 Resource 05-9101-67	N/A	9-1-2022
Sue Mazici	S4	Personal Aide Grades 3-4 LLD 2:1 04-9101-09	LFCIS	Instructional Aide Grades 6 Resource 04-9101-09	N/A	9-1-2022
Smita Deb	S4	Instructional Aide - Coverage 04-9101-128	LFCIS	Instructional Aide - Coverage 05-9101-128	N/A	9-1-2022

- 5P 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
Gina DeMartino	Teacher Grade 4	S4	Maternity	New	12/12/22 to 1/25/23	1/26/23 to 4/30/23	N/A	5/1/23
Dana Cafasso	Teacher Gifted & Talented	S2/S4	Personal	Amended	N/A	N/A	9/1/22 to 1/2/23	1/3/23

- 6P **THEREFORE BE IT RESOLVED**, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves the appointment of **leave replacements** during the 2022-2023 school year, as outlined below:

<u>LEAVE REPLACEMENTS</u>					
Name	Grade/ Subject	Loc	Salary	Effective Dates	Reason for opening
Jennifer Velez	Teacher Elementary	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	9-1-2022 to 6-30-2023 Plus 3 days NTO	Erika Cirone (Child Care)
Soo Choi	Teacher Spec Ed Inclusion	S1	Continuous Assignment	9-1-2022 to 6-30-2023	Michele Avella (Child Care)
Brianna Shuki	Teacher Grade 3	S1	Continuous Assignment	9-1-2022 to 3-2-2023	Jessica Karoutsos (FMLA)
Michelle Lee-Ein	Teacher Graphic Design	FLHS	Continuous Assignment	9-1-2022 to 1-4-2023	Melanie Catalano (Maternity)

- 7P **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 2022-2023 school year:

<u>SUBSTITUTES</u>
Lucy Maggiano Imtiaz Khalid

- 8P **THEREFORE BE IT RESOLVED**, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves the following pensionable stipends of \$6,500, for teaching staff members assigned to **teach a sixth period** at Lewis F. Cole Middle School for the 2022-2023 school year:

6th Period Stipends	
Lewis F. Cole Middle School	
Name	Department
Mindy Choi	ESL
Christina Murphy	Math
Tara Gratacos	Physical Education
Christine Lepore	Physical Education
Zachery Schlemm	Physical Education
Phil Zappel	Physical Education
Danielle Cignarella	Special Education - Study Skills
Nina Anderson	Art
Kathleen Larson	Computers

- 9P **THEREFORE BE IT RESOLVED**, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves **2022 New Teacher Orientation (NTO) hours for District Mentor Teachers** as per the attached list. [*Attachment: MENTORS*](#)

- 10P **THEREFORE BE IT RESOLVED**, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves the following staff members to **provide training** during 2022 New Teacher Orientation (NTO).

NEW TEACHER ORIENTATION (NTO) TRAINING					
Name	Session	Hours	Rate	Total	Account
Marielle Bakian	ESL/Bilingual	3	\$45.00	\$135.00	11-000-230-100-00-000

- 11P **THEREFORE BE IT RESOLVED**, that the Fort Lee Board of Education approves the amended appointment of District Compliance Officers for the 2022 Calendar Year:

DISTRICT COMPLIANCE OFFICERS FOR 2022		
Compliance Position	Employee	Title
504 Committee Coordinator	Kathryn Drumgoole	Director of School Counseling Services
Affirmative Action Officer	Kathryn Drumgoole	Director of Human Resources
Anti-Bullying Coordinator	David Cuzzo	SAC/Guidance Counselor
District Educational Stability/ Homeless Liaison	Kathryn Drumgoole	Director of School Counseling Services
District Liaison to State's Child Welfare Authorities	Celeste Williams	Director of Human Resources
District Testing Coordinator	Kathryn Drumgoole	Director of School Counseling Services
Title IX Coordinator	Celeste Williams/ Kathryn Drumgoole	Director of Human Resources Director of School Counseling Services

- 12P **THEREFORE BE IT RESOLVED**, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves **additional hours for each 2022 Summer Program Coordinator** at a rate of \$48.43 per hour, not to exceed \$500.00, to be charged to Account #20-483-100-101-00-000 and Account #20-487-100-101-00-000, as follows:

- Peter Kraljic - 5 hours
- Debra Brigida - 5 hours

- 13P THEREFORE BE IT RESOLVED**, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves the **following staff members to receive extra compensation for the following district assignment, for the 2022-2023 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

- 14P THEREFORE BE IT RESOLVED**, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves the **employment contract for Ms. Diane Collazo-Baker, Assistant Superintendent**, as approved by the Executive County Superintendent, for the 2022-2023 school year. *Attachment: [D BAKER ASST SUPT CONTRACT 22-23](#)*

- 15P THEREFORE BE IT RESOLVED**, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves the **appointment of the following staff members as Anti-Bullying Specialists** for the 2022-2023 school year:

<u>Location</u>	<u>Anti-Bullying Specialists</u>	
School No. 1	Marisa Buonomo	Lorraine Bortnick
School No. 2	Krista Rambala	Rachel Cola
School No. 3	Aimee DeSheplo	Pamela Rothman
School No. 4	Andria Fusco	Stephanie Borgono
Lewis F. Cole Intermediate School	Katie Dublirer (Lead ABS) Angela Waack (Support ABS) Kaitlyn Clausman (Support ABS)	Stephanie Borgono
Lewis F. Cole Middle School	Katie Dublirer (Lead ABS) Matthew Addeo (Support ABS) Debra Brigida (Support ABS)	Daniel Bialik
Fort Lee High School	Nicole Clark (Lead ABS) David Cuozzo (Lead ABS) Luddy Serulle (Support ABS)	Yaron Goldrich

- 16P **THEREFORE BE IT RESOLVED**, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves the following teachers who are members of the Fort Lee Public Schools **Equity Team, to develop our equity action plan during the 2022-2023 school year, at the rate of \$45.00 per hour, for an additional 20 hours, not to exceed \$900.00 per person**, to be charged against account #20-488-200-100-30-000.

<u>SUMMER 2022</u> <u>EQUITY TEAM MEMBERS</u>
Alexandra Motola
Angela Moose
Gene Fusco
Kailtyn Clausman
Faith Minutolo

- 17P **THEREFORE BE IT RESOLVED**, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves additional hours for **2022 Summer Employment of Speech Language Specialists** to be charged to Account #11-422-100-101-00-000, as per the attached. *Attachment:* [SPEECH LANGUAGE SPECIALISTS-SUMMER 2022](#)

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:* [2022-08-15 #1POL POLICY UPDATES \(1st read\)](#)

Policy/Reg No.	Topic
P 1648.15	Recordkeeping for Healthcare Settings in School Buildings – COVID-19 (M) (New)
R 5600.01	Student Code of Conduct (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: 2022-08-15 #2POL POLICY UPDATES \(2nd read\)*](#)

Policy/Reg No.	Topic
P 0143.2	High School Student Representative to the Board of Education (M) (Revised)
P 2415.05	Student Surveys, Analysis, Evaluations, Examinations, Testing, or Treatment (M) (Revised)
P 2417	Student Intervention and Referral Services (M) (Revised)
R 2460.30	Additional/Compensatory Special Education and Related Services (M) (New)
P 2622	Student Assessment (M) (Revised)
R 2622	Student Assessment (M) (New)
P 3233	Political Activities (Revised)
P 5512	Harassment, Intimidation, and Bullying (M) (Revised)
P 5541	Anti-Hazing (M) (New)
P & R 5751	Sexual Harassment of Students (M) (Revised)
P 8420	Emergency and Crisis Situations (M) (Revised)
P 9560	Administration of School Surveys (M) (Revised)

OLD BUSINESS

NEW BUSINESS

ADJOURNMENT

RESPECTFULLY SUBMITTED,

Haquisha Q. Taylor

HAQUISHA Q. TAYLOR
SCHOOL BUSINESS ADMINISTRATOR/BOARD SECRETARY

HQT/sa
Attachments
08-12-22