

**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 17, 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/84036040009?pwd=a0JpZkR6bDZmYVFqeFlkbTl1RUhnQT09>**

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
- School Self-Assessment for Determining Grades under the Anti-Bullying of Rights Act for 2021-2022

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, approves the following **minutes**:

Public Business Meeting Minutes	September 19, 2022
Private Executive Meeting Minutes	September 19, 2022

Public Business Meeting Minutes	October 3, 2022
Private Executive Meeting Minutes	October 3, 2022

- 2B** **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.

- 3B** **THEREFORE BE IT RESOLVED**, the Fort Lee Board of Education approves the submission of the **Self-Assessment for Determining Grades under the Anti-Bullying Bill of Rights Act for the Fort Lee School District for 2021-2022** to be sent to the New Jersey Department of Education, as per the attached summary. **Attachment: [ABR SELF-ASSESSMENT 2021-2022](#)**

- 4B** **THEREFORE BE IT RESOLVED**, that the Fort Lee Board of Education, adopts and implements the annual **Uniform State Memorandum of Agreement between the Fort Lee Police Department and Fort Lee Public Schools for the 2022-2023 school year**. **Attachment: [UNIFORM STATE MOA 2022-2023](#)**

- 5B** **THEREFORE BE IT RESOLVED**, that the Fort Lee Board of Education, approves the attendance and travel expenditures for Celeste Williams to attend the New Jersey School Boards Annual Workshop in Atlantic City, New Jersey on October 24-26, 2022, at a cost not to exceed \$1,200 per attendee (as per the GSA maximums).

6B **A Resolution Requesting Sustainable Funding Supporting School Based Mentoring Programs**

WHEREAS, the Fort Lee Board of Education recognizes according to youth.gov, mentoring has been known to increase high school graduation rates, lower high school dropout rates and promote an overall better attitude toward attending school; and

WHEREAS, on August 1, 2022 Governor Phil Murphy signed into law legislation requiring all public school districts to create school-based threat assessment teams to help identify and assess students at risk of committing violent acts or other harmful activity; and

WHEREAS, threat assessment is recognized as the current best practice for preventing targeted school-based violence and helping to maintain school safety; and

WHEREAS, mentoring advances social emotional learning in students, which can have a profound impact on the safety and security of not only the school community but the greater community at large; and

WHEREAS, mentoring helps create healthier relationships and lifestyle choices for students; and

WHEREAS, mentoring can enhance self-esteem and self-confidence; and

WHEREAS, mentoring builds stronger relationships with parents, teachers, and peers through improved interpersonal skills and behavior; and

WHEREAS, mentoring decreases the likelihood of drug and alcohol use; and

WHEREAS, a school-based mentoring program advances the family/school connection while instilling a sense of student belonging to the school community; and

WHEREAS, school-based mentors additionally serve as liaisons between families and schools; and

NOW, THEREFORE BE IT RESOLVED, that upon the recommendation of the Superintendent of Schools, the **Fort Lee Board of Education affirms the positive effects of mentoring on students, physically, intellectually, emotionally, and socially**; and

BE IT FURTHER RESOLVED, that the Fort Lee Board of Education respectfully requests sustainable funding to further mentoring programs in public schools so that more students can benefit from the positive outcomes and schools can be safe and free from violence; and.

BE IT FURTHER RESOLVED, that a copy of this Resolution shall be forwarded to the members of the 36th, 37th, 38th, 39th and 40th Legislative District Delegations, Assembly Speaker Craig J. Coughlin, Senate President Nick Scutari, Governor Phil Murphy, and to the New Jersey School Boards Association and Bergen County School Boards Association President Michael Jacobs at pres.BCSBA@gmail.com.

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: 2022-10-17 CLASS TRIPS*](#)

2CUR THEREFORE BE IT RESOLVED, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves the attached **Supplemental Professional Development and Onsite/Virtual Training Proposal from LinkIt!** for up to 28 days at \$1,500 per day, not to exceed \$42,000 to be charged to the ESSER/ARP Accelerated Learning Coaching and Educator Support Grant Account #20-488-200-300-00-000. [*Attachment: LINKIT! PD 2022-2023*](#)

3CUR 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 2022-2023 school year:

OUT-OF-DISTRICT PLACEMENTS			
Student	Placement	Dates	Tuition/Costs
1956971850	Sage Alliance New Alliance Academy 49 E. Midland Avenue Paramus, NJ 07652	10/5/22 - June 2023	Annual tuition cost of \$91,665.00, prorated to \$74,641.50 (171 days @ \$436.50 per diem). Transportation cost prorated to \$64,476.00 (162 days @ \$398.00 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 \$7,979,908.80 for October 2022 checks**. [*Attachment: 2022-10-17 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 \$75,829.64 for October 2022 checks.**
Attachment: [2022-10-17 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 \$5,211.00 for October 2022 checks.**
Attachment: [2022-10-17 ATHLETIC BILLS LIST](#)
- 4F **THEREFORE BE IT RESOLVED**, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves the **Nonpublic Project Completion Reports, including a refund to the State of New Jersey totaling \$53,975.00 for the 2021-2022 school year.**

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:* [2022-10-17 STAFF TRIPS](#)
- 2P **THEREFORE BE IT RESOLVED**, that the Fort Lee Board of Education, upon recommendation of the Superintendent, accepts, with regret, the **retirement of Ludmila Basin, as a Full Time Gr 5 Paraprofessional, LLD at School LFCIS, after dedicating 18 years of service to the district, effective January 1, 2023.**
- 3P **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
Ilka Oviedo	Bus Driver	District	10/3/22
Ala Ibrahim	Paraprofessional	S2	10/4/22

- 4P 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
Debra	Pang	Part time Clerk/Typist	S2	02-9300-20	Step A \$26,728.00 (.57)	11/1/22 or sooner
Ernie	Szabo	Supervisor Buildings & Grounds	District	00-9001-01	\$74,000.00	10/10/22 (Amend)
John	Vasquez	Bus Driver	District	00-9402-04	\$31,000.00	10/31/22 or sooner

- 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 2022-2023 school year.

TRANSFERS						
Name	From Location	From Position	To Location	To Position	Salary Change	Effective Date
Christina Cigolini	MS	Teacher - Special Education - Inclusion 06-2412-11	MS	Teacher Grades 7-8 Science 06-1103-02	N/A	10/18/22

- 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
Michelle Marciano	Kindergarten	S3	Medical	Amend	10/1/22-11/9/22	11/10/22-11/20/22	N/A	11/21/22
Melanie Orak	Grade 3	S4	Maternity	New	1/3/23 to 1/24/23	N/A	1/25/23 to 5/12/23	5/15/23
Theresa Bustamante	ASD Gr 1 & 2	S2	Maternity	New	1/3/23 - 2/13/23	2/14/23 - 5/5/23	N/A	5/8/23
Employee #6073	-	-	Admin Leave	New	10/10/22 to TBD	N/A	N/A	TBD

- 7P **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
Diana DiPrima	Teacher Art	S3	Continuous Assignment	9-1-2022 to 6-30-2023 (Amended)	Jennifer Leyton (Maternity)
Deborah Famiglietti	Teacher Kindergarten	S3	Continuous Assignment	9-1-2022 to 11-20-2022 (Amended)	Michelle Marciano (Maternity)

- 8P **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>
Yordanis Morales Cruz- Substitute Bus Driver Vivian Edelberg, Substitute Teacher

- 9P **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 2022-2023 school year. All appointments are subject to completion of all personnel documentation and fingerprinting process, prior to starting of said activities. [Attachment: 2022-10-17 CO-CURRICULAR 22-23](#)

BE IT FURTHER RESOLVED, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves **rescinding the appointment for a Co-Curricular activity, at the employee's request**, for the 2022-2023 school year, as follows:

CO-CURRICULAR 2022-2023				
Name	Co-Curricular Activity	Loc	Class	22-23 Stipend
<u>RESCIND:</u>				
Kristina Casale	Environmental Club - S#3	S3	A	\$2,126.00

- 10P **THEREFORE BE IT RESOLVED**, that the Fort Lee Board of Education, upon recommendation of the Superintendent, **approves additional hours for Courier Services for the 2022-2023 School Year**.

2022-2023 PART-TIME COURIER SERVICES		
Driver	Hourly Rate	Appointment Period
Carlos Salazar	\$25.83	July 1, 2022 - October 31, 2022
Anthony Cruz	\$25.83	November 1, 2022 - February 28, 2023
Orlando Avendano	\$25.83	March 1, 2023 - June 30, 2023

- 11P **THEREFORE BE IT RESOLVED**, that the Fort Lee Board of Education, upon recommendation of the Superintendent, **approves additional hours for Jessica Addeo to provide professional development titled Co-regulation for Teachers, at each school building at the rate of \$45.00 per hour, for a total of 3.5 hours beyond the duration of the regular work day and up to 1 hour for preparation, not to exceed \$157.50, to be charged against Account # 20-488-200-100-00-000**.

- 12P **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 Lewis F. Cole Middle School students for the 2022-2023 school year to be paid at the rate of \$50 per hour:**

<u>DETENTION MONITORS</u>
Kimberly Bouchard Christine Lepore Joseph Berlingo Debra Brigida Brian Larcheveque

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: 2022-10-17 REGULATION UPDATE \(2nd reading\)*](#)

Policy/Reg No.	Topic
R5512	Harassment, Intimidation or Bullying Investigation Procedure (M) - ABOLISHED

OLD BUSINESS

NEW BUSINESS

ADJOURNMENT

RESPECTFULLY SUBMITTED,

Haquisha Q. Taylor

HAQUISHA Q. TAYLOR
SCHOOL BUSINESS ADMINISTRATOR/BOARD SECRETARY

HQT/sa
Attachments
10-14-22