

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

MINUTES

**PUBLIC BUSINESS MEETING
October 17, 2022
Lewis F. Cole Intermediate School Cafetorium
and Zoom Meeting**

CALL TO ORDER BY THE PRESIDENT

The meeting was called to order at 6:30 p.m. by Board President, Ms. Colbath.

FLAG SALUTE

The Flag Salute was led by Ms. Cho.

PUBLIC ANNOUNCEMENT

The Public Announcement was read by Mrs. Colbath.

ROLL CALL

Present: Ms. Elisa Cho, Mrs. Kim Curry, Dr. Catherine Golfinopoulos, Mrs. Holly Morell, Mrs. Kristen Richter, Mrs. Candace Romba, Mr. Michael Rubino, Ms. Julene Stassou, Ms. Paula K. Colbath

Also Present: Mr. Robert L. Kravitz, Ms. Haquisha Q. Taylor, Mrs. Diane Collazo-Baker, Mr. Lester E. Taylor III, Board Attorney

EXECUTIVE SESSION

MOTION by Mrs. Morell, seconded by Mrs. Richter, at 6:33 p.m., to move into Executive Session.

MOTION carried unanimously upon voice vote, 9-0.

The Board reconvened into the Public Meeting at 7:30 p.m.

Mr. Kravitz asked for a moment of silence in memory of Albert Palzer a former employee of the District.

REPORT OF THE SUPERINTENDENT OF SCHOOLS

Mr. Kravitz shared that the Fort Lee Public School District, the only school in Bergen County to do so, with the assistance of a grant writing firm, was awarded a \$500,000 Community Oriented Policing Services grant. Mr. Kravitz further shared that the funding will be used to enhance, and in some cases, create new layers of security within our schools.

Mr. Kravitz encouraged all school community members to attend our November 7, 2022 Board meeting where the district assessment data will be presented.

Mr. Kravitz introduced our student representatives Elizabeth Silver and Ruben Mancilla to share their respective updates of the activities at Fort Lee High School.

Mr. Kravitz shared the self-reporting scores for antibullying for the district for 2021-2022.

COMMITTEE REPORTS

Curriculum Committee: Chairperson Ms. Stassou shared that the Committee discussed the general curriculum as well as the future of the health curriculum.

Negotiations Committee: Chairperson Mrs. Morell shared that they met with the Fort Lee Administrators' Group (FLAG) with discussions moving along nicely. Mrs. Morell further shared that settlement terms should be finalized soon.

RESOLUTIONS

Ms. Colbath read walk-in item #7B for the record regarding a personnel issue.

PUBLIC WORK SESSION

None.

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

MOTION by Mrs. Morell, seconded by Mrs. Rubino, to open the floor to the public, 7:43 p.m.

MOTION carried unanimously upon voice vote, 9-0.

Public questions and comments included a "Fort Lee Let's Include" group update regarding student diversity and the importance of promoting greater representation of the community on the Board of Education; questions about the Linkit! Professional Development proposal associated with agenda item #2CUR; and request for an explanation of the reason FLBOE is refunding the State, agenda item #4F.

Ms. Taylor and Mrs. Baker addressed all questions and concerns.

MOTION by Mr. Rubino, seconded by Mrs. Morell, to close the floor to the public, 7:58 p.m.

MOTION carried unanimously upon voice vote, 9-0.

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.

7B
Walk-
In

WHEREAS, the Fort Lee Board of Education (“Board”) is a local board of education duly organized and existing under the laws of the State of New Jersey; and

WHEREAS, Employee ID# 6073 (“Employee”) is employed by the Board as a teaching staff member; and

WHEREAS, the Superintendent has presented evidence in support of his determination that Employee has displayed a deviation from normal physical and mental health; and

WHEREAS, the Superintendent has recommended to the Board, based upon said evidence that Employee submit to a medical examination as to determine Employee’s fitness for duty; and

WHEREAS, the Board has heard and reviewed said evidence and found it to be credible and sufficient to support a reasonable belief that Employee’s ability to perform his duties as a teaching staff member is impaired by a possible medical condition; and

WHEREAS, N.J.S.A. 18A:16-2 allows a board of education to require its employees to submit to a medical examination and N.J.A.C. 6A:32-6.3(b) permits a board of education to require an employee to undergo an examination “whenever, in the judgment of the district board of education, an employee shows evidence of deviation from normal physical or mental health.”

NOW, THEREFORE BE IT RESOLVED that the Board, in its judgment, has determined that Employee shows evidence of deviation from normal physical and mental health and the evidence provided by the Superintendent supports his recommendation that the **employee submit to a medical examination**; and

BE IT FURTHER RESOLVED that the Superintendent, on behalf of the Board, shall provide the Employee with notice of the Board’s action and a written statement of reasons.

MOTION by Mrs. Morell, seconded by Mr. Rubino, that the Fort Lee Board of Education approves items #1B through #7B.

MOTION carried upon roll call vote, 8-0-1, as Ms. Cho abstained on item #1B only.

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:

<u>OUT-OF-DISTRICT PLACEMENTS</u>			
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).

MOTION by Mrs. Romba, seconded by Mrs. Richter, that the Fort Lee Board of Education approves item #1CUR through #3CUR.

MOTION carried unanimously upon roll call vote, 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 \$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.**

MOTION by Mrs. Morell, seconded by Mr. Rubino, that the Fort Lee Board of Education approves items #1F through #4F.

MOTION carried unanimously upon roll call vote, 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:* [2022-10-17 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:

LEAVE REPLACEMENTS					
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:

<u>CO-CURRICULAR 2022-2023</u>			
Name	Co-Curricular Activity		22-23 Stipend
RESCIND:			
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.**

<u>2022-2023 PART-TIME COURIER SERVICES</u>		
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:**

DETENTION MONITORS
Kimberly Bouchard Christine Lepore Joseph Berlingo Debra Brigida Brian Larcheveque

MOTION by Mrs. Morell, seconded by Mrs. Richter, that the Fort Lee Board of Education approves items #1P through #12P.

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

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

MOTION by Mrs. Morell, seconded by Mrs. Romba, that the Fort Lee Board of Education approves item #1POL.

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

OLD BUSINESS

Ms. Colbath gave a shout out to our Fort Lee Education Association (FLEA) for sponsoring pumpkin

picking at the Recreational Center which was well attended and lots of fun.

Ms. Stassou expressed how delighted she is that she was elected to the Fort Lee Board of Education and how proud she is to work with her fellow Board members and how each member brings their talents and knowledge to the table to continuously improve and enhance the school district for the benefit of the students.

NEW BUSINESS

None.

ADJOURNMENT

MOTION by Mr. Rubino seconded by Mrs. Morell, to adjourn, 8:04 p.m.

MOTION carried unanimously upon voice vote, 9-0.

RESPECTFULLY SUBMITTED,

Haquisha Q. Taylor

Haquisha Q. Taylor

SCHOOL BUSINESS ADMINISTRATOR/BOARD SECRETARY

HQT/toc
10/20/2022