

**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 21, 2023**

**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/87020064522>**

**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, 2023 and posted on the district website at [www.flboe.com](http://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
- Presentation on the District's New Jersey Graduation Proficiency Assessment

**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	August 7, 2023
Private Executive Meeting Minutes	August 7, 2023

- 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.

**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: [CLASS TRIPS](#)*

- 2CUR THEREFORE BE IT RESOLVED**, that the Fort Lee Board of Education, upon recommendation of the Superintendent, **approves the amended out-of-district placements for the 2024 Extended School Year (ESY) Program and the 2023-2024 school year as outlined on the attached list**. *Attachment: [OUT-OF-DISTRICT PLACEMENTS](#)*

- 3CUR 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 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 #11-000-218-320-00-000**.

*Attachment: [STRAUSS ESMAY HIB PD AGREEMENT](#)*

**4CUR** 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 2023-2024 school year.**

**5CUR** 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 2023-2024 school year.**

District Curriculum: [District Curriculum](#)

Textbook List: [Textbook List](#)

Curriculum Cycle: [Curriculum Cycle](#)

**6CUR** THEREFORE BE IT RESOLVED, that the Fort Lee Board of Education, upon recommendation of the Superintendent, **approves the Fort Lee Summer 2023 - for MTSS Leadership Coaching for Summer 2023, to be paid through Account #20-270-200-300-00-000.**

*Attachment:* [MTSS PRINCIPAL COACHING-SUMMER](#)

**7CUR** THEREFORE BE IT RESOLVED, that the Fort Lee Board of Education, upon recommendation of the Superintendent, **approves the Fort Lee Customized Professional Development for MTSS Leadership Coaching, for School Year 2023-2024, to be paid through Account #20-270-200-300-00-000.** *Attachment:* [INTEGRATED MTSS PROFESSIONAL DEVELOPMENT 2023-2024](#)

### **FINANCE**

**1F** THEREFORE BE IT RESOLVED, that the Fort Lee Board of Education, has received and accepts the financial reports of the **Secretary and Treasurer of School Monies for the month ending June 2023** and certifies that the reports indicate that no major account or fund is over expended in violation of N.J.A.C. 6:20-2.13 and that sufficient funds are available to meet the district's financial obligations for the remainder of the school year. *Attachment:* [2023-08-21 SECRETARY REPORT](#), [2023-08-21 TREASURER REPORT](#)

**2F** THEREFORE BE IT RESOLVED, that the Fort Lee Board of Education, upon recommendation of the Superintendent, confirms the **line item transfers for the month of June 2023**. In order to accomplish the aforesaid purpose, the Business Administrator was authorized to transfer the amount of money into and out of the line items set forth on the attached schedule. *Attachment:* [2023-08-21 TRANSFER REPORT](#)

**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 bills list in the amount of \$1,678,917.51 for July/August 2023 checks.** *Attachment:* [2023-08-21 BILLS LIST](#)

- 4F **THEREFORE BE IT RESOLVED**, that the Board of Education, upon recommendation of the Superintendent, accepts the following **donations**:

<u>DONATIONS</u>			
Item	Amount/ Estimated Value	Donor	On Behalf Of
8/22/23 Lunch	\$350	Renaissance	Administrative Council Retreat Provided by Bartolomeo's Italian Deli
8/29/23 Lunch	\$1,000	Anthony Papavasiliou, It's Greek to Me Restaurant 1611 Palisade Avenue Fort Lee	New Teacher Orientation
8/29/23 Breakfast	\$400	Equitable Advisors	New Teacher Orientation
8/30/23 Breakfast	\$400	Fort Lee Education Association	New Teacher Orientation
8/31/23 Breakfast	\$300	Teacher's Pension	New Teacher Orientation
9/5/23 Lunch	\$10,000	Renaissance	Convocation Provided by Cafasso's Fairway Market
9/5/23 Breakfast	\$3500	Pomptonian	Convocation
9/6/23 Lunch	\$7500	Pomptonian	Orientation

- 5F **THEREFORE BE IT RESOLVED**, that the Fort Lee Board of Education, upon recommendation of the Superintendent, hereby **authorizes the Shared Time Agreement with Eastwick Education to provide educational services to FLHS for 2023-2025 school years in accordance with the applicable New Jersey Statutes and the rules and regulations of the State Board of Education.**

Classes shall be held between 8:30 A.M and 2:00 P.M daily. The programs to be provided are Electronics and Building Maintenance. All programs are contingent on student enrollment. The Board shall pay Eastwick tuition in the amount of \$38.00 for each day that any one student attends the Share Time classes taught by Eastwick. If more than 37 students are enrolled during the calendar school year, the price for daily attendance per student drops to \$35.00 per day. Any given scheduled class will be billed at a minimum of ten students with the maximum attendance in any class of twelve students. *Attachment:* [SHARED TIME PROGRAM AGREEMENT](#)

- 6F **THEREFORE BE IT RESOLVED**, that the Fort Lee Board of Education, upon recommendation of the Superintendent, hereby **approves the Renaissance Implementation Plan for the 2023-2024 school year.** *Attachments:* [IMPLEMENTATION PLAN AND CONTRACT](#)

- 7F **THEREFORE BE IT RESOLVED**, that the Fort Lee Board of Education, upon recommendation of the Superintendent, **approves a Parent Transportation Agreement for Student ID #99000054, whose name is on file in Central Office, in the amount of \$500.00, contingent upon required paperwork, for the 2023-2024 (ESY) school year.**
- 8F **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 \$19,950.00 for the 2023-2024 (ESY) school year.** *Attachment:* [LEONIA JOINT TRANSPORTATION AGREEMENT 2023-2024 \(ESY\)](#)
- 9F **THEREFORE BE IT RESOLVED**, that the Fort Lee Board of Education, upon recommendation of the Superintendent, **approves the Intent to Collaborate with the McKinney-Vento Education of Homeless Children and Youth program for the 2023-2024 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:* [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>
Samantha Gerson	Guidance Counselor - Leave Replacement	LFCIS	8/7/23
Louis Napolitano	Special Education Teacher	IS	8/7/23(Declined position)
Maria Sardi	Part Time Paraprofessional	S3	8/9/23

- 3P **THEREFORE BE IT RESOLVED**, that the Fort Lee Board of Education, upon recommendation of the Superintendent, accepts, with regret, the **retirement of Joanne Hong, as a Teacher at School #2, after dedicating 18 years of service to the district, effective September 1, 2023.**

- 4P THEREFORE BE IT RESOLVED**, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves the following **appointments** for the 2023-2024 school year, pending verification of employment:

<b>APPOINTMENTS</b>							
First Name	Last Name	Position	Loc	Position Control #	Annual Salary Prorated	Rationale	Effective Date
Veronica	Aceveda	Paraprofessional (PT)	S2	02-9101-55	\$25,079.00	Resignation	9/1/23
Ueda	Brasha	Paraprofessional (PT)	S4	04-9101-20	\$21,783.00	Resignation	9/1/23
Leo	Conwell	Teacher - Special Education - ERI	LFCIS	05-2414-03	\$109,209.00 Step 17/MA	Resignation	9/1/23 + 3 Days NTO
Kaitlyn	Morgan	Paraprofessional (PT)	S2	02-9101-121	\$21,783.00	Resignation	9/1/23
Disha	Patel	Supervisor	CO	00-0300-01	\$90,000.00	Promotion	10/23/23 or sooner
Kristina	Sommerhalter	Teacher - Art	LFCMS	06-1962-01	\$88,529.00 Step 14/BA10	Retirement	9/1/23 + 3 Days NTO
Amnah	Taha	Teacher - Study Skills	LFCMS	06-2400-06	\$61,075.00 Step 2/MA	Resignation	9/1/23 + 3 Days NTO
Mukades	Tahiraj	Paraprofessional (PT)	LFCMS	06-9101-22	\$25,079.00	Resignation	9/1/23
Joseph	Viola	Security Guard	CO	00-9404-03	\$32.16 per hr	Resignation	9/1/23

- 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 2023-2024 school year.

<b>TRANSFERS</b>						
Name	From Location	From Position	To Location	To Position	Salary Change	Effective Date
Carrie Freuler	S4	Teacher - Special Education LLD - 3-4	S4	Teacher - Special Education LLD - K-2	N/A	9/1/23
Lisa Papavasiou	Annex	Teacher - Pre K	S2	Teacher - Elementary	N/A	9/1/23
Alyson Sanchez	S3	Teacher	S1	Teacher	N/A	9/1/23

- 6P **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
Lesley Giordano	PK Special Education	S2	Maternity	New	11/13-23 - 12/12/23	12/13/23 - 6/30/24	N/A	9/1/24
Brittany Lodato	9-12 Math	HS	Maternity	New	11/27/23 -1/15/24	1/16/24 - 6/30/24	N/A	9/1/24

- 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 2023-2024 school year, as outlined below:

<b>LEAVE REPLACEMENTS</b>					
Name	Grade/ Subject	Loc	Salary	Effective Dates	Reason for opening
Suzy Oh	Grade 1	S1	\$59,875.00 prorated (Leave Replacement Rate)	9/1/23 - 1/3/24	Jessica Karoutsos
Mark Bailey	Graphic Design	HS	\$59,875.00 prorated	9/1/23-6/30/24 plus 3 days NTO	Melanie Catalano

- 8P **THEREFORE BE IT RESOLVED**, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves **Angela Waack**, Guidance Counselor, as a provider of individual and group counseling services, outside of the normal work day, **from August 1, 2023 to August 31, 2023, at a rate of \$45.00 per hour with a maximum of 20 hours, to be charged to Account #20-483-200-100-00-000.**
- 9P **THEREFORE BE IT RESOLVED**, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves **Andria Fusco**, Guidance Counselor, as a provider of individual and group counseling services, outside of the normal work day, **from August 1, 2023 to August 31, 2023, at a rate of \$45.00 per hour with a maximum of 3 hours, to be charged to Account #20-483-200-100-00-000.**



10P **THEREFORE BE IT RESOLVED**, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves **Stacy Wall, Social Worker**, as a provider of case management services, from August 1, 2023 to August 31, 2023, **at a rate of \$45.00 per hour with an amended maximum not to exceed 54 hours and \$2,430.00, to be charged to Account #20-483-200-100-00-000.**

11P **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 2023-2024 school year:

<b><u>SUBSTITUTES</u></b>
Heidi Cruz - Teacher Natalie Khatchadourian - Teacher Eileen Ruzal - Teacher Jesus Garcia Pena - Custodian

12P **THEREFORE BE IT RESOLVED**, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves the placement of the following **Internships, Student Teachers or Practicum Candidates** during the 2023-2024 school year:

<b><u>INTERNSHIPS/STUDENT TEACHERS/PRACTICUM CANDIDATES</u></b>							
Referring University	Student Name	Type of Placement	Subject Area	Duration	Months From-To	School Placed	Cooperating Staff Member
Columbia University	Eun Soo Koh	Student Teacher II	Mathematics	150 Hrs.	9/7/2023 – 12/20/2023	Middle School	Julianna Bottiglieri
Fairleigh Dickinson University	Adibeh Awad	Student Teacher I	Elementary Education	10 Wks.	9/7/2023 – 12/22/2023	School No. 2	Dina Fiorita

13P **THEREFORE BE IT RESOLVED**, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves the **amended summer hours for the 2023 Summer Counselor listed below, Account #11-422-100-101-00-000.**

<b>Name</b>	<b>Hourly Rate</b>	<b>Hours Not To Exceed</b>	<b>Total Not to Exceed</b>
Debbie Brigida	\$84.96	52 Hours	\$4,417.92

- 14P THEREFORE BE IT RESOLVED**, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves **the staff members listed below to distribute Chromebooks on 8/21/23, 8/22/23, and 8/28/23.**

Name	Hourly Rate	Hours Not To Exceed	Total Not to Exceed
Angela Moose	\$45.00	18 hours	\$810.00
Genevieve Callahan	\$45.00	18 hours	\$810.00

- 15P THEREFORE BE IT RESOLVED**, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves **Nateka Brewton as the Nurse Faculty Coordinator for the 23-24 school year, Account #11-401-100-00-000.**

## **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: 2023-08-21 POLICY AND REGULATIONS**

Policy/Reg No.	Topic
P 0144	Board Member Orientation and Training (Revised)
P&R 1642.01	Sick Leave (New)
P 2419	School Threat Assessment Teams (M) (New)
P 3217	Use of Corporal Punishment (Revised)
P 4217	Use of Corporal Punishment (New)
P&R 5200	Attendance (M) (Revised)
P 5305	Health Services Personnel (M) (Revised)
P&R 5308	Student Health Records (M) (Revised)
P&R 5310	Health Services (M) (Revised)
P 5512	Harassment, Intimidation, or Bullying (M) (Revised)
P 6112	Reimbursement of Federal and Other Grant Expenditures (M) (Revised)
R 6115.01	Federal Awards/Funds Internal Controls-Allowability of Costs (M) (New)
P 6115.04	Federal Funds-Duplication of Benefits (M) (New)
P 6311	Contracts for Goods or Services Funded by Federal Grants (M) (Revised)
P 7440	School District Security (M) (Revised)
P&R 7510	Use of School Facilities (M) (Revised)
P 9100	Public Relations (Abolished)
R 9140	Citizens Advisory Committee (M) (Abolished)

**OLD BUSINESS**

**NEW BUSINESS**

**ADJOURNMENT**

RESPECTFULLY SUBMITTED,

*Dina Messery*

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Dina Messery  
SCHOOL BUSINESS ADMINISTRATOR/BOARD SECRETARY

DM/toc  
Attachments  
8-21-23