

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

**MINUTES**

**PUBLIC BUSINESS MEETING AGENDA  
Monday, October 2, 2023  
Lewis F. Cole Intermediate School Cafetorium  
and Zoom (virtual) Meeting**

**CALL TO ORDER BY THE PRESIDENT**

The meeting was called to order at 6:33 p.m. by Board President, Ms. Colbath

**FLAG SALUTE**

The Flag Salute was led by Mr. Rubino.

**PUBLIC ANNOUNCEMENT**

The Open Public Meeting announcement was read by Board President, Ms. Colbath.

**ROLL CALL**

**Present:** Ms. Elisa Cho, Mrs. Kim Curry, Mr. Kacy Knight, Ms. Holly Morell, Mrs. Kristen Richter, Mr. Michael Rubino, Ms. Julene Stassou, Ms. Paula K. Colbath

**Also Present:** Dr. Robert L. Kravitz, Mrs. Dina Messery, Mrs. Diane Collazo-Baker, Mr. Lester E. Taylor III, Board Attorney

**Absent:** Dr. Golfinopoulos

**EXECUTIVE SESSION**

MOTION by Mrs. Curry seconded by Mr. Rubino at 6:35 p.m., to move into Executive Session.

MOTION carried unanimously upon voice vote, 8-0.

Board President, Ms. Colbath asked for a MOTION to adjourn the Executive Session.

MOTION by Mrs. Richter seconded by Ms. Morell at 7:32 p.m.

The motion carried unanimously upon voice vote, 8-0.

**WALK-IN RESOLUTIONS:**

Ms. Colbath read four Walk-in Resolutions item #3B relating to professional services, and items #4B, #5B, and #6B relating to residency ineligibility.

**REPORT OF THE SUPERINTENDENT OF SCHOOLS**

Dr. Kravitz shared that we have conducted all our Back-to-School nights, and have begun to start our progress making this year better than the other.

Dr. Kravitz mentioned in the last meeting that we opened with a few concerns with busing and other changes, and was proud to say that all the administrators, teachers and staff members managed all concerns very well.

Dr. Kravitz shared that all the District Administration is in the final stages of setting their individual goals. Many of these goals relate to academic areas, as well as communication practices.

Dr. Kravitz reminded everyone that as we go through the school year it is important to be active in each child's education including reading and speaking with them about their day. Always remember that if there are questions, please contact your teacher, then your principal, and of course Central Office. But again, please go through the process.

Dr. Kravitz introduced two High School Student Representatives, Alexa Lopez and Kate Lino, to share their respective updates of the activities at Fort Lee High School.

**COMMITTEE REPORTS**

Public Relations Committee: Chairperson Mr. Knight shared that the Committee discussed the District's Facebook page, and assigned a lead point person to assist with initiatives at the schools.

**PUBLIC WORK SESSION - QUESTIONS AND COMMENTS FROM BOARD MEMBERS ON ITEMS LISTED ON TONIGHT'S AGENDA OR ANY OTHER TOPIC**

Ms. Cho asked questions regarding the District Nursing Services Plan, the School Emergency Triage Training, and the Secretary's and Treasurer's Report

Ms. Cho then asked for an update on the Tom Hunter Road facility.

Dr. Kravitz, Mrs. Diane Baker-Collazo, and Mrs. Messery addressed all concerns and questions.

**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. Curry, seconded by Mr. Knight to open the floor to the public, 7:55 p.m.

MOTION carried unanimously upon voice vote, 8-0.

Public comments and questions included wishing the custodians a "Happy National Custodian Day" and thanked all our custodians for all the amazing work they do; the protocol that allows nurses/administrator to make the call to administer epinephrine; Back-to-School night was a success; recommendation that the High School desks be upgraded to provide a more comfortable learning environment; concerns of the health curriculum content; pleased with the School District's Meet and Greet night; concerns about current low math scores as compared to the 2011 high math scores; when will the NJSLA Scores be published; important to have a full-time foreign language teacher in order to extend the foreign language classes beyond the three months currently being taught; shared the topics discussed in her child's high school sex education class that should not be discussed in the younger grades; modify the language in Policy 5756 to protect our K through 8 students; the number of days the NJSBA has to roll out the NJDOE recently approved gender neutral curriculum; congratulated the FLHS Marching Band's upcoming perform at MetLife Stadium; thanked all the bus drivers for their efforts and maintaining students safety; long-term

plan to meet the districts bussing needs as the community continues to grow; explanation of the Shop and Training Program; expressed that the Fort Lee community recognizes students struggling with their gender identity, and believes Policy 5756 is meant to protect our young students and should be supported; unhappy that the chemistry teacher has not been hired to cover for the chemistry teacher going on maternity leave; thanked the Board members for listening and repairing the Lewis F. Cole Middle School gym floor that looks phenomenal; and, an inquiry if there are guidance counselors that students can speak to if struggling with troubling issues.

Dr. Kravitz, Mrs. Collazo-Baker, Mrs. Messery, and Ms. Colbath addressed all questions and concerns.

MOTION by Mrs. Curry seconded by Mr. Rubino to close the floor to the public, 8:45 p.m.

MOTION carried unanimously upon voice vote, 8-0.

Ms. Colbath introduced and welcomed Lindita Agastra, the District’s new Assistant Business Administrator.

**RESOLUTIONS**

<b><u>BOARD</u></b>	
<b>1B</b>	<p><b>THEREFORE BE IT RESOLVED</b>, that the Fort Lee Board of Education, approves the following minutes:</p> <p style="text-align: center;">Public Business Meeting Minutes    September 18, 2023 Private Executive Meeting Minutes    September 18, 2023</p>
<b>2B</b>	<p><b>WHEREAS</b>, the Fort Lee Board of Education has received the Superintendent’s report of <b>incident(s) of Harassment/Intimidation/Bullying (“HIB”)</b> within the District; and</p> <p><b>WHEREAS</b>, the Board has had the opportunity to review the Superintendent’s recommendations with respect to the incident(s) of HIB.</p> <p><b>NOW, THEREFORE BE IT RESOLVED</b>, 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"> <li>1. The nature of the investigation;</li> <li>2. Whether the District found evidence of HIB;</li> <li>3. Whether discipline was imposed;</li> <li>4. Whether services were provided to address the incident of HIB.</li> </ol>

<p><b>3B Walk-in</b></p>	<p><b>Whereas</b>, the Fort Lee Board of Education (“Board”) has the need for General and Labor Counsel and related legal services; and</p> <p><b>Whereas</b>, in accordance with the provisions of the Local Public Schools Contract Law, N.J.S.A. 18A:18A-1, et. seq. the Board previously appointed Florio Perrucci Steinhardt Cappelli Tipton and Taylor (“FPSCT&amp;T”), through a fair and open process via Resolution Z on January 5, 2023, effective January 5, 2023 through January 2024 re-organization meeting or until a successor law firm is appointed; and</p> <p><b>Whereas</b>, the Board’s designated and lead attorney of record from FPSCT&amp;T, Lester E. Taylor, Esq., has established another law firm, i.e. Taylor Law Group, LLC.</p> <p><b>NOW THEREFORE BE IT RESOLVED</b> that the Board hereby assigns/approves the assignment of the above contract from FPSCT&amp;T to the Taylor Law Group, LLC and/or the appointment of the Taylor Law Group, LLC as General and Labor Counsel and related legal services effective October 1, 2023 through the January 2024 re-organization meeting or until a successor law firm is appointed, whichever is later.</p>			
<p><b>4B Walk-in</b></p>	<p><b>THEREFORE BE IT RESOLVED</b>, that the Fort Lee Board of Education hereby:</p> <ul style="list-style-type: none"> <li>permits the following non-resident student(s) to continue enrollment at the Fort Lee Public Schools and waives tuition costs for the 2023-2024 school year.</li> </ul> <table border="1" data-bbox="695 1106 1037 1257"> <tr> <th>STUDENT ID #</th> </tr> <tr> <td>5993367254 (FLES4, Gr4)</td> </tr> <tr> <td>7625396548 (FLES4, Gr1)</td> </tr> </table>	STUDENT ID #	5993367254 (FLES4, Gr4)	7625396548 (FLES4, Gr1)
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<p><b>5B Walk-in</b></p>	<p><b>THEREFORE BE IT RESOLVED</b>, that the Fort Lee Board of Education hereby:</p> <ul style="list-style-type: none"> <li>permits the following non-resident student(s) to continue enrollment at the Fort Lee Public Schools until November 6, 2023 and residency is confirmed and waives tuition costs for the 2023-2024 school year</li> </ul> <table border="1" data-bbox="695 1570 1037 1690"> <tr> <th>STUDENT ID #</th> </tr> <tr> <td>4542836546 (FLES3, Gr1)</td> </tr> </table>	STUDENT ID #	4542836546 (FLES3, Gr1)	
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4542836546 (FLES3, Gr1)				

<p><b>6B</b> <b>Walk-in</b></p>	<p><b>THEREFORE BE IT RESOLVED</b>, that the Fort Lee Board of Education hereby:</p> <ul style="list-style-type: none"> <li>• disenrolls the following non-resident student(s) from the Fort Lee Public Schools.</li> </ul> <table border="1" data-bbox="654 401 1081 527" style="margin-left: auto; margin-right: auto;"> <tr> <td style="text-align: center;"><b>STUDENT ID #</b></td> </tr> <tr> <td style="text-align: center;">9456560105 (FLES3, Gr1)</td> </tr> </table>	<b>STUDENT ID #</b>	9456560105 (FLES3, Gr1)
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9456560105 (FLES3, Gr1)			
	<p>MOTION by Ms. Morell, seconded by Mr. Rubino, that the Fort Lee Board of Education approves items #1B through #6B.</p> <p>MOTION carried upon roll call vote, 4-3-1 as Ms. Cho, Mr. Knight and Mrs. Richter dissented on #3B and Ms. Colbath abstained on #1B only.</p>		
<p><b><u>BUILDINGS &amp; GROUNDS</u></b></p>			
<p><b>1B&amp;G</b></p>	<p><b>THEREFORE BE IT RESOLVED</b>, that the Fort Lee Board of Education, upon the recommendation of the Superintendent, <b>approves the submission of the 03-1550 Shop and Training Program Renovation project at the Fort Lee High School to the State Department of Education as an “Other” Capital Project.</b></p>		

<p><b>2B&amp;G</b></p>	<p><b>THEREFORE BE IT RESOLVED</b>, that the Fort Lee Board of Education, upon recommendation of the Superintendent, <b>approves the following change Order:</b></p> <p><b>WHEREAS, Panoramic Window &amp; Door Systems, Inc was awarded the bid for the High School Partial Window Replacement;</b> and</p> <p><b>WHEREAS</b>, the Construction Allowance was not needed, Panoramic Window &amp; Door Systems, Inc. has submitted the following <b>change order proposal which has been approved by the architect:</b></p> <p>Change Order Proposal: CO #001 which includes:</p> <p>High School Partial Window Replacement Panoramic Window &amp; Door Systems, Inc:</p> <table border="0"> <tr> <td>Original Contract:</td> <td style="text-align: right;">\$277,000.00</td> </tr> <tr> <td>Change Order #001:</td> <td></td> </tr> <tr> <td>Unexpended Construction Allowance:</td> <td style="text-align: right;">(\$5,000.00)</td> </tr> <tr> <td>Change Order Total:</td> <td style="text-align: right;">(\$5,000.00)</td> </tr> <tr> <td>Adjusted Cost Total:</td> <td style="text-align: right;">\$272,000.00</td> </tr> </table> <p><b>WHEREAS</b>, Environetics has verified that these changes are necessary based upon the revised project scope pursuant to N.J.A.C. 6A:264.9;</p> <p><b>NOW THEREFORE BE IT RESOLVED, that the Board approves this Change Order and the contract amount is revised to reflect this change.</b></p>	Original Contract:	\$277,000.00	Change Order #001:		Unexpended Construction Allowance:	(\$5,000.00)	Change Order Total:	(\$5,000.00)	Adjusted Cost Total:	\$272,000.00
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Change Order Total:	(\$5,000.00)										
Adjusted Cost Total:	\$272,000.00										
	<p>MOTION by Ms. Morell, seconded by Mrs. Richter, that the Fort Lee Board of Education approves items #1B&amp;G and #2B&amp;G.</p> <p>MOTION carried unanimously upon roll call vote, 8-0.</p>										
<p><b><u>CURRICULUM</u></b></p>											
<p><b>1CUR</b></p>	<p><b>THEREFORE BE IT RESOLVED</b>, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves <b>class trips listed on the attached summary.</b> <i>Attachment: <a href="#">2023-10-02 CLASS TRIPS</a></i></p>										
<p><b>2CUR</b></p>	<p><b>THEREFORE BE IT RESOLVED</b>, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves the <b>District Nursing Services Plan for the 2023-2024 school year</b>, as per the attached. <i>Attachment: <a href="#">DISTRICT NURSING SERVICES PLAN 2023-2024</a></i></p>										

3CUR	<p><b>THEREFORE BE IT RESOLVED</b>, that the Fort Lee Board of Education, upon recommendation of the Superintendent, <b>approves the Non-Public School Consultation Programs and Services Plan for the 2023-2024 school year</b>, as per the attached. <i>Attachment:</i> <a href="#"><u>NON-PUBLIC CONSULTATION</u></a></p>
4CUR	<p><b>THEREFORE BE IT RESOLVED</b>, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves <b>the attached proposal from Heinemann to provide professional development for literacy support to the Fort Lee School District for Grades K-5, using the Fountas &amp; Pinnell Benchmark Assessment Systems</b>, to determine student independent and instructional reading levels to make informed decisions that connect assessment to instruction during the 2023-2024 school year, <b>at a total cost not to exceed \$14,400, to be charged to Account #20-270-200-300-00-000.</b></p>
5CUR	<p><b>THEREFORE BE IT RESOLVED</b>, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves <b>CarePlus as a provider for a one hour in-person training on risk assessment, at a cost of \$300.00</b>, to be conducted for school counselors, student assistance counselors, school psychologists, and school social workers, and <b>charged to account #20-280-200-300-00-000.</b> <i>Attachment:</i> <a href="#"><u>CAREPLUS PROFESSIONAL DEVELOPMENT</u></a></p>
6CUR	<p><b>THEREFORE BE IT RESOLVED</b>, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves <b>NASN Learning Center to provide School Emergency Triage Training on 10/9/2023, at a cost of \$135.00 per participant, from Account #20-280-200-300-00-000.</b> <i>Attachment:</i> <a href="#"><u>SCHOOL EMERGENCY TRIAGE TRAINING</u></a></p>
	<p>MOTION by Ms. Morell, seconded by Mrs. Richter, that the Fort Lee Board of Education approves items #1CUR through #6CUR.</p> <p>MOTION carried unanimously upon roll call vote, 8-0.</p>
<p><b><u>FINANCE</u></b></p>	
1F	<p><b>THEREFORE BE IT RESOLVED</b>, that the Fort Lee Board of Education, has received and accepts the financial reports of the <b>Secretary and Treasurer of School Monies for the month ending August 2023</b> 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. <i>Attachment:</i> <a href="#"><u>SECRETARY'S REPORT-AUGUST 2023; TREASURER'S REPORT-AUGUST 2023</u></a></p>

<p><b>2F</b></p>	<p><b>THEREFORE BE IT RESOLVED</b>, that the Fort Lee Board of Education, upon recommendation of the Superintendent, confirms the <b>line item transfers for the month of August 2023</b>. 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. <i>Attachment:</i> <a href="#"><u>LINE ITEMS TRANSFERS-AUGUST 2023</u></a></p>
<p><b>3F</b></p>	<p><b>THEREFORE BE IT RESOLVED</b>, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves the payment of the claims on the <b>current bills list in the amount of \$1,425,126.81 for October 2023 checks</b>. <i>Attachment:</i> <a href="#"><u>2023-10-02 BILLS LIST</u></a></p>
<p><b>4F</b></p>	<p><b>THEREFORE BE IT RESOLVED</b>, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves the payment of the claims on the current <b>Cafeteria bills list in the amount of \$94,698.40 for October 2023 checks</b>. <i>Attachment:</i> <a href="#"><u>2023-10-02 CAFETERIA BILLS LIST</u></a></p>
<p><b>5F</b></p>	<p><b>THEREFORE BE IT RESOLVED</b>, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves the payment of the claims on the <b>current Athletic bills list in the amount of \$3,705.00 for October 2023 checks</b>. <i>Attachment:</i> <a href="#"><u>2023-10-02 ATHLETIC BILLS LIST</u></a></p>
<p><b>6F</b></p>	<p><b>THEREFORE BE IT RESOLVED</b>, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves <b>the Grant Specialties Service Contract for the contract period June 1, 2023 through June 30, 2024</b>. <i>Attachment:</i> <a href="#"><u>GRANT SPECIALTIES SERVICE CONTRACT</u></a></p>
<p><b>7F</b></p>	<p><b>THEREFORE BE IT RESOLVED</b>, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves <b>Real Inspiration, Inc., to provide Stand For Something three assemblies to Grades 5-7 on October 4, 2023, at a fee of \$4,500.00, for the purpose of supporting a culture of connection, empathy, success for all students, value, inclusiveness, appreciation and respect on our campus</b>. <i>Attachment:</i> <a href="#"><u>REAL INSPIRATION CONTRACT</u></a></p>
<p><b>8F</b></p>	<p><b>WHEREAS</b>, on Thursday, January 12, 2023, the Fort Lee Board of Education received proposals for <b>English Language Arts and Math Tutoring Services</b> to be provided to Fort Lee Public School <b>Students grades 2 through 6</b>.</p> <p><b>THEREFORE BE IT RESOLVED</b>, that the Fort Lee Board of Education appoints <b>Sylvan Learning Center</b> to provide <b>English Language Arts and Math Tutoring Services</b> to Fort Lee Public School <b>Students grades 2 through 6</b>; for the period of <b>November 6, 2023 through August 31, 2024</b>, at a cost not to exceed <b>\$49.00 per hour, per small group</b>, to be funded through the <b>ARP ESSER grants, Account # 20-487-100-300-00-000</b>. <i>Attachment:</i> <a href="#"><u>ENGLISH LANGUAGE ARTS AND MATH TUTORING SERVICES AGREEMENT</u></a></p>



**9F** **THEREFORE BE IT RESOLVED**, that the Fort Lee Board of Education, upon recommendation of the Superintendent, **approves the following items for disposal/recycling:**

Serial Number	Location	Description
11851	School #4	Old Table
10933	High School	Old PA System

MOTION by Mrs. Curry, seconded by Ms. Morell, that the Fort Lee Board of Education approves items #1F through #9F.

MOTION carried unanimously upon roll call vote, 8-0.

**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: [2023-10-02 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 Roberto Reyes, as a Custodian at School No. 3, after dedicating 35 years of service to the district, effective December 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
Mantha Culi	PT Paraprofessional	S2	10/15/23
Michaela Kawlaski	PT Paraprofessional	S3	Rescinded

Effective date reflects first day off payroll

**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>						
<b>First Name</b>	<b>Last Name</b>	<b>Position</b>	<b>Loc</b>	<b>Position Control #</b>	<b>Annual Salary Prorated</b>	<b>Effective Date</b>
Mujdat	Animashaun	PT Paraprofessional (.83)	S2	02-9101-55	\$25,079.00 Step 1/Deg prorated	9/22/23 Amended
Damaris	Baquerizo	Teacher - Spanish	FLHS	07-1550-05	\$60,075.00 Step 2/BA, prorated	12/4/23
Christina	Fanous	PT Paraprofessional (.83)	LFCMS	06-9101-66	\$21,783.00 Step 1/Non Deg prorated	10/9/23

**5P** **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>								
<b>Name</b>	<b>Position</b>	<b>Loc</b>	<b>Type</b>	<b>New or Amend</b>	<b>Paid Leave</b>	<b>Unpaid Leave with benefits</b>	<b>Unpaid Leave No Benefits</b>	<b>Return Date</b>
Jessica Addeo	Occupational Therapist	S2	Maternity	Amend	9/1/23 - 10/13/23	N/A	10/14/23 - 6/30/24	9/1/24
Stefanie Holman	Grade 2 Teacher	S1	Maternity	Amend	1/13/22 - 6/12/22	6/13/22 - 2/28/23	3/1/23 - 4/7/24	4/8/24
Jessica Karoutsos	Grade 1 Teacher	S1	Maternity	Amend	N/A	9/12/22 - 3/31/23	4/1/23 - 6/30/24	9/1/24
Sarah Katz	LDT-C	S4	Maternity	Amend	10/18/23 - 11/10/23	N/A	11/13/23 - 1/31/24	2/1/24
Karen Lallo	Grade 3 Teacher	S3	FMLA	Amend	9/1/23 - 10/20/23	N/A	N/A	10/23/23
Brian Larcheveque	Science - Grade 7 Teacher	MS	Bonding	New	N/A	N/A	1/2/24 - 3/22/24	3/25/24
Janue Vargas	Music Teacher	MS	Medical	Amend	10/18/23 - 11/10/23	N/A	N/A	11/13/23

<p><b>6P</b></p>	<p><b>THEREFORE BE IT RESOLVED</b>, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves the appointment of <b>leave replacements</b> during the 2023-2024 school year, as outlined below:</p> <table border="1" data-bbox="261 390 1472 951"> <thead> <tr> <th colspan="6" style="text-align: center;"><u>LEAVE REPLACEMENTS</u></th> </tr> <tr> <th>Name</th> <th>Grade/Subject</th> <th>Loc</th> <th>Salary</th> <th>Effective Dates</th> <th>Reason for opening</th> </tr> </thead> <tbody> <tr> <td>James Butler</td> <td>School Counselor</td> <td>LFCIS</td> <td>\$63,275.00 pro-rated - Long Term Leave Salary for Ed Services, no benefits</td> <td>10/3/23 - 12/22/23</td> <td>Kaitlyn Clausman</td> </tr> <tr> <td>Soo Choi</td> <td>Gr 2 Teacher</td> <td>S1</td> <td>\$59,875.00 pro-rated Long Term Leave Salary, no benefits</td> <td>9/1/23 - 4/9/24</td> <td>Stefanie Holman</td> </tr> <tr> <td>Suzy Oh</td> <td>Gr 1 Teacher</td> <td>S1</td> <td>\$59,875.00 Long Term Leave Salary, no benefits</td> <td>9/1/23 - 6/30/24 (Amended)</td> <td>Jessica Karoutsos</td> </tr> </tbody> </table>	<u>LEAVE REPLACEMENTS</u>						Name	Grade/Subject	Loc	Salary	Effective Dates	Reason for opening	James Butler	School Counselor	LFCIS	\$63,275.00 pro-rated - Long Term Leave Salary for Ed Services, no benefits	10/3/23 - 12/22/23	Kaitlyn Clausman	Soo Choi	Gr 2 Teacher	S1	\$59,875.00 pro-rated Long Term Leave Salary, no benefits	9/1/23 - 4/9/24	Stefanie Holman	Suzy Oh	Gr 1 Teacher	S1	\$59,875.00 Long Term Leave Salary, no benefits	9/1/23 - 6/30/24 (Amended)	Jessica Karoutsos
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<p><b>7P</b></p>	<p><b>THEREFORE BE IT RESOLVED</b>, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves the appointment of the following <b>Substitutes</b> for the 2023-2024 school year:</p> <table border="1" data-bbox="760 1094 976 1272"> <thead> <tr> <th style="text-align: center;"><u>SUBSTITUTES</u></th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">Yang Xiao</td> </tr> </tbody> </table>	<u>SUBSTITUTES</u>	Yang Xiao																												
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<p><b>8P</b></p>	<p><b>THEREFORE BE IT RESOLVED</b>, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves the <b>amended renewal of the following staff member under the Fort Lee Education Association (FLEA) Collective Bargaining Agreements for the 2023-2024 school year, pending agreement of salary guides, for the following staff members:</b></p> <table border="1" data-bbox="329 1520 1406 1623"> <thead> <tr> <th>Emp#</th> <th>Last Name</th> <th>First Name</th> <th>Loc</th> <th>Job Title</th> <th>UPC</th> <th>FTE</th> <th>Step</th> <th>Guide</th> <th>Base Salary</th> <th>Total Salary</th> </tr> </thead> <tbody> <tr> <td>6432</td> <td>Gauger</td> <td>Kristen</td> <td>S1</td> <td>Teacher</td> <td>01-1904-02</td> <td>.54</td> <td>8</td> <td>MA</td> <td>\$39,150.00</td> <td>\$39,150.00</td> </tr> </tbody> </table>	Emp#	Last Name	First Name	Loc	Job Title	UPC	FTE	Step	Guide	Base Salary	Total Salary	6432	Gauger	Kristen	S1	Teacher	01-1904-02	.54	8	MA	\$39,150.00	\$39,150.00								
Emp#	Last Name	First Name	Loc	Job Title	UPC	FTE	Step	Guide	Base Salary	Total Salary																					
6432	Gauger	Kristen	S1	Teacher	01-1904-02	.54	8	MA	\$39,150.00	\$39,150.00																					

<p><b>9P</b></p>	<p><b>THEREFORE BE IT RESOLVED</b>, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves the appointment of the following <b>Middle School Detention Monitors for students for the 2023-2024 school year to be paid at the rate of \$50 per hour:</b></p> <table border="1" data-bbox="639 422 1094 926" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th colspan="1" style="text-align: center;"><b>Middle School Detention Monitors</b></th> </tr> <tr> <th style="text-align: center;"><b>Name</b></th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">Brian Larcheveque</td> </tr> <tr> <td style="text-align: center;">Christina Cigolini</td> </tr> <tr> <td style="text-align: center;">Debra Brigida</td> </tr> <tr> <td style="text-align: center;">Kimberly Bouchard</td> </tr> <tr> <td style="text-align: center;">Gene Fusco</td> </tr> <tr> <td style="text-align: center;">Joseph Berlingo</td> </tr> <tr> <td style="text-align: center;">Christine Lepore (Amended)</td> </tr> </tbody> </table>	<b>Middle School Detention Monitors</b>	<b>Name</b>	Brian Larcheveque	Christina Cigolini	Debra Brigida	Kimberly Bouchard	Gene Fusco	Joseph Berlingo	Christine Lepore (Amended)																			
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Christine Lepore (Amended)																													
<p><b>10P</b></p>	<p><b>THEREFORE BE IT RESOLVED</b>, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves the <b>amended appointments as follows:</b></p> <table border="1" data-bbox="261 1052 1472 1398" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th style="text-align: center;"><b>Last Name</b></th> <th style="text-align: center;"><b>First Name</b></th> <th style="text-align: center;"><b>Old Location</b></th> <th style="text-align: center;"><b>Old Position</b></th> <th style="text-align: center;"><b>New Location</b></th> <th style="text-align: center;"><b>New Position</b></th> <th style="text-align: center;"><b>Effective Date</b></th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">Han</td> <td style="text-align: center;">Kristie</td> <td style="text-align: center;">S2 &amp; HS</td> <td style="text-align: center;">Bilingual K-4 All Subjects &amp; Bilingual Science</td> <td style="text-align: center;">S2 &amp; HS</td> <td style="text-align: center;">Bilingual K-4 All Subjects &amp; Environmental Science/Biology</td> <td style="text-align: center;">9/1/23</td> </tr> <tr> <td style="text-align: center;">Inomata</td> <td style="text-align: center;">Elisabeth</td> <td style="text-align: center;">IS</td> <td style="text-align: center;">Bilingual &amp; ESL Teacher</td> <td style="text-align: center;">IS &amp; MS</td> <td style="text-align: center;">Bilingual &amp; ESL Teacher</td> <td style="text-align: center;">9/1/23</td> </tr> <tr> <td style="text-align: center;">Kim</td> <td style="text-align: center;">Lauren</td> <td style="text-align: center;">S4, IS &amp; MS</td> <td style="text-align: center;">Bilingual Teacher</td> <td style="text-align: center;">S4, IS &amp; MS</td> <td style="text-align: center;">Bilingual &amp; ESL Teacher</td> <td style="text-align: center;">9/27/23</td> </tr> </tbody> </table>	<b>Last Name</b>	<b>First Name</b>	<b>Old Location</b>	<b>Old Position</b>	<b>New Location</b>	<b>New Position</b>	<b>Effective Date</b>	Han	Kristie	S2 & HS	Bilingual K-4 All Subjects & Bilingual Science	S2 & HS	Bilingual K-4 All Subjects & Environmental Science/Biology	9/1/23	Inomata	Elisabeth	IS	Bilingual & ESL Teacher	IS & MS	Bilingual & ESL Teacher	9/1/23	Kim	Lauren	S4, IS & MS	Bilingual Teacher	S4, IS & MS	Bilingual & ESL Teacher	9/27/23
<b>Last Name</b>	<b>First Name</b>	<b>Old Location</b>	<b>Old Position</b>	<b>New Location</b>	<b>New Position</b>	<b>Effective Date</b>																							
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Inomata	Elisabeth	IS	Bilingual & ESL Teacher	IS & MS	Bilingual & ESL Teacher	9/1/23																							
Kim	Lauren	S4, IS & MS	Bilingual Teacher	S4, IS & MS	Bilingual & ESL Teacher	9/27/23																							
<p><b>11P</b></p>	<p><b>THEREFORE BE IT RESOLVED</b>, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves the additional pensionable stipend of \$6,500, for a teaching staff member assigned to <b>teach a sixth period</b> at Fort Lee High School for the 2023-2024 school year:</p> <table border="1" data-bbox="683 1650 1050 1839" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th colspan="3" style="text-align: center;"><b>6th Period Stipends</b></th> </tr> <tr> <th colspan="3" style="text-align: center;"><b>Fort Lee High School</b></th> </tr> <tr> <th style="text-align: center;"><b>First Name</b></th> <th style="text-align: center;"><b>Last Name</b></th> <th style="text-align: center;"><b>Department</b></th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">Brittany</td> <td style="text-align: center;">Lodato</td> <td style="text-align: center;">Math</td> </tr> </tbody> </table>	<b>6th Period Stipends</b>			<b>Fort Lee High School</b>			<b>First Name</b>	<b>Last Name</b>	<b>Department</b>	Brittany	Lodato	Math																
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<b>Fort Lee High School</b>																													
<b>First Name</b>	<b>Last Name</b>	<b>Department</b>																											
Brittany	Lodato	Math																											

12P

**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 2023-2024 school year. All appointments are subject to completion of all personnel documentation and fingerprinting process, prior to starting of said activities.

<b>CO-CURRICULAR 2023-2024</b>				
<b>Name</b>	<b>Co-Curricular Activity</b>		<b>Class</b>	<b>23-24 Stipend</b>
Marisa Buonomo	SADD Advisor	S1	B	\$3,161.00
Ariana Langan	Environmental Club	S1	A	\$2,126.00
Maria Castano	SADD Advisor	S2	B	\$3,161.00
Kristine Rodriguez	Environmental Club	S2	A	\$2,126.00
Alycia Adams	Newspaper	S3	B	\$3,161.00
Michelle Galperin	Environmental Club	S3	A	\$2,126.00
Sandi Klein	SADD Advisor	S3	B	\$3,161.00
Sandy Kim	SADD Advisor	S4	B	\$3,161.00
Rachel Ventrella	Environmental Club	S4	A	\$2,126.00
Genevieve Callahan	STEAM Club Advisor	IS	A	\$2,126.00
Danielle Christal	SADD Advisor	IS	B	\$3,161.00
Diane DaSilva	Yearbook Co-Advisor	IS	B	\$1,580.00
Meghan Favorito	Student Council Co-Advisor	IS	B	\$1,580.00
Jason Kang	Chess Club Advisor	IS	\$45.00 per hr., not to exceed \$2,000.00	\$2,000.00
Cassandra Katsogiannos	Media Club Co-Advisor	IS	A	\$1,063.00
Arielle Mangiaracina	Yearbook Co-Advisor	IS	B	\$1,580.00
Chelsea McFarland	IS Chorus Director	IS	B	\$3,161.00
Chelsea McFarland	IS Band Co-Advisor	IS	B	\$1,580.00
Faith Minutolu	Environmental Club Advisor	IS	A	\$2,126.00
Yuri Resetous	IS Band Co-Advisor	IS	B	\$1,580.00
Courtney Teitell	Media Club Co-Advisor	IS	A	\$1,063.00
Natalie Tripodi	Student Council Co-Advisor	IS	B	\$1,580.00
Alden Etra	Intermedia (Literary)	MS	B	\$3,161.00
Richard Gardner	Zoology Club	MS	A	\$2,126.00
Anthony Gioia	Band Director	MS	B	\$3,161.00
Tara Gratacos	Student Ambassador Coach	MS	A	\$2,126.00
Stefanie Katic	Math Club	MS	B	\$3,161.00
Brian Larcheveque	Science League	MS	B	\$3,161.00 pro-rated
Christina Murphy	Environmental Club	MS	A	\$2,126.00
Christina Murphy	Computer Club	MS	A	\$2,126.00
Solanly Ortega	Foreign Language Club	MS	A	\$2,126.00

Angela Papas	Grade 8 Advisor	MS	\$31.31/hr. not to exceed 30 hrs.= \$939.30	\$939.30
Stefanie Pinajian	SADD Advisor	MS	B	\$3,161.00
Jillian Reicherz	Student Council Advisor	MS	B	\$3,161.00
Jillian Reicherz	Yearbook	MS	B	\$3,161.00
Cean Spahn	Library Council	MS	A	\$2,126.00
Kristina Sommerhalter	Intermedia (Visual Arts)	MS	B	\$3,161.00
Mary Stephenson-Terry	MS Orchestra Director	MS	B	\$3,161.00
Janue Vargas	MS Chorus Director	MS	B	\$3,161.00 pro-rated
Janue Vargas	Bell Choir Director	MS	A	\$2,126.00 pro-rated
Chelsea Yavorski	Cheerleading Advisor	HS	D + \$1,000.00 (Amended)	\$7,327.00 (Amended)

<p><b>13P</b></p>	<p><b>THEREFORE BE IT RESOLVED</b>, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves the <b>appointment of the following Faculty Coordinator for the 2023-2024 school year</b> .</p> <table border="1" data-bbox="500 390 1235 716"> <thead> <tr> <th colspan="4">2023-2024 Faculty Coordinator</th> </tr> <tr> <th>Name</th> <th>Department</th> <th>Class</th> <th>Stipend</th> </tr> </thead> <tbody> <tr> <td>Christopher Della Fave</td> <td>High School Testing</td> <td>N/A</td> <td>\$5,000.00</td> </tr> <tr> <td>Kathryn Hetman</td> <td>Circle of the Arts -Visual Arts</td> <td>C</td> <td>\$4,754.00</td> </tr> <tr> <td>Harry Welte</td> <td>Circle of the Arts- Performing Arts</td> <td>D</td> <td>\$6,327.00</td> </tr> </tbody> </table>	2023-2024 Faculty Coordinator				Name	Department	Class	Stipend	Christopher Della Fave	High School Testing	N/A	\$5,000.00	Kathryn Hetman	Circle of the Arts -Visual Arts	C	\$4,754.00	Harry Welte	Circle of the Arts- Performing Arts	D	\$6,327.00
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Harry Welte	Circle of the Arts- Performing Arts	D	\$6,327.00																		
<p><b>14P</b></p>	<p><b>THEREFORE BE IT RESOLVED</b>, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves <b>Krista Rambala and Angela Waack as providers of individual and group counseling services, outside of the normal work day, from October 3, 2023 until December 31, 2023, each at a rate of \$45.00 per hour, with a maximum of 12 hours each, charged to account #20-487-200-100-00-000.</b></p>																				
<p><b>15P</b></p>	<p><b>THEREFORE BE IT RESOLVED</b>, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves <b>additional compensation for school counselor Angela Waack from August 29, 2023 - September 29, 2023 at an hourly rate of \$45.00 per hour, not to exceed 60 hours.</b></p>																				
<p><b>16P</b></p>	<p><b>THEREFORE BE IT RESOLVED</b>, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves the <b>amended Horizontal Movement for the following staff for the 2023-2024 school year, based on graduate level studies that have been completed by faculty personnel, as per the FLEA agreement:</b></p> <table border="1" data-bbox="261 1367 1474 1560"> <thead> <tr> <th>Employee ID#</th> <th>First Name</th> <th>Last Name</th> <th>From 22-23 STEP</th> <th>From 22-23 DEGREE</th> <th>From 22-23 SALARY</th> <th>TO 23-24 Step</th> <th>TO 23-24 DEGREE</th> <th>TO 23-24 SALARY</th> </tr> </thead> <tbody> <tr> <td>6458</td> <td>Mervet</td> <td>Said</td> <td>4-5</td> <td>BA</td> <td>\$61,075.00</td> <td>5-6</td> <td>BA+20</td> <td>\$65,375.00</td> </tr> </tbody> </table>	Employee ID#	First Name	Last Name	From 22-23 STEP	From 22-23 DEGREE	From 22-23 SALARY	TO 23-24 Step	TO 23-24 DEGREE	TO 23-24 SALARY	6458	Mervet	Said	4-5	BA	\$61,075.00	5-6	BA+20	\$65,375.00		
Employee ID#	First Name	Last Name	From 22-23 STEP	From 22-23 DEGREE	From 22-23 SALARY	TO 23-24 Step	TO 23-24 DEGREE	TO 23-24 SALARY													
6458	Mervet	Said	4-5	BA	\$61,075.00	5-6	BA+20	\$65,375.00													

<p><b>17P</b></p>	<p><b>THEREFORE BE IT RESOLVED</b>, that the Fort Lee Board of Education, upon recommendation of the Superintendent, <b>approves the additional athletic officials for the 2023-2024 school year.</b></p> <table border="1" data-bbox="690 386 1042 556"> <thead> <tr> <th>First Name</th> <th>Last Name</th> </tr> </thead> <tbody> <tr> <td>William</td> <td>Smith</td> </tr> <tr> <td>Chris</td> <td>Clarke</td> </tr> </tbody> </table> <p style="text-align: center;">*Out of district</p>	First Name	Last Name	William	Smith	Chris	Clarke
First Name	Last Name						
William	Smith						
Chris	Clarke						
	<p>MOTION by Ms. Morell, seconded by Mr. Rubino, that the Fort Lee Board of Education approves items #1P through #17P. Mrs. Richter and Ms. Colbath congratulated Mr. Reyes on his retirement and thanked him for his 35 years of dedicated service.</p> <p>MOTION carried unanimously upon roll call vote, 8-0.</p>						
<p><b><u>POLICY</u></b></p>							
<p><b>1POL</b></p>	<p><b>THEREFORE BE IT RESOLVED</b>, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves the <b>first reading of the following policy/regulation updates</b> listed below: <a href="#"><b><u>Attachment: 2023-10-08 FIRST READING</u></b></a></p> <table border="1" data-bbox="625 1010 1109 1119"> <thead> <tr> <th>Policy/Reg No.</th> <th>Topic</th> </tr> </thead> <tbody> <tr> <td>6620</td> <td>Petty Cash (M) (Revised)</td> </tr> </tbody> </table>	Policy/Reg No.	Topic	6620	Petty Cash (M) (Revised)		
Policy/Reg No.	Topic						
6620	Petty Cash (M) (Revised)						
<p><b>2POL</b></p>	<p><b>THEREFORE BE IT RESOLVED</b>, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves the <b>second reading of the following policy/regulation updates</b> listed below: <a href="#"><b><u>Attachment: 2023-10-02 SECOND READING</u></b></a></p> <table border="1" data-bbox="410 1295 1325 1407"> <thead> <tr> <th>Policy/Reg No.</th> <th>Topic</th> </tr> </thead> <tbody> <tr> <td>P 2418</td> <td>Section 504 of the Rehabilitation Act of 1973 – Students (M) (Revised)</td> </tr> <tr> <td>R 2430</td> <td>Co-Curricular Activities (Revised)</td> </tr> </tbody> </table>	Policy/Reg No.	Topic	P 2418	Section 504 of the Rehabilitation Act of 1973 – Students (M) (Revised)	R 2430	Co-Curricular Activities (Revised)
Policy/Reg No.	Topic						
P 2418	Section 504 of the Rehabilitation Act of 1973 – Students (M) (Revised)						
R 2430	Co-Curricular Activities (Revised)						
	<p>MOTION by Ms. Morell, seconded by Mrs. Richter, that the Fort Lee Board of Education approves items #1POL and #2POL.</p> <p>MOTION carried upon roll call vote, 7-0-1, as Ms. Stassou abstained on #1POL only.</p>						



**OLD BUSINESS:**

None

**NEW BUSINESS**

Mr. Knight shared that tickets are available for the Fort Lee Marching Band performance at the MetLife Stadium. The band is scheduled to perform Saturday, October 7<sup>th</sup> at 5:41 p.m.

Mr. Knight shared that the Youth Council of Fort Lee is sponsoring a food drive to provide much needed food to our vulnerable neighbors. We are collecting food up through October 28, 2023.

Ms. Colbath asked all the Board members to bring food to the October 16<sup>th</sup> meeting so the Board members can contribute as a group.

Ms. Cho expressed concern that the High School administrators may not be providing ample notice to the Fort Lee community of programs that will be cancelled.

Ms. Stassou acknowledged Breast Cancer Awareness month, and sending prayers to all suffering and recovering. Ms. Stassou gave a shout out to a special High School teacher, [REDACTED]

**ADJOURNMENT**

MOTION by Mr. Rubino, seconded by Ms. Morell, to adjourn, 8:54 p.m.

MOTION carried unanimously upon voice vote, 8-0.

**RESPECTFULLY SUBMITTED,**

*Dina Messery*

**Dina Messery  
Business Administrator/Board Secretary**

DM/toc / 10-05-23