

**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, November 20, 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/86755965985>**

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; 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

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

<u>BOARD</u>					
1B	<p>THEREFORE BE IT RESOLVED, that the Fort Lee Board of Education, approves the following minutes:</p> <table><tr><td>Public Business Meeting Minutes</td><td>November 6, 2023</td></tr><tr><td>Private Executive Meeting Minutes</td><td>November 6, 2023</td></tr></table>	Public Business Meeting Minutes	November 6, 2023	Private Executive Meeting Minutes	November 6, 2023
Public Business Meeting Minutes	November 6, 2023				
Private Executive Meeting Minutes	November 6, 2023				
2B	<p>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</p> <p>WHEREAS, the Board has had the opportunity to review the Superintendent's recommendations with respect to the incident(s) of HIB.</p> <p>NOW, THEREFORE BE IT RESOLVED, 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">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	<p>THEREFORE BE IT RESOLVED, that the Fort Lee Board of Education approves the submission of the updated Safe Return Plan as per the American Rescue Plan Act to the New Jersey Department of Education. <u>Attachment: SAFE RETURN PLAN (UPDATED 11-20-23)</u></p>				
<u>SECURITY</u>					
1S	<p>THEREFORE BE IT RESOLVED, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves the submission of the School Safety and Security Plan Annual Review Statement of Assurance (SOA) to the New Jersey Department of Education for the 2023-2024 school year. <u>Attachment: 23-24 SAFETY AND SECURITY PLAN (SOA)</u></p>				
<u>CURRICULUM</u>					
1CUR	<p>THEREFORE BE IT RESOLVED, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves class trips listed on the attached summary. <u>Attachment: 2023-11-20 CLASS TRIPS</u></p>				

2CUR	<p>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 2023-2024 school year:</p> <table><tr><th colspan="4">OUT-OF-DISTRICT PLACEMENTS</th></tr><tr><th>Student</th><th>Placement</th><th>Dates</th><th>Tuition/Costs</th></tr><tr><td>#8198486938</td><td>Chapel Hill Academy 31 Chapel Hill Rd. Lincoln Park, NJ 07035</td><td>10/26/2023- 6/30/2023</td><td>Annual tuition cost of \$74,160.00, prorated to \$59,740.00 (145 days @ \$412.00 per diem). Transportation cost prorated to \$11,378.15 (145 days @ \$78.47per diem).</td></tr><tr><td>#28090079</td><td>Bergen County Special Services: Brownstone School 492 Saddle River Rd. Saddle Brook, NJ 07663</td><td>10/26/2023- 6/30/2023</td><td>Annual tuition cost of \$64,800.00, prorated to \$50,400.00 (140 days @ \$360.00 per diem). Transportation cost prorated to \$8,878.80 (140 days @ \$63.42 per diem).</td></tr></table>	OUT-OF-DISTRICT PLACEMENTS				Student	Placement	Dates	Tuition/Costs	#8198486938	Chapel Hill Academy 31 Chapel Hill Rd. Lincoln Park, NJ 07035	10/26/2023- 6/30/2023	Annual tuition cost of \$74,160.00, prorated to \$59,740.00 (145 days @ \$412.00 per diem). Transportation cost prorated to \$11,378.15 (145 days @ \$78.47per diem).	#28090079	Bergen County Special Services: Brownstone School 492 Saddle River Rd. Saddle Brook, NJ 07663	10/26/2023- 6/30/2023	Annual tuition cost of \$64,800.00, prorated to \$50,400.00 (140 days @ \$360.00 per diem). Transportation cost prorated to \$8,878.80 (140 days @ \$63.42 per diem).
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3CUR	<p>THEREFORE BE IT RESOLVED, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves The Center for Applied Linguistics (CAL) to provide training over 4 days (January 16-19, and 24). To be paid through Account #20-270-200-300-00-000. Attachment: CENTER FOR APPLIED LINGUISTICS CONTRACT</p>																
4CUR	<p>THEREFORE BE IT RESOLVED, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves Veolia instructors to provide the following free educational water science outreach programs to second grade students in School #4:The Incredible Journey, The Blue Planet, and Thunderstorms and Hail. These enrichment programs provide discussion and interactive water science activities for grades K-12 along with education on the importance of clean drinking water and water conservation. Attachment: VEOLIA OUTREACH PROGRAMS</p>																
FINANCE																	
1F	<p>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 \$8,792,268.56 for November 20, 2023 checks. Attachment: 2023-11-20 BILLS LIST</p>																
2F	<p>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 \$132,531.27 for November 20, 2023 checks. Attachment: 2023-11-20 CAFETERIA BILLS LIST</p>																
3F	<p>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 \$1,085.00 for November 20, 2023 checks. Attachment: 2023-11-20 ATHLETICS BILLS LIST</p>																

4F	<p>THEREFORE BE IT RESOLVED, that the Board of Education, upon recommendation of the Superintendent, accepts the following donations:</p> <table><tr><th colspan="4">DONATIONS</th></tr><tr><th>Item</th><th>Amount/ Estimated Value</th><th>Donor</th><th>On Behalf Of</th></tr><tr><td>Upgrade Playground Equipment & Replace Monkey Bars</td><td>\$25,000.00</td><td>School #1 PTA</td><td>School #1 Playground</td></tr><tr><td>Wheelchair</td><td>\$500.00</td><td>Marisa Buonomo</td><td>School #1</td></tr><tr><td>The Radiant Rainbow Cap (1 copy) Will Allie B. Able to Make New Friends? (1 copy) Seriously Silly! (2 copies)</td><td>\$40.00</td><td>Bonnie Lieberman, Author</td><td>One copy for each Elementary School</td></tr></table>	DONATIONS				Item	Amount/ Estimated Value	Donor	On Behalf Of	Upgrade Playground Equipment & Replace Monkey Bars	\$25,000.00	School #1 PTA	School #1 Playground	Wheelchair	\$500.00	Marisa Buonomo	School #1	The Radiant Rainbow Cap (1 copy) Will Allie B. Able to Make New Friends? (1 copy) Seriously Silly! (2 copies)	\$40.00	Bonnie Lieberman, Author	One copy for each Elementary School				
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5F	<p>THEREFORE BE IT RESOLVED, that the Fort Lee Board of Education, upon recommendation of the Superintendent, authorizes the Board President and School Business Administrator to execute an Addendum to the Non-Resident Special Education Tuition Agreement between the Fort Lee Board of Education and the Palisades Park Board of Education for SID#8392321417 for a 1:1 nurse on trips for the 2023-2024 school year.</p>																								
<p><u>PERSONNEL</u></p>																									
1P	<p>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. <i>Attachment: 2023-11-20 STAFF TRIPS</i></p>																								
2P	<p>THEREFORE BE IT RESOLVED, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves the following resignations:</p> <table><tr><th colspan="4">RESIGNATIONS</th></tr><tr><th>Employee</th><th>Position</th><th>Location</th><th>Effective Date</th></tr><tr><td>Cynthia Luciano</td><td>Teacher - Special Education LLD</td><td>LFCMS</td><td>1/16/2024</td></tr><tr><td>Lacme Lusein</td><td>Teacher - Spec Ed PK</td><td>S2</td><td>11/14/2023 Offer Rescind</td></tr><tr><td>Yolanda Morel</td><td>PT Paraprofessional</td><td>S2</td><td>10/12/2023</td></tr><tr><td>Christina Ranaudo</td><td>Learning Disability Teacher Consultant</td><td>LFCMS</td><td>1/12/2024</td></tr></table> <p>Effective date indicates the first day off payroll.</p>	RESIGNATIONS				Employee	Position	Location	Effective Date	Cynthia Luciano	Teacher - Special Education LLD	LFCMS	1/16/2024	Lacme Lusein	Teacher - Spec Ed PK	S2	11/14/2023 Offer Rescind	Yolanda Morel	PT Paraprofessional	S2	10/12/2023	Christina Ranaudo	Learning Disability Teacher Consultant	LFCMS	1/12/2024
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3P

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:

APPOINTMENTS						
First Name	Last Name	Position	Loc	Position Control #	Annual Salary Prorated	Effective Date
Brian	Cinque	Custodian	S3	03-9400-05	\$50,133.00 6/Custodian prorated	12/4/23
John	Drejaj	Custodian	S2	02-9400-03	\$50,133.00 6/Custodian prorated	12/4/23
Thomas	Iannaccone	PT Paraprofessional (.83)	LFCMS	06-9101-01	\$25,079.00 1/Deg prorated	12/5/23
Seul Woo	Lee	PT Paraprofessional (.83) Music	S1	01-9101-73	\$25,079.00 1/Deg prorated	TBD Amended start date
Marjorie	Price	PT Paraprofessional (.83)	S2	02-9101-45	\$25,079.00 prorated	9/20/23 Amended start date
Saad	Quraishi	PT Paraprofessional (.83)	FLHS	07-9101-125	\$25,079.00 1/Deg prorated	11/21/23
Desiree	Schwartz	PT Paraprofessional (.83)	LFCIS	05-9101-48	\$21,783.00 1/ND prorated	12/4/23
Ji	Yi-Choi	Teacher - Art	S3	03-1200-02	\$69,275.00 7/MA prorated	12/4/23

4P

THEREFORE BE IT RESOLVED, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves **payment for Yordanis Morales, as a Substitute Bus Driver** for 10/6/2023 - 10/13/2023 (8 hrs.) at a rate of \$41.82 per hour.

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.

TRANSFERS						
Name	From Location	From Position	To Location	To Position	Salary Change	Effective Date
Joel Francisco	FLHS	PT Paraprofessional (.83)	LFCIS	PT Paraprofessional (.83)	N/A	11/21/23

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
Kristin Cassavell	Grade 5 Math/Science Teacher	IS	FMLA	New	11/13/23 - 1/1/24	1/2/24 - 2/2/24	N/A	2/5/24
Jacqueline McCabe	Grade 4 Teacher	S4	Maternity	New	3/4/24 - 4/19/24	4/22/24 - 6/30/24	N/A	9/1/24
Ashley Rice	Gr 9-12 ELA Strategies	HS	Maternity	Amend	11/27/23 - 1/4/24	N/A	1/5/24 - 6/30/24	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:

LEAVE REPLACEMENTS					
Name	Grade/ Subject	Loc	Salary	Effective Dates	Reason for opening
Andrea Erde	BSI	HS	\$59,875.00 prorated	11/21/23 - 6/3/24 Amended	Ashley Rice

8P

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.

CO-CURRICULAR 2023-2024				
Name	Co-Curricular Activity	Loc	Class	23-24 Stipend
Kevin Burton (Amended)	Color Guard/Winter Guard	HS	D	\$6,327.00

9P	<p>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:</p> <table><tr><th colspan="2"><u>SUBSTITUTES</u></th></tr><tr><td colspan="2">Rosanna Santos - Substitute Custodian</td></tr><tr><td colspan="2">Yordanis Morales - Substitute Bus Driver</td></tr><tr><td colspan="2">Aiah Hadabeh - Substitute Teacher</td></tr></table>	<u>SUBSTITUTES</u>		Rosanna Santos - Substitute Custodian		Yordanis Morales - Substitute Bus Driver		Aiah Hadabeh - Substitute Teacher																													
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10P	<p>THEREFORE BE IT RESOLVED, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves to amend the following Position Control number for the 2023 calendar year as outlined below:</p> <table><tr><th colspan="9"><u>POSITION CONTROL</u></th></tr><tr><th>From Position Number</th><th>From Position Name</th><th>From Location</th><th>From FTE</th><th>To Position Number</th><th>To Position Name</th><th>To Location</th><th>To FTE</th><th>Effective Dates</th></tr><tr><td>05-3105-07</td><td>Teacher STEAM</td><td>LFCIS</td><td>100%</td><td>05-3105-07</td><td>Teacher - STEAM/ Physics</td><td>LFCIS & FLHS</td><td>LFCIS - 83% FLHS - 17%</td><td>11/27/23 to 6/20/24</td></tr><tr><td>05-1550-04</td><td>Teacher - Spanish</td><td>LFCIS</td><td>100%</td><td>05-1550-04</td><td>Teacher - Spanish</td><td>LFCIS & FLHS</td><td>LFCIS - 80% FLHS - 20%</td><td>11/27/23 to 12/21/23</td></tr></table>	<u>POSITION CONTROL</u>									From Position Number	From Position Name	From Location	From FTE	To Position Number	To Position Name	To Location	To FTE	Effective Dates	05-3105-07	Teacher STEAM	LFCIS	100%	05-3105-07	Teacher - STEAM/ Physics	LFCIS & FLHS	LFCIS - 83% FLHS - 17%	11/27/23 to 6/20/24	05-1550-04	Teacher - Spanish	LFCIS	100%	05-1550-04	Teacher - Spanish	LFCIS & FLHS	LFCIS - 80% FLHS - 20%	11/27/23 to 12/21/23
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11P	<p>THEREFORE BE IT RESOLVED, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves the appointment of Winter Coaches for the 2023-2024 school year, as follows. All appointments are subject to completion of all personnel documentation and fingerprinting process, prior to starting of said activities. <i>Attachment: 2023-11-20 WINTER COACHES</i></p>																																				

12P

THEREFORE BE IT RESOLVED, that the Fort Lee Board of Education, upon recommendation of the Superintendent, **approves the following staff members to be paid at \$55/hr, not to exceed 15 hours, to attend an MTSS Champions meeting taking place outside the scope of the work day and to be paid out of 20-488-200-100-00-000.**

<u>Employees</u>	
Nicole Pacciani	Marisa Buonomo
Debbie Brigida	Kate Drumgoole
Annamarie Pillari	Rachel Standish
Stefanie Pinajian	Stephanie Borgono
Megan Cooper- Etra	Annmarie Kropiewnicki
Dana DeLucca	Angela Waack
Krista Rambala	Sarah Katz
Elizabeth Lembo	Kaitlyn Clausman
Salma Major	Mai Koyo
Andria Fusco	Crystal Tuozzolo

13P

THEREFORE BE IT RESOLVED, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves the following **District translators for 2023-2024 school year, at the rate of \$30.00 per hour for oral translation and \$45.00 per hour for written translation, on an as needed basis:**

<u>DISTRICT TRANSLATORS 2023-2024</u>			
<u>Name</u>	<u>Position</u>	<u>Location</u>	<u>Language</u>
Khadija Bahosse	Paraprofessional	MS	Arabic and French
Suzanne Elkhechen	Teacher	HS	Spanish, Arabic
Kristie Han	Teacher	S2	Korean
Sangeeta Jain	Paraprofessional	FLHS	Hindi, Bengali, Urdu, Punjabi
Ayako Katayama	Paraprofessional	S3	Japanese
Anissa McNulty	Teacher	MS	Russian
Jane Mun	Teacher	S2	Korean
Ghassan Nazi	Teacher	FLHS	Arabic
Sollanly Ortega	Teacher	MS	Spanish
Doris Pak	Teacher	IS	Korean
Jaritza Rojas	Teacher	S2	Spanish
Yiting Zhou	Teacher	HS	Chinese Mandarin

14P	<p>THEREFORE BE IT RESOLVED, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves the following additional appointment of an Athletic Game Worker for the 2023-2024 school year, to be paid at the rate of \$55.00 per game.</p> <table><tr><td>Game Workers 2023/2024 (Gate Personnel, Crowd Control, Clock Operator, Site Manager, Announcer)</td></tr><tr><td>Victoria Corso</td></tr></table>	Game Workers 2023/2024 (Gate Personnel, Crowd Control, Clock Operator, Site Manager, Announcer)	Victoria Corso		
Game Workers 2023/2024 (Gate Personnel, Crowd Control, Clock Operator, Site Manager, Announcer)					
Victoria Corso					
<u>POLICY</u>					
1POL	<p>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: <i>Attachment: <u>2023-11-20 SECOND READING</u></i></p> <table><tr><th>Policy/Reg No.</th><th>Topic</th></tr><tr><td>P 9130</td><td>Public Complaints and Grievances (Revised)</td></tr></table>	Policy/Reg No.	Topic	P 9130	Public Complaints and Grievances (Revised)
Policy/Reg No.	Topic				
P 9130	Public Complaints and Grievances (Revised)				

OLD BUSINESS

NEW BUSINESS

ADJOURNMENT

RESPECTFULLY SUBMITTED,

Dina Messery

Dina Messery
SCHOOL BUSINESS ADMINISTRATOR/BOARD SECRETARY