

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

**MINUTES**

**PUBLIC BUSINESS MEETING AGENDA  
Monday, November 6, 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 Mrs. Richter.

**PUBLIC ANNOUNCEMENT**

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

**ROLL CALL**

**Present:** Ms. Elisa Cho (*virtual*), Mrs. Kim Curry, Dr. Catherine Golfinopoulos, Mr. Kacy Knight (*virtual*), 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

**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, 9-0.

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

MOTION by Ms. Morell seconded by Mrs. Richter at 7:45 p.m.

The motion carried unanimously upon voice vote, 9-0.

**WALK-IN RESOLUTION:**

Ms. Colbath read Walk-in Resolutions items #3B and #4B relating to residency ineligibility.

**REPORT OF THE SUPERINTENDENT OF SCHOOLS**

Dr. Kravitz shared that the Lewis F. Cole Intermediate School's staff and administration are proud to be prioritizing independent reading to support student development by launching our **Reading is Out of This World** program. This is a multi-faceted initiative that begins with incorporating 20 minutes of independent reading in all ELA classrooms at least twice a week. Students will have the option of borrowing books from teacher's classroom libraries, or bringing in their own. With each book read, students will also be encouraged to complete and submit a "book cover" which will feature a design that includes; title, author, synopsis, rating, and review. Each "book cover" submitted will be displayed in our "Galaxy of Reviews" hallway on the first floor for all to see. As a further incentive, students who complete three "book covers" will receive a special Book Vending Machine Coin. This book vending machine was purchased by the district and is now thankfully filled due to the generous donation made by our current and last year's PTA. Students receiving the special coin will be able to visit the book vending machine and make a selection that offers them an opportunity to explore different genres, based on interest, outside of the curriculum. We hope that our efforts this school year will be an important step towards helping our students develop a lasting love of reading!"

Dr. Kravitz shared a big thank you to the families who came out for our first Special Education Parents Advisory Group (SEPAG) meeting of the year. It was a nice turn out and we look forward to our next meeting in December. Dr. Kravitz thanked Ms. Davis, Director of Special Services, for doing a great job organizing the meeting.

Dr. Kravitz also shared that the Fort Lee High School's Marching Band has won 2023 National Bands Group 5A champions. Congratulations to Mr. Welte and his entire staff and of course all of our musicians.

Dr. Kravitz introduced the two High School Student Representatives to share their respective updates of the activities at Fort Lee High School.

Dr. Kravitz introduced Mrs. Collazo-Baker and Ms. Drumgoole to present the Academic Assessments. This is a daunting task, and thanked the team for doing a great job preparing the Academic Assessments presentation.

Dr. Kravitz reminded everyone that November 11th is Veterans Day, and to please remember to thank all of our Veterans

Dr. Kravitz shared two logistical updates:

- 1) We are working with our architects constantly contacting the NJ State Department of Environmental Protection for final clearance to open our building at 308 Tom Hunter Road, and anticipate to receive clearance any day.
- 2) On tonight's agenda is a maternity leave replacement for our physics and chemistry class at the High School. We have a teacher who was hired two Board meetings ago and have a start date no later than December 1st. We do hope that our new hires will be released from their current district allowing them an earlier start date in our District.

**COMMITTEE REPORTS**

None.

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

Ms. Colbath thanked our donors for their generous donations.

Ms. Colbath acknowledged Demba Mane, Custodian at School 2, resignation and that it will be a great loss for our District. Ms. Colbath then acknowledged Nadine Cerny's retirement after 28 years of dedicated service, and congratulated her on her retirement.

Dr. Kravitz addressed all concerns and questions.

Ms. Colbath apologized for returning late to the Public Session because the residency hearing took longer than anticipated.

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

MOTION by Ms. Stassou, seconded by Mrs. Curry to open the floor to the public, 8:35 p.m.

MOTION carried unanimously upon voice vote, 9-0.

Public comments and questions included congratulating the District's educators on a great job teaching our students which is reflected by the Academic Assessments scores; shared the seminar held in the High School for the 11<sup>th</sup> grade parents on how to get your child into college was amazing and valuable information was provided; excited that Miriam Lockhart will be teaching at School #1; clarification of the Tom Hunter Road renovations noted in item #3B&G on tonight's agenda; disappointment that it took so long to organize the SEPAC committee and how beneficial SEPAC meetings can be for the parents with children with IEPs; inquiry if the 18-21 years program was in existence prior to the opening of the Tom Hunter Road building; suggested a ribbon cutting ceremony when the Tom Hunter Road building is cleared to open; a student expressed an interest in the High School establishing a ski team; thanked the Board members for their hard work during the upcoming election; clarification if the PTA's function outside the Board of Education, and if the PTA can function independently from one another; very dissatisfied that diet drinks and sugar drinks are offered in the schools; congratulated the High School Marching Band for a job well done; very sad Dembe Mane has resigned from the District; very pleased with the Academic Assessment Scores and is the District looking into options for different programs to keep the students on an upward academic trend; grateful for the ongoing communications from Ms. Davis and Ms. Drumgoole; special thanks to all the volunteers who worked on the track field which is available to the community, what is the protocol to make the track field more accessible to the community, and how long do the lights remain on in the evening.

Dr. Kravitz and Mrs. Messery addressed all questions and concerns.

MOTION by Mr. Rubino seconded by Ms. Stassou to close the floor to the public, 9:23 p.m.

MOTION carried unanimously upon voice vote, 9-0.

**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="padding-left: 40px;">Public Business Meeting Minutes    October 16, 2023 Private Executive Meeting Minutes    October 16, 2023</p>		
<b>2B</b>	<p><b>WHEREAS</b>, 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><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>		
<b>3B</b> <b>Walk-in</b>	<p><b>THEREFORE BE IT RESOLVED</b>, that the Fort Lee Board of Education hereby:</p> <ul style="list-style-type: none"> <li>• <b>disenrolls the following non-resident student(s) from the Fort Lee Public Schools.</b></li> </ul> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="text-align: center;">STUDENT ID #</td> </tr> <tr> <td style="text-align: center;"><b>7648859746 (FLES1, Gr.1)</b></td> </tr> </table>	STUDENT ID #	<b>7648859746 (FLES1, Gr.1)</b>
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<p><b>4B</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>• <b>disenrolls the following non-resident student(s) from the Fort Lee Public Schools.</b></li> </ul> <table border="1" data-bbox="583 436 1169 562" 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;"><b>3038598309 (FLES1, Gr.3)</b></td> </tr> </table>	<b>STUDENT ID #</b>	<b>3038598309 (FLES1, Gr.3)</b>
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	<p>MOTION by Ms. Morell, seconded by Mr. Rubino, that the Fort Lee Board of Education approves items #1B and #4B.</p> <p>MOTION carried upon roll call, 9-0 for item #1B; and 8-1-0 for item #2B as Ms. Morell dissented; and 7-2-0 for items #3B and #4B as Ms. Morell and Ms. Stassou dissented.</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 recommendation of the Superintendent authorizes the <b>amended continued use of alternate methods of compliance of Toilet Room facilities at the following elementary schools, for the 2023-2024 school year.</b></p> <p style="text-align: center;"><b>School No. 3      Rooms 111 and 121</b></p>		
<p><b>2B&amp;G</b></p>	<p><b>THEREFORE BE IT RESOLVED</b>, that the Fort Lee Board of Education, <b>approves the submission of the Application for Dual Use of Educational Space at Elementary School #3 in room #119, for the 2023-2024 school year.</b> <i>Attachment:</i> <a href="#"><u>DUAL USE OF EDUCATIONAL SPACE APPLICATION</u></a></p>		

<p><b>3B&amp;G</b></p>	<p><b>THEREFORE BE IT RESOLVED</b>, that the Fort Lee Board of Education, <b>approve the purchases for Hunterdon County Co-op #HCESC-SER-20F, PO #24-00992 Northeastern Interiors, for Tom Hunter Road Renovations.</b></p> <table border="1" data-bbox="602 426 1149 783"> <tr> <td>Original Contract</td> <td>\$211,045.00</td> </tr> <tr> <td>Change Order #1</td> <td>(\$51,017.90)</td> </tr> <tr> <td>Change Order #2</td> <td>\$1,640.00</td> </tr> <tr> <td><b>Adjusted Contract Cost</b></td> <td><b>\$161,667.10</b></td> </tr> </table>	Original Contract	\$211,045.00	Change Order #1	(\$51,017.90)	Change Order #2	\$1,640.00	<b>Adjusted Contract Cost</b>	<b>\$161,667.10</b>
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<p><b>4B&amp;G</b></p>	<p><b>WHEREAS</b>, the Fort Lee Board of Education (the “Board”), a local board of education duly organized and existing under the laws of the State of New Jersey, solicited bids for the construction of a facility for the High School Shop &amp; Training Project (“Project”); and</p> <p><b>WHEREAS</b>, the budget for the Project was \$708,750.00 for construction, architectural fees and equipment; and</p> <p><b>WHEREAS</b>, bids were received on October 11, 2023, and all bids exceeded the budget amount for construction alone; and</p> <p><b>WHEREAS</b>, in accordance with the provisions of N.J.S.A. 18A:18A-22, the Board may reject all bids when the lowest bid exceeds the Board’s appropriations for the provision of the performance of the goods and services for which bids were solicited; and</p> <p><b>NOW, THEREFORE, BE IT RESOLVED</b> that the Fort Lee Board of Education reject all bids for the Project.</p>								
	<p>MOTION by Ms. Morell, seconded by Mr. Rubino, that the Fort Lee Board of Education approves items #1B&amp;G through #4B&amp;G.</p> <p>MOTION carried unanimously upon roll call vote, 9-0.</p>								

<u><b>CURRICULUM</b></u>													
<b>1CUR</b>	<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:</i> <a href="#"><u>2023-11-06 CLASS TRIPS</u></a>												
<b>2CUR</b>	<p><b>THEREFORE BE IT RESOLVED</b>, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves the following <b>out-of-district placements</b> for the 2023-2024 school year:</p> <table border="1" data-bbox="277 579 1472 722"> <thead> <tr> <th colspan="4"><u><b>OUT-OF-DISTRICT PLACEMENTS</b></u></th> </tr> <tr> <th><b>Student</b></th> <th><b>Placement</b></th> <th><b>Dates</b></th> <th><b>Tuition/Costs</b></th> </tr> </thead> <tbody> <tr> <td>6634300938</td> <td>The Valley Program-Access Demarest, NJ</td> <td>10/16/2023-6/30/2024</td> <td>Annual tuition cost of \$78,039.00, prorated to \$67,200.25 (155 days @ \$433.55 per diem). Transportation cost prorated to \$66,340 (155 days @ \$428.00 per diem).</td> </tr> </tbody> </table>	<u><b>OUT-OF-DISTRICT PLACEMENTS</b></u>				<b>Student</b>	<b>Placement</b>	<b>Dates</b>	<b>Tuition/Costs</b>	6634300938	The Valley Program-Access Demarest, NJ	10/16/2023-6/30/2024	Annual tuition cost of \$78,039.00, prorated to \$67,200.25 (155 days @ \$433.55 per diem). Transportation cost prorated to \$66,340 (155 days @ \$428.00 per diem).
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<b>3CUR</b>	<b>THEREFORE BE IT RESOLVED</b> , that the Fort Lee Board of Education, upon recommendation of the Superintendent, <b>approves Discovery Education, Inc. agreement to provide student licenses for the 2023-2024 school year at a cost not to exceed \$4,950.00</b> , to be charged to Account #11-190-100-610-00-CUR. <i>Attachment:</i> <a href="#"><u>DISCOVERY EDUCATION, LLC. AGREEMENT 2023-2024</u></a>												
	<p>MOTION by Mrs. Richter, seconded by Ms. Morell, that the Fort Lee Board of Education approves items #1CUR through #3CUR.</p> <p>MOTION carried unanimously upon roll call vote, 9-0.</p>												
<u><b>FINANCE</b></u>													
<b>1F</b>	<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 September 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-SEPTEMBER 2023</u></a> ; <a href="#"><u>TREASURER'S REPORT-SEPTEMBER 2023</u></a>												
<b>2F</b>	<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 September 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 ITEM TRANSFERS-SEPTEMBER 2023</u></a>												

3F	<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 \$2,476,573.68 for November 2023 checks.</b> <i>Attachment:</i> <a href="#"><u>2023-11-06 BILLS LIST</u></a></p>																				
4F	<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 Cafeteria bills list in the amount of \$115,775.38 for November 2023 checks. <i>Attachment:</i> <a href="#"><u>2023-11-06 CAFETERIA BILLS LIST</u></a></p>																				
5F	<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 \$7,371.00 for November 2023 checks.</b> <i>Attachment:</i> <a href="#"><u>2023-11-06 ATHLETICS BILLS LIST</u></a></p>																				
6F	<p><b>THEREFORE BE IT RESOLVED</b>, that the Board of Education, upon recommendation of the Superintendent, accepts the following <b>donations</b>:</p> <table border="1" data-bbox="277 907 1471 1383"> <thead> <tr> <th colspan="4" data-bbox="277 907 1471 999" style="text-align: center;"><u><b>DONATIONS</b></u></th> </tr> <tr> <th data-bbox="277 999 683 1087">Item</th> <th data-bbox="683 999 927 1087">Amount/ Estimated Value</th> <th data-bbox="927 999 1159 1087">Donor</th> <th data-bbox="1159 999 1471 1087">On Behalf Of</th> </tr> </thead> <tbody> <tr> <td data-bbox="277 1087 683 1186">Approximately 30 coupons for a free donut and drink</td> <td data-bbox="683 1087 927 1186" style="text-align: center;">\$300.00</td> <td data-bbox="927 1087 1159 1186" style="text-align: center;">Glaze Donuts 2151 Lemoine Ave, Fort Lee</td> <td data-bbox="1159 1087 1471 1186" style="text-align: center;">High School student incentive programs</td> </tr> <tr> <td data-bbox="277 1186 683 1285">1000 coupons for 1 free sub</td> <td data-bbox="683 1186 927 1285" style="text-align: center;">\$8,000.00</td> <td data-bbox="927 1186 1159 1285" style="text-align: center;">Jersey Mike's 2151 Lemoine Ave, Fort Lee</td> <td data-bbox="1159 1186 1471 1285" style="text-align: center;">High School student incentive programs</td> </tr> <tr> <td data-bbox="277 1285 683 1383">Buy one get one free coupons</td> <td data-bbox="683 1285 927 1383" style="text-align: center;">\$7,200.00</td> <td data-bbox="927 1285 1159 1383" style="text-align: center;">Hey Yogurt 515 Main St., Fort Lee</td> <td data-bbox="1159 1285 1471 1383" style="text-align: center;">High School student incentive programs</td> </tr> </tbody> </table>	<u><b>DONATIONS</b></u>				Item	Amount/ Estimated Value	Donor	On Behalf Of	Approximately 30 coupons for a free donut and drink	\$300.00	Glaze Donuts 2151 Lemoine Ave, Fort Lee	High School student incentive programs	1000 coupons for 1 free sub	\$8,000.00	Jersey Mike's 2151 Lemoine Ave, Fort Lee	High School student incentive programs	Buy one get one free coupons	\$7,200.00	Hey Yogurt 515 Main St., Fort Lee	High School student incentive programs
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<p><b>7F</b></p>	<p><b>THEREFORE BE IT RESOLVED</b>, that the Fort Lee Board of Education, upon recommendation of the Superintendent, <b>approves renewing the following agreements/contracts for the Fort Lee School District’s 2023-2024 school year.</b> <i>Attachment:</i> <a href="#"><u>AGREEMENTS 2023-2024</u></a></p> <table border="1" data-bbox="456 426 1297 751"> <tr> <th style="background-color: #d9e1f2;"><b>AGREEMENT RENEWALS FOR 2023-2024</b></th> </tr> <tr> <td>BERGEN COUNTY SPECIAL SERVICES SCHOOL DISTRICT - Hospital Instruction</td> </tr> <tr> <td>EXERTECH, LLC</td> </tr> <tr> <td>GENESIS EDUCATIONAL SERVICES</td> </tr> <tr> <td>INTRADO d/b/a SchoolMessenger</td> </tr> <tr> <td>TRANSLATION SERVICE AGREEMENT</td> </tr> </table>	<b>AGREEMENT RENEWALS FOR 2023-2024</b>	BERGEN COUNTY SPECIAL SERVICES SCHOOL DISTRICT - Hospital Instruction	EXERTECH, LLC	GENESIS EDUCATIONAL SERVICES	INTRADO d/b/a SchoolMessenger	TRANSLATION SERVICE AGREEMENT
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<p><b>8F</b></p>	<p><b>THEREFORE BE IT RESOLVED</b>, that the Fort Lee Board of Education, upon recommendation of the Superintendent, accepts <b>Real Inspiration, Inc., to provide Stand For Something, two assemblies to grades 10 and 12 on November 13, 2023, at a fee of \$3,800.00. Fort Lee Public Schools will pay \$1,800.00 with the remaining \$2,000.00 being paid by the Borough of Fort Lee.</b> The purpose of the presentation is to support a culture of connection, empathy, success for all students, value, inclusiveness, appreciation and respect on our campus. <i>Attachment:</i> <a href="#"><u>REAL INSPIRATION, INC. CONTRACT</u></a></p>						
<p><b>9F</b></p>	<p><b>THEREFORE BE IT RESOLVED</b>, that the Fort Lee Board of Education, upon recommendation of the Superintendent, <b>accepts the 4M Consulting Group, LLC, contract to provide personnel services for the 2023-2024 school year.</b> <i>Attachment:</i> <a href="#"><u>4M CONSULTING, LLC. CONTRACT</u></a></p>						
<p><b>10F</b></p>	<p><b>THEREFORE BE IT RESOLVED</b>, that the Fort Lee Board of Education, upon recommendation of the Superintendent, accepts <b>CKL 3 Hearts., to provide an assembly for grade 8 on November 16, 2023, at a cost of \$1,800.00, Account # 11-000-218-320-00-000.</b> The purpose of the presentation is to support a culture of connection, empathy, perseverance, inclusiveness, and appreciation in our schools. <i>Attachment:</i> <a href="#"><u>CKL 3 HEARTS</u></a></p>						

<p><b>11F</b></p>	<p><b>THEREFORE BE IT RESOLVED</b>, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves the <b>following Related Service Providers for the 2023-2024 school year</b>. <i>Attachment:</i> <a href="#"><u>RELATED SERVICE PROVIDERS</u></a></p> <table border="1" data-bbox="586 422 1166 667" style="margin-left: auto; margin-right: auto;"> <tr> <td style="text-align: center;"><b>Related Services Providers Agreements</b></td> </tr> <tr> <td style="text-align: center;">Lighthouse ABA Therapy</td> </tr> <tr> <td style="text-align: center;">CCBH Inc</td> </tr> <tr> <td style="text-align: center;">Garden State AAC Specialists</td> </tr> </table>	<b>Related Services Providers Agreements</b>	Lighthouse ABA Therapy	CCBH Inc	Garden State AAC Specialists
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<p><b>12F</b></p>	<p><b>WHEREAS</b>, on Friday, August 18, 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 English Language Arts and Math Tutoring Services to Fort Lee Public School Students grades 2 through 6; for the period of November 6, 2023 through August 31, 2024, at a cost not to exceed \$49.00 per hour, per small group, <b>to be funded through the ARP ESSER grants, Account # 20-487-100-300-00-000</b>. This resolution supersedes Resolution No. 33699 dated October 2, 2023. <i>Attachment:</i> <a href="#"><u>ENGLISH LANGUAGE AND MATH TUTORING SERVICES AGREEMENT</u></a></p>				
<p><b>13F</b></p>	<p><b>THEREFORE BE IT RESOLVED</b>, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves the attached proposal for <b>Dr. Sharon Amato to serve as a Substitute Principal/Administrator</b>, effective November 7, 2023 at a per diem rate not to exceed \$550/day during the 2023-2024 school year. <i>Attachment:</i> <a href="#"><u>MINDFUL LEADERSHIP CONSULTANTS LLC CONTRACT</u></a></p>				

MOTION by Mrs. Curry, seconded by Ms. Morell, that the Fort Lee Board of Education approves items #1F through #13F.

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: [2023-11-06 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 Nadine Cerny, as a 12 Month Secretary at the Child Study Team, after dedicating 28 years of service to the district, effective March 1, 2024.**

**3P** **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>
Demba Mane	Custodian	S2	12/1/2023
Suzy Oh	Leave Replacement Teacher	S1	12/1/2023

Effective date is 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>
Amanda	Fagan	PT Paraprofessional (.83)	S3 amended location	04-9101-20	\$21,783.00 prorated Step 1, ND	10/25/23 amended
Kayla	Im	School Nurse	S2 Annex	02-3114-09	\$61,075.00 prorated	11/27/23
Seul Woo	Lee	PT Paraprofessional (.83) - Music	S1	01-9101-73	\$25,079.00 prorated Step 1/Deg	11/20/23
Miriam	Lockhart	Teacher - Band	S1	01-2100-14	\$210.00 per day up to 3 days per week	11/13/23
Viclissa	Trinidad	PT Paraprofessional (.83)	S2	02-9101-65	\$21,783.00 prorated Step 1/ND	11/6/23 amended
Stephanie	Williams	Speech Language Specialist	S3	03-3120-07	\$113,128.00 Step 16a/MA+60 prorated, amended	11/13/23

**5P**

**THEREFORE BE IT RESOLVED**, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves the following **additional staff transfer** during the 2023-2024 school year.

<b>Name</b>	<b>From Location</b>	<b>From Position</b>	<b>To Location</b>	<b>To Position</b>	<b>Salary Change</b>	<b>Effective Date</b>
Khadija Bahosse	MS	FT Paraprofessional	IS	FT Paraprofessional	N/A	10/23/23

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>								
<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>
Georges Barreto- Sierra	Bus Driver	CO	Medical	New	12/6/23 - 1/12/24	1/13/24 - 3/1/24	N/A	3/4/24
Lauren Carney	Speech	S1	Maternity	Amend	5/31/23 - 6/21/23	9/1/23 -	9/1/23 - 2/29/24	3/1/24
Carolyn Delucca	Grade 2 Teacher	S3	Medical	New	10/30/23 - 12/1/23	N/A	N/A	12/4/23
Lisandra Hernandez	Music Teacher	S1	Medical	Amend	9/21/23 - 11/17/23	N/A	N/A	11/20/23
Giana Iafelice	Grade 3 Teacher	S4	Maternity	New	4/8/24 - 5/17/24	5/20/24 - 2/28/25	3/1/25- 6/30/25	9/1/25
Brittany Lodato	Math Teacher	HS	Maternity	Amend	11/21/23 - 1/15/24	1/16/24 - 6/30/24	N/A	9/1/24
Sally Macaluso	PreK Special Ed	S2	Maternity	Amend	10/23/23 - 12/19/23	12/20/23 - 3/26/24	3/27/24 - 6/30/25	9/1/25
Katherine McArdle	LAL 7-8 Teacher	MS	Medical	Amend	9/18/23 - 10/10/23	N/A	N/A	10/11/23
Janine Mendoza	Grade 2 Teacher	S1	Maternity	New	3/4/24 - 4/17/24	4/18/24 - 9/30/24	10/1/24 - 6/30/24	9/1/24
Jane Mun	Grade 4 Teacher	S2	Maternity	New	3/11/24 - 5/7/24	5/7/24 - 6/30/24	N/A	9/1/24
Suzy Oh	Leave Replacement Teacher	S1	Personal	New	N/A	N/A	10/16/23 - 10/27/23	10/30/23
Ashley Rice	9-12 ELA Strategies Teacher	HS	Maternity	New	11/29/23 - 1/5/24	N/A	1/6/24 - 6/30/24-	9/1/24
Janue Vargas	Music Teacher	MS	Medical	Amend	10/9/23 - 10/31/23	N/A	N/A	Rescind LOA
Joseph Viola	Security	IS	Medical	New	N/A	N/A	10/7/23 - 10/27/23	10/30/23
Clara Walden	Grade 2 Teacher	S2	Maternity	New	2/12/24 - 4/12/24	4/15/24 - 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:

<u>LEAVE REPLACEMENTS</u>					
Name	Grade/ Subject	Loc	Salary	Effective Dates	Reason for opening
Andrea Erde	BSI	HS	\$59,875.00 prorated	11/27/23 - 6/3/24	Ashley Rice
Natalie Khatchadourian	Social Worker	IS (amended)	\$63,275.00 prorated Long Term Leave Replacement for Ed Services	10/18/23 - 2/2/24	Sarah Katz
Lacme Iusein	Spec Ed PK	S2	\$59,875.00 prorated	11/13/23- 6/30/24	Sally Macaluso
Glenn Jacobs	Chemistry/ Physics	HS	\$59,875.00 prorated	11/14/23 - 6/30/24	Tahreen Chowdhury
Peggy Kalfaian	Spec Ed PK	S2	\$59,875.00 prorated	11/13/23 - 6/30/24	Lesley Giordano

**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 2023-2024 school year:

<u>SUBSTITUTES</u>
Amanda Oumiya - Teacher Bridget Duffy - Teacher

**9P**

**THEREFORE BE IT RESOLVED**, that the Fort Lee Board of Education, upon recommendation of the Superintendent, to amend the resolutions approved on September 5, 2023 and September 18, 2023 for the stipends of \$6,500, for teaching staff members assigned to **teach a sixth period** at Lewis F. Cole Middle School for the 2023-2024 school year:

<b>6th Period Stipends</b>			
<b>Lewis F. Cole Middle School</b>			
<b>First Name</b>	<b>Last Name</b>	<b>Department</b>	<b>Dates</b>
Gene	Fusco	Special Education Math	9/1/23 to 12/31/23
Rachael	Harris	Special Education Math	9/1/23 to 12/31/23
Ellen	Murphy	Special Education Social Studies	9/1/23 to 12/31/23
Amnah	Taha	Special Education Study Skills	9/1/23 to 12/31/23
Marjorie	O'Connell	Special Education Study Skills	9/1/23 to 12/31/23

**10P**

**THEREFORE BE IT RESOLVED**, that the Fort Lee Board of Education, upon recommendation of the Superintendent, to approve the temporary stipends of \$6,500, for teaching staff members assigned to **teach a sixth period** at Lewis F. Cole Middle School during the 2023-2024 school year:

<b>6th Period Stipends</b>			
<b>Lewis F. Cole Middle School</b>			
<b>First Name</b>	<b>Last Name</b>	<b>Department</b>	<b>Dates</b>
Mark	Hanley	Study Skills	11/16/23 to 12/21/23
Jillian	Reicherz	Study Skills	11/16/23 to 12/21/23
Michele	Sabella	Special Education Science	11/7/23 to 1/30/23

**11P**

**THEREFORE BE IT RESOLVED**, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves the appointment of **additional Home Instructors** for the 2023-2024 school year as follows:

Additional Home Instructor 2023-2024		
Name	Certification Area(s)	Rate
Angela Floratos	All Subjects - K-6	\$45.00/hour
Gene Fusco	Elementary- Special Education & Language Arts	\$45.00/hour



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>
Kimberly Bouchard	Yarn Club	MS	A	\$2,126.00
Todd Church	Recreation Coordinator	MS	N/A	\$31.31/hr. Not to exceed \$6,002.00 (approx. 192 hours).
Oleg Rutkovsky	Assistant Orchestra Director - HS	HS	\$55.13/hr. not to exceed 25 hrs.= \$1,378.25	\$55.13/hr. not to exceed 25 hrs.= \$1,378.25
Robin Lee	Musical Director Spring Musical	HS	A	\$2,126.00
Michelle Jackson Saul	Black Student Alliance Club Co-Advisor	HS	A	\$1,063.00
Melissa Rosen	African American Club Co-Advisor	HS	A	\$1,063.00
Kathryn Hetman	Art Honor Society	HS	A	\$2,126.00
Priscilla Yoon	Asian Club Co-Advisor	HS	A	\$1,063.00
Calogero Pagano	Asian Club Co-Advisor	HS	A	\$1,063.00
Harry Welte	Assistant Choral Director - HS	HS	A	\$2,126.00
Douglas Walden	Camera Club	HS	A	\$2,126.00
Suzanne Elkhechen	CAS Coordinator [IB]	HS	A	\$2,126.00
Gary Glebas	Computer Club - HS	HS	A	\$2,126.00
Thomas Atkinson	STEAM Club Advisor	HS	C	\$4,754.00
William Straub	Student Council Co-Advisor	HS	D	\$3,163.50
Kelly Horton	Student Council Co-Advisor	HS	D	\$3,163.50
Douglas Walden	Chess Club Advisor	HS	\$45.00 per hour not to exceed \$2,000	\$2,000.00
Stephen Wolowitz	Environmental Club - HS	HS	A	\$2,126.00
Kellie Lane	Freshman Class Advisor	HS	A	\$2,126.00
Jessica Bijari	Future Teachers of America	HS	A	\$2,126.00
Sophia Karabatsos	Greek Club	HS	A	\$2,126.00
Jessica Bijari	Hebrew Club	HS	A	\$2,126.00
Christopher DellaFave	Interact Club Advisor	HS	A	\$2,126.00
Jodi Schultz-Etra	International Thespian Society	HS	A	\$2,126.00
Cinzia Bernardo	Italian Club/Italian Honor Society Co-Advisor	HS	A	\$1,063.00
Francesca Marotta-Baccan	Italian Club/Italian Honor Society Co-Advisor	HS	A	\$1,063.00
Suzanne Elkhechen	Key Club	HS	A	\$2,126.00

Suzanne Elkhechen	Mock Trial	HS	A	\$2,126.00
Mateusz Pokoj	Model UN Club	HS	A	\$2,126.00
Jessica Bijari	National Honor Society Co-Advisor	HS	A	\$1,063.00
Priscilla Yoon	National Honor Society Co-Advisor	HS	A	\$1,063.00
Reina Proto	Peer Outreach Service Team (POST) Co-Advisor	HS	A	\$1,063.00
Nicole Clark	Peer Outreach Service Team (POST) Co-Advisor	HS	A	\$1,063.00
Nicole Pacciani	Pioneer Business Advisor	HS	A	\$2,126.00
Robin Lee	Pit Orchestra Director/Spring Musical	HS	A	\$2,126.00
Diana Ladd	PRISM Advisor - HS	HS	A	\$2,126.00
Miranda Jurgenson	Sophomore Class Advisor	HS	A	\$2,126.00
Suzanne Elkhechen	Spanish Club - HS Advisor	HS	A	\$2,126.00
Harry Welte	Tri-M Music Honors Society	HS	A	\$2,126.00
Jodi Schultz-Etra	Stage Director/Spring Musical	HS	A + \$2,00.00	\$4,126.00
Giuseppa Maceri	Academy of Finance Coordinator	HS	B	\$3,161.00
Giuseppa Maceri	Academy of Finance Internship Director	HS	B	\$3,161.00
Jodi Schultz-Etra	Academy of Theater Arts Coordinator	HS	B	\$3,161.00
Priscilla Yoon	Fort Lee-der Advisor	HS	A	\$2,126.00
Christopher DellaFave	Junior Class Co-Advisor	HS	B	\$1,580.50
Marcia Leon	Junior Class Co-Advisor	HS	B	\$1,580.50
Angela Johnson	Math League - HS	HS		
Kelly Horton	SADD Advisor - HS Co-Advisor	HS	B	\$1,580.50
William Straub	SADD Advisor - HS Co-Advisor	HS	B	\$1,580.50
Patricia Konstantinova	Science League - HS	HS	B	\$3,161.00
Suzanne Elkhechen	Speech & Debate	HS	B	\$3,161.00
Brandon Barron	Voice (Art and Layout)	HS	B (1/2 stipend)	\$1,580.50
Brandon Barron	Voice (Literary)	HS	B (1/2 stipend)	\$1,580.50
Christopher DellaFave	Future Business Leaders of America	HS	C	\$4,754.00
Jodi Schultz-Etra	Pre-IB Coordinator	HS	C	\$4,754.00
Nicole Pacciani	Senior Class Co-Advisor	HS	C	\$2,377.00
Priscilla Yoon	Senior Class Co-Advisor	HS	C	\$2,377.00
Eldric Etra*	Technical Theater Director	HS	C	\$4,754.00
Nicole Pacciani	Yearbook Advisor (Pioneer Production Advisor)	HS	C	\$4,754.00
Kenneth Korlishin*	Assistant Band Director-HS	HS	D	\$6,327.00

Joseph Picone	Chorus Director - HS	HS	D	\$6,327.00
Harry Welte	Circle the Arts Coordinator-Performing Arts	HS	D	\$6,327.00
Jodi Schultz-Etra	Fall Play Director	HS	D	\$6,327.00
Eldric Etra*	Guard/Winter Guard Director	HS	D	\$6,327.00
Brandon Barron	IB Coordinator	HS	D	\$6,327.00
Mary Stephenson	Orchestra Director - HS	HS	D	\$6,327.00
Harry Welte	Band Director - HS	HS	D + \$800	\$7,127.00
Harry Welte	Marching Band Director	HS	HeadCoach Class II/Step 2	\$8,975.00
Justin Picache	Teen PEP Co-Advisor	HS	N/A	\$755.00
Brianna Mattesich	Teen PEP Co-Advisor	HS	N/A	\$755.00
Lilian Malaeb*	Theatre - Costumer	HS	N/A	\$1,250.00
Kevin Burton*	Theater - Producer	HS	N/A	\$1,000.00
Eldric Etra*	Theatre - Play Choreographer	HS	N/A	\$1,250.00

\*Out-of-District

<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 following staff members for <b>District sponsored After-School Extra Curricular Activities during the 2023-2024 school year</b>, based upon IEPs, on an as needed basis:</p> <table border="1" data-bbox="277 422 1417 611"> <thead> <tr> <th><u>Names</u></th> <th><u>Assignment</u></th> <th><u>Extra Compensation</u></th> <th><u>Account #</u></th> </tr> </thead> <tbody> <tr> <td>Leonard Braun</td> <td>Extracurricular Paraprofessional for After-School Activities</td> <td>\$30.00 per hour</td> <td>11-000-217-100-00-000</td> </tr> <tr> <td>Sangeeta Jain</td> <td>Extracurricular Paraprofessional for After-School Activities</td> <td>\$30.00 per hour</td> <td>11-000-217-100-00-000</td> </tr> </tbody> </table>	<u>Names</u>	<u>Assignment</u>	<u>Extra Compensation</u>	<u>Account #</u>	Leonard Braun	Extracurricular Paraprofessional for After-School Activities	\$30.00 per hour	11-000-217-100-00-000	Sangeeta Jain	Extracurricular Paraprofessional for After-School Activities	\$30.00 per hour	11-000-217-100-00-000
<u>Names</u>	<u>Assignment</u>	<u>Extra Compensation</u>	<u>Account #</u>										
Leonard Braun	Extracurricular Paraprofessional for After-School Activities	\$30.00 per hour	11-000-217-100-00-000										
Sangeeta Jain	Extracurricular Paraprofessional for After-School Activities	\$30.00 per hour	11-000-217-100-00-000										
<p><b>14P</b></p>	<p><b>THEREFORE BE IT RESOLVED</b>, that the Fort Lee Board of Education, upon recommendation of the Superintendent, <b>approves the Bridgeman Believe Mentor Program, at an hourly rate of \$55.00 for the 2023-2024 school year, using account #20-280-200-100-00-000.</b></p> <table border="1" data-bbox="613 894 1138 1442"> <thead> <tr> <th><b>Bridgeman Believe Mentor Program</b></th> </tr> </thead> <tbody> <tr><td>Yiting Zhou</td></tr> <tr><td>Fathia Balgahoom</td></tr> <tr><td>Kellie Lane</td></tr> <tr><td>Julieth Colorado</td></tr> <tr><td>Kristie Han</td></tr> <tr><td>Jonathan Melendez</td></tr> <tr><td>Brianna Mattessich</td></tr> <tr><td>Nicole Pacciani</td></tr> <tr><td>Kelly Horton</td></tr> </tbody> </table>	<b>Bridgeman Believe Mentor Program</b>	Yiting Zhou	Fathia Balgahoom	Kellie Lane	Julieth Colorado	Kristie Han	Jonathan Melendez	Brianna Mattessich	Nicole Pacciani	Kelly Horton		
<b>Bridgeman Believe Mentor Program</b>													
Yiting Zhou													
Fathia Balgahoom													
Kellie Lane													
Julieth Colorado													
Kristie Han													
Jonathan Melendez													
Brianna Mattessich													
Nicole Pacciani													
Kelly Horton													

<p><b>15P</b></p>	<p><b>THEREFORE BE IT RESOLVED</b>, that the Fort Lee Board of Education, upon recommendation of the Superintendent, <b>authorizes the amended salary charged to Title I for Christina Murphy to reflect 83% of her salary for the 2023-2024 school year:</b></p> <table border="1" data-bbox="566 390 1183 508"> <thead> <tr> <th data-bbox="566 390 755 453">Name</th> <th data-bbox="755 390 902 453">Location</th> <th data-bbox="902 390 1183 453">Rate</th> </tr> </thead> <tbody> <tr> <td data-bbox="566 453 755 508">Christina Murphy</td> <td data-bbox="755 453 902 508">MS</td> <td data-bbox="902 453 1183 508">\$89,350.00 (83% of salary)</td> </tr> </tbody> </table>	Name	Location	Rate	Christina Murphy	MS	\$89,350.00 (83% of salary)
Name	Location	Rate					
Christina Murphy	MS	\$89,350.00 (83% of salary)					
<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 following <b>additional</b> appointments of <b>Athletic Game Workers for the 2023-2024 school year</b>, to be paid at the rate of \$55.00 per game. These people may work in the following capacities and will be reimbursed \$55.00 per event:</p> <table border="1" data-bbox="461 766 1287 1020"> <thead> <tr> <th data-bbox="461 766 1287 913"> <b>Game Workers 2023/2024</b>                      (Gate Personnel, Crowd Control, Clock Operator, Site Manager, Announcer)                 </th> </tr> </thead> <tbody> <tr> <td data-bbox="461 913 1287 966">Todd Church</td> </tr> <tr> <td data-bbox="461 966 1287 1020">Joseph Berlingo</td> </tr> </tbody> </table>	<b>Game Workers 2023/2024</b> (Gate Personnel, Crowd Control, Clock Operator, Site Manager, Announcer)	Todd Church	Joseph Berlingo			
<b>Game Workers 2023/2024</b> (Gate Personnel, Crowd Control, Clock Operator, Site Manager, Announcer)							
Todd Church							
Joseph Berlingo							
	<p>MOTION by Ms. Morell, seconded by Mrs. Richter, that the Fort Lee Board of Education approves items #1P through #16P.</p> <p>MOTION carried unanimously upon roll call vote, 9-0. Ms. Cho accepts #3P with regret.</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: <b><u>Attachment: 2023-11-06 FIRST READING</u></b></p> <table border="1" data-bbox="509 1556 1239 1629"> <thead> <tr> <th data-bbox="509 1556 699 1587">Policy/Reg No.</th> <th data-bbox="699 1556 1239 1587">Topic</th> </tr> </thead> <tbody> <tr> <td data-bbox="509 1587 699 1629">P 9130</td> <td data-bbox="699 1587 1239 1629">Public Complaints and Grievances (Revised)</td> </tr> </tbody> </table>	Policy/Reg No.	Topic	P 9130	Public Complaints and Grievances (Revised)		
Policy/Reg No.	Topic						
P 9130	Public Complaints and Grievances (Revised)						
	<p>MOTION by Mrs. Curry, seconded by Ms. Morell, that the Fort Lee Board of Education approves item #1POL.</p> <p>MOTION carried unanimously upon roll call vote, 9-0.</p>						

**OLD BUSINESS:**

None:

**NEW BUSINESS**

Ms. Cho commended Mrs. Collazo-Baker and Ms. Drumgoole on a job well done presenting the Academic Assessment Scores. Ms. Cho inquired if students are staying longer in the District how that might have an impact on the increase in our scores.

Ms. Cho inquired if the Board members can do a walk-through of the Tom Hunter Road building before it officially opens.

Ms. Cho shared that the Strings Program is wonderful, and that she is a strong supporter of music arts. Ms. Cho inquired how the admission process works for the elementary schools, what dictates the ratio of students that participate in the program, and if the program is equitable to all students if they choose to participate in the program.

Mr. Knight congratulated the Fort Lee High School Marching Band for an outstanding performance, and the Youth Council of Fort Lee for an extremely successful food drive.

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

**ADJOURNMENT**

MOTION by Mr. Rubino, seconded by Mrs. Richter, to adjourn, 9:32 p.m.

MOTION carried unanimously upon voice vote, 9-0.

**RESPECTFULLY SUBMITTED,**

*Dina Messery*

**Dina Messery  
Business Administrator/Board Secretary**

DM/toc / 11-16-23