

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

MINUTES

**PUBLIC BUSINESS MEETING AGENDA
Monday, March 18, 2024
Lewis F. Cole Intermediate School Cafetorium
and Zoom (virtual) Meeting**

CALL TO ORDER BY THE VICE PRESIDENT

The meeting was called to order at 6:35 p.m. by Board Vice President, Ms. Morell

FLAG SALUTE

The Flag Salute was led by Mr. Rubino

PUBLIC ANNOUNCEMENT

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

ROLL CALL

Present: Mrs. Tanya Byers-Kang, Ms. Paula Colbath, Mrs. Kim Curry, Mr. Kacy Knight, Mrs. Amy Ko-Tang, Mr. Douglas Lopez (*virtual*), Ms. Holly Morell, Mr. Michael Rubino, Mrs. Kristen Richter (*virtual -private session only*)

Also Present: Dr. Robert L. Kravitz, Mrs. Dina Messery, Mrs. Diane Collazo-Baker, Mrs. Lindita Agastra, Mr. Christopher Buggy, Board Attorney

Absent: None

EXECUTIVE SESSION

MOTION by Mrs. Curry seconded by Mrs. Byers-Kang at 6:38 p.m., to move into Executive Session.

MOTION carried unanimously upon voice vote, 9-0.

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

MOTION by Ms. Colbath seconded by Mrs. Curry at 6:57 p.m.

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

REPORT OF THE SUPERINTENDENT OF SCHOOLS

Dr. Kravitz congratulated Olivia Rhee, one of the 8th graders who happens to be the 8th grade North Regional Spelling BEE champion. She is now going to go to Washington, DC later in the year.

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

Ms. Messery, Business Administrator, will be presenting an overview of our Preliminary Budget.

Dr. Kravitz thanked the teachers and staff, and wished everyone an enjoyable Spring Break.

Mrs. Messery shared a comprehensive overview of the 2024-2025 Preliminary Budget Presentation. Mrs. Ko-Tang questioned if transportation services will be expanded, and inquired if there is a report or model that can help the District predict our student growth.

COMMITTEE REPORTS

Policy Committee: Chairperson Ms. Colbath shared that the committee met directly before Executive Session tonight and the main topic of discussion was Policy 5756 and developing different scenarios pertaining to students records, and student requests made to the teachers. She also shared that they met with the owner of Genesis to learn and understand the capabilities of the student information section. Ms. Colbath urged the community and Board members to establish an Ad Hoc Committee to include a medical professional, school personnel, Board members, community members, and parents to compare the revised policy to the original policy to see if some common ground and compromise can be reached. This request was originated by Mr. Knight, and now in the hands of President Richter.

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

Mrs. Ko-Tang thanked all the administrators, staff, and members of the public for sharing their comments and concerns regarding Policy 5756. It should clearly identify the differences in Policy 5756 and Policy 3319. Mrs. Ko-Tang strongly encouraged all to affirm Policy 5756 because Policy 3319 is not in compliance with the Law of Discrimination opening the District up to lawsuits. Mrs. Ko-Tang put forth a MOTION to rescind the abolishment of Policy 5756.

Mr. Knight shared that he has listened and heard the opinions of parents, students, and the public. He expressed his concerns regarding a section in Policy 3319, and strongly urged to table item #1POL and establish the Ad Hoc Committee that should be comprised of the Board, parents, professionals, and the community.

Ms. Colbath shared that the law firm she works for received an outrageous email filled with fallacies that was signed by the LGBTQ community, and how she was criticized for being on vacation for the Special meeting held on March 13th even though she attended virtually. Ms. Colbath shared that she hopes the Board can have a civilized discussion to achieve a thoughtful and respectful decision regarding the abolishment of Policy 5756.

President Richter firmly informed the Board members and the public that a decision must be made tonight as to whether Policy 5756 will remain in place or will be abolished. There have been a sufficient amount of public comments and Board discussions to vote on item #1POL tonight. President Richter shared that everyone is entitled to voice their opinion, but should do so in a respectful manner as displayed by the

High School students when they spoke at tonight's meeting.

Mrs. Collazo-Baker shared a detailed explanation of the Board of Education policy review procedures.

Mr. Knight made a MOTION to form an Ad Hoc/Standing committee to discuss the repeal of Policy 5756, seconded by Ms. Colbath.

MOTION carried upon roll call vote, 4-4-1, as Mrs. Ko-Tang, Mr. Lopez, Ms. Morell and Mr. Rubino dissented, and Mrs. Richter abstained. MOTION failed.

Mrs. Ko-Tang made a MOTION to rescind the Walk-in Resolution to abolish Policy 5756 that was presented at the March 4, 2024 Board meeting, seconded by Ms. Morell.

MOTION carried upon roll call vote, 6-2-1, as Ms. Colbath and Mr. Night dissented, and Mrs. Byers-Kang abstained. Motion carries.

Dr. Kravitz, Mrs. Collazo-Baker, and Mrs. Messery addressed Board members questions and comments.

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. Morell, seconded by Mrs. Ko-Tang to open the floor to the public, 8:33 p.m.

MOTION carried unanimously upon voice vote, 9-0.

Public comments and questions included congratulating the Board members on the vote not to abolish Policy 5756, and thanked the Board for listening to the LGBTQ voices. The Board and Administrators were thanked for all their hard work and heartfelt dedication. A public member shared how impressed she was on how President Richter handled tonight's meeting. The Board members and Mr. Jason Ruggiero were thanked for the countless hours they worked while patiently listening to the public's comments and concerns.

Additional public comments and questions included that LGBTQ students are at a higher risk to commit suicide, and parental involvement is the key to aid in the prevention; a parent shared that her son is her responsibility and it is disheartening to know that teachers and administrators can hide certain things from parents; expressed that parents should be the #1 caregiver and guardian of their children, not the teachers; teachers should share with parents things that are going on with their child especially if it is unsafe and unhealthy; Policy 5756 takes away parental rights; parents should be notified if their child shares with others that they are transgender; it is the fundamental right of parents to oversee the upbringing of their children, and the State's role should be to support and empower parents.

Public members further shared that they love their LGBTQ neighbors and community; it is acceptable for a child to find solace and trust in educators; Policy 5756 gives children the opportunity to explore and discover their own sexual identity; the Policy does not prevent parents from fostering a supportive, nurturing and open relationship with their child; a 14 year old student shared that some friends and/or parents are not accepting and Policy 5756 provides students protection; letters were read on behalf of LGBTQ students that expressed how children want to feel safe, secure and loved unconditionally regardless of their sexual orientation; teachers and/or counselor do not try to convert children but to support them.

Thanked Mrs. Messery for the very interesting Budget presentation, and is very pleased with the increase in State Aid; inquiry if there will be a Summer Bridge Program; recommendation that non-residents should be prohibited to speak at the Fort Lee Public Business meetings; explanation as to why the Board voted against the cultural professional development training for new teachers when there is a shortage of teachers; shared the benefits of utilizing a bike bus; and students expressed how people should be kind and cordial to one another regardless of peoples beliefs.

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

MOTION by Ms. Colbath seconded by Mrs. Byers to close the floor to the public, 10:58 p.m.

MOTION carried unanimously upon voice vote, 9-0.

RESOLUTIONS

<u>BOARD</u>	
1B	<p>THEREFORE BE IT RESOLVED, that the Fort Lee Board of Education, approves the following minutes:</p> <p style="text-align: center;">Public Business Meeting Minutes March 4, 2024 Private Executive Meeting Minutes March 4, 2024</p>
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.

<p>3B</p>	<p>THEREFORE BE IT RESOLVED, that the Fort Lee Board of Education, approves the participation of Board Members for Workshops as outlined below:</p> <table border="1" data-bbox="293 359 1472 1104"> <thead> <tr> <th data-bbox="293 359 656 457"><u>WORKSHOP</u></th> <th data-bbox="656 359 841 457"><u>BOARD MEMBER</u></th> <th data-bbox="841 359 1031 457"><u>DATE</u></th> <th data-bbox="1031 359 1274 457"><u>PLACE</u></th> <th data-bbox="1274 359 1472 457"><u>AMOUNT PER PERSON</u></th> </tr> </thead> <tbody> <tr> <td data-bbox="293 457 656 594">Garden State Coalition of Schools meeting</td> <td data-bbox="656 457 841 594">Paula Colbath</td> <td data-bbox="841 457 1031 594">Wednesday April 17, 2024</td> <td data-bbox="1031 457 1274 594">160 West State Street, Trenton, New Jersey</td> <td data-bbox="1274 457 1472 594">-0-</td> </tr> <tr> <td data-bbox="293 594 656 720">Governance III Training</td> <td data-bbox="656 594 841 720">Kimberly Curry</td> <td data-bbox="841 594 1031 720">Wednesday March 20, 2024</td> <td data-bbox="1031 594 1274 720">Virtual</td> <td data-bbox="1274 594 1472 720">-0-</td> </tr> <tr> <td data-bbox="293 720 656 846">Governance II Training</td> <td data-bbox="656 720 841 846">Kacy Knight</td> <td data-bbox="841 720 1031 846">Wednesday April 17, 2024</td> <td data-bbox="1031 720 1274 846">Virtual</td> <td data-bbox="1274 720 1472 846">-0-</td> </tr> <tr> <td data-bbox="293 846 656 972">Governance I Training</td> <td data-bbox="656 846 841 972">Douglas Lopez</td> <td data-bbox="841 846 1031 972">Tuesday, Wednesday, Thursday March 5-7, 2024</td> <td data-bbox="1031 846 1274 972">Virtual</td> <td data-bbox="1274 846 1472 972">-0-</td> </tr> <tr> <td data-bbox="293 972 656 1104">Building a Diverse Staff to improve Equity and Student Outcomes</td> <td data-bbox="656 972 841 1104">Holly Morell Kristen Richter Amy Ko-Tang</td> <td data-bbox="841 972 1031 1104">Thursday, March 14, 2024</td> <td data-bbox="1031 972 1274 1104">Virtual</td> <td data-bbox="1274 972 1472 1104">-0-</td> </tr> </tbody> </table>	<u>WORKSHOP</u>	<u>BOARD MEMBER</u>	<u>DATE</u>	<u>PLACE</u>	<u>AMOUNT PER PERSON</u>	Garden State Coalition of Schools meeting	Paula Colbath	Wednesday April 17, 2024	160 West State Street, Trenton, New Jersey	-0-	Governance III Training	Kimberly Curry	Wednesday March 20, 2024	Virtual	-0-	Governance II Training	Kacy Knight	Wednesday April 17, 2024	Virtual	-0-	Governance I Training	Douglas Lopez	Tuesday, Wednesday, Thursday March 5-7, 2024	Virtual	-0-	Building a Diverse Staff to improve Equity and Student Outcomes	Holly Morell Kristen Richter Amy Ko-Tang	Thursday, March 14, 2024	Virtual	-0-
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	<p>MOTION by Ms. Morell, seconded by Mr. Rubino, that the Fort Lee Board of Education, approves items #1B through #3B.</p> <p>MOTION carried unanimously upon roll call vote, 9-0, with exception several Board members abstained on their own name on item #3B only.</p>																														
<p><u>CURRICULUM</u></p>																															
<p>1CUR</p>	<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. <i>Attachment: 2024-03-18 CLASS TRIPS</i></p>																														
<p>2CUR</p>	<p>THEREFORE BE IT RESOLVED, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves the following program for Summer 2024:</p> <ul style="list-style-type: none"> • Summer 2024 Math Advancement Program for students entering grades 7 and 8 from Monday, July 8, 2024 through Friday, August 9, 2024 at Lewis F. Cole Middle School. 																														

3CUR	<p>THEREFORE BE IT RESOLVED, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves the attached agreement with Janine Standish Wellness, LLC., to conduct a student Wellness Assembly at School #1 on 4/16/24, School #2 on 4/22/24, School #3 on 3/26/24, and School #4 on 4/9/24, using account #20-280-200-300-00-000.</p> <p><i>Attachment:</i> <u>STANDISH WELLNESS PROPOSAL</u></p>
	<p>MOTION by Ms. Morell, seconded by Mrs. Byers-Kang, 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>FINANCE</u>	
1F	<p>THEREFORE BE IT RESOLVED, that the Fort Lee Board of Education, has received and accepts the financial reports of the Secretary and Treasurer of School Monies for the month ending February 2024 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.</p> <p><i>Attachment:</i> <u>SECRETARY REPORT FEBRUARY 2024;</u> <u>TREASURER REPORT FEBRUARY 2024</u></p>
2F	<p>THEREFORE BE IT RESOLVED, that the Fort Lee Board of Education, upon recommendation of the Superintendent, confirms the line item transfers for the month of February 2024. 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> <u>TRANSFER REPORT FEBRUARY 2024</u></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 bills list in the amount of \$3,776,704.23 for March 18, 2024 checks. <i>Attachment:</i> <u>2024-03-18 BILLS LIST</u></p>
4F	<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 \$89,101.20 for March 18, 2024 checks. <i>Attachment:</i> <u>2024-03-18 CAFETERIA BILLS LIST</u></p>
5F	<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 \$59.00 for March 18, 2024 checks. <i>Attachment:</i> <u>2024-03-18 ATHLETIC BILLS LIST</u></p>

<p>6F</p>	<p>THEREFORE BE IT RESOLVED, that the Board of Education, upon recommendation of the Superintendent, accepts the following donations:</p> <table border="1" data-bbox="289 354 1476 737"> <thead> <tr> <th colspan="4" data-bbox="289 354 1476 436" style="text-align: center;"><u>DONATIONS</u></th> </tr> <tr> <th data-bbox="289 436 532 520">Item</th> <th data-bbox="532 436 850 520">Amount/ Estimated Value</th> <th data-bbox="850 436 1253 520">Donor</th> <th data-bbox="1253 436 1476 520">On Behalf Of</th> </tr> </thead> <tbody> <tr> <td data-bbox="289 520 532 627">\$25.00 Acme gift cards</td> <td data-bbox="532 520 850 627">\$3,175.00</td> <td data-bbox="850 520 1253 627">ACME's Nourishing Neighbors Program</td> <td data-bbox="1253 520 1476 627">Students</td> </tr> <tr> <td data-bbox="289 627 532 737">Check</td> <td data-bbox="532 627 850 737">\$2,000.00</td> <td data-bbox="850 627 1253 737">Greater Fort Lee Chamber of Commerce</td> <td data-bbox="1253 627 1476 737">Academy of Finance</td> </tr> </tbody> </table>	<u>DONATIONS</u>				Item	Amount/ Estimated Value	Donor	On Behalf Of	\$25.00 Acme gift cards	\$3,175.00	ACME's Nourishing Neighbors Program	Students	Check	\$2,000.00	Greater Fort Lee Chamber of Commerce	Academy of Finance
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<p>7F</p>	<p>THEREFORE BE IT RESOLVED, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves the attached Special Education Medicaid Initiative (SEMI) Corrective Action Plan for the 2024-2025 school year for submission to the Executive County Superintendent at the Bergen County Department of Education. Attachment: SEMI CAP 24-25</p>																
<p>8F</p>	<p>THEREFORE BE IT RESOLVED, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves the attached High School Master Schedule Proposal for POWER Educational Consultants, LLC., for \$9,800.00. Attachment: POWER EDUCATIONAL CONSULTANTS PROPOSAL</p>																
<p>9F</p>	<p>THEREFORE BE IT RESOLVED, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves the attached contract and rider submitted by Sylvan Learning Center to provide College Preparation Educational Tutoring Services to Fort Lee High School Students receiving Title I services, at a cost not to exceed \$43,500.00, to be paid from account #20-231-100-320-07-000. Attachment: SYLVAN LEARNING CENTER CONTRACT; SYLVAN LEARNING CENTER RIDER</p>																
<p>10F</p>	<p>THEREFORE BE IT RESOLVED, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves the disposal/recycling of computer equipment as per the attached list. Attachment: DISPOSAL/RECYCLE OF EQUIPMENT</p>																

11F

THEREFORE BE IT RESOLVED, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves the adoption of the Tentative 2024-2025 School District Budget which includes an appropriation of surplus in the amount of \$2,697,821; and

FURTHER BE IT RESOLVED, that the Fort Lee Board of Education, includes in the Preliminary 2024-2025 Budget the adjustment for banked cap in accordance with N.J.A.C. 6A:23A-10.1(b). The district has fully exhausted all eligible statutory spending authority and must increase the base budget in the amount of \$1,245,707 for the purpose of out -of-district tuition and transportation for special education students. The district intends to complete said purposes by June 2025; and

FURTHER BE IT RESOLVED, that the Fort Lee Board of Education includes in the Preliminary 2024-2025 Budget the adjustment for increased costs of health benefits in the amount of \$499,066. The additional funds will be used to pay for the additional increases in health benefit premiums; and

FURTHER BE IT RESOLVED, that the Fort Lee Board of Education includes in the Preliminary 2024-2025 Budget a \$700,000 withdrawal from the Maintenance Reserve Account for districtwide flooring repairs, repointing, concrete repairs, plumbing repairs, electrical, sewage, etc.; and

FURTHER BE IT RESOLVED, that the Fort Lee Board of Education includes in the Preliminary 2024-2025 Budget a \$1,803,409 withdrawal from the Capital Reserve Account for the High School Shop and Training Program,

THEREFORE BE IT RESOLVED, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves the Preliminary 2024-2024 School District Budget as follows:

	<u>BUDGET</u>	<u>LOCAL TAX LEVY</u>
General Fund	\$90,167,089	\$75,579,188
Special Revenue Fund	\$ 2,092,538	\$0
<u>Debt Service Fund</u>	<u>\$ 4,221,426</u>	<u>\$ 3,810,261</u>
Total Base Budget	\$96,481,053	\$79,389,449

<p>12F</p>	<p>THEREFORE BE IT RESOLVED, Pursuant to N.J.A.C. 6A:23A-7.3, a board of education must establish a maximum dollar limit for travel expenditure, as defined in N.J.A.C. 6A:23A-7.1 et seq., and</p> <p>FURTHER BE IT RESOLVED that the Fort Lee Board of Education includes in the tentative budget a maximum travel expenditure in the amount of \$83,450 for SY 2024-2025. The maximum travel expenditure amount for SY 2023-2024 is \$85,069, of which, \$19,961.37 has been spent and \$5,554.30 is encumbered as of March 11, 2024.</p> <p>The School Business Administrator/Board Secretary shall track and record these costs to ensure that the maximum amount is not exceeded.</p>
<p>13F</p>	<p>THEREFORE BE IT RESOLVED, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves Environetics Group Architects (ENV) to complete an HVAC Condensation analysis of the Lewis F. Cole Intermediate School’s classroom HVAC system. The services will be completed on an hourly basis, with a maximum of \$7,500.00, plus reimbursable expenses, from account #30-000-430-334-06-A15. <i>Attachment: ENV PROPOSAL</i></p>
<p>14F</p>	<p>THEREFORE BE IT RESOLVED, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves renewing the Brightly- School Dude Facilities and Brightly-School Dude Technology agreements/contracts for the Fort Lee School District’s 2024-2025 school year.</p>
	<p>MOTION by Mrs. Byers-Kang, seconded by Mrs. Curry, that the Fort Lee Board of Education, approves items #1F through #14F.</p> <p>MOTION carried unanimously upon roll call vote, 9-0.</p>
<p><u>PERSONNEL</u></p>	
<p>1P</p>	<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: 2024-03-18 STAFF TRIPS</i></p>

2P

THEREFORE BE IT RESOLVED, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves the following **resignations**:

RESIGNATIONS			
Employee	Position	Location	Effective Date
Carly Adam	Speech Language Specialist	S2	5/13/24
Minah Kim	Marching Band Asst	FLHS	3/8/24
John Viola	Computer Technician	CO	3/25/24
Gordon Yu	Marching Band Asst	FLHS	3/4/24

Effective date indicates the first day off payroll

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	Rationale	Effective Date
Ye Ji	Ferrabolli	Teacher - English Special Education	FLHS	2400-050-1213-07	\$80,375.00 9/MA+60 Amend	Resignation	5/12/2024 Amend
Michael	Gerst	Head Coach - Varsity Football	FLHS	N/A	\$8,933.00 1/I	Resignation	3/25/24
Dally	Miranda	PT Paraprofessional ASD 2-3 1:1	S2	9101-070-217-04	\$25,079.00 prorated (.83) Step 1/Deg	Resignation	3/25/24 Amend
Christina	Perla	Learning Disabilities Consultant Teacher	LFCMS	3118-100-219-01	\$117,652.00 17/MA+60	Resignation	4/15/24 Amend

<p>4P</p>	<p>THEREFORE BE IT RESOLVED, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves the following leaves:</p> <table border="1" data-bbox="289 359 1472 772"> <thead> <tr> <th colspan="9"><u>LEAVES OF ABSENCES</u></th> </tr> <tr> <th>Name</th> <th>Position</th> <th>Loc</th> <th>Type</th> <th>New or Amend</th> <th>Paid Leave</th> <th>Unpaid Leave with benefits</th> <th>Unpaid Leave No Benefits</th> <th>Return Date</th> </tr> </thead> <tbody> <tr> <td>Annamarie LaRusso</td> <td>Special Education Teacher</td> <td>S2</td> <td>Maternity</td> <td>Amend</td> <td>3/5/24 - 3/21/24</td> <td>N/A</td> <td>3/22/24 - 5/31/24</td> <td>06/03/24</td> </tr> <tr> <td>Jaritzta Rojas</td> <td>K-1 BD Special Ed Teacher</td> <td>S2</td> <td>Maternity</td> <td>Amend</td> <td>9/1/24 - 10/15/24</td> <td>10/16/24 - 11/15/24</td> <td>N/A</td> <td>11/18/24</td> </tr> <tr> <td>Kimberly Soto</td> <td>Grade 2 Teacher</td> <td>S4</td> <td>Maternity</td> <td>Amend</td> <td>4/15/24 - 6/7/24</td> <td>6/10/24 - 12/31/24</td> <td>N/A</td> <td>1/2/25</td> </tr> </tbody> </table>	<u>LEAVES OF ABSENCES</u>									Name	Position	Loc	Type	New or Amend	Paid Leave	Unpaid Leave with benefits	Unpaid Leave No Benefits	Return Date	Annamarie LaRusso	Special Education Teacher	S2	Maternity	Amend	3/5/24 - 3/21/24	N/A	3/22/24 - 5/31/24	06/03/24	Jaritzta Rojas	K-1 BD Special Ed Teacher	S2	Maternity	Amend	9/1/24 - 10/15/24	10/16/24 - 11/15/24	N/A	11/18/24	Kimberly Soto	Grade 2 Teacher	S4	Maternity	Amend	4/15/24 - 6/7/24	6/10/24 - 12/31/24	N/A	1/2/25
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Jaritzta Rojas	K-1 BD Special Ed Teacher	S2	Maternity	Amend	9/1/24 - 10/15/24	10/16/24 - 11/15/24	N/A	11/18/24																																						
Kimberly Soto	Grade 2 Teacher	S4	Maternity	Amend	4/15/24 - 6/7/24	6/10/24 - 12/31/24	N/A	1/2/25																																						
<p>5P</p>	<p>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:</p> <table border="1" data-bbox="289 999 1472 1484"> <thead> <tr> <th colspan="6"><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>Diane Schusterman Bank</td> <td>Gr 5-6 BSI Math Teacher</td> <td>IS</td> <td>\$59875.00 prorated (Leave Replacement Rate)</td> <td>3/13/24 - 5/17/24 Amended</td> <td>Genna Kornweiser</td> </tr> <tr> <td>Natalie Khatchadorian</td> <td>Social Worker</td> <td>MS</td> <td>\$63,275.00 prorated</td> <td>3/5/24 - 4/15/24 amended</td> <td>Christina Ranaudo</td> </tr> </tbody> </table>	<u>LEAVE REPLACEMENTS</u>						Name	Grade/ Subject	Loc	Salary	Effective Dates	Reason for opening	Diane Schusterman Bank	Gr 5-6 BSI Math Teacher	IS	\$59875.00 prorated (Leave Replacement Rate)	3/13/24 - 5/17/24 Amended	Genna Kornweiser	Natalie Khatchadorian	Social Worker	MS	\$63,275.00 prorated	3/5/24 - 4/15/24 amended	Christina Ranaudo																					
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<p>6P</p>	<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 border="1" data-bbox="647 1625 1117 1845"> <thead> <tr> <th><u>SUBSTITUTES</u></th> </tr> </thead> <tbody> <tr> <td>Diana Castillo Alsina - Substitute Teacher Tevhide Aliveren - Substitute Teacher Elsa Salazar - Substitute Teacher Meleika Amos - Substitute Teacher</td> </tr> </tbody> </table>	<u>SUBSTITUTES</u>	Diana Castillo Alsina - Substitute Teacher Tevhide Aliveren - Substitute Teacher Elsa Salazar - Substitute Teacher Meleika Amos - Substitute Teacher																																											
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<p>7P</p>	<p>THEREFORE BE IT RESOLVED, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves the amended appointment of District Compliance Officers for the 2024 calendar year:</p> <table border="1" data-bbox="573 390 1192 697"> <thead> <tr> <th colspan="3" style="text-align: center;"><u>District Compliance Officers</u></th> </tr> <tr> <th>Compliance Position</th> <th>Employee</th> <th>Title</th> </tr> </thead> <tbody> <tr> <td>District Test Coordinators</td> <td>Cean Spahn</td> <td>Media Specialist</td> </tr> <tr> <td>District Test Coordinators</td> <td>James Puliatte</td> <td>Teacher</td> </tr> </tbody> </table>	<u>District Compliance Officers</u>			Compliance Position	Employee	Title	District Test Coordinators	Cean Spahn	Media Specialist	District Test Coordinators	James Puliatte	Teacher
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Compliance Position	Employee	Title											
District Test Coordinators	Cean Spahn	Media Specialist											
District Test Coordinators	James Puliatte	Teacher											
<p>8P</p>	<p>THEREFORE BE IT RESOLVED, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves the appointment of an additional Home Instructor for the 2023-2024 school year as follows:</p> <table border="1" data-bbox="612 837 1153 1056"> <thead> <tr> <th colspan="3" style="text-align: center;">Additional Home Instructor 2023-2024</th> </tr> <tr> <th>Name</th> <th>Certification Area(s)</th> <th>Rate</th> </tr> </thead> <tbody> <tr> <td>Denise Morales</td> <td>Bi-Lingual Teacher</td> <td>\$45.00 per hour</td> </tr> </tbody> </table>	Additional Home Instructor 2023-2024			Name	Certification Area(s)	Rate	Denise Morales	Bi-Lingual Teacher	\$45.00 per hour			
Additional Home Instructor 2023-2024													
Name	Certification Area(s)	Rate											
Denise Morales	Bi-Lingual Teacher	\$45.00 per hour											
<p>9P</p>	<p>THEREFORE BE IT RESOLVED, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves the appointment of the following faculty members to administer AP exams outside of the normal work day, during the month of May 2024, at an hourly rate of \$45.00, with a maximum of 15 hours per faculty member, using account #11-401-100-100-00-000.</p> <ul style="list-style-type: none"> • Peter Romano • Gabrielle Brown • Diana Acosta • Laura Caddell • Priscilla Yoon • Yvette Rodriguez • Erin Powers • Jodi Etra • Ada Acosta • Chloe Shannon • Adam Shrager • Jessica Bijari • Matthew Cohn • Kellie Lane • Gary Glebas • Fathia Balgahoom • Stephen Wolowitz • Alysia Ott • Yaron Goldrich 												

	<ul style="list-style-type: none"> • Doug Walden • Tara Lawlor • Kelly Horton 				
10P	<p>THEREFORE BE IT RESOLVED, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves the following Affirmative Action Team to review the district's needs assessment and complete the Comprehensive Equity Plan for the 2024-2027 school years.</p> <ul style="list-style-type: none"> • Diane Collazo-Baker • Kate Drumgoole • Disha Patel • Celeste Williams 				
11P	<p>THEREFORE BE IT RESOLVED, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves the Title I ELA and Math tutoring at a rate of \$55.00 an hour and paid from account 20-231-100-101-06-000.</p> <ul style="list-style-type: none"> • Chloe Shannon • Nicole Pacciani • Heather Glickel-Maye 				
12P	<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. They may work in the following capacities and will be reimbursed \$55.00 per event: Gate Personnel, Crowd Control, Clock Operator, Site Manager, Announcer.</p> <ul style="list-style-type: none"> • Brandon Ortiz 				
	<p>MOTION by Ms. Morell, seconded by Mrs. Ko-Tang, that the Fort Lee Board of Education, approves items #1P through #12P.</p> <p>MOTION carried unanimously upon roll call vote, 9-0.</p>				
<u>POLICY</u>					
1POL Withdrawn	<p>THEREFORE BE IT RESOLVED, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves the first reading of the following policy/regulation updates listed below: <u>Attachment: 2024-03-18 FIRST READING</u></p> <table border="1" data-bbox="711 1671 1053 1793"> <thead> <tr> <th>Policy/Reg No.</th> <th>Topic</th> </tr> </thead> <tbody> <tr> <td>P3319</td> <td>Policy 3319</td> </tr> </tbody> </table>	Policy/Reg No.	Topic	P3319	Policy 3319
Policy/Reg No.	Topic				
P3319	Policy 3319				

	<p>Ms. Morell made a MOTION to withdraw item #1POL from tonight's agenda, seconded by Mrs. Ko-Tang.</p> <p>MOTION carried unanimously upon roll call vote, 9-0.</p>
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OLD BUSINESS:

None.

NEW BUSINESS

Ms. Colbath shared an explanation of why she voted no to item #3CUR that appeared on the March 4, 2024 agenda because questions continue to be raised regarding this Resolution.

ADJOURNMENT

MOTION by Ms. Morell, seconded by Ms. Colbath, to adjourn, 11:03 p.m.

MOTION carried unanimously upon voice vote, 9-0.

RESPECTFULLY SUBMITTED,

Dina Messery _____

**Dina Messery
Business Administrator/Board Secretary**

DM/toc / 04-04-2024