

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

MINUTES

**PUBLIC BUSINESS MEETING
FEBRUARY 20, 2018
FORT LEE HIGH SCHOOL AUDITORIUM
6:30 P.M.**

CALL TO ORDER BY THE PRESIDENT

The meeting was called to order at 6:30 p.m. by Mrs. Romba.

FLAG SALUTE

The Flag Salute was led by Mrs. Morell.

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 February 15, 2018 and posted in the entrance hall of the Board Office, 2175 Lemoine Avenue; published in the Board's designated online media outlet/newspaper: The Record; 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 will be broadcasted on local TV and the district's website at a future date.

ROLL CALL

Present: Ms. Elisa Cho, Mrs. Paula Colbath, Mr. Ralph DiMeglio, Mrs. Esther Han Silver, Mrs. Holly Morell, Mr. Michael Rubino, Mr. David Sarnoff, Mrs. Lauran Tuck, Mrs. Candace Romba

Also Present: Mr. Kenneth Rota, Ms. Haquisha Taylor, Dennis McKeever, Esq.

Absent: Dr. Sharon Amato

EXECUTIVE SESSION

MOTION by Mrs. Morell, seconded by Mr. Sarnoff, at 6:32 p.m., to move into Executive Session.

MOTION carried unanimously upon voice vote, 9-0.

The Board reconvened into the Public Meeting at 7:37 p.m.

REPORT OF THE SUPERINTENDENT OF SCHOOLS

Mr. Rota requested a moment of silence to reflect upon the Florida tragedy.

Mr. Rota reported on the following:

- HIB Report - there were 5 investigations; 2 were founded.
- Fire & Security Drills for January 2018 were posted
- Governor's Educators of the Year (GEOY) were recognized and awards were presented.

Mrs. Giacomelli, School No. 1 Principal, spoke about the outstanding qualities that contributed to Anastasia Findanis, Kindergarten Teacher, and Nancy Ripoli, Educational Services Provider, Kindergarten Paraprofessional, being named EOY for School No. 1.

Mrs. Martin, School No. 2 Principal, spoke about the outstanding qualities that contributed to Samantha Milgram, Kindergarten Teacher, and Kristie Han, Educational Services Provider, Korean Bilingual ESL Teacher, being named EOY for School No. 2.

Mr. Berman, School No. 3 Principal, spoke about the outstanding qualities that contributed to Jennifer Leyton, Art Teacher Grades K-6, and Meghan Lynch, Educational Services Provider, Guidance Counselor, being named EOY for School No. 3.

Mr. Ambrosio, School No. 4 Principal, spoke about the outstanding qualities that contributed to Christine Sargenti, Grade 6 Teacher, and Manny Rivera, Educational Services Provider, Paraprofessional, being named EOY for School No. 4.

Mr. Daniello, LFCMS Principal, spoke about the outstanding qualities that contributed to Genevieve Callahan, Science Teacher Grades 7-8, and Debra Brigida, Educational Services Provider, Guidance Counselor, being named EOY for LFCMS.

Mrs. Glynn, FLHS Principal, spoke about the outstanding qualities that contributed to Thomas Cirone, Art Teacher Grades 9-12, and David Cuozzo, Educational Services Provider, Student Assistance Counselor (SAC), being named EOY for FLHS.

Mrs. Romba and Mr. Rota congratulated the recipients and shared appreciation for their hard work.

Mr. Rota presented the Board with the proposed 2018/2019 School Calendar. Mrs. Han Silver shared parent feedback and stated that Easter Monday school should be closed.

COMMITTEE REPORTS

B&G Committee – Mr. Sarnoff shared that the committee met this past week in preparation of arbitration of the Middle School addition. Arbitration will start in March. Decision should be made by end of June.

Communications Committee – Mrs. Tuck shared that the committee discussed advertising revenue, students in recreation leagues and issuing a “gold pass” for seniors to enjoy school concerts, etc.

Negotiations Committee – Mrs. Han Silver shared that the committee met with the association on February 5th at the conclusion of the BOE meeting and the two parties exchanged proposals. The next meeting between FLEA and FLBOE is scheduled for Monday, February 26th.

Student Representative – Ms. Assaad shared that the AOF was participating in a 3-on-3 basketball fundraiser. Last week was School Counselors Week.

PUBLIC WORK SESSION – None.

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

MOTION by Mrs. Colbath, seconded by Mr. Rubino, at 8:11 p.m., to open the floor to the public.

MOTION carried unanimously upon voice vote, 9-0.

Cean Spahn, Teacher, read a statement regarding settling the contract tonight and not tomorrow.

Howard Lipoff, Teacher, stated that the GEOY presentation demonstrates that teachers go above and beyond.

Randy Schwartz, Teacher, stated that none of her doctors would accept the NJ Direct 20/35 Plan.

Barbara Milone, Teacher, read a statement from an absent GEOY award recipient, Genevieve Callahan.

Sherri Steckler, Teacher, asked if the Board had the funding in the budget to settle the contract.

Ms. Gibson, Parent of Junior, shared a concern that teachers will not be writing recommendation letters and, secondly, that students are sitting in auditorium in the morning due to teachers not showing up early.

Dina Fiorita, Teacher, stated that her husband has stopped contributing to his 401K. Ms. Fiorita cited all committees she serves on during and after school. Above and beyond is on hold.

Tara Deady, Teacher, stated that she has been employed for the last 26 years. She and other teachers go above and beyond by planning trips, parties, giving out awards, buying smelly stickers, tissues and attending different workshops.

Elizabeth Inomata, Teacher, is appealing to the Board's sense of generosity to settle the contract tonight.

Eldric Etra, Student, stated that teachers are not recognized as much as they should be.

Adrian Rodriguez, Teacher, cited his various accomplishments including that he was a finalist for Disney Teaching Award, recruited to teach Advanced Placement Social Studies, Debate Coach and IB Program Coordinator. He is also editing college essays for students, a Shark Tank judge and making food for IB Thanksgiving Dinner.

Jillian Reicherz, Teacher, stated that she creates posters and chaperones the Boston Trip.

Justin Williams, Teacher, stated that he is in his 8th year at Fort Lee and on Step 5. He teaches the ESL population. He also assists in filling out working papers, preparing for school sports. He calls colleges, is a volunteer Advisor for Chess Club and organized Ironman.

Jodi Etra, Teacher, shared her active involvement with ATA and as Pre-IB Coordinator.

Michael Osso, Parent, shared that there is disparity in what the offer is. Parents and taxpayers would like to know.

Cean Spahn, Teacher, stated that she volunteers for trips, assists with essay writing, locker clean-up, DEAC, Principal's Cabinet, Anti-bullying Committee, Book Clubs at lunch, Spelling Bee and new programs.

MOTION by Mrs. Morell, seconded by Mrs. Han Silver, at 9:17 p.m. to close the floor to the public.

MOTION carried unanimously upon voice vote, 9-0.

RESOLUTIONS

BOARD

- 1B THEREFORE BE IT RESOLVED**, that the Fort Lee Board of Education, approves the following **minutes**:

Public Business Meeting Minutes	February 5, 2018
Private Executive Meeting Minutes	February 5, 2018

- 2B WHEREAS**, the Fort Lee Board of Education has received the Superintendent's report of **incident(s) of Harassment/Intimidation/Bullying ("HIB")** within the District; and

WHEREAS, the Board has had the opportunity to review the Superintendent's recommendations with respect to the incident(s) of HIB.

NOW, THEREFORE BE IT RESOLVED, that the Board accepts the Superintendent's recommendations.

BE IT FURTHER RESOLVED, that pursuant to N.J.S.A. 18A:37-15(d), the Superintendent of Schools shall inform the applicable parents/guardians of the students involved in these incidents with the following information within five school (5) days of this Board meeting:

1. The nature of the investigation;
2. Whether the District found evidence of HIB;
3. Whether discipline was imposed;
4. Whether services were provided to address the incident of HIB.

MOTION by Mr. Sarnoff, seconded by Mrs. Morell, that the Board of Education approves items #1B and #2B.

MOTION carried unanimously upon roll call vote, 9-0.

CURRICULUM & INSTRUCTION

- 1CUR THEREFORE BE IT RESOLVED**, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves **class trips** listed in the attached summary. [See Appendix Page](#)

MOTION by Mrs. Morell, seconded by Mrs. Han Silver, that the Board of Education approves item #1CUR.

MOTION carried unanimously upon roll call vote, 9-0.

FINANCE

- 1F THEREFORE BE IT RESOLVED**, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves the payment of the claims on the current **bills list in the amount of \$1,336,608.17 for February 2018 checks.** [See Appendix Page](#)
- 2F THEREFORE BE IT RESOLVED**, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves the **contract with DoubleTree by Hilton for the 2018 Fort Lee High School Performing Arts Banquet** to be held on Wednesday, May 30, 2018 at a price of \$35.00 per person.
- 3F THEREFORE BE IT RESOLVED, that the Fort Lee Board of Education**, upon recommendation of the Superintendent, approves the **disposal of equipment:**

Quantity	Description	Location	FLBOE ID#s	Reason
2	Smart Boards	School No. 2	03552 03557	Broken/Obsolete

MOTION by Mrs. Morell, seconded by Mr. DiMeglio, that the Board of Education approves items #1F through #3F.

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. [See Appendix Page](#)
- 2P THEREFORE BE IT RESOLVED**, that the Fort Lee Board of Education, upon recommendation of the Superintendent, **accepts, with regret, the retirement of Marianela Martin as Principal at School No, 2**, after dedicating 19 years of service to the district, effective August 1, 2018.

- 3P THEREFORE BE IT RESOLVED**, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves the **appointment of Aides** for the 2017-2018 school year, as follows:

Appointment of Additional Aides for the 2017-2018 School Year (All Salaries are Prorated and Pending Negotiations)								
First Name	Last Name	Position	Loc	Step	Class	Annual Salary	Effective Date	Reason
Arleen	Artinian	PT 1:1 Aide (.83) LLD Kindergarten	S2	1	Degreed	\$21,019	Amended 2/8/18	IEP Need
Darlene	Negron	FT Instructional Aide Kindergarten	S3	1	Non-Degreed	\$21,388	2/22/18	Grade K Enrollment
Kerry	Donza	PT 1:1 Aide (.83) LLD Kindergarten	S1	1	Degreed	\$21,019	3/1/18	IEP Need

- 4P THEREFORE BE IT RESOLVED**, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves the **transfer of Staff Members for the 2017-2018 school year**, as outlined below:

Assignment Changes for the 2017-2018 School Year							
	Transfer From		To				
Name	From Location	From Position	To Location	To Position	Salary Change Prorated Pending Negotiations	Effective Date	Reason
Ellen Levy	S2	Aide Grade K ASD 1:1	S2	Aide Grade PK ASD 1:1	n/a	2/6/18	IEP
Kim Kellas	S2	Aide Grades 1-3 ASD 1:1	S2	Aide Grade K ASD 1:1	n/a	2/6/18	IEP
Arlene Artinian	S2	Aide Grade K 1:1	S2	Instructional Aide Grade 1 LLD	n/a	2/14/18	IEP
Monica Lorences	S2	Instructional Aide Grade K LLD	S2	Aide Grade K LLD 2:1	n/a	2/14/18	IEP

- 5P THEREFORE BE IT RESOLVED**, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves the following **leaves**:

First Name	Last Name	Position	Loc	Type	New or Amended	Paid Leave	Unpaid Leave with benefits	Unpaid Leave No Benefits	Return Date
Klarissa	Bruno	Special Ed English Teacher	HS	Maternity	New	5/29/18-6/25/18	9/1/18-10/17/18	N/A	10/18/18
Andria	Fusco	Guidance	S4	Maternity	New	5/4/18-6/30/18	N/A	9/1/18-1/17/19	1/18/19
Sandy	Kim-Namkung	Grade 4 Teacher	S4	Maternity	Amended	9/19/18-1/30/18	1/31/18-6/30/18	N/A	9/1/18
Marcia	Leon	Secretary	HS	Medical	Amended	10/20/17-04/27/18	N/A	N/A	4/30/18
Rosemarie	Milone	Secretary	CST	Medical	New	2/26/18-4/6/18	N/A	N/A	4/9/2018

- 6P THEREFORE BE IT RESOLVED**, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves the appointment of leave replacements during the 2017-2018 school year, as outlined below:

LEAVE REPLACEMENT						
FIRST NAME	LAST NAME	GRADE/ SUBJECT	SCHOOL	Salary	Effective Dates	Reason for opening
Lauren	Triunfo	Special Education Resource LAL	S3	Sub pay for the first 10 days \$100 per day, day 11-60 \$110 per day, day 61+ at the daily rate equal to a BA, Step 1; No Benefits	Work days: 3/9/18 – 6/30/18	Maternity Leave for Dana DeLucca
Cortney	Teitell	Grade 4	S3	Sub pay for the first 10 days \$100 per day, day 11-60 \$110 per day, day 61+ at the daily rate equal to a BA, Step 1; No Benefits	Amended Work days: 2/14/18 to 6/30/18	Maternity Leave for Angela Jang
Marissa	Hyde	Grade 4	S4	Sub pay for the first 10 days \$100 per day, day 11-60 \$110 per day, day 61+ at the daily rate equal to a BA, Step 1; No Benefits	Extended Work days: 10/23/17 to 6/30/18	Maternity Leave Sandy Kim-Namkung

- 7P 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 2017-2018 school year:

**Linda Glickstein
Toyreh Blacknell**

- 8P THEREFORE BE IT RESOLVED**, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves the appointment an additional **Winter Coach** for the 2017-2018 school year, as follows. All appointments are subject to completion of all personnel documentation and fingerprinting process, prior to starting of said activities.

Name	Sport	Position	Season	Class	Step	Stipend Pending Negotiations
Anthony Raccioppi*	Wrestling	Assistant Coach	Winter	II	1	\$5,955

*Non-Staff Member

- 9P THEREFORE BE IT RESOLVED**, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves the following **appointments for additional Co-Curricular Advisors** for the 2017-2018 school year. All appointments are subject to completion of all personnel documentation and fingerprinting process, prior to starting of said activities.

2017-2018 Applicant	Co-Curricular Activity	Class	Amended 17-18 Stipend Pending Negotiations	
Gabrielle Bernardo	Freshman Class Advisor	A Prorated	\$637.80	Prorated 9/1/17 – 11/30/17 @ 30%
Mark Oberkehr	Freshman Class Advisor	A Prorated	\$850.40	Prorated 3/1/18 – 6/30/18 @ 40%
Gabrielle Bernardo	Gay Straight Alliance (GSA) Advisor	A Prorated	\$637.80	Prorated 9/1/17 – 11/30/17 @ 30%
Stephen Dominguez	Gay Straight Alliance (GSA) Advisor	A Prorated	\$850.40	Prorated 3/1/18 – 6/30/18 @ 40%
Gabrielle Bernardo	Italian Club/Italian Honor Society Co-Advisor	A Prorated	\$318.90	Prorated 9/1/17 – 11/30/17 @ 30% as Co-Advisor
Francesca Marotta-Baccan	Italian Club/Italian Honor Society Advisor	A Prorated	\$1,807.10	Prorated 2017-2018 @ 85% as Advisor

- 10P THEREFORE BE IT RESOLVED**, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves the **appointment of additional Certificated Home Instructors for the 2017-2018 school year**, at the hourly rate of \$45.00 per hour:

Name	Subject Area(s)
Reena Napolitano*	Reading/English/Special Ed
Barrie Kulak	K-8 General Ed

*Non-Staff Member

- 11P THEREFORE BE IT RESOLVED**, that the Fort Lee Board of Education, upon recommendation of the Superintendent, approves the following **certificated staff member to provide Title I tutoring** during the 2017-2018 school year at the rate of \$45 per hour.

Name	Subject Area(s)	Location
Priscilla Yoon	English	Middle School

MOTION by Mrs. Morell, seconded by Mrs. Tuck, that the Board of Education approves items #1P through #11P.

MOTION carried unanimously upon roll call vote, 9-0.

POLICY

1POL 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: [Click here for 2018-02-20 #1POL Back-up](#)

Policy/Reg No.	Topic
P 0155	Board Committees (Revised)
P 3437	Military Leave (Revised)
P 4437	Military Leave (Revised)
P & R 5350	Student Suicide Prevention (Revised)
R 5460.1	High School Transcripts (M) (Revised)
R 7101	Educational Adequacy of Capital Projects (Revised)
P 7425	Lead Testing of Water in Schools (New)
P & R 7440	School District Security (M) (Revised)
P & R 7441	Electronic Surveillance in School Buildings and on School Grounds (M) (Revised)
P 8507	Breakfast Offer Versus Serve (OVS) (M) (Revised)
P 8630	Bus Driver/Bus Aide Responsibility (M) (Revised)
R 8630	Emergency School Bus Procedures (M) (Revised)
P 9181	Volunteer Athletic Coaches and Co-Curricular Activity Advisors/Assistants (Revised)
P 9242	Use of Electronic Signatures (New)

MOTION by Mrs. Colbath, seconded by Ms. Cho, that the Board of Education approves item #1POL.

MOTION carried unanimously upon roll call vote, 9-0.

OLD BUSINESS

Mr. Sarnoff asked the Board members to share retreat dates.

Mrs. Han Silver stated for the record that the network of doctors for medical plans NJ Direct 10, NJ Direct 15, NJ Direct 1525, NJ Direct 2030 and NJ Direct 2035 are the same network of doctors. Mrs. Han Silver further stated that the State Health Benefits Website offers a doctor search for confirmation of in-network doctors.

NEW BUSINESS

Mrs. Morell shared that on Thursday, February 22nd, the AOF is sponsoring Shark Tank at 6:00 p.m.

Mrs. Romba shared that the Security Internet Presentation at School No. 1 is at 7:00 p.m. on February 22nd.

Mr. Sarnoff shared that the Recreation Girls Basketball League All-Star Game is Saturday, February 24th. Board members are encouraged to attend.

ADJOURNMENT

MOTION by Mr. Sarnoff, seconded by Mrs. Morell, to adjourn, 9:24 p.m.

MOTION carried unanimously upon voice vote, 9-0.

RESPECTFULLY SUBMITTED,

Haquisha Q. Taylor

HAQUISHA Q. TAYLOR
SCHOOL BUSINESS ADMINISTRATOR/
BOARD SECRETARY

HQT/haa
02/22/2018