

**REPORT OF THE SUPERINTENDENT**

**AUGUST 15, 2022**

**PART I – PERSONNEL ITEMS**

**A. RETIREMENTS**

I recommend acceptance of the following retirement notices, with regret:

Cynthia Dupree, Science Teacher at Kearny High School, after 14 years of service to Kearny Public Schools, **effective September 1, 2022**

Pamela Fay, Part-Time Secretary, Media Center at Kearny High School, after 13 years of service to Kearny Public Schools, **effective September 1, 2022**

David Pickard, Maintenance, after 25 years of service to Kearny Public Schools, **effective September 1, 2022**

**B. RESIGNATIONS**

1. I recommend acceptance of the following resignation, effective 60 days from the notice dated **July 18, 2022**, or sooner if a replacement is appointed:

Nicholas Brunelli – Athletic Trainer at Kearny High School

2. I recommend acceptance of the following resignation, effective 60 days from the notice dated **August 11, 2022**, or sooner if a replacement is appointed:

Lauren Bruscano - Biology Teacher at Kearny High School

3. I recommend acceptance of the following resignation, effective 60 days from the notice dated **July 19, 2022**, or sooner if a replacement is appointed:

Liza Eisenstein – Science Teacher at Kearny High School

4. I recommend acceptance of the following resignation, effective **July 22, 2022**:

Ivette Febo – ESL Teacher at Washington School

**C. APPOINTMENTS**

1. **Interim Assistant Superintendent of Schools**

I recommend the appointment of Richard Rosenberg as Interim Assistant Superintendent of Schools on a per diem basis of \$725/day, effective August 16, 2022.

**2. Professional Staff**

I recommend the appointment of the following new teaching staff for the 2022/2023 school year, pending criminal history review, background checks as required by law, and ability to obtain appropriate New Jersey certification:

NAME	POSITION	LOCATION	STEP	CERT	SALARY	REPLACE / NEW	EFF. DATE
Cunha, Nancy	PreK	Franklin	10	BA+16	\$63,555	Matias, Adelia	9-1-22
Fain, Talitha	Spanish	Franklin	15	MA	\$84,855	NEW	TBD
Fernandes, Michael	Athletic Trainer	KHS	4	MA	\$62,255 + \$7,670 stipend = \$69,925	Brunelli, Nicholas	TBD
Marshall, Emilee	Business	KHS	1	BA	\$55,155	NEW	9-1-22 *pending issuance of NJ Certification
McGee-Natal, Krystina	Biology	KHS	8	BA	\$59,755	Dupree, Cynthia	9-1-22
Salvat-Vives, Yamina	Spanish	Roosevelt & Schuyler	12	MA	\$74,355	NEW	9-1-22 *pending issuance of NJ Certification
Sousa, Raquel	Special Ed Mathematics	LMS	13	MA	\$77,855	Rattley, Nadia	10-17-22 (or sooner)

**3. Curriculum Writing**

I recommend the approval of Lourdes Villacis to perform curriculum writing for the Physical Science Benchmark Assessment. Remuneration in the amount of \$42.00 per hour in accordance with the 2022/2023 K.E.A. Agreement, 3 hours total.

**4. Planners for the K-2 Envision Math Training**

I recommend the approval of the following instructional coaches to plan and develop staff training for the implementation of the K-2 Envision Math curriculum. Remuneration in the amount of \$42.00 per hour in accordance with the 2022/2023 K.E.A. Agreement, 8 hours each:

Alves, Mercedes  
Mazurek, Diane  
Tchalabi, Jayme

5. **Facilitators for the K-2 Envision Math Training**

I recommend approval of the following staff members as K-2 Envision Math pilot teachers to prepare the facilitation of the staff training with the instructional coaches on September 7, 2022. Remuneration in the amount of \$42.00 per hour in accordance with the 2022/2023 K.E.A. Agreement, 3 hours each:

Kubowicz, Elizabeth  
Lopes, Helena  
Seeley, Kimberly

6. **Detention Proctors - KHS**

I recommend the following staff members be approved as detention proctors at Kearny High School for the 2022/2023 school year; remuneration in accordance with the KEA Agreement at \$42.00 per hour:

Bednarczyk, John  
Neto, Diogo

7. **Breakfast Supervision - KHS**

I recommend approval of Philip Talone as breakfast supervisor at Kearny High School for the 2022/2023 school year; remuneration in accordance with the KEA Agreement at \$42.00 per hour.

8. **Detention Proctors – LMS**

I recommend the following staff members be approved as detention proctors at Lincoln Middle School for the 2022/2023 school year; remuneration in accordance with the KEA Agreement at \$42.00 per hour:

Clappsy, Eric	Neer, Kenneth
Furino, Michael	Sobka, Lisa
Iadevia, Kerri	
Vargas, Edwin	

9. **Saturday Detention Proctor - LMS**

I recommend approval of Patricia Hester-Fearon as a Saturday detention proctor at Lincoln Middle School for the 2022/2023 school year; remuneration in accordance with the KEA Agreement at \$42.00 per hour.

10. **Accompanist Appointment**

I recommend approval of Natasha Gonzalez to the position of Accompanist at the remuneration of \$42 per hour.



**11. Custodial Appointments**

I recommend approval of the following custodial appointment:

Thomas Gellin to be appointed as a Custodian to the Night Shift, STEP 0 of the 2022/2023 K.S.E.A. Salary Guide which is a base salary of \$48,735 plus \$500 Night Differential, for a total annual salary of \$49,235; effective date pending criminal history background check.

**12. Bus Driver Appointment**

I recommend approval of Fernando Silvestre-Merchan to be appointed as a bus driver at the remuneration of \$25 per hour, pending criminal history background check and documentation of appropriate NJDMV licensing.

**D. COACHES/ADVISORS****I. 2022/2023 Extracurricular Appointments**

I recommend approval of the following Coaches/Advisors appointments:

<b>DISTRICT:</b>			
<b>COACH/ADVISOR</b>	<b>APPLICANT</b>	<b>STIPEND</b>	<b>LONGEVITY</b>
<i>Horizontal Movement Chair</i>	Davis, Brigitte	\$1,845	

<b>HIGH SCHOOL:</b>			
<b>COACH/ADVISOR</b>	<b>APPLICANT</b>	<b>STIPEND</b>	<b>LONGEVITY</b>
<i>Band Front (Flags)</i>	*Burton, Kevin	\$4,783	
<i>Band Front (Percussion)</i>	Conde, Danny	\$4,783	

\*non-staff member

<b>MIDDLE SCHOOL:</b>			
<b>COACH/ADVISOR</b>	<b>APPLICANT</b>	<b>STIPEND</b>	<b>LONGEVITY</b>
<i>Art Club (7th grade)</i>	Merlo, Paul	\$796	
<i>Art/Photography Club (8th grade)</i>	Taylor, Jillian	\$796	
<i>Color Guard</i>	Taylor, Jillian	\$2,789	
<i>Band</i>	Caravella, David	\$3,979	\$500
<i>Anime Club</i>	Rodriguez, Betty	\$558	
<i>Drama Club</i>	Avila, Connie Galella, Jacqueline	\$1,082 (split)	
<i>Oratorical Club</i>	Furino, Michael	\$538	
<i>Peers</i>	Fuchs, Scott	\$1,053	
<i>STEM Club</i>	Hester-Fearon, Patricia	\$844	
<i>Student Council</i>	Hester-Fearon, Patricia	\$3,593	
<i>Yearbook</i>	Taylor, Jillian	\$3,593	
<i>4H Club</i>	Hester-Fearon, Patricia	\$1,231	

<b>Twirlers</b>	Taylor, Jillian	\$1,932	
<b>Fall Intramurals</b>	Augustine, Frank Severino, Keith	\$1,860 (split)	
<b>Winter Intramurals</b>	Augustine, Frank Severino, Keith	\$1,416 (split)	
<b>Spring Intramurals</b>	Millar, Scott	\$1,860	

2. **2022/2023 Appointments - Spring Sports**

I recommend approval of the following Coach/Advisor appointment for the Spring sports season:

<b>COACH/ADVISOR</b>	<b>APPLICANT</b>	<b>STIPEND</b>	<b>LONGEVITY</b>
<b>Crew Land Coach</b>	Mehnert, Kevin	\$3,922	

3. **Coaching Volunteers**

I recommend approval of the following individuals who have requested to volunteer coaching services:

Boys Soccer.....\*Zaouia, Amine  
Boys Soccer..... Millar, John  
Football.....\*Ruiz Martinez, Omar  
Football.....\*Mauricio, Andrew

\*Non-staff member

E. **RESCISSIONS OF APPOINTMENT**

1. The appointment of William Connors, Special Ed Mathematics Teacher, has been rescinded.
2. The appointment of Steve Tobar, Special Ed Mathematics Teacher, has been rescinded.

F. **SALARY CORRECTION**

1. I recommend approval to correct the salary for Denise Pais-Sotelo, base salary of \$152,630 + \$1,700 Longevity (Supervisor) + \$6,580 Longevity (in district) = for a total salary of \$160,910
2. I recommend approval of a salary correction for the previously approved appointment of Samantha Ayala:  

**From:** Step 3 MA, \$61,755 + stipend \$2,859 = \$64,614  
**To:** Step 3 BA+64, \$64,255 + stipend \$2,859 = \$67,114
3. I recommend approval of a salary correction for the previously approved appointment of Nathalie Lazu:  

**From:** Step 1/2 MA, \$61,255  
**To:** Step 10, MA, \$67,855



4. I recommend approval of a salary correction for previously approved appointment of Melissa McSweeney:

**From:** Step 10 MA, \$67,855

**To:** Step 10 MA+32, \$75,855

**G. TRANSFER OF ASSIGNMENT**

I recommend approval of the following staff transfer:

STAFF MEMBER	FROM	TO	EFFECTIVE DATE
Ormaza, Susan	PreK - Garfield	PreK - Franklin	9-1-22
Rattley, Nadia	Math - LMS	Math - KHS	9-1-22
Toal, Brian	Music - LMS	Music - Franklin	9-1-22

**H. SUBSTITUTES**

**I. Additions to Annual Listing of Substitute Teachers**

The individual listed below will be substituting in the Kearny Public Schools this year. This is in addition to those listed in previous Board reports:

Bunnell, Marissa

DiNuzzo, Nicole

**I. AIDES**

**I. Aides Salary Guide**

I recommend approval of the following Aides Salary Guide, effective 9-1-2022:

**BACB- RBT TEACHERS AIDES**

STEP	HOURLY RATE
1 (Years 0-9)	\$17.00
2 (Years 10-14)	\$18.00
3 (Years 15-20)	\$19.50
4 (Years 21-25)	\$20.00
5 (Years 26+)	\$20.50

**2. Appointments**

The following to be appointed as an Aide, pending Criminal History Review approval:

Gaffney, Carla

Williams, Sheela

**3. Resignations**

The following Aides have resigned their positions:

Lauria, Gabrielle

Palmer, Wendy

Pasquarelli, Alexandra

**J. LEAVE(s) OF ABSENCE:**

I recommend approval of the following leave of absence revision:

NAME	SCHOOL	FAMILY LEAVE	LEAVE OF ABSENCE
Hagen, Caryn	Schuyler	10-11-22 to 1-3-23	1-4-23 to 6-23-23

**\*Revised dates**

**K. EQUIVALENCY**

The Equivalency Board of Review has recommended granting the following equivalencies:

<u>Name</u>	<u>Equivalency</u>	<u>Amount</u>	<u>Salary</u>	<u>Effective Date</u>
Best, Marilyn	MA+32	\$8,000	\$71,255	September 1, 2022
Blevins, William	BA+64	\$4,700	\$80,355	September 1, 2022
Clarke, Emma	BA+16	\$1,800	\$58,955	September 1, 2022
Hinostroza, Marlene	MA+32	\$8,000	\$70,255	September 1, 2022
Mantes, Jacqueline	MA+32	\$8,000	\$96,355	September 1, 2022
Marques, John	BA+16	\$1,800	\$57,955	September 1, 2022
Mehnert, Kevin	MA+32	\$8,000	\$75,855	September 1, 2022
Portelli, Alexandra	BA+32	\$2,100	\$59,055	September 1, 2022

**L. WITHHOLD INCREMENT**

I recommend to withhold the increment for the following employee for the 2022/2023 school year:

Employee ID# 102883

**M. INTERNSHIP**

I recommend approval for Natalia Tague, student at Seton Hall University, to perform her internship under the direction of Dana Scher, School Social Worker at Schuyler and Lincoln Middle School, 250 total hours.

## **PART II – NON-PERSONNEL ISSUES**

### **A. 2022/2023 OUTSIDE PLACEMENTS**

I recommend approval of the following listing of outside student placements for the 2022/2023 school year:

<b>School</b>	<b>ID</b>	<b>Tuition</b>	<b>Aide</b>		<b>School</b>	<b>ID</b>	<b>Tuition</b>	<b>Aide</b>
Academy 360	BW	77,775.00	32,940.00		Pillar H.S.	MC	72,927.00	39,600.00
	CM	77,775.00	32,940.00			SS	72,927.00	39,600.00
	MCH	77,775.00	32,940.00			DC	72,927.00	39,600.00
Spectrum 360	PS	77,409.00			Phoenix Center	GH	73,204.20	32,220.00
	DP	77,409.00	32,940.00			ME	73,204.20	32,220.00
	SP	77,409.00	32,940.00			TG	73,204.20	32,220.00
	SO	77,409.00	32,940.00		Sawtelle	KF	57,313.80	
HIP Bergen County	RM	85,770.00				DO	57,313.80	
	SRG	71,730.00				WR	57,313.80	
Deron 2	AM	60,746.40				JS	57,313.80	
	MC	60,746.40				AT	57,313.80	
Ist Cerebral Palsy	JCO	58,159.80			St. Joseph School	MN	86,133.60	
Felician	AA	62,375.55	43,920.00			SS	86,133.60	
	SD	62,375.55			Therapeutic School/ Northwest Essex	GA	74,525.40	20,700.00
	EM	62,375.55				PC	74,525.40	
	TS	62,375.55				AC	74,525.40	
	AZ	62,375.55				KC	74,525.40	
	AR	62,375.55	43,920.00			AM	74,525.40	
	BG	62,375.55			Westbridge	MM	87,210.00	
	AL	62,375.55				EP	87,210.00	
	AD	62,375.55				JF	87,210.00	
Newmark	EP	62,476.20				JC	87,210.00	
North Jersey Elks	PM	77,532.24	32,550.00			NL	87,210.00	
	NL	77,532.24			Woods	JJ	74,763.13	44,694.00



School	ID	Tuition	Aide		School	ID	Tuition	Aide
Pillar Elementary	AM	67,208.40	39,600.00				2 hours/day x 180 days x \$42.00/hour	
	MO	67,208.40	39,600.00		Home Instruction	IO		
	MO	67,208.40	39,600.00					
	MGS	67,208.40						

**B. 2022/2023 OUTSIDE PLACEMENTS - LITTLE FRIENDS**

I recommend approval of the following outside placements as requested by the Director of Special Services:

Students "DAA, DR, PLG, AHT, CMT, JY and JL" to be placed at Little Friends, effective September 8, 2022. Weekly tuition for this placement is \$110.00. The studentS will be transported on an existing bus route.

**C. 2022/2023 KSD CURRICULUM WRITING AND REVISIONS**

I recommend approval to the district Social Studies curriculum which was updated to reflect the 2020 New Jersey Student Learning Standards for Social Studies. The district Mathematics, Science, English Language Arts, and Social Studies curricula were revised to adopt the 2020 New Jersey Student Learning Standards - Career Readiness, Life Literacies, and Key Skills, and the New Jersey Legislative Statutes: Diversity, Equity & Inclusion: N.J.S.A. 18A:35-4.36a, Standards in Action: Climate Change, and Asian American Pacific Islander: N.J.S.A. 18A:35-4.44.

Mathematics, Science, ELA - Grades K-12

Social Studies - Grades K-6 and 9-12

**D. WIPRO SCIENCE EDUCATION FELLOWSHIP PHASE III**

I recommend the District's participation in the Wipro Science Education Fellowship Phase III. This fellowship supports the development of teacher leadership in Science. Faculty will participate in one of four approved projects over the next two years.

**E. ARTS IN EDUCATION GRANT**

I recommend acceptance of the Hudson County Arts in Education Program Grant, awarded to Kearny High School. The grant will provide programming from Barat Foundation in collaboration with Pro Arts Jersey City and Speranza Theatre. The grant consists of two fully funded programs: Animodules, valued at \$9,280 and Writer's Workshop, valued at \$8,750. The programs are aligned with NJ Visual and Performing Arts Education Curriculum and the Social Emotional Learning Framework.

**F. 2022/2023 SCHOOL CALENDAR - REVISION**

I recommend approval of the revisions to the 2022/2023 School Calendar as per the attached copy.

**G. HUDSON COUNTY INTERSCHOLASTIC ATHLETIC LEAGUE**

I recommend approval to enroll as a member of the Hudson County Interscholastic Athletic League, a non-profit association of public and non-public high schools of Hudson County, and to participate in approved athletic activities sponsored by HCIAL.

**H. SIDEBAR AGREEMENT – COVID RELATED QUARANTINES**

I recommend approval of the sidebar agreement between the Board of Education and the Kearny Education Association reinstating sick days for Covid related quarantines to 5 members, whose names are on file in Central Office. Additionally, any member of the Kearny Education Association who is directed by the Coordinator of Health and Wellness to quarantine, due to being identified as a close contact within their employment with the Kearny Board of Education, will be granted up to 7 days total during this school year without the loss of accumulated sick days.

**I. BOARD POLICY**

I. I recommend adoption of the following policies upon second reading:

<u>Policy</u>	<u>Title</u>
P 0143.2	High School Student Representative to the Board of Education (M) (Revised)
P 0163	Quorum (Revised)
P 1511	Board of Education Website Accessibility (M) (Revised)
P 2415	Every Student Succeeds Act (M) (Revised)
P & R 2432	School Sponsored Publications (Abolished)
P 3270	Professional Responsibilities (Revised)
R 3270	Lesson Plans and Plan Books (Revised)
P & R 5513	Care of School Property (M) (Revised)
P 5517	School District Issued Student Identification Cards (M) (Revised)
P 5722	Student Journalism (M) (New)

**J. APPOINTMENT OF PSYCHIATRIST FOR 2022/2023 SCHOOL YEAR**

I recommend approval of the appointment of Mark Faber, M.D. to provide psychiatric virtual evaluations, clearance, and consultations during the 2022/2023 school year, 3 hours per week at the remuneration of \$300.00 per hour.

**K. PROFESSIONAL DAYS**

I recommend approval of the enclosed list of Professional Days, as well as reimbursement for travel and related expenses, where such travel and related expenses have been previously reviewed by the building principal/supervisor and the Chief School Administrator.

### **PART III – INFORMATION**

#### **A. PAYROLLS FOR AIDES**

The Aide payroll for the month of August, 2022 is \$27,581.81

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### **PART IV – EXECUTIVE SESSION**

I recommend that the Board enter into Closed Session for executive discussion.

Respectfully submitted,

A handwritten signature in dark ink, appearing to be "Flora B", written in a cursive style.

I RECOMMEND THAT THE ASPECTS OF THE SUPERINTENDENT'S REPORT PRESENTED TO THE BOARD IN WRITING NOT DISCUSSED AT THE PUBLIC MEETING BE MADE AN OFFICIAL PART OF THE MINUTES WITH THE EXCEPTION OF THE REGISTRATION REPORT AND TRUANCY REPORT.