

REPORT OF THE SUPERINTENDENT

JUNE 21, 2023

PART I – PERSONNEL

A. RESIGNATIONS

I recommend acceptance of the following resignations, effective July 1, 2023:

Fabiana Alvarez – School Nurse at Roosevelt School

Desiree Marette - Teacher at Franklin School

B. APPOINTMENTS

1. Assistant Superintendent of Schools

I recommend the appointment of Alik Bieltz to the position of Assistant Superintendent of Schools, at an annual salary of \$200,056 effective July 1, 2023, pending approval from the Executive County Superintendent.

2. Custodian of Monies

I recommend the reappointment of Marie Criscuolo to the position of Custodian of School Monies for the 2023/2024 school year. This is a non-union position at the annual salary of \$17,000, effective July 1, 2023.

3. Bookkeeper – Payroll

I recommend the appointment of Kelly Popovic to the position of Payroll Clerk, STEP 1 of the 2022/2023 KEOP Agreement, which is an annual salary of \$56,350, plus an education stipend of \$500 for a total salary of \$56,850 (prorated), effective June 26, 2023.

4. Professional Staff

I recommend the appointment of the following new teaching staff for the 2023/2024 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
Avino, Kara-Lynn	PreK	Schuyler	3	MA	\$61,755	Moyano, Ileana	9-1-23
Curatola, Christian	Social Studies	KHS	1	MA	\$61,255	Staub, Amanda	9-1-23
DeJoseph, Nicole	PreSchool Disabled	Franklin	7	BA	\$58,155	NEW	9-1-23

Flannery, Ryan	LLD5	Washington	3	BA	\$55,655	Hatfield, RuthAnn	9-1-23
Gallagher, Shannon	Special Education	Garfield	8	MA	\$65,855	Tavares-Oliveira, Sandra	9-1-23
Jerolimic, Cristina	Elementary ESL	Roosevelt	10	MA	\$67,855	NEW	9-1-23
Macri, Emanuella	Grade 4 Math/Science	Roosevelt	2	MA	\$61,255	Mantes, Ben	9-1-23
Millar, Barbara	Nurse	Garfield	16	BA	\$82,255 + \$2,737 stipend = \$84,992	Gilker, Jacqueline	9-1-23
Miterko, Alyssa	Grades K-6 Special Ed Resource/Inclusion	Franklin	2	BA	\$55,155	Thiele, Helen	9-1-23
Rudden, Melanie	Social Studies	KHS	2	BA	\$55,155	Paszkievicz, David	9-1-23
Thurston, Kevin	Mathematics	KHS	4	BA	\$57,955	Rosenhouse, Matthew	9-1-23
Weiss-Mercord, Kenzie	Biology	KHS	8	BA	\$59,755	NEW	9-1-23

5. Long-Term Substitute Assignment

I recommend the following Long-Term Substitute assignment for the 2023/2024 school year, pending criminal history review, background checks as required by law, and ability to obtain appropriate New Jersey certification:

NAME	SCHOOL/POSITION	REPLACE	EFF. DATE	SALARY
Fahy, Stephen	KHS / Social Studies	Bertolero, Kristen	9-1-23	\$150/diem for 20 days \$275.78/diem for duration of assignment

6. Permanent Substitute

I recommend the following Permanent Substitute assignments:

NAME	LOCATION	STEP	CERT	SALARY	EFF. DATE
D'Elia, Katherine	District	4	BA	\$56,155	9-1-23
Grimm, Patrick	KHS	2	BA	\$55,155	9-1-23

7. Summer School Staff

I recommend the appointment of the following staff for the 2023/2024 summer school program. The program begins on June 27, 2023 through July 27, 2023, excluding Fridays. Hours for teaching staff shall be 7:30 am to 1:45 pm. Remuneration shall be \$42.00 per hour in accordance with the 2022/2023 KEA Agreement, unless otherwise noted:

Bush, Nicholas	Vigorita, Vincent
Cassidy, Patrick	Wiener, Leo
Coffaro, Salvatore	Kerwin, Kristan (substitute)
DeMatos, Mariola	Laquintano, Jessica (substitute)
Goldman, Amy	D'Elia, Katherine (substitute)
Lopes, Marta	Vicente, Maria (substitute)
McGee, Krystina	Mead, Jennifer (nurse)
Miragliotta, Linda	Stokes, Francesca (secretary, \$26/hour)
Orlowicz, Sean	Fontinha, Raymond (security SORA \$32/hour)
Pagani, Melissa	Smart, David (security \$30/hour)
Vargas, Edwin	

8. Adult School Staff

I recommend approval of the following for the Adult School staff members for the 2023/2024 school year:

Cassidy, Patrick - Director at a salary of \$10,000
Vicente, Maria - Assistant Director at a salary of \$3,500
Villacis, Lourdes - ESL/ELL Coordinator at a salary of \$2,000
Munro, Tammy - Secretary at a salary of \$3,000

9. Extended School Year Program for Students with Disabilities

I recommend the appointment of Nicole DeJoseph for the Extended School Year Program for Students with Disabilities, June 27, 2023 through July 27, 2023, 4.5 hours per day, and an additional 2 hours for preparation and planning on June 26, 2023. Remuneration of \$42.00 per hour in accordance with the 2022/2023 KEA Agreement.

10. Extended School Year Autistic Program - Paraprofessionals

I recommend the appointment of the following Paraprofessionals for the Extended School Year Autistic Program, June 27, 2023 through July 27, 2023, 5 hours per day at \$17 per hour:

Merino, Carmen
Smith, Ashanti
Williams, Sheela

11. Summer Transition Program Yoga Instructor

I recommend the appointment of Jennifer Dorney for the position of Summer Transition Program Yoga Instructor at the remuneration of \$42 per hour in accordance with the 2022/2023 KEA Agreement. Four sessions are scheduled on July 10th, 17th, 24th and 31st. This program is funded by the School Based Youth Services grant through the NJ Department of Children and Families.

12. Summer Guidance Counselors

I recommend the appointment of the Guidance Counselors listed below, beginning the week of June 26, 2023, through the week of August 28, 2023. The hours of employment will be from 8:00 a.m. to 2:00 p.m. (six hours per day) at the remuneration of \$42.00 per hour in accordance with the 2022/2023 KEA Agreement. The counselors will be supervised by the Director of Guidance at Kearny High School:

WEEK OF:

June 26	Edi, Talia
July 3	Edi, Talia
July 10	Mandelman, Miryam
July 17	Hart, Shauna
July 24	McShane, Linette
July 31	Fasciano, Dorian
August 7	Leone, Anthony
August 14	Iannotta, Nicole
August 21	Olguin, Cori
August 28	Silva, Agustin

13. Summer WIDA Screener Assessment Administration

I recommend the appointment of the following staff members to work prior to the start of the 2023/2024 school year to perform the WIDA Screener assessment of new incoming ELL students; 20 hours per teacher, hourly remuneration of \$42.00 per hour in accordance with the 2022/2023 K.E.A. Agreement:

Barbosa, Joanne	Neno, Juliana
Goncalves, Vera	Parreiras, Isabel
Hinostroza, Marlene	Soares, Adriana
Kryshak-Baptista, Amy-Beth	

14. Fourth Prep Assignment

I recommend the appointment of Kelly McDonald to be compensated for fourth prep assignment effective dates May 24, 2023 to June 11, 2023, at the annual remuneration of \$7,560 (prorated).

15. Federally-Funded Summer Program (Substitutes)

I recommend the appointment of the following teaching staff members as substitutes for the Federally-Funded Summer Program. Remuneration is in accordance with the 2022/2023 KEA Agreement at the hourly rate of \$42.00, funded by ESSER II. The program is contingent upon the receipt of federal funding, and the scope of the program and number of positions available will be dependent on funding and enrollment:

Acevedo-Cowley, Marjorie	Iadevaia, Kerri
Barbagallo, Susana	Janz, Ashley
Cassidy, Ashli	Marsh, Tracy
Castaneda, Stephanie	Marshall, Emilee
Chen, Emily	Muy, Katherine
Cherry, Madison	Parreiras, Isabel
Connolly, Amy	Soares, Adriana
Del Grande, Ellie	Sofield, Melissa
Dlugosh, Ashley	Vicente, Maria

16. School Climate Change Awareness Advisor

I recommend the appointment of Krystina McGee for the School Climate Change Awareness Advisor position. Remuneration is in accordance with the 2022/2023 KEA Agreement at the hourly rate of \$42.00. Not to exceed 25 hours. Position is funded by ESSER II.

17. Middle School Summer Programs

I recommend the appointment of Natalia Viso for the Middle School Summer Program. Remuneration in accordance with the 2022/2023 KEA Agreement at the hourly rate of \$42.00, funded by ESSER II. The program is contingent upon the receipt of federal funding, and the scope of the program and number of positions available will be dependent on funding and enrollment.

18. After School Intervention Program

I recommend the appointment of Barbara Millar for the Title III Tutoring Program. Remuneration in the amount of \$42.00 per hour in accordance with 2022/2023 KEA Agreement. Effective May 22, 2023. Not to exceed 10 hours. This program is funded through Title III.

19. 2023/2024 Accompanist Appointment

I recommend the appointment of Maria Stella Crispo to the position of Accompanist at the remuneration of \$42 per hour for the 2023/2024 school year.

20. Curriculum Writing

I recommend the appointment of the following staff to perform curriculum writing in the subject areas noted. Remuneration in the amount of \$42.00 per hour in accordance with the 202/2023 KEA Agreement:

Curriculum Writing/Revision Assignment	Staff Members	# of Hours
Envision Grade 3	McSweeney, Melissa Mirigliani, Jaclyn	30 (15 each)
Envision Grade 4	Schalago, Mark Tchalabi, Jayme	30 (15 each)
Envision Grade 5	Mazurek, Diane Pabst, Catherine	30 (15 each)
Academic Mathematics Intervention	Miragliotta, Linda Mazurek, Diane	30 (15 each)
Lab Forensic Science Honors (DE) Syllabus	Vega, Steven	5
Planet Earth (DE) Syllabus	Glickstein, Linda	5
English Language Arts Grade 6	Lonnay, Rebecca	30
English Language Arts Grade 7	Huff, Gail	30
English Language Arts Grade 8	Adamski, John Kliskus, Erika	30 (15 each)
Digital Literacy and Communication	Kliskus, Erika	30
i-Explore	Bush, Nicholas	30
The Nonfiction Novel	Sansone, Samantha	30
Literature and the Cinema	Dorney, Jennifer Orlowicz, Sean	30 (15 each)
Tomorrow's Teachers	Mehnert, Kevin	5
Supernatural and Parapsychology	Flock, Meredith	10
Psychology	Adamski, John Cross, Lauren	30 (15 each)
Chorus	Seaver, Owen	20
The Art of TV and Film	Miller, Ryan	30
Ceramics 2	Donnelly, Erin	30
Introduction to Model Construction (Dual Enrollment) *Funded by NJ Pathways Grant	Adamski, John Talone, Philip	46 (23 each)
ESL ELA Low Beginner (MS)	Neno, Juliana Smith-Hardin, Saron	30 (15 each)
ESL ELA High Beginner (MS)	Hinostroza, Marlene Soares, Adriana	30 (15 each)
ESL ELA Intermediate (MS)	Parreiras, Isabel Varela, Cindy	30 (15 each)
ESL ELA Advanced (MS)	Neno, Juliana Varela, Cindy	30 (15 each)
ESL ELA Low Beginner (HS)	Ferreira, Dana Kryshak-Baptista, Amy-Beth	30 (15 each)
ESL ELA High Beginner (HS)	Fortuna, Stephanie	30

Curriculum Writing/Revision Assignment	Staff Members	# of Hours
ESL ELA Intermediate (HS)	Rebelo, Susan	30
ESL ELA Advanced (HS)	Kryshak-Baptista, Amy-Beth Ferreira, Dana	30 (15 each)
Success Language Arts Grade 9 Pacing Guide	Polk, Danielle Romano, Robert	10 split as follows: Polk = 8 Romano = 2
Success Language Arts Grade 10 Pacing Guide	Polk, Danielle Romano, Robert	10 split as follows: Polk = 8 Romano = 2
Success Language Arts Grade 11 Pacing Guide	Polk, Danielle Romano, Robert	10 split as follows: Polk = 8 Romano = 2
Success Language Arts Grade 12 Pacing Guide	Polk, Danielle Romano, Robert	10 split as follows: Polk = 8 Romano = 2
Success Algebra Pacing Guide	Romano, Robert Vigorita, Vincent	10 split as follows: Romano = 2 Vigorita = 8
Success Geometry Pacing Guide	Romano, Robert Vigorita, Vincent	10 split as follows: Romano = 2 Vigorita = 8
Success Unified Math Pacing Guide	Romano, Robert Vigorita, Vincent	10 split as follow: Romano = 2 Vigorita = 8
Success World Cultures Pacing Guide	Romano, Robert	10
Success US1 Pacing Guide	Romano, Robert	10
Success US2 Pacing Guide	Romano, Robert	10
Success Biology Pacing Guide	Romano, Robert Sultatos, Nicole	10 split as follows: Romano = 2 Sultatos = 8
Success Physical Science Pacing Guide	Romano, Robert Sultatos, Nicole	10 split as follows: Romano = 2 Sultatos = 8
Success Environmental Science Pacing Guide	Romano, Robert Sultatos, Nicole	10 split as follows: Romano = 2 Sultatos = 8
Personal Finance (Success/Resource) Pacing Guide	Lockard, Maria Romano, Robert	10 split as follows: Lockard = 8 Romano = 2
Kindergarten Entry Assessment	Mercedes Alves Cynthia Brower	20 (10 each)

21. SUMMER MEALS PROGRAM STAFF

I recommend the appointment of the following staff for the Summer Meals Program.

Remuneration for teachers will be in accordance with the 2022/2023 KEA Agreement at \$42 per hour; remuneration for paraprofessionals are noted below:

Session 1: June 26-August 1, 7:30am-9:00am & 11:30am-1:00pm

Session 2: August 2- August 31, 11:30am-1:30pm

Teachers

Clarke, Emma	Franklin School – Session 1 Only
Rodrigues, Tracy	Lincoln Middle School – Session 1 Only
Katherine D’Elia	Kearny High - Session 1
Ribeiro, Victor	Kearny High – Session 2
Lydecker, Victoria	Schuyler – Session 1
Silva, Maria	Schuyler – Session 2

Paraprofessionals

Parker, Danielle (\$15/hr)	Franklin School – Session 1 Only
Pooler, Marceline (\$18/hr)	Franklin School – Session 1 Only
Devries, Valerie (\$15/hr)	Lincoln Middle School – Session 1 Only
Morales, Ana (\$15.50/hr)	Lincoln Middle School – Session 1 Only
Heun, Toni Lynn (\$15/hr)	Kearny High – Session 1
Diaz Mendez, Alma (\$15/hr)	Kearny High – Session 1
Chunka, Deborah (\$15.50)	Kearny High – Session 2
Naranjo, Michelle (\$15.50)	Kearny High – Session 2
Kerwin, Sharon (\$15/hr)	Schuyler – Session 1
Vazquez Licon, Nanci (\$15/hr)	Schuyler – Session 1
Patuto, Lynn (\$15.50)	Schuyler – Session 2
Quebrada, Susan (\$15/hr)	Schuyler – Session 2

22. Custodial Appointments

I recommend the following custodial appointments:

Jack Michaels to be appointed as a Custodian assigned to the Night Shift, STEP 0 of the 2023/2024 KSEA Salary Guide, which is a base salary of \$50,045 plus \$500 Night Differential, for a total annual salary of \$50,545 effective July 1, 2023.

Teresa Rozalski to be appointed as a Custodian assigned to the Night Shift, STEP 0 of the 2023/2024 KSEA Salary Guide, which is a base salary of \$50,045 plus \$500 Night Differential, for a total annual salary of \$50,545 effective July 1, 2023.

Kenneth Witt to be appointed as a Custodian assigned to the Night Shift, STEP 0 of the 2023/2024 KSEA Salary Guide, which is a base salary of \$50,045 plus \$500 Night Differential, for a total annual salary of \$50,545 effective July 1, 2023.

C. TRANSFERS OF ASSIGNMENT

I recommend approval of the following staff transfers:

STAFF MEMBER	FROM	TO	REPLACE/ NEW	EFFECTIVE DATE
Furino, Michael	7th grade ELA LMS	8th grade ELA LMS	NEW	9-1-23
Tavares-Oliveira, Sandra	Resource Garfield	LDTTC Washington/Roosevelt	Gallagher, Shannon	9-1-23

D. LEAVES OF ABSENCE

I recommend approval of the following leave of absence requests and/or revisions:

NAME	SCHOOL	FAMILY LEAVE	LEAVE OF ABSENCE	RETURN TO WORK
Alfaro, Katherine	Garfield	11-23-23 to 2-15-24		2-16-24
Bradow, Jennifer	Central Office	5-25-23 to 7-31-23		8-1-23
Hansen, Jennifer	KHS	11-27-23 to 2-23-24		2-26-24
Kuipers, Cristina	Franklin	10-16-23 to 1-21-24		1-22-24
McDonnell, Brian	KHS	9-7-23 to 11-29-23		11-30-23
Mullins, Jaqueline	KHS	5-22-23 to 6-9-23		6-12-23

E. SALARY CORRECTION

1. I recommend approval to correct the salary for Angela Tejada, to Step 15 of the KEA Agreement, which is a base salary of \$84,855 plus a \$2,737 stipend for a total annual salary of \$87,592 effective September 1, 2023.
2. I recommend approval to correct the salary for Kristine Coma, to Step 6 of the 2022/2023 KEOP Agreement, which is a base salary of \$62,502 plus \$800 longevity and an education stipend of \$950 for a total annual salary of \$64,252 effective July 1, 2023.
3. I recommend approval to correct the education stipend for Dionna Duarte, to \$475 in accordance with the 2022/2023 KEOP Agreement, retroactive to September 1, 2020.

F. SALARY INCREASE - SECURITY GUARDS

I recommend approval to increase the hourly rate for the following security guards to \$30 per hour, and those holding a SORA license an additional \$2/per hour, effective July 1, 2023:

Assisi, Barbara Jo (SORA)	Hyde, Sandra (SORA)
Bloomer, Robert	Miller, Dale (SORA)
Cuadra, Patricia	Mitchell, Dallas
Donahue, Michael	Shugrue, William
Fontinha, Raymond (SORA)	Silkie, Thomas (SORA)
Gilgallon, Richard	Silpoch, Milan
Guedes, Cristina	Smart, David

G. SALARY INCREASE - BUS DRIVERS

I recommend approval to increase the hourly rate for the following bus drivers to \$30 per hour effective July 1, 2023:

Barrera, Diana	Quaglieri, Joseph
Beaugrand, William	Rojas, Mayra
Geddes, James	Satter, John
Ibarra, Clara	Silvestre-Merchan, Fernando
Jurczyk, Russell	Taggart, Donald
Martiko, Qirjako	

H. SUBSTITUTES

I. Appointments Pending Criminal History Review

The individuals listed below will be substituting in the Kearny Public Schools this year, pending criminal history review. These are in addition to those listed in previous Board reports:

Pietruszewski, Barbara
Reyes, Yanira

2. **Rescind Reappointment**

The following reappointment for the 2023/2024 school year has been rescinded:

Lopez, Neslie

I. **PARAPROFESSIONALS**

1. **Retirements**

The following Paraprofessionals have retired:

Manjkow, Susan - effective June 24, 2023

Minervini, Angela - effective June 24, 2023

2. **Resignations**

The following Paraprofessionals have resigned:

Latona, Duriye - effective May 22, 2023

Velez, Sandra - effective May 16, 2023

Zuleta, Carolina - effective May 22, 2023

3. **Hourly Salary Increase**

I recommend approval to revise the Paraprofessional hourly salary rate as per the listing below, effective September 1, 2023:

Hourly Paraprofessionals

Hourly Rate: \$17.00

ABA Hourly Paraprofessionals

Hourly Rate: \$18.00

PreK/PSD Paraprofessionals Full Time

Hourly Rate: \$18.00

BACB-RBT Teachers Paraprofessionals

Hourly Rate: \$20.00

J. **COACHES/ADVISORS**

1. **2022/2023 Extracurricular Activities Appointment:**

I recommend approval for Ashley Dlugosh to be appointed as the Art Club advisor for the 2022/2023 school year at a stipend of \$796.

2. **2023/2024 Extracurricular Activities Appointments:**

I recommend approval of the following Coaches/Advisors appointments:

COACH/ADVISOR	APPLICANT	STIPEND	LONGEVITY
<i>Alpha and Omega</i>	Siveiro-Coca, Yusel	\$538	
<i>Art Club</i>	Costello, Ian	\$796	
<i>Band Director, HS</i>	Caravella, David	\$9,996	\$500
<i>Band Director, HS, Assistant</i>	Conde, Danny	\$6,760	
<i>Band Front - Flag</i>	Diaz, Jaime	\$4,783	
<i>Band Front - Front</i>	Chen, Emily	\$4,783	
<i>Band Front - Percussion</i>	Lombardi, Michele	\$4,783	
<i>Cheerleader, Head (Fall)</i>	Castaneda, Stephanie	\$5,813	
<i>Cheerleader, Head (Winter)</i>	Castaneda, Stephanie	\$5,813	
<i>Cheerleader, JV (Fall)</i>	Manolis, Eleni	\$4,940	\$500
<i>Cheerleader, JV (Winter)</i>	Manolis, Eleni	\$4,940	\$500
<i>Chemical Safety Officer</i>	Vega, Steven	\$3,158	
<i>Critics' Café</i>	Amenta, April	\$383	
<i>Culinary Club</i>	Barone, Jessica Barone, Matthew	\$2,107 (split)	
<i>DECA</i>	LaRossa, Melody	\$538	
<i>Engineering Club</i>	LaRossa, Melody	\$538	
<i>Fishing Club</i>	McShane, Christopher	\$228	
<i>Freshman Class Advisor</i>	Marshall, Emilee Torre, Jose	\$1,581 (split)	
<i>Future Poets</i>	Orlowicz, Sean	\$540	
<i>Gay, Lesbian, Straight Alliance</i>	Viso, Natalie	\$538	
<i>Kearnian, HS</i>	Sosa, Meylin	\$2,818	
<i>Honor Society, HS</i>	Policano, John	\$2,745	
<i>Horizontal Movement Chair</i>	Davis, Brigitte	\$1,845	
<i>HOSA Dental and Medical</i>	Marsh, Tracey (Dental) Martone-Biondo, Margaret (Medical)	\$1,581 (split)	
<i>HS Musical, Art Director</i>	Costello, Ian	\$3,797	
<i>HS Musical, Business Manager</i>	Astrella, Kathleen	\$3,369	\$500
<i>HS Musical, Choreographer</i>	Gonzalez, Milagros	\$3,797	\$500
<i>HS Musical, Instrumental Director</i>	Conde, Danny	\$3,797	
<i>HS Musical, Stage Director</i>	Gonzalez, Milagros	\$4,807	\$500
<i>HS Musical, Vocal Director</i>	Seaver, Owen	\$3,797	

COACH/ADVISOR	APPLICANT	STIPEND	LONGEVITY
<i>Italian Club/Honor Society</i>	Cacciottolo, Michele	\$540	
<i>Junior Class Advisor</i>	Bertolero, Kristen Solis, Gianella	\$2,316 (split)	
<i>K-Birds</i>	Gonzalez, Milagros	\$1,932	
<i>Library Council</i>	Amenta, April	\$540	
<i>Math League</i>	Miragliotta, Linda	\$540	
<i>REACH</i>	Keim, Laurie Viso, Natalie	\$1,842 (split)	
<i>SAVE</i>	Magee, Krystina	\$538	
<i>Science League Advisor</i>	Glickstein, Linda	\$1,773	
<i>Science League Advisor</i>	Portuesi, Marco	\$1,773	\$500
<i>Science League Advisor</i>	Sanchez, Maria	\$1,773	
<i>Science League Advisor</i>	Vega, Steven	\$1,773	
<i>Science League Advisor</i>	Johnson, Gary	\$1,773	
<i>Science League Advisor</i>	Miragliotta, Linda	\$1,773	
<i>Science League Coordinator</i>	Drefko, John	\$2,589	
<i>Self-Advocacy Team</i>	Moran, Maryanne	\$280	
<i>Senior Class Advisor</i>	Poznar, Margardia	\$3,157	
<i>Senior Play, Business Manager</i>	Astellla, Kathleen	\$2,556	\$500
<i>Senior Play, Director</i>	Gonzalez, Milagros	\$3,110	
<i>Senior Play, Lighting</i>	Conde, Danny	\$2,556	
<i>Senior Play, Set</i>	Costello, Ian	\$2,760	
<i>Sophomore Class Advisor</i>	Velez, Christina	\$1,581	
<i>Stock Market Club</i>	Policano John	\$284	
<i>Student Government, HS</i>	Correnti, Alan	\$5,360	
<i>Technology Club/TSA</i>	Torre, Jose	\$1,053	
<i>Teen Pep Advisor</i>	Diglio, Matthew	\$4,581	
<i>Teen Pep Advisor</i>	Velez, Cristina	\$4,581	
<i>Teens Against Animal Cruelty</i>	Sylvia, Michael	\$280	
<i>Yearbook, HS</i>	Dlugosh, Ashley	\$4,444	

3. 2023/2024 Appointments - Fall Sports

I recommend approval of the following Coaches/Advisors appointments for the Fall sports season:

COACH/ADVISOR	APPLICANT	STIPEND	LONGEVITY
<i>Cross Country - Head</i>	Perez, Al	\$7,545	\$800
<i>Cross Country - Assistant</i>	Lavalle-Mazol, Mandy	\$6,280	\$500
<i>Football - Head</i>	Policano, John	\$11,029	
<i>Football – Assistant</i>	*Schuchard, Joseph	\$6,409	
<i>Football - Assistant</i>	*Mair, Keith	\$6,409	
<i>Football - Assistant</i>	Hurley, Daniel	\$6,409	
<i>Football - Assistant</i>	*Hinchcliffe, Michael	\$6,409	
<i>Soccer - Boys - Head</i>	Galka, William	\$10,241	\$1,000
<i>Soccer - Boys - Asst. Varsity</i>	Millar, Scott	\$6,280	\$500
<i>Soccer - Boys - JV</i>	*Gray, Andrew	\$6,280	
<i>Soccer - Boys - Frosh</i>	*Mara, Michael	\$6,280	
<i>Soccer - Girls - Head</i>	Sylvia, Michael	\$10,241	
<i>Soccer – Girls – Asst. Varsity</i>	Sleece, Matthew	\$6,280	\$500
<i>Soccer – Girls – JV</i>	McDonald, Kelly	\$6,280	
<i>Soccer – Girls – Frosh</i>	Salisbury, Kaitlyn	\$6,280	
<i>Tennis - Girls – Head</i>	Silpoch, Michael	\$7,185	
<i>Volleyball - Girls - Head</i>	Zicopoulos, Vasiliki	\$10,241	
<i>Volleyball - Girls - JV</i>	*Fernandes, Emilia	\$6,280	
<i>Volleyball – Girls – Frosh</i>	Signa, Tracey	\$6,280	
<i>Weight Room - Fall</i>	D'Elia, Mark	\$5,833	
<i>Weight Room – Summer</i>	D'Elia, Mark	\$5,833	
<i>Weight Room - Summer</i>	*Andrews, Stephen	\$5,833	
<i>Intramural Boys Volleyball</i>	Augustine, Frank	\$1,860	
<i>Intramural Girls Volleyball</i>	Severino, Keith	\$1,860	

* Non-staff member

4. **2023/2024 Appointments - Winter Sports**

I recommend approval of the following Coaches/Advisors appointments for the Winter sports season:

COACH/ADVISOR	APPLICANT	STIPEND	LONGEVITY
<i>Basketball - Boys - Head</i>	*McCaffrey, Marc	\$10,241	
<i>Basketball - Boys – Asst. Varsity</i>	*Cowley, Derek	\$6,280	
<i>Basketball - Boys – JV</i>	Policano, John	\$6,280	
<i>Basketball - Boys - Jr. School</i>	Augustine, Frank	\$5,165	
<i>Basketball - Girls - Head</i>	Hill, Jody	\$10,241	\$1,000
<i>Basketball - Girls - Asst. Varsity</i>	*Afuola, Elijah	\$6,280	

COACH/ADVISOR	APPLICANT	STIPEND	LONGEVITY
Basketball - Girls - JV	Hornung, Allyson	\$6,280	
Basketball - Girls - Frosh	Pace, Sydney	\$6,280	
Basketball - Girls - Jr. School	Severino, Keith	\$5,165	
Bowling - Head	Correnti, Alan	\$7,184	
Ice Hockey	Firth, Tim	\$7,545	\$500
Ice Hockey	Romano, Robert	\$7,545	
Swimming - Boys	Silpoch, Michael	\$7,545	
Swimming - Girls	Mehnert, Kevin	\$7,545	
Track - Indoor - Head	Perez, Al	\$10,241	\$800
Track - Indoor - Assistant	Kennedy, Allyson	\$6,280	
Weight Room	D'Elia, Mark	\$5,833	
Wrestling - Head	Carratura Jr, Anthony	\$10,241	
Wrestling - Assistant	Machado, Nicholas	\$6,280	

* Non-staff member

5. **2023/2024 Appointments - Spring Sports**

I recommend approval of the following Coaches/Advisors appointments for the Spring sports season:

COACH/ADVISOR	APPLICANT	STIPEND	LONGEVITY
Baseball – JV	Furino, Michael	\$6,280	
Crew – Head	*Canha, Briant	\$10,241	
Softball – Head	Pickel, James	\$10,241	\$800
Softball – Assistant Varsity	Pace, Sydney	\$6,280	
Softball - JV	*Novak, Nicole	\$6,280	
Softball - Frosh	Capelao, Michael	\$6,280	
Tennis - Boys - Head	Silpoch, Michael	\$7,185	
Track – Outdoor – Head	Perez, Al	\$10,241	\$800
Track – Outdoor – Assistant	Kennedy, Allyson	\$6,280	
Volleyball – Boys – Frosh	Policano, John	\$6,280	
Weight Room	Policano, John	\$5,833	
Intramural Soccer Boys	Millar, Scott	\$1,860	
Intramural Soccer Girls	Policano, Anthony	\$1,860	

6. Coaching Volunteers

I recommend approval of the following individuals who have requested to volunteer coaching services for the Fall sports season, contingent upon completion of all requirements:

Boys Soccer.....*Zaouia, Amine

Girls Soccer.....*Pettigrew, Jen

*Non-staff member

K. EQUIVALENCY

I. Correction to Previously Approved Equivalency

The following equivalency should be corrected to reflect the following:

<u>Name</u>	<u>Equivalency</u>	<u>Amount</u>	<u>Salary</u>	<u>Effective Date</u>
Barbosa, Joanne	MA+32	\$8,000	\$107,105	September 1, 2022

2. Equivalency

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

<u>Name</u>	<u>Equivalency</u>	<u>Amount</u>	<u>Salary</u>	<u>Effective Date</u>
Klein, Heather	MA+32	\$8,000	\$71,255	February 1, 2023

L. APPROVAL OF DISTRICT APPOINTMENTS

I recommend approval of the following district appointments for the term commencing July 1, 2023 to June 30, 2024:

POSITION

504 Committee Coordinator.....	Melissa DeLima
ADA Officer.....	Melissa DeLima
Affirmative Action Officer.....	Aliki Bieltz
Anti-Bullying Coordinator.....	Courtney McShane
AHERA Compliance Officer.....	Mark Bruscino
Custodian of Records.....	Juan Faciolince
Designated Person.....	Mark Bruscino
Homeless Liaison.....	Melissa DeLima
Indoor Air Quality Designee.....	Mark Bruscino
Issuing Officer for Working Papers.....	Paul Measso
PEOSHA Officer.....	Mark Bruscino
Public Agency Compliance Officer.....	Juan Faciolince
Right-to-Know Officer.....	Mark Bruscino
School Safety Specialist.....	Mark Bruscino
Student Assistance Counselor.....	Courtney McShane
Title IX Coordinator.....	Aliki Bieltz

M. INTERNSHIPS

1. I recommend permission for Kayla R. Whelan, student at Fordham University, to perform a social work internship under the direction of Elisa Hoehe, Director of School Based Youth Services, during the 2023/2024 school year for a total of 500 hours.
2. I recommend permission for Gianna Tripodi, student at Ramapo College to perform a social work internship under the direction of Dana Scher, LMS Social Worker, during the 2023/2024 school year for a total of 300 hours.

N. COMPLETION OF 90-DAY PROBATIONARY PERIOD

I recommend Board acknowledgement of the successful completion of the 90-day probationary period for the following personnel:

- ❖ Rodrigues, Diane - Executive Secretary to the Interim Assistant Superintendent of Schools

PART II – NON-PERSONNEL

A. 2023/2024 EXTENDED SCHOOL YEAR OUTSIDE PLACEMENTS

I recommend approval of the following 2023/2024 Extended School Year outside placements:

School	Student ID	ESY	Aide
Academy 360	BW	\$9,350.00	\$3,960.00
	CM	\$9,350.00	\$3,960.00
Spectrum 360	PS	\$9,306.00	
	DP	\$9,306.00	\$3,960.00
	SP	\$9,306.00	\$3,960.00
	SO	\$9,306.00	\$3,960.00
HIP-Bergen County	RM	Not attending	
	SRG	\$5,550.00	
	BG	\$5,550.00	
Deron 2	MC	\$10,124.40	
Ist Cerebral Palsy	JCO	\$9,693.30	
Felician	AA	\$6,476.15	\$4,560.00
	SD	\$6,476.15	
	EM	\$6,476.15	
	TS	\$6,476.15	
	BG	\$6,476.15	
	AD	\$6,476.15	
Newmark	EP	\$6,247.62	
North Hudson Academy	CF	\$14,566.62	
	JC	\$14,566.62	
New Beginnings	AR	\$12,894.30	
Pillar Elementary	MO	\$11,201.40	\$6,600.00
	MO	\$11,201.40	\$6,600.00
	MGS	\$11,201.40	
Pillar H.S.	MC	\$12,154.50	\$6,600.00
	SS	\$12,154.50	\$6,600.00
	DC	\$12,154.50	\$6,600.00
	AM	\$12,154.50	\$6,600.00

Phoenix Center	GH	\$7,727.11	\$3,401.00
	ME	\$7,727.11	\$3,401.00
	TG	\$7,727.11	\$3,401.00
	AL	\$7,727.11	
	AP	\$7,727.11	
	MSR	\$7,727.11	
	JM	\$7,727.11	\$3,401.00
Sawtelle	KF	\$6,049.79	
	DO	\$6,049.79	
	AR	\$6,049.79	
	JS	\$6,049.79	
	AT	\$6,049.79	
St. Joseph School	MN	\$14,355.60	
Therapeutic School/ Northwest Essex	GA	Not attending	
	AM	Not attending	
	AC	\$12,006.87	
	KC	\$12,006.87	
Westbridge	MSM	Not attending	
	SN	\$7,803.00	
	JF	\$7,803.00	
	NL	\$7,803.00	
Woods	JJ	\$11,742.90	\$7,020.00
Harbor Haven	MO	\$8,590.50	
Home Instruction	IO	2 hours per day x 21 days	

*Rates shown are based on the 2022-2023 school year since the 2023-2024 rates are unavailable at this time.

B. MEDICAL FACILITIES/AGENCIES

I recommend approval of the following medical facilities and agencies to be utilized, if necessary, during the 2023-2024 school year:

1. Hoboken University Medical Center, 308 Willow Avenue, Hoboken, NJ
2. St. Michael's Medical Center, 111 Central Avenue, Newark, NJ
3. Clara Maass Medical Center, 1 Clara Maass Drive, Belleville, NJ
4. Doctor's Express: Urgent Care, 560 New York Avenue, Lyndhurst, NJ
5. Bloomfield Immedicenter, 557 Broad Street, Bloomfield, NJ
6. Inter-County Council on Drug and Alcohol Abuse, 480 Kearny Avenue, Kearny, NJ

C. SERVICE CONTRACTS FOR SPECIAL EDUCATION STUDENTS

I recommend approval of the following contract of services providers and psychiatrists for the 2023/2024 school year:

1. School Based Therapy Services, PC
School-based physical and occupational therapy; speech and psychological evaluations
2. Bayada
Nursing services provided to student N.L.
3. Bayada
Sub-nursing services
4. Andre J. Franciois, Ph.D.
Bilingual evaluation services
5. Horizon Healthcare Therapies
Nursing transportation services for student M.O. and
Nursing services for student J.V.
6. Hillmar, LLC, bilingual evaluation services
7. The Arc of New Jersey
to provide transition planning
8. Bergen County Special Services School District, Educational Enterprises

Psychiatrists

1. Comprehensive Behavioral Healthcare, Inc.
2. Family Center at Montclair, Verona, NJ
3. St. Joseph's Medical Center – Child Development Center

Dr. Mark P. Faber
Dr. Ernst Guaderer
Dr. Aparna Mallik
Dr. Lara Morse
Dr. Veronica Rojas

Dr. Joseph Nazareth
Dr. Arthur S. Platt
Dr. Ellen M. Platt

D. AMERICAN RESCUE PLAN (ARP) SAFE RETURN PLAN

I recommend acceptance of the updated Safe Return Plan in accordance with the American Rescue Plan Elementary and Secondary School Emergency Relief Fund.

E. SIDEBAR AGREEMENT - SECURITY GUARDS

I recommend approval to remove the security guards from the KSEA Agreement.

F. 2022-2023 SUPERINTENDENT'S MERIT GOALS COMPLETION

The Kearny Board of Education hereby acknowledges the successful completion of the following goals of the Superintendent of Schools for the 2022-2023 school year:

QUANTITATIVE GOAL 1:

Using data from iReady, after the end-of-year diagnostic, the median percent progress toward typical growth will be at least 75% for students in grades K-8.

Evidence of Completion:

Results: The median percent progress toward typical growth for students in grades K-8 is 113%.

District Growth (All Schools):

- The median student made 113% of typical growth
- Overall, 58% of our students made 100% or more of typical growth

QUANTITATIVE GOAL 2:

As measured by the Achieve 3000 benchmark level-set administration, 30% of students in grades 3-6 will demonstrate an increase of 100 points in their Lexile level.

Evidence of Completion:

District Growth (All Schools):

- 49% of grade 3 students increased their Lexile by 100 or more points
- 47% of grade 4 students increased their Lexile by 100 or more points
- 54% of grade 5 students increased their Lexile by 100 or more points
- 43% of grade 6 students increased their Lexile by 100 or more points

QUANTITATIVE GOAL 3:

As measured by the Literably spring benchmark assessment, 50% of students in grades 1-5 will improve 1-2 reading levels over the course of the school year.

Evidence of Completion:

- 77% of students in grades 1-5 increased 1 reading level
- 64% of students in grades 1-5 increased 2 reading levels

QUALITATIVE GOAL 1:

Safety and security measures will be increased districtwide.

Evidence of Completion:

Among several measures implemented, some include: coordination and collaboration with the Kearny Police Department was increased; enhanced Securly features for email and search monitoring system; installation of additional cameras, sensors and monitors districtwide; reinstituted SRO at KHS; addition of Class III Officer for 2023-24 school year; regular walkthroughs by the Kearny Police Department of all buildings while school is in session; new alarm system installed at Washington and Garfield School; additional crossing guard added at New Lawn Avenue and Kearny Avenue; installation of VAPE detectors in all bathrooms at the middle school and high school.

QUALITATIVE GOAL 2:

Family and community engagement and communication will be increased districtwide.

Evidence of Completion:

Among several measures implemented, some include: implementation of new district website and app to communicate with families; increased social media presence; development of quarterly district e-newsletters to highlight student achievements and school events; district brochure to familiarize families with district offerings and points of pride; implementation of Spanish Language & Cultural Awareness workshop series for staff.

G. SERVICE CONTRACTS 2023-2024 SCHOOL YEAR

I recommend approval of the following service contracts for the 2023/2024 school year:

Achieve 3000	LinkIt
Action Data	Literably
AESOP/Frontline	Little Friends
ALEKs Mathematics	Lotterease
Alternative Energy	Membean
Ameriflex	Municipal Capital
Apptegy	Mystery Science
Automated Logic	Newsela
BrainPOP	No. Hudson Community Action Corp
Breakout EDU	Nystrom/Young Citizens
Chemsearch	Pitney Bowes
Clarity Water	Project Lead the Way
CodeHS	Quia (IXL)
Comcast	ReThink
Curriculum Associates: iReady	Right at Schools
Defined Learning	RTIm Direct

Destiny (Follett)	Savvas
Edgenuity	School Based Therapy
Edpuzzle	Scoir
Effective Alarm Systems, Inc.	Screencastify
Elevator Maintenance	Sea Box
Flex Facts	Snosites
Formative	Sonitrol
Garden State Lab	Spectrotel
Generation Genius	Starfall
Genesis	Strauss Esmay
Gizmos	Survey Monkey
Google Workshop for Education	Systems 3000
Hartford	Teaching Strategies GOLD Online Assessment
Honeywell	The Children's Health Market/The Great Body Shop
IEP Direct	United Site Services
Imagine Learning	Verizon
Kami	Verizon Connect
Kearny Self Storage	Verizon Wireless
KS Bank	Vista Higher Learning
KUTA Software	Wells Fargo
Learning.com	Western Pest
Learning Ally	504 Direct
Learning A-Z.com	

H. **2023/2024 SCHOOL YEAR CURRICULUM ADOPTION**

I. **Grades 6-8 ESL/ELA National Geographic Learning *Inside***

Inside is an English language acquisition program that provides differentiated support for middle school English Language Learners in the domains of reading, writing, speaking, and listening. The program will be acquired for a total of \$31,600 and will be funded by ESSER II and ARP Federal Funds.

2. **Grades 9-12 ESL/ELA National Geographic Learning *Edge***

Edge is an English language acquisition program that provides differentiated support for high school English Language Learners in the domains of reading, writing, speaking, and listening. The program will be acquired for a total of \$41,500 and will be funded by ESSER II and ARP Federal Funds.

I. **PINE FOREST CHEERLEADING CAMP**

I recommend approval for members of the Kearny High School cheerleading squad to attend Pine Forest Cheerleading Camp, Honesdale, Pennsylvania, from August 23 through August 26, 2023. Other than bus transportation to and from the Camp, there is no cost to the Board of Education and all Board policies will be met.

J. TRACK AND FIELD OVERNIGHT TRIP

I recommend approval for the Track and Field overnight trip to the Adidas Outdoor Nationals in North Carolina from June 14 through June 18, 2023. All fees to be reimbursed through the Track and Field fundraising account.

K. NON-PRECEDENT AGREEMENT - CREW HEAD COACH

I recommend approval of the non-precedent agreement between the Kearny School District and the KEA that will allow for the hiring of one Head Coach for Crew that will oversee both the Boys and Girls crew teams instead of a head coach for each team for the 2023/2024 school year.

L. MIDDLE SCHOOL INSTRUCTIONAL SUPERVISOR

I recommend approval to create a new union position, Middle School Instructional Supervisor, salary to be determined and in accordance with the KSA Agreement.

M. DATA ANALYTICS MANAGER

I recommend approval to create a new non-union position, Data Analytics Manager, salary to be determined.

N. BOARD POLICY

I recommend adoption of the following policy upon second reading:

<u>Policy</u>	<u>Title</u>
P 0144	Board Member Orientation and Training (Revised)
P & R 2520	Instructional Supplies (Revised)
P 3217	Use of Corporal Punishment (Revised)
P 4217	Use of Corporal Punishment (New)
P 5305	Health Services Personnel (Revised)
P & R 5308	Student Health Records (Revised)
P & R 5310	Health Services (Revised)
P 6112	Reimbursement of Federal and Other Grant Expenditures (Revised)
R 6115.01	Federal Awards/Funds Internal Controls - Allowability of Costs (New)
P 6115.04	Federal Funds - Duplication of Benefits (New)
P 6311	Contracts for Goods or Services Funded by Federal Grants (Revised)
P 7440	School District Security (Revised)
P 9100	Public Relations (Abolished)
P 9140	Citizens Advisory Committees (Revised)
R 9140	Citizens Advisory Committee (Abolished)

O. APPROVAL OF SUMMER WORK SCHEDULE

I recommend approval of the adjusted work hours for 12 month District employees to facilitate all building closures on Fridays beginning the week of July 3, 2023 through the week of August 21, 2023. Employee hours will be adjusted to reflect an extended work day on Mondays through Thursdays.

P. INTERN AFFILIATION AGREEMENT – KEAN UNIVERSITY

I recommend approval of the Intern Affiliation Agreement between the Kearny School District and Kean University for a term of three (3) years commencing on July 1, 2023 and expiring on May 1, 2026.

Q. 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.

R. FIELD TRIPS

I recommend approval of the enclosed list of field trips for students and appropriate staff that are aligned to the New Jersey Student Learning Standards and promote the delivery of instruction.

S. ACCEPTANCE OF MONTHLY HARASSMENT, INTIMIDATION, BULLYING REPORT

I recommend acceptance of the enclosed HIB Report as prepared by the Student Assistance Coordinator for the month of June, 2023 in accordance with NJSA 18A:37-15 and Board Policy 5512.

PART III – INFORMATION

A. PAYROLLS FOR SUBSTITUTES AND PARAPROFESSIONALS

The Substitute and Aide payrolls for the month of May are the following:

Substitutes	\$146,808.00
Paraprofessionals	\$196,589.17


B. OUT-OF-SCHOOL SUSPENSIONS

The out-of-school suspension list for the month of June is attached for your review.

PART IV – EXECUTIVE SESSION

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

Respectfully submitted,



Flora Encarnacao, Superintendent

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.