

REPORT OF THE SUPERINTENDENT

JULY 24, 2023

PART I – PERSONNEL

A. RATIFICATION OF AGREEMENT BETWEEN KEARNY EDUCATIONAL OFFICE PROFESSIONALS ASSOCIATION (KEOPA) AND KEARNY BOARD OF EDUCATION (KBOE)

I recommend the ratification of the negotiated agreement and salary guides between the Kearny Educational Office Professionals Association and the Kearny Board of Education for the period beginning July 1, 2023 and ending June 30, 2026.

B. RETIREMENT

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

Anthony Scarpa, Custodian, after 13 years of service to Kearny Public Schools, effective September 1, 2023

C. RESIGNATIONS

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

Ryan Minieri – Counselor at Franklin School

Ileana Moyano - Teacher at Schuyler School

D. APPROVAL OF SALARIES – NON-UNION STAFF

I recommend approval of the following non-union staff members' salaries for the 2023/2024 school year:

NAME	TITLE	SALARY
Bedford, Marlene	Security Manager	\$70,351
Blevins, Sharyne	Executive Secretary to the Superintendent	\$79,837.88 + \$3,540 longevity + \$400 stipend Total = \$83,777.88
Brooks, Barbara	Executive Secretary to the Director of Operations	\$75,128.33 + \$3,280 longevity + \$950 stipend Total = \$79,358.33
Bruscino, Mark	Director of Operations	\$191,611
Carfagna, Salvatore	Facilities Manager	\$105,394.75 + \$ 3,680.00 longevity + \$1,500 stipend Total \$110,574.75

NAME	TITLE	SALARY
Dr. Faber, Mark	District Psychiatrist	\$27,000
Elsmore, Robert	Supervisor of Transportation	\$94,532.62 + \$3,340 longevity Total = \$97,872.62
Hoehe, Elisa	Director of School Based Youth Services	\$121,707
O'Connor, John	Residency & Truancy Investigator	\$49,440
Rodrigues, Diane	Executive Secretary to the Assistant Superintendent	\$72,500 + \$1,000 longevity + \$550 stipend Total = \$74,050
Sandler, Michael	Comptroller	\$77,625
Todd, Dena	Executive Secretary to the Business Administrator/ Board Secretary	\$72,100.00 + \$1,400 longevity +\$400 stipend Total = \$73,900

E. REAPPOINTMENT - BUSINESS ADMINISTRATOR/BOARD SECRETARY

I recommend the reappointment of Juan Faciolince as Business Administrator/Board Secretary, whose contract was approved by the Interim Executive County Superintendent, at an annual salary of \$188,000 effective July 1, 2023.

F. APPOINTMENTS

1. Principal – Kearny High School

I recommend the appointment of Curtis Brack to the position of Principal, Kearny High School, STEP 6 of the 2023/2024 KSAA Salary Guide, which is a base salary of \$183,476, plus \$6,000 KHS stipend, plus \$5,500 Administrator longevity, plus \$6,580 time in district longevity, for a total annual salary of \$201,556 (prorated), effective August 1, 2023.

2. Principal - Lincoln Middle School

I recommend the appointment of James Hempel to the position of Principal, Lincoln Middle School, STEP 1 of the 2023/2024 KSAA Salary Guide, which is a base salary of \$163,278, plus \$3,000 LMS stipend, plus \$3,500 Administrator longevity, plus \$6,150 time in district longevity, for a total annual salary of \$175,928 (prorated), effective August 1, 2023.

3. 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
Campoverde, Brianna	PreK 4	Franklin	1-2	BA	\$55,155	Ontell, Lisa	9-1-23
Cascante, Tiffany	School Counselor	Franklin	1-2	MA	\$61,255 + \$2,737 stipend = \$63,992	Minieri, Ryan	9-1-23
Flores, Irineo	School Counselor	Franklin	1-2	MA	\$61,255 + \$2,737 stipend = \$63,992	NEW	9-1-23
Pamaar, Sanjay	Music	KHS	8-9	MA	\$65,855	Connolly, Amy	9-1-23

4. enVision Math Planners and Facilitators

I recommend the approval of the following staff members as Planners and Facilitators for Grades 3-5 enVision math training. Remuneration for teachers will be in accordance with the 2022/2023 KEA Agreement at \$42.00 per hour.

Planner and Facilitator:

Tchalabi, Jayme
(max 15 hours)

Facilitators:

Barbosa, Joanne
DeMatos, Jessica
Franchino, Danah
Mantes, Jacqueline
McSorley, Kimberly
Miragliani, Jaclyn
(max 3 hours each)

5. **Elementary Title I Family Engagement Coordinator**

I recommend approval of (60) hours compensation for the following staff member for the Elementary Title I Parent Involvement Program. Remuneration for teachers will be in accordance with the 2022/2023 KEA Agreement at \$42.00 per hour. The program is funded by Title IA funds.

Seeley, Kimberly

6. **Elementary Title I Family Engagement Facilitator**

I recommend approval of (45) hours compensation for the following staff members for the Elementary Title I Parent Involvement Program. Remuneration for teachers will be in accordance with the 2022/2023 KEA Agreement at \$42.00 per hour. The program is funded by Title IA funds.

Gomez, Lissette
Lombardi, Michele

Lourenco, Melanie
Peso, Susana

7. **ESL Family Engagement Coordinator**

I recommend approval of (70) hours compensation for the following staff member for the ESL Family Engagement Program. Remuneration for teachers will be in accordance with the 2022/2023 KEA Agreement at \$42.00 per hour. The program is funded by Title III funds.

Kryshak-Baptista, Amy-Beth

8. **ESL Family Engagement Facilitator**

I recommend approval of (55) hours compensation for the following staff members for the ESL Family Engagement Program. Remuneration for teachers will be in accordance with the 2022/2023 KEA Agreement at \$42.00 per hour. The program is funded by Title III funds.

Ferreira, Dana
Hinostroza, Marlene

Tellez, Patricia
Villacis, Lourdes

9. **Zero Prep Assignments**

I recommend approval for the following Kearny High School staff members to be compensated for zero prep assignments during the 2022-2023 school year:

Conde, Danny - \$2,016
Vega, Steven - \$1,302



10. 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:

June 26 - August 1, 7:30 am - 9:00 am & 1:00 pm - 2:30 pm

Donnelly, Rachel

Figueroa, Gabrielle

Rodrigues, Tracey

June 27 - July 27, 8:15 am - 9:00 am

Rocha, Carmen

Santiago, Melissa

11. School Climate Change Awareness Advisor - Additional Hours

I recommend the approval of 10 additional hours for Krystina McGee, School Climate Change Awareness Advisor. Remuneration is in accordance with the 2022/2023 KEA Agreement at the hourly rate of \$42.00. Position is funded by ESSER II.

12. Maintenance Summer Employment Program

I recommend the appointment of Gustavo DeLima for the Maintenance Summer Employment Program, July 5, 2023 through August 24, 2023, 5.5 hours per day at the rate of \$14.13 per hour.

13. Central Office Secretary

I recommend the appointment of Robyn Fisher to the position of full-time Secretary in the Central Office, STEP I of the 2022/2023 KEOP Salary Guide, which is an annual salary of \$51,499 plus \$400 education credit, for a total annual salary of \$51,899 (prorated) effective August 7, 2023.

14. Custodial Appointments

I recommend approval of the following custodial appointments:

Frank Sroczynski to be appointed as Head Custodian assigned to Franklin School, STEP 7 of the 2023/2024 KSEA Salary Guide, which is a base salary of \$74,543, plus \$500 Head Custodian stipend, plus \$3,030 longevity, plus \$775 Boiler's License, for a total annual salary of \$78,848 (prorated), effective August 1, 2023.

Alan Elsmore to be appointed as Assistant Head Custodian assigned to Franklin School, STEP 7 of the 2023/2024 KSEA Salary Guide, which is a base salary of \$69,622, plus \$200 Assistant Head Custodian stipend, plus \$800 longevity, plus \$775 Boiler's License, for a total annual salary of \$71,397 (prorated), effective August 1, 2023.

Joseph Schulze to be appointed as a full-time Custodian assigned to Kearny High School, Tuesday through Saturday, STEP 5 of the 2023/2024 KSEA Salary Guide, which is a base salary of \$61,025, plus \$500 Tuesday through Saturday stipend, plus \$775 Boiler's License, for a total annual salary of \$62,300 (prorated), effective August 1, 2023.

Jerry Diorio to be appointed as Maintenance/Utility Plumber, STEP 6 of the 2023/2024 KSEA Salary Guide, which is a base salary of \$77,517, plus \$500 Tradesman's License, plus \$1,500 Vehicle Maintenance stipend, plus \$200 tools stipend for a total annual salary of \$79,717 (prorated), effective August 1, 2023.

15. **Security Guards**

I recommend approval of the following as Security Guards for the 2023-2024 school year, pending criminal history review, at \$30/hour:

Afuola, Elijah
Kelly, Skyler

Rodriguez, Jose
Tonner, Sean

G. **RESCIND APPOINTMENTS**

1. The appointment of Stephen Fahy as a long term substitute has been rescinded.
2. The appointment of the following as student aides for the ESY program has been rescinded:

Aular, Julianne
Gonzales, Liana
Millerick, Grace

Perez, Ashley
Valle, Lillian

H. **LEAVE OF ABSENCE**

I recommend approval of the following leave of absence request:

NAME	LOCATION	FAMILY LEAVE	LEAVE OF ABSENCE	RETURN TO WORK
Brodsky, Jenny	Central Office	8-7-23 to 8-25-23		8-28-23

I. **TRANSFERS OF ASSIGNMENT**

I recommend approval of the following staff transfers:

STAFF MEMBER	FROM	TO	REPLACE/ NEW	EFFECTIVE DATE
Canaley-Fearon, Kerri	2nd Grade - Franklin	1st Grade - Franklin	Marette, Desiree	9-1-23
Mara, Kristen	5th Grade - Franklin	2nd Grade - Franklin	Canaley-Fearon, Kerri	9-1-23

J. SUBSTITUTES

I. Appointment Pending Criminal History Review

The individual 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:

Quongsing, Dalicia

K. PARAPROFESSIONALS

I. Reappointments

The following to be reappointed as a Paraprofessional, pending criminal history review:

Cartagena, Tammy

Quinones, Lidia

Ochoa, Guadalupe

2. Appointments Pending Criminal History Review

The following to be appointed as a Paraprofessional, pending criminal history review:

Chepe-Chahua, Linda

3. Resignation

The following Paraprofessional has resigned:

Cerron, Dayali - effective June 27, 2023

L. COACHES/ADVISORS

I. 2022/2023 Extracurricular Activities Stipend:

I recommend approval to revise the Extracurricular stipend as follows:

Garfield School Peers

Gerbasio, Stephanie \$538 (split)

Lonnay, Rebecca

Garfield School Safety Patrols

Gerbasio, Stephanie \$326 (split)

Lonnay, Rebecca

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

I recommend approval of the following Extracurricular appointments:

COACH/ADVISOR	APPLICANT	STIPEND
<i>French Honor Society</i>	Hibbins, Sean	\$540 (split)
<i>French Honor Society</i>	Magalhaes, Sonia	
<i>Middle School Football</i>	*Wallace, Daniel	\$1,860
<i>Middle School Football</i>	*McKnight, Chris	\$1,860

*non-staff member

3. **2023/2024 Coaches/Advisors Appointments:**

I recommend approval of the following Coaches/Advisors appointments:

COACH/ADVISOR	APPLICANT	STIPEND
<i>Football Equipment Manager</i>	*Marion, Peter	\$4,559
<i>Football Photographer/Videographer</i>	*Marion, Peter	\$1,599
<i>Cross Country, Assistant</i>	Kryzanowski, John	\$6,280
<i>Track - Indoor - Assistant</i>	Kryzanowski, John	\$6,280
<i>Track - Outdoor - Assistant</i>	Kryzanowski, John	\$6,280

*non-staff member

4. **2023/2024 Extracurricular and Coaches/Advisors Longevity:**

I recommend approval to add the following Longevity to the previously approved appointments:

COACH/ADVISOR	APPLICANT	LONGEVITY
<i>HS Musical Choreographer</i>	Gonzalez, Milagros	\$800
<i>HS Musical Stage Director</i>	Gonzalez, Milagros	\$800
<i>Bowling, Head</i>	Correnti, Alan	\$500
<i>Soccer, Boys, JV</i>	*Gray, Andrew	\$1,000
<i>Soccer, Boys, Intramural</i>	Millar, Scott	\$500
<i>Track - Indoor - Head</i>	Perez, Al	\$1,000
<i>Track - Outdoor - Head</i>	Perez, Al	\$1,000
<i>Volleyball, Girls, Head</i>	Zicopoulos, Vasiliki	\$800

*Non-staff member

5. Coaching Volunteers

I recommend approval of the following individuals who have requested to volunteer coaching services, pending criminal history review:

Boys Soccer.....*Zaouia, Amine
Girls Soccer..... *Pettigrew, Jen
Football.....*Martinez, Omar
Football.....*Mauricio, Andrew
Football.....*Paz, Justin
Girls Volleyball.....*Mantilla, Aaron
Girls Volleyball.....*Martinez, Andy
Girls Tennis.....*Arenas, Carlos

*Non-staff member

PART II – NON-PERSONNEL

A. AUTHORITY TO HIRE BETWEEN MEETINGS

I recommend that the Board of Education grant authority to the Superintendent of Schools to hire staff in between Board meetings with confirming approval at the next regularly scheduled meeting.

B. INTERLOCAL AGREEMENT - NATIONAL OPIOID SETTLEMENT

I recommend approval of the interlocal agreement between the Town of Kearny and the Kearny Board of Education regarding the National Opioid Settlement Funding and Programming.

C. HEALTH INSURANCE OPTIONS

I recommend approval to offer all health insurance options to the full time bus drivers.

D. OUTSIDE PLACEMENT

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

Student “JG” to be placed at Bergen County Special Services School District in Midland Park, Bergen County as of July 5, 2023 for the Extended School Year program. Tuition for this placement is \$5,550. The student will be transported on an existing bus route.

E. APPROVAL TO SUBMIT BILINGUAL PROGRAM WAIVER

I recommend approval to submit the annual Bilingual Program Waiver request to the New Jersey Department of Education. The Kearny School District implements the use of a Bilingual Part-Time (Spanish) Program in Grades K-12, Sheltered Instruction Program in Grades K-5, and High Intensity ESL Program in Grades 6-12. This waiver must be submitted each school year.

F. ACCEPTANCE OF 2022/2023 DISTRICT AND SCHOOL HARASSMENT, INTIMIDATION, BULLYING GRADE SELF ASSESSMENT REPORT

I recommend acceptance of the enclosed District and School HIB Grade Self Assessment Report as prepared by the Student Assistance Coordinator for the 2022/2023 school year.

G. ACCEPTANCE OF STUDENT SAFETY DATA REPORT

I recommend acceptance of the enclosed Student Safety Data System Report for the second half of the 2022/2023 school year, which has been submitted to the State of New Jersey as required.

H. HUDSON COUNTY COMMUNITY COLLEGE AGREEMENT

I recommend approval of the Agreement between Hudson County Community College and the Kearny Board of Education for the purpose of dual credit instruction leading to the Associate of Arts in Liberal Arts General Degree and Culinary Arts for the 2023-2024 school year.

I. BOARD POLICY

I recommend the **first reading** of the following Board policy:

<u>Policy</u>	<u>Title</u>
2419	School Threat Assessment Teams

J. 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 SUBSTITUTES AND PARAPROFESSIONALS

The Substitute and Paraprofessional payrolls for the month of June, 2023 are the following:

Substitutes	\$111,745.00
Paraprofessionals	\$145,825.74

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.