

REPORT OF THE SUPERINTENDENT

AUGUST 21, 2023

PART I – PERSONNEL

A. RESIGNATION

I recommend acceptance of the following resignation, effective August 1, 2023:

Melissa McSweeney - Instructional Coach

B. SALARY CORRECTION - UNION STAFF

I recommend approval to correct the salary of James Hempel, Principal of Lincoln Middle School, STEP I of the 2023/2024 KSAA Salary Guide, which is a base salary of \$163,378, plus \$3,000 LMS stipend, plus \$3,500 Administrator longevity, plus \$6,150 time in district longevity, for a total annual salary of \$176,028 (prorated), effective August 1, 2023.

C. SALARY CORRECTIONS – NON-UNION STAFF

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

NAME	TITLE	SALARY
Blevins, Sharyne	Executive Secretary to the Superintendent	\$80,225.44 + \$3,540 longevity + \$400 stipend Total = \$84,165.44
Brooks, Barbara	Executive Secretary to the Director of Operations	\$75,593.03 + \$3,280 longevity + \$950 stipend Total = \$79,723.03
Todd, Dena	Executive Secretary to the Business Administrator/ Board Secretary	\$72,450.00 + \$1,400 longevity + \$400 stipend Total = \$74,250.00

D. RESCIND APPOINTMENT

The appointment of Kevin Thurston as teacher of Mathematics at Kearny High School has been rescinded.

E. CHANGE IN START DATE

I recommend approval to change the start date for new teacher Judith Guillen to September 20, 2023.

F. APPOINTMENTS

1. Assistant Principal – Lincoln Middle School

I recommend the appointment of Matthew Sleece to the position of Assistant Principal at Lincoln Middle School, STEP 1 of the 2023/2024 KSAA Salary Guide, which is a base salary of \$143,482 (prorated) effective August 22, 2023.

2. 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
Agbing, Mary	Kindergarten	Washington	1-2	BA	\$55,155	NEW	9-1-23
Bespalko, Danielle	PreK 4	Garfield	8-9	BA+16	\$61,555	Pace, Sydney	9-1-23
Capozzoli, Stephen	Grade 5 Math/Science	Franklin	1-2	MA	\$61,255	NEW	9-1-23
Long, Emmet	English	KHS	1-2	MA	\$61,255	Temporary leave replacement for Brianna Hutton	9-1-23 One year contract
Mayfield, Melanie	Grade 5	Franklin	1-2	MA	\$61,255	Mara, Kristen	9-1-23
Pollio, Catherine	Resource	Schuyler	11	BA	\$64,755	Lake, Sara	10-26-23

3. Title I School-Wide Enrichment Program

I recommend the following appointments to the Title I School-Wide Enrichment Program located at Lincoln Middle School for the 2023/2024 school year; remuneration in accordance with the KEA Agreement at \$42 per hour at the hours so noted, effective 9-11-23. This program is funded by Title I School-Wide monies:

Digital News Group	Avila, Connie	13 hours max/month
	Galella, Jacqueline	13 hours max/month
	Ragucci, Christopher	13 hours max/month
Student Engagement Liaison	Hester-Fearon, Patricia	13 hours max/month
	Serino, Kim	13 hours max/month
Mindfulness Group Program	Roberts, Sarah	13 hours max/month
	Scher, Dana	13 hours max/month

4. Lunchroom Supervisors – Lincoln Middle School

I recommend the following staff members to be approved as lunchroom supervisors at Lincoln Middle School for the 2023/2024 school year; remuneration in accordance with the KEA Agreement at \$42 per hour:

Augustine, Frank	Mazol, Daniel
Bush, Nicholas	Merlo, Paul
Clappsy, Eric	Morales, Bevin
Costello, Christine	Neer, Kenneth
DiNuzzo, Brenda	Neno, Juliana
Falcone, Joseph	Ragucci, Christopher
Fisher, Marcy	Roberts, Sarah
Fuchs, Scott	Smart, David
Hester-Fearon, Patricia	Smeragliuolo, Tracey
Huff, Gail	Taylor, Jillian
Jurlina, Ivan	Urta, Yermen
Jurlina, Thora	Valera, Ramon
Kennedy, Allyson	Vargas, Edwin

5. Lunchroom Supervisors – Franklin School

I recommend the following staff members to be approved as lunchroom supervisors at Franklin School for the 2023/2024 school year; remuneration in accordance with the KEA Agreement at \$42 per hour:

Abrams, Alexandra	Klein, Heather
Best, Marilyn	Komurek-DeMatos, Mariola
Bretal, Tara	Leadbeater, Melissa
Calle, Stephanie	Louro, Jennifer
Canaley-Fearon, Kerrith	Lowry, Caitlyn
Carsillo, Michele	Lydecker, Victoria
Chaves, Jessica	Matusz, Ana
Clarke, Emma	McShane, Tania
Colarelli, Stacey	Padinha, Cathy
Connolly, Amy	Reilly, Robin
Cordoba, Alexis	Rodrigues, Tracy
Davis, Brigitte	Shauger, Marisa
Fiore, Andrea	Sickinger, Catherine
Loffredo-Otero, Ghislaine	Siino, Christopher
Hoch, Caroline	Silva, Maria
Janz, Ashley	Stacey, Richard

6. **Lunchroom Supervisors – Schuyler School**

I recommend the following staff members to be approved as lunchroom supervisors at Schuyler School for the 2023/2024 school year; remuneration in accordance with the KEA Agreement at \$42 per hour:

Cord, Stephanie	Rocha, Carmen
Czeizinger, Barbara	Rocha, Kimberly
Donnelly, Rachel	Rush, Laura
Hoeller, Lauren	Santiago, Melissa
Humphrey, Jennifer	Sofield, Melissa
O'Malley, Margaret	

7. **Detention Proctors - Lincoln Middle School**

I recommend the following staff members to be approved as detention proctors at Lincoln Middle School for the 2023/2024 school year; remuneration in accordance with the KEA Agreement at \$42 per hour:

Clappsy, Eric	Smeragliuolo, Tracey
Furino, Michael	Sobka, Lisa
Rodriguez, Olga Betty	Vargas, Edwin

8. **Saturday Detention Proctor - Lincoln Middle School**

I recommend the following staff member to be approved as Saturday detention proctor at Lincoln Middle School for the 2023/2024 school year; remuneration in accordance with the KEA Agreement at \$42 per hour:

Hester-Fearon, Patricia

9. **Detention Proctors - Kearny High School**

I recommend the following staff members to be approved as detention proctors at Kearny High School for the 2023/2024 school year; remuneration in accordance with the KEA Agreement at \$42 per hour:

El Ghaydouni, Otmane	Marshall, Emilee
Garcia Estrella, Kiomarylis	McDonnell, Brian
Gigl, Katherine	Neto, Diogo
Gomez, Lisette	Olquin, Cori
Hatfield, RuthAnn	Ribeiro, Victor
Hoehe, Patricia	Sanchez, Maria
Kerwin, Kristan	Vega, Steven
Kryshak-Baptista, Amy-Beth	Viso, Natalia
Leone, Anthony	Watts, James
Marsh, Tracy	Wiener, Leo

10. Home Instructors

I recommend the following staff members to be approved as home instructors for the 2023/2024 school year; remuneration in accordance with the KEA Agreement of \$42 per hour:

Best, Marilyn	Kerwin, Kristan
Canaley-Fearon, Kerrith	Komurek-DeMatos, Mariola
Carsillo, Michele	Kryshak-Baptista, Amy-Beth
Cassidy, Ashli	LaRossa, Melody
Cassidy, Patrick	Loffredo-Otero, Ghislaine
Cherry, Madison	Lopes, Marta
Correnti, Alan	Louro, Jennifer
Curry, Danielle	Mantes, Ben
Czeizinger, Barbara	Marsh, Tracy
DaSilva Patricia	Marshall, Emilee
DiNuzzo, Brenda	McGee, Krystina
Dlugosh, Ashley	Miragliotta, Linda
Doffont, Alison	Paris, Lindsay
Donnelly, Erin	Policano, John
Esposito, Nicole	Roberts, Sarah
Fuchs, Scott	Rocha, Carmen
Garcia Estrella, Kiomarylis	Sanchez, Maria
Glickstein, Linda	Torre, Jose
Goldman, Amy	Van Leer, Naomi
Greco-Leadbeater, Melissa	Villacis, Lourdes
Hatfield, RuthAnn	Vincente Caraballo, Maria
Hester-Fearon, Patricia	Viso, Natalia
Hoehe, Patricia	Walsh, Marina
Incorvaia, Lauren	Watts, James
Keim, Laurie	Wiener, Leo

11. Fourth Prep Assignments

I recommend approval of the following Kearny High School staff members to be compensated for fourth prep assignments during the 2023/2024 school year; at the annual remuneration of \$7,560.00:

Drefko, Nicole	Perez, Idette
Hansen, Jennifer	Torre, Jose
Keim, Laurie	Vella, Gabrielle
LaRossa, Melody	

12. Zero Prep Assignments

I recommend approval of the following Kearny High School staff members to be compensated for zero prep assignments during the 2023/2024 school year; remuneration in accordance with the KEA Agreement of \$42 per hour:

Conde, Danny - Band, 5 days a week all school year

Vega Steven - Lab Chemistry H (EC), 1 day a week all school year

13. Full-Time Secretary

I recommend the appointment of Donna Austin to the position of full-time Secretary in the Athletic Office, STEP I of the 2023/2024 KEOP Salary Guide, which is an annual salary of \$53,038 (prorated) effective September 5, 2023.

14. Security Guard

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

Nieves, Joshua

G. KEOP EDUCATION STIPEND

I recommend approval to grant the education stipend in the amount of \$400, in accordance with the 2023/2024 Kearny Educational Office Professionals Agreement, to Karen Clifford, Special Services Secretary, retroactive to July 1, 2022.

H. LEAVE OF ABSENCE

I recommend approval of the following leave of absence revision:

NAME	LOCATION	FAMILY LEAVE	LEAVE OF ABSENCE	RETURN TO WORK
Hansen, Jennifer	KHS	11-27-23 to 2-23-24		2-28-24

*Revised date

I. SUBSTITUTES

I. Appointments

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:

Cerron, Dayali
Khalil, Christine
Mack, Maureen

Penaherrera, Herbert
Raza, Sanila

2. **Reappointments**

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

Duarte, Diana
Chevasco, Maria

J. **PARAPROFESSIONALS**

1. **Appointments Pending Criminal History Review**

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

Castro Reyna, Dayanna
Fuchs, Noah
Tapia, Susana

2. **Reappointments**

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

Morales, Evelyn

3. **Resignations**

The following Paraprofessionals have resigned:

Alvadia Scolavino, Adriana - effective 7/28/23
Rodriguez, Margarita - effective 7/24/23

K. **COACHES/ADVISORS**

1. **2023/2024 Extracurricular Appointments**

I recommend approval of the following extracurricular Activities appointments:

<u>ACTIVITY</u>	<u>ADVISOR</u>	<u>STIPEND</u>
<u>District</u>		
KEA Horizontal Movement Chair	Davis, Brigitte	\$1,845
District Mentoring Coordinator	Jessica McMasters	\$1,533
<u>Lincoln Middle School</u>		
4H Club	Hester-Fearon, Patricia	\$1,231
7th Grade Art Club	Merlo, Paul	\$796

8th Grade Art/Photography Club	Taylor, Jillian	\$796
Jr. School Twirlers	Blair, Margaret	\$1,932
Jr. School Color Guard	Blair, Margaret	\$2,789
Jr. School Band	Caravella, David	\$3,979
Anime Club	Rodriguez, Olga Betty	\$558
Drama Club	Avila, Connie	} \$1,082 split
	Galella, Jacqueline	}
Peers	Fuchs, Scott	\$1,053
STEM Club	Hester-Fearon, Patricia	} \$844 split
	McMasters, Jessica	}
Student Council	Hester-Fearon, Patricia	\$3,593
Yearbook	Taylor, Jillian	\$3,593

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

I recommend approval to revise the Coaches/Advisors appointment stipend as follows:

<u>ACTIVITY</u>	<u>ADVISOR</u>	<u>STIPEND</u>
Band Front - Percussion	Lombardi, Michele	\$800
Middle School Football	*McKnight, Chris	\$6,409
Middle School Football	*Wallace, Daniel	\$6,409
*non staff member		

3. **2023/2024 Coaches/Advisors Appointment**

I recommend approval of the following Coaches/Advisors appointment:

<u>ACTIVITY</u>	<u>ADVISOR</u>	<u>STIPEND</u>
Boys Freshman Basketball	Policano, Anthony	\$6,280

4. **Coaching Volunteers**

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

Boys Soccer.....	Fisher, Tyler
Boys Soccer.....	Millar, John
Girls Volleyball.....	*Latushko, Ashley
*non staff member	

L. EQUIVALENCY

The Equivalency Board of Review has recommended granting the following equivalencies, effective September 1, 2023:

<u>Name</u>	<u>Equivalency</u>	<u>Amount</u>	<u>Salary</u>
Abrams Alexandra	BA+32	\$2,100	\$59,555
Augustine, Frank	BA+16	\$1,800	\$70,055
Cabrera, Joan	BA+32	\$2,100	\$96,905
Castro, Samantha	MA	\$4,300	\$61,755
DiGiovanni, Gina	MA+32	\$8,000	\$71,255
Kearns, Cassandra	BA+16	\$1,800	\$58,955
Mirigiani, Jaclyn	MA+32	\$8,000	\$73,855
O'Grady, Diana	BA+16	\$1,800	\$94,805
Orlowicz, Sean	MA	\$6,100	\$65,855
Tavares-Oliveira, Sandra	MA+32	\$8,000	\$107,105
Vuocolo, Jennifer	MA+32	\$8,000	\$107,105

M. INTERNSHIP

I recommend permission for Danielle Baspalko, new PreK teacher at Garfield School, to perform a 15 hour administrative internship as part of her Educational Leadership coursework through the American College of Education. Ms. Baspalko will work under the direction of Donna Masters, Principal of Garfield School.

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:

- ❖ Bush, Carly - Full Time Secretary, Central Office
- ❖ Gomez, Tania - Part Time Secretary, Washington School

PART II – NON-PERSONNEL

A. ANNUAL UPDATE TO UNIFORM STATE MEMORANDUM OF AGREEMENT

I recommend acceptance of the Uniform State Memorandum of Agreement between Education and Law Enforcement Officials. Copies are on file at the Kearny Police Department and the Office of the Superintendent, as well as the Hudson County Office and the Office of the Hudson County Prosecutor.

B. DISTRICT GOALS

I recommend approval of the District Goals for the 2023/2024 school year.

C. DISTRICT MENTORING PLAN

I recommend approval of the District Mentoring Plan for the 2023/2024 school year.

D. DISTRICT EMERGENCY VIRTUAL PLAN

I recommend the approval of the District Emergency Virtual Plan for the 2023/2024 school year.

E. DISTRICT INTERVENTION AND REFERRAL SERVICES (I&RS) PLAN

I recommend the approval of the District Intervention and Referral Services (I&RS) Plan for the 2023/2023 school year.

F. DISTRICT VIRTUAL RESOURCES AND SUBSCRIPTIONS

I recommend the approval of the District Virtual Resources and Subscriptions program for the 2023/2024 school year.

G. 2023-2024 PRESCHOOL CONTRACT

I recommend approval to execute the Little Neighborhood Learning Center contract to provide preschool programs during the 2023-2024 school year.

H. STUDENT DISCIPLINE/CODE OF CONDUCT CHART

I recommend approval of the revised Student Discipline/Code of Conduct Chart for grades 9-12.

I. CRISIS MANAGEMENT PLAN REVISION

I recommend to accept the revisions to the district's Crisis Management Plan, page 2 contact information update.

J. COVID SIDEBAR AGREEMENT

I recommend the approval of the sidebar agreement between the Board of Education and the Kearny Education Association due to COVID related isolation and quarantine for the 2023-2024 school year.

K. MIDDLE SCHOOL FOOTBALL COACH AND MIDDLE SCHOOL CHEERLEADER ADVISOR SIDEBAR

I recommend the approval of the sidebar agreement specific to Middle School Football Coach and Middle School Cheerleader Advisor.

L. 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.

M. CROSS COUNTRY OVERNIGHT TRIP

I recommend approval for members of the Kearny High School Cross Country team to attend an overnight meet at Gettysburg, Pennsylvania from October 6 through October 7, 2023. Other than bus transportation, there is no cost to the Board of Education and all Board policies will be met.

N. BOARD POLICY

I recommend the Board of Education suspend Bylaw 0131 and adopt new Policy 1642.01 and new Regulation 1642.01 and revised Policy 2419 and new Regulation 2419 with one reading based on recently approved sick leave legislation that is effective immediately and recent New Jersey Department of Education threat assessment guidance provided to school districts that is effective September 1, 2023.

<u>Policy & Regulation</u>	<u>Title</u>
1642.01	Sick Leave
2419	School Threat Assessment Teams

O. 2023/2024 CURRICULUM

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

1. Mathematics

- Grade 3 Mathematics
- Grade 4 Mathematics
- Grade 5 Mathematics
- Accelerated Mathematics Grade 7
- Academic Mathematics Intervention

2. Science

- Lab Forensic Science Honors (DE) Syllabus
- Planet Earth (DE) Syllabus

3. English Language Arts

- English Language Arts Grade 6
- English Language Arts Grade 7
- English Language Arts Grade 8
- Digital Literacy and Communication
- i-Explore
- Senior English: The Nonfiction Novel
- Senior English: Literature and the Cinema

- Tomorrow's Teachers
- Supernatural and Parapsychology

4. Social Studies

- Psychology

5. Visual and Performing Arts

- The Art of TV and Film

6. Success

- Success Language Arts Grade 9 Pacing Guide
- Success Language Arts Grade 10 Pacing Guide
- Success Language Arts Grade 11 Pacing Guide
- Success Language Arts Grade 12 Pacing Guide
- Success Algebra Pacing Guide
- Success Geometry Pacing Guide
- Success Unified Math Pacing Guide
- Success World Cultures Pacing Guide
- Success US1 Pacing Guide
- Success US2 Pacing Guide
- Success Biology Pacing Guide
- Success Physical Science Pacing Guide
- Success Environmental Science Pacing Guide

P. **2023-2024 SCHOOL YEAR OUTSIDE PLACEMENTS**

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

School	Student ID	ESY	Aide
Academy 360	BW	78,274.59	33,855.00
	CM	78,274.59	33,855.00
	KR	78,274.59	
Spectrum 360	PS	78,530.79	
	DP	78,530.79	33,855.00
	SP	78,530.79	33,855.00
	SO	78,530.79	37,925.00
HIP-Bergen County - Godwin	SRG	81,360.00	
	BG	66,960.00	

HIP-Bergen County - Highland	RM	81,360.00	
	JG	81,360.00	
1st Cerebral Palsy	JCO	\$61,457.40	
Deron 2	MC	\$68,011.20	
Felician	AA	62,842.20	46,116.00
	SD	62,842.20	
	EM	62,842.20	
	TS	62,842.20	
	BG	62,842.20	
	AD	62,842.20	
New Beginnings	AR	78,225.42	
Newmark	EP	\$62,042.40	
North Hudson Academy	CF	56,121.52	
	JC	56,121.52	
Phoenix Center	GH	75,972.60	33,300.00
	ME	75,972.60	33,300.00
	TG	75,972.60	33,300.00
	AL	75,972.60	
	JM	75,972.60	33,300.00
	MR	75,972.60	
	AP	75,972.60	
Pillar Elementary	MO	73,015.20	41,400.00
	MO	73,015.20	41,400.00
	MGS	73,015.20	
Pillar H.S.	MC	73,749.60	41,400.00
	SS	73,749.60	41,400.00
	DC	73,749.60	41,400.00
	AM	73,749.60	41,400.00
Sawtelle	KF	71,425.80	
	DO	71,425.80	
	JS	71,425.80	
	AT	71,425.80	
	AR	71,425.80	

St. Joseph School	MN	91,301.40	
Therapeutic School - Northwest Essex	GA	79,309.80	20,700.00
	AC	79,309.80	
	KC	79,309.80	
	AM	79,309.80	
Westbridge	MM	87,690.00	
	JF	87,690.00	
	SN	87,690.00	
	NL	87,690.00	
Woods	JJ	77,181.19	45,935.50
Home Instruction	IO	2 hours per day x 180 days x \$42.00 per hour	

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.

PART III – INFORMATION

A. PAYROLLS FOR SUBSTITUTES AND PARAPROFESSIONALS

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

Substitutes	\$0
Paraprofessionals	\$10,615.00

B. OUT-OF-SCHOOL SUSPENSIONS

The out-of-school suspension list for the month of August, 2023 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.