

The Board of Education of the Borough of Fair Lawn, New Jersey, held a Special Action Meeting in Room 19 at the Thomas A. Edison School, 37-01 Fair Lawn Ave., Fair Lawn, New Jersey, on **Monday, June 25, 2018**.

NOTE: *Be advised that the Board may recess into executive session at any time during the meeting.*

1. The Special Action Meeting of **June 25, 2018** was called to order at 7:31 p.m. (17 members of the public present).

2. Roll Call

Board Members	Mr. Barbarulo	Dr. Cohen	Mrs. Frenkel	Mr. Klein	Ms. Quackenbush	Mr. Rosenberg	Mr. Spindel	Mrs. Wallace	Mr. Banta
PRESENT	x	x	x	x	x	x	x	Via phone	x
ABSENT									

Admin. / Board Attorney	Dr. Palestis Interim Superintendent	Dr. Lacatena Asst. Super. Education	Mr. Norcia Asst. Super. Special Svcs	Mrs. Panagia Director, HR	Ms. Bartley BA/Bd Sec'y	Ms. Ratcliffe-Lee Asst. BA	Mr. Green Board Att'y
PRESENT			x	x	x	x	x
ABSENT	x	x					

Others Present

Steven Secora, LAN Associates-District Architect
Chris Guddemi, LAN Associates-District Architect

3. Sunshine Statement

The New Jersey Open Public Meeting Law was enacted to insure the right of the public to have advance notice of and to attend the meetings of the public bodies at which any business affecting their interests is discussed or acted upon.

In accordance with the provisions of this act, the Fair Lawn Board of Education has caused notice of this meeting to be published by having the date, time, and place thereof distributed to the persons on the approved list, posted in the Board of Education Administrative Office and sent to The Bergen Record and The Star Ledger.

The announcement/posting for the **Special Action Meeting**, along with the date, place, and time thereof, was distributed on **May 18, 2018**.

The items to be discussed during the closed work session (if needed), of the **June 25, 2018 Special Action Meeting** may include personnel matters, student matters, legal matters, negotiations, and/or grievances, and tactics and techniques utilized in protecting public safety and property. The results of these discussions will be made public as soon as possible.

4. Flag Salute

5. Superintendent Report/Comments

1. Mr. Norcia spoke about the Forrest Principal.
2. Mr. Norcia spoke about the Communication Liaison.

P1. Approval of Appointments

A. Certificated

That the appointment of the following certificated personnel, in accordance with the 2018-2019 salary schedule of the agreement between the Fair Lawn Education Association and the Fair Lawn Board of Education, effective September 1, 2018, pending criminal history record check and employment verification in accordance with N.J. P.L., c. 5, effective September 1, 2018, be approved:

<u>Name</u>	<u>Position</u>	<u>Location</u>	<u>Assignment</u>	<u>Code</u>	<u>Replacement/ New</u>
1) Ashley Brown	Physical Education Teacher	Radburn/ Warren Point/ Milnes/ Thomas Edison Schools	B.A., Step 1, \$52,705. (pending certification)	11-120-100-101-001-60-01-02 11-120-100-101-001-60-06-02 11-120-100-101-001-60-07-02 11-120-100-101-001-60-33-02	New
2) Lauren Johnson	Music Teacher	Milnes School	B.A., Step 1, \$52,705. (pending certification)	11-120-100-101-001-60-07-02	New
3) Yuki Kikuyama	ESL/Spanish Teacher	Memorial/ TJ Middle Schools	M.A. + 30, Step 2, \$66,505.	11-240-100-101-001-24-11-03 11-130-100-101-001-00-10-02	New
4) Bianca Librie	Physical Education/ Health Teacher	Thomas Jefferson Middle School	B.A., Step 2, \$53,205., long term substitute under contract, 9/1/18 - 6/30/19	11-130-100-101-001-00-10-02	Replacement

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5) Jonathan Hadyke	Special Education Teacher	Thomas Edison School	B.A.+ 15, Step 15, \$75,335.	11-209-100-101-001-14-33-02	Replacement
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B. Non-Certificated

That the appointment of the following non-certificated personnel, in accordance with the 2018-2019 Hourly Rate Schedule of the Fair Lawn Board of Education, pending criminal history record check and employment verification in accordance with N.J. P.L., c. 5, effective September 5, 2018, be approved:

<u>Name</u>	<u>Position</u>	<u>Location</u>	<u>Assignment</u>	<u>Code</u>
1) Elizabeth Held	Before/After School Child Care	Forrest School	5 sessions/maximum per week @ \$20/session 15 hours/maximum per week @ \$9.25/hour	13-602-100-101-000-83-33-05 Replacement
2) Christine Walsh	Before School Child Care	Milnes School	5 sessions/maximum per week @ \$20/session	13-602-100-101-000-83-33-05 Replacement

<u>Name</u>	<u>Position</u>	<u>Location</u>	<u>Assignment</u>	<u>Code</u>
1) Victoria Russo	Paraprofessional	High School	29.5 hours/maximum per week @ \$26.40/hour	11-000-219-110-701-14-33-02 Replacement

C. Substitutes

That the persons on the **attached** list be approved as day-to-day non-certificated/certificated substitutes and bedside/home instruction personnel (RENEWALS, REGULAR, COACHES) in the Fair Lawn Public Schools for the 2018-2019 School Year, effective September 5, 2018.

D. Administrative

That the appointment of the following administrative personnel, in accordance with the 2018-2019 salary schedule of the agreement between the Fair Lawn Administrative and Supervisory Association and the Fair Lawn Board of Education, effective August 1, 2018, pending criminal history record check and employment verification in accordance with N.J. P.L., c. 5, be approved:

Damon Placenti, Principal, Forrest School
Step 1, \$141,465.

Code: 11-000-240-103-001-00-03-02 (Replacement)

E. Non-Bargaining

That the appointment of the following non-bargaining personnel, effective July 16, 2018, pending criminal history record check and employment verification in accordance with N.J. P.L., c. 5, be approved:

Liz Wellinghorst, Community Relations Liaison, District, Thomas Edison School
at an annual salary of \$73,000.*

Code: 11-000-230-105-001-00-35-02 (New position)

** All terms and conditions of employment shall be in accordance with the individual contract between the Fair Lawn Board of Education and the Community Relations Liaison.*

F. Volunteers

That the person listed be approved as a day-to-day Volunteer in the Fair Lawn Public Schools for the 2018-2019 School Year, effective July 2, 2018:

Marlene Mottola, Volunteer, Paraprofessional

G. Summer 2018

a. Approval to Amend Personnel and Rate/Salaries for Extended School Year Program

That the Board of Education approves an amendment to the rate and salaries of the following personnel, originally approved at the May 17, 2018 public meeting:

i. **From:** Susan Payne, 85.5 hours @ \$28.20/hour
To: Nancy Johnson, 85.5 hours @ \$28.20/hour
Code: 11-216-100-106-701-15-33-43

ii. **From:** Nancy Johnson, 85.5 hours @ \$28.20/hour
To: Kathleen Kortess, 85.5 hours @ \$28.20/hour
Code: 11-204-100-106-701-15-33-43

b. Approval of Extended School Year Program Personnel

That the Board of Education approves the following personnel for the Extended School Year program:

i. **Anna Dunn**, Greeter, Thomas Edison School, effective July 2, 2018 through July 31, 2018
4.5 hours/day @ \$14.50/hour
Code: 11-000-266-110-160-15-33-43

- ii. **Katie Dwyer-Dunigan**, Greeter, High School, effective July 9, 2018 through July 31, 2018

4.5 hours/day @ \$14.50/hour

Code: 11-000-266-110-160-15-33-43

c. Approval of Summer Employment - Fair Lawn High School Student

That the summer employment of the following Fair Lawn High School student, effective July 9, 2018, be approved:

- i. **Kimberly Colon**, Fair Lawn High School student for a total of ten (10) days at \$8.60/hour, not to exceed \$602.

- ii. **Melanie Colon**, Fair Lawn High School student for a total of ten (10) days at \$8.60/hour, not to exceed \$602.

- iii. **Michael Colon**, Fair Lawn High School student for a total of ten (10) days at \$8.60/hour, not to exceed \$602.

Code: 11-000-262-110-606-00-33-02

d. Approval of Summer Employment - High School Guidance

That the summer employment of the following guidance personnel, effective July 15, 2018, be approved:

Lisa D'Elia, Guidance Secretary, High School

1 day @ \$230.03/day

Code: 11-000-218-105-001-00-12-02

e. Approval of Summer Employment - Grounds

That the summer employment of the following grounds personnel, effective July 2, 2018, be approved:

Andrew Brusgard, summer grounds, Bergen Avenue

40 hours/maximum per week @ \$10/hour

Code: 11-000-263-110-606-00-33-02

f. Approval of Summer Employment - Human Resources Intern

That the summer employment of the following human resources personnel, effective July 2, 2018, be approved:

Stephanie Schrager, Summer Intern - Human Resources, Thomas Edison School
20 hours/maximum per week @ \$10.00/hour
Code: 11-000-251-105-425-00-35-02

Motion By Mr. Spindel Seconded By Mr. Barbarulo to approve Resolution P1.

BOARD MEMBER	AYE	NAY	ABSTAIN	RESOLUTION #
Mr. Barbarulo	x			
Dr. Cohen	x			
Mrs. Frenkel	x			
Mr. Klein	x		P1E	
Ms. Quackenbush	x			
Mr. Rosenberg	x			
Mr. Spindel	x			
Mrs. Wallace	x			
Mr. Banta	x			

Board Comments

None

Public Comments

None

Motion to Recess

Mr. Banta asked for a motion for a 5 minute recess.

Motion By Dr. Cohen Seconded By Mrs. Wallace

All Members voted in the affirmative.

The Board went into recess at 7:35 p.m.

Motion to Reconvene

Mr. Banta asked for a motion to reconvene in Open Session.

Motion By Dr. Cohen Seconded By Mrs. Wallace

All Members voted in the affirmative.

Board Meeting reconvened at 7:46 p.m.

Roll Call

(13 members of the public present)

BOARD MEMBERS	Mr. Barbarulo	Dr. Cohen	Mrs. Frenkel	Mr. Klein	Ms. Quackenbush	Mr. Rosenberg	Mr. Spindel	Mrs. Wallace	Mr. Banta
PRESENT	x	x	x	x	x	x	x	Via phone	x
ABSENT									

OTHERS PRESENT	Dr. Palestis <i>Interim Superintendent</i>	Dr. Lacatena <i>Asst. Super. Education</i>	Mr. Norcia <i>Asst. Super. Special Svcs</i>	Mrs. Panagia <i>Director, HR</i>	Ms. Bartley <i>BA/Bd Sec'y</i>	Ms. Ratcliffe-Lee <i>Asst. BA</i>	Mr. Green <i>Board Att'y</i>
PRESENT			x	x	x	x	x
ABSENT	x	x					

Superintendent Report/Comments (continued)

3. Mr. Norcia described the District Goals (see attachment).

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INFORMATION ITEMS:

Enrollments as of **June 2018:**

June 2018							Totals		Change	Totals		Change	Self- Contained Special Ed	Totals Including Self Contained
							6/21/18	5/31/17	from 5/31/17	6/21/17	from 6/30/17	6/21/18		
School	K	1	2	3	4	5								
Edison	0	0	0	0	0	0	0	0	0	0	0	79	79	
Forrest	40	35	40	40	51	44	250	253	-3	253	-3	32	282	
Lyncrest	39	32	46	42	48	48	255	232	23	232	23	0	255	
Milnes	68	78	96	89	76	72	479	481	-2	482	-3	6	485	
Radburn	71	78	83	75	71	81	459	470	-11	470	-11	0	459	
Warren Point	82	73	71	66	72	76	440	412	28	412	28	25	465	
Westmoreland	42	45	47	38	56	48	276	267	9	267	9	34	310	
Total	342	341	383	350	374	369	2,159	2,115	44	2,116	43	176	2,335	
Middle Schools	6	7	8											
Memorial	107	146	143				396	430	-34	428	-32	29	425	
Thomas Jefferson	244	229	235				708	686	22	688	20	22	730	
Total	351	375	378				1,104	1,116	-12	1,116	-12	51	1,155	
High School	9	10	11	12										
	350	358	337	365			1,410	1,388	23	1,387	23	67	1,477	
Total All Schools							4,673	4,619	58	4,619	54	294	4,967	
Total Sp Ed														
OOD							77	82	-5	81	-4		77	
Charter School														
OOD													3	
Bergen Tech														
OOD													57	
Total District Enrollment							4,750	4,701	53	4,700	50	294	5,104	

The following Fire/Safety Drills were conducted during the month of **June 2018**:

<u>JUNE</u>	<u>Date</u>	<u>Time Required to Evacuate Building Minutes/Seconds</u>	<u>Time</u>	<u>Weather Conditions</u>	<u>Participants of Drill</u>	<u>Brief description of what was drilled</u>	
<u>Forrest</u>							
Fire Drill	6/21/2018	2 minutes	8 seconds	11:57 AM	Cloudy	Entire School	Fire Drill
Safety Drill	6/7/2018	5 minutes	30 seconds	2:30 PM	Sunny	Entire School	Evacuation Drill
<u>Lyncrest</u>							
Fire Drill	6/11/2018	2 minutes	7 seconds	9:29AM	Cloudy	Entire School	Fire Drill
Safety Drill	6/20/2018	3 minutes	0 seconds	9:08 AM	Sunny	Entire School	Shelter in Place
<u>Milnes</u>							
Fire Drill	6/12/2018	2 minutes	46 seconds	1:00 PM	Sunny	Entire School	Fire Drill
Safety Drill	6/15/2018	3 minutes	28 seconds	9:30 AM	Sunny	Entire School	Lockdown
<u>Radburn</u>							
Fire Drill	6/15/18	1 minute	33 seconds	12:45 PM	Sunny	Entire School	Fire Drill
Safety Drill	6/20/2018	2 minutes	38 seconds	12:15 PM	Sunny	Entire School	Shelter In Place
<u>Warren Point</u>							
Fire Drill	6/14/2018	1 minute	53 seconds	12:37 PM	Sunny	Entire School	Fire Drill
Safety Drill	6/15/2018	2 minutes	24 seconds	12:42 PM	Sunny	Entire School	Evacuate to black top
<u>Westmoreland</u>							
Fire Drill	6/20/2018	3 minutes	10 seconds	10:09 AM	Sunny	Entire School	Fire Drill
Safety Drill	6/4/2018	3 minutes	0 seconds	10:15 AM	Cloudy	Entire School	Evacuate to black top
<u>Memorial</u>							
Fire Drill	6/7/2018	2 minutes	23 seconds	11:21 AM	Overcast	Entire School	Fire Drill
Safety Drill	6/15/2018	7 minutes	26 seconds	1:18 PM	Sunny	Entire School	Active Shooter
<u>Thomas Jefferson</u>							
Fire Drill	6/19/2018	2 minutes	28 seconds	2:28 PM	Sunny	Entire School	Fire Drill
Safety Drill	6/20/2018	2 minutes	11 seconds	2:11 PM	Sunny	Entire School	Reverse Evacuation

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High School							
Fire Drill	6/20/2018	2 minutes	0 seconds	8:20 AM	Sunny	Entire School	Fire Drill
Safety Drill	6/6/2018	2 minutes	3 seconds	9:30 AM	NA	Entire School	Active Shooter
Edison							
Fire Drill	6/14/18	4 minutes	21 seconds	10:03 AM	Sunny	Entire School	Fire Drill
Safety Drill	6/20/2018	6 minutes	0 seconds	9:16 AM	Cloudy	Entire School	Shelter in Place

Suspensions:

The following suspensions are reported for the month of **June 2018:**

School	In-School Suspension	Out-of School Suspension	Duration of Suspension
Forrest	0	0	N/A
Lyncrest	0	1	1 - 1.5 days
Milnes	0	0	N/A
Radburn	0	0	N/A
Warren Point	0	0	N/A
Westmoreland	0	0	N/A
Memorial MS	0	14.5	10 - 1 day 4 - 2 days 1 - .5 day
Thomas Jefferson MS	1	4	4 - 1 day 1 - 3 days
Fair Lawn High School	0	2	1 - 1 day 1 - 2 days

The following **Superintendent** items are brought to the Board of Education for **Action**:

S1. Retirement Resolutions

No items

S2. Approval of County/State Submissions/Requirements

No items

S3. Disenrollments

WHEREAS, the Superintendent of Schools has applied to the Board of Education for the removal of the student(s) named on the **attachment** for **Board Members Only**, for the reason that the parent(s) of the student(s) are not domiciled within the Fair Lawn School District and the students are not kept in the homes of another person domiciled within the school district and supported by such person gratis; **AND**

WHEREAS, after due notice and a hearing afforded to the student's parent(s), in the judgment of the Board of Education, the student is not eligible to attend the Fair Lawn Public Schools on a tuition-free basis for the reasons set forth by the Superintendent; **AND**

NOW, THEREFORE, BE IT RESOLVED, that the Board of Education, of the Borough of Fair Lawn, hereby direct, in accordance with the recommendation of its Superintendent of Schools, that pursuant to N.J.S.A. 18A:38-1, the student(s) named on the **attachment** for **Board Members Only**, be removed from enrollment in the Fair Lawn School District effective twenty-one (21) days from the date of the written notification to the parent(s) or this action whichever came first, unless the parent(s) file a timely petition with the Commissioner of Education contesting the Board's decision; **AND BE IT**

FURTHER RESOLVED, that the Superintendent shall forthwith provide the parent(s) with written notice of the Board's decision complying with the requirements of N.J.A.C. 6A:22-4.2, including, but not limited to, notification to the parent(s) of the adoption of this resolution and of the right of the parent(s) to contest the Board's decision within twenty-one (21) days.

S4. Approval of Attendance at Various Bergen County Academies and Bergen County Technical Schools

No items

S5. Other Business

A. Approval of Merit Goals for Superintendent of Schools, Dr. Ernest Palestis

WHEREAS, the Fair Lawn Board of Education submitted merit pay criteria for the 2017-2018 school year for Dr. Ernest Palestis to the Bergen County Interim Executive Superintendent for review on August 21, 2017.

WHEREAS, the Bergen County Interim Executive Superintendent approved the merit pay criteria for Dr. Ernest Palestis on October 13, 2017.

NOW, THEREFORE BE IT RESOLVED that the Board hereby certifies that the following qualitative and quantitative criteria that was submitted and approved by the Bergen County Interim Executive Superintendent have been satisfactorily completed by Dr. Palestis:

Quantitative

1. Each year, the district reviews student performance on each math standard in each grade level K-5 by identifying the five standards in each grade on which the students score the lowest. Utilizing the Fair Lawn Everyday math and Connect Ed Program, students in grades K-5 will increase their performance on each of these identified standards by five percent as measured on the Everyday Math End-of Year Assessment. Value: 3.33% of base salary = \$6,379.75
2. As the number of students in our middle schools who experience anxiety and other mental health issues increases, the Fair Lawn School District will develop an in-house action plan that will reduce the number of referrals to outside agencies due to anxiety and injurious behavior by five percent as compared to baseline data. Value: 3.33% of base salary = \$6,379.75
3. Fair Lawn instituted a full-day Kindergarten program in 2016-2017. As a follow up, the district will measure the achievement gains in Kindergarten so the Grade 1 teachers can build upon the data in a way that impacts the Grade 1 curriculum. As a result, increase reading proficiency in Grade 1 by five percent as compared to the baseline year. Value: 3.33% of base salary = \$6,379.75

Qualitative

1. Utilizing the Central Office and Administrative Team format, the Superintendent of Schools will develop support systems that will ensure the success of our new team. Value: 2.5% of base salary = \$4,789.60
2. The Superintendent of Schools will work with the New Jersey School Boards Association in order to move the district through the strategic plan process. Value: 2.5% of base salary = \$4,789.60

BE IT FURTHER RESOLVED that Dr. Palestis is entitled to, and shall receive, a merit pay bonus of \$28,718.45 which is equal to approximately 14.61% of his base salary of \$196,584; and

BE IT FURTHER RESOLVED, that the Board shall submit the resolution to the Bergen County Interim Executive Superintendent for review and approval prior to payment being made to Dr. Palestis.

B. Approval of Students for Graduation - Class of 2018

That the students, whose names appear on the **attachment** for **Board Members Only**, be approved for graduation 2018; the students satisfactorily completed the requirements for graduation.

C. Approval of the 2018-2019 District Goals

That the Board approves the **attached** 2018-2019 District Goals and directs the filing of the report in the Superintendent's office.

D. Approval of Memorandum of Understanding with Sanford Harmony

That the Board approves the Memorandum of Understanding between the Fair Lawn Board of Education and Sanford Harmony. A copy is on file in the Superintendent's office.

Motion to postpone vote of S5E

Motion By Mr. Barbarulo **Seconded By** Dr. Cohen

All members voted in the affirmative.

E. Approval of Middle School Age Volleyball Program - Motion Held to Next Board Meeting

That the Board approves the establishment of a Middle School Age Volleyball Program that will be coached by volunteers and that the District's insurance coverage be extended to cover such program. The program has no additional costs to the Board of Education.

Motion By Mr. Barbarulo **Seconded By** Mr. Klein to approve Resolutions S1-5D as listed above.

BOARD MEMBER	AYE	NAY	ABSTAIN	RESOLUTION #
Mr. Barbarulo	x		S5A Quant 1 & Quant 2	
Dr. Cohen	x	S5C	S5A	
Mrs. Frenkel	x			
Mr. Klein	x			
Ms. Quackenbush	x			
Mr. Rosenberg	x			
Mr. Spindel	x		S5A	
Mrs. Wallace (by phone)	x			
Mr. Banta	x			

Board Comments

Several Board Members offered comments on reasons for their voting on different motions.

Mr. Spindel opposed all merit goals for any district employee.

There was discussion on having the same activities being offered at all schools. It was stated that clubs were offered based upon the interest, and the availability of teachers and volunteers.

Public Comments

None

The following **education** items are brought to the Board of Education for **Action**:

E1. Attendance at Conferences, Conventions, Workshops

WHEREAS, certain Fair Lawn School District employees have requested authorization to attend the conference(s)/workshop(s) listed below, **AND**

WHEREAS, the attendance of each employee at the specified conference/workshop is educationally necessary, fiscally prudent and (1) directly related to and within the scope of the employee's current responsibilities and the District's professional development plan, and (2) critical to the instructional needs of the District or furthers the efficient operation of the District;
THEREFORE BE IT

RESOLVED, that the Board hereby determines that the estimated expenses related to the authorized travel listed below are justified and therefore authorizes payment of any registration fees and reimbursement of statutorily authorized travel expenditures to the designated employees, not to exceed District budgetary limitations and to be in accordance with the provisions of N.J.S.A. 18A:11-12, the District's travel policy and procedures, state travel payment guidelines established by the Department of Treasury in NJOMB circular letter 06-020OMB, and with guidelines established by the Federal Office of Management and Budget.

<u>Conference/Location</u>	<u>Name/School</u>	<u>Date</u>	<u>Amount</u>
Stronge Administrator Training Piscataway, NJ Code: 11-000-223-320-000-00-33-03	Paul Gorski Fair Lawn High School	7/12, 7/18 & 7/26/2018	\$525

E2. Approval of Extracurricular Trips

That the Board approves the extracurricular trips as outlined below:

<u>School/Grade</u>	<u>Location</u>	<u>Date</u>	<u>Students/Chaperones Attending</u>	<u>Cost Not to Exceed to the Board</u>
FLHS Grades 11-12 AP Science	Rutgers University New Brunswick, NJ	10/12/2018	25 students 2 chaperones	\$330.40
Westmoreland Grade K	Abma's Farm Wyckoff, NJ	10/12/2018	50 students 4 chaperones 1 nurse	\$272.67

E3. Approval of Student Teachers/Interns/Practicums/Field Observation Placement

No items

E4. Approval of Bedside Home Instruction

That the Board of Education approves bedside/home instruction for the student(s) indicated on the **attachment for Board Members Only**, not to exceed the per week hours indicated, in accordance with Board Policy #6173.

E5. Curriculum, Textbook, and Material Adoptions

No items

E6. Grants/Entitlements

No items

E7. Membership/Dues

Approval of Payment of Bergen County Curriculum Consortium Dues 2018-2019 School Year

- A. That the Board approves payment of Bergen County Consortium membership dues for the 2018-2019 school year in the amount of \$269.

Code: 11-000-223-320-000-00-33-03

E8. Summer Programs/Workshops/Summer School

A. Approval to Amend Music Enrichment Program - Summer 2018

That the Board approves an amendment to the personnel listed below for the Summer 2018 Summer Music Enrichment Program for the period of June 27 through July 27, 2018, (closing on Wednesday, July 4th). This program is totally funded by tuition and there is no cost to the Board.

From: *Alexander Knox - Teacher - \$3,555.80 (Originally Board approved at the April 26, 2018 Monthly Board Meeting)

To: Joseph Kirk - Teacher - 1 day @ \$162.20 per day

***Justin Louie** - Teacher - 3 days @ \$162.20 per day, not to exceed \$486.60

Jamie Szeinberg - Teacher - 3 days @ \$158. per day, not to exceed \$474.00
15 days @ \$162.20 per day, not to exceed \$2,433.00

Code: 13-426-100-101-000-00-33-03

** Indicates out of District.*

B. Approval of 2018 Summer Workshops - July & August

That the Board approves the following 2018-2019 summer workshops at the rate of \$40.55 per hour:

Elementary Workshops

Workshop #	Workshop Name	Participants	Hours Each	Total Amt. Per Participant
E1	Standards Based Grading Music (K-3)	Gianna Ianuzzi	5	\$202.75
		Christine Knitel	5	\$202.75
		Yi Jessica Wang	5	\$202.75
E2	K-5 World Language Revision of Curriculum	Lori Albino	6	\$243.30
		Christina Panzzita	6	\$243.30
		Rebecca Kazimir	6	\$243.30
		Katy Young	6	\$243.30
E3	PARCC Analysis and Preparation	Jenna Lasser	10	\$405.50
		Elizabeth Reilly	10	\$405.50
		Caryn Freed	10	\$405.50
		Jennifer Amos	10	\$405.50
E4	Standards Based Report Cards	Jenna Lasser	17	\$689.35
		Kunal Patel	17	\$689.35
		Jennifer Amos	17	\$689.35
E5	Assessments for SBR (Grades 1-2)	Shari Pisiona	5	\$202.75
		Jennifer Romeo	5	\$202.75
		Jennifer Amos	5	\$202.75
E6	Analyze End-of-Year Assessment Data	Jennifer Amos	10	\$405.50
E7	Curriculum Updates for QSAC	Jennifer Amos	10	\$405.50
		Victoria Scaglione	10	\$405.50
		Adriana Neblock	10	\$405.50
		Elena Goehrig	10	\$405.50
		Kunal Patel	10	\$405.50
		Jackie Holowinski	10	\$405.50
		Liz Marinaccio	10	\$405.50
E8	REACH	Geri LaSala	12	\$486.60
		Nadia Yar	12	\$486.60
		Danielle Stewart	12	\$486.60

E9	Elementary Technology (K & 1)	Danielle Stewart	15	\$608.25
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Code: 11-120-221-101-027-00-29-03

TOTAL: \$11,191.80

Middle School Workshops

MS1	PARCC Analysis & New Curriculum Updates	Danielle Do	8	\$324.40
		Ryan Harrington	8	\$324.40
		Anita Kruk	8	\$324.40
		Lisa Levchak	8	\$324.40
		Anthony Pizzuta	8	\$324.40
		Stacy Wallstein	8	\$324.40
		Matthew Cecconi	8	\$324.40
		Melissa Coyle	8	\$324.40
		Rebecca Erb	8	\$324.40
		Abigail Keehn	8	\$324.40
		Kirsten Stensrud	8	\$324.40
		Heather Villano	8	\$324.40
		Paula Blach	8	\$324.40
		Melissa Fioccola	8	\$324.40
MS2	QSAC Curriculum Updates	Danielle Do	4	\$162.20
		Ryan Harrington	4	\$162.20
		Anita Kruk	4	\$162.20
		Lisa Levchak	4	\$162.20
		Anthony Pizzuta	4	\$162.20
		Stacy Wallstein	4	\$162.20
		Matthew Cecconi	4	\$162.20
		Melissa Coyle	4	\$162.20
		Rebecca Erb	4	\$162.20
		Abigail Keehn	4	\$162.20
		Kirsten Stensrud	4	\$162.20
		Donna Woodall	4	\$162.20

Code: 11-130-221-101-027-00-30-03

TOTAL: \$6,488.00

High School Workshops

HS1	Communications, Media & Digital Literacy	Garrett Van Curen	8	\$342.40
HS2	Updating of American Music Theatre II Curriculum	John Giresi	10	\$405.50

HS3	Spanish Academic 2 Writing Curriculum	Jamie Reedy	15	\$608.25
HS4	Business QSAC Curriculum Updates	Julie LaGrotteria Shannon Carriere Peter Zisa Kavi Jauhar Thomas Albano	4 12 8 8 4	\$162.20 \$486.60 \$324.40 \$324.40 \$162.20
HS5	QSAC Curriculum Updates	Jennifer Lubonski Casey Flynn Joseph Forlini Michael Gross Marco Infante Bryan McCourt Kayla Nese Meaghan Olender Kathleen Ometz Karen Rood Victoria Velasco	6 2 4 4 6 6 4 4 4 8 12	\$243.30 \$81.10 \$162.20 \$162.20 \$243.30 \$243.30 \$162.20 \$162.20 \$162.20 \$324.40 \$486.60
HS6	AP Computer Science Principles Curriculum	Karen Rood Bryan McCourt	8 8	\$324.40 \$324.40
HS7	Algebra 1 PARCC Remediation Curriculum	Casey Flynn Jeury Castillo Meaghan Olender	8 8 8	\$324.40 \$324.40 \$324.40
HS8	Career Ed QSAC Curriculum Updates	Jennifer Bell	10	\$405.50
HS9	Physical Ed./Health Transition - Middle School to High School Curriculum	Dawn Ebner	5	\$202.75
HS10	Technology Education Curriculum	Mohamed Metwally	10	\$405.50

Code: 11-140-221-101-027-00-12-03

TOTAL: \$7,884.70

Combined - Elementary, Middle & High School Workshops

C1	Webmaster Annual Update	Stephen Thompson	6	\$243.30
		Brenna Bohny	6	\$243.30
		Elizabeth Reilly	6	\$243.30
		Kristin Ray	6	\$243.30
		Laurie Edelstein	6	\$243.30
		Jacklyn Crowell	6	\$243.30
		Leslee Tenney	6	\$243.30
		Melissa Cusamano	6	\$243.30
		Alison Juliano	6	\$243.30
C2	French 6-12 Curriculum Review	Kalliopy Paleos	5	\$202.75
		Allyson Gretz	5	\$202.75
		Colleen Dunn	5	\$202.75
C3	Spanish 6-12 Curriculum Review	Cristina Cernadas	5	\$202.75
		Claudia Leon	5	\$202.75
		Aura Guecher	5	\$202.75
C4	Chinese 6-12 Curriculum Review	Katy Young	5	\$202.75
		Yun Wang	5	\$202.75
		Cristina Cernadas	5	\$202.75
C5	ELL Summer Screening	Luigina Finneran	6	\$243.30
		Michelle Francis	6	\$243.30
C6	SMART NOTEBOOK 17 Feature Review & Training	Brenna Bohny	6	\$243.30
		Stephen Thompson	6	\$243.30
		Debra San Julian	6	\$243.30
		Kathleen Drozd	6	\$243.30
		Marco Infante	6	\$243.30
		Bryan McCourt	6	\$243.30
C7	Making the Connection	Jason Mastandrea	10	\$405.50
		Alison Stratthaus	10	\$405.50
		Michael Rosenblum	10	\$405.50
		Christine Murphy	10	\$405.50

TOTAL: \$8,149.45

Code: 11-120-221-101-027-00-29-03

Code: 11-130-221-101-027-00-30-03

Code: 11-140-221-101-027-00-12-03

C. Approval of 2018 Summer Work - August

That the Board approves the summer employment for certified staff members to administer PARCC assessments and end-of-course Educere finals.

<u>Name</u>	<u>August Hourly Rate</u>	<u>Total Hours</u>	<u>Number of Days</u>	<u>August Total Salary</u>
Bryan Hicks	\$40.55	30	5	\$1,216.50
Bryan McCourt	\$40.55	5.5	2	\$223.00
Kavi Jauhar	\$40.55	7.75	2	\$314.26
Marco Infante	\$40.55	5.5	2	\$223.00
Joseph Forlini	\$40.55	7.75	1	\$314.26

Code: 11-130-100-101-812-00-30-03

TOTAL:

\$2,291.02

D. Approval of 2018 Summer Work - July/August

That the Board approves the summer employment for certified staff member to provide summer instruction to identified students.

<u>Name</u>	<u>July/August Hourly Rate</u>	<u>Total Hours</u>	<u>July/August Total Salary</u>
Elena Goehrig	\$40.55	20	\$811.00

Code: 11-120-100-101-812-00-29-03

TOTAL:

\$811.00

E9. Other Business

No items

Motion By Mr. Barbarulo **Seconded By** Mr. Rosenberg to approve Resolutions E1-9 as listed above.

BOARD MEMBER	AYE	NAY	ABSTAIN	RESOLUTION #
Mr. Barbarulo	x			
Dr. Cohen	x			
Mrs. Frenkel	x			
Mr. Klein	x			
Ms. Quackenbush	x			
Mr. Rosenberg	x			
Mr. Spindel	x			
Mrs. Wallace (by phone)	x			
Mr. Banta	x			

Board Comments

None

Public Comments

None

Upon the recommendation of the Superintendent, the following **personnel** items are brought to the Board of Education for **Action**:

P1. See Pages 2-6.

P2. **Approval of Resignations/Retirements**

A. Certified

<u>Employee Number</u>	<u>Effective Date</u>
#6140	June 22, 2018

B. Non-Certificated

<u>Employee Number</u>	<u>Effective Date</u>
#5320	June 21, 2018
#6203	June 21, 2018
#6326	June 22, 2018
#6177	June 21, 2018
#5840	June 21, 2018

P3. **Approval of Leave of Absences/Amendment of Leave/Rescission of Leave**

That a leave of absence, without pay, be approved for the following personnel:

A. Certified

<u>Employee Number</u>	<u>Effective From</u>	<u>Effective Through</u>	<u>State FMLA Yes/No</u>	<u>Amendment</u>
#5948	September 1, 2018	December 31, 2018	Yes	No
#4626	September 1, 2018	December 31, 2018	Yes	No

B. Non-Certificated

No items

P4. Change of Personnel Assignment/Status

That a change of assignment/status for the following personnel, be approved:

A. Certificated

a. Tara Harris, effective September 1, 2018

From: Ancillary Teacher, Memorial Middle School
19.5 hours/maximum per week @ \$63.20/hour
From Code: 20-231-100-101-000-00-11-03

To: Ancillary Teacher, High School
19.5 hours/maximum per week @ \$63.20/hour
To Code: 20-231-100-101-000-00-12-03

b. Danielle Stewart, effective September 1, 2018

From: Elementary Teacher - Third Grade, Warren Point School
M.A. + 30, Step 12, \$78,755.
From Code: 11-120-100-101-001-00-01-02

To: Technology Education/REACH Teacher, Milnes/Lyncrest Schools
M.A. + 30, Step 12, \$78,755.
To Code: 11-120-100-101-001-61-07-02
11-120-100-101-001-60-07-02
11-120-100-101-001-60-08-02

B. Non-Certificated

a. Ann Hansen, effective September 5, 2018

From: Lunchroom Aide, Lyncrest School
5 sessions/maximum per week @ \$28.50/session
From Code: 11-000-262-107-701-00-33-02

To: Lunchroom Aide, Lyncrest School
5 sessions/maximum per week @ \$28.50/session

Before School Child Care, Radburn School
5 sessions/maximum per week @ \$20.00/session
To Code: 11-000-262-107-701-00-33-02
13-602-100-101-000-83-33-05

b. Carla Kenney, effective September 5, 2018

From: Lunchroom Aide, Forrest School
5 sessions/maximum per week @ \$28.50/session
From Code: 11-000-262-107-701-00-33-02

To: Lunchroom Aide, Forrest School
5 sessions/maximum per week @ \$28.50/session

After School Child Care, Milnes School
15 hours/maximum per week @ \$10.00/session
To Code: 11-000-262-107-701-00-33-02
13-602-100-101-000-83-33-05

c. Joanne McGovern, effective September 5, 2018

From: Lunchroom Aide, Warren Point School
5 sessions/maximum per week @ \$28.50/session
From Code: 11-000-262-107-701-00-33-02

To: Lunchroom Aide, Warren Point School
5 sessions/maximum per week @ \$28.50/session

After School Child Care, Milnes School
15 hours/maximum per week @ \$10.20/session
To Code: 11-000-262-107-701-00-33-02
13-602-100-101-000-83-33-05

d. Dorothy Siancas, effective September 5, 2018

From: Before School Child Care, Forrest School
5 sessions/maximum per week @ \$35.90/session
Secretary, Community School
Grade V, Step 11, \$44,925.75 (.75)
From Code: 13-602-100-101-000-83-33-05
13-602-240-105-801-00-33-05

To: Secretary, Community School
Grade V, Step 11, \$44,925.75 (.75)
To Code: 13-602-240-105-801-00-33-05

P5. Additional Remuneration

A. Salary Adjustment to Higher Degree Status - Mid-Year Qualification

No items

B. Appointment of Personnel - Schedule "D" - Schedule of Extracurricular Salaries - 2018/19 School Year

That the appointment of the following personnel to the position in Schedule "D" - Schedule of Extracurricular Salaries - for the 2018-2019 school year - in accordance with the 2018-2019 Salary Schedule of the agreement between the Fair Lawn Education Association and the Fair Lawn Board of Education, effective September 1, 2018, be approved:

Webmaster

Thomas Edison	Alison Juliano	\$2,310.
Forrest	Kristin Ray	\$2,551.
Lyncrest	Leslee Tenney	\$2,551.
Milnes	Laurie Edelstein	\$2,551.
Radburn	Melissa Cusumano	\$2,070.
Warren Point	Jacklyn Crowell	\$2,310.
Westmoreland	Elizabeth Reilly	\$2,310.
Memorial	Stephen Thompson	\$2,551.
Thomas Jefferson	Brenna Bohny	\$2,551.
High School	Andy Temme	\$3,349.

Code: 11-401-100-100-923-14-09-03
11-401-100-100-923-00-03-03
11-401-100-100-923-00-08-03
11-401-100-100-923-00-07-03
11-401-100-100-923-00-06-03
11-401-100-100-923-00-01-03
11-401-100-100-923-00-04-03
11-401-100-100-923-00-11-03
11-401-100-100-923-00-10-03
11-401-100-100-923-00-12-03

C. Approval of Sports - Schedule "C" Positions

That the appointment for the following personnel for Schedule C - Coaching Appointments for Fair Lawn High School, be approved for the 2018-2019 School Year, at the annual rates indicated below, in accordance with the 2018-2019 salary schedule between the Fair Lawn Board of Education and the Fair Lawn Education Association:

Schedule "C" Fall Coaching Appointments 2018-2019

Position	Name	Group	Step	Stipend
11-402-100-100-225-00-12-02 (Boys)				

**Special Action Meeting
June 25, 2018**

Football - Head Coach	Robert Gentile	1	3	\$10,883.
Football - Asst. Coach	John DiGiorgio	1	3	\$8,163.
Football - Asst. Coach	Brendan Walis	1	2	\$7,577.
Football - Asst. Coach	*Daniel Muro	1	3	\$8,163.
Football - Asst. Coach	*Jon Piela	1	3	\$8,163.
Football - Asst. Coach	*Robert Fantozzi	1	1	\$6,992.
Football - Asst. Coach	*Anthony Tozzi	1	3	\$8,163.
Football - Volunteer	TBD	-	-	-
Football - Volunteer	TBD	-	-	-
Boys Soccer - Head Coach	Matthew Cecconi	3	3	\$8,423.
Boys Soccer - Asst. Coach	*Nicholas Pampaloni	3	2	\$5,889.
Boys Soccer - Asst. Coach	Albert Alvarez	3	3	\$6,316.
Boys Soccer - Asst. Coach	Kosta Panayatof	3	3	\$6,316.
Cross Country - Head Coach	Kevin Orfe	4	3	\$7,522.
Cross Country - Asst. Coach	Michael Maio	4	3	\$5,641.
Cross Country - Volunteer	Jennifer Lubonski	-	-	-
11-402-100-100-226-00-12-02 (Girls)				
Cheerleading - Head Coach	Kathryn Ralston	5	2	\$6,081.
Cheerleading - Asst. Coach	*Olivia DiMitri	5	2	\$4,560.
Girls Soccer - Head Coach	John Van Soest	3	3	\$8,423.
Girls Soccer - Asst. Coach	Harvey Egan	3	3	\$6,316.
Girls Soccer - Asst. Coach	Molly Maguire	3	3	\$6,316.
Girls Soccer - Asst. Coach	*Lauren Healey	3	1	\$5,461.
Girls Tennis - Head Coach	James Graceffo	5	1	\$5,721.
Girls Tennis - Asst. Coach	Nicole Adair	5	1	\$4,290.
Girls Volleyball - Head Coach	Peter Zisa	3	3	\$8,423.
Girls Volleyball - Asst. Coach	*Marlou Zanoria	3	3	\$6,316.
Girls Volleyball - Asst. Coach	*Kaitlin MacIver	3	2	\$5,889.
Girls Volleyball - MS Volunteer	Nicole Arencibia	-	-	-

**Indicates Out of District*

Schedule "C" Winter Coaching Appointments 2018-2019

Position	Name	Group	Step	Stipend
11-402-100-100-225-00-12-02 (Boys)				
Boys Basketball - Head Coach	*Kyle Sabella	2	3	\$9,684.
Basketball Asst. Coach	Kavi Jauhar	2	3	\$7,262.
Basketball Asst. Coach	*Paul Salisbury	2	3	\$7,262.
Boys Bowling - Head Coach	*Anthony Villano	5	3	\$6,441.

**Special Action Meeting
June 25, 2018**

Fencing - Head Coach	*Lina Lur'ye	4	2	\$7,101.
Fencing Asst. Coach	*Steven Griffiths	4	2	\$5,326.
Ice Hockey - Head Coach	Joseph Bonafede	2	3	\$9,684.
Ice Hockey Asst. Coach	*Kevin Carney	2	3	\$7,262.
Ice Hockey Asst. Coach	Joseph Forlini	2	3	\$7,262.
Ice Hockey Volunteer	Sean Wilson	-	-	-
Swimming - Head Coach	Richard Kelly	2	3	\$9,684.
Winter Track - Head Coach	Daniel E. Miller	4	3	\$7,522.
Winter Track Asst. Coach	Christine McSpirit	4	3	\$5,641.
Winter Track Volunteer	*Andrew Sloves	-	-	-
Wrestling - Head Coach	Shane DeLucca	2	3	\$9,684.
Wrestling Asst. Coach	Keith Stagg	2	3	\$7,262.
Wrestling Asst. Coach	James Pisacane	2	3	\$7,262.
Wrestling HS Volunteer	*Christopher Cofranseco	-	-	-
Wrestling MS Volunteer	*Vince DiMitri	-	-	-
11-402-100-100-226-00-12-02 (Girls)				
Girls Basketball - Head Coach	Bryan McCourt	2	2	\$9,082.
Basketball Asst. Coach	Michael Maio	2	3	\$7,262.
Basketball Asst. Coach	Andrew Berninger	2	3	\$7,262.
Basketball Volunteer	*Nicole Sisco	-	-	-
Basketball Volunteer	Casey Flynn	-	-	-
Girls Bowling - Head Coach	Matthew Markman	5	3	\$6,441.
Swimming Asst. Coach	Marisa Heluk	2	3	\$7,262.
Swimming Volunteer	Katelyn Amuso	-	-	-
Winter Track Asst. Coach	John Van Soest	4	3	\$5,641.
11-401-100-100-235-00-12-02 (Winter Cheer)				
Winter Cheer - Head Coach	Kathryn Ralston	5	2	\$6,081.
Winter Cheer Volunteer	*Olivia DiMitri	-	-	-
Winter Cheer Volunteer	*Kristen Ralston	-	-	-

*Indicates Out of District

Schedule "C" Spring Head Coaching Appointments 2018-2019

Position	Name	Group	Step	Stipend
11-402-100-100-225-00-12-02 (Boys)				
Baseball - Head Coach	James Graceffo	3	3	\$8,423.
Boys Lacrosse - Head Coach	*Scott Leathem	3	3	\$8,423.
Boys Tennis - Head Coach	Shane DeLucca	5	3	\$6,441.
Boys Volleyball - Head Coach	Peter Zisa	3	3	\$8,423

11-402-100-100-226-00-12-02 (Girls)				
Girls Lacrosse - Head Coach	TBD	3	1	\$7,281.
Girls Spring Track - Head Coach	John Van Soest	2	3	\$9,684.
Softball - Head Coach	*Susan Benjamin	3	3	\$8,423.

**Indicates Out of District*

D. Appointment of Personnel - Schedule "D" - Positions – 2018-2019 School Year

That the appointment for the following personnel to Schedule "D" Positions for Fair Lawn High School, be approved for the 2018-2019 school year, at the annual rate indicated in accordance with the 2018-2019 salary schedule of the agreement between the Fair Lawn Board of Education and the Fair Lawn Education Association:

Fair Lawn High School Schedule D Positions 2018 – 2019 School Year

Position	Name	Group	Step	Stipend
Coordinator of Student Activities	Jeanine Hayek	1	3	\$6752
Assistant Coordinator of Student Activities	Marco Infante	2	3	\$4868
School Musical Advisor	John Giresi	2	3	\$4868
Yearbook Advisor	Raquel Malinger	2	3	\$4868
Debate Team Advisor	Young Kang	3	3	\$3992
Engineering Design Club	Mohamed Metwally	3	3	\$3992
F.B.L.A. Advisor	Kavi Jauhar	3	2	\$3571
Freshman Class Advisor	Garret VanCuren	3	3	\$3992
Sophomore Class Advisor	Bryan McCourt	3	3	\$3992
Junior Class Advisor	Jed Downey	3	3	\$3992
Junior Prom Advisor	Michelle Stern	3	3	\$3992
Senior Class Advisor	Victoria Velasco	3	3	\$3992
Masques Advisor	Allison Gormley	3	1	\$3151
School Musical Pit Orchestra	Scott Avidon	3	3	\$3992
Boptones Co-Advisor	Matt Biello	4	3	\$1996 (split)
Boptones Co-Advisor	Mike Russomano	4	3	\$1996 (split)
Crimson Crier Co-Advisor	Chris Vaccaro	4	2	\$1494.50 (split)
Crimson Crier Co-Advisor	Garrett VanCuren	4	1	\$1314 (split)
Interact Co-Advisor	Kristen Burke	4	3	\$1996 (split)
Interact Co-Advisor	Danielle Benanti	4	3	\$1996 (split)
Jazz Ensemble	Scott Avidon	4	3	\$3349
Mathematics League Advisor	Victoria Velasco	4	3	\$3349
Model UN Advisor	Dan Zimmermann	4	3	\$3349
National Honor Society Advisor 1	Victoria Velasco	4	3	\$3349
National Honor Society Advisor 2	Brenda Dawn Ebner	4	3	\$3349

Peer Listening Advisor	Matt Markman	4	3	\$3349
Peer Mediation Advisor	Stacey Morales	4	3	\$3349
Peer Mentoring Advisor	Melissa Healey	4	3	\$3349
Production Club Advisor	John Giresi	4	3	\$3349
Publications Manager	Christine Knudsen	4	2	\$2989
Yearbook Assistant Advisor	Annie Yon	4	3	\$3349
Academic Decathlon Advisor	Lilliana Galindo	5	3	\$2551
Biology League Advisor	Kathy Meneghin	5	3	\$2551
Chemistry League Advisor	Alyse Battaglia	5	3	\$2551
Big Brother / Big Sister	Teresa Mielnicki	5	3	\$2551
Computer League Junior Division Advisor	Paula Pluchino	5	3	\$2551
Computer League Senior Division Advisor	Karen Rood	5	3	\$2551
Environmental Club Advisor	Kathy Meneghin	5	3	\$2551
E.R.A.S.E. Advisor	Henry VanKooy	5	3	\$2551
French National Honor Society Advisor	Lise Simard	5	3	\$2551
Hispanic Honor Society Co-Advisor	Christina Cernadas	5	1	\$1035 (split)
Hispanic Honor Society Co-Advisor	Erika Shoemaker	5	1	\$1035 (split)
J.E.T.S. Advisor	Karen Rood	5	3	\$2551
Senior Class Assistant	Marco Infante	5	3	\$2551
Masques Assistant	Christine Knudsen	5	3	\$2551
Mathematics League, Freshman Advisor	Katie Ometz	5	3	\$2551
Physics League Advisor	Andrew Auyeung	5	2	\$2310
Scarlet Letters	Steve DiIorio	5	3	\$2551
Marathon Coordinator	Casey Flynn	5	2	\$2310
School Musical Choreographer	John Giresi	5	3	\$2551
School Store Co-Advisor	Tom Albano	5	3	\$1275.50 (split)
School Store Co-Advisor	Keith Stagg	5	3	\$1275.50 (split)
Stage Technician	John Giresi	5	3	\$2551
Varsity Law Team	Al Alvarez	5	3	\$2551

E. Appointment of Personnel - Schedule "B" - Positions – 2018-2019 School Year

That the appointment for the following personnel to Schedule "B" Positions for Fair Lawn High School, be approved for the 2018-2019 school year, at the annual rate indicated in accordance with the 2018-2019 salary schedule of the agreement between the Fair Lawn Board of Education and the Fair Lawn Education Association:

Jeanine Hayek, High School, Faculty Treasurer, at a stipend of \$4,194.

P6. Other Business

A. Return of Certificated Personnel from Child Rearing Leave

That the following certificated personnel, currently on a leave of absence without pay for child rearing for the 2017-2018 school year, be approved to return from child rearing leave for the 2018-2019 school year, effective January 2, 2019, as indicated below:

- a. #5948, Westmoreland School
- b. #4626, Radburn/Forrest Schools

B. Approval to Amend Annual Salary Code

That the Board approves an amendment to the annual salary code, for the personnel listed on the **attachment**, effective September 1, 2017.

Motion By Mr. Rosenberg Seconded By Mr. Barbarulo to approve Resolutions P2-6 as listed above.

BOARD MEMBER	AYE	NAY	ABSTAIN	RESOLUTION #
Mr. Barbarulo	x			
Dr. Cohen	x			
Mrs. Frenkel	x			
Mr. Klein	x			
Ms. Quackenbush	x			
Mr. Rosenberg	x			
Mr. Spindel	x			
Mrs. Wallace	x			
Mr. Banta	x			

Board Comments

None

Public Comments

None

The following **special education** items are brought to the Board of Education for **Action**:

SE1. Approval of Tuition/Transportation

A. Approval of Tuition/Transportation to Special Schools Providing Regular Special Education

That the Board of Education approves the special schools out-of-district payment of tuition and transportation for the Special Education student(s) outlined on the **attachment for Board Members Only**, for the 2018-2019 school year, at the tuition rate established pending approval of the State Department of Education.

B. Approval of Tuition/Transportation to Special Schools Providing Extended School Year Special Education

That the Board of Education approves the extended school year special schools out-of-district payment of tuition and transportation for the Special Education student(s) outlined on the **attachment for Board Members Only**, for the 2018-2019 school year, at the tuition rate established pending approval of the State Department of Education.

SE2. Approval of Bedside Home Instruction for Classified Students

No items

SE3. Approval of Related Services For Classified Students

That the Board of Education approves the required related services to students, according to their 2018-2019 Individual Educational Plan (I.E.P.), as listed on the **attachment for Board Members only**.

SE4. Approval of Tuition/Transportation

Approval of Tuition Paying Students from Sending Districts

That the Board approves the acceptance of tuition paying students from sending districts to attend our Bridges MCI Program and Stepping Stones Autism Program for the 2018-2019 school year, as indicated on the **attachment for Board Members only**, at the tuition rates established by the New Jersey Department of Education.

SE5. Other Business

A. Approval of Summer 2018 Employment for Child Study Team and Special Education

That the Board of Education approves summer employment for the Child Study Team Members and secretaries, for the period noted, and per diem rates as outlined below in accordance with the 2018-2019 salary schedule of the agreement between the Fair Lawn Board of Education and the Fair Lawn Education Association:

LAST NAME	FIRST NAME	DAYS	DAILY RATE 18/19	TOTAL
PSYCHOLOGISTS				
Stratthaus	Alison	2	308.28	616.55
Freedman	Jackie	2	409.53	819.05
Shinkar	Lily	5	483.43	2,417.15
Wiseman	Katie	6	337.53	2,025.18
Burns	Sara	3	346.78	1,040.34
SOCIAL WORKERS				
Murphy	Christine	10	438.68	4,386.80
Maresca-Berenzansky	Catherine	1	453.68	453.68
Mitchel	Arlene	1	346.78	346.78
SPEECH				
Kepler	Laura	3	509.30	1,527.90
Johnson	Robin	3	542.80	1,628.40
Shansky	Scott	3	438.68	1,316.04
Suchanski	Gail	3	424.18	1,272.54
LDTC				
O'Carroll	Melissa	3	438.68	1,316.04
Walsh	Tara	3	326.53	979.59
SECRETARIES				
Karabinos	Jovene	7	230.04	1,610.28
Austin-Ferrara	Ruth	7	211.06	1,477.42
Total				\$23,233.74

Code: 11-000-219-104-006-14-33-03

B. Approval of Evaluation 2018 for Child Study Team and Special Education

That the Board of Education approves the required evaluation services to students, according to their 2018-2019 Individual Educational Plan (I.E.P.), as listed on the **attachment for Board Members Only**.

C. Approval of Applied Behavior Analysis (ABA) District Procedure Writing and Programming

That the Board of Education approves the ABA procedure writing and programming for the District as listed on the **attachment for Board Members Only**.

Motion By Mr. Rosenberg Seconded By Mr. Barbarulo to approve Resolutions SE1-5 as listed above.

BOARD MEMBER	AYE	NAY	ABSTAIN	RESOLUTION #
Mr. Barbarulo	x			
Dr. Cohen	x			
Mrs. Frenkel	x			
Mr. Klein	x			
Ms. Quackenbush	x			
Mr. Rosenberg	x			
Mr. Spindel	x			
Mrs. Wallace	x			
Mr. Banta	x			

Board Comments

None

Public Comments

None

The following **finance** items are brought to the Board of Education for **Action**:

F1. Approval of Acceptance of Gifts/Grant Funds

That the Board acknowledges the receipt of the following gifts:

- A. Radburn - A check in the amount of \$2,943.69 from the Radburn PTA for cabinetry in the Main Office.
- B. Radburn - A check in the amount of \$2,918.82 from the Radburn PTA for three water filtration and filling stations in the Radburn School.
- C. Westmoreland - A check in the amount of \$12,036.00 from the Westmoreland PTO for a large ceiling fan for the Westmoreland gym.

F2. Approval of Discards

That the Board approves the disposal of the following item(s) that are obsolete or beyond economical repair:

District - Various computer equipment per **attached** list.

F3. Approval of Bills Payable – Payroll

That the Listing of Bills Payable, as of **June 15, 2018**, is approved; that the approved Listing of Bills Payable be recorded in the Record of Disbursement Book and that checks are issued for payment of bills if and when the funds are available.

Listing of Bills Payable on Warrant No. **994485** in the total amount of **\$2,815,266.99**.

F4. Approval of Bills Payable

That the Listing of Bills Payable as of **June 15, 2018** be approved; that the approved Listing of Bills Payable be recorded in the Record of Disbursement Book and that checks be issued for payment of bills, if and when the funds are available, in the total amount of **\$89.70**.

That the Listing of Bills Payable as of **June 20, 2018** be approved; that the approved Listing of Bills Payable be recorded in the Record of Disbursement Book and that checks be issued for payment of bills, if and when the funds are available, in the total amount of **\$22,139.08**.

That the Listing of Bills Payable as of **June 21, 2018** be approved; that the approved Listing of Bills Payable be recorded in the Record of Disbursement Book and that checks be issued for payment of bills, if and when the funds are available, in the total amount of **\$29,407.72**.

That the Listing of Bills Payable as of **June 25, 2018** be approved; that the approved Listing of Bills Payable be recorded in the Record of Disbursement Book and that checks be issued for payment of bills, if and when the funds are available, in the total amount of **\$341,899.90**.

F5. Approval of Board Secretary Report

No items

F6. Approval of Board Treasurer's Report

No items

F7. Approval of Transfers

No items

F8. Approval of State Submissions/Requirements

Approval of the Grant Award and Application Submission for the Fiscal School Year at 2018-2019

That the Fair Lawn Board of Education accepts funds and approves the submission of the application for:

Individuals with Disabilities Education Act (IDEA) Consolidated Grant for Basic and Preschool Fiscal Year of 2018-2019 funding in the amount of:

	<u>Public</u>	<u>Non-Public</u>
Basic Allocation	\$1,082,039	\$31,333
Preschool Allocation	\$ 36,955	

F9. Approval of Contracts/Consortiums/Cooperatives

A. Approval of Chartwells Contract and Menu for the 2018-2019 School Year

That a Food Service Management Contract be approved with Chartwells, with offices located at 3 International Drive, Rye Brook, NY 10573 for the 2018-2019 school year.

Administrative Fee - Chartwells shall charge the School Food Authority an Administrative Fee of seven thousand one hundred and forty dollars (\$7,140) per month for 10 months for an annual total of seventy one thousand four hundred dollars (\$71,400) during the academic year.

Chartwells' Administrative Fee represents its overhead expenses necessary to operate the food service including, but not limited to: area and zone supervision; general support provided by Chartwells' corporate offices, including without limitation, accounting, purchasing, tax, legal, research, safety, quality assurance, payroll, auditing and other related administrative functions.

Management Fee - Chartwells shall charge the local Education Agency a management Fee of \$.0408 per meal served and meal equivalents for the 2018-2019 academic year.

Computing Meals – Total meals are calculated by adding reimbursable meal pattern meals (breakfast, lunch and afterschool snacks) served and meal equivalents. The number of School Breakfast Program, National School Lunch and After School Snack Program meals served to children shall be determined by actual count. Cash receipts, other than from sales of National School Lunch Program, School Breakfast Program and After School Snack Program meals served to children, shall be divided by \$1.55 to arrive at an equivalent meal count. The per meal Management Fee of \$.0408 will be multiplied by total meals.

Guarantee – Guaranteed Return – Chartwells guarantees that the return to the SFA from the Food Service Program for the school year will be \$75,000. If the annual operating statement shows a return less than seventy-five thousand \$75,000, Chartwells will pay the difference between the actual and the guaranteed amount. The guaranteed return is based on the following conditions and assumptions remaining in effect for the school year.

- a) Cash and/or reimbursement levels from State and Federal sponsors do not fall below the levels estimated in Chartwells' proposed budget.
- b) The value of USDA donated foods will not be less than the value of USDA donated foods estimated in the prior Agreement year.
- c) The number of days meals are served during the school year will not be less than:

<u>School Category</u>	<u>Lunch</u>
Elementary Schools	174 days
Middle Schools	174 days
High School	174 days

- d) Changes in district policies, practices and serving requirements including but not limited to changes in bell schedules, meal service periods or proposed staffing may result in an adjustment.
- e) The student enrollment for the current year will not be less than 4,614 students.
- f) In the event of an increase in wages payable to employees as a result of changes in minimum wage rates or taxes, the guarantee shall from the date of increase in wages, minimum wage rates, or taxes be adjusted by such actual increase.
- g) The selling prices of Menu Pattern Meals and a la carte selections will not be less than the prior year.
- h) Service will not be interrupted as a result of fire, work stoppage, strike or school closing.
- i) The SFA and its representatives including but not limited to, school principals, teachers and SFA employees shall fully cooperate with Chartwells in the implementation of the Food Service Program. The SFA shall fully cooperate with Chartwells to limit the expansion of competitive food sales in order to maximize the gross receipts and other non-cash sales of the Food Service Program.
- j) The SFA shall have timely submitted all documentation for reimbursement claims, except where such failure is due to an act or omission of Chartwells.
- k) Changes in legislation (including but not limited to the Healthy Hunger Free Kids Act and the Affordable Care Act), regulation, reimbursement rates, meal components or quantities required by the National School Lunch Program or the Smart Snacks in Schools Program will affect the guarantee in proportion to the impact of such change.

- l) Make-up days due to inclement weather shall have equal or greater sales revenue as a normal day of operation for the period in which the inclement weather cancellation occurred.
- m) Chartwells guarantee does not account for bad debts/uncollected funds. In the event there are bad debts/uncollected funds, such amounts shall be subtracted from Chartwells' guarantee obligation.
- n) The number of students eligible for free and reduced price meals will be no less than previous year's number of eligible free and reduced students.
- o) USDA donated foods received by the SFA are compatible with the menus outlined in writing by Chartwells.

FAIR LAWN PRICE LIST 2018-2019	
DESCRIPTION	PRICE
<u>REIMBURSABLE ITEMS</u>	
Type A Breakfast Elementary	\$1.50
Type A Breakfast Middle School	\$1.50
Type A Reduced Breakfast	\$0.30
Type A Lunch 3 – 5 Components (Elementary)	\$2.80
Type A Lunch 3 – 5 Components (Middle School)	\$2.95
Type A Lunch 3 – 5 Components (High School)	\$3.05
Type A Lunch 3 – 5 Components (High School) Premium	\$4.25
Type A Lunch 3 – 5 Components (Middle School) Premium	\$4.00
Type A Lunch 3 – 5 Components (Elementary School) Premium	\$3.75
Type A Reduced Lunch	\$0.40
<u>A LA CARTE LUNCH</u>	
A La Carte Lunch High School	\$3.05
A La Carte Lunch Middle School	\$2.95
A La Carte Lunch Elementary School	\$2.80
Adult Lunch	\$3.65

<u>BEVERAGES</u>	
Canned Beverage	\$1.25
Capri Sun	\$1.00
Hot Beverage 10 Oz.	\$1.25
Hot Beverage 12 Oz.	\$1.50
Milk	\$0.55
WATER 8 Oz.	\$0.75
WATER 16 Oz.	\$1.00
<u>BREAKFAST</u>	
Bagel	\$1.00
Bagel with Cream Cheese	\$1.25
Cereal with Milk	\$0.75
Egg Sandwich	\$1.50
Egg Sandwich with Meat or Cheese	\$2.00
Egg Sandwich with Meat and Cheese	\$2.25
Muffin	\$1.00
Roll	\$1.25
<u>MISCELLANEOUS</u>	
Baked Fries	\$1.25
Chicken Fingers	\$3.00
Chicken Nuggets/Chicken Popcorn	\$2.00
Chips	\$1.00
Cookies	\$0.40
Fruit Cup Large	\$3.50
Fruit Cup Small	\$2.50
Granola Bar	\$1.00

Ice Cream	\$1.00
Mozzarella Sticks	\$2.50
Pretzels	\$1.00
Salad Large	\$3.50
Salad Small	\$2.00
Soup Large	\$2.25
Soup Small	\$1.50
Yogurt	\$1.50

B. Approval of Advocate School Support Solutions Proposal for Comprehensive Contract Monitoring and Compliance for Food Services Program

RESOLVED, that the Board approves and accepts the proposal of Advocate School Support Solutions, on file in the office of the School Business Administrator, to monitor the Food Services Program by Chartwells from July 1, 2018 through June 30, 2019 in the amount of \$1,317 per month; **AND BE IT**

FURTHER RESOLVED, that the Board authorizes its School Business Administrator/Board Secretary to execute any agreement necessary to effectuate the terms of this resolution, upon approval of the form of same by the Board Attorney.

C. Appropriation of Unbudgeted Tuition Revenue

WHEREAS, NJSA 18A:38-19 and 18A:46-21 permit a Board of Education to appropriate unbudgeted and under budgeted tuition revenue generated from a school district-specific program, which is not part of a formal sending-receiving relationship pursuant to N.J.S.A. 18A:38-19 and 18A:46-21;

WHEREAS, the Fair Lawn Board of Education wishes to appropriate unbudgeted current year tuition revenue at year end, **and**

WHEREAS, the Fair Lawn Board of Education has determined an amount of \$100,000 as available for such purpose of appropriation to budget line **13-602-221-102-202-00-33-05** Salaries Adult Education Directors/Supervisors;

NOW THEREFORE BE IT RESOLVED by the Fair Lawn Board of Education that it hereby authorizes the district's School Business Administrator to make this appropriation consistent with all applicable laws and regulations.

D. Approval of Annual IDEA Agreement Between Bergen County Special Services School District and Fair Lawn School District for the 2018-2019 School Year

That the agreement between the Fair Lawn Board of Education and the Bergen County Special Services be approved to provide services to nonpublic students through Individuals with Disabilities Education Act (IDEA) funding.

E. Approval of Settlement Agreement - To Be Discussed in Closed Session before vote.

F10. Approval of Purchasing

No items

F11. Other Business

No items

**Motion By Mr. Barbarulo Seconded By Dr. Cohen to approve Resolutions F1-11 as listed above.
F9E held until after Closed Session.**

BOARD MEMBER	AYE	NAY	ABSTAIN	RESOLUTION #
Mr. Barbarulo	x			
Dr. Cohen	x			
Mrs. Frenkel	x			
Mr. Klein	x			
Ms. Quackenbush	x			
Mr. Rosenberg	x			
Mr. Spindel	x			
Mrs. Wallace	x			
Mr. Banta	x			

Board Comments

Thanks were given for the Radburn and Westmoreland donations. Questions were posed as to why Radburn PTA funds were being used for office furniture.

Ms. Quackenbush commented on the Student Dialogue Committee's suggestion of water filling stations being funded by the PTO/PTAs throughout the District.

Public Comments

The public commented on PTO book donations received via the Scholastic program.
A parent thanked the Board for the education provided to her son who graduated this year.

LIST UPCOMING MEETINGS

<u>Date</u>	<u>Meeting</u>	<u>Time</u>	<u>Location</u>
7/26/18	Rescheduled Monthly Meeting	7:30 PM	Edison-Room 19
7/31/18	Shared Services	TBD	TBD

Items to be Discussed During Closed Session

1. H.I.B. Reports
2. Special Education Settlement Agreement
3. Personnel
4. Legal

Motion to Recess into Closed Session

Motion By Dr. Cohen Seconded By Mr. Spindel that the Board recess into Closed Session at 8:40 p.m.
All Members voted in the affirmative.

Motion to Return to Open Session

Motion By Mr. Klein Seconded By Dr. Cohen that the Board return to Open Session at 9:57 p.m.
All Members voted in the affirmative.

F9. Approval of Contracts/Consortiums/Cooperatives

E. Approval of Settlement Agreement

WHEREAS, the Board is a party in a special education due process action, bearing Agency Reference Number 2018-26903 and OAL Docket Number EDS 14735-17; **and**

WHEREAS, the parties wish to amicably resolve this action without further proceedings pursuant to the terms presented to the Board in a Settlement Agreement (“Agreement”);

NOW, THEREFORE, BE IT RESOLVED THAT the Board of Education approves the Agreement of the within referenced due process actions on the terms and conditions contained therein; **and**

BE IT FURTHER RESOLVED THAT the Board President is authorized to execute the Agreement on behalf of the Board.

Addendum #1

Approval of Harassment/Intimidation/Bullying/Investigation Decisions

BE IT RESOLVED, that the Fair Lawn Board of Education approves issuance of written decisions affirming, rejecting or modifying the Superintendent's determination in the following student HIB investigations:

<u>Incident Report No.</u>	<u>Board Determination</u>	<u>Incident Report No.</u>	<u>Board Determination</u>
FLHS 20-2017/18	Affirmed Non-HIB	WP 09-2017/18	Affirmed Non-HIB
MMS 20-2017/18	Affirmed HIB	WP 10-2017/18	Affirmed HIB

Motion By Ms. Quackenbush **Seconded By** Dr. Cohen to approve **F9E and Addendum #1** as listed above.

BOARD MEMBER	AYE	NAY	ABSTAIN	RESOLUTION #
Mr. Barbarulo	x			
Dr. Cohen	x			
Mrs. Frenkel	x			
Mr. Klein	x			
Ms. Quackenbush	x			
Mr. Rosenberg	Absent			
Mr. Spindel	x			
Mrs. Wallace	x			
Mr. Banta	x			

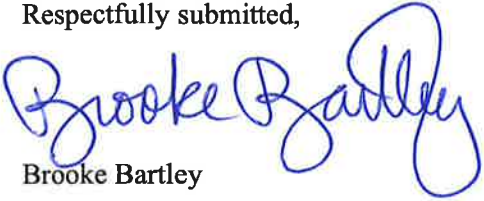
Motion for Adjournment

Motion By Mrs. Wallace **Seconded By** Dr. Cohen that the June 25, 2018 Special Action Meeting be adjourned.

All members voted in the affirmative.

The meeting was adjourned at 9:58 p.m.

Respectfully submitted,

A handwritten signature in blue ink, appearing to read "Brooke Bartley". The signature is fluid and cursive, with the first name "Brooke" and last name "Bartley" clearly distinguishable.

Brooke Bartley
Business Administrator/Board Secretary

2018-2019 Fair Lawn Public Schools District Goals



2018-2019 Fair Lawn Public Schools District Goals



2018-2019 Fair Lawn Public Schools District Goals



2018-2019 Fair Lawn Public Schools District Goals



2018-2019 Fair Lawn Public Schools District Goals



Special Action Meeting

June 25, 2018

Motion #P1C

Approval of Day-to-Day Substitutes and Bedside/Home Instruction Personnel for the 2018-19 School Year

<u>NAME</u>	<u>DEGREE</u>	<u>COLLEGE</u>	<u>CERTIFICATION</u>	<u>MAJOR</u>	<u>INTV'D BY</u>
a. <u>Renewals</u>					
b. <u>Regular</u>					
c. <u>Coach</u>					
d. <u>Non-Certificated Substitutes</u>					
Broers, Hailey			<u>Position</u>		
Donzella, Ashley			After Care Substitute		
Flatley, Charlene			After Care Substitute		
Gomez, Kelsy			Before/After Care Substitute		
Lang, Jaret			After Care Substitute		
Manasi, Eric			After Care Substitute		
Polo, Alexa			After Care Substitute		
Scott, Charmane			Before/After Care Substitute		
			Before/After Care Substitute		

REGULAR EDUCATION

EMPLOYEE		SALARY	11-XXX-100-101-001-14-33-02									
			11-000-222	11-120	11-130	11-140	202	204	209	214	215	216
Nicole Arencibia		\$ 59,905.00	-	90%	80%	-	20%	-	-	-	-	-
Alison Bourhill-Tumser		\$ 96,860.00	-	-	-	-	-	10%	-	-	-	-
Thomas Cancalosi		\$ 108,160.00	-	-	-	80%	-	20%	-	-	-	-
Vincent Casamento		\$ 101,460.00	-	-	-	80%	-	20%	-	-	-	-
Cristina Cernadas		\$ 58,905.00	-	-	-	80%	-	20%	-	-	-	-
Donna Doherty		\$ 108,160.00	-	-	-	-	-	-	-	50%	-	50%
Dawn Ebner		\$ 108,160.00	-	-	-	80%	-	20%	-	-	-	-
Nicole Fiorelli-Selby *		\$ 84,435.00	-	-	83%	-	-	17%	-	-	-	-
John Giresi *		\$ 108,160.00	-	-	28%	52%	20%	-	-	-	-	-
George Glock		\$ 101,460.00	-	-	80%	-	20%	-	-	-	-	-
Cathy Hennion		\$ 80,235.00	-	94%	-	-	-	6%	-	-	-	-
Richard Kelly		\$ 108,160.00	-	-	-	80%	-	20%	-	-	-	-
Christine Knitel		\$ 94,860.00	-	66%	-	-	-	-	6%	6%	22%	-
Justin Louie		\$ 50,463.07	-	40%	20%	40%	-	-	-	-	-	-
Janean Marxen		\$ 72,055.00	-	-	80%	-	20%	-	-	-	-	-
Sarah Menchise		\$ 53,705.00	-	92%	-	-	-	8%	-	-	-	-
Daniel Miller *		\$ 84,435.00	-	-	-	80%	20%	-	-	-	-	-
Katherine Mottola		\$ 55,655.00	-	96%	-	-	-	-	4%	-	-	-
Susan Murray		\$ 94,860.00	60%	-	-	-	40%	-	-	-	-	-
Patricia Nolan		\$ 108,160.00	-	92%	-	-	-	8%	-	-	-	-
Daniel Nordarse		\$ 55,055.00	-	52%	-	-	-	11%	3%	28%	6%	-
Christina Panzitta		\$ 57,455.00	-	94%	-	-	-	-	6%	-	-	-
Peter Pitrelli		\$ 93,535.00	-	-	-	-	-	-	-	50%	-	50%
Christian Samra		\$ 41,844.00	-	36%	-	-	-	-	14%	-	21%	29%
Daniel Villanella		\$ 61,605.00	-	95%	-	-	-	5%	-	-	-	-
Daniel Walther		\$ 95,535.00	-	46%	-	-	-	8%	4%	12%	15%	15%
Yi Wang		\$ 52,305.00	-	88%	-	-	-	6%	-	6%	-	-

* Does not include 6th period

OBSOLETE/BROKEN TECHNOLOGY LIST

<u><i>Item Description</i></u>	<u><i>Model</i></u>	<u><i>ASSET or SERIAL NO.</i></u>	<u><i>Location</i></u>	<u><i>Condition</i></u>
DELL PC	Opti330	6yyJZ23	FLHS	broken
DELL PC	Opti380	7y3UZ2	FLHS	broken
DELL PC	Opti320	HWW1dZ2	FLHS	broken
DELL PC	Opti755	HWE2Rz1	FLHS	broken
DELL PC	Opti760	GG7Q1ER	FLHS	broken
DELL PC	DIMENSION	6S76SD1	FLHS	broken
DELL LAPTOP	L520	AD123TU	FLHS	broken
DELL LAPTOP	L520	AD133TV	FLHS	broken
DELL LAPTOP	L520	ADA14TW	FLHS	broken
DELL LAPTOP	L510	5TT13Zx	FLHS	broken
DELL LCD MONITOR	1708FPT	CN-0CC280-71618-68d-BLVM	FLHS	broken
DELL LCD MONITOR	1708FPT	CN-0FF687-56872-70D-BHFG	FLHS	broken
DELL LCD MONITOR	1708FPT	CN-1FFG87-98745-45F-GHJF	FLHS	broken
DELL LCD MONITOR	1708FPT	CN-04C180-66541-50C-DFGH	FLHS	broken
DELL LCD MONITOR	1708FPT	CN-56C210-50852-546G-FGFG	FLHS	broken
DELL LCD MONITOR	1708FPT	CN-01C345-67894-68d-GHJK	FLHS	broken
DELL LCD MONITOR	1708FPT	CN-11C125-56452-60G-67DF	FLHS	broken
DELL LCD MONITOR	1708FPT	CN-01d280-81565-68G-FGB1	FLHS	broken
DELL LCD MONITOR	1708FPT	CN-40C23G-69635-FG-BFG2	FLHS	broken
HP printer	960c	005732	FLHS	broken
HP printer	6122	005733	FLHS	broken
VGA splitter		014271	Edison	broken
Dell monitor		CN-0C182J-74445	Edison	broken

3D Strategic Plan

2018 - 2023

Strategic Plan Executive Summary

Prepared for the

**Fair Lawn School District
Fair Lawn, NJ**

Facilitated by: NJSBA Field Services Department

Matt Lee, Field Service Representative
Charlene Peterson, Field Service Representative

New Jersey School Boards Association
Serving Local Boards of Education Since 1914



GOALS

The four goal areas that emerged from the group work are:

- 1. Health, Wellness & Social Purpose**
- 2. Culture, Community & Family**
- 3. Personalized Learning & Academic Excellence For All**
- 4. Technology**



GOAL AREA # 1

Health, Wellness & Social Purpose

Goal Statement:

To support the mental, emotional, and physical well-being of students to enable them to maintain a healthy balance between school and social life.

Objectives:

1. Provide opportunities for students to develop empathy and appreciation for diversity.
2. Provide programs that support the emotional and mental health of students.
3. Create a sense of belonging, community, and acceptance within each school building (with an emphasis on social media).



GOAL AREA # 2

Culture, Community & Family

Goal Statement:

To create a culture and climate of inclusion, fostering respect for and tolerance of diversity.

Objectives:

1. To review, update and strengthen curriculum at all levels with an emphasis on culture, community and family.
2. To explore best practices that enables diverse families to participate in the school community.
3. To create cultural opportunities for all to learn about and share their heritage.
4. To provide the tools that our students will need to create a positive and empathetic culture.



GOAL AREA # 3

Personalized Learning & Academic Excellence For All

Goal Statement:

To develop a comprehensive curriculum that engages and supports students of all ages and abilities.

Objectives:

1. Critical thinkers → more problem solving
2. Personalized learning/alterative learning; more course offerings
3. Effective communication; collaborative learning initiatives
4. College and/or career readiness



GOAL AREA # 4

Technology

Goal Statement:

Develop digital learning environments to foster Student understanding for success in the 21st century.

Objectives:

1. Increase access to virtual learning experiences.
2. Ensure the technology infrastructure meets district needs.
3. Increase integration of technology with the curriculum.
4. Create a professional development plan for the teachers.
5. Prepare students to participate in a technical world.

