The Board of Education of the Borough of Fair Lawn, 37-01 Fair Lawn Ave., Fair Lawn, New Jersey, held a **Special Action Meeting** via Zoom on **June 11, 2020.** 

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

1. The Special Action Meeting of **June 11, 2020** was called to order at 6:00 p.m.

#### 2. Roll Call

BOARD MEMBERS	Mr. Banta	Dr. Cohen	Mrs. Frenkel	Mr. Itkin	Ms. Quackenbush	Mr. Rosenberg	Mr. Santana	Mr. Spindel	Mr. Barbarulo
PRESENT	X	X	X	X	X	X	X	X	X
ABSENT									

OTHERS PRESENT	Mr. Norcia Superintendent	Dr. Lacatena Asst. Super. Education	Mrs. DeFranco Asst. Super. Student Services	Mrs. Panagia Director, HR	Ms. Bartley BA/Bd. Sec'y	Ms. Ratcliffe-Lee <i>Asst. BA</i>	Mrs. Wellinghorst Communications	Mr. Green Board Att'y
PRESENT	X	X	X	X	X	X		X
ABSENT							X	

#### 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 29, 2020**.

The items to be discussed during the Closed Work Session (if needed), of the <u>June 11, 2020 Special Action Meeting</u> 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. <u>Superintendent Report/Comments</u>

Mr. Nocia recognized the 25 Year Service Award Recipients and expressed his appreciation.

## **Public Comments on any Agenda Items**

There was only one question from the public regarding the Director of Technology replacement position.

## **Board Comments on any Agenda Items**

The Board asked questions and commented on the Emergency Reserve Account, Reappointments of Personnel and Salaries, HIB report for 2018-2019 school year, resignations, shared service agreement for technology support services, and Soft Borders Policy. The Board thanked the 25 Year Service Award Recipients for their service.

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

# G1. Approval of Policies

## **First Reading of Policy**

(N) New (R) Revised (M) = Mandatory

Policy #	<u>Title</u>
5120	Assignment of Students (M) (R)

Motion By Mrs. Frenkel Seconded By Mr. Rosenberg to approve Resolution G1 as listed above.

BOARD MEMBER	AYE	NAY	ABSTAIN	RESOLUTION #
Mr. Banta	X			
Dr. Cohen	X			
Mrs. Frenkel	X			
Mr. Itkin		X		
Ms. Quackenbush	X			
Mr. Rosenberg	X			
Mr. Santana		X		
Mr. Spindel	X			
Mr. Barbarulo	X			

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

## S1. Other Business

Approval of HIB Final School District/School Grades for the 2018-2019 School Year

**RESOLVED** that the Fair Lawn Board of Education approves the HIB School District Grades report for the 2018-2019 school year as required by the Anti-Bullying Bill of Rights Act, N.J.S.A. 18:37-17a. The final report for all schools appears on the district website and also on the individual school's web pages.

Motion By Mr. Santana Seconded By Mrs. Frenkel to approve Resolution S1 as listed above.

BOARD MEMBER	AYE	NAY	ABSTAIN	RESOLUTION #
Mr. Banta	X			
Dr. Cohen	X			
Mrs. Frenkel	X			
Mr. Itkin	X			
Ms. Quackenbush	X			
Mr. Rosenberg	X			
Mr. Santana	X			
Mr. Spindel	X			
Mr. Barbarulo	X			

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

## E1. <u>Attendance at Conferences, Conventions, Workshops</u>

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.

Conference/Location	Name/School	<u>Date</u>	<u>Amount</u>
Safe Schools Resource Officer/School Liaison Training Morristown, NJ	Robert Licamara, FLHS	12/7-12/11/2020	\$485
Code: 11-000-251-580-049-00-35-01			

# Motion By Mr. Rosenberg Seconded By Mrs. Frenkel to approve Resolution E1 as listed above.

BOARD MEMBER	AYE	NAY	ABSTAIN	RESOLUTION #
Mr. Banta	X			
Dr. Cohen	X			
Mrs. Frenkel	X			
Mr. Itkin	X			
Ms. Quackenbush	X			
Mr. Rosenberg	X			
Mr. Santana	X			
Mr. Spindel	X			
Mr. Barbarulo	X			

Upon the recommendation of the Superintendent, the following **Personnel** items are brought to the Board of Education for <u>Action</u>:

## P1. Approval of Appointments

**A.** That the appointment of the following personnel, pending criminal history record check and employment verification in accordance with N.J. P.L., c. 5, effective September 1, 2020, be approved:

Name	<u>Position</u>	Location	Assignment	<u>Code</u>	Replacement /New
Stephanie Tartaglia	Special Education Teacher - PreSchool Autism	Thomas Edison School	M.A., Step 1, \$62,155	11-214-100-101-001-14-33-02	Replacement
Chris Cofrancesco	Physical Education/Health Teacher	Memorial Middle School	B.A., Step 1, \$55,555	11-130-100-101-001-00-11-02	Replacement
Sean Ullmer	Music Teacher	Milnes School	B.A., Step 1, \$55,555	11-120-100-101-001-60-07-02	Replacement
Kayla Rinaldi	Elementary Teacher - Grade One, (Long term Substitute under contract through June 30, 2021)	Westmoreland School	B.A., Step 1, \$55,555	11-120-100-101-001-00-04-02	Replacement
Tracey Toronto	Ancillary Teacher	Westmoreland School	19.5 hours/ maximum per week @ \$68.85/hour	11-424-100-101-001-00-04-03	Replacement
Kimberly Alessio	Special Education Teacher - PreSchool Disabled	Thomas Edison School	B.A., Step 1, \$55,555	11-216-100-101-001-14-33-02	Replacement
Joseph Lake	Guidance Counselor	High School	M.A.+ 30, Step 11, \$79,355	11-000-218-104-001-00-12-02	Replacement
Christopher Gray	Electrician	Bergen Avenue	Grade H, Step 1, \$70, 450., effective July 1, 2020	11-000-261-110-301-00-33-02	Replacement

## B. Approval of Virtual Extended School Year Personnel - Rates and Salaries - Summer 2020

That the Board of Education accepts the motion for approval of the Virtual Extended School Year, as indicated on the **attachment** for **Board Members Only**, not to exceed the weekly hours indicated.

# C. Appointment of Non-Certified Personnel 2020-2021 Extended School Year for Out-of-District Schools

**Ron Van Tassel,** Paraprofessional, Children's Therapy Center Upper School, effective 07/06/2020-07/31/2020, 29.5 hours/maximum per week @ \$29.92/hour

Code: 11-000-219-110-701-15-33-43

**Linda Klein,** Paraprofessional, Children's Therapy Center Upper School, effective 07/06/2020-07/31/2020, 29.5 hours/maximum per week @ \$29.92/hour

Code: 11-000-219-110-701-15-33-43

## P2. <u>Approval of Resignations/Retirements</u>

That a resignation/retirement be approved for the following personnel:

Employee Number	Effective Date	Resign/Retire
#6664	June 19, 2020	Resignation
#6417	June 30, 2020	Resignation

## 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:

Employee Number	Effective From	Effective Through	State/ Federal FMLA Yes/No	Amendment/Rescission
#4176	June 12, 2020	June 24, 2020	Yes	Rescission (Originally approved at the May 27, 2020 Public Meeting)

## P4. Change of Personnel Assignment/Status/Date of Hire/Codes

That a change of assignment/status/date of hire/annual salary code for the following personnel, be approved:

<u>Name</u>	Effective Date	From:	<u>To:</u>
Margaret Gelbwasser	September 1, 2020	Ancillary Teacher, Memorial Middle School 20-231-100-101-000-00-11-03	Language Arts Teacher, Memorial Middle School M.A., Step 8, \$66,805 11-120-100-101-001-00-11-02
Kathleen Feuilly	September 1, 2020	Ancillary Teacher, Lyncrest School 11-424-100-101-001-00-08-03	Language Arts Teacher, TJ Middle School B.A.+ 15, Step 11, \$66,955 11-120-100-101-001-00-10-02
Debra Kirsch	September 1, 2020	Ancillary Teacher, TJ Middle School 11-424-100-101-001-00-33-03	Math Teacher, TJ Middle School B.A. + 15, Step 11, \$66,955 11-120-100-101-001-00-10-02

## P5. Additional Compensation

## A. Approval of Extra Instructional Time

That extra instructional time be approved for the following certificated personnel to teach a sixth period for the 2020-2021 school year, effective September 1, 2020, with reimbursement in accordance with Article VIII-C of the agreement between the Fair Lawn Board of Education and the Fair Lawn Education Association:

## **High School**

Art:

**Steve Guida** sixth period all year

**Business:** 

Shannon Carrieresixth period all yearDaniel Millersixth period all yearPeter Zisasixth period all year

## **Consumer Education:**

**Keith Stagg** sixth period all year

#### Music:

**Scott Avidon** sixth period all year (9th period Band)

**John Giresi** % of a sixth period all year - (Zero period Chorus)

#### Phys Ed:

**Brenda Dawn Ebner** % of a sixth period all year - AM Science Lab PE **Richard Kelly** % of a sixth period all year - AM Science Lab PE

**Robert Gentile** sixth period all year

#### **Science:**

Anastasia Amoakoh % of a sixth period all year - Science Labs
Andrew Auyeung % of a sixth period all year - Science Labs
Laura Cibelli % of a sixth period all year - Science Labs
Katherine Meneghin % of a sixth period all year - Science Labs
Nicole Rios % of a sixth period all year - Science Labs
Josephine Ryder % of a sixth period all year - Science Labs

## **Service Learning:**

**Daniel Miller** % of a sixth period for semester one (½ year) **Peter Zisa** % of a sixth period for semester two (½ year)

#### **Technology:**

Mohamed Metwallysixth period all year (STEM)William Cubellissixth period all year (Woodshop)

#### **World Language:**

**Cristina Cernadas** sixth period all year sixth period all year

### **B.** Approval of Leave Coverage - Certificated Personnel

That leave coverage, extra compensation, be approved for the following certificated personnel, at the daily rate indicated, in accordance with the 2019-2020 salary schedule, of the agreement between the Fair Lawn Board of Education and the Fair Lawn Education Association:

**Dana Tartaglia**, Learning Consultant, @ \$73.29/hour, not to exceed 8 hours

#### P6. Other Business

#### A. 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 2020-2021 school year, effective July 1, 2020.

# B. Approval of Schedule of Rates for Hourly Employees/Substitutes – 2020-2021 School Year

That the **attached** rates for hourly employees/substitutes for the 2020-2021 school year be approved effective July 1, 2020.

## C. 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 2019-2020 school year, be approved to return from child rearing leave for the 2020-2021 school year, as indicated below:

- 1. #6420, Elementary Teacher, Milnes School, effective September 1, 2020
- **2.** #4176, Music Teacher, Thomas Jefferson Middle School, effective December 1, 2020
- **3.** #4430, Social Worker, Warren Point/Westmoreland Schools, effective January 4, 2021

#### D. Reappointment of Personnel - 2020-2021 School Year

## 1. Reappointment of Certificated Teaching and Educational Services Personnel

That the reappointment of tenured, to-tenure, and non-tenured certificated teaching and educational services personnel for the 2020-2021 school year be approved, and annual salary rates be established, effective September 1, 2020, in accordance with the 2020-2021 salary schedule of the agreement between the Fair Lawn Board of Education and the Fair Lawn Education Association.

## 2. Reappointment of Administrative & Supervisory Personnel

That the reappointment of administrative and supervisory personnel for the 2020-2021 school year be approved, and annual salary rates be established effective July 1, 2020 for twelve month personnel and September 1, 2020 for ten month personnel, in accordance with the 2020-2021 salary schedule of the agreement between the Fair Lawn Board of Education and the Fair Lawn Administrative and Supervisory Association.

#### 3. Custodial, Maintenance, Grounds & Bus Driver Personnel

That the reappointment of custodial, maintenance, grounds, and bus driver personnel be approved for the 2020-2021 Fiscal Year, and annual salary rates be established, effective July 1, 2020 for 12-month personnel, in accordance with the 2020-2021 salary schedule of the agreement between the Fair Lawn Board of Education and the Fair Lawn Schools Custodians' Association.

## 4. Reappointment of Secretarial & Clerical Personnel

That the reappointment of secretarial and clerical personnel be approved for the 2020-2021 school year, and annual salary rates be established, effective July 1, 2020 for 12-month personnel and September 1, 2020 for ten month personnel, in accordance with the 2019-2020\* salary schedule of the agreement between the Fair Lawn Board of Education and the Fair Lawn Association of Educational Secretaries.

\* Until such time as a successor agreement is reached.

#### 5. Reappointment of Non-Bargaining Personnel

That the reappointment and establishment of annual salaries be approved for all non-bargaining personnel\*, for the 2020-2021 School Year, effective July 1, 2020,

\*All terms and conditions of employment shall be in accordance with the individual employment contracts between the non-bargaining personnel and the Board of Education.

#### 6. Reappointment of Non-Certificated Day-to-Day Substitutes

That the personnel on the **attached** list be approved as day-to-day non-certificated substitutes in the Fair Lawn Public Schools, for the 2020-2021 School Year, effective September 8, 2020.

# 7. Reappointment of Certificated Day-to-Day Substitutes & Bedside/Home Instruction Personnel

That the persons on the **attached** lists be approved as day-to-day certificated substitutes and bedside/home instruction personnel (RENEWALS, REGULAR, COACHES) in the Fair Lawn Public Schools for the 2020-2021 School Year, effective September 8, 2020.

## E. Approval of Promotion

That a promotion be approved for the following personnel, as indicated:

<u>Name</u>	From Position	To Position	<b>Effective</b>	Salary	Code
Radhames	Senior System	Director of	July 1,	\$110,000*	11-000-252-117-001-16-35-02
Tatis	Administrator	Technology	2020		Replacement

<sup>\*</sup>All terms and conditions of employment shall be in accordance with the individual employment contract between the Director of Technology and the Fair Lawn Board of Education.

Motion By Mr. Banta Seconded By Mrs. Frenkel to approve Resolutions P1-P6 as listed above.

BOARD MEMBER	AYE	NAY	ABSTAIN	RESOLUTION #
Mr. Banta	X			
Dr. Cohen	X		P6D5	
Mrs. Frenkel	X			
Mr. Itkin	X	P6D5		
Ms. Quackenbush	X			
Mr. Rosenberg	X			
Mr. Santana	X	P6B, P6D5		
Mr. Spindel	X		P6D5	
Mr. Barbarulo	X			

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

## SE1. Approval of Tuition/Transportation

## 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 2020-2021 school year, at the tuition rate established pending approval of the State Department of Education.

**Motion By** Mr. Rosenberg **Seconded By** Mrs. Frenkel to approve Resolution SE1 as listed above.

BOARD MEMBER	AYE	NAY	ABSTAIN	RESOLUTION #
Mr. Banta	X			
Dr. Cohen	X			
Mrs. Frenkel	X			
Mr. Itkin	X			
Ms. Quackenbush	X			
Mr. Rosenberg	X			
Mr. Santana	X			
Mr. Spindel	X			
Mr. Barbarulo	X			

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

## F1. <u>Approval of Contracts/Consortiums/Cooperatives</u>

# A. Approval of Shared Services Agreement-Technology Support Services - (2) Level 1 Technicians School Year 2020-2021

**BE IT RESOLVED,** that the Fair Lawn Board of Education approves the Shared Services Agreement, commencing on July 1, 2020 to June 30, 2021 for two Level 1 Technicians-Technology Support Services, five full days a week each, not to exceed \$156,400 with the Bergen County Technical School District Board of Education; **and** 

**BE IT FURTHER RESOLVED,** that the Fair Lawn Board of Education agrees to abide by the agreement as provided by Bergen County Technical School District Board of Education and authorize the Board President and Superintendent of Schools to execute agreement.

### **B.** Shared Services Agreement with Bergen County Technical Schools

**BE IT RESOLVED,** that the Fair Lawn Board of Education approves an agreement with the Bergen County Technical Schools, for July 1, 2021 through June 30, 2021 on an as needed basis at the direction of the Chief School Administrator.

The services to be provided include: Level I - Support Technician at an hourly rate of \$80; Level II - Server Administration at an hourly rate of \$95; Level III - Network Administration at an hourly rate of \$110.

### F2. Other Business

## A. Approval of Increasing the Bid Threshold

**WHEREAS**, Brooke Bartley, School Business Administrator/Board Secretary possesses a Qualified Purchasing Agent (QPA) certificate; **AND** 

**WHEREAS,** the State Treasurer, in consultation with the Governor and pursuant to N.J.S.A. 52:34-7, and N.J.S.A. 18A:18A-3 (b), has increased the bid threshold amount for school districts with a Qualified Purchasing Agent, from \$40,000 to **\$44,000**, effective July 1, 2020; **AND** 

**NOW, THEREFORE BE IT RESOLVED** that the Fair Lawn Board of Education, pursuant to N.J.S.A. 18A:18A-3 (a) and N.J.A.C. 5:34-5.4, establishes and sets the bid threshold amount of **\$44,000** for the Board of Education, and further authorizes Brooke Bartley, the Qualified Purchasing Agent, to award contracts, in full accordance with N.J.S.A. 18A:18A-3 (a), for those purchases that do not exceed in the aggregate of the newly established bid threshold amount; **AND** 

**BE IT FURTHER RESOLVED** that the Business Administrator/Board Secretary is hereby authorized to award contracts on behalf of the Fair Lawn Board of Education that are in the aggregate less than 15% of the bid threshold **(\$6,600)** without soliciting competitive quotations;

The effective date of this resolution is from July 1, 2020 through June 30, 2021.

## **B.** Emergency Reserve

WHEREAS, the Fair Lawn Board of Education desires to establish an emergency reserve account in accordance with the provisions of N.J.A.C. 6A:23A-14.4(a)1 to be used to finance unanticipated general fund current expense costs required for T&E; AND

**WHEREAS,** for the purpose of the emergency reserve account, "unanticipated" shall mean reasonably unforeseeable and shall not include additional costs caused by poor planning or error. The account shall not exceed \$250,000 or one percent of the school district's general fund budget as certified for taxes up to a maximum of \$1,000,000, whichever is greater; **AND** 

WHEREAS, the Board of Education may appropriate funds to establish or supplement the reserve in the school district's annual budget or through a transfer by Board of Education resolution of any unanticipated revenue and/or unexpended line-item appropriation amounts anticipated at year end. The transfer resolution shall be adopted by the Board of Education no earlier than June 1 and no later than June 30 of the respective school year; AND

WHEREAS, withdrawals from the reserve shall require Commissioner approval unless the withdrawal is necessary to meet an increase in total health care costs in excess of four percent, for which the school district did not receive an automatic adjustment for health care costs pursuant to N.J.A.C. 6A:23A-11.3. Total health care costs shall include medical insurance and prescription drug insurance costs; AND

**THEREFORE BE IT RESOLVED,** that the Fair Lawn Board of Education shall establish an emergency reserve account in accordance with the provisions of N.J.A.C. 6A:23A-14.4(a)1 to be used to finance unanticipated general fund current expense costs required for T&E.

## C. Approval of Material Modification to the Flexible Benefit Plan

WHEREAS, Fair Lawn Board of Education Flexible Benefit Plan definition of "Medical Expenses" in the Health Flexible Spending Account Plan and the definition of "Qualifying Medical Expenses" in the Health Reimbursement Arrangement under the Plan is amended by the addition of the following provisions: A participant member may be reimbursed for the cost of any medicine or drug for medical care, within the meaning of the term "medical care" as defined in Code Section 213(d) and the rulings and Treasury regulations thereunder, including those medicines or drugs that are not prescribed as also defined. Insulin remains a covered expense. A participant may be reimbursed for the purchase of menstrual care products as defined in Code Section 223(d)(2)(D) and as authorized in Code Section 106(f); AND

**BE IT RESOLVED,** effective immediately and retroactively to January 1, 2020, a participant may be reimbursed for medical OTC drug expenses without a prescription. In addition, staff may be reimbursed for the purchase of menstrual care products.

Motion By Mrs. Frenkel Seconded By Mr. Rosenberg to approve Resolution F1-F2 as listed above.

BOARD MEMBER	AYE	NAY	ABSTAIN	RESOLUTION #
Mr. Banta	X			
Dr. Cohen	X			
Mrs. Frenkel	X			
Mr. Itkin	X			
Ms. Quackenbush	X			
Mr. Rosenberg	X			
Mr. Santana	X			
Mr. Spindel	X			
Mr. Barbarulo	X			

## **Upcoming Meetings**

<u>Date</u>	Meeting	<u>Time</u>	<b>Location</b>
6/24/20	Re-scheduled Monthly Meeting	7:00 PM	Via Zoom
7/23/20	Regular Monthly Meeting	TBD	TBD

## **Motion to Recess into Executive Closed Session**

Motion By Dr. Cohen Seconded By Mr. Rosenberg that the Board recess into Closed Session at 6:55 p.m.

## **Motion to Adjourn Special Action Meeting**

**Motion** Mr. Banta **By Seconded By** Mr. Rosenberg to adjourn the Special Action Meeting from Executive Closed Session on June 11, 2020 at 7:42 p.m.

Respectfully submitted,

**Brooke Bartley** 

Business Administrator/Board Secretary