

**THE ENGLEWOOD BOARD OF EDUCATION**  
**MINUTES – PUBLIC MEETING**  
**May 1, 2019**  
**6:30 p.m.**

The meeting was called to order at 6:38 p.m. and the NJ Open Public Meeting Statement was read by Mr. Kravitz, Superintendent of Schools.

Present: Steven Berrios, Molly Craig-Berry, Donovan Rodriques, Michelle Marom, Brent Watson (arrived at 6:47 p.m.), Angela Midgette-David (arrived 7:10 p.m.), Elisabeth Schwartz, Dalia Lerner, Kim Donaldson

Also Present: Robert Kravitz, Superintendent of Schools, Cheryl Balletto, Business Administrator/Board Secretary, Dennis McKeever, Board Attorney

Motion by Ms. Schwartz; seconded by Ms. Lerner to enter closed session.

CLOSED SESSION AS NECESSARY (*Use this resolution to identify the qualified matters to be discussed*)

WHEREAS, the Open Public Meetings Act, N.J.S.A.10:4-12, permits the Board of Education to meet in closed session to discuss certain matters, now, therefore be it

RESOLVED, the Board of Education adjourns to closed session to discuss: (select one or more)

- 1) *a matter rendered confidential by federal or state law*
- 2) *a matter in which release of information would impair the right to receive government funds*
- 3) *material the disclosure of which constitutes an unwarranted invasion of individual privacy*
- 4) *a collective bargaining agreement and/or negotiations related to it*
- 5) *a matter involving the purchase, lease, or acquisition of real property with public funds*
- 6) *protection of public safety and property and/or investigations of possible violations or violations of law*
- 7) *pending or anticipated litigation or contract negotiation and/or matters of attorney-client privilege*
- 8) *specific prospective or current employees unless all who could be adversely affected request an open session*
- 9) *deliberation after a public hearing that could result in a civil penalty or other loss*

and be it

FURTHER RESOLVED, the minutes of this closed session be made public when the need for confidentiality no longer exists.

*Mr. Kravitz* – Over the last two weeks, we lost one of our family members – a student. I would like to ask for a moment of silence. Thank you.

*Mayor Wilde* – Expressed condolences to the McClenny family. I am concerned about the direction the city has taken. Children should be looking at the school as a safe haven. A brawl is unacceptable. I have asked the council to fund with the school board to have a police officer in every school. Thank you to the wonderful security that we have but there is a new normal now. The most foolish thing that I have seen as a father is adults screaming and then the next week children are brawling. Getting input from you is important. Whether you like the board members or not, it is your privilege every year to elect somebody else. You must show respect with people that you disagree with. I urge everyone to support the Board. If there is criminality, find it, and bring it to my attention. If it's not, help find a alternative solution. Thank you.

**APPROVAL OF MINUTES**

Motion by Ms. Schwartz, seconded by Ms. Lerner to approve Board minutes.

April 11, 2019 – Regular Board Meeting and Closed Session

The minutes passed by a unanimous vote.

**BOARD SECRETARY REPORT:**

Motion by Ms. Craig-Berry; seconded by Ms. Midgette-David,

WHEREAS, in compliance with N.J.A.C. 6:23-2.2h, the Board of Education has received the report of the School Treasurer for the month of March 2019 and Board Secretary's report for the month of March 2019; and

FUND	CASH BALANCE		APPROPRIATIONS	ENCUMBRANCES	EXPENDITURES	FUND BALANCE
General Current Expense Fund	\$10,496,615.29		\$69,736,773.33	\$ 23,859,802.21	\$42,560,404.70	\$ 3,316,566.42
(10),(11),(18) Current Expense			\$67,587,028.03	\$ 23,600,636.15	\$41,731,358.04	\$ 2,255,033.84
(12) Capital Outlay			\$ 2,149,745.30	\$ 259,166.06	\$ 829,046.66	\$ 1,061,532.58
(13) Special Schools						
Capital Reserve						
(20) Special Revenue Fund	\$ 392,146.90		\$ 6,928,831.58	\$ 1,666,637.40	\$ 3,349,862.77	\$ 1,912,331.41
(30) Capital Projects Fund	\$ 735,895.73		\$ 228,450.16			\$ 228,450.16
(40) Debt Service Fund	\$ (567,587.80)		\$ 1,819,356.26		\$ 1,819,356.26	\$ -
(50) Enterprise Fund	\$ 12,709.23					
(1) NET Payroll	\$ (11,822.75)					
(60) Enterprise Fund	\$ 104,839.28					
<b>TOTAL</b>	<b>\$11,162,795.88</b>		<b>\$78,713,411.33</b>	<b>\$ 25,526,439.61</b>	<b>\$47,729,623.73</b>	<b>\$ 5,457,347.99</b>

WHEREAS, in compliance with N.J.A.C.6: 23-2.11(c)3 the secretary has certified that, as of the date of the reports, no budgetary line item account has obligations and payments (contractual orders) which in total exceed the amount appropriated by the district Board of Education, now, therefore, be it

RESOLVED, the Board of Education accepts the above-referenced reports and certifications and orders that they be attached to and made part of the record of this meeting, and be it

FURTHER RESOLVED, in compliance with N.J.A.C.6: 23-2.11(c)4, the Board of Education certifies that, after review of the secretary's monthly financial report (appropriation section) and upon consultation with the appropriate district officials, to the best of its knowledge, no major account or fund has been overexpended in violation of N.J.A.C.6: 23-2.8(a)(1).

The Board Secretary Report passed by a unanimous vote.

*Mr. Donaldson* - I am extremely disappointed by the events that took place at the last Board meeting. I know a lot of people are upset and I would like to apologize on behalf of the Board. It is important to note, we are your neighbors - our children are classmates. We are sincerely here to help move the district in a positive direction. I would like to say thank you to the community members and parents that reached out to us to express their anger constructively. We would like to move forward in the spirit of trust. The divisiveness is counter productive and it gives us less time and fewer resources to focus on our children.

Last week, there were a few positive things that happened. QSAC - we are high standing in all four categories. AP was a really big topic - we will not have AP Bio as optional. In addition, we will be implementing a few programs over the summer that will help students going into the program succeed.

Mr. Berrios – First of all, I want to apologize to the community for the language that I used last week and also to the Board for disturbing the decorum. My actions will not be repeated. What caused these action were the feeling that my family was being intimidated and my daughter was being targeted. My wife and I did not understand what the premise was behind the lies that were told about my daughter. In addition to that, there were activities that took place before the meeting that caused more tension. As a result, as one of the community member presented, I felt the intimidation and I acted in a manner that wasn't right for a school board member to act. That happened on a Thursday, that following day I had to go to work. On Saturday, I had to prepare the Science team for a completion on May 11; that Sunday I was

coaching baseball with the Englewood Raiders. My activities never stopped. I love this community. I pay taxes here. Once again, my apologies.

### COMMITTEE REPORT(S)

None to report

### SUPERINTENDENT'S REPORT

Echoing what the Mayor said, there was a brawl yesterday on the campus at the high school. We are working with Deputy Chief Halstead to find out exactly the root of the problem. We have zero tolerance. There was a letter sent home to parents. We do not want that to detract us from the great things that we are doing; such as vocation trade, we are moving up in the rankings and the QSAC scores (Mr. Kravitz presented the scores – see attached)

2019-2020 Public Budget Hearing (see attached presentation)

### PRIVILEGE OF THE FLOOR

*Mr. Carter* – My comments are in response to the April 11 meeting. The New Jersey School Ethic Act 18A-12-22 declares that it is essential that the conduct of members of local Boards of Education and local school administrators hold the respect and confidence of the people. These Board members and administrators must avoid conduct which is in violation of their public trust or which creates a justifiable impression among the public that such trust is being violated. As a 26-year resident of this great city and a former Board member, I was appalled by the conduct of Board member Steven Berrios. School Board members are held to the highest standards since they govern our most cherished items – our children. Because of the behavior shown by Mr. Steven Berrios, he must resign immediately. For him to come from behind the table, challenge a citizen to a fight and use profanity in front of numerous members of our community, it is unforgiveable. But what is even worse, there were children in the audience. Moreover, because of his conduct, no business was conducted that night. Because of this egregious behavior and clear violation of the New Jersey Ethics Act, the Bergen County Chapter of the NAACP is calling for the immediate resignation of Mr. Steven Berrios.

*Dr. Morgan-Black* – I'm speaking to you tonight on behalf of the negotiations committee. I am the Negotiations' Chair. I am representing the ETA Negotiations team and the hardworking membership of the ETA. Our members are patiently waiting for a contract which could have been settled. The ETA submitted a salary guide, despite this preparation the Board rejected our proposed salary guide without an explanation or alternative offered. It was not until our urging that a new salary guide and rationale were finally provided. Our membership expects better and deserves better. The ETA loves our students, schools and the community. Because of this, we will continue to negotiate with good faith but we expect the same from the Board. Our Negotiations Team looks forward to settling a fair contract as expediently as possible. Thank you.

*Mr. Bunch* – After seeing what took place with Mr. Berrios at the last meeting, not only is it unacceptable that a public official to act that way, it is more unacceptable that the Board did not respond by removing Mr. Berrios from this meeting. My direct conversation is to the Superintendent of Schools. I have already made the phone call to Trenton to speak to the Commissioner's office. I'm looking for you to resign. We are doing our own investigation. On the way to Trenton, I am stopping by the FBI's office and the US Attorney's office. All the information that I am asking you for is dealing with Lamarr, all financial records with this bogus investigation that you put up against Mr. Thomas and including the charge next week of you guys being in the Englewood court system for an illegal summer school. It is disgusting what you adults are doing to the children in Englewood.

*Mr. Whilby* – We have very serious problems in this district. Mr. Berrrios should not sit on the Board because he violated the public trust. The Board President should show some leadership skills and remove him.

*Ms. Bulluck* – Word on the street is that the Principal of the high school has given his resignation. What is the process for hiring Principals? My other question is about security. I want to understand where we stand with security to keep our kids safe.

*Student* – A sophomore at DMHS. I do not feel safe in my school. It's been like this for two years now. The brawl made it worse for me to walk the halls. I can't watch these kids fight.

*Ms. Barnes-Patterson* – My daughter said that kids are fighting every day at McCloud. She's nine years old and in the fourth grade. What are you doing for the kids to get through this?

*Ms. Shears* – I want to thank Mr. Thomas for his leadership. He has exhibited all the qualifications that a principal, father, son and a child a God should require. Dismus, as well as all the Englewood schools, need teachers and staff that care and actually learn their students so that they can better suit their needs. Ms. Winfrey is of such. She is an African-American math teacher who identifies and reaches her students. I encourage the Board to have a representative from the agency that outsources district jobs to be in attendance at future meetings. I think the parents and staff will have a lot to say.

*Ms. Coleman-Broadnax* – I was born and raised in Englewood. I am very disappointed in the Board. I'm proud of my town. My kids went to private school because I am catholic. I am embarrassed that our kids do not get a good education.

*Mr. Matthews* – You can have disagreements with the Board but to call board members dogs and other names is unacceptable. If I were there, anybody that speaks to anybody like that should be removed from the meeting immediately. No one has to put up with that – you're not being paid and it's not easy being a Board member. In the twelve years that I was on the Board I can count the number of times that we had to have police security at a meeting. There has to be some decorum. My questions – I want to know from a budgetary point of view what happens if we lose this lawsuit? Why not use some of the revenue from the rentals to bring back the Mandarin program for the early grades. I would like to know from the Superintendent - what expenditures have changed during his tenure? Did any students from Dismus gain acceptance to the Bergen Academies, Teterboro the Academy at the Bergen College? Are we still overstaffed in terms of Administrators?

*Ms. Garcia* – Nothing was sent out for PARCC training. One of your merit goals said that you want to increase PARCC testing by 11%. What was the plan or budget for this class. Where did the money go if it wasn't used for this? The State testing – the staff had to be properly trained to properly administer the test. My daughter was administered the test by a substitute – that substitute was clearly not trained to administer this test. Why not take a teacher from another grade to provide this test because she was properly trained.

*Mr. Erwin* - Read a letter written by a parent regarding the importance of wearing a lanyard in school. I am support Principal Thomas's action and I stand by Principal Thomas. Mr. Thomas loves these children. He is very supportive and encouraging to the kids.

*Ms. Robinson* - Mr. Thomas is a phenomenal Principal. Mr. Thomas and the teachers need your support. The children need to see strong black men. To know that you want to get rid of him is so upsetting, degrading and humiliating. What he did is for the protection of our children.

*Ms. Ford* – Title I - there are requirements regarding class size. We have exceeded class size. What is being done to ensure that this does not continue. This could potentially cause us to lose that money. Please define a Consultant for Student Support Services Facilitators for High School – why is this position is needed only at the high school? How can a 550 student like McCloud have a part time counselor? 19-F-108 ESS Contract – there has more than one allegation of verbal and physical abuse. Some of that abuse was beared by my child.

*Mr. Dion* – What seems to be the problem with Principal Thomas? He's taking care of our kids. That man is a leader. Because he's enforcing security - is that a problem?

*Ms. Bradford* – This a majority minority school system. It is disturbing how much support has been thrown behind the idea that public humiliation and verbal abuse of mostly black and brown children is akin to tough love. There are calls for a Resource Officer despite clinical information available that Resource Officers in school result in increasingly punitive systems that negatively, violently and disproportionately affect students of color. Students in these situations do not succeed. It makes no sense to maintain and reinforce such environments. I implore you to begin an effective effort to engage with the community now.

*Ms. Donaldson* – We Board members do not have the authority to remove another Board member. We are volunteers. We spend late nights away from our families.

*Mr. Kravitz* – As far as the high school principal, there is an ad that is going in the newspaper. The fighting and brawling – we are not reducing security. We have a great Director of Security. The clubs that are mentioned – we are looking to figure out which clubs can be reduced. The individuals that are on administrative leave are budgeted for. There are mandates coming from the state – including an offering of dance, theater and acting. We are possibly expanding our Dual Language Program in the future. I don't have the acceptances for Bergen Academies. PARCC training – there is tutoring and training. The tutoring program incorporated PARCC training into that.

**BOARD DISCUSSION**

*Mr. Rodriques*– 19-A-62 – I am personally concerned by the lack of stability in the Guidance Departments especially in the Middle School and High School where kids need counseling for mental health issues with their courses and college applications. I am concerned about the high turnover of school counselors.

*Mr. Kravitz* - The high school has had the same counselors for the past two years. So there is consistency.

*Mr. Rodriques* - Is there a valid contract for Director of Pupil Personnel Services?

*Mr. Kravitz* – The resolution serves as a contract for that employee.

*Mr. Rodriques* – So today you are asking us to renew a contract that doesn't exist.

*Ms. Midgette–David* – My daughter spoke tonight. We have a lot of problems on campus. I never knew she was scared of walking to and being in school until tonight. When will we have a School Resource Officer?

*Mr. Kravitz* – The Englewood Police Department has been sharing some of their resources with us.

Motion by Ms. Schwartz, seconded by Ms. Lerner to approve consent agenda as amended and the addenda.

**REVIEW OF CONSENT AGENDA**

(The following resolutions are presented for your consideration pursuant to Board of Education Bylaw 164.)

Roll Call Vote on the Consent Agenda as amended and addenda – **yes to all except:**

Resolution #	Topic	Berrios	Craig-Berry	Rodriques	Marom	Watson	Midgette-David	Schwartz	Lerner	Donaldson
19-A-62	Approval – Purchased Services 2018-2019									
19-A-63	Approval – Superintendent’s Harassment, Intimidation and Bullying Report									
19-A-64	Approval – Field Trips									
19-A-65	Approval – Report of Student Suspensions			No						
19-A-66	Approval – District Enrollment in Schools									
19-A-67	Approval – Second Reading and Final Adoption of Board of Education Policies									
19-A-68	Approval – 2018 Summer School Program									
19-A-69	Approval – Staff and BOE Travel									
19-A-70	Approval – Line Item Transfers									
19-F-103	Approval – Bills List									
19-F-104	Approval – Adopt 2019-2020 School Budget									
19-F-105	Approval – Auditors for 2018-2019 Fiscal Year									
19-F-106	Approval – ESS Contract Renewal									
19-F-107	Approval – Reject Request for Proposal									
<b>19-F-108 Administratively Withdrawn</b>	<b>Approval – 2018-2019 Final Salaries of Part Time Staff Paid with IDEA Funds</b>									
19-F-109	Approval – Carl D. Perkins Corrective Action Plan									
19-F-110	Approval – Authorizing an Agreement with Ameriflex to Provide Employee Flexible Spending Account									
19-F-111	Approval – Submission of Safety Grant Application									
19-F-112	Approval – 2018-2019 Contracted Appointments and Employment of Personnel: Full-Time/Part-Time, Non-Guide Employees, and Substitutes									
19-F-113	Approval – Notification To Tenured / Non-Tenured Certificated Staff Pursuant To N.J.S.A. 18a:27-10									
<b>19-F-114 Addendum</b>	<b>Approval – Staff Travel</b>									
19-P-74	Approval– Notification To Tenured / Non-Tenured Administrative Staff Pursuant To N.J.S.A. 18a:27-10									
19-P-75	Approval – 2019-2020 Non-Guide Staff Renewal									
19-P-76	Approval – 2019-2020 Reduction In Force									
19-P-77	Approval - 2018-2019 Extra Compensation Positions			*			No			
19-P-78	Approval - 2019-2020 Extra Compensation Positions			No			No			
19-P-79	Approval - Retirement, Resignations, Leaves of Absence, Terminations									
19-P-80	Approval – Reinstate From Administrative Leave									
19-P-81	Approval – Job Description(s)									
<b>19-P-82 Addendum</b>	<b>Approval – 2018-2019 Extra Compensation Positions</b>									
<b>19-P-83 Addendum</b>	<b>Approval – 2019-2020 Extra Compensation Positions</b>									

\*Yes to all except No to Director of Pupil Personnel Services

**NEW/OLD BUSINESS:**

*Mr. Rodriques* – I would like to make a statement with regard to the events of April 11, 2019. First, I denounce Rick Whilby's conduct at the last meeting. I reject all of his statements that our elected Board members are criminals and punks. That kind of hateful speech cannot be tolerated. However, Rick Whilby's behavior was no excuse for an elected official to respond in a manner that has occurred here. The New Jersey Law prescribes ethical standards by which school officials are to be guided in the conduct of their duties. Mr. Berrios thought it was okay to get up and push a police officer out of his way to fight a member of the audience is mind blowing. Mr. Berrios spewed profanities at audience members and even told a parent to f—k you after she pleaded with him because kids were present. The meeting was brought to a premature end. Because of Mr. Berrios' conduct the board members were ordered by the police to leave the building before we could carry out the Board's business of advancing academic achievement for our students. This kind of behavior by a Board member must not be condoned. The Board must explicitly condemn Mr. Berrios for what he did. Mr. Berrios and his wife repeatedly complained that someone threatened his 12 year old daughter on her blog. This is not a Board matter. No one at the meeting threatened his child. Therefore, Mr. Berrios took it upon himself to use a Board of Education forum to air a personal grievance about a personal matter. Mr. Berrios chose to do so in a manner unbecoming a Board member. We must hold our school board members to a higher standard. Mr. Berrios has violated the Board member code of ethics namely NJSA18A12-24.1e. I will not take any private action that might compromise the Board. This Board must condemn Mr. Berrios' conduct. We must send a clear message to our students, parents, teachers and the City of Englewood that this board does not condone the use of profanity and threats of direct physical violence by a Board member of against any member of the audience and we condemn the use of profanity in front of children. I move the adoption of the following resolution:

The Board condemns all hateful expressions of intolerance, the use of offensive, lewd and indecent language and the Board member threatening the member of the audience with violence.

Does anybody want to second that?

*Ms. Craig-Berry* – I think we need to do this by policy. I do agree with some points. I do believe we should review the policy regarding Privilege of the Floor conduct.

*Mr. McKeever* – I would guide the Board not to adopt this resolution. Mr. Berrios has rights that he can explore on his behalf. The Board of Education is not empowered at any time to discipline any of their members.

Motion to adjourn at 10:02 p.m. by Mr. Watson; seconded by Ms. Marom.

## ADMINISTRATION

## 19-A-62 APPROVAL – PURCHASED SERVICES 2018 – 2019

WHEREAS, the district requires specialized services to satisfy educational and business requirements,

BE IT RESOLVED, the Englewood Board of Education authorizes the president and secretary to enter into agreement with the listed individuals and/or organizations, subject to attorney review of any applicable agreement both as to content and form:

Name	Service / Dates	Budget	Max. Fees
Valley Program-Norwood	Tuition/1:1 Aide Student (#153977) March 4, 2019- June 2019	11-000-100-562-40-000-000	\$27,279.64
RISE Program-Pascack Hills	Tuition Student (#150938) March 25,2019 - June 2019	11-000-100-562-40-000-000	\$30,000.00
Bonnie Brae	Tuition Student (#150281) December 11, 2018-June 2019	11-000-100-566-40-000-000	\$42,735.00
Stepping Forward Counsel. Ctr.	Home Instruction Student (#153296) February 26, 2019-June 2019	11-150-100-320-40-000-000	\$13,500.00
Samantha Gerson PK-5 School Counselor	4 consultants will rotate coverage for Quarles/Grieco. 03/04/2019- 06/15/2019	11-140-100-101-67-103-000-	\$150.00 per day
Catherine Palazzola PK-5 School Counselor	4 consultants will rotate coverage for Quarles/Grieco. 03/04/2019- 06/15/2019	11-140-100-101-67-103-000-	\$150.00 per day
Samantha Beiro PK-5 School Counselor	4 consultants will rotate coverage for Quarles/Grieco. 03/04/2019- 06/15/2019	11-140-100-101-67-103-000-	\$150.00 per day
Adebimpe Ogunade PK-5 School Counselor	4 consultants will rotate coverage for Quarles/Grieco. 03/04/2019- 06/15/2019	11-140-100-101-67-103-000-	\$150.00 per day
Samantha Gerson	Consultant for Student Support Services Facilitators for High School 03/04/2019- 06/15/2019	11-140-100-101-67-103-000-	\$30.50 per hour not to exceed 200 hours
Catherine Palazzola	Consultant for Student Support Services Facilitators for High School 03/04/2019- 06/15/2019	11-140-100-101-67-103-000-	\$30.50 per hour not to exceed 200 hours
Samantha Beiro	Consultants for Student Support Services Facilitators for High School 03/04/2019- 06/15/2019	11-140-100-101-67-103-000-	\$30.50 per hour not to exceed 200 hours
Adebimpe Ogundae	Consultants for Student Support Services Facilitators for High School 03/04/2019- 06/15/2019	11-140-100-101-67-103-000-	\$30.50 per hour not to exceed 200 hours



Delta-T Group	Substitute Nurses/1:1 Nurses-All Schools Various/as needed May 1, 2019 - June 2019	11-000-213-320-40-000-000	\$7,000.00
Star Pediatric	1:1 Nurse Student (#152282) May 2019- June 2019	11-000-213-320-40-000-000	\$20,000.00

**19-A-63 APPROVAL – SUPERINTENDENT’S HARASSMENT, INTIMIDATION AND BULLYING REPORT**

BE IT RESOLVED, that the Board of Education approves the Superintendent’s determination and actions taken for all reported incidents of Harassment, Intimidation and Bullying as discussed at the **May 1, 2019** closed session meeting.

**19-A-64 APPROVAL – FIELD TRIPS**

**TAB-04**

BE IT RESOLVED, upon recommendation of the Superintendent of Schools, that the Board of Education confirms the following field trips subject to the Principals compiling a list of students/faculty/chaperones together with parental permission forms, insurance, etc.

**19-A-65 APPROVAL - REPORT OF STUDENT SUSPENSIONS**

WHEREAS, school principals have reported to the Superintendent of Schools that during the month of **March 2019** they have imposed disciplinary suspensions on certain students pursuant to N.J.S.A. 18A:37-2; and

BE IT RESOLVED, that the Board of Education acknowledges that this report has been filed with the Secretary and constitutes a report to the Board of Education in compliance with N.J.S.A. 18A:37-4:

Number of Suspensions	Sept '18	Nov '18	Dec '18	Jan '19	Feb '19	Mar '19
High School	5	19	12	16	14	14
Middle School	6	6	13	12	3	14
McCloud Elementary School	-	2	4	3	5	1
Grieco Elementary School	-	2	-	1	1	3
Quarles Elementary School	-	-	-	-	-	-

**19-A-66 APPROVAL – DISTRICT ENROLLMENT IN SCHOOLS**

<b>Total Suspensions:</b>	<b>11</b>	<b>29</b>	<b>29</b>	<b>32</b>	<b>23</b>	<b>32</b>
---------------------------	-----------	-----------	-----------	-----------	-----------	-----------

	30-Sep 18	31-Oct 18	30 -Nov 18	31-Dec 18	31-Jan 19	28-Feb 19	31-Mar 19
DMHS	1,053	1,045	1,046	1,043	1,043	1,041	1,040
JDMS	569	562	568	567	570	574	578
McCloud	580	575	578	580	585	587	595
Grieco	391	379	380	380	380	383	383
Quarles	413	408	408	413	415	450	425
In-District Total	3,006	2,969	2,980	2,983	2,993	3,035	3,021

policies

WHEREAS, these have been

**19-A-67 APPROVAL – SECOND READING AND FINAL ADOPTION OF BOE POLICIES TAB-05**

presented at a public Board of Education meeting for review and comment by Board members and community members, and

BE IT RESOLVED, that the Board of Education approves the following attached Board of Education policies:

Number	Policy
P 7510	USE OF SCHOOL FACILITIES
R 7510	USE OF SCHOOL FACILITIES
5830	STUDENT FUND RAISING
0134	BOARD SELF EVALUATION

**19-A-68 APPROVAL – 2019 SUMMER SCHOOL PROGRAMS**

WHEREAS, upon the recommendation of the Superintendent, the Board of Education hereby approves Summer School Programming for in-district students, and

WHEREAS, upon the recommendation of the Superintendent, the Board of Education hereby approves:

- Districtwide Extended School Year
- Early Learning Transitional Program (Entering Grade 1)
- Community-Based Summer Assignment Program (Entering Grades 1-8)
- STEM Camp (Entering Grades 3-8)
- High School Credit Recovery (Grade 12 Only)
- Pre-AP Summer Academy (Entering Grades 9 and 10)

BE IT RESOLVED, upon the recommendation of the Superintendent, the Board of Education hereby approves 2019 Summer School Programs.

**19-A-69 APPROVAL – FIRST READING OF BOARD OF EDUCATION REVISED POLICIES TAB-06**

LET IT BE RESOLVED, that the Board of Education discusses and entertains oral or written public comment\* on the following attached Board of Education policies and agrees to consider adoption of these policies at the forthcoming Board of Education meeting,

<b>Number</b>	<b>Policy</b>
P 3283	ELECTRONIC COMMUNICATIONS BETWEEN TEACHING STAFF MEMBERS AND STUDENTS (M)
P 4283	ELECTRONIC COMMUNICATIONS BETWEEN SUPPORT STAFF MEMBERS AND STUDENTS (M)
P 2610	EDUCATIONAL PROGRAM EVALUATION (M)
P 5111	ELIGIBILITY OF RESIDENT/NONRESIDENT STUDENTS (M)
P 2422	HEALTH AND PHYSICAL EDUCATION
R 5111	ELIGIBILITY OF RESIDENT/NONRESIDENT STUDENTS
R 2460.15	SPECIAL EDUCATION – IN-SERVICE TRAINING NEEDS FOR PROFESSIONAL AND PARAPROFESSIONAL STAFF (M)
R 2460.16	SPECIAL EDUCATION - INSTRUCTIONAL MATERIAL TO BLIND OR PRINT-DISABLED STUDENTS (M)
R 2624	GRADING SYSTEM

*\*Note: Public comment on these policies will be accepted in writing by May 15, 2019.*

**19-A-70 APPROVAL – REVISION OF 2018-2019 SCHOOL CALENDAR**

WHEREAS, there are three (3) emergency closing days built into the 2018-2019 school calendar in which the district used two days on February 12, 2019 and March 4, 2019, and

WHEREAS, Janis Dismus Middle School used a third closing day on February 1, 2019, and

WHEREAS, there is one unused day remaining and the following buildings: **Quarels, Grieco, McCloud and Dwight Morrow High School** will be closed on Friday, May 24, 2019, to take advantage of this emergency closing,

WHEREAS, Janis Dismus Middle School will be open on Friday, May 24, 2019 from 8 AM to 12:30 PM, and

BE IT RESOLVED, that the Board of Education approves the revision of the 2018-2019 school calendar.

**FINANCE**

**19-F-103                    APPROVAL – STAFF AND BOE TRAVEL                    TAB-07**

WHEREAS, the Englewood Board of Education recognizes school staff and Board members will incur travel expenses related to and within the scope of their current responsibilities and for travel that promotes the delivery of instruction or furthers the efficient operation of the school district; and

WHEREAS, the Englewood Board of Education establishes, for regular district business day travel only, an annual school year threshold of \$1,000 per staff/Board member where prior Board approval shall not be required unless this threshold for a staff/Board member is exceeded in a given school year; and

RESOLVED, the Englewood Board of Education approves all travel not in compliance with N.J.A.C. 6A:23N-1.1 et seq. as being necessary and unavoidable as per noted on the attached list; and

FURTHER RESOLVED, the Englewood Board of Education approves the travel and related expense reimbursement as listed on the attached.

**19-F-104                    APPROVAL – LINE ITEM TRANSFERS                    TAB-08**

RESOLVED, the Englewood Board of Education approves the attached list of February 2019 and March 2019 budget transfers within the 2018-2019 budget pursuant to Policy 6422M.

**19-F-105                    APPROVAL – BILLS LIST                    TAB-09**

RESOLVED, the Board of Education approves payment of the attached bills in the total amount of \$13,009,981.11

**17-F-106                    APPROVAL – ADOPT 2019-2020 SCHOOL BUDGET**

WHEREAS, the Preliminary 2019-2020 budget was submitted and approved by the Bergen County Office of the Department of Education; now

BE IT RESOLVED, upon the recommendation of the Superintendent of Schools, that the Englewood City Public Schools Board of Education, County of Bergen, adopts the 2019-2020 School Year Budget as follows:

Current General Expense (Fund 11)	\$63,743,293
Capital Outlay (Fund 12)	\$2,048,772
Transfer to Charter Schools	\$3,396,270
<b>TOTAL GENERAL FUND</b>	<b>\$69,188,335</b>
Special Revenue (Fund 20)	\$5,497,439
Debt Service (Fund 40)	\$1,813,356
<b>TOTAL EXPENDITURES/APPROPRIATIONS</b>	<b>\$76,499,130</b>

BE IT FURTHER RESOLVED, that the General Fund tax levy \$54,891.028 and Debt Service tax levy \$1,813,355 are approved to support the 2019-2020 school year budget.

**19-F-107 APPROVAL – AUDITORS FOR THE 2018-2019 FISCAL YEAR**

WHEREAS, the Englewood Public School District is required by Statute and Administrative Code to undergo an audit of its financial records and bookkeeping each year, now

BE IT RESOLVED, that the Englewood Board of Education appoints Lerch, Vinci & Higgins, LLP, 17-17 Route 208, Fair Lawn, New Jersey 07410 as auditor for the Englewood Board of Education for school year 2018-2019 at the following fees and rates per hour for professional services:

Statutory Annual Audit and Preparation of CAFRA \$53,500

Standard Billing Rates:

Partners	\$150-\$175 per hour
Managers	\$125-\$140 per hour
Senior Accounts/Supervisors	\$90-\$115 per hour
Staff Accountants	\$75 -\$85 per hour
Other Personnel	\$45 per hour

**19-F-108 APPROVAL – ESS CONTRACT RENEWAL**

**TAB-10**

WHEREAS, the Englewood Public School District has a contract with ESS for paraprofessionals, secretaries and substitute teachers; now

THEREFORE BE IT RESOLVED, upon the recommendation of the Superintendent of Schools, the Englewood Board of Education approves a one-year renewal (year 2 of 3) with ESS at a 0% rate increase for paraprofessionals, secretaries, bus aides, lunch aides and daily substitutes; now

BE IT FURTHER RESOLVED, the Englewood Board of Education authorizes the Business Administrator to execute the renewal with ESS for the 2019-2020 school year not to exceed \$5.5 million dollars as per the attached renewals.

**19-F-109 APPROVAL – REJECT REQUEST FOR PROPOSAL**

WHEREAS, on March 26, 2019 the Englewood Board of Education has received one request for proposal for custodial, grounds, snow removal and management services; now

THEREFORE BE IT RESOLVED, upon the recommendation of the Superintendent of Schools, the Englewood Board of Education rejects the proposal for budgetary purposes and authorizes the Business Administrator to readvertise.

**19-F-110            APPROVAL – 2018-2019 FINAL SALARIES OF PART TIME STAFF PAID WITH IDEA FUNDS**

WHEREAS, The Englewood Board of Education receives funding from IDEA, and;

WHEREAS, the District receives IDEA-CEIS funds to provide early intervening services to students; and,

BE IT RESOLVED, the Englewood Board of Education approves the funding of the following positions with the use of IDEA-CEIS funds in the following detail:

<u>IDEA-CEIS FUNDS</u>		
Michelle Smith	\$74,330	100%
Jodi Lewis-Guitmann	\$28,256	50%
<b>Total</b>	<b>\$102,586</b>	

**19-F-111            APPROVAL – CARL D. PERKINS CORRECTIVE ACTION PLAN**

**TAB-11**

WHEREAS, the Englewood Board of Education receives Perkins Grant funding and an audit was completed by the State of New Jersey; now

THEREFORE BE IT RESOLVED, upon the recommendation of the Superintendent of Schools, the Englewood Board of Education approves the attached corrective action plan.

**19-F-112            APPROVAL – AUTHORIZING AN AGREEMENT WITH AMERIFLEX TO PROVIDE EMPLOYEE FLEXIBLE SPENDING ACCOUNT**

**TAB-12**

WHEREAS, the law requires the Englewood Board of Education to provide our employees with a Section 125 Flexible Spending Account; and

WHEREAS, the flexible spending account allows an employee to voluntarily set aside a portion of their earnings to pay for qualified medical expenses thereby reducing their tax liability, as well as, reducing the Social Security/Medicare liability of the Board of Education; and

WHEREAS, the Englewood Board of Education is also offering a dependent care account; and

WHEREAS, both plans are being offered through Ameriflex; and

WHEREAS, the Board's Business Administrator has certified to the availability of funds for this purpose; and

WHEREAS, the Englewood Board of Education wishes to enter into an agreement with Ameriflex for the provision of these services; now

BE IT RESOLVED, upon the recommendation of the Superintendent of School,

1. That the Board's Business Administrator is hereby authorized to implement the Flexible Spending Accounts with Ameriflex effective July 1, 2019; and
2. To prepare and sign all necessary Section 125 Plan documents.

**19-F-113            APPROVAL – SUBMISSION OF SAFETY GRANT APPLICATION**

WHEREAS, the District's insurance carrier, New Jersey Schools Insurance Group provides opportunities for the District to receive a Safety Grant, now

BE IT RESOLVED, the Englewood Board of Education hereby approves the submission of the grant application for the 2019 Safety Grant Program through the New Jersey Schools Insurance Group's NJEIF Subfund, for the purpose of the purchase/upgrade of district-wide security equipment, in the amount of \$5,996,272.00 for the 2019/2020 school year.

**PERSONNEL**

**19-P-74 APPROVAL – 2018-2019 CONTRACTED APPOINTMENTS AND EMPLOYMENT OF PERSONNEL: FULL-TIME/PART-TIME, NON-GUIDE EMPLOYEES, AND SUBSTITUTES**

WHEREAS, the Superintendent of Schools, after considering the recommendation of his administrative staff which included consideration of experience, credentials, and references for the following candidates for employment in the school district, has determined that the appointment of these individuals is appropriate and in the best interest of the school district, be it

RESOLVED, upon recommendation of the Superintendent of Schools, that the following individuals be appointed to the positions indicated, as provided by the budget, in accord with terms of the employment specified:

Note: Appointment of new personnel to the District is provisional subject to:

1. Authorization from the State Department regarding a criminal background check and/or authorization from the Bergen County Superintendent’s Office for emergent hiring.
2. A medical examination including satisfactory results of the Mantoux tuberculin skin test.
3. Valid certification appropriate for his/her employment or assignment in New Jersey.

***N = New      LR = Leave Replacement      R = Replacement      RI = Reinstatement***

(All salaries are annual unless otherwise noted)

CERTIFICATED STAFF				
Name	Position/Certification	Loc	Salary/Budget	Effective Dates
Murray, Katelyn (R #7027)	Teacher of Students with Disabilities Standard: Teacher of Elementary School K-6 / Provisional: Teacher of Students with Disabilities	Grieco	BA, Step 2-3 \$55,140 Budget Code: 11-209-100-101-40-000-000	06/10/19 06/30/19

**19-P-75 APPROVAL – NOTIFICATION TO TENURED / NON-TENURED CERTIFICATED STAFF PURSUANT TO N.J.S.A. 18A:27-10**

**TAB - 13**

RESOLVED, the Board of Education authorizes the Superintendent of Schools to provide the tenured and non-tenured teaching staff members continuously employed for the 2018-2019 school year and included on the attached list with a written offer of a contract for employment for the 2019-2020 school year, providing for at least the same terms and conditions of employment as the 2018-2019 school year but with such increases in salary as may be negotiated, and be it

FURTHER RESOLVED, that the Board of Education authorizes the Superintendent of Schools to provide the non-tenured teaching staff members continuously employed for the 2018-2019 school year who are not included on the attached list with a written notice that such employment will not be offered for reasons of economy or because of reduction in the number of pupils or of change in the administrative or supervisory organization of the district or for other good cause.

**19-P-76 APPROVAL– NOTIFICATION TO TENURED / NON-TENURED ADMINISTRATIVE STAFF PURSUANT TO N.J.S.A. 18A:27-10**

**TAB - 14**

RESOLVED, the Board of Education authorizes the Superintendent of Schools to provide written notice to the attached non-tenured and tenured Administrative Staff member included on the attached list with a written offer of a contract for the 2019-2020 school year.

FURTHER RESOLVED, that the Board of Education authorizes the Superintendent of Schools to provide the non-tenured Administrative Staff members continuously employed for the 2018-2019 school year who are not included on the attached



list with a written notice that such employment will not be offered for reasons of economy or because of reduction in the number of pupils or of change in the administrative or supervisory organization of the district or for other good cause.

**19-P-77 APPROVAL – 2019-2020 NON-GUIDE STAFF RENEWAL**

**TAB - 15**

RESOLVED, the Board of Education authorizes the Superintendent of Schools to provide the currently employed non-guide staff included on the attached list with a written offer of a contract for employment for the 2019-2020 school year. FURTHER RESOLVED, that the Board of Education authorizes the Superintendent of Schools to provide the non-guide staff members continuously employed for the 2018-2019 school year who are not included on the attached list with a written notice that such employment will not be offered.

**19-P-78 APPROVAL – 2019-2020 REDUCTION IN FORCE**

BE IT RESOLVED, that upon the recommendation of the Superintendent of schools, the Englewood Board of Education approves the list of reduction in force effective July 1, 2019, based upon reasons of economy or because of reduction in the number of pupils or of change in the administrative or supervisory organization of the district or for other good cause.

IDENTIFICATION #	REASON
ID #4796	Economy
ID #6128	Economy
ID #6542	Economy
ID #6661	Economy
ID #6665	Economy
ID #6996	Economy
ID #6999	Economy

**19-P-79 APPROVAL - 2018-2019 EXTRA COMPENSATION POSITIONS**

WHEREAS, the Superintendent of Schools has recommended that certain Board of Education employees be compensated for additional duties or responsibilities, be it

RESOLVED, the Board of Education approves the following assignments and payments for services rendered as indicated:

<b>DMHS/A@E REGISTRATION NURSE</b>					
Name	Assignment	Rate	Max. / Hrs.	Effective Dates	Budget Code
Manche, Barbara	Registration Nurse	\$30.50 p/h	15	05/02/2019-06/30/2019	11-000-213-100-67-103-000

<b>STUDENT SUPPORT SERVICES</b>					
Name	Assignment	Rate	Max. / Hrs.	Effective Dates	Budget Code
Walker, Ricardo	Student Support Services Facilitator	\$30.50	150	05/02/2019-06/30/2019	11-140-100-101-67-103-000-000

<b>ATHELETICS</b>					
Name	Assignment	Rate	Max. / Hrs.	Effective	Budget Code

				Dates	
Rehonic, John	Baseball Assistant Coach – Volunteer HS	N/A	N/A	18-19 Season	11-402-100-100-77-101-000
Sahagian, Greg	Baseball Assistant Coach – Volunteer HS	N/A	N/A	18-19 Season	11-402-100-100-77-101-000

<b>DMHS/A@E AFTERSCHOOL WORLD LANGUAGE</b>					
Name	Assignment	Rate	Max. / Hrs.	Effective Dates	Budget Code
Sariahmed-Tolu, Sabrina	Afterschool World Language Instructor - French	\$30.50 p/h	100	01/29/2019- 06/30/2019	11-140-100-103-67-000-000

**19-P-80 APPROVAL - 2019-2020 EXTRA COMPENSATION POSITIONS**

WHEREAS, the Superintendent of Schools has recommended that certain Board of Education employees be compensated for additional duties or responsibilities, be it

RESOLVED, the Board of Education approves the following assignments and payments for services rendered as indicated:

<b>SUMMER CHILD STUDY TEAM</b>					
Name	Assignment	Rate	Max Hrs.	Effective Dates	Budget Account
Ashely, Willola	LDTC	\$30.50 p/h	200	Summer 2019-2020	11-000-219-100-101-40-000
Carlisle, Sandra	School Psychologist	\$30.50 p/h	200	Summer 2019-2020	11-000-219-100-101-40-000
Humphrey, Pamela	School Social Worker	\$30.50 p/h	200	Summer 2019-2020	11-000-219-100-101-40-000
Kurikova, Marina	Speech Therapist	\$30.50 p/h	100	Summer 2019-2020	11-000-219-100-101-40-000
Murphy, Theodora	Teacher for Meeting Coverage	\$30.50 p/h	50	Summer 2019-2020	11-000-219-100-101-40-000
Pascarello, Beth	LDTC	\$30.50 p/h	200	Summer 2019-2020	11-000-219-100-101-40-000
Schweizer, Danielle	Teacher for Meeting Coverage	\$30.50 p/h	50	Summer 2019-2020	11-000-219-100-101-40-000
Smith, Michelle	Teacher for Meeting Coverage	\$30.50 p/h	50	Summer 2019-2020	11-000-219-100-101-40-000
Sullivan, Dennis	School Social Worker	\$30.50 p/h	200	Summer 2019-2020	11-000-219-100-101-40-000
Thomas, Erin	Teacher for Meeting Coverage	\$30.50 p/h	50	Summer 2019-2020	11-000-219-100-101-40-000

<b>EXTENDED SCHOOL YEAR STAFF</b>					
Name	Assignment	Rate	Max Hrs.	Effective Dates	Budget Account

Bischoff, Emily	Extended School Year Instructor	\$30.50 p/h	100	Summer 2019-2020	11-212-100-101-40-000-000
Carvajal, Dina	Extended School Year - School Counselor/Anti-Bullying Specialist	\$30.50 p/h	100	Summer 2019-2020	11-212-100-101-40-000-000
DeEsposito, Carmen	Extended School Year Instructor	\$30.50 p/h	100	Summer 2019-2020	11-212-100-101-40-000-000
Evensen, Lillian	Extended School Year Instructor	\$30.50 p/h	100	Summer 2019-2020	11-212-100-101-40-000-000
Fernando, Hashenka	Extended School Year Instructor	\$30.50 p/h	100	Summer 2019-2020	11-212-100-101-40-000-000
Gordon, Adele	Extended School Year - School Nurse	\$30.50 p/h	100	Summer 2019-2020	11-212-100-101-40-000-000
Heslin, Stefanie	Extended School Year Instructor	\$30.50 p/h	100	Summer 2019-2020	11-212-100-101-40-000-000
Katsogiannos, Casandra	Extended School Year Instructor	\$30.50 p/h	100	Summer 2019-2020	11-212-100-101-40-000-000
Kurikova, Marina	Extended School Year - Speech Therapist	\$30.50 p/h	100	Summer 2019-2020	11-212-100-101-40-000-000
Londono, Denise	Extended School Year - School Nurse	\$30.50 p/h	100	Summer 2019-2020	11-212-100-101-40-000-000
Mitchell, Basheba	Extended School Year Instructor	\$30.50 p/h	100	Summer 2019-2020	11-212-100-101-40-000-000
Murphy, Theodora	Extended School Year Instructor	\$30.50 p/h	100	Summer 2019-2020	11-212-100-101-40-000-000
Nukk, Tara	Extended School Year Instructor	\$30.50 p/h	100	Summer 2019-2020	11-212-100-101-40-000-000
Perry, Debby	Extended School Year Instructor	\$30.50 p/h	100	Summer 2019-2020	11-212-100-101-40-000-000
Peterkin, Claudette	Extended School Year Instructor	\$30.50 p/h	100	Summer 2019-2020	11-212-100-101-40-000-000
Sadler, Ketsia	Extended School Year - School Nurse	\$30.50 p/h	100	Summer 2019-2020	11-212-100-101-40-000-000
Salazar, Yolanda	Extended School Year Instructor	\$30.50 p/h	100	Summer 2019-2020	11-212-100-101-40-000-000
Schweizer, Danielle	Extended School Year Instructor	\$30.50 p/h	100	Summer 2019-2020	11-212-100-101-40-000-000
Senese, Casey	Extended School Year Instructor	\$30.50 p/h	100	Summer 2019-2020	11-212-100-101-40-000-000
Smilari, Carol	Extended School Year - School Nurse	\$30.50 p/h	100	Summer 2019-2020	11-212-100-101-40-000-000

**SUMMER HEALTH RECORDS REVIEW**

Name	Assignment	Rate	Max Hrs.	Effective Dates	Budget Account
Gordon, Adele	Summer Records Review – School Nurse	\$30.50 p/h	40	Summer 2019-2020	11-000-213-100-101-67-103-000

Londono, Denise	Summer Records Review – School Nurse	\$30.50 p/h	40	Summer 2019-2020	11-000-213-100-101-67-103-000
Manche, Barbara	Summer Records Review – School Nurse	\$30.50 p/h	40	Summer 2019-2020	11-000-213-100-101-67-103-000
Sadler, Ketsia	Summer Records Review – School Nurse	\$30.50 p/h	40	Summer 2019-2020	11-000-213-100-101-67-103-000
Smilari, Carol	Summer Records Review – School Nurse	\$30.50 p/h	40	Summer 2019-2020	11-000-213-100-101-67-103-000

<b>SUMMER GUIDANCE</b>					
<b>Name</b>	<b>Assignment</b>	<b>Rate</b>	<b>Max Hrs.</b>	<b>Effective Dates</b>	<b>Budget Account</b>
Astuto, Denise	School Counselor	\$30.50 p/h	100	Summer 2019-2020	11-000-2180100-101-67-103-000
Brooks, Jalesah	School Counselor	\$30.50 p/h	100	Summer 2019-2020	11-000-2180100-101-67-103-000
Cohen, Rachel	School Counselor	\$30.50 p/h	100	Summer 2019-2020	11-000-2180100-101-67-103-000
Drumgoole, Kate	School Counselor	\$30.50 p/h	100	Summer 2019-2020	11-000-2180100-101-67-103-000
Golston, Zuri	School Counselor	\$30.50 p/h	100	Summer 2019-2020	11-000-2180100-101-67-103-000
Malone, April	School Counselor	\$30.50 p/h	100	Summer 2019-2020	11-000-2180100-101-67-103-000
McDonald, James	School Counselor	\$30.50 p/h	100	Summer 2019-2020	11-000-2180100-101-67-103-000
Toussaint, Sapphire	School Counselor	\$30.50 p/h	100	Summer 2019-2020	11-000-2180100-101-67-103-000

<b>STEM CAMP</b>					
<b>Name</b>	<b>Assignment</b>	<b>Rate</b>	<b>Max. / Hrs.</b>	<b>Effective Dates</b>	<b>Budget Code</b>
Altilio, Antonietta	STEM Camp Instructor	\$30.50	100	Summer 2019-2020	20-234-100-101-10-000-000
Calenda, Elizabeth	STEM Camp Instructor	\$30.50	100	Summer 2019-2020	20-234-100-101-10-000-000
Cash, John	STEM Camp Instructor	\$30.50	100	Summer 2019-2020	20-234-100-101-10-000-000
McClaren, Tanisha	STEM Camp Instructor	\$30.50	100	Summer 2019-2020	20-234-100-101-10-000-000
Nesfield, Cliff	STEM Camp Instructor	\$30.50	100	Summer 2019-2020	20-234-100-101-10-000-000
Park, Jin	STEM Camp Instructor	\$30.50	100	Summer 2019-2020	20-234-100-101-10-000-000
Gilroy, Margaret	STEM Camp Instructor	\$30.50	100	Summer 2019-2020	20-234-100-101-10-000-000

<b>EARLY LEARNING TRANSITION PROGRAM</b>					
<b>Name</b>	<b>Assignment</b>	<b>Rate</b>	<b>Max. / Hrs.</b>	<b>Effective Dates</b>	<b>Budget Code</b>

Katsogiannos, Casandra	Early Learning Transition Program Instructor	\$30.50	100	Summer 2019-2020	20-234-100-101-02-000-000
Leahy, Nina	Early Learning Transition Program Instructor	\$30.50	100	Summer 2019-2020	20-234-100-101-02-000-000
Lupardi, Amy	Early Learning Transition Program Instructor	\$30.50	100	Summer 2019-2020	20-234-100-101-02-000-000
Meeks, Maria	Early Learning Transition Program Instructor	\$30.50	100	Summer 2019-2020	20-234-100-101-02-000-000
Rosa, Elizabeth	Early Learning Transition Program Instructor	\$30.50	100	Summer 2019-2020	20-234-100-101-02-000-000
Smith, Michelle	Early Learning Transition Program Instructor	\$30.50	100	Summer 2019-2020	20-234-100-101-02-000-000
Widensky, Jeanette	Early Learning Transition Program Instructor	\$30.50	100	Summer 2019-2020	20-234-100-101-02-000-000

<b>COMMUNITY-BASED SUMMER ASSIGNMENTS PROGRAM</b>					
<b>Name</b>	<b>Assignment</b>	<b>Rate</b>	<b>Max. / Hrs.</b>	<b>Effective Dates</b>	<b>Budget Code</b>
DeLuca, Margaret	Community-Based Program Instructor	\$30.50	100	Summer 2019-2020	20-231-100-101-66-000-000
Heredia, Diana	Community-Based Program Instructor	\$30.50	100	Summer 2019-2020	20-231-100-101-66-000-000
Jaquinet, Cristina	Community-Based Program Instructor	\$30.50	100	Summer 2019-2020	20-231-100-101-66-000-000
Katsogiannos, Casandra	Community-Based Program Instructor	\$30.50	100	Summer 2019-2020	20-231-100-101-66-000-000
Lavelanet, Danielle	Community-Based Program Instructor	\$30.50	100	Summer 2019-2020	20-231-100-101-66-000-000
Leahy, Nina	Community-Based Program Instructor	\$30.50	100	Summer 2019-2020	20-231-100-101-66-000-000
Meeks, Maria	Community-Based Program Instructor	\$30.50	100	Summer 2019-2020	20-231-100-101-66-000-000
Pazymino, Ysoris	Community-Based Program Instructor	\$30.50	100	Summer 2019-2020	20-231-100-101-66-000-000
Perry, Debby	Community-Based Program Instructor	\$30.50	100	Summer 2019-2020	20-231-100-101-66-000-000
Romba, Jillian	Community-Based Program Instructor	\$30.50	100	Summer 2019-2020	20-231-100-101-66-000-000
Rosa, Elizabeth	Community-Based Program Instructor	\$30.50	100	Summer 2019-2020	20-231-100-101-66-000-000
Siu, Stephanie	Community-Based Program Instructor	\$30.50	100	Summer 2019-2020	20-231-100-101-66-000-000
Sloan, Ilene	Community-Based Program Instructor	\$30.50	100	Summer 2019-2020	20-231-100-101-66-000-000
Smith, Nicole	Community-Based Program Instructor	\$30.50	100	Summer 2019-2020	20-231-100-101-66-000-000
Tarquino, Luz	Community-Based Program Instructor	\$30.50	100	Summer 2019-2020	20-231-100-101-66-000-000
Tisdale, Christopher	Community-Based	\$30.50	100	Summer	20-231-100-101-66-000-000

	Program Instructor			2019-2020	
--	--------------------	--	--	-----------	--

<b>ATHLETICS</b>					
<b>Name</b>	<b>Assignment</b>	<b>Rate</b>	<b>Max. / Hrs.</b>	<b>Effective Dates</b>	<b>Budget Code</b>
Brennan, Casey	Head Volleyball Coach	Per ETA Guide	\$6,615	19-20 Fall Season	11-130-100-101-67-103-000
Hoyle, Joseph	Head Football Coach	Per ETA Guide	\$9,450	19-20 Fall Season	11-130-100-101-67-103-000
LaRusso, John	Head Girls Soccer Coach	Per ETA Guide	\$6,615	19-20 Fall Season	11-130-100-101-67-103-000
Oden, Lisa	Head Cross Country Coach	Per ETA Guide	\$7,560	19-20 Fall Season	11-130-100-101-67-103-000
Sperber, Jana	Head Girls Tennis Coach	Per ETA Guide	\$6,615	19-20 Fall Season	11-130-100-101-67-103-000

**19-P-81 APPROVAL - RETIREMENT, RESIGNATIONS, LEAVES OF ABSENCE, TERMINATIONS**

RESOLVED, that the Englewood Board of Education hereby approves the following:

<b>LEAVES OF ABSENCE</b>		
<b>Name</b>	<b>Notice/Position</b>	<b>Effective Date(s)</b>
Acebo, Janice DMHS/A@E	Teacher of Social Studies Paid Medical Leave of Absence Unpaid Medical Leave of Absence	September 1, 2019 – October 2, 2019 October 3, 2019 – January 3, 2020
Augliera, Michelle <sup>3</sup> DMHS/A@E	Teacher of Science Paid Medical Leave of Absence Unpaid Medical Leave of Absence	April 24, 2019 – June 7, 2019 June 10, 2019 – June 30, 2019
Lewis, Brandi <sup>2</sup> McCloud	Teacher of Elementary School Paid Medical Leave Unpaid Medical Leave Paid Medical Leave Unpaid Medical Leave of Absence	January 2, 2019 – February 18, 2019 February 19, 2019 – April 10, 2019 April 11, 2019 – May 15, 2019 May 16, 2019 – June 30, 2019
Mazzoccoli, Anna DMHS/A@E	Teacher of Business Paid Medical Leave of Absence Unpaid Medical Leave of Absence	March 15, 2019 – April 2, 2019 April 3, 2019 – April 9, 2019
Neuschwanter, Keith DMHS/A@E	Security Officer Paid Medical Leave of Absence Unpaid Medical Leave of Absence	April 8, 2019 - April 15, 2019 April 16, 2019 - June 30, 2019
O'Shea, Danielle DMHS/A@E	Teacher of Social Studies Unpaid Medical Leave of Absence	June 3, 2019 – June 30, 2019 September 1, 2019 – December 13, 2019
Quaregna, Andrea DMHS/A@E	Athletic Trainer Paid Medical Leave of Absence Unpaid Medical Leave of Absence	September 1, 2019 – October 16, 2019 October 17, 2019 – January 3, 2020
Triano, Elizabeth McCloud	Teacher of Science Paid Medical Leave of Absence Unpaid Medical Leave of Absence	September 1, 2019 – October 16, 2019 October 17, 2019 – December 13, 2019
Van Der Linden, Stephanie JDMS	Teacher of Science Paid Medical Leave of Absence Unpaid Medical Leave of Absence	April 24, 2019 – June 7, 2019 June 10, 2019 – June 30, 2019
Yun, Junghye <sup>1</sup>	Teacher of Mathematics	

DMHS/A@E	Paid Medical Leave of Absence Unpaid Medical Leave of Absence	December 17, 2018 - January 15, 2019 January 16, 2019 - June 30, 2019
----------	--	--

<sup>1</sup>Revised from Board Agenda #19-P-41 – November 29, 2018

<sup>2</sup>Revised from Board Agenda #19-P-41 – November 29, 2018

<sup>3</sup>Revised from Board Agenda #19-P-73 – December 13, 2018

<b>RESIGNATION(S)</b>		
<b>Name</b>	<b>Notice/Position</b>	<b>Effective Date(s)</b>
Blanco Galvin, Samantha Grieco	Teacher of Students with Disabilities	June 6, 2019
Bowie, Billy DMHS/A@E	Principal	June 30, 2019
Lee, Kelly JDMS	Teacher of English Language Arts	May 23, 2019

<b>RETIREMENT(S)</b>		
<b>Name</b>	<b>Notice/Position</b>	<b>Effective Date(s)</b>
Battista, Carmine DMHS/A@E	Teacher of Social Studies	June 30, 2019
McCrosson, Debra Quarles	School Nurse	June 30, 2019

**19-P-82 APPROVAL – REINSTATE FROM ADMINISTRATIVE LEAVE**

Resolved, the Board, upon the recommendation of the Superintendent of Schools, reinstates Employee #6797 from an administrative leave, effective March 18, 2019.

**19-P-83 APPROVAL – JOB DESCRIPTION(S)**

**TAB-16**

RESOLVED, that the attached job description be approved and effective immediately:

Student Attendance Coordinator/School Community Liaison (Non-Certificated/Non-Guide – 10-month)
Student Attendance Coordinator/School Community Liaison (Non-Certificated/Non-Guide – 12-month)