

THE ENGLEWOOD BOARD OF EDUCATION

AGENDA – PUBLIC MEETING

September 19, 2019

6:30 p.m.

A Public Meeting of the Board of Education will be held this day opening in Room 311 at Dr. John Grieco Elementary School; immediately moving to closed session and returning to open session at 8 p.m. in the Cafeteria. The order of business and agenda for the meeting are:

I. CALL TO ORDER STATEMENT – Board of Education President

The New Jersey Open Public Meetings Law was enacted to insure the right of the public to have advance notice of and to attend the meetings of public bodies at which any business affecting their interests is discussed and acted upon. In accordance with the provisions of this act, the Board of Education has caused notice of this meeting to be posted in the Board Office, City Clerk's Office, Public Library, and all Englewood public schools and e-mailed or faxed to the Record, Suburbanite, Presidents of the ETA and EAA, Presidents of parent-teacher organizations and any person who has requested individual notice and paid the required fee.

II. ROLL CALL Steven Berrios, Molly Craig-Berry, Donovan Rodriques, Michelle Marom, Brent Watson, Angela Midgette-David, Elisabeth Schwartz, Dalia Lerner, Kim Donaldson

III. PLEDGE OF ALLEGIANCE

IV. 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.

V. APPROVAL OF MINUTES

TAB-01

July 18, 2019 – Regular Board Meeting and Closed Session
August 15, 2019 – Regular Meeting and Closed Session

VI. BOARD SECRETARY REPORT:

TAB-02

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 July 2019 and Board Secretary’s report for the month of July 2019; and

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

FUND	CASH BALANCE	APPROPRIATIONS	ENCUMBRANCES	EXPENDITURES	FUND BALANCE
General Current Expense Fund	\$ 11,229,907.69	\$69,412,100.12	\$56,919,136.12	\$ 409,280.40	\$ 12,083,683.60
(10),(11),(18) Current Expense		\$67,339,523.12	\$55,268,813.53	\$ 409,280.40	\$ 11,661,429.19
(12) Capital Outlay		\$ 2,072,577.00	\$ 1,650,322.59		\$ 422,254.41
(13) Special Schools					
Capital Reserve					
(20) Special Revenue Fund	\$ 937,067.67	\$ 6,906,187.81	\$ 3,971,556.87	\$ 22,844.51	\$ 2,911,786.43
(30) Capital Projects Fund	\$ 735,895.87	\$ 228,450.16			\$ 228,450.16
(40) Debt Service Fund	\$ 151,114.14	\$ 1,813,356.26			\$ 1,813,356.26
(50) Enterprise Fund	\$ 163,214.46				
(1) NET Payroll	\$ (16,125.10)				
(60) Enterprise Fund	\$ 104,839.28				
TOTAL	\$ 13,305,914.01	\$78,360,094.35	\$60,890,692.99	\$ 432,124.91	\$ 17,037,276.45

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).

VII. COMMITTEE REPORT(S)

VIII. SUPERINTENDENT’S REPORT

IX. REVIEW OF CONSENT AGENDA

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

Board 20-B-20 through 20-B-21
Administration 20-A-14 through 20-A-18
Finance 20-F-25 through 20-F-29
Personnel 20-P-18 through 20-P-

Section	Section	Topic	Page	Tab
Board	20-B-20	Approval – Resolution to Approve the Agreement between Englewood Board of Education and Englewood Teachers’ Association	4	3
	20-B-21	Approval –of Superintendent’s Merit Action Plans 2018-2019	4-5	
Administration	20-A-14	Approval – Purchased Services 2019-2020	6	
	20-A-15	Approval – First Reading of Board of Education Policies	7	4
	20-A-16	Approval – Superintendent’s Harassment, Intimidation and Bullying Report	7	
	20-A-17	Approval – Field Trips	7	5
	20-A-18	Approval – New, Revised and Re-Adopted Curriculum	8	
Finance	20-F-25	Approval – Staff and BOE Travel	9	6
	20-F-26	Approval – Line Item Transfers	9	7
	20-F-27	Approval – Bills List	9	8
	20-F-28	Approval – Private Schools for Students With Disabilities (PSSD) Allowable Cost Of Meals for 2019-2020 School Year	9	
	20-F-29	Approval – Change Order – Weatherproofing Technologies, Inc. (WTI)	10	
Personnel	20-P-18	Approval – 2019-2020 Long-Term Substitute Teacher Rate	11	
	20-P-19	Approval – 2019-2020 Contracted Appointments and Employment of Personnel: Full-Time/Part-Time, Non-Guide Employees, and Long-Term Substitutes	11-12	
	20-P-20	Approval – 2019-2020 Salary Adjustments, Reclassifications and Transfers	13-14	
	20-P-21	Approval – 2019-2020 Extra Compensation Positions	14-18	
	20-P-22	Approval – Student Teacher, Practicum or Internship Placement(s)	19	
	20-P-23	Approval – Retirement, Resignations, Leaves of Absence, Termination	19-20	

X. PRIVILEGE OF THE FLOOR

XI. APPROVAL OF CONSENT AGENDA

- a. Motion to approve the consent agenda: _____ Second: _____
- b. Board Discussion
- c. Vote

XII. OLD/NEW BUSINESS

XIII. ADJOURNMENT

BOARD

APPROVAL – RESOLUTION TO APPROVE THE AGREEMENT BETWEEN ENGLEWOOD BOARD OF EDUCATION AND ENGLEWOOD TEACHERS’ ASSOCIATION

20-B-20

TAB-3

WHEREAS, the Englewood Board of Education is the public employer of all employees employed as certificated and non-certified staff members of the Englewood Public Schools; and

WHEREAS, all non-supervisory certificated staff members of the Englewood Public Schools are represented for purposes of collective negotiations by the Englewood Teachers’ Association; and

WHEREAS, the parties have negotiated in good faith, agreeing to terms and conditions of employment covering the Association members from July 1, 2018 through June 30, 2021; and

WHEREAS, the Board has reviewed the Memorandum of Agreement (“MOA”) memorializing the terms and conditions of employment governing the parties’ labor relations for the aforesaid period of time; and

NOW, THEREFORE, be it resolved by the Englewood Board of Education, as follows:

1. The Board hereby accepts the MOA and salary guides for the period July 1, 2018 through June 30, 2021 as drafted and the Board Attorney is authorized to draft a successor agreement for the period covered by the MOA;
2. The Board President and Secretary are hereby instructed to execute the successor Agreement upon presentation of a fully executed signed agreement by the Association; and
3. The Board President is hereby instructed to order the appropriate personnel to take the actions necessary to ensure that the terms and conditions of employment contained in the MOA and salary guides, as attached, are executed.

20-B-21 APPROVAL – OF SUPERINTENDENT’S MERIT ACTION PLANS 2018-2019

It is recommended that the Board approve the merit action plan for the Superintendent as follows:

WHEREAS on or about November 13, 2018, the Englewood Board of Education (hereinafter referred to as the “Board”) approved merit action plans for the Superintendent for the 2018-2019 school year consisting of three (2) quantitative merit criteria and two (1) qualitative merit criteria and submitted same to the Interim Executive County Superintendent for approval in accordance with N.J.A.C 6A: 23A-3.1(e) (10) ii (hereinafter referred to as “Merit Bonus Goals”); and

WHEREAS, on December 5, 2018, Robert Kravitz received notice from the Interim Executive County Superintendent stating that he reviewed and finds that the action goal achievements are in compliance with N.J.A.C 6A: 23A-3.1(e) (10) ii and therefore has approved the three (2) quantitative merit criteria and two (1) qualitative merit criteria for the 2018-2019 school year; and

Goal 1. WHEREAS, the Board has agreed that the Superintendent achieved creating the middle school classes that will match our current high school academies programs. The intent would be to allow students in our middle school to experience some of our academy classes, which would give them inspiration to apply and succeed. This is a quantitative goal, thereby entitling the Superintendent to a quantitative merit bonus of 3.3% of his annual salary in the amount of \$6,788.27 and

Goal 2. WHEREAS, the Board has created a goal for the Superintendent to increase the level of communication in the school district. The superintendent will create a comprehensive communication plan to be presented to the BOE. This goal includes the redesign of the website, the design and implementation of the APP, the redesign of the facebook page, the new protocols for tweeting out information, and creating more people to have access to the district information. This is a quantitative goals, thereby entitling the Superintendent to a quantitative merit bonus of 3.3% of his annual salary in the amount of \$6,787.27 and

Goal 3. WHEREAS, the Board has agreed that the Superintendent has created a security action plan with emphasis on new technology. The action plan includes the communication system, the video surveillance system and the monitoring system. The plan has been presented to the BOE for implementation. This is a qualitative goal, thereby entitling the Superintendent to a qualitative merit bonus of 2.5% of his annual salary in the amount of \$4,914.60; and

NOW, THEREFORE, BE IT RESOLVED, with the completion of Goals 1-3, the Board hereby approves the aforementioned merit bonus for the 2018-2019 school year subject to approval by the Interim Executive County Superintendent that the quantitative and qualitative merit criteria for each of the Board assessed objectives have been satisfied for the payment of such merit bonus.

ADMINISTRATION

20-A-14 APPROVAL – PURCHASED SERVICES 2019 – 2020

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
Middle College Program (“MCP”) Agreement between Fairleigh Dickinson University and Englewood Board of Education	Dual enrollment courses taught by Fairleigh Dickinson University. September 4, 2019- June 30, 2020	11-190-100-320-20-000-000	\$252,000.00 to be paid in two equal payments of \$126,000 on Sept. 30, 2019 and Jan. 1, 2020
Gravity Goldberg	Reading and Writing Workshop. Professional Development for Kindergarten teachers. 8 sessions September 4, 2019- June 30, 2020	20-270-200-300-66-000-000	\$16,000.00
Karen Nemeth Consultant	Professional Development for preschool teachers. The topic of ‘Best Practices for Teaching Young English Language Learners. A full day (6 hours) Monday, October 14, 2019	20-218-100-500-02-000-000	\$4,000.00
Amy Kaplan, MICP Training Center Coordinator Emergency Medical Services Englewood Health	CPR Training at Quarles 8-11am Group One 12 to 15 teachers 11:45-2:45pm Group Two 12 to 15 teachers October 14, 2019 & November 5, 2019	N/A	(free of cost)
Inspired Instruction	Professional Development for Content Area Teachers in the high school. Common Formative Assessment Development Fall 2019	20-270-200-300-66-000-000	\$11,000.00
The Holmstead School	Tuition Student (#155055) September 2019 - June 2020	11-000-100-566-40-000-000	\$56,784.60
The Therapy Gym	Therapies (O/T,P/T,S/T) Various (as needed) September 2019 - June 2020	11-000-216-320-40-000-000	\$5,000.00

20-A-15 APPROVAL – FIRST READING OF BOARD OF EDUCATION POLICIES

TAB-4

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,

Number	Policy
P 8461	Reporting Violence, Vandalism, Harassment, Intimidation, Bullying, Alcohol, and Other Drug Offenses (M)
R 8461	Reporting Violence, Vandalism, Harassment, Intimidation, Bullying, Alcohol, and Other Drug Offenses (M)
R 5613	Removal of Students for Assaults with Weapons Offenses (M)
P 5613	Removal of Students for Assaults with Weapons Offenses (M)
R 5612	Assaults on District Board of Education Members or Employees (M)
P 5612	Assaults on District Board of Education Members or Employees (M)
R 5611	Removal of Students for Firearms Offenses (M)
P 5611	Removal of Students for Firearms Offenses (M)
P 5600	Student Discipline/Code of Conduct (M)
R 5530	Substance Abuse (M)
P 2415.06	Unsafe School Choice Option (M)
R 7440	School District Security (M)
P 7440	School District Security (M)
P 8561	Procurement Procedures for School Nutrition Programs (M)
P 5756	Transgender Students (M)
P 4219	Commercial Driver’s License Controlled Substance and Alcohol Use Testing (M)
R 2460.8	Special Education – Free and Appropriate Public Education (M)
P 5330.04	Administering an Opioid Antidote (M)
R 5330.04	Administering an Opioid Antidote (M)

***Note:** Public comment on these policies will be accepted in writing October 4, 2019.

20-A-16 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 **September 19, 2019** closed session meeting.

20-A-17 APPROVAL – FIELD TRIPS

TAB-5

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.:

20-A-18 APPROVAL – NEW, REVISED AND RE-ADOPTED CURRICULUM

BE IT RESOLVED, upon the recommendation of the Superintendent of Schools, the Englewood Board of Education approves and adopts the following new, revised and re-adopted curricula that are in alignment with the New Jersey Students Learning Standards per the table below:

TITLE	RE-ADOPTION DATE September 19, 2019	BORN ON September 19, 2019
Kindergarten – English Language Arts, Math, Social Studies and Science	Born August 11, 2016	N/A
Dance – K-12	Born August 11, 2016	N/A
Theater – K-12	Born August 11, 2016	N/A
Music – K-12	Born August 11, 2016	N/A
Chorus I	Born August 11, 2016	N/A
Chorus II	Born August 11, 2016	N/A
Concert Band	Born August 11, 2016	N/A
Guitar	Born August 11, 2016	N/A
Vocal Ensemble	Born August 11, 2016	N/A
Physical Education – K-12	Born August 11, 2016	N/A
Art – K-12	Born August 11, 2016	N/A
Ceramics I	Born August 11, 2016	N/A
Ceramics II	Born August 11, 2016	N/A
Fashion Design	Born August 11, 2016	N/A
Painting	Born August 11, 2016	N/A
Art Exploration	Born August 11, 2016	N/A
French I	Born August 11, 2016	N/A
French II	Born August 11, 2016	N/A
French III	Born August 11, 2016	N/A
French IV	Born August 11, 2016	N/A
Mandarin – Grades 6-12	Born August 11, 2016	N/A
Spanish – Pre-K-8	Born August 11, 2016	N/A
Spanish I	Born August 11, 2016	N/A
Spanish II	Born August 11, 2016	N/A
Spanish III	Born August 11, 2016	N/A
Spanish IV	Born August 11, 2016	N/A
Health	Born August 11, 2016	N/A
English Language Arts – 1-12	Born August 11, 2016	N/A
Math – Grades 1-8	Born November 15, 2018	N/A
Social Studies – Grades 1-8 (**Grades 6-8)	Born November 15, 2018	N/A
Science – Grades 1-8	Born November 15, 2018	N/A
US I	Born November 15, 2018	N/A
US II	Born November 15, 2018	N/A
World History	Born November 15, 2018	N/A
Biology	Born November 15, 2018	N/A
Chemistry	Born November 15, 2018	N/A
Physics	Born November 15, 2018	N/A
Environmental Science	Born November 15, 2018	N/A
Algebra I	Born November 15, 2018	N/A
Algebra II	Born November 15, 2018	N/A
Geometry	Born November 15, 2018	N/A
*Financial Literacy – Grades 6-8	N/A	September 19, 2019
*Advance Math 12	N/A	September 19, 2019

* New Curriculum** Revised Curriculum

FINANCE

20-F-25 APPROVAL – STAFF AND BOE TRAVEL TAB-6

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 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:

20-F-26 APPROVAL – LINE ITEM TRANSFERS TAB-7

RESOLVED, the Englewood Board of Education approves the attached list of July 2019 budget transfers within the 2019-2020 budget pursuant to Policy 6422M.

20-F-27 APPROVAL – BILLS LIST TAB-8

RESOLVED, the Board of Education approves payment of the attached bills in the total amount of \$6,896,378.97.

**20-F-28 APPROVAL – PRIVATE SCHOOLS FOR STUDENTS WITH DISABILITIES (PSSD)
ALLOWABLE COST OF MEALS FOR 2019-2020 SCHOOL YEAR**

WHEREAS, the Englewood Public School District, as deemed necessary, sends students to out of district private schools for students with disabilities (PSSD); and

WHEREAS, Youth Consultation Service, Inc. (YCS) operates PSSDs at various locations in New Jersey; and

WHEREAS, the YCS meals provided are discounted and/or free to the District students attending YCS PSSDs; and

WHEREAS, the District does not require YCS to charge District students for the meals being provided; now

THEREFORE BE IT RESOLVED, the Englewood Board of Education resolves that it does not require YCS PSSDs to charge students for reduced and/or paid meals; and

BE IT FURTHER RESOLVED, this resolution shall take effect immediately. All prior resolutions or parts thereof inconsistent herewith are hereby repealed to the extent of such inconsistency.

**20-F-29 APPROVAL – CHANGE ORDER – WEATHERPROOFING TECHNOLOGIES, INC.
(WTI)**

WHEREAS, it has been necessary to remove and replace additional roof decking; now

THEREFORE BE IT RESOLVED, upon the recommendation of the Superintendent of Schools, the Englewood Board of Education approves change order #1 to Weatherproofing Technologies, Inc. in the amount of \$23,664.35.

PERSONNEL

20-P-18 APPROVAL - 2019-2020 LONG-TERM SUBSTITUTE TEACHER RATE

WHEREAS, the Superintendent of Schools has recommended a Long-Term Substitute Teacher rate of \$281.78 per diem, to be used on an as needed basis, during the 2019-2020 school year.

RESOLVED, upon the recommendation of the Superintendent of Schools, the Board of Education approves the Long-Term Substitute Teacher rate.

20-P-19 APPROVAL – 2019-2020 CONTRACTED APPOINTMENTS AND EMPLOYMENT OF PERSONNEL: FULL-TIME/PART-TIME, NON-GUIDE EMPLOYEES, AND LONG-TERM 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.
4. Disclosure and review of applicants employment history within the statutory time period.

<i>N = New</i>	<i>LR = Leave Replacement</i>	<i>R = Replacement</i>	<i>RI = Reinstatement</i>
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(All salaries are annual unless otherwise noted)

CERTIFICATED STAFF				
Name	Position/Certification	Loc	Salary/Budget	Effective Dates
Cannon, Steven* (L.R. - #4222)	Teacher of Spanish CE: Teacher of Spanish	McCloud	BA, Step 2-3 \$55,140 Budget Code: 11-120-100-101-73-101-000	09/01/2019- 12/20/2019
Chang, Jamie (R. - #6731)	Teacher of Biology Standard: Teacher of Biological Science	DMHS	MA, Step 15 \$65,480 Budget Code: 11-140-100-101-77-101-000 11-140-100-101-98-000-000	10/23/2019- 06/30/2020
Hart, Kirin (R. - #4959)	Teacher of Spanish Standard: Teacher of Spanish	JDMS	MA+30, Step 15 \$76,730 Budget Code: 11-130-100-101-76-101-000	09/01/2019- 06/30/2020
Kissoon, Pamela (N)	Teacher of Students with Disabilities Provisional: Teacher of Students with Disabilities CE: Teacher of Preschool –	Quarles	BA, 2-3 \$55,140 Budget Code: 11-216-100-101-40-101-000	09/01/2019- 06/30/2020

	Grade 3			
Lim, Rebecca* (L.R. – #6473)	Teacher of Elementary K-6 CEAS: Teacher of Elementary K-6	McCloud	MA, Step 1 \$58,440 Budget Code: 11-204-100-101-40-101-000	09/01/2019- 12/20/2019
Murphy, Neil* (L.R. - #6679)	Teacher of Social Studies Standard: Teacher of Social Studies	DMHS	BA, Step 12-13 \$57,600 Budget Code: 11-140-100-101-77-101-000 11-140-100-101-98-000-000	09/01/2019- 12/20/2019
Scheld, Tucker* (L.R. - #6417)	Teahcer of Social Studies CEAS: Teacher of Social Studies	DMHS	BA, Step 1 \$54,690 Budget Code: 11-140-100-101-77-101-000	09/01/2019- 12/20/2019

*Leave Replacement – Non-tenurable

LONG-TERM SUBSTITUTES - CERTIFICATED				
Name	Position/Certification	Loc	Salary/Budget Code	Effective Dates
Miller, Erica (L.R. - #5888)	Long-Term Substitute Standard: Teacher of Elementary School K-6	McCloud	\$281.78 per diem, Budget Code: 11-120-100-101-73-101-000	09/03/2019- 10/31/2019

HOME INSTRUCTOR				
Name	Position/Certification	Loc	Salary/Budget Code	Effective Dates
Hodges, Maretta	Home Instructor CE: Teacher of Pre-School – Grade 3	District	\$30.50 per hour Budget Code: 11-150-100-101-40-101-000	09/20/2019- 06/30/2020
Rothstein, Sherri	Home Instructor Standard: Teacher of Elementary School Standard: Teacher of English	District	\$30.50 per hour Budget Code: 11-150-100-101-40-101-000	09/20/2019- 06/30/2020

20-P-20 APPROVAL - 2019-2020 SALARY ADJUSTMENTS, RECLASSIFICATIONS AND TRANSFERS

RESOLVED, upon recommendation of the Superintendent of Schools, that the salary adjustment(s), reclassification(s) and transfer(s) be approved as provided by the budget.

INSTRUCTIONAL AND EDUCATIONAL SERVICES PERSONNEL RECLASSIFICATION		
Name	From	To
Rached, Oliver**	Teacher of Social Studies DMHS (LR - #6679) 09/01/2019-12/20/2019	Teacher of Social Studies DMHS (R - #5960) 09/01/2019-06/30/2020
Rivas, Jensey*	Teacher of Business DMHS (R. #6474) 09/01/2019-06/30/2020	Teacher of Business DMHS (R. #6474) 10/21/2019-06/30/2020
Vanvalkenburg, Jessica*	Teacher of Elementary School Quarles (R. #6734) 09/01/2019-06/30/2020	Teacher of Elementary School Quarles (R. #6734) 09/23/2019-06/30/2020

*Adjusted start dates from August 15, 2019 agenda

** Adjusted L.R. to R. from July 18, 2019 agenda

INSTRUCTIONAL AND EDUCATIONAL SERVICES PERSONNEL TRANSFERS		
Name	From	To
Welch, Lucia	Teacher of Spanish Grieco/JDMS	Teacher of Spanish Grieco
Kays, Alicia	Teacher of Art Grieco/JDMS	Teacher of Art Grieco
Henao, Daniel	Teacher of Health & Physical Education Grieco/JDMS	Teacher of Health & Physical Education Grieco
Vanamo, Jalmari	Teacher of Music McCloud	Teacher of Music DMHS/JDMS
Meltzer, Sandra	Teacher of Music DMHS/JDMS	Teacher of Music McCloud

RECLASSIFICATION – RECLASSIFICATIONS WILL BE EFFECTIVE AS NOTED		
Name	From	To
Carney, Alicia	BA, Step 9, \$56,600	MA, Step 9, \$60,350 Effective: 10/01/19-06/30/20
Chao, Lih-Yun	MA, Step 9, \$60,350	MA+30, Step 9, \$71,600 Effective: 10/01/19-06/30/20
Emont, Tamara	MA, Step 4-5, \$59,340	MA+30, Step 4-5, \$70,590 Effective: 10/01/19-06/30/20
Lora-Morales, Sugeidy	MA, Step 9, \$60,350	MA+30, Step 9, \$71,600 Effective: 10/01/19-06/30/20
Markert, Daniel	MA, Step 9, \$60,350	MA+30, Step 9, \$71,600

		Effective: 10/01/19-06/30/20
Mina, Jennifer	MA, Step 22, \$94,186	MA+30, Step 22, \$104,808 Effective: 10/01/19-06/30/20
Perry, Debby	MA, Step 6-8, \$59,850	MA+30, Step 6-8, \$71,100 Effective: 10/01/19-06/30/20
Steelman, Amanda	MA, Step 4-5, \$59,340	MA+30, Step 4-5, \$70,590 Effective: 10/01/19-06/30/20

20-P-21 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:

ORTON GILLINGHAM LEARNING					
Name	Assignment	Rate	Max/Hrs.	Effective Dates	Budget Account
Heredia, Diana	Orton Gillingham Learning	\$30.50 p/h	30	Summer 2019-2020	11-000-223-104-60-000-000

CURRICULUM WRITING					
Name	Assignment	Rate	Max/Hrs.	Effective Dates	Budget Account
Hellegers, Michael	Curriculum Writing	\$30.50 p/h	100	09/09/19 – 06/25/20	11-000-221-102-67-103-000
Park, Jin	Curriculum Writing	\$30.50 p/h	100	09/09/19 – 06/25/20	11-000-221-102-67-103-000
Widensky, Jeanette	Curriculum Writing	\$30.50 p/h	100	09/09/19 – 06/25/20	11-000-221-102-67-103-000

New Teacher Orientation: Whereas, the Englewood Teachers’ Association Agreement provides remuneration for those who attend New Teacher Orientation, be it resolved, that the Board of Education approves the following payment for services rendered.					
Name	Assignment	Rate	Max	Effective Dates	Budget Account
Averill, Denise	New Teacher Orientation	\$100 per diem	\$200	08/27/19-08/28/19	11-130-100-101-67-103-000
Barongan, Patricia	New Teacher Orientation	\$100 per diem	\$200	08/27/19-08/28/19	11-130-100-101-67-103-000
Bedoya, Luz	New Teacher Orientation	\$100 per diem	\$200	08/27/19-08/28/19	11-130-100-101-67-103-000
Brennan, Conor	New Teacher Orientation	\$100 per diem	\$200	08/27/19-08/28/19	11-130-100-101-67-103-000
Cannon, Steven	New Teacher Orientation	\$100 per diem	\$200	08/27/19-08/28/19	11-130-100-101-67-103-000
Castillo, Jessica	New Teacher	\$100 per diem	\$200	08/27/19-	11-130-100-101-67-103-000

	Orientation			08/28/19	
Chang, Jamie	New Teacher Orientation	\$100 per diem	\$200	08/27/19-08/28/19	11-130-100-101-67-103-000
Guevara, Silvy	New Teacher Orientation	\$100 per diem	\$100	08/27/19	11-130-100-101-67-103-000
Hart, Kirin	New Teacher Orientation	\$100 per diem	\$200	08/27/19-08/28/19	11-130-100-101-67-103-000
Jackson, Jessica	New Teacher Orientation	\$100 per diem	\$200	08/27/19-08/28/19	11-130-100-101-67-103-000
Katsogiannos, Casandra	New Teacher Orientation	\$100 per diem	\$200	08/27/19-08/28/19	11-130-100-101-67-103-000
Kissoon, Pamela	New Teacher Orientation	\$100 per diem	\$200	08/27/19-08/28/19	11-130-100-101-67-103-000
Klapper, Julie	New Teacher Orientation	\$100 per diem	\$100	08/27/19	11-130-100-101-67-103-000
Kuznetsov, Emilee	New Teacher Orientation	\$100 per diem	\$200	08/27/19-08/28/19	11-130-100-101-67-103-000
Lim, Rebecca	New Teacher Orientation	\$100 per diem	\$200	08/27/19-08/28/19	11-130-100-101-67-103-000
Matibag, Rene Paulo	New Teacher Orientation	\$100 per diem	\$200	08/28/18-08/29/18	11-130-100-101-67-103-000
Molloy, Susanne	New Teacher Orientation	\$100 per diem	\$200	08/27/19-08/28/19	11-130-100-101-67-103-000
Murphy, Neil	New Teacher Orientation	\$100 per diem	\$200	08/27/19-08/28/19	11-130-100-101-67-103-000
Pazdro, Lea	New Teacher Orientation	\$100 per diem	\$200	08/27/19-08/28/19	11-130-100-101-67-103-000
Perez, Ashley	New Teacher Orientation	\$100 per diem	\$200	08/27/19-08/28/19	11-130-100-101-67-103-000
Rached, Oliver	New Teacher Orientation	\$100 per diem	\$200	08/27/19-08/28/19	11-130-100-101-67-103-000
Rivas, Jensey	New Teacher Orientation	\$100 per diem	\$200	08/27/19-08/28/19	11-130-100-101-67-103-000
Sanchez, Maribely	New Teacher Orientation	\$100 per diem	\$200	08/27/19-08/28/19	11-130-100-101-67-103-000
Soriano, Raffaella	New Teacher Orientation	\$100 per diem	\$200	08/27/19-08/28/19	11-130-100-101-67-103-000
Vanvalkenburg, Jessica	New Teacher Orientation	\$100 per diem	\$200	08/27/19-08/28/19	11-130-100-101-67-103-000

DMHS/AE OVERLOADS/EXTENDED DAY

Name	Guide	Step	Base Salary	Overload	Total	Effective Dates
Serpico, Nicholas	BA	14	\$59,330	\$5,120	\$64,450	09/01/19 – 06/30/19
Moyle, Brian	BA	12-13	\$57,600	\$5,120	\$62,720	09/01/19 – 06/30/19
Brennan, Casey	BA	2-3	\$55,140	\$5,120	\$60,260	09/01/19 – 06/30/19
Rodriguez, Mauricio	BA	10-11	\$57,100	\$5,120	\$62,220	09/01/19 – 06/30/19
Ferrera, James	BA	22	87,630	\$5,120	\$92,750	09/01/19 – 06/30/19

JDMS OVERLOADS/EXTENDED DAY

Name	Guide	Step	Base Salary	Overload	Total	Effective Dates
Hart, Kirin	MA+30	15	\$76,730	\$5,120	\$81,850	09/01/2019 – 06/30/19
Lora-Morales, Sugeidy	MA+30	9	\$71,600	\$5,120	\$76,720	09/01/2019 – 06/30/19
Mitchell, Basheba	MA+30	16	\$79,650	\$5,120	\$84,770	09/01/2019 – 06/30/19
Ramirez-Casanova, Daisy	MA+30	22	\$104,808	\$5,120	\$109,928	09/01/2019– 06/30/19

NOVICE TEACHER TRAINING

Name	Assignment	Rate	Max	Effective Dates	Budget Account
Barongan, Patricia	Novice Teacher Training	\$30.50 p/h	25	09/01/19-06/30/20	11-000-223-104-60-000-000
Brennan, Conor	Novice Teacher Training	\$30.50 p/h	25	09/01/19-06/30/20	11-000-223-104-60-000-000
Cannon, Steven	Novice Teacher Training	\$30.50 p/h	25	09/01/19-06/30/20	11-000-223-104-60-000-000
Jackson, Jessica	Novice Teacher Training	\$30.50 p/h	25	09/01/19-06/30/20	11-000-223-104-60-000-000
Kissoon, Pamela	Novice Teacher Training	\$30.50 p/h	25	09/01/19-06/30/20	11-000-223-104-60-000-000
Kuznetsov, Emilee	Novice Teacher Training	\$30.50 p/h	25	09/01/19-06/30/20	11-000-223-104-60-000-000
Lim, Rebecca	Novice Teacher Training	\$30.50 p/h	25	09/01/19-06/30/20	11-000-223-104-60-000-000
Matibag, Rene	Novice Teacher Training	\$30.50 p/h	25	09/01/19-06/30/20	11-000-223-104-60-000-000
Molloy, Susanne	Novice Teacher Training	\$30.50 p/h	25	09/01/19-06/30/20	11-000-223-104-60-000-000
Pazdro, Lea	Novice Teacher Training	\$30.50 p/h	25	09/01/19-06/30/20	11-000-223-104-60-000-000
Perez, Ashley	Novice Teacher Training	\$30.50 p/h	25	09/01/19-06/30/20	11-000-223-104-60-000-000
Rached, Oliver	Novice Teacher Training	\$30.50 p/h	25	09/01/19-06/30/20	11-000-223-104-60-000-000
Rivas, Jensey	Novice Teacher Training	\$30.50 p/h	25	09/01/19-06/30/20	11-000-223-104-60-000-000
Sanchez, Maribely	Novice Teacher Training	\$30.50 p/h	25	09/01/19-06/30/20	11-000-223-104-60-000-000
Scheld, Tucker	Novice Teacher Training	\$30.50 p/h	25	09/01/19-06/30/20	11-000-223-104-60-000-000
Soriano, Raffaella	Novice Teacher Training	\$30.50 p/h	25	09/01/19-06/30/20	11-000-223-104-60-000-000

JDMS ATHLETICS – WINTER SEASON

Name	Assignment	Rate	Max/Hrs.	Effective Dates	Budget Code
Mika, Julie	Girls Soccer Coach	Per ETA Rate	\$3,150	2019-2020 Season	11-402-100-101-77-000-000

RESOLVED, upon the recommendation of the Superintendent of Schools, that the following title/positions and rates of pay be approved (Budget Code# 11-402-100-101-77-000-000) as follows, **effective July 1, 2019** on Chart A, and that the staff members listed on Chart B be approved in conjunction with the listed title/position listed in Chart A:

ATHLETICS – EVENT STAFF

CHART A			
Athletic Trainer Substitute	\$60.00	Sports Time Keeper	\$40.00
Crowd Control (Including Middle School)	\$40.00	Sports Time Keeper (Double Headers)	\$55.00
Double Headers	\$55.00	Site Manager	\$55.00
Double Headers (Middle School)	\$50.00	Ticket Sellers/Takers	\$60.00
Football Crowd Control	\$50.00	Track Timer/Worker	\$55.00
Football Announcer	\$50.00		
Weight Room Supervisors	\$25.00 per hour, maximum 2 hour session		

CHART B	
Anderson, Craig	Hampton, Andre
Cruz, Frances	Colon, Jesus
Henry, Trevon	Neuschwanter, Keith
Kendrick, Carolyn	Taylor, Charles
Lawrence, Matthew	Dennis, Hasan
White, Robert	

McCLOUD ELEMENTARY SCHOOL ADVISORS

Name	Assignment	Rate	Max. Hrs.	Effective Dates	Budget Account
Barrientos, Yackelin	Latin Fest Club Co-Advisor	Per ETA Guide	\$630	2019-2020 School Year	11-120-100-101-67-101-000
Calenda, Elizabeth	Student Council Co-Advisor	Per ETA Guide	\$945	2019-2020 School Year	11-120-100-101-67-101-000
Dalrymple-Williams, Delores	Yearbook Co-Advisor	Per ETA Guide	\$630	2019-2020 School Year	11-120-100-101-67-101-000
Dalrymple-Williams, Delores	Technology Club Advisor	Per ETA Guide	\$1,890	2019-2020 School Year	11-120-100-101-67-101-000
Gonzalo, Yesenia	Latin Fest Club Co-Advisor	Per ETA Guide	\$630	2019-2020 School Year	11-120-100-101-67-101-000
Jaquinet, Cristina	Latin Fest Club Co-Advisor	Per ETA Guide	\$630	2019-2020 School Year	11-120-100-101-67-101-000
Jaquinet, Cristina	Student Council Co-Advisor	Per ETA Guide	\$945	2019-2020 School Year	11-120-100-101-67-101-000
Katsogiannos, Casandra	Soccer Club Advisor	Per ETA Guide	\$1,890	2019-2020 School Year	11-120-100-101-67-101-000
Romba, Jillian	Yearbook Co-Advisor	Per ETA Guide	\$630	2019-2020 School Year	11-120-100-101-67-101-000
Siu, Stephanie	Yearbook Co-Advisor	Per ETA Guide	\$630	2019-2020 School Year	11-120-100-101-67-101-000

JDMS SCHOOL ADVISORS					
Name	Assignment	Rate	Max. Hrs.	Effective Dates	Budget Account
DeEsposito, Carmen	Gardening Club Advisor	Per ETA Guide	\$1,890	2019-2020 School Year	11-120-100-101-67-101-000
Dickert, Craig	Spring Musical Assistant Director	Per ETA Guide	\$1,890	2019-2020 School Year	11-120-100-101-67-101-000
Eaton, Leslie	Math League Club Advisor	Per ETA Guide	\$1,890	2019-2020 School Year	11-120-100-101-67-101-000
Marcellus, Martine	Homework Haven Coordinator	\$30.50 p/h	240 hrs.	2019-2020 School Year	11-120-100-101-67-101-000
Marcellus, Martine	7 th Grade Class Advisor	Per ETA Guide	\$3,150	2019-2020 School Year	11-120-100-101-67-101-000
Martin, Jared	Homework Haven Coordinator	\$30.50 p/h	240 hrs.	2019-2020 School Year	11-120-100-101-67-101-000
Mika, Julie	School Newspaper Advisor	Per ETA Guide	\$1,890	2019-2020 School Year	11-120-100-101-67-101-000
Miller, Breigh	Spring Musical Costumes and Set	\$30.50 p/h	100 hrs.	2019-2020 School Year	11-120-100-101-67-101-000
Mitchell, Basheba	Chess Club Advisor	Per ETA Guide	\$1,890	2019-2020 School Year	11-120-100-101-67-101-000
Motyka, Joffin-Mari	Coding Club Advisor	Per ETA Guide	\$1,890	2019-2020 School Year	11-120-100-101-67-101-000
Pugh, Carol	School Treasurer	Per ETA Guide	\$3,150	2019-2020 School Year	11-120-100-101-67-101-000
Pugh, Carroll	Homework Haven Coordinator	\$30.50 p/h	240 hrs.	2019-2020 School Year	11-120-100-101-67-101-000
Robertson, Cathy	8 th Grade Class Advisor	Per ETA Guide	\$3,150	2019-2020 School Year	11-120-100-101-67-101-000
Robertson, Cathy	Marketing Club Advisor	Per ETA Guide	\$1,890	2019-2020 School Year	11-120-100-101-67-101-000
Steelman, Amanda	Student Council Advisor	Per ETA Guide	\$1,890	2019-2020 School Year	11-120-100-101-67-101-000
Steelman, Amanda	Yearbook Advisor	Per ETA Guide	\$1,890	2019-2020 School Year	11-120-100-101-67-101-000
Tisdale, Christopher	Spring Musical Director	Per ETA Guide	\$4,725	2019-2020 School Year	11-120-100-101-67-101-000
Tisdale, Christopher	National Junior Honor Society Advisor	Per ETA Guide	\$1,890	2019-2020 School Year	11-120-100-101-67-101-000
Vlantis-Mejia, Marina	6 th Grade Class Advisor	Per ETA Guide	\$1,890	2019-2020 School Year	11-120-100-101-67-101-000

JDMS STUDENT SUPPORT SERVICES FACILITATOR					
Name	Assignment	Rate	Max. Hrs.	Effective Dates	Budget Account
Hampton, Andre	Saturday Detention	\$34.16 p/h	120	09/19/2019-06/25/2020	11-120-100-101-67-101-000
Kendrick, Carolyn	Saturday Detention	\$37.74 p/h	120	09/19/2019-06/25/2020	11-120-100-101-67-101-000

20-P-22 APPROVAL – STUDENT TEACHER, PRACTICUM OR INTERNSHIP PLACEMENT(S)

WHEREAS, the principal and/or department director to the assigned school has recommended that the following student(s) be approved for a student teaching, practicum or internship, be it

RESOLVED, that the name(s) listed below be approved for a student teaching, practicum or internship placement, with no compensation, subject to the dates indicated.

RESOLVED the Board Secretary shall give notice to this student regarding this approval as soon as possible.

<u>NAME</u>	<u>COLLEGE</u>	<u>DATES</u>	<u>LOC</u>	<u>INSTRUCTOR</u>	<u>CONCENTRATION</u>	<u>TYPE</u>
Abdulaziz, Ghadir	Montclair State University	September 20, 2019 - January 31, 2020	District	Drumgoole, Kathryn / Ciofalo, Jamie	School Counselor	Guidance Intern
Borghi, Michaelangelo	New York University	September 20, 2019 - June 30, 2020	District	Drumgoole, Kathryn	School Counselor	Guidance Intern
Caballero, Juanita*	St. Peter's University	September 16, 2019 - December 21, 2019	JDMS	Joyce, Jacqueline	Science	Student Teacher
Hunter, David	William Paterson University	September 20, 2019 - December 20, 2019 January 22, 2020 – May 7, 2020	District	Aronson, Judy	Social Studies	Practicum Student Teaching
Kim, Stephanie	Montclair State University	September 20, 2019 - January 31, 2020	District	Drumgoole, Kathryn	School Counselor	Guidance Intern
Recine, Joseph	William Paterson University	September 20, 2019 - June 30, 2020	District	Drumgoole, Kathryn / Ciofalo, Jamie	School Counselor	Guidance Intern
Worth, Irene	Montclair State University	September 20, 2019 - January 31, 2020	District	Drumgoole, Kathryn / Ciofalo, Jamie	School Counselor	Guidance Intern

*Revised from 19-P-88 – June 13, 2019

20-P-23 APPROVAL - RETIREMENT, RESIGNATIONS, LEAVES OF ABSENCE, TERMINATIONS

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

LEAVES OF ABSENCE		
<u>Name</u>	<u>Notice/Position</u>	<u>Effective Date(s)</u>
Capellan, Wilson DMHS	Computer Technician Specialist Paid Leave of Absence	August 16, 2019 – September 6, 2019
Cardona, German ¹ (McCloud)	Teacher of Spanish Unpaid Leave of Absence	September 3, 2019 – October 14, 2019
Meltzer, Sandra DMHS	Teacher of Music Paid Leave of Absence	September 9, 2019 – January 3, 2020
Hollander, Amy Quarles	Teacher of Pre-school Paid Leave of Absence Unpaid Leave of Absence	October 21, 2019 – November 19, 2019 November 20, 2019 – January 31, 2020

¹Revised from 20-P-13 on August 15, 2019 Board Agenda

RETIREMENT(S)		
Name	Notice/Position	Effective Date(s)
Harmon, Pauline McCloud	Teacher of Elementary School	October 1, 2019
Waldeck, Erika* JDMS	Teacher of Elementary School	October 1, 2019

*Retirement date changed

EMPLOYEE RESCISSION(S)		
Name	Notice/Position	Effective Date(s)
Humghok, Mariana Quarles	Teacher of Pre-school / Teacher of Students with Disabilities	August 27, 2019
Simpson, Brandon DMHS	Security Officer	September 13, 2019

RESIGNATION(S)		
Name	Notice/Position	Effective Date(s)
Astuto, Denise DMHS	School Counselor	November 5, 2019
Cirilli, John DMHS	Teacher of Social Studies	August 22, 2019
Gabriel, Brian DMHS	Teacher of Biology	August 30, 2019
Marositz, Dakota DMHS	Security Officer	September 2, 2019

TERMINATION		
Name	Notice/Position	Effective Date(s)
ID #6980 DMHS	Security Officer	September 17, 2019