

**THE ENGLEWOOD BOARD OF EDUCATION
MINUTES – PUBLIC MEETING
August 15, 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 Ms. Cheryl Balletto, Business Administrator/Board Secretary.

Present: Donovan Rodriques, Michelle Marom, Brent Watson, Elisabeth Schwartz, Dalia Lerner, Kim Donaldson

Absent: Steven Berrios, Molly Craig-Berry, Angela Midgette-David

Also Present: Michael Brown, Director of Instruction and Technology (on behalf of Robert Kravitz), Cheryl Balletto, Business Administrator/Board Secretary, Dennis McKeever, Board Attorney

Motion by Ms. Schwartz; seconded by Ms. Marom 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.

APPROVAL OF MINUTES

Motion by Mr. Watson, seconded by Ms. Lerner to approve Board minutes.

July 9, 2019 Minutes passed by a majority vote with Ms. Schwartz and Ms. Lerner abstaining.
July 18, 2019 Minutes did not pass with Ms. Marom, Ms. Schwartz and Ms. Donaldson abstaining. The minutes will be on the September 19, 2019 agenda.

BOARD SECRETARY REPORT:

Motion by Ms. Lerner; seconded by Ms. Schwartz,

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 June 2019 and the Board Secretary's report for the month of June 2019; and

FUND	CASH BALANCE	APPROPRIATIONS	ENCUMBRANCES	EXPENDITURES	FUND BALANCE
General Current Expense Fund	\$ 1,195,575.27	\$69,737,273.33	\$ 2,246,982.16	\$ 64,646,781.53	\$ 2,843,509.64
(10),(11),(18) Current Expense		\$67,488,228.03	\$ 2,223,177.16	\$ 63,498,469.66	\$ 1,766,581.21
(12) Capital Outlay		\$ 2,249,045.30	\$ 23,805.00	\$ 1,148,311.87	\$ 1,076,928.43
(13) Special Schools					
Capital Reserve					
(20) Special Revenue Fund	\$ 310,787.48	\$ 7,193,397.98	\$ 317,619.95	\$ 4,988,834.18	\$ 1,886,943.85
(30) Capital Projects Fund	\$ 735,895.87	\$ 228,450.16			\$ 228,450.16
(40) Debt Service Fund	\$ 1.22	\$ 1,819,356.26		\$ 1,819,356.26	\$ -
(50) Enterprise Fund	\$ (136,045.50)				
(1) NET Payroll	\$ (16,117.20)				
(60) Enterprise Fund	\$ 104,839.28				
TOTAL	\$ 2,194,936.42	\$78,978,477.73	\$ 2,564,602.11	\$ 71,454,971.97	\$ 4,958,903.65

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 with those Board members present.

COMMITTEE REPORT(S)**SUPERINTENDENT'S REPORT**

Mr. Benjamin Suro, the Principal at Dwight Morrow High School, introduced himself to the Board of Education and the audience and provided them with his background, education, professional career and administrative experience.

PRIVILEGE OF THE FLOOR

Mr. Cobb – 20-F-23 Englewood Recreation Department Facility Rental – The City is willing to follow the process to get things done. We're servicing the same group of people. We're working well with the Bergen Family Center. The kids are most important. It's important that we all work together for the after school program.

Ms. Bulluck – At the last meeting, I asked the Superintendent for an explanation and an apology for the parents who had a court date and there wasn't a representative from the district. His response was "no comment." So I am asking again. The issues with the Recreation Department and the Board of Education – we need a joint meeting where things like this can be hashed out. Why are we retaining a special attorney for litigation? Who are we suing? Didn't we just finish a \$2.9 million frivolous lawsuit? How is this lawsuit of benefit to the students? Has the Board approved the submission of the Long Term Facilities to the State?

Ms. Oibe representing students from DMAE – Ms. Oibe spoke about a lack of sufficient structure, communication and effort at DMAE.

Mr. Lee student at DMAE - What specific actions has the Board taken to address our concerns so that we we have confidence that the Board is addressing our requests with serious intent?

Mr Cucuta – Homecoming – it has been set for Friday. Is it possible to reschedule it to Saturday, September 28? Why isn't there mandatory tutorial for the athletes?

Mr. Matthews – What the Board can do between now and the next meeting is to appoint a committee that regularly meets with the Middle School and High School student bodies. The resolution withdrawing the tenure charges is the most heartbreaking resolution that I have ever seen. We wasted \$3 million. Why did this go on? It was solely the initiative of no one but the Superintendent. Mr. Kravitz needs to answer for blowing \$3 million. There is not one school in this district that is better off since Robert Kravitz has been here. You have members on this Board that are missing so often that they should be kicked off the Board. We got rid of the Mandarin program, the JCC program which was cost effective and the parents loved it. We spent \$3 million that was supposed to be a slam dunk. Will all the individuals on the resolution return to the school district? When? Superintendent's merit goals for 2019-2020? The Tenafly Superintendent doesn't get a penny in merit goals. We need to stop wasting money. There needs to be someone directly in charge of the Academies. The Academies is drifting. The agenda does not show the decrease in the number of students every month. You hide that. People are leaving because of a lack of leadership. Next month, have the Academies numbers on the agenda so that we can track it. There needs to be someone who is in charge of 450 students. We always had that – until Robert Kravitz came. We've always had an Assistant Superintendent. One person cannot run this District. Did you know that 100 out of 246 students graduated using grad point. That is educational fraud. It's pathetic. The Superintendent reports to you.

Dr. Harper – Thank you Ms. Balletto for answering my question and thank you for putting it in that format. That's why we all know about the \$3 million ticket that we paid. There is still money being paid out. My next request is, at the September meeting would you please add on all of the charges through September. Will the playground at Quarles be ready on September 1? The Athletic Director needs to get on with the rhythm of this community and our traditions. The alumni would like to see it protected and professed. The school colors are maroon and white, not maroon, white and black. Does Kravitz get a financial bonus for his merit goals? Why don't you share that bonus with the teachers that are making it happen? I would like to suggest that we have a meet and greet with the Principal. Who is charge of the negotiations committee? How many credits have each of you completed in your training?

Ms. Richardson - My main concern are the kids. A lot of kids coming into the district have special needs. You are hiring teachers that cannot deal with this. Englewood is a predominately black and hispanic community. I want to see more teachers that look like me.

Ms. Barnes – To have a non-academic supportive program at a school that needs the most educational support is unacceptable. It is also unacceptable that you are not providing the transportation for them to move from McCloud to Grieco. A sports program does not help our children when they are not passing tests. Ms. Balletto please address my lunch bill concern.

Ms. Robinson - There needs to be transportation for our children from McCloud to Grieco for the afterschool program.

Ms. Donaldson –

- Home Coming – we will talk to the administrative staff and see if there is something we can do.
- In regards to AP – there is no longer the biology requirement for freshmen AP – it's by choice.
- The student rep – as a Board, we do agree. We would like to have a student rep. It's a great idea to form a committee.

- The new attorney – *Mr. McKeever* responded – with respect to the tenure case and whether or not the individuals will return to district. Prior to their return, the Commissioner of Education has to agree with the withdrawal. There are on-going costs associated with the tenure litigation. Some of those cases are moving on a different track. Some of those cases are being handled by insurance. The counselor that is on the agenda - that counsel is being retained for the purposes of investigating whether or not there were any issues related to the tenure charges. At this stage of the game, we are not making any comments. In terms of training, all Board members are required to receive different levels of training.

Mr. Brown -

- Student representation - the students can assist in the process. The process should include the Superintendent to make sure the message gets to the Board. That would be my strong recommendation.
- As far as the homecoming piece, I'm not sure why that date was chosen. I will make sure that Mr. Kravitz knows that it is a concern. I will convey that need and desire.
- Who is in charge of the Academies? Upon the arrival of the new Principal, Mr. Kravitz decided that he will allow the structure of the high school by the Principal. The Principal is still in the process of establishing the roles within DMHS to include the Academies.
- Special Education – Englewood has to ensure that students holding IEP's are sitting in classrooms that demonstrate the least restrictive environment. They are placed in an environment where they can thrive. If you isolate students, you hinder their ability to make progress.

Ms. Donaldson – the Afterschool Program – We are working with the Recreation Department and The Bergen Family Center. As far as transportation is concerned, we are trying to work through it. We are going to see other programs and visit the sites.

BOARD DISCUSSION

Mr. Rodriques – My main concern is the kids. That is why I am on this Board. All of our children should be given equal treatment. We have the lowest test scores in almost all subjects. It starts from grades K through 12. The 3rd grade statistically is the school to prison pipeline. We are not providing our kids with an academic supported afterschool program. We need to find a way to make it happen. 20-P-13 – I understand we have replacements for most of the staff leaving. Are there any positions still open?

As of today there are seven positions, permanent and leave positions that have not been filled.

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

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

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

Resolution #	Topic	Rodrigues	Marom	Watson	Schwartz	Lerner	Donaldson
20-B-18	Approval – Appoint Special Board Attorney						
20-B-19 Addendum	Approval – Authorizing Withdrawal of Tenure Charges						
20-A-10	Approval – Purchased Services 2019-2020						
20-A-11	Approval – SOA for the Requirements of the District Professional Development Plan and District Mentoring Plan						
20-A-12	Approval – Field Trip						
20-A-13 Addendum	Approval – First Reading of Board of Education Policy 5561						
20-F-15	Approval – Staff and BOE Travel						
20-F-16	Approval – Line Item Transfers						
20-F-17	Approval – Bills List						
20-F-18	Approval – Security System Purchase and Annual Maintenance Fee						
20-F-19	Approval – D.A. Quarles Early Childhood Center						
20-F-20	Approval – State Aid Awards						
20-F-21	Approval – Transportation For Choice Students						
20-F-22 Addendum	Approval – Reimbursement for NJ Wrestling Championship Competition						
20-F-23 Addendum	Approval – Englewood Recreation Department Facility Rental	No					
20-F-24 Addendum	Approval – Janis E. Dismus Electrical Emergency Repair						
20-P-08	Approval – 2019-2020 Contracted Appointments And Employment of Personnel: Full-Time/Part-Time, Non-Guide Employees, and Substitutes						
20-P-09	Approval – 2019-2020 Salary Adjustments, Reclassifications and Transfers						
20-P-10	Approval – 2018-2019 Extra Compensation Positions						
20-P-11	Approval – 2019-2020 Extra Compensation Positions						
20-P-12	Approval – Student Teacher, Practicum or Internship Placement(S)						
20-P-13	Approval – Retirement, Resignations, Leaves of Absence, Terminations						
20-P-14*	Approval – Job Descriptions						
20-P-15	Approval – Business Administrator/Board Secretary Employment Contract						
20-P-16 Addendum	Approval – 2019-2020 Contracted Appointments and Employment of Personnel: Full-Time, Non-Guide Employees; and Substitutes						
20-P-17 Addendum	Approval – 2019-2020 Salary Adjustments, Reclassifications and Transfers						

*The Principal Job Description has been tabled.

NEW/OLD BUSINESS:

None

Motion to adjourn at 9:40 p.m. by Mr. Watson; seconded by Ms. Schwartz.

BOARD

20-B-18 APPROVAL – APPOINT SPECIAL BOARD ATTORNEY

BE IT RESOLVED, the Englewood Board of Education appoints Glenn A. Bergenfield, P.C. and Pinilis and Halpern as Special Board Counsel for malpractice legal matters on a contingency fee basis of 1/3 of gross recovery and all actual costs involved with the litigation of this matter (i.e., court filing fees, sheriff's service fees, deposition transcripts, trial exhibits, expert's fees and extra-ordinary travel expenses or photocopy charges).; now

BE IT FURTHER RESOLVED, the Englewood Board of Education authorizes the Business Administrator to advance \$2,500 in a trust account.

ADMINISTRATION

20-A-10 APPROVAL – PURCHASED SERVICES 2019 – 2020

TAB -03

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
Quarles Assembly	"Mexico Beyond Mariachi" Friday, Sept. 20, 2019 8:45AM & 10AM	11-190-100-500-02-000-000 20-218-100-500-02-723-000	\$2,000.00
"Be True to You"	"Be True to You" Wednesday October 2, 2019 8:45AM & 10AM	11-190-100-500-02-000-000 11-000-218-500-02-000-000	\$2,100.00
Bergen County Special Service	Tuition See Attached List July 2019 - June 2020	11-000-100-565-40-000-000	\$1,786,696.00
Public Schools	Tuition See Attached List July 2019 - June 2020	11-000-100-562-40-000-000	\$1,181,902.60
Private School for Disabled-in-State	Tuition See Attached List July 2019 - June 2020	11-000-100-566-40-000-000	\$2,262,671.61
BCTS-Paramus Vo-Tech	Tuition See Attached List July 2019 - June 2020	11-000-100-564-40-000-000	\$648,000.00
Burlington CSSSD	Transportation Student (#144344) July 2019 - June 2020	11--000-270-514-40-000-000	\$12,000.00
Teaching Strategies, LLC ("TS")	Teaching Strategies, LLC ("TS") will provide Donald A Quarles Elementary School. The Services include proprietary content, activities, articles, tools, software applications, databases, and other materials. July 2019 - June 2020	20-218-200-500-02-000-000	\$3,840.00
Parisian Beauty Academy	High School Cosmetology Program 2019-2020	11-190-100-500-20-000-000 20-250-100-500-20-000-000	\$30.00 per day per student

20-A-11 APPROVAL – STATEMENT OF ASSURANCE FOR THE REQUIREMENTS OF THE DISTRICT PROFESSIONAL DEVELOPMENT PLAN AND DISTRICT MENTORING PLAN TAB-04 TAB-05

WHEREAS, the Englewood Board of Education has reviewed school district PDP and Mentoring Plan for fiscal impact,

BE IT RESOLVED, the Englewood Board of Education approves the submission of the Statement of Assurance for the requirements of the District Mentoring Plan and the school district PDP for the 2019-2020 school year to the County Office of Education by September 1, 2019.

20-A-12 APPROVAL – FIELD TRIP

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

DMAE Grade: 12	Bergen County College Fair -FDU Hackensack, NJ Purpose: To help seniors applying for colleges to get information on schools and the process.	September 19, 2019	Students: 45 Chaperones/ Teachers	Transportation: District	
				11-000-270-800-63-000- 000	<u>\$110</u>
				Overall Cost of Trip: Final Cost to District:	<u>\$110</u> <u>\$110</u>

FINANCE

20-F-15 APPROVAL – STAFF AND BOE TRAVEL

TAB-06

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-16 APPROVAL – LINE ITEM TRANSFERS

TAB-07

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

20-F-17 APPROVAL – BILLS LIST

TAB-08

RESOLVED, the Board of Education approves payment of the attached bills in the total amount of \$3,412,832.89.

20-F-18 APPROVAL – SECURITY SYSTEM PURCHASE AND ANNUAL MAINTENANCE FEE

WHEREAS, the Englewood Public School District is in need to install a new security system for safety of students and staff; now

THEREFORE BE IT RESOLVED, upon the recommendation of the Superintendent of Schools, the Englewood Board of Education approves the following security camera equipment, software and installation to be paid by budgeted emergency reserve funds with Eastern DataComm, 44 Commerce Way, Hackensack, NJ 07601

SCHOOL	AMOUNT	VENDOR CONTRACT
Dwight Morrow High School	\$285,306.53	NJ State Contract 89980
Janis E. Dismus Middle School	\$141,453.28	NJ State Contract 89980
D.A. Quarles Early Childhood Center	\$131,478.66	NJ State Contract 89980
TOTAL	\$558,238.47	

BE IT FURTHER RESOLVED, upon the recommendation of the Superintendent of Schools, the Englewood Board of Education approves the annual maintenance fee of \$31,750 and to transfer \$31,750 from 11-120-100-101 (grades 1 through 5 teachers' salaries) to 11-000-266-500 (security-purchase services).

20-F-19 APPROVAL – D.A. QUARLES EARLY CHILDHOOD CENTER

WHEREAS, Building B roof is in need of repair; now

THEREFORE BE IT RESOLVED, upon the recommendation of the Superintendent of Schools, the Englewood Board of Education authorizes a contract with Alper Enterprises, Inc., 530 Kings Highway, Moorestown, NJ 08057-2602 in the amount of \$23,000 per EdData #9I87 for roof repair

20-F-20 APPROVAL – STATE AID AWARDS

WHEREAS, the Englewood Public School District had applied for additional state aid for the 2018/2019 school year; now

THEREFORE BE IT RESOLVED, the Englewood Board of Education accepts the following state awards:

- Reimbursement of Nonpublic School Transportation Costs \$83,718
- Extraordinary Aid \$1,042,023

20-F-21 APPROVAL – TRANSPORTATION FOR CHOICE STUDENTS

WHEREAS, the Englewood Board of Education provides transportation services for choice students living outside the district to Academies @ Englewood (Dwight Morrow High School); and

WHEREAS, the district is required to have Board approved authority to enter into transportation agreements with these districts; now

THEREFORE BE IT RESOLVED, the Englewood Board of Education approves the following list of school districts that will participate in school bus transportation in accordance with P.L.2010, c.65 (A-355), the School Choice Law for the 2019-2020 school year.

Bergenfield	Little Ferry
Bogota	Lodi
Carlstadt-East Rutherford Regional	Lyndhurst
Clifton	Mahwah
Northern Valley Regional	Moonachie
Cresskill	New Milford
Dumont	North Bergen
Edgewater	Palisades Park
Elmwood Park	Paramus
Englewood Cliffs	Paterson
Fair Lawn	Ridgefield
Fairview	Ridgefield Park
Fort Lee	River Dell Regional
Ramapo-Indian Hills Regional	Rochelle Park
Garfield	Rutherford
Guttenberg	Saddle Brook
Hackensack	Teaneck
Manchester Regional	Westwood Regional
Hasbrouck Heights	Wood-Ridge
Leonia	

PERSONNEL

20-P-08 APPROVAL – 2019-2020 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.

<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
Averill, Denise* (L.R. #6219)	Teacher of Students w/ Disabilities Standard: Teacher of Students w/ Disabilities	JDMS	MA, 2-3 \$58,890 Budget Code: #11-204-100-101-40-101-000	09/01/2019- 12/20/2020
Jackson, Jessica (N)	Teacher of Students w/ Disabilities CE: Teacher of Students w/ Disabilities	McCloud	BA, Step 1 \$54,690 #11-212-100-101-40-000-000	09/01/2019- 06/30/2020
Matibag, Rene (R. #5783)	Teacher of Mathematics CEAS: Teacher of Elementary w/ Subject Matter Specialization Mathematics 5-8	JDMS	BA, Step 1 \$54,690 Budget Code: #11-130-100-101-76-101-000	09/01/2019- 06/30/2020
Perez, Ashley (R. #7014)	Teacher of English Language Arts CEAS: Teacher of English	JDMS	BA, Step 1 \$54,690 Budget Code: #11-130-100-101-76-101-000	09/01/2019- 06/30/2020
Rivas, Jensey (R. #6474)	Teacher of Business Provisional: Teacher of Comprehensive Business	DMHS	MA, 2-3 \$58,890 Budget Code: #11-140-100-101-98-000-000	09/01/2019- 06/30/2020
Soriano, Raffaella (R. #6510)	Teacher of Elementary School Provisional: Teacher of Preschool – 3	Quarles	BA, Step 2-3 \$55,140 Budget Code: #11-204-100-101-40-101-000	09/01/2019- 06/30/2020
Vanvalkenburg, Jessica	Teacher of Elementary School	Quarles	BA, Step 4-5 \$55,590	09/01/2019- 06/30/2020

(R. #6734)	Standard: Teacher of Elementary School K-6		Budget Code: #11-110-100-101-85-101-000	
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*Leave Replacement non-tenurable position

NON-CERTIFICATED STAFF

Name	Position/Certification	Loc	Salary/Budget	Effective Dates
Kendrick, Carolyn (RI)	Student Attendance Coordinator/School Community Liaison (10 – month)	District	\$52,839 Budget Code: #11-000-211-172-76-000-000	09/01/2019-06/30/2020
Simpson, Brandon (R. #6850)	Security Officer (Part-time) NJ SORA Certificate	Quarles	\$17.14 ph, Non-Guide (max. 25 hours per week) Budget Code: #11-000-266-100-60-101-000	09/01/2019-06/30/2020

20-P-09 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 TRANSFERS

Name	From	To
Carvajal, Dina	Acting School Counselor McCloud	School Counselor JDMS
Ha, Ivy	Teacher of Art DMHS	Teacher of Art Quarles/JDMS
LaRusso, John	Teacher of Health and Physical Education DMHS	Teacher of Health and Physical Education JDMS
Meltzer, Sandra	Teacher of Music DMHS	Teacher of Music DMHS/JDMS
Rodriguez, Jose	Teacher of Music Quarles/JDMS	Teacher of Music Quarles/McCloud
Sariahmed-Tolu, Sabrina	Teacher of French DMHS	Teacher of Elementary School w/Subject Matter Specialization: Science in Grades 5 – 8 JDMS

NON-GUIDE PERSONNEL TRANSFERS/RECLASSIFICATIONS

Name	From	To
Lewis, Marva (R. #5588)	Security Officer Quarles Part-Time - \$18.93 per hour Budget Code: #11-000-266-100-60-101-000	Security Officer McCloud Full-Time - \$27,580 Effective: 09/01/2019 Budget Code: #11-000-266-100-60-101-000

20-P-10 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:

McCLOUD ELEMENTARY SCHOOL ADVISORS					
Name	Assignment	Rate	Max. Hrs.	Effective Dates	Budget Account
Calenda, Elizabeth	Student Council Co-Advisor	Per ETA Guide	\$900 (pro-rata)	09/01/2018-12/21/2018	11-120-100-101-67-101-000
Dalrymple-Williams, Delores	Yearbook Co-Advisor	Per ETA Guide	\$450 (pro-rata)	09/01/2018-12/21/2018	11-120-100-101-67-101-000
Dalrymple-Williams, Delores	Technology Club Co-Advisor	Per ETA Guide	\$1,800 (pro-rata)	09/01/2018-12/21/2018	11-120-100-101-67-101-000
Fischer, Peyton	Yearbook Co-Advisor	Per ETA Guide	\$450 (pro-rata)	09/01/2018-12/21/2018	11-120-100-101-67-101-000
Ramirez-Casanova, Daisy	Latin Festival Advisor	Per ETA Guide	\$1,800 (pro-rata)	09/01/2018-12/21/2018	11-120-100-101-67-101-000
Romba, Jillian	Yearbook Co-Advisor	Per ETA Guide	\$450 (pro-rata)	09/01/2018-12/21/2018	11-120-100-101-67-101-000
Salazar, Evelyn	Student Council Co-Advisor	Per ETA Guide	\$900 (pro-rata)	09/01/2018-12/21/2018	11-120-100-101-67-101-000
Siu, Stephanie	Soccer Club Advisor	Per ETA Guide	\$1,800 (pro-rata)	09/01/2018-12/21/2018	11-120-100-101-67-101-000
Siu, Stephanie	Yearbook Co-Advisor	Per ETA Guide	\$450 (pro-rata)	09/01/2018-12/21/2018	11-120-100-101-67-101-000

20-P-11 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:

STEM CAMP					
Name	Assignment	Rate	Max/ Hrs.	Effective Dates	Budget Code
Lupardi, Amy	STEM Camp Instructor	\$30.50	20	Summer 2019-2020	20-234-100-101-10-000-000

ORTON GILLINGHAM LEARNING					
Name	Assignment	Rate	Max/ Hrs.	Effective Dates	Budget Account
Pazymino, Ysoris	Orton Gillingham Learning	\$30.50 p/h	30	Summer 2019-2020	11-000-223-104-60-000-000
Soriano, Raffaella	Orton Gillingham Learning	\$30.50 p/h	30	Summer 2019-2020	11-000-223-104-60-000-000
Vanvalkenburg, Jessica	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
Cash, John	Curriculum Writing – Information Systems Academy	\$30.50 p/h	20	Summer 2019-2020	11-000-221-102-67-103-000
Goolsaran, Jacqueline	Curriculum Writing – Biomedicine Academy	\$30.50 p/h	20	Summer 2019-2020	11-000-221-102-67-103-000
Ladron Boronat, Nestor	Curriculum Writing – Biomedicine Academy	\$30.50 p/h	10	Summer 2019-2020	11-000-221-102-67-103-000
Mechail, Moheb	Curriculum Writing – Pre-Engineering Academy	\$30.50 p/h	20	Summer 2019-2020	11-000-221-102-67-103-000
Melillo, Joseph	Curriculum Writing – Biomedicine Academy	\$30.50 p/h	10	Summer 2019-2020	11-000-221-102-67-103-000
Park, Jin	Curriculum Writing	\$30.50 p/h	75	Summer 2019-2020	11-000-221-102-67-103-000
Sherry, Randy	Curriculum Writing – Pre-Engineering Academy	\$30.50 p/h	20	Summer 2019-2020	11-000-221-102-67-103-000
Sobieski, Justine	Curriculum Writing – Biomedicine Academy	\$30.50 p/h	20	Summer 2019-2020	11-000-221-102-67-103-000
Widensky, Jeanette	Curriculum Writing	\$30.50 p/h	75	Summer 2019-2020	11-000-221-102-67-103-000

DMHS – FRESHMAN ORIENTATION					
Name	Assignment	Rate	Max/ Hrs.	Effective Dates	Budget Account
Astuto, Denise	Freshman Orientation	\$30.50 p/h	10	Summer 2019-2020	11-140-100-101-67-103-000
Markert, Daniel	Freshman Orientation	\$30.50 p/h	10	Summer 2019-2020	11-140-100-101-67-103-000
McClelland, Dorothy	Freshman Orientation	\$30.50 p/h	10	Summer 2019-2020	11-140-100-101-67-103-000
Nesfield, Cliff	Freshman Orientation	\$30.50 p/h	10	Summer 2019-2020	11-140-100-101-67-103-000
Pennington, James	Freshman Orientation	\$30.50 p/h	10	Summer 2019-2020	11-140-100-101-67-103-000
Sherry, Randy	Freshman Orientation	\$30.50 p/h	10	Summer 2019-2020	11-140-100-101-67-103-000

SUMMER GRADUATION					
Name	Assignment	Rate	Max. Hrs.	Effective Dates	Budget Account

Frangiosa, Grace	Summer Graduation	\$30.50 p/h	10	08/12/2019-08/30/2019	11-401-100-100-77-101-000
Rochman, Mindy	Summer Graduation	\$30.50 p/h	10	08/12/2019-08/30/2019	11-401-100-100-77-101-000

PROMOTIONAL MATERIAL DEVELOPMENT

Name	Assignment	Rate	Max. Hrs.	Effective Dates	Budget Account
Ferrara, James	Promotional Materials Development	\$30.50 p/h	200	09/01/2019 06/30/2020	11-401-100-100-77-101-000

SUCCESS SATURDAY PARENT/STUDENT PROGRAMS (2 hours per event / 3 team members maximum)

Name	Assignment	Rate	Max. Hrs.	Effective Dates	Budget Account
Ashley, Willola	CST Success Saturday	\$30.50 p/h	20	09/01/2019 06/30/2020	11-140-100-101-67-103-000
Astuto, Denise	Success Saturday – Guidance	\$30.50 p/h	20	09/01/2019 06/30/2020	11-140-100-101-67-103-000
Brooks, Jalesah	Success Saturday – Guidance	\$30.50 p/h	20	09/01/2019 06/30/2020	11-140-100-101-67-103-000
Carlisle, Sandra	CST Success Saturday	\$30.50 p/h	20	09/01/2019 06/30/2020	11-140-100-101-67-103-000
Carvajal, Dina	Success Saturday – Guidance	\$30.50 p/h	20	09/01/2019 06/30/2020	11-140-100-101-67-103-000
Cohen, Rachel	Success Saturday – Guidance	\$30.50 p/h	20	09/01/2019 06/30/2020	11-140-100-101-67-103-000
Drumgoole, Kathryn	Success Saturday – Guidance	\$30.50 p/h	20	09/01/2019 06/30/2020	11-140-100-101-67-103-000
Foster, Toni	CST Success Saturday	\$30.50 p/h	20	09/01/2019 06/30/2020	11-140-100-101-67-103-000
Goldston, Zuri	Success Saturday – Guidance	\$30.50 p/h	20	09/01/2019 06/30/2020	11-140-100-101-67-103-000
Haughton, Grace	CST Success Saturday	\$30.50 p/h	20	09/01/2019 06/30/2020	11-140-100-101-67-103-000
Herrera, Wendy	CST Success Saturday	\$30.50 p/h	20	09/01/2019 06/30/2020	11-140-100-101-67-103-000
Humphrey, Pamela	CST Success Saturday	\$30.50 p/h	20	09/01/2019 06/30/2020	11-140-100-101-67-103-000
Hurtado, Diana	CST Success Saturday	\$30.50 p/h	20	09/01/2019 06/30/2020	11-140-100-101-67-103-000
Kaufman, Elaine	CST Success Saturday	\$30.50 p/h	20	09/01/2019 06/30/2020	11-140-100-101-67-103-000
Land, Jerome	CST Success Saturday	\$30.50 p/h	20	09/01/2019 06/30/2020	11-140-100-101-67-103-000
Madrid, Xiomara	CST Success Saturday	\$30.50 p/h	20	09/01/2019 06/30/2020	11-140-100-101-67-103-000
Malone, April	Success Saturday – Guidance	\$30.50 p/h	20	09/01/2019 06/30/2020	11-140-100-101-67-103-000
McDonald, James	Success Saturday – Guidance	\$30.50 p/h	20	09/01/2019 06/30/2020	11-140-100-101-67-103-000
Mohn, Heather	CST Success Saturday	\$30.50 p/h	20	09/01/2019 06/30/2020	11-140-100-101-67-103-000
Pascarello, Beth	CST Success Saturday	\$30.50 p/h	20	09/01/2019 06/30/2020	11-140-100-101-67-103-000
Rodriguez, Christine	CST Success Saturday	\$30.50 p/h	20	09/01/2019 06/30/2020	11-140-100-101-67-103-000

Ruder, Linda	CST Success Saturday	\$30.50 p/h	20	09/01/2019 06/30/2020	11-140-100-101-67-103-000
Sullivan, Dennis	CST Success Saturday	\$30.50 p/h	20	09/01/2019 06/30/2020	11-140-100-101-67-103-000

HOME INSTRUCTION

Name	Assignment	Rate	Max. Hrs.	Effective Dates	Budget Code
Marcellus, Martine	Home Instructor	\$30.50	300	09/01/2019- 06/30/2020	11-150-100-101-40-101-000
Mitchell, Basheba	Home Instructor	\$30.50	300	09/01/2019- 06/30/2020	11-150-100-101-40-101-000
Murphy, Theodora	Home Instructor	\$30.50	300	09/01/2019- 06/30/2020	11-150-100-101-40-101-000
Nesfield, Cliff	Home Instructor	\$30.50	300	09/01/2019- 06/30/2020	11-150-100-101-40-101-000
Oden, Lisa	Home Instructor	\$30.50	300	09/01/2019- 06/30/2020	11-150-100-101-40-101-000
Ortiz, Albert	Home Instructor	\$30.50	300	09/01/2019- 06/30/2020	11-150-100-101-40-101-000
Perry, Debby	Home Instructor	\$30.50	300	09/01/2019- 06/30/2020	11-150-100-101-40-101-000
Robinson, Dean	Home Instructor	\$30.50	300	09/01/2019- 06/30/2020	11-150-100-101-40-101-000
Salvatore, Nicholas	Home Instructor	\$30.50	300	09/01/2019- 06/30/2020	11-150-100-101-40-101-000
Schweizer, Danielle	Home Instructor	\$30.50	300	09/01/2019- 06/30/2020	11-150-100-101-40-101-000
Thomas, Erin	Home Instructor	\$30.50	300	09/01/2019- 06/30/2020	11-150-100-101-40-101-000
Walker, Arthorine	Home Instructor	\$30.50	300	09/01/2019- 06/30/2020	11-150-100-101-40-101-000
Walker, Ricardo	Home Instructor	\$30.50	300	09/01/2019- 06/30/2020	11-150-100-101-40-101-000
Weinberger, Judy	Home Instructor	\$30.50	300	09/01/2019- 06/30/2020	11-150-100-101-40-101-000

HIGH SCHOOL ATHLETICS – WINTER SEASON

Name	Assignment	Rate	Max/ Hrs.	Effective Dates	Budget Code
Encarnacion, Ulyssess	Assistant Football Coach	Per ETA Rate	\$5,670	2019-2020 Season	11-402-100-101-77-000-000
Oden, Lisa	Heach Coach – Indoor Winter Track	Per ETA Rate	\$6,615	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	Hanson, Stephen
Kendrick, Carolyn	

20-P-12 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>
Recine, Joseph	William Paterson University	September 11, 2019 - December 20, 2019	District	Drumgoole, Kathryn / Ciofalo, Jamie	Guidance Counselor	Guidance Intern
Borghi, Michaelangelo	New York University	September 11, 2019 - December 20, 2019	District	Drumgoole, Kathryn	Guidance Counselor	Guidance Intern

20-P-13 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>
Cardona, German ² (McCloud)	Teacher of Spanish Unpaid Leave of Absence	September 3, 2019 – December 20, 2019
Emont, Tamara (Grieco)	Teacher of Elementary School Intermittent Family Leave	September 3, 2019 – November 22, 2019
Medina, Carlos (Quarles)	Security Officer Paid Leave of Absence Unpaid Leave of Absence	September 9, 2019 – September 13, 2019 September 16, 2019 – November 29, 2019
Mittman, Barbara (Grieco)	Teacher of Elementary School Paid Medical Leave of Absence	August 29, 2019 – October 4, 2019
Van Der Linden, Stephanie ¹ JDMS	Teacher of Students with Disabilities Paid Medical Leave of Absence Unpaid Medical Leave of Absence Unpaid Medical Leave of Absence	March 18, 2019 to March 29, 2019 April 1, 2019 to June 30, 2019 September 3, 2019 to January 3, 2020

¹Revised from Board Agenda #19-P-89 – June 13, 2019

²Revised from Board Agenda #19-P-57 – March 14, 2019

RETIREMENT(S)		
Name	Notice/Position	Effective Date(s)
Waldeck, Erika JDMS	Teacher of Elementary School	June 30, 2019

EMPLOYEE RESCISSION		
Name	Notice/Position	Effective Date(s)
Pang, Jessie	Teacher of Biological Science DMHS	July 19, 2019
Kazalunas, Kaitlyn	Teacher of Preschool – Grade 3 Quarles	August 12, 2019

RESIGNATION(S)		
Name	Notice/Position	Effective Date(s)
Rodriguez, Angelina	Pre-K – 5 STEM Instructional Coach	August 5, 2019

TERMINATION		
Name	Notice/Position	Effective Date(s)
Employee ID #6138	Termination	July 17, 2019

20-P-14 APPROVAL – JOB DESCRIPTIONS

TAB-09

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

Principal	Supervisor of Elementary Education
Supervisor of Secondary Education	Business Administrator/Board Secretary
School Bus Driver	

20-P-15 APPROVAL – SCHOOL BUSINESS ADMINISTRATOR/BOARD SECRETARY EMPLOYMENT CONTRACT

TAB-10

WHEREAS, the Board of Education, accepts the recommendation of the Superintendent, to approve the employment contract of Cheryl Balleto, School Business Administrator/Board Secretary; and

RESOLVED, the Board of Education accepts the attached contract as approved by the Bergen County Executive Superintendent commencing July 1, 2019 through June 30, 2020.

