

THE ENGLEWOOD BOARD OF EDUCATION
MINUTES – PUBLIC MEETING
December 19, 2019
6:30 p.m.

The meeting was called to order at 6:37 p.m. and the NJ Open Public Meeting Statement was read by Ms. Cheryl Balletto, Business Administrator/Board Secretary

Present: Steven Berrios, Molly Craig-Berry (arrived at 7:43 p.m.), Donovan Rodriques, Michelle Marom, Brent Watson (arrived at 7:05 p.m.), Angela Midgette-David, Elisabeth Schwartz (arrived at 7:40 p.m.), Kim Donaldson

Absent: Dalia Lerner

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

Motion by Ms. Midgette-David; seconded by Mr. Rodriguez 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 Ms. Schwartz, seconded by Ms. Midgette-David to approve Board minutes.

November 14, 2019 Minutes passed by a unanimous vote with those Board members present.

BOARD SECRETARY REPORT:

Motion by Ms. Schwartz; 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 October 2019 and the Board Secretary's report for the month of October 2019; and

FUND	CASH BALANCE	APPROPRIATIONS	ENCUMBRANCES	EXPENDITURES	FUND BALANCE
General Current Expense Fund	\$ 7,237,267.40	\$ 69,414,585.41	\$50,458,285.31	\$15,195,312.13	\$ 3,760,987.97
(10),(11),(18) Current Expense		\$ 67,319,608.41	\$49,586,633.85	\$14,209,469.00	\$ 3,523,505.56
(12) Capital Outlay		\$ 2,094,977.00	\$ 871,651.46	\$ 985,843.13	\$ 237,482.41
(13) Special Schools					
Capital Reserve					
(20) Special Revenue Fund	\$ 744,987.62	\$ 6,944,296.25	\$ 3,887,361.91	\$ 262,256.15	\$ 2,794,678.19
(30) Capital Projects Fund	\$ 735,895.87	\$ 228,450.16			\$ 228,450.16
(40) Debt Service Fund	\$ 289,161.85	\$ 1,813,356.26		\$ 164,178.13	\$ 1,649,178.13
(50) Enterprise Fund	\$ (5,326.52)				
(1) NET Payroll	\$ (6,254.28)				
(60) Enterprise Fund	\$ 104,839.28				
TOTAL	\$ 9,100,571.22	\$ 78,400,688.08	\$54,345,647.22	\$15,621,746.41	\$ 8,433,294.45

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)

Academic Affairs Committee – Mr. Berrios
 Policy Committee – Mr. Rodriques
 Communications & Public Relations – Ms. Marom

SUPERINTENDENT'S REPORT

Teacher and Service Professional of the year presentation:

DMHS – Kathryn Drumgoole, Lead Counselor and Theodora Murphy, Special Education Teacher
 JDMS – Denise Londono, Nurse and Martine Marcellus, Teacher
 McCloud – Amy Lupardi, Teacher and Dolores Williams, Media Specialist
 Grieco – Jennifer Gutierrez, Teacher and Pamela Humphrey, CST Social Worker
 Quarles – Kelly Knight, Physical Therapist and Theresa Manziano, Teacher

PRIVILEGE OF THE FLOOR

Ms. Bulluck – I asked that the reasons for the suspensions be included on the agenda. Can that be included going forward? I think we should share with the mayor the accomplishments of our teachers and staff. They could put their names on the marquee.

Ms. Ford – The District goals have not yet been established – the ones that were due July 1. I'm looking for the status of the climate survey. I'm also looking for an update on School Resource Officers. Is there an HIB Officer in each building?

Mr. Kravitz –

- We have created a new suspension list – we're trying to get the kinks out. We should have it at the next meeting.
- I will reach out to the town tomorrow to get the names on the marquee.
- District goals – I believe the Board will discuss it in January.
- School Resource Officer – The Board has had conversations. It's just not an easy answer. There is a police officer who is available as a School Resource Officer but not as defined by the School Officer Association of New Jersey
- HIB Specialist – There is an HIB investigator.

BOARD DISCUSSION

Mr. Rodriques – The function of the Board is to make policy. In making policy we need input from Administrators and staff. During the EAA negotiations, we did not negotiate for Administrators to be required to attend board meetings.

Motion by Ms. Schwartz, seconded by Ms. Marom to approve consent agenda 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	Berrios	Craig-Berry	Rodrigues	Marom	Watson	Midgette-David	Schwartz	Donaldson
20-B-23	Approval – EAA Agreement								
20-B-24	Approval – Separation Agreement			Abs					
20-B-25	Approval – Student Settlement								
20-A-37	Approval – Purchased Services 2019-2020								
20-A-38	Approval – Superintendent’s Harassment, Intimidation and Bullying Report								
20-A-39	Approval – Report of Student Suspensions			No					
20-A-40	Approval – Field Trips								
20-A-41	Approval – District Enrollment in Schools								
20-A-42	Approval – Nursing Services Plan 2019-2020								
20-A-43	Approval – Revised Law Enforcement State Memorandum of Agreement for 2019-2020								
20-A-44	Approval – First Reading of BOE Policies								
20-A-45	Approval – Revised and Re-Adopted Curriculum								
20-A-46	Approval – School Bus Emergency Drills Have Been Conducted in Accordance with N.J.A.C. 6A: 27-11.2								
20-F-47	Approval – Staff and BOE Travel								
20-F-48	Approval – Line Item Transfers								
20-F-49	Approval – Bills List								*
20-F-50	Approval – Authorization of Amendment to ESEA and IDEA Grant Application								
20-F-51	Approval – New Audio/Visual System at Grieco Elementary School								
20-F-52	Approval – My Play Licensing and Service Agreement								
20-P-40	Approval – 2019-2020 Contracted Appointments and Employment of Personnel: Full-Time/Part-Time, Non-Guide Employees, and Long-Term Substitutes								
20-P-41	Approval – 2017-2018 Salary Adjustments, Reclassifications and Transfers								
20-P-42	Approval – 2019-2020 Extra Compensation Positions								
20-P-43	Approval – Student Teacher, Practicum or Internship Placement(s)								
20-P-44	Approval - Retirement, Resignations, Leaves of Absence, Terminations								
20-P-45	Approval – Job Description(s)								

***Yes to all except own name on bills list.**

NEW/OLD BUSINESS:

We would like to recognize the two Board members who are leaving the Board of Education; Ms. Schwartz and Ms. Donaldson.

Motion to adjourn at 10:34 p.m. by Ms. Schwartz; seconded by Ms. Marom.

BOARD

**20-B-23 APPROVAL – AGREEMENT BETWEEN ENGLEWOOD BOARD OF EDUCATION TAB-03
AND ENGLEWOOD ADMINISTRATORS’ ASSOCIATION**

WHEREAS, the Board is the public employer of all employees employed as certificated supervisors, directors, and principals and others set forth in the collective agreement; and

WHEREAS, all such employees are represented for purposes of collective negotiations by the Association; and

WHEREAS, the parties have negotiated in good faith in agreeing to terms and conditions of employment covering Association members from July 1, 2019 through June 30, 2022; 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 for the period July 1, 2019 through June 30, 2022 as drafted and the Board Attorney is authorized to draft a successor agreement for the period covered by the MOA; and
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 action necessary to ensure the terms and conditions of employment contained in the Agreement executed.

20-B-24 APPROVAL – SEPARATION AGREEMENT

WHEREAS, the Board of Education employed Employee #7059 until the termination date of November 29, 2019; and

WHEREAS, Employee #7059 agreed to enter into an Employment Separation of Service Agreement, which is conditioned on Board approval; now

BE IT RESOLVED, that the Englewood Board of Education hereby adopts the Employment Separation of Service Agreement with Employee #7059. The Board authorizes the Board President and the Superintendent to execute the Employment Separation of Service Agreement.

20-B-25 APPROVAL – STUDENT SETTLEMENT

BE IT RESOLVED, upon the recommendation of the Superintendent, that the Englewood Board of Education hereby approves the Settlement Agreement between the Board and parents of Student ID # 153296 (a copy of which is maintained by the Business Administrator/Board Secretary); and

BE IT FURTHER RESOLVED, that the Englewood Board of Education hereby authorizes the Board President and Business Administrator/Board Secretary to execute the Settlement Agreement on behalf of the Board and directs the appropriate personnel to effectuate the terms of the agreement.

ADMINISTRATION

20-A-37 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
UNsilence Cracking open complicated conversations	Student Programs: (6th-8th grade) 20-24 student workshops over five days. Sessions will be specifically geared toward each grade level. Each session will be 45 minutes. Student programs will include: - Words matter - Sexual Violence: Understanding Terms - Consent: What it is and what it isn't - Effective Intervention - Online Realities (Nudes, Revenge Porn)	11-000-211-500-60-000-000	\$6,500.00
Institute for multi-sensory education	Quote for K-2 Professional Development Price includes 3-days (6-Hours each) Instruction, Instructional Packet, and Instructor travel expenses. Refresher (6-Hours) Up to 25 participants	20-270-200-100-000-727-000	\$ 7,500.00
HMH Math Solutions	Math Solutions Group Coaching Day for JDMS Staff (15 participants a day). Team coaching builds skills and leadership capacity collaboration.	20-270-200-300-66-000-000	\$ 13,000.00
Body by Régine 650 E. Palisades Ave. Suite 2 #147 Englewood Cliffs, NJ 07632	To promote a mindfully aware and a stress-free wellness environment for educators by means of cognitive awareness activities, holistic healthy lifestyle techniques, and mindfulness exercises that can be learned and reproduced into the classroom. JDMS Professional Development Workshop. This PD session is in alignment with the JDMS SEL grant awarded this 19-20 school year.	20-235-100-300-66-000-010	\$300.00
CTC Academy	Tuition Student (#154957) November 11, 2019 - June 2020	11-000-100-566-40-000-000	\$60,630.00
BCSSSD-Bleshman	Tuition Student (#148313) January 6, 2020 - June 2020	11-000-100-565-40-000-000	\$38,430.00

Benway	Tuition Student (#150281) December 2019 - June 2020	11-000-100-566-40-000-000	\$36,523.00
Houghton Mifflin Harcourt	Math Program Into Math 2020 w/Waggle – Premium 3 Year –Grades K-8 Student Resource Package and Professional Services	11-190-100-640-60-000-000	\$332,519.90

20-A-38 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 **December 19, 2019** closed session meeting.

20-A-39 APPROVAL - REPORT OF STUDENT SUSPENSIONS

WHEREAS, school principals have reported to the Superintendent of Schools that during the month of **November 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	November ‘19
High School	27
Middle School	24
McCloud Elementary School	2
Grieco Elementary School	-
Quarles Elementary School	-
Total Suspensions:	53

20-A-40 APPROVAL – FIELD TRIPS

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.:

JDMS Grade: 6	Medieval Times Lyndhurst, NJ Purpose: This trip aligns with our SS curriculum and will allow students to participate in an interactive medieval experience.	January 31, 2020	Students: 193 Chaperones/ Teachers	Paid by Students Admission: \$35 11-190-100-500-10-000-000 Paid by District: Nurse: <u>\$160</u> Sub: <u>\$900</u> Transportation: First Student <u>\$1,100</u> 11-000-270-512-10-220-000 Overall Cost of Trip: <u>\$8,915</u> Final Cost to District: <u>\$2,160</u>	<u>\$6,755</u>
DMAE Grades: 9-12	Passaic County Technical Institute Wayne, NJ Purpose: Have students compete in the HOSA conference.	January 11, 2020	Students: 36 Chaperones/ Teachers	Admission: HOSA student activity Paid by District: Transportation: District <u>\$221.10</u> 11-000-270-512-03-220-000 Overall Cost of Trip: <u>\$1,481.10</u> Final Cost to District: <u>\$221.10</u>	<u>\$1,260</u>
DMAE Grades: 9-12	Ramapo College Mahwah, NJ Purpose: DECA Regional Competition	January 8, 2020	Students: 20 Chaperones/ Teachers	Admission: 11-190-100-500-98-000-000 Paid by District: Sub: <u>\$110</u> Transportation: <u>\$225</u> First Student 11-000-270-512-20-221-000 Overall Cost of Trip: <u>\$575</u> Final Cost to District: <u>\$335</u>	<u>\$240</u>
McCloud Grade: self- contained 3,4, & 5	IHOP Englewood, NJ Purpose: To generalize math and social skills taught in the classroom to functional setting.	February 12, 2020	Students: 5 Chaperones/ Teachers	Admission: Paid by District: Nurse: <u>\$160</u> 11-000-213-100-67-103-000 Transportation: District <u>\$65</u> 11-000-270-800-63-000-000 Overall Cost of Trip: <u>\$225</u> Final Cost to District: <u>\$225</u>	<u>\$0</u>
Grieco /McCloud Grades: 1-5	Apple Paramus, NJ Purpose: Students will learn the fundamentals of coding, get hands on with robots and solve problems collaborate.	January 31, 2020	Students: 7 Chaperones/ Teachers	Admission: Paid by District: Nurse: <u>\$160</u> 11-000-213-100-67-103-000 Transportation: District <u>\$100</u> 11-000-270-512-03-220-000 Overall Cost of Trip: <u>\$260</u> Final Cost to District: <u>\$260</u>	<u>\$0</u>

20-A-41 APPROVAL – DISTRICT ENROLLMENT IN SCHOOLS

	30-Sep '19	31-Oct '19	30-Nov '19
DMHS	1,046	1,043	1,044
JDMS	568	569	568
McCloud	572	561	562
Grieco	365	355	351
Quarles	460	452	454
In-District Total	3,011	2,980	2,979

20-A-42 APPROVAL – NURSING SERVICES PLAN 2019 – 2020

WHEREAS, school nurses along with the Special Education/Pupil Services Department have provided to the Superintendent of Schools a description of the basic nursing services to be provided to all students; a summary of the specific medical needs of individual students, if any, and the nursing services required to address those needs; a description of how nursing services will be provided in emergency situations; detailed nursing assignments sufficient to prove the services to students in all of its school buildings as outlined in N.J.A.C. 6A:16-2.3(b) through (d); and , nursing services and additional medical services provided to nonpublic schools pursuant to N.J.A.C. 6A:16-2.5.

BE IT RESOLVED, that the Board of Education approves the Nursing Services Plan on the recommendation of the Superintendent of Schools.

20-A-43 APPROVAL – REVISED LAW ENFORCEMENT STATE MEMORANDUM OF AGREEMENT FOR 2019-2020

WHEREAS, the Department of Law and Public Safety and the Department of Education issued the Revised “Uniform State Memorandum of Agreement between Education and Law Enforcement Official” (MOA); and this document is a revision of the 1988, 1992, 1999, 2007, 2011, and 2015 versions of the State Memorandum of Agreement approved by the Attorney General and the Commissioner of Education and which is required in N.J.A.C. 6A:16-6.2(b) 13 through 14, and

WHEREAS, all Bergen County school districts have adopted the revised 2019 Memorandum of Agreement during the 2019-2020 school year; and

WHEREAS, in accordance with N.J.A.C. 6A:16-6.2(b) 15, the Chief School Administrator and local law enforcement officials will meet annually to discuss the implementation of the MOA and update it as necessary; and

RESOLVED, upon the recommendation of the Superintendent of Schools, that the Board of Education approves the Uniform State Memorandum of Agreement between Education and Law Enforcement Officials, as agreed upon by the Superintendent of Schools and Chief of the Englewood City Police Department on December 3, 2019, with no additional terms or provisions. This agreement is completed in conformance with N.J.A.C. 6A:16-6.1 and 6A:16-2(b) 14 and due to the county on January 3, 2020.

20-A-44 APPROVAL – FIRST READING OF BOARD OF EDUCATION POLICIES**TAB-04**

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
4125	Employment of Support Staff Members (M)
4146	Nonrenewal of Nontenured Support Staff Member
4160	Physical Examination (M)
4161	Examination for Cause
4212	Attendance
4230	Outside Activities
4281	Inappropriate Staff Conduct
4282	Use of Social Networking Sites
4322	Staff Member's Use of Personal Cellular Telephones/Other Communication Devices
4324	Right of Privacy
4431.1	Family Leave (M)
4437	Military Leave
5114	Children Displaced by Domestic Violence
5250	Excusal from Class or Program
5300	Automated External Defibrillators (AEDs) (M)
5306	Health Services To Nonpublic Schools (M)
5308	Student Health Records (M)
5310	Health Services (M)
5337	Service Animals
5339	Screening for Dyslexia (M)
5460	High School Graduation (M)
5520	Disorder and Demonstration
5700	Student Rights
5701	Plagiarism
5756	Transgender Students (M)
5842	Equal Access of Student Organizations
5850	Social Events and Class Trips
5880	Public Performances by Students
5517	School District Issued Student Identification Card
6150	Tuition Income
6311	Contracts for Goods or Services Funded by Federal Grants
6320	Purchases Subject to Bid
6340	Multiple Year Contracts
6421	Purchases Budgeted
6440	Cooperative Purchasing
6472	Tuition Assistance
6480	Purchase of Food Supplies (M)
6510	Payroll Authorization (M)
6511	Direct Deposit
6810	Financial Objectives (M)
7101	Educational Adequacy of Capital Projects
7102	Site Selection and Acquisition
7130	School Closing
7300	Disposition of Property

7421	Indoor Air Quality Standards
7433	Hazardous Substances
7435	Alcoholic Beverages on School Premises
7446	School Security Program
7450	Property Inventory
7460	Energy Conservation
7490	Animals on School Property
7523	School District Provided Technology Devices to Students
7610	Vandalism
8335	Family Educational Rights and Privacy Act
8350	Records Retention
8431	Preparedness for Toxic Hazard
8451	Control of Communicable Disease (M)
8453	HIV/AIDS
8465	Hate Crimes and Bias-Related Acts (M)
8500	Food Services
8635	Student Transportation Vehicles and School Buses
8690	Monitoring Devices on School Vehicles
8740	Bonding
8750	Employee Indemnification
9242	Use of Electronic Signatures
9340	Cooperation with Public Library

***Note:** Public comment on these policies will be accepted in writing January 6, 2020. .

20-A-45 APPROVAL – REVISED AND RE-ADOPTED CURRICULUM

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

TITLE	RE-ADOPTION DATE	BORN ON
Dance – K-12	December 19, 2019	Born August 11, 2016
Theater – K-12	December 19, 2019	Born August 11, 2016
Music – K-12	December 19, 2019	Born August 11, 2016
Chorus	December 19, 2019	Born August 11, 2016
Concert Band	December 19, 2019	Born August 11, 2016
Guitar	December 19, 2019	Born August 11, 2016
Select Vocal Ensemble	December 19, 2019	Born August 11, 2016
Physical Education & Health 6-12	December 19, 2019	Born August 11, 2016
Art – K-8	December 19, 2019	Born August 11, 2016
Ceramics Studio	December 19, 2019	Born August 11, 2016
Painting Foundations	December 19, 2019	Born August 11, 2016
Art Exploration	December 19, 2019	Born August 11, 2016
French I Honors	December 19, 2019	Born August 11, 2016
French II Honors	December 19, 2019	Born August 11, 2016
French III Honors	December 19, 2019	Born August 11, 2016
French IV Honors	December 19, 2019	Born August 11, 2016
Mandarin I Honors	December 19, 2019	Born August 11, 2016
Mandarin II Honors	December 19, 2019	Born August 11, 2016
Mandarin III Honors	December 19, 2019	Born August 11, 2016
Mandarin IV Honors	December 19, 2019	Born August 11, 2016
Spanish – K-8	December 19, 2019	Born August 11, 2016
Spanish I	December 19, 2019	Born August 11, 2016
Spanish II	December 19, 2019	Born August 11, 2016
Spanish III Honors	December 19, 2019	Born August 11, 2016
Spanish IV Honors	December 19, 2019	Born August 11, 2016
Health - K-5	December 19, 2019	Born August 11, 2016
Physical Education K-5	December 19, 2019	Born August 11, 2016
English Language Arts – K-12	December 19, 2019	Born August 11, 2016
Math – K-8	December 19, 2019	Born November 15, 2018
Social Studies – K-8	December 19, 2019	Born November 15, 2018
Science – K-8	December 19, 2019	Born November 15, 2018
US History I	December 19, 2019	Born November 15, 2018
US History II	December 19, 2019	Born November 15, 2018
World Studies	December 19, 2019	Born November 15, 2018
Biology	December 19, 2019	Born November 15, 2018
Chemistry	December 19, 2019	Born November 15, 2018
Physics	December 19, 2019	Born November 15, 2018
Algebra I	December 19, 2019	Born November 15, 2018
Algebra II	December 19, 2019	Born November 15, 2018
Geometry	December 19, 2019	Born November 15, 2018

20-A-46 APPROVAL – SCHOOL BUS EMERGENCY DRILLS HAVE BEEN CONDUCTED IN ACCORDANCE WITH N.J.A.C. 6A: 27-11.2

WHEREAS, N.J.A.C. 6A:27-11.2 requires that school administrators shall organize and conduct emergency exit drills at least twice within the school year for all students who are transported to and from school and that all other students shall receive school bus evacuation drills at least once within the school year; and

WHEREAS, the school bus driver and bus aide shall participate in the emergency exit drills; and

WHEREAS, drills shall be conducted on school property and shall be supervised by the principal or person assigned to act in a supervisory capacity; and

WHEREAS, drills shall be documented in the minutes of the local Board of Education at the first Board meeting following the completion of the emergency exit drill. The minutes shall include, but not be limited to, the following:

1. Date of the drill
2. Time of day the drill was conducted
3. School name
4. Location of the drill
5. Route number (s) included in the drill
6. Name of school principal, or person(s) assigned, who supervised the drill, and

WHEREAS, the following is a summary table of the recent school bus evacuation drills conducted in the School District:

School Name	Date of Drill	Time of Drill	Location of Drill	Route Number	Name of Person who Supervised
Donald A. Quarles Elementary	September 26, 2019	7:20 AM	186 Daivson Place	Blue, Bus B, C, Bus A , Pink, yellow, tan, orange, grey , Purple	Edone & Peterson
Dr. John Grieco Elementary	September 25, 2019	7:40 AM	On the side of the school in the buslane	Bus # 3,1 & 2	Ms. Small-Bailey
Dr. Leroy McCloud Elementary	September 24, 2019	All day	Bus Evacuation-Parking Lot	Bus # 1, 2, 4, 6, 5,8, 103	Milteer & Alacron
Janis Dismus Middle School	December 17, 2019	8:00 AM – 2:30 PM	Outside Gym Door	Bus #24	Laura Mathieu
Dwight Morrow High School	October 29 & 30, 2019	All day	The back of the gymnasium	Bus #24	Suchanski

FINANCE

20-F-47 APPROVAL – STAFF AND BOE TRAVEL

TAB-05

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-48 APPROVAL – LINE ITEM TRANSFERS

TAB-06

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

20-F-49 APPROVAL – BILLS LIST

TAB-07

RESOLVED, the Board of Education approves payment of the attached bills in the total amount of \$8,161,372.57

20-F-50 APPROVAL – AUTHORIZATION OF AMENDMENT TO ESEA AND IDEA GRANT APPLICATION

WHEREAS, the 2018-2019 final grant reports have been approved; now

THEREFORE BE IT RESOLVED, upon the recommendation of the Superintendent of Schools, the Englewood Board of Education authorizes the Business Administrator to file an amended grant application to include carryover monies per below:

GRANT TITLE	AMOUNT
IDEA Basic	\$709,393
IDEA Preschool	\$ 2,551
Title I	\$109,342
Title I SIA	\$ 30,219
Title IIA	\$ 93,895
Title III	\$ 41,150
Title III Immigrant	\$ 11,051

20-F-51 APPROVAL – NEW AUDIO/VISUAL SYSTEM AT GRIECO ELEMENTARY SCHOOL

WHEREAS, the Audio/Visual System at Grieco Elementary School is in need of replacement; now

THEREFORE BE IT RESOLVED, upon the recommendation of the Superintendent of Schools, the Englewood Board of Education authorizes the purchase and installation of a new audio/visual system at Grieco School with Generations Services, 237 West Parkway, Suite 102, Pompton Plains, NJ 07444 in the amount of \$36,687 per EdBid 9176, 7924 and 7920.

20-F-52 APPROVAL – MY PLAY LICENSING AND SERVICE AGREEMENT

WHEREAS, the Englewood Public Schools is in need of a system to record and play sports events.

THEREFORE BE IT RESOLVED, upon the recommendation of the Superintendent of Schools, the Englewood Board of Education authorizes the purchase of My Play System in the amount of \$9,450.

PERSONNEL

20-P-40 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; and
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
Casares, Brittany* (L.R. - #4432)	Teacher of Health & Physical Education CEAS: Teacher of Health & Physical Education	JDMS	BA, Step 1 \$56,355 Budget Code: 11-130-100-101-76-101-000	01/06/2019-06/30/2020
Hards, Stephen (R. – #6951)	Teacher of Science Standard: Teacher of Elementary School	JDMS	MA, Step 12-13 \$64,330 Budget Code: 11-130-100-101-76-101-000	01/06/2019-06/30/2020

*Leave Replacement – Non-Tenurable

20-P-41 APPROVAL - 2017-2018 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.

Name	From	To
Averill, Denise* (L.R. - #6219)	Teacher of Students w/ Disabilities JDMS Standard: Teacher of Students w/ Disabilities MA, Step 2-3 \$60,555 Budget Code: 11-204-100-101-40-101-000 Effective Dates: 09/01/2019-12/20/2019	Teacher of Students w/ Disabilities JDMS Standard: Teacher of Students w/ Disabilities MA, Step 2-3 \$60,555 Budget Code: 11-204-100-101-40-101-000-000 Effective Dates: 12/21/2019-06/30/2020

Lim, Rebecca (L.R. #6473 to R. #7045)	Teacher of Elementary School McCloud Provisional: Teacher of Elementary K-6 MA, Step 1 \$60,105 Budget Code: 11-120-100-101-73-101-000 Effective Dates: 09/01/2019-12/20/2019	Teacher of Elementary School McCloud Provisional: Teacher of Elementary K-6 MA, Step 1 \$60,105 Budget Code: 11-120-100-101-73-101-000 Effective Dates: 12/21/2019-06/30/2020
Miller, Erica* (L.R. #5888)	Teacher of Elementary School McCloud Standard: Teacher of Elementary School K-6 Long-Term Substitute \$281.78 per diem Budget Code: 11-120-100-101-73-101-000 Effective Dates: 10/31/2019-12/12/2019	Teacher of Elementary School McCloud Standard: Teacher of Elementary School K-6 BA, Step 2-3 \$56,805 Budget Code: 11-120-100-101-73-101-000 Effective Dates: 12/13/2019-02/28/2020
Scheld, Tucker* (L.R. #6417 to L.R. #6679)	Teacher of Social Studies DMHS Provisional: Teacher of Social Studies BA, Step 1 \$56,355 Budget Code: 11-140-100-101-77-101-000 Effective Dates: 09/01/2019-12/20/2019	Teacher of Social Studies DMHS Provisional: Teacher of Social Studies BA, Step 1 \$56,355 Budget Code: 11-140-100-101-77-101-000 Effective Dates: 12/21/2019-06/30/2020
Woo, Caroline* (L.R. #6664)	Teacher of Preschool - Grade 3 Quarles CEAS: Teacher of Preschool - Grade 3 Long-Term Substitute \$281.78 per diem Budget Code: 20-218-100-101-02-000-000 Effective Dates: 11/15/2019-12/20/2019	Teacher of Preschool - Grade 3 Quarles CEAS: Teacher of Preschool - Grade 3 BA, Step 1 \$56,355 Budget Code: 20-218-100-101-02-000-000 Effective Dates: 12/21/2019-05/05/2020

*Leave Replacement – Non-Tenurable

20-P-42 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:

DMHS OVERLOADS						
Name	Guide	Step	Base Salary	Overload	Total	Effective Dates
Goolsarran, Jacqueline	MA+30	20	\$96,608	\$5,120	\$101,728	12/11/2019-06/30/2020
Ladron, Nestor	PHD/DOCT	16	\$82,805	\$5,120	\$87,925	12/11/2019-06/30/2020
Melillo, Joseph	BA	4-5	\$57,305	\$5,120	\$62,425	12/11/2019-06/30/2020
Nesfiled, Cliff	BA	22	\$89,630	\$5,120	\$94,750	12/11/2019-06/30/2020
Valcarcel, Jorge	BA	22	\$89,630	\$5,120	\$94,750	12/11/2019-06/30/2020

LITERACY DIAGNOSTIC ASSESSMENT

Name	Assignment	Rate	Max/ Hrs.	Effective Dates	Budget Code
Generoso, Monica	Literacy Diagnostic Developer	Per ETA Guide	6	2019-2020 School Year	20-245-200-100-66-000-000
Heredia, Diana	Literacy Diagnostic Developer	Per ETA Guide	6	2019-2020 School Year	20-245-200-100-66-000-000
Pazymino, Ysoris	Literacy Diagnostic Developer	Per ETA Guide	6	2019-2020 School Year	20-245-200-100-66-000-000
Rentas, Diocelina	Literacy Diagnostic Developer	Per ETA Guide	6	2019-2020 School Year	20-245-200-100-66-000-000
Tarquino, Luz	Literacy Diagnostic Developer	Per ETA Guide	6	2019-2020 School Year	20-245-200-100-66-000-000
Zorrilla, Rharia	Literacy Diagnostic Developer	Per ETA Guide	6	2019-2020 School Year	20-245-200-100-66-000-000

CURRICULUM WRITING					
Name	Assignment	Rate	Max/ Hrs.	Effective Dates	Budget Code
Frangiosa, Grace*	Curriculum Writing	Per ETA Guide	15	2019-2020 School Year	11-000-221-102-67-103-000
Garrigo, Jose*	Curriculum Writing	Per ETA Guide	20	2019-2020 School Year	11-000-221-102-67-103-000
Lupardi, Amy*	Curriculum Writing	Per ETA Guide	20	2019-2020 School Year	11-000-221-102-67-103-000
Skinner, Caroline*	Curriculum Writing	Per ETA Guide	10	2019-2020 School Year	11-000-221-102-67-103-000

*Additional hours given from Resolution 20-P-38 - November 14, 2019 Agenda

PARENT UNIVERSITY					
Name	Assignment	Rate	Max/ Hrs.	Effective Dates	Budget Code
Bischoff, Emily	Parent University - Program Assistant	Per ETA Guide	7	2019-2020 School Year	20-231-200-100-60-000-002
Donnelly, Jennifer	Parent University - Program Assistant	Per ETA Guide	7	2019-2020 School Year	20-231-200-100-60-000-002
Dym, Robin	Parent University - Program Assistant	Per ETA Guide	7	2019-2020 School Year	20-231-200-100-60-000-002
Generoso, Monica	Parent University - Program Assistant	Per ETA Guide	7	2019-2020 School Year	20-231-200-100-60-000-002
Guevara, Silvy	Parent University - Translator	Per ETA Guide	4	2019-2020 School Year	20-241-200-100-60-000-000
Hellegers, Michael	Parent University - Program Assistant	Per ETA Guide	20	2019-2020 School Year	20-231-200-100-60-000-005
Humphrey, Pamela	Parent University - Program Assistant	Per ETA Guide	7	2019-2020 School Year	20-231-200-100-60-000-005
Jaquinet, Cristina	Parent University - Program Assistant	Per ETA Guide	4	2019-2020 School Year	20-241-200-100-60-000-000

Kays, Alicia	Parent University - Program Assistant	Per ETA Guide	4	2019-2020 School Year	20-231-200-100-60-000-000
Kimble, Nicole	Parent University - Program Assistant	Per ETA Guide	7	2019-2020 School Year	20-231-200-100-60-000-002
Manziano, Theresa	Parent University - Lead Teacher	Per ETA Guide	20	2019-2020 School Year	20-231-200-100-60-000-002
Marmolejos, Winston	Parent University - Translator	Per ETA Guide	4	2019-2020 School Year	20-241-200-100-60-000-000
Park, Jin	Parent University - Program Assistant	Per ETA Guide	20	2019-2020 School Year	20-231-200-100-60-000-002
Perry, Debby	Parent University - Program Assistant	Per ETA Guide	4	2019-2020 School Year	20-231-200-100-60-000-000
Romba, Jillian	Parent University - Program Assistant	Per ETA Guide	4	2019-2020 School Year	20-241-200-100-60-000-000
Salazar, Yolanda	Parent University - Program Assistant	Per ETA Guide	7	2019-2020 School Year	20-231-200-100-60-000-002
Sanchez, Maribely	Parent University - Translator	Per ETA Guide	4	2019-2020 School Year	20-241-200-100-60-000-000
Skinner, Caroline	Parent University - Program Assistant	Per ETA Guide	7	2019-2020 School Year	20-231-200-100-60-000-005
Tarquino, Luz	Parent University - Translator	Per ETA Guide	4	2019-2020 School Year	20-241-200-100-60-000-000
Widensky, Jeanette	Parent University - Coordinator/Program Assistant	Per ETA Guide	26	2019-2020 School Year	20-231-200-100-60-000-005
Zorrilla, Rharia	Parent University - Translator	Per ETA Guide	4	2019-2020 School Year	20-241-200-100-60-000-000

DMHS – CLUBS AND ADVISORS

Name	Assignment	Rate	Max/Hrs.	Effective Dates	Budget Code
Conceicao, Melissa	Board of Education Student Liaisons Advisor	Per ETA Guide	\$1,890	12/16/2019-06/30/2020	11-401-100-100-77-101-000
Concepcion, Yeilen	Spanish Club Co-Advisor	Per ETA Guide	\$945	09/15/2019-06/30/2020	11-401-100-100-77-101-000
Frangiosa, Grace	Project Happiness Club Advisor	Per ETA Guide	\$1,890	12/09/2019-06/30/2020	11-401-100-100-77-101-000
Iglesias, Maria	Spanish Club Co-Advisor	Per ETA Guide	\$945	09/15/2019-06/30/2020	11-401-100-100-77-101-000
Landron, Nestor	Prosthetics for Change Club Advisor	Per ETA Guide	\$1,890	12/09/2019-06/30/2020	11-401-100-100-77-101-000

DMHS – ACCUPLACER

Name	Assignment	Rate	Max/Hrs.	Effective Dates	Budget Code
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Corizzi, Thomas	ACCUPLACER Facilitator	\$30.50	180	2019-2020 School Year	11-140-100-103-67-000-000
Markert, Daniel	ACCUPLACER Facilitator	\$30.50	180	2019-2020 School Year	11-140-100-103-67-000-000
Rodriguez, Luis	ACCUPLACER Facilitator	\$30.50	180	2019-2020 School Year	11-140-100-103-67-000-000

DMHS – STUDENT SUPPORT SERVICES

Name	Assignment	Rate	Max/ Hrs.	Effective Dates	Budget Code
Basheba, Mitchell	Student Support Services Facilitator	\$30.50	200	2019-2020 School Year	11-140-100-101-67-103-000
Brooks, Jalesah	Student Support Services Facilitator	\$30.50	200	2019-2020 School Year	11-140-100-101-67-103-000
Hampton, Andre	Student Support Services Facilitator	\$30.50	200	2019-2020 School Year	11-140-100-101-67-103-000
Jackson, Roan	Student Support Services Facilitator	\$30.50	200	2019-2020 School Year	11-140-100-101-67-103-000
Kendrick, Carolyn	Student Support Services Facilitator	\$30.50	200	2019-2020 School Year	11-140-100-101-67-103-000
Markert, Daniel	Student Support Services Facilitator	\$30.50	200	2019-2020 School Year	11-140-100-101-67-103-000
Pennington, James	Student Support Services Facilitator	\$30.50	200	2019-2020 School Year	11-140-100-101-67-103-000
Salazar, Yolanda	Student Support Services Facilitator	\$30.50	200	2019-2020 School Year	11-140-100-101-67-103-000
Sebe, Alina	Student Support Services Facilitator	\$30.50	200	2019-2020 School Year	11-140-100-101-67-103-000

ATHLETICS – 2019-2020 WINTER SEASON

Name	Assignment	Rate	Max/ Hrs.	Effective Dates	Budget Code
Beckett, Courtney	Girls Basketball Coach – Middle School	Per ETA Guide	\$3,150	2019-2020 Season	11-402-100-101-77-000-000
Siu, Stephanie	Cheerleading Coach – High School	Per ETA Guide	\$4,725	2019-2020 Season	11-402-100-101-77-000-000
Warren, Teshawn	Assistant Indoor Track Coach – High School	Per ETA Guide	\$4,725	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

Hoyle, Joseph

20-P-43 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.

NAME	COLLEGE	DATES	LOC	INSTRUCTOR	CONCENTRATION	TYPE
Cho, Hyewon	Seton Hall University	01/2020 – 06/2020	Grieco	Peterkin, Claudette	Teacher of Elementary School / Teacher of Special Education	Practicum Student
Gonzalez, Danay	New Jersey City University	11/2019 – 06/2020	JDMS	Marcellus, Martine	Teacher of Elementary School	Classroom Observation
Perez, Jason	Montclair State University	11/2019 – 06/2020	JDMS	Robinson, Dean	Teacher of Elementary School (Special Education Class Observation)	Classroom Observation
Richards, Matthew	William Paterson University	01/2020 – 06/2020	DMHS/ JDMS	Drumgoole, Kate / Golston, Zuri / McDonald, James	School Counselor	Practicum Internship
Halak, Ranim	Fairleigh Dickinson University	01/2020 – 06/2020	Grieco	Meeks, Maria	Teacher of Elementary School	Classroom Observation

20-P-44 APPROVAL - RETIREMENT, RESIGNATIONS, LEAVES OF ABSENCE, TERMINATIONS

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

LEAVES OF ABSENCE(S)		
Name	Notice/Position	Effective Date(s)
Arrieta, Shannon ⁴ DMHS	Teacher of Health & Physical Education Paid Leave of Absence Unpaid Leave of Absence	November 20, 2019 – January 20, 2020 January 21, 2020 – March 20, 2020
Barrientos, Yackelin McCloud	Teacher of Elementary School Paid Leave of Absence	December 2, 2019 – December 18, 2019
Burgis, Arlene ¹ Quarles	Teacher of Preschool Paid Leave of Absence	October 29, 2019 – November 29, 2019 December 2, 2019 – December 6, 2019
Cardona, German ⁵ McCloud	Teacher of Elementary School Unpaid Leave of Absence	October 15, 2019 – January 3, 2020 January 6, 2020 – June 30, 2020
Emont, Tamara ³ Grieco	Teacher of Elementary School Intermittent Family Leave	September 3, 2019 – November 22, 2019 November 25, 2019 – June 30, 2020
Fasolino, Jacqueline ⁶ Quarles	Teacher of Preschool Paid Leave of Absence Unpaid Leave of Absence	October 28, 2019 – November 19, 2019 November 20, 2019 – January 3, 2020 January 6, 2019 – May 1, 2020
Fernandez-Cos, Serena ⁷ Quarles	Speech Language Specialist Paid Leave of Absence Unpaid Leave of Absence	September 5, 2019 to October 10, 2019 October 11, 2019 to December 13, 2019 December 13, 2019 – January 3, 2020 January 6, 2020 – March 30, 2020
Fernando, Hashenka Grieco	Teacher of Elementary School Paid Leave of Absence Unpaid Leave of Absence	January 15, 2020 – January 20, 2020 January 21, 2020 – January 31, 2020
Jacobs, Dianne JDMS	Security Officer Paid Leave of Absence Unpaid Leave of Absence	November 15, 2019 – December 13, 2019 December 16, 2019 – February 28, 2020
O'Shea, Danielle ² DMHS	Teacher of Social Studies Unpaid Leave of Absence	June 3, 2019 – June 30, 2019 September 1, 2019 – December 13, 2019 December 14, 2019 – June 30, 2020
Sariahmed-Tolu, Sabrina JDMS	Teacher of Science Paid Leave of Absence Unpaid Leave of Absence	November 11, 2019 – November 22, 2019 November 23, 2019 – December 20, 2019 <i>Resigned as of December 20, 2019</i>
Travkin, Kristen McCloud	Teacher of Elementary School Paid Leave of Absence Unpaid Leave of Absence	December 2, 2019 – January 27, 2020 January 28, 2020 – March 27, 2020

¹Revised from Resolution 20-P-39 – November 14, 2019

²Revised from Resolution 19-P-75 – April 11, 2019

³Revised from Resolution 20-P-13 – August 15, 2019

⁴Revised from Resolution 20-P-39 – November 14, 2019

⁵Revised from Resolution 20-P-31 – October 17, 2019

⁶Revised from Resolution 20-P-39 – November 14, 2019

⁷Revised from Resolution 20-P-31 – October 17, 2019

RESIGNATION(S)

Name	Notice/Position	Effective Date(s)
Castillo, Jessica McCloud	Teacher of Elementary School	December 20, 2019

20-P-45

APPROVAL – JOB DESCRIPTION(S)

TAB-08

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

Media Center Assistant (Non-Certificated/10 – months)
School Nurse – Non-Instructional (Certificated/10-months)
School Nurse - (Certificated/10-months)