

# THE ENGLEWOOD BOARD OF EDUCATION

## AGENDA – PUBLIC MEETING

April 16, 2020

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

Donovan Rodriques, Dalia Lerner, Michelle Marom, Brent Watson,  
Angela MidgetteDavid, Suzanne Mullings, Samuel E. Trusty, Steven Berrios,  
Molly Craig-Berry

### 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

March 3, 2020 – Work Session – Closed and Public Minutes  
March 10, 2020 – Work Session – Closed and Public Minutes  
March 19, 2020 – (Remote) Regular Meeting – Public Minutes

**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 February 2020 and Board Secretary’s report for the month of February 2020; and

FUND	CASH BALANCE		APPROPRIATIONS	ENCUMBRANCES	EXPENDITURES	FUND BALANCE
General Current Expense Fund	\$ 12,270,411.48		\$69,414,585.48	\$ 30,320,147.91	\$ 36,978,394.41	\$ 2,116,043.16
(10),(11),(18) Current Expense			\$67,282,921.48	\$ 29,520,101.69	\$ 35,923,478.41	\$ 1,839,341.38
(12) Capital Outlay			\$ 2,131,664.00	\$ 800,046.22	\$ 1,054,916.00	\$ 276,701.78
(13) Special Schools						
Capital Reserve						
(20) Special Revenue Fund	\$ 437,667.21		\$ 7,878,660.10	\$ 2,492,568.41	\$ 3,793,561.48	\$ 1,592,530.21
(30) Capital Projects Fund	\$ -		\$ 228,450.16			\$ 228,450.16
(40) Debt Service Fund	\$ 1,044,726.45		\$ 1,819,356.26		\$ 164,178.13	\$ 1,655,178.13
(50) Enterprise Fund	\$ 187,285.30					
(1) NET Payroll	\$ (18,201.89)					
(60) Enterprise Fund	\$ 104,839.28					
<b>TOTAL</b>	<b>\$ 14,026,727.83</b>		<b>\$79,341,052.00</b>	<b>\$ 32,812,716.32</b>	<b>\$ 40,936,134.02</b>	<b>\$ 5,592,201.66</b>

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

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

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

**VII. COMMITTEE REPORT(S)**

**VIII. SUPERINTENDENT’S REPORT**

**IX. PUBLIC COMMENT ON CONSENT AGENDA ONLY**

*In accordance with the Board's bylaws, the Board is now opening the meeting for a period of public comment. Please remember to announce your name, place of residence, and group affiliation, if appropriate. Your statements will be limited to three minutes in duration.*

*While the Board respects the public's right to voice any questions, concerns or criticisms it may have regarding the conduct of the Board and/or its administrations, I want to remind you that this right is not absolute, and statements that are abusive, obscene, irrelevant, overly lengthy or that interfere with the orderly progress of the meeting will not be permitted.*

*I want to also remind everyone that there is not privilege or qualified privilege with regard to any statements that a member of the public makes before the Board, and I caution each of you that your comments could result in legal action by a third party if you publicly disseminate information you know to be false. What this means is that while you are certainly free to exercise your right to comment on issues before the Board, such comments are considered public statements, and may be responded to or acted upon by any individuals affected by them. The Board will, of course, consider your comments as they relate to its obligation to effectively govern the Englewood Public School District, but cannot offer protection from any action that a third party may elect to pursue as a result of any statements offered during public session*

**X. REVIEW OF CONSENT AGENDA**

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

<b>Board</b>	<b>20-B-35 through 20-B-36</b>
<b>Administration</b>	<b>20-A-73 through 20-A-76</b>
<b>Finance</b>	<b>20-F-92 through 20-F-99</b>
<b>Personnel</b>	<b>20-P-70 through 20-P-74</b>

Section	Section	Topic	Page	Tab
<b>Board</b>	20-B-35	Approval – “Coach Reggie Williams Track”	5	
	20-B-36	Approval – Opposing Delay in Transmission of Quarterly Tax Revenue to School District	5	
<b>Administration</b>	20-A-73	Approval – Second Reading and Final Adoption of Board of Education Policies	6	3
	20-A-74	Approval – Superintendent’s Harassment, Intimidation and Bullying Report	6	
	20-A-75	Approval – District Enrollment in Schools	7	
	20-A-76	Approval – First Reading of Board of Education Policies	7	4
	20-A-77	Approval – Purchased Services 2019-2020	7	
<b>Finance</b>	20-F-92	Approval – Line Item Transfers	8	5
	20-F-93	Approval – Bills List	8	6
	20-F-94	Approval – Acceptance of Donation from The Community Chest for the Dwight Morrow High School Electronic Sign	8	
	20-F-95	Approval – Mandated Direct Deposit	8	
	20-F-96	Approval – Computer Insurance	8	
	20-F-97	Approval – ESS Contract Renewal	9	7
	20-F-98	Approval – Di Cara Rubino Services For Air Conditioning	9	
	20-F-99	Approval – Courier Service	9	
<b>Personnel</b>	20-P-70	Approval – Contracted Appointments And Employment Of Personnel: Full-Time/Part-Time, Certificated, Non-Certificated Employees, And Long-Term Substitutes	10	
	20-P-71	Approval – Salary Adjustments, Reclassifications And Transfers	11	
	20-P-72	Approval – Extra Compensation Positions	11	
	20-P-73	Approval – Retirement, Resignations, Leaves Of Absence, Terminations	10-12	
	20-P-74	Approval –Job Descriptions	12	8

**XI. APPROVAL OF CONSENT AGENDA**

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

**XII. PUBLIC COMMENT ON ANY ITEM OTHER THAN CONSENT AGENDA**

**XIII. OLD/NEW BUSINESS**

**XIV. ADJOURNMENT**

**BOARD****20-B-35 APPROVAL OF “COACH REGGIE WILLIAMS TRACK”**

WHEREAS, the Englewood Board of Education wishes to recognize Mr. Reginald Williams for his dedication to the Englewood Public School District and Community; and

WHEREAS, Mr. Reginald Williams “Coach Williams” coached track and field, wrestling, bowling and football. He coached for 47 years and 135 seasons. Under his leadership, Englewood track teams won the state sectionals in 1989, 1991, 1992 and 1995 and several leagues, county and invitational team championships. In the year 2000, Mr. Reginald Williams was inducted into the New Jersey Coaches Hall of Fame and received the NAACP community service award. He is also a retired educator and librarian; now

THEREFORE BE IT RESOLVED, on the 16<sup>th</sup> day of April 2020, the Englewood Board of Education honors the distinguished coach, educator, and role model by naming the track “Coach Reggie Williams Track”.

THEREFORE BE IT FURTHER RESOLVED, the Superintendent of Englewood Public Schools and Board Secretary are authorized and directed to do any and all lawful acts as may be necessary or appropriate to accomplish this resolution.

**20-B-36 APPROVAL – OPPOSING DELAY IN TRANSMISSION OF QUARTERLY TAX REVENUE TO SCHOOL DISTRICT**

**WHEREAS**, Assembly Bill 3902, currently pending in the State Legislature, would authorize the Department of Community Affairs to permit municipalities to delay the quarterly transmission of property tax revenues to school districts during gubernatorial-declared emergencies; and

**WHEREAS**, New Jersey's public schools are highly dependent on property tax revenue to support education programs; and

**WHEREAS**, on average, local property taxes constitute close to 60% of public school revenue, with the percentage even greater in a significant number of districts; and

**WHEREAS**, a delay in payments from municipalities would result in a financial crisis for school districts, seriously disrupting the educational process—and bringing it to a halt; and

**WHEREAS**, although public school buildings are closed during the current health emergency, the education of our students is taking place through remote learning and home instruction; and

**WHEREAS**, continued timely transmission of school property taxes is critical for the education process to continue without interruption; and

**WHEREAS**, even though municipalities are designated as the authorities to collect property taxes, these taxes are levied for specific purposes—e.g., municipal, school, county, fire district—and these obligations must continue to be met; and

**WHEREAS**, as currently written, A-3902, which is intended to ease a financial burden on municipalities, would place a severe strain on school districts and the students and families that they serve; and

**WHEREAS**, the Englewood Board of Education recognizes the impact of the current public health emergency on the state and local governments, as well as local school districts, but believes this legislation would worsen the situation for our communities.

**NOW, THEREFORE, BE IT RESOLVED** that the Englewood Board of Education urges the State Senate and the Governor to oppose A-3902; and be it further

**RESOLVED**, that this resolution be delivered to Governor Phil Murphy, State Senate President Stephen M. Sweeney, Assembly Speaker Craig Coughlin; and the 37<sup>th</sup> Legislative District’s representatives in the state Senate and General Assembly; and be it further

**RESOLVED**, that copies of this resolution be sent to the New Jersey School Boards Association.

**ADMINISTRATION**

**20-A-73                    APPROVAL – SECOND READING AND FINAL ADOPTION OF BOE POLICIES                    TAB-03**

WHEREAS, these policies have been presented at a public Board of Education meeting for review and comment by Board members and community members, and

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

<b>Number</b>	<b>Policy</b>
R 3126	District Mentoring Program
R 3142	Nonrenewal of Nontenured Teaching Staff Member
R 3218	Substance Abuse (M)
R 3223	Evaluation of Administrators, Excluding Principals, Vice Principals, and Assistant Principals (M)
R 3280	Liability for Student Welfare
R 3362	Sexual Harassment of Teaching Staff Members Complaint Procedure

**20-A-74                    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 th **April 19, 2020** closed session meeting.

**20-A-75 APPROVAL – DISTRICT ENROLLMENT IN SCHOOLS**

	30-Sep '19	31-Oct '19	30-Nov '19	31-Dec '19	31-Jan '20	29-Feb '20	31-Mar '20
DMHS	1,046	1,043	1,044	1,037	1,035	1,040	1,042
JDMS	568	569	568	569	568	572	573
McCloud	572	561	562	563	566	567	568
Grieco	365	355	351	348	345	346	346
Quarles	460	452	454	454	462	467	468
In-District Total	3,011	2,980	2,979	2,971	2,976	2,992	2,997

**20-A-76 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
0143.2	STUDENT REPRESENTATIVES TO THE BOARD OF EDUCATION

*\*Note: Public comment on these policies will be accepted in writing April 10, 2020.*

**20-A-77 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
Aaron Mandel	School Counselor Services Per Diem School Counselor Consultant for Quarles, Grieco, and McCloud February 24, 2020 - April 16, 2020	11-218-100-320-60-000-000	150.00 per day Not to exceed 115 days



**FINANCE**

**20-F-92 APPROVAL – LINE ITEM TRANSFERS**

**TAB-05**

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

**20-F-93 APPROVAL – BILLS LIST**

**TAB-06**

BE IT RESOLVED, the Board of Education approves payment of the attached bills in the total amount of 5,071,622.09

**20-F-94 APPROVAL – ACCEPTANCE OF DONATION FROM THE COMMUNITY CHEST FOR THE DWIGHT MORROW HIGH SCHOOL ELECTRONIC SIGN**

WHEREAS, the Englewood Public School District has received a donation from The Community Chest toward the purchase of an electronic sign at Dwight Morrow High School; now

<b>Donor</b>	<b>Amount</b>	<b>Purpose</b>
The Community Chest	\$15,000	Dwight Morrow High School electronic sign

BE IT RESOLVED, the Englewood Board of Education accepts the aforementioned donation and thanks The Community Chest for their support of the Englewood Public School District.

**20-F-95 APPROVAL –MANDATED DIRECT DEPOSIT**

WHEREAS, the Englewood Public School District has determined the need to institute a mandated direct deposit program for all employees; now

THEREFORE BE IT RESOLVED, upon the recommendation of the Superintendent of Schools, the Englewood Board of Education approves a mandated employee direct deposit program for all employees utilizing TD Bank as the official institution to implement the program in accordance with Board Policy 6511.

**20-F-96 APPROVAL – COMPUTER INSURANCE**

WHEREAS, in response to the coronavirus health emergency and NJ State mandated school closures all districts have implemented virtual learning and have a need to distribute computers to students; now

THEREFORE BE IT RESOLVED, upon the recommendation of the Superintendent of Schools, the Englewood Board of Education retroactively approves and authorizes the Business Administrator to purchase computer insurance from Safeware for a full coverage policy for 1500 devices in the amount of \$48,909.15 for a four month period.

**20-F-97                    APPROVAL – ESS CONTRACT RENEWAL**

**TAB-07**

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

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

BE IT FURTHER RESOLVED, the Englewood Board of Education authorizes the Business Administrator to execute the renewal with ESS for the 2020-2021 school year not to exceed \$5.5 million dollars as per the attached renewals.

**20-F-98                    APPROVAL – DI CARA RUBINO SERVICES FOR AIR CONDITIONING**

**20-F-99                    APPROVAL – APPROVAL OF COURIER SERVICE**

Whereas, in response to the coronavirus health emergency and NJ State mandated school closures all districts have implemented virtual learning and have a need to distribute computers to students; now

THEREFORE BE IT RESOLVED, upon the recommendation of the Superintendent of Schools, the Englewood Board of Education approves Bravo Messenger Services to deliver computers to students at an amount not to exceed \$8,000.

**PERSONNEL**

**20-P-70 APPROVAL – CONTRACTED APPOINTMENTS AND EMPLOYMENT OF PERSONNEL: FULL-TIME/PART-TIME, CERTIFICATED, NON-CERTIFICATED 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; and
2. A medical examination including satisfactory results of the Mantoux tuberculin skin test; and
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.

<b><i>N = New</i></b>	<b><i>LR = Leave Replacement</i></b>	<b><i>R = Replacement</i></b>	<b><i>RI = Reinstatement</i></b>
-----------------------	--------------------------------------	-------------------------------	----------------------------------

(All salaries are annual unless otherwise noted)

<b>LONG-TERM SUBSTITUTE(S) – CERTIFICATED</b>				
<b>Name</b>	<b>Position/Certification</b>	<b>Loc</b>	<b>Salary/Budget</b>	<b>Effective Dates</b>
Mandel, Aaron (L.R. - #5334)	Long-Term Substitute School Counselor Standard: School Counselor	Grieco	\$281.78 per diem, Budget Code: 20-218-100-102-02-000-000	04/17/2020- 06/30/2020

**20-P-71 APPROVAL - 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.

<b>Name</b>	<b>From</b>	<b>To</b>
LoPiccolo, Dawn* <sup>1</sup> (L.R. - #6168)	Teacher of Preschool - Grade 3 Quarles CEAS: Teacher of Preschool - Grade 3 MA, Step 1 \$60,105 Budget Code: 20-218-100-102-02-000-000 Effective Dates: 02/24/2020 – 04/04/2020	Teacher of Preschool - Grade 3 Quarles Provisional: Teacher of Preschool - Grade 3 MA, Step 1 \$60,105 Budget Code: 20-218-100-102-02-000-000 Effective Dates: 04/05/2020 – 06/30/2020
Woo, Caroline* <sup>2</sup> (L.R. #6664)	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	Teacher of Preschool - Grade 3 Quarles Provisional: Teacher of Preschool - Grade 3 BA, Step 1 \$56,355 Budget Code: 20-218-100-101-02-000-000 Effective Dates: 05/06/2020-06/30/2020

\*Leave Replacement – Non-Tenurable  
<sup>1</sup>Revised from Resolution 20-P-49 from January 16, 2020  
<sup>2</sup>Revised from Resolution 20-P-41 from December 19, 2019

**20-P-72 APPROVAL - EXTRA COMPENSATION POSITIONS**

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

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

<b>NOVICE TEACHER TRAINING</b>					
<b>Name</b>	<b>Assignment</b>	<b>Rate</b>	<b>Max</b>	<b>Effective Dates</b>	<b>Budget Account</b>
Flores Sanchez, Maria	Novice Teacher Training	ETA Rate	15	03/20/2020-06/30/2020	11-000-223-104-60-000-000
Kovoros, Maria	Novice Teacher Training	ETA Rate	15	03/20/2020-06/30/2020	11-000-223-104-60-000-000

**20-P-73 APPROVAL - RETIREMENT, RESIGNATIONS, LEAVES OF ABSENCE, TERMINATIONS**

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

<b>LEAVES OF ABSENCE</b>		
<b>Name</b>	<b>Notice/Position</b>	<b>Effective Date(s)</b>
Baluja, Margarita <sup>4</sup> Grieco	Teacher of Elementary School Paid Leave of Absence Unpaid Leave of Absence	January 22, 2020 – March 22, 2020 March 23, 2020 - April 3, 2020
Barrientos, Yackelin McCloud	Teacher of Elementary School Unpaid Leave of Absence	May 4, 2020 – June 30, 2020
Blanco, Maria Quarles	Teacher of Preschool Paid Leave of Absence	March 10, 2020 – June 30, 2020
Fasolino, Jacqueline <sup>1</sup> Quarles	Teacher of Preschool – Grade 3 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 May 4, 2020 – June 30, 2020
Fernandez-Cos, Serena <sup>1</sup> Quarles	Speech Language Specialist Paid Leave of Absence Unpaid Leave of Absence	September 5, 2019 - October 10, 2019 October 11, 2019 - December 13, 2019 December 13, 2019 – January 3, 2020 January 6, 2020 – March 30, 2020 March 31, 2020 – April 13, 2020
Hollander, Amy <sup>2</sup> Quarles	Teacher of Preschool – Grade 3 Paid Leave of Absence Unpaid Leave of Absence	October 21, 2019 – November 19, 2019 November 20, 2019 – January 31, 2020 February 2, 2020 – April 2, 2020 April 3, 2020 – June 30, 2020
Otero, Carlos <sup>3</sup> JDMS	Computer Technician Specialist Paid Leave of Absence	Canceled – March 24, 2020 – June 1, 2020

<sup>1</sup>Revised from Resolution 20-P-44 – December 19, 2019

<sup>2</sup>Revised from Resolution 20-P-51 – January 16, 2020

<sup>3</sup>Revised from Resolution 20-P-68 – March 19, 2020

<sup>4</sup>Revised from Resolution 20-P-68 – March 19, 2020

<b>RETIREMENT</b>		
<b>Name</b>	<b>Notice/Position</b>	<b>Effective Date(s)</b>
Jones, Mitsu McCloud	Teacher of Elementary School	July 1, 2020

<b>EMPLOYEE RESCISSION</b>		
<b>Name</b>	<b>Notice/Position</b>	<b>Effective Date(s)</b>
Ware-Powell, Cherie	Assistant Spring Track Coach – HS	February 19, 2020

**20-P-74      APPROVAL – JOB DESCRIPTIONS**

**TAB-08**

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

Reading Specialist