

**NORTH ARLINGTON BOARD OF EDUCATION  
NORTH ARLINGTON, NEW JERSEY**

**PUBLIC MEETING**

**November 13, 2019**

7:36 p.m.

**High School Cafeteria**

I. **CALL TO ORDER**

II. **ROLL CALL**

Mr. Dorsett	Present
Mr. Smith	Present
Mrs. Gilgallon	Absent
Mrs. Higgins	Present
Mr. McDermott	Present

III. **SALUTE TO THE FLAG**

IV. **STATEMENT OF PUBLIC MEETING NOTICE**

This Public Meeting of November 13, 2019, of the Board of Education of the Borough of North Arlington, in the County of Bergen, State of New Jersey, is called pursuant to a schedule of meetings adopted on January 3, 2019, as amended, and of notice given to the Clerk of the Borough of North Arlington and to the Librarian of the Free Public Library of North Arlington for posting therein as election notices are posted and of notice given to the Editors of the following newspaper: the Bergen RECORD of Hackensack and the Newark STAR LEDGER.

V. **CORRESPONDENCE**

**Superintendent's Statement**

This meeting is open to the public for the purpose of addressing any subject matter that is pertinent to and/or directly related to the operation of the North Arlington Public School District. Residents wishing to speak on such items are required to state their names, addresses and subject matter. Pursuant to Board Bylaw 0167, Public Participation in Board Meetings, comments are limited to 5 minutes duration.

The Board may (or may not) respond to issues raised by members of the public at the time they are raised, but will provide a response if and when appropriate. However, the Board cannot directly respond to the issues regarding personnel, in order to protect the privacy rights of the individual.

Please be advised that there is no privilege or qualified privilege with regard to any statements that you make before the Board. 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 obligations to effectively govern the North Arlington 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.

VI. **MINUTES**

The following Minutes have been given to the Board for approval:

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- A. Motion to approve the minutes of the Public Work Session of October 16, 2019.
- B. Motion to approve the minutes of the Public Meeting of October 16, 2019.
- C. Motion to approve the minutes of the Executive Session of October 16, 2019.
- D. Motion to approve the minutes of the Special Public Meeting of October 30, 2019.

On Motion by Mrs. Higgins, second by Mr. Smith. There was no discussion. On Roll Call all Board Members present voted in the affirmative and none in the negative, it was so ordered.

### VII. HEARING OF THE PUBLIC

Any members of the public wishing to be heard please stand, state your name and address for the record.

Mr. Cirone, 40 Biltmore Street, NA – Mr. Cirone handed documents to the Board Members, which refer to the recent election. He said he had some comments on the North Arlington Council members that won which were republicans. He said it was considered a “trouncing by the press.” Mr. Cirone said that a “trouncing” was a mild word regarding the questions that were put on the ballot. He said that the votes that the Board Members received were barely many yeses and that the community as a whole was not with the Board. He said that a year ago he asked the Board to put Queen of Peace on the ballot and the Board declined which technically told everyone in the community that they were too stupid to make a decision on their own and that’s why the numbers are the way they are. Mr. Cirone said that he would like the Board to take December’s referendum and table it. He requested that we put Queen of Peace on hold until some new Board Members can be elected and find out what the community’s needs are. Mr. Cirone said that kids were being pushed in the wrong direction and that not every kid is not cut out for college. Mr. Cirone wanted more “hand skills” programs in the schools. The Superintendent asked if Mr. Cirone was aware of our Early Career Program. Mr. Cirone said that when he went to our schools he learned hand skills. The Superintendent again, asked if Mr. Cirone was aware of the Early Career Program. Mr. Cirone stated that he heard that the school offered a satellite program, but that it’s not taught in our own schools. He said that there are no hand skills in our schools and that when he was in school he learned hand skills that are not taught here anymore. Mr. Cirone said that the school is pushing for more academic rather than hand skills and said that not all children were cut out for college again.

The Superintendent said with regard to the Career and Technical Education (CTE) Program, the Early Career Program, was set up after the Early College Program Career to offer students from the North Arlington School district the ability to go to Bergen Community College in Meadowlands and earn certificates in Advanced Manufacturing. He said that he stated publically last year and noted the achievements of two students who finished the program that were both working for UPS. He said that one of the students, while in high school, had medical benefits, a 401K, was part of the union, and is now a supervisor. He also stated how proud he was of the students. Mr. Cirone remarked that it was only two students. The Superintendent said that the program began last year and that it takes time to grow. We have more students in the program this year. The Superintendent stated further that he had discussed having a CTE program with the principal of the high school, which can potentially take place in the coming years with more space now available with the purchase of the former Queen of Peace High School.

Mr. Dorsett said that the Board did not pull the ballot questions out of a hat. He said that these are things we received inquiries about and what people are talking about on a daily and weekly basis. He said that it was proposed to the town as different options. People are talking about PreK and Security and this gave them a chance to vote. Mr. Cirone said that they were voted down. Mr. Dorsett said that it was fine and that the people have spoken. Now we know that the people don’t want them.

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Mr. Cirone said that having teachers on the Board was a conflict of interest and that the numbers reflected this. He said that the Queen of Peace project should be put on hold and asked if there were any problems with the asbestos and tanks on the property. The Superintendent said that there was nothing he was aware of. He said that all documentation we have has been reviewed by the appropriate organizations and the Borough. We have the clearance that shows that the school is not a harm to anyone. He also stated that everything was cleared with the Department of Education. The Superintendent said that Mr. Cirone's time was up and asked him to be seated. He also said that Mr. Cirone could send him an email if he had any further questions.

The Board Vice President, Mrs. Higgins said that she wanted to address some of Mr. Cirone's concerns. She said that some of the programs that he is suggesting we provide at the High School and Middle School require space. She explained that we can't have a culinary program or wood working program without the space. She said that there aren't any art rooms or music rooms in our elementary schools and that the Middle School Media Center is split into four classrooms, because there is no space. Mrs. Higgins stated that Mr. Cirone would not know that because he doesn't have any children in our schools now. She further stated that we are providing services in hallways for our children and as an educator and administrator that is unacceptable. She said that Queen of Peace offers us the space now so that we can have art and music rooms, OT, PT, and speech in a classroom and the amount that it has cost the district for the amount of space is an investment in our future and a very wise one.

Mr. Smith and Mr. Dorsett said they would like to disagree with Mr. Cirone's comment that educators on the Board of Education were a conflict of interest. Mr. Smith said that it was quite beneficial to have educators on the Board.

Scott Hughes, 8 Hoover Street, NA – Mr. Hughes stated that as a parent of children in the district he thanked the Board for purchasing Queen of Peace and thanked them for looking out for their future. He said that he supported the Board for their endeavor to try to make the district better. He asked if anyone knew how many districts south of Paramus in Bergen County had industrial arts, carpentry, tech, and automotive in their schools. He said that the answer is zero. He said that children are sent to Bergen Tech if they need those services because of the insurance and the space. He again thanked the Board.

The Board President, Mr. McDermott, wanted to comment on what other Board Members had said. He said that all of this information has not been hidden and that it has all been made public. All money spent, transferred, and saved in capital reserve has been brought up at every budget meeting. He said that Mr. Cirone and many others were not at these meetings and for those who want to comment and can have their say without knowing the actual facts, but that they should at least educate themselves before they step up and start putting words into people's mouths.

Motion to close the Hearing of Citizens made by Mr. Dorsett, second by Mrs. Higgins. There was no discussion. On Roll all Board Members present voted in the affirmative and none in the negative, it was so ordered.

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### **PERSONNEL**

#### **A. RESOLUTION TO APPROVE THE APPOINTMENT OF PARAPROFESSIONAL FOR THE 2019-2020 SCHOOL YEAR.**

**WHEREAS**, the Superintendent of Schools recommends that the North Arlington Board of Education approve the employment of the following paraprofessional, for the 2019-2020 school year:

**Erica Rolan**, as a **Special Education Aide (1:1) and Lunchroom Aide** at Roosevelt Elementary School (new position) beginning on or about November 14, 2019 through June 30, 2020, at the hourly rate of \$16.00, not to exceed 29 hours per week, without benefits. *Pending criminal history clearance and completion of all required employment paperwork.*

**BE IT RESOLVED**, that the North Arlington Board of Education hereby approves the employment of paraprofessional, for the 2019-2020 school year, as set forth above.

#### **B. RESOLUTION TO APPROVE THE APPOINTMENT OF SUBSTITUTE PARAPROFESSIONALS FOR THE 2019-2020 SCHOOL YEAR.**

**WHEREAS**, the Superintendent of Schools recommends that the North Arlington Board of Education approve the employment of the following substitute paraprofessionals, for the 2019-2020 school year:

**Regina Espinosa**, as a **Substitute Classroom Aide** at the North Arlington School District beginning on or about November 14, 2019 through June 30, 2020, at the hourly rate of \$13.00, not to exceed 29 hours per week, without benefits. *Pending criminal history clearance and completion of all required employment paperwork.*

**Angelo Nocciolo Jr.**, as a **Substitute Classroom Aide** at the North Arlington School District beginning on or about November 14, 2019 through June 30, 2020, at the hourly rate of \$13.00, not to exceed 29 hours per week, without benefits. *Pending criminal history clearance and completion of all required employment paperwork.*

**Erica Rolan**, as a **Substitute Aide, Substitute Lunchroom Aide and Substitute Clerk** at the North Arlington School District (new position) beginning on or about November 14, 2019 through June 30, 2020, at the hourly rate of \$13.00, not to exceed 29 hours per week, without benefits. *Pending criminal history clearance and completion of all required employment paperwork.*

**BE IT RESOLVED**, that the North Arlington Board of Education hereby approves the employment of paraprofessionals and substitute paraprofessional, for the 2019-2020 school year, as set forth above.

#### **C. RESOLUTION TO APPROVE THE EMPLOYMENT OF SUBSTITUTE TEACHERS FOR THE 2019-2020 SCHOOL YEAR.**

**WHEREAS**, the Superintendent of Schools recommends that the North Arlington Board of Education approve the employment of the following Substitute Teachers for the 2019-2020 school year:

**Regina Espinosa**, as a **Substitute Teacher** at the per diem rate of \$90.00, for the period beginning on or about November 14, 2019 through June 30, 2020, *pending completion of all required employment paperwork.*

**Stephanie Milot**, as a **Substitute Teacher** at the per diem rate of \$90.00, for the period beginning on or about November 14, 2019 through June 30, 2020.

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**Angelo Nocciolo Jr.**, as a **Substitute Teacher** at the per diem rate of \$90.00, for the period beginning on or about November 14, 2019 through June 30, 2020, *pending completion of all required employment paperwork.*

**Jalyza Pascual**, as a **Substitute Teacher** at the per diem rate of \$90.00, for the period beginning on or about November 14, 2019 through June 30, 2020, *pending completion of all required employment paperwork.*

**Erica Rolan**, as a **Substitute Teacher** at the per diem rate of \$90.00, for the period beginning on or about November 14, 2019 through June 30, 2020, *pending completion of all required employment paperwork.*

**BE IT RESOLVED**, that the North Arlington Board of Education hereby approves the employment of Substitute Teachers for the 2019-2020 school year, as set forth above.

### **D. RESOLUTION TO APPROVE THE EMPLOYMENT OF A SUBSTITUTE NURSE FOR THE 2019-2020 SCHOOL YEAR.**

**WHEREAS**, the Superintendent of Schools recommends that the North Arlington Board of Education approve the employment of the following Substitute Nurse for the 2019-2020 school year:

**Jaclyn Panetta**, as a **Substitute Nurse** at North Arlington High School, at the per diem rate of \$125.00 beginning on or about November 14, 2019 through June 30, 2020, not to exceed 29 hours per week, without benefits. *Pending criminal history clearance and completion of all required employment paperwork.*

**BE IT RESOLVED**, that the North Arlington Board of Education hereby approves the employment of Substitute Nurse for the 2019-2020 school year, as set forth above.

### **E. RESOLUTION TO ACCEPT RESIGNATIONS.**

**WHEREAS**, the Superintendent of Schools recommends that the North Arlington Board of Education accept the following resignations:

**Josephine Gugliuzza, Classroom Aide and Lunchroom Aide**, at Roosevelt Elementary School effective October 17, 2019.

**Kristina Eng, One-on-One Special Education Aide**, at North Arlington High School, effective November 1, 2019.

**Daniel Farinola, Girls' Soccer Head Coach**, at North Arlington High School, effective October 29, 2019.

**Leanne De Sciscio, Special Education Aide (1:1)** at Roosevelt Elementary School effective November 25, 2019.

**BE IT RESOLVED**, that the North Arlington Board of Education hereby accepts the resignations, set forth above.

### **F. RESOLUTION TO APPROVE THE EMPLOYMENT OF CERTIFICATED STAFF MEMBERS FOR THE 2019-2020 SCHOOL YEAR.**

**WHEREAS**, the Superintendent of Schools recommends that the North Arlington Board of Education approve the employment of the following certificated staff members for the 2019-2020 school year:



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**Jilan Haggag**, full-time, **Elementary School Teacher (K-6) and Teacher of Students with Disabilities**. Maternity Leave position temporarily replacing (Mrs. Jamie Berberi) at Roosevelt Elementary School for the period beginning on or about December 9, 2019 through on or about May 30, 2020, at Step 2, MA on the North Arlington Teachers' Salary Guide or \$55,150.00, pro-rated.

**Justin Lemley**, full-time, **Teacher of Music** (Replacing Christopher Kastner) at North Arlington High School for the period beginning on or about November 14, 2019 through on or about June 30, 2020, at Step 1, MA on the North Arlington Teachers' Salary Guide or \$55,050.00, pro-rated.

**Stephanie Milot**, full-time, **Teacher of English** (Maternity Leave position temporarily replacing Michelle Keeler) at North Arlington Middle School for the period beginning on or about December 13, 2019 through on or about May 21, 2020, at Step 2, BA on the North Arlington Teachers' Salary Guide or \$50,500.00, pro-rated.

**Jalyza Pascual**, full-time, **Teacher of Art** (Maternity Leave position temporarily replacing Erica Sanchez) at all 3 Elementary Schools for the period beginning on or about December 13, 2019 through on or about June 30, 2020 at Step 2, MA on the North Arlington Teachers' Salary Guide or \$55,150.00, pro-rated. *Pending criminal history clearance and completion of all required employment paperwork.*

**BE IT RESOLVED**, that the North Arlington Board of Education hereby approves the employment of certificated staff members, for the 2019-2020 school year, as set forth above.

**G. RESOLUTION TO APPROVE A REVISED MATERNITY LEAVE, CHILD REARING LEAVE, UNPAID SICK LEAVE AND UNPAID FAMILY MEDICAL LEAVE FOR A CERTIFICATED STAFF MEMBER FOR THE 2019-2020 SCHOOL YEAR.**

**WHEREAS**, the Superintendent of Schools recommends that the North Arlington Board of Education approve a revised Maternity Leave, Child Rearing Leave, Unpaid Sick Leave and Unpaid Family Medical Leave (FMLA), for Mrs. Jamie Berberi, Grade 1 Teacher, Roosevelt Elementary School, for the 2019-2020 school year, as follows:

**MATERNITY LEAVE** with pay from December 9, 2019 through December 25, 2019 (day prior to birth), utilizing 9 sick bank days. (Maximum 30 calendar days).

**CHILD REARING LEAVE** (up to 30 calendar days from expected due date) with pay from December 26, 2019 (birth-date of child) through January 17, 2020, and without pay from January 18, 2020 through January 25, 2020, utilizing 12 sick bank days.

**SICK LEAVE** without pay from January 26, 2020 through February 6, 2020 utilizing 0 sick bank days.

**UNPAID FAMILY MEDICAL LEAVE (FMLA)** unpaid from February 7, 2020 through May 13, 2020, not to exceed 12 weeks in any 24 months period.

**BE IT RESOLVED**, that the North Arlington Board of Education hereby approve a revised Maternity Leave, Child Rearing Leave, Unpaid Sick Leave and Unpaid Family Medical Leave (FMLA), For Mrs. Jamie Berberi, Grade 1 Teacher, Roosevelt Elementary School, for the 2019-2020 school year, as set forth above.

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**H. RESOLUTION TO APPROVE A REVISED MATERNITY DISABILITY LEAVE, CHILD REARING LEAVE, PAID SICK LEAVE AND UNPAID FAMILY MEDICAL LEAVE FOR A CERTIFICATED STAFF MEMBER FOR THE 2019-2020 SCHOOL YEAR.**

**WHEREAS**, the Superintendent of Schools recommends that the North Arlington Board of Education approve a revised Maternity Disability Leave, Child Rearing Leave, Paid Sick Leave and Unpaid Family Medical Leave (FMLA), for Mrs. Lauren Johnson, Guidance Counselor, North Arlington High School for the 2019-2020 school year, as follows:

**MATERNITY DISABILITY LEAVE** with pay from October 3, 2019 through October 27, 2019 (day prior to birth-date), utilizing 16 sick bank days. (Maximum 30 calendar days).

**CHILD REARING LEAVE** with pay from October 28, 2019 through November 26, 2019, utilizing 17 sick bank days.

**SICK LEAVE** with pay from November 27, 2019 through December 11, 2019 utilizing 9 sick bank days.

**UNPAID FAMILY MEDICAL LEAVE (FMLA)** unpaid from December 12, 2019 through February 2, 2020, not to exceed 12 weeks in any 24 months period.

**BE IT RESOLVED**, that the North Arlington Board of Education hereby approve a revised Maternity Disability Leave, Child Rearing Leave, Paid Sick Leave and Unpaid Family Medical Leave (FMLA), for Mrs. Lauren Johnson, Guidance Counselor, North Arlington High School, for the 2019-2020 school year, as set forth above.

**I. RESOLUTION TO APPROVE A PERFECT ATTENDANCE STIPEND FOR CERTIFICATED STAFF MEMBERS, FOR THE 2018-2019 SCHOOL YEAR.**

**WHEREAS**, the Superintendent of Schools recommends that the North Arlington Board of Education to approve a perfect attendance stipend for the following certificated staff members, for the 2018-2019.

<b>Name</b>	<b>School</b>	<b>Amount</b>
Frank Capriola	North Arlington High School	\$200
Emely Lozada	Jefferson Elementary School	\$200
Heather Prinzo	Washington Elementary School	\$200
Roy Sherman	North Arlington Middle School	\$200

**BE IT RESOLVED**, that the North Arlington Board of Education, approves a perfect attendance stipend for the certificated staff members, for the 2018-2019, listed above.

**J. RESOLUTION TO APPROVE THE LONGEVITY FOR A CERTIFIED STAFF MEMBER, AT NORTH ARLINGTON MIDDLE SCHOOL FOR THE 2019-2020 SCHOOL YEAR**

**WHEREAS**, the Superintendent of Schools recommends that the North Arlington Board of Education approve the longevity for a certified staff member, at North Arlington Middle School, for the period beginning December 1, 2019 through June 30, 2020, pro-rated:

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<b>Name</b>	<b>Step</b>	<b>Degree Level</b>	<b>Base Salary</b>	<b>Longevity</b>	<b>Stipend</b>	<b>Total Salary</b>
David Mullen	17	BA	\$83,900.00	\$750.00		\$84,650.00

**BE IT RESOLVED**, that the North Arlington Board of Education approved the longevity for a certified staff member, at North Arlington Middle School, for the period beginning December 1, 2019 through June 30, 2020, pro-rated, as set forth above.

**K. RESOLUTION TO APPROVE THE LONGEVITY FOR A CUSTODIAN AT WASHINGTON ELEMENTARY SCHOOL FOR THE 2019-2020 FISCAL YEAR.**

**WHEREAS**, the Superintendent of Schools recommends that the North Arlington Board of Education approve the longevity for a custodian at Washington Elementary School for the period beginning December 16, 2019 through June 30, 2020, retroactively:

<b>Name</b>	<b>Step</b>	<b>Base Salary</b>	<b>Night Shift Stipend</b>	<b>Black Seal</b>	<b>Longevity</b>	<b>Total Salary</b>
James Olivieri	9	\$61,800.00	\$512.05	\$284.47	\$562.00	\$63,158.52

**BE IT RESOLVED**, that the North Arlington Board of Education approved the longevity for a custodian at Washington Elementary School for the period beginning December 16, 2019 through June 30, 2020, retroactively, as set forth above.

**L. RESOLUTION TO APPROVE THE APPOINTMENT OF A VOLUNTEER FOR THE 2019- 2020 WINTER SEASON INDOOR TRACK.**

**WHEREAS**, the Superintendent of Schools recommends that the North Arlington Board of Education approve the appointment of Indoor Track Volunteer at North Arlington High School for the 2019-2020 winter season, as follows:

**INDOOR TRACK**

**Vincent Sommese**, Indoor Track Volunteer

**IT RESOLVED**, that the North Arlington Board of Education approved the appointment of Indoor Track Volunteer at North Arlington High School for the 2019-2020 winter season, as set forth above.

**M. RESOLUTION TO APPROVE THE TRANSFER OF CUSTODIAL STAFF FOR THE 2019-2020 SCHOOL YEAR.**

**WHEREAS**, the Superintendent of Schools recommends that the North Arlington Board of Education approve the assignment of Custodial Staff for the 2019-2020 school year, as follows:

**Ciro Ingui**, Night Custodian at North Arlington Middle School will split shift between North Arlington Middle School and former Queen of Peace High School. Reassignment will begin on or about December 1, 2019. There will be no change in the salary. *Pending appropriate paperwork.*

**Alverto Rodriguez**, Night Custodian at North Arlington High School will split shift between North Arlington High School and former Queen of Peace High School. Reassignment will begin on or about November 14, 2019. There will be no change in the salary.

**BE IT RESOLVED**, that the North Arlington Board of Education hereby approves the reassignment of Custodial Staff for the 2019-2020 school year, as set forth above.

On Motion by Mrs. Higgins, second by Mr. Smith. There was no discussion. On Roll Call all Board Members present voted in the affirmative and none in the negative, it was so ordered.



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## **OPERATIONS**

### **A. RESOLUTION TO AFFIRM THE SUPERINTENDENT'S DECISION IN HARASSMENT/INTIMIDATION/BULLYING INVESTIGATIONS.**

**BE IT RESOLVED**, that the North Arlington Board of Education (hereinafter referred to as the "Board") hereby affirms the Superintendent's decision on the following HIB Investigations for the reasons set forth in the Superintendent's decision to the students' parents, and directs the Business Administrator/Board Secretary to transmit a copy of the Board's decision to the affected students' parents forthwith. HIB Investigation Numbers:

203697\_NAH\_10102019  
203521\_NAM\_10032019  
203109\_NAH\_09232019  
203107\_NAH\_09232019  
202828\_NAH\_09122019

### **B. RESOLUTION TO DISENROLL A STUDENT ON FILE IN THE BOARD OFFICE FROM NORTH ARLINGTON PUBLIC SCHOOLS.**

**WHEREAS**, the Superintendent of Schools (the "Superintendent") has requested that the Board disenroll one (1) student whose name is on file in the Board office (the "Student") based upon information that the Student is not entitled to a tuition free education from the Board; and

**WHEREAS**, on or about October 30, 2019, the Superintendent provided the Student, parents with notice of their right to a disenrollment hearing in the event that they did not agree with the Superintendent's recommendation; and

**WHEREAS**, the parents did not request a hearing or otherwise contact the Superintendent to dispute the recommendation; and

**WHEREAS**, the Board has determined that the Student's parents have not met the burden under the statute, *N.J.S.A. 18A:38-1*, to establish that the Student is entitled to a tuition free education from the Board.

**NOW, THEREFORE, BE IT RESOLVED** that the Student shall be disenrolled from the North Arlington School District (the "District") 21 days from the date hereof; provided, however, that if the Student's parents contest the Board's decision before the Commissioner of Education within 21 days of receiving the notice of disenrollment, then the Student shall remain enrolled in the District while the appeal is pending before the Commissioner of Education.

**BE IT FURTHER RESOLVED**, that in the absence of the filing of an appeal, the Student's parents may be assessed tuition for said Student's attendance in the District during the period the Board has found the Student ineligible for a tuition-free education from the Board.

On Motion by Mr. Smith, second by Mr. Dorsett. There was no discussion. On Roll Call all Board Members present voted in the affirmative and none in the negative, it was so ordered.

## **FISCAL MANAGEMENT**

### **A. RESOLUTION TO APPROVE, UPON THE RECOMMENDATION OF THE SUPERINTENDENT, THE LIST OF TRAVEL AND RELATED COSTS WHICH ARE EDUCATIONALLY NECESSARY, FISCALLY PRUDENT, IN COMPLIANCE WITH STATE TRAVEL REIMBURSEMENT GUIDELINES, ARE RELATED TO AND WITHIN THE SCOPE OF THE EMPLOYEE'S CURRENT RESPONSIBILITIES AND PROMOTE THE DELIVERY OF INSTRUCTION OR FURTHER THE EFFICIENT OPERATION OF THE SCHOOL DISTRICT.**

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**WHEREAS**, the Superintendent of Schools recommends that the North Arlington Board of Education approve the attendance of staff members at the following Professional Development Workshops.

	<b>Name</b>	<b>Date</b>	<b>Title of Workshop</b>	<b>Cost</b>
	Bianca Aceti	11/15/2019	The School Avoidant Child: A Collaborative Approach to Fostering Change	Mileage Cost and Registration Fee: \$149
	Michael Burke	11/18/2019	I&RS Best Practices	No Cost
	Marie Griggs	11/12/2019 and 3/10/2020	ESL Supervisors Roundtable	Mileage Cost only
	Samantha Dembowski	11/21/2019	Tax Sheltered Annuities & Other Financial Plans	Mileage Cost and Registration Fee: \$100
	Judith Kommer	11/27/2019	AHA – BLS Provider Certification	Mileage Cost and Registration Fee: \$85
	Elaine Jaume	12/04/2019	Bergen County Association of School Specialists	No Cost
	Dennis Kenny	12/04/2019	BCA SSP Meeting	No Cost
	Rachael Wartel	12/5/2019	Youth Mental Health First Aid	No Cost
	Melissa Muth	12/5/2019	Youth Mental Health First Aid	No Cost
	Audrey O’Jeda	12/9/2019	AHA – BLS Provider Cortication	Mileage Cost and Registration Fee: \$85
	Lauren Buckley	12/11/2019	North Jersey Realtime User Group Meeting	No Cost
	Elaine Jaume	12/12/2019	North – Comprehensive Active Shooter Incident Management (CASIM) for Schools	No Cost
	Jennifer Perez	12/13/2019	Understanding Vicarious & Complex Trauma	Registration Fee only: \$60
	Marie Griggs	1/17/2020 and 5/12/2020	ESL Supervisors Roundtable	Mileage Cost only
	Brianna Fitzpatrick	2/23/2020, 2/24/2020, 2/25/2020 and 2/26/2020	2020 NJAHPERD Annual Convention	Mileage Cost, Registration Fee: \$200 and Membership Fee: \$65
	Daniel Farinola	2/24/2020, 2/25/2020 and 2/26/2020	2020 NJAHPERD Annual Convention	Mileage Cost and Registration Fee: \$125
	Bernadette Afonso	3/13/2020	NJAMLE 2020 Conference – “We are better together”	Mileage Cost and Registration Fee: \$139

**BE IT RESOLVED**, that the North Arlington Board of Education hereby approves the attendance of staff members at Professional Development Workshops.

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### **B. RESOLUTION TO APPROVE AN AGREEMENT WITH JUDITH FERRARO SPEECH LANGUAGE AGENCY, LLC.**

**WHEREAS**, the Superintendent of Schools recommends that the North Arlington Board of Education approve the Independent Contractor Agreement with Judith Ferraro.

<b>Date</b>	<b>Time</b>	<b>Description</b>	<b>Provider</b>	<b>Rate</b>
July 1, 2019 through June 30, 2020	Independent Contractor	Speech Language and Feeding Therapy	Judith Ferraro	\$120.00 per hour

**BE IT RESOLVED**, that the North Arlington Board of Education hereby approves the Independent Contractor Agreement.

On Motion by Mrs. Higgins, second by Mr. Smith. There was no discussion. On Roll Call all Board Members present voted in the affirmative and none in the negative, it was so ordered.

### **INSTRUCTION AND PROGRAM**

#### **A. RESOLUTION TO APPROVE FIELD TRIPS.**

**WHEREAS**, the Superintendent of Schools recommends that the North Arlington Board of Education approve all field trips on file in the Superintendent's office.

**BE IT RESOLVED**, that the North Arlington Board of Education hereby approves all field trips on file in the Superintendent's office.

#### **B. RESOLUTION TO APPROVE DISTRICT REVISED CURRICULUM FOR THE 2019-2020 SCHOOL YEAR.**

**WHEREAS**, the Superintendent of Schools recommends that the North Arlington Board of Education approve revised curriculum guides and offerings for ELA Grades 6-8 and Global Studies Grade 6 for the 2019-2020 school year.

**BE IT RESOLVED**, that the North Arlington Board of Education hereby approves revised curriculum guides and offerings for ELA Grades 6-8 and Global Studies Grade 6 for the 2019-2020 school year.

On Motion by Mr. Smith, second by Mrs. Higgins. There was no discussion. On Roll Call all Board Members present voted in the affirmative and none in the negative, it was so ordered.

### **GOVERNANCE**

The Superintendent said that with regard to Item B. he would like to thank the Principals, the teachers, and in particular, Samantha Rodriguez, who has taken a lead role in the QSAC Committee. He said that he was happy to see a tentative improvement in our instructional program score from the previous QSAC review. He said that we are now at an 86, where two years ago we scored an 84. A passing grade is an 80. The Superintendent said that it was a testament to the hard work the teachers and principals put in. He once again thanked Samantha Rodriguez and said that it was a job well done.

#### **A. RESOLUTION TO APPROVE THE SECOND READING OF POLICIES AND REGULATIONS.**

**WHEREAS**, the Superintendent of Schools recommends that the North Arlington Board of Education approve the second reading of the following revised/new Policies and Regulations:

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<b>Policy Number</b>	<b>Policy Title</b>
1642	Earned Sick Leave Law (M) (New)
3159	Teaching Staff Member/School District Reporting Responsibilities (M) (Revised)
3218	Use Possession, or Distribution of Substances (M) (Revised)
4218	Use Possession, or Distribution of Substances (M) (Revised)
4219	Commercial Driver’s License Controlled Substance and Alcohol Use Testing (M) (Revised)
5517	School District Issued Student Identification Cards (Revised)
6112	Reimbursement of Federal and Other Grant Expenditures (M) (Revised)
7440	School District Security (M) (Revised)
8600	Student Transportation (M) (Revised)
8630	Bus Driver /Bus Aide Responsibility (M) (Revised)
8670	Transportation of Special Needs Students (M) (Revised)
9210	Parent Organizations (Revised)
9400	Media Relations (Revised)

<b>Regulation Number</b>	<b>Regulation Title</b>
1642	Earned Sick Leave Law (M) (New)
3218	Use Possession, or Distribution of Substances (M) (Revised)
4218	Use Possession, or Distribution of Substances (M) (Revised)
5536	Random Testing for Student Alcohol or other Drug Use (Revised)
6112	Reimbursement of Federal and Other Grant Expenditures (M) (Revised)
7440	School District Security (M) (Revised)
8600	Student Transportation (Revised)
8630	Emergency School Bus Procedures (M) (Revised)

**BE IT RESOLVED**, that the North Arlington Board of Education approved the second reading of revised/new Policies and Regulations, as set forth above.

**B. RESOLUTION TO APPROVE THE NEW JERSEY QUALITY SINGLE ACCOUNTABILITY CONTINUUM DISTRICT PERFORMANCE REVIEW FOR THE 2019-2020 SCHOOL YEAR.**

**WHEREAS**, the Superintendent of Schools recommends that the North Arlington Board of Education to approve the New Jersey Quality Single Accountability Continuum District Performance Review, for the 2019-2020 school year.

**BE IT RESOLVED**, that the North Arlington Board of Education approved the New Jersey Quality Single Accountability Continuum Statement of Assurance District Performance Review, for the 2019-2020 school year.

On Motion by Mr. Dorsett, second by Mr. Smith. There was no discussion. On Roll Call all Board Members present voted in the affirmative and none in the negative, it was so ordered.

# MINUTES, NOVEMBER 13, 2019 - PUBLIC MEETING

## FINANCE COMMITTEE

Edward Smith, Chairman  
Robert Dorsett, Co-Chairman

1. **BE IT RESOLVED**, by the North Arlington Board of Education that the Finance Resolutions as per the attached reports are approved (1A, 1B, 1C, 1D):
  - A. The budget transfers be approved for November 2019.
  - B. The Board accepts the Board Secretary’s Report of September 2019 and approves “Pursuant to N.J.A.C. 6:20A 10(e)” and certify that as of September 2019 the Board Secretary’s monthly financial report did not reflect an over expenditure in any of the major accounts or funds, and based on the appropriation balances reflected on these reports and the advice of district officials, we have no reason to doubt that the district has sufficient funds available to meet its financial obligations for the remainder of the fiscal year.
  - C. The Board accepts the report of the Treasurer of School Monies for September 2019.
  - D. The bills and claims for September 2019 as per the attached are approved. The Superintendent recommends that the Board approve the bills and claims to include payroll account and agency account checks for October 30, 2019 (actual), November 15, 2019 (estimated), November 30, 2019 (estimated).

Date	Amount
October 30, 2019	\$ 764,070.68 (actual)
November 15, 2019	\$ 830,000.00 (estimated)
November 30, 2019	\$ 770,000.00 (estimated)
<b>Total</b>	<b>\$ 2,364,070.68</b>

On Motion by Mrs. Higgins, second by Mr. Dorsett. There was no discussion. On Roll Call all Board Members present voted in the affirmative and none in the negative, it was so ordered.

## 2. MOTION TO APPROVE MANUAL CHECKS

Month and Year:	November, 2019	Amount
Acct.#11-000-291-270-22-0507		
Ck.# G estimated	Delta Dental Plan of NJ	\$ 8,700.00
Ck.# G 03997	Benecard	\$ 39,754.19
Ck.# G 03998	Horizon Blue Cross Blue Shield of NJ	\$ 217,286.32
	<b>Total</b>	<b>\$ 265,740.51</b>

## 3. MOTION TO APPROVE HAND CHECKS

November, 2019	Description	Amount
Ck. #016939	Public Service Gas & Electric	\$13,405.29
Ck. #016940	Aspen East LLC - Lease	3,021.58
Ck. #016942	PTC Fast.com	150.00
	<b>Total</b>	<b>\$16,576.87</b>

On Motion by Mr. Smith, second by Mr. Dorsett. There was no discussion. On Roll Call all Board Members present voted in the affirmative and none in the negative, it was so ordered.



**MINUTES, NOVEMBER 13, 2019 - PUBLIC MEETING**

**CONTRACTS/MEMBERSHIPS**

**4. MOTION TO APPROVE OUT OF DISTRICT SPECIAL EDUCATION CONTRACTS/TRANSPORTATION**

<b>SCHOOL</b>	<b>COST</b>
<b>American Tutor, Inc. - Immediate Care</b> Homebound Instruction Student's Name is on file at Board Office.	\$59.00/Hr. Monday-Friday 2 Hrs./Day
<b>Professional Education Services, Inc. – High Focus Centers</b> Homebound Instruction Student's name is on file at Board Office	\$40.00/Hr. Monday-Friday 2 Hrs./Day
<b>South Bergen Jointure Commission</b> Contracted Service Agreement – Transitional Counselor 2019-2020 School Year	\$18,772.19 15% Share
<b>1<sup>st</sup> Cerebral Palsy of New Jersey, Inc.</b> Tuition Contract 2019-2020 Student's name is on file at Board Office.	\$70,001.40

On Motion by Mr. Smith, second by Mr. Dorsett. There was no discussion. On Roll Call all Board Members present voted in the affirmative and none in the negative, it was so ordered.

**FACILITIES**

**5. MOTION TO APPROVE APPLICATIONS FOR USE OF PUBLIC SCHOOL FACILITIES**

The Superintendent recommends that the Board approve facility applications 1906-0016 to 1911-0030.

On Motion by Mr. Dorsett, second by Mrs. Higgins. There was no discussion. On Roll Call all Board Members present voted in the affirmative and none in the negative, it was so ordered.

**6. MOTION TO APPROVE, UPON THE RECOMMENDATION OF THE SUPERINTENDENT, CONTRACTS, ADDENDA, BIDS, AND PROPOSALS**

Motion to approve/reject:

**A. MOTION TO APPROVE JCT SOLUTIONS FOR THE SECURITY SYSTEM AND ACCESS CONTROL AT THE FORMER QUEEN OF PEACE HIGH SCHOOL**

**WHEREAS**, the Superintendent of Schools recommends that the North Arlington Board of Education approve the proposal from JCT Solutions as follows:

<b>Coop Bid #</b>	<b>Scope of Work</b>	<b>COST</b>
8-UCCP Coop Bid # 42-2017	Security Cameras and Equipment, Furnish and installation of security cabling	\$298,959.56
	Security Cameras & Equipment – Field House	\$11,191.69
	<b>Total</b>	<b>\$310,151.25</b>

**BE IT RESOLVED** the North Arlington Board of Education approves the proposal quote from JCT Solutions for the security cameras and equipment at the former Queen of Peace High School.

## MINUTES, NOVEMBER 13, 2019 - PUBLIC MEETING

### **B. MOTION TO APPROVE JCT SOLUTIONS FOR INSTALLATION OF COMPUTER NETWORKING CABLING, EQUIPMENT, AND WIRELESS ACCESS AT THE FORMER QUEEN OF PEACE HIGH SCHOOL**

**WHEREAS**, the Superintendent of Schools recommends that the North Arlington Board of Education approve the proposal from JCT Solutions as follows:

<b>Coop Bid #</b>	<b>Scope of Work</b>	<b>COST</b>
8-UCCP Coop Bid # 41-2017	Full Installation of computer networking cabling and cisco equipment, wireless access installation throughout building	<b>\$303,820.23</b>

**BE IT RESOLVED** the North Arlington Board of Education approves the proposal quote from JCT Solutions for the installation of computer networking cabling, equipment, and wireless access at the former Queen of Peace High School.

On Motion by Mrs. Higgins, second by Mr. Dorsett. There was no discussion. On Roll Call all Board Members present voted in the affirmative and none in the negative, it was so ordered.

### **LIAISON TO INDIVIDUAL SCHOOLS**

High School	Heather Gilgallon
Jefferson School	Robert Dorsett
Roosevelt School	Michele Higgins
Washington School	George McDermott
Middle School	Edward Smith

### **INSTRUCTION AND PROGRAM**

Michele Higgins, Chairman  
Heather Gilgallon, Co-Chairman

### **OPERATIONS**

Heather Gilgallon, Chairman  
Michele Higgins, Co-Chairman

### **GOVERNANCE**

Edward Smith, Chairman  
Michele Higgins, Co-Chairman

### **FISCAL MANAGEMENT**

George McDermott, Chairman  
Robert Dorsett, Co-Chairman

### **STUDENT AND COMMUNITY**

Robert Dorsett, Chairman  
Edward Smith, Co-Chairman

### **PERSONNEL**

Edward Smith, Chairman  
George McDermott, Co-Chairman

# MINUTES, NOVEMBER 13, 2019 - PUBLIC MEETING

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## **PRESIDENT'S REPORT**

## **SUPERINTENDENT'S REPORT**

## **ACTION ITEMS**

## **DISCUSSION ITEMS**

## **SUNSHINE RESOLUTION**

## **ADJOURNMENT**

The Board President, George McDermott, said that he has been a Board Member for 14 years and he was glad to have teachers on the Board because of their perspectives and that they bring a learning environment to the table. He said that our Board is running very well and that we don't always agree on certain things but that we do agree on doing what's best for the children. He said that everyone has the same goal. He thanked the educators on the Board for the new perspective at looking at things. He has learned from them and sees things that he didn't previously see.

There being no further business to come before the Board of Education of the Borough of North Arlington, in the County of Bergen, State of New Jersey, this Public Meeting of November 13, 2019 adjourned at 8:00 p.m.

On Motion by Mr. Smith, second by Mrs. Higgins. There was no discussion. On Roll Call all Board Members present voted in the affirmative and none in the negative, it was so ordered.

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