

NORTH ARLINGTON BOARD OF EDUCATION NORTH ARLINGTON, NEW JERSEY PUBLIC MEETING

June 23, 2020

BOARD OF EDUCATION OFFICE

N.J.S.A 10:4-8b of the Open Public Meetings Act authorizes local boards of Education to conduct public hearings through the use of streaming services and other online meeting platforms in certain circumstances. Due to COVID-19 and the State of Emergency declared by the Governor of the State of New Jersey, in coordination with the NJDOE and NJDOH where schools “shall remain closed as long as this Order remains in effect,” a regularly scheduled public meeting will be held via zoom services. Please visit our website at www.navikings.org for more information regarding the virtual meeting and public participation.

Welcome to the Public Meeting of the North Arlington Board of Education. The Board is meeting this evening for the purpose of conducting the business of the Board and the school district.

The business the Board will take action on this evening is outlined in the agenda.

Community participation is invited during the following point in the agenda:

Public Comments. This segment is devoted to hearing from those persons who might have questions or statements regarding only matters listed on the agenda, which the Board will be acting on this evening.

If you wish to address the Board during this public comments segment, you are asked to raise your hand and be recognized by the Board President. When recognized, clearly state your name and address for the record. All questions or statements should be addressed to the Board President.

By law, the Board is not permitted to discuss personnel, contractual or legal matters in public. Although the Board values public input, please understand that the Board may not always respond directly to public comments.

We hope your visit with us this evening will be an enjoyable and informative one.

UPCOMING BOARD MEETINGS

Public Meeting: Tuesday, July 28, 2020, High School Cafeteria 7:30 p.m.

Public Meeting: Tuesday, August 11, 2020, High School Cafeteria, 7:30 p.m.

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

PUBLIC MEETING

June 23, 2020

5:30 p.m.

Public Meeting (Online)

I. CALL TO ORDER

II. ROLL CALL

Mr. Dorsett _____
Mr. Smith _____
Mrs. Gilgallon _____
Mr. McDermott _____
Mrs. Higgins _____

III. SALUTE TO THE FLAG

IV. STATEMENT OF PUBLIC MEETING NOTICE

This Public Meeting of June 23, 2020, 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 6, 2020 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.

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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:

- A. Motion to approve the minutes of the Public Work Session of May 21, 2020.
- B. Motion to approve the minutes of the Public Meeting of May 21, 2020.
- C. Motion to approve the minutes of the Executive Session of May 21, 2020.

On Motion by _____, second by _____.

Discussion: _____ . Roll Call:

Mr. Dorsett	_____
Mr. Smith	_____
Mrs. Gilgallon	_____
Mr. McDermott	_____
Mrs. Higgins	_____

VII. HEARING OF THE PUBLIC

During the Public Comments portion of the meeting(s), the moderator (host), or Board President, will ask the public to “virtually” raise their hand if they would like to be recognized for comment (for those using a telephone, press *9 to raise your hand). At that time, you will be required to state your name and address. Public Comments will be limited to five (5) minutes duration. For more information, please visit www.navikings.org.

Motion to close the Hearing of Citizens made by _____, second by _____.

Discussion: _____ . Roll Call:

Mr. Dorsett	_____
Mr. Smith	_____
Mrs. Gilgallon	_____
Mr. McDermott	_____
Mrs. Higgins	_____

AGENDA, JUNE 23, 2020 - PUBLIC MEETING

PERSONNEL

A. RESOLUTION TO APPROVE THE APPOINTMENT OF PARAPROFESSIONALS FOR THE 2020-2021 SCHOOL YEAR.

WHEREAS, the Superintendent of Schools recommends that the North Arlington Board of Education approve the employment of the following paraprofessionals for the 2020-2021 school year:

Jacqueline Kajon, as a **Special Education Aide (1:1)** at North Arlington Middle School beginning on or about September 1, 2020 through June 30, 2021, 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.*

Bruna Silveira, as a **Half-Time Classroom Aide, Lunchroom Aide** at Jefferson Elementary School beginning on or about September 1, 2020 through June 30, 2021, 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 for the 2020-2021 school year, as set forth above.

On Motion by _____, second by _____.

Discussion: _____ . Roll Call:

Mr. Dorsett	_____
Mr. Smith	_____
Mrs. Gilgallon	_____
Mr. McDermott	_____
Mrs. Higgins	_____

B. RESOLUTION TO APPROVE THE APPOINTMENT OF SUBSTITUTE PARAPROFESSIONAL FOR THE 2020-2021 SCHOOL YEAR.

WHEREAS, the Superintendent of Schools recommends that the North Arlington Board of Education approve the employment of the following substitute paraprofessional for the 2020-2021 school year:

Bruna Silveira, as a **Substitute Classroom Aide and Substitute Lunchroom Aide** at Jefferson Elementary School beginning on or about September 1, 2020 through June 30, 2021, 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 substitute paraprofessional, for the 2020-2021 school year, as set forth above.

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On Motion by _____, second by _____.

Discussion:_____. Roll Call:

Mr. Dorsett _____
Mr. Smith _____
Mrs. Gilgallon _____
Mr. McDermott _____
Mrs. Higgins _____

C. RESOLUTION TO APPROVE THE EMPLOYMENT OF CERTIFICATED STAFF MEMBERS FOR THE 2020-2021 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 2020-2021 school year:

Antonia Butler, full-time **Teacher of P-3 and Teacher of Students with Disabilities** (New Position) at New Elementary School (Name TBD) for the period beginning on or about September 1, 2020 through or about June 30, 2021, at Step 1, BA on the North Arlington Teachers' Salary Guide or \$50,600.00, pro-rated. *Pending certification.*

Jennifer Capoano, full-time **Teacher of P-3, Teacher of Elementary School (K-6), and Teacher of Students with Disabilities** at Roosevelt Elementary School and Washington Elementary School for the period beginning on or about September 1, 2020 through or about June 30, 2021, at Step 3, BA+15 on the North Arlington Teachers' Salary Guide or \$51,600.00, pro-rated. *Pending criminal history clearance and completion of all required employment paperwork.*

Mario Correa, full-time **Teacher of Music** at all Elementary Schools for the period beginning on or about September 1, 2020 through or about June 30, 2021, at Step 3, BA on the North Arlington Teachers' Salary Guide or \$50,800.00, pro-rated.

Timothy Culloty, full-time **Teacher of Comprehensive Business** at North Arlington High School for the period beginning on or about September 1, 2020 through or about June 30, 2021, at Step 1, BA+30 on the North Arlington Teachers' Salary Guide or \$52,250.00, pro-rated, *pending certification.*

Stefanie Hauser, full-time **Teacher of Biological Science** at North Arlington Middle School (New position Science) for the period beginning on or about September 1, 2020 through June 30, 2021, at Step 1, BA, on the North Arlington Teachers' Salary Guide \$50,600.00, prorated, *pending criminal history clearance and completion of all required employment paperwork.*

Alyssa Kahwaty, full-time **Teacher of Elementary School (K-6) and Teacher of Students with Disabilities** at Jefferson Elementary School for the period beginning on or about September 1, 2020 through or about June 30, 2021, at Step 5, BA+30 on the North Arlington Teachers' Salary Guide or \$52,975.00, pro-rated. *Pending criminal history clearance and completion of all required employment paperwork.*

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Alexandra Lombardi, full-time **Teacher of Elementary School (K-6), and Teacher of Students with Disabilities** at New Elementary School (Name TBD) for the period beginning on or about September 1, 2020 through or about June 30, 2021, at Step 1, MA on the North Arlington Teachers' Salary Guide or \$55,250.00, pro-rated. *Pending criminal history clearance and completion of all required employment paperwork.*

Lindsay Mohre, full-time **Teacher of Elementary School (K-6), and Teacher of Students with Disabilities** at Washington Elementary School for the period beginning on or about September 1, 2020 through or about June 30, 2021, at Step 1, BA+15 on the North Arlington Teachers' Salary Guide or \$51,400.00, pro-rated. *Pending criminal history clearance and completion of all required employment paperwork.*

Stephanie Quackenbush, full-time **Teacher of Mathematics and Teacher of Students with Disabilities** at North Arlington Middle School (replacing Katherine Driscoll) for the period beginning on or about September 1, 2020 through or about June 30, 2021, at Step 4, BA+15 on the North Arlington Teachers' Salary Guide or \$51,800.00, pro-rated. *Pending criminal history clearance and completion of all required employment paperwork.*

Krista Rambala, full-time **School Counselor** at Roosevelt Elementary School and Washington Elementary School (New Position) for the period beginning on or about September 1, 2020 through or about June 30, 2021, at Step 1, MA on the North Arlington Teachers' Salary Guide or \$55,250.00, pro-rated). *Pending criminal history clearance and completion of all required employment paperwork.*

Gianna Tetto, full-time **Teacher of Elementary School (K-6), and Teacher of Students with Disabilities** at Jefferson Elementary School for the period beginning on or about September 1, 2020 through or about June 30, 2021, at Step 1, BA on the North Arlington Teachers' Salary Guide or \$50,600.00, pro-rated. *Pending criminal history clearance and completion of all required employment paperwork.*

Megan Tiso, full-time **Teacher of Elementary School (K-6), and Teacher of Students with Disabilities** at Jefferson Elementary School for the period beginning on or about September 1, 2020 through or about June 30, 2021, at Step 6, MA on the North Arlington Teachers' Salary Guide or \$56,300.00, pro-rated. *Pending criminal history clearance and completion of all required employment paperwork.*

Nicolle Wetzel, full-time, **Teacher of Middle School with Subject Matter Specialization: Mathematics Grades 5-8** at North Arlington Middle School (New Position) for the period beginning on or about September 1, 2020 through June 30, 2021, at Step 1, BA on the North Arlington Teachers' Salary Guide or \$50,600.00. *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 2020-2021 school year, as set forth above.

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On Motion by _____, second by _____.

Discussion: _____ Roll Call:

Mr. Dorsett	_____
Mr. Smith	_____
Mrs. Gilgallon	_____
Mr. McDermott	_____
Mrs. Higgins	_____

D. RESOLUTION TO ACCEPT RESIGNATIONS.

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

Roy Sherman, Teacher of Language Arts and Literacy at North Arlington Middle School effective on or about June 30, 2020.

Tammy Gordon, Teacher of Science at North Arlington High School effective on or about June 30, 2020.

Thomas Tolve, School Counselor at North Arlington Middle School effective on or about June 30, 2020.

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

On Motion by _____, second by _____.

Discussion: _____ Roll Call:

Mr. Dorsett	_____
Mr. Smith	_____
Mrs. Gilgallon	_____
Mr. McDermott	_____
Mrs. Higgins	_____

E. RESOLUTION TO REVISE A MATERNITY DISABILITY LEAVE, CHILD REARING LEAVE AND UNPAID FAMILY LEAVE (FMLA) 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 Maternity Disability Leave, Child Rearing Leave and an unpaid Family Leave (FMLA) for **Mrs. Denise Torres**, Spanish Teacher, as follows:

MATERNITY DISABILITY LEAVE

with pay from May 1, 2020 through May 21, 2020 (day prior to birth), utilizing 15 sick bank days. (Max. 30 calendar days)

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CHILD REARING LEAVE

with pay from May 22, 2020 through June 3, 2020 (up to 30 calendar days from birth-date) utilizing 8 sick bank days.

UNPAID FAMILY MEDICAL LEAVE (FMLA)

from June 4, 2020 through September 1, 2020. Not to exceed 12 weeks per year.

BE IT RESOLVED, that the North Arlington Board of Education hereby approves a Maternity Disability Leave, Child Rearing Leave and an unpaid Family Leave (FMLA) for **Mrs. Denise Torres**, Spanish Teacher, as set forth above.

On Motion by _____, second by _____.

Discussion: _____ Roll Call:

Mr. Dorsett	_____
Mr. Smith	_____
Mrs. Gilgallon	_____
Mr. McDermott	_____
Mrs. Higgins	_____

F. RESOLUTION TO APPROVE THE APPROPRIATE STEP AND EDUCATIONAL LEVEL PLACEMENT OF NON-TENURED, CERTIFICATED STAFF MEMBERS, FOR THE 2020-2021 SCHOOL YEAR.

NAME	STEP	DEGREE LEVEL	SALARY
ADE, STEPHANIE	4	MA	\$55,650.00
ANTOSEK, NICOLE	10	BA	\$53,500.00
ATAIDE, JANINE	4	BA	\$51,000.00
AUSTIN, KAITLYNN	2	MA	\$55,250.00
BANCROFT CHRISTINA	16	MA+30	\$87,050.00
BELTSIOS, ALICIA	7	MA	\$56,850.00
BERBERI, JAMIE	6	MA	\$56,300.00
BET, BRYAN	13	BA	\$63,000.00
BRAS DIANA	12	MA	\$62,650.00
CAPOBIANCO, MARK	5	BA	\$51,325.00
CAPPIELLO, KIMBERLY	5	BA+15	\$52,125.00
CASALE, SUSAN	9	MA+10	\$58,250.00
CAVALLARO, JORDAN	3	MA	\$55,450.00
CURRAN, JUSTINE	7	MA	\$56,850.00
DePRETA, LAUREN	7	MA	\$56,850.00
ENG, ROBERT	3	MA	\$55,450.00
FARRELL, MICHAEL	4	BA	\$51,000.00
FELTEN, BRIELLE	2	BA	\$50,600.00
GRODZIAK, LAURI	5	BA	\$51,325.00
GUTIERREZ, LIZZETT	6	BA	\$51,650.00
HEY, TARA	11	MA	\$59,450.00
JOSLIN, CHRISTINA	8	MA+30	\$60,250.00

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KIM, HENRY	3	MA+40	\$61,050.00
LEMLEY, JUSTIN	2	MA	\$55,250.00
LEWIS, KARYN	7	MA+20	\$59,050.00
LISSEMORE, BRITTANY	4	MA	\$55,650.00
LOZADA, EMELY	3	BA+30	\$52,450.00
MARLIN, AMY	8	MA+10	\$57,950.00
MCCARTHY, KENNETH	9	BA	\$52,700.00
MILLS, KEVIN	12	BA	\$58,000.00
MOORE, CRISTOPHER	5	BA	\$51,325.00
OROVIO, MARCIA	5	BA+15	\$52,125.00
PECK, KELLY	3	BA	\$50,800.00
PETROCELLI, ADRIANE	7	MA	\$56,850.00
PONTIUS, EMILY	15	MA+60	\$89,050.00
POSYTON, EMILY	2	BA	\$50,600.00
PRINZO, HEATHER	3	BA	\$50,800.00
RYAN, CHLOE	7	BA	\$52,200.00
SALBASHIAN, MARAL	5	MA	\$55,975.00
SOMMESE, VINCENT	10	MA+40	\$63,750.00
SOSSIN, MATT	9	MA	\$57,350.00
SPANO, ANGELICA	2	MA	\$55,250.00
STANZIALE, ARIEL	2	MA+30	\$58,650.00
TOBAR-ICAZA, STEVE	16	MA+30	\$87,050.00
TORRES, DENISE	13	MA	\$67,650.00
TREGENZA, VANESSA	13	MA+40	\$73,250.00
VALLE, ELIZABETH	5	BA	\$51,325.00
VILLAREALE, STEPHEN	4	BA	\$51,000.00

BE IT RESOLVED, that the North Arlington Board of Education hereby approves the appropriate step and educational level placement of non-tenured, certificated staff members, for the period beginning September 1, 2020 through June 30, 2021, as set forth above.

On Motion by _____, second by _____.

Discussion: _____ . Roll Call:

Mr. Dorsett	_____
Mr. Smith	_____
Mrs. Gilgallon	_____
Mr. McDermott	_____
Mrs. Higgins	_____

G. RESOLUTION TO APPROVE SALARY PLACEMENT OF NON-TENURED ADMINISTRATORS, FOR THE 2020-2021 SCHOOL YEAR.

WHEREAS, the Superintendent of Schools recommends that the North Arlington Board of Education approve salary placement of the following non-tenured Administrators, for the period beginning July 1, 2020 through June 30, 2021:

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Michael Burke
Director of Special Education, PreK-12
Child Study Team
\$139,654.00

Patrick Bott
Principal
North Arlington High School
\$136,581.00

BE IT RESOLVED, that the North Arlington Board of Education hereby approves salary placement of non-tenured Administrators, for the period beginning July 1, 2020 through June 30, 2021, as set forth above.

On Motion by _____, second by _____.

Discussion: _____ . Roll Call:

Mr. Dorsett	_____
Mr. Smith	_____
Mrs. Gilgallon	_____
Mr. McDermott	_____
Mrs. Higgins	_____

H. RESOLUTION TO APPROVE SALARY PLACEMENT OF NON-TENURED SUPERVISORS FOR THE 2020-2021 SCHOOL YEAR.

WHEREAS, the Superintendent of Schools recommends that the North Arlington Board of Education approve salary placement of the following non-tenured Supervisors for the 2020-2021 school year:

Joshua Aronowitz
Athletic Director
\$94,833.20, for the period beginning July 1, 2020 through June 30, 2021.

Lauren Buckley
Supervisor of Guidance (PreK-12)
\$89,564.18, for the period beginning July 1, 2020 through June 30, 2021.

BE IT RESOLVED, that the North Arlington Board of Education hereby approves salary placement of non-tenured Supervisors for the 2020-2021 school year, as set forth above.

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On Motion by _____, second by _____.

Discussion:_____. Roll Call:

Mr. Dorsett	_____
Mr. Smith	_____
Mrs. Gilgallon	_____
Mr. McDermott	_____
Mrs. Higgins	_____

I. RESOLUTION TO APPROVE THE APPROPRIATE SALARY OF NON-TENURED REGISTERED NURSES, FOR THE 2020-2021 SCHOOL YEAR.

WHEREAS, the Superintendent of Schools recommends that the North Arlington Board of Education approve the following non-tenured Registered Nurses, for the period beginning September 1, 2020 through June 30, 2021:

Helen Alarcon
New Elementary School (Name TBD)
\$48,000.00

Judith Kommer
North Arlington Middle School
\$53,484.43

BE IT RESOLVED that the North Arlington Board of Education approved the above non-tenured Registered Nurses, for the period beginning September 1, 2020 through June 30, 2021, as set forth above.

On Motion by _____, second by _____.

Discussion:_____. Roll Call:

Mr. Dorsett	_____
Mr. Smith	_____
Mrs. Gilgallon	_____
Mr. McDermott	_____
Mrs. Higgins	_____

J. RESOLUTION TO APPROVE NON-TENURED CUSTODIANS FOR THE 2020-2021 SCHOOL YEAR.

WHEREAS, the Superintendent of Schools recommends that the North Arlington Board of Education approve the following non-tenured custodians for the period beginning July 1, 2020 through June 30, 2021:

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Name	School	Step	Base Salary	Longevity Stipend	Black Seal Stipend	Night Shift Stipend	Responsibility Differential	Total Gross Salary
Abbate, Frank	High School	9	\$63,440.00	\$1,124.00	\$284.47			\$64,848.47
Coulson, Steven	Jefferson School	9	\$63,440.00	\$1,124.00	\$284.47	\$512.05		\$65,360.52
DeLuca, Philip	Head Custodian Washington School	9	\$63,440.00	\$1,124.00	\$284.47		\$2,585.02	\$67,433.49
DiScerni, Michael	Head Custodian Roosevelt School	9	\$63,440.00	\$1,968.00	\$284.47		\$2,585.02	\$68,277.49
Ingui, Ciro	New Middle School	2	\$42,930.00			\$512.05		\$43,442.05
Marquez, Emmanuel	High School	9	\$63,440.00		\$284.47	\$512.05		\$64,236.52
Mejia, Julio	Head Custodian High School	9	\$63,440.00		\$284.47		\$3,814.80	\$67,539.27
Morrison, Chris	Head Custodian Jefferson School	9	\$63,440.00	\$1,124.00	\$284.47		\$2,585.02	\$67,433.49
O'Farrill-Rodriguez, Jason	Roosevelt School	6	\$54,650.00		\$284.47	\$512.05		\$55,446.52
Olivieri, James	Washington School	9	\$63,440.00	\$562.00	\$284.47	\$512.05		\$64,798.52
Reo, Dominic	Head Custodian New Middle School	9	\$63,440.00		\$284.47		\$2,830.55	\$66,555.02
Rodriguez, Alverto	New North Arlington Middle School	7	\$57,580.00		\$284.47			\$57,864.47
Romano, Antonio	High School	9	\$63,440.00	\$1,124.00	284.47			\$64,848.47
Ross, Barry	Head Custodian Field High School	9	\$63,440.00	\$1,968.00	\$284.47		\$2,892.20	\$68,584.67
Servitis,Pantelis	New Elementary School (Name TBD)	5	\$51,720.00		\$284.47	\$512.05		\$52,516.52

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	Head Custodian New Elementary School (Name TBD)							
Sofield, Brian		9	\$63,440.00	\$1,124.00	\$284.47		\$2,585.02	\$67,433.49
Titterington, Matthew	High School	2	\$42,930.00	\$0.00	\$0.00	\$512.05	\$0.00	\$43,442.05
Zungri, Angelo	High School	9	\$63,440.00	\$0.00	\$284.47			\$63,724.47

BE IT RESOLVED, that the North Arlington Board of Education hereby approves the above non-tenured custodians for the period beginning July 1, 2020 through June 30, 2021, as set forth above.

On Motion by _____, second by _____.
 Discussion: _____ . Roll Call:

Mr. Dorsett _____
 Mr. Smith _____
 Mrs. Gilgallon _____
 Mr. McDermott _____
 Mrs. Higgins _____

K. RESOLUTION TO APPROVE A NON-TENURED, TWELVE MONTH ACCOUNTS MANAGER FOR THE 2020-2021 SCHOOL YEAR.

WHEREAS, the Superintendent of Schools recommends that the North Arlington Board of Education approve the employment of Sara Megletti as a full-time, non-tenured, twelve month Accounts Manager for the period beginning July 1, 2020 through June 30, 2021, at an annual salary of \$82,736.98.

BE IT RESOLVED, that the North Arlington Board of Education approved the reappointment of Sara Megletti as a full-time, non-tenured, twelve month Accounts Manager for the period beginning July 1, 2020 through June 30, 2021, at an annual salary of \$82,736.98.

On Motion by _____, second by _____.
 Discussion: _____ . Roll Call:

Mr. Dorsett _____
 Mr. Smith _____
 Mrs. Gilgallon _____
 Mr. McDermott _____
 Mrs. Higgins _____

L. RESOLUTION TO APPROVE NON-TENURED, TWELVE MONTH SECRETARIES AND STAFF FOR THE 2020-2021 SCHOOL YEAR.

WHEREAS, the Superintendent of Schools recommends that the North Arlington Board of Education approve the appropriate salary of the following non-tenured, twelve month Secretaries for the period beginning July 1, 2020 through June 30, 2021:

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Name	Salary
Marisa Ryan	\$44,075.00
Aneeqa Saeed	\$51,250.00
Denise Tchalabi	\$46,125.00

BE IT RESOLVED, that the North Arlington Board of Education hereby approves the above non-tenured, twelve month Secretaries for the period beginning July 1, 2020 through June 30, 2021, as set forth above.

On Motion by _____, second by _____.

Discussion: _____ Roll Call:

Mr. Dorsett	_____
Mr. Smith	_____
Mrs. Gilgallon	_____
Mr. McDermott	_____
Mrs. Higgins	_____

M. RESOLUTION TO APPROVE NON-TENURED, TEN MONTH SECRETARIES FOR THE 2020-2021 SCHOOL YEAR.

WHEREAS, the Superintendent of Schools recommends that the North Arlington Board of Education approve the following non-tenured, ten month Secretaries for the period beginning September 1, 2020 through June 30, 2021:

Name	Salary
Jennifer Belcuore	\$41,280.00
Miosotiz Meyers	\$34,056.00
Allison Sheedy	\$35,145.79
KathyAnn Werner	\$35,145.79

BE IT RESOLVED, that the North Arlington Board of Education hereby approves the above non-tenured, ten month Secretaries for the period beginning September 1, 2020 through June 30, 2021, as set forth above.

On Motion by _____, second by _____.

Discussion: _____ Roll Call:

Mr. Dorsett	_____
Mr. Smith	_____
Mrs. Gilgallon	_____
Mr. McDermott	_____
Mrs. Higgins	_____

AGENDA, JUNE 23, 2020 - PUBLIC MEETING

N. RESOLUTION TO APPROVE THE REAPPOINTMENT OF A PART-TIME CLERK FOR THE 2020-2021 SCHOOL YEAR.

WHEREAS, the Superintendent of Schools recommends that the North Arlington Board of Education approve the reappointment of **Sharon Polo**, part-time, **ten month Clerk** at Washington School, at the hourly rate of \$13.75, not to exceed 29 hours per week, for the period beginning September 1, 2020 through June 30, 2021, without benefits.

BE IT RESOLVED, that the North Arlington Board of Education hereby approves reappointment of **Sharon Polo**, part-time, **ten month Clerk** at Washington School, at the hourly rate of \$13.75, not to exceed 29 hours per week, for the period beginning September 1, 2020 through June 30, 2021, without benefits.

On Motion by _____, second by _____.

Discussion: _____ . Roll Call:

Mr. Dorsett	_____
Mr. Smith	_____
Mrs. Gilgallon	_____
Mr. McDermott	_____
Mrs. Higgins	_____

O. RESOLUTION TO APPROVE THE REAPPOINTMENT OF THE K-12 DIRECTOR OF TECHNOLOGY AND THE COMPUTER TECHNICIAN FOR THE 2020-2021 SCHOOL YEAR.

WHEREAS, the North Arlington Board of Education (hereinafter referred to as “the Board”) is desirous of reappointing **Michael Asmus** (hereinafter referred to as “Asmus”) to serve as the **K-12 Director of Technology** for the North Arlington Public School District;

WHEREAS, Michael Asmus is desirous of accepting employment as the K-12 Director of Technology for the North Arlington Public School District; and

WHEREAS, the North Arlington Board of Education (hereinafter referred to as “the Board”) is desirous of reappointing **Robert Silkowski** (hereinafter referred to as “Silkowski”) to serve as the **Computer Technician** for the North Arlington Public School District; and

WHEREAS, Robert Silkowski is desirous of accepting employment as the Computer Technician for the North Arlington Public School District;

NOW, THEREFORE, BE IT RESOLVED that the Board hereby ratifies and approves the appointment of **Michael Asmus** to serve as the **K-12 Director of Technology** for the North Arlington Public School District for the period beginning July 1, 2020 through June 30, 2021, at an annual salary of **\$97,997.00**.

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NOW, THEREFORE, BE IT FURTHER RESOLVED that the Board hereby ratifies and approves the appointment of **Robert Silkowski** to serve as the **Computer Technician** for the North Arlington Public School District for the period beginning July 1, 2020 through June 30, 2021, at an annual salary of **\$43,075.63**.

On Motion by _____, second by _____.

Discussion: _____ Roll Call:

Mr. Dorsett	_____
Mr. Smith	_____
Mrs. Gilgallon	_____
Mr. McDermott	_____
Mrs. Higgins	_____

P. RESOLUTION TO APPROVE THE EMPLOYMENT AGREEMENT OF THE ATHLETIC TRAINER FOR THE 2020-2021 SCHOOL YEAR.

WHEREAS, the Superintendent of Schools recommends that the North Arlington Board of Education approve the Employment Agreement by and between the North Arlington Board of Education and **Joanna Salway**, full-time Athletic Trainer, for the period beginning September 1, 2020 through June 30, 2021 at an annual salary of **\$53,095.00**.

AND WHEREAS, the Athletic Trainer will be paid an hourly rate of \$30.00 not to exceed \$11,000.00 for summer work.

BE IT RESOLVED, that the North Arlington Board of Education approved the Employment Agreement by and between the North Arlington Board of Education and **Joanna Salway**, full-time Athletic Trainer for the period beginning September 1, 2020 through June 30, 2021 at an annual salary of **\$53,095.00**.

BE IT FURTHER RESOLVED, that the Athletic Trainer will be paid an hourly rate of \$30.00 not to exceed \$11,000.00 for summer work.

On Motion by _____, second by _____.

Discussion: _____ Roll Call:

Mr. Dorsett	_____
Mr. Smith	_____
Mrs. Gilgallon	_____
Mr. McDermott	_____
Mrs. Higgins	_____

Q. RESOLUTION TO APPROVE THE EMPLOYMENT OF A SCHOOL BUSINESS ADMINISTRATOR/BOARD SECRETARY FOR THE 2020-2021 SCHOOL YEAR.

WHEREAS, the Superintendent of Schools recommends that the North Arlington Board of Education approve the employment contract of **Samantha Dembowski**, as the **School Business Administrator/Board Secretary** for North Arlington School at an annual salary of \$133,250.00,

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for the period beginning on or about July 1, 2020 through June 30, 2021.

BE IT RESOLVED, that the North Arlington Board of Education hereby approves the employment contract of **Samantha Dembowski**, as the **School Business Administrator/Board Secretary** for North Arlington School District at an annual salary of \$133,250.00, for the period beginning on or about July 1, 2020 through June 30, 2021.

On Motion by _____, second by _____.

Discussion: _____ . Roll Call:

Mr. Dorsett	_____
Mr. Smith	_____
Mrs. Gilgallon	_____
Mr. McDermott	_____
Mrs. Higgins	_____

R. RESOLUTION TO APPROVE THE REAPPOINTMENT OF A PART-TIME ASSISTANT BOOKKEEPER FOR RECONCILING GENERAL FUND AND VARIOUS ACCOUNTS FOR THE 2020-2021 SCHOOL YEAR.

WHEREAS, the Superintendent of Schools recommends that the North Arlington Board of Education approve the reappointment of Robert Brown as a part-time Assistant Bookkeeper for reconciling general fund and various accounts, for the period beginning July 1, 2020 through June 30, 2021, at an annual salary of \$7,400.00.

BE IT RESOLVED, that the North Arlington Board of Education approved the reappointment of Robert Brown as a part-time Assistant Bookkeeper for reconciling general fund and various accounts, for the period beginning July 1, 2020 through June 30, 2021, at an annual salary of \$7,400.00.

On Motion by _____, second by _____.

Discussion: _____ . Roll Call:

Mr. Dorsett	_____
Mr. Smith	_____
Mrs. Gilgallon	_____
Mr. McDermott	_____
Mrs. Higgins	_____

S. RESOLUTION TO APPROVE THE APPOINTMENT OF PARAPROFESSIONALS FOR THE 2020-2021 SCHOOL YEAR.

WHEREAS, the Superintendent of Schools recommends that the North Arlington Board of Education approve the appointment of Paraprofessionals for the period beginning September 1, 2020 through June 30, 2021, as follows:

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ROOSEVELT ELEMENTARY SCHOOL

Name	Title	Rate of Pay
Laura Costeira	Classroom Aide and Lunchroom Aide, without benefits.	13.25/hour. Not to exceed 29 hours per week.
Kelly Logue	Classroom Aide and Lunchroom Aide, without benefits.	13.75/hour. Not to exceed 29 hours per week.
Debra Rago	Special Education and Lunchroom Aide, without benefits.	\$16.75 Not to exceed 29 hours per week.

NEW ELEMENTARY SCHOOL (NAME TBD)

Name	Title	Rate of Pay
Miriam Alvarez	Resource Room Aide & Lunch Aide, without benefits.	\$13.75/hour Not to exceed 29 hours per week.
Maureen Costello	Special Education Aide & Lunch Aide, without benefits.	\$16.75/hour Not to exceed 29 hours per week.
Karima Elmoazz	Special Education Aide & Lunch Aide, without benefits	\$16.75/hour. Not to exceed 29 hours per week.
Cecelia Fauster	Special Education Aide & Lunch Aide, without benefits.	\$16.75/hour. Not to exceed 29 hours per week.
Amy Glarner	Special Education & Lunch Aide, without benefits.	\$16.50/hour. Not to exceed 29 hours per week.
Geralyn Gaydos	Classroom Aide PM & Lunch Aide, without benefits.	\$13.75/hour. Not to exceed 29 hours per week.

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Sheila Keoghan	Classroom Aide AM & Lunch Aide, without benefits.	\$13.75/hour. Not to exceed 29 hours per week.
Laura LaBarbera	Special Education Aide & Lunch Aide, without benefits.	\$16.75/hour. Not to exceed 29 hours per week.
Melissa LaBarbera	Special Education Aide & Lunch Aide, without benefits.	\$16.25/hour. Not to exceed 29 hours per week.
Heidi Mages	Special Education Aide & Lunch Aide, without benefits.	\$16.75/hour, not to exceed 29 hours per week.
Diane Mastropierro	Special Education Aide & Lunch Aide, without benefits.	\$16.75/hour. Not to exceed 29 hours per week.
Megan McDermott	Classroom Aide AM & Lunch Aide, without benefits.	\$13.75/hour. Not to exceed 29 hours per week.
Nubia Rivera	Special Education Aide & Lunch Aide, without benefits.	\$16.75/hour. Not to exceed 29 hours per week.
Josephine Truszkowski	Classroom Aide AM & Lunch Aide, without benefits.	\$13.75/hour. Not to exceed 29 hours per week.
Michelle Ventress	Special Education Aide & Lunch Aide, without benefits.	\$16.75/hour. Not to exceed 29 hours per week.
Gina Visotcky	Special Education Aide & Lunch Aide, without benefits.	\$16.25/hour. Not to exceed 29 hours per week.

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JEFFERSON ELEMENTARY SCHOOL

Name	Title	Rate of Pay
Carmen Brango	Special Education Aide & Lunch Aide, without benefits.	\$16.50 /hour. Not to exceed 29 hours per week.
Sue Crockett	Special Education Aide & Lunch Aide, without benefits.	\$16.75/hour. Not to exceed 29 hours per week.
Bessy Gomez	Resource Room Aide & Lunch Aide, without benefits.	\$13.25/hour. Not to exceed 29 hours per week.
Kristin Higson-Hughes	Lunch Aide, without benefits.	\$16.25 /hour. Not to exceed 29 hours per week.
Anne Kachel	Half-time Classroom Aide & Lunch Aide, without benefits.	\$13.75 /hour. Not to exceed 29 hours per week.
Joan Kobuszewski	Half-time Classroom Aide & Lunch Aide, without benefits.	\$13.75/hour. Not to exceed 29 hours per week.
Banu Kutulan	Special Education Aide & Lunch Aide, without benefits.	\$16.75 /hour. Not to exceed 29 hours per week.
Ana Lopez	Special Education Aide & Lunch Aide, without benefits.	\$16.75/hour. Not to exceed 29 hours per week.
Colleen Males	Special Education Aide & Lunch Aide, without benefits.	\$16.25/hour. Not to exceed 29 hours per week.

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Lynn Michaels	Special Education Aide & Lunch Aide, without benefits.	\$16.75/hour. Not to exceed 29 hours per week.
Michelle Neno	Special Education Aide & Lunch Aide, without benefits.	\$16.25/hour. Not to exceed 29 hours per week.
Kathy Ordonez	Special Education Aide & Lunch Aide, without benefits.	\$16.75/hour. Not to exceed 29 hours per week.
Erica Rolon	Shared & Lunch Aide, without benefits.	\$16.25/hour. Not to exceed 29 hours per week.
MaryBeth Rutherford	Special Education Aide & Lunch Aide, without benefits.	\$16.50/hour, not to exceed 29 hours per week.
Daniella Rutigliano	Special Education Aide & Lunch Aide, without benefits.	\$16.50/hour. Not to exceed 29 hours per week.
Agnes Staszkievicz	Special Education Aide & Lunch Aide, without benefits.	\$16.25/hour. Not to exceed 29 hours per week.
Loretta Sweeney	Special Education Aide & Lunch Aide, without benefits.	\$16.75/hour. Not to exceed 29 hours per week.

WASHINGTON ELEMENTARY SCHOOL

Name	Title	Rate of Pay
Carola Aguayo	Special Education Aide and Lunchroom Aide, without benefits.	\$16.75/hour. Not to exceed 29 hours per week.

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Christina Andrews	Special Education Aide and Lunchroom Aide, without benefits.	\$16.25/hour. Not to exceed 29 hours per week.
Marie Balwierczak	Half-time Classroom Aide and Lunchroom Aide, without benefits.	\$13.75/hour. Not to exceed 29 hours per week.
Joyce Bartlett	Resource Room Aide and Lunchroom Aide, without benefits.	\$13.75/hour. Not to exceed 29 hours per week.
Jacqueline DeLuca	Classroom Aide and Lunchroom Aide, without benefits.	\$13.75/hour. Not to exceed 29 hours per week.
Laurie Gallucci	Special Education Aide and Lunchroom Aide, without benefits.	\$13.75/hour. Not to exceed 29 hours per week.
Carol Garilli	Special Education Aide and Lunchroom Aide, without benefits.	\$16.75/hour. Not to exceed 29 hours per week.
Diana Guerreiro	Special Education Aide and Lunchroom Aide, without benefits.	\$16.25/hour. Not to exceed 29 hours per week.
Hetal Kalyani	Special Education Aide and Lunchroom Aide, without benefits.	\$16.25/hour. Not to exceed 29 hours per week.
Alison Mansfield	Special Education Aide and Lunchroom Aide, without benefits.	\$16.75/hour. Not to exceed 29 hours per week.

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Helen Matta	Special Education Aide and Lunchroom Aide, without benefits.	\$16.75/hour. Not to exceed 29 hours per week.
Deborah McManus	Special Education Aide and Lunchroom Aide, without benefits.	\$16.00/hour. Not to exceed 29 hours per week.
Kimberly Mosher	Special Education Aide and Lunchroom Aide, without benefits.	\$16.75/hour. Not to exceed 29 hours per week.
Mary Ann O'Connell	Half-time Special Education Aide and Lunchroom Aide, without benefits.	\$16.00/hour. Not to exceed 29 hours per week.
Patricia Pacucci-Richards	Special Education Aide and Lunchroom Aide, without benefits.	\$16.75/hour. Not to exceed 29 hours per week.
Stephanie Perez	Special Education Aide and Lunchroom Aide, without benefits.	\$16.25/hour. Not to exceed 29 hours per week.
Lina Petruzzo	Half-time Special Education Aide and Lunchroom Aide, without benefits.	\$16.25/hour. Not to exceed 29 hours per week.
Gregorio Soralbo	Special Education Aide and Lunchroom Aide, without benefits.	\$16.75/hour. Not to exceed 29 hours per week.
Karen Tattoli	Special Education Aide and Lunchroom Aide, without benefits.	\$16.75/hour. Not to exceed 29 hours per week.

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Debra Torsiello	Classroom Aide and Lunchroom Aide, without benefits.	\$13.75/hour. Not to exceed 29 hours per week.
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NORTH ARLINGTON MIDDLE SCHOOL

Name	Title	Rate of Pay
Matthew Faussette	Special Education Aide Grade 8, without benefits	16.50/hour. Not to exceed 29 hours per week.
Lori Indri	Special Education Aide Grade 7, without benefits.	16.75/hour. Not to exceed 29 hours per week.
Jaqueline Kajan	Special Education Aide, Grade 6, without benefits.	\$16.00/hour. Not to exceed 29 hours per week.
Jennifer Kolano	Lunch Aide, without benefits.	\$13.50/hour 2 hours/day
Mara Krawczyk	Special Education Aide Grade. 7, without benefits.	\$16.75/hour Not to exceed 29 hours per week.
Sheryl Lambo	Lunch Aide, without benefits.	\$13.25/hour 2 hours/day
Rosa Manzo	Special Education Aide Grade 8 S/C. and Lunchroom Aide, without benefits	\$16.75/hour. Not to exceed 29 hours per week.
Shaquanah Moore	Special Education Aide, Grade 6, without benefits.	\$16.50/hour. Not to exceed 29 hours per week.
Bridget Morin	Special Education Aide, Grade 6, without benefits	\$16.75/hour. Not to exceed 29 hours per week.

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Carolina Ortiz	Special Education Aide, Grade 6 without benefits.	\$16.50/hour. Not to exceed 29 hours per week.
Sarah Pecoraro	Special Education Aide, Grade 6 without benefits, without benefits.	\$16.50/hour. Not to exceed 29 hours per week.
Angelina Tedesco	Special Education Aide Grade 6 S/C, without benefits.	\$16.75/hour. Not to exceed 29 hours per week.
Nicolette Zamora	Special Education Aide, Grade 7, without benefits.	\$16.75/hour. Not to exceed 29 hours per week.

NORTH ARLINGTON HIGH SCHOOL

Name	Title	Rate of Pay
Eisabete Attrino	Special Education Aide, without benefits.	\$16.25/hour. Not to exceed 29 hours per
Kathleen Bulmer	One-on-One Special Education Aide.	\$16.75/hour.
Mamta Kumari	Special Education Aide, without benefits.	\$16.25/hour. Not to exceed 29 hours per
Brian McMullen	Self-Contained Special Education Aide	\$16.25/hour. Not to exceed 29 hours per week.
Ali-quan Sessoms	One-on-One Special Education Aide and Lunchroom Aide, without benefits	\$16.75 /hour. Not to exceed 29 hours per week.

BE IT RESOLVED, that the North Arlington Board of Education hereby approves the appointment of Paraprofessionals for the period beginning September 1, 2020 through June 30, 2021, as set forth above.

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On Motion by _____, second by _____.

Discussion: _____ . Roll Call:

Mr. Dorsett _____
Mr. Smith _____
Mrs. Gilgallon _____
Mr. McDermott _____
Mrs. Higgins _____

T. RESOLUTION TO APPROVE ATTAINMENT OF MERIT CRITERIA

WHEREAS, the North Arlington Board of Education (hereinafter referred to as the “Board”) and Dr. Stephen Yurchak (hereinafter referred to as the “Superintendent”) are parties to an Employment Agreement for the period of July 1, 2017 through June 30, 2022 (hereinafter referred to as the “Agreement”); and

WHEREAS, the Agreement provides that beginning with the 2017-2018 school year, and for each remaining year of this Agreement, annual non-pensionable merit bonuses shall be awarded if the Superintendent achieves specific merit criteria, which during the 2019-2020 school year includes one (1) quantitative and one (1) qualitative merit criteria established in accordance with the District goals. The merit bonuses shall not exceed 3.33% (\$5,817.14) of annual salary for each quantitative merit criterion achieved and 2.5% (\$4,367.22) of annual salary for each qualitative merit criterion; and

WHEREAS, the Superintendent has attained one (1) quantitative merit criteria and one (1) qualitative merit criteria and the data that forms the basis of measuring the achievement thereof:

Quantitative:

1. During the 2019-2020 school year, to measure the implementation and success of a revamped Intervention and Referral Services (I&RS) process, the Superintendent will attend at least five I&RS meetings, each of which will be with a different I&RS Committee, comprised of a principal, child study team member, school counselor, teacher, and school nurse, representing all schools throughout North Arlington Public Schools, to collect information about the Response to Intervention (RTI) Supplementary Aids, Accommodations & Modifications associated with Tier 1, Tier 2, and/or Tier 3 Interventions and any other logistical factors linked to our I&RS Manual. In addition, the Superintendent will meet with the I&RS Coordinator and Director of Special Education on two occasions to review proposed adjustments to the I&RS Manual. As a capstone evidence attainment, the Superintendent will recommend an updated I&RS Manual to the Board for adoption by June of 2020.

Qualitative:

1. During the 2019-2020 school year, the Superintendent will work with the Director of Special Education to research and configure a plan to establish an Applied Behavior Analysis (ABA) program, which currently does not exist. The Superintendent will visit at least one existing ABA program in a public school setting and at least one existing ABA program in a private setting to

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gain insight on quality programming. Additionally, the Superintendent will invite the parents of current out-of-district students placed in ABA programs to a meeting to gather parental feedback. The Superintendent will propose a 2020-2021 School Budget that includes appropriate staffing and resources to open at least one ABA class for the 2020-2021 school year.

WHEREAS, the Board has reviewed and approves the Superintendent’s attainment of one (1) quantitative merit criteria and one (1) qualitative merit criteria, which were previously Board approved for the 2019-2020 school year, together with the data that forms the basis of measuring the achievement thereof; and

NOW, THEREFORE, BE IT RESOLVED, the Board hereby approves the Superintendent’s attainment of the one (1) quantitative merit criteria and one (1) qualitative merit criteria, which were previously Board approved for the 2019-2020 school year, together with the data that forms the basis of measuring the achievement thereof, and hereby authorizes the Superintendent to submit same to the Interim Executive County Superintendent for his approval.

On Motion by _____, second by _____.

Discussion: _____ . Roll Call:

Mr. Dorsett	_____
Mr. Smith	_____
Mrs. Gilgallon	_____
Mr. McDermott	_____
Mrs. Higgins	_____

U. RESOLUTION TO APPROVE HOME INSTRUCTORS FOR THE 2020-2021 SCHOOL YEAR.

WHEREAS, the Superintendent of Schools recommends that the North Arlington Board of Education approve the following Home Instructors, for the 2020-2021 school year:

Staff	Rate
Jennifer Bermudez	\$40.00/hour
Kevin Blackford	\$40.00/hour
Meghan Blackford	\$40.00/hour
Justine Curran	\$40.00/hour
Doris Fitzgerald	\$40.00/hour
Tracy Hughes	\$40.00/hour
Lauren Johnson	\$40.00/hour
Karen Kusher	\$40.00/hour
Kelly Peck	\$40.00/hour
Patricia Tomko	\$40.00/hour

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BE IT RESOLVED, that the North Arlington Board of Education hereby approves the following Home Instructors, for the 2020-2021 school year, as set forth above.

On Motion by _____, second by _____.

Discussion:_____. Roll Call:

Mr. Dorsett _____
Mr. Smith _____
Mrs. Gilgallon _____
Mr. McDermott _____
Mrs. Higgins _____

V. RESOLUTION TO APPROVE A HOME INSTRUCTOR FOR THE 2019-2020 SCHOOL YEAR, ON AN AS NEEDED BASIS.

WHEREAS, the Superintendent of Schools recommends that the North Arlington Board of Education approve the following staff member be employed as a Home Instructor, on as needed basis: throughout the 2019-2020 school year

Staff	Rate
Kelly Peck	\$40.00/hour

BE IT RESOLVED, that the North Arlington Board of Education hereby approves the following staff member be employed as a Home Instructor, on as needed basis: throughout the 2019-2020 school year, as set forth above.

On Motion by _____, second by _____.

Discussion:_____. Roll Call:

Mr. Dorsett _____
Mr. Smith _____
Mrs. Gilgallon _____
Mr. McDermott _____
Mrs. Higgins _____

W. RESOLUTION TO REVISE THE ASSIGNMENTS OF A STAFF MEMBER FOR THE 2020-2021 SCHOOL YEAR

WHEREAS, the Superintendent of Schools recommends that the North Arlington Board of Education revise the assignment of the following certificated staff member for the 2020-2021 school year:

William Haines, from full-time Elementary **Teacher of Elementary School (K-6)** at Jefferson Elementary School to full-time **Teacher of Biological Science** at North Arlington High School, effective September 1, 2020.

BE IT RESOLVED, that the North Arlington Board of Education revised the assignments of certificated staff members, for the 2020-2021 school year, as set forth above.

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On Motion by _____, second by _____.

Discussion: _____ Roll Call:

Mr. Dorsett	_____
Mr. Smith	_____
Mrs. Gilgallon	_____
Mr. McDermott	_____
Mrs. Higgins	_____

X. RESOLUTION TO APPROVE A FAMILY MEDICAL LEAVE (FMLA) FOR A CERTIFICATED STAFF MEMBER FOR THE 2020-2021 SCHOOL YEAR.

WHEREAS, the Superintendent of Schools recommends that the North Arlington Board of Education approve an unpaid Family Leave (FMLA) for **Mrs. Jessica Sadej**, First Grade Teacher, as follows:

UNPAID FAMILY MEDICAL LEAVE (FMLA)

from September 1, 2020 through December 4, 2020.

BE IT RESOLVED, that the North Arlington Board of Education hereby approves an unpaid Family Leave (FMLA) for **Mrs. Jessica Sadej**, First Grade Teacher, as set forth above.

On Motion By _____, second _____.

Discussion: _____ Roll Call _____.

Mr. Dorsett	_____
Mr. Smith	_____
Mrs. Gilgallon	_____
Mr. McDermott	_____
Mrs. Higgins	_____

Y. RESOLUTION TO APPROVE CHILD STUDY TEAM STAFF MEMBERS FOR EMPLOYMENT IN THE SUMMER, 2020.

WHEREAS, the Superintendent of Schools recommends that the North Arlington Board of Education approve the employment of the following Child Study Team staff members for employment in the Summer 2020, to conduct required evaluations and meetings:

Staff (Child Study Team)	Days (Not to exceed number of days)	Rate	Total
Bianca Aceti	14	\$300.00 Per Day	\$4,200.00
Jordan Cavallaro	4	\$300.00 Per Day	\$1,200.00
Danielle Cimmet	12	\$300.00 Per Day	\$3,600.00
John Daco	10	\$300.00 Per Day	\$3,000.00

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Carolyn Kropp	10	\$300.00 Per Day	\$3,000.00
Gina Selpe	4	\$300.00 Per Day	\$1,200.00

BE IT RESOLVED that the North Arlington Board of Education hereby approves the employment of Child Study Team staff members for employment in the Summer 2020, to conduct required evaluations and meetings, as set forth above.

On Motion by _____, second by _____.

Discussion: _____ . Roll Call:

Mr. Dorsett	_____
Mr. Smith	_____
Mrs. Gilgallon	_____
Mr. McDermott	_____
Mrs. Higgins	_____

Z. RESOLUTION TO APPROVE THE APPROPRIATE STEP AND EDUCATIONAL LEVEL PLACEMENT FOR A STAFF MEMBER WHO WILL ACCRUE TENURE DURING THE 2020-2021 SCHOOL YEAR.

WHEREAS, the Superintendent of Schools recommends that the North Arlington Board of Education approve the appropriate step and educational level placement for staff member who will accrue tenure during the 2020-2021 school year.

Nicole Antosek

North Arlington High School
Step 10, BA \$53,500
 (Effective as of October 5, 2020)

Mark Capobianco

North Arlington Middle School
Step 5, MA \$51,325.00
 (Effective as of September 1, 2020)

Christopher Moore

North Arlington High School
 Step 5, BA \$51,325.00
 (Effective as of September 1, 2020)

Adriane Petrocelli

North Arlington High School
 Step 7, MA \$56,850.00
 (Effective as of November 1, 2020)

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Emily Pontius

North Arlington High School
Step 15, MA+60 \$89,050.00
(Effective as of September 1, 2020)

Denise Torres

North Arlington High School
Step 13, MA \$67,650.00
(Effective as of September 1, 2020)

Elizabeth Valle

North Arlington High School
Step 5, BA \$51,325.00
(Effective as of September 1, 2020)

BE IT RESOLVED, that the North Arlington Board of Education hereby approves the appropriate step and educational level placement of the above staff member, who will accrue tenure during the 2020-2021 school year.

On Motion by _____, second by _____.

Discussion: _____ . Roll Call:

Mr. Dorsett	_____
Mr. Smith	_____
Mrs. Gilgallon	_____
Mr. McDermott	_____
Mrs. Higgins	_____

A.A. RESOLUTION TO APPROVE THE STAFF MEMBERS FOR OVERSEEING SUMMER SCHOOL PROGRAMMING AT NORTH ARLINGTON MIDDLE SCHOOL AND NORTH ARLINGTON HIGH SCHOOL.

WHEREAS, the Superintendent of Schools recommends that's the North Arlington Board of Education approve the following staff members for overseeing summer school programming at North Arlington Middle School and North Arlington High School for the period beginning June 29, 2020 through August 15, 2020 at the rate of \$25 per hour, not to exceed a total of 80 hours.

North Arlington High School

Justin Lemley
Matthew Sossin

North Arlington Middle School

Joseph Cioffi
Juliann Sedlock

BE IT RESOLVED, that the North Arlington Board of Education hereby approves the appointment of staff members for overseeing summer school programming at North Arlington

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Middle School and North Arlington High School for the period beginning June 29, 2020 through August 15, 2020 at the rate of \$25 per hour, not to exceed a total of 80 hours, as set forth above.

On Motion by _____, second by _____.

Discussion: _____ . Roll Call:

Mr. Dorsett	_____
Mr. Smith	_____
Mrs. Gilgallon	_____
Mr. McDermott	_____
Mrs. Higgins	_____

B.B. RESOLUTION TO REVISE PERSONNEL FOR THE SUMMER 2020, EXTENDED SCHOOL YEAR SPECIAL EDUCATION PROGRAM, SUBJECT TO CHANGE BASED ON NJDOE GUIDELINES OR STATE MANDATES.

WHEREAS, the Superintendent of Schools recommends that the North Arlington Board of Education revise the employment of personnel for the Summer 2020, Extended School Year Special Education Program from July 1, 2020 through July 30, 2020 for a total of 18 days, as follows and subject to change based on NJDOE guidelines or State mandates:

Staff (Teachers)	From	To	Hours	Rate	Total
Darlene Reap	ESY Teacher	Classroom Assistant	4/hours per day	\$16/hour	\$1152.00

BE IT RESOLVED, that the North Arlington Board of Education hereby revises the employment of personnel for the Summer 2020, Extended School Year Special Education Program to be held at from July 1, 2020 through July 30, 2020 for a total of 18 days, as set forth above.

On Motion by _____, second by _____.

Discussion: _____ . Roll Call:

Mr. Dorsett	_____
Mr. Smith	_____
Mrs. Gilgallon	_____
Mr. McDermott	_____
Mrs. Higgins	_____

C.C. RESOLUTION TO APPROVE PERSONNEL FOR THE SUMMER 2020, EXTENDED SCHOOL YEAR SPECIAL EDUCATION PROGRAM, SUBJECT TO CHANGE BASED ON NJDOE GUIDELINES OR STATE MANDATES.

WHEREAS, the Superintendent of Schools recommends that the North Arlington Board of Education approve the employment of personnel for the Summer 2020, Extended School Year Special Education Program from July 1, 2020 through July 30, 2020 for a total of 18 days, as follows and subject to change based on NJDOE guidelines or State mandates:

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Substitute Teachers	Hours (Numbers of hours not to exceed)	Rate
Darlene Reap	4 hours per day	\$36/hour
Marilyn Martinez	4 hours per day	\$36/hour
Kim Mosher	4 hours per day	\$36/hour

BE IT RESOLVED, that the North Arlington Board of Education hereby approve the employment of personnel for the Summer 2020, Extended School Year Special Education Program to be held at from July 1, 2020 through July 30, 2020 for a total of 18 days, as set forth above.

On Motion by _____, second by _____.

Discussion: _____ Roll Call:

Mr. Dorsett	_____
Mr. Smith	_____
Mrs. Gilgallon	_____
Mr. McDermott	_____
Mrs. Higgins	_____

D.D. RESOLUTION TO APPROVE SCHOOL COUNSELORS FOR EMPLOYMENT IN THE SUMMER, 2020.

WHEREAS, the Superintendent of Schools recommends that the North Arlington Board of Education approve the employment of the following School Counselors for Employment in the Summer 2020, beginning July 6,2020 to August 28,2020, not to exceed total of 42 hours:

Staff (School Counselors)	Days Per Week	Hours Per Day	Rate Per Hour
Kaithlyn Austin	3	2	\$35/hour
Dawn Fuller	3	2	\$35/hour

BE IT RESOLVED that the North Arlington Board of Education hereby approves the employment of School Counselors for employment in the Summer 2020, beginning July 6,2020 to August 28,2020, not to exceed total of 42 hours, as set forth above.

On Motion by _____, second by _____.

Discussion: _____ Roll Call:

Mr. Dorsett	_____
Mr. Smith	_____
Mrs. Gilgallon	_____
Mr. McDermott	_____
Mrs. Higgins	_____

AGENDA, JUNE 23, 2020 - PUBLIC MEETING

E.E. MOTION TO APPROVE THE CREATION AND IMPLEMENTATION OF THE SUMMER BRIDGE PROGRAM AND CERTIFICATED STAFF ASSIGNED TO THE PROGRAM

WHEREAS, the Superintendent of Schools is recommending that the North Arlington Board of Education approve the creation and implementation of the Summer Bridge Program; and

WHEREAS, this program will provide students in grades K-8 instructional and enrichment opportunities, virtually, during the month of July 2020; and

WHEREAS, the following staff members will be facilitating instruction and planning:

Staff Member	Rate	Hours
Brittany Lissemore	\$35 per Hour	Not to exceed 90 hours
Jennifer Iuele	\$35 per Hour	Not to exceed 80 hours
Janine Ataide	\$35 per Hour	Not to exceed 80 hours
William Haines	\$35 per Hour	Not to exceed 80 hours
Carolyn Neubauer	\$35 per Hour	Not to exceed 30 hours
Rosanna Arpaio	\$35 per Hour	Not to exceed 30 hours
Janine Macari	\$35 per Hour	Not to exceed 30 hours
Jennifer Bermudez	\$35 per Hour	Not to exceed 30 hours
Chloe Ryan	\$35 per Hour	Not to exceed 30 hours
Kenneth McCarthy	\$35 per Hour	Not to exceed 30 hours
Christina Rinzivillo	\$35 per Hour	Not to exceed 30 hours

BE IT RESOLVED that the North Arlington Board of Education approves the creation and implementation of the Summer Bridge Program and certificated staff assigned to the program as specified above.

BE IT FURTHER RESOLVED that the program is being funded through the CARES Emergency Relief Grant.

AGENDA, JUNE 23, 2020 - PUBLIC MEETING

On Motion by _____, second by _____.

Discussion:_____. Roll Call:

Mr. Dorsett _____
Mr. Smith _____
Mrs. Gilgallon _____
Mr. McDermott _____
Mrs. Higgins _____

OPERATIONS

A. RESOLUTION TO APPROVE APPLICATIONS FOR DUAL USE OF EDUCATIONAL SPACES FOR THE 2020-2021 SCHOOL YEAR.

WHEREAS, the Superintendent of Schools recommends that the North Arlington Board of Education approve Applications for Dual Use of Educational Spaces at North Arlington High School for the 2020-2021 school year.

BE IT RESOLVED, that the North Arlington Board of Education approved Applications for Dual Use of Educational Spaces at North Arlington High School for the 2020-2021 school year.

On Motion by _____, second by _____.

Discussion:_____. Roll Call:

Mr. Dorsett _____
Mr. Smith _____
Mrs. Gilgallon _____
Mr. McDermott _____
Mrs. Higgins _____

B. RESOLUTION TO APPROVE HIGH SCHOOL VOTER REGISTRATION LAW ANNUAL STATEMENT OF ASSURANCE SCHOOL YEAR 2019-2020.

WHEREAS, the Superintendent of Schools recommends that the North Arlington Board of Education approve the High School Voter Registration Law Annual Statement of Assurance School Year 2019-2020.

BE IT RESOLVED, that the North Arlington Board of Education hereby approve the High School Voter Registration Law Annual Statement of Assurance School Year 2019-2020.

On Motion by _____, second by _____.

Discussion:_____. Roll Call:

Mr. Dorsett _____
Mr. Smith _____
Mrs. Gilgallon _____
Mr. McDermott _____
Mrs. Higgins _____

AGENDA, JUNE 23, 2020 - PUBLIC MEETING

C. RESOLUTION TO AUTHORIZE NORTH ARLINGTON SCHOOL DISTRICT TO CONTINUE COLLABORATING WITH REGIONAL MCKINNEY-VENTO EDUCATION OF HOMELESS CHILDREN AND YOUTH PROGRAM.

WHEREAS, the Superintendent of Schools recommends that the North Arlington Board of Education authorize North Arlington School District to continue collaborating with the regional McKinney-Vento Education of Homeless Children and Youth Program, for the 2020-2021 school year.

BE IT RESOLVED, that the North Arlington Board of Education hereby authorizes North Arlington School District to continue collaborating with the regional McKinney-Vento Education of Homeless Children and Youth Program, for the 2020-2021 school year.

On Motion by _____, second by _____.

Discussion: _____ . Roll Call:

Mr. Dorsett	_____
Mr. Smith	_____
Mrs. Gilgallon	_____
Mr. McDermott	_____
Mrs. Higgins	_____

D. RESOLUTION TO APPROVE THE REVISED INTERVENTION AND REFERRAL SERVICES (I&RS) MANUAL.

WHEREAS, the Superintendent of Schools recommends that the North Arlington Board of Education approve the revised Intervention and Referral Services (I&RS) Manual.

BE IT RESOLVED, that the North Arlington Board of Education hereby approves the revised Intervention and Referral Services (I&RS) Manual.

On Motion by _____, second by _____.

Discussion: _____ . Roll Call:

Mr. Dorsett	_____
Mr. Smith	_____
Mrs. Gilgallon	_____
Mr. McDermott	_____
Mrs. Higgins	_____

E. RESOLUTION TO PERMIT THE CONTINUED ENROLLMENT OF STUDENTS FOR THE REMAINDER OF THE 2019-2020 SCHOOL YEAR.

WHEREAS, the Superintendent of Schools recommends that the North Arlington Board of Education permit two students whose names are on file at the Superintendent's Office, to remain enrolled at North Arlington Public Schools for the period beginning on or about June 1, 2020 through June 30, 2020, free of charge, in accordance with Policy 5111 (Eligibility of Resident/Nonresident Pupil), where the students must maintain good standards of citizenship and discipline, as well as maintain proper attendance.

AGENDA, JUNE 23, 2020 - PUBLIC MEETING

BE IT RESOLVED, that the North Arlington Board of Education hereby permits two students whose names are on file at the Superintendent’s Office, to remain enrolled at North Arlington Public Schools for the period beginning on or about June 1, 2020 through June 30, 2020, free of charge, in accordance with Policy 5111 (Eligibility of Resident/Nonresident Pupil), where the students must maintain good standards of citizenship and discipline, as well as maintain proper attendance.

On Motion by _____, second by _____.

Discussion: _____ . Roll Call:

Mr. Dorsett	_____
Mr. Smith	_____
Mrs. Gilgallon	_____
Mr. McDermott	_____
Mrs. Higgins	_____

F. RESOLUTION TO APPROVE THE DISTRICT AFFIRMATIVE ACTION TEAM, FOR THE 2020-2021 SCHOOL YEAR.

WHEREAS, the Superintendent of Schools recommends that the North Arlington Board of Education approve the appointment District Affirmative Action Team, for the 2020-2021 school year, as follows:

Jennifer Rodriguez, AAO & Principal of New Elementary School

Stephen M. Yurchak, Ed.D., Superintendent

Michael Burke, Director of Special Education

Antonio Alho, Building and Grounds Supervisor

Samantha Rodriguez, Supervisor of Curriculum and Instruction (Pre-K-12)

Patrick Bott, NAHS Principal

Dennis Kenny, NAHS Assistant Principal

Joshua Aronowitz, Athletic Director

Kevin Blackford, NAHS

Anthony Marck, NAHS

Nicole Russo, NAMS Principal

Bernadette Afonso, NAMS Assistant Principal

Kevin Barber, NAMS

Marie Griggs, Jefferson Elementary School Principal

Colleen McCrea, Jefferson Elementary School

Alicia Giammanco, Roosevelt Elementary School Principal

Justine Crismale, Roosevelt Elementary School

Elaine Jaume, Washington Elementary School Principal

Lauren Sharry, Washington Elementary School

Jennifer Iuele, New Elementary School

AGENDA, JUNE 23, 2020 - PUBLIC MEETING

BE IT RESOLVED, that the North Arlington Board of Education hereby approves the District Affirmative Action Team, for the 2020-2021 school year, as set forth above.

On Motion by _____, second by _____.

Discussion: _____ . Roll Call:

Mr. Dorsett	_____
Mr. Smith	_____
Mrs. Gilgallon	_____
Mr. McDermott	_____
Mrs. Higgins	_____

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.

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

	Name/Position	Date	Event/Location	Cost
	Bianca Aceti	06/09/2020	The Neuropsychology of Written Language Disorders (Webinar)	Registration Fee: \$90.00
	Lauren Buckley	7/23/2020	Mental Health Reopening Protocols for Schools	Registration Fee: \$60.00
	Kenneth McCarthy	07/27/2020 to 07/31/2020	AP Computer Science Principles Workshop (Virtual)	No Cost

BE IT RESOLVED, that the North Arlington Board of Education approved the attendance of staff members at the Professional Development Workshop, listed above.

AGENDA, JUNE 23, 2020 - PUBLIC MEETING

On Motion by _____, second by _____.

Discussion:_____. Roll Call:

Mr. Dorsett	_____
Mr. Smith	_____
Mrs. Gilgallon	_____
Mr. McDermott	_____
Mrs. Higgins	_____

B. RESOLUTION TO APPROVE SUBMISSION TO THE STATE DEPARTMENT OF EDUCATION OF THE APPLICATION FOR THE FY 2019-2020 SPECIAL EDUCATION EXTRAORDINARY AID.

WHEREAS, the Superintendent of Schools recommends that the North Arlington Board of Education approve submission to the State Department of Education of the Application for the FY 2019-2020 Special Education Extraordinary Aid.

BE IT RESOLVED, that the North Arlington Board of Education approved submission to the State Department of Education of the Application for the FY 2019-2020 Special Education Extraordinary Aid.

On Motion by _____, second by _____.

Discussion:_____. Roll Call:

Mr. Dorsett	_____
Mr. Smith	_____
Mrs. Gilgallon	_____
Mr. McDermott	_____
Mrs. Higgins	_____

C. RESOLUTION TO APPROVE THE DISTRICT MENTORING PLAN, FOR THE 2020-2021 SCHOOL YEAR.

WHEREAS, the Superintendent of Schools recommends that the North Arlington Board of Education approve the District Mentoring Plan, for the 2020-2021 school year.

BE IT RESOLVED, that the North Arlington Board of Education hereby approves the District Mentoring Plan, for the 2020-2021 school year, as set forth above.

On Motion by _____, second by _____.

Discussion:_____. Roll Call:

Mr. Dorsett	_____
Mr. Smith	_____
Mrs. Gilgallon	_____
Mr. McDermott	_____
Mrs. Higgins	_____

AGENDA, JUNE 23, 2020 - PUBLIC MEETING

D. RESOLUTION TO APPROVE A SCHOOL-BASED THERAPY SERVICES AGREEMENT WITH UNITED THERAPY SOLUTIONS INC.

WHEREAS, the Superintendent of Schools recommends that the North Arlington Board of Education approve United Therapy Solutions INC. to provide speech therapy services for the period beginning July 1, 2020 through August 28, 2020 at a rate of \$95.00 per hour not to exceed 100 hours.

BE IT RESOLVED, that the North Arlington Board of Education hereby approves United Therapy Solutions INC. to provide speech therapy services for the period beginning July 1, 2020 through August 28, 2020 at a rate of \$95.00 per hour not to exceed 100 hours.

On Motion by _____, second by _____.

Discussion: _____ Roll Call:

Mr. Dorsett	_____
Mr. Smith	_____
Mrs. Gilgallon	_____
Mr. McDermott	_____
Mrs. Higgins	_____

STUDENTS AND COMMUNITY

A. RESOLUTION TO APPROVE SUMMER READING LISTS.

WHEREAS, the Superintendent of Schools recommends that the North Arlington Board of Education approve summer reading lists for students at all four elementary schools, North Arlington Middle School, and North Arlington High School.

BE IT RESOLVED, that the North Arlington Board of Education hereby approves summer reading lists for students at all four elementary schools, North Arlington Middle School, and North Arlington High School.

On Motion by _____, second by _____.

Discussion: _____ Roll Call:

Mr. Dorsett	_____
Mr. Smith	_____
Mrs. Gilgallon	_____
Mr. McDermott	_____
Mrs. Higgins	_____

AGENDA, JUNE 23, 2020 - PUBLIC MEETING

B. RESOLUTION TO APPROVE THE NAME OF NEW MIDDLE SCHOOL.

WHEREAS, the Board purchased the school building formerly known as Queen of Peace High School and intends to open it in September 2020 as the new middle school for the students of the North Arlington School District; and

WHEREAS, the Board desires to recognize and honor all of the contributions and sacrifices our veterans have made in service of our community, state, and nation to preserve and defend our rights and freedoms; and

WHEREAS, in grateful appreciation of our veterans’ service, the Board desires to recognize our veterans by naming the District’s new middle school in their honor.

NOW, THEREFORE, BE IT RESOLVED that the Board hereby names the school building located at 191 Rutherford Place as “Veterans Middle School.”

BE IT FURTHER RESOLVED that the Board directs the School Business Administrator to take all action necessary to implement the Resolution.

On Motion by _____, second by _____.
Discussion:_____. Roll Call:

Mr. Dorsett	_____
Mr. Smith	_____
Mrs. Gilgallon	_____
Mr. McDermott	_____
Mrs. Higgins	_____

C. RESOLUTION TO NAME NEW ELEMENTARY SCHOOL.

WHEREAS, the Board has reorganized its school system beginning with the 2020-2021 school year due to the Board’s purchase of a new school building; and

WHEREAS, the Board has moved the location of its middle school from North Arlington Middle School to the new Veterans Middle School with the former North Arlington Middle School building becoming an elementary school; and

WHEREAS, in light of the change in the grade level assigned to the school building known as North Arlington Middle School, the Board believes it is an appropriate time to rename the school; and

WHEREAS, through her tireless advocacy for equal rights, women’s suffrage, and the abolition of slavery, Susan B. Anthony’s steadfast devotion to the ideal of equality exerted a profound influence on the advancement of our nation and the development of rights we now hold dearly; and

AGENDA, JUNE 23, 2020 - PUBLIC MEETING

WHEREAS, the Board desires to recognize and honor Susan B. Anthony for her contributions to our society and to promote her as an incredible role model for the District’s students by naming the District’s new elementary school in her honor.

NOW, THEREFORE, BE IT RESOLVED that the Board hereby renames the school building located at 45 Beech Street as “Susan B. Anthony Elementary School.”

BE IT FURTHER RESOLVED that the Board directs the School Business Administrator to take all action necessary to implement the Resolution.

On Motion by _____, second by _____.
Discussion:_____. Roll Call:

Mr. Dorsett	_____
Mr. Smith	_____
Mrs. Gilgallon	_____
Mr. McDermott	_____
Mrs. Higgins	_____

GOVERNANCE

A. RESOLUTION TO APPROVE THE 2020-2021 BOARD OF EDUCATION GOALS AND THE 2020-2021 DISTRICT GOALS.

WHEREAS, the Superintendent of Schools recommends that the North Arlington Board of Education approve the 2020-2021 Board of Education Goals and the 2020-2021 District Goals.

BE IT RESOLVED, that the North Arlington Board of Education approves the 2020-2021 Board of Education Goals and the 2020-2021 District Goals.

On Motion by _____, second by _____.
Discussion:_____. Roll Call:

Mr. Dorsett	_____
Mr. Smith	_____
Mrs. Gilgallon	_____
Mr. McDermott	_____
Mrs. Higgins	_____

B. RESOLUTION TO APPROVE THE FIRST READING OF A POLICY.

WHEREAS, the Superintendent of Schools recommends that the North Arlington Board of Education approve the First reading of the following revised Policy:

Policy Number	Policy Title
5120	Assignment of Pupils (Revised)

AGENDA, JUNE 23, 2020 - PUBLIC MEETING

BE IT RESOLVED, that the North Arlington Board of Education approved the First reading of revised/abolish Policies, as set forth above.

On Motion by _____, second by _____.
Discussion: _____ Roll Call:

Mr. Dorsett	_____
Mr. Smith	_____
Mrs. Gilgallon	_____
Mr. McDermott	_____
Mrs. Higgins	_____

C. RESOLUTION TO APPROVE THE 2020-2021 PROFESSIONAL DEVELOPMENT PLAN FOR NORTH ARLINGTON SCHOOL DISTRICT.

WHEREAS, the Superintendent recommends that the North Arlington Board of Education approve the 2020-2021 Professional Development Plan, for North Arlington School District.

BE IT RESOLVED, that the North Arlington Board of Education hereby approves the 2020-2021 Professional Development Plan, for North Arlington School District.

On Motion by _____, second by _____.
Discussion: _____ Roll Call:

Mr. Dorsett	_____
Mr. Smith	_____
Mrs. Gilgallon	_____
Mr. McDermott	_____
Mrs. Higgins	_____

D. RESOLUTION TO APPROVE THE SUBMISSION OF THE UPDATED COMPREHENSIVE EQUITY PLAN AND STATEMENT OF ASSURANCE FOR THE 2020-2021 SCHOOL YEAR.

WHEREAS, the Superintendent of Schools recommends that the North Arlington Board of Education approve the submission of the updated Comprehensive Equity Plan and Statement of Assurance, for the 2020-2021 school year.

BE IT RESOLVED, that the North Arlington Board of Education hereby approves the submission of the updated Comprehensive Equity Plan and Statement of Assurance, for the 2020-2021 school year.

On Motion by _____, second by _____.
Discussion: _____ Roll Call:

Mr. Dorsett	_____
Mr. Smith	_____
Mrs. Gilgallon	_____
Mr. McDermott	_____
Mrs. Higgins	_____

AGENDA, JUNE 23, 2020 - PUBLIC MEETING

FINANCE COMMITTEE

George McDermott, 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 June 2020.
 - B. The Board accepts the Board Secretary’s Report of May 2020 and approves “Pursuant to N.J.A.C. 6:20A 10(e)” and certify that as of May 2020 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 May 2020.
 - D. The bills and claims for June 2020 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 May 30, 2020 (actual), June 15, 2020 (estimated), June 30, 2020 (estimated).

Date	Amount
May 30, 2020	\$ 751,313.83 (actual)
June 15, 2020	\$ 775,135.64 (actual)
June 30, 2020	\$ 750,000.00 (estimated)
Total	\$2,276,449.47

On Motion by _____, second by _____.

Discussion: _____ Roll Call:

Mr. Dorsett	_____
Mr. Smith	_____
Mrs. Gilgallon	_____
Mrs. Higgins	_____
Mr. McDermott	_____

AGENDA, JUNE 23, 2020 - PUBLIC MEETING

2. MOTION TO APPROVE MANUAL CHECKS

Month and Year:	June, 2020	Amount
Acct.#11-000-291-270-22-0507		
Ck.# G 5211	Delta Dental Plan of NJ	\$ 5,868.47
Ck.# G 5210	Benecard	\$ 38,550.23
Ck.# G 5209	Horizon Blue Cross Blue Shield of NJ	\$ 215,200.77
	Total	\$ 259,619.47

On Motion by _____, second by _____.

Discussion: _____ . Roll Call:

Mr. Dorsett	_____
Mr. Smith	_____
Mrs. Gilgallon	_____
Mr. McDermott	_____
Mrs. Higgins	_____

3. MOTION AUTHORIZING CANCELLATION OF PRIOR YEAR ACCOUNTS PAYABLE

The Superintendent recommends that the Board approve cancellation of prior year Accounts Payable as follows:

Prior Year AP's – 0421 Cancellations			
Vendor	Account No.	PO #	Amount
Spiezle Group, Inc.	12-000-400-390-26-0599	900883	\$12,376.20
Spiezle Group, Inc.	12-000-400-390-26-0599	900884	760.70
Spiezle Group, Inc.	11-000-262-300-20-0000	901462	2,303.74
Total			\$15,440.64

On Motion by _____, second by _____.

Discussion: _____ . Roll Call:

Mr. Dorsett	_____
Mr. Smith	_____
Mrs. Gilgallon	_____
Mr. McDermott	_____
Mrs. Higgins	_____

AGENDA, JUNE 23, 2020 - PUBLIC MEETING

GRANTS

4. MOTION TO APPROVE SUBMISSION AND AWARD OF THE CARES EMERGENCY RELIEF GRANT

WHEREAS, the Superintendent of Schools recommends that the North Arlington Board of Education approve the submission and award of the CARES Emergency Relief Grant as follows:

North Arlington School District	\$127,448.00
Non-public	\$12,728.00
Total Grant	\$140,176.00

BE IT RESOLVED, the North Arlington Board of Education approves the submission and award of the CARES Emergency Relief Grant as set forth above.

On Motion by _____, second by _____.
 Discussion: _____ Roll Call:

Mr. Dorsett	_____
Mr. Smith	_____
Mrs. Gilgallon	_____
Mr. McDermott	_____
Mrs. Higgins	_____

5. MOTION TO APPROVE SUBMISSION AND AWARD OF THE *EVERY STUDENT SUCCEEDS GRANT* AND CERTIFIED STAFF MEMBERS FUNDED THROUGH FEDERAL *EVERY STUDENT SUCCEEDS GRANT* FOR THE 2020-2021 SCHOOL YEAR

WHEREAS, the Superintendent of Schools recommends that the Board approve the submission and award of the Every Student Succeeds Grant for the 2020-2021 school year as follows:

Title I, Part A	\$188,165
Title II, Part A	\$42,618
Title III	\$14,249
Title III, Immigrant	\$7,571
Title IV	\$12,874

BE IT FURTHER RESOLVED that the Board approved the allocation of salaries as follows:

Employee	Salary 2020-2021	Amount by Grant	% of Salary	Grant/Account
K. Rambala	\$55,250	\$27,625	50%	Title I 20-231-100-101-00-0000
T. Gaborow	\$62,450	\$31,225	50%	Title I 20-231-100-101-00-0000
L. Moher	\$51,400	\$51,400	100%	Title I 20-231-100-101-00-0000

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A. Ingannamorte	\$85,450	\$15,000	18%	Title II 20-454-100-101-00-0000
Vanessa Tregenza	\$73,250	\$9,500	13%	Title III 20-456-100-100-00-0000

On Motion by _____, second by _____.

Discussion: _____ Roll Call:

Mr. Dorsett	_____
Mr. Smith	_____
Mrs. Gilgallon	_____
Mr. McDermott	_____
Mrs. Higgins	_____

CONTRACTS/MEMBERSHIPS

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

SCHOOL	COST
South Bergen Jointure Commission Summer Tuition Contract 2020-2021 Student's Name is on File at the Board Office.	\$3,700.00
South Bergen Jointure Commission Summer Tuition Contract 2020-2021 Student's Name is on File at the Board Office.	\$3,700.00
South Bergen Jointure Commission Summer Tuition Contract 2020-2021 Student's Name is on File at the Board Office.	\$3,700.00
South Bergen Jointure Commission Summer Tuition Contract 2020-2021 Student's Name is on File at the Board Office.	\$3,700.00
South Bergen Jointure Commission Summer Tuition Contract 2020-2021 Student's Name is on File at the Board Office.	\$3,700.00
South Bergen Jointure Commission Summer Tuition Contract 2020-2021 Student's Name is on File at the Board Office.	\$3,700.00
South Bergen Jointure Commission Summer Tuition Contract 2020-2021 Student's Name is on File at the Board Office.	\$3,700.00
South Bergen Jointure Commission Summer Tuition Contract 2020-2021 Student's Name is on File at the Board Office.	\$3,700.00
South Bergen Jointure Commission Summer Tuition Contract 2020-2021 Student's Name is on File at the Board Office.	\$3,700.00

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Educational Partnership for Instructing Children (EPIC) Tuition Contract 2020-2021 Student's Name is on File at the Board Office.	\$114,204.30
Chancellor Academy REVISED Tuition Contract 2020-2021 (includes Summer 2020) Student's Name is on File at the Board Office.	\$78,967.00
Chancellor Academy REVISED Tuition Contract 2020-2021 (includes Summer 2020) Student's Name is on File at the Board Office.	\$78,967.00
New Beginnings Tuition Contract 2020-2021 (includes Summer 2020) Student's Name is on File at the Board Office.	\$83,462.28
1st Cerebral Palsy of NJ, Inc. Tuition Contract 2020-2021 (includes Summer 2020) Student's Name is on File at the Board Office.	\$72,412.20
1st Cerebral Palsy of NJ, Inc. Tuition Contract 2020-2021 (Includes Summer 2020) Student's Name is on File at the Board Office.	\$72,412.20
The Phoenix Center, Inc. Tuition Contract 2020-2021 (includes Summer 2020) Student's Name is on File at the Board Office.	\$75,858.00

On Motion by _____, second by _____.

Discussion: _____ . Roll Call:

Mr. Dorsett	_____
Mr. Smith	_____
Mrs. Gilgallon	_____
Mr. McDermott	_____
Mrs. Higgins	_____

7. MOTION TO APPROVE IDEA SERVICES FOR THE 2020-2021 SCHOOL YEAR

WHEREAS, The Superintendent of Schools recommends that the Board approves a contract between Bergen County Special Services School District and North Arlington Board of Education for educational services for non-public school students through IDEA Funding.

BE IT RESOLVED, that the North Arlington Board of Education approves a contract between Bergen County Special Services School District and North Arlington Board of Education for educational services for non-public school students through IDEA Funding.

On Motion by _____, second by _____.

Discussion: _____ . Roll Call:

Mr. Dorsett	_____
Mr. Smith	_____
Mrs. Gilgallon	_____
Mr. McDermott	_____
Mrs. Higgins	_____

AGENDA, JUNE 23, 2020 - PUBLIC MEETING

8. MOTION TO RATIFY AND AFFIRM ALL ABILITIES LIVE FOR VIRTUAL GRADUATION SERVICES AND EDITING FOR NORTH ARLINGTON HIGH SCHOOL AND NORTH ARLINGTON MIDDLE SCHOOL

WHEREAS, the Superintendent of Schools recommends that the North Arlington Board of Education ratifies and affirms All Abilities Live for the following services:

Virtual Graduation: Pre-recorded ceremony with a scheduled live stream for North Arlington Middle School	\$3,995.00
Virtual Graduation: Pre-recorded ceremony with a scheduled live stream for North Arlington High School	\$3,995.00
Editing of In-person Photos: Integration of photos from an in-person graduation into virtual graduation for North Arlington Middle School	\$1,300.00
Editing of In-person Photos: Integration of photos from an in-person graduation into virtual graduation for North Arlington High School	\$1,300.00
Total Services	\$10,590.00

BE IT RESOLVED, that the North Arlington Board of Education ratified and affirmed All Abilities Live for virtual graduation services and editing for the North Arlington High School and the North Arlington Middle School as described above.

On Motion by _____, second by _____.

Discussion: _____ . Roll Call:

Mr. Dorsett	_____
Mr. Smith	_____
Mrs. Gilgallon	_____
Mr. McDermott	_____
Mrs. Higgins	_____

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

Motion to approve/reject:

A. MOTION TO REPORT AWARDED CONTRACTS

Pursuant to P.L. 2015, Chapter 47, the North Arlington Board of Education intends to renew, award, or permit to expire the following contracts previously awarded by the Board of Education. These contracts are, have been, and will continue to be in full compliance with all state and federal statutes and regulations; in particular, NJ Title 18A:18, et. Seq., NJAC Chapter 23, and Federal Uniform Administrative Requirements 2 CFR, Part 200.

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Contracts/Category	2019-2020	Anticipated Renew 2020-2021
192-193		
Bergen County Special Services	X	X
Business Services		
Amazon	X	X
Computer Solutions Inc. (CSI)	X	X
Omni Group	X	X
Construction/Building Maintenance		
Accredited Locks	X	X
ACP Contracting Welding		X
ACV Enviro	X	X
ADT/Tyco		X
Aero Plumbing	X	X
AES Fire	X	X
All American Sewer	X	X
All Guard Fence Co., Inc	X	X
Arlington Lawnmower Repair	X	X
Atlas Tree	X	X
Atra	X	X
Bell Aqua	X	X
Bell Ridge	X	X
Billy Construction	X	X
Bingham Communications	X	X
Cali	X	X
CF Conolly		X
C&M Door Controls, Inc.	X	X
Cifelli & Sons		X
CJ Vanderbeck	X	X
Colanari Brothers	X	X
Con Fire	X	X
Copper Electric	X	X
Coskey Electronics	X	X
Downes Forest Product	X	X
Effective Alarm	X	X

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EMCO Elevator	X	X
Expert Pest	X	X
Felman Bro. Electric	X	X
Frank's Truck Repair	X	X
Galluci Design	X	X
Garden State Environmental LLC	X	X
Harrison Weather Service	X	X
Hayes Locksmith	X	X
Home Depot	X	X
Jewel Electric	X	X
Johnny on the Spot	X	X
Kistler O'Brien Fire Protection	X	X
Kleen Air Systems, Inc.	X	X
Land Tek	X	X
Laumar Roofing	X	X
LED Lighting Wholesale	X	X
Lee Distributors	X	X
Lilich Corporation	X	X
Manate	X	X
Mathusek Floor	X	X
MBT	X	X
Meineke	X	X
Millennium Irrigation	X	X
Miller & Chitty (HS Only)	X	X
Minuteman Press	X	X
NAPA	X	X
NJ Striping	X	X
Otis Graphics	X	X
Paul's Appliance	X	X
Pennetta Industrial Auto.	X	X
RABCO	X	X
R.D. Sales Door and Hardware, LLC	X	X
Riccardi Paints	X	X
Sal's Electric	X	X
Schindler Elevator	X	X
Scott's Landscaping	X	X
Sherman Williams	X	X
Terre Comp	X	X

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The Tint Shop	X	X
Trane	X	X
Turf Sports Care	X	X
TSI	X	X
Viola Bros. Hardware	X	X
Western Pest	X	X
Yudins Appliance	X	X
Curriculum/Instruction		
A-Z Reading	X	X
Assistments	X	X
Brain Pop	X	X
Destiny Follett	X	X
Gravity/Goldberg	X	X
IXL	X	X
Linkit	X	X
OLSAT	X	X
Ravens	X	X
Reflex Math	X	X
Strauss Esmay	X	X
Think Central	X	X
Turnitin	X	X
World Book Online	X	X
Enterprise Account		
Pomptonian Food Service	X	X
Health Services		
Benecard	X	X
Delta Dental	X	X
Discovery Benefits	X	X
Horizon Blue Cross/Blue Shield of NJ	X	X
NJ Spine & Sport Medicine	X	X
Inspections		
Allied Fire & Safety Equipment	X	X
Corby Associates	X	X
Hartford Steam Boilers	X	X

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Metro Fire	X	X
Insurance/Property Appraisers		
American Appraisal/Duff & Phelps	X	X
Treadstone Ins.	X	X
Robert McClosky Ins.	X	X
Valley Health	X	X
Workers' Compensation	X	X
Professional Services		
Donohue, Girona & Doria	X	X
Fogarty & Hara, Esqs.	X	X
Integrity Consulting Group	X	X
McCarter & English, Esqs.	X	X
Phoenix Advisors, LLC	X	X
Spiezle Architect. Group	X	X
T&M Associates, Inc.	X	X
Network Services		
Cisco SmartNet	X	X
Cisco Ironport Email Gateway	X	X
Exchange/Email licenses	X	X
Geotrust	X	X
Palo Alto Firewall	X	X
Sophos Antivirus	X	X
VEEAM Back-ups	X	X
VMware	X	X
Telecommunications		
Comcast	X	X
Tadiran Telecomm.	X	X
Support Services		
Frontline (4)	X	X
Johnston Communications	X	X
School Services		
E2E Consulting Services	X	X

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Blackboard Inc.	X	X
Realtime Information Tech.	X	X
Transportation		
South Bergen Jointure Commission	X	X
Tuition/Hospital/Tutor		
Advancing Opportunities	X	X
American Tutor	X	X
Bancroft	X	X
Bayada Home Health Care	X	X
Bergen County Special Services	X	X
Bergen County Tech. Schools	X	X
Bergenfield High School	X	X
Care Plus	X	X
CBH Care - Comp. Behavioral Health	X	X
Cerebral Palsy of NJ	X	X
Chancellor Academy	X	X
Chapel Hill	X	X
CTC Academy	X	X
Delta-T Group	X	X
East Mountain	X	X
Educare LLC	X	X
EPIC	X	X
Garfield BOE	X	X
Holmstead School	X	X
Hudson Arts & Science	X	X
KDDS-New Beginnings	X	X
Kearny BOE	X	X
Leonia BOE	X	X
New Pathway	X	X
NJEDDA	X	X
Park Academy	X	X
Pascack Valley Regional	X	X
Passaic Arts & Science	X	X
Passaic Valley Regional H.S.	X	X
Phoenix Center	X	X
Professional Education Services	X	X

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Rancocos Valley Regional H.S.	X	X
Recovery HS	X	X
Ridgefield BOE	X	X
Ringwood	X	X
Rutherford BOE	X	X
REED Academy	X	X
Sage Day	X	X
St. Joseph's Healthcare	X	X
Silver Gate Prep	X	X
South Bergen Jointure Commission	X	X
Spectrum 360	X	X
Union County Vocational	X	X
West Bergen Mental Healthcare	X	X
Windsor Bergen Academy	X	X

On Motion by _____, second by _____.
 Discussion: _____ Roll Call:

Mr. Dorsett	_____
Mr. Smith	_____
Mrs. Gilgallon	_____
Mr. McDermott	_____
Mrs. Higgins	_____

B. MOTION TO RATIFY AND AFFIRM A CHANGE ORDER FROM BILLY CONTRACTING & RESTORATION INC.

WHEREAS, a change order was received from Billy Contracting & Restoration Inc. to provide the following services at the New North Arlington Middle School:

Description	Cost
Provide material and labor for additional primary trench as per PSE&G revised approved utility layout.	\$12,100.00
Supply labor and material for additional secondary trench as per PSE&G revised approved utility layout.	\$8,250.00
Furnish material and labor for additional for electrical work required due to revised PSE&G utility layouts.	\$20,802.00
Total Cost	\$41,152.00

WHEREAS, the Superintendent of Schools recommends that the North Arlington Board of Education ratifies and affirms this change order in the amount of \$41,152.00.

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BE IT RESOLVED, the North Arlington Board of Education ratifies and affirms the change order from Billy Contracting & Restoration Inc. to provide services due to revised PSE&G utility layouts at the New North Arlington Middle School.

On Motion by _____, second by _____

Discussion:_____. Roll Call:

Mr. Dorsett	_____
Mr. Smith	_____
Mrs. Gilgallon	_____
Mr. McDermott	_____
Mrs. Higgins	_____

C. MOTION TO RATIFY AND AFFIRM A CHANGE ORDER FROM BILLY CONTRACTING & RESTORATION INC.

WHEREAS, a change order was received from Billy Contracting & Restoration Inc. to provide the following services at the New North Arlington Middle School:

Description	Cost
Remove existing wall registers in 28 places and replace with new (black). Furnish and install new ductwork in hallway ceiling from existing wall cabinet heater in two locations on third floor. Furnish and install lay in ceiling registers in two locations.	
Total Cost	\$7,284.00

WHEREAS, the Superintendent of Schools recommends that the North Arlington Board of Education ratifies and affirms this change order in the amount of \$7,284.00.

BE IT RESOLVED, the North Arlington Board of Education ratifies and affirms the change order from Billy Contracting & Restoration Inc. to provide the services listed above at the New North Arlington Middle School.

On Motion by _____, second by _____

Discussion:_____. Roll Call:

Mr. Dorsett	_____
Mr. Smith	_____
Mrs. Gilgallon	_____
Mr. McDermott	_____
Mrs. Higgins	_____

D. MOTION TO RATIFY AND AFFIRM A CHANGE ORDER FROM BILLY CONTRACTING & RESTORATION INC.

WHEREAS, a change order was received from Billy Contracting & Restoration Inc. to provide the following services at the New North Arlington Middle School:

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Description	Cost
Scrape, plaster and patch all walls and ceilings in storage 343A, 202A, 122, Stairway ST-1-1, and Hall 119: material and labor.	
Total Cost	\$8,369.00

WHEREAS, the Superintendent of Schools recommends that the North Arlington Board of Education ratifies and affirms this change order in the amount of \$8,369.00.

BE IT RESOLVED, the North Arlington Board of Education ratifies and affirms the change order from Billy Contracting & Restoration Inc. to provide the services listed above at the New North Arlington Middle School.

On Motion by _____, second by _____

Discussion: _____ . Roll Call:

Mr. Dorsett	_____
Mr. Smith	_____
Mrs. Gilgallon	_____
Mr. McDermott	_____
Mrs. Higgins	_____

E. MOTION TO INCREASE THE BID THRESHOLD IN ACCORDANCE WITH THE STATE OF NEW JERSEY PUBLIC SCHOOL BIDDING LAWS

WHEREAS, Samantha Dembowski, School Business Administrator/Board Secretary possesses a Qualified Purchasing Agent (QPA) certificate; and

WHEREAS, the State Treasurer, in consultation with the Governor and pursuant to N.J.S.A. 52:34-7, and N.J.S.A. 18A:18A-3 (b), has increased the bid threshold amount for school districts with a Qualified Purchasing Agent , from \$40,000 to **\$44,000**, effective July 1, 2020.

NOW, THEREFORE BE IT RESOLVED that the North Arlington Board of Education, pursuant to N.J.S.A. 18A:18A-3 (a) and N.J.A.C. 5:34-5.4, establishes and sets the bid threshold amount of **\$44,000** for the Board of Education, and further authorizes Samantha Dembowski, the Qualified Purchasing Agent, to award contracts, in full accordance with N.J.S.A. 18A:18A-3 (a), for those purchases that do not exceed in the aggregate of the newly established bid threshold amount.

On Motion by _____, second by _____

Discussion: _____ . Roll Call:

Mr. Dorsett	_____
Mr. Smith	_____
Mrs. Gilgallon	_____
Mr. McDermott	_____
Mrs. Higgins	_____

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F. MOTION TO APPROVE THE PROPOSAL FROM T&M ASSOCIATES FOR PROFESSIONAL SERVICES FOR AMBIENT TEM AIR SAMPLING RELATED TO POTENTIAL ASBESTOS EXPOSURE IN THE NEW MIDDLE SCHOOL

WHEREAS, a proposal was received from **T&M Associates** for professional services for ambient TEM air sampling related to potential asbestos exposure in the New Middle School. The fee proposal is as follows:

Description	Fee
Ambient TEM Air Sampling	\$7,000.00
TOTAL COST	\$7,000.00

WHEREAS, the Superintendent recommends that the Board approve the proposal from **T&M Associates** for professional services for ambient TEM air sampling related to potential asbestos exposure in the New Middle School.

BE IT RESOLVED, that the North Arlington Board of Education approves the proposal from **T&M Associates** for the New Middle School.

Justification:

35 samples will be placed in various areas throughout building, including the 12 areas containing carpet.

On Motion by _____, second by _____

Discussion: _____ Roll Call:

Mr. Dorsett	_____
Mr. Smith	_____
Mrs. Gilgallon	_____
Mr. McDermott	_____
Mrs. Higgins	_____

G. MOTION TO APPROVE PANIC BUTTONS AND STROBE LIGHT SECURITY SOLUTIONS INSTALLATION AT ALL 6 SCHOOLS FOR DISTRICT COMPLIANCE WITH ALYSSA’S LAW FOR THE 2020-2021 SCHOOL YEAR

WHEREAS, quotes were solicited from JCT Solutions and Eastern Data Com for the following solutions:

Company	Solution	Total
JCT Solutions	Purchase and Installation of panic buttons, interior and exterior strobe lights at all 6 schools	\$64,492.67
Eastern DataComm	Purchase and Installation of panic buttons, interior and exterior strobe lights at all 6 schools	\$152,328.00

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WHEREAS, the Superintendent of Schools is recommending that the North Arlington Board of Education approve JCT Solutions for the purchase and installation of panic buttons, interior, and exterior strobe lights at all 6 schools for district compliance with Alyssa’s law for the 2020-2021 school year; and

WHEREAS, the purchase of the above solution is intended to be funded through grant monies available to the district through the Alyssa’s Law grant.

BE IT RESOLVED, that the North Arlington Board of Education approves the purchase and installation of panic buttons, interior, and exterior strobe lights at all 6 schools for district compliance with Alyssa’s law for the 2020-2021 school year.

Justification:

"The North Arlington Public Schools, through the New Jersey Department of Education (“NJDOE”) in consultation with the New Jersey Schools Development Authority (“NJSDA”) for compliance with N.J.S.A. 18A:41-10 et seq. (“Alyssa’s Law”), is required by law to implement a "Panic Button and Strobe Light Security Solution" based on recommendations set out by the NJDOE. We received proposals from two vendors who have configurations applicable and acceptable by the NJDOE for adherence to Alyssa's Law, and we are recommending the proposal from JCT based on reduced costs to implement. Once installation has been completed by JCT, the North Arlington Public Schools will complete the NJDOE Grant application which, if approved, will reimburse purchase and installation costs.

On Motion by _____, second by _____

Discussion: _____ . Roll Call:

Mr. Dorsett	_____
Mr. Smith	_____
Mrs. Gilgallon	_____
Mr. McDermott	_____
Mrs. Higgins	_____

H. MOTION TO APPROVE THE PROPOSAL FROM CDW FOR THE PURCHASE OF 288 CHROMEBOOKS FOR 2020-2021 GRADE 9 AND 10 STUDENT POPULATION

WHEREAS the Superintendent recommends that the North Arlington Board of Education approves the proposal from CDW for the following:

Product	Quantity	Cost
AC Charging Cart Storage Station for Chromebooks	8	\$8,482.00
Acer Chromebooks	288	\$80,115.84

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Google Chrome Management Console License	288	\$7,200.00
Chromebook Deployment	288	\$2,016.00
Total		\$97,813.84

BE IT RESOLVED, the North Arlington Board of Education approves the proposal from CDW for the purchase of 288 Acer Chromebooks, 288 Google licenses, and 8 charging stations to be utilized for the 2020-2021 Grade 9 and 10 student population.

On Motion by _____, second by _____

Discussion: _____ . Roll Call:

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

I. MOTION TO APPROVE AN AGREEMENT WITH JAG ONE, SUBSTITUTE ATHLETIC TRAINING SERVICES FOR THE 2020-2021 SCHOOL YEAR

WHEREAS, the Superintendent of Schools recommends that the North Arlington Board of Education approve an agreement with JAG ONE substitute athletic training services at North Arlington High School for the 2020-2021 school year. Substitute coverage will not exceed 25 hours per week, at a rate of \$50.00 per hour.

	Date	Time	Description	Provider
	2020-2021 School Year	Not to exceed 25 hours per week	Substitute Athletic Training services	Jag-One Athletic Training Services

BE IT RESOLVED, that the North Arlington Board of Education hereby approves an agreement with JAG ONE substitute athletic training services for the 2020-2021 school year.

On Motion by _____, second by _____.

Discussion: _____ . Roll Call:

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

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J. MOTION TO APPROVE THE SUBMISSION OF THE LEAD TESTING PROGRAM STATEMENT OF ASSURANCE (NON-TESTING YEAR) FOR THE 2019-2020 SCHOOL YEAR

WHEREAS, the Superintendent of Schools recommends that the Board approve the Lead Testing Program Statement of Assurance (Non-Testing Year) for the 2019-2020 school year.

RE IT RESOLVED, that the North Arlington Board of Education approves the submission of the Lead Testing Program Statement of Assurance (Non-Testing Year) for the 2019-2020 school year.

On Motion by _____, second by _____.

Discussion: _____ Roll Call:

Mr. Dorsett	_____
Mr. Smith	_____
Mrs. Gilgallon	_____
Mr. McDermott	_____
Mrs. Higgins	_____

K. MOTION TO FORGIVE UNPAID STUDENT MEAL CHARGES FOR 2019-2020 SCHOOL YEAR

WHEREAS, the USDA requires school districts that participate in the Child Nutrition Program to settle uncollectable debt by the close of the school year; and

WHEREAS, the North Arlington School district has unpaid student meal charges totaling \$618.22 for the 2019-2020 school year that cannot be a liability to the food service program; and

WHEREAS, a letter went out to all families that owed meal charges stating the amount owed; and

WHEREAS, due to the COVID-19 pandemic and the State of Emergency declared by the Governor of New Jersey, the Superintendent of Schools is recommending that the North Arlington Board of Education assume the liability for \$618.22 worth of outstanding student meal charges for the 2019-2020 school year.

BE IT RESOLVED, that the North Arlington Board of Education approves the assumption of the liability of \$618.22 worth of outstanding student meal charges for the 2019-2020 school year.

On Motion by _____, second by _____.

Discussion: _____ Roll Call:

Mr. Dorsett	_____
Mr. Smith	_____
Mrs. Gilgallon	_____
Mr. McDermott	_____
Mrs. Higgins	_____

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L. MOTION TO APPROVE THE QUOTE FROM PENNETTA INDUSTRIAL AUTOMATION, LLC FOR A/C SERVICE DISTRICT WIDE

WHEREAS, the Superintendent of Schools recommends that the Board approve the quote from Pennetta Industrial Automation, LLC for A/C service district wide as follows:

Description	Cost
Labor and material to power wash and clean all condenser units, replace filters, brush down evaporators, clean out drain lines, replace belts, check pressures and operation of each unit. Clean and treat the indoor evaporator coil with EVAP-Fresh, a chemical known to kill virus and is registered with the EPA.	
Total Cost	\$12,750.00

BE IT RESOLVED, that the North Arlington Board of Education hereby approves the quote from Pennetta Industrial Automation, LLC for A/C service district wide.

Justification:

This service is normally done every 2 years, however, with the COVID-19 pandemic, yearly cleaning is being recommended. These are all the ROOF top units and all the split units located throughout all the buildings. They have to be professionally dismantled, serviced, and cleaned with a special chemical, by a licensed HVAC technician. Furthermore, our custodial staff will be cleaning all the interior, small air conditioners and changing all the filters.

On Motion by _____, second by _____.

Discussion: _____ Roll Call:

Mr. Dorsett	_____
Mr. Smith	_____
Mrs. Gilgallon	_____
Mr. McDermott	_____
Mrs. Higgins	_____

M. MOTION TO APPROVE SNOEZELLEN FLAGHOUSE FOR THE PURCHASE, DESIGN, INSTALLATION, AND TRAINING ASSOCIATED WITH THE CREATION OF AN ACTIVITY AND CALMING SENSORY ROOMS AT JEFFERSON ELEMENTARY SCHOOL

WHEREAS, the Superintendent of Schools recommends that the North Arlington Board of Education approve the following quotes from Snoezelen Flaghouse for the purchase, design, installation, and training associated with the creation of an activity and calming sensory rooms at Jefferson Elementary School as follows:

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HCESC# CAT-20-03

	Description	Amount
Calming Room	Room design and purchase of equipment	\$10,143.00
Activity Room	Room design and purchase of equipment	\$8,834.00
Calming and Activity Room	Installation and product training	\$7,300.00
	Total Cost	\$26,277.00

BE IT RESOLVED, the North Arlington Board of Education approves the above quotes from Snoezelen Flaghouse for the purchase, design, installation, and training associated with the creation of an activity and calming sensory rooms at Jefferson Elementary School.

On Motion by _____, second by _____

Discussion:_____. Roll Call:

Mr. Dorsett	_____
Mr. Smith	_____
Mrs. Gilgallon	_____
Mr. McDermott	_____
Mrs. Higgins	_____

N. MOTION AUTHORIZING THE PURCHASE OF ELECTRICITY SUPPLY SERVICES (WITH CAPACITY AND TRANSMISSION PASEED THROUGH) FOR PUBLIC USE ON AN ONLINE AUCTION WEBSITE

WHEREAS, North Arlington Board of Education has determined to move forward with the EMEX Reverse Auction in order to procure electricity for North Arlington Board of Education; and

WHEREAS, the Local Unit Technology Pilot Program and Study Act (P.L. 2001, c. 30) (the “Act”) authorizes the purchase of electricity supply service for public use through the use of an online auction service; and

WHEREAS, North Arlington Board of Education will utilize the online auction services of EMEX, LLC, an approved vendor pursuant to the Act, waiver number EMEX LLC-1, located at www.energymarketexchange.com; and

WHEREAS, EMEX, LLC is compensated for all services rendered through the participating supplier that a contract is awarded to; and

WHEREAS, the auction will be conducted pursuant to the Act; and

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WHEREAS, if the auction achieves a price of \$0.05505/kWh or less for a 12 month term, a price of \$0.05514/kWh or less for an 18 month term, a price of \$0.05512/kWh or less for a 24 month term; North Arlington Board of Education may award a contract to the winning supplier for the selected term.

NOW THEREFORE BE IT RESOLVED, that the School Business Administrator of the North Arlington Board of Education be and she hereby is authorized to execute on behalf of the North Arlington Board of Education any electricity contract proffered by the participating supplier that submits the winning bid in the EMEX Reverse Auction if the auction achieves a price of \$0.5505/kWh or less for a 12 month term, a price of \$0.05514/kWh or less for an 18 month term, a price of \$0.05512/kWh or less for a 24 month term; North Arlington Board of Education may award a contract to the winning supplier for the selected term.

On Motion by _____, second by _____
Discussion: _____ . Roll Call:

Mr. Dorsett	_____
Mr. Smith	_____
Mrs. Gilgallon	_____
Mr. McDermott	_____
Mrs. Higgins	_____

O. MOTION AUTHORIZING THE PURCHASE OF NATURAL GAS SUPPLY SERVICES FOR PUBLIC USE ON AN ONLINE AUCTION WEBSITE

WHEREAS, North Arlington Board of Education has determined to move forward with the EMEX Reverse Auction in order procure natural gas for North Arlington Board of Education; and

WHEREAS, the Local Unit Technology Pilot Program and Study Act (P.L. 2001, c. 30) (the “Act”) authorizes the purchase of natural gas supply service for public use through the use of an online auction service; and

WHEREAS, North Arlington Board of Education will utilize the online auction services of EMEX, LLC, an approved vendor pursuant to the Act, waiver number EMEX LLC-1, located at www.energymarketexchange.com; and

WHEREAS, EMEX, LLC is compensated for all services rendered through the participating supplier that a contract is awarded to; and

WHEREAS, the auction will be conducted pursuant to the Act; and

WHEREAS, if the auction achieves a price of \$0.5395/therm or less for a 12 month term, a price of \$0.5342/therm or less for an 18 month term, a price of \$0.5374/therm or less for a 24 month term, a price of \$0.5291/therm or less for a 36 month term; North Arlington Board of Education may award a contract to the winning supplier for the selected term.

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NOW THEREFORE BE IT RESOLVED, that the School Business Administrator of the North Arlington Board of Education be and she hereby is authorized to execute on behalf of the North Arlington Board of Education any natural gas contract proffered by the participating supplier that submits the winning bid in the EMEX Reverse Auction if the auction achieves a price of \$0.5395/therm or less for a 12 month term, a price of \$0.5342/therm or less for an 18 month term, a price of \$0.5374/therm or less for a 24 month term, a price of \$0.5291/therm or less for a 36 month term; North Arlington Board of Education may award a contract to the winning supplier for the selected term.

On Motion by _____, second by _____
Discussion: _____ . Roll Call:

Mr. Dorsett	_____
Mr. Smith	_____
Mrs. Gilgallon	_____
Mr. McDermott	_____
Mrs. Higgins	_____

P. MOTION AUTHORIZING THE PURCHASE OF ELECTRICITY SUPPLY SERVICES (FIXED ALL-INCLUSIVE) FOR PUBLIC USE ON AN ONLINE AUCTION WEBSITE

WHEREAS, North Arlington Board of Education has determined to move forward with the EMEX Reverse Auction in order procure electricity for North Arlington Board of Education; and

WHEREAS, the Local Unit Technology Pilot Program and Study Act (P.L. 2001, c. 30) (the “Act”) authorizes the purchase of electricity supply service for public use through the use of an online auction service; and

WHEREAS, North Arlington Board of Education will utilize the online auction services of EMEX, LLC, an approved vendor pursuant to the Act, waiver number EMEX LLC-1, located at www.energymarketexchange.com; and

WHEREAS, EMEX, LLC is compensated for all services rendered through the participating supplier that a contract is awarded to; and

WHEREAS, the auction will be conducted pursuant to the Act; and

WHEREAS, if the auction achieves a price of \$0.11266/kWh or less for a 12 month term, a price of \$0.11223/kWh or less for an 18 month term, a price of \$0.11265/kWh or less for a 24 month term; North Arlington Board of Education may award a contract to the winning supplier for the selected term.

NOW THEREFORE BE IT RESOLVED, that the School Business Administrator of the North Arlington Board of Education be and she hereby is authorized to execute on behalf of the North Arlington Board of Education any electricity contract proffered by the participating supplier that

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submits the winning bid in the EMEX Reverse Auction if the auction achieves a price of \$0.11266/kWh or less for a 12 month term, a price of \$0.11223/kWh or less for an 18 month term, a price of \$0.11265/kWh or less for a 24 month term; North Arlington Board of Education may award a contract to the winning supplier for the selected term.

On Motion by _____, second by _____

Discussion: _____ Roll Call:

Mr. Dorsett	_____
Mr. Smith	_____
Mrs. Gilgallon	_____
Mr. McDermott	_____
Mrs. Higgins	_____

Q. MOTION TO REVISE THE DISTRICT MOVING QUOTE FROM ALL SEASON MOVERS FOR MOVING SERVICES THROUGHOUT THE NORTH ARLINGTON SCHOOL DISTRICT

WHEREAS, All Season Movers conducted a thorough walk-through of the three different moves; and

WHEREAS, the company has revised their original, non-bidding, quote to more accurately reflect the complexity of the move; and

WHEREAS, the new, detailed, quote has been submitted as follows:

Company	Staff Needed	Contents	Estimated Amount
Day 1 – Current Middle School to new Middle School	2 Supervisors 12 Laborers 3 Drivers 3 Trucks Estimated – 8 hours	Various furniture, boxes, and classroom contents	\$6,480.00
Day 2 – Current Middle School to new Middle School	2 Supervisors 12 Laborers 3 Drivers 3 Trucks Estimated – 8 hours	Various furniture, boxes, and classroom contents	\$6,480.00

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Day 3 – Jefferson Elementary School to current Middle School	2 Supervisors 8 Laborers 2 Drivers 2 Trucks Estimated – 7 hours	Various furniture, boxes, and classroom contents	\$3,710.00
Day 4 – North Arlington High School Child Study Team offices to the new Middle School	2 Supervisors 6 Laborers 2 Drivers 2 Trucks Estimated – 6 hours	Various furniture, boxes, and office contents	\$2,760.00
Materials			\$567.25
Estimated Total			\$19,997.25

AND WHEREAS, the Superintendent of Schools recommends that the North Arlington Board of Education approves the new revised quote from All Season Movers for moving services as outlined above.

BE IT RESOLVED, the North Arlington Board of Education approves the revised quote from All Season Movers for moving services throughout the North Arlington School District.

On Motion by _____, second by _____
Discussion: _____ . Roll Call:

Mr. Dorsett	_____
Mr. Smith	_____
Mrs. Gilgallon	_____
Mr. McDermott	_____
Mrs. Higgins	_____

R. MOTION TO APPROVE THE NON-PUBLIC NURSING SERVICES AGREEMENT WITH CATAPULT LEARNING 2020-2021

WHEREAS, the North Arlington Board of Education (“the Board”) is required pursuant to N.J.S.A. 18A:40-25 to provide nursing services for pupils who are enrolled full-time in the nonpublic schools located within the District; and

WHEREAS, pursuant to N.J.S.A. 18A:40-28, the Board may contract with any public or private agency approved by the Commissioner of Education for the provision of nursing services as required under N.J.S.A. 18A:40-25; and

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WHEREAS, pursuant to N.J.S.A. 18A:18A-5, the awarding of contracts for the provision of professional services are exempt from the bidding requirements of the Public School Contracts Law; and

WHEREAS, the Board is desirous of entering into an agreement with Catapult Learning, LLC (“Catapult”) for the provision of nursing services to students enrolled in nonpublic schools located within the District, which is attached hereto.

NOW THEREFORE BE IT RESOLVED, the Board approves the selection of Catapult as the District’s provider of Nursing Services to students enrolled in nonpublic schools located within the District; and

BE IT FURTHER RESOLVED, that the Board authorizes the Board President and the Board Secretary to execute the Agreement on behalf of the Board and any other documents necessary to effectuate the terms of this resolution.

On Motion by _____, second by _____

Discussion: _____ . Roll Call:

Mr. Dorsett	_____
Mr. Smith	_____
Mrs. Gilgallon	_____
Mr. McDermott	_____
Mrs. Higgins	_____

S. MOTION TO APPROVE THE ACCEPTANCE OF THE BID FOR TOILET RENOVATIONS AT THE JEFFERSON ELEMENTARY SCHOOL AND THE NEW ELEMENTARY SCHOOL

WHEREAS, the North Arlington Board of Education (the “Board”) advertised for bids for the toilet renovations project at the at Jefferson Elementary School and the new Elementary School (“Project”); and

WHEREAS, on June 12, 2020, the Board accepted bids for the Project; and

WHEREAS, the purported low bidder, GMT Contracting Corp.(“GMT Contracting”), submitted a defective bid insofar as it failed to include a Department of Property Management and Construction (“DPMC”) 701 Form for its subcontractor, which is a non-waivable material defect; and

WHEREAS, the next low bidder, Aero Plumbing & Heating Co., Inc. (“Aero”), submitted a bid in the amount of \$218,870.00, which was responsive in all material respects; and

WHEREAS, it is the Board’s desire to award the contract for the Project to Aero.

AGENDA, JUNE 23, 2020 - PUBLIC MEETING

NOW, THEREFORE, BE IT RESOLVED, that the Board hereby rejects GMT Contracting’s bid for being materially defective.

BE IT FURTHER RESOLVED, that the Board hereby awards the contract for the Project to Aero in a total contract sum of \$218,870.00.

BE IT FURTHER RESOLVED, that this award is expressly conditioned upon the contractor furnishing the requisite insurance certificate and labor and materials/performance bond as required in the Project specifications, together with an AA201-Project Manning Report, and an executed AIA Agreement, as prepared by the Board Attorney, within ten (10) days of the date hereof.

BE IT FURTHER RESOLVED, that the Board Attorney is hereby directed to draft the agreement with the successful bidder consistent with this Resolution and with the terms contained in the bid documents approved by the Board for the Project. The Board President and the Board Secretary are hereby authorized to execute such agreement and any other documents necessary to effectuate the terms of this Resolution.

On Motion by _____, second by _____
Discussion:_____ . Roll Call:

Mr. Dorsett _____
Mr. Smith _____
Mrs. Gilgallon _____
Mr. McDermott _____
Mrs. Higgins _____

T. MOTION TO APPROVE AN AGREEMENT FROM VALLEY MEDICAL GROUP FOR DRUG AND ALCOHOL TESTING

WHEREAS, The Superintendent of Schools recommends that the Board approves an agreement between Valley Medical Group and the North Arlington Board of Education for drug and alcohol testing for the North Arlington School District.

BE IT RESOLVED, that the North Arlington Board of Education approves an agreement between Valley Medical Group and the North Arlington Board of Education for drug and alcohol testing for the North Arlington School District.

On Motion by _____, second by _____
Discussion:_____ . Roll Call:

Mr. Dorsett _____
Mr. Smith _____
Mrs. Gilgallon _____
Mr. McDermott _____
Mrs. Higgins _____

AGENDA, JUNE 23, 2020 - PUBLIC MEETING

U. MOTION TO REJECT BIDS FOR EXCEEDING THE COST ESTIMATE AND BUDGET OF A PROJECT

WHEREAS, the North Arlington Board of Education advertised for bids for the cafeteria project at the new Middle School (“the Project”); and

WHEREAS, on June 12, 2020, the Board received bids for the Project as reflected on the attached bid tabulation sheet; and

WHEREAS, all bids substantially exceed the cost estimate and budget set forth for the Project; and

WHEREAS, the Board intends to reject the bids pursuant to N.J.S.A. 18A:18A-22 for exceeding the cost estimate and budget for the Project.

NOW, THEREFORE, BE IT RESOLVED AS FOLLOWS that the Board hereby rejects all bids received for the Project for exceeding the cost estimate and budget for the Project.

BE IT FURTHER RESOLVED that the School Business Administrator/Board Secretary is hereby authorized to re-advertise for the Project.

On Motion by _____, second by _____
Discussion: _____.

Roll Call:

Mr. Dorsett	_____
Mr. Smith	_____
Mrs. Gilgallon	_____
Mr. McDermott	_____
Mrs. Higgins	_____

LIAISON TO INDIVIDUAL SCHOOLS

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

AGENDA, JUNE 23, 2020 - PUBLIC MEETING

INSTRUCTION AND PROGRAM

Michele Higgins, Chairman
Edward Smith, Co-Chairman

OPERATIONS

George McDermott, Chairman
Heather Gilgallon, Co-Chairman

GOVERNANCE

Heather Gilgallon, 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

PRESIDENT'S REPORT

SUPERINTENDENT'S REPORT

ACTION ITEMS

DISCUSSION ITEMS

SUNSHINE RESOLUTION

WHEREAS this meeting is duly and properly called for a regular session meeting of this Body and adequate notice has been given as provided for by the "Open Public Meetings Act"; and

WHEREAS it is now necessary that the Board of Education consider the following matter:

which fall(s) within the exceptions as set forth in the "Open Public Meetings Act" and therefore are matters which this Body determines should be discussed at a closed meeting. It is anticipated that this closed session will last approximately _____ minutes.

AGENDA, JUNE 23, 2020 - PUBLIC MEETING

NOW, THEREFORE, BE IT RESOLVED by the North Arlington Board of Education as follows:

That this body shall at this time recess this meeting and conduct a closed meeting concerning the above referenced matter(s), which involve exceptions this body hereby determines are of such a nature that they cannot be discussed at an open meeting and this body is at this time unable to determine when the matter(s) under discussion can be disclosed to the public. However, this body will make such a disclosure when circumstances permit.

On Motion by _____, second by _____.
Discussion: _____ . Roll Call:

Mr. Dorsett	_____
Mr. Smith	_____
Mrs. Gilgallon	_____
Mrs. Higgins	_____
Mr. McDermott	_____

Time recessed: _____ Time reconvened: _____

On Motion by _____, second by _____.
Discussion: _____ . Roll Call:

Mr. Dorsett	_____
Mr. Smith	_____
Mrs. Gilgallon	_____
Mrs. Higgins	_____
Mr. McDermott	_____

ADJOURNMENT

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 June 23, 2020 adjourned at _____ p.m.

On Motion by _____, second by _____.
Discussion: _____ . Roll Call:

Mr. Dorsett	_____
Mr. Smith	_____
Mrs. Gilgallon	_____
Mrs. Higgins	_____
Mr. McDermott	_____

SD:at