

MINUTES, JULY 16, 2020 SPECIAL PUBLIC MEETING

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

SPECIAL PUBLIC MEETING

July 16, 2020

11:20 A.M.

Board of Education Office

I. CALL TO ORDER

II. ROLL CALL

Mr. Dorsett	Called in prior obligation – was present via computer
Mr. Smith	Present
Mrs. Gilgallon	Present
Mr. McDermott	Present
Mrs. Higgins	Present

III. SALUTE TO THE FLAG

IV. STATEMENT OF PUBLIC MEETING NOTICE

PLEASE TAKE NOTICE, that in accordance with the provision of Chapter 231, Laws of 1975, the “Open Public Meetings Act,” notice is hereby given that the North Arlington Board of Education scheduled a Special Public Works Session, Executive Session, and Public Board Meeting on Thursday, July 16, 2020 to begin at 10:00 a.m., for the sole purpose of North Arlington’s Reopening Plan, school calendar, policies, district personnel and Veterans Middle School legal matters. In accordance with the Open Public Meeting Act, the discussion of district personnel and Veterans Middle School legal matters, which requires confidentiality, shall occur in closed executive session. Action regarding the approval of North Arlington’s Reopening Plan, revisions to the school calendar, and policy approval will be taken at the Special Public Meeting to begin immediately following the Special Executive Session Board Meeting. The meeting will take place at the Board Office, 222 Ridge Road, No. Arlington, NJ. The meeting will open to the public at 10:00 a.m. solely for the purpose of immediately moving into closed executive session as required by the Open Public Meetings Act. Action may subsequently be taken in public session. The North Arlington Board of Education website will post the full agenda for the July 16, 2020 meeting in advance of the meeting.

V. SUPERINTENDENT’S STATEMENT

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

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

Please be advised that there is no privilege or qualified privilege with regard to any statements that you make before the Board. What this means is that while you are certainly free to exercise your right to comment on issues before the Board, such comments are considered public statements, and may be responded to or acted upon by any individuals affected by them. The Board will, of course, consider your comments as they relate to its obligations to effectively

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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. HEARING OF THE PUBLIC

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

There were no citizens wishing to be heard.

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

VII. PERSONNEL

A. RESOLUTION TO APPROVE THE APPOINTMENT OF A 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 paraprofessional for the 2020-2021 school year:

Karen Bush, as a **Part-Time Special Education Aide and Lunchroom Aide** at Jefferson Elementary School (replacing for Brian McMullen) beginning on 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.*

Lourdes Faustor, as a **Part-Time Classroom Aide and Lunchroom Aide** at Susan B. Anthony Elementary School (replacing for GERALYN Gaydos) 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 a paraprofessional for the 2020-2021 school year, as set forth above.

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:

Lina Petrullo, as a **Substitute Classroom Aide and Substitute Lunchroom Aide** at Washington 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.

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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C. RESOLUTION TO REVISE THE APPOINTMENT OF A PARAPROFESSIONAL FOR THE 2020-2021 SCHOOL YEAR.

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

JEFFERSON ELEMENTARY SCHOOL

Name	Title	Rate of Pay
Kristin Higson-Hughes	Special Education Aide and Lunch Aide, without benefits.	\$16.25 /hour. Not to exceed 29 hours per week.

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

D. RESOLUTION TO ACCEPT RESIGNATION.

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

Geralyn Gaydos, Half-time **Classroom Aide and Lunchroom Aide** at Jefferson Elementary School effective on or about June 30, 2020, for retirement purposes.

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

E. RESOLUTION TO REVISE THE EMPLOYMENT OF A CERTIFICATED STAFF MEMBER FOR THE 2020-2021 SCHOOL YEAR.

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

Tanya Gaborow, full-time, **Reading Specialist** (District-Wide) to be housed at Susan B. Anthony Elementary School for the period beginning on or about September 1, 2020 through June 30, 2021, at Step 7, MA+30, \$60,250.00, *pending required certification*.

BE IT RESOLVED, that the North Arlington Board of Education hereby approves the employment of a certificated staff member for the 2020-2021 school year, as set forth above.

F. 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:

Jessica Bond, part-time (.5), **Student Assistance Coordinator** at North Arlington Public School for the period beginning on or about September 1, 2020 through June 30, 2021, at (.5) of Step 4, MA+30 on the North Arlington Teachers' Salary Guide or (\$59,050.00-Pro-rated \$29,525.00), *pending criminal history clearance and completion of all required employment paperwork*.

Denise Fanelli, full-time, **Teacher of Chemistry** at North Arlington High School for the period beginning on or about September 1, 2020 through June 30, 2021, at Step 12, MA on the North

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Arlington Teachers' Salary Guide or \$62,650.00, *pending criminal history clearance and completion of all required employment paperwork.*

Addison Keim, full-time, **School Counselor** at North Arlington Middle School for the period beginning on or about September 1, 2020 through June 30, 2021, at Step 1, MA on the North Arlington Teachers' Salary Guide or \$55,250.00, *pending criminal history clearance and completion of all required employment paperwork.*

Eliza Leszczynski, full-time, **Teacher of Mathematics** at North Arlington High School for the period beginning on or about September 1, 2020 through June 30, 2021, at Step 11, MA+60 on the North Arlington Teachers' Salary Guide or \$70,350.00, *pending criminal history clearance and completion of all required employment paperwork.*

Jason Suter, full-time, **Junior Network Assistant** (District-Wide), for the period beginning on or about September 1, 2020 through August 1, 2021, at an annual salary of \$55,000.00, *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.

G. RESOLUTION TO APPROVE A PAID EXTENDED MEDICAL LEAVE FOR THE 2020-2021 SCHOOL YEAR.

WHEREAS, the Superintendent of Schools recommends that the North Arlington Board of Education approve a paid Extended Medical Leave for **Michael DiScerni**, Head Custodian at Roosevelt Elementary School, for the period beginning on July 9, 2020 through on or about January 7, 2021.

BE IT RESOLVED, that the North Arlington Board of Education hereby approves a paid Extended Medical Leave for **Michael DiScerni**, Head Custodian at Roosevelt Elementary School, for the period beginning on July 9, 2020 through on or about January 7, 2021.

H. RESOLUTION TO APPROVE A PRACTICUM AT NORTH ARLINGTON PUBLIC SCHOOLS FOR THE 2020-2021 SCHOOL YEAR.

WHEREAS, the Superintendent of Schools recommends that the North Arlington Board of Education approve a School Nursing Practicum for **Ms. Helen Alarcon**, School Nurse, in the North Arlington Public Schools, as a requirement of Ms. Alarcon's School Nurse Certification at Rowan University, from the period beginning on or about September 2020 through on or about December 2020 (total of 50 hours). Ms. Alarcon will work under the direct supervision of Mrs. Jennifer Rodriguez, Principal at Susan B. Anthony Elementary School.

BE IT RESOLVED, that the North Arlington Board of Education hereby approve a School Nursing Practicum for **Ms. Helen Alarcon**, School Nurse, in the North Arlington Public Schools, as a requirement of Ms. Alarcon's School Nurse Certification at Rowan University, from the period beginning on or about September 2020 through on or about December 2020 (total 50 hour). Ms. Alarcon will work under the direct supervision of Mrs. Jennifer Rodriguez, Principal at Susan B. Anthony Elementary School.

I. RESOLUTION TO APPROVE 10 MONTH SECRETARIES FOR EMPLOYMENT IN THE SUMMER OF 2020, NOT TO EXCEED 8 DAYS.

WHEREAS, the Superintendent of Schools recommends that the North Arlington Board of Education approve 10 month secretaries for employment in the summer of 2020, not to exceed 8 days, at a per diem rate as follows:

Name	Days (Not to exceed)	Per diem rate	Total
Janice Olson-Tuero	8	\$219.61	\$1,756.88
Allison Sheedy	8	\$175.73	\$1,405.84

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Susan Cunningham	8	\$175.73	\$1,405.84
KathyAnn Werner	8	\$175.73	\$1,405.84
Miosotiz Meyers	8	\$170.28	\$1,362.24

BE IT RESOLVED, that the North Arlington Board of Education approves 10 month secretaries for employment in the summer of 2020, not to exceed 8 days, at set forth above.

J. RESOLUTION TO AUTHORIZE PAYMENT FOR MERIT GOAL COMPLETION.

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 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 Interim Executive County Superintendent has reviewed evidentiary documentation and the Board of Education’s Resolution certifying the attainment of the aforementioned Merit Goals; and

WHEREAS, the Board has reviewed and authorizes payment for the Superintendent’s completion 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

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NOW, THEREFORE, BE IT RESOLVED, the Board hereby authorizes payment for the Superintendent's merit goal completion 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 hereby authorizes the Superintendent to submit a certified copy of same to the Interim Executive County Superintendent for inclusion in the employee's contract file.

K. 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:

Amanda Frazao, from full-time Elementary School Teacher (K-6) at Jefferson Elementary School to full-time Elementary School with Subject Matter Specialization: Language Arts/Literacy Specialization in Grades 5 - 8 and Elementary School Teacher (K-6) at Veterans Middle School(replacing Roy Sherman), effective September 1, 2020, *pending completion of all required employment paperwork.*

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.

L. RESOLUTION TO APPROVE THE EMPLOYMENT OF CUSTODIANS 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 Custodians, for the 2020-2021 school year:

Jose Burgos, as a twelve month night **Custodian** at North Arlington School District at Step 7 on the North Arlington Custodial Salary Guide or \$57,580.00, prorated, and payment of a Night Shift Differential stipend in the amount of \$512.05, and Boiler License Stipend in the amount of \$285.00, for a total annual salary of \$58,377.05, for the period beginning on or about August 1, 2020 through June 30, 2020, *pending criminal history clearance and completion of all required employment paperwork.*

Carlos Pichardo, as a twelve month night **Custodian** at North Arlington School District at Step 5 on the North Arlington Custodial Salary Guide or \$51,720.00, prorated, and payment of a Night Shift Differential stipend in the amount of \$512.05, and Boiler License Stipend in the amount of \$285.00, for a total annual salary of \$52,517.05, for the period beginning on or about August 1, 2020 through June 30, 2020, *pending criminal history clearance and completion of all required employment paperwork.*

Ryan McDonald, as a twelve month night **Custodian** at North Arlington School District at Step 1 on the North Arlington Custodial Salary Guide or \$40,000.00, prorated, and payment of a Night Shift Differential stipend in the amount of \$512.05, for a total annual salary of \$40,512.05, for the period beginning on or about August 1, 2020 through June 30, 2021, *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 a Custodian, for the 2020-2021 school year, as set forth above.

M. RESOLUTION TO APPROVE THE EMPLOYMENT OF THE SCHOOL NURSE IN THE SUMMER, 2020.

WHEREAS, the Superintendent of Schools recommends that the North Arlington Board of Education approves the employment of the following School Nurse in the Summer 2020:

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Staff	Days (Not to exceed number of days)	Rate	Total
Christina Bancroft	7	\$300.00 Per Day	\$2,100.00

BE IT RESOLVED that the North Arlington Board of Education hereby approves the employment of the School Nurse in the Summer 2020.

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

VIII. **OPERATIONS**

~~A. RESOLUTION TO APPROVE THE 2020-2021 REVISED ACADEMIC CALENDAR FOR NORTH ARLINGTON SCHOOL DISTRICT.~~

~~WHEREAS, the Superintendent of Schools recommends that the North Arlington Board of Education approve the 2020-2021 Revised Academic Calendar for North Arlington School District.~~

~~BE IT RESOLVED, that the North Arlington Board of Education hereby approves the 2020-2021 Revised Academic Calendar for North Arlington School District.~~

On Motion by Mr. McDermott, second by Mrs. Gilgallon. Discussion: The Board voted to table this item. On Roll Call all Board Members present voted in the affirmative and none in the negative, it was so ordered.

IX. **GOVERNANCE**

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

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

Policy Number	Policy Title
1649	Federal Families First Coronavirus (COVID-19) Response Act (M) (New)
2270	Religion in Schools (Revised)
2431.3	Heat Participation Policy for Student-Athletes Safety (M) (Revised)
2622	Student Assessment (M) (Revised)
5111	Eligibility of Resident/Nonresident Students (M) (Revised)
5200	Attendance (M) (Revised)
5320	Immunization (Revised)
5330.04	Administering an Opioid Antidote (M) (Revised)
5610	Suspension (M) (Revised)
5620	Expulsion (M) (Revised)

Regulation Number	Regulation Title
5111	Eligibility of Resident/Nonresident Students (M) (Revised)
5200	Attendance (M) (Revised)
5320	Immunization (Revised)
5330.04	Administering an Opioid Antidote (M) (Revised)
5610	Suspension (M) (Revised)
8320	Personnel Records (M) (Revised)

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

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

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

Policy Number	Policy Title
5120	Assignment of Pupils (Revised)

BE IT RESOLVED, that the North Arlington Board of Education approved the Second reading of revised Policy, as set forth above.

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

The Superintendent reviewed the QSAC results and stated that our district was labeled a high performance district with an increase in our instruction and programing score from 84% - 86%.. He said that it was a testament to our staff, administration, teachers, and students hard work. He congratulated everyone as being a part of a high performing district for another three years.

Mrs. Higgins congratulated everyone as well.

X. 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 Special Public Meeting of July 16, 2020 adjourned at 11:28 a.m.

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

SD:at