

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

**PUBLIC MEETING**

**November 12, 2020**

7:30 p.m.

**High School Gymnasium**

**I. CALL TO ORDER**

**II. ROLL CALL**

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

**III. SALUTE TO THE FLAG**

**IV. STATEMENT OF PUBLIC MEETING NOTICE**

This Public Meeting of November 12, 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.

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.

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## 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 October 14, 2020.
- B. Motion to approve the minutes of the Public Meeting of October 14, 2020.
- C. Motion to approve the minutes of the Executive Session of October 14, 2020.

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

## VII. HEARING OF THE PUBLIC

There were no citizens wishing to be heard.

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

## PERSONNEL

The Superintendent acknowledged two retirements. He thanked Sharon Polo for her service and thanked Peter Nicolle for his service of four decades in the district.

### **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:

**Jenna Calvo**, part-time, **One-on-One Special Education Aide and Lunchroom Aide** (replacing Sheryl Lambo) at Veterans Middle School beginning on or about November 13, 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.*

**Daniella Giaquinto**, part-time, **Special Education Aide and Lunchroom Aide** (new position) at Roosevelt Elementary School beginning retroactively on October 28, 2020 through June 30, 2021, at the hourly rate of \$16.00, not to exceed 29 hours per week, without benefits.

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

### **B. 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 revise the employment of the following paraprofessional for the 2020-2021 school year:

**Lina Petruzzo**, part-time, **Special Education Aide** (replacing Stephanie Perez) Washington Elementary School beginning retroactively on October 16, 2020 through on or about December 4, 2020, at the hourly rate of \$16.25, not to exceed 29 hours per week, without benefits.

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**BE IT RESOLVED**, that the North Arlington Board of Education hereby revises the employment of a paraprofessional for the 2020-2021 school year, as set forth above.

### **C. RESOLUTION TO APPROVE THE EMPLOYMENT OF A SUBSTITUTE TEACHER 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 Teacher for the 2020-2021 school year:

**Jenna Calvo**, as a **Substitute Teacher** at the per diem rate of \$90.00, for the period beginning on or about November 13, 2020 through June 30, 2021, *pending all required employment paperwork*.

**BE IT RESOLVED**, that the North Arlington Board of Education hereby approves the employment of Substitute Teacher for the 2020-2021 school year, as set forth above.

### **D. 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:

**Emily Boruch**, full-time **Speech Language Specialist** at North Arlington Public Schools (replacing Tara Hey) for the period beginning on or about December 4, 2020 through or about June 30, 2021, at Step 1, MA on the North Arlington Teachers' Salary Guide or \$55,250.00, pro-rated.

**Cynthia-Rae Hills**, full-time **Teacher of Mathematics** at North Arlington High School (replacing Eliza Leszczynski) for the period beginning on or about November 13, 2020 through or about June 30, 2021 at Step 9, MA+30 on the North Arlington Teachers' Salary Guide or \$60,750.00, pro-rated, *pending criminal history clearance and completion of all required employment paperwork*.

**Lynn Johnson**, (.5) **Teacher of Elementary School (N-8)** at Roosevelt Elementary School (temporarily replacing Justine Crismale) for the period beginning on or about October 16, 2020 through or about December 23, 2020 at Step 17, BA on the North Arlington Teachers' Salary Guide or \$42,350.00, pro-rated.\*

**Noreen Mack**, (.5) **Teacher of Elementary School (PreK-8)** at Washington Elementary School (temporarily replacing Susan Phelps) for the period beginning on or about October 16, 2020 through or about December 23, 2020, at Step 14, BA on the North Arlington Teachers' Salary Guide or \$34,000.00, pro-rated.\*

**Dawn Montalbano-Cuce**, full-time **Leave Teacher of Elementary School (PreK-8)** at Washington Elementary School (temporarily replacing Tracy Dillon) for the period beginning retroactively on October 30, 2020 through or about December 23, 2020, at Step 12, MA on the North Arlington Teachers' Salary Guide or \$62,650.00, pro-rated, *pending criminal history clearance and completion of all required employment paperwork*.

**Stephanie Perez**, full-time **Leave Teacher of Elementary School (K-6)** at Washington Elementary School (temporarily replacing Jessica Sadej) for the period retroactively beginning on September 1, 2020 through or about February 15, 2021, at Step 1, BA on the North Arlington Teachers' Salary Guide or \$50,600.00, pro-rated. Retroactive compensation to be adjusted for wages previously paid.

*\* In order to maintain the effective and efficient operations of the school district, while providing continuity for our students, additional .5 substitute positions at their current, prorated salary, as per the CNA guide, have been offered and accepted by them. These positions are voluntary and temporary positions that are not tenure-eligible.*

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

### **E. RESOLUTION TO APPROVE THE APPOINTMENT OF A RESIDENCY INVESTIGATOR 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 Residency Investigator for the 2020-2021 school year:

**Michael Failace**, part-time, **Residency Investigator** at North Arlington Public Schools beginning on or about November 23, 2020 through June 30, 2021, at the hourly rate of \$30.00, not to exceed 600 hours per year, without benefits, *pending criminal history clearance and completion of all required employment paperwork.*

### **F. RESOLUTION TO ACCEPT RESIGNATIONS.**

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

**Sheryl Lambo**, part-time, **One-on-One Special Education Aide** at Veterans Middle School, effective on or about October 23, 2020, for retirement purposes.

**Tara Hey**, full-time, **Speech Language Specialist** at District-wide, effective on or about November 6, 2020.

**Peter Nicolle**, full-time, **Teacher of Music** at Roosevelt Elementary School, Washington Elementary School and Anthony Elementary School, effective on or about December 15, 2020, for retirement purposes.

**Angelo Nocciolo**, High School Football Assistant Coach and Substitute Teacher, at North Arlington Public Schools, effective on or about October 27, 2020.

**Sharon Polo**, part-time, Secretary at Washington Elementary School effective on or about November 20, 2020, for retirement purposes.

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

### **G. RESOLUTION TO APPROVE THE APPOINTMENT OF COACHES FOR THE 2020-2021 SCHOOL YEAR.**

**WHEREAS**, the Superintendent of Schools recommends that the North Arlington Board of Education approve the appointment of Coaches at North Arlington High School, for the 2020-2021 school year, as follows:

#### **GIRLS BASKETBALL\***

**Brendan Queenan**, Head Girls' Basketball Coach, for 2020-2021 winter sports season, at a stipend of \$7,917.00, *pending criminal history clearance and completion of all required employment paperwork.*

**Nicolle Wetzel**, Assistant Girls' Basketball Coach, for 2020-2021 winter sports season, at a stipend of \$4,980.00.

**Krista Rambala**, Assistant Girls' Basketball Coach, for 2020-2021 winter sports season, at a stipend of \$4,980.00.

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### **BOWLING COACH\***

**Daniel Farinola**, Bowling Head Coach, for the 2020-2021 Winter sports season, at a stipend of \$5,200.00, including longevity.

*\*\*Pending Sidebar Agreement between the North Arlington Board of Education and the North Arlington Education Association.*

**BE IT RESOLVED**, that the North Arlington Board of Education approved the appointment of Coaches at North Arlington High School, for the 2020-2021 school year, as set forth above.

### **H. RESOLUTION TO APPROVE A HOME INSTRUCTOR FOR THE 2020-2021 SCHOOL YEAR.**

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

<b>Staff</b>	<b>Rate</b>
Steve Tobar	\$40.00/hour

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

### **I. RESOLUTION TO APPROVE AN INTERNSHIP 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 an internship for **Marcia Orovio**, to complete her Clinical Experience (total of 200 hours) for Teacher of Students with Disabilities (TOSD) Certification at North Arlington Public Schools for the period beginning on or about January 4, 2021 through on or about February 16, 2021. This is a requirement of Mrs. Orovio's School Program at Rowan University. Mrs. Orovio will be under the direct supervision of Washington Elementary School Principal, Elaine Jaume.

**BE IT RESOLVED**, that the North Arlington Board of Education hereby approves an internship for **Marcia Orovio**, to complete her Clinical Experience (total of 200 hours) for Teacher of Students with Disabilities (TOSD) Certification at North Arlington Public Schools for the period beginning on or about January 4, 2021 through on or about February 16, 2021. This is a requirement of Mrs. Orovio's School Program at Rowan University. Mrs. Orovio will be under the direct supervision of Washington Elementary School Principal, Elaine Jaume.

### **J. 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 January 4, 2021 through on or about April 13, 2021 (total of 50 hours). Ms. Alarcon will work under the direct supervision of Mrs. Jennifer Rodriguez, Principal at 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 January 4, 2021 through on or about April 13, 2021 (total 50 hour). Ms. Alarcon will work under the direct supervision of Mrs. Jennifer Rodriguez, Principal at Anthony Elementary School.

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### **K. RESOLUTION TO APPROVE A SCHOOL ADMINISTRATOR INTERNSHIP AT NORTH ARLINGTON PUBLIC SCHOOLS.**

**WHEREAS**, the Superintendent of Schools recommends that the North Arlington Board of Education approve a **School Administrator Internship** for Lisa Martin, in the North Arlington Public Schools, as a requirement of Ms. Martin's Doctorate degree at Kean University from the period beginning on or about January 18, 2021 through on or about May 14, 2021 (Total of 150 hours). Ms. Martin will be assigned to and will work under the direct supervision of Superintendent of Schools, Dr. Stephen Yurchak.

**BE IT RESOLVED**, that the North Arlington Board of Education hereby approves a **School Administrator Internship** for Lisa Martin, in the North Arlington Public Schools, as a requirement of Ms. Martin's Doctorate degree at Kean University from the period beginning on or about January 18, 2021 through on or about May 14, 2021 (Total of 150 hours). Ms. Martin will be assigned to and will work under the direct supervision of Superintendent of Schools, Dr. Stephen Yurchak.

### **L. RESOLUTION TO APPROVE AN UNPAID FAMILY LEAVE OF ABSENCE 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 of Absence (NJFLA), for **Mr. Frank Capriola** Teacher of Mathematics at North Arlington High School, for the 2020-2021 school year, as follows:

**UNPAID MEDICAL  
LEAVE OF ABSENCE (NJFLA)** from October 19, 2020 through January 19, 2021. Not to exceed 12 weeks per year.

**BE IT RESOLVED**, that the North Arlington Board of Education hereby approves an unpaid Family Leave of Absence (NJFLA), for **Mr. Frank Capriola** Teacher of Mathematics at North Arlington High School, for the 2020-2021 school year, as set forth above.

### **M. RESOLUTION TO APPROVE A PAID MEDICAL LEAVE OF ABSENCE 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 a paid Medical Leave of Absence, for **Mrs. Justine Crismale** Elementary School Teacher at Roosevelt Elementary School, for the 2020-2021 school year, as follows:

**PAID MEDICAL  
LEAVE OF ABSENCE** beginning on October 14, 2020.

**BE IT RESOLVED**, that the North Arlington Board of Education hereby approves a paid Medical Leave of Absence, **Mrs. Justine Crismale** Elementary School Teacher at Roosevelt Elementary School, for the 2020-2021 school year, as set forth above.

### **N. 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 Medical Leave (FMLA) for **Mrs. Jessica Sadej**, Elementary School Teacher at Washington Elementary School, as follows:

**UNPAID FAMILY MEDICAL  
LEAVE (FMLA)** from December 5, 2020 through February 5, 2021. Not to exceed 12 weeks per year.

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

**O. RESOLUTION TO APPROVE FFCRA LEAVE OF ABSENCE 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 a paid FFCRA Leave of Absence (2/3 of pay up to a maximum of \$200/day) for **Susan Phelps** Elementary School Teacher at Washington Elementary School, as follows:

**FFCRA** from October 19, 2020 through  
December 23, 2020.

**BE IT RESOLVED**, that the North Arlington Board of Education hereby approves a leave of absence under the Emergency Family and Medical Leave Expansion Act for **Susan Phelps**, to care for her child whose school or place of care is closed due to COVID-19 related reasons from October 19, 2020 to December 23, 2020 with pay (2/3 of pay up to a maximum of \$200/day) and medical benefits.

**BE IT FURTHER RESOLVED**, that the Board approves the use of eighty hours of leave under the Emergency Paid Sick Leave Act to permit **Susan Phelps**, to be paid (2/3 of pay up to a maximum of \$200/day) during the two-week unpaid portion of the Emergency Family and Medical Leave Expansion Act.

**P. RESOLUTION TO APPROVE FFCRA LEAVE OF ABSENCE FOR A STAFF MEMBER FOR THE 2020-2021 SCHOOL YEAR.**

**WHEREAS**, the Superintendent of Schools recommends that the North Arlington Board of Education approve a paid FFCRA Leave of Absence (2/3 of pay up to a maximum of \$200/day) for **Brian McMullen** Special Education Aide, North Arlington High School as follows:

**FFCRA** from October 26, 2020 through  
December 23, 2020.

**BE IT RESOLVED**, that the North Arlington Board of Education hereby approves a leave of absence under the Emergency Family and Medical Leave Expansion Act for **Brian McMullen**, to care for her child whose school or place of care is closed due to COVID-19 related reasons from October 26, 2020 to December 23, 2020 with pay (2/3 of pay up to a maximum of \$200/day) and medical benefits.

**BE IT FURTHER RESOLVED**, that the Board approves the use of eighty hours of leave under the Emergency Paid Sick Leave Act to permit **Brian McMullen** to be paid (2/3 of pay up to a maximum of \$200/day) during the two-week unpaid portion of the Emergency Family and Medical Leave Expansion Act.

**Q. RESOLUTION TO AFFIRM THE SUSPENSION OF A STAFF MEMBER.**

**WHEREAS**, the Superintendent of Schools recommends that the North Arlington Board of Education affirm the suspension with pay of an employee whose name is on file in the Superintendent's Office effective on or about October 23, 2020.

**BE IT RESOLVED**, that the North Arlington Board of Education affirms the suspension with pay of an employee whose name is on file in the Superintendent's Office effective on or about October 23, 2020.

On Motion by Mrs. Gilgallon, second by Mr. McDermott. Discussion: Mr. Dorsett inquired about how many staff members were taking FFCRA. The Superintendent said approximately 15,

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but would get back to him on an exact figure. Mrs. Higgins congratulated the two retirees. Mr. McDermott also congratulated the retirees. On Roll Call all Board Members present voted in the affirmative and none in the negative, it was so ordered.

### **OPERATIONS**

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

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

219909\_NAH\_10022020

219904\_NAH\_10012020

#### **B. RESOLUTION TO APPROVE THE 2020-2021 UNIFORM STATE MEMORANDUM OF AGREEMENT BETWEEN EDUCATION AND LAW ENFORCEMENT OFFICIALS.**

**WHEREAS**, the Superintendent of Schools recommends that the North Arlington Board of Education approve the 2020-2021 Uniform State Memorandum of Agreement between Education and Law Enforcement Officials; and

**BE IT RESOLVED**, that the North Arlington Board of Education approved the 2020-2021 Uniform State Memorandum of Agreement between Education and Law Enforcement Officials.

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

### **FISCAL MANAGEMENT**

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

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

Name	Date	Title of Workshop	Cost
Jessica Bond	10-20-2020	Anti-Bullying Specialist Certificate	Registration Fee: \$500
Addison Keim	10-22-2020 to 10-23-2020	Gender Conference Professional Symposium 2020	Registration Fee: \$165
Dawn Fuller	11-17-2020	Handle with Care Virtual Symposium	No Cost
Amy Marlin	11-19-2020	Social Skills in a Virtual Climate	No Cost
Gina Selpe	12/2/2020	Risk Assessment & Recommendations and Models of National Threat Assessment Center (Virtual)	No Cost
Gina Selpe	12-4-2020	NJASP Winter Conference	Registration Fee: \$185



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	Brittany Lissemore	12-15-2020 to 12-17-2020	Wilson Reading Intro Course (Virtual)	Registration Fee: \$200 Title II Funds to be used.
	Alexandra Lombardi	12-15-2020 to 12-17-2020	Wilson Reading Intro Course (Virtual)	Registration Fee: \$200 Title II Funds to be used.
	John Daco	12-22-2020	Understanding Communication, Addressing Language and Processing Disorders within the classroom	No Cost
	Jordan Cavallaro	01/06/2021	Verbal De-Escalation (Virtual)	No Cost

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

**B. RESOLUTION TO AMEND A CONTRACT AGREEMENT WITH THE UNCOMMON THREAD TO PROVIDE IN-DISTRICT BCBA AND BEHAVIORIST SUPPORT SERVICES FOR 2020-2021 SCHOOL YEAR.**

**WHEREAS**, the Superintendent of Schools recommends that the North Arlington Board of Education approve a contract agreement with the Uncommon Thread to provide in-district BCBA and Behaviorist Support Services from September 1, 2020 to June 30, 2021, as follows:

<b>Contracted Services</b>	<b>Days</b>	<b>Hours</b>	<b>Rate</b>	<b>Total Amount (not to exceed)</b>
Behaviorist Support Services	3 days/week	6 hours/day 270 hours total	\$75/hour	\$52,650.00
BCBA	1 day/week	6 hours/day 90 hours total	\$100/hour	\$23,400.00

**BE IT RESOLVED**, the North Arlington Board of Education amend a contract agreement with the Uncommon Thread to provide in-district BCBA and Behaviorist Support Services from September 1, 2020 to June 30, 2021, as set forth above.

**C. RESOLUTION TO APPROVE SIDEBAR AGREEMENT BETWEEN THE NORTH ARLINGTON BOARD OF EDUCATION AND THE NORTH ARLINGTON EDUCATION ASSOCIATION, FOR THE WINTER SPORTS SEASON.**

**WHEREAS**, the Superintendent of Schools recommends that the North Arlington Board of Education approve a Sidebar Agreement between the North Arlington Board of Education and the North Arlington Education Association, for the Winter Sports season.

**BE IT RESOLVED** that the North Arlington Board of Education approved a Sidebar Agreement between the North Arlington Board of Education and the North Arlington Education Association, for the Winter Sports season.

**D. RESOLUTION TO ACCEPT THE BUDGET PREP CALENDAR.**

**WHEREAS**, the Superintendent of Schools recommends that the North Arlington Board of Education accept the Budget Prep Calendar.

October:      1. Superintendent met with School Business Administrator to develop list of Budget Assumptions.  
                    2. Superintendent prepares anticipated budget review for Administrative Team.

November:    1. Superintendent initiates Budget Meeting with Administrative Team.  
                    2. Superintendent review of staffing needs with Administrative Team.

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3. Review of anticipated Special Education needs with Director of Special Education.
4. Review of technology needs with needs with Bergen County Technical Schools – Technology Department.
5. Review 3 year Maintenance Plan with Superintendent and Supervisor of Buildings & Grounds.

December:   1. Begin development of first draft of budget.  
              2. Project increases for district line items, including fixed charges.

January:     1. Revise budget as needed.

February:   2. Schedule Finance Committee Meetings as needed.  
              3. Upon receipt of State Aid figures, complete final budget.

March:       1. Review and approval of tentative budget.  
              2. Budget to County Office (NJDOE) for approval.

April:        1. Schedule and advertise Public Hearing.  
              2. Revise budget if necessary after Public Hearing.

**BE IT RESOLVED** that the North Arlington Board of Education hereby accepts the Budget Prep Calendar, 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.

### **INSTRUCTION AND PROGRAM**

- A. RESOLUTION TO APPROVE THE APPOINTMENT OF A CERTIFICATED STAFF MEMBER TO THE DISTRICT EVALUATION ADVISORY COMMITTEE (DEAC)/MANAGEMENT TEAM FOR THE 2020-2021 SCHOOL YEAR.**

**WHEREAS**, the Superintendent of Schools recommends that the North Arlington Board of Education approve the appointment of a certificated staff member to the District Evaluation Advisory Committee (DEAC)/Management Team, for the 2020-2021 school year, as follows:

#### **District Evaluation Advisory Committee (DEAC)/Management Team:**

<u>Name</u>	<u>Position</u>	<u>Email</u>
Lauren Buckley	Supervisor of Guidance	lbuckley@navikings.org

**BE IT RESOLVED**, that the North Arlington Board of Education hereby approves the approve the appointment of a certificated staff member to the District Evaluation Advisory Committee (DEAC)/Management Team, for the 2020-2021 school year, as set forth above.

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

### **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/abolished Policies and Regulations:

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<b>Policy Number</b>	<b>Policy Title</b>
7510	Use of School Facilities (M) (Revised)
<b>Regulation Number</b>	<b>Regulation Title</b>
7510	Use of School Facilities (M) (Revised)

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

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

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

<b>Policy Number</b>	<b>Policy Title</b>
1620	Administrative Employment contracts (M) (Revised)
2431	Athletic Competition (M) (Revised)
2464	Gifted and Talented Students (M) (Revised)
5330.05	Seizure Action Plan (M) (Revised)
5410	Promotion and Retention (M) (Revised)
5411	Promotion from Eighth Grade (Abolish0
5701	Plagiarism (Revised)
6440	Cooperative Purchasing (M) (Revised)
6470.01	Electronic Funds Transfer and Claimant Certification (M) (New)
7440	School District Security (M) (Revised)
7450	Property Inventory (M) (Revised)
8420	Emergency and Crisis Situations (M) (Revised)
8561	Procurement Procedures for School Nutrition Programs (M) (Revised)
<b>Regulation Number</b>	<b>Regulation Title</b>
2431.1	Emergency Procedures for Sports and Other Athletics Activity (M) (Revised)
5330.05	Seizure Action Plan (M) (Revised)
6470.01	Electronic Funds Transfer and Claimant Certification (M) (New)
7440	School District Security (M) (Revised)

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

On Motion by Mr. McDermott, second by Mr. Smith. Discussion: Mr. Dorsett inquired about the use of facilities. The Superintendent and School Business Administrator responded that the field at Veterans Middle School was currently being used by Queen of Peace Elementary School per contract. On Roll Call all Board Members present voted in the affirmative and none in the negative, it was so ordered.

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

Date	Amount
October 15, 2020	\$ 824,153.98 (actual)
October 30, 2020	\$ 815,898.77 (actual)
November 15, 2020	\$ 824,000.00 (estimated)
November 30, 2020	\$ 815,000.00 (estimated)
<b>Total</b>	<b>\$3,279,052.75</b>

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

**2. MOTION TO APPROVE MANUAL CHECKS**

Month and Year:	November, 2020	Amount
<b>Acct.#11-000-291-270-22-0507</b>		
Ck.# G 05945	Delta Dental Plan of NJ	\$ 8,600.35
Ck.# G 05936	Benecard	40,459.96
Ck.# G 05934	Horizon Blue Cross Blue Shield of NJ	225,657.99
	<b>Total</b>	<b>\$ 274,578.26</b>

**3. MOTION TO APPROVE HAND CHECKS**

November 2020	Description	Amount
Ck. #018396	FoodTown – Water for Schools as per S.Y.	\$210.00
	<b>Total</b>	<b>\$210.00</b>

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.

## MINUTES, NOVEMBER 12, 2020 MEETING

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### **4. MOTION TO APPROVE SUBMISSION OF THE COMPREHENSIVE MAINTENANCE PLAN**

**WHEREAS**, the Department of Education requires New Jersey School districts to submit three-year maintenance plans documenting “required” maintenance activities for each of its public school facilities; and

**WHEREAS**, the required maintenance activities as listed in the attached document for the various school facilities of North Arlington are consistent with these requirements; and

**WHEREAS**, all past and planned activities are reasonable to keep school facilities open and safe for use of in their original condition and to keep their system warranties valid.

**NOW, THEREFORE, BE IT RESOLVED**, that the North Arlington Board of Education hereby authorizes the School Business Administrator to submit the attached Comprehensive Maintenance Plan for North Arlington in compliance with Department of Education requirements.

### **5. MOTION TO APPROVE THE OFFERING OF VSP VISION INSURANCE COVERAGE TO ALL NORTH ARLINGTON SCHOOL DISTRICT EMPLOYEES**

**WHEREAS**, the North Arlington Board of Education currently offers Medical, Prescription, and Dental Coverage to its’ employees; and

**WHEREAS**, Integrity Consulting Group, the Board’s health insurance broker, has received a quote on behalf of the Board of Education from VSP Vision Insurance Coverage to offer all school district employees a 100% Voluntary and Employee paid option for Vision Insurance to begin on January 1, 2021; and

**WHEREAS**, the Superintendent of Schools is recommending that the North Arlington Board of Education approve the offering of VSP Vision Insurance Coverage to all North Arlington School District employees as a 100% Voluntary and employee paid option beginning on January 1, 2021.

**BE IT RESOLVED** that the North Arlington Board of Education approves the offering of VSP Vision Insurance Coverage to all North Arlington School District employees as a 100% Voluntary and employee paid option beginning on January 1, 2021.

**BE IT FURTHER RESOLVED** that a certified copy of this Resolution be forwarded to Integrity Consulting Group for execution with insurance carrier.

On Motion by Mr. McDermott, second by Mrs. Gilgallon. Discussion: Mr. McDermott recognized the efforts of the School Business Administrator for obtaining vision insurance for the district. The Superintendent also thanked Mrs. Dembowski for this initiative. On Roll Call all Board Members present voted in the affirmative and none in the negative, it was so ordered.

## **GRANTS**

### **6. MOTION TO APPROVE THE SUBMISSION OF THE WATER INFRASTRUCTURE GRANT THROUGH THE SECURING OUR CHILDREN’S FUTURE BOND ACT**

**WHEREAS**, the Securing Our Children’s Future Bond Act, has authorized the issuance of \$500 million in bonds to fund key improvements to New Jersey school facilities; and

**WHEREAS**, the Superintendent of Schools is recommending that the North Arlington Board of Education approve the submission of the water infrastructure grant through the Securing Our Children’s Future Bond Act.

**BE IT RESOLVED** the North Arlington Board of Education approves the submission of the water infrastructure grant through the Securing Our Children’s Future Bond Act.

**MINUTES, NOVEMBER 12, 2020 MEETING**

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On Motion by Mr. Smith, 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.

**CONTRACTS/MEMBERSHIPS**

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

<b>SCHOOL</b>	<b>COST</b>
<b>West Bergen Mental Healthcare, Inc.</b> Service Agreement 2020-2021 (30-minute sessions/2x's weekly) Students' Names are on File at the Board Office.	\$100/Session

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.

**FACILITIES**

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

The Superintendent recommends that the Board approve facility applications 1912-0019 – 2011-0008.

On Motion by Mr. Smith, 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.

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

Motion to approve/reject:

**A. MOTION TO APPROVE A PARTIAL ROOF REPLACEMENT AT SUSAN B. ANTHONY ELEMENTARY SCHOOL**

Quotations were solicited from the following contractors:

<b>Vendor</b>	<b>Scope of Work</b>	<b>Amount</b>
Alper Enterprises		Non responsive
Billy Contracting & Restoration Inc.	Labor, material, and equipment to tear down existing roof system, install tapered insulation, 3 layer base sheet, 1 layer cap sheet, flashing, gravel on approx. 1,750 sq. ft.	\$35,000.00
Pravco Incorporated	Furnish and install new insulation and membrane, flashing, standard roofing system	\$36,000.00
Ris Construction		Non responsive

**WHEREAS**, the Superintendent of Schools is recommending that the North Arlington Board of Education approve Billy Contracting & Restoration, Inc. to perform a partial roof replacement at Susan B. Elementary School.

**BE IT RESOLVED** that the North Arlington Board of Education approves Billy Contracting & Restoration, Inc. to perform a partial roof replacement at Susan B. Elementary School as set forth above.

## MINUTES, NOVEMBER 12, 2020 MEETING

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**Justification:**

The section of the roof that is severely leaking is over the cafeteria – in particular, it is leaking down where the prep/service for food takes place. There is currently an old satellite sitting on top of the roof that has been moved quite a bit over the years and drilled in different areas, creating large holes. This needs to be removed since it is no longer in use. The 1750 sq. ft. of roofing described above has since been patched, however, the roof is extremely old and the coating job that was been done numerous times is not holding up. Fund 12 budgeted monies for capital projects would be used to fund this project.

**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 Veterans Middle School:

Description	Cost
Repair light switch or light in ST-2-3, ST-3-2, ST-2-2, and ST-1-1, adjusts 30 outlets, and hand dryer in 234.	\$5,082.00
Labor & Material	
<b>Total Cost</b>	<b>\$5,082.00</b>

**WHEREAS**, the Superintendent of Schools recommends that the North Arlington Board of Education ratifies and affirms this change order in the amount of \$5,082.00; and

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

**C. MOTION TO RATIFY AND AFFIRM THE PURCHASE OF ADDITIONAL DESK SHIELDS DISTRICT WIDE**

**WHEREAS**, the Superintendent of Schools is recommending that the North Arlington Board of Education ratify and affirm the purchase of additional desk shields to be used district wide.

Vendor	Quantity	Total
Demco	900	\$12,821.00

**AND WHEREAS**, this purchase will be submitted to the NJDOE for CARES Emergency Relief Grant Reimbursement.

**BE IT RESOLVED**, that the North Arlington Board of Education ratifies and affirms the purchase of additional desk shields to be used district wide as set forth above.

**D. MOTION TO APPROVE THE PURCHASE AND INSTALLATION OF AN ELECTRIC FOLDING CURTAIN AT VETERANS MIDDLE SCHOOL**

Quotations were solicited from the following vendors:

Vendor	Scope of Work	Cost
Corby Associates, Inc.	Removal of current folding partition in gymnasium, installing new electric folding curtain divider	\$17,102.00
Tri-State Folding Partitions, Inc.	Removal of current folding partition in gymnasium, installing new electric folding curtain divider	\$19,450.00

## MINUTES, NOVEMBER 12, 2020 MEETING

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**WHEREAS**, the Superintendent of Schools recommends that the North Arlington Board of Education approve Corby Associates, Inc. for installation of an electric folding curtain at Veterans Middle School.

**BE IT RESOLVED** that the North Arlington Board of Education approves Corby Associates, Inc. for installation of an electric folding curtain at Veterans Middle School as set forth above.

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.

The Superintendent announced that we are eligible for Preschool Expansion Aid (PEA) once again and said that we will be applying with a deadline of November 30, 2020. The Superintendent thanked School Business Administrator, Samantha Dembowski, Director of Curriculum and Instruction, Samantha Rodriguez, and intern, Lisa Martin, for taking lead roles in the application process. The Board discussed the grant.

The Superintendent congratulated Mr. Dorsett and Mr. Smith on their re-election to the Board. He stated that we've accomplished a number of great things with them and that he looks forward to working with them for the next three years.

Mrs. Higgins thanked the entire staff for doing an amazing job under the circumstances. She said that their hard work was appreciated.

### **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

### **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



# MINUTES, NOVEMBER 12, 2020 MEETING

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## **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:

### **Legal Matters**

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 5 minutes.

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

Time recessed: 7:50 p.m.

Time reconvened: 7:57 p.m.

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

## **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 November 12, 2020 adjourned at 7:57 p.m.

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.

SD:at