

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

PUBLIC MEETING

November 13, 2023

8:01 p.m.

High School Gymnasium

I. CALL TO ORDER

II. ROLL CALL

Mrs. Higgins	<u>Present</u>
Mr. Dorsett	<u>Present</u>
Mrs. Gilgallon	<u>Present</u>
Mr. McDermott	<u>Present</u>
Mr. Smith	<u>Present</u>
Student Board Member	<u>Absent</u>

III. SALUTE TO THE FLAG

IV. STATEMENT OF PUBLIC MEETING NOTICE

This Public Meeting of November 13, 2023, 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 5, 2023, as amended, and of notice given to the Clerk of the Borough of North Arlington and to the Librarian of the Free Public Library of North Arlington for posting therein as election notices are posted and of notice given to the Editors of the following newspaper: the Bergen RECORD of Hackensack and the Newark STAR LEDGER.

V. CORRESPONDENCE

Superintendent's Statement

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

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

Please be advised that there is no privilege or qualified privilege with regard to any statements that you make before the Board. What this means is that while you are certainly free to exercise your right to comment on issues before the Board, such comments are considered public statements, and may be responded to or acted upon by any individuals affected by them. The Board will, of course, consider your comments as they relate to its obligations to effectively govern the North Arlington School District, but cannot offer protection from any action that a third-party may elect to pursue as a result of any statements offered during public session.

VI. MINUTES

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

- A. Motion to approve the minutes of the Public Work Session of October 16, 2023.

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- B. Motion to approve the minutes of the Public Meeting of October 16, 2023.
- C. Motion to approve the minutes of the Executive Session of October 16, 2023.

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.

VII. HEARING OF THE PUBLIC

There were no citizens wishing to be heard.

Motion to close the Hearing of Citizens made by Mr. McDermott, 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.

PERSONNEL

A. RESOLUTION TO APPROVE THE APPOINTMENT OF SUBSTITUTE PARAPROFESSIONALS FOR THE 2023-2024 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 2023-2024 school year:

Michelle Campos, as a **Substitute Classroom Aide and Substitute Lunchroom Aide** at North Arlington Public Schools beginning on or about November 14, 2023 through June 30, 2024, at the hourly rate of \$14.75, not to exceed 29 hours per week, without benefits, *pending criminal history clearance and completion of all required employment paperwork.*

Migdalia Figueroa, as a **Substitute Classroom Aide** at North Arlington Public Schools beginning on or about November 20, 2023 through June 30, 2024, at the hourly rate of \$14.75, not to exceed 29 hours per week, without benefits, *pending criminal history clearance and completion of all required employment paperwork.*

Veronica Helms, as a **Substitute Classroom Aide and Substitute Lunchroom Aide** at North Arlington Public Schools beginning on or about November 14, 2023 through June 30, 2024, at the hourly rate of \$14.75, not to exceed 29 hours per week, without benefits, *pending criminal history clearance and completion of all required employment paperwork.*

Mildred Purcell, as a **Substitute Classroom Aide** at North Arlington Public Schools beginning on or about November 14, 2023 through June 30, 2024, at the hourly rate of \$14.75, 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 paraprofessionals, for the 2023-2024 school year, as set forth above.

B. RESOLUTION TO APPROVE THE EMPLOYMENT OF SUBSTITUTE TEACHERS FOR THE 2023-2024 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 2023-2024 school year:

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Michelle Campos, as a **Substitute Teacher** at North Arlington North Arlington Public Schools at the per diem rate of \$120.00 beginning on or about November 14, 2023 through June 30, 2024, not to exceed 29 hours per week, without benefits, *pending completion of all required employment paperwork*.

Jonathan Paradiso, as a **Substitute Teacher** at North Arlington Public Schools at the per diem rate of \$120.00 beginning on or about November 14, 2023 through June 30, 2024, not to exceed 29 hours per week, without benefits, *pending completion of all required employment paperwork*.

Mildred Purcell, as a **Substitute Teacher** at North Arlington Public Schools at the per diem rate of \$120.00 beginning on or about November 14, 2023 through June 30, 2024, not to exceed 29 hours per week, without benefits, *pending completion of all required employment paperwork*.

Elizabeth Roufaeil, as a **Substitute Teacher** at North Arlington Public Schools at the per diem rate of \$120.00 beginning on or about November 14, 2023 through June 30, 2024, not to exceed 29 hours per week, without benefits, *pending completion of all required employment paperwork*.

BE IT RESOLVED, that the North Arlington Board of Education hereby approves the employment of Substitute Teacher for the 2023-2024 school year, as set forth above.

C. RESOLUTION TO APPROVE THE TRANSFER OF PARAPROFESSIONALS FOR THE 2023-2024 SCHOOL YEAR.

WHEREAS, the Superintendent of Schools recommends that the North Arlington Board of Education approve the reassignment of the following paraprofessionals for the 2023-2024 school year:

Caroline Ibrahim, from part-time **Classroom Aide** at Anthony Elementary School to part-time **Special Education Aide and Lunch Aide** (replacing Nubia Rivera) at Anthony Elementary School effective November 14, 2023 through on or about June 30, 2024, at the hourly rate of \$17.75, not to exceed 29 hours per week, without benefits.

Hayat Laamiri, from part-time **Classroom Aide** at Washington Elementary School to part-time **One-to-One Special Education Aide and Lunch Aide** (new position) at Washington Elementary School effective November 14, 2023 through on or about June 30, 2024, at the hourly rate of \$17.75, not to exceed 29 hours per week, without benefits.

BE IT RESOLVED, that the North Arlington Board of Education hereby approves the reassignments of the paraprofessionals for the 2023-2024 school year, as set forth above.

D. RESOLUTION TO APPROVE THE APPOINTMENT OF PARAPROFESSIONALS FOR THE 2023-2024 SCHOOL YEAR.

WHEREAS, the Superintendent of Schools recommends that the North Arlington Board of Education to approve the employment of the following paraprofessionals for the 2023-2024 school year:

Evelyn Aguilar, part-time, **One-to-One Special Education Aide** (new position) at Anthony Elementary School beginning on or about November 20, 2023 through June 30, 2024, at the hourly rate of \$17.75, not to exceed 29 hours per week, without benefits, *pending criminal history clearance and completion of all required employment paperwork*.

Michelle Campos, part-time, **Classroom Aide** (replacing Caroline Ibrahim) at Anthony Elementary School beginning on or about November 14, 2023 through June 30, 2024, at the hourly rate of \$14.75, not to exceed 29 hours per week, without benefits, *pending criminal history clearance and completion of all required employment paperwork*.

Elizabeth Roufaeil, part-time, **Special Education Aide** (new position) at Jefferson Elementary School beginning on or about November 20, 2023 through June 30, 2024, at the hourly rate of \$17.75, not to exceed 29 hours per week, without benefits, *pending criminal history clearance and completion of all required employment paperwork*.

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BE IT RESOLVED, that the North Arlington Board of Education hereby approves employment of a paraprofessionals, for the 2023-2024 school year, as set forth above.

E. RESOLUTION TO APPROVE THE EMPLOYMENT OF A CERTIFICATED STAFF MEMBER FOR THE 2023-2024 SCHOOL YEAR.

WHEREAS, the Superintendent of Schools recommends that the North Arlington Board of Education approve the employment of the following certificated staff member, for the 2023-2024 school year:

Wallis Debourou, full-time, **Teacher of Physical Education & Health** (replacing Konstantine Leontarakis) at Washington Elementary School and Anthony Elementary School for the period beginning on or about November 20, 2023 through June 30, 2024, at Step 1 MA+60 on the North Arlington Teachers' Salary Guide or \$68,550.00 (pro-rated), *pending criminal history clearance and completion of all required employment paperwork.*

BE IT RESOLVED, that the North Arlington Board of Education hereby approves the employment of the certificated staff member, for the 2023-2024 school year, as set forth above.

F. RESOLUTION TO ACCEPT RESIGNATIONS.

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

Diane DeVenio, as a full-time, **School Nurse** at Washington Elementary School, effective on or about January 1, 2024 (retirement purposes).

Konstantig Leontarakis, as a full-time, **Teacher of Physical Education** at Anthony Elementary School and Washington Elementary School, effective on or about November 17, 2023.

Julio Mejia, as a full-time, **Night-time Custodian** at Veterans Middle School, effective on or about November 29, 2023.

Nubia Rivera, as a part-time, **Special Education Aide**, at Anthony Elementary School, effective on or about November 15, 2023.

Brittany Ruane, as a full-time, **Master Teacher/Preschool Intervention & Referral Team (PIRT) Specialist** at North Arlington Public School, effective on or about November 30, 2023.

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

G. RESOLUTION TO REVISED A MATERNITY LEAVE, CHILD REARING LEAVE, AND UNPAID FAMILY LEAVE (FMLA/NJFLA) FOR A STAFF MEMBER FOR THE 2023-2024 SCHOOL YEAR.

WHEREAS, the Superintendent of Schools recommends that the North Arlington Board of Education revise a Maternity Leave Child Rearing Leave, and unpaid Family Leave (FMLA/NJFLA), for **Mrs. Alissa Simone**, School Counselor at Anthony Elementary School for the 2023-2024 school year, as follows:

MATERNITY LEAVE

with pay from on or about **October 10, 2023** through **October 16, 2023** (*up to 30 calendar days from expected due date*), utilizing 5 sick days.

CHILD REARING LEAVE

with pay from on or about **October 17, 2023** through **November 1, 2023** (*up to 30 calendar days from expected due date*), utilizing 12 sick days.

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UNPAID FAMILY LEAVE (FMLA/NJFLA) from on or about **November 2, 2023** through on or about **February 13, 2024**, (not to exceed 12 weeks per year).

BE IT RESOLVED, that the North Arlington Board of Education hereby revises a Maternity Leave, Child Rearing Leave, and unpaid Family Leave (FMLA/NJFLA) for **Mrs. Alissa Simone**, School Counselor at Anthony Elementary School for the 2023-2024 school year, as set forth above.

H. RESOLUTION TO APPROVE A FAMILY LEAVE FOR A STAFF MEMBER FOR THE 2023-2024 SCHOOL YEAR.

WHEREAS, the Superintendent of Schools recommends that the North Arlington Board of Education approve an unpaid leave for **Katte Galarza**, Classroom Aide at Jefferson Elementary School for the 2023-2024 school year, as follows:

FAMILY LEAVE from on or about **October 31, 2023** through **November 14, 2023** (*up to 30 calendar days from expected due date*), utilizing 6 sick days.

UNPAID LEAVE from on or about **November 15, 2023** through **November 27, 2023**.

BE IT RESOLVED, that the North Arlington Board of Education hereby approves a family leave for **Katte Galarza**, Classroom Aide at Jefferson Elementary School for the 2023-2024 school year.

I. RESOLUTION TO APPROVE A SICK LEAVE AND UNPAID LEAVE FOR A STAFF MEMBER FOR THE 2023-2024 SCHOOL YEAR.

WHEREAS, the Superintendent of Schools recommends that the North Arlington Board of Education approve a sick leave and an unpaid leave for **Leidy Pinilla**, Special Education Aide at Anthony Elementary School for the 2023-2024 school year, as follows:

FAMILY LEAVE from on or about **January 29, 2024** through **February 8, 2024** (*up to 30 calendar days from expected due date*), utilizing 9 sick days.

UNPAID LEAVE from on or about **February 9, 2024** through **April 1, 2024**.

BE IT RESOLVED, that the North Arlington Board of Education hereby approves a sick leave and unpaid leave for **Leidy Pinilla**, Special Education Aide at Anthony Elementary School for the 2023-2024 school year.

J. RESOLUTION TO REVISE A CHILD REARING LEAVE, AND UNPAID FAMILY LEAVE (FMLA/NJFLA) FOR A STAFF MEMBER FOR THE 2023-2024 SCHOOL YEAR.

WHEREAS, the Superintendent of Schools recommends that the North Arlington Board of Education revise a Child Rearing Leave, unpaid Family Leave (FMLA/NJFLA), for **Mrs. Erin Jaloudi**, Teacher at Anthony Elementary School for the 2023-2024 school year, as follows:

CHILD REARING LEAVE with pay from on or about **November 3, 2023** through **December 4, 2023** (*up to 30 calendar days from expected due date*), utilizing 15 sick days.

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UNPAID FAMILY LEAVE (FMLA/NJFLA) from on or about **December 5, 2023** through on or about **March 8, 2024**, (not to exceed 12 weeks per year).

BE IT RESOLVED, that the North Arlington Board of Education hereby revises a Child Rearing Leave, and unpaid Family Leave (FMLA/NJFLA) for **Mrs. Erin Jaloudi**, Teacher at Anthony Elementary School for the 2023-2024 school year, as set forth above.

K. RESOLUTION TO APPROVE A PRACTICUM AT NORTH ARLINGTON PUBLIC SCHOOLS FOR THE 2023-2024 SCHOOL YEAR.

WHEREAS, the Superintendent of Schools recommends that the North Arlington Board of Education approve a School Counselor Practicum for Ms. Julie Baker, with the North Arlington Public Schools, as a requirement of Ms. Baker's School Counselor Program at Capella University from on or about January 2024 to on or about May 2024 (not to exceed 300 hours), *pending criminal history clearance and completion of all required paperwork*. Ms. Baker will work under the direct supervision of Mrs. Lauren Buckley, Supervisor of Guidance.

BE IT RESOLVED, that the North Arlington Board of Education hereby approves a School Counselor Practicum for Ms. Julie Baker, with the North Arlington Public Schools, as a requirement of Ms. Baker's School Counselor Program at Capella University from on or about January 2024 to on or about May 2024 (not to exceed 300 hours), *pending criminal history clearance and completion of all required paperwork*. Ms. Baker will work under the direct supervision of Mrs. Lauren Buckley, Supervisor of Guidance.

L. RESOLUTION TO APPROVE A PRACTICUM AT NORTH ARLINGTON PUBLIC SCHOOLS FOR THE 2023-2024 SCHOOL YEAR.

WHEREAS, the Superintendent of Schools recommends that the North Arlington Board of Education approve a School Counselor Practicum for Ms. Jennifer Fernandes, with the North Arlington Public Schools, as a requirement of Ms. Fernandes's School Counselor Program at Montclair State University from on or about January 2024 to on or about May 2024 (not to exceed 300 hours). Ms. Fernandes will work under the direct supervision of Mrs. Lauren Buckley, Supervisor of Guidance.

BE IT RESOLVED, that the North Arlington Board of Education hereby approve a School Counselor Practicum for Ms. Jennifer Fernandes, with the North Arlington Public Schools, as a requirement of Ms. Fernandes's School Counselor Program at Montclair State University from on or about January 2024 to on or about May 2024 (not to exceed 300 hours). Ms. Fernandes will work under the direct supervision of Mrs. Lauren Buckley, Supervisor of Guidance.

M. RESOLUTION TO CREATE A FULL TIME PRESCHOOL INSTRUCTIONAL COACH (PIC) AND PRESCHOOL INTERVENTION & REFERRAL (PIRS) SPECIALIST POSITION AND JOB DESCRIPTION.

WHEREAS, the Superintendent of Schools recommends that the North Arlington Board of Education approve the creation of a full-time Preschool Instructional Coach (PIC) and Preschool Intervention & Referral (PIRS) Specialist position, effective on November 14, 2023, and approve a job description.

BE IT RESOLVED, that the North Arlington Board of Education hereby approves the creation of a full-time Preschool Instructional Coach (PIC) and Preschool Intervention & Referral (PIRS) Specialist position, effective on November 14, 2023, and approve a job description.

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N. RESOLUTION TO ABOLISH A FULL-TIME MASTER TEACHER/PRESCHOOL INTERVENTION & REFERRAL TEAM (PIRT) SPECIALIST POSITION AND JOB DESCRIPTION.

WHEREAS, the Superintendent recommends to that the North Arlington Board of Education approve to abolish a full-time, Master Teacher/Preschool Intervention & Referral Team (PIRT) Specialist position and Job Description, effective on or about November 30, 2023.

BE IT FURTHER RESOLVED, that the Board hereby approves the Superintendent’s recommendation to abolish a full-time, Master Teacher/Preschool Intervention & Referral Team (PIRT) Specialist position and Job Description, effective on or about November 30, 2023

O. RESOLUTION TO APPROVE SEVENTH PERIOD STIPENDS OF CERTIFICATED STAFF MEMBER FOR THE 2023- 2024 SCHOOL YEAR.

WHEREAS, the Superintendent of Schools recommends that the North Arlington Board of Education prove seventh period stipends of the following certificated staff members at North Arlington High School, for the 2023-2024 school year:

Alicya Garrido, Teacher at North Arlington High School, to teach an additional instructional period (seventh period), adding \$8,866.67 (pro-rated) to her base salary for the period beginning to November 20, 2023 through on or about June 30, 2024.

Emily Pontius, Teacher at North Arlington High School, to teach an additional instructional period (seventh period), adding \$16,958.33 (pro-rated) to her base salary for the period beginning from November 20, 2023 through on or about June 30, 2024.

Maral Salbashian, Teacher at North Arlington High School, to teach an additional instructional period (seventh period), adding \$9,900.00 (pro-rated) to her base salary for the period beginning to November 20, 2023 through on or about June 30, 2024.

BE IT RESOLVED, that the North Arlington Board of Education hereby approves seventh period stipends of certificated staff members at North Arlington High School, for the 2023-2024 school year.

P. RESOLUTION TO APPROVE THE EMPLOYMENT OF SCHOOL NURSES FOR 2023-2024 SCHOOL YEAR.

WHEREAS, the Superintendent of Schools recommends that the North Arlington Board of Education approves the employment of the following School Nurses to review and complete the tuberculosis data to the CDRSS reporting system during the Fall break of 2023.

Name	Schools	Days (Not to exceed)	Per Half Day	Total
Christina Bancroft	North Arlington High School	1/2	\$150.00	\$150.00
Jacqueline Gilker	Anthony Elementary School	1/2	\$150.00	\$150.00
Jessica Cholewa	Jefferson Elementary School	1/2	\$150.00	\$150.00
Diane Devenio	Washington Elementary School	1/2	\$150.00	\$150.00
Maria Fernandez	Roosevelt Elementary School	1/2	\$150.00	\$150.00
Judith Kommer	Veterans Middle School	1/2	\$150.00	\$150.00

BE IT RESOLVED, that the North Arlington Board of Education approves school nurses’ employment, as set forth above.

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Q. RESOLUTION TO APPROVE THE EXTENDED INSTRUCTIONAL SUPPORT (EIS) PROGRAM AND CERTIFICATED STAFF ASSIGNED TO THE PROGRAM.

WHEREAS, the Superintendent of Schools is recommending that the North Arlington Board of Education approve the Extended Instructional Support (EIS) Program; and

WHEREAS, this program will provide students in grades 1-11 instructional and enrichment opportunities, in a before and after school setting, during the months of November, December, January and February; and

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

Last Name	First Name	Title	Rate of Pay	Hours
Pereira	Carla	Teacher-in-Charge/Teacher	\$40 per Hour	Not to Exceed 63 hours
Russo	Nicole	Admin-in-Charge	\$50 per Hour	Not to Exceed 63 hours
Rodriguez	Jennifer	Admin-in-Charge	\$50 per Hour	Not to Exceed 63 hours
Rodriguez-Torrento	Samantha	Coordinator	\$50 per Hour	Not to Exceed 63 hours
Bott	Patrick	Admin-in-Charge	\$50 per Hour	Not to Exceed 63 hours
Cutrali	Melissa	Admin-in-Charge	\$50 per Hour	Not to Exceed 63 hours
Fash	Bernadette	Admin-in-Charge	\$50 per Hour	Not to Exceed 63 hours
Burke	Michael	Admin-in-Charge	\$50 per Hour	Not to Exceed 63 hours
Griggs	Marie	Admin-in-Charge	\$50 per Hour	Not to Exceed 63 hours
Giammanco	Alicia	Admin-in-Charge	\$50 per Hour	Not to Exceed 63 hours
Rouski	Kathryn	Elementary Teacher	\$40 Per Hour	Not to exceed 113 hours
Blank	Anna	Elementary Teacher	\$40 Per Hour	Not to exceed 113 hours
Salas	Diana	Elementary Teacher	\$40 Per Hour	Not to exceed 113 hours
Triano	Amy	Elementary Teacher	\$40 Per Hour	Not to exceed 113 hours
Maxwell	Michele	Elementary Teacher	\$40 Per Hour	Not to exceed 113 hours
Esposito	Daniella	Elementary Teacher	\$40 Per Hour	Not to exceed 113 hours
Bermudez	Jennifer	Middle School Teacher	\$40 Per Hour	Not to exceed 113 hours
Sachdeva	Palak	Elementary Teacher	\$40 Per Hour	Not to exceed 113 hours
Butler	Carol	Elementary Teacher	\$40 Per Hour	Not to exceed 113 hours
Dimone	Mary Beth	Elementary Teacher	\$40 Per Hour	Not to exceed 113 hours
Urban	Angelica	Elementary Teacher	\$40 Per Hour	Not to exceed 113 hours

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Bouchard	Hannah	Elementary Teacher	\$40 Per Hour	Not to exceed 113 hours
Sauchelli	Kerri	Elementary Teacher	\$40 Per Hour	Not to exceed 113 hours
McKenna	Irene	Elementary Teacher	\$40 Per Hour	Not to exceed 113 hours
Peck	Kelly	Elementary Teacher	\$40 Per Hour	Not to exceed 113 hours
Fiore	Gabriel	Middle School Teacher	\$40 Per Hour	Not to exceed 113 hours
Galarza	Katte	Elementary Teacher	\$40 Per Hour	Not to exceed 113 hours
Necoechea	William	High School Teacher	\$40 Per Hour	Not to exceed 113 hours
Rotondo	Christine	Elementary Teacher	\$40 Per Hour	Not to exceed 113 hours
Arpaio	Rosanna	Middle School Teacher	\$40 Per Hour	Not to exceed 113 hours
Dembowski	Jesse	High School Teacher	\$40 Per Hour	Not to exceed 113 hours

BE IT RESOLVED that the North Arlington Board of Education the Extended Instructional Support (EIS) Program and certificated staff assigned to the program as specified above.

BE IT FURTHER RESOLVED, that staff members facilitating instruction and planning are being funded through Title I for at risk students.

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.

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
	Gina Selpe	10/15/2023	Understanding and Support Transgender & Gender Drivers Students	Registration Fee: \$10.00
	Samantha Cavallaro	10/20/2023	Youth Mental Health First Aid	No Cost
	Richard Guanci	10/26/2023	Conquer math Professional Development	Mileage Cost: \$15.98 per round trip

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	Christine Rotondo	10/27/2023	Conquer math Professional Development	Mileage Cost: \$15.98 per round trip
	Laura Morales	11/07/2023, 11/08/2023, 11/16/2023, 11/17/2023, 12/12/2023 and 12/14/2023	Teachers Readers Who Struggle Using LL I Lessons in the Primary/ Intermediate Grades (Virtual)	Registration Fee: \$1,038.00
	Patrick Bott	11/08/2023	Bergen County Association of School Security Professionals N	No Cost
	Maria Fernandez	11/13/2023	Advanced Cardiac Life Support (ACLS)	Registration Fee: \$175.00
	Samantha Dembowski	11/14/2023	Facilities Update/ROD Grant Update	Registration Fee: \$125.00 Mileage Cost: \$22.75
	Alexa Juncosa	11/14/2023	2023 SEL Resource Showcase	No Cost
	Carolyn Kropp	11/15/2023	Advanced Behavioral Threat and Assessment Training	No Cost
	Patrick Bott	11/17/2023	Regional Statehouse Adjustments Conference	No Cost
	Michael Burke	11/17/2023	Special Education Directors Toolkit: Navigating Guidance, Requirements and Best Practices for Risk and Threat Assessment Teams	No Cost
	Lauren Buckley	11/16/2023	Regional Stationhouse Adjustment Conference	No Cost
	Lauren Buckley	11/17/2023	Bergen County Directors of Guidance Meeting	No Cost
	Judith Kommer	11/27/2023	AHA-BLS Provider	Registration Fee: \$85.00 Mileage Cost: \$8.13
	Jennifer Rodriguez	12/05/2023, 03/05/2024 and 05/29/2024	Bergen County in Educational Leadership	No Cost
	Alicia Giammanco	01/04/2024 and 03/05/2024	Conquer math Professional Development	Mileage Cost: \$15.98 per round trip
	Jennifer Rodriguez	01/24/2024	The Principal Survival Guide	No Cost

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

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B. RESOLUTION TO 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 and School Business Administrator prepare anticipated budget review for Administrative Team.
- November:
1. Superintendent initiates Budget Meeting with Administrative Team.
 2. Superintendent review of staffing needs with Administrative Team.
 3. Review of anticipated Special Education needs with Director of Special Education.
 4. Review of technology needs with Director of Technology and 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:
1. Schedule Finance Committee Meetings as needed and prepare budget binders for review.
 2. 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.

C. RESOLUTION TO ACCEPT A DONATION.

WHEREAS, the Superintendent of Schools recommends that the North Arlington Board of Education accept a donation of Microscopes from West Windsor-Plainsboro Regional School District, valued at approximately \$3,900.00 to the North Arlington High School.

BE IT RESOLVED, that the North Arlington Board of Education hereby accepts donation of Microscopes from West Windsor-Plainsboro Regional School District, valued at approximately \$3,900.00 to the North Arlington High School.

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.

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OPERATIONS

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

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

251494_GWE_09222023
251229_FDR_09192023
250889_NAH_09132023
250738_NAH_09112023
251805_NAH_09282023

B. RESOLUTION TO APPROVE THE PRESCHOOL EDUCATION AID (PEA) ONE-YEAR OPERATIONAL PLAN FOR THE 2024-2025 SCHOOL YEAR.

WHEREAS, the North Arlington Board of Education submitted an application to receive Preschool Education Aid (PEA) for the 2024-2025 school year; and

WHEREAS, the North Arlington Board of Education was pre-approved for funding and is scheduled to receive Preschool Education AID (PEA) to serve full day general education preschool children in the 2024-2025 school year;

WHEREAS, the Superintendent of Schools is recommending that the North Arlington board of education approve the submission of the Preschool Educational AID (PEA) one-year operational plan for the 2024-2025 school year.

BE IT RESOLVED that the North Arlington Board of Education approves the Preschool Education AID (PEA) one-year operational plan for the 2024-2025 school year.

C. RESOLUTION TO APPROVE THE SCHOOL SAFETY AND SECURITY PLAN ANNUAL REVIEW STATEMENT OF ASSURANCE.

WHEREAS, the Superintendent of Schools recommends that the North Arlington Board of Education approve the School Safety and Security Plan Annual Review Statement of Assurance.

BE IT RESOLVED, that the North Arlington Board of Education hereby approve the School Safety and Security Plan Annual Review Statement of Assurance.

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.

INSTRUCTION AND PROGRAM

A. RESOLUTION TO APPROVE FIELD TRIPS.

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

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

AGENDA, NOVEMBER 13, 2023 PUBLIC MEETING

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.

GOVERNANCE

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

WHEREAS, the Superintendent of Schools recommends that the North Arlington Board of Education approve the second reading of the following policies and regulations.

Policy Number	Policy Title
2270	Religion in Schools (Revised)
3161	Examination of Cause (Revised)
3212	Attendance (M) (Revised)
3324	Right of Policy (Revised)
3432	Sick Leave (Abolished)
4161	Examination for Cause (Revised)
4212	Attendance (M) (Revised)
4324	Right of Privacy (Revised)
4432	Sick Leave (Abolished)
5111	Eligibility of Residence/Nonresident Students (M) (Revised)
5116	Education of Homeless Children and Youth (Revised)
5460.02	Bridge Year Pilot Program (M) (Abolished)
6361	Relations with Vendors for Abbott Districts (Abolished)
8500	Food Services (M) (Revised)
8540	School Nutrition Programs (M) (Abolished)
8550	Meal Charges/Outstanding Food Services Bill (M) (Abolished)
Regulation Number	Regulation Title
3212	Attendance (M) (Revised)
3432	Sick Leave (Abolished)
4212	Attendance (M) (Revised)
4432	Sick Leave (Abolished)
5111	Eligibility of Residence/Nonresident Students (M) (Revised)
5116	Education of Homeless Children and Youth (Revised)
5460.02	Bridge Year Pilot Program (M) (Abolished)

BE IT RESOLVED, that the North Arlington Board of Education approved the second reading of policies and regulations, as set forth above.

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

WHEREAS, the Superintendent of Schools recommends that the North Arlington Board of Education approve the first reading of the following policy and regulations.

Policy Number	Policy Title
7510	Use of School Facilities (M) (R)
Regulation Number	Regulation Title
7510	Use of School Facilities (M) (R)
2624	Grading System (M) (R)

BE IT RESOLVED, that the North Arlington Board of Education approved the first reading of a policy and regulations, as set forth above.

AGENDA, NOVEMBER 13, 2023 PUBLIC MEETING

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.

AGENDA, NOVEMBER 13, 2023 PUBLIC MEETING

FINANCE COMMITTEE

Robert Dorsett, Chairman
Edward Smith, 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 October and November 2023.
 - B. The Board approves the Board Secretary’s Report of October 2023 “Pursuant to N.J.A.C. 6:20A 10(e)” and certify that as of October 2023 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 October 2023.
 - D. The bills and claims for November 2023 as per the attached are approved. The Superintendent recommends that the Board approve the bills and claims to include payroll account and agency account checks for October 30, 2023 (actual), November 15, 2023 (estimated), and November 30, 2023 (estimated).

Date	Amount
October 30, 2023	\$ 994,246.56 (actual)
November 15, 2023	\$ 1,042,000.00 (estimated)
November 30, 2023	\$ 995,000.00 (estimated)
Total	\$ 3,031,246.56

2. **MOTION TO APPROVE MANUAL CHECKS**

November 2023	Description	Amount
Acct.#11-000-291-270-22-0507		
Ck. # G12991	Delta Dental Plan of NJ	\$ 13,244.60
Ck. # G12968	Benecard	73,796.05
Ck. # G12969	Horizon Blue Cross Blue Shield of NJ	320,883.90
Total		\$ 407,924.55

3. **MOTION TO APPROVE HAND CHECKS**

November 2023	Description	Amount
Ck. #024045	Sunshine Clubhouse Childcare Center – October 2023 Tuition	\$49,947.00

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

AGENDA, NOVEMBER 13, 2023 PUBLIC MEETING

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.

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.

CONTRACTS/MEMBERSHIPS

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

DESCRIPTION	COST
Aid in Lieu – Bergen Arts & Science Charter School 2023-2024 School Year Student’s Name is on File at the Board Office.	Revised \$1,165.00
Aid in Lieu – Hudson Arts & Science Charter School 2023-2024 School Year Student’s Name is on File at the Board Office.	Revised \$1,165.00
Aid in Lieu – Bergenfield High School, a Choice School 2023-2024 School Year Student’s Name is on File at the Board Office.	Revised \$1,165.00
Aid in Lieu – Bergen Arts & Science Charter School 2023-2024 School Year Student’s Name is on File at the Board Office.	Revised \$1,165.00
Aid in Lieu – Paterson Arts & Science Charter School 2023-2024 School Year Student’s Name is on File at the Board Office.	Revised \$1,165.00
Aid in Lieu – Passaic Arts & Science Charter School 2023-2024 School Year Student’s Name is on File at the Board Office.	Revised \$1,165.00
Aid in Lieu – Academies at Englewood - A Choice School located at Dwight Morrow High School - 2023-2024 School Year Student’s Name is on File at the Board Office.	Revised \$1,165.00
Aid in Lieu – Passaic Arts & Science Charter School 2023-2024 School Year Student’s Name is on File at the Board Office.	Revised \$1,165.00
Aid in Lieu – Bergen Arts & Science Charter School 2023-2024 School Year Student’s Name is on File at the Board Office.	Revised \$1,165.00
Learn Well Hospital Instruction – Service Agreement Student’s Name is on File at the Board Office.	10 Hrs./Week \$52.00/Hour
Mt. Carmel Guild Academy 2023-2024 Tuition Contract Student’s Name is on File at the Board Office.	\$62,000.00
BCSS School District – Augmentative/Alternative Communication Services Annual Contract for Services 2023-2024 - Maximum of 2 hours Student’s Name is on File at the Board Office.	Rate Not to Exceed \$340.00
BCSS School District – Augmentative/Alternative Communication Services Annual Contract for Services 2023-2024 - Maximum of 2 hours Student’s Name is on File at the Board Office.	Rate Not to Exceed \$340.00

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South Bergen Jointure Commission Contracted Services Agreement – Transition Counselor – 23-23 School Year Student’s Name is on File at the Board Office.	\$19,475.37
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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

6. MOTION TO APPROVE APPLICATIONS FOR USE OF PUBLIC SCHOOL FACILITIES

The Superintendent recommends that the Board approve facility applications 2301-0004 to 2311-0009.

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

CONTRACTS, ADDENDA, BIDS, AND PROPOSALS

7. A. MOTION TO APPROVE THE CONTRACT WITH CEDAR HOLDINGS INTERNATIONAL, INC. DBA CEDAR FINANCIAL FOR DEBT COLLECTION OF OUTSTANDING MEAL BALANCES

WHEREAS, an agreement was received from Cedar Holdings International, Inc. for debt collection services.

WHEREAS, the North Arlington School District has incurred student meal debt in the approximate amount of \$14,000.00, which has significantly increased annually; and

WHEREAS, continual attempts to families each month to satisfy their outstanding meal debt have not rectified the situation.

WHEREAS, the Superintendent of Schools recommends that the Board approves the contract for services with Cedar Holdings International, Inc. dba Cedar Financial.

BE IT RESOLVED, that the North Arlington Board of Education hereby approves the contract for services with Cedar Holdings International, Inc. dba Cedar Financial.

B. MOTION TO APPROVE A NEGATIVE CHANGE ORDER FROM MAK GROUP, LLC

WHEREAS, a negative change order was received from MAK Group, LLC for the following services at Jefferson Elementary School:

Credit for unused portion of the Allowance.

Description	Cost
Roofing Replacement - Original Contract Sum	\$386,758.00
Contract Sum will be decreased by this change order	-26,425.00
New Contract Sum	\$360,333.00

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WHEREAS, the Superintendent of Schools recommends that the North Arlington Board of Education approves this negative change order in the amount of **\$26,425.00**; and

BE IT RESOLVED, the North Arlington Board of Education approves the negative change order from **MAK Group, LLC** for the roofing replacement at Jefferson Elementary School.

C. MOTION TO APPROVE A QUOTE FROM MCGRAW HILL FOR THE PURCHASE OF ELL WONDERS READING MATERIAL FOR SUSAN B. ANTHONY ELEMENTARY SCHOOL

WHEREAS, a quote was received from McGraw Hill for Susan B. Anthony Elementary School as follows:

Description	Cost
Reading Wonders ELL Leveled Reader Package 6 of 30 for grades K, 1, 2, 3, 4, and 5.	\$6,653.70
Shipping and Handling	532.30
Total Cost	\$7,186.00

WHEREAS, the Superintendent of Schools recommends that the North Arlington Board of Education approves the quote from **McGraw Hill** in the amount of **\$7,186.00**; and

WHEREAS, this purchase is being funded through Title III funds.

BE IT RESOLVED, the North Arlington Board of Education approves the quote from **McGraw Hill** for the purchase of ELL Wonders Reading Material for Susan B. Anthony Elementary School.

D. MOTION TO APPROVE A QUOTE FROM THE TINT SHOP INC. FOR THE PURCHASE OF WINDOW AND DOOR SHIELDS AT VETERANS MIDDLE SCHOOL

WHEREAS, a quote was received from The Tint Shop for Veterans Middle School as follows:

Description	Cost
Furnish and install Madico Safety Shield Window Film.	\$35,505.00
Total Cost	\$35,505.00

WHEREAS, the Superintendent of Schools recommends that the North Arlington Board of Education approves the quote from **The Tint Shop** in the amount of **\$35,505.00**; and

BE IT RESOLVED, the North Arlington Board of Education approves the quote from **The Tint Shop Inc.** for the purchase of window and door shields for Veterans Middle School.

E. MOTION TO APPROVE A QUOTE FROM GUARDIAN FENCE CO., INC. FOR THE PURCHASE OF OUTDOOR FENCING AT ROOSEVELT ELEMENTARY SCHOOL

WHEREAS, a quote was received from Guardian Fence Co., Inc. for Roosevelt Elementary School as follows:

HCESC Cooperative Bid # HCESC-Cat/Ser-22-17

Description	Cost
Take down and remove existing fence from site. Install 265 LF of all black chain link fence with one set of double swing gates 14' opening. Materials" 2x8-gauge wire, gate posts, terminal posts, line post. All materials black, all pipe WT40. All labor and materials.	\$20,140.00
Total Cost	\$20,140.00

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WHEREAS, the Superintendent of Schools recommends that the North Arlington Board of Education approves the quote from **Guardian Fence Co., Inc.** in the amount of **\$20,140.00**; and

BE IT RESOLVED, the North Arlington Board of Education approves the quote from **Guardian Fence Co., Inc.** for the purchase of outdoor fencing at Roosevelt Elementary School.

F. MOTION TO APPROVE A QUOTE FROM J&H RADIO FOR THE PURCHASE OF A REPEATER AND ANTENNA SYSTEM INSTALLED ON THE NORTH ARLINGTON HIGH SCHOOL

WHEREAS, a quote was received from J&H Radio for the North Arlington High School as follows:

Description	Cost
Application, filing administrative fees. Motorola UHF Duplexer, repeater cables, mount bracket, UHF Dipole base antenna, 30' antenna mast, lightning arrestor, repeater installation, dynamic mixed mode upgrade license, battery backup for repeater.	\$7,541.12
Total Cost	\$7,541.12

WHEREAS, the Superintendent of Schools recommends that the North Arlington Board of Education approves the quote from **J&H Radio** in the amount of **\$7,541.12**; and

BE IT RESOLVED, the North Arlington Board of Education approves the quote from **J&H Radio** for the purchase of a repeater and antenna system on North Arlington High School.

BE IT FURTHER RESOLVED, this equipment is proprietary to J&H Radio.

Justification

This J&H quote for the updated radio equipment includes hardware to upgrade the District's current setup. The repeater we are currently using is limited and aging out. The plan is to continue to use this as a backup until it fails. This upgrade will allow the District to utilize more channels, as well as an emergency channel for the schools to contact one another in the event that there is a major emergency and other forms of communication are down. This upgrade also utilized digital, an improvement over the older analog system. Each location will also have its own channel, eliminating the cross-talk we are currently experiencing at some of the schools.

G. MOTION TO APPROVE A PROPOSAL FROM T&M ASSOCIATES FOR PROFESSIONAL SERVICES RELATED TO ASBESTOS-CONTAINING FLOOR TILE/MASTIC REMOVAL IN THE MAIN OFFICE AREA AT NORTH ARLINGTON HIGH SCHOOL

WHEREAS, a proposal was received from T&M Associates for the North Arlington High School as follows:

Description	Cost
Asbestos Abatement Quantification/Project Design/Contractor Selection	\$3,250.00
Part-time Project Monitoring/Progress and Final Clearance Air Sampling	\$3,000.00
Total Cost	\$6,250.00

WHEREAS, the Superintendent of Schools recommends that the North Arlington Board of Education approves the proposal from **T&M Associates** in the amount of **\$6,250.00**; and

BE IT RESOLVED, the North Arlington Board of Education approves the proposal from **T&M Associates** for professional services related to asbestos-containing floor tile/mastic removal in the main office at North Arlington High School.

BE IT FURTHER RESOLVED, this project will begin in July 2023.

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On Motion by Mrs. Higgins, 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.

LIAISON TO INDIVIDUAL SCHOOLS

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

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

Robert Dorsett, Chairman
Edward Smith, Co-Chairman

STUDENT AND COMMUNITY

Robert Dorsett, Chairman
Heather Gilgallon, Co-Chairman

PERSONNEL

George McDermott, Chairman
Edward Smith, Co-Chairman

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 13, 2023 adjourned at 8:12 p.m.

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.

SD/at