

**CLIFTON BOARD OF EDUCATION
CLIFTON, NJ 07013
MINUTES**

EXECUTIVE SESSION: Wednesday, January 16, 2019 at 6:00 PM

REGULAR MEETING: Wednesday, January 16, 2019, to follow Executive Session

LOCATION: 745 CLIFTON AVENUE, CLIFTON, NJ 07013

THE BOARD OF EDUCATION RESERVES THE RIGHT TO MEET IN EXECUTIVE SESSION TO DISCUSS PERSONNEL, NEGOTIATIONS AND/OR LITIGATIONS.

The meeting was opened by the Board Secretary

Pledge of Allegiance and Moment of Silence

The Board Secretary asked for a motion to choose a presiding officer to run tonight's meeting in the Board president's absence.

A motion was made to nominate James Daley as the presiding officer.

MOTION BY Frank Kasper SECOND BY Lucy Danny VOTE 8-0

YES: Abedrabbo, Bassford, Kasper, Danny, Daley, Anderson, Grasso, Agresti

ABSENT: Passenti

ATTENDANCE ROLL CALL OF BOARD MEMBERS:

Mr. Fahim K. Abedrabbo
Ms. Arlene Agresti
Mr. Tafari Anderson
Ms. Judith A. Bassford
Mr. James Daley
Ms. Lucy Danny
Mr. Lawrence Grasso
Mr. Frank W. Kasper
Mr. Gary Passenti – PRESIDENT - absent

ALSO PRESENT:

Richard Tardalo, Superintendent of Schools
Mark Tietjen, Assistant Superintendent of Schools
Michael Ucci, Business Administrator /Board Secretary
Yusein Durakov, Assistant Business Administrator/Assistant Board Secretary
John Croot, Board Attorney

MISSION STATEMENT:

THE MISSION OF THE CLIFTON SCHOOL DISTRICT, IN AN OPEN AND RECIPROCAL COMMUNITY PARTNERSHIP, IS TO PROVIDE ALL STUDENTS WITH A QUALITY EDUCATION TO DEVELOP THE SKILLS NECESSARY TO BECOME LITERATE, LIFE-LONG LEARNERS WHO ARE RESPONSIBLE AND PRODUCTIVE CITIZENS CONTRIBUTING TO A DEMOCRATIC SOCIETY IN AN EVER-CHANGING WORLD.

READING OF THE OPEN PUBLIC MEETINGS STATEMENT:

“THE NEW JERSEY OPEN PUBLIC MEETINGS LAW WAS ENACTED TO INSURE THE RIGHT TO THE PUBLIC TO HAVE ADVANCE NOTICE OF AND TO ATTEND THE MEETINGS OF PUBLIC BODIES AT WHICH ANY BUSINESS AFFECTING THEIR INTEREST IS DISCUSSED OR ACTED UPON.”

IN ACCORDANCE WITH THE PROVISIONS OF THIS ACT, THE CLIFTON BOARD OF EDUCATION HAS CAUSED NOTICE OF THIS MEETING TO BE PUBLICIZED BY HAVING THE DATE, TIME AND PLACE THEREOF POSTED AT THE CITY CLERK’S OFFICE, CLIFTON PUBLIC LIBRARY, ADMINISTRATION BUILDING, SENIOR CITIZEN NUTRITION CENTER, ON CABLE TV, IN THE LOCAL PRESS, ON THE DISTRICT’S WEB SITE, AND MAILED TO PRESIDENTS OF PARENT TEACHER ORGANIZATIONS.

THIS MEETING WILL BE TAPE RECORDED IN ACCORDANCE WITH POLICY – 0168...

EXECUTIVE SESSION: 6:07 PM

MOTION FOR RESOLUTION to convene in Executive Session to discuss the Superintendent search. IT IS FURTHER RESOLVED, that the Presiding Officer will announce that following Executive Session, the public will be advised of the nature of the discussion and/or notified when formal action may be taken.

MOTION BY Frank Kasper SECOND BY Tafari Anderson VOTE 8-0

YES: Abedrabbo, Bassford, Kasper, Danny, Daley, Anderson, Grasso, Agresti

ABSENT: Passenti

RETURN FROM EXECUTIVE SESSION: 7:02 PM

RECOGNITION AND AWARD PRESENTATIONS:

Item EA-1/16/19-01

MOTION BY Lawrence Grasso SECOND BY Fahim Abedrabbo VOTE 8-0

YES: Abedrabbo, Bassford, Kasper, Danny, Anderson, Grasso, Agresti, Daley

ABSENT: Passenti

The following resolution was read by Mr. Daley.

EA-1/16/19-01 -- Clifton High School – January Students of the Month

RESOLVED, that the Clifton Board of Education recognizes the following Clifton High School January Students of the Month for their achievements and accepts the recommendation of the Superintendent of Schools to recognize and commends them for the honor and recognition they have brought to themselves, their family, their school and their community.

Freshman - Marina Beshay

Congratulations to Marina Beshay on being chosen as the Freshman Student of the Month. Marina has proven to be an asset to her classes during her time at CHS, and is an active member of the CHS Freshmen Volleyball team. Marina is inspired by her mother and her dedication to their family.

Sophomore - Niurka Honores

Congratulations to Niurka Honores on being chosen as the Sophomore Student of the Month. Niurka is a member of the Pre-med club, Psychology club, and the Academic Decathlon team.

Niurka has a love for the sciences and her favorite subjects are Chemistry and Anatomy and Physiology. Niurka is participating in AP classes as a sophomore and hopes to take many more AP courses during her tenure at CHS.

Junior - Nicole Ozga

Congratulations to Nicole Ozga on being chosen as the Junior Student of the Month. Nicole is the goalie for both the soccer team and the lacrosse team at CHS. Nicole is inspired by her sister's positive attitude and hard-working nature. Nicole hopes to pursue a career in nutrition after her time at CHS.

Senior - Darwin Diaz

Congratulations to Darwin Diaz on being chosen as the Senior Student of the Month. Darwin is the president of the Model United Nations and Clifton Student Union. He is also an active member of the Academic Decathlon team and the GLI. Darwin's favorite subject is history, as he enjoys learning about the historical relationships between nations and how that influences society today.

Administration congratulated the students for all their hard work and the parents for their support.

Item EA-1/16/19-02

MOTION BY Frank Kasper SECOND BY Tafari Anderson VOTE 8-0
YES: Abedrabbo, Bassford, Kasper, Danny, Anderson, Grasso, Agresti, Daley
ABSENT: Passenti

The following resolution was read by Ms. Bassford.

EA-1/16/19-02 -- New Jersey School Board Recognition Month

WHEREAS, The New Jersey School Boards Association has declared January 2019 to be School Board Recognition Month, A time when all residents can acknowledge the contributions made by our local school board members; and

WHEREAS the Clifton Board of Education is one of more than 581 local school boards in New Jersey, which sets policies and oversees operations for public school districts; and

WHEREAS, The Clifton Board of Education embraces the goal of high-quality education for all New Jersey public school students; and

WHEREAS, New Jersey's local school boards help determine the educational goals for approximately 1.4 million children in pre-kindergarten through 12th grade; and

WHEREAS, New Jersey's 5,000 local school board members, who receive no remuneration for their services, act as advocates for public school students as they work with administrators, teachers and parents for the betterment of public education; and

WHEREAS, School boards strive to provide the resources necessary to meet the needs of all students, including those with special needs; and

WHEREAS, Boards of Education provide accountability to the public; they communicate the needs of the school district to the public; and they convey to school administrators the public's expectations for the schools; and

WHEREAS, New Jersey can take pride in its schools, which rank among the nation's best in key achievement indicators such as the National Assessment of Educational Progress scores and the preparation for college through advanced placement offerings and SAT assessments; Now, therefore, be it

RESOLVED, That the Clifton Board of Education, does hereby recognize the services of local school board members throughout New Jersey as we join communities statewide in observing January 2019 as SCHOOL BOARD RECOGNITION MONTH; and be it further

RESOLVED, That the Clifton Board of Education urges all New Jersey citizens to work with their local boards of education and public school staffs toward the advancement of our children's education.

ADOPTION OF MINUTES:

1/16/19-RESOLVED, that the Minutes of the Regular Meeting of December 12, 2018, be and they are hereby adopted.

MOTION BY Tafari Anderson SECOND BY Frank Kasper VOTE 7-0

YES: Abedrabbo, Bassford, Kasper, Danny, Anderson, Grasso, Daley

ABSTAIN: Agresti

ABSENT: Passenti

1/16/19-RESOLVED, that the Minutes of the Special Meeting of January 9, 2019, be and they are hereby adopted.

MOTION BY Fahim Abedrabbo SECOND BY Frank Kasper VOTE 7-0

YES: Abedrabbo, Bassford, Kasper, Danny, Anderson, Grasso, Daley

ABSTAIN: Agresti

ABSENT: Passenti

1/16/19-RESOLVED, that the Executive Minutes of January 9, 2019, be and they are hereby adopted.

MOTION BY Judy Bassford SECOND BY Fahim Abedrabbo VOTE 7-0

YES: Abedrabbo, Bassford, Kasper, Danny, Anderson, Grasso, Daley

ABSTAIN: Agresti

ABSENT: Passenti

COMMUNICATIONS AND ANNOUNCEMENTS: None

FIRST READING OF POLICY:

- **0169.01 Electronic Communication Among Board Members (Use of District Issued Paperless Equipment)**

RECEIVED AND FILED

PRESENTATIONS OF REPORTS FROM ADMINISTRATION, ADVISORY COMMITTEES & SPECIAL COMMITTEES: None

BOARD COMMITTEE REPORTS:

Student Representative – The Student Union representative spoke about upcoming high school sports and band events as well as various successful sports events that have occurred. He wished a great 2019 to everyone.

PUBLIC RECOGNITION: Agenda Items Only

Joe Canova commented about the upcoming school election and the hours the polls will be open on that day.

Mr. Daley noted that when the school elections were held in April in the past, the polls were open in the afternoon and evening.

A. EDUCATION/ADMINISTRATION:

Items EA-1/16/19-03 through EA-1/16/19-14 will be voted upon in one motion.

MOTION BY Frank Kasper SECOND BY Tafari Anderson VOTE 8-0

YES: Abedrabbo, Bassford, Kasper, Danny, Anderson, Grasso, Agresti, Daley

ABSTAIN: Abedrabbo (EA-05 only), Bassford (EA-05 her name only)

ABSENT: Passenti

Prior to action on this motion, Administration answered questions about the out-of-district placement and field trip dates. It was noted that the initiative was made by the Administrators Association relative to the agreement referred to in Resolution EA-1/16/19-05.

EA-1/16/19-03 -- Second Reading of Policy (see attachments)

RESOLVED, that the Clifton Board of Education accepts the recommendation of the Superintendent of Schools to adopt the following policies, incorporating this file into the existing policies.

- 6163 - Advertising on School Property
- 8550 - Outstanding Food Service Charges (M)
- 9150 - School Visitors

EA-1/16/19-04 -- Attendance Report (see attachment)

RESOLVED, that the attendance report for the month ending December 31, 2018 is hereby accepted by the Clifton Board of Education. The statistics presented include any new enrollments for withdrawals of pupils up to, and including, the date of compilation, and are to be interpreted as the number of pupils actually in attendance. Total enrollment is higher due to its reflection of all pupils admitted and enrolled.

EA-1/16/19-05 -- Ratification of Memorandum of Agreement with Clifton Administrators Association for 2017-2019 (see attachment)

RESOLVED, that the Clifton Board of Education hereby ratifies and approves the Memorandum of Agreement dated December 6, 2018, entered into between the Board Negotiations Committee and the Negotiations Committee for the Clifton Administrators Association, to extend the current contract, July 1, 2017 to June 30, 2019.

EA-1/16/19-06 -- Out-of-District Placements

RESOLVED, that the Clifton Board of Education accepts the recommendation of the Superintendent of Schools to approve the following out-of-district placements of Clifton resident pupils for the payment of tuition and transportation as herein described.

a. Pupil #117436, accepted into Windsor Learning Center, 234 Wanaque Avenue, Pompton Lakes, NJ, effective December 3, 2018. Tuition is \$55,800.00 per 10 month school year.

Transportation cost: Clifton run, no additional cost. Windsor Learning Center is approved by the New Jersey Department of Education for placements of this type.

b. Pupil #125180, accepted into Windsor Learning Center, 234 Wanaque Avenue, Pompton Lakes, NJ, effective December 3, 2018. Tuition is \$55,800.00 per 10 month school year. Transportation cost: Clifton run, no additional cost. Windsor Learning Center is approved by the New Jersey Department of Education for placements of this type.

c. Pupil #121355, accepted into David Gregory School, 347 North Fairview Avenue, Paramus, NJ, effective December 10, 2018. Tuition is \$56,477.40 per 10 month school year. Transportation cost: Clifton run, no additional cost. David Gregory School is approved by the New Jersey Department of Education for placements of this type.

d. Pupil #28935, accepted into Phoenix Center, 16 Msgr. Owen Place, Nutley, NJ, effective January 3, 2019. Tuition is \$65,646 per 10 month school year. Transportation cost: Clifton run, no additional cost. Phoenix Center is approved by the New Jersey Department of Education for placements of this type.

e. Pupil #118462, accepted into BCSSSD Washington School, 335 East Ridgewood Avenue, Paramus, NJ, effective January 14, 2019. Tuition is \$52,000.00 per 10 month school year. Transportation cost: Clifton run, no additional cost. BCSSSD Washington School is approved by the New Jersey Department of Education for placements of this type.

EA-1/16/19- 07 -- Tuition Students Received 2017/18

RESOLVED, that the Clifton Board of Education accepts the recommendation of The Superintendent of Schools to approve the acceptance into the Clifton Public Schools of the following tuition student, for the 2017-2018 school year, with the respective Board of Education responsible for tuition.

| STUDENT | PLACEMENT | START DATE | SENDING DISTRICT | PER DIEM TUITION |
|----------------|------------------|-------------------|-------------------------|-------------------------|
| I.D. 118299 | School #3 | 5/16/18 | Fairfield | \$65.33 |

EA-1/16/19-08 -- Tuition Students Received 2018/19

RESOLVED, that the Clifton Board of Education accepts the recommendation of The Superintendent of Schools to approve the acceptance into the Clifton Public Schools of the following tuition student, for the 2018-2019 school year, with the respective Board of Education responsible for tuition.

| STUDENT | PLACEMENT | START DATE | SENDING DISTRICT | PER DIEM TUITION |
|----------------|------------------|-------------------|-------------------------|-------------------------|
| I.D. 112042 | CHS | 1/9/19 | Passaic | \$67.13 |
| I.D. 117945 | School #17 | 1/9/19 | Passaic | \$63.06 |
| I.D. 125909 | School #17 | 1/9/19 | Passaic | \$56.42 |
| I.D. 114574 | CCMS | 1/9/19 | Passaic | \$67.73 |
| I.D. 112043 | CCMS | 1/9/19 | Passaic | \$67.73 |
| I.D. 112041 | CCMS | 1/9/19 | Passaic | \$67.73 |
| I.D. 120238 | CHS | 9/13/18 | Passaic | \$67.13 |

| | | | | |
|-------------|-----------|----------|-----------|---------|
| I.D. 118299 | School #3 | 9/5/18 | Fairfield | \$63.06 |
| I.D. 118290 | CHS | 11/19/18 | Paterson | \$67.13 |
| I.D. 126180 | School #8 | 12/3/18 | Paterson | \$63.06 |
| I.D. 126171 | CCMS | 12/3/18 | Paterson | \$67.73 |

EA-1/16/19-09 -- CHS MCJROTC Students to Mount Vernon High School

RESOLVED, that the Clifton Board of Education accepts the recommendation of the Superintendent of School to grant approval for the CHS MCJROTC students to participate in teamwork, promote the MCJROTC program and offer competition opportunities at the Mount Vernon High School, Alexandria, VA, January 2019.

EA-1/16/19-10 -- CHS Robotics Team to Waterbury, CT

RESOLVED, that the Clifton Board of Education accepts the recommendation of the Superintendent of Schools to grant approval for the CHS Robotics Team to participate in a District Competition at Wilby High School in Waterbury, CT, March 2019.

EA-1/16/19-11 -- CHS Robotics Team to Bethlehem, PA

RESOLVED, that the Clifton Board of Education accepts the recommendation of the Superintendent of Schools to grant approval for the CHS Robotics Team to participate in a District Championship at Lehigh University, Bethlehem, PA, April 2019.

EA-1/16/19-12 -- CHS Robotics Team to Houston, TX

RESOLVED, that the Clifton Board of Education accepts the recommendation of the Superintendent of Schools to grant approval for the CHS Robotics Team to participate in the World Championship at George R. Brown Convention Center, Houston, TX, April 2019.

EA-1/16/19-13 -- CHS Robotics Team to Detroit, MI

RESOLVED, that the Clifton Board of Education accepts the recommendation of the Superintendent of Schools to grant approval for the CHS Robotics Team to participate in the World Championship at Cobo Center, Detroit, MI, April 2019.

EA-1/16/19-14 -- Approval of Field Trip(s)

RESOLVED, that the Clifton Board of Education accepts the recommendation of the Superintendent of Schools to approve the following list of field trip destinations for the 2018-2019 school year.

| | |
|----------------------------------|---|
| WWMS, Project Unify students | St. Elizabeth College, Morristown, NJ |
| CHS, Robotics Team | Rockland Community College, Suffern, NY |
| School #4, Grades 1 & 2 students | Mayo Performing Arts Center, Morristown, NJ |

B. PERSONNEL:

Items P-1/16/19-01 through P-1/16/19-24 will be voted upon in one motion.

MOTION BY Frank Kasper SECOND BY Tafari Anderson VOTE 8-0

YES: Abedrabbo, Bassford, Kasper, Danny, Anderson, Grasso, Agresti, Daley

ABSTAIN: Bassford (P-20), Kasper (P-20 his name only), Anderson (P-20 his name only)

ABSENT: Passenti

Prior to action on this motion, Administration answered questions regarding coverage times for the after school homework and support programs at Schools #12 and #17 as well as the hiring of employees at steps 8 and 10. It was noted that those employees had the most experience; there is a shortage of candidates for certain positions.

P-1/16/19-01 -- Resignations

RESOLVED, that the following resignations, as recommended by the Superintendent of Schools, are hereby approved by the Clifton Board of Education.

| | | | |
|----------------|-----------------------------|----------------|---------------------------------------|
| Aenas Carpizo | p/t Paraprofessional | School #14 | Effective 1/11/19 |
| Deborah Clark | f/t Paraprofessional | CHS | Effective 12/31/18 |
| Ramesh Goloub | Special Education Teacher | WWMS | Effective 2/12/19 |
| Robert Lucas | Bus Driver | Transportation | Effective 12/31/18, due to retirement |
| Jamie Valencia | Bus Driver | Transportation | Effective 1/4/19 |
| Shirah Wittwer | Assistant Girls Track Coach | CHS | Effective 1/7/19 |

P-1/16/19-02 -- Leaves of Absence

RESOLVED, that the following leaves of absence, as recommended by the Superintendent of Schools, are hereby approved by the Clifton Board of Education.

| | | | |
|-------------------|---|------------------------------------|--|
| Employee ID #6164 | p/t Paraprofessional, CELA-Brighton | Worker's Compensation | 11/30/18-with a return date to be determined |
| Employee ID #2909 | Administrative Intern, School #14 | Paid FMLA | 12/7/18-12/20/18 |
| Employee ID #5741 | f/t Paraprofessional, School #17 | Paid FMLA on an intermittent basis | 12/20/18-6/30/19 |
| Employee ID #6369 | Media Specialist, School #4 | Paid FMLA | 12/3/18-12/7/18 |
| Employee ID #6369 | Media Specialist, School #4 | Paid FMLA on an intermittent basis | 12/11/18-6/30/19 |
| Employee ID #13 | 10-Month Secretary, School #12A | Paid FMLA | 12/3/18-12/21/18 |
| Employee ID #2713 | Mathematics Teacher, CHS | Paid FMLA | 1/7/19-1/18/19 |
| Employee ID #6153 | Speech Language Specialist, School #12 | Paid FMLA | 11/28/18-1/4/19 |
| Employee ID #7123 | Bus Driver, Transportation | Paid & Unpaid FMLA | 1/4/19-2/15/19 |
| Employee ID #5257 | Bus Driver, Transportation | Paid & Unpaid FMLA | 11/26/18-2/8/19 |
| Employee ID #2871 | 12-Month Secretary, Administration Building | Paid FMLA | 12/11/18-12/14/18 |
| Employee ID #711 | Art Teacher, School #16 | Worker's Compensation | 12/18/18-12/21/18 |
| Employee ID #6375 | Special Education Teacher, School #16 | Worker's Compensation | 12/17/18-12/21/18 |
| Employee ID #3871 | Science Teacher, CHS | Paid FMLA on an intermittent basis | 9/28/18-6/30/19 |
| Employee ID #7439 | p/t Paraprofessional, School #14 | Paid FMLA | 12/17/18-12/21/18 |
| Employee ID #568 | BSI Teacher, School #14 | Paid & Unpaid FMLA | 12/3/18-4/18/19 |
| Employee ID #8076 | Elementary Music Teacher, School #9 | Paid Paternity FMLA | 1/2/19-1/15/19 |
| Employee ID #3284 | Reading Recovery Teacher, | Paid FMLA | 1/2/19-1/11/19 |

| | | | |
|-------------------|-----------------------------|-----------------------------------|---|
| | School #11 | | |
| Employee ID #7739 | Custodian, WWMS | Worker's Compensation | 12/27/18-1/4/19 |
| Employee ID #1819 | World Language Teacher, CHS | Paid FMLA | 12/10/18-12/18/18 |
| Employee ID #7471 | Science Teacher, CCMS | Paid LOA on an intermittent basis | 1/4/19-3/15/19 |
| Employee ID #1496 | BSI Teacher, School #4 | Unpaid LOA | 1/14/19-1/18/19 |
| Employee ID #7739 | Custodian, WWMS | Worker's Compensation | 1/10/19-with a return date to be determined |
| Employee ID #6795 | Custodian, CHS | Unpaid LOA | 1/14/19-2/1/19 |

P-1/16/19-03 -- Maternity Leave(s) of Absence

RESOLVED, that the following maternity leaves of absence, as recommended by the Superintendent of Schools, are hereby approved by the Clifton Board of Education.

a. Employee ID #3129, School #3, Grade 5 Teacher. Effective March 11, 2019 through June 30, 2019. Period of leave to which sick days are to be applied: March 11, 2019 to May 3, 2019. Followed by an unpaid FMLA May 6, 2019 to June 30, 2019.

b. Employee ID #7843, School #15, Grade 5 Teacher. Effective March 25, 2019 through June 30, 2019. Period of leave to which sick days are to be applied: March 25, 2019 to May 3, 2019. Followed by an unpaid FMLA May 4, 2019 to June 30, 2019.

c. Employee ID #4045, CCMS, Special Education Teacher. Effective April 8, 2019 through October 11, 2019. Period of leave which sick days are to be applied: April 8, 2019 to May 10, 2019. Followed by an unpaid FMLA May 11, 2019 to October 11, 2019. (Dates subject to change pending 2019/2020 School Calendar)

d. Employee ID #7804, School #14, Special Education Teacher. Effective March 25, 2019 through June 30, 2019. Period of leave which sick days are to be applied: March 25, 2019 to May 6, 2019. Followed by an unpaid FMLA May 7, 2019 to June 30, 2019.

P-1/16/19-04 -- Amendment of Leave(s) of Absence

a. RESOLVED, that the Superintendent of Schools recommends the unpaid LOA granted to Employee ID #4061, Grade 6 Teacher assigned to WWMS, at the meeting of March 26, 2018 under Resolution P-3/26/18-02, be amended to reflect an end date of October 23, 2018.

b. RESOLVED, that the Superintendent of Schools recommends the paid FMLA granted to Employee ID #3702, Music Teacher assigned to CCMS, at the meeting of November 28, 2018 under Resolution P-11/28/18-03, be amended to reflect an end date to be determined.

c. RESOLVED, that the Superintendent of Schools recommends the paid and unpaid FMLA granted to Employee ID #6816, Custodian assigned to CHS, at the meeting of September 12, 2018 under Resolution P-9/12/18-02 and the meeting of November 28, 2018 under Resolution P-11/28/18-06, be amended to reflect end date of November 1, 2018.

d. RESOLVED, that the Superintendent of Schools recommends the paid FMLA granted to Employee ID #2215, Bus Driver assigned to Transportation, at the meeting of December 12, 2018 under Resolution P-12/12/18-02, be amended to reflect an end date of February 1, 2019.

e. RESOLVED, that the Superintendent of Schools recommends the paid FMLA granted to Employee ID #7884, Supervisor of Special Education assigned to the District, at the meeting of November 28, 2018 under Resolution P-11/28/18-03, be amended to reflect an end date of January 9, 2019.

f. RESOLVED, that the Superintendent of Schools recommends the paid FMLA granted to Employee ID #2888, Bus Aide assigned to Transportation, at the meeting of November 28, 2018 under Resolution P-11/28/18-03, be amended to reflect an end date of March 8, 2019.

g. RESOLVED, that the Superintendent of Schools recommends the paid and unpaid FMLA granted to Employee ID#234, p/t Paraprofessional assigned to School #14, at the meeting of December 12, 2018 under Resolution P-12/12/18-02, be amended to reflect an end date of November 30, 2018.

h. RESOLVED, that the Superintendent of Schools recommends the worker's compensation granted to Employee ID #4769, BSI Teacher assigned to School #13, at the meeting of February 14, 2018 under Resolution P-2/14/18-02, be amended to reflect an end date of June 30, 2018.

i. RESOLVED, that the Superintendent of Schools recommends the paid FMLA granted to Employee ID #2978, CAST Teacher assigned to CHS, at the meeting of November 28, 2018 under Resolution P-11/28/18-05, be rescinded.

P-1/16/19-05 -- Amendment of Maternity Leave(s) of Absence

a. RESOLVED, that the Superintendent of Schools recommends the maternity leave of absence granted to Employee ID #4024, CHS, Mathematics Teacher, at the meeting of June 20, 2018 under Resolution P-6/20/18-05, be amended to reflect an end date of June 30, 2019.

P-1/16/19-06 -- Amendment of Appointments

a. RESOLVED, that the Superintendent of Schools recommends the appointment of Christopher Keegan, Saturday Academy Coordinator assigned to School #12, at the meeting of December 12, 2018 under Resolution P-12/12/18-08, be rescinded.

b. RESOLVED, that the Superintendent of Schools recommends the appointment of Doris Crotty, p/t Sign Language Interpreter assigned to School #14, at the meeting of December 12, 2018 under Resolution P-12/12/18-07, be amended to reflect a start date of October 29, 2018 and assigned to School #16.

c. RESOLVED, that the Superintendent of Schools recommends the appointment of Gina Papenberg, Lunch Aide assigned to School #14, at the meeting of November 28, 2018 under Resolution P-11/28/18-31, be amended to reflect a start date of December 12, 2018.

d. RESOLVED, that the Superintendent of Schools recommends the appointment of Diana Ruiz-Minichiello, Special Education Teacher, Fifth Teaching Period assigned to CCMS, at the meeting of September 26, 2018 under Resolution P-9/26/18-16, be amended to reflect an end date of December 21, 2018.

e. RESOLVED, that the Superintendent of Schools recommends the appointment of Kerry Jackson, Special Education Teacher, Fifth Teaching Period assigned to CCMS, at the meeting of September 26, 2018 under Resolution P-9/26/18-16, be amended to reflect an end date of December 21, 2018.

f. RESOLVED, that the Superintendent of Schools recommends the appointment of Catherine Miller, Special Education Teacher, Fifth Teaching Period assigned to CCMS, at the meeting of September 26, 2018 under Resolution P-9/26/18-16, be amended to reflect an end date of December 21, 2018.

g. RESOLVED, that the Superintendent of Schools recommends the appointment of Jason Fieldhouse, Special Education Teacher, Fifth Teaching Period assigned to CCMS, at the meeting of September 26, 2018 under Resolution P-9/26/18-16, be amended to reflect an end date of December 21, 2018.

h. RESOLVED, that the Superintendent of Schools recommends the appointment of Ameera Zidan, LTS, Science Teacher assigned to WWMS, at the meeting of December 12, 2018 under Resolution P-12/12/18-06, be rescinded.

i. RESOLVED, that the Superintendent of Schools recommends the appointment of Ameera Zidan, LTS, Science Teacher assigned to WWMS, at the meeting of October 17, 2018 under Resolution P-10/17/18-22, be amended to reflect an end date of October 29, 2018.

j. RESOLVED, that the Superintendent of Schools recommends the appointment of Frances Nicoles, Substitute Paraprofessional, at the meeting of December 12, 2018 under Resolution P-12/12/18-19, be amended to reflect a name change to Francesca Nicoles.

k. RESOLVED, that the Superintendent of Schools recommends the appointment of Bowen Walsh, LTS, Music Teacher assigned to CCMS, at the meeting of November 28, 2018 under Resolution P-11/28/18-31, be amended to reflect an end date to be determined.

l. RESOLVED, that the Superintendent of Schools recommends the appointment of Christine Brusco, School Counselor assigned to School #9, at the meeting of December 12, 2018 under Resolution P-12/12/18-20, be amended to reflect a start date of January 14, 2019.

m. RESOLVED, that the Superintendent of Schools recommends the appointment of Mark Carter, 21st Century Minds in Motion Gatekeeper assigned to School #12, at the meeting of December 12, 2018 under Resolution P-12/12/18-24, be amended to reflect a start date of January 3, 2019.

n. RESOLVED, that the Superintendent of Schools recommends the stipend appointment of Stacey Katz, Safety Patrol Sponsor assigned to School #14, at the meeting of September 12, 2018 under Resolution P-9/12/18-18, be rescinded.

o. RESOLVED, that the Superintendent of Schools recommends the stipend appointment of Kristen Checci, Safety Patrol Sponsor assigned to School #14, at the meeting of September 12, 2018 under Resolution P-9/12/18-18, be rescinded.

p. RESOLVED, that the Superintendent of Schools recommends the appointment of Aracelis Rosario Quinonez, p/t Paraprofessional assigned to School #14, at the meeting of November 28, 2018 under Resolution P-11/28/18-31, be amended to reflect a start date of December 3, 2018.

q. RESOLVED, that the Superintendent of Schools recommends the appointment of Joselyn Cruz, TTR, Grade 2 Teacher assigned to School #12, at the meeting of June 20, 2018 under Resolution P-6/20/18-37, be amended to reflect an end date of January 4, 2019.

r. RESOLVED, that the Superintendent of Schools recommends the stipend appointment of Karen DeFina, Library Club assigned to WWMS, at the meeting of September 12,

2018 under Resolution P-9/12/18-18, be rescinded.

P-1/16/19-07 -- Change in Employment Status

a. RESOLVED, that the Superintendent of Schools recommends Kalliopi Meneakis-Zanakis, LTS, Grade 4 Teacher assigned to School #17, be changed in status to TTR, Grade 4 Teacher assigned to School #17, effective December 17, 2018 - January 31, 2019. Salary: Step 1 of the BA Salary Guide, \$54,425.00, with benefits, pro-rated for lesser service.

b. RESOLVED, that the Superintendent of Schools recommends Gerard Yannuzzi, Custodian, 11:00 am – 8:00 pm, assigned to School #15, be changed in status to Head Custodian assigned to School #15, effective January 17, 2019. Salary: Step 1 of the 2016/2017 Head Custodian Elementary School Salary Guide, \$38,922.00, pending new guide, pro-rated for lesser service. Replaces: William Murphy who was transferred.

c. RESOLVED, that the Superintendent of Schools recommends Kevin Nusspickel, Custodian, 11:00 am – 8:00 pm, assigned to School #16, be changed in status to Warehouse Manager assigned to the Administration Building, effective January 17, 2019. Salary: \$40,500.00, pro-rated for lesser service. Replaces Jhoan Guerrero who resigned.

d. RESOLVED, that the Superintendent of Schools recommends Jane O’Neill, Elementary School Counselor assigned to School #11, be changed in status to SAC Counselor assigned to the District (home based at School #17), effective January 17, 2019. Salary: Remains the same. Fills a new position.

e. RESOLVED, that the Superintendent of Schools recommends Luis Ros, Vice Principal assigned to CHS, be changed in status to Vice Principal assigned to Central Office for personnel matters, effective January 17, 2019 – with an end date to be determined. Salary: Remains the same.

P-1/16/19-08 -- Additional Stipend Appointment

RESOLVED, that the Clifton Board of Education accepts the recommendation of the Superintendent of Schools to appoint/reappoint the following district staff to the extra-curricular positions at an annual salary stipend as agreed upon by the Board of Education and the Clifton Teachers’ Association.

| School | Club/Activity Position | Name | Stipend Amount | New/Reappointment |
|---------------|-------------------------------|-----------------------|---|--------------------------|
| #14 | Safety Patrol Sponsor | Loren Calcagno | \$1,097.00, pro-rated for lesser service (Jan-June) | New Appointment |
| WWMS | School Historian Club | Rebecca Betzold-Beres | \$805.00, pro-rated for lesser service (Jan-June) | New Appointment |

P-1/16/19-09 -- Additional Support Staff Fees

RESOLVED, that the Clifton Board of Education accepts the recommendation of the Superintendent of Schools to include the following Support Staff Fees as additional stipends throughout the 2018-2019 school year.

Basketball Scrimmage (Boys or Girls)

- 6 quarters - Site Manager \$100
- 6 quarters - Scorekeeper \$ 75

Wrestling Invitational Tournament - All Day Event

- Site Manager \$200
- Scorekeeper \$175
- Announcer \$175
- Tickets \$100

P-1/16/19-10 -- Appointment of Mentors

RESOLVED, that the Clifton Board of Education accepts the recommendation of the Superintendent to appoint the following teacher(s) as potential Mentors under Achieve NJ/Teach NJ Legislation for the 2018-2019 school year.

Mentors for Novice Teachers (traditional route) will be paid \$550 based on one full year of mentoring by mentee. Mentors for Novice Teachers (alternate route) will be paid \$450 for the first 8 weeks and \$550 for the remaining school year by mentee. Mentors for Experienced Teachers will receive professional development hours.

| | | | |
|--------------------|----------------|------------------|-------------------|
| Michele King | Kelly McCarthy | Gillian McSpedon | Francine Muratore |
| Susan Posnachiwsky | | | |

P-1/16/19-11 -- Additional Appointments for the Saturday Academy

RESOLVED, that the Clifton Board of Education accepts the recommendation of the Superintendent of Schools to appoint the following district teachers for the Saturday Academy. The program is for students in Grades 3 through 8 at Title I schools. The Academy will be offered for up to twenty weeks. The Academy will run as follows: School #11, #12 and #15 will begin January 5, 2019 through May 18, 2019 from 8:30 a.m. to 1:00 p.m. CCMS will begin January 5, 2019 through May 18, 2019 from 8:30 a.m. to 1:30 p.m. Teachers will be compensated at \$40.00 per hour with federal Title I Funds.

School assignments indicated are for this program and may be changed based on enrollment.

| | | | |
|---------------------------|---------------------|------------------|---------------------|
| Stephanie Hesse CC | Hilary Vengel CC | Amanda Nat (Sub) | Joshua Parham (Sub) |
| Karolina Sloniewski (Sub) | Ivonne Tavera (Sub) | | |

Administrative Substitutes: Kimberly Fucetola, District Administrators and Supervisors

P-1/16/19-12 -- Additional Appointments for the Middle School After School Instructional Support Program

RESOLVED, that the Clifton Board of Education accepts the recommendation of the Superintendent of Schools to appoint the following district teachers to the Middle School After School Instructional Support Program at CCMS and WWMS. The program will run from Tuesday, November 13, 2018 through Thursday, March 28, 2019, up to three days per week from 3:00 p.m. to 4:00 p.m. End date may be extended based on academic needs. Each School will determine the days of the program. Teachers will be compensated at \$35.00 per hour from local funds.

| | | | |
|--------------------|-----------------------|------------------|--|
| Kimberly Dreher CC | Antoinette Janmaat CC | Michele Trigo CC | |
|--------------------|-----------------------|------------------|--|

P-1/16/19-13 -- Additional Appointments for At Risk Tutoring Program

RESOLVED, that the Clifton Board of Education accepts the recommendation of the Superintendent of Schools to appoint the following district teachers as After School Program teachers for English Language Learners and At-Risk students. Title III tutoring program for English Language Learners will be held at Schools #11, #12, #17, CCMS and CHS on an as needed basis. The Title I program for At-Risk students will be held at School #12 and CCMS. Instruction is two hours daily on one or more days per week depending on students' needs. CCMS and CHS will begin on Thursday, October 18, 2018 through Thursday, March 28, 2019. Schools #11, #12 and #17 will begin Monday, November 12, 2018 through Thursday, March 28, 2019. End dates may be extended based on academic needs. Teachers will be compensated at \$35.00 per hour, entirely grant funded. CHS Algebra Review After School Homework/Saturday Program will be funded by local funds.

School assignments indicated are for this program and may change based on enrollment.

| | | | |
|----------------|--|--|--|
| Aiya Karkis CC | | | |
|----------------|--|--|--|

P-1/16/19-14 -- Additional Appointments for After School Homework Program

RESOLVED, that the Clifton Board of Education accepts the recommendation of the Superintendent of Schools to appoint the following district teachers as tutors for the After School Homework Program at Title I schools. The Program will run from Tuesday, November 13, 2018 through Thursday, March 28, 2019, up to two days per week from 3:15 p.m. to 5:00 p.m., on an as needed basis. Each school will determine the days of the program. End date may be extended based on academic needs. Schools #12 and #17 will run modified hours. Teachers will be compensated at \$35.00 per hour from Title I funds.

| | | | |
|------------------|--|--|--|
| Kristin Reale #4 | | | |
|------------------|--|--|--|

P-1/16/19-15 -- Additional Appointments for After School Academic Support Program

RESOLVED, that the Clifton Board of Education accepts the recommendation of the Superintendent of Schools to appoint the following district teachers as tutors for the After School Academic Support Program at all schools. The Program will run from Tuesday, November 13, 2018 through Thursday, March 28, 2019, up to two days per week from 3:20 pm to 4:20 pm., on an as needed basis. End date may be extended based on academic needs. Each school will determine the days of the program. Schools #12 and #17 will run modified hours. Teachers will be compensated at \$35.00 per hour from Local Funds.

School assignments indicated are for this program and may change based on enrollment.

| | | | |
|------------------|--|--|--|
| Kristin Reale #4 | | | |
|------------------|--|--|--|

P-1/16/19-16 -- Master's Level Attainment

RESOLVED, that the Clifton Board of Education accepts the recommendation of the Superintendent of Schools to approve the following individuals for placement on the proper step of the Master's Level Teachers' salary guide.

| | | |
|--------------|---------------------------------------|------------------|
| Alison Munro | Special Education Teacher, School #14 | Effective 2/1/19 |
|--------------|---------------------------------------|------------------|

P-1/16/19-17 -- Sixth Year Level Attainment

RESOLVED, that the Clifton Board of Education accepts the recommendation of the Superintendent of Schools to approve the following individuals for placement on the proper step of the Sixth Year Level Teachers' salary guide.

| | | |
|-------------------------|--|------------------|
| Alexander Berberich | Elementary Physical Education Teacher, School #1 | Effective 2/1/19 |
| Catherine Chidiac | Special Education Teacher, School #17 | Effective 2/1/19 |
| Stefanie Cramer | Special Education Teacher, WWMS | Effective 2/1/19 |
| Jill Fedorchak | Grade 5 Teacher, School #15 | Effective 2/1/19 |
| Ariel Ganesh | Mathematics Teacher, CHS | Effective 2/1/19 |
| George Gouliamos | Science Teacher, CHS | Effective 2/1/19 |
| Megan Graziano | Science Teacher, CHS | Effective 2/1/19 |
| Maria Herschbein | Grade 3 Teacher, School #14 | Effective 2/1/19 |
| MaryAnn Hoholuk | Reading Recovery Teacher, School #12 | Effective 2/1/19 |
| Lucyna Mierzwa | Mathematics Teacher, CHS | Effective 2/1/19 |
| Rossana Miranda | Grade 1 Teacher, School #12 | Effective 2/1/19 |
| Lisa Pisano | Grade 1 Teacher, School #12 | Effective 2/1/19 |
| Paul Rivera-Ortiz | Mathematics Teacher, CHS | Effective 2/1/19 |
| Carla Rodriguez | Special Education Teacher, WWMS | Effective 2/1/19 |
| Helene Smith-Gentilello | Special Education Teacher, School #16 | Effective 2/1/19 |
| Justin Swisher | Social Studies Teacher, CCMS | Effective 2/1/19 |
| Courtney Terry | Student Assistance Counselor, CHS | Effective 2/1/19 |
| Krystyna Zak | Mathematics Teacher, CHS | Effective 2/1/19 |

P-1/16/19-18 -- Administrative Leave

RESOLVED, that the Clifton Board of Education accepts the recommendation of the Superintendent of Schools to place the following individual on administrative leave, with pay, effective January 2, 2019 – January 10, 2019.

Employee ID #7817

P-1/16/19-19 -- Student Teacher/Practicum/Field Observation Placements

RESOLVED, that the Superintendent of Schools recommends the approval of the following students to complete their student teaching, field experiences, and practicum assignments in the Clifton Public Schools during Spring 2019.

| STUDENT | COLLEGE | PROGRAM REQUIREMENT | LOCATION | COOPERATING TEACHER | Notes |
|------------------------|----------------|--|-----------------|------------------------------------|---------------------------------|
| Anna Evans | GCU | Practicum Observation Hours | TBD | TBD | Pending placement and paperwork |
| Etana Staiman | SHU | Level I Occupational Therapy Fieldwork | TBD | TBD | Pending placement and paperwork |
| Kristen Ralston | SHU | Level I Occupational Therapy Fieldwork | TBD | TBD | Pending placement and paperwork |
| Haziel Castillo | SHU | Level I Occupational Therapy Fieldwork | TBD | TBD | Pending placement and paperwork |
| Victoria Rossi | MSU | Clinical I & II | CHS | George Cowan | Pending paperwork |
| Jason Puskar | MSU | Clinical I & II | 12 & WW | Dawn Valentine & Jennifer Niederer | Pending paperwork |
| Jennifer Downs | MSU | Clinical I & II | 5, 9 & CHS | Jody Scelba, & Natalie Babiak | Pending paperwork |
| Danielle McGreevy-Svec | MSU | Internship | TBD | TBD | Pending paperwork and placement |

P-1/16/19-20 -- Board Member Conference

RESOLVED, that the Clifton Board of Education approves the following board member for attendance/fees at the listed conference.

| | | | | |
|-----------------|------------------------------|------------------|----------------|---|
| Tafari Anderson | NSBA 2019 Conference | Philadelphia, PA | 3/29/19-4/1/19 | \$1,470.00 registration, \$486.00 hotel, 162.00 meals \$73.83 mileage & tolls |
| Judith Bassford | Regional Leadership Training | Montville, NJ | 2/9/19 | \$50.00 |
| Frank Kasper | Passaic County SBA Meeting | Totowa, NJ | 2/4/19 | No Cost |

P-1/16/19-21 -- Conference Request(s)

RESOLVED, that the Clifton Board of Education accepts the recommendation of the Superintendent of Schools to approve the following staff member(s) for attendance/fees at the listed conferences.

| Employee Name | Conference/Workshop | Location | Date | Expense |
|----------------------|---|-----------------|-------------|----------------|
| Mary V. Beck | 5 th Annual Education & Behavioral Health Partnership Conference | Wayne, NJ | 2/1/19 | No Cost |
| Jennifer Bergmann | 5 th Annual Education & Behavioral Health Conference | Wayne, NJ | 2/1/19 | No Cost |

| | | | | |
|---------------------|--|---------------------|--|---|
| Jennifer Bergmann | NJACAC PD Workshop | Piscataway, NJ | 2/5/19 | No Cost |
| Regina Borriello | Wipro Science Education Fellowship Leadership Retreat | Plano, TX | 2/4/19-2/5/19 | \$207.00 flight, \$200.00 hotel, \$140.00 meals, Wipro Grant |
| Craig Chananie | STS Conference | Atlantic City, NJ | 3/27/19-3/29/19 | \$350.00 conference, \$172.00 hotel, \$78.31 mileage |
| Ian Cutler | Guided Math: Practical Strategies to Differentiate Your Math Instruction | West Orange, NJ | 2/28/19 | \$239.00, Title I funds |
| Katherine Davey | Preschool High Scope Curriculum | CELA-Brighton | 1/24/19, 1/25/19, 1/28/19, 1/29/19 & 1/30/19 | No Cost |
| Cynthia Eromenok | 5 th Annual Education & Behavioral Health Partnership Conference | Wayne, NJ | 2/1/19 | No Cost |
| Denene Guidetti | 101 Therapy Strategies to Increase your Effectiveness as a Speech Language Pathologist | West Orange, NJ | 1/25/19 | \$269.00, IDEA funds |
| Danielle Hrabinski | The Latino Family Literacy Project | Trenton, NJ | 1/25/19 | No Cost, \$5.52 mileage, Pre-K Grant |
| Maria Jaume-Aponte | 2019 Spring Conference-NJTESOL/BE | New Brunswick, NJ | 5/29/19, 5/30/19 & 5/31/19 | \$50.00 |
| Rosmunda Kenning | The Real Role of the School Climate Team | Monroe Township, NJ | 3/25/19 | No Cost |
| Natalie King | 101 Therapy Strategies to Increase your Effectiveness as a Speech Language Pathologist | West Orange, NJ | 1/25/19 | \$269.00, IDEA funds |
| Valerie Kropinack | NJDOE Assessment Outreach Practitioner Working Groups | Monroe, NJ | 1/23/19 | No Cost, \$27.22 mileage |
| Valerie Kropinack | NJDOE Assessment Outreach Practitioner Working Groups | Trenton, NJ | 2/11/19 | No Cost, \$33.73 mileage |
| Janina Kusielewicz | NJDOE Assessment Outreach: Practitioner Working Groups | Trenton, NJ | 2/4/19 | \$37.81 mileage |
| Raquel Lima | National Training Institute | St. Petersburg, FL | 4/29/19-5/3/19 | \$296.40 flight, \$1,046.75 hotel, \$176.00 meals & incidentals |
| Taylor Macchiarelli | Latino Family Literacy Project | Trenton, NJ | 1/25/19 | \$17.21 mileage |
| Albert Marchione | 2019 NJSBGA Conference/Expo | Atlantic City, NJ | 3/10/19-3/13/19 | \$200.00 registration, |

| | | | | |
|--------------------|---|-----------------------|--|--|
| | | | | \$99.25 meals |
| Rossana Miranda | Transforming Early Childhood Leadership Institute | Monroe Township, NJ | 3/18/19 & 5/7/19 | No Cost |
| Diane Monopoli | Guided Math: Practical Strategies to Differentiate Your Math Instruction | West Orange, NJ | 2/28/19 | \$239.00, \$3.21 mileage, Title I funds |
| Tracy Morigi | National Training Institute | St. Petersburg, FL | 4/29/19-5/3/19 | \$296.40 flight, \$1,045.64 hotel, \$176.00 meals |
| Dana Murdoch | Guided Math: Practical Strategies to Differentiate Your Math Instruction | West Orange, NJ | 2/28/19 | \$239.00, \$1.55 mileage, Title I funds |
| Elizabeth Nick | STS Conference | Atlantic City, NJ | 3/27/19-3/29/19 | \$350.00 conference, \$172.00 hotel, \$74.09 mileage |
| Marissa Papamarkos | Early Childhood Regional Meetings | East Orange, NJ | 2/20/19 & 5/24/19 | No Cost |
| Ruth Perez | Financial Operations | New Brunswick, NJ | 2/9/19, 2/16/19, 2/23/19, 3/2/19 & 3/9/19 | \$574.00 registration, \$111.26 mileage |
| Theresa Rapavi | Oppositional, Aggressive, Attention –Seeking & Uncooperative Children, Teens & Young Adults | Parsippany, NJ | 1/25/19 | \$50.00 |
| Joelle Rosetti | The Real Role of the School Climate Team | Monroe Township, NJ | 3/25/19 | No Cost |
| Marcela Sansanelli | Introduction to the High Scope Session | CELA-Brighton | 1/24/19, 1/25/19, 1/28/19, 1/29/19 & 1/30/19 | No Cost |
| Laurie Unis | Introduction to the High Scope Session | CELA-Brighton | 1/24/19, 1/25/19, 1/28/19, 1/29/19 & 1/30/19 | No Cost |
| Uma Vakil | 5 th Annual Education and Behavioral Health Partnership Conference | Wayne, NJ | 2/1/19 | No Cost |
| Laura Xenophontos | “You’re Here, But Can You Hear?” | Hasbrouck Heights, NJ | 5/15/19 | \$50.00 |
| Monica Zak | Guided Math: Practical Strategies to Differentiate Your Math Instruction | West Orange, NJ | 2/28/19 | \$239.00, \$6.63 mileage, Title I funds |

P-1/16/19-22 -- Coaching Appointment(s)

RESOLVED, that the Clifton Board of Education accepts the recommendation of the Superintendent of Schools to appoint the following individual(s) to the following athletic position.

| | | | |
|----------------|---|---------------|---|
| Shirah Wittwer | CHS, Head Boys Tennis Coach, replace Andrea Bobby who retired | 3/1/19-6/1/19 | Category 4, Step 1 - \$5,623.00 as per 2018/2019 Head |
|----------------|---|---------------|---|

| | | | |
|--|--|--|--------------------|
| | | | Coach Salary Guide |
|--|--|--|--------------------|

P-1/16/19-23 -- Substitute Appointment(s)

RESOLVED, that the Clifton Board of Education accepts the recommendation of the Superintendent of Schools to approve the following personnel for assignment as per diem substitute for the 2018-2019 school year, as specified.

Brianna Aslanian – Substitute Teacher
 Amy Louie – Substitute Teacher
 Ola Alghalayeni – Substitute Paraprofessional

Aenas Carpizo – Substitute Teacher
 Samantha Wilk – Substitute Teacher
 Maria Rial – Substitute Paraprofessional

P-1/16/19-24 -- Personnel Appointments

RESOLVED, that the following individuals are appointed in accordance with the stipulations as set forth in the recommendation of the Superintendent of Schools. Employment is provisional, contingent upon a criminal record check in compliance with Title 18A:6-7.1c.

| | | | | |
|--------------------|--|---------------------------|-------------------------------------|---|
| Ola Alghalayeni | Translator, fills a new position | District-wide | 1/22/19-6/30/19 | \$20.00 per hour |
| Brianna Aslanian | TTR, Elementary Band Teacher, replaces Employee ID #7479 who is on MAT LOA | Schools #1, #5, #8 and #9 | 3/19/19-6/30/19 | Step 1 of the 2018/2019 BA Salary Guide, \$54,425, with benefits, pro-rated for lesser service |
| Frederick Carter | Custodian, replaces Gerard Yannuzzi who was transferred | School #15 (11 am-8 pm) | 1/17/19-6/30/19 | Step 1 of the 2016/2017 Custodian Salary Guide, \$34,447 plus \$1,250 (night differential), pending new guide, pro-rated for lesser service |
| Pedro Colon | Custodian, replaces Manual Germoso who was transferred | School #17 (3 pm-12 am) | 1/17/19-6/30/19 | Step 1 of the 2016/2017 Custodian Salary Guide, \$34,447 plus \$2,250 (night differential), pending new guide, pro-rated for lesser service |
| Joselyn Cruz | TTR, BSI Teacher, replaces Employee ID #568 who is on FMLA | School #14 | 1/7/19-4/12/19 | Step 8 of the 2018/2019 MA Salary Guide, \$64,975, with benefits |
| Andrew Diekhaus | Maintenance/Grounds, fills a new position | District | 1/17/19-6/30/19 | Step 1 of the 2016/2017 Maintenance Salary Guide, \$38,352, pending new guide, pro-rated for lesser service |
| Fotini Kotrotsios | ESL Teacher, replacing Shirley Cruz who resigned | CHS | Start date to be determined-6/30/19 | Step 10 of the 2018/2019 MA Salary Guide, \$71,375, pro-rated for lesser service |
| Kalliopi Meneakis- | TTR, Grade 5 Teacher, | School #3 | 3/7/19-6/30/19 | Step 1 of the 2018/2019 |

| | | | | |
|---------------------|--|--------------------------------|--------------------------------------|---|
| Zanakis | replaces Employee ID #3129 who is on MAT LOA | | | BA Salary Guide, \$54,425, with benefits, pro-rated for lesser service |
| Lindsay Murphy | TTR, Grade 5 Teacher, replaces Employee ID #7843 who is on MAT LOA | School #15 | 3/21/19-6/30/19 | Step 1 of the 2018/2019 BA Salary Guide, \$54,425, with benefits, pro-rated for lesser service |
| Margarita Rodriguez | Kindergarten Aide, replaces Michelle Nahass who resigned | School #1 | 1/17/19-6/30/19 | \$10.00 per hour |
| Kenneth Rose | Elementary General Music Teacher, replaces Charles Ostrander who retired | Schools #1, #4, #11, #13 & #16 | Start date to be determined- 6/30/19 | Step 1 of the 2018/2019 BA Salary Guide, \$54,425, pro-rated for lesser service |
| Mercy Saltos | Lunch Aide replaces Mina Abdelhalim who resigned | School #1 | 1/17/19-6/14/19 | \$8.85 per hour |
| Laura Tunnell | Elementary School Counselor, replaces Jane O'Neill who was changed in status | School #11 | 1/17/19-6/30/19 | Step 1 of the 2018/2019 MA Salary Guide, \$59,425, pro-rated for lesser service |
| Kerri Zingone | p/t Paraprofessional, fills a new position | CELA-Brighton | 1/17/19-6/30/19 | Step 1 of the 2018/2019 p/t Paraprofessional Salary Guide, \$19,499 plus \$500 (salary differential for 53 credits), pro-rated for lesser service |

C. FINANCE/FACILITIES:

Items F-1/16/19-01 through F-1/16/19-16 will be voted upon in one motion:
 MOTION BY Lawrence Grasso SECOND BY Tafari Anderson VOTE 8-0
 YES: Abedrabbo, Bassford, Kasper, Danny, Anderson, Grasso, Agresti, Daley
 NO: Bassford (check #'s 191649, 191733 and 191820 only)
 ABSTAIN: Abedrabbo (F-07 and F-08 only), Bassford (F-07 and F-08 only), Kasper (check #191858 only)
 ABSENT: Passenti

Prior to action on this motion, Administration answered questions regarding the school election, security and potential costs regarding the election. It was noted that the use of facility policy will be brought back to the policy committee for discussion regarding liability. There was a discussion regarding the number of poll workers that would be needed on election day.

F-1/16/19-01 -- Donation to Music Angels Program

RESOLVED, that the Clifton Board of Education accepts the recommendation of the

Superintendent of Schools to accept, with sincere gratitude, the donation of \$100.00 to the Music Angels Program from Debra and Ronald Garofalo and a letter of appreciation be forwarded to Debra and Ronald Garofalo, Lyndhurst, NJ, for this generous donation.

F-1/16/19-02 -- Donation to Music Angels Program

RESOLVED, that the Clifton Board of Education accepts the recommendation of the Superintendent of Schools to accept, with sincere gratitude, the donation of \$200.00 to the Music Angels Program from Effie Yuen and a letter of appreciation be forwarded to Effie Yuen, Maplewood, NJ, for this generous donation.

F-1/16/19-03 -- Donation to Music Angels Program

RESOLVED, that the Clifton Board of Education accepts the recommendation of the Superintendent of Schools to accept, with sincere gratitude, the donation of a Yamaha Gig Maker Electric Guitar Kit, retail value of \$259.99, to the Music Angels Program from Ken and Leslie DePoto, c/o Cool Cat Music Company, Montclair, NJ and a letter of appreciation be forwarded to Ken and Leslie DePoto, c/o Cool Cat Music Company, Montclair, NJ, for this generous donation.

F-1/16/19-04 -- Donation to Music Angels Program

RESOLVED, that the Clifton Board of Education accepts the recommendation of the Superintendent of Schools to accept, with sincere gratitude, the donation of \$25.00 to the Music Angels Program from the Stepneski Family and a letter of appreciation be forwarded to the Stepneski Family, Clifton, NJ, for this generous donation.

F-1/16/19-05 -- Donation to School #5

RESOLVED, that the Clifton Board of Education accepts the recommendation of the Superintendent of Schools to accept with sincere gratitude, the donation towards a microphone set for the physical education classes, in the amount of \$290.79, from the Home and School Association of School #5 and a letter of appreciation be forwarded to the Home and School Association of School #5, for this generous donation.

F-1/16/19-06 -- Approval for Transportation Services Agreement – 2018-2019 School Year

RESOLVED, that the Clifton Board of Education approves the Transportation Services Agreement with the Northern Region Educational Services Commission to transport our eligible students on the following routes, at the rates indicated:

| Route # | School | Contractor | # of Students | Est. Cost Per Route | Surcharge |
|----------|---------------------------------|------------------------|---------------|---------------------|-----------|
| WWCL19 | Woodrow Wilson MS/Clifton HS | Omar Transportation | 2 | \$18,600.00 | \$558.00 |
| CLIF1812 | Clifton HS | Omar Transportation | 1 | 2,925.00 | 87.75 |
| SSPA18 | Shepard School | Omar Transportation | 1 | 5,100.00 | 153.00 |
| CLSCH17 | School #17 | Omar Transportation | 1 | 4,233.00 | 126.99 |
| YCSLC1 | YCS Sawtelle-Montclair | Jets Transportation | 1 | 5,568.00 | 167.04 |
| CHACL19 | Chancellor Academy | Jets Transportation | 1 | 930.00 | 27.90 |
| F284 | Holmstead School | Jersey Kids Trans. | 1 | 20,580.00 | 617.40 |
| F286 | Washington Sch. Prog. @ Emerson | R & May Transportation | 1 | 19,425.00 | 582.75 |
| F290 | Clifton HS | R & May Transportation | 1 | 220.00 | 6.60 |

| | | | | | |
|------|------------------------------|---------------------|---|---------------------|--------------------|
| F300 | NJEDDA | Sami Peadia Care | 1 | 24,528.00 | 735.84 |
| F305 | 360 Academy | Omar Transportation | 1 | 26,880.00 | 806.40 |
| F315 | Pompton Lakes HS-Life Skills | Jets Transportation | 1 | 21,978.00 | 659.34 |
| F340 | NJEDDA HS | Jersey Kids Trans. | 5 | 50,859.04 | 1,525.17 |
| F341 | NJEDDA HS | Jersey Kids Trans. | 3 | 44,459.52 | 1,333.79 |
| F346 | The Craig Lower School | Omar Transportation | 1 | 22,200.00 | 666.00 |
| F349 | Memorial School | Omar Transportation | 1 | 19,690.00 | 590.70 |
| F354 | Clifton HS/School #3 | Omar Transportation | 4 | 26,768.00 | 803.04 |
| F355 | School #3-Clifton | Omar Transportation | 1 | 20,160.00 | 604.80 |
| F361 | Woodrow Wilson MS | Omar Transportation | 1 | 23,520.00 | 705.60 |
| F365 | YCS Sawtelle-Montclair | Omar Transportation | 1 | 26,051.00 | 781.53 |
| F367 | School #17-Cliftonm | Omar Transportation | 1 | 22,400.00 | 672.00 |
| F371 | Clifton HS | Prestige Xpress | 1 | 15,680.00 | 470.40 |
| | | | | | |
| | | Total | | \$422,754.56 | \$12,682.04 |

F-1/16/19-07 -- Approval to Designate Dates and Times Regarding Annual School Election

RESOLVED, that the Clifton Board of Education approves the following times to be designated as the official dates and times of the Annual School Election to be held on:

School Election Date

Tuesday April 16, 2019

Opening of Polls 1:30 PM
 Closing of Polls 8:00 PM

AND THEREFORE BE IT RESOLVED, that the nominating petitions for the annual school election to be held on Tuesday, April 16, 2019 will be available in the Board Secretary’s Office, upon the conclusion of tonight’s meeting and;

The deadline for filing nominating petitions is Monday, February 25, 2019, 4:00 p.m. The drawing of names for positions on the ballot will be held on March 6, 2019, 12:00 noon. The drawing will be held in the Lower Board Room, 745 Clifton Avenue, Clifton, NJ 07013.

The general public is invited to attend the drawing. The Clifton Board of Education further recognizes that the Tuesday, April 16, 2019 annual school election will be for Three (3) Seats for Three (3) Year Term and One (1) Seat for One (1) Year Term. Amount not to exceed \$100,000.00.

F-1/16/19-08 -- Approval to Set Compensation for Poll Workers

RESOLVED, the Clifton Board of Education recommends that, in accordance with N.J.S.A. 19:45-6(d), hereby sets the compensation for poll workers serving on the Annual School Election scheduled for Tuesday, April 16, 2019 to be \$14.29 per hour, which is the maximum permitted by law.

F-1/16/19-09 -- Approval to Appoint Public Agency Compliance Officer (P.A.C.O.)

RESOLVED, that the Clifton Board of Education accepts the recommendation of the

Superintendent of Schools to appoint the Business Administrator as the Public Agency Compliance Officer (P.A.C.O.) and that the district notify the Division of Purchase and Property, Contract Compliance and Audit Unit, EO Monitoring Program of this designation.

F-1/16/19-10 -- Approval to Proceed with Window Replacement at Christopher Columbus Middle School

WHEREAS, the Board of Education of Clifton in the County of Passaic, New Jersey (the "Board"), desires to proceed with a school facilities project consisting generally of:

WINDOW REPLACEMENT AT CHRISTOPHER COLUMBUS MIDDLE SCHOOL

WHEREAS, the Board now seeks to take the initial steps in order to proceed with the Project:

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF EDUCATION OF CLIFTON IN THE COUNTY OF PASSAIC, STATE OF NEW JERSEY, as follows:

Section 1. In accordance with the requirements of Section 6A:26-3 of the New Jersey Administrative Code, the Board hereby approves the Schematic Plans prepared in connection with the Project and the Board further authorizes the submission of same to the Passaic County Superintendent of Schools and the New Jersey Department of Education for approval.

Section 2. The Board hereby authorizes the amendment to its Long-Range Facilities Plan in order to reflect the proposed Project.

Section 3. The School Administration and such other officers and agents of the Board as are necessary, including the Board attorney, bond counsel and architect, are hereby authorized to perform such other acts, to execute such other documents and to do such other things as are necessary to implement the determinations of the Board set forth in this resolution. The District is not seeking a grant.

Section 4. This resolution shall take effect immediately.

F-1/16/19-11 -- Approval to Proceed with Science Classroom Renovations at Clifton High School

WHEREAS, the Board of Education of Clifton in the County of Passaic, New Jersey (the "Board"), desires to proceed with a school facilities project consisting generally of:

SCIENCE CLASSROOM RENOVATIONS AT CLIFTON HIGH SCHOOL

WHEREAS, the Board now seeks to take the initial steps in order to proceed with the Project:

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF EDUCATION OF CLIFTON IN THE COUNTY OF PASSAIC, STATE OF NEW JERSEY, as follows:

Section 1. In accordance with the requirements of Section 6A:26-3 of the New Jersey Administrative Code, the Board hereby approves the Schematic Plans prepared in connection with the Project and the Board further authorizes the submission of same to the Passaic County Superintendent of Schools and the New Jersey Department of Education for approval.

Section 2. The Board hereby authorizes the amendment to its Long-Range Facilities Plan in order to reflect the proposed Project.

Section 3. The School Administration and such other officers and agents of the Board as are necessary, including the Board attorney, bond counsel and architect, are hereby authorized to perform such other acts, to execute such other documents and to do such other things as are necessary to implement the determinations of the Board set forth in this resolution. The District is not seeking a grant.

Section 4. This resolution shall take effect immediately.

F-1/16/19-12 -- Certification of Budget Line Item Accounts – November, 2018 (see attachment)

RESOLVED, that in accordance with N.J.A.C. 6A:23-2.12(c)4, the Clifton Board of Education certifies that no major account or fund has been over-expended, as per the attached reports, for the month ending November 30, 2018 and that sufficient funds are available to meet the district's financial obligations for the remainder of the fiscal year.

F-1/16/19-13 -- Financial Reports – November, 2018 (see attachment)

RESOLVED, that the Clifton Board of Education acknowledges receipt of the Report of the Treasurer and Report of the Secretary, as appended, for the month ending November 30, 2018.

F-1/16/19-14 -- Modifications to 2018-2019 Budget – November, 2018 (see attachment)

RESOLVED, that approval is granted for transfers between budget account lines.

F-1/16/19-15 -- Use of Facilities

RESOLVED, that the Clifton Board of Education approves the below-listed requests for use of the district's facilities, in accordance with Policy #7510-Use of School Facilities, at the fees listed:

| | | | | | |
|------|-------------------------------|------------------------------------|----------------------|---|--|
| 4255 | School #13 PTA | 5 th Grade Committee | School #13 – AP Room | December 13, 2018 – May 9, 2019 One Thursday each month 6:00PM – 8:00PM | Facilities: Custodian: |
| 4256 | Clifton Jr. Mustang Wrestling | Quad Match | CHS – Upper Gym | January 4, 2019 & January 25, 2019 Friday 6:00PM – 9:00PM | Facilities: Custodian: |
| 4257 | Clifton Jr. Mustang Wrestling | End of Season Wrestling Tournament | CHS – Lower Gym | February 24, 2019 Sunday 8:00AM – 8:00PM | Facilities: Custodian: \$50/Hour |

| | | | | | |
|------|--|--------------------------|-------------------------------|--|--|
| 4258 | Clifton Rec Department | Instructional Baseball | School #14 – Gym | February 4, 2019 – March 25, 2019 Monday 6:15PM – 9:00PM | Facilities: Custodian: \$40/Hour after 8PM |
| 4259 | Clifton Rec Department | Instructional Volleyball | CHS – Lower Gym | April 25, 2019 – June 6, 2019 Thursday 7:00PM – 8:00PM | Facilities: Custodian: |
| 4260 | Girl Scouts of Northern NJ Troop 97028 | Troop Meetings | School #5 – Cafeteria | February 6, 2019 – June 19, 2019 Two Wednesday's each month 5:30PM – 6:30PM | Facilities: Custodian: |
| 4261 | School #9 PTO | Vendor & Craft Fair | School #9 – Gym & Parking Lot | April 7, 2019 Sunday 11:00AM – 3:00PM | Facilities: Custodian: |
| 4262 | Isabet School | Educational Seminar | CHS – Auditorium Cafeteria | April 6, 2019 Saturday 9:00AM – 6:00PM | Facilities: \$3,300.00 Custodian: \$40/Hour Utility: \$105/Hour |
| 4263 | Clifton National Little League | Baseball Evaluations | School #16 – AP Room | March 9, 2019 Saturday 8:00AM – 1:00PM | Facilities: Custodian: \$40/Hour |

F-1/16/19-16 -- Claims List (see attachment)

RESOLVED, that the claims represented, as appended, having been found in order by the Board Secretary/Business Administrator are hereby ordered to be released for payment when funds are available, and

BE IT FURTHER RESOLVED, that the claims be entered in the Board's official minutes and be open to further inspection by Board Members and others entitled to inspect same.

| | |
|-----------------------------------|-------------------------|
| Payroll (Dec. 14th) | \$ 7,126,946.09 |
| Payroll (Dec. 21st) | \$ 5,079,131.80 |
| List of Bills (Dec.) | \$ 115,575.92 |
| List of Bills (Dec. – Pgs. 1-119) | \$ 4,920,389.77 |
| Total | \$ 17,242,043.58 |

ADDENDUM

C. FINANCE/FACILITIES:

Item F-1/16/19-17

MOTION BY Frank Kasper SECOND BY Judy Bassford VOTE 8-0

YES: Abedrabbo, Bassford, Kasper, Danny, Anderson, Grasso, Agresti, Daley

ABSENT: Passenti

F-1/16/19-17 - Approval to Dispose of Assets

RESOLVED, that the Clifton Board of Education, upon the recommendation of the Superintendent of Schools, approve the following vehicles to go to bid with USGovBid/Auction Liquidation Services, with a minimum bid of \$7,500.00 on the buses be accepted.

AND, BE IT FURTHER RESOLVED that the Board Secretary/School Business Administrator be authorized to convey title to the bidder submitting the highest responsible proposal based upon an item-by-item analysis.

| | |
|---|---------------------------|
| 3 | 24 Passenger School Buses |
|---|---------------------------|

PUBLIC RECOGNITION: Any Item

Dana Howard (School #15 HSA President) and Carol Camacho (School #15 HSA Secretary) spoke about roof and heating concerns at School #15. Lori Llama, CTA President, commented about looking forward to working with the Administration and the Board. Joe Canova commented about upcoming School #3 HSA events and the CPAC meeting he attended. He also spoke about the upcoming P.R.A.I.S.E. meeting and the Superintendent search.

Mr. Daley introduced Mr. Luis Ros. He will be working at the Administration building to assist with personnel. He was previously assigned to the high school. Mr. Ros thanked the Administration and the Board for this opportunity and is looking forward to serving the district.

BOARD MEMBER COMMENTS:

Mr. Kasper – wished Mr. Tietjen luck with his upcoming surgery and welcomed Ms. Agresti. He congratulated the students of the month and wished the Robotics Team good luck with their upcoming events. He thanked everyone who donated items to the district.

Ms. Danny – congratulated all the students here tonight and Ms. Agresti. She wished Mr. Tietjen a speedy recovery and congratulated Mr. Ros. She also congratulated Rachel Ziegler for her success in the Spielberg movie. She commented about Martin Luther King day.

Mr. Anderson – congratulated the students of the month and wished Mr. Tietjen a speedy return. He congratulated Mr. Ros and Ms. Agresti. He spoke about all the hard work Board members do and also spoke about Martin Luther King and his many accomplishments.

Mr. Grasso – thanked everyone who donated items to the district and congratulated the students of the month. He encouraged all students to continue to work hard and thanked all veterans and current military personnel. He welcomed Ms. Agresti and wished good luck to Mr. Tietjen and Mr. Ros. He commented about issues at School #15, the Superintendent search, upcoming school events and Martin Luther King Day.

Ms. Agresti – thanked the Board for re-appointing her to the Board until the April election. She thanked everyone that applied for doing so. She congratulated the students, encouraged them to

continue to work hard and wished good luck to the Robotics Team. She commented about issues at School #15 and wished good luck to Mr. Ros, Ms. Lalama, the new CTA president, and Mr. Tietjen.

Mr. Abedrabbo – commented about abstaining on a vote and about the April election. He congratulated the students of the month and spoke about issues at School #15. He congratulated Ms. Lalama and Mr. Ros and wished good luck to Mr. Tietjen. He congratulated Rachel Ziegler and Jenna, School #11 student, for their accomplishments outside of the classroom. He also commented about Martin Luther King Day and encouraged students to make it a service to the community day.

Ms. Bassford – spoke about community service and Martin Luther King Day. She welcomed Ms. Agresti and Mr. Ros and wished Mr. Tietjen good luck. She commented that the School #15 concerns have been heard and congratulated Ms. Lalama. She also commented that the P.R.A.I.S.E. meeting will be on January 28th at the Allwood Library and spoke about the group. She wished Tony Latona good luck on his upcoming tour overseas and commented about the Board having work sessions.

Mr. Tardalo – spoke about the concerns at School #15 and noted that they are being addressed. He also commented about Martin Luther King and community service. He also welcomed Ms. Agresti and congratulated Ms. Lalama. He commented that negotiations are ongoing with the different associations and support is needed for the budget. He noted that there will be a number of upcoming meetings with the community relative to the Superintendent search.

Mr. Daley – thanked the speakers here tonight and the students of the month. He commented about the School #15 concerns and asked Administration to keep in touch with the parents. He thanked Mr. Ros, wished Mr. Tietjen a speedy recovery and welcomed Ms. Agresti. He spoke about the Governor's upcoming budget message and commented that the budget will be voted on by the Board at the last meeting in March. He congratulated Ms. Lalama and thanked Mr. Croot for attending tonight's meeting.

The Board attorney brought to the attention of the Board the law regarding the current Board Vice President vacancy. He noted the law states the position must be filled within 30 days of the vacancy.

A motion was made to nominate Tafari Anderson for Vice President.

MOTION BY Lawrence Grasso VOTE: 4-0-4

YES: Kasper, Anderson, Grasso, Daley

ABSTAIN: Abedrabbo, Bassford, Danny, Agresti

ABSENT: Passenti

A motion was made to nominate Lucy Danny for Vice President.

MOTION BY Arlene Agresti VOTE: 6-0-2

YES: Kasper, Danny, Anderson, Grasso, Agresti, Daley

ABSTAIN: Abedrabbo, Bassford

ABSENT: Passenti

A motion was made to nominate Fahim Abedrabbo for Vice President.

MOTION BY Judy Bassford

A motion was made to close the nominations

MOTION BY Lawrence Grasso SECOND BY Frank Kasper VOTE all Board members verbally agreed

Ms. Danny was congratulated on being elected Vice President.

NEW BUSINESS:

1. Mr. Anderson requested another mold study be done at School #15. Mr. Daley asked Administration to have another mold study done at School #15.

EXECUTIVE SESSION: 8:34 pm

MOTION FOR RESOLUTION to convene in Executive Session to discuss a confidential issue,

Harassment, Intimidation and Bullying reports and Superintendent search issues. IT IS FURTHER RESOLVED, that the Presiding Officer will announce that following Executive Session, the public will be advised of the nature of the discussion and/or notified when formal action may be taken.

MOTION BY Arlene Agresti SECOND BY Tafari Anderson VOTE all Board members
Verbally agreed

ACTION WILL NOT BE TAKEN

ADJOURNED: 9:47 pm

[NOTE: This document is subject to additions, withdrawals, and modifications without notice.]

Respectfully submitted,

Michael Ucci
Board Secretary

MU/ld