THE ENGLEWOOD BOARD OF EDUCATION

AGENDA – PUBLIC MEETING
July 16, 2015
6:30 p.m.

A Public Meeting of the Board of Education will be held this day opening in Room 311 at Dr. John Grieco Elementary School; immediately moving to closed session and returning to open session at 8:00 p.m. in the Cafeteria. The order of business and agenda for the meeting are:

I. CALL TO ORDER

II. OPEN PUBLIC MEETING STATEMENT – Board of Education President

The New Jersey Open Public Meetings Law was enacted to insure the right of the public to have advance notice of and to attend the meetings of public bodies at which any business affecting their interests is discussed and acted upon. In accordance with the provisions of this act, the Board of Education has caused notice of this meeting to be posted in the Board Office, City Clerk's Office, Public Library, and all Englewood public schools and e-mailed or faxed to the Record, Suburbanite, Co-Presidents of the ETA and EAA, Presidents of parent-teacher organizations and any person who has requested individual notice and paid the required fee.

III. ROLL CALL

Molly Craig-Berry, Henry Pruitt III, Devry B. Pazant, Carol Feinstein, Junius Carter, Stephen Brown, Glenn Garrison, Betty Griffin, Howard Haughton

IV. PLEDGE OF ALLEGIANCE

V. CLOSED SESSION AS NECESSARY *(Use this resolution to identify the qualified matters to be discussed)*

WHEREAS**,** the Open Public Meetings Act, N.J.S.A.10:4-12, permits the Board of Education to meet in closed session to discuss certain matters, now, therefore be it

RESOLVED**,** the Board of Education adjourns to closed session to discuss: (select one or more)

1) a matter rendered confidential by federal or state law
2) a matter in which release of information would impair the right to receive government funds
3) material the disclosure of which constitutes an unwarranted invasion of individual privacy
4) a collective bargaining agreement and/or negotiations related to it
5) a matter involving the purchase, lease, or acquisition of real property with public funds
6) protection of public safety and property and/or investigations of possible violations or violations of law
7) pending or anticipated litigation or contract negotiation and/or matters of attorney-client privilege
8) specific prospective or current employees unless all who could be adversely affected request an open session
9) *deliberation after a public hearing that could result in a civil penalty or other loss*

and be it

FURTHER RESOLVED, the minutes of this closed session be made public when the need for confidentiality no longer exists.

VI. APPROVAL OF MINUTES **TAB – 1**

April 27, 2015 – Special Public Meeting and Closed Session
May 14, 2015 – Public Meeting and Closed Session

VII. COMMITTEE REPORT(S)

VIII. SUPERINTENDENT'S REPORT

IX. REVIEW OF CONSENT AGENDA

(The following resolutions are presented for your consideration pursuant to Board of Education Bylaw 164.)

Administration **16-A-01 through 16-A-07**
Finance **16-F-01 through 15-F-04**
Personnel **16-P-01 through 15-P-05**

Section	Section	Topic	Page	Tab
Administration	16-A-01	Approval – Purchased Services 2015-2016	3	2
	16-A-02	Approval – Comprehensive Equity Plan	3	3
	16-A-03	Approval – First Reading Board of Education Revised Policy	4	4
	16-A-04	Approval – Superintendent's Harassment, Intimidation and Bullying Report	4	
	16-A-05	Approval – Report of Student Suspensions	4	
	16-A-06	Approval – Placement of Students in Suspension Alternative Program (SAP) Operated by Bergen County Special Services	5	5
	16-A-07	Approval – District Enrollment in Schools	5	
Finance	16-F-01	Approval – Acceptance of Donation from Dwight Morrow High School Alumni Educational Alliance	6	
	16-F-02	Approval – Appointment of Professional Position (Revised)	6	
	16-F-03	Approval – Municipal Finance Contract for Purchase of Copy Machines	7	6
	16-F-04	Approval – Staff-BOE Travel	7	
Personnel	16-P-01	Approval – 2015-2016 Contracted Appointments	8	
	16-P-02	Approval – 2015-2016 Extra Compensation Positions	9	
	16-P-03	Approval – 2014-2015 & 2015-2016 Salary Adjustments, Reclassifications & Transfers	9	
	16-P-04	Approval – Revised Assistant Superintendent Employment Contract	10	7
	16-P-05	Approval – Retirement, Resignations, Leaves Of Absence, Terminations	10	

X. PRIVILEGE OF THE FLOOR

XI. APPROVAL OF CONSENT AGENDA

a. Motion to approve the consent agenda: _____Second: _____
b. Board Discussion
c. Vote

XII. OLD/NEW BUSINESS

XIII. ADJOURNMENT

ADMINISTRATION

16-A-01 APPROVAL – PURCHASED SERVICES 2015 – 2016 TAB –2

WHEREAS, the district requires specialized services to satisfy educational and business requirements,

BE IT RESOLVED, the Englewood Board of Education authorizes the president and secretary to enter into agreement with the listed individuals and/or organizations, subject to attorney review of any applicable agreement both as to content and form:

Vendor/Consultant	Service Type	Student	When:	Budget Code	Cost 15-16	
Out of District Tuition:						
Bergen County Special Serv	Tuition	See Attached List	July 2015 - June 2016	11-000-100-565-40-000-000	$1,319,966.84	
Public Schools	Tuition	See Attached List	July 2015 - June 2016	11-000-100-562-40-000-000	$447,487.00	
Private Sch for Disabled-in-State	Tuition	See Attached List	July 2015 - June 2016	11-000-100-566-40-000-000	$1,387,866.38	
BCTS-Paramus Vo-Tech	Tuition	See Attached List	July 2015 - June 2016	11-000-100-564-40-000-000	$246,240.00	
DCF Regional School	Tuition	See Attached List	July 2015 - June 2016	State Deduction	$40,973.00	
Received Tuition:						
Paterson Schools	ESY Program (Tuition + Related Services)	DS (Grieco School)	July 6, 2015 - July 31,2015	income	$4,205.00	income
(they are responsible for transportation and 1:1 Nurse)						

16-A-02 APPROVAL – COMPREHENSIVE EQUITY PLAN TAB-3

BE IT RESOLVED, the Englewood Board of Education approves the Annual Statement of Assurance of the Comprehensive Equity Plan for the 2015-2016 school year.

16-A-03 APPROVAL – FIRST READING BOARD OF EDUCATION REVISED POLICY TAB-4

RESOLVED, that the Board of Education discusses and entertains written public comment** on the following attached Board of Education policies/regulations and agrees to consider adoption of these policies/regulations as revised at a forthcoming Board of Education meeting, after hearing public comments:

5420M	Reporting Pupil Progress (M)

***Note**: Public comment on these policies will be accepted in writing through August 3, 2015*

16-A-04 APPROVAL – SUPERINTENDENT'S HARASSMENT, INTIMIDATION AND BULLYING REPORT

BE IT RESOLVED, the Englewood Board of Education approves the Interim Superintendent's determination and actions taken for all reported incidents of Harassment, Intimidation and Bullying as discussed at the **July 16, 2015** closed session meeting.

16-A-05 APPROVAL - REPORT OF STUDENT SUSPENSIONS

WHEREAS, school principals have reported to the Interim Superintendent of Schools that during the month of **June 2015** they have imposed disciplinary suspensions on certain students pursuant to N.J.S.A. 18A:37-2;

BE IT RESOLVED, that the Englewood Board of Education acknowledges that this report has been filed with the Secretary and constitutes a report to the Board of Education in compliance with N.J.S.A. 18A:37-4:

Suspensions	Sept-30 '13	Oct-31 '13	Nov-30 '13	Dec-31 '13	Jan-31 '14	Feb-28 '14	Mar-31 '14	Apr-30 '14	May-31 '14	Jun-30 '14	YTD
High School	3	17	9	12	8	11	16	10	12	2	100
Middle School	7	5	1	4	5	11	3	9	5	2	52
McCloud School	-	1	1	1	-	1	7	1	4	4	20
Grieco School	-	-	-	-	-	-	1	1	-	-	2
Quarles School	-	-	-	-	-	-	-	-	-	-	-
Total	10	23	11	17	13	23	27	21	21	8	174

Suspensions	Sept-30 '14	Oct-31 '14	Nov-30 '14	Dec-31 '14	Jan-31 '15	Feb-28 '15	Mar-31 '15	Apr-30 '15	May-31 '15	Jun-30 '15	YTD
High School	-	1	9	3	3	4	13	11	10	13	67
Middle School	-	3	3	4	6	1	5	5	8	8	43
McCloud School	-	-	-	1	2	1	8	3	6	2	23
Grieco School	-	-	-	-	-	-	1	2	1	1	5
Quarles School	-	-	-	-	-	-	-	-	-	-	-
Total	0	4	12	8	11	6	27	21	25	24	138

16-A-06 APPROVAL – PLACEMENT OF STUDENTS IN SUSPENSION ALTERNATIVE PROGRAM (SAP) OPERATED BY BERGEN COUNTY SPECIAL SERVICES **TAB – 5**

RESOLVED, that the Englewood Board of Education enter into a contract with Bergen County Special Services for the short-term placement of students grades 5 – 12 in the BCSS Suspension Alternative Program (SAP) located at 284 Hackensack Avenue in Hackensack, NJ. Students placed in the program will be those at risk of suspension for offenses other than those related to firearms or who are under consideration for expulsion. Student placement will be for a minimum of 5 consecutive days. Payment to the BCSS Suspension Alternative Program is not to exceed $5,000 for the 2015 – 2016 school year.

16-A-07 APPROVAL – DISTRICT ENROLLMENT IN SCHOOLS

Enrollment	30-Sep-14	15-Oct-14	31-Oct-14	30-Nov-14	31-Dec-14	31-Jan-15	28-Feb-15	31-Mar-15	30-Apr-15	31-May-15	26-Jun-15	Diff. to Oct. 15	Diff. to Sep. 30
Academies	480	478	479	478	477	474	472	472	471	471	470	(8)	(10)
DMHS	569	552	558	556	565	574	574	569	565	564	563	11	(6)
EAGLE	65	65	67	67	66	67	66	69	69	69	69	4	4
DMHS Total	1,114	1,095	1,104	1,101	1,108	1,115	1,112	1,110	1,105	1,104	1,102	7	(12)
JDMS (with Bridge)	405	404	399	400	401	400	400	401	402	402	400	(4)	(5)
McCloud	551	552	549	545	549	552	550	553	554	551	546	(6)	(5)
Grieco	594	594	594	592	594	595	594	594	596	596	594	0	0
Quarles	457	456	453	452	454	452	448	449	451	456	452	(4)	(5)
In-District Total	3,121	3,101	3,100	3,090	3,106	3,114	3,104	3,107	3,108	3,109	3,094	(7)	(27)

FINANCE

16-F--01 APPROVAL – ACCEPTANCE OF DONATION FROM DWIGHT MORROW HIGH SCHOOL ALUMNI EDUCATIONAL ALLIANCE

WHEREAS, the Englewood Board of Education has received a donation of $378.00 from the Dwight Morrow High School Alumni Education Alliance, herein referred to as the "Alliance," which will be used to promote hands-on, exploratory experiences among students attending Spanish III and Bilingual Environmental Science classes at Dwight Morrow High School in an effort to enhance the subject matter taught in the respective classrooms; and

WHEREAS, to achieve this end in part, students will take a field trip to the Museum of Natural History in New York City, which offers interactive activities designed to reinforce learning in the aforementioned subject areas, including the work of scientists, some of whom are mentioned in the textbooks, which students will be studying; and

WHEREAS, the knowledge gained from this trip will culminate in students—both those enrolled in Spanish III and those participating in Bilingual Environmental Science classes—having to engage in a project in which they must build an energy-saving house and explain how it works in Spanish; and

WHEREAS, since the monies received will be spent on a field trip, it will be necessary to account for said expenditures in accordance with generally accepted accounting procedures (GAAP), a separate account will be established by the Business Administrator/Board Secretary to monitor expenditures in the context of GAAP; and

BE IT RESOLVED, that the Englewood Board of Education hereby accepts the aforementioned funds and extends its gratitude to the Alliance for the donation as well as to Ms. Iglesias, a teacher at Dwight Morrow High School, for her role in helping to bring the donation to fruition.

16-F-02 APPROVAL – APPOINTMENT OF PROFESSIONAL POSITION (Revised)

WHEREAS, the Board of Education approved the Attorney (Construction Counsel) at the June 11, 2015 meeting (resolution 15-F-112) for the 2015-2016 school year at a rate of $160 per hour; and

WHEREAS, the Legal Services Agreement for the fiscal year 2015-2016 reflects a request for a $5.00 hourly increase;

BE IT RESOLVED, that the Englewood Board of Education hereby approves the following professional position at the revised rate of $165 per hour.

Service	Vendor	Rates
Attorney (Construction Counsel)	Dennis McKeever Sciarrillo, Cornell, Merlino, McKeever & Osborne, LLC, 238 St. Paul Street, Westfield, NJ 07091	$165/hour

16-F-03 APPROVAL – MUNICIPAL FINANCE CONTRACT FOR PURCHASE OF COPY MACHINES **TAB-6**

WHEREAS, the Englewood Board of Education has determined that a true and real need exists to acquire the equipment as per the attached tab as a replacement for these machines, now

BE IT RESOLVED, upon the recommendation of the Interim Superintendent that the Englewood Board of Education approves the lease agreement with Municipal Capital Finance, 4600 Broadway, Allentown, PA 18104; for the lease of these machines under State Contract A51464, and

BE IT FURTHER RESOLVED, authorizes the Business Administrator to execute the documents necessary to finalize this lease

16-F-04 APPROVAL – STAFF AND BOE TRAVEL

WHEREAS, the Englewood Board of Education recognizes school staff and Board members will incur travel expenses related to and within the scope of their current responsibilities and for travel that promotes the delivery of instruction or furthers the efficient operation of the school district; and

WHEREAS, the Board of Education establishes, for regular district business day travel only, an annual school year threshold of $1,000 per staff/Board member where prior Board approval shall not be required unless this threshold for a staff/Board member is exceeded in a given school year; and

RESOLVED, the Board of Education approves all travel not in compliance with N.J.A.C. 6A:23N-1.1 et seq. as being necessary and unavoidable as per noted below; and

FURTHER RESOLVED, the Board of Education approves the travel and related expense reimbursement as listed below.

PURPOSE	DESTINATION	DATE	NAME	BUDGET CODE	REGISTRATION	TRAVEL/ ACCOMODATIONS	SUB	TOTAL
AFFIRMATIVE ACTION OFFICER CERTIFICATE PROGRAM	FEA-NJ, MONROE TWNSHP	7/30/15, 7/31/15 & 8/11/15	ABRAHAM ALARCON	11-000-230-895-63-000-000	$450.00	$150.63	$0	$600.63
14TH SUMMER POETRY INSTITUTE FOR EDUCATORS	BOSTON UNIVERSITY	7/20/15 -7/24/15	CONSTANCE CLARK	11-000-223-580-20-000-000	$300.00	$130.00	$0	$430.00

PERSONNEL

16-P-01 APPROVAL – 2015-2016 CONTRACTED APPOINTMENTS

WHEREAS, the Interim Superintendent of Schools, after considering the recommendation of his administrative staff which included consideration of experience, credentials, and references for the following candidates for employment in the school district, has determined that the appointment of these individuals is appropriate and in the best interest of the school district, be it

RESOLVED, upon recommendation of the Interim Superintendent of Schools, that the following individuals be appointed to the positions indicated, as provided by the budget, in accord with terms of the employment specified:

Note: Appointment of new personnel to the District is provisional subject to:
1. Authorization from the State Department regarding a criminal background check and/or authorization from the Bergen County Superintendent's Office for emergent hiring.
2. A medical examination including satisfactory results of the Mantoux tuberculin skin test.

N = New *R = Replacement* *RI = Reinstatement*

School Codes:	*Grieco (04)*	*JDMS (10)*	*A@E (30)*	*DMHS (20)*
Out-of-District (OOD)	*Vince Lombardi (05)*	*Central Office (60)*	*Quarles (01)*	*McCloud (03)*

Name	Certification	Initial Location	All salaries per annum unless noted	10/12 month	Effective Dates	Budget Code
Ciemniecki, Richard (R-D.G.)	Standard: Teacher of Chemistry	(30)	MA, Step 6 $57,050[1]	10	08/31/15-06/30/16	11-140-100-101-77-000-000
Emont, Tamara (R-K.F.)	CEAS: Elementary K-6 & Teacher of Students with Disabilities	(04)	MA, Step 1-2 $56,060[1]	10	08/31/15-06/30/16	11-204-100-101-40-101-000
Ghichlian, Rosine (R-M.B.)	Standard: Elementary K-6 & Teacher of Students with Disabilities	(01)	BA, Step 1-2 $52,310[1]	10	08/31/15-06/30/16	11-110-100-101-85-101-000
Mahoney, Nathalie (R-A.D.)	Standard: Teacher of French	(30)	MA+30, 1-2 $67,310[1]	10	08/31/15-06/30/16	11-140-100-101-98-000-000
Mata, Danira (RI)	Standard/Provisional: Elementary K-6 and Bilingual/Bicultural	(04)	MA, Step 1-2 $56,060[1]	10	08/31/15-06/30/16	11-240-100-101-74-101-000
McDermott, Meaghan (R-J.K.)	Standard: Teacher of Art	(01)	BA, Step 1-2 $52,310[1]	10	08/31/15-06/30/16	11-110-100-101-84-101-000 (.5) 11-110-100-101-85-101-000 (.5)
Persaud, Christine (N)	CEAS: Elementary K-6 & Teacher of Students with Disabilities	(03)	MA, Step 1-2 $56,060	10	08/31/15-06/30/16	11-213-100-101-40-101-000

Pottinger-Townsend, Christine[2] (R-K.M.)	CE: Elementary K-6 & Teacher of Students with Disabilities	(01)	MA, Step 1-2 $56,060[1] pro rata	10	08/31/15-12/31/15	11-212-100-101-40-101-000
Rose, William (R-T.V.)	Standard: Teacher of Mathematics	(20)	BA, Step 3-5 $52,810	10	08/31/15-06/30/16	11-140-100-101-77-000-000

[1]Subject to change pending ETA contract negotiations. [2]Medical Leave Replacment/Non-Tenurable Position.

16-P-02 2015-2016 EXTRA COMPENSATION POSITIONS

WHEREAS, the Interim Superintendent of Schools has recommended that certain Board of Education employees be compensated for additional duties or responsibilities, be it

RESOLVED, the Board of Education approves the following assignments and payments for services rendered as indicated:

Planning, Staff, Curriculum & Co-Curricular Activities					
Name	**Assignment**	**Rate**	**Max**	**Effective Dates**	**Budget Account**
Eaton, Leslie	DMHS/AE Sr. Experience Summer Planning	$30.00 ph	75 hrs.	07/20/15-08/28/15	11-140-100-101-67-103-000
White, Robert	BOE Board Meeting Summer Security	$18.69 ph	20 hrs. to be shared	07/16/15-08/28/15	11-000-266-100-60-101-000
Wilder, Damon	BOE Board Meeting Summer Security	$17.84 ph			11-000-266-100-60-101-000

Mandarin Teacher Professional Learning Communities					
Name	**Assignment**	**Rate**	**Max**	**Effective Dates**	**Budget Account**
Bi, Ying	Mandarin Teacher Professional Development	$30.00 ph	5 hrs.	07/20/15-08/28/15	20-044-100-100-66-000-000
Chao, Lihyun	Mandarin Teacher Professional Development	$30.00 ph	5 hrs.	07/20/15-08/28/15	20-044-100-100-66-000-000
Coleman, Qinying	Mandarin Teacher Professional Development	$30.00 ph	5 hrs.	07/20/15-08/28/15	20-044-100-100-66-000-000
Huang, Zishan	Mandarin Teacher Professional Development	$30.00 ph	5 hrs.	07/20/15-08/28/15	20-044-100-100-66-000-000
Li, Xiaohong	Mandarin Teacher Professional Development	$30.00 ph	5 hrs.	07/20/15-08/28/15	20-044-100-100-66-000-000
Zubkoff, Nina	Mandarin Teacher Professional Development	$30.00 ph	5 hrs.	07/20/15-08/28/15	20-044-100-100-66-000-000

16-P-03 2014-2015 & 2015-2016 SALARY ADJUSTMENTS, RECLASSIFICATIONS & TRANSFERS

RESOLVED, upon recommendation of the Interim Superintendent of Schools, that the following reclassification(s) be approved as provided by the budget:

N = New *R = Replacement* *RI = Reinstatement*

School Codes:	*Grieco (04)*	*JDMS (10)*	*A@E (30)*	*DMHS (20)*
Out-of-District (OOD)	*Vince Lombardi (05)*	*Central Office (60)*	*Quarles (01)*	*McCloud (03)*

Substitute Teacher Reclassification		
Name	**From:**	**To:**
Wilson, Kelly (R-J.C.) (04)	Per-Diem Substitute Teacher	Long-Term Substitute Teacher, $261.55 per diem Effective: 06/16/15-06/26/15

16-P-04 APPROVAL –REVISED ASSISTANT SUPERINTENDENT EMPLOYMENT CONTRACT

TAB-7

WHEREAS, the Board of Education, accepts the recommendation of the Interim Superintendent, to extend an offer of employment for the 2015-2016 school year to Michelle James, Assistant Superintendent; and

RESOLVED, the Board of Education accept the attached revised contract as approved by the Bergen County Executive Superintendent commencing July 1, 2015 through June 30, 2016.

16-P-05 RETIREMENT, RESIGNATIONS, LEAVES OF ABSENCE, TERMINATIONS

RESOLVED, that the Englewood Board of Education hereby approves the following:

School Codes:	*Grieco (04)*	*JDMS (10)*	*A@E (30)*	*DMHS (20)*
Out-of-District (OOD)	*Vince Lombardi (05*	*Central Office (60)*	*Quarles (01)*	*McCloud (03)*

Leaves of Absence

Name	Notice/Position	Effective Date(s)
Hincapie, Maribel (03)	Paid Medical Leave of Absence, Unpaid Medical Leave of Absence, Elementary School/Bilingual-Bicultural Teacher	August 31, 2015 – October 14, 2015 October 15, 2015 – October 30, 2015
Moronta, Lwiyi (20)	Unpaid Medical Leave of Absence, Security Officer	July 6, 2015 – August 14, 2015
Thomas, Tanya (01)	Paid Medical Leave of Absence, Unpaid Medical Leave of Absence, Teacher of Students with Disabilities	August 31, 2015 – October 15, 2015 October 16, 2015 – February 5, 2016

Resignations

Name	Notice/Position	Effective Date(s)
Dennis, Garry (10)	Resignation, Vice-Principal	September 30, 2015
Valentin, Taylor (20)	Resignation, Teacher of Mathematics	June 30, 2015

Retirement

Name	Notice/Position	Effective Date(s)
Ellison, Denise (60)	Retirement, School Operations Assistant	December 31, 2015

THE ENGLEWOOD BOARD OF EDUCATION
MINUTES – SPECIAL PUBLIC MEETING
BUDGET PRESENTATION
April 27, 2015 6:30 p.m.

The meeting was called to order at 7:01 p.m. and the NJ Open Public Meeting Statement was read by Vice President Pruitt.

Present:	Molly Craig-Berry (arrived at 7:23 p.m.), Henry Pruitt III, Devry B. Pazant, Carol Feinstein, Glenn Garrison, Betty Griffin
Absent:	Stephen Brown, Junius Carter, Howard Haughton
Also Present:	Michael Roth, Interim Superintendent of Schools, Maria Engeleit, Business Administrator/Board Secretary, Michelle James, Assistant Superintendent, Mark Tabakin, Board Attorney

Motion by Mr. Pazant, seconded by Ms. Feinstein to enter closed session.

CLOSED SESSION AS NECESSARY *(Use this resolution to identify the qualified matters to be discussed)*

WHEREAS**,** the Open Public Meetings Act, N.J.S.A.10:4-12, permits the Board of Education to meet in closed session to discuss certain matters, now, therefore be it

RESOLVED**,** the Board of Education adjourns to closed session to discuss: (select one or more)

1) a matter rendered confidential by federal or state law
2) a matter in which release of information would impair the right to receive government funds
3) material the disclosure of which constitutes an unwarranted invasion of individual privacy
4) a collective bargaining agreement and/or negotiations related to it
5) a matter involving the purchase, lease, or acquisition of real property with public funds
6) protection of public safety and property and/or investigations of possible violations or violations of law
7) pending or anticipated litigation or contract negotiation and/or matters of attorney-client privilege
8) specific prospective or current employees unless all who could be adversely affected request an open session
9) *deliberation after a public hearing that could result in a civil penalty or other loss*

and be it

FURTHER RESOLVED, the minutes of this closed session be made public when the need for confidentiality no longer exists.

Motion by Mr. Pazant, seconded by Mr. Garrison to reconvene to public meeting.

2015-2016 BUDGET PRESENTATION

Mr. Michael Roth, Interim Superintendent of Schools
Dr. Michelle James, Assistant Superintendent
Ms. Maria Engeleit, Business Administrator

OPENED THE PRIVILEGE OF THE FLOOR

- Dave Popkin: An 11 x 17 page that shows a headcount. Will it be available? If not, why not?

BOARD DISCUSSION

- *Mr. Garrison:* Where is the budget? Where are the numbers? I understand these are goals and objectives of the budget that this was supposed to be a meeting for the presentation of the budget and have numbers for us to review. Where are they?
- *Mr. Pruitt:* The total dollar amount is on a specific page.
- *Mr. Garrison*: Tonight's session was to present the numbers that are in the budget on line items to look at and compare and ask questions. That was the whole purpose of this meeting. Where is the budget?
- *Mr. Pruitt:* The detailed budget will be in the meeting on Thursday. This is the big picture and how they got there. The line item details by fund category is not here tonight.
- *Mr. Garrison*: When will we have an opportunity to review those numbers and ask questions?
- *Mr. Pruitt:* Thursday
- *Mr. Garrison*: So we don't get to see it beforehand?
- *Mr. Pruitt:* I will talk to Mr. Haughton and Ms. Engeleit and see what you can get before Thursday.
- *Mr. Garrison*: This was not at all what I was expecting. Can I ask a question on what was presented tonight?
- *Mr. Pruitt:* The direction that we said at the top of the meeting was there would not be a dialogue. This would be a presentation rather than a discussion meeting.

Motion to adjourn at 8:40 p.m. by Ms. Griffin, seconded by Ms. Craig-Berry, carried by consent of the Board.

THE ENGLEWOOD BOARD OF EDUCATION
MINUTES – PUBLIC MEETING
May 14, 2015 6:30 p.m.

The meeting was called to order at 7:00 p.m. and the NJ Open Public Meeting Statement was read by Board Attorney, Mark Tabakin.

Present: Molly Craig-Berry, Henry Pruitt III, Devry B. Pazant, Junius Carter, Stephen Brown (arrived at 7:09 p.m.), Glenn Garrison (arrived at 7:03 p.m.), Howard Haughton

Absent : Betty Griffin, Carol Feinstein

Also Present: Michael Roth, Interim Superintendent, Michelle James, Assistant Superintendent, Maria Engeleit, Business Administrator/Board Secretary, Mark Tabakin, Board Attorney, Joy Tolliver, Associate Attorney

Motion by Ms. Craig-Berry, seconded by Mr. Pazant to enter closed session.

CLOSED SESSION AS NECESSARY *(Use this resolution to identify the qualified matters to be discussed)*

WHEREAS**,** the Open Public Meetings Act, N.J.S.A.10:4-12, permits the Board of Education to meet in closed session to discuss certain matters, now, therefore be it

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8) specific prospective or current employees unless all who could be adversely affected request an open session
9) *deliberation after a public hearing that could result in a civil penalty or other loss*

and be it

FURTHER RESOLVED, the minutes of this closed session be made public when the need for confidentiality no longer exists.

Motion by Mr. Pruitt, seconded by Mr. Brown to reconvene to public meeting.

- *Mr. Haughton*: We are in need of some additional time as we were in closed session going through some personnel items and need to continue with this discussion. We have other items as well. We are going to go back into closed session for approximately half an hour then reconvene. We will continue through the agenda onto the consent agenda and then go back into closed session.

Motion by Mr. Brown, seconded by Mr. Pruitt to reconvene to closed session.

Motion by Mr. Pruitt, seconded by Ms. Craig-Berry to reconvene to public meeting.

APPROVAL OF MINUTES

Motion by Mr. Pazant, seconded by Mr. Pruitt to approve Board minutes.

April 16, 2015 – Regular Meeting and Closed Session

The Board minutes passed by a majority vote with Mr. Garrison abstaining.

BOARD SECRETARY REPORT:

Motion by Mr. Pruitt, seconded by Mr. Pazant to approve the Board Secretary Report.
The Board Secretary Report passed by a majority vote with Mr. Brown and Mr. Garrison voting no.

WHEREAS, in compliance with N.J.A.C. 6:23-2.2h, the Board of Education has received the report of the School Treasurer for the month of March 2015 and Board Secretary's report for the month of March 2015; and

FUND	CASH BALANCE		APPROPRIATIONS	ENCUMBRANCES	EXPENDITURES	FUND BALANCE
General Current Expense Fund	$ 13,985,501.36		$67,717,721.52	$ 24,538,053.11	$ 40,880,830.70	$ 2,298,837.71
(10),(11),(18) Current Expense			$63,297,570.80	$ 21,157,548.16	$ 40,016,619.79	$ 2,123,402.85
(12) Capital Outlay			$ 4,420,150.72	$ 3,380,504.95	$ 864,210.91	$ 175,434.86
(13) Special Schools						
Capital Reserve						
(20) Special Revenue Fund	$ 198,137.54		$ 4,770,669.76	$ 1,496,485.82	$ 2,197,592.58	$ 1,076,591.36
(30) Capital Projects Fund	$ 331,388.02		$ 4,639,163.18	$ 53,159.81	$ 150,536.10	$ 4,435,467.27
(40) Debt Service Fund	$ (599,870.19)		$ 2,173,564.28	$ -	$ 2,087,378.16	$ 86,186.12
(50) Enterprise Fund	$ 306,108.88					
(1) NET Payroll	$ 500,000.00					
(60) Enterprise Fund	$ 179,262.64					
TOTAL	**$ 14,900,528.25**		**$79,301,118.74**	**$ 26,087,698.74**	**$ 45,316,337.54**	**$ 7,897,082.46**

WHEREAS, in compliance with N.J.A.C.6: 23-2.11(c)3 the secretary has certified that, as of the date of the reports, no budgetary line item account has obligations and payments (contractual orders) which in total exceed the amount appropriated by the district Board of Education, now, therefore, be it

RESOLVED, the Board of Education accepts the above-referenced reports and certifications and orders that they be attached to and made part of the record of this meeting, and be it

FURTHER RESOLVED, in compliance with N.J.A.C.6: 23-2.11(c)4, the Board of Education certifies that, after review of the secretary's monthly financial report (appropriation section) and upon consultation with the appropriate district officials, to the best of its knowledge, no major account or fund has been overexpended in violation of N.J.A.C.6: 23-2.8(a)(1).

REPORT OF THE BOARD PRESIDENT

None

SUPERINTENDENT'S REPORT

- HIB Report
- Student Suspensions
- College Acceptances and Scholarships

COMMITTEE REPORT(S)

Academic Affairs Committee Report – Stephen Brown

OPENED THE PRIVILEGE OF THE FLOOR

- *Crystal Brown:* I was wondering about the summer program. What are we doing and how are we doing it?
- *Lucy Walker:* I would like to know about all the kids tht failed HSPA? A child that is an A- or B+ student all the way from pre-K to 12th grade and can't pass the HSPA – it seems like there's something wrong with the teaching. There are some classrooms at Quarles that have fans in them. Children should not be boiling in the classroom. There are some severely asthmatic children and they need air conditioning. Someone should check that out. Have all the children in kindergarten been screened for dyslexia?
- *Dave Matthews:* I asked for the head count, rental revenues, the breakdown of the legal fees at the last meeting. What are the students in the Eagle program achieving? It's a small number of students There needs to be more accountability at the Principal level. We need to institute tuition reimbursement at some level. If we are going to recruit good people that are coming right out of school, they want to continue their education. Start it out at 50% or 75% - these are things we need to look at. We need to bring back Academy Prep – we have to give the people want they want. That program was highly successful. I see you're giving three people tenure. It doesn't seem proper to give the second in command tenure when you're looking for a leader. Oftentimes you recruit the number one person and they want to evaluate someone – if you give them someone in place already that seems to be backwards in terms of the way the real world works. Make the reappointment for December 10 so that whomever you appoint as superintendent has a sayso in that critical position.
- *Mr. Haughton*: Regarding tenure – those folks are not being approved for tenure – they are being approved for renewal. Regarding Academy Prep – the Academic Affairs Committee has heard that and that discussion will undoubtedly take place back at the committee level. Thank you for bringing to our attention the air quality concerns. The Superintendent has taken note. Please tell us the rooms that have fans. We are having a summer program. If anyone needs more information, please see the Assistant Superintendent.

APPROVAL OF CONSENT AGENDA

Motion by Mr. Pruitt, seconded by Mr. Brown to approve the consent agenda with addenda.

Board Discussion

- *Mr. Brown:* I have a question on 15-P-82 Professional Development – Math In Focus Workshop – Will this take place during the school day? During the summer is this mandatory or optional?
- *Mr. Roth:* No, it does not take place durng the school day. The summer workshop is optional. We anticipate good attendance.
- *Mr. Brown:* There should be transparency. The only way to do this is to take this list and check it against attendance. I recommend we do this if our professional development has any chance of being successful.
- *Mr. Garrison*: On 15-F-101 Purchase of Modular Classrooms – How much of an increase is this over the original allocation?
- *Ms. Engeleit*: I don't know the exact number. This also includes some insulation and we changed a little bit of the scope. We're going to excavate some of the dirt. The handicapped accessible ramp will not be as high or as long.
- *Mr. Garrison*: I'm going to ask the Board to reconsider this because this is a significant increase.
- *Ms. Engeleit*: The purpose of the resolution is an audit comment. The Board already passed the resolution.
- *Mr.* Garrison: We don't have to pass the extension. Right now think about if there are other alternatives out there.
- *Ms. Engeleit*: The trailers have already been ordered. Anytime you're using a coop purchasing organization and the price is over the bid limit it is an audit requirement to recognize the purchase through the cooperative purchasing agency.
- *Mr. Haughton*: For further clarification, it is not a price change to purchase the modular classrooms inasmuch as it is more of a price change in the scope of the work. What is driving the change?
- *Ms. Engleit*: I don't have the specifics. I don't have concrete answers on this because the Director of Facilities has been managing this.

- *Mr. Haughton*: When did we approve the resolution and what was the amount?
- *Ms. Engeleit*: We took $320,000 out of capital reserve for this purchase. This is the exact amount.
- *Mr. Garrison*: With all due respect, if you put it on the agenda, you should be prepared to answer questions.
- *Mr. Pruitt*: This has been a volatile issue for some time. If we continue down this road, we will be compliant by September. Given where we are and after all the dicusssion on this topic, this is the most prudent thing to do.
- *Mr. Carter*: Our job as Board members is the best interest of the students. We've made this a political issue. We've been out of compliance for a long time. Because the Mayor and certain Board members want to put certain things on that the Mayor wants instead of being sn independent autonomous Board we have to go back to the focus which is our children.
- *Ms*. *Engeleit:* I need to clarify this – this resolution is solely to comply with public purchasing laws and the audit program described by the State of New Jersey. This is the sole purpose of this resolution.
- *Mr*. *Haughton*: That being the case – the resolution is to ensure compliance. It has nothing to do with changing the scope and it is therefore not changing the amount that was previously approved.
- *Mr*. *Haughton*: 15-P-91 – I need to state that this is not fully clear to me - I'm not going to support this resolution. I believe thart our contract provides for extra compensation for our teaching community. I think that is a duplicate of compensation in a different form.
- *Mr*. *Roth*: They expected this to be completed by the end of May. This is so that students can earn credits that they will need for graduation.
- *Mr*. *Brown*: I think this is part of the program. This work should be done without payment.
- *Mr*. *Roth:* It is something that the Board already passed. The only thing that they're asking you is for an extension of time.
- *Mr*. *Carter*: I think that it's important that all the Board members understand the Eagle Program. These are children that are at risk. A lot of children are behind in math and reading for various reasons.
- *Mr*. *Haughton*: Maybe this resolution is not the problem – the contract is the problem and the way it's structured. The contract creates two classes of teachers – one for DMAE and one for Eagle School. Eagle School is actually a program and is part of the high school. Why should we be treating our teachers differently? If we talk about treating our children equally across the entire school district, I am baffled why we would be treating our teachers differently across the school district. I am going to support this with the full understanding that the issue resides in the contract and not in the resolution.
- *Mr*. *Haughton*: On 15-P-89 – the dollar value compensation has been changed to $159,000 and the amount of money which appears in the tuition reimbursement is reallocated in its entirety to mentoring expenses.

VOTE: Roll Call Vote on the Consent Agenda – yes to all except:

Resolution #	Topic	Stephen Brown	Glenn Garrison	Jeff Carter	Devry Pazant	Molly Craig-Berry	Henry Pruitt	Howard Haughton
15-A-78	Approval – Purchased Services 2014-2015							
15-A-79	Approval – Superintendent's Harassment, Intimidation and Bullying Report							
15-A-80	Approval – Second Reading & Final Adoption							
15-A-81	Approval – Report of Student Suspensions							
15-A-82	Approval – District Enrollment in Schools							
15-A-83	Approval – Field Trips							
15-F-98	Approval – Staff and BOE Travel							
15-F-99	Approval – Line Item Transfers		No					
15-F-100	Approval – Bills List	No						
15-F-101	Approval – Purchase of Modular Classrooms Over Bid Limit Through Co-Operative Purchasing	No	No			No		
15-F-102	Approval – February 2015 Line Item Transfers		No					
15-F-103	Approval – Steam Heat Conversion Project – Contract Award							
15-P-81	Approval – 2014-2015 Employment Of Personnel: Full-Time, Non-Guide, Part-Time Employees And Substitutes	No						
15-P-82	Approval – 2014-2015 Extra Compensation Positions			Abstain				
Adm. Withdrawn 15-P-83	Approval – 2015-2016 Extra Compensation Positions							
15-P-84	Approval – 2014-2015 Salary Adjustments, Reclassifications & Transfers							
15-P-85	Approval – Notification To Non-Tenured Teaching Staff Members Pursuant To N.J.S.A. 18a:27-10	No						
15-P-86	Approval – Notification To Non-Tenured Administrative Staff Members Pursuant To N.J.S.A. 18a:27-10	No						
15-P-87	Approval – 2015-2016 Non-Guide Staff Renewal							
15-P-88	Approval – Retirement, Resignations, Leaves Of Absence, Terminations			Abstain				
Amended 15-P-89	Approval – 2015-2016 Assistant Superintendent Employment Contract							
15-P-90	Approval – 2014-2015 Advancement of Professional Status			Abstain				
Addendum 15-P-91	2014-2015 Extra Compensation Positions	No	No	Abstain				
Addendum 15-P-92	Retirement, Resignations, Leaves of Absence, Terminations			Abstain				

XIV. OLD/NEW BUSINESS

- *Mr. Brown:* Academy Prep – we know how successful that program was and I believe that staff should work diligently to get that implemented forthwith.
- *Mr. Carter*: Yes, I think that's true. I like it and I think it should come back. I think we need an evaluation. Without an evaluation it's just an hypothesis.
- *Ms. Craig-Berry*: PARCC – how many children chose not to take the test?
- *Mr. Haughton*: Please speak to Mr. Roth – he reported that information at a meeting that you were not in attendance.

Motion by Mr. Pruitt, seconded by Mr. Carter to reconvene to closed session for purposes of personnel. No action will be taken.

Motion by Mr. Pazant, seconded by Ms. Craig-Berry to reconvene to public meeting.

XV. ADJOURNMENT

Motion to adjourn at 12:10 a.m. by Mr. Pazant, seconded by Ms. Craig-Berry, carried by consent of the Board.

ADMINISTRATION

15-A-78 APPROVAL – PURCHASED SERVICES 2014 – 2015

WHEREAS, the district requires specialized services to satisfy educational and business requirements,

BE IT RESOLVED, the Englewood Board of Education authorizes the president and secretary to enter into agreement with the listed individuals and/or organizations, subject to attorney review of any applicable agreement both as to content and form:

Name	Service / Dates	Budget	Max. Fees
YCS-George Washington	Tuition (transfer in/state responsible student) Student (#152430) April 30, 2015 - June 2015	20-253-100-500-40-000-000	$11,274.80
Arts Horizons 1 Grand Avenue, Suite 7 Englewood, NJ	After Care/Summer Student Programming	60-057-200-300-03-000-000 60-057-200-300-05-000-000 60-050-200-300-66-000-000	$4,000
Young Audiences New Jersey & Eastern Penn 200 Forrestal Road Princeton, NJ	After Care/Summer Student Programming	60-057-200-300-03-000-000 60-057-200-300-05-000-000 60-050-200-300-66-000-000	$4,000

15-A-79 APPROVAL – SUPERINTENDENT'S HARASSMENT, INTIMIDATION AND BULLYING REPORT

BE IT RESOLVED, the Englewood Board of Education approves the Interim Superintendent's determination and actions taken for all reported incidents of Harassment, Intimidation and Bullying as discussed at the **May 14, 2015** closed session meeting.

15-A-80 APPROVAL – SECOND READING & FINAL ADOPTION TAB-03

WHEREAS, a certain policy has been presented at a public Board of Education meeting for review and comment by Board members and community members, be it

RESOLVED, that the Board of Education approves the following attached Board of Education policy:

Number	Policy
1220M	EMPLOYMENT OF CHIEF SCHOOL ADMINISTRATOR

15-A-81 APPROVAL - REPORT OF STUDENT SUSPENSIONS

WHEREAS, school principals have reported to the Interim Superintendent of Schools that during the month of **April 2015** they have imposed disciplinary suspensions on certain students pursuant to N.J.S.A. 18A:37-2; and be it

BE IT RESOLVED, that the Englewood Board of Education acknowledges that this report has been filed with the Secretary and constitutes a report to the Board of Education in compliance with N.J.S.A. 18A:37-4:

Number of Suspensions	Sept-30 '13	Oct-31 '13	Nov-30 '13	Dec-31 '13	Jan-31 '14	Feb-28 '14	Mar-31 '14	Apr-30 '14	YTD
High School	3	17	9	12	8	11	16	10	86
Middle School	7	5	1	4	5	11	3	9	45
McCloud Elementary School	-	1	1	1	-	1	7	1	12
Grieco Elementary School	-	-	-	-	-	-	1	1	2
Quarles Elementary School	-	-	-	-	-	-	-	0	0
Total	10	23	11	17	13	23	27	21	145

Number of Suspensions	Sept-30 '14	Oct-31 '14	Nov-30 '14	Dec-31 '14	Jan-31 '15	Feb-28 '15	Mar-31 '15	Apr-30 '15	YTD
High School	-	1	9	3	3	4	13	11	44
Middle School	-	3	3	4	6	1	5	4	26
McCloud Elementary School	-	-	-	1	2	1	8	3	15
Grieco Elementary School	-	-	-	-	-	-	1	2	3
Quarles Elementary School	-	-	-	-	-	-	-	-	0
Total	0	4	12	8	11	6	27	20	88

15-A-82 APPROVAL – DISTRICT ENROLLMENT IN SCHOOLS

Enrollment	30-Sep-14	15-Oct-14	31-Oct-14	30-Nov-14	31-Dec-14	31-Jan-15	28-Feb-15	31-Mar-15	30-Apr-15	Diff. to Oct. 15	Diff. to Sep. 30
Academies	480	478	479	478	477	474	472	472	471	(7)	(9)
DMHS	569	552	558	556	565	574	574	569	565	13	(4)
EAGLE	65	65	67	67	66	67	66	69	69	4	4
DMHS Total	1,114	1,095	1,104	1,101	1,108	1,115	1,112	1,110	1,105	10	(9)
JDMS (with Bridge)	405	404	399	400	401	400	400	401	402	(2)	(3)
McCloud	551	552	549	545	549	552	550	553	554	2	3
Grieco	594	594	594	592	594	595	594	594	596	2	2
Quarles	457	456	453	452	454	452	448	449	451	(5)	(6)
In-District Total	3,121	3,101	3,100	3,090	3,106	3,114	3,104	3,107	3,108	7	(13)

15-A-83 APPROVAL – FIELD TRIPS

WHEREAS, on the October 16, 2014 Board of Education meeting the Board approved a bundle of field trips for the year 2014-2015, WHEREAS, the below field trips came for approval after the submission deadline,

BE IT RESOLVED, upon recommendation of the Interim Superintendent of Schools, that the Englewood Board of Education confirms the following field trips subject to the Principals compiling a list of students/faculty/chaperones together with parental permission forms, insurance, etc.:

School	Destination	Date(s)	Participants	Fees	
McCloud Grade: 4	**Location:** Ellis Island/Liberty State Park *Jersey City, NJ* **Purpose:** To allow students to extend knowledge of immigration and the process of immigrating to America.	June 3 & June 4 2015	Students: 183 Chaperones/ Teachers	Paid by Students (cost per = $21.50) *Admission* *Bus* *Nurse (2) $150 one for each day* *Budget: 11-000-213-100-600-102-000* Paid by District: **Total Paid by District:** **Total Cost of Trip:**	 $2,133.00 $1,180.00 $300 **$300** **$3,613.00**
McCloud Grade: 5	**Location:** Englewood Public Library and Wendy's *Englewood, NJ* **Purpose:** The purpose is to take a tour of the Children's Library Room and learn how to utilize the resources available to the students.	June 2, 3, 9 & 10 2015	Students: 200 Chaperones/ Teachers	Paid by Students (cost per = $4) Lunch at Wendy's Paid by District: Walking Trip **Total Paid by District:** **Total Cost of Trip:**	 $0 **$0** **$800.00**
DMHS Grades: 9 & 10	**Location:** Blue Moon Cafe *Englewood, NJ* **Purpose:** The purpose of this trip is to teach the Special	May 22, 2015	Students: 6 Chaperones/ Teachers	Paid by Students (cost per = $15) Lunch at Blue Moon Cafe Paid by District: Walking Trip **Total Paid by District:**	 $0 **$0**

	Ed students social skills, etiquette, and money handling skills.			**Total Cost of Trip:**	**$90.00**

FINANCE

15-F-98 APPROVAL – STAFF AND BOE TRAVEL TAB–04

WHEREAS, the Englewood Board of Education recognizes school staff and Board members will incur travel expenses related to and within the scope of their current responsibilities and for travel that promotes the delivery of instruction or furthers the efficient operation of the school district; and

WHEREAS, the Board of Education establishes, for regular district business day travel only, an annual school year threshold of $1,000 per staff/Board member where prior Board approval shall not be required unless this threshold for a staff/Board member is exceeded in a given school year;

BE IT RESOLVED, the Board of Education approves all travel not in compliance with N.J.A.C. 6A:23N-1.1 et seq. as being necessary and unavoidable as per noted on the attached list; and

BE IT FURTHER RESOLVED, the Board of Education approves the travel and related expense reimbursement as listed on the attached.

15-F-99 APPROVAL – LINE ITEM TRANSFERS TAB–05

RESOLVED, the Englewood Board of Education approves the attached list of March 2015 budget transfers within the 2014-2015 budget pursuant to Policy 6422M.

15-F-100 APPROVAL – BILLS LIST TAB–06

RESOLVED**,** the Englewood Board of Education approves payment of the attached bills in the total amount of $6,192,157.64

15-F-101 APPROVAL – PURCHASE OF MODULAR CLASSROOMS OVER BID LIMIT THROUGH CO-OPERATIVE PURCHASING

WHEREAS, The Englewood Public Schools are experiencing increased enrollment at the Donald A. Quarles School that houses grades PreK 3; PreK and Kindergarten, and

WHEREAS, the District is preparing to meet this need in the short term with the purchase of modular classrooms from Vanguard Modular Building Systems, LLC a member of the Keystone Purchasing Network, now

BE IT RESOLVED, upon the recommendation of the Interim Superintendent, the Englewood Board of Education hereby authorizes the purchase of these modular classrooms from the above vendor through in an amount not to exceed $320,000 and

BE IT FURTHER RESOLVED, authorizes any and all actions that may be required of District Administration to put these classrooms into place for use within the District.

15-F-102 APPROVAL – FEBRUARY 2015 LINE ITEM TRANSFERS TAB-11

RESOLVED, the Englewood Board of Education approves the attached list of February 2015 budget transfers with the 2014-2015 budget pursuant to Policy 6422M.

15-F-103 APPROVAL – STEAM HEAT CONVERSION PROJECT – CONTRACT AWARD

WHEREAS**,** a recommendation was made by the Interim Superintendent of Schools to the Englewood Board of Education ("Board") to seek a contract for construction services for the Steam Heat Conversion Project Phase I and Phase II (hereinafter "Project"); and

WHEREAS, the Project was properly advertised to prospective bidders in accordance with *N.J.S.A.* 18A:18A-4 and the bids were opened on February 11, 2015; and

WHEREAS, the bids that were received on February 11, 2015 were rejected for being over the Board's budget for the Project; and

WHEREAS**,** the Project was properly re-advertised to prospective bidders in accordance with *N.J.S.A.* 18A:18A-4 and the bids were opened on March 24, 2015; and

WHEREAS, the bids that were received on March 24, 2015 were rejected for being over the Board's budget for the Project; and

WHEREAS**,** on March 24, 2015, pursuant to *N.J.S.A.* 18A:18A-5(c) the Board authorized negotiations for responsible bidders in order to receive an acceptable price for the Project; and

WHEREAS, pursuant to *N.J.S.A.* 18A:18A-5(c) the Board has made a good faith effort to determine if the Project could be procured through a State Contract or other cooperative purchasing group and determined that no such contract could be procured, and

WHEREAS, on April 23, 2015 representatives of the Board met with prospective bidders in an effort to negotiate the bid price of the said Project; and

WHEREAS, as a result of those negotiations the Board received a negotiated Phase I (South building) price of $2,524,600.00 from AMCO Enterprises, Inc. ("AMCO") and Phase II (North building) price of $2,451,900.00 with an Alt. 1 – Replacement of Boiler of $354,000.00

WHEREAS, the above-referenced price received from AMCO is based on the following minor modifications to the bid specifications:

- Boilers: Aerco is not an acceptable manufacturer for this project. The bid documents Specs shall remain as is, naming Fulton as the Basis of Design, along with Cleaver Brooks and Lochinvar as the only acceptable alternates. Boilers must be of the condensing type only.

- Pipe Joining Methods: Mechanical couplings such as Victaulic are acceptable. Pro- Press is acceptable but only for pipes sizes 2" and less.

- Pipe Materials: Piping may be all copper for all sizes, all steel for all sizes, or a combination of copper and steel, so long as dielectric connections are provided where steel and copper connect.

- Pipe Supports: We will allow the use of strut (UniStrut, Kindorff, etc.) for trapeze hangers for piping. The strut must be rated for use with liquid filled piping and designed for HVAC supports (and not for conduits or other services). This will be reviewed as part of the shop drawing submittals and although a Specification is not provided for the strut, the Engineer will be the sole determinant as to the acceptability of the product submitted. Regarding the reuse of existing pipe supports, any existing pipe supports may be reused if it is in good condition, of the proper minimum size, and if they are located where a pipe support is required based on the Contract/Bid Documents and Specification requirements.

- As an alternative to the self-contained pressure-independent automatic balancing/control valves at all of the fin tube radiation, unit ventilators, air handler coils and other coils, we will allow the use of standard DDC control valves plus a manual flow measuring/balancing valve. In doing so, the control valve itself becomes much less expensive. However, the installation requires the addition of manual balancing valves, plus the need for a Balancing Subcontractor to go to every balancing valve and manually adjust it and record the flow rate through it. We will accept either method.

- ATC/BAS: The Owner (Englewood Public Schools) will discuss the cost of the ATC/BAS system with the local supplier for Johnson Metasys (ATC Systems) and they will solicit a firm fixed price for all bidders to carry in their bids. ATC Systems must first be alerted to Item 6 above, since their use of a standard DDC control valve will undoubtedly reduce their pricing.

- All other Specifications and Bid Documents, notwithstanding the changes listed in Items above, shall be per the Rebid documents and not per the original bid documents.

WHEREAS, upon review of the bids submitted, together with the budget for the Project, and in consultation with the Design Professionals, the Board has determined that this negotiated price meets the budgetary constraints for the Phase I Project; and

WHEREAS, the Board has made a reasonable effort to determine that the same or equivalent goods or services are not available from an agency or authority of the United States, the State of New Jersey or of the county in which the Board is located; and

WHEREAS, AMCO Enterprises, Inc. has submitted the lowest price after conducting a fair and open negotiations pursuant to *N.J.S.A.* 18A:18A-5(c) and has been deemed to be the lowest responsible bidder pursuant to the Public School Contracts Law, *N.J.S.A.* 18A:18A-1 et seq for Phase I.;

NOW, THEREFORE BE IT RESOLVED, that the Board hereby awards Phase I of the Project to AMCO Enterprises, Inc. in the amount of dollars $2,524,600.00; and

BE IT FURTHER RESOLVED, this resolution supercedes resolution 15-F-97 approved on May 7, 2015.

PERSONNEL

15-P-81 APPROVAL - 2014-2015 EMPLOYMENT OF PERSONNEL: FULL-TIME, NON-GUIDE, PART-TIME EMPLOYEES AND SUBSTITUTES

WHEREAS, the Interim Superintendent of Schools, after considering the recommendation of his administrative staff which included consideration of experience, credentials, and references for the following candidates for employment in the school district, has determined that the appointment of these individuals is appropriate and in the best interest of the school district, be it

RESOLVED, upon recommendation of the Interim Superintendent of Schools, that the following individuals be appointed to the positions indicated, as provided by the budget, in accord with terms of the employment specified:

Note: Appointment of new personnel to the District is provisional subject to:
1. Authorization from the State Department regarding a criminal background check and/or authorization from the Bergen County Superintendent's Office for emergent hiring.
2. A medical examination, including satisfactory results of the Mantoux tuberculin skin test.

N = New *R = Replacement* *RI = Reinstatement*

School Codes:	*Grieco (04)*	*JDMS (10)*	*A@E (30)*	*DMHS (20)*
Out-of-District (OOD)	*Vince Lombardi (05)*	*Central Office (60)*	*Quarles (01)*	*McCloud (03)*

Name	Position	Loc	Salary/Budget	Effective Dates
Daley-Shaw, Jannette	Per-diem Substitute Teacher NJ Substitute Credential	District	$100 - $110 per diem, Budget Code: Dependent upon location	05/18/15-06/30/15
Emont, Tamara	Per-diem Substitute Teacher CEAS': Elementary K-6 & Teacher of Students with	District	$100 - $110 per diem, Budget Code: Dependent upon location	05/05/15-06/30/15

	Disabilities			
Grimes, Karol	Per-diem Substitute Teacher NJ Substitute Credential	District	$100 - $110 per diem, Budget Code: Dependent upon location	05/18/15- 06/30/15
Horton, Dorothy	Per-diem Substitute Teacher NJ Substitute Credential	District	$100 - $110 per diem, Budget Code: Dependent upon location	05/18/15- 06/30/15
Jeffrey, Charles	Per-diem Substitute Teacher NJ Substitute Credential	District	$100 - $110 per diem, Budget Code: Dependent upon location	05/18/15- 06/30/15
Liddy, Sean	Per-diem Substitute Teacher NJ Substitute Credential	District	$100 - $110 per diem, Budget Code: Dependent upon location	05/18/15- 06/30/15
Shepard, Brittany	Per-diem Substitute Teacher NJ Substitute Credential	District	$100 - $110 per diem, Budget Code: Dependent upon location	05/18/15- 06/30/15
Wilson, Kelly	Per-diem Substitute Teacher NJ Substitute Credential	District	$100 - $110 per diem, Budget Code: Dependent upon location	05/18/15- 06/30/15

15-P-82 2014-2015 EXTRA COMPENSATION POSITIONS

WHEREAS, the Interim Superintendent of Schools has recommended that certain Board of Education employees be compensated for additional duties or responsibilities, be it

RESOLVED, the Board of Education approves the following assignments and payments for services rendered as indicated:

Professional Development: Math In Focus Workshop. Houghton Mifflin will provide this professional development opportunity to Elementary teachers in grades Kindergarten through 5. PD for grades 6-8 will be provided during the summer.

Name	Assignment	Rate	Max	Effective Dates	Budget Account
Barrientos, Yackelin	Professional Development: Math in Focus Workshop	$30.00 ph	17 hrs.	05/30/15-06/13/15	20-270-100-100-66-000-000
Bradbury, Jessica	Professional Development: Math in Focus Workshop	$30.00 ph	17 hrs.	05/30/15-06/13/15	20-270-100-100-66-000-000
Borowski, Kim	Professional Development: Math in Focus Workshop	$30.00 ph	17 hrs.	05/30/15-06/13/15	20-270-100-100-66-000-000
Boukheir, Maissa	Professional Development: Math in Focus Workshop	$30.00 ph	17 hrs.	05/30/15-06/13/15	20-270-100-100-66-000-000
Burgis, Arlene	Professional Development: Math in Focus Workshop	$30.00 ph	17 hrs.	05/30/15-06/13/15	20-270-100-100-66-000-000
Carvajal, Dina	Professional Development: Math in Focus Workshop	$30.00 ph	17 hrs.	05/30/15-06/13/15	20-270-100-100-66-000-000
Castle, Tara	Professional Development: Math in Focus Workshop	$30.00 ph	17 hrs.	05/30/15-06/13/15	20-270-100-100-66-000-000

Croce, Angelina	Professional Development: Math in Focus Workshop	$30.00 ph	17 hrs.	05/30/15-06/13/15	20-270-100-100-66-000-000
Dacosta, Avarelle	Professional Development: Math in Focus Workshop	$30.00 ph	17 hrs.	05/30/15-06/13/15	20-270-100-100-66-000-000
De Oliveira, Diane	Professional Development: Math in Focus Workshop	$30.00 ph	17 hrs.	05/30/15-06/13/15	20-270-100-100-66-000-000
DiBartolomeo, Christina	Professional Development: Math in Focus Workshop	$30.00 ph	17 hrs.	05/30/15-06/13/15	20-270-100-100-66-000-000
Dym, Robin	Professional Development: Math in Focus Workshop	$30.00 ph	17 hrs.	05/30/15-06/13/15	20-270-100-100-66-000-000
Fischer, Peyton	Professional Development: Math in Focus Workshop	$30.00 ph	17 hrs.	05/30/15-06/13/15	20-270-100-100-66-000-000
Gibbons, Beverly	Professional Development: Math in Focus Workshop	$30.00 ph	17 hrs.	05/30/15-06/13/15	20-270-100-100-66-000-000
Gordon-McGrath, Dianne	Professional Development: Math in Focus Workshop	$30.00 ph	17 hrs.	05/30/15-06/13/15	20-270-100-100-66-000-000
Lewis, Brandi	Professional Development: Math in Focus Workshop	$30.00 ph	17 hrs.	05/30/15-06/13/15	20-270-100-100-66-000-000
Mata, Danira	Professional Development: Math in Focus Workshop	$30.00 ph	17 hrs.	05/30/15-06/13/15	20-270-100-100-66-000-000
McClaren, Tanisha	Professional Development: Math in Focus Workshop	$30.00 ph	17 hrs.	05/30/15-06/13/15	20-270-100-100-66-000-000
Pazymino, Ysoris	Professional Development: Math in Focus Workshop	$30.00 ph	17 hrs.	05/30/15-06/13/15	20-270-100-100-66-000-000
Proda, Lauren	Professional Development: Math in Focus Workshop	$30.00 ph	17 hrs.	05/30/15-06/13/15	20-270-100-100-66-000-000
Romano, Nicole	Professional Development: Math in Focus Workshop	$30.00 ph	17 hrs.	05/30/15-06/13/15	20-270-100-100-66-000-000
Rosa, Elizabeth	Professional Development: Math in Focus Workshop	$30.00 ph	17 hrs.	05/30/15-06/13/15	20-270-100-100-66-000-000
Rosenzweig, Amy	Professional Development: Math in Focus Workshop	$30.00 ph	17 hrs.	05/30/15-06/13/15	20-270-100-100-66-000-000
Salazar, Evelyn	Professional Development: Math in Focus Workshop	$30.00 ph	17 hrs.	05/30/15-06/13/15	20-270-100-100-66-000-000
Shemesh, Anita	Professional Development: Math in Focus Workshop	$30.00 ph	17 hrs.	05/30/15-06/13/15	20-270-100-100-66-000-000
Skinner, Caroline	Professional Development: Math in Focus Workshop	$30.00 ph	17 hrs.	05/30/15-06/13/15	20-270-100-100-66-000-000
Wooding, Leah	Professional Development: Math in Focus Workshop	$30.00 ph	17 hrs.	05/30/15-06/13/15	20-270-100-100-66-000-000

Professional Development: Bilingual Staff Professional Learning Community. These staff members will collaborate to develop the Accelerated Skills Program and other appropriate assessments for students who are over-age and in need to close the achievement gap.

Name	Assignment	Rate	Max	Effective Dates	Budget Account
Barrientos, Yackelin	Bilingual Staff PLC	$30.00 ph	10 hrs.	05/20/15-06/30/15	20-241-100-100-66-000-000
Tarquino, Luz	Bilingual Staff PLC	$30.00 ph	10 hrs.	05/20/15-06/30/15	20-241-100-100-66-000-000

Athletics

Name	Assignment	Rate	Max	Effective Dates	Budget Account
Williams, Reggie	Event Worker	Per Event Staff Chart as approved 09/18/14 Resolution #15-P-29		04/06/15, 04/13/15	11-402-100-100-77-101-000

15-P-83 2015-2016 EXTRA COMPENSATION POSITIONS

WHEREAS, the Interim Superintendent of Schools has recommended that certain Board of Education employees be compensated for additional duties or responsibilities, be it

RESOLVED, the Board of Education approves the following assignments and payments for services rendered as indicated:

Summer Programming – The participation of the recommendations noted below are contingent upon student enrollment.					
Name	**Assignment**	**Rate**	**Max**	**Effective Dates**	**Budget Account**
Acebo, Janice	Summer School Teacher – Ninth Grade House Program	$30.00 ph	28 hrs.	07/01/15-07/31/15	20-231-100-100-66-724-000
Aitchinson, Kristen	Summer School Teacher – Extended School Year	$30.00 ph	105 hrs.	07/01/15-07/31/15	20-231-100-100-66-000-000 11-120-100-101-67-103-000
Anandpara, Rita	Summer School Teacher – Enrichment Program PM	$30.00 ph	60 hrs.	07/01/15-08/07/15	60-050-100-100-66-000-000
Anderson, Nadra	Summer School Teacher – Extended School Year	$30.00 ph	105 hrs.	07/01/15-07/31/15	20-231-100-100-66-000-000 11-120-100-101-67-103-000
Baluja, Margarita	Summer School Teacher – Bilingual Program	$30.00 ph	105 hrs.	07/01/15-07/31/15	20-241-100-100-66-000-000
Barrientos, Yackelin	Summer School Teacher – Bilingual Program	$30.00 ph	105 hrs.	07/01/15-07/31/15	20-241-100-100-66-000-000
Buzzerio, Anthony	Summer School Teacher – Ninth Grade House Program	$30.00 ph	105 hrs.	07/01/15-07/31/15	20-231-100-100-66-724-000
Carmona, Adriana	Summer School Teacher – Bilingual Program	$30.00 ph	105 hrs.	07/01/15-07/31/15	20-241-100-100-66-000-000
Carvajal, Dina	Summer School Teacher – Entry Examiner	$30.00 ph	25 hrs.	07/01/15-07/31/15	20-231-100-100-66-000-000 20-241-100-100-66-000-000
Castle, Tara	Summer School Teacher – Extended School Year	$30.00 ph	105 hrs.	07/01/15-07/31/15	20-231-100-100-66-000-000 11-120-100-101-67-103-000
Chun, Kimberly	Summer School Teacher – Extended School Year	$30.00 ph	110 hrs.	07/01/15-07/31/15	20-231-100-100-66-000-000 11-120-100-101-67-103-000
Cifuentas, Elizabeth	Summer School Teacher – Remediation Teacher	$30.00 ph	105 hrs.	07/01/15-07/31/15	20-231-100-100-66-000-000
Cogollo, Ilianna	Summer School Teacher – Lead Teacher (Grieco)	$30.00 ph	200 hrs.	07/01/15-08/07/15	20-231-100-100-66-000-000 60-050-100-100-66-000-000
Croce, Angelina	Summer School Teacher – Remediation Teacher	$30.00 ph	105 hrs.	07/01/15-07/31/15	20-231-100-100-66-000-000
Csaszar, Margaret	Summer School Teacher – Bilingual Program	$30.00 ph	105 hrs.	07/01/15-07/31/15	20-241-100-100-66-000-000
Dacosta, Avarelle	Summer School Teacher – Extended School Year	$30.00 ph	105 hrs.	07/01/15-07/31/15	20-231-100-100-66-000-000 11-120-100-101-67-103-000
Dalrymple-Williams, Delores	Summer School Teacher – Enrichment Program PM	$30.00 ph	120 hrs.	07/01/15-07/31/15	60-050-100-100-66-000-000
De Oliveira, Diane	Summer School Teacher – Extended School Year	$30.00 ph	105 hrs.	07/01/15-07/31/15	20-231-100-100-66-000-000 11-120-100-101-67-103-000
DeEsposito, Carmen	Summer School Teacher – Extended School Year	$30.00 ph	105 hrs.	07/01/15-07/31/15	20-231-100-100-66-000-000 11-120-100-101-67-103-000
Dixon, Angela	Summer School Teacher – Extended School Year	$30.00 ph	105 hrs.	07/01/15-07/31/15	20-231-100-100-66-000-000 11-120-100-101-67-103-000
Donnelly, Jennifer	Summer School Teacher – Enrichment Program PM	$30.00 ph	80 hrs.	07/01/15-08/07/15	60-050-100-100-66-000-000

Donnelly, Jennifer	Summer School Teacher – Substitute	$30.00 ph	60 hrs.	07/01/15-07/31/15	20-231-100-100-66-000-000
Dym, Robin	Summer School Teacher – Extended School Year	$30.00 ph	105 hrs.	07/01/15-07/31/15	20-231-100-100-66-000-000 11-120-100-101-67-103-000
Fischer, Peyton	Summer School Teacher – Remediation Teacher/Science Camp	$30.00 ph	135 hrs.	07/01/15-08/07/15	20-231-100-100-66-000-000 11-120-100-101-67-103-000
Flanagan, Katherine	Summer School Teacher – Extended School Year	$30.00 ph	105 hrs.	07/01/15-07/31/15	20-231-100-100-66-000-000 11-120-100-101-67-103-000
Foster, Toni	Summer School Teacher – Substitute	$30.00 ph	60 hrs.	07/01/15-07/31/15	11-120-100-101-67-103-000
Garrigo, Jose	Summer School Teacher – Remediation Teacher/Credit Recovery	$30.00 ph	105 hrs.	07/01/15-07/31/15	20-231-100-100-66-000-000
Gianetti, Vincent	Summer School Teacher – Ninth Grade House Program Substitute	$30.00 ph	55 hrs.	07/01/15-07/31/15	20-231-100-100-66-724-000
Gianetti, Karen	Summer School Teacher – Extended School Year	$30.00 ph	120 hrs.	07/01/15-07/31/15	20-231-100-100-66-724-000
Gigante, Angela	Summer School Teacher – Extended School Year Substitute	$30.00 ph	60 hrs.	07/01/15-07/31/15	20-231-100-100-66-000-000 11-120-100-101-67-103-000
Gilliard, Veronica	Summer School Teacher – Extended School Year	$30.00 ph	105 hrs.	07/01/15-07/31/15	20-231-100-100-66-000-000 11-120-100-101-67-103-000
Goolsarran, Jackie	Summer School Teacher – Ninth Grade House Program	$30.00 ph	82 hrs.	07/01/15-07/31/15	20-231-100-100-66-724-000
Green, Dajkyia	Summer School Teacher – Enrichment Program	$30.00 ph	105 hrs.	07/01/15-07/31/15	60-050-100-100-66-000-000 20-231-100-100-66-000-000
Harper, Stephanie	Summer School Teacher – Remedial Program	$30.00 ph	105 hrs.	07/01/15-07/31/15	20-231-100-100-66-000-000
Hellegers, Michael	Summer School Teacher – Ninth Grade House Program	$30.00 ph	120 hrs.	07/01/15-07/31/15	20-231-100-100-66-724-000
Heredia, Diana	Summer School Teacher – Bilingual Program	$30.00 ph	105 hrs.	07/01/15-07/31/15	20-241-100-100-66-000-000
Hincapie, Maribel	Summer School Teacher – Remediation Teacher	$30.00 ph	105 hrs.	07/01/15-07/31/15	20-231-100-100-66-000-000 11-120-100-101-67-103-000
Humphrey, Pamela	Summer School Teacher – Enrichment Program PM	$30.00 ph	60 hrs.	07/01/15-07/31/15	60-050-100-100-66-000-000
Jano, Jaclyn	Summer School Teacher – Extended School Year	$30.00 ph	105 hrs.	07/01/15-07/31/15	20-231-100-100-66-000-000 11-120-100-101-67-103-000
Lavelanet, Danielle	Summer School Teacher – Extended School Year	$30.00 ph	105 hrs.	07/01/15-07/31/15	20-231-100-100-66-000-000 11-120-100-101-67-103-000
Lewis, Brandi	Summer School Teacher – Sports Camp	$30.00 ph	60 hrs.	07/01/15-07/03/15	60-050-100-100-66-000-000
Lupardi, Amy	Summer School Teacher – Extended School Year	$30.00 ph	105 hrs.	07/01/15-07/31/15	20-231-100-100-66-000-000 11-120-100-101-67-103-000
Manziano, Theresa	Summer School Teacher – Extended School Year	$30.00 ph	105 hrs.	07/01/15-07/31/15	20-231-100-100-66-000-000 11-120-100-101-67-103-000
Markert, Daniel	Summer School Teacher – Remedial Program	$30.00 ph	110 hrs.	07/01/15-07/31/15	20-231-100-100-66-724-000
Markowski, Ana	Summer School Teacher – Remediation Teacher/Credit Recovery	$30.00 ph	105 hrs.	07/01/15-07/31/15	20-231-100-100-66-000-000
Mauro, Danielle	Summer School Teacher – Ninth Grade House Program	$30.00 ph	105 hrs.	07/01/15-07/31/15	20-231-100-100-66-724-000
McClaren, Tanisha	Summer School Teacher – Extended School Year	$30.00 ph	105 hrs.	07/01/15-07/31/15	20-231-100-100-66-000-000 11-120-100-101-67-103-000

McGilchrist, Anthony	Summer School Teacher – Enrichment Program PM	$30.00 ph	80 hrs.	07/01/15-08/07/15	60-050-100-100-66-000-000
Meeks, Maria	Summer School Teacher – Remediation Teacher	$30.00 ph	105 hrs.	07/01/15-07/31/15	20-231-100-100-66-000-000 11-120-100-101-67-103-000
Melendez, Joshua	Summer School Teacher – Ninth Grade House Program	$30.00 ph	110 hrs.	07/01/15-07/31/15	20-231-100-100-66-724-000
Mitchell, Basheba	Summer School Teacher – Bilingual Program	$30.00 ph	105 hrs.	07/01/15-07/31/15	20-241-100-100-66-000-000
Morgan-Black, Allison	Summer School Teacher – Remediation Teacher/Credit Recovery	$30.00 ph	105 hrs.	07/01/15-07/31/15	20-231-100-100-66-000-000
Murphy, Theodora	Summer School Teacher – Extended School Year	$30.00 ph	105 hrs.	07/01/15-07/31/15	20-231-100-100-66-000-000 11-120-100-101-67-103-000
Navarro, Leydi	Summer School Teacher – Bilingual Program Substitute	$30.00 ph	50 hrs.	07/01/15-07/31/15	20-241-100-100-66-000-000
Pablos, Javier	Summer School Teacher – Remediation Teacher	$30.00 ph	105 hrs.	07/01/15-07/31/15	20-231-100-100-66-000-000
Pablos, Javier	Summer School Teacher – Science Camp/Enrichment Teacher	$30.00 ph	120 hrs.	07/31/15-08/07/15	60-050-100-100-66-000-000
Pazymino, Paola	Summer School Teacher – Bilingual Program	30.00	105 hrs.	07/01/15-07/31/15	60-050-100-100-66-000-000 20-231-100-100-66-000-000
Pazymino, Paola	Summer School Teacher – Enrichment Program PM/Sports Camp	$30.00 ph	100 hrs.	07/01/15-08/07/15	60-050-100-100-66-000-000
Pazymino, Ysoris	Summer School Teacher – Bilingual Program	$30.00 ph	105 hrs.	07/01/15-07/31/15	20-241-100-100-66-000-000 20-231-100-100-66-000-000
Pazymino, Ysoris	Summer School Teacher – Enrichment Program PM	$30.00 ph	140 hrs.	07/01/15-07/31/15	60-050-100-100-66-000-000
Perry, Debby	Summer School Teacher – Extended School Year /Substitute	$30.00 ph	80 hrs.	07/01/15-08/07/15	20-231-100-100-66-000-000
Peterkin, Claudette	Summer School Teacher – Extended School Year	$30.00 ph	105 hrs.	07/01/15-07/31/15	20-231-100-100-66-000-000
Piccinich, Kristin	Summer School Teacher – Ninth Grade House Program	$30.00 ph	82 hrs.	07/01/15-07/31/15	20-231-100-100-66-724-000
Pieries, Hashenka	Summer School Teacher – Extended School Year	$30.00 ph	105 hrs.	07/01/15-07/31/15	20-231-100-100-66-000-000 11-120-100-101-67-103-000
Prettypaul, Indeerah	Summer School Teacher – Enrichment Program/Sports Camp	$30.00 ph	155 hrs.	07/01/15-07/31/15	60-050-100-100-66-000-000 20-231-100-100-66-000-000
Robertson, Cathy	Summer School Teacher – Enrichment Program	$30.00 ph	105 hrs.	07/01/15-07/31/15	60-050-100-100-66-000-000 20-231-100-100-66-000-000
Robinson, Dean	Summer School Teacher – Extended School Year	$30.00 ph	105 hrs.	07/01/15-07/31/15	20-231-100-100-66-000-000 11-120-100-101-67-103-000
Rodriquez, Luis	Summer School Teacher – Ninth Grade House Program	$30.00 ph	110 hrs.	07/01/15-07/31/15	20-231-100-100-66-000-000 11-140-100-101-67-103-000
Romano, Nicole	Summer School Teacher – Extended School Year	$30.00 ph	105 hrs.	07/01/15-07/31/15	20-231-100-100-66-000-000 11-120-100-101-67-103-000
Romba, Jillian	Summer School Teacher – Extended School Year	$30.00 ph	105 hrs.	07/01/15-07/31/15	20-231-100-100-66-000-000 11-120-100-101-67-103-000
Rosa, Elizabeth	Summer School Teacher – Bilingual Program/Science Camp	$30.00 ph	105 hrs.	07/01/15-08/07/15	20-241-100-100-66-000-000
Rosa, Jasmine	Summer School Teacher – Bilingual Program	$30.00 ph	105 hrs.	07/01/15-07/31/15	20-231-100-100-66-000-000

Rossillo, Anthony	Summer School Teacher – Extended School Year	$30.00 ph	105 hrs.	07/01/15-07/31/15	20-231-100-100-66-000-000
Sabella, Annette	Summer School Teacher – Extended School Year	$30.00 ph	105 hrs.	07/01/15-07/31/15	20-231-100-100-66-000-000
Salazar, Yolanda	Summer School Teacher – Lead Teacher (Quarles)/Sports Camp/Science Camp	$30.00 ph	300 hrs.	07/01/15-08/07/15	20-231-100-100-66-000-000 60-050-100-100-66-000-000
Sewnath, Maitry	Summer School Teacher – Remediation Teacher	$30.00 ph	105 hrs.	07/01/15-07/31/15	20-231-100-100-66-000-000
Sheridan, Samantha	Summer School Teacher – Lead Teacher (JDMS)	$30.00 ph	200 hrs.	07/01/15-08/07/15	20-231-100-100-66-000-000
Siu, Stephanie	Summer School Teacher – Remediation Teacher	$30.00 ph	105 hrs.	07/01/15-07/31/15	20-231-100-100-66-000-000
Tarquino, Luz	Summer School Teacher – Bilingual Program	$30.00 ph	105 hrs.	07/01/15-07/31/15	20-241-100-100-66-000-000
Terbruggen, Jacqueline	Summer School Teacher – Extended School Year	$30.00 ph	105 hrs.	07/01/15-07/31/15	20-231-100-100-66-000-000 11-120-100-101-67-103-000
Thomas, Erin	Summer School Teacher – Enrichment Program PM	$30.00 ph	105 hrs.	07/01/15-08/07/15	20-241-100-100-66-000-000 60-050-100-100-66-000-000
Walker, Shirley	Summer School Teacher – Remediation Teacher	$30.00 ph	105 hrs.	07/01/15-07/31/15	20-231-100-100-66-000-000
Washington, Brittani	Summer School Teacher – Enrichment Program Substitute/Sports Camp	$30.00 ph	140 hrs.	07/01/15-07/31/15	60-050-100-100-66-000-000 20-231-100-100-66-000-000
Watt, Latoya	Summer School Teacher – Remedial Program	$30.00 ph	105 hrs.	07/01/15-07/31/15	20-231-100-100-66-724-000
Wise-White, Malva	Summer School Teacher – Lead Teacher (DMHS/AE/Eagle)	$30.00 ph	200 hrs.	07/01/15-08/07/15	20-231-100-100-66-000-000 20-231-100-100-66-724-000
Wooding, Leah	Summer School Teacher – Remediation Teacher	$30.00 ph	105 hrs.	07/01/15-07/31/15	20-231-100-100-66-000-000
Zorrilla, Rharia	Summer School Teacher – Bilingual Program	$30.00 ph	105 hrs.	07/01/15-07/31/15	20-241-100-100-66-000-000

Summer Child Study Team & Nursing Staff					
Name	**Assignment**	**Rate**	**Max**	**Effective Dates**	**Budget Account**
Carlisle, Sandra	Summer Child Study Team – School Psychologist	$30.00 ph	150 hrs.	07/01/15-07/31/15	11-000-219-104-67-103-000
Gordon, Adele	Summer Program – School Nurse	$30.00 ph	100 hrs.	07/01/15-07/31/15	11-000-213-100-67-103-000
Herrera, Wendy	Summer Child Study Team – School Psychologist	$30.00 ph	150 hrs.	07/01/15-07/31/15	11-000-219-104-67-103-000
Humphrey, Pamela	Summer Child Study Team – School Social Worker	$30.00 ph	150 hrs.	07/01/15-07/31/15	11-000-219-104-67-103-000
Hurtado, Diana	Summer Child Study Team – School Psychologist	$30.00 ph	150 hrs.	07/01/15-07/31/15	11-000-219-104-67-103-000
Kaufman, Elaine	Summer Child Study Team – LDT-C	$30.00 ph	150 hrs.	07/01/15-07/31/15	11-000-219-104-67-103-000
Kurikova, Marina	Summer Child Study Team – Speech Language Specialist	$30.00 ph	105 hrs.	07/01/15-07/31/15	11-000-216-100-67-103-000
McCrosson, Debra	Summer Program – School Nurse	$30.00 ph	100 hrs.	07/01/15-07/31/15	11-000-213-100-67-103-000
McGrath, Stephanie	Summer Child Study Team – School Social Worker	$30.00 ph	175 hrs.	07/01/15-07/31/15	11-000-219-104-67-103-000
Mohn, Heather	Summer Child Study Team – School Psychologist	$30.00 ph	175 hrs.	07/01/15-07/31/15	11-000-219-104-67-103-000

Pascarello, Beth	Summer Child Study Team – LDT-C	$30.00 ph	175 hrs.	07/01/15-07/31/15	11-000-219-104-67-103-000
Rodriguez, Christine	Summer Child Study Team – LDT-C	$30.00 ph	150 hrs.	07/01/15-07/31/15	11-000-219-104-67-103-000
Sadler, Ketsia	Summer Program – School Nurse	$30.00 ph	100 hrs.	07/01/15-07/31/15	11-000-213-100-67-103-000
Smilari, Carol	Summer Program – School Nurse	$30.00 ph	100 hrs.	07/01/15-07/31/15	11-000-213-100-67-103-000
Sullivan, Dennis	Summer Child Study Team – School Social Worker	$30.00 ph	150 hrs.	07/01/15-07/31/15	11-000-219-104-67-103-000

15-P-84 2014-2015 SALARY ADJUSTMENTS, RECLASSIFICATIONS & TRANSFERS

RESOLVED, upon recommendation of the Interim Superintendent of Schools, that the following reclassification(s) be approved as provided by the budget:

N = New *R = Replacement* *RI = Reinstatement*

School Codes:	*Grieco (04)*	*JDMS (10)*	*A@E (30)*	*DMHS (20)*
Out-of-District (OOD)	*Vince Lombardi (05)*	*Central Office (60)*	*Quarles (01)*	*McCloud (03)*

Substitute Teacher Reclassifications		
Name	**From:**	**To:**
Martin, David (R-J.T.) (20)	Per-Diem Substitute Teacher, $100 per diem	Long-Term Substitute Teacher, $261.55 per diem Effective: 05/04/15-05/15/15
Warren, Dashawn (R-C.C.) (10)	Per-Diem Substitute Teacher, $100 per diem	Long-Term Substitute Teacher, $261.55 per diem Effective: 04/14/15-04/29/15

15-P-85 APPROVAL – NOTIFICATION TO NON-TENURED TEACHING STAFF MEMBERS PURSUANT TO N.J.S.A. 18A:27-10 TAB-07

RESOLVED, the Board of Education authorizes the Interim Superintendent of Schools to provide the non-tenured teaching staff members continuously employed for the 2014-2015 school year and included on the attached list with a written offer of a contract for employment for the 2015-2016 school year providing for at least the same terms and conditions of employment as the 2014-2015 school year but with such increases in salary as may be negotiated, and be it

FURTHER RESOLVED, that the Board of Education authorizes the Interim Superintendent of Schools to provide the non-tenured teaching staff members continuously employed for the 2014-2015 school year who are not included on the attached list with a written notice that such employment will not be offered.

15-P-86 APPROVAL – NOTIFICATION TO NON-TENURED ADMINISTRATIVE STAFF MEMBERS PURSUANT TO N.J.S.A. 18A:27-10 TAB-08

RESOLVED, the Board of Education authorizes the Interim Superintendent of Schools to provide written notice to the attached non-tenured Administrative Staff members included on the attached list with a written offer of a contract for the 2015-2016 school year.

FURTHER RESOLVED, the Board of Education authorizes the Board Secretary to provide employment contracts for the Englewood Administrators' Association (EAA) according to the 2015-2016 EAA Salary Guide.

15-P-87 APPROVAL – 2015-2016 NON-GUIDE STAFF RENEWAL TAB-09

RESOLVED, the Board of Education authorizes the Interim Superintendent of Schools to provide the currently employed non-guide staff included on the attached list with a written offer of a contract for employment for the 2015-2016 school year providing for at least the same terms and conditions of employment as the 2014-2015 school year but with such increases in salary as may be determined at a later date.

15-P-88 RETIREMENT, RESIGNATIONS, LEAVES OF ABSENCE, TERMINATIONS

RESOLVED, that the Englewood Board of Education hereby approves the following:

School Codes:	*Grieco (04)*	*JDMS (10)*	*A@E (30)*	*DMHS (20)*
Out-of-District (OOD)	*Vince Lombardi (05)*	*Central Office (60)*	*Quarles (01)*	*McCloud (03)*

Leaves of Absence

Name	Notice/Position	Effective Date(s)
Clemen, Jennifer (04)	Paid Medical Leave of Absence, Elementary School Teacher	May 12, 2015 – June 30, 2015
Gigante, Angela (04)	Paid Medical Leave of Absence, Unpaid Medical Leave of Absence, Teacher of Students with Disabilities	May 4, 2015 – June 19, 2015 June 22, 2015 – December 11, 2015
Huggins, Shavon (04)	Unpaid Medical Leave of Absence, Security Officer	May 11, 2015 – May 29, 2015
Lagos, Claudia (03)	Unpaid Medical Leave of Absence, Elementary School Teacher	May 11, 2015 – June 30, 2015
Picinich, Gordana (05)	Unpaid Extended Medical Leave of Absence, Supervisor of Literacy K-12	May 20, 2015 – June 16, 2015
Vlantis, Marina (04)	Paid Medical Leave of Absence, Unpaid Medical Leave of Absence, Elementary School Teacher	April 24, 2015 – May 29, 2015 June 1, 2015 – June 30, 2015

Retirement

Name	Notice/Position	Effective Date(s)
Kirch, Doris (03)	Retirement, Teacher of the Handicapped	June 30, 2015
Picinich, Gordana (05)	Retirement, Supervisor of Literacy K-12	June 30, 2015
Ruffle, Elizabeth (10)	Retirement, Teacher of the Handicapped	June 30, 2015

15-P-89 APPROVAL – 2015-2016 ASSISTANT SUPERINTENDENT EMPLOYMENT CONTRACT TAB-10

WHEREAS, the Board of Education, accepts the recommendation of the Interim Superintendent, to extend an offer of employment for the 2015-2016 school year to Michelle James, Assistant Superintendent; and

RESOLVED, the Board of Education accept the attached contract as approved by the Bergen County Executive Superintendent commencing July 1, 2015 through June 30, 2016.

15-P-90 2014-2015 ADVANCEMENT OF PROFESSIONAL STATUS

RESOLVED, upon recommendation of the Interim Superintendent of Schools, that the following reclassification(s) be approved as provided by the budget:

School Codes:	*Grieco (04)*	*JDMS (10)*	*A@E (30)*	*DMHS (20)*
Out-of-District (OOD)	*Vince Lombardi (05)*	*Central Office (60)*	*Quarles (01)*	*McCloud (03)*

Reclassification		
Name	**From:**	**To:**
Hincapie, Maribel (03)	MA, Step 13 $59,560	MA+30, Step 13 $70,810 pro rata Effective: 02/20/15-06/30/15

I.D. #	Class	School	Location	Type	Budget #	2015-2016 ACTUAL	ESY Y/N	Notes
		PRIVATE IN STATE SCHOOLS						
150542	MD	Benway/HoHoKus	WAYNE	PVT - In	566	73,926.00	Y	
144344	AUT	BergenCtr/1:1	HAWORTH	PVT - In	566	93,424.00	Y	
149282	MD	BergenCtr/1:1	HAWORTH	PVT - In	566	93,424.00	Y	
145397	MD	Children's Therapy-Upper	MIDLAND PK	PVT - In	566	71,311.00	Y	
142998	AUT	ECLC (1:1)	CHATHAM	PVT - In	566	83,278.00	Y	
148957	MD	Felician	LODI	PVT - In	566	52,516.00	Y	
141589	MOC	Felician	LODI	PVT - In	566	52,516.00	Y	
145992	MOC	Felician	LODI	PVT - In	566	52,516.00	Y	
146496	COM	Forum School	WALDWICK	PVT - In	566	51,442.38	N	
143045	OHI	High Pt/Palisade/split	LODI	PVT - In	566	57,355.00	N	
141023	OHI	High Point	LODI	PVT - In	566	57,355.00	N	
151116	ED	Legacy/Mary Dobbins	Mt. Holly	PVT - In	562	58,770.00	Y	
146858	ED	North Hudson/partial	NORTH BERGEN	PVT - In	566	49,901.00	N	
146250	ED	North Hudson	NORTH BERGEN	PVT - In	566	49,901.00	N	
146926	MD	North Hudson/partial	NORTH BERGEN	PVT - In	566	49,901.00	N	
144424	OHI	Strang Sch/Ranchhope	ALLOWAY	PVT - In	566	42,572.00	Y	
144291	AUT	Windsor Learning	POMPTON LAKE	PVT - In	566	62,416.00	N	
144342	OHI	Windsor Learning	POMPTON LAKE	PVT - In	566	62,416.00	N	
145470	ED	Windsor Prep	Paramus	PVT - In	566	57,680.00	N	
149203	MD	Windsor Prep	Paramus	PVT - In	566	57,680.00	N	
149364	OHI	YCS - GW	HACKENSACK	PVT - In	566	52,522.00	Y	
149935	OHI	YCS - GW	HACKENSACK	PVT - In	566	52,522.00	Y	
150933	ED	YCS - GW	HACKENSACK	PVT - In	566	52,522.00	N	
23								
		Budget Code: 11-000-100-566-40				**1,387,866.38**		
		PUBLIC SCHOOLS IN STATE						
145752	COM	Cresskill	Cresskill	PUB	562	42,914.00	N	
130127	MD	Vineland HS	Franklinville	PUB	562	42,000.00	Y	
152223	MIC	Garfield	Garfield	PUB	562	40,717.00	N	
148431	COG-MILD	Leonia	Leonia	PUB	562	53,691.00	Y	
148117	AUT	Harrington Pk Valley	Demarest	PUB	562	78,201.00	N	
142155	OHI	Park Academy	Montvale	PUB	562	31,626.00	N	
151599	AUT	Park Academy	Hillsdale	PUB	562	25,003.00	N	
150411	ED	Park Academy	Hillsdale	PUB	562	25,003.00	N	
141246	MD	Ridgefield(P/T 1:1)	Ridgefield	PUB	562	70,191.00	Y	
148303	MIC	Ridgefield	Ridgefield	PUB	562	38,141.00	Y	
10								
		Budget Code: 11-000-100-562-40				**447,487.00**		
		BCSSSSD SCHOOLS						
146263	ED	Evergreen		BCSS	565	56,880.00	N	
141239	MD	Transition Center @Woo	WOODRIDGE	BCSS	565	56,340.00	N	
151600	MD	Transition Center @Woo	WOODRIDGE	BCSS	565	56,340.00	Y	
144009	MD	Transition Center @Woo	WOODRIDGE	BCSS	565	56,340.00	Y	
144295	AUT	NOVA Elem	EMERSON	BCSS	566	56,880.00	Y	
144942	AUT	NOVA Elem	EMERSON	BCSS	566	56,880.00	Y	
150628	AIHH	SHIP Program	Midland Park	BCSS	565	71,460.00	N	
142136	AUT	Washington - South	HACKENSACK	BCSS	565	76,320.00	Y	
152244	AUT	Washington-South	HACKENSACK	BCSS	565	76,320.00	Y	
149981	MD	Washington-South	HACKENSACK	BCSS	565	56,340.00	Y	
144898	MD	Washington-South(1:1)	HACKENSACK	BCSS	565	120,320.00	Y	
144276	AUT	Washington-South(1:1)	HACKENSACK	BCSS	565	120,320.00	Y	
143294	AUT	Washington - South	HACKENSACK	BCSS	565	76,320.00	Y	
145424	AUT	Washington - South	HACKENSACK	BCSS	565	76,320.00	Y	
140100	MD	Washington-South(1:1)	HACKENSACK	BCSS	565	120,320.00	Y	
145364	MD	Bleshman	PARAMUS	BCSS	565	70,740.00	Y	
146060	MD	Bleshman	PARAMUS	BCSS	565	70,740.00	Y	
151386	MD	Rockland BOCES	West Nyack,NY	BOCES	565	31,016.84	Y	
141246	MD	CrossroadsProg/S/T	HACKENSACK	BCSS	565	13,770.00	Y	
19								
		Budget Code: 11-000-100-565-40				**1,319,966.84**		

I.D. #	Class	School	Location	Type	Budget #	2015-2016 ACTUAL	ESY Y/N	Notes
		BCTS-PARAMUS VO-TECH						
143004	OHI	Paramus - F/T	PARAMUS	BCTS	564	26,400.00	**N**	
143105	SLD	Paramus - F/T	PARAMUS	BCTS	564	26,400.00	**N**	
146717	SLD	Paramus - F/T	PARAMUS	BCTS	564	26,400.00	**N**	
146823	MD	Paramus - F/T	PARAMUS	BCTS	564	26,400.00	**N**	
143780	OHI	Paramus - F/T	PARAMUS	BCTS	564	26,400.00	**N**	
144300	COM	Paramus - F/T	PARAMUS	BCTS	564	26,400.00	**N**	
142978	AUT	Paramus - F/T	PARAMUS	BCTS	564	26,400.00	**N**	
151335	SLD	Paramus - F/T	PARAMUS	BCTS	564	26,400.00	**N**	
148567	SLD	Paramus - F/T	PARAMUS	BCTS	564	26,400.00	**N**	
146638	ESLS	Shared Time	PARAMUS	BCTS	564	8,640.00	**N**	
10								
		Budget Code: 11-000-100-564-40				**246,240.00**		
		DEPT OF CHILDREN & FAMILIES						
144234	OHI	DCF-Mountainside Hosp	STATE	DCF	state/ded	40,973.00	**Y**	
1								
		DCF Total--State Deduction				**40,973.00**		
					2015-2016			
Budget Code: DCF (state facility deduction)					**1**	**40,973.00**		
Budget Code: 11-100-100-562					**10**	**447,487.00**		
Budget Code: 11-100-100-564					**10**	**246,240.00**		
Budget Code: 11-100-100-565					**19**	**1,319,966.84**		
Budget Code: 11-100-100-566					**23**	**1,387,866.38**		
Grand Totals					**63**	**3,442,533.22**		

ENGLEWOOD PUBLIC SCHOOLS
Comprehensive Equity Plan

Englewood Public Schools **Staff Development Plan**

Objective:
Describe the plan to be implemented for Academic Years 2015-2018 to provide in-service training for school personnel on a continuing basis to identify and resolve problems arising from prejudice on the basis of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability or socioeconomic status.

Staff Development is Ongoing

Activities for Staff Development	Staff Responsible	Implementation Timeline	Indicator of Accomplishment
Provide professional development to all interested parents, community members, certified and non-certified staff to inform, identify and resolve problems in the following areas:			
Closing the achievement gap	AA Officer Curriculum Director Principals School Improvement Teams Consultants	Annually	Agendas, attendance sheets, evaluation forms
Sexual harassment	AA Officer AA Team	Annually	Agendas, attendance sheets, evaluation forms
Harassment, intimidation, and bullying	AA Officer District HIB Coordinator School HIB coordinators	Annually	Agendas, attendance sheets, evaluation forms, data of incidents, demonstrate % reduction in incidents reported
Differentiated instruction	AA Officer Curriculum Director Principals School Improvement Teams Consultants School Child Study Teams	Annually	Agendas, attendance sheets, evaluation forms
Student articulation and placement/retention process	Building principals Teachers	Annually	Agendas, attendance sheets, evaluation forms, disaggregate data
Advertise in Spanish language periodicals, NABE, National Hispanic Education Coalition, Hispanic Association for Colleges & Universities, Boricua College, Historic Black Colleges (Howard, Hampton, Norfolk State, Morgan State)	Human Resources AA Officer	Annually	Copies of ads, invoices

ENGLEWOOD PUBLIC SCHOOLS
Comprehensive Equity Plan

ENGLEWOOD PUBLIC SCHOOLS

GRIECO ELEMENTARY SCHOOL 50 DURIE AVENUE, ENGLEWOOD, N.J. 07631

Abraham Alarcon
Affirmative Action Officer
201-862-6176
aalarcon@epsd.org

Affirmative Action Team
Effective May 2015

Name	Title	School
1. Abraham Alarcon	AAO	District/Grieco
2. Maria Blanco	Kindergarten Teacher	Quarles
3. Shirley Walker	Pre-Kindergarten Teacher	Quarles
4. Michele Nadjafian	Supervisor	Quarles
5. Cecilia Ruiz	Social Worker/I&RS Coordinator/HIB Coordinator	Grieco
6. Pamela Humphrey	CST/Social Worker	Grieco
7. Christina Chun	2nd grade teacher	Grieco
8. Christine DiBartolomeo	SE Teacher 6th Grade	McCloud
9. Anthony McGilchrist	Athletic Activity Coordinator	District
10. Anne Rubenstein	5th Grade Teacher	McCloud
11. Glenda Frasier-McGee	School Resource Liaison	DM/AE
12. Fina Espinal-Flores	Spanish Teacher	DM/AE
13. John Jasinski	Dean of Students	DM/AE
14. Yonalda Amparo	School Psychologist	JDMS
15. Basheba Mitchell	Bilingual Education Teacher	JDMS
16. Christopher Tisdale	English Teacher	JDMS
17. Stephanie Harper	SE Teacher	Eagle
18. Barbara Zeman	Science Teacher	Eagle

5420 REPORTING PUPIL PROGRESS (M)

M

Report cards and Progress Reports are standard communications from the school. Parent conferences are regularly scheduled to allow parent(s) or legal guardian(s) and teachers to meet in order to discuss pupil progress. If the school experience is to be a vital, productive one for the children, then home-school contact must be constantly maintained, even beyond the district-mandated opportunities.

Parent(s) or legal guardian(s) appreciate hearing from the school as soon as possible when a problem arises. This allows the parent(s) or legal guardian(s) to get involved when their intervention can make a difference. Parent(s) or legal guardian(s) should be contacted when:

1. Children fail to do assignments, especially major work;

2. When they fail tests;

3. When they are having difficulty - either academically or behaviorally - in class.

Teachers should not allow more than two or three missed assignments to accumulate before contacting parent(s) or legal guardian(s), and certainly failed tests and quizzes, when occurring regularly, should be noted.

Contact may take the form of phone calls or notes sent home. In either case, parent(s) or legal guardian(s) can help if they are involved in the process.

Marking, Report Cards, Progress Reports

Evaluation Key – Kindergarten

M - Meet expectation
W – Working towards grade level expectations
NI – Needs Improvement
N/A – Not assessed at this point

ENGLEWOOD PUBLIC SCHOOL DISTRICT GRADING SCALE (GRADES 1-12)				
*Letter Grade	*Numerical Grade	**AP	**Honors	**College Prep
A	95– 100	5.0	4.5	4.0
A-	90 – 94	4.8	4.3	3.8
B+	87 – 89	4.5	4.0	3.5
B	83 – 86	4.0	3.5	3.0
B-	80 – 82	3.8	3.3	2.8
C+	77 – 79	3.5	3.0	2.5
C	73 – 76	3.0	2.5	2.0
C-	70 – 72	2.3	2.3	1.8
D	65 – 69	2.0	2.0	1.0
F	< - 65	0	0	0
*Grades 1-12	**Grades 9-12			

Report Cards

Report cards are issued four times a year on the dates specified. Teachers hand out the Report of Pupil Progress to the pupils and collect the signed envelope. The original copy is placed in the child's folder annually.

Between the Issuing of Report Cards

It is assumed that between the issuing of report cards, teachers are at work with pupils on whatever plan the teacher has set up for individual help to the children to assist them toward achieving their grade level. With such pupils, particularly frequent informal reporting to parent(s) or legal guardian(s) is essential.

It is recommended that teachers keep in contact with parent(s) or legal guardian(s) through:

1. Informal notes: positive in tone, some congratulatory, some warnings of a dropping of interest, brief, friendly, etc.

2. Telephone calls: encouraging, warning, inquiring, investigating, cheery, informing, etc.

3. Informal contacts: through the sending home of a piece of work showing progress, etc.

Grade Books

Also referred to as a class register, marking book, or roll book, grade books are official records of pupil attendance and academic progress. This book must be kept with the teacher during every fire drill and whenever working with pupils.

All grade books are the property of the school and are kept as part of the permanent record of a pupil. They must be clear and neatly kept. Grade books must reflect a variety of evaluative criteria.

Every pupil should be recorded accurately in the grade book. A key or legend must be noted prominently in the book to indicate what any symbol used, what it stands for, and how grades are determined. All work, whether it be homework, tests, projects, or other assignments, must be clearly labeled in the book. Tests, quizzes, homework, and other instruments used to assess pupil progress are recorded in the grade book. It is critical that teachers provide to pupils adequate numbers and variety of assignments in order to fairly and properly grade them.

Progress Reports

The purpose of the Progress Report is to communicate information about the status of pupil achievement and conduct.

In deciding which pupils should receive Progress Reports, teachers should keep in mind the following:

1. Board policy requires that "a standard form progress report be sent home mid-way through the marking period to inform the parent(s) or legal guardian(s) of the possible failure of the child..." As well, it is advisable for pupils whose grade has dropped more than a whole letter grade (i.e. C to D) to receive a Progress Report.

2. No child is to receive a failure on his/her report card unless he/she has been issued a written warning on the system-wide standard Progress Report form.

3. In cases in which a pupil's work deteriorates after the middle of the marking period, the teacher may issue the standard Progress Report form up to five days before grades are due. It is the teacher's responsibility to see that the Progress Report is put in the U.S. Mail. A call home under this circumstance also helps to allay problems.

4. Teachers should exercise professional judgment in determining which pupils receive Progress Reports. A useful guideline is to alert parent(s) or legal guardian(s) to any deviation or negative change in performance or conduct. Sending the form gives the parent(s) or legal guardian(s) and pupil the opportunity to improve performance.

5. In addition to sending Progress Reports to stress the need for improvement, teachers are strongly encouraged to send Progress Reports to acknowledge outstanding achievement.

A progress report form is available to teachers to use in communicating with parent(s) or legal guardian(s). Although suggested dates are usually midway through the marking period, these reports may be sent home at any time during the school year and for any reason the teacher deems necessary (encouragement, warning of possible failure, disciplinary reasons, request for parent conference, and others). Teachers are obliged to contact parent(s) or legal guardian(s) regarding some deviation of the pupil's normal pattern of learning.

N.J.A.C. 6:3-4A.1

Adopted: 28 August 2006
Revised:

Bergen County Special Services
Bergen County Technical Schools
Bergen One-Stop Career Center

BERGEN COUNTY SPECIAL SERVICES

District Administrative Office
327 E. Ridgewood Avenue, Paramus, New Jersey 07652-2915 • Tel. 201.343.6000, ext. 4070 • Fax 201.996.6944 • email: mitbad@bergen.org

Mitchell S. Badiner
Director of Instruction

July 1, 2015

Englewood Public School District
Attn: Mr. Michael M. Roth, Interim Superintendent
12 Tenafly Road
Englewood, NJ 07631

RE: Suspension Alternative Program (SAP)

Dear Mr. Roth:

We are pleased to be able to offer the services of the Suspension Alternative Program (SAP) for the 2015-2016 school-year for your students should your district require these services. Enclosed please find the Bergen County Special Services School District (BCSS) 2015-2016 Memorandum of Agreement, program Fact Sheet and Referral Packet for the SAP. Many districts throughout Bergen County have participated in the SAP and their students have benefited from this unique program. In fact, a comprehensive program evaluation of the SAP conducted by UMDNJ-Violence Institute has confirmed significant positive results in reducing discipline referrals and suspensions for students who participated in SAP.

BCSS is requesting a modest base membership fee of $550 to keep the SAP program operational. This will entitle your district to 5 weeks of SAP services per school year. Services requested beyond the 5 weeks will be billed at $85 per week.

If you wish to have this program available to your students please sign and return the original agreement to my office. I have enclosed a self-addressed envelope for your convenience. **Please note that no student will be able to start in the SAP until we receive your signed agreement.** Upon receipt a copy of the completed agreement will be returned to you.

Thank you and should you have any questions please do not hesitate to contact my office.

Sincerely,

Mitchell S. Badiner

MB:kh
Enclosure

* 274 Knickerbocker Rd
Englewood, NJ 07631

MEMORANDUM OF AGREEMENT
SUSPENSION ALTERNATIVE PROGRAM (SAP)

This Agreement for student participation in the Suspension Alternative Program ("SAP") is made for the **2015-2016** school year and is executed and entered into by and between **ENGLEWOOD PUBLIC SCHOOL DISTRICT** with principal offices located at ~~**12 Tenafly Road, Englewood, NJ 07631**~~ and * the BOARD OF EDUCATION OF THE BERGEN COUNTY SPECIAL SERVICES SCHOOLS DISTRICT ("BCSS") organized and existing pursuant to N.J.S.A. 18A:46-29 et seq., with principal offices located at 327 E. Ridgewood Avenue, Paramus, New Jersey.

BCSS represents that an additional Memorandum of Agreement is in effect for the SAP between the BCSS, the BERGEN COUNTY POLICE ATHLETIC LEAGUE ("PAL"), a not-for-profit organization, and the BERGEN COUNTY DIVISION OF FAMILY GUIDANCE, DEPARTMENT OF HUMAN SERVICES ("DFG"), a body corporate and politic of the State of New Jersey, with principal offices located at One Bergen County Plaza, Hackensack, New Jersey.

The parties hereto acknowledge and understand that the goal of this Program is to provide Bergen County students with alternatives to out-of-school suspension that address student's emotional, behavioral, and academic functioning.

SECTION ONE
DURATION

This Agreement shall be effective for a period beginning on the date of the parties' execution of this Memorandum of Agreement and terminating on June 30, 2016.

SECTION TWO
SCOPE AND ADMINISTRATION OF PROGRAM

1. Administration of Program

The SAP is administered by the BCSS in collaboration with the PAL and DFG. The SAP adheres to the BCSS school calendar and operates from 9:00 a.m. to 2:30 p.m. with five and one half (5.5) hours of student contact time per day for no less than five (5) consecutive school days.

The SAP is located in the PAL building at 284 Hackensack Avenue, Hackensack, New Jersey.

The PAL will, at its own cost and expense, provide a clean and safe environment for students to participate in the program. The program space shall include the following: one classroom, one office; one counseling/therapy room; one lunch room/kitchen; and a multipurpose gymnasium. The PAL maintains commercial property coverage insurance which includes Personal Injury Protection.

2. Criteria for Student Involvement in SAP

In order for a student to participate in SAP, the student must be in grade 7 through 12 and enrolled in a school district (in district or out of district placement) that has entered into and is party to this Agreement. The student must be considered by the principal or principal's designee of the school he or she attends to be "at risk of being suspended or in need of a suspension."

No student who is subject to expulsion on the basis of possession, distribution, or use of weapons of firearms or any other similar grounds or bases shall be eligible to participate in this program.

3. **Referral Methods/Instruments**

The principal or principal's designee of the school attended by the student who is identified as at risk of being suspended will refer the identified student to SAP in the following manner: The principal (or designee) will complete a referral packet (attachment A), obtain parental permission, and convey the completed referral packet to the SAP Coordinator. Additionally, the Principal or principal's designee is required to contact SAP by telephone to confirm receipt of information, obtain a start date and discuss any other details attendant or necessary to effect a seamless transition of the student from the school venue to the SAP.

4. **Annual Membership Fee**

A $550.00 annual membership fee will be assessed to the local school district for its participation in SAP. The local school district shall be required to pay the full amount of the membership upon execution of this Agreement.

Upon payment of the annual membership fee, the local school district shall be entitled to receive up to five (5) weeks of services as set forth in this Agreement. Services requested by the local district to be provided by SAP beyond the basic level of service provided as set forth herein shall be billed at $85.00 per each additional week of service.

5. **Conveyance of Students To/From PAL-SAP Site**

The participating local school district(s) shall be responsible for the daily conveyance of each student identified by the school district to participate in the SAP.

The local school district may elect to have the student use public transportation. Should the local school district elect to permit its student to utilize public transportation, the SAP program will provide public transportation information and NJ Transit bus tickets. The program will also provide a van and driver to pick up and drop off SAP students at the Hackensack Main Bus Terminal, located on River Road, Hackensack, New Jersey.

In the event the local school district elects to permit its student to utilize public transportation, the local school district understands and acknowledges that it does so at its and its student's own risk. To that end, it is understood, agreed and accepted by all parties that BCSS shall be held harmless by the local school district from and against any and all liability, claims, damages, expenses relating to student utilization of public transportation to and from the Hackensack Main Bus Terminal and any and all incidents, injuries and claims arising and/or occurring during such transportation.

The local school district agrees to maintain in full force and effect student liability insurance providing insurance coverage for all occurrences and/or incidents that may involve injury to each of the local school district's pupil's person or property during the student's enrollment in the SAP. The local school district understands and acknowledges that, should it fail to maintain appropriate insurance providing insurance coverage to and/or over its students who are enrolled in SAP, the school district may be individually liable to satisfy any and all claims of liability by BCSS, third parties or otherwise.

6. **Suspension Alternative Sentence: Students' Daytime Schedule**

Each student participating in the SAP program will arrive at the PAL-SAP site not later than 9:00 am and will be dismissed from the program at 2:30 p.m., the minimum length of time that a student may be

enrolled in the SAP is one (1) academic week, consisting of five (5) consecutive days. Students may be enrolled for longer periods of time in the sole discretion of BCSS.
A parent or guardian will be requested to bring the student to SAP on the first day of attendance and participate with a DFG clinician in a family and student assessment session. Families/Students will be referred to additional support services based on the results of this assessment.

The following activities will be provided to the student: academic remediation – consisting of five days of school work assigned by the school, critical personal reflections journaling assignments, self assessment, group and individual counseling sessions, team building, conflict resolution and anger management sessions, PAL physical activities, community services, and others. Students must remain on the PAL-SAP site during the lunch period. Students can purchase lunch from the SAP program at the full price prevailing on the day of purchase. If students are eligible for free or reduced lunch; please provide a copy of that student's approved lunch application. Those eligible students will receive free or reduced lunch as applicable. Please note that Bergen County Special Services will be claiming all lunches served during the student's participation in the SAP program.

7. Program Personnel Staffing

BCSS shall provide a SAP Coordinator, a Teacher for academic remediation, journaling, and direct student instruction. The local school district is responsible for providing five (5) days of academic work, textbooks, etc. for this purpose. BCSS will also provide Outreach services to follow up with students and families upon discharge from the SAP.

DFG will provide a clinical social worker to provide group and individual counseling, family support and outreach and referral to additional support services.

The PAL will provide law enforcement mentors from the Sheriff and County Prosecutors Office who provide students with physical activities geared towards learning personal responsibility and creating a climate of respect for themselves and others.

8. Criteria for Rejecting a Student from SAP

A student who has been identified and processed for participation in the SAP program shall not be rejected from nor in any way caused to not participate in the program by staff members of the PAL or the DFG without the explicit consent of Program Director, Mitchell S. Badiner.

A student who is considered to be expelled on the basis of possession, distribution, or use of weapons of firearms or any other consideration, which may cause expulsion from a school district, shall not be considered for participation in SAP.

9. Record keeping

Student attendance at SAP will be called into the student's local school on a daily basis. Students who participate in this program are counted as attending by the local school. The DFG will maintain case records according to best practice criteria and professional standards.

10. Follow Up

Students who successfully complete the program shall receive a one-year membership in PAL. DFG will establish a clear protocol to evaluate all student participants in accordance with federal guidelines for program evaluation. SAP will follow-up with each student upon completion of SAP.

SECTION THREE
ADDITIONAL TERMS

No parties shall have the right to assign this Agreement.

The **ENGLEWOOD PUBLIC SCHOOL DISTRICT** agrees indemnify, defend and save harmless the PAL, the DFG and BCSS, its officers, agents, servants, and employees and each of them, against and from, any and all lawsuits, claims, demands, liabilities, losses and expenses, including court costs and attorneys' fees, for or on account of any injury to any person, or any death resulting from such injury, or any wrongful death, or any damage to any property, and all other claims based or asserted upon any act or omission of **ENGLEWOOD PUBLIC SCHOOL DISTRICT** its officers, agents, servants, employees, and/or the act or omission of the student of **ENGLEWOOD PUBLIC SCHOOL DISTRICT** which may arise or which may be alleged to have arisen out of or in connection with this Agreement whether or not such act or omission was actually in furtherance of the purpose of this Agreement.

BCSS agrees to indemnify, defend and save harmless **ENGLEWOOD PUBLIC SCHOOL DISTRICT** its officers, agents, servants, and employees and each of them, against and from, any and all lawsuits, claims, demands, liabilities, losses and expenses, including court costs and attorneys' fees, for or on account of any injury to any person, or any death resulting from such injury, or any wrongful death, or any damage to any property, and all other claims based or asserted upon any act or omission of BCSS and their respective officers, agents, servants, employees which may arise or which may be alleged to have arisen out of or in connection with this Agreement whether or not such act or omission was actually in furtherance of the purpose of this Agreement.

The parties executed this Agreement on this 1st day of September, 2015.

By:
ENGLEWOOD PUBLIC SCHOOL DISTRICT

_____

Title:

By:
Bergen County Special Services School District

_____

Title: Business Administrator

TAB 6

Atlantic

tomorrowsoffice.com

NEW YORK CITY
Tel: (212) 741-6400
Tel: (718) 994-9199
Fax: (212) 645-1518

WESTCHESTER UPSTATE
Tel: (914) 674-4500
Fax: (914) 674-4477
Tel: (845) 255-8900

BLOOMFIELD, NJ
Tel: (866) 785-8475
Fax: (973) 893-0015

PRINCETON, NJ
Tel: (866) 785-8475
Fax (609) 919-9783

CUSTOMERS THAT PURCHASE NEW EQUIPMENT FROM ATLANTIC AND REMAIN CONTINUOUSLY COVERED UNDER AND COMPLIANT WITH AN ATLANTIC MAINTENANCE AGREEMENT WILL BE ENTITLED TO:
GUARANTEED RESPONSE TIME: Call for support and have a technician on-site within (4) business hours.
GUARANTEED LOANER PROGRAM: After Atlantic's second service visit to Customer during a 30 day period for the same technical issue (on the same equipment), upon request, Atlantic will provide a loaner until covered equipment is repaired.
GUARANTEED REPLACEMENT PROGRAM: Atlantic will, upon request, replace covered equipment with a like unit (or comparable) if Atlantic determines, after a reasonable opportunity to cure, that such equipment is not repairable to the manufacturer's published specifications. This program shall apply for three (3) years from the purchase date, or, for leased equipment, for the initial term of the lease.
*Guaranteed Replacement and Loaner Programs do not apply to production equipment.

SPECIALIZING IN DIGITAL COPIERS/PRINTERS, IT SOLUTIONS, DOCUMENT MANAGEMENT, RECORD RETENTION AND BACKFILE CONVERSION

This Sales Order (the "Order," and, with all other incorporated agreements, the "Agreement") between Atlantic Tomorrow's Office ("Atlantic") and the below customer ("Customer") is made and entered into as of the date indicated below.

☐ SAME AS INSTALL LOCATION ☐ LEASING COMPANY

Bill To:
Name: Englewood Board of Education
Address: 274 Knickerbocker Road
Englewood, NJ 07631
City, St, Zip:
Phone #: Fax #:
Contact Name: Maria Engeleit 201-862-6271
E-mail:

Ship To:
Name: see attached spreadsheet
Address:
City, St, Zip:
Phone #: Fax #:
Contact Name:
E-Mail:

P.O. #	Tax Exempt #	Terms	Ship Date		New Account	Account #
			ASAP		Existing Account	

Quantity	Model # / Vendor #	Description	Unit Price	Total Price
11		**Savin MP9002SP Digital Imaging System**		
		LCIT / Finisher Stapler		
		Network Printing, Scanning & Faxing		**60 Month Lease $6,373.07**
2		**Savin MPC3003SPF Digital Imaging System**		
		Paperbank / Finisher Stapler		
		Network Printing, Scanning & Faxing		This order is contingent upon
				the approval of
1		**Savin MPC4503SPF Digital Imaging System**		the finance / board.
		Paperbank / Finisher Stapler		Meeting
		Network Printing, Scanning & Faxing		July 16th
8		**Savin MP3354SPF Digital Imaging System**		
		Console / Finisher Stapler		
		Network Printing, Scanning & Faxing		

PICK-UP ☒ *RETURN TO:* ☐ *LEASING CO.* ☐ *ABP* ☐ *MOVE (other information)*

MODEL	SERIAL # or ID #	LEASE #
see attached spread		

Subtotal $
Freight $
Sales Tax $
Total $
Deposit $
Check #
Total Due $

MAINTENANCE AGREEMENT ☐ *INCLUDED IN LEASE/SALE* ☐ *BILL SEPARATELY* $

COVERAGE: B/W ____ *Color* ____ *copies / scan/ reception per:* ☐ *Lease Term* ☐ *Month* ☐ *Other* ____, *whichever comes first.*

OVERAGE RATE: B/W ____ *Color* ____ *per copy calculated:* ☐ *Monthly* ☐ *Quarterly* ☐ *Annually*

(Customer is responsible for reporting, on an as-needed basis, accurate meter reads on associated equipment)

INCLUDES: ☐ *Parts (non-consumable) and Labor* ☐ *Consumable Parts (copiers only)* ☐ *Supplies (except paper & staples)*

____ *CUSTOMER ACKNOWLEDGES THAT THE ABOVE EQUIPMENT IS NOT COVERED UNDER A MAINTENANCE AGREEMENT.*
Initial

Other Information:
Black and white copies will be billed at .0042 per copy and color copies will be billed .060 per copy.
Contract will be billed quarterly. Includes parts, labor and consumables, excludes paper and staples.

____ *Customer declines coverage under the MFP Network Support Agreement. If selected, Atlantic will have no obligation to provide post-installation network, driver and/or other software support.*
Initial

By signing below, an authorized representative of Customer agrees: (a) to purchase the equipment and maintenance services described above; (b) to be bound by and comply with the Atlantic Maintenance Terms and Conditions (Version 1.0 - January 16, 2014), which are incorporated herein by reference; and (c) to the extent applicable, to be bound by and comply with the terms of the Network Support Agreement (Version 1.0 - January 16, 2014), which is incorporated herein by reference.

Customer:
Authorized by: Maria Engeleit
Printed Name: Maria Engeleit
Title: Business Administrator
Date 7/6/15

Atlantic:
Sales Rep: Linda J. Sylvestri
Rep # Senior Account Executive
Date:
APPROVED BY:

ALL ORDERS ARE SUBJECT TO FINAL ACCEPTANCE BY ATLANTIC TOMORROWS OFFICE

Atlantic
tomorrowsoffice.com

CURRENT MONTHLY COSTS

Lease payment	(1260000)	$8,842.19
Lease payment	(5631)	$227.59
Total Lease Payment		**$9,069.78**

SERVICE & SUPPLY MONTHLY COSTS

Includes all parts, labor and consumables, excludes paper and staples.

B/W 776,640 @.0059 =	$6,040.32
Color 31,650 @ .095 =	$3,006.75
Total Current Monthly Supply costs	**$9,047.07**

Total Current Monthly Costs $18,116.85

PROPOSED MONTHLY COSTS

Lease payment $6,373.07

SERVICE & SUPPLY MONTHLY COSTS

Includes all parts, labor and consumables, excludes paper and staples.

B/W 776,640 @.0042 =	$3,261.89
Color 31,650 @ .06 =	$1,899.00
Total Current Monthly Supply costs	**$5,160.89**

Total Current Monthly Costs $11,533.96

SAVINGS OF $6,582.89 PER MONTH / $78,994.68 PER YEAR/ $394,973.40 OVER 5 YEARS

MANAGED PRINT SERVICES SAVINGS PER YEAR $4,136.00

TOTAL ANNUAL SAVINGS PROPOSED FOR THE DISTRICT $83,130.68

Englewood Board of Education

Agenda

July 16, 2015

PERSONNEL – ADDENDUM

16-P-06 APPROVAL – 2015-2016 CONTRACTED APPOINTMENTS

WHEREAS, the Interim Superintendent of Schools, after considering the recommendation of his administrative staff which included consideration of experience, credentials, and references for the following candidates for employment in the school district, has determined that the appointment of these individuals is appropriate and in the best interest of the school district, be it

RESOLVED, upon recommendation of the Interim Superintendent of Schools, that the following individuals be appointed to the positions indicated, as provided by the budget, in accord with terms of the employment specified:

Note: Appointment of new personnel to the District is provisional subject to:
1. Authorization from the State Department regarding a criminal background check and/or authorization from the Bergen County Superintendent's Office for emergent hiring.
2. A medical examination including satisfactory results of the Mantoux tuberculin skin test.

N = New *R = Replacement* *RI = Reinstatement*

School Codes:	*Grieco (04)*	*JDMS (10)*	*A@E (30)*	*DMHS (20)*
Out-of-District (OOD)	*Vince Lombardi (05)*	*Central Office (60)*	*Quarles (01)*	*McCloud (03)*

Name	Certification	Initial Location	All salaries per annum unless noted	10/12 month	Effective Dates	Budget Code
Mosser, Amber[2] (R-T.T.)	CEAS: Teacher of Preschool – Grade 3 & Teacher of Student with Disabilities	(01)	BA, Step 1-2 $52,310[1] pro rata	10	08/31/15-02/05/16	11-216-100-101-40-101-000

[1]Subject to change pending ETA contract negotiations. [2]Medical Leave Replacement/Non-Tenurable Position.

16-P-07 2015-2016 EXTRA COMPENSATION POSITIONS

WHEREAS, the Interim Superintendent of Schools has recommended that certain Board of Education employees be compensated for additional duties or responsibilities, be it

RESOLVED, the Board of Education approves the following assignments and payments for services rendered as indicated:

Summer Security Staffing					
Name	**Assignment**	**Rate**	**Max**	**Effective Dates**	**Budget Account**
Anderson, Craig	Summer Security Staff – Summer School (After-Care)	$18.71 ph	100 hrs.	07/01/15-08/14/15	60-050-100-100-66-000-000
Leary, Myron[1]	Summer Security Staff – Summer School	$19.37 ph	185 hrs.	07/01/15-08/14/15	11-000-262-110-77-101

[1]Mr. Leary was originally Board Approved on June 11, 2015/Resolution #15-P-96 and was subsequently replaced by Peterson, Brianna on June 30, 2015/Resolution #15-P-107. This resolution reinstates Mr. Leary as a Security Officer for the Summer School Program, Ms. Peterson will continue to provide coverage for the After-Care portion of the Summer School Program.