

**SECAUCUS BOARD OF EDUCATION  
REGULAR MEETING AGENDA  
DATED: September 20, 2018  
REVISED**

- A. Call to Order – Mr. Jack Mc Stowe , President, at 4PM**
- B. Open Public Meeting Act Statement**
- C. Flag Salute**
- D. Roll Call**
- E. Executive Session**

**WHEREAS**, the Open Public Meetings Act allows for the exclusion from discussion as the public portion of a meeting certain matters as outlined below, and

**WHEREAS**, the Secaucus Board of Education wishes to discuss such matters made and will make such discussion public when a proper conclusion has been reached:

**NOW, THEREFORE, BE IT RESOLVED**, that the Secaucus Board of Education will hold a Closed Executive Session on this date, in accordance with the Open Public Meetings Law, N.J.S.A. 10:4-12b (1), (2), (6), (7) and (8) for the purpose(s) as outlined and described below. These matters will be disclosed to the public as soon as the need for confidentiality no longer applies:

1. Confidential Matters per Statue or Court Order
2. Impact Rights to Receive Federal Funds
3. Unwarranted Invasion of Individual Privacy
4. Acquisition of Real Property or Investment of Funds
5. Public Safety Procedures
6. Litigation or Contract Matters or Attorney/Client Privilege
7. Personnel Matters
8. Board Members Training: School Ethics, District Goals, Self-Evaluation

- F. Regular Meeting 7:00PM**
- G. Approval of Regular Meeting Minutes of 08/23/18.**

Introduced by \_\_\_\_\_, seconded by \_\_\_\_\_,

- H. Showcase**
- I. Standardized Testing Results Presentation**

**J. Organization Reports**

**K. Correspondence**

**L. Superintendent Report:**

Recommended action on resolutions and motions to be presented under Committee Reports.

- **Student Safety Data Report**

**M. Business Administrator/Board Secretary Report**

Recommended action on resolutions and motions to be presented under Committee Reports

**Public Forum regarding Agenda Items**

This meeting is open to the public for the purpose of addressing items listed for approval on this agenda only. Residents wishing to speak on such items must sign the register provided for this purpose, and are required to state their names, addresses and subject matter. Comments are limited to five minutes per person. The Board may (or may not) respond to issues raised by members of the public at the time they are raised, but will provide a response if and when appropriate.

The Board asks that members of the public be courteous and mindful of the rights of other individuals when speaking. Please note that the Board will not respond to comments regarding students or board employees in light of the privacy rights held by those individuals. Moreover, the Board discourages comments about such individuals, and will not be responsible for such comments. Members of the public who choose to speak during this public session should carefully consider their comments, since they could be held personally liable for any statements they make.

Finally, please note that in accordance with District Policy No. 1100, the Board will not officially comment or respond to any matter mentioned unless it can confirm that the matter has first been brought to the attention of the appropriate school personnel in an attempt to resolve the issue.

**A. Governance Committee:**

1. Personnel:

**Introduced by \_\_\_\_\_, seconded by \_\_\_\_\_, to accept the recommendation of the Superintendent to approve and adopt Resolutions R1.01 through R1.20 and Motion M1.01 as described below for the following:**

**R1.01 Approval to** appoint the following individual as recommended by the Superintendent of Schools (pending criminal history review)

Natalee Phemsint

.5 Pre K Teacher

**Compensation:** \$29,479.50

**Effective Date:** 10/08/2018

Account Number: 11-105-100-101-000-13-070

UPC: 100.HU.TEAC.PK.00.05

**R.1.02**     **Approval to** appoint the following individual as recommended by the Superintendent of Schools

Sean Buckley                      English Teacher  
  **Compensation:** \$62,654  
  **Effective Date:** 09/24/2018  
  Account Number: 11-140-100-101-000-14-050  
  UPC: 100.HS.ENGL.HS.03

**R1.03**     **Approval to** appoint the following individual as recommended by the Superintendent of Schools (pending criminal history review)

Tatiana Cruzado                   LTR Guidance Counselor  
  **Compensation:** \$62,654\*  
  **Effective Date:** 09/24/2018 through 2/8/2019  
  Account Number: 11-000-218-104-000-15-080  
  UPC: 218.MS.GUID.MS.LTR  
  \*prorated based on employment period

**R1.04**     **Approval to** appoint the following individual as recommended by the Superintendent of Schools

Elise Lennon                      Guidance Counselor  
  **Compensation:** 62,854  
  **Effective Date:** 09/24/2018  
  Account Number: 11-000-218-104-000-14-050  
  UPC: 218.HS.GUID.HS.02

**R1.05**     **Approval to** appoint the following individual as recommended by the Superintendent of Schools

Daniel J. Catalano                Physical Education Teacher  
  **Compensation:** \$58,959  
  **Effective Date:** 09/24/2018  
  Account Number: 11-130-100-101-000-15-080  
  11-140-100-101-000-14-050  
  UPC: 100.HS.PHYS.HS.04

**R1.06**     **Approval to** rescind Resolution R1.01 from the August 23, 2018 Board of Education Meeting appointing Veronica Choi as ESL Teacher

**R1.07**     **Approval to** amend the start date for Erika Dimase, Resolution R1.06 from the August 23, 2018 Board of Education Meeting from September 1, 2018 to September 10, 2018

**R1.08 Approval to** amend the start date for Melissa Koslowe, Resolution R1.09 from the August 23, 2018 Board of Education Meeting from September 1, 2018 to September 13, 2018

**R1.09 Approval to** amend Resolution R1.21 from the August 23, 2018 Board of Education Meeting for Class Advisor 8<sup>th</sup> Grade to be shared between Megan Maddalena and Cathy Taylor

**R1.10 Approval of** the Superintendents Merit Goals for the 2018-2019/SY

WHEREAS, the Secaucus Board of Education (hereinafter referred to as the "Board") and Jennifer Montesano (hereinafter referred to as the "Superintendent") are parties to an Employment Agreement for the period from on or before December, 2017 through June 30, 2021 (hereinafter referred to as the "Agreement"; and

WHEREAS, the Agreement provides that beginning with the 2018-2019 school year, annual non- pensionable merit bonuses may be awarded on the basis of the Superintendent achieving quantitative and qualitative merit criteria established in accordance with the District goals. The merit bonuses may not exceed 3.33% of annual salary for each quantitative merit criterion achieved and 2.5% of annual salary for each qualitative merit criterion; and

WHEREAS, N.J.A.C. 6A:23A-3.1(e) (10) (ii) requires the Interim Executive County Superintendent to approve the selection of quantitative merit and/or qualitative merit criteria and the data that forms the basis of measuring the achievement of quantitative merit and/or qualitative merit criteria; and

WHEREAS, the Superintendent has proposed the following one (1) quantitative merit criteria and one (1) qualitative merit criteria and the data that forms the basis of measuring the achievement thereof:

#### **Goal 1 Qualitative**

**To ensure the success of transition in the Secaucus Public Schools, our new staff will be offered and participate in a New Teacher Orientation Program throughout the year.**

**This newly created program will include a New Teacher Orientation, trainings on various topics and periodic check-ins with administration.**

#### **Goal 1 Quantitative**

**To further enhance communication among the district and its stakeholders, (10) parent and community group meetings and forums will be conducted throughout the 2018-2019 school year. Topics will include, but not be limited to, standard based report cards, technology initiatives, Orton Gillingham, special education and security.**

WHEREAS, the Board has reviewed and approves the one (1) quantitative merit criteria and one (1) qualitative merit criteria proposed by the Superintendent for the 2018-2019 school year, together with the data that forms the basis of measuring the achievement thereof.

NOW, THEREFORE, BE IT RESOLVED that the Board hereby approves the one (1) quantitative merit criteria and one (1) qualitative merit criteria proposed by the Superintendent for the 2018-2019 school year, together with the data that forms the basis of measuring the achievement thereof, and hereby authorizes the Superintendent to submit same to the Interim Executive County Superintendent for her approval.

**R1.11 Approval of the 2018/2019 District Goals**

- Successful transition within the new instructional leadership team including : Superintendent, Director of Special Education, Director of Curriculum , Principals and Supervisors
- Oversee and provide support in the area of Special Education in order to deliver appropriate assessment and IEP programming for students as well as to ensure the district is complying with federal statues
- Improve student achievement in grades K-2 in literacy, through the use of the Orton Gillingham program
- Continue to assess and revise the District Security plan for each school

**R1.12 Approval to retroactively appoint the following presenters at \$ 40 per hour not to exceed \$2,700 from Title IIA Funds**

Name
Thiago Leite
Dylan Caruso
Pasquale Cocucci
Sharon Kim
Patricia Smeyers

**R1.13 Approval to appoint the following school based Affirmative Action Officers**

Name	School
Jaime Viggiani	Huber Street School
Dawn Doering	Clarendon School
Pasquale Cocucci	Middle School
Elise Lennon	High School

**R1.14 Approval of salary increment for the following staff member who have acquired advanced degrees and/or additional credits retroactive to September 1, 2018 (based on the 2018-2019/SY salary guide)**

Name	Step	2018-2019 Salary
Kerri Korycinski	MA/Step 5	\$63,454

**R1.15 Approval to appoint the following Per Diem Employees for the 2018-2019/SY**

NAME	CERTIFICATION	DAILY PAY
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Margaret J. Inglese	Standard Certificate Teacher of English	\$90/per day
Mona Khalil	Substitute Teaching Certificate	\$85/per day
Carol Huyen-Diey Nguyen	Substitute Teaching Certificate	\$85/per day

\* pending criminal history approval and medical clearance

**R1.16 Approval to retroactively appoint beginning on September 10, 2018 to the following positions for the 2018-2019/SY**

<b>Name</b>	<b>Club</b>	<b>School</b>	<b>Stipend</b>
Allison Alvarez	PM Detention Duty	High School	\$35/per hour
Denise Edmunds	PM Detention Duty	High School	\$35/per hour
Danielle Roberto	PM Detention Duty	High School	\$35/per hour
Jeanne Keeler	PM Detention Duty	High School	\$35/per hour
Allison Urbanovich	PM Detention Duty	High School	\$35/per hour
Martha Rodriguez	PM Detention Duty	High School	\$35/per hour
Bill Kavalheim	PM Detention Duty	High School	\$35/per hour
Sharon Kim	PM Detention Duty	High School	\$35/per hour
Denise Edmunds	AM Library/Media Center Duty	High School	\$35/per hour
Allsion Urbanovich	AM Library/Media Center Duty	High School	\$35/per hour
Melissa Heintjes	AM Library/Media Center Duty	High School	\$35/per hour
Denielle Roberto	AM Library/Media Center Duty	High School	\$35/per hour
Eddie Roesing	Cafeteria Duty	High School	\$35/per hour
Victoria Bennett	Cafeteria Duty	High School	\$35/per hour
Allison Alvarez	Cafeteria Duty	High School	\$35/per hour
Cathy Taylor	Cafeteria Duty	Middle School	\$35/per hour

Toni Ann Palmisano	Cafeteria Duty	Middle School	\$35/per hour
Pasquale Cocucci	Cafeteria Duty	Middle School	\$35/per hour
Donald Somerset	Cafeteria Duty	Middle School	\$35/per hour
Corey Roesing	Cafeteria Duty	Middle School	\$35/per hour
Alexandra Faro	PM Detention Duty	Middle School	\$35/per hour
Marissa Capobianco	PM Detention Duty	Middle School	\$35/per hour
William Kvalheim	PM Detention Duty	Middle School	\$35/per hour
Karen Marchione	PM Detention Duty	Middle School	\$35/per hour

**R1.17 Approval to** appoint the following Extra-Curricular Positions for the 2018-2019/SY

Name	Club	School	Stipend
Nicole Hernandez	Activity Fund Treasurer	Middle School	\$1900
Julia Moore	Theater Club	Middle School	\$900
Megan Miller	Environmental Trip Assistant	Middle School	\$700
Thiago Leite	National English Honor Society	High School	\$1500

**R1.18 Approval to** appoint Salvatore Cioffi, Supervisor of Buildings and Grounds to the following positions for the 2018-2019/SY

Positions
Designated AHERA Compliance Office
Designated Right to Know Officer
Designated Integrated Pest Management Coordinator
Designated Safety & Health

**R1.19 Approval to** compensate Leah Wang \$35 for participating in Huber Street Schools Back to School Night

**R1.20 Approval of** bonding leave for the following individual:

Employee	School	Date Leave	Date Return
4285	Huber Street	10/15/2018	02/11/2019

**M1.1**      **Motion to post for the following positions:**

- 2 - Cafeteria Duty - Clarendon
- 2 - Cafeteria Duty – Huber Street
- LTR Elementary Teacher 10/15/2018-02/11/19
- Spring Coaching Positions
- LTR Guidance Counselor
- LTR English Teacher
- Basic Skills Math Teacher

2. Policy:

**Introduced by \_\_\_\_\_, seconded by \_\_\_\_\_, to accept the recommendation of the Superintendent to approve and adopt Resolutions R2.01 through R2.02 as described below for the following:**

**R2.01 Approval of first reading of the following policy**

- 1550 – Equal Employment/Anti-Discrimination
- 2431 – Athletic Competition
- 2431.2 – Medical Examination Prior to Participation
- 2431.8 - Varsity Letters
- 5350 – Student Suicide Prevention
- 5533 - Student Smoking
- 5561 – Use of Physical Restraints
- 8462 – Reporting Potentially Missing or Abused Children
- 8561 – Procurement Procedures for School Nutrition
- 1613 – Disclosure and review of Applicants Employment History

**R2.02 Approval of second reading of the following policy**

- 2431.4 – Prevention and Treatment of Sports Related Concussions and Head Injuries
- 5512 Harassment, Intimidation and Bullying

3. Shared Services:

4. Legislation:

## **B. Education Committee:**

5. Curriculum:

**Introduced by \_\_\_\_\_, seconded by \_\_\_\_\_, to accept the recommendation of the Superintendent to approve and adopt Resolutions R5.01 through R5.04 as described below for the following:**



**R5.01 Approval to** revise the Middle School Handbook

**R5.02 Approval to** adopt the following Curriculum

- AP Biology
- AP Chemistry
- PSI Biology
- PSI Chemistry

**R5.03 Approval to** revise ESL Student Grading K-12

**R5.04 Approval of** Field Trips

6. Athletics:

7. School Technology:

### **C. Operations:**

8. Finance:

**Introduced by \_\_\_\_\_, seconded by \_\_\_\_\_, to accept the recommendation of the Business Administrator/Board Secretary to approve and adopt Resolutions 8.01 through R8.05 as described below for the following:**

**R8.01 Approval of** Check Register – September 2018

**R8.02 Approval of** Budgetary Transfers – July 2018

**R8.03 Approval of** Financial Reports – July 2018

**R8.04 Approval of** Out of District Tuition

**R8.05 Approval of** Out of District Travel

9. Safety/Security/Buildings & Grounds Committee:

**Introduced by \_\_\_\_\_, seconded by \_\_\_\_\_, to accept the recommendation of the Business Administrator/Board Secretary to approve and adopt Resolutions R9.01 through R9.02 as described below for the following:**

**R9.01 Approval to** dispose of miscellaneous band instruments

**R9.02 Approval to** submit Statement of Assurance for Lead Testing for all school facilities

## 10. Technology:

**Public Forum – General** This meeting is open to the public for the purpose of addressing any subject matter that is pertinent to and/or directly related to the operation of the Secaucus Public School District. Residents wishing to speak on such items must sign the register provided for this purpose, and are required to state their names, addresses and subject matter. Comments are limited to five minutes per person. The Board may (or may not) respond to issues raised by members of the public at the time they are raised, but will provide a response if and when appropriate.

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### **Board Member Comments**

### **Adjournment**