

East Newark Board of Education, 501 North 3rd St., East Newark, N. J. 07029

The **Regular Public Meeting** of the East Newark Board of Education held on November 19, 2018 at 6:15 pm in the School Library.

MINUTES

I. Sunshine Statement/Call to Order/Flag Salute –

In accordance with the Open Public Meetings Act, N.J.S.A. 10:4-6 et seq., adequate notification of this meeting has been provided by advertising in the Jersey Journal and posted at the Borough Clerk’s Office.

BOARD MEMBER	PRESENT	ABSENT
Mrs. Smith (Marlene)	X	
Ms. Lopez (Johanna)	X	
Ms. Diaz (Jessica)	X	
Ms. Culquimboz (Angela)		X
Mr. Balsam Jr. (Mark)	X	

II. Executive Session

Executive Meeting was read by Robert T. Clark, Business Administrator/Board Secretary.

Be It Resolved, that the East Newark Board of Education hereby adjourns to Executive Session in compliance with the Open Public Meetings Act, N.J.S.A. 10:4-6 et seq., for the reason(s) identified below. The minutes of the discussion during Executive Session will be available to the public when such minutes have been approved by the Board of Education pursuant to N.J.S.A. 47:1A-1.1 and the need for confidentiality no longer exists.

- a. Matters rendered confidential by Federal Law, State Law, or Court Rule
- b. Individual privacy
- c. Collective bargaining agreements
- d. Purchase or lease of real property if public interest could be adversely affected
- e. Investment of public funds if public interest could be adversely affected
- f. Tactics or techniques utilized in protecting public safety and property
- g. Pending or anticipated litigation
- h. X Attorney-client privilege
- i. X Personnel – employment matters affecting a specific prospective or current employers

A motion was made by Mrs. Smith to enter into executive session at 6:17 pm to discuss attorney-client privilege and personnel – employments matters affecting a specific prospective or current employers. Motion was seconded by Ms. Diaz and passed in a unanimous voice vote.

A motion was made by Ms. Diaz to adjourn executive session at 6:32 pm. Motion was seconded by Mr. Balsam and passed in a unanimous voice vote.

III. Public Comment

Elizabeth Maize, Supervisor of Curriculum and Instruction, passed out a packet of information and reviewed some of the information with the Board of Education.

Joselyn Daniels, Advocate, appealed to the Board of Education stating Ms. Maize worked under multiple jobs titles, had a hostile work environment, and moved her office. She appealed to the Board of Education to review the situation.

Reverend George Maize, Advocate, expressed concerns that the Employee Handbook contained no complaint process.

Mary Ann Cielsa, staff member, requested that the staff have access to a parking lot and stated Ms. Maize was always business like and professional.

Reverend George Maize, Father, stated he had experience in helping struggling school districts and hoped the Board of Education would investigate this situation.

IV. Superintendent's Report

- Since returning to East Newark, I have found that Halloween has become an even bigger event. Our parade was enjoyed by both students and parents. The "Trunk or Treat" was well attended, and I am thankful to the Chief for his presence and ensuring that our community was safe throughout the event. My favorite was the Halloween Dance enjoyed by our students in grades 5 to 8. Everyone had a great time and our students were extremely well behaved. Congratulations to Michael Suarez who won the competition for the most creative costume, which comes with a \$25 Amazon Gift Card.
- Last Tuesday we recognized the service of our veterans. Due to the inclement weather, the ceremony was conducted in-doors. Not only did we thank our veterans, we also "retired" the American Flag that was tattered and replaced it with a brand new flag.
- Last Wednesday, Thursday, and Friday we invited parents to conference with teachers. The event was well attended and I will continue to encourage parents to be active participants in their child's education.
- We have some very talented students and many show promising leadership skills. In an effort to develop these skills and give certain students opportunities to contribute to their school, I have created the East Newark Leadership Council. The 15 middle students who have joined the ENLC will be working towards our recognition as a "Blue Ribbon School," a "School of Character" and enhancing the climate and culture of our school. The details of the ENLC have been provide to you as an attachment.

East Newark Board of Education, 501 North 3rd St., East Newark, N. J. 07029

- I will be making a presentation this evening regarding student achievement as indicated by the PARCC and I-Ready, and the district improvement plan (DIP) required by QSAC. As part of the DIP, I will be asking the district to approve a Title I "Before School Remediation" (BSR) program. The purpose of the BSR is to offer additional opportunities for our student to advance toward grade level proficiency. As my presentation will demonstrate, a significant number of our students are well behind grade level. More time in instruction is essential if they are to meet grade level expectations.
- On Thursday, November 15, we experienced an unprecedented storm that seriously impacted every school in our area. Many of our teachers were stranded on local highways, unable to return to school for scheduled conferences and many others remained safely at home rather than attempt to return to school via treacherous roadways. Seven teachers remained until 11:00 p.m., waiting for the brunt of the storm to pass.
Since my first priority is always the safety of our students and staff, I am relieved and thankful that I can report to you that all our faculty and staff are safe. The Parent / Teacher Conferences scheduled for November 16 will be rescheduled.
- I am pleased to recommend Mrs. Veronique Pereira for the position of Interim Supervisor of Curriculum and Instruction. Mrs. Pereira has been teaching a variety of grades and subjects in East Newark for 13 years. She is respected by her colleagues as a teacher-leader and I am confident that she will excel in the position.

V. HIB report by Dr. Corbett**VI. Resolutions (consent agenda)**

- 11-274-18** Approval of Minutes
- 11-275-18** Approve Bills and Claims from Current Account and Cafeteria Account November, 2018
- 11-276-18** Approve October, 2018 payroll
- 11-277-18** Approve Joint Transportation Agreement with Kearny Board of Education
- 11-278-18** Approve revised 2018-19 budget
- 11-279-18** Approve Comprehensive Maintenance Plan 2016-17 thru 2019-20 and Form M-1
- 11-280-18** Approved 2018-19 School Nursing Plan
- 11-281-18** Approve Interlocal Services Agreement with Borough of East Newark
- 11-282-18** Approve participation in School Alliance Insurance Fund effective December 1, 2018
- 11-283-18** Approve School Alliance Insurance Fund Trust and Indemnity and Trust Agreement
- 11-284-18** Approve professional development plan for Chief School Administrator
- 11-285-18** Approve Kayla Miller as intern for Child Study Team
- 11-286-18** Approve appointment of Maria Aliaga as paraprofessional
- 11-287-18** Approve administrative leave and termination of Elizabeth Maize
- 11-288-18** Accept resignation of Matthew Giorgio
- 11-289-18** Approve "Title I Before School Remediation Program"
- 11-290-18** Approve "Title I Before School Remediation Program" teachers

East Newark Board of Education, 501 North 3rd St., East Newark, N. J. 07029

- 11-291-18** Approve Interim Director of Curriculum and Instruction
- 11-292-18** Approve East Newark Leadership Council
- 11-293-18** Approve After School Music Program
- 11-294-18** Approve USA Architects for a specific "Scope of Work"
- 11-295-18** Accept District Improvement Plan from 2016-17 QSAC
- 11-296-18** Acknowledge presentation by Chief School Administrator of 2017-18 PARCC test results
- 11-297-18** Approve Wendy Busanich as "Teacher in Charge"
- 11-298-18** Approve Joint Transportation Agreement with Harrison Board of Education

11-274-18 Be It Resolved, that the East Newark Board of Education, upon the recommendation of the Superintendent, approves the minutes of the Regular Public Meeting and Executive Session held on October 15, 2018 as submitted.

11-275-18 Be It Resolved, that the East Newark Board of Education, upon the recommendation of the Superintendent, approves the payment of Bills and Claims, from the Current Account and Cafeteria Account dated October 16, 2018 thru November 19, 2018 in the amount of \$261,212.81.

11-276-18 Be It Resolved, that the East Newark Board of Education, upon the recommendation of the Superintendent, approves the payment of October 15, 2018 and October 30, 2018 payrolls as follows:

October 15, 2018	\$ 84,114.81
October 30, 2018	<u>\$ 93,440.18</u>
Total	\$174,554.99

11-277-18 Be It Resolved, that the East Newark Board of Education, upon the recommendation of the Superintendent, approves a 2018-19 Joint Transportation Agreement with Kearny Board of Education in the amount of \$18,000.

11-278-18 Be It Resolved, that the East Newark Board of Education, upon the recommendation of the Superintendent, approves the revised 2018-19 budget as follows:

	Original	Revised	Difference
Fund 11	\$ 5,209,958	\$ 5,209,958	\$ 0
Fund 12	\$ 68,425	\$ 68,425	\$ 0
Fund 20	<u>\$ 140,870</u>	<u>\$ 154,067</u>	<u>\$ 13,197</u>
Total	\$ 5,419,253	\$ 5,432,450	\$ 13,197

11-279-18 Be It Resolved, that the East Newark Board of Education, upon the recommendation of the Superintendent, approves the attached Comprehensive Maintenance Plan 2016-17 thru 2019-20 and Form M-1. (Attachment # 11-279-18)

11-280-18 Be It Resolved, that the East Newark Board of Education, upon the recommendation of the Superintendent, approves the attached 2018-19 Nursing Plan. (Attachment # 11-280-18)

11-281-18 Be It Resolved, that the East Newark Board of Education, upon the recommendation of the Superintendent, approve the attached Shared Service Agreement between the Borough of East Newark and East

East Newark Board of Education, 501 North 3rd St., East Newark, N. J. 07029

Newark Board of Education in the amount of \$135,900 from July 1, 2018 and June 30, 2019. (Attachment # 11-281-18)

11-282-18 Be It Resolved, that the East Newark Board of Education, upon the recommendation of the Superintendent approve the resolution to join the School Alliance Insurance Fund as follows:

School Alliance Insurance Fund Resolution to Join

WHEREAS, a number of educational entities have joined together to form a Joint Insurance Fund as permitted by Chapter 108 Laws of 1983 (18A:18B et. seq.); and

WHEREAS, the statutes governing the creation and operation of a Joint Insurance Fund contain elaborate restrictions and safeguards concerning the safe and efficient administration of the public interest entrusted to such a Fund; and

WHEREAS, the East Newark Board of Education hereafter referred to as "Educational Facility" has determined that membership in the School Alliance Insurance Fund hereafter referred to as "Fund" is in the best interest of the Educational Facility; and

WHEREAS, the Educational Facility agrees to be a member of the Fund for a period of three (3) years, effective December 1, 2018, said membership to terminate on July 1, 2021 at 12:01 a.m. standard time; and

WHEREAS, the Educational Facility has never defaulted on claims if self-insured and has never been canceled for non-payment of insurance premiums for two (2) years prior to execution of this Resolution; NOW THEREFORE, BE IT RESOLVED that the Educational Facility does hereby agree to join the Fund and is/are afforded the following coverages:

- xxx Workers' Compensation Foreign Travel Liability
- xxx Package - Property, Boiler & Machinery, General and Auto Liability, Environmental Impairment Liability (Includes \$5M Excess General and Auto Liability)
- xxx Excess Liability (AL/GL/SLPL)
- xxx School Leaders Professional Liability Excess Liability (SLPL)
- Student Accident
- Xxx Supplemental Indemnity - Workers' Compensation Security Guard Liability

BE IT FURTHER RESOLVED that the Educational Facility's Business Official Robert Clark, is hereby appointed as the Educational Facility's Fund Commissioner; and

BE IT FURTHER RESOLVED that the Educational Facility's Fund Commissioner is authorized and directed to execute the Indemnity and Trust Agreement and such other documents signifying membership of the Fund as are required by the Fund's bylaws and to deliver same to the Administrator of the Fund with the express reservation that said documents shall become effective only upon the Educational Facility's admission to the Fund.

East Newark Board of Education, 501 North 3rd St., East Newark, N. J. 07029

11-283-18 Be It Resolved, that the East Newark Board of Education, upon the recommendation of the Superintendent approve the attached School Alliance Insurance Fund Indemnity and Trust Agreement. (Attachment # 11-283-18)

11-284-18 Be It Resolved, that the East Newark Board of Education, upon the recommendation of the Superintendent, approve the Professional Development Plan for the Chief School Administrator from July 1, 2108 through June 30, 2023. (Attachment #11-284-18)

11-285-18 Be It Resolved, that the East Newark Board of Education, upon the recommendation of the Superintendent, retroactively approves Kayla Miller, from Montclair State University, as a Child Study Team interim under the supervision of Dr. Frank Nascimento from October 2018 to December 2018.

11-286-18 Be It Resolved, that the East Newark Board of Education, upon the recommendation of the Superintendent, retroactively approves Maria Aliaga as a one to one paraprofessional at a rate of \$13.50 per hour, effective October 16, 2018.

11-287-18 Be It Resolved, that the East Newark Board of Education, upon the recommendation of the Superintendent, retroactively approves paid administrative leave for Elizabeth Maize, effective November 1, 2018 until December 30, 2018. Termination effective December 31, 2018.

11-288-18 Be It Resolved, that the East Newark Board of Education, upon the recommendation of the Superintendent, accept letter of resignation of Matthew Giorgio effective January 4, 2019, including terms of letter from legal counsel.

11-289-18 Be It Resolved, that the East Newark Board of Education, upon the recommendation of the Superintendent, approves "Title I: Before School Remediation." (Attachment # 11-289-18)

11-290-18 Be It Resolved, that the East Newark Board of Education, upon the recommendation of the Superintendent, approve the following teachers for the "Title I: Before School Remediation" at a rate of \$45 per hour for the 2018-19 school year.

Wendy Busanich
Vanessa Jablonsky
Veronique Perreira
Joyce Machcinski
Derris Brown
Isabella Luniewski
Michael Carvalho
Sharon Smith
Margaret Jackson
Tamayo Nubia
Michael Quariadi

Stephany Fardin
Jennifer Perkins
Wendy Busanich
Odemaris Herskovitz
Diana Bras
Melanie Ferrer
Jeanine Rugani
David Coppola
Nicole Costeira
Harold Kenner
Wendy Busanich

East Newark Board of Education, 501 North 3rd St., East Newark, N. J. 07029

11-291-18, that the East Newark Board of Education, upon the recommendation of the Superintendent, approve Veronique Pereira as Interim Director of Curriculum and Instruction at an annual salary of \$65,000 prorated, effective November 20, 2018 until June 30, 2019. (Attachment # 11-291-18)

11-292-18 **Be It Resolved**, that the East Newark Board of Education, upon the recommendation of the Superintendent, approve the East Newark Leadership Council, at no cost to the district. (Attachment # 11-292-18)

11-293-18 **Be It Resolved**, that the East Newark Board of Education, upon the recommendation of the Superintendent, approve the After School Music Program, facilitated by Mr. Harold Kenner, at no cost to the district. (Attachment # 11-293-18)

11-294-18 **Be It Resolved**, that the East Newark Board of Education, upon the recommendation of the Superintendent, approve the "Scope of Work" as presented by USA Architects (Attachment # 11-294-18)

11-295-18 **Be It Resolved**, that the East Newark Board of Education, upon the recommendation of the Superintendent, accepts the District Improvement Plan for the 2016-17 QSAC results. (Attachment# 11-295-18)

11-296-18 **Be It Resolved**, that the East Newark Board of Education, upon the recommendation of the Superintendent, acknowledge the presentation by the Chief School Administrator of the 2017-18 PARCC testing results.

11-297-18 **Be It Resolved**, that the East Newark Board of Education, upon the recommendation of the superintendent, approve Wendy Busanich to serve as "Teacher in Charge" as per N.J.A.C. 6A:32-4.1(d) and N.J.A.C. 6A: 14 -7.6. Ms. Busanich will serve as "Teacher in Charge" only in the absence of the C.S.A. and the Interim Supervisor of Curriculum and Instruction at a compensation of \$45.00 per day.

11--298-18 **Be It Resolved**, that the East Newark Board of Education, upon the recommendation of the Superintendent, approves a 2018-19 Joint Transportation Agreement with Harrison Board of Education in the amount of \$22,215.93.

Consent Agenda: Resolution 11-274-18 thru 11-298-18				
Motion: Mrs. Smith	Second: Ms. Diaz			
	Yea	Ney	Abstain	Absent
Mrs. Smith (Marlene)	X			
Ms. Lopez (Johanna)	X			
Ms. Diaz (Jessica)	X			
Ms. Culquilmboz (Angela)				X
Mr. Balsam Jr. (Mark)	X			

VII. Old Business

There was no Old Business

VIII. New Business

There was no New Business

IX. Public Comment/Questions

Reverend George Maize, stated that students cannot learn if they are absent 25% of the time and there are deeper issues in East Newark that need to be examined.

Kathrine Maize, Mother, stated Ms. Maize came to East Newark and took a salary cut and has a heart for education.

Elizabeth Maize, staff member, stated she took a \$10,000 cut to work in East Newark and got retaliation from teaching staff and administration. She stated the teachers in East Newark must bring up the standards.

Reverend George Maize, Father, stated he had worked with the NAACP to improve education in Jersey City and Newark. He also stated this is not the last you will hear from him.

Diana Bras, staff member, stated she was upset that individuals would say East Newark student would only be "factory workers". She stated she was a graduate of East Newark School and the teachers are hard working and dedicated.

Joselyn Daniels, Advocate, stated that there is a culture of disrespect in East Newark Schools and administration and staff are racist and disrespectful.

X. Board Comments

There were no Board Comments

XI. Adjournment

Ms. Smith made a motion to adjourn at 7:37 pm Motion was seconded by Ms. Lopez and carried in a unanimous voice vote.

Regards

**Robert T. Clark
Business Administrator/
Board Secretary**