

BOARD OF EDUCATION

INDEX

September 17, 2020

6:30 p.m.

Opening Statement

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**OPENING CALENDAR**

September 17, 2020

**PUBLIC SESSION**

**Pledge of Allegiance**

**Star Spangled Banner by Francis Scott Key**

**Pledge of Ethics**

## BOARD OF EDUCATION

The Superintendent of Schools recommends approval of the following recommendations.

### LEAVES OF ABSENCE

**Recommended:** That the following requests for leave of absence be granted, **without pay**, as below written.

#### Instructional Department

##### Certified Staff

Jacqueline Marie Borys, Teacher-Eighth Grade (ELA) (No. 3441) School No. 27 – effective September 1, 2020 through December 10, 2020.

Barbara Cohen, Teacher-Resource Center (No. 1116), School No.19 – effective November 23, 2020 through December 31, 2020.

Amanda Marie Livres-Haustein (No. 4876), ECC School No. 52 – effective November 1, 2020 through February 15, 2021.

Jatzuri N. Madrid, Teacher-Learning/Language Disability (No. 0124), School No. 3 - effective October 16, 2020 through January 8, 2021.

Toni A. McDonald, Teacher-Learning/Language Disabilities (No. 1902), School No. 14 – effective September 1, 2020 through October 4, 2020.

Michael Joseph Merlo, Teacher-Physical Education and Health (No. 1746), John E. Dwyer Technology Academy – effective September 11, 2020 through December 15, 2020.

Christine Elle Yoder, Teacher-Resource Center (No. 1938), School No. 5 – effective September 16, 2020 through September 30, 2020.

##### School Nurse

Yenny Vargas, School Nurse (No. 0101), Division of Early Childhood – effective September 1, 2020 through December 15, 2020.



Administrative Secretary II-12 (Head)

Alicia Diane Padlo, Administrative Secretary II-12 Months (No. 4645), School No. 8 – effective September 8, 2020 through December 15, 2020.

Assistants

Claudia Joseph, Assistant-Classroom (No. 5595), Division of Special Services – effective September 1, 2020 through November 30, 2020.

Zenayda Elena Noel, Assistant-Learning/Language Disabilities (No. 5060), School No. 30 – effective September 1, 2020 through December 10, 2020.

Catalina Victoria, Assistant-Bilingual Kindergarten (No. 5562), School No. 18 – effective September 1, 2020 through December 15, 2020.

**RESCIND OF A LEAVE OF ABSENCE**

**Recommended:** That the following leave of absence be rescinded, as below written.

**Instructional Department**Certified Staff

Erika Denise Hicks, Teacher-Theater (No. 0626), Thomas Jefferson Arts Academy – effective September 1, 2020 through November 30, 2020.

Lorelys M. Torres, Teacher-Sixth Grade (ELA) (No. 2279), School No. 3 – effective September 1, 2020 through November 30, 2020.

**RETURNING FROM LEAVE OF ABSENCE**

**Recommended:** That the following assignment of personnel returning from leave of absence be granted, as below written. (pending salaries new EEA contract negotiations)

**Instructional Department**Certified Staff

Name	Assignment	Salary	Date
Jacqueline Marie Borys	Teacher-Eighth Grade (ELA) (No. 3441) School No. 27 Account No. 15-130-100-101-27-00	\$75,653	12/11/20

Melissa A. DePinto	Teacher-Seventh & Eighth Grade (Mathematics) (No. 0748) School No. 27 Account No. 15-130-100-101-27-00	\$74,149	12/1/20
Amanda Marie Livres-Haustein	Teacher-Pre-School Disabilities (No. 4876) ECC School No. 52 Account No. 11-215-100-101-94-00	\$81,812	2/16/21
Jatzuri N. Madrid	Teacher-Learning/Language Disabilities (No. 0124) School No. 3 Account No. 15-204-100-101-03-00	\$60,967	1/11/20
Toni A. McDonald	Teacher-Learning/Language Disabilities (No. 1902) School No. 14 Account No. 15-204-100-101-14-00	\$65,704	10/5/20
Michael Joseph Merlo	Teacher-Physical Education and Health (No. 1746) John E. Dwyer Technology Academy Annex Account No. 15-140-100-101-82-00-20	\$66,115	12/16/20
Christine Elle Yoder	Teacher-Resource Center (No. 1938) School No. 05 Account No. 15-213-100-101-05-00	\$88,190	10/1/20

School Nurse

<u>Name</u>	<u>Assignment</u>	<u>Salary</u>	<u>Date</u>
Yenny Vargas	School Nurse (No. 0101) Division of Early Childhood Account No. 20-218-200-104-00-00	\$79,258	10/1/20

Administrative Secretary II-12 Months

<u>Name</u>	<u>Assignment</u>	<u>Salary</u>	<u>Date</u>
Alicia Diane Padlo	Administrative Secretary II-12 Months (No. 4645) School No. 8 Account No. 15-000-240-105-08-00	\$50,947	12/16/20

Assistants

<u>Name</u>	<u>Assignment</u>	<u>Salary</u>	<u>Date</u>
Claudia Joseph	Assistant-Classroom (No. 5595) Division of Special Services Account No. 11-204-105-106-03-00-60	\$42,239	12/1/20
Zenayda Elena Noel	Assistant-Learning/Language Disabilities (No. 5060) School No. 30 Account No. 15-204-100-106-30-00	\$42,239	12/11/20
Catalina Victoria	Assistant-Bilingual Kindergarten (No. 5562) School No. 18 Account No. 15-241-100-106-18-01	\$44,005	12/16/20

**EXTENSION OF A LEAVE OF ABSENCE**

**Recommended:** That the following assignment of personnel extending from leave of absence be granted without pay as below written.

**Instructional Department**Certified Staff

Christina M. DePasquale, Teacher-Seventh & Eighth Grade (English), School No. 18, presently on a leave of absence, extension September 1, 2020 through June 30, 2021.

Brittany Nicole Hezghia, Teacher-Eighth Grade (Mathematics), School No. 15, presently on a leave of absence, extension September 1, 2020 through June 30, 2021.

**RETIREMENTS**

**Recommended:** That the following notices of retirement be accepted, as below written.

**Instructional Department****Certified Staff**

Roslyn F. Casso, Teacher-ESL In Class Support (No. 1038), School No. 18 – effective November 1, 2020.

Edward J. D'Alessandro, Teacher-Art (No. 1837), Thomas Jefferson Arts Academy – effective November 1, 2020.

Zora Donaldson, Teacher-First Grade (No. 2040), School No. 21 – effective October 1, 2020.

Mary K. Henry, Teacher-Resource Center (No. 4039), Thomas A. Edison Career & Technical Academy Annex - effective October 1, 2020.

Jia-Huei (Jennifer)S. Hu, Teacher-World Language (Chinese) (No. 4095), School No. 26– effective January 1, 2021.

Geoffrey S. Wiener, Teacher-Physical Education (No. 0409), School No. 4 – effective January 1, 2021.

**Business Office****Security-Guard**

Rosalba De La Torre, Security Guard (No. 2075), School No. 20 – effective January 1, 2021.

John Meola, Truck Driver/Utility Person (No. 3466), 95A Warehouse Annex – effective December 1, 2020.

**RESIGNATIONS**

**Recommended:** That the following notices of resignation be accepted, as below written.

**Instructional Department****Certified Staff**

Katie E. Koczon, Teacher-Autism (No. 5192), School No. 6 – effective October 23, 2020.

Ashley O'Brien Rully, Guidance Counselor (No. 2997), Thomas Jefferson Arts Academy – effective September 1, 2020.

Administrative Secretary I-12 Months

Afnan Khairullah, Administrative Secretary I-12 Months (No. 5533), School No. 6 – effective August 31, 2020.

Assistant-Personal

Sara Beckford-French, Assistant-Bilingual Kindergarten (No. 1411), School No. 26 – effective September 1, 2020.

Maria R. Garcia, Assistant-Personal (No. 2857), John E. Dwyer Technology Academy – effective September 15, 2020.

**REAPPOINTMENTS**

Recommended: That the following reappointments of personnel be granted, as below written, September 1, 2020 through June 30, 2021. **Subject to correction of errors**

**Instructional Department**Certified Staff

<u>Name</u>	<u>Assignment</u>	<u>Salary</u>	<u>Date</u>
Brad J. Caruso	Teacher-Behavioral Disabilities (No. 5515) School No. 14 Account No. 15-209-100-101-14-00	\$68,880	9/1/20
Tatiana Gallego	Teacher-ESL In Class Support (No. 5316) School No. 14 (Annex) Account No. 15-244-100-101-14-00	\$74,149	9/11/20
Maria L. Rodriguez	Teacher-Kindergarten (No. 3417) School No. 28 Account No. 15-110-100-101-28-01	\$64,904	9/8/20 to 12/1/20
Melissa Louise Scott	Teacher-Third Grade (No. 5560) School No. 5 Account No. 15-120-100-101-05-00	\$64,704	9/1/20

Assistant-Personal

<u>Name</u>	<u>Assignment</u>	<u>Salary</u>	<u>Date</u>
Rosalba Calderon	Assistant-Personal (No. 2857) John E. Dwyer Technology Academy Account No. 11-000-217-106-00-00	\$48,003	9/21/20

**APPOINTMENTS**

**Recommended:** That the following appointments of personnel be approved, as below written.  
**Subject to correction of errors**

**Instructional Department**Certified Staff

Jameela J. Abdus-Salaam, graduate of New Jersey City University, NJ (MA 2012). Guidance Counselor (No. 2997), Thomas Jefferson Arts Academy. Certification: School Counselor (Standard 9/12). Salary: \$81,689, effective October 1, 2020.  
Account No. 15-000-218-104-84-00

Patrick C. Dowling, graduate of New Jersey City University, NJ (MA 2005). Teacher-Resource Center (No. 2780), Thomas Jefferson Arts Academy. Certifications: Teacher of the Handicapped (Standard 6/91); Teacher of Driver Education (Standard 8/00); Principal (Standard 7/16); Supervisor (Standard 8/05). Salary: \$93,726, effective September 8, 2020.  
Account No. 15-213-100-101-84-00

Bianca Lesende, graduate of Kean University, NJ (MA 2018). School Psychologist (No. 1880), Division of Special Services. Certifications: School Psychologist (Standard 6/2020). Salary: \$81,968, effective October 1, 2020.  
Account No. 11-000-219-104-00-00-01

Jennifer Schneider, graduate of State University of New York at Fredonia, NY (BA 1996). Teacher Resource Center (0746), Admiral William F. Halsey, Jr. Health & Public Safety Academy. Certifications: Teacher of Students with Disabilities CEAS 8/20 (advance standing); Teacher of English CEAS 9/14 (advance standing). Salary: \$60,904, effective September 1, 2020.  
Account No. 15-213-100-101-83-00

Registered Nurse

Oluwatomiwo Abisola Odefemi, Registered Nurse (No. 5183), Admiral William F. Halsey, Jr. Health & Public Safety Academy. Salary: \$62,820, effective October 19, 2020.  
Account No. 15-000-213-100-83-00

Administrative Secretary II-12 Months

Nayda L. Diaz attended Thomas Edison State University, NJ (Completed 96 College Credits).  
Administrative Secretary II-12 Months (No. 2538), John Marshall School No. 20. Salary: \$35,651,  
effective September 8, 2020.

Account No. 15-000-240-105-20-00

**Business Office**Food Service

Areceli Machuca Carrada, Cook-Manager I (No. 1357). Thomas Jefferson Arts Academy. Salary:  
\$29,026, effective September 21, 2020 through November 26, 2020 (Employment authorization card  
expires).

Account No. 50-910-310-110-84-00-20

**TRANSFERS**

**Recommended:** That the following transfer of personnel be approved, as below written.

**Instructional Department**Certified Staff

Name	From	To	Date
Jeanine Alfano	Teacher-Third Grade (No. 5560) School No. 5	Teacher-First Grade (No. 0204) School No. 5 Account No. 15-120-100-101-05-00	9/1/20
LeeAnne Benson	Teacher-Tutor Interventionist K-5 (No. 2229) Division of Special Projects	Teacher-Tutor Interventionist K-5 (No. 4640) School No. 2 Account No. 15-120-100-101-02-00-23	9/1/20
Melissa Anne Boyars	Teacher-Tutor Interventionist K-5 (No. 5162) Division of Special Projects	Teacher-Tutor Interventionist K-5 (No. 5162) School No. 21 Account No. 15-120-100-101-21-00-23	9/1/20

Girinelda Campusano	Teacher-World Language (Spanish) (No. 3884) Thomas A. Edison Career & Technical Academy (.5) John E. Dwyer Technology Academy (.5)	Teacher-Bilingual Self- Contained Grade 1 (Team) (No. 5112) School No. 14 Account No. 15-241-100-101-14-00	9/1/20
Nicholas J. Carmazino	Teacher-Sixth Grade (Social Studies) (No. 1851) School No. 29	Teacher-Sixth Grade (Social Studies) (No. 1851) School No. 29 (.5) School No. 15 (.5) Account No. 15-130-100-101-29-00 (.5) Account No. 15-130-100-101-15-00 (.5)	9/1/20
Claudia M. Corea	Teacher-Bilingual Science (No. 5586) J. Christian Bollwage Academy (.6) John E. Dwyer Technology Academy (.4)	Teacher-Bilingual Science (No. 5586) John E. Dwyer Technology Academy Academy Account No. 15-241-100-101-82-00	9/1/20
Elke Estrada	Teacher-First Grade (No. 1398) School No. 28	Teacher-Kindergarten (No. 3440) School No. 19 Account No. 15-110-100-101-19-01	9/1/20
Katherine Theresa-Jimenez Fisher	Teacher-Seventh & Eighth Grade (Science) (No. 2358) School No. 14	Teacher-Biology (No. 5589) Elizabeth High School Frank J. Cicarell Academy Account No. 15-140-100-101-89-00	9/1/20
Diana Garcia	Teacher-Tutor Interventionist K-5 (No. 3239) School No. 9 (.5) School No. 27 (.5)	Teacher-Tutor Interventionist K-5 (No. 0381) School No. 20 Account No. 15-120-100-101-20-00-23	9/1/20
Robert A. Grilli	Teacher-Seventh Grade (ELA) (No. 3890) School No. 25	Teacher-English (No. 2390) John E. Dwyer Technology Academy Account No. 15-140-100-101-82-00	9/1/20



Claudia M. Hudson	Teacher-Tutor Interventionist K-5 (No. 4389) School No. 27	Teacher-Tutor Interventionist K-5 (No. 0632) School No. 18 Account No. 15-120-100-101-18-00-23	9/1/20
Syed Rakibul Huq	Teacher-Chemistry (No. 4810) Elizabeth High School Frank J. Cicarell Academy	Teacher-Chemistry (No. 4818) John E. Dwyer Technology Academy Account No. 15-140-100-101-82-00	9/1/20
Danielle P. Iammatteo	Teacher-Tutor Interventionist K-5 (No. 2892) Division of Special Projects	Teacher-Tutor Interventionist K-5 (No. 2892) School No. 29 Account No. 15-120-100-101-29-00-23	9/1/20
Lauren E. Kachnowski	Teacher-Mathematics (No. 5596) Thomas A. Edison Career & Technical Academy	Teacher-Mathematics (No. 5596) John E. Dwyer Technology Academy Account No. 15-140-100-101-82-00	9/1/20
Lisa Michelle Kaverick	Teacher-Tutor Interventionist K-5 (No. 0381) School No. 20	Teacher-Tutor Interventionist K-5 (No. 4786) School No. 8 Account No. 15-120-100-101-08-00-23	9/1/20
Katie E. Koczon	Teacher-Autism (No. 5192) School No. 6	Teacher-Learning/Language Disabilities (No. 1902) School No. 14 Account No. 15-204-100-101-14-00	9/1/20
Jennifer Ann Kurywczak	Teacher-Tutor Interventionist K-5 (No. 5132) Division of Special Projects	Teacher-Tutor Interventionist K-5 (No. 5132) School No. 30 Account No. 15-120-100-101-30-00-23	9/1/20
Robert W. Liquori	Teacher-Art (No. 1837) Thomas Jefferson Arts Academy	Teacher-Art (No. 2022) School No. 18 Account No. 15-120-100-101-18-00-20	9/1/20

Madeline E. McLaughlin	Teacher-Resource Center (No. 2589) School No. 27	Teacher-Resource Center (No. 3513) School No. 28 Account No. 15-213-100-101-28-00	9/1/20
Sarah Kathryn Melachrinou	Teacher-Biology (No. 5459) Admiral William F. Halsey Jr., Health and Public Safety Academy	Teacher-Biology (No. 2358) School No. 14 Account No. 15-130-100-101-14-00	9/1/20
Maria Mercedes Pena	Teacher-ESL In Class Support (No. 5486) School No. 27	Teacher-ESL In Class Support (No. 5486) School No. 7 (.5) School No. 1 (.5) Account No. 15-244-100-101-07-00 (.5) Account No. 15-244-100-101-01-00 (.5)	9/1/20
Jennifer Pizzichillo	Teacher-Tutor Interventionist K-5 (No. 2229) School No. 16 (.5) School No. 18 (.5)	Teacher-Tutor Interventionist -5 (No. 1729) School No. 25 Account No. 15-120-100-101-25-00-23	9/1/20
Luis Quito	Teacher-Bilingual Mathematics (No. 5604) J. Christian Bollwage Finance Academy	Teacher-Bilingual Mathematics (No. 5628) Alexander Hamilton Preparatory Academy (.5) Admiral William F. Halsey, Jr. Health & Public Safety Academy (.5) Account No. 15-241-100-101-80-00 (.5) Account No. 15-241-100-101-83-00 (.5)	9/1/20
Mary Reilly	Teacher-Art (No. 1071) School No. 14	Teacher-Art (No. 1837) Thomas Jefferson Arts Academy Account No. 15-140-100-101-84-00-20	9/1/20
Jessica Rivera	Teacher-First Grade (No. 3757) School No. 15	Teacher-Second Grade (No. 5618) School No. 28 Account No. 15-120-100-101-28-00	9/1/20

Tamika Luz Sanabria	Teacher-Tutor Interventionist K-5 (No. 1342) School No. 13 (.5) School No. 25 (.5)	Teacher-Tutor Interventionist -5 (No. 1342) School No. 13 Account No. 15-120-100-101-13-00-23	9/1/20
Kathleen Elizabeth Schuyler-Figler	Teacher-Special Education (Science) (No. 4821) Admiral William F. Halsey Jr. Health and Public Safety	Teacher-Special Education (Science) (No. 4821) Thomas Jefferson Arts Academy Account No. 15-213-100-101-84-00	9/1/20
Thomas Surdovel	Teacher-Sixth Grade (Social Studies) (No. 2399) School No. 7	Teacher-Sixth, Seventh & Eighth Grade (Social Studies) (No. 4021) School No. 16 Account No. 15-130-100-101-16-00	9/1/20
Jessey D. Urmev	Teacher-Music (Instrumental) (No. 0997) John E. Dwyer Technology Academy	Teacher-Music (No. 3468) Thomas Jefferson Arts Academy Account No. 15-140-100-101-84-00-20	9/1/20
Judith Velez	Teacher-Bilingual Self- Contained Grade 1 (Team) (No. 5112) School No. 14	Teacher-World Language (Spanish) (No. 3884) Thomas A. Edison Career & Technical Academy (.5) Thomas Jefferson Arts Academy (.5) Account No. 15-140-100-101-87-00-20 (.5) Account No. 15-140-100-101-84-00-20 (.5)	9/1/20
Prafullata Vuppulla	Teacher-Biology (No. 2859) Thomas A. Edison Career & Technical Academy	Teacher-Biology (No. 2859) John E. Dwyer Technology Academy Account No. 15-140-100-101-82-00	9/1/20

**Business Office**Custodian

Name	From	To	Date
Nelly Acevedo	Custodian School No.1	Custodian (No. 3305) School No. 6 Account No. 11-000-260-110-06-00	9/8/20

**CHANGES OF SALARIES**

**Recommended:** That the salary of the following personnel be adjusted, as below written.

**Instructional Department**Certified Staff

David Duarte Antunes, Teacher-Physical Education & Health (No. 2708), Admiral William F. Halsey, Jr. Health & Public Safety. Change in Salary due to obtaining 33 credits after his master's degree, submitted paperwork 8/20, University: University of La Verne, CA, Accredited by: Council for Higher Education Accreditation (CHEA). Salary from: \$79,258 to \$83,019, effective September 1, 2020.

Anne Marie Calzolari, Teacher-Eighth Grade (LAL) (No. 4328), School No. 5. Change in Salary due to obtaining 33 credits after her master's degree, submitted paperwork 9/20, University: Walden University, MN, Accredited by: Council for Higher Education Accreditation (CHEA). Salary from: \$79,258 to \$83,019, effective September 1, 2020.

Gimena Katerine Cardenas-Arbelo, Teacher-Pre-Kindergarten (No. 1421), ECC School No. 51. Change in Salary due to obtaining her master's degree 7/2020. Submitted paperwork 9/20, University: Grand Canyon University, AZ, Accredited by: Council for Higher Education Accreditation (CHEA). Salary from \$66,115 to \$69,699, effective September 1, 2020.

Diana R. Ceballos, Teacher-Physical Education & Health (No. 3456), School No. 7. Change in Salary due to obtaining her master's degree 9/2020, submitted paperwork 8/20, University: Rutgers University, NJ, Accredited by: Council for Higher Education Accreditation (CHEA). Salary from \$66,115 to \$69,699, effective September 1, 2020.

Jennifer Cerra, Teacher-Pre-Kindergarten (No. 0347), ECC School No. 52. Change in Salary due to obtaining her 2<sup>nd</sup> master's degree 7/2020, submitted paperwork 9/20, University: Grand Canyon University, AZ. Accredited by: Council for Higher Education Accreditation (CHEA). Salary from \$87,434 to \$91,288, effective September 1, 2020.

Jacqueline Dixon Teacher-ESL Self Contained (No. 3795), Admiral William F. Halsey, Jr. Health & Public Safety Academy. Change in Salary due to obtaining 33 credits after her master's degree, submitted paperwork 9/20, University: Augustana University, SD, Accredited by: Council for Higher Education Accreditation (CHEA). Salary from: \$74,149 to \$77,849, effective September 1, 2020.

Sara Cristina Edreira Fidalgo-Penafiel, Teacher-Music (Vocal), School No. 20. Change in Salary due to obtaining her master's degree 8/2020, submitted paperwork 9/20, University: New Jersey City University, NJ, Accredited by: Council for Higher Education Accreditation (CHEA). Salary from \$64,249 to \$68,149, effective September 1, 2020.

Sandybell V. Flores, Teacher-Eighth Grade (Mathematics) (No. 0347), School No. 5. Change in Salary due to obtaining her master's degree 8/2020, submitted paperwork 8/20, University: Walden University, MN, Accredited by: Council for Higher Education Accreditation (CHEA). Salary from \$66,115 to \$69,699, effective September 1, 2020.

Julissa M. Guerra, Teacher-Cognitive Moderate (No. 0128), School No. 13. Change in Salary due to obtaining her master's degree 8/2020, submitted paperwork 9/20, University: Kean University, NJ, Accredited by: Council for Higher Education Accreditation (CHEA). Salary from \$80,426 to \$84,366, effective September 1, 2020.

Alexandra Hernandez, Teacher-Third Grade (No. 2065), School No. 4. Change in Salary due to obtaining her master's degree 8/2020, submitted paperwork 8/20, University: Western Governors University, UT, Accredited by: Council for Higher Education Accreditation (CHEA). Salary from \$64,249 to \$68,149, effective September 1, 2020.

Briana M. Kane, Teacher-Second Grade (No. 3421), School No. 6. Change in Salary due to obtaining 33 credits after his master's degree, submitted paperwork 9/20, University: Grand Canyon University, AZ. Accredited by: Council for Higher Education Accreditation (CHEA). Salary from: \$72,149 to \$75,849, effective September 1, 2020.

Tracy A. La Valle, Teacher-Seventh & Eighth Grade (ELA) (No. 2846), School No. 29. Change in Salary due to obtaining her master's degree 7/2020, submitted paperwork 8/20, University: Western Governors University, UT, Accredited by: Council for Higher Education Accreditation (CHEA). Salary from \$75,653 to \$79,258, effective September 1, 2020.

Sanjana Mehta, Teacher-Pre-Kindergarten (No. 1747), School No. 1. Change in Salary due to obtaining 32 credits after her master's degree, submitted paperwork 9/20, University: Fresno Pacific University, CA. Accredited by: Council for Higher Education Accreditation (CHEA). Salary from: \$84,366 to \$88,190, effective September 1, 2020.

Kammie S. Phillips, Teacher-Third Grade (No. 0557), School No. 13. Change in Salary due to obtaining her master's degree 8/2020, submitted paperwork 8/20, University: Montclair University, NJ, Accredited by: Council for Higher Education Accreditation (CHEA). Salary from \$73,266 to \$76,703, effective September 1, 2020.

Ana Silva Sanchez, Teacher-Pre-Kindergarten (No. 3351), ECC School No 51. Change in Salary due to obtaining her master's degree 5/2020, submitted paperwork 8/20, University: Montclair University, NJ, Accredited by: Council for Higher Education Accreditation (CHEA). Salary from \$89,450 to \$93,726, effective September 1, 2020.

### **CORRECTION OF SALARY**

**Recommended:** That the salary of the following personnel be corrected, as below written.

#### **Instructional Department**

##### **Certified Staff**

Kalinna Caridad Johnson, Guidance Counselor (No. 3021), EHS-Frank J. Cicarell Academy. Correction of she was laced on the wrong step when she was transferred to Guidance Counselor. Salary from \$86,045 to \$102,810 effective September 1, 2020.

Stephanie C. Lanzano, Teacher-Resource Center (No. 0159), School No. 16. Correction of salary due to received master's degree transcripts, Salary from: \$60,904 to: \$64,704, effective September 1, 2020.

Jesus Andres Gomez, Teacher-Bilingual Kindergarten (No. 0154), School No. 5. Correction of salary due to employment verification, Salary from \$60,904 to \$66,115, effective September 2, 2020.

Gwendolyn A. Morris, Teacher-Sixth & Seventh Grade (Mathematics) (No. 1122), School No. 15. Correction of salary due to employment verification, Salary from \$65,204 to \$68,149, effective September 1, 2020.

Christine Loomer Rojas, Teacher-ESL In Class Support (No. 2188), School No. 30. Correction of salary due to employment verification, Salary from \$72,149 to 79,258, effective September 1, 2020.

### **CORRECTION OF START DATE**

**Recommended:** That the following correction of start date, be made, during the pleasure of the Board, as below written.

#### **Instructional Department**

##### **Certified Staff**

Pablo Roberto De La Rosa, Teacher Bilingual In Class Support (No. 5188), School No. 20. Start date from September 1, 2020 to September 21, 2020.

**ADDITIONAL SERVICES****Office of the Superintendent of Schools**

**Recommended:** That the following personnel be employed to translate documents effective August 21, 2020 through June 30, 2021, Monday through Friday from 3:30 p.m. to 8:00 p.m. and Saturdays, as below written.

Teachers: Salary: \$52.01 per hour, not to exceed 100 hours per person. Total: \$5,201.00  
Account No. 11-000-251-104-94-00-48

Dina Rodrigues Faria (Portuguese)

**Recommended:** That the following personnel be employed to translate documents effective July 1, 2020 through August 20, 2020, Monday through Friday from 3:30 p.m. to 8:00 p.m. and Saturdays, as below written.

Teachers: Salary: \$52.01 per hour, not to exceed 100 hours per person. Total: \$36,407.00  
Account No. 11-000-251-104-94-00-48

Ovies M. Guadalupe (Spanish)	Dina Y. Khouzam (Arabic)
Maria Gabriela Iannacone (Spanish)	Sonel Soulouque (Creole)
Edwige Nonez (Creole)	Dina Rodrigues Faria (Portuguese)
Maria Sanchez (Spanish)	

**Division of Bilingual/ESL Education****Title III: Point of Entry Program**

**Recommended:** That the following personnel be employed for the Title III: Point of Entry Program assessing students with EDL2, Evaluation del desarrollo de la lectura, Assessment from September 1, 2020 through June 25, 2021, before and after school hours until 7:00 p.m.

Teachers: Salary: \$52.01 per hour, not to exceed 180 hours per person. Total: \$9,361.80  
Account No. 20-244-100-100-00-05

Edmee Valentin

**Substitutes:**

Yolanda Aguiles

Carmen L. Bernasconi

LadyLaura Bueno

Evelyn S. Hernandez

Claudia M. Pelaez

Judy Valencia

**Division of Research, Evaluation, and Assessment**

**Recommended:** That the following personnel be employed in the Summer Achievement Program for additional hours to ensure students are able to complete their work. Additional Hours: August 10, 2020 to August 13, 2020, 9:00 a.m. to 11:00 a.m.

Teachers: Salary: \$52.01 per hour, not to exceed 8 hours per person. Total: \$416.08  
Account No. 11-422-100-101-94-81-63

Caridad D. Nunez

**Division of Special Projects**

**Recommended:** That the following personnel be employed for the **Intervention Guidance Documents** from July 19, 2020 through August 30, 2020, Monday through Thursday 3:00 p.m. to 6:30 p.m.

Teachers: Salary: \$52.01 per hour, not to exceed 30 hours per person. Total: \$10,922.10  
Account No. 20-256-200-100-00-03

Jodi Bonacci  
Jennifer Berkin  
Amy Vergara Rios

Stephanie Felicio Correia  
Kathleen Patricia Kranick

Danielle Freeman  
Julia Marie Lehman

**Division of Special Services**

**Recommended:** That the following personnel be employed to provide special needs students with evaluations on a per case basis as needed.

Teachers: Salary: \$325.00 per case. Total: \$25,000.00  
Account No. 11-000-219-104-94-00-60

Silvia Martins-Neno

Mina Maria Papettas

Christine Ribaudo

**Recommended:** That the following personnel be appointed for the Special Education Mathematics Curriculum Writing for Grades K-3 positions for the 2020-2021 school year from August 24, 2020 through November 30, 2020. Not to exceed 150 hours total.

Teachers: Salary: \$52.01 per hour, not to exceed 75 hours per person. Total: \$7,801.50  
Account No. 11-422-100-101-00-87

Dina Rodrigues Faria

Maria Gabriela Iannacone



**Division of Staff Development & Innovative**

**Recommended:** That the following personnel employed to instruct high school students in the **2020-2021 Title I Apex Credit Recovery Program for High School Students**, September 12, 2020 through June 30, 2021, after school hours, not to exceed 120 hours per person.

Administrators: Salary: \$59.05 per hour not to exceed 120 hours per person. Total: \$7,086.00  
Account No. 20-234-200-100-00-02

Mona Wanis

Substitutes:  
Donald D. Steup

Teachers: Salary: \$52.01 per hour not to exceed 120 hours per person. Total: \$62,412.00  
Account No. 20-234-100-100-00-02

Abraham Hyungtae Ahn	Faye V. Best	Dayana Gil
Jason J. Goerge	Linda Gwizdz	Anna Jacob
Robert R. Klier, Jr.	Edward H. Long	Jessey Mathew
Nancy R. Ravaioli		

Substitutes:

Stacy Neile Augustine	Donato Coppola, Jr.	Edgir Jean
Katherine Theresa Jimenez Fisher	Sangita Kalia	Jeffrey David Koch
Joshua Benjamin Lay	Ishmael Hasson Medley	Natasha M. Morrissey
Khalid Mujib	Matthew R. Ravaioli	Stephanie Yvette Roman
Adam L. Silberman	Ana M. Vargas	

**Recommended:** That the following personnel be employed to instruct high school students in the **2020-2021 Title I SIA Apex Credit Recovery Program**, September 21, 2020 through June 30, 2021, afterschool hours, not to exceed 120 hours per person.

Administrators: Salary: \$59.05 per hour not to exceed 120 hours per person. Total: \$7,086.00  
Account No. 20-238-200-100-83-00

Dalia Morssi Elrakaybie

Substitutes:  
Michael Stephen Robel IV    Christopher R. Van Vilet    Anthony A. Ziobro

Teachers: Salary: \$52.01 per hour not to exceed 120 hours per person. Total: \$24,964.80  
Account No. 20-238-100-100-83-00

Paul D. DePascale	Jacqueline Dixon	Deborah J. Ferrao
Sheri Lynette Norville		

**Welcome Center**

**Recommended:** That the following teachers to expand the **Amistad Mandate in Social Studies Core Curriculum** lessons from September 18, 2020 through December 23, 2020, Monday through Friday, from 4:00 p.m. to 6:30 p.m. excluding Saturdays, Sundays, and Holidays.

Teachers: Salary: \$52.01 per hour, not to exceed 50 hours per person. Total: \$15,603.00

Account No. 11-120-100-101-94-24-68

Account No. 11-130-100-101-94-24-68

Account No. 11-140-100-101-94-24-68

Kelli Symone Collins  
Arlene Morales

Jennifer Mary Craven  
Michelle Ann Panichi

Beverly Ann Jones  
Daniel Sevila

**Recommended:** That the following teachers to revise **Elementary School Social Studies Curriculum** lessons from July 1, 2020 through August 28, 2020, Monday through Friday, from 8:00 a.m. to 2:30 p.m. excluding Saturdays, Sundays, and Holidays.

Teachers: Salary: \$52.01 per hour, not to exceed 90 hours per person. Total: \$28,085.40

Account No. 11-120-100-101-94-24-68

Kelli Symone Collins  
Arlene Morales

Lauren Lillian Gonzalez  
Claudia M. Pelaez

Jessica Marie Corsaro Kaingu  
Denise Ann Renda

**Recommended:** That the following teachers to revise **Middle School Social Studies Curriculum** lessons from July 1, 2020 through August 28, 2020, Monday through Friday, from 8:00 a.m. to 2:30 p.m. excluding Saturdays, Sundays, and Holidays.

Teachers: Salary: \$52.01 per hour, not to exceed 50 hours per person. Total: \$7,801.50

Account No. 11-130-100-101-94-24-68

Beverly Ann Jones

Aracelis J. Sevila

Daniel Sevila

**Recommended:** That the following teachers to revise **High School Social Studies Curriculum** lessons from July 1, 2020 through August 28, 2020, Monday through Friday, from 8:00 a.m. to 2:30 p.m. excluding Saturdays, Sundays, and Holidays.

Teachers: Salary: \$52.01 per hour, not to exceed 90 hours per person. Total: \$28,085.40

Account No. 11-140-100-101-94-24-68

Paul C. Donnelly  
Joseph T. Sellitto

Brendan P. Meade  
MaryEllen Scott

Robert J. Negron  
John A. Vicente

**ADULT BASIC SKILLS PROGRAM 2020-2021****Adult Basic Skills Integrated English Literacy Grant Program**

**Recommended:** That the following personnel be employed to work the Virtual **Adult Basic Skills Program** at, September 29, 2020 through February 11, 2021, Tuesdays, Wednesday, and Thursdays, 6:00 pm. to 8:00 p.m.

Guidance Counselors: Salary: \$52.01 per hour not to exceed 78 hours per person. Total: \$4,057.00  
Account No. 20-619-200-100-00-00

Valerie Hendon

Substitute:  
Veronica Vega

Secretaries: Salary: \$26.88 per hour, not to exceed 78 hours per person. Total: \$4,194.00  
Account No. 20-619-200-100-00-00

Isabel B. Diaz                      Evelyn L. Washington

Substitutes:  
Nikita Clarke-Huff                      Daphne R. Cromartie                      Lerisa Lisset Labrada  
Maria Fatima Villar Pereira

Teachers/Data Analyst: Salary: \$52.01 per hour not to exceed 128 hours per person. Total: \$6,657.00  
Account No. 20-619-200-100-00-00

John Kumar

Teachers: Salary: \$52.01 per hour not to exceed 80 hours per person. Total: \$33,286.40  
Account No. 20-619-200-100-00-00

Abraham Hyungtae Ahn	Rahshen R. Barber	Faye V. Best
Alison Joy Gibson	Jessy Mathew	Debra Antoinette Pugh
Harry Saint Fleur	Javier Valenica	

Substitutes:

Fatimah Belal	Alysia Michele Boyd	Arlene Diaz
Anuja A. Joshi	Khalid Mujib	Elsy M. Munoz
Carol Julieth Ramirez	Jhon Erick Rojas	Stephanie Yvette Roman
Ana M. Vargas		

**INTERSCHOLASTIC ATHLETIC PROGRAM**

**Recommended:** That the following personnel be employed as Athletic Coaches in the **Fall Interscholastic Athletic Program** at Elizabeth High School, Monday through Sunday, varied hours, September 14, 2020 through November 22, 2020.

Account No. 11-402-100-100-00-64

<b>Name:</b>	<b>Position:</b>	<b>Stipend:</b>
<b><u>Football</u></b>		
Jamil Jackson	Varsity Head Coach	\$15,261.00
Terrence Hanratty	Varsity Assistant Varsity	\$8,299.00
Kevin Freeman	Varsity Assistant Varsity	\$8,299.00
Asad Abdul-Khalik	Varsity Assistant Varsity	\$8,299.00
Joseph Misura	Varsity Assistant Varsity	\$8,299.00
Michael Luna	Varsity Assistant Varsity	\$8,299.00
Akeem Jackson	Varsity Assistant Varsity	\$8,299.00
Anthony Ziobro	Varsity Assistant Varsity	\$8,299.00
Ibrahim Halsey	Varsity Assistant Varsity	\$8,299.00
William Von Bischoffshausen	Assistant Junior Varsity Coach	\$7,360.00
John Londono	Assistant Junior Varsity Coach	\$7,360.00
James St. Fort	Freshman Coach	\$7,360.00
Kwao Taylor	Freshman Coach	\$7,360.00
<b><u>Boys Soccer</u></b>		
Jacques Gonzales	Varsity Head Varsity	\$9,394.00
Gustavo Della Corte	Varsity Assistant Varsity	\$6,368.00
Dennis Correia	Junior Varsity Coach	\$6,368.00
Louis Argondizza	Junio Varsity Coach	\$6,368.00
Sebastian Baison Pineiro	Freshman	\$5,894.00
<b><u>Girls Soccer</u></b>		
Mario Kawczynski	Head Varsity Coach	\$9,394.00
Michelle Giannetta	Varsity Assistant Coach	\$6,368.00
David Ayd	Junior Varsity Coach	\$6,368.00
Tyrone Florencia	Junior Varsity Coach	\$6,368.00
Paul Richter	Freshman Coach	\$5,894.00
<b><u>Boys Cross Country</u></b>		
Jose Dias	Varsity Head Coach	\$7,910.00
David Antunes	Varsity Assistant Coach	\$6,052.00
<b><u>Girls Cross Country</u></b>		
Michael Sacca	Varsity Head Coach	\$7,910.00
Michael Penta	Varsity Assistant Coach	\$6,052.00

<b><u>Girls Tennis</u></b>		
Joseph Carnevale	Varsity Head Coach	\$7,910.00
Jennifer Craven	Varsity Assistant Coach	\$6,052.00
<b><u>Cheerleader</u></b>		
Sandra Evaristo	Varsity Head Coach	\$6,052.00

**Recommended:** That the following personnel be employed in the **High School Summer Sports Athletic Camp Programs** at various dates/locations, from August 3, 2020 through August 28, 2020 as listed, Monday through Friday, varied hours.

Teachers: Salary \$52.01 per hour, not to exceed hours as stated. Total: \$1,664.32  
 Account No. 11-402-100-100-00-81-64

<b><u>Names</u></b>	<b><u>Positions</u></b>	<b><u>Hours (varied)</u></b>
Andrew K. Dunbar	Girls Soccer	32 hrs.

**Recommended:** That the following personnel be employed as Athletic Department/NCAA Clearinghouse Guidance Counselor, Monday through Friday September 8, 2020 through June 30, 2021.

Guidance Counselor: Salary: \$52.01 per hour, not to exceed 200 hours per person. Total: \$10,402.00  
 Account No. 11-402-100-100-00-83-64

Melissa S. Zappia

Substitute:  
 Aimee Anne Saluccio

### **CHANGE OF NAMES**

**Recommended:** That the following change of names be received, as below written.

Christine Loomer Rojas, Teacher-ESL In Class Support, School No. 30 to Christine Marie Loomer

**Subject to correction of errors**

## BOARD OF EDUCATION

The Superintendent of Schools recommends approval of the following recommendations.

### LEAVES OF ABSENCE

**Recommended:** That the following requests for leave of absence be granted, **without pay**, as below written.

#### Instructional Department

##### Certified Staff

Rebecka Mae Peixoto, Teacher-Kindergarten (No. 0734), School No. 27 – effective October 26, 2020 through November 16, 2020.

Franc Lacinski, Teacher-English (No. 0685), EHS-Frank J. Cicarell Academy – effective October 1, 2020 through December 31, 2020.

Tequila S. Stuckey, Teacher-Third Grade (No. 2586), School No. 18 – effective September 24, 2020 through November 30, 2020.

##### Assistants

Catherine Oyola Garcia, Assistant-Personal, School No. 28 – effective September 1, 2020 through October 30, 2020.

Rosangel Sierra, Assistant Cook Manager 6 Hours (No. 2872), School No. 4 – effective September 21, 2020 through June 30, 2021.

### RETURNING FROM LEAVE OF ABSENCE

**Recommended:** That the following assignment of personnel returning from leave of absence be granted, as below written. (pending salaries new EEA contract negotiations)

**Instructional Department****Certified Staff**

<u>Name</u>	<u>Assignment</u>	<u>Salary</u>	<u>Date</u>
Alyssa Herro	Teacher-First Grade (No. 2829) School No. 4 Account No. 15-120-100-101-04-00	\$73,266	9/1/20
Franc Lacinski	Teacher-English (No. 0685) EHS-Frank J. Cicarell Academy Account No. 15-140-100-101-89-00	\$93,726	1/1/21
Rebecka Mae Peixoto	Teacher-Kindergarten (No. 0734) School No. 27 Account No. 15-110-100-101-27-01	\$68,149	11/16/20

**Assistant**

<u>Name</u>	<u>Assignment</u>	<u>Salary</u>	<u>Date</u>
Catherine Oyola Garcia	Assistant-Personal School No. 28 Account No. 11-000-217-106-00-00	\$42,827	11/2/20

**RETIREMENTS**

**Recommended:** That the following notices of retirement be accepted, as below written.

**Instructional Department****Certified Staff**

Frances Marino-Pinho, Teacher-Instructional Coach (ELA) (No. 3475), Admiral William F. Halsey, Jr. Health & Public Safety Academy – effective January 1, 2021.

**RESIGNATIONS**

**Recommended:** That the following notices of resignation be accepted, as below written.

**Instructional Department****Certified Staff**

Natalie L. Galletta, Teacher-Autism, School No. 12 – effective November 13, 2020.

**REAPPOINTMENTS**

Recommended: That the following reappointments of personnel be granted, as below written, September 1, 2020 through June 30, 2021. **Subject to correction of error**

**Instructional Department****Certified Staff**

<u>Name</u>	<u>Assignment</u>	<u>Salary</u>	<u>Date</u>
Pernilla Royster	Teacher-Chemistry (No. 4559) J. Christian Bollwage Finance Academy Account No. 15-140-100-101-90-00	\$75,849	9/15/20

**APPOINTMENTS**

**Recommended:** That the following appointments of personnel be approved, as below written.  
**Subject to correction of errors**

**Instructional Department****Certified Staff**

Christina J. Truncale, graduate Kean University, NJ (BA 2020). Teacher-Sixth Grade (Mathematics) (No. 5282), Juan Pablo Duarte-Jose Julian Marti School No. 28. Certification: Teacher of Mathematics CEAS 6/20 (advance standing). Salary: \$60,904, effective September 8, 2020.  
Account No. 15-130-100-101-28-00

Hana Minzer, graduated of Grand Cayon University, AZ (MA 2007). Teacher Cognitive Mild (No. 3696), Dr. Antonia Pantoja School No. 27. Certifications: Teacher of Students with Disabilities (Standard 7/20); Elementary School Teacher in Grades K-6 (Standard 2/20). Salary: \$76,703, effective October 1, 2020.  
Account No. 15-201-100-101-27-00



Jacqueline Murphy Vicci, graduate of Kean University, NJ (BA 2011). Teacher-Pre-Kindergarten (No. 3180), ECC School No. 50. Certifications: Teacher of Preschool through Grade 3 CEAS 2/11 (advance standing); Teacher of Students with Disabilities CEAS 2/11 (advance standing). Salary: \$75,653, effective September 8, 2020.  
Account No. 20-218-100-101-50-02

## **TRANSFERS**

**Recommended:** That the following transfer of personnel be approved, as below written.

### **Instructional Department**

#### **Certified Staff**

<u>Name</u>	<u>From</u>	<u>To</u>	<u>Date</u>
Paula Yisel Ruiz	Teacher-Bilingual-Self-Contained Grade 2 (Team) (No. 4377) School No. 14	Teacher-Bilingual Self-Contained Grade 2 (Team) (No. 4784) School No. 15 Account No. 15-241-100-101-15-00	9/1/20

#### **Child Development Associate**

<u>Name</u>	<u>From</u>	<u>To</u>	<u>Date</u>
Rocio Mendez	Child Development Associate (No. 4162) School No. 18 (Annex)	Child Development Associate (No. 0006) ECC School No. 52 Account No. 20-218-100-106-52-02	9/1/20

#### **Assistants**

<u>Name</u>	<u>From</u>	<u>To</u>	<u>Date</u>
Nagwan Abdelmalak	Assistant-Personal (No. 0785) School No. 5A	Assistant-Personal (No. 0785) School No. 19 Account No. 11-000-217-106-00-00	9/1/20
Cecilia M. Arce	Assistant-Personal (No. 0123) School No. 28	Assistant-Personal (No. 0123) Admiral William F. Halsey, Jr. Health & Public Safety Academy Salary: \$45,488 Account No. 11-000-217-106-00-00	9/1/20

Michael A. Barone	Assistant-Personal (No. 0858) School No. 4	Assistant-Personal (No. 0858) School No. 14 Account No. 11-000-217-106-00-00	9/1/20
Norma Delvalle	Assistant-Personal (No. 4538) School No. 13	Assistant-Personal (No. 4538) School No. 27 Account No. 11-000-217-106-00-00	9/1/20
Elizabeth Christina Destefano	Assistant-Personal (No. 4486) School No. 27	Assistant-Personal (No. 4486) School No. 21 Account No. 11-000-217-106-00-00	9/1/20
Jean Beraut Donatien	Assistant-Personal (No. 0623) School No. 13	Assistant-Personal (No. 0623) School No. 4 Account No. 11-000-217-106-00-00	9/1/20
Kimberly Samone Kennedy	Assistant-Personal (No. 5023) School No. 25	Assistant-Personal (No. 5023) School No. 12 Account No. 11-000-217-106-00-00	9/1/20
Mariluz Maldanodo	Assistant-Personal (No. 1854) School No. 12	Assistant-Personal (No. 1854) School No. 21 Account No. 11-000-217-106-00-00	9/1/20
Teresa Ruiz	Assistant-Personal (No. 3726) School No. 14	Assistant-Personal (No. 3726) School No. 5 Account No. 11-000-217-106-00-00	9/1/20
Roxanne M. Thomas	Assistant-Personal (No. 3159) School No. 30	Assistant-Personal (No. 3159) Thomas A. Edison Career & Technical Academy Salary: \$49,526 Account No. 11-000-217-106-00-00	9/1/20

Anthony T. Williams	Assistant-Personal (No. 3640) School No. 28	Assistant-Personal (No. 3640) Admiral William F. Halsey, Jr. Health & Public Safety Academy Salary: \$49,526 Account No. 11-000-217-106-00-00	9/1/20
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### **CHANGES OF SALARIES**

**Recommended:** That the salary of the following personnel be adjusted, as below written.

#### **Instructional Department**

##### **Certified Staff**

Krystal Anne Parker, Teacher-Learning/Language Disabilities (No. 2803) School No. 21. Change in Salary due to obtaining her master's degree 5/20; submitted paperwork 9/20, University: New Jersey City University, NJ. Accredited by: Council for Higher Education Accreditation (CHEA). Salary from: \$66,115 to \$69,699, effective September 1, 2020.

### **ADDITIONAL SERVICES**

#### **Division Bilingual/ESL Education**

**Recommended:** That the following personnel be employed, as the **Teacher of Music Arranger** for the Fall/Winter 2020-2021 Elizabeth High School Marching Band.

Teachers: Salary: \$52.01 per hour, not to exceed 65 hours per person. Total: \$3,380.65  
Account No. 15-140-100-101-89-83-67

Benjamin D. Schwartz

**Recommended:** That the following personnel be employed as the **Teacher of Assistant Visual Designer** for the Fall/Winter 2020-2021 Elizabeth High School Marching Band.

Teachers: Salary: \$52.01 per hour, not to exceed 65 hours per person. Total: \$3,380.65  
Account No. 15-140-100-101-89-83-67

Nicholas A. Ingeri

**Recommended:** That the following personnel be employed as the **Teacher of Music Show Coordinator** for the Fall/Winter 2020-2021 Elizabeth High School Marching Band.

Teachers: Salary: \$52.01 per hour, not to exceed 65 hours per person. Total: \$3,380.65  
Account No. 15-140-100-101-89-83-67

Wayne Dillon

**Recommended:** That the following personnel be employed as the **Teacher of Assistant Visual Designer** for the Fall/Winter 2020-2021 Elizabeth High School Marching Band.

Teachers: Salary: \$52.01 per hour, not to exceed 65 hours per person. Total: \$3,380.65  
Account No. 15-140-100-101-89-83-67

Tyler V. Deverman

**Recommended:** That the following personnel be employed as the **Teacher of Assistant Color Guard** for the Fall/Winter 2020-2021 Elizabeth High School Marching Band.

Teachers: Salary: \$52.01 per hour, not to exceed 65 hours per person. Total: \$3,380.65  
Account No. 15-140-100-101-89-83-67

Sharon Calixto

### **Division of Early Childhood**

**Recommended:** That the following personnel be employed for Preschool Virtual Curriculum Writing and Professional Development from August 1, 2020 through August 31, 2020 from 8:30 a.m. to 4:30 p.m.; virtually and at the Division of Early Childhood Education.

Teachers: Salary: \$52.01 per hour, not to exceed 102 hours per person. Total: \$15,915.06  
Account No. 20-218-200-104-00-00

Karen Antone

Tracey L. Dunn-Roodenburg Robyn L. Katz

**Recommended:** That the following personnel be employed for Early Childhood Preschool Registration from August 1, 2020 through August 31, 2020 from 8:30 a.m. to 4:30 p.m.; virtually and at the Division of Early Childhood Education to assist families with online registration.

Social Workers: Salary: \$52.01 per hour, not to exceed 90 hours per person. Total: \$28,085.40  
Account No. 20-218-200-104-00-00

Jennifer Fandino  
Margarita K. Torres

Raquel B. Firme  
Valeria Varona

Karen Ruth Anne Higgins  
Donna Pennyfeather-Williams

### **Division of Staff Development & Innovation Programs**

**Recommended:** That the following personnel be employed to develop and prepare various projects, Monday through Friday, before and after contracted work hours, and Saturdays, 9:00 a.m. to 3:00 p.m. July 1, 2020 through June 30, 2021, not to exceed 25 hours per person. (Revised Account No.)

Teachers: Salary: \$52.01 per hour not to exceed 25 hours per person. Total: \$3,900.75  
Account No. 20-276-200-100-00-01

Lourdes Maria Couto

Mary Jane Lefano-Steinberg

Peter P. Murin

**Subject to correction of errors**

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2<sup>nd</sup> Supplemental Personnel Report  
Change of Salaries, etc.  
Elizabeth, NJ.  
September 17, 2020

## **BOARD OF EDUCATION**

The Superintendent of Schools recommends approval of the following recommendations.

### **CHANGES OF SALARIES**

**Recommended:** That the salary of the following personnel be adjusted, as below written.

#### **Instructional Department**

##### **Certified Staff**

Kerry B. Sullivan, Teacher-Pre-Kindergarten (E) (No. 3233), ECC School No. 52. Change in Salary due to obtaining her master's degree 8/20, submitted paperwork 9/20, University: Montclair State University, NJ, Accredited by: Council for Higher Education Accreditation (CHEA). Salary from: \$80,426 to \$84,366, effective September 1, 2020.

### **ADDITIONAL SERVICES**

#### **Office of the Superintendent of Schools**

**Recommended:** That the following personnel be employed to translate documents effective September 18, 2020 through June 30, 2021. Monday through Friday from 3:30 p.m. to 8:00 p.m. and Saturdays, as below written.

Teachers: Salary: \$52.01 per hour, not to exceed 100 hours per person. Total: \$5,201.00  
Account No. 11-000-251-104-94-00-48

Gerty Saint Laurent (Creole)

**Division of Bilingual/ESL****Marching Band 2020-2021**

**Recommended:** That the following personnel be employed as Director for the Elizabeth High School Marching Band for the 2020-2021 school year, from September 21, 2020 through June 19, 2021.

Account No. 15-140-100-101-89-83-67

Name:	Position:	Dates:	Salary:
Benjamin Schwartz	Marching Band Director	September 21, 2020 to June 19, 2021	\$9,359 as per EEA contract negotiations

**Recommended:** That the following personnel be employed as Assistant Director for the Elizabeth High School Marching Band for the 2020-2021 school year, from September 21, 2020 through June 19, 2021.

Account No. 15-140-100-101-89-83-67

Name:	Position:	Dates:	Salary:
Rebecca A. Foster	Marching Band Assistant Director	September 21, 2020 to June 19, 2021	\$6,914 as per EEA contract negotiations

**Division of Staff Development & Innovative Programs****Title 1 SIA Attendance Task Force Team**

**Recommended:** That the following personnel be employed to participate in the 2020-2021 Title 1 SIA Attendance Task Force Team from September 18, 2020 through June 30, 2021, afterschool hours.

Administrator: Salary: \$59.05 per hour, not to exceed 90 hours per person. Total: \$5,314.00  
Account No. 20-231-200-100-83-00

Christopher Van Vliet

Substitute:

Michael Stephen Robel IV

Teachers: Salary: \$52.01 per hour, not to exceed 90 hours per person. Total: \$18,723.60  
Account No. 20-231-100-100-83-00

Anamarie Llanos  
Veronica Vega

Marisa Anne Lopez

Michelle Ann Panichi

**Subject to correction of errors**



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Tuitions Report  
Elizabeth, N.J.  
September 17, 2020

The Superintendent of Schools recommends approval of the following:

1. That tuition be paid for students for the 2020-2021 Extended School Year only, as filed in the office of the School Business Administrator/Board Secretary
2. That tuition be paid for students for the 2020-2021 School Year, as filed in the office of the School Business Administrator/Board Secretary.

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Superintendent's Report  
September 17, 2020

**CONSIDERATIONS**

1. Request from Jose M. Rodriguez, Supervisor of Curriculum and Instruction for Jennifer Berkin, Jodi Bonacci and Kathleen Kranick to attend the 2020 Annual IDA Reading, Literacy & Learning Virtual Conference on November 13 & 14, 2020, at a cost not to exceed \$747.00 to be charged to Account No. 20-256-200-500-00-03.

**ELIZABETH BOARD OF EDUCATION:**

The Superintendent of Schools recommends approval of the following recommendations.

**AUTHORIZATION TO APPROVE**

Recommended: That the Elizabeth Board of Education be authorized to approve the 2020-2021 District Professional Development Plan as filed in the Division of Staff Development as per NJDOE guidelines.

Recommended: That the Elizabeth Board of Education be authorized to approve the 2020-2021 District Mentoring Plan as filed in the Division of Staff Development as per NJDOE guidelines.

**AUTHORIZATION TO ACCEPT GRANT AWARD FUNDS**

Recommended: That the Elizabeth Board of Education be authorized to accept the Digital Divide Grant Funds, from the State of New Jersey Department of Education, for the period July 16, 2020 through October 31, 2020, in the amount of \$2,640,432.00.

Recommended: That the Elizabeth Board of Education be authorized to accept the CARES Act, Grant Sub-Award sponsored by the County of Union – Board of Chosen Freeholders, for the period of July 1, 2020 through December 18, 2020, in the amount of \$1,171,682.24.

**AUTHORIZATION FOR PARTICIPATION IN THE PROVISIONAL TEACHER PROGRAM AND AGREEMENT FOR DISBURSEMENTS AND REIMBURSEMENTS**

That **Joseph LaRocca**, Physical Education/Health Teacher, Early Childhood, be authorized to participate in the Provisional Teacher Program and that the teacher, Joseph LaRocca, and the Board of Education comply with the guidelines for Training and Supervising Provisional Teachers, and

Further, that the teacher and the Board enter into an Agreement for the Board to disburse the sum of \$550.00 on behalf of said teacher, and the teacher to reimburse said \$550.00 by payroll deduction from March 31, 2020 through December 31, 2020, and that the President of the Board of Education and the School Business Administrator/Board Secretary be authorized to execute said Agreement on behalf of the Board.

**CHANGE IN MENTORS FOR PROVISIONAL TEACHER/ALTERNATE ROUTE**

Recommended: That the designation of mentor fees for Provisional Teacher, Gustavo Goya be changed as follows:

FROM: Maribel Santiago, Mentor/Support Team Teacher, for the period  
February 1, 2020 through January 31, 2021. \$1,000.00

TO: Maribel Santiago, Mentor/Support Team Teacher, for the period  
February 1, 2020 through March 27, 2020. \$200.00

Nicole Viega, Mentor/Support Team Teacher, for the period  
March 30, 2020 through January 31, 2021. \$800.00

Recommended: That the designation of mentor fees for Provisional Teacher, Michelle Chang be changed as follows:

FROM: Jaclyn Crismale, Mentor/Support Team Teacher, for the period  
November 22, 2020 through November 22, 2021. \$1,000.00

TO: Jaclyn Crismale, Mentor/Support Team Teacher, for the period  
November 22, 2020 through June 14, 2020. \$647.13

**DONATIONS**

Recommended: That the Elizabeth Board of Education accept the following donations:

**200 Backpacks** filled with essential school supplies from the Hispanic Law Enforcement Association of Union County, in conjunction with the Italian American Police Society of New Jersey for students in grades K and one in the Elizabeth Public School.

**7,000** face masks acquired by the principal from the Department of Health and Human Services to be distributed to all staff at Christopher Columbus School No. 15 to support staff in staying safe throughout the pandemic.

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Supplemental Authorizations Report  
Authorization to Continue, etc.  
Elizabeth, NJ; September 17, 2020

**ELIZABETH BOARD OF EDUCATION:**

The Superintendent of Schools recommends approval of the following recommendations.

**AUTHORIZATION TO CONTINUE INTERNATIONAL BACCALAUREATE PROGRAMS**

Recommended: That Dr. Orlando Edreira Academy School No. 26 be authorized to continue with implementation with International Baccalaureate, Bethesda, MD, to continue to implement the PYP (Primary Years Program), in an amount not to exceed \$8,094.00.

Recommended: That Dr. Orlando Edreira Academy School No. 26 be authorized to continue with implementation with International Baccalaureate, Bethesda, MD, to continue to implement the MYP (Middle Years Program), in an amount not to exceed \$9,624.00.

Elizabeth, N.J., September 17, 2020

The Superintendent of Schools recommends approval of the following:

**A. AUTHORIZATION TO PAY VOUCHERS**

1.	Acrisure, LLC (Property & Casualty Insurance Package)		244,510.70
2.	Assured Partners of New Jersey, LLC (Policy B1027964 Public Official Bond – P. Grant) (Policy B6008189 Blanket Bond and Fraud Coverage)	720.00 5,250.00	5,970.00
3.	DeCotiis, Fitzpatrick & Cole, LLP (Legal Services)		40,467.70
4.	DiFrancesco Bateman Kunzman Davis Lehrer & Flaum, PC (Legal Services)		21,000.00
5. *	Egenolf Early Childhood Center (Pre-K Student Tuition – September 2020)		226,642.90
6. *	Elizabethport Presbyterian Center (Pre-K Student Tuition – September 2020)		141,106.10
7.	E I Associates, Architects & Engineers, PA (Boiler Replacement – School No. 29)		2,550.00
8.	EPIQ Ediscovery Solutions, Inc. (Customer 3010501)		598.92
9.	EPG Brokerage (Consulting Fee 9/1-30/20)		7,083.33
10.	First MCO (WC Managed Care – September )		3,000.00
11.	Florio, Perrucci, Steinhardt & Fader, LLC (Legal Services)		52.50
12. *	Jefferson Park Day Care Center (Pre-K Student Tuition – September 2020)		113,800.99
13.	Kologi Simitz Counselors at Law (Legal Services)		962.50
14.	LaCorte, Bundy, Varady & Kinsella Attorneys at Law (Legal Services)		18,970.00
15. *	Leaguers, Inc. (Pre-K Student Tuition – September 2020)		128,765.10
16.	Lerch, Vinci & Higgins, LLP (Accounting Services)		11,840.00
17. *	Little School House (Pre-K Student Tuition – September 2020)		126,289.50
18.	Louis C. Mai, CPA & Associates (Treasurer of School Moneys – July)		3,950.00

19.	Mandelbaum Salsburg, P.C. (Legal Services)		1,382.50
20.	Netta Architects, LLC (Security Consulting & Alyssa's Law Grant Preparation)		35,849.63
21.	New Jersey School Board Association (Membership Dues)		26,662.70
22. *	Proceed I Early Childhood Development Center (Pre-K Student Tuition – September 2020)		89,291.20
23. *	Proceed II Early Childhood Development Center (Pre-K Student Tuition – September 2020)		96,247.60
24.	Renaud & DeAppolonio, LLC (Legal Services)		1,330.00
25.	Strategic Message Management, Inc. (Services Rendered 8/14/20-9/9/20)		7,350.00
26.	Weber Dowd Law, LLC (Legal Services)		1,999.50
27. *	Wonder World (Pre-K Student Tuition – September 2020)		71,313.30

**\*Hand Checks**

**B. AUTHORIZATION TO TRANSFER FUNDS  
TO THE WORKERS' COMPENSATION ACCOUNT**

Recommended: That the School Business Administrator/Board Secretary be authorized to transfer is \$70,904.00 to the Workers' Compensation Account for the 2020-2021 school year.

Supplemental Finance Report  
Transfer of Funds

September 17, 2020

## TRANSFER OF FUNDS 2020-2021

<u>Account Number</u>	<u>Description</u>	<u>Amount</u>
<b>FROM:</b>		
11-422-100-101-00-87--	TEACHERS - SUMMER	(1,300.00)
11-422-100-101-00-87--	TEACHERS - SUMMER	(7,282.00)
11-190-100-640-00-12-61-	TEXTBOOKS - MATH - REQUIRED	(605,565.00)
11-422-100-101-94-81-67-	TEACHERS - SUMMER	(10,000.00)
11-422-100-610-94-81-67-	TEACHING SUPPLIES - SUMMER	(9,000.00)
11-422-100-101-00-87--	TEACHERS - SUMMER	(1,020.00)
11-422-100-101-00-87--	TEACHERS - SUMMER	(280.00)
11-422-100-101-00-87--	TEACHERS - SUMMER	(1,300.00)
11-422-100-101-00-87--	TEACHERS - SUMMER	(782.00)
11-422-100-101-00-87--	TEACHERS - SUMMER	(2,830.00)
11-422-100-101-00-87--	TEACHERS - SUMMER	(730.00)
11-422-100-101-00-87--	TEACHERS - SUMMER	(2,735.00)
11-422-100-101-00-87--	TEACHERS - SUMMER	(1,077.00)
11-422-100-101-00-87--	TEACHERS - SUMMER	(1,182.00)
11-422-100-101-00-87--	TEACHERS - SUMMER	(1,282.00)
11-422-100-101-00-87--	TEACHERS - SUMMER	(2,047.00)
11-422-100-101-00-87--	TEACHERS - SUMMER	(500.00)
11-422-100-101-00-87--	TEACHERS - SUMMER	(100.00)
11-105-100-101-00-00--	PRE K MASTER TEACHER	(439,150.00)
11-000-100-561-94-00--	TUITION - PUBLIC SCHOOL REGULAR	(105,400.00)
11-000-261-610-02-00-00-	SCHOOL FACILITIES MATERIALS & SUPPLIES	(1,350.00)
11-422-100-101-00-87--	TEACHERS - SUMMER	(1,282.00)
11-000-291-270-00-00--	HEALTH BENEFITS	(75,000.00)
11-000-100-562-94-00--	TUITION - PUBLIC SCHOOL (IN STATE) SPEC.	(1,125,802.00)
		<b>(2,396,996)</b>
<b>TO:</b>		
11-422-213-104-20-87--	NURSE - SUMMER	1,300.00
11-422-213-104-94-87--	NURSE - SUMMER	7,282.00
11-190-100-610-00-12-61-	SUPPLIES - MATH - REQUIRED	605,565.00
11-000-251-610-94-00-44-	SUPPLIES - COMPTROLLER	9,000.00
11-422-100-101-00-81-44-	TEACHERS - SUMMER SCHOOL	10,000.00
11-422-213-104-04-87--	NURSE - SUMMER	1,020.00
11-422-213-104-04-87--	NURSE - SUMMER	280.00
11-422-213-104-82-87--	NURSE - SUMMER	1,300.00
11-422-213-104-13-87--	NURSE - SUMMER	782.00
11-422-213-104-18-87--	NURSE - SUMMER	1,165.00
11-422-213-104-05-87--	NURSE - SUMMER	1,665.00
11-422-213-104-28-87--	NURSE - SUMMER	730.00
11-422-213-104-13-87--	NURSE - SUMMER	1,200.00
11-422-213-104-83-87--	NURSE - SUMMER	1,535.00
11-422-213-104-84-87--	NURSE - SUMMER	1,077.00
11-422-213-104-25-87--	NURSE - SUMMER	1,182.00
11-422-213-104-23-87--	NURSE - SUMMER	1,282.00



Supplemental Finance Report  
Transfer of Funds

September 17, 2020

**TRANSFER OF FUNDS 2020-2021**

<u>Account Number</u>	<u>Description</u>	<u>Amount</u>
11-422-213-104-16-87--	NURSE - SUMMER	2,047.00
11-422-213-104-02-87--	NURSE - SUMMER	500.00
11-422-213-104-80-87--	NURSE - SUMMER	100.00
11-000-240-103-51-00-00-	PRE-K PRINCIPAL SALARIES	135,300.00
11-000-240-103-50-00-00-	PRE-K PRINCIPAL SALARIES	148,900.00
11-000-240-103-52-00-00-	PRE-K PRINCIPAL SALARIES	154,950.00
11-000-100-566-94-00--	TUITION - PRIVATE SCH. HANDICAPPED	105,400.00
11-000-261-420-02-00-00-	SCHOOL FACILITIES MAINTENANCE	1,350.00
11-422-213-104-26-87--	NURSE - SUMMER	1,282.00
11-000-260-520-94-00-02-	LIABILITY INS	75,000.00
11-000-100-566-94-00--	TUITION - PRIVATE SCH. HANDICAPPED	1,125,802.00
		<b>2,396,996</b>

**Total Fund 11**

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**FROM:**

15-190-100-640-92-13-00-	TEXTBOOKS - SCIENCE	(20,000.00)
15-190-100-610-92-00-44-	SUPPLIES - COMPTROLLER	(13,467.00)
15-190-100-610-29-00-44-	SUPPLIES - COMPTROLLER	(330.00)
15-190-100-610-30-00-44-	SUPPLIES - COMPTROLLER	(330.00)
15-241-100-610-26-00-67-	BILINGUAL SELF CONTAINED - SUPPLIES (REQUIRED)	(200.00)
15-000-240-600-19-00--	SCHOOL ADMIN. - SUPPLIES	(1.00)
15-000-262-600-08-00--	SECURITY GUARD - SUPPLIES & MATERIALS	(1.00)
15-190-100-610-02-00--	INSTRUCTIONAL - SUPPLIES	(242.00)
15-190-100-610-25-00--	INSTRUCTIONAL - SUPPLIES	(1.00)
15-190-100-610-02-00--	INSTRUCTIONAL - SUPPLIES	(316.00)
15-190-100-610-07-00-44-	SUPPLIES - COMPTROLLER	(3,200.00)
15-190-100-610-82-00-44-	SUPPLIES - COMPTROLLER	(1,870.00)
15-190-100-610-13-00-44-	SUPPLIES - COMPTROLLER	(1,455.00)
15-190-100-640-89-13-00-	TEXTBOOKS - SCIENCE	(16,631.00)
15-190-100-640-90-13-00-	TEXTBOOKS - SCIENCE	(15,040.00)
15-190-100-640-80-13-00-	TEXTBOOKS - SCIENCE	(5,134.00)
15-190-100-610-09-00--	INSTRUCTIONAL - SUPPLIES	(5.00)
15-190-100-610-01-00-44-	SUPPLIES - COMPTROLLER	(750.00)
15-190-100-610-82-00-44-	SUPPLIES - COMPTROLLER	(19,440.00)
15-190-100-610-83-00-44-	SUPPLIES - COMPTROLLER	(19,440.00)
15-190-100-610-84-00-44-	SUPPLIES - COMPTROLLER	(19,440.00)
15-190-100-610-87-00-44-	SUPPLIES - COMPTROLLER	(19,440.00)
15-213-100-101-04-00--	RESOURCE ROOM/CENTER SALARIES	(66,115.00)

**(222,848)****TO:**

15-241-100-610-26-00--	BILINGUAL S/C - SUPPLIES	105.00
15-241-100-610-14-00--	BILINGUAL S/C - SUPPLIES	2,008.00
15-241-100-610-06-00--	BILINGUAL SELF CONTAINED SUPPLIES	3,935.00

Supplemental Finance Report  
Transfer of Funds

September 17, 2020

**TRANSFER OF FUNDS 2020-2021**

<u>Account Number</u>	<u>Description</u>	<u>Amount</u>
15-241-100-610-03-00--	BILINGUAL SELF CONTAINED - SUPPLIES	6,747.00
15-241-100-610-19-00--	BILINGUAL SELF CONTAINED - SUPPLIES	6,747.00
15-241-100-610-18-00--	BILINGUAL S/C - SUPPLIES	6,920.00
15-241-100-610-27-00--	BILINGUAL SELF CONTAINED - SUPPLIES	7,005.00
15-241-100-610-29-00-67-	BILINGUAL SELF CONTAINED - SUPPLIES (REQUIRED)	330.00
15-241-100-610-30-00-67-	BILINGUAL SELF CONTAINED - SUPPLIES (REQUIRED)	330.00
15-241-100-610-07-00-67-	BILINGUAL SELF CONTAINED - SUPPLIES (REQUIRED)	200.00
15-244-100-610-19-00--	ESL IN CLASS SUPPORT - SUPPLIES	1.00
15-204-100-610-08-00--	LLD SUPPLIES	1.00
15-243-100-610-02-00--	BILINGUAL ICS - SUPPLIES	242.00
15-243-100-610-25-00--	BILINGUAL ICS - SUPPLIES	1.00
15-190-100-640-02-17--	TEXTBOOKS - SOCIAL STUDIES	316.00
15-190-100-610-13-00--	INSTRUCTIONAL - SUPPLIES	1,455.00
15-190-100-610-82-00--	INSTRUCTIONAL - SUPPLIES	1,870.00
15-190-100-610-07-00--	INSTRUCTIONAL - SUPPLIES	3,200.00
15-190-100-610-80-13-00-	SUPPLIES AND MATERIAL - SCIENCE	5,134.00
15-190-100-610-90-13-00-	INSTRUCTIONAL SUPPLIES - SCIENCE	15,040.00
15-190-100-610-89-13-00-	INSTRUCTIONAL SUPPLIES - SCIENCE	16,631.00
15-000-218-600-09-00--	GUIDANCE - SUPPLIES	5.00
15-000-240-800-01-00--	ADMIN MISCELLANEOUS	750.00
15-190-100-320-82-00--	PURCHASED PROFESSIONAL SERVICES	19,440.00
15-190-100-320-83-00--	PURCHASED PROFESSIONAL SERVICES	19,440.00
15-190-100-320-84-00--	PURCHASED PROFESSIONAL SERVICES	19,440.00
15-190-100-320-87-00--	PURCHASED PROFESSIONAL SERVICES	19,440.00
15-214-100-101-19-00--	TEACHER - AUTISM	66,115.00
		<b>222,848</b>
<b>Total Fund 15</b>		-
<b>FROM:</b>		
20-218-200-104-00-00--	PRE-K OTHER PROFESSIONAL STAFF SALARY	(36,598.00)
		<b>(36,598)</b>
<b>TO:</b>		
20-218-200-103-50-02--	PRE-K PRINCIPALS SALARY	12,408.00
20-218-200-103-51-02--	PRE-K PRINCIPALS SALARY	11,276.00
20-218-200-103-52-02--	PRE-K PRINCIPALS SALARY	12,914.00
		<b>36,598</b>
<b>Total Fund 20</b>		-

Elizabeth, N.J., September 17, 2020

**BOARD OF EDUCATION**

The Superintendent of Schools recommends approval of the following:

**CONTRACT WITH APEX LEARNING, INC.**

As recommended by Kathy Badalis, Director of Staff Development & Innovative Programs, that the Elizabeth Board of Education enter into contract with Apex Learning Inc., Seattle, WA, to provide 950 Financial Literacy courses single enrollment online subscriptions for high schools students, that will explore concepts and work toward a mastery of personal finance skills, deepening their understanding of key ideas and extending knowledge through a variety of problem-solving applications, from September 16, 2020 through June 30, 2021, at a cost not to exceed \$71,250.00, in accordance with N.J.S.A.18A:18A-5a(5) supply of educational goods and services.

**CONTRACT WITH KEAN UNIVERSITY**

As recommended by Kathy Badalis, Director of Staff Development & Innovative Programs, that the Elizabeth Board of Education enter into contract with Kean University., Union, NJ, for Kean University-School of Nursing to host clinical experience interns seeking a graduate certificate in school nursing beginning September 8, 2020, at no cost to the Board, in accordance N.J.S.A.18A:18A-1 et seq.

**CONTRACT WITH STEVEN PENN**

As recommended by Kathy Badalis, Director of Staff Development & Innovative Programs, that the Elizabeth Board of Education enter into contract with Steven Penn – Consultant, Teaneck, NJ, to provide twenty (20) hours of virtual leadership and conferencing for Rabbi Benjamin Pomper, at the Jewish Educational Center (JEC) to develop and enhance Rabbi Pomper’s capacity as an administrator, to be held from September 23, 2020 through June 20, 2021 during evening hours, at cost not to exceed \$3,000.00, in accordance with N.J.S.A.18A:18A-3.

**CONTRACT WITH NEW TEACHER CENTER**

As recommended by Kathy Badalis, Director of Staff Development & Innovative Programs, that the Elizabeth Board of Education enter into contract with New Teacher Center, Santa Cruz, CA, to provide year two of virtual induction/mentoring and novice teacher induction at the Jewish Education Center (JEC) nonpublic, from October 1, 2020 through June 30, 2021, in a total amount not to exceed \$1,855.00, in accordance with N.J.S.A.18A:18A-3.

RENEW CONTRACT WITH LEARNING SCIENCES INTERNATIONAL, LLC

As recommended by Kathy Badalis, Director of Staff Development & Innovative Programs, that the Elizabeth Board of Education enter into contract with Learning Sciences International, LLC, Blairesville, PA, to provide virtual leadership consultation for teacher evaluation, from September 23, 2020 through June 30, 2021, in an amount not to exceed \$2,000.00, in accordance with N.J.S.A. 18A:18A-3.

CONTRACT WITH IMAGINE: A CENTER FOR COPING WITH LOSS

As recommended by Kathy Badalis, Director of Staff Development & Innovative Programs, that the Elizabeth Board of Education enter into contract with Imagine-A Center for Coping with Loss, Mountainside, NJ, to allow Constance Palmer, Clinical Training Director to provide virtual “grief education” for the District, school staff, parents and families, effective September 21, 2020 through June 30, 2021, at cost not to exceed \$4,875.00, in accordance with N.J.S.A.18A:18A-3.

CONTRACT WITH VANTAGE LEARNING

As recommended by Kathy Badalis, Director of Staff Development & Innovative Programs, that the Elizabeth Board of Education enter into contract with Vantage Learning, Langhorne, PA, to provide 210 MY Access! student subscriptions for 12 months of program implementation at Admiral William F. Halsey, Jr. Health & Public Safety Academy. The implementation process will be customized to the needs of the academy, teachers can create and assign custom prompts, on September 21, 2020 through June 30, 2021, at a cost not to exceed \$2,671.20, in accordance with N.J.S.A.18A:18A-5a(19) as services for the support of maintenance of proprietary computer software.

CONTRACT WITH USA ARCHITECTS

As recommended by Luis Couto, Director of Plant, Property and Equipment, that the Elizabeth Board of Education enter into a professional services contract with USA Architects, Somerville, NJ, for an invasive masonry exploration at Joseph Battin School No. 4, in a total amount not to exceed \$85,500.00 (\$55,000.00 for masonry exploration plus \$5,000.00 reimbursable, and allowance of \$25,000.00 for the mason and equipment), in accordance with N.J.S.A.18A:18A-5a(1).

CONTRACT WITH JOHNSTON COMMUNICATION, INC

As recommended by Luis Couto, Director of Plant, Property and Equipment, that the Elizabeth Board of Education enter into contract with Johnston Communication, Inc, Springfield, NJ, for the purchase and installation of fifty-two (52) facial recognition readers, body temperature and mask detection scanners for the school year of 2020-2021, (under the County of Union Co-Op UCCP #42-2017) in an amount not to exceed \$153,192.00, in accordance with N.J.S.A. 18A:18A-10.

CONTRACT WITH BOBCAT OF CENTRAL JERSEY

As recommended by Luis Couto, Director of Plant, Property and Equipment, that the Elizabeth Board of Education enter into contract with Bobcat of Central Jersey, Greenbrook, NJ, NJ, for the purchase of a new machine for Williams Field. This multi-functional machine replaces two older model machines (Cushman and Toro snow blower) with potential to be converted into a sweeper as well, for the school year of 2020-2021, (under the Educational Services Commission of New Jersey Bid # 18/19-25) in an amount not to exceed \$74,194.88, in accordance with N.J.S.A. 18A:18A-10.

CONTRACT WITH OPEN SYSTEMS INTEGRATORS, INC.

As recommended by Luis Couto, Director of Plant, Property and Equipment, that the Elizabeth Board of Education enter its contract with Open System Integrators, Inc., Hamilton, NJ, for the purchase and installation of 16 new 360 degree multi-directional exterior cameras as various school locations within the school district as awarded through the COPS Grant (COPS Office School Violence Prevention Program (SVPP) (under The Educational Services Commission of New Jersey Co-op Bid # ESCNJ 19/20-38), in an amount not to exceed \$66,380.00, in accordance with N.J.S.A.18A:18A-10.

CONTRACT WITH OPEN SYSTEMS INTEGRATORS, INC.

As recommended by Luis Couto, Director of Plant, Property and Equipment, that the Elizabeth Board of Education enter its contract with Open System Integrators, Inc., Hamilton, NJ, to convert 700 cameras (680 interior analog cameras & 20 exterior analog cameras) to new IP (Internet Protocol) cameras as various school building locations within the school district as awarded through the COPS Grant (COPS Office School Violence Prevention Program (SVPP) (under The Educational Services Commission of New Jersey Co-op Bid # ESCNJ 19/20-38), in an amount not to exceed \$508,620.00, in accordance with N.J.S.A.18A:18A-10.

CONTRACT WITH D & B BUILDING SOLUTIONS, LLC

As recommended by Luis Couto, Director of Plant, Property and Equipment, that the Elizabeth Board of Education enter into a contract with D & B Building Solutions, LLC, Bloomfield, NJ, for the installation of a Modular Needlepoint Bipolar Ionization air purification system at John E. Dwyer Technology Academy & Admiral William F. Halsey, Jr. Health & Public Safety Academy, for the 2020-2021 school year, (under the OMNIA Partners Public Sector National Cooperative Contract #R150505-NJ-307524) in an amount not to exceed \$141,500.00, in accordance with N.J.S.A. 18A:18A-10.

CONTRACT WITH D & B BUILDING SOLUTIONS, LLC

As recommended by Luis Couto, Director of Plant, Property and Equipment, that the Elizabeth Board of Education enter into a contract with D & B Building Solutions, LLC, Bloomfield, NJ, for the installation of a Modular Needlepoint Bipolar Ionization air purification system at George Washington Academy of Science & Engineering School No. 1 & Jerome Dunn Academy of Mathematics, Technology and the Arts School No. 9, for the 2020-2021 school year, (under the OMNIA Partners Public Sector National Cooperative Contract #R150505-NJ-307515) in an amount not to exceed \$70,335.00, in accordance with N.J.S.A. 18A:18A-10.

CONTRACT WITH D & B BUILDING SOLUTIONS, LLC

As recommended by Luis R. Couto, Director of Plant, Property and Equipment, that the Elizabeth Board of Education enter into a contract with D & B Building Solutions, LLC, Bloomfield, NJ, for the installation of a Modular Needlepoint Bipolar Ionization air purification system at Frances C. Smith Early Childhood Center School No. 51, for the 2020-2021 school year, (under the OMNIA Partners Public Sector National Cooperative Contract #R150505-NJ-307717) in an amount not to exceed \$34,315.00, in accordance with N.J.S.A. 18A:18A-10.

CONTRACT WITH SPRUCE INDUSTRIES, INC.

As recommended by Luis Couto, Director of Plant, Property and Equipment, that the Elizabeth Board of Education enter into contract with Spruce Industries, Inc., Rahway, NJ, for the purchase of four (4) noble mop scrubbers for schools with no elevators to assist the custodians with cleaning the hallways as well as the purchase of two (2) stand on scrubbers, one will be used at EHS - Frank J. Cicarell Academy & the other for John E. Dwyer Technology Academy, for the 2020-2021 school year, in the amount not to exceed \$53,414.59 (The Educational Service Commission of New Jersey Cooperative Pricing System Bid# ESCNJ 17/18-47), in accordance with N.J.S.A.18A:18A-10.

CONTRACT WITH TRINITAS REGIONAL MEDICAL CENTER

As recommended by Aaron Goldblatt, Director of Curriculum and Instruction, that Elizabeth Board of Education enter into contract with Trinitas Regional Medical Center, Elizabeth, NJ, to renew a yearly partnership with Trinitas Regional Medical Center for the 2020–2021 school year to continue enrichment of student programs at Elizabeth Public School High School Academies, at no cost to the Board, in accordance with N.J.S.A.18A:18A-1 et seq.

CONTRACT WITH AGILE MIND EDUCATIONAL HOLDING, INC.

As recommended by Daphne Marchetti, Director of Elementary & Secondary Education, that the Elizabeth Board of Education enter into contract with Agile Mind Educational Holding, Inc., Grapevine, TX, to acquire the Agile Mind Accelerator Program, to help our district address gaps in student success identified particularly in middle school math and to provide personalized learning experience to help students master grade-level standards and other examinations, to be used mainly in 6<sup>th</sup>, 7<sup>th</sup> and 8<sup>th</sup> grade mathematics classrooms, during the 2020-2021 school year, in an amount not to exceed \$44,477.00, in accordance with N.J.S.A.18A:18A-5a(19) acquisition of proprietary computer software.

CONTRACT WITH AGILE MIND EDUCATIONAL HOLDING, INC.

As recommended by Daphne Marchetti, Director of Elementary & Secondary Education, that the Elizabeth Board of Education enter into contract with Agile Mind Educational Holding, Inc., Grapevine, TX, to provide for a mathematics program (Intensified Algebra) that serves the core program in Grade 8. It includes student licenses and materials, along with teacher access and professional services to support the implementation during the 2020-2021 school year, in an amount not to exceed \$262,596.00 in accordance with N.J.S.A.18A:18A-5a(19) acquisition of proprietary computer software.

CONTRACT WITH PEARSON EDUCATION, INC.

As recommended by Daphne Marchetti, Director of Elementary & Secondary Education, that the Elizabeth Board of Education enter into contract with Pearson Education, Inc., Chandler, AZ, program for K-8 ELA & K-7 mathematics that provides supplemental supports for students. Licenses are included for General Education and Special Education students along with teacher access and professional services to support the implementation for the 2020-2021 school year, in an amount not to exceed \$337,212.00, in accordance with N.J.S.A. 18A:18A-5(a) 5 as educational goods & services and 18A:18A-5(a) 19 as services for the support or maintenance of proprietary software.

CONTRACT WITH QUAVER ED MUSIC PROGRAM

As recommended by Tracey Monteiro, Supervisor of Visual & Performing Arts, that the Elizabeth Board of Education enter into contract with Quaver Ed Music Program, Nashville, TN, for the General Music Program in all K-8 schools, grades K-8, as well providing professional development for the teachers in the use of virtual platform at a dated not specified. This program will cost \$2,520.00 per license per school plus \$300.00 in total for additional users in Terence C. Reilly School No. 7 and William F. Halloran School No. 22, in an amount not to exceed \$65,820.00, for the 2020-2021 school year, from September 1, 2020 through August 31, 2021, in accordance with N.J.S.A.18A:18A-5a(19) maintenance of proprietary computer hardware and software.

CONTRACT WITH ELIZABETH YOUTH THEATER ENSEMBLE

As recommended by Michael Ojeda, Principal of Thomas Jefferson Arts Academy that the Elizabeth Board of Education enter into contract with Elizabeth Youth Theater Ensemble, Elizabeth, NJ, to provide students at Thomas Jefferson Arts Academy with experiential learning opportunities in theater and film production during the summer and school day for the period of July 1, 2020 through September 30, 2020, at cost not to exceed \$10,000.00, in accordance with N.J.S.A. 18A:18A-5(a)1.

CONTRACT WITH RENAISSANCE LEARNING, INC.

As recommended by Rebecca Orellana, Supervisor of Bilingual & ESL Education, that the Elizabeth Board of Education enter into contract with Renaissance Learning, Inc., Wisconsin Rapids, WI, to provide for reading and mathematics site licenses for Bilingual/ESL students in grades K-8 from September 1, 2020 through June 30, 2021, in an amount not to exceed \$25,726.90, in accordance with N.J.S.A.18A:18A-5a(19) for the support or maintenance of proprietary computer hardware or software.

CONTRACT WITH MEDSERV HEALTHCARE SOLUTIONS, LLC

As recommended by Diana Pinto-Gomez, Director of Special Services, that the Elizabeth Board of Education enter into contract with Medserv Healthcare Solutions, LLC, Princeton, NJ, to provide workshops on the following topics: Opioid Overdose and Naloxone Use, Asthma and Allergic Emergencies, use of EpiPen, MDIs, CPR Refresher with a Q&A on Covid-19 and Concussions and Stop the Bleed. This will provide the nurses with the knowledge they need on each topic to comply with State requirements. The location for the training to be determined, at cost of \$500.00 per topic, in an amount not to exceed \$2,000.00, in accordance with N.J.S.A.18A:18A-3.



CONTRACT WITH HELENE MILLER, MD FAMILY PSYCHIATRY & THERAPY

As recommended by Diana Pinto-Gomez, Director of Special Services, that the Elizabeth Board of Education enter into a professional services contract with Helene Miller, MD Family Psychiatry & Therapy, Paramus, NJ, to provide student psychiatric evaluation assessment for each student for the 2020-2021 school year, at rate of \$695.00 per evaluation, effective August 1, 2020 through June 30, 2021, at a cost not to exceed \$13,900.00, in accordance with N.J.S.A.18A:18A-5a(1).

CONTRACT WITH HELEN KELLER INTERNATIONAL, INC.

As recommended by Diana Pinto-Gomez, Director of Special Services, that the Elizabeth Board of Education enter into contract with Helen Keller International, Inc., New York, NY, to provide vision screening for up to 5,500 students in the 4<sup>th</sup> to 8<sup>th</sup> grades, providing free eyeglasses when needed, commencing October 1, 2020 through July 1, 2021, at no cost to the Board, in accordance with N.J.S.A.18A:18A-1 et seq.

CONTRACT WITH STEPS PROGRAM, INC. DBA COLLEGE STEPS

As recommended by Diana Pinto-Gomez, Director of Special Services, that the Elizabeth Board of Education enter into a professional services contract with Steps Program, Inc. dba College Steps, Clarksburg, MD, to provide transition services for special education student E.C. during the 2020-2021 school year, effective September 1, 2020 through May 12, 2021, at a cost not to exceed \$22,300.00, in accordance with N.J.S.A.18A:18A-3.

CONTRACT WITH RETHINK AUTISM

As recommended by Diana Pinto Gomez, Director of Special Services, that the Elizabeth Board of Education enter into contract with Rethink Autism, New York, NY to provide educational content, training materials access to its web-based services, remote consultation and supervision services effective September 1, 2020 through June 30, 2021, during the 2020-2021 school year, in an amount not to exceed \$59,999.99 in accordance with N.J.S.A.18A:18A-5a(19) acquisition of proprietary software.

CONTRACT WITH INTEGRATED TRANSLATION SERVICES, LLC

As recommended by Diana Pinto-Gomez, Director of Special Services, that the Elizabeth Board of Education Enter into contract with Integrated Translation Services, LLC, Union, NJ, to provide on-site and over the phone translation services for the special services division for the 2020-2021 school year, effective July 1, 2020 through June 30, 2021, in an amount not to exceed \$5,000.00, in accordance with N.J.S.A.18A:18A-3.

CONTRACT WITH SPECIAL NEEDS INSTITUTE (SINAI)

As recommended by Michael Rijo, Director of Transportation, that the Elizabeth Board of Education enter into a contract with Special Needs Institute (SINAI), Paramus, NJ, to provide for transportation services for Shmuel Hyams during the 2020-2021 school year, in an amount not to exceed \$2,600.00 in accordance with N.J.S.A.18A:18A-3.

CONTRACT WITH TRINITAS REGIONAL MEDICAL CENTER

As recommended by Peter Vosseler, Supervisor of Anti-Bullying/EEOC, that the Elizabeth Board of Education enter into a contract with Trinitas Regional Medical Center, Elizabeth, NJ to provide continued partnership with the Medical Center in order to collaborate in the delivery of behavioral health services identified as needing a half day partial hospital program (IO – Intensive Out Patient Program) for students 5-8 who are presented with significant behavioral difficulties and are unable to tolerate a full school day and learn as the result of these difficulties, will be referred to the half-day partial hospital program. Students will attend the program at no cost to the Board and require parent consent for early release (12:30) from school, transportation, and program participation, at no cost to the Board, accordance with N.J.S.A.18A:18A-1 *et seq.*

Elizabeth, N.J., September 17, 2020

**BOARD OF EDUCATION:**

The Superintendent of Schools recommends approval of the following

**CONTRACT WITH THE PRIZMAH CENTER FOR JEWISH DAY SCHOOLS, INC.**

As recommended by Kathy Badalis, Director of Staff Development & Innovative Programs, that the Elizabeth Board of Education enter into contract with Prizmah Center for Jewish Day Schools, Inc., New York, NY, to participate in a virtual “YOU LEAD” professional development training for Bonnie Drazen, at the Jewish Educational Center (JEC) from October 1, 2020 through June 30, 2021, at a cost not to exceed \$3,000.00, in accordance with N.J.S.A.18A:18A-3.

**CONTRACT WITH SAVVAS LEARNING COMPANY, LLC**

As recommended by Kathy Badalis, Director of Staff Development & Innovative Programs, that the Elizabeth Board of Education enter into contract with Savvas Learning Company, LLC, Boston, MA, to renew the iLit Product Suite license subscription for 225 English language Learners at Admiral William F. Halsey, Jr. Health & Public Safety Academy, effective October 16, 2020 through June 30, 2021, at cost not to exceed \$16,875.00, in accordance with N.J.S.A.18A:18A-5a(19) as services for the support or maintenance of proprietary computer software.

**CONTRACT PEARSON SCOTT FORESMAN**

As recommended by Aaron Goldblatt, Director of Curriculum and Instruction, that the Elizabeth Board of Education Enter into contract with Pearson Scott Foresman, Chandler, AZ, to provide for 6,859 licenses for Social Studies students in grades 6<sup>th</sup> to 12<sup>th</sup> taking courses in the following subjects that may include “myWorld Interactive American History & myWorld Interactive World History” and “US History”, at a cost not to exceed \$119,297.00, in accordance with N.J.S.A.18A:18A-5a(19).

**CONTRACT WITH NORTHWEST EVALUATION ASSOCIATION (NWEA)**

As recommended by Daphne Marchetti, Director of Elementary & Secondary Education, that the Elizabeth Board of Education enter into contract with Northwest Evaluation Association, Portland, OR, for the administration of Measure of Academic Progress (MAP) monitoring tool for grades 9-12 for English Language Arts (ELA) & Mathematics courses and grade 8 for Algebra I, it includes student licenses teacher access and professional services to support the implementation of such program, during 2019-2020 academic school year, at a cost not to exceed \$78,186.00, in accordance with N.J.S.A. 18A:18A-5(a) 5 as educational goods & services and N.J.S.A.18A:18A-5a.(19) as the provision of goods and services for the support or maintenance of proprietary computer software.

CONTRACT WITH MIND RESEARCH INSITUTE

As recommended by Daphne Marchetti, Director of Elementary & Secondary Education, that the Elizabeth Board of Education enter into contract with Mind Research Institute, Irvine, CA, to provide supplemental programs for mathematics in grades K-5 for all elementary schools, it includes student licenses, teacher access and professional services to support the implementation of such program, during the 2020-2021 academic school year, in an amount not to exceed \$42,591.61, in accordance with N.J.S.A. 18A:18A-5(a) 5 as educational goods & services and N.J.S.A.18A:18A-5b (19) proprietary software.

CONTRACT WITH CARNEGIE LEARNING, INC.

As recommended by Daphne Marchetti, Director of Elementary & Secondary Education, that the Elizabeth Board of Education Enter into contract Carnegie Learning Inc, Pittsburgh, PA to provide for mathematics program that serves as the core program for High School courses such as Algebra I Advanced, Algebra II, and Geometry. This program includes student licenses, resources and materials along with teacher access and professional services to support the implementation of such program, during the 2020-2021 academic school year, in the amount not to exceed \$77,500.00, in accordance with N.J.S.A. 18A:18A-5(a) 5 as educational goods & services and 18A:18A-5(a) 19 as services for the support or maintenance of proprietary software.

CONTRACT WITH PEARSON EDUCATION, INC.

As recommended by Daphne Marchetti, Director of Elementary & Secondary Education, that the Elizabeth Board of Education enter into contract with Pearson Education, Inc., Chandler, AZ, to provide for e-textbooks for high School courses such as physics, including Hewitt student licenses, Conceptual Physics 12 edition and modified mastering physics textbooks, for the 2020-2021 school year, in an amount not to exceed \$40,225.85, in accordance with N.J.S.A. 18A:18A-5(a) 5 as educational goods & services and 18A:18A-5(a) 19 as services for the support or maintenance of proprietary software.

CONTRACT WITH PEARSON EDUCATION, INC.

As recommended by Daphne Marchetti, Director of Elementary & Secondary Education, that the Elizabeth Board of Education enter into contract with Pearson Education, Inc., Chandler, AZ, to provide for enVision mathematics program that serves as the core program in grades 6-7. It includes student licenses, resources and material, along with teacher access and professional services to support the implementation of such program, for the 2020-2021 school year, in an amount not to exceed \$26,018.30, in accordance with N.J.S.A. 18A:18A-5(a)5 as educational goods & services and 18A:18A-5(a) 19 as services for the support or maintenance of proprietary software.

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Y**BOARD OF EDUCATION****RESOLUTION****SCHOOL VIOLENCE AWARENESS WEEK**

**WHEREAS**, school safety is always a top priority of educational officials, and

**WHEREAS**, promoting school safety is of the utmost importance to all, and

**WHEREAS**, schools must be safe places where students can learn and grow without fear of violence, and

**WHEREAS**, age appropriate opportunities and programs are provided for students including discussions on conflict resolution, issues of student diversity and tolerance, and

**WHEREAS**, schools provide opportunities for students, parents, and school district and law enforcement personnel to discuss methods for preventing school violence and vandalism.

**NOW, THEREFORE, BE IT RESOLVED**, that the members of the Elizabeth Board of Education hereby proclaim the week of October 19, 2020 as:

**“School Violence Awareness Week”**

**BE IT FURTHER RESOLVED**, that the resolution be spread on the official agenda of the Elizabeth Board of Education.

## BOARD OF EDUCATION

## RESOLUTION

WEEK OF RESPECT

**WHEREAS**, the Anti-Bullying Bill of Rights, Assembly Bill 3466, was approved by the New Jersey Legislature in November 2010 and signed into law as P.L. 2010, c. 122, by Governor Chris Christie on January 5, 2011; and

**WHEREAS**, the statute is intended to protect students from harassment and intimidation that would substantially interfere with their education; and

**WHEREAS**, in a 2009 survey by the National Centers for Disease Control, one in five New Jersey students indicated they had been the subject of bullying on school grounds during the previous year; and

**WHEREAS**, the Anti-Bullying Bill of Rights places expanded responsibilities on teachers, school administrators and boards of education to protect students from incidents of bullying, harassment and intimidation; and

**WHEREAS**, the Anti-Bullying Bill of Rights designates the week beginning with the first Monday in October as “Week of Respect” throughout New Jersey”; and

**WHEREAS**, the law directs school districts to observe the “Week of Respect” through age-appropriate instruction in accordance with New Jersey’s core curriculum content standards; and

**WHEREAS**, the Elizabeth Board of Education recognizes the harmful impact of harassment and bullying on children and is committed to providing all of its students with warm, safe learning environments free from intimidation; and

**WHEREAS**, the Elizabeth Board of Education supports the intent of the Anti-Bullying Bill of Rights to protect our children, as well as the goal of previous law to enhance training and instruction to prevent harassment, intimidation and bullying.

**NOW, THEREFORE, BE IT RESOLVED**, that the Elizabeth Board of Education declares October 5-9, 2020 as a “Week of Respect” in all district schools.

**BE IT FURTHER RESOLVED**, that the Week of Respect will be a part of the Elizabeth Public Schools’ ongoing efforts to foster respect among students and staff for the diverse cultures and personalities represented in our school community, and that the resolution be spread on the official agenda of the Elizabeth Board of Education.

**BOARD OF EDUCATION****RESOLUTION****APPROVING SECOND RENEWAL OF CONTRACT BETWEEN BOARD OF  
EDUCATION AND BLEJWAS ASSOCIATES, INC.  
FOR PROVISION OF AIR FILTERS FOR THE DISTRICT**

**WHEREAS**, the Board, having determined that it will require the continued provision of air filters for the District for the 2020 - 2021 school year (the "Service"); and

**WHEREAS**, Luis Couto, Director of Plant Property and Equipment, confirms that the Service is currently being performed in an effective and efficient manner and recommends that the Board renew its contract with Blejwas Associates, Inc. for the Service in accordance with the terms of its July 1, 2018 contract with the Board which provides for two (2) one-year renewals upon the same terms and conditions; and

**WHEREAS**, the Board wishes to approve such Services as incorporated in the Contract attached hereto.

**NOW, THEREFORE, BE IT RESOLVED** by the Elizabeth Board of Education as follows:

1. The aforesaid recitals are incorporated herein as if set forth at length.
2. The Board approves the renewal of the contract pursuant to the terms of Renewal Agreement No. 2 attached hereto by and between the Board and Blejwas Associates, Inc. for the provision of air filters for the district for an extended term of one year, commencing July 1, 2020 and terminating on June 30, 2021 at the unit prices set forth in the Specifications and Proposal, not to exceed \$158,050.25 for the term. The Board authorizes and directs the Board President and Board Secretary/Business Administrator to execute the same in the normal fashion.
3. All previous Resolutions and/or orders and directives of Board employees or officials which are contrary or inconsistent with the terms of this instant Resolution are hereby rescinded, repealed and otherwise deemed ineffectual to the extent of their inconsistency.
4. This Resolution shall take effect immediately.

## BOARD OF EDUCATION

## RESOLUTION

**APPOINTINGS SYSTEMS ELECTRONIC, INC. TO PROVIDE FIRE ALARM AND FIRE  
SIGNALING SYSTEM TESTING, MAINTENANCE AND INSPECTIONS FOR ALL  
DISTRICT SCHOOLS DURING THE 2020-2021 SCHOOL YEAR**

**WHEREAS**, in order to carry out the business and responsibilities of the Board, it has determined that it will require the services of a company to provide fire alarm and fire signaling system testing, maintenance and inspections for all district schools during the 2020-2021 academic year, (the “Services”); and

**WHEREAS**, a Request for Proposals was initiated on July 28, 2020 utilizing the competitive contracting process in compliance with the Public School Contracts Law; and

**WHEREAS**, the Bid Opening was conducted on August 18, 2020 which opening resulted in the submission of four (4) responses; and

**WHEREAS**, Luis R. Couto, Director of Plant, Property and Equipment recommends that the Board enter into a contract for the Services, in the form attached hereto, with Systems Electronic, Inc., the lowest responsible bidders for the Services in an amount which shall not exceed Seventy Thousand and No/100 Dollars (\$70,000.00), in accordance with N.J.S.A. 18A:18A-4a.

**NOW, THEREFORE, BE IT RESOLVED** by the Elizabeth Board of Education as follows:

1. The aforesaid recitals are incorporated herein as if set forth at length; and
2. Systems Electronic, Inc. located at 224 Fairview Avenue, Prospect Park, New Jersey 07508, is appointed to provide fire alarm and fire signaling system testing, maintenance and inspections for all district schools during the 2020-2021 academic year, pursuant to the attached contract, in an amount not to exceed Seventy Thousand and No/100 Dollars (\$70,000.00) for the term.
3. All previous Resolutions and/or orders and directives of Board employees or officials, which are contrary or inconsistent with the terms of this instant Resolution, are hereby rescinded, repealed and otherwise deemed ineffectual, to the extent of their inconsistency.
4. This Resolution shall take effect immediately.



**BOARD OF EDUCATION****RESOLUTION****APPOINTING BIO-SHINE, INC., CONCEPT PRINTING, INC., SPRUCE INDUSTRIES, INC.,  
EAI EDUCATION, A DIVISION OF ERIC ARMIN, INC., IMPERIAL BAG & PAPER CO.,  
LLC, WB MASON CO., INC., AND NASHVILLE MEDICAL & EMS PRODUCTS, LLC TO  
PROVIDE PERSONAL PROTECTIVE EQUIPMENT FOR THE DISTRICT**

**WHEREAS**, in order to carry out the business and responsibilities of the Board, it has determined that it will require the services of companies to provide certain personal protective equipment, for the District's Department of Plant, Property and Equipment (the "Services"); and

**WHEREAS**, an RFP was initiated on July 2, 2020 utilizing the competitive bidding process in compliance with the Public School Contracts Law; and

**WHEREAS**, the Bid Opening was conducted on July 23, 2020 in accordance with N.J.S.A. 18A:18A-21b which opening resulted in the submission of fourteen (14) responses; and

**WHEREAS**, Luis R. Couto, Director of Plant, Property and Equipment recommends that the Board enter into seven (7) contracts for the Services, substantially in the form attached hereto, with the following companies, the lowest responsible bidders for certain items, in the following amounts which, in the aggregate, shall not exceed Four Hundred Thirty-Six Thousand Six Hundred Ninety-Five and 50/100 Dollars (\$436,695.50), in accordance with N.J.S.A. 18A:18A-4a.

a.	Spruce Industries, Inc.	-	\$ 337,804.50
b.	Concept Printing, Inc.	-	\$ 39,013.50
c.	Imperial Bag & Paper Co., LLC	-	\$ 35,784.00
d.	Nashville Medical & EMS Products, LLC	-	\$ 13,980.00
e.	WB Mason Co., Inc.	-	\$ 5,391.00
f.	Eric Armin, Inc. (EAI Education)	-	\$ 4,097.50
g.	Bio-Shine, Inc.	-	\$ 625.00

**NOW, THEREFORE, BE IT RESOLVED** by the Elizabeth Board of Education as follows:

1. The aforesaid recitals are incorporated herein as if set forth at length.
2. Spruce Industries, Inc., Concept Printing, Inc. Imperial Bag & Paper Co., LLC, Nashville Medical & EMS Products, LLC, WB Mason Co., Inc., Eric Armin, Inc. (EAI Education Division), and Bio-Shine, Inc. are each appointed to provide specific portions of the Services upon execution of contracts, substantially in the form attached hereto, and receipt of a notice to proceed.

3. The Board approves the form of contract attached hereto to be entered into by and between the Board and Spruce Industries, Inc., Concept Printing, Inc. Imperial Bag & Paper Co., LLC, Nashville Medical & EMS Products, LLC, WB Mason Co., Inc., Eric Armin, Inc. (EAI Education Division), and Bio-Shine, Inc. in the amounts set forth above and in a total amount not to exceed \$436,695.50. The Board authorizes and directs the Board President and School Business Administrator/Board Secretary to execute the same in the normal fashion.
4. All previous Resolutions and/or orders and directives of Board employees or officials, which are contrary or inconsistent with the terms of this instant Resolution, are hereby rescinded, repealed and otherwise deemed ineffectual, to the extent of their inconsistency.
5. This Resolution shall take effect immediately.

## BOARD OF EDUCATION

## RESOLUTION

**RESOLUTION APPOINTING HOMECARE THERAPIES LLC, T/A HORIZON HEALTHCARE STAFFING, TO PROVIDE INDIVIDUAL NURSING SERVICES TO DISTRICT STUDENTS DURING SCHOOL TRIPS AND AS SUBSTITUTES TO SCHOOL NURSES DURING THE 2020-2021 SCHOOL YEAR**

**WHEREAS**, in order to carry out the business and responsibilities of the Board, it has determined that it will require the services of nurses to care for District students while on school sponsored trips and as substitutes to school nurses, on an as needed basis during the 2020-2021 academic year, (the “Services”); and

**WHEREAS**, a Request for Proposals was initiated on May 28, 2020 utilizing the competitive contracting process in compliance with the Public School Contracts Law; and

**WHEREAS**, the Bid Opening was conducted on June 23, 2020 which opening resulted in the submission of four (4) responses; and

**WHEREAS**, an Evaluation Report of Proposals was prepared pursuant to N.J.S.A. 18A:18A-4.5(d) and posted to the District website and submitted in form satisfactory to the Board and attached hereto, recommending Homecare Therapies LLC, trading as Horizon Healthcare Staffing to be appointed as the company to provide the Services.

**NOW, THEREFORE, BE IT RESOLVED** by the Elizabeth Board of Education as follows:

1. The aforesaid recitals are incorporated herein as if set forth at length; and
2. Homecare Therapies LLC, trading as Horizon Healthcare Staffing located at 198 Route 9 North, Suiter 107, Manalapan, New Jersey 07726, is appointed to provide nursing services to District students while on District sponsored school trips and as substitutes to school nurses, during the 2020-2021 academic year, on an as needed basis pursuant to the attached contract as each Service need arises, in an amount not to exceed Nineteen Thousand and No/100 Dollars (\$19,000.00) for the term.
3. All previous Resolutions and/or orders and directives of Board employees or officials, which are contrary or inconsistent with the terms of this instant Resolution, are hereby rescinded, repealed and otherwise deemed ineffectual, to the extent of their inconsistency.
4. This Resolution shall take effect immediately.

**BOARD OF EDUCATION**

**RESOLUTION**

**RECOMMENDED:** That the following revised and new policies be adopted.

1250	Policy	Visitors
3510	Policy	Operation and Maintenance of Plant
3541.33	Policy	Transportation Safety
5141.3	Policy	Health Examinations and Immunizations
6173.1	Policy	Remote Learning

**VISITORS**

The Elizabeth Board of Education welcomes visits to school by parents/guardians, board members, other adult residents of the community and interested educators, when they fit into the classroom or school routine. In order for the educational program to continue undisturbed when visitors are present, and to prevent the intrusion of disruptive persons into the schools, the chief school administrator shall devise regulations addressing visitors' access to the schools.

All visitors shall be required to report to the principal's office upon entering the building.

A "visitor" is anyone other than a student enrolled in or a staff member employed in the particular school. Visitors may not consult with the teaching staff or students during class time without the principal's permission.

Staff members and students are strictly prohibited from propping doors open. Students and staff members shall not open a door for anyone. All persons seeking entry to the building shall be directed to the main entrance.

For the purpose of preventing unauthorized entry into the district buildings, the building principal shall ensure that:

- A. The school's main entrance is clearly marked so that it is easily visible and recognizable;
- B. Exterior doors are locked, and when they are in use for a large entry/exit, staff members, security personnel, law enforcement officers or other representatives of the district are assigned to monitor them;
- C. Entrances are clearly marked with a numerical sequence to allow for specific response by police, fire, and emergency medical services responders;
- D. A limited number of doors are available for access by staff and the staff members shall be informed of which doors they are authorized to use;
- E. Security personnel working in the school building are dressed in uniform.

When the parental rights of a parent have been terminated by a court of appropriate jurisdiction, the legal guardian must inform the school so that the administration may apply appropriate regulations. The principal shall seek confirmation of legal custodianship where necessary.

No one may visit the school during school hours for the purpose of recommending or exhibiting books, maps, etc., to staff. No person shall be allowed to deliver any address or lecture on any subject unless authorized by the chief school administrator or designee.

VISITORS (continued)

All visitors to the schools must obey regulations prohibiting smoking and any other regulations designed to ensure orderly operation of the school. All persons violating this policy shall be considered "disorderly persons" and subject to appropriate action.

Visitor Procedures for Contagion Prevention

In order to prevent the spread of disease during pandemic recovery and to protect the health and safety of students and staff against infection, no visitors shall be permitted in the schools until pandemic restrictions are lifted. The principal may admit a visitor if he or she determines that it is necessary. In all such cases, the visitor shall submit to the screening procedure (e.g., temperature and exposure questionnaire) and shall be required to wear a face mask while in the school building. The face mask shall be required in all cases. However, an accommodation may be made where the visitor can demonstrate that wearing a face mask is detrimental to the visitor's health. A child under two years of age shall not be required to wear a face mask.

Date:	November 13, 1986
Revised:	June 25, 2009
First Reading:	June 11, 2009
Second Reading:	June 25, 2009
NJSBA Review/Update:	December 2018
Readopted:	June 13, 2019
<b>Revised:</b>	<b>September 17, 2020</b>
First Reading:	August 20, 2020
Second Reading:	September 17, 2020

Legal References:

<u>N.J.S.A.</u> 2C:18-3	Unlicensed entry of Structures, defiant trespasser; peering into dwelling places; defenses
<u>N.J.S.A.</u> 2C:33-2	Disorderly conduct
<u>N.J.S.A.</u> 18A:7G-5.2	Public school facilities, certain, security measures required
<u>N.J.S.A.</u> 18A:11-1	General mandatory powers and duties
<u>N.J.S.A.</u> 18A:20-20	Control and Regulation of Playgrounds
<u>N.J.S.A.</u> 18A:40-12	Closing Schools During Epidemic
<u>N.J.S.A.</u> 18A:54-20	Powers of board (county vocational schools)
<u>N.J.S.A.</u> 26:3D-55 et seq.	<u>New Jersey Smoke-Free Air Act</u>
McCann v. Bd. of Educ. of South Plainfield, (EDU8243-04, Comm'r, Nov. 5, 2005)	
L.A. v. Port Republic Bd. of Educ., (EDU4308-05, Comm'r Feb. 22, 2007)	

The NJDOE Guidance: *The Road Back: Restart and Recovery* at:  
<https://www.nj.gov/education/reopening/>

VISITORS (continued)Possible

<u>Cross References:</u>	*1220	<u>Ad hoc</u> advisory committees
	*3327	Relations with vendors
	*3515	Smoking prohibition
	*4131/4131.1	Staff development; inservice education/visitations/conferences
	*4231/4231.1	Staff development; inservice education/visitations/conferences
	*5020	Role of parents/guardians
	*5124	Reporting to parents/guardians
	*5125	Student records
	*5131.1	Harassment, intimidation and bullying
	*5142	Student safety
	*5145.11	Questioning and apprehension
	*6144	Controversial issues
	*9010	Role of the member



OPERATION AND MAINTENANCE OF PLANT

The Elizabeth Board of Education is responsible for providing school facilities that are safe from hazards; sanitary; properly equipped, lighted and ventilated; and aesthetically suited to promoting the goals of the district. School buildings and site accommodations shall include provisions for individuals with disabilities pursuant to law and regulations.

The chief school administrator shall ensure the development and enforcement of detailed regulations for the safe and sanitary operation of the buildings and grounds. The regulations shall be reviewed and adopted by the board and provided to all staff annually at the beginning of each school year and when any revisions are formulated.

The chief school administrator and board secretary shall develop a multiyear comprehensive maintenance plan for board approval, to be updated annually.

The district shall ensure barrier free access for all students, staff and visitors to school facilities.

Work Order System

The Elizabeth Public School District shall have an automated work order system for prioritizing, performing and recording all maintenance and repair request for all district buildings and grounds.

- A. The chief school administrator or designee shall establish in the standard operating procedures for business functions the approval and prioritization of work order requests which take into account the health and safety of building occupants, priorities and objectives established annually to carry out the district Strategic Plan, the need for the work requested, and other factors the district deems appropriate;
- B. The work order system shall include the following information for a request for work before work begins, except in an emergency where the work is necessary to correct a situation that poses an imminent threat to the health or safety of building occupants:
  - 1. The name of the person making the request;
  - 2. The date of the request;
  - 3. The appropriate approval(s) as established by Standard Operating Procedures (SOP);
  - 4. The date of approval(s);
  - 5. The location of work requested;
  - 6. The priority level (for example, urgent, high, average, low);
  - 7. The scheduled date(s) of service;
  - 8. The trade(s) needed such as general maintenance worker; custodian; carpenter; plumber; electrician; heating, ventilation and air conditioning (HVAC); grounds; roofer; masonry; glazer; other;



OPERATION AND MAINTENANCE OF PLANT (continued)

9. A description of the work requested;
  10. A projection of the materials and supplies needed for the work;
  11. The estimated hours needed to complete task;
  12. The name of the work order assigner; and
  13. The name of the employee(s) working on the order.
- C. The work order system shall include the following close-out information for each request for work:
1. The actual hours worked by date for each assigned staff member;
  2. The actual hourly rate paid, both regular and over-time, for each assigned staff member;
  3. The aggregate cost of labor by regular, over-time and total;
  4. The actual materials and supplies needed to complete the work order;
  5. Actual cost of materials and supplies; and
  6. The name of the employee responsible for attesting that the job was completed satisfactorily.
- D. Except where prohibited by collective bargaining agreement, the SOP shall require for any work, which cannot be completed during regular working hours by the needed completion date, an assessment of the cost-benefit of outsourcing any such work in excess of the quote threshold as determined under N.J.S.A. 18A:18A-37;
- E. Where, according to the assessment, the cost of outsourcing work is less than the in-house estimated cost of labor, at over-time rates, and materials for the same work, the work shall be outsourced provided the work can be contracted in accordance with N.J.S.A. 18A:18A-1 et seq., completed by the projected completion date contained in the prioritized work order system and does not violate the terms of the collective bargaining agreement for maintenance workers and/or custodians;
- F. The business administrator/board secretary in consultation with the supervisor responsible for this work shall conduct an analysis of the information in the work order system no later than February 1 of the prebudget year for consideration during budget preparation. The analysis should include productivity of staff as a whole and individually, significant variations between estimated labor time and materials and actual labor time and materials, unusual trends for like projects and other factors that will improve productivity and efficiency.

Ventilation Systems

Schools and districts must ensure that their indoor facilities have adequate ventilation, including operational heating, and ventilation systems where appropriate. Recirculated air must have a fresh air component. Open windows must be available if air conditioning is not provided and filter(s) for A/C units must be maintained and changed according to manufacturer recommendations.

OPERATION AND MAINTENANCE OF PLANT (continued)Facilities Cleaning Procedures to Reduce the Spread of Contagion

The building principal in consultation with the maintenance supervisor shall develop a procedure for increased, routine cleaning and disinfection. The procedure shall include cleaning/disinfecting schedules, targeted areas to be cleaned, and methods and materials to be used, and shall address:

- A. Routinely cleaning and disinfecting surfaces and objects that are frequently touched. This may include cleaning objects/surfaces not ordinarily cleaned daily (e.g., doorknobs, light switches, classroom sink handles, countertops). Examples of frequently touched areas in schools:
  - 1. Classroom desks and chairs;
  - 2. Lunchroom tables and chairs;
  - 3. Door handles and push plates;
  - 4. Handrails;
  - 5. Kitchens and bathrooms;
  - 6. Light switches;
  - 7. Handles on equipment (e.g. athletic equipment);
  - 8. Buttons on vending machines and elevators;
  - 9. Shared telephones;
  - 10. Shared desktops;
  - 11. Shared computer keyboards and mice;
  - 12. Drinking fountains;
  - 13. School bus seats and windows; and
  - 14. Playground equipment.
- B. Using all cleaning products in accordance with directions on the label. For disinfection most common EPA-registered household disinfectants should be effective. Whenever possible the list of products that are EPA-approved for use against the virus that causes COVID-19 (available on the EPA's website) shall be used. The manufacturer's instructions for all cleaning and disinfection products (e.g., concentration, application method and contact time, etc.) shall be used.
- C. Sanitizing bathrooms daily, or between use as much as possible, using protocols outlined by the Environmental Protection Agency (EPA). Additional considerations regarding bathrooms include:
  - 1. Limiting the number of students who can enter at once in order to avoid crowds;
  - 2. Designating staff members to enforce limited capacity and avoid overcrowding;
  - 3. Installing no-touch foot pedal trash cans, if possible;
  - 4. Propping doors open to avoid touching handles; and
  - 5. Including appropriate signage about the benefits of handwashing.
- D. Cleaning and sanitizing drinking fountains and encouraging staff and students to bring their own water to minimize the use and touching of water fountains;



OPERATION AND MAINTENANCE OF PLANT (continued)

- E. Making hand sanitizer available at the school bus entrance for each student to use when boarding. Similarly, students must be required to wear face coverings while riding on the bus if social distancing or physical barriers cannot be maintained;
- F. Maintaining hand-sanitizing stations with alcohol-based hand sanitizers (at least 60% alcohol):
  - a. In each classroom (for staff and older children who can safely use hand sanitizer);
  - b. At entrances and exits of buildings;
  - c. Near lunchrooms and toilets.
- G. Supervising children ages 5 and younger when using hand sanitizer;
- H. For classrooms with existing handwashing facilities, preparing stations with soap, water and alcohol-based hand sanitizers (at least 60% alcohol);
- I. Reminding bus drivers to take certain personal hygiene actions (e.g., frequent hand washing) and affording them the opportunity to do so (such as having sufficient time between routes);
- J. Cleaning and sanitizing district vehicles including seats, rails and any highly touched surfaces before each run.
- K. Requiring contracted transportation providers to clean and sanitize seats, rails and highly touched surfaces touched before each run. The district shall collaborate with the contracted service provider to develop these procedures and ensure that they are consistently followed; a checklist may be developed to ensure compliance. The contracted service provider shall collaborate with the district in establishing cleaning/sanitation protocols that are consistent with social distancing practices. The contracted service provider shall ensure that employees are fully trained in the implementation of the established protocols:
  - 1. All personnel responsible for cleaning school buses shall document the cleaning/sanitizing measures taken. Personnel are required to:
    - a. Demonstrate an understanding of the established protocols that must be taken to properly clean and sanitize the bus; and
    - b. Provide a certification that, before the route commenced, the required was process completed as required.
  - 2. The procedures will identify sanitizing agents that may be used and will be limited to products included on the U.S. Environmental Protection Agency's list of products that have shown to be effective against COVID-19.
  - 3. These procedures will likely include two stages: cleaning, which removes dirt and germs from surfaces, and disinfecting, which kills germs on surfaces that remain after cleaning.
- L. Routinely cleaning and disinfecting furniture, recognizing the varying materials used in furniture in each school building;

OPERATION AND MAINTENANCE OF PLANT (continued)

- M. Providing EPA-registered disposable wipes to teachers and staff so that commonly used surfaces (e.g., keyboards, desks, remote controls) can be wiped down before use;
- N. On a regular basis, ordering and stocking adequate supplies to support cleaning and disinfection practices.
- O. Ensuring that cleaning and disinfection supplies are used and stored correctly and safely. This includes storing products securely away from children, while ensuring appropriate ventilation so students and staff are not exposed to toxins or fumes.
- P. Placing physical barriers, such as plastic flexible screens, in classrooms, school buses, restrooms and other areas where social distancing cannot be maintained.
- Q. Cleaning and disinfecting a school building after a person has been identified as COVID-19 positive:

The district may need to implement short-term closure procedures in a school regardless of community spread if an infected person has been in a school building. If this happens, the CDC-recommended procedures shall be followed:

1. Close off areas used by a sick person and do not use before cleaning and disinfection;
2. Wait 24 hours before cleaning and disinfecting. If it is not possible to wait 24 hours, wait as long as possible;
3. Open outside doors and windows to increase air circulation in the area; and
4. Cleaning staff will clean and disinfect all areas (e.g., offices, bathrooms, and common areas) used by the ill persons, focusing especially on frequently touched surfaces.

Additional training shall be provided to the personnel responsible for cleaning and sanitizing school buses and facilities as necessary. Topics may include proper use of cleaning and disinfecting agents, the cleaning schedule for various surfaces, and safety precautions that need to be taken (e.g., ensuring adequate ventilation while cleaning and sanitizing).

Safe Drinking Water

The board of education shall assure the availability of potable drinking water through sanitary means in school facilities or upon school grounds in accordance with the Safe Drinking Water Act (N.J.S.A. 58:12A-1 et seq., N.J.A.C. 6A:26-6, and N.J.A.C. 7:10 et seq.). In accordance with law and board policy 3516 Safety, the board shall test all drinking water outlets, make the results publically available and notify parents/guardians and the New Jersey Department of Education.

The board of education directs the chief school administrator to ensure the development of lead sampling plan with sample collection is consistent with the district's Quality Assurance Project Plan (QAPP) and to ensure that QAPP is signed by the laboratory certified to sample the district's water, the individual responsible for conducting the sampling and is presented to the board for signature.



OPERATION AND MAINTENANCE OF PLANT (continued)

Within 24-hours after the board has reviewed and verified the final laboratory results of the sampling, the board shall ensure that test results are publicly available at the school facility and on the board's website. If any laboratory results exceed the permissible lead action level, the board shall provide written notification to the parents/guardians of all students attending that facility as well as to the Department of Education. The notice must include measures taken to curtail immediately the use of any drinking water outlet where lead levels exceed the permissible action level, measures taken to ensure that alternate drinking water is available to all students and staff, and information regarding the health effects of lead.

Within six years of the adoption of this policy, and within each six-year period thereafter, the board must test all drinking water outlets; sampling shall be prioritized in facilities previously identified with excessive lead results or identified as high risk in the sampling plan.

Annually, the board must submit to the Department of Education, a statement of assurance that lead testing was completed in accordance with existing Department of Education regulations and that where required, alternate drinking water is available to students and staff.

Integrated Pest Management

The New Jersey School Integrated Pest Management Act of 2002 requires schools to implement a school integrated pest management policy. As per this policy, the chief school administrator shall implement Integrated Pest Management (IPM) procedures to control pests and minimize exposure of children, faculty, and staff to pesticides. The Elizabeth School District shall develop and maintain an IPM plan as part of the school's policy.

Integrated Pest Management Procedures in Schools

Implementation of IPM procedures will determine when to control pests and whether to use mechanical, physical, cultural, biological or chemical methods. Applying IPM principles prevents unacceptable levels of pest damage by the most economical means and with the least possible hazard to people, property, and the environment.

Each school shall consider the full range of management options, including no action at all. Non-pesticide pest management methods are to be used whenever possible. The choice of using a pesticide shall be based on a review of all other available options and a determination that these options are not effective or not reasonable. When it is determined that a pesticide must be used, low impact pesticides and methods are preferred and shall be considered for use first.

Development of IPM plans

The school IPM plan is a blueprint of how the school will manage pests through IPM methods. The school's IPM plan states the school's goals regarding the management of pests and the use of pesticides. It reflects the school's site-specific needs. The IPM plan shall provide a description of how each component of the school IPM policy will be implemented at the school. The chief school administrator, in collaboration with the school building administrator, shall be responsible for the development of the IPM plan for this school.

## OPERATION AND MAINTENANCE OF PLANT (continued)

### IPM Coordinator

The chief school administrator shall designate an integrated pest management coordinator, who is responsible for the implementation of the school integrated pest management policy.

### Education/Training

The school community will be educated about potential pest problems and IPM methods used to achieve the pest management objectives.

The IPM coordinator, other school staff and pesticide applicators involved with implementation of the school IPM policy will be trained in appropriate components of IPM as it pertains to the school environment.

Students, parents/guardians will be provided information on this policy and instructed on how they can contribute to the success of the IPM program.

### Record Keeping

Records of pesticide use shall be maintained on site to meet the requirements of the state regulatory agency and the school board.

Records shall also include, but are not limited to, pest surveillance data sheets and other non-pesticide pest management methods and practices utilized.

### Notification/Posting

The building principal of each school is responsible for timely notification to students' parents or guardians and the school staff of pesticide treatments pursuant to the School IPM Act.

### Re-entry

Re-entry to a pesticide treated area shall conform to the requirements of the School IPM Act.

### Pesticide applicators

The IPM coordinator shall ensure that applicators follow state regulations, including licensing requirements and label precautions, and must comply with all components of the School IPM Policy.

### Evaluation

Annually, the chief school administrator will report to the board on the effectiveness of the IPM plan and make recommendations for improvement as needed. The board directs the chief school administrator to develop regulations/procedures for the implementation of this policy.

OPERATION AND MAINTENANCE OF PLANT (continued)

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<b><u>Legal References:</u></b>	<u>N.J.S.A. 10:5-1 et seq.</u>	Law Against Discrimination
	<u>N. J.S.A. 13:1F-19</u>	
	through -33	<u>School Integrated Pest Management Act</u>
	<u>N.J.S.A. 18A:17-49</u>	
	through -52	Buildings and grounds supervisors to be certified
	<u>N.J.S.A. 18A:18A-1 et seq.</u>	Public schools contracts law
	<u>N.J.S.A. 18A:18A-37</u>	Award of purchases, contracts, agreements
	<u>N.J.S.A. 18A:22-8</u>	Contents of budget; format
	<u>N.J.S.A. 34:5A-1 et seq.</u>	<u>Worker and Community Right to Know Act</u>
	<u>N.J.S.A. 34:6A-25 et seq.</u>	<u>New Jersey Public Employees Occupational Safety and Health Act</u>
	<u>N.J.S.A. 34:11-56a et seq.</u>	New Jersey Wage and Hour Law
	<u>N.J.S.A. 58:12A-1 et seq.</u>	<u>Safe Drinking Water Act</u>
	<u>N.J.A.C. 5:23-1 et seq.</u>	The uniform construction code
	<u>N.J.A.C. 6A:23A-1 et seq.</u>	Fiscal accountability, efficiency and budgeting procedures
	See Particularly:	Facilities maintenance and repair schedule and accounting
	<u>N.J.A.C. 6A:23A-6.9</u>	Operation and Maintenance of Facilities
	<u>N.J.A.C. 6A:26-12.1 et seq.</u>	
	See particularly:	
	<u>N.J.A.C. 6A:26-12.2(a)1, 2</u>	Safe drinking water
	<u>N.J.A.C. 6A:26-12.4</u>	Evaluation of the Performance of School Districts
	<u>N.J.A.C. 6A:30-1.1 et seq.</u>	Safe Drinking Water Act
	<u>N.J.A.C. 7:10-1 et seq.</u>	Integrated Pest Management
	<u>N.J.A.C. 7:30-13.1 et seq.</u>	
	20 <u>U.S.C.A. 4071 et. seq.</u>	<u>Equal Access Act</u>
	29 <u>U.S.C.A. 201 et seq.</u>	<u>Fair Labor Standards Act</u>
	42 <u>U.S.C.A. 12101 et seq.</u>	<u>Americans with Disabilities Act (ADA)</u>

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OPERATION AND MAINTENANCE OF PLANT (continued)

The NJDOE Guidance: *The Road Back: Restart and Recovery* at:  
<https://www.nj.gov/education/reopening/>

CDC Guidance: *CDC Activities and Initiatives Supporting the COVID-19 Response and the President's Plan for Opening America Up Again* (May 2020) at:  
<https://www.cdc.gov/coronavirus/2019-ncov/downloads/php/CDC-Activities-Initiatives-for-COVID-19-Response.pdf>

CDC Guidance: *Coronavirus Disease 2019 (COVID-19) Considerations for Schools* at:  
<https://www.cdc.gov/coronavirus/2019-ncov/community/schools-childcare/schools.html>

CDC Guidance: *What Bus Transit Operators Need to Know about COVID-19* at:  
<https://www.cdc.gov/coronavirus/2019-ncov/community/organizations/bus-transit-operator.html>

CDC Guidance: *Schools During the COVID-19 Pandemic* at  
<https://www.cdc.gov/coronavirus/2019-ncov/community/schools-childcare/Schools-Decision-Tree.pdf>

Possible

<b><u>Cross References:</u></b>	*1410	Local units
	*2240	Research, evaluation and planning
	*3000/3010	Concepts and roles in business and noninstructional operations; goals and objectives
	*3516	Safety
	*5141	Health
	6161	Equipment, books and materials
	*7110	Long-Range facilities planning
	*9130	Committees



TRANSPORTATION SAFETY

The safety and welfare of students shall be the first consideration in all matters pertaining to transportation. The board directs the chief school administrator to oversee development of regulations to govern:

- A. Student conduct on buses;
- B. Inservice education for bus drivers to include:
  - 1. Management of students;
  - 2. Safe driving practices; recognition of hazards;
  - 3. Special concerns in transporting students with disabilities;
  - 4. Emergency procedures on the road; accident report;
  - 5. Information on required drug and alcohol testing.

Accidents

Forms shall be provided for the immediate reporting of all incidents involving a district-owned or contracted vehicle that include any of the following:

- A. Physical injury to anyone concerned, no matter how minor;
- B. Property damage of any kind, even if the financial loss is negligible;
- C. Failure of any mechanical function of a district-owned or contracted vehicle during operation, even if no injury or damage results.

It shall be the responsibility of the chief school administrator to direct an investigation on the report and to comply with the law. The information gained shall be considered in evaluating personnel performances, and in scheduling inspection of vehicles.

Bus Procedures to Reduce the Spread of Contagion

- A. To the maximum extent practicable, bus drivers will ensure that students and adults comply with appropriate social distancing practices (at least six feet between riders) while on the school bus. Hand sanitizer will be made available at the school bus entrance for use when boarding.
- B. Drivers should practice all safety actions and protocols as indicated for other staff, including hand hygiene and face coverings.

TRANSPORTATION SAFETY (continued)

- C. Students must wear face coverings while riding on the bus if social distancing or physical barriers cannot be maintained. Accommodations for students who are unable to wear face coverings should be consistent with the student's IEP. For adults, accommodations shall be consistent with those provided by the school district for staff and others;
- D. Bus drivers will be reminded to implement certain personal hygiene actions (e.g., frequent hand washing) and be afforded the opportunity to do so (such as having sufficient time between routes);
- E. District vehicles will be cleaned and sanitized including seats, rails, and highly touch surfaces before each run.
- F. Contracted transportation providers shall be required to clean and sanitize seats, rails and highly touched surfaces before each run. The district shall collaborate with the contracted service provider to develop these procedures and ensure that they are consistently followed. The contracted service provider shall collaborate with the district in establishing cleaning/sanitation protocols that are consistent with social distancing practices. The contracted service provider shall ensure that employees are fully trained in the implementation of the established protocols:
- G. All personnel responsible for cleaning school buses shall document the cleaning/sanitizing measures taken. Personnel are required to:
  - 1. Demonstrate an understanding of the established protocols that must be taken to properly clean and sanitize the bus; and
  - 2. Provide a certification that, before the route commenced, the required process was completed as required.
- H. These procedures will include a minimum of two stages: cleaning, which removes dirt and germs from surfaces; and disinfecting, which kills germs on surfaces that remain after cleaning.
- I. The procedures will identify sanitizing agents that may be used and will be limited to products included on the U.S. Environmental Protection Agency's list of products that have been shown to be effective against COVID-19.

Training for Interacting with Students with Special Needs

The board or board of education contractor that provides student transportation services shall administer the New Jersey Department of Education developed training program on the proper procedures for interacting with students with special needs to all school bus drivers and school bus aides that it employs. The training program includes appropriate behavior management; effective communication; use and operation of adaptive equipment; and understanding behaviors that may be related to specific disabilities.

TRANSPORTATION SAFETY (continued)

The training program shall be administered prior to that individual operating a school bus or serving as an aide on a school bus.

The board requires that a school bus driver or school bus aide file a certification with the board that the individual has completed the training program within five business days of its completion. The board shall retain a copy of the certification for the duration of the individual's employment, and shall forward a copy of the certification to the New Jersey Department of Education.

Any board contractor that provides student transportation services shall require that a school bus driver or school bus aide file a certification with the contractor that the individual has completed the training program within five business days of its completion. The contractor shall retain a copy of the certification for the duration of the individual's employment, and shall forward a copy of the certification to the New Jersey Department of Education.

The parent or guardian of a student with an individualized education plan shall complete the student information card when the individualized education plan is developed or amended for a student who receives transportation services. The student information card, developed by the New Jersey Department of Education, shall include information that should be readily available to a school bus driver and school bus aide for the purpose of promoting proper interaction with a student with special needs.

Upon receiving consent from a student's parent or guardian, the a copy of the completed student information card shall be provided to the student's assigned school bus driver and school bus aide.

Drills

Emergency evacuation drills shall be conducted regularly throughout the school year to acquaint the student riders thoroughly with emergency situations. An emergency evacuation drill shall be held as soon as possible after the opening day of school and then at least twice a year. Students who do not require busing shall participate in a drill as necessary before a field trip. All students shall receive evacuation instruction at least once within the school year.

Vehicles and Equipment

All district-owned or contracted vehicles used to transport children shall be maintained in such condition as to provide safe and efficient transportation service with a minimum of delays and disruption due to mechanical or equipment failure.

All district-owned or contracted vehicles used to transport children shall conform to state standards for such vehicles and shall be equipped with all safety devices required by code and statute.

All passengers on buses equipped with seat belts shall wear properly adjusted and fastened seat belts or other child restraint systems at all times while the bus is in operation.



TRANSPORTATION SAFETY (continued)Bus Drivers

Drivers of all Type I and Type II school vehicles used to transport district students shall be licensed by the State of New Jersey as bus drivers. They shall comply with all state requirements on physical condition, criminal history clearance, etc. The district shall be in compliance with all drug and alcohol testing requirements of the Omnibus Transportation Employee Testing Act and implementing regulations and shall provide all bus drivers with required information on them (see policy 4219.23 Employee Substance Abuse). Bus drivers are responsible for the safety of students entering, riding, and departing their vehicle.

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**Legal References:** N.J.S.A. 18A:6-7.1 Criminal history record; employee in regular contact with students; grounds for disqualification from employment; exception  
N.J.S.A. 18A:25-2 Authority over students  
N.J.S.A. 18A:39-1 et seq. Transportation of students remote from school  
See particularly:  
N.J.S.A. 18A:39-17, -18, -19.1, -20  
N.J.S.A. 18A:39-19.2 Training program for school bus drivers, bus aides through N.J.S.A. 18A:39-19.4 relative to students with special needs  
N.J.S.A. 18A:39-26 School Bus Safety Act  
N.J.S.A. 18A:39-27 Bus Driver Presence Required  
N.J.S.A. 18A:39-28 Inspection of School Bus for Students  
N.J.S.A. 39:3-10.9 et seq. New Jersey Commercial Driver License Act  
N.J.S.A. 39:3B-1.1 et seq. School Buses, Equipment and Regulations  
See particularly:  
N.J.S.A. 39:3B-10 through -12  
N.J.A.C. 6A:27-1.1 et seq. Student Transportation  
See particularly:  
N.J.A.C. 6A:27-11.1, -11.2, -11.3, -11.4, -12.2, -13.3

TRANSPORTATION SAFETY (continued)

34 CFR Part 85.100 et seq., Governmentwide Debarment and Suspension (nonprocurement) and Governmentwide Requirements for Drug-Free Workplace (Grants)

49 U.S.C. § 31306 et seq.- Omnibus Transportation Employee Testing Act of 1991

49 C.F.R. Part 40.1 et seq. - Procedures for Transportation Workplace Drug Testing Programs

49 C.F.R. Part 382.101 - Controlled Substance and Alcohol Use and Testing

49 C.F.R. Part 391.1 et seq. - Qualification of drivers

Policies and Procedures Manual for Student Transportation, N.J. State Department of Education

*The Department of Education School Bus Driver and Aide Training for Interacting with Students with Special Need:* located on the New Jersey Department of Education website at: <http://www.nj.gov/education/finance/transportation/training/dis/>

The NJDOE Guidance: *The Road Back: Restart and Recovery* at: <https://www.nj.gov/education/reopening/>

**Possible**

<b><u>Cross References:</u></b>	*3516	Safety
	*3541.1	Transportation routes and services
	*4211	Recruitment, selection and hiring
	*4119.23/4219.23	Employee substance abuse
	*4231/4231.1	Staff development; inservice education/visitations/conferences
	*5131	Conduct/discipline
	*1531.1	Harassment, intimidation and bullying
	*5142	Student safety

HEALTH EXAMINATIONS AND IMMUNIZATIONS

Students who enter the district schools for the first time shall have a medical examination conducted at the medical home of the student, and a full report sent to the school. If a student does not have a medical home, the district shall provide this examination at the school physician's office or other appropriately equipped facility. "Medical home" means a health care provider and that provider's practice site chosen by the student's parent/guardian for the provision of health care. As the school physician is also a health care provider, the parent/guardian may request that the school physician provide the medical examination.

A student shall be exempted from mandatory immunization if the parent/guardian objects to immunization in a written statement submitted to the principal, signed by the parent/guardian, explaining how the administration of immunizing agents conflicts with the student's exercise of bona fide religious tenets or practices. General philosophical or moral objection to immunization shall not be sufficient for an exemption on religious grounds.

Every student who enters the district schools for the first time shall present an immunization record as required by law. At the parent/guardian's request, these immunizations may be administered by the school physician.

In order to protect the health of the children and staff in district schools, all regulations of the state department of education, the state department of health and the local board of health shall be scrupulously observed, particularly those dealing with contagious/infectious diseases or conditions. Students seeking to enter school who have been identified as having a communicable/infectious disease or condition shall not be enrolled unless they qualify under the above agencies' rules pertaining to periods of incubation, communicability, quarantine, and reporting.

The chief school administrator or his/her designee shall formulate regulations that ensure immunization records are reviewed and updated annually pursuant to N.J.A.C. 8:57-4.1 through 4.16. The chief school administrator shall also formulate regulations for this policy and for regular student health examinations at appropriate grade levels; before participation in sports programs; and for tuberculosis, scoliosis, hearing loss, visual acuity and any other physical examinations required by law. Any health defects revealed by any examination given by the school health services must be reported to the parent/guardian. The board shall review the regulations and adopt those required by law.

Pandemic Reopening and Recovery

A. Screening and Personal Protective Equipment (PPE)

1. Adequate amount of personal protective equipment (PPE) shall be available, accessible, and provided for use by staff and students.



HEALTH EXAMINATIONS AND IMMUNIZATIONS (continued)

2. School staff and visitors are required to wear face coverings unless doing so would inhibit the individual's health or the individual is under two years of age.
3. Students are strongly encouraged to wear face coverings and are required to do so when social distancing cannot be maintained, unless doing so would inhibit the student's health.
4. Staff and students shall be screened for entry into the school building;
5. The principal or his or her designee shall develop a school entry plan that includes:
  - a. Staff assigned to do the screening;
  - b. Designated entrances that will be used to admit students;
  - c. The assignment of classes and grades to designated entrances and/or designated entrance times;
6. Staff must visually check students for symptoms upon arrival (which may include temperature checks) and/or confirm with families that students are free of COVID-19 symptoms;
7. Health checks must be conducted safely and respectfully, and in accordance with any applicable privacy laws and regulations;
8. Results must be documented when signs/symptoms of COVID-19 are observed;
9. Screening procedures shall take into account students with disabilities and accommodations that may be needed in the screening process for those students;

## B. Procedures for symptomatic staff and students:

1. The school principal or his or her designee shall establish an isolation space;
2. Students and staff with symptoms related to COVID-19 shall be safely and respectfully isolated from others. Students should remain in isolation with continued supervision and care until picked up by an authorized adult;
3. Staff must provide continuous monitoring of symptoms;
4. The current Communicable Disease Service guidance for illness reporting shall be followed;
5. If a staff member becomes aware that an individual who has spent time in a district facility tests positive for COVID-19, the staff members shall notify the principal and the school nurse. The school nurse shall immediately notify local health officials, staff, and families of a confirmed case while maintaining confidentiality;

## C. Preparations for when someone tests positive for COVID-19:

1. The school principal or his or her designee shall establish an isolation space;
2. Students and staff with symptoms related to COVID-19 shall be safely and respectfully taken to the designated isolation space and isolated from others. Students should remain in isolation with continued supervision and care until picked up by an authorized adult;
3. The current Communicable Disease Service guidance for illness reporting shall be followed;
4. Readmittance to school shall be consistent with Department of Health guidance and information for schools and Department of Health/Communicable Disease Service's Quick Reference Guidance on Discontinuation of Transmission-Based Precautions and Home Isolation for Persons Diagnosed with COVID-19;

HEALTH EXAMINATIONS AND IMMUNIZATIONS (continued)

5. Contact tracing shall be initiated including records of groups/cohorts, assigned staff, and daily attendance.

D. Protocols to address a positive case:

Students and employees may be asked to leave or not come into school if they test positive for COVID-19 or exhibit one or more of the symptoms of COVID-19, based on CDC guidance, that is not otherwise explained:

1. A fever of 100° F or greater;
2. Cough;
3. Shortness of breath or difficulty breathing;
4. Chills;
5. Repeated shaking with chills;
6. Muscle pain;
7. Headache;
8. Sore throat;
9. New loss of taste or smell;
10. Fatigue;
11. Congestion or runny nose;
12. Nausea or vomiting;
13. Diarrhea.

Parent/Guardian Notice

In accordance with federal law, the Protection of Student Rights Amendment (PPRA), parents/guardians shall be notified annually of the opportunity for the parent/guardian to opt the student out of any non-emergency, invasive physical examination or screening that is:

- A. Required as a condition of attendance;
- B. Administered by the school and scheduled by the school in advance; and
- C. Not necessary to protect the immediate health and safety of the student, or of other students.

Date:	August 24, 2004
Revised:	June 25, 2009
First Reading:	June 11, 2009
Second Reading:	June 25, 2009
NJSBA Review/Update:	December 2018
Readopted:	June 13, 2019
<b>Revised:</b>	<b>September 17, 2020</b>
First Reading:	August 20, 2020
Second Reading:	September 17, 2020



HEALTH EXAMINATIONS AND IMMUNIZATIONS (continued)

<b><u>Legal References:</u></b>	
<u>N.J.S.A.</u> 18A:35-4.6 through -4.8	<u>Parents Right to Conscience Act of 1979</u>
<u>N.J.S.A.</u> 18A:40-4	Examination for physical defects and screening of hearing of students; health records
<u>N.J.S.A.</u> 18A:40-4.3	Scoliosis; periodic examination; notice to parents or guardian
<u>N.J.S.A.</u> 18A:40-4.4	Exemption
<u>N.J.S.A.</u> 18A:40-4.5	Immunity from action of any kind due to provisions of act
<u>N.J.S.A.</u> 18A:40-5	Method of examination; notice to parent or guardian
<u>N.J.S.A.</u> 18A:40-6	In general
<u>N.J.S.A.</u> 18A:40-11	Exclusion of students having communicable tuberculosis
<u>N.J.S.A.</u> 18A:40-16 through -19	Tuberculosis infection; determination of presence ...
<u>N.J.S.A.</u> 18A:40-20	Immunization at public expense
<u>N.J.S.A.</u> 18A:61D-8 through -10	Findings, declarations relative to Hepatitis B vaccinations....
<u>N.J.S.A.</u> 26:1A-9.1	Exemption of students from mandatory immunizations
<u>N.J.S.A.</u> 26:4-6	Prohibiting attendance of teachers or students
<u>N.J.S.A.</u> 26:2T-5 through -9	Findings, declarations relative to Hepatitis C
<u>N.J.A.C.</u> 6A:14-3.4	Evaluation
<u>N.J.A.C.</u> 6A:16-1.1 et seq.	Programs to Support Student Development
<u>See particularly:</u>	
<u>N.J.A.C.</u> 6A:16-1.3, -2.1, -2.2, -2.3, -2.4, -4.1, -4.3	
<u>N.J.A.C.</u> 6A:32-9.1	Athletics Procedures
<u>N.J.A.C.</u> 8:57-2	Reporting of acquired immunodeficiency syndrome and infection with Human Immunodeficiency Virus
<u>N.J.A.C.</u> 8:57-4.1	Applicability
<u>N.J.A.C.</u> 8:57-4.2	Proof of immunization
<u>N.J.A.C.</u> 8:57-4.3	Medical exemptions
<u>N.J.A.C.</u> 8:57-4.4	Religious exemptions
<u>N.J.A.C.</u> 8:57-4.5	Provisional admission
<u>N.J.A.C.</u> 8:57-4.6	Documents accepted as evidence of immunization
<u>N.J.A.C.</u> 8:57-4.7	Records required
<u>N.J.A.C.</u> 8:57-4.8	Reports to be sent to the State Department of Health
<u>N.J.A.C.</u> 8:57-4.9	Records available for inspection
<u>N.J.A.C.</u> 8:57-4.10	Diphtheria and tetanus toxoids and pertussis vaccine
<u>N.J.A.C.</u> 8:57-4.11	Poliovirus vaccine
<u>N.J.A.C.</u> 8:57-4.12	Measles virus vaccine
<u>N.J.A.C.</u> 8:57-4.13	Rubella vaccine
<u>N.J.A.C.</u> 8:57-4.14	Mumps vaccine
<u>N.J.A.C.</u> 8:57-4.15	Haemophilus influenza type b (Hib) conjugate vaccine
<u>N.J.A.C.</u> 8:57-4.16	Hepatitis B virus vaccine
<u>N.J.A.C.</u> 8:57-4.17	Varicella virus vaccine

HEALTH EXAMINATIONS AND IMMUNIZATIONS (continued)

<u>N.J.A.C.</u> 8:57-4.18	Pneumococcal conjugate vaccine
<u>N.J.A.C.</u> 8:57-4.19	Influenza vaccine
<u>N.J.A.C.</u> 8:57-4.20	Meningococcal vaccine
<u>N.J.A.C.</u> 8:57-4.21	Providing immunization
<u>N.J.A.C.</u> 8:57-4.22	Emergency power of the Commissioner, Department of Health and Senior
<u>N.J.A.C.</u> 8:61-2.1	Attendance at school by students or adults infected by Human Immuno-deficiency Virus (HIV)
20 <u>U.S.C.A.</u> 1232h	Protection of Student Rights Amendment

Plainfield Board of Education v. Cooperman, 105 NJ 587 (1987)

Every Student Succeeds Act of 2015 , Pub. L. 114-95, 20 U.S.C.A. 6301 et seq.

The NJDOE Guidance: *The Road Back: Restart and Recovery* at:  
<https://www.nj.gov/education/reopening/>

PossibleCross References:

*1410	Local units
*4123	Classroom aides
*5111	Admission
*5113	Absences and excuses
*5131.6	Drugs, alcohol, tobacco (substance abuse)
*5141	Health
*5141.21	Administering medication
*5200	Nonpublic school students
*6142.4	Physical education and health
*6145.1/6145.2	Intramural competition; interscholastic competition
*6162.5	Research
*6164.4	Child study team
*6171.4	Special education

### REMOTE LEARNING

In response to State directives regarding reopening school with adequate precautions to prevent the spread of this contagious disease, the board shall provide in-person, fully virtual and hybrid learning opportunities for all students. The board of education shall support a program of in-person, fully virtual and hybrid learning that:

- A. Prioritizes the health, safety, and wellness of students and staff;
- B. Maintains the continuity of learning through synchronous live instruction;
- C. Facilitates equity and ease of access to communications and resources;
- D. Flexibly accommodates the needs and varying circumstances of all learners;
- E. Incorporates educators, students, parents/guardians, board members and other community members into the entire analysis and planning cycle.

The virtual learning program may consist of synchronous and asynchronous tools. Synchronous tools provide ways of accessing and providing information that require interaction with others to occur at the same time (i.e., online classrooms, interactive webinars, video conferencing).

Asynchronous tools provide ways of accessing and providing information that does not require interaction with others to occur at the same time (i.e., forums, blogs, email, website links, etc.).

The length of the school day for in-person, fully virtual and hybrid learning programs shall be in accordance with N.J.A.C. 6A:32-8.3, stating that a school day shall consist of not less than four hours, inclusive of preschool and kindergarten. District policy 5113 Attendance, Absences and Excuses shall apply and attendance shall be recorded in all educational programs. The attendance and instructional contact time shall accommodate opportunities for both synchronous and asynchronous instruction and ensure that the requirements for a 180-day school year are met.

#### Additional Anticipated Minimum Standard

The New Jersey Department of Education (NJDOE) Anticipated Minimum Standard provides that, in addition to the methods and considerations explicitly referenced in the NJDOE guidance, *The Road Back: Restart and Recovery Plan for Education*, for scheduling students for in-person, remote, or hybrid learning, families/guardians may submit, and the district shall accommodate, requests for full time remote learning. Such requests may include any service or combination of services that would otherwise be delivered on an in-person or hybrid schedule, such as instruction, behavioral and support services, special education and related services. A family/guardian may request that some services be delivered entirely remotely, while other services follow the same schedule they otherwise would according to the district's reopening plan.

REMOTE LEARNING (continued)

## A. Unconditional Eligibility for Full-Time Remote Learning

All students shall be eligible for full-time remote learning. Eligibility shall not be conditioned on a family/guardian demonstrating a risk of illness or other selective criteria. This includes students with disabilities who attend school in-district or are placed at receiving schools (county special services school districts, educational services commissions, jointure commissions, Katzenbach School for the Deaf, regional day schools, college operated programs, and approved private schools for students with disabilities).

## B. Procedures for Submitting Full-Time Remote Learning Requests

Recognizing that planning is required in order to provide continuity in the student's educational program and arranging the appropriate staff and resources, a family/guardian shall submit a request for full-time remote learning, including requests to begin the school year receiving full-time remote learning and requests to transition from in-person or hybrid services to full-time remote learning during the school year. Procedures for submitting the request are as follows:

1. The request shall be submitted to the principal at least 14 calendar days before the start of the marking period;
2. Requests shall be approved 3 school days after the receipt of the request;
3. Questions and concerns may be directed to the principal or his or her designee;
4. The family/guardian shall submit the following information or documentation with their request. The documentation shall not exclude any students from the school's full-time remote learning option, but rather be limited to the minimum information needed to ensure proper recordkeeping and implementation of successful remote learning:
  - a. Verification of the district issued device is functioning properly to receive remote instruction
  - b. Verification of internet access and/or Wi-Fi sufficient to receive remote instruction;

Families/guardians having limited access the internet shall inform the principal or his or her designee. The district shall make a reasonable effort to support the remote instruction by facilitating services.

5. For students with disabilities, an IEP meeting or an amendment to a student's IEP will not be needed for full-time remote learning.
6. Families/guardians shall submit a request according to the procedures above for transitioning their student from in-person or hybrid delivery to full-time remote delivery.
7. Families/guardians are expected to cooperate in setting up the transition and may be required to participate in scheduled meetings (in-person or video or tele conferences) during the transition period;
8. School teachers, administrators and other school staff shall endeavor to provide supports and resources to assist families/guardians, particularly those of younger students, with meeting the expectations of the district's remote learning option.

REMOTE LEARNING (continued)

Upon satisfaction of these minimum procedures, the district shall approve the student's full-time remote learning request.

### C. Scope and Expectations of Full-Time Remote Learning

A student participating in the board's full-time remote learning option shall be afforded the same quality and scope of instruction and other educational services as any other student otherwise participating in district programs (e.g. students participating in a hybrid model). This includes but is not limited to:

1. Access to standards-based instruction of the same quality and rigor as that afforded all other students of the district;
2. The district shall make its best effort to ensure that every student participating in remote learning has access to the requisite educational technology;
3. Special education services and related services shall be provided to the greatest extent possible.

### D. Procedures to Transition from Full-Time Remote Learning to the In-Person Educational Program

A student shall be eligible to transition to the in-person educational program. This will allow families/guardians to make the arrangements needed to effectively serve students' home learning needs and will support educators in ensuring continuity of instruction. The family/guardian shall submit a request to transition from full-time remote learning to the in-person educational program according to the following procedures:

1. The request shall be submitted to the principal at least 14 calendar days before the start of the marking period in order to begin in-person instruction of the first day of that marking period.
2. Requests shall be approved 3 school days after the receipt of the request;
3. Questions and concerns may be directed to the principal or his or her designee;
4. The family/guardian shall submit the following information or documentation with their request. The documentation shall not exclude any students from the school's in-person educational program, but rather be limited to the minimum information needed to ensure proper recordkeeping and implementation of a successful transition to the in-person education program:
  - a. Summary of synchronous and asynchronous learning opportunities successfully completed;
  - b. Summary of synchronous and asynchronous learning opportunities still working through;
  - c. The student shall submit to the COVID screening process upon reentry to the school.
5. Students transitioning to the in-person educational program may be required to submit to an academic assessment prior to being placed in a class. Remediations shall be provided for students that need them;
6. Families/guardians are expected to cooperate in setting up the transition and may be required to participate in scheduled meetings (in-person or video or teleconferences) during the transition period.

REMOTE LEARNING (continued)

E. Procedures for Communicating District Policy with Families

Teaching staff members and administrators shall provide clear and frequent communication with families/guardians, in their home language, and shall ensure that communication opportunities are as readily accessible as possible. Communication shall include but shall not be limited to, information regarding:

1. Summaries of, and opportunities to review, the district's full-time remote learning policy and attendance policy;
2. Procedures for submitting full-time remote learning requests;
3. Scope and expectations of full-time remote learning;
4. Procedures for transition from full-time remote learning to in-person services and vice-versa;
5. The district's procedures for ongoing communication with families and for addressing families' questions or concerns;
6. Teaching staff members who are teaching remote classes shall have office hours to address questions and concerns. Teachers shall notify the families/guardians of their students regarding the time of the office hours and the method of contact (email, text, video or teleconference).

F. Reporting

To evaluate full-time remote learning, and to continue providing meaningful guidance for districts, the New Jersey Department of Education (NJDOE) may require districts to report to the NJDOE data regarding participation in full-time remote learning. Data will include the number of students participating in full-time remote learning by each of the following subgroups: economically disadvantaged; major racial and ethnic groups; students with disabilities; and English learners. The chief school administrator shall ensure that such reports are completed efficiently.

Adopted: **September 17, 2020**  
 First Reading: August 20, 2020  
 Second Reading: September 17, 2020

<b><u>Legal References:</u></b>	<u>N.J.S.A.</u> 18A:6-3	Courses in constitution of United States
	<u>N.J.S.A.</u> 18A:33-1	District to furnish suitable facilities; adoption of courses of study
	<u>N.J.S.A.</u> 18A:35-1 <u>et seq.</u>	Curriculum and courses
	<u>N.J.S.A.</u> 18A:35-4.6 through -4.8	<u>Parents Right to Conscience Act of 1979</u>
	<u>N.J.A.C.</u> 6A:8-3.1	Curriculum and instruction
	<u>N.J.A.C.</u> 6A:8-5.1	Graduation requirements
	<u>N.J.A.C.</u> 6A:9B-3.1 <u>et. seq.</u>	State Board of Examiners and certification
	<u>See particularly:</u>	
	<u>N.J.A.C.</u> 6A:9B-5, -6, -8, -9, -10, -11, -12, -14	
	<u>N.J.A.C.</u> 6A:14-3.7	Individualized education program

REMOTE LEARNING (continued)

<u>N.J.A.C.</u> 6A:14-4.1	General requirements
<u>N.J.A.C.</u> 6A:23A-9.5	Commissioner to ensure achievement of the New Jersey Student Learning Standards
<u>N.J.A.C.</u> 6A:30-1.1 <u>et seq.</u>	Evaluation of the Performance of School Districts
<u>N.J.A.C.</u> 6A:32-8 <u>et seq.</u>	Student attendance and accounting

New Jersey Department of Education: *Clarifying Expectations Regarding Full Time Remote Learning Options for Families in 2020-2021* (Supplementary to *The Road Back: Restart and Recovery Plan for Education*); July 24, 2020. See:

<https://nj.gov/education/reopening/updates/docs/7.24.20%20RtR%20Fulltime%20Remote%2>

**Possible**

<b><u>Cross References:</u></b>	*2224	Nondiscrimination/affirmative action
	*6121	Nondiscrimination/affirmative action
	*6122	Articulation
	*6140	Curriculum adoption
	*6142.1	Family life education
	*6142.2	English as a second language; bilingual/bicultural
	*6142.4	Physical education and health
	*6142.6	Basic skills
	*6142.9	Arts
	*6142.12	Career education
	*6146	Graduation requirements
	*6147	Standards of proficiency
	*6164.2	Guidance services
	*6171.1	Remedial instruction
	*6171.2	Gifted and talented
	*6171.4	Special education
	*9130	Committees

**BOARD OF EDUCATION**

**RESOLUTION**

**MODIFICATION OF PROFESSIONAL SERVICES CONTRACT FOR PUBLIC  
RELATIONS FIRM TO REPRESENT THE ELIZABETH BOARD OF EDUCATION**

**WHEREAS**, the Elizabeth Board of Education adopted a resolution at its meeting of February 20, 2020 to appoint Strategic Message Management, Inc. to provide public relations services for the District; and

**WHEREAS**, the Board understands that good communication is the basis of any productive and healthy school-community relationship; and

**WHEREAS**, such services constitute specialized work for which the school district does not possess adequate in-house resources or in-house expertise to conduct and which can only be provided by a public relations company; and

**WHEREAS**, the Elizabeth Board of Education has the legal authority to adopt this resolution to modify the contract with Strategic Message Management, Inc.

**NOW, THEREFORE, BE IT RESOLVED** that the current contract commencing January 6, 2020 at the existing contract rate of \$150.00 per hour be modified not to exceed \$120,000.00 (which is inclusive of those services for which Strategic Message Management, Inc. has already been authorized to provide on behalf of the school district).



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Y**BOARD OF EDUCATION****RESOLUTION****NATIONAL HISPANIC HERITAGE MONTH**

**WHEREAS**, throughout our nation's history, men and women of Spanish and Latin American descent have played important roles in the growth, development, and success of our country, and

**WHEREAS**, time and time again, Hispanic-Americans have come to the United States, often in search of the freedoms denied them by the repressive regimes controlling their homelands, and

**WHEREAS**, adopting this country as their own, Hispanic-Americans have consistently demonstrated their dedication to the ideals upon which the United States is founded, and

**WHEREAS**, with faith and hard work, these individuals have built strong families and proud communities and have earned positions of leadership in business, education, sports, the sciences, and the arts, and have assumed leadership roles in government, and

**WHEREAS**, Hispanic-Americans have made their mark across the country and on virtually every aspect of American life.

**NOW, THEREFORE, BE IT RESOLVED**, that the members of the Elizabeth Board of Education hereby proclaim September 15, 2020 through October 15, 2020 as

**“NATIONAL HISPANIC HERITAGE MONTH”**

**BE IT FURTHER RESOLVED**, that the resolution be spread on the official agenda of the Elizabeth Board of Education.

## BOARD OF EDUCATION

## RESOLUTION

**DECLARATION THAT RACISM IS A PUBLIC HEALTH CRISIS**

**WHEREAS**, the Elizabeth Board of Education has strived to promote racial equity, inclusion and diversity in all aspects of our education system. This commitment is demonstrated in the Equity Policy passed by this Board in April 2019.

**WHEREAS**, racism is a root cause of poverty and constricted economic mobility; and

**WHEREAS**, race is a social construct with no biological basis; and

**WHEREAS**, racism is a social system with multiple dimensions: individual racism that is internalized or interpersonal; systemic racism that is institutional or structural, and is a system of structuring opportunity and assigning values based on the social interpretation of how one looks; and

**WHEREAS**, racism unfairly disadvantages specific individuals and communities while unfairly giving advantages to other individuals and communities. The Elizabeth Board of Education's collective success depends upon the equitable access to opportunity for every child regardless of the color of their skin; and

**WHEREAS**, racism causes persistent discrimination and disparate outcomes in many areas of life, including housing, education, employment and criminal justice. An emerging body of research demonstrates that racism itself is a social determinant of health; and

**WHEREAS**, communities of color experience higher unemployment rates, face a higher poverty rate as a whole, have lower home ownership rates, are more likely to live in neighborhoods with low performing schools and experience disproportionately higher incarceration rates; and

**WHEREAS**, the Elizabeth Board of Education acknowledges that people of color have borne the burdens of inequitable social, environmental, economic, and criminal justice policies, practices and investments, to understand that the legacy of these inequitable policies has caused deep disparities, harm, and mistrust, and to recognize that racial equity is realized when and only when race can no longer be used to predict life outcomes; and

**WHEREAS**, racism and segregation have also exacerbated a health divide resulting in people of color having lower life expectancies; being far more likely than other races to die prematurely (before the age of 75); and to die of heart disease or stroke. Communities of color also have higher levels of infant mortality, lower birth weights, are more like to be overweight or obese, have adult diabetes, and have long-term complications from diabetes; and

**WHEREAS**, people of color, working class residents, and those that suffer from disabilities, are more likely to experience poor health outcomes because of health inequities stemming from economic stability, education, physical environment, food, and access to health care systems; and

**WHEREAS**, a contemporary example of such disparity is highlighted by COVID-19 data in the State of New Jersey that people of color are dying at a disproportionately higher rate from the disease; and

**WHEREAS**, the World Health Organization defines “public health” as the “the art and science of preventing disease, prolonging life and promoting health through the organized effort of society” and those “aim to provide conditions under which people can be healthy, improve their health and well-being, or prevent the deterioration of their health:” and

**WHEREAS**, the health impact of racism in New Jersey and Elizabeth rises to the definition of a public health crisis proposed by Dr. Sandro Galea who notes: “The problem must affect large numbers of people, it must threaten health over the long-term, and it must require the adoption of large-scale solutions”.

**NOW THEREFORE BE IT RESOLVED BY THE ELIZABETH BOARD OF EDUCATION THAT THIS BOARD:**

1. Asserts that racism is a public health crisis affecting our entire country.
2. Will work with Administration to identify specific activities to further enhance diversity and to ensure antiracism principles in leadership, staffing and contracting decisions.
3. Promotes educational efforts aimed at understanding, addressing and dismantling racism and how it affects the delivery of human and social services, economic development, and public safety.
4. Supports policies that improve health in communities of color and supports local, state, regional, and federal initiatives that advance efforts to dismantle systemic racism.
5. Will work with other organizations in Elizabeth that are confronting racism and encourage other local, state, regional and national entities to recognize racism as a public health crisis.
6. Supports community efforts to amplify issues of racism and engage actively and authentically with communities of color wherever they live.
7. Promotes and supports policies that prioritize the health of all people especially people of color by mitigating exposure to adverse childhood experiences.
8. Encourages racial equity training among all community partners, grantees, vendors, and contractors.
9. Will work to identify clear goals and objectives to assess progress and capitalize on opportunities to further advance racial equity; and

**FURTHER RESOLVED**, that this Board of Education supports all additional efforts in Elizabeth, Union County, the State of New Jersey, and nationwide to address racism and public health disparities due to racial inequities; and

**BE IT FURTHER RESOLVED**, that this Board calls upon all public and elected officials, and community organizations to join with us to declare racism as a public health crisis and to enact equity in all policies of the State of New Jersey.

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Y**BOARD OF EDUCATION****RESOLUTION**

**Recommended:** That the following new Job Description, be adopted effective September 18, 2020.

Nurse Coordinator

The above job description shall be deemed to replace and supersede any prior job description for the same or similar title.

\*Subject to correction of errors

**ELIZABETH BOARD OF EDUCATION**  
**Elizabeth, New Jersey**

**JOB DESCRIPTION**

**Title:**           Nurse - Coordinator

**Qualifications:**

1. New Jersey School Nurse Certificate
2. Minimum of five (5) years experience in the area of public school education, with comparable experiences in nursing.
3. Effective communications skills
4. Required criminal history background check and proof of U.S. citizenship or legal resident alien status.

**Reports to:** Director of Special Projects

**Performance Responsibilities:**

1. Evaluate services in the school health program to plan for more comprehensive services for the child, family, and staff as necessary; assist in the formulation of the District's wellness and health program.
2. Create systems and processes to track the schools' progress in attaining a culture of wellness utilizing quantifiable and data-driven rubrics, including but not limited to, methods of evaluation that assess the contribution of nursing, on a continuous basis related to health needs. Coordinate with other professionals in researching, planning and implementing the District's wellness and health program.
3. Coordinate activities of service providers with other services in the school district; communicate with the Health Department, school system, and other community resources and agencies to develop improved systems of early case findings and referrals for improved child care.
4. Participate as a team member for in-service education in schools. Organize and assist in the health education of students, parents, teachers and staff.

5. Maintain and implement the documentation requirements for all state and federally mandated student health records including physical examinations and immunizations required by law.
6. Coordinate through service providers the appropriate use of screening techniques in vision, hearing, dental and other tests; assist teachers in developing an awareness of signs of illness or other health problems.
7. Complete OSHA reports; assure completion of annual reports for the state Department of Education regarding health services; maintain record keeping systems.
8. Provide opportunities for staff, students, and families, both inside and outside of school, to learn about wellness and to practice a healthy lifestyle.
9. Employ strategies to encourage families to provide for periodic health examinations of their children by utilizing services of private physicians, dentists, and clinics; develop and manage a process to notify parents and pupils for needed immunizations and tests as required.
11. Act as a liaison between school nurses and Chief Medical Inspector.
12. Participate in formulating policies for the care of pupils who become ill or injured at school; arrange for the instruction of school personnel to give emergency care.
14. Supervise the reporting of any known or suspected communicable disease cases to the local health department.
15. Perform other duties as assigned.

**Terms of Employment:**

Eleven (11) Month tenurable

Evaluated by: Director of Special Projects

Compensation and benefits as established by the collective negotiations agreement.

**Adopted: September 17, 2020**

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Y**BOARD OF EDUCATION****RESOLUTION****APPOINTMENT OF ACTING NURSE COORDINATOR**

Recommended: That Marie Teresa Noonan be appointed as Acting Nurse Coordinator, Division of Special Projects, on an eleven month basis, extended day, effective September 18, 2020. Salary: \$115,672.

\*Subject to corrections of errors and negotiations.