

BOARD OF EDUCATION

INDEX

February 25, 2021

6:30 p.m.

Opening Statement

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OPENING CALENDAR

February 25, 2021

PUBLIC SESSION

Moment of Silence

Dr. Orlando Edreira

Former Elizabeth Board of Education Board Member, Former New Jersey Department of Education Board Member and Former City of Elizabeth City Member-At-Large

Pledge of Allegiance

Star Spangled Banner by Francis Scott Key

African American National Anthem

“Lift Ev’ry Voice and Sing” by James Weldon Johnson

Video Performance by Mr. Kerry Stubbs Music Teacher at George Washington School No. 1

Pledge of Ethics

Celebrating Black History Month

An Elizabeth Public Schools Black History Month Retrospective

Past performances by various district schools

Honoring and Remembering Our Past

Commemoration of the lives of our Black administrators and school namesakes

C
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P
YPersonnel Report
Leave of Absences, etc.
Elizabeth, NJ.
February 25, 2021**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**

David S. Cieslak, Teacher-Social Studies (No. 0506), Thomas Jefferson Arts Academy – effective March 15, 2021 through April 9, 2021.

Samantha Jane Fischetti, Teacher-Seventh & Eighth Grade (Mathematics) (No. 4824), School No. 8 – effective May 3, 2021 through June 30, 2021.

Nicole M. Grygo, Teacher-Fourth Grade (No. 2773), School No. 8 – effective April 20, 2021 through May 14, 2021 and May 17, 2021 through June 30, 2021.

Katherine Mary Guglietti, Teacher-Mathematics (No. 4817), John E. Dwyer Technology Academy – effective May 11, 2021 through May 21, 2021 and May 24, 2021 through June 30, 2021.

Nataly Mahoney, Teacher-First Grade (No. 1005), School No. 28 – effective February 19, 2021 through March 22, 2021.

Aishah Manuel-Ebanks, School Psychologist (No. 2776), Division of Special Services – March 23, 2021 through May 3, 2021.

Susana Mendiola, Teacher-Third Grade (ABL) (No. 4794) School No. 19 – effective February 17, 2021 through March 26, 2021 and March 29, 2021 through June 30, 2021.

Vanessa Rodriguez, Speech and Language Specialist (No. 4563), School No. 12 – effective April 12, 2021 through June 30, 2021.

Wilfredo Romero, Teacher-World Language (Spanish) (No. 5509) Division of Bilingual/ESL Education – effective March 29, 2021 through June 7, 2021.

Eimy Santana, Teacher-Biology (No. 5459), Admiral William F. Halsey, Jr. Health & Public Safety Academy – effective February 8, 2021 through April 30, 2021.

Rebecca Faye Solomon, Teacher-Sixth, Seventh & Eighth Grade (Science) (No. 4825), School No. 8 – effective June 1, 2021 through June 30, 2021.

Christine Michele Widuch D’Amico, Teacher-Music (Vocal) (No. 0266), School No. 6 – effective October 1, 2020 through December 31, 2020.

Administrative Secretary I & II-12 Months

Janirette Gonzalez, Administrative Secretary I-12 Months (No. 4215), School No. 26 – effective February 16, 2021 through March 26, 2021.

Jessica Lynn Morse, Administrative Secretary II-12 Months (No. 0822), School No. 5A (Annex) – effective February 25, 2021 through March 15, 2021.

Business Office

Custodian

Ana P. Rodriguez, Custodian (No. 0917), ECC School No. 50 – effective March 1, 2021 through March 23, 2021.

Food Service

Luz S. Nino De Puleccio, Food Service Worker 2 Hour (No. 3395), ECC School No. 50 – effective February 8, 2021 through May 14, 2021.

Bus Driver/Utility Person

David Ortiz, Bus Driver/Utility Person (No. 0197), 95A Warehouse Annex – effective March 1, 2021 through April 16, 2021.

EXTENSION OF A LEAVE OF ABSENCE

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

Instructional Department

Certified Staff

Erin Catherine Dowling, Teacher-Autism, School No. 12, presently on a leave of absence, extension from March 1, 2021 through June 30, 2021.

Vivian Figueroa-Roman, Teacher-Bilingual Self-Contained Grade 4 (No. 5263), School No. 27, presently on a leave of absence, extension from February 1, 2021 through February 24, 2021.

Shaina Marchetti, Guidance Counselor (No. 0630), School No. 5, presently on a leave of absence, extension from January 16, 2021 through February 26, 2021.

Assistants

Michel Antonio Rafols Velazquez, Assistant-Personal (No. 4994), School No. 22, presently on a leave of absence, extension from January 19, 2021 through January 29, 2021.

CHANGE OF LEAVE OF ABSENCE

Recommended: That the following change in date of leave of absence be granted as below written.

Instructional Department

Certified Staff

Name	Assignment	From	To
Meredith Diane Johnson	Teacher-Learning/ Language Disabilities (No. 3851) School No. 22	2/16/21 to 4/21/21 (w/o/p medical) 4/22/21 to 6/30/21 (w/o/p NJFLA)	2/8/21 to 4/5/21 (w/o/p medical) 4/6/21 to 6/30/21 (w/o/p NJFLA)
Ashley M. Lefebre	Teacher-Fifth Grade (ABL) (No. 5444) School No. 6	3/15/21 to 6/18/21 (w/o/p NJFLA)	3/10/21 to 6/18/21 (w/o/p NJFLA)

Business Office

Security Guard

Name	Assignment	From	To
Justin Ismael Solivan	Security Guard (No. 4586) School No. 21	1/1/21 to 3/31/21 (paid military) 4/1/21 to 6/30/21 (no pay military)	1/1/21 to 2/8/21 (paid military)

RETURNING FROM LEAVE OF ABSENCE

Recommended: That the following assignment of personnel returning from leave of absence be granted, as below written.

Instructional Department

Certified Staff

<u>Name</u>	<u>Assignment</u>	<u>Salary</u>	<u>Date</u>
David S. Cieslak	Teacher-Social Studies (No. 0506) Thomas Jefferson Arts Academy Account No. 15-140-100-101-84-00	\$79,258	4/12/21
Kenia Maritza Jimenez	Teacher-Bilingual In Class Support (No. 2257) School No. 18 Account No. 15-243-100-101-18-00	\$74,149	5/3/21
Ashley M. Lefebre	Teacher-Fifth Grade (ABL) (No. 5444) School No. 6 Account No. 15-241-100-101-06-00	\$68,149	6/21/21
Nataly Mahoney	Teacher-First Grade (No. 1005) School No. 28 Account No. 15-120-100-101-28-00	\$74,149	3/23/21
Aishah Manuel-Ebanks	School Psychologist (No. 2776) Division of Special Services Account No. 11-000-219-104-00-00-01	\$83,178	5/4/21
Eimy Santana	Teacher-Biology (No. 5459) Admiral William F. Halsey, Jr. Health & Public Safety Academy Account No. 15-140-100-101-83-00	\$61,404	5/3/21

Administrative Secretary I-12 Months

<u>Name</u>	<u>Assignment</u>	<u>Salary</u>	<u>Date</u>
Janirette Gonzalez	Administrative Secretary I- 12 Months (No. 4215) School No. 26 Account No. 15-000-240-105-26-00	\$46,096	3/29/21

Assistant

Name	Assignment	Salary	Date
Michel Antonio Rafols Velazquez	Assistant-Personal (No. 4994) School No. 22 Account No. 11-000-217-106-00-00	\$42,239	2/1/21

Business OfficeCustodian

Name	Assignment	Salary	Date
Ana P. Rodriguez	Custodian (No. 0917) ECC School No. 50 Account No. 11-000-260-110-50-00	\$67,440	3/24/21

Security Guard

Name	Assignment	Salary	Date
Justin Ismael Solivan	Security Guard (No. 4586) School No. 21 Account No. 15-000-260-110-21-30	\$35,796	2/9/21

Food Service

Name	Assignment	Salary	Date
Luz S. Nino De Pulecio	Food Service Worker 2 Hour (No. 3395) ECC School No. 50 Account No. 50-910-310-110-50-00-35	\$8,736	5/17/21

RETIREMENTS

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

Instructional DepartmentCertified Staff

Schiller Ambroise, Teacher-Instructional Coach (Bilingual) (No. 4429), Division of Bilingual/ESL – effective July 1, 2021.

Maria Esperanza Gil, Teacher-World Language (Spanish), Division of Bilingual/ESL Education – effective March 1, 2020.

Patricia J. Kennedy, Teacher-Pre-Kindergarten (No. 3153), School No. 1 – effective July 1, 2021.

Donna Pennyfeather-Williams, Social Worker (Schools) (No. 3860), ECC School No. 52 – effective April 1, 2021.

Lucia Seitzinger, Teacher-Physical Education and Health (No. 2345), School No. 18 – effective March 1, 2021.

Assistants

Daicy Diaz, Assistant-Personal (No. 2550), School No. 29 – effective January 1, 2021.

RESIGNATIONS

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

Business Office

Security-Guard

Ariel H. Moreno, Security Guard (No. 2014), John E. Dwyer Technology Academy – effective October 19, 2020.

Food Service

Joanne Boccardo Hollenstein, General Worker 6 Hours (No. 1296), School No. 18 – effective November 16, 2020.

DECEASED

Recommended: That the following deceased be remembered, as below written.

Business Office

Security-Guard

Antonio M. Cruz, Security-Guard (No. 2265), ECC School No. 51, effective January 18, 2021.

APPOINTMENTS

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

Instructional Department**Certified Staff**

Jorge Iliandro Gomes Conde, graduate of Texas Tech University, TX (BA 2017). Teacher-First Grade (No. 4909), Jerome Dunn Academy of Mathematics, Technology & the Arts School No. 9. Certification: Elementary School Teacher in Grades K-6 CEAS 1/21 (advance standing). Salary: \$60,904, effective February 10, 2021 through June 30, 2021.
Account No. 15-120-100-101-09-00

Caroline S. Hoynowski, graduate of The College of New Jersey, NJ (BA 2020). Teacher-Music (No. 4636), iPrep Academy School No. 8. Certification: Teacher-of Music CEAS 2/21 (advance standing). Salary: \$60,904, effective February 8, 2021 through June 30, 2021.
Account No. 15-120-100-101-08-00-20

Stefano Genaro Melchionna, graduate of Rutgers University, NJ (BS 2013). Teacher-Third Grade (No. 0744), Dr. Antonia Pantoja School No. 27. Certification: Elementary School Teacher in Grades K-6 CE 11/20 (alternate route). Salary: \$60,904, effective February 1, 2021 through June 30, 2021.
Account No. 15-120-100-101-27-00

Tiffany P. Santos, graduate of Kean University, NJ (BA 2021). Teacher-Learning/Language Disabilities (No. 0063), William F. Halloran School No. 22. Certifications: Elementary School Teacher in Grades K-6 CEAS 1/21 (advanced standing); Teacher of Students with Disabilities CEAS 1/21 (advances standing). Salary: \$60,904, effective February 4, 2021 through June 30, 2021.
Account No. 15-204-100-101-22-00

Kweasue Lin Stern, graduate of University of Iowa (MA 1988). Teacher-World Language (Mandarin) (No. 4095), Dr. Orlando Edreira Academy School No. 26 @ 31. Certifications: Teacher of Chinese CE 2/12 (alternate route); Elementary School Teacher with Mathematics Specialization: in Grades 5-8 CE 2/19 (alternate route). Salary: \$68,879, effective February 1, 2021 through June 30, 2021.
Account No. 15-130-100-101-26-00-20

Mia Valente, graduate of Kean University, NJ (MA 2019). Speech and Language Specialist (No. 0241), Division of Special Services. Certification: Speech Language Specialist (Standard 9/19). Salary: \$78,126, effective March 1, 2021 through June 30, 2021.
Account No. 11-000-216-101-00-00

TRANSFERS

Recommended: That the following transfers of personnel be made, during the pleasure of the Board, as below written.

Instructional DepartmentCertified Staff

<u>Name</u>	<u>From</u>	<u>To</u>	<u>Date</u>
Ronnie Andres Chacon	Teacher-Physical Education & Health (No. 2581) School No. 2 (.2) School No. 8 (.4) School No. 18 (.2) School No. 25 (.2)	Teacher-Physical Education & Health (No. 2535) ECC School No. 50 Account No. 20-218-200-104-00-00	3/1/21
Gayle Gesualdi	Teacher-Sixth, Seventh & Eighth Grade (Science) (No. 0058) School No. 16	Teacher-Eighth Grade (Science) (No. 2507) School No. 22 Account No. 15-130-100-101-22-00	2/11/21
Ismael Hislop	Teacher-Resource Center (No. 3240) School No. 13	Teacher-Learning /Language Disabilities (No. 3332) School No. 6 Account No. 15-204-100-101-06-00	1/1/21
Luz Gladys Ravines	Assistant-Kindergarten (No. 2456) School No. 27	Teacher-World Language (Spanish) (No. 5509) Division of Bilingual/ESL Education Salary: \$83,752 Account No. 11-130-100-101-94-00-67	3/1/21
Karen Louise Strahan	Registered Nurse (No. 4358) School No. 22	School Nurse (No. 4358) School No. 22 Salary: \$89,450 Account No. 15-000-213-100-22-00	1/1/21

Barbara Zamora	Teacher-Pre-Kindergarten (No. 3048) School No. 18 (Annex)	LDT-C (No. 3012) Division of Early Childhood Salary: \$102,195 Account No. 20-218-200-104-00-00	3/1/21
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Administrative Secretary I-12 Months

<u>Name</u>	<u>From</u>	<u>To</u>	<u>Date</u>
Natalie Minkovich	Administrative Secretary I-12 Months (No. 3734) Division of Special Services	Administrative Secretary I-12 Months (No. 3734) Division of Special Projects Services Account No. 11-000-221-105-00-00	9/1/20

Business Office

Custodian

<u>Name</u>	<u>From</u>	<u>To</u>	<u>Date</u>
David LaFortune	Custodian (No. 0687) School No. 3	Custodian (No. 1876) Thomas Jefferson Arts Academy Account No. 11-000-260-110-84-00	2/11/21

Security Guards

<u>Name</u>	<u>From</u>	<u>To</u>	<u>Date</u>
Quanesha Gibbs	Security-Guard (No. 0820) John E. Dwyer Technology Academy (Annex)	Security-Guard (No. 3454) School No. 5 Account No. 15-000-260-110-05-30	9/1/20
Rhona M. Knight	Security-Guard (No. 4667) School No. 8	Security-Guard (No. 3807) School No. 1 Account No. 15-000-260-110-01-30	9/1/20
Towana Myers	Security-Guard (No. 3807) School No. 1	Security-Guard (No. 4667) School No. 8 Account No. 15-000-260-110-08-30	9/1/20

Kayshia R. Townsend	Security-Guard (No. 3756) School No. 1	Security-Guard (No. 0820) John E. Dwyer Technology Academy (Annex) Account No. 15-000-260-110-82-30	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

Daniela Grinienko, Social Worker (Schools) (No. 3084), School No. 22. Change in Salary due to obtaining 39 credits after her master's degree, submitted paperwork 1/21, University: Saint Peter's University, NJ, Accredited by: Council for Higher Education Accreditation (CHEA). Salary from \$74,482 to \$78,442, effective January 1, 2021.

Genny A. Pena, Teacher-Bilingual Self-Contained Grade 2 (No. 4782), School No. 6. Change in salary due to completion of master's degree 1/21, submitted paperwork 2/21, University: Montclair State University, NJ, Accredited by: Council for Higher Education Accreditation (CHEA). Salary from \$64,249 to \$68,149, effective February 1, 2021.

Kathryn Grace Schirripa, Teacher-English (No. 1427), Admiral William F. Halsey, Jr. Health & Public Safety Academy. Change in salary due to completion of master's degree 12/20, submitted paperwork 1/21, University: Western Governor's University, UT. Accredited by: Council for Higher Education Accreditation (CHEA). Salary from \$75,653 to \$79,258, effective January 1, 2021.

Ximena Andrea Vanegas, Teacher-Bilingual Self-Contained Grade 1 (No. 4905), School No. 9. Change in Salary due to completion of second master's degree 12/20, submitted paperwork 1/21, University: Grand Canyon University, AZ, Accredited by: Council for Higher Education Accreditation (CHEA). Salary from \$84,366 to \$88,190, effective January 1, 2021.

CORRECTION OF SALARY

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

Instructional Department

Certified Staff

Judith Valdez, Social Worker (Schools) (No. 0057), John E. Dwyer Technology Academy. Correction due to verification of employment, salary from: \$70,693 to \$83,892, effective February 8, 2021.

ADDITIONAL SERVICES**Division of Bilingual/ESL Education**

Recommended: That the following personnel be employed as the **TITLE III: POE Liaisons for Immigrant Families** from January 25, 2021 to June 25, 2021, virtual Monday to Friday, after school hours until 7:00 p.m.

Teachers: Salary: \$52.01 per hour not to exceed 100 hours per person. Total: \$26,005.00
Account No. 20-245-100-100-00-02

Teachers:

Luciana O. Esteves
Judy Valencia

Marissa Jane Falcon

Dina Y. Khouzam

Substitutes:

Sheryl Romelus Adisa

Evelyn S. Hernandez

Wafaa Ibrahim

Guidance Counselor:

Melanie Padilla

Substitute:

Joseph Mathew Sanchez

Recommended: That the following personnel be employed to work the **TITLE III K-8 Point of Entry Program – Virtual Afterschool Academic Enrichment Program** to be held from December 14, 2020 to June 11, 2021, Tuesday, after school hours.

Teachers: Salary: \$52.01 per hour not to exceed 67 hours per person. Total: \$104,540.10
Account No. 20-244-100-100-00-04

Substitutes:

Marilena Balbi Coppola

Erika Correa

Division of Elementary & Secondary Education**HS Attendance Recovery Program**

Recommended: That the following personnel be employed to work as an **Administrator for the Attendance Recovery Program** for High School students from February 1, 2021 through June 30, 2021, various hours after school.

Administrators: Salary: \$59.05 per hour not to exceed 92 hours per person. Total: \$5,432.60
Account No. 11-140-100-101-00-83-61

Danny J. Ortiz

HS Attendance Recovery Program

Recommended: That the following personnel be employed to work the **Attendance Recovery Program** for High School students, February 1, 2021 through February 27, 2021 Various Hours After School, as listed below.

Session 1

Guidance Counselors: Salary: \$52.01 per hour not to exceed 32 hours per person. Total: \$8,321.60
Account No. 11-14-100-101-00-83-61

Name	Location
Briana Helm	J. Christian Bollwage Finance Academy
Natasha M. Morrissey	Thomas Jefferson Arts Academy
Frank Reilly	Thomas A. Edison Career & Technical Academy
Aimee Anne Saluccio	John E. Dwyer Technology Academy
Veronica Vega	Admiral Williams F. Halsey, Jr. Health & Public Safety Academy

Division of Special of Services

Recommended: That the following teachers 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 January 29, 2021.

Teachers: Salary: \$52.01 per hour not to exceed 75 hours per person. Total: \$7,801.50
Account No. 11-000-217-101-00-83-60

Dina Rodrigues Faria Maria Gabriela Iannacone

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
Account No. 11-000-219-104-94-00-60

Carmen Gloria Alvarez	Alyse N. Augustine	Linwood I. Bagby, Jr.
Utিকা Vernell Chaney-Wilson	Ramona H. Christian	Lora Doreen Cuiffo
Susane A. Dardeir	Kenia Flores	Amy Rebecca Gruskin
Sima V. Hansalia	Yao-Hsuan Huang	Drucilla Jimenez
Tia Maria Labruno Miller	Ines F. Louro	Megan June O'Leary
Paola A. Prieto	Maria L. Rodriguez	Kristen A. Taylor
Ashley J. Younger	Christina Adami	Mina Maria Papettas
Jessica Ann Marie Riccardi	Silvia Catarina Martins-Neno	

Division of Staff Development & Innovation Programs

2020-2021 Title 1 ESEA/ESSA Funded Positions

Recommended: That the following personnel be funded through the ESAE/ESA Consolidated Application for the 2020-2021 school year, effective July 1, 2020 through June 30, 2021.

Coaches	Location	Account #	Salary	Source	Percentage
Christine Concepcion	1	20-234-200-100-01-00	\$96,824	Title 1 A	100%
Norma Clarissa Cardona	83	20-234-200-100-83-00	\$99,068	Title 1 A	100%

2020-2021 Title 1 SIA Attendance Task Force Team

Admiral William F. Halsey, Jr. Health & Public Safety Academy

Recommended: That the following personnel be employed to participate in the 2020-2021 Title 1 SIA virtual Attendance Task Force Team, from September 18, 2020 through June 30, 2021, afterschool hours, not to exceed 180 hours per person.

Administrators: Salary: \$59.05 per hour not to exceed 180 hours per person. Total: \$10,629.00
 Account No. 20-231-200-100-83-00 Title 1 SIA 20/21

Christopher R. Van Vliet

Substitute:

Michael Stephen Robel IV

Teachers: Salary: \$52.01 per hour not to exceed 180 hours per person. Total: \$37,447.20
 Account No. 20-231-100-100-83-00 Title 1 SIA 20/21

Anamaria Llanos	Marisa Anne Lopez	Michelle Ann Panichi
Veronica Vega		

2020-2021 Title 1 SIA Virtual Enrichment/STEM Afterschool Program**George Washington Academy of Science & Engineering School No. 1**

Recommended: That the following personnel be employed to participate in the 2020-2021 Title 1 SIA *virtual* Enrichment/STEM afterschool program at George Washington Academy School No. 1, from February 26, 2021 through June 30, 2021, afterschool hours, not to exceed 32 hours per person.

Administrators: Salary: \$59.05 per hour not to exceed 32 hours per person. Total: \$1,889.60
 Account No. 20-231-200-100-01-00 Title 1 SIA 20/21

Shawn Black

Teachers: Salary: \$52.01 per hour not to exceed 32 hours per person. Total: \$11,650.24
 Account No. 20-231-100-100-01-00 Title 1 SIA 20/21

Patricia Catherine Aponte	Lorri-Anne Cummings	Marc T. Dral
Melanie Padilla	Melissa Ivelis Rabess	James St. Fort
Story Shawneequa Thompson		

Substitutes:

Jeanne Marie Baylock	Emil J. Bustamante	Tiffany Lyn Cassese
Damaris Coronado	Thomas B. Cruder	Katharine Cruz
Danielle DiFiore Wegryn	Luciana O. Esteves	Michela Maria Farina
Amanda M. Garcia	Allison Mednick Harris	Derek Lenard Holt, Jr.
Mira Lee	Sarah Regha	Brooke T. Spitzfaden
Adriel I. Vargas		

2020-2021 Title 1 SIA Science After-School Programs**Thomas Jefferson Arts Academy**

Recommended: That the following personnel be employed to participate in the 2020-2021 Title 1 SIA Science After-School Programs at Thomas Jefferson Arts Academy, from February 19, 2021 through June 30, 2021, afterschool hours 2:30 p.m. to 6:00 p.m. (hours are varied due to staff schedules).

Teachers: Salary: \$52.01 per hour not to exceed 189 hours per person. Total: \$9,829.89
 Account No. 20-238-100-100-84-00 Title 1 SIA 20/21 Funds

Veronica Ugonwa Arachie (18)	Robert Henry Fontaine (18)	Sabrina Jagot (18)
Angela M. Monegro (18)	Diego F. Morales (18)	Adrienne F. Nelson (18)
Paul G. Rao (18)	Rubina Saghir (18)	Kathleen Elizabeth Schuyler-Figler (18)
Haxia C. Torres (9)	Angela Vitiello Traum (18)	

Substitutes:

Veronica Ugonwa Arachie	Robert Fontaine	Sabrina Jagot
Angela Monegro	Diego Morales	Adrienne Nelson
Paul Rao	Rubina Saghir	Kathleen Schuyler-Figler
Haxia Torres	Angela Traum	

CLASS & CLUB ADVISORS FOR THE 2020-2021 SCHOOL YEAR**Thomas A. Edison Career & Technical Academy**

Recommended: That the following personnel be employed as a Club Advisor at Thomas A. Edison Career & Technical Academy, for the 2020-2021 school year, September 11, 2020 through June 25, 2021.

Teachers: Salary: \$52.01 per hour not to exceed 20 hours per person.
Account No. 15-401-100-101-87-83

Edison Main

Laura L. Mucci (Literacy Club)

CHANGE OF NAMES

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

Daniella Marie Piegaro, Teacher-English, Thomas Jefferson Arts Academy **to Daniella Marie Piegaro Nabbi**

Barbie Stefanie Thomas, Teacher-Bilingual Self-Contained Grade 2, School No. 18 **to Barbie Stefanie Thomas Williams**

Subject to correction of error

BOARD OF EDUCATION

The Superintendent of Schools recommends approval of the following recommendations.

ADDITIONAL SERVICES**Division of Special Projects**

Recommended: That the following school nurses be employed to provide COVID-19 Vaccinations on an as needed basis from January 1, 2021 through June 30, 2021, at \$52.01 per hour. Hours will vary based on need, but not to exceed a combined total of 324 hours each week. Not to exceed a grand total of \$353,877.

Account No. 20-477-200-100-00-00

Last Name	First Name	Location
Agulefo	Dorothy Uzoma	School No. 9 (Annex)
Aleman	Alicia	Halsey Academy
Arnaud	Mary Louise	School No. 18
Augustine	Alessandra	School No. 5
Azu	Maureen	School No. 26
Baker	Sandra J.	Edison Academy (Annex)
Blackshear	Cheryl	School No. 6
Boone-Koon	Naimah Shakira	School No. 8
Cardona	Sharon Melina	School No. 4, School No. 28
Concepcion	Martha C	School No. 9
Crincoli	Nicole M.	ECC School No. 50
Downey	Zenaida Resane	Hamilton Academy
Eboh	Aloysius Onyegbulem	School No. 30
Egbutu	Chikanele Ndid	School No. 6
Enriquez	Olga Lucia	Early Childhood Floater
Felder-Brown	Betty	School No. 23
Fraizer	Veronica Valentine	Community Centers
Gallego	Melanie A.	School No. 22

Geiselhart	Maria A.	School No. 4
Gentile	Lisa M.	School No. 12
Gillon	Anna Elizabeth	School No. 14
Goncalves	Laura Nogueira	Halsey Academy (Annex)
Gourdine	Roslyn	School No. 14 (Annex)
Green	Ann M.	ECC School No. 52
Gustave	Nathalie	School No. 27
Haywood	Dorothy Renee	School 5B (Annex)
Hollis	Althea M.	School No. 1
Hydock	Nicole A.	Dwyer Academy
Jones	Donna M.	School No. 23
Jones	Dora	School No. 2
Josaphat	Fabiola T.	School No. 7
Korn	JoanMarie H.	Dwyer Academy
Kwarteng	Constance	School No. 19
LaBrutto	Maureen	School No. 16
Lado	Maria Adelina	School No. 21
Lieberman	Sivia Rina	EHS- Academy
Lopez Masias	Jeniffer D.	School No. 20
Luciano	Agata	Edison Academy
Lucich	Frederick J.	Jefferson Academy
Malczynska	Natalia	School No. 7
Mc Dowell	Tonya C.	School No. 28
Moore	LeSean Adele	School No. 25
Mucha	Marguerite G.	Jefferson Academy (Annex) & EHS-Academy
Noonan	Marie Terese	Mitchell Building
Odefemi	Oluwatomowo Abisola	Halsey Academy
Ogunyinka	Comfort Oyindamola	School No. 13
Parker	Pamela	School No. 30
Pereira	Liliana L.	School No. 27
Prettyman-Lucich	Christine	School No. 3
Small	Odeal A.	Academy of Finance
Sofia	Jill M.	Hamilton (Annex)
Stisi	Devann Lynn	School No. 15
Strahan	Karen Louise	School No. 22
Torres	Anthony	School No. 16 (Annex)
Vargas	Yenny	Early Childhood Floater
Velasquez	Marlene	Dwyer Academy (Annex) & School No. 18 (Annex)

Webb	Denean	ECC School No. 51
Zayas	Maria Antonia	School No. 29

INTERSCHOLASTIC ATHLETIC PROGRAMS

Recommended: That the following personnel be employed as athletic coaches in the Winter Interscholastic Athletic Program at Elizabeth High School, Monday through Sunday with varied hours. Basketball and Bowling virtual contact beginning on December 14, 2020. Practice starting date January 11, 2021 to season ending March 6, 2021. Swimming and Winter Track and Field virtual contact beginning on January 11, 2021 to season ending March 27, 2021. Girls Volleyball and Wrestling virtual contact beginning on from February 1, 2021. Practice starting on March 1, 2021 to season ending April 24, 2021.

Account No. 11-402-100-100-00-01-64

Name	Position	Stipend
<u>Basketball-Boys</u>		
Philip John Colicchio	Head Varsity Basketball Coach	\$11,217.00
Kevin Patrick Fallon	Assistant Varsity Basketball Coach	\$7,166.00
Darrell Sharod Lampley, Jr.	Assistant Varsity Basketball Coach	\$7,166.00
Kyle Christopher Just	Junior Varsity Basketball Coach	\$6,517.00
Lovens Jean Joseph	Freshman Basketball Coach	\$5,994.00
<u>Basketball-Girls</u>		
Kwao J. Taylor	Head Varsity Basketball Coach	\$11,217.00
Donald Johnson	Assistant Varsity Basketball Coach	\$7,166.00
Sondra Sophia Dubin	Assistant Varsity Basketball Coach	\$7,166.00
Thomas B. Cruder	Junior Varsity Basketball Coach	\$6,328.00
Marija Ulic	Freshman Basketball Coach	\$5,819.00
<u>Winter Indoor Track Boys/Girls</u>		
Austin Issac-Jareau Holman	Head Boys Varsity Winter Track Coach	\$9,394.00
Anthony T. Williams	Assistant Varsity Boys Winter Fields Coach	\$6,368.00
Michael Anthony Sacca	Assistant Varsity Boys Winter Track Coach	\$6,368.00

Michael R. Penta	Head Girls Varsity Girls Winter Track Coach	\$9,394.00
Anthony A. Ziobro	Assistant Varsity Girls Winter Track Coach	\$6,368.00
Jennefer Cruz	Assistant Varsity Girls Winter Track Coach	\$6,368.00
<u>Wrestling</u>		
Ishmael Hasson Medley	Head Varsity Wrestling Coach	\$11,217.00
Akeema Jackson	Assistant Varsity Wrestling Coach	\$7,524.00
Ibrahim Halsey	Assistant Varsity Wrestling Coach	\$7,524.00
Michael A. Luna	Assistant Varsity Wrestling Coach (Girls)	\$7,524.00
Roberto Cerbone	Junio Varsity/Freshman Wrestling Coach	\$6,517.00
<u>Swimming Boys/Girls</u>		
Lisa Sayers	Head Varsity Swimming Coach	\$9,394.00
Rene Cras	Assistant Varsity Swimming Coach	\$6,368.00
Vanessa Clarke	Assistant Varsity Swimming Coach	\$6,368.00
<u>Bowling</u>		
Jeffrey David Koch	Head Varsity Bowling Coach	\$6,052.00
<u>Cheerleading</u>		
Sandra Michelle Evaristo	Head Varsity Cheerleading Coach	\$6,052.00

Subject to correction of error

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Tuitions Report
Elizabeth, N.J.
February 25, 2021

The Superintendent of Schools recommends approval of the following:

1. That tuition be paid for students for the 2020-2021 School Year, as filed in the office of the School Business Administrator/Board Secretary.
2. That payment of tuition for students, as filed in the office of the School Business Administrator/Board Secretary, be and is hereby rescinded.

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Supplemental Tuitions Report
Elizabeth, N.J.
February 25, 2021

The Superintendent of Schools recommends approval of the following:

1. That tuition be paid for students for the 2020-2021 School Year, as filed in the office of the School Business Administrator/Board Secretary.
2. That payment of tuition for students, as filed in the office of the School Business Administrator/Board Secretary, be and is hereby rescinded.

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YSuperintendent's Report
February 25, 2021**CONSIDERATIONS**

1. Request from Daphne C. Marchetti, Director of Elementary & Secondary Education, for the following personnel Vivian Mary Castaño, Arlene Morales, Claudia Pelaez, Melissa Rabess and Denise Renda to attend the Rutgers Center for Literacy Development webinar "Never has Conferring about Writing been so Important" by Lucy Calkins on February 18, 2021 at a cost not to exceed \$150.00 to be charged to Account No. 11-000-221-320-94-00-61.
2. Request from Daphne C. Marchetti, Director of Elementary & Secondary Education, for the following personnel Vivian Mary Castaño, Arlene Morales, Claudia Pelaez, Melissa Rabess and Denise Renda to attend the Rutgers Center for Literacy Development webinar "The Science of Reading Combine with the Art of Teaching Reading: What it means for Classroom Practice" by P. David Pearson and Timothy Rasinski on March 18, 2021 at a cost not to exceed \$150.00 to be charged to Account No. 11-000-221-320-94-00-61.
3. Request from Kathy Badalis, Director of Staff Development & Innovative Programs for the following personnel from the Jewish Educational Center-nonpublic, Malkie Singfer, Feige Engel and Bonnie Drazen to attend Heinemann virtual professional development training "Benchmark Assessment system; Phonics, Spelling and Word Study and Reading Minilessons from February 26, 2021 through June 30, 2021 at a cost not to exceed \$500.00 to be charged to Account No. 20-275-200-320-45-00.

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Superintendent's Report
February 25, 2021

HARASSMENT, INTIMIDATION AND BULLYING (HIB) INVESTIGATIVE REPORT

<u>File Number</u>	<u>Investigation Results</u>	<u>Actions Taken</u>
220322	Unfounded	Contacted Parents, Student Conference, Parent Conference, Student Counseling.
220393	Unfounded	Contacted Parents, Student Conference, Parent Conference.

ELIZABETH BOARD OF EDUCATION:

The Superintendent of Schools recommends approval of the following recommendations.

AUTHORIZATION TO APPLY

Recommended: That the Elizabeth Board of Education be authorized to apply for the Harvard RIDES Intensive Clinic Taking Action for Equity Improvement at the District Level grant opportunity, March 1, 2021 and March 8, 2021, at no cost to the Board.

AUTHORIZATION TO PARTICIPATE

Recommended: That students in Terence C. Reilly School No. 7, William F. Halloran School No. 22, Dr. Orlando Edreira Academy School No. 26 @ 31, Dr. Antonia Pantoja School No. 27, Dr. Albert Einstein Academy School No. 29 and EHS-Frank J. Cicarell Academy be authorized to participate in an after-school tutoring/collaborations with Westfield High School Strings students. This collaboration will take place virtually and be open to any students from the above listed schools to participate after school on a volunteer basis. It is the goal that when the pandemic is eliminated, the students will work towards a collaborative Music in the Parks for the public. This event is no cost to the Board and does not require transportation.

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

That **Kenneth Egri**, Sixth, Seventh & Eighth Grade Science Teacher, Madison Monroe School No. 16, be authorized to participate in the Provisional Teacher Program and that the teacher, Kenneth Egri, 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 February 28, 2021 through January 31, 2022, 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.

That **Emmanuel Kostis**, Physical Education & Health Teacher, Joseph Battin School No. 4 (.4), Sonia Sotomayor School No. 25 (.4) and Winfield Scott School No. 2 (.2), be authorized to participate in the Provisional Teacher Program and that the teacher, Emmanuel Kostis, 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 February 28, 2021 through January 31, 2022,, 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.

DONATIONS

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

\$551.65 value in supplies from DonorsChoose.org for third grade students at Terence C. Reilly School No. 7.

Seat Sack Medium 15 in Original Black	25 @	\$12.89
Califone Earbud – Economy with 3.5mm Plug	15 @	\$ 2.96
Binder 7x10 in clear vinyl pouch pack of 24	1 @	\$26.99

Elizabeth, N.J., February 25, 2021

The Superintendent of Schools recommends approval of the following:

A. AUTHORIZATION TO PAY VOUCHERS

1.	Eric M. Bernstein & Associates, LLC (Legal Services)		315.00
2.	Brown & Connery, LLC (Legal Services)		1,395.00
3.	Busch Law Group, LLC (Legal Services)		280.00
4.	DeCotiis, Fitzpatrick & Cole, LLP (Legal Services)		60,598.04
5.	DiFrancesco Bateman Kunzman Davis Lehrer & Flaum, PC (Legal Services)		21,424.22
6. *	Egenolf Early Childhood Center (Pre-K Student Tuition – February 2021)		226,642.90
7.	E I Associates, Architects & Engineers, PA (Addition of HVAC – School Nos. 2, 15, 16 & 19)		2,400.00
8. *	Elizabethport Presbyterian Center (Pre-K Student Tuition – February 2021)		141,106.10
9.	EPG Brokerage (Consulting Fee 2/1-28/21)		7,083.33
10.	First MCO, Inc. (WC Managed Care Premium 2/1/21-2/28/21)		3,000.00
11.	In-Line Air Conditioning Co., Inc. (Replace 25 Ton Rooftop Unit – School No. 50)		42,117.37
12. *	Jefferson Park Day Care Center (Pre-K Student Tuition – February 2021)		113,800.99
13.	Kanter Antonelli, P.C. (Legal Services)		6,109.30
14.	Kologi Simitz Counselors at Law (Legal Services)		1,365.00
15.	LaCorte, Bundy, Varady & Kinsella Attorneys at Law (Legal Services)		17,749.25
16. *	Leaguers, Inc. (Pre-K Student Tuition – February 2021)		128,765.10
17.	Lerch, Vinci & Higgins, LLP (Accounting Services)		8,977.50
18. *	Little School House (Pre-K Student Tuition – February 2021)		126,289.50

19.	Louis C. Mai, CPA & Associates (Treasurer of School Moneys – December)		3,950.00
20.	Mandelbaum Salsburg, P.C. (Legal Services)		2,800.00
21.	Netta Architects, LLC (Security Consulting & Alyssa's Law Grant Preparation)		5,652.50
22. *	Proceed I Early Childhood Development Center (Pre-K Student Tuition – February 2021)		89,291.20
23. *	Proceed II Early Childhood Development Center (Pre-K Student Tuition – February 2021)		96,247.60
24.	Renaud & DeAppolonio, LLC (Legal Services)		402.50
25.	Rogut McCarthy, LLC (Legal Services)		218.75
26.	Strategic Message Management, Inc. (Services Rendered 1/18/21 to 2/15/21)		6,637.50
27.	Suplee, Clooney & Company (2019-2020 Audit)		178,400.00
28.	USA Architects (Invasive Masonry Exploration – School No. 4) (Design Services Parapet & Roof Replacement – School No. 4)	2,500.00 18.74	2,518.74
29.	Whitman (Environmental Services – School No. 51) (Environmental Services – School No. 25) (Environmental Services – School No. 25) (Biennial Certification/Annual Inspection – Jefferson Academy) (Sentinel Monitoring Well – School No. 51) (Sentinel Monitoring Well – School No. 51)	294.50 1,014.00 6,350.00 426.50 1,359.67 124.00	9,568.67
30. *	Wonder World (Pre-K Student Tuition – February 2021)		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 \$97,737.00 to the Workers' Compensation Account for the 2020-2021 school year.

Supplemental Finance Report
Transfer of Funds

February 18, 2021

TRANSFER OF FUNDS 2020-2021

<u>Account Number</u>	<u>Description</u>	<u>Amount</u>
FROM:		
11-000-252-610-94-41-40-	SUPPLIES TECHNOLOGY	(60,000)
11-190-100-610-94-00-44-	MATERIALS AND SUPPLIES	(4,400)
11-000-251-890-94-00-44-	MISCELLANEOUS EXP.BUISNESS	(7,500)
11-190-100-610-94-00-44-	MATERIALS AND SUPPLIES	(100)
11-000-221-320-00-00-44-	PURCHASED PROFESSIONAL SERVICES	(5,000)
11-000-291-270-00-00--	HEALTH BENEFITS	(300,000)
11-000-291-220-00-00--	SOCIAL SECURITY	(95,845)
11-000-261-420-01-00-00-	SCHOOL FACILITIES MAINTENANCE	(4,728)
11-000-270-514-95-02--	SHOREVAN - SPECIAL EDUCATION	(12,000)
11-000-252-420-94-46-44-	FEMA TECHNOLOGY MAINTENANCE	(31,480)
11-000-270-511-95-04--	DURHAM - MAGNET SCHOOLS	(1,500,000)
11-000-270-511-94-02--	SHOREVANS - EARLY CHILDHOOD	(500,000)
		(2,521,053)
TO:		
11-000-230-530-94-41-40-	TELEPHONE	60,000
11-000-221-420-94-00-68-	STUDENT SERVICES - CLEANING, REPAIR, MAINT	4,400
11-000-230-890-94-00-41-	MISCELLANEOUS EXPENSE	7,500
11-000-230-890-94-00-41-	MISCELLANEOUS EXPENSE	100
11-000-230-332-94-00--	OTHER PROFESSIONAL SERVICES - AUDIT FEES	5,000
11-000-291-241-00-00--	OTHER RETIREMENT CONTRIBUTIONS - PERS	395,845
11-000-262-441-94-00-44-	RENTAL LAND AND BUILDINGS	4,728
11-000-270-518-81-02--	CONTRACTED SERVICES - OTHER COUNTY COMMISSION	12,000
11-000-251-420-94-00-44-	COMPTROLLER MAINTENANCE	31,480
11-000-291-220-00-00--	SOCIAL SECURITY	2,000,000
		2,521,053
Total Fund 11		-
FROM:		
15-244-100-101-28-00--	ESL IN CLASS SUPPORT SALARIES	(1,789)
15-130-100-101-08-00--	GRADES 6-8 TEACHERS - SALARIES	(58,100)
15-000-222-100-01-00--	LIBRARIAN/MEDIA SPECIALIST SALARIES	(27,500)
15-120-100-101-19-00--	GRADE 1-5 TEACHER SALARIES	(95,976)
15-120-100-101-01-00--	GRADE 1-5 TEACHER SALARIES	(54,865)
15-120-100-101-02-00--	GRADE 1-5 TEACHERS - SALARIES	(18,800)
15-120-100-101-01-00--	GRADE 1-5 TEACHER SALARIES	(13,520)
15-000-222-100-02-00--	LIBRARIAN/MEDIA SPECILIST SALARIES	(3,500)
		(274,050)

Supplemental Finance Report
Transfer of Funds

February 18, 2021

TRANSFER OF FUNDS 2020-2021

<u>Account Number</u>	<u>Description</u>	<u>Amount</u>
TO:		
15-000-222-100-28-00--	LIBRARIAN/MEDIA SPECIALIST SALARIES	1,789
15-120-100-101-08-00-23-	GRADE 1-5 SALARIES - TUTORS	58,100
15-000-222-100-28-00--	LIBRARIAN/MEDIA SPECIALIST SALARIES	27,500
15-241-100-101-19-01--	BILINGUAL SELF CONTAINED KINDERGARTEN SALARIES	95,976
15-000-260-110-01-30--	SECURITY GUARD SALARIES	2,255
15-000-240-105-01-00--	SECRETARIAL SALARIES	3,000
15-244-100-101-01-00--	ESL IN CLASS SUPPORT SALARIES	3,900
15-000-218-104-01-00--	GUIDANCE COUNSELOR SALARIES	4,360
15-120-100-101-01-00-20-	GRADE 1-5 SALARIES - TEACHER SPECIALIST	41,350
15-213-100-101-02-00--	RESOURCE ROOM/CENTER SALARIES	2,610
15-243-100-101-02-00--	BILINGUAL IN CLASS SUPPORT SALARIES	15,710
15-190-100-106-02-01--	KINDERGARTEN ASSISTANT SALARIES	17,500
		274,050
Total Fund 15		-
FROM:		
20-245-100-600-00-00--	ESEA TITLE III IMMIGRANT 20/21: INSTRUCTIONAL SUPPLIES	(26,005)
20-276-200-600-46-00--	ESEA TITLE II A 20/21: NON-INSTRUCTIONAL SUPPLIES	(416)
20-276-200-320-46-00--	ESEA TITLE II A 20/21: PROFESSIONAL DEVELOPMENT(OLGA)	(4,500)
20-276-200-100-00-00--	ESEA TITLE II A 20/21: SUPPORT SALARIES	(206,200)
		(237,121)
TO:		
20-245-100-100-00-02--	ESEA TITLE III IMMIGRANT 20/21: TEACHER SALARIES	26,005
20-276-200-600-45-00--	ESEA 20/21 TITLE II A: NON-INSTRUCTIONAL SUPPLIES (JEWISH EDUC	96
20-276-200-320-00-00--	ESEA TITLE II A 20/21: PROFESSIONAL DEVELOPMENT (COLLEGE BOA	4,820
20-276-100-100-00-00--	ESEA TITLE II A 20/21: TEACHER SALARIES	206,200
		237,121
Total Fund 20		-

BOARD OF EDUCATION

The Superintendent of Schools recommends approval of the following:

CONTRACT WITH BRAHN CAREER EDUCATIONAL CONSULTING SERVICES, LLC

As recommended by Kathy Badalis, Director of Staff Development & Innovative Programs, that the Elizabeth Board of Education enter into contract with Brahn Career Educational Consulting Services, LLC, Elizabeth, NJ, to present virtual ESSA for the 2020-2021 academic school year, Title I Parental and Family Engagement workshops at the following district schools: Winfield Scott School No. 2, Terence C. Reilly School No. 7, Elmora School No. 12, Christopher Columbus School No. 15, William Halloran School No. 22, Chessie Dentley Roberts Academy School No. 30, Admiral William F. Halsey, Jr. Health & Public Safety Academy, Toussaint L'Ouverture-Marquis de Lafayette School No. 6, iPrep Academy School No. 8, Abraham Lincoln School No. 14, Robert Morris School No. 18 and Juan Pablo Duarte-Jose Julian Marti School No. 28, from January 25, 2021 through June 30, 2021, in an amount not to exceed \$7,200.00 (12 sessions @ \$600.00 per session), in accordance with N.J.S.A.18A:18A-3.

CONTRACT WITH BRAHN CAREER EDUCATIONAL CONSULTING SERVICES, LLC

As recommended by Kathy Badalis, Director of Staff Development & Innovative Programs, that the Elizabeth Board of Education enter into contract with Brahn Career Educational Consulting Services, LLC, Elizabeth, NJ, to present virtual ESSA for the 2020-2021 academic school year, Title I Parental and Family Engagement workshops at the following district schools: George Washington Academy of Science & Engineering School No. 1, Madison-Monroe School No. 16, Mabel G. Holmes School No. 5, Jerome Dunn Academy of Mathematics, Technology and the Arts School No. 9, Nicholas Murray Butler School No. 23, Thomas Jefferson Arts Academy, J. Christian Bollwage Finance Academy, Nicholas S. LaCorte-Peterstown School No. 3, Woodrow Wilson School No. 19, Dr. Albert Einstein Academy School No. 29 and Thomas A. Edison Career & Technical Academy, from February 26, 2021 through June 30, 2021, in an amount not to exceed \$13,200.00 (22 sessions @ \$600.00 per session), in accordance with N.J.S.A.18A:18A-3.

CONTRACT WITH HEWLETT PACKARD CO.

As recommended by Kathy Badalis, Director of Staff Development & Innovative Programs, that the Elizabeth Board of Education enter in to contract with Hewlett Packard Co., Palo Alto, CA, for the purchase of 30 HP Laptop computers for students at Thomas Jefferson Arts Academy to enhance their learning capabilities and problem solving skills across all content areas in grades 9 thru 12, (under State of New Jersey Contract # 89974) in an amount not to exceed \$32,115.00, in accordance with N.J.S.A.18A:18A-10.

CONTRACT WITH DR. DAVIDA LINDAY-HAREWOOD - DHL ENTERPRISES

As recommended by Aaron Goldblatt, Director of Curriculum and Instruction, that the Elizabeth Board of Education enter into contract with Dr. Davida Lindsay-Harwood of DLH Enterprises, Clifton, NJ, to conduct five (5) virtual professional development workshops to selected teachers in grades K-12 providing an overview of the Executive Summary findings, the intent of the Amistad Mandate and to review curricular enhancements capturing the accomplishments and rich History of African Americans in the United States completed by Elizabeth Public Schools, at a cost not to exceed \$12,500.00, in accordance with N.J.S.A.18A:18A-3.

CONTRACT WITH UNDERWOOD DISTRIBUTING COMPANY

As recommended by Daphne Marchetti, Director of Elementary & Secondary Education, that the Elizabeth Board of Education enter into contract with Underwood Distributing Company, Grand Rapid, MI, to provide for 4,906 calculator licenses. Due to remote instruction, the TI-84 graphing calculator software will provide students with the necessary tools for the remote instruction and preparation for the New Jersey Student Learning Assessment and Advanced Placement testing, for the 2020-2021 school year, in an amount not to exceed \$53,230.10, 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 MUSIC.COM

As recommended by Tracey Monteiro, Supervisor of Visual & Performing Arts, that the Elizabeth Board of Education enter into contract with Quaver Music.com, Nashville, TN, to provide for 30 licenses for teachers to assist in the Social Emotional Learning (SEL) Program for grades K-8 in the following district schools: George Washington Academy of Science & Engineering School No. 1, Winfield Scott School No. 2, Nicholas S. LaCorte – Peterstown School No. 3, Joseph Battin School No. 4, Mabel G. Holmes School No. 5, Toussaint L'Ouverture – Marquis de Lafayette School No. 6, Terence C. Reilly School No. 7, iPrep Academy School No. 8, Jerome Dunn Academy of Mathematics, Technology and the Arts School No. 9, Elmora School No. 12, Benjamin Franklin School No. 13, Abraham Lincoln School No. 14, Christopher Columbus School No. 15, Madison-Monroe School No. 16, Robert Morris School No. 18, Woodrow Wilson School No. 19, John Marshall School No. 20, Victor Mravlag School No. 21, William F. Halloran School No. 22, Nicholas Murray Butler School No. 23, Sonia Sotomayor School No. 25, Dr. Orlando Edreira Academy School No. 26, Dr. Antonia Pantoja School No. 27, Juan Pablo Duarte–Jose Julian Marti School No. 28, Dr. Albert Einstein Academy School No. 29 and Chessie Dentley Roberts Academy School No. 30, in an amount not to exceed \$54,600.00 for the 2020-2021 school year, in accordance with N.J.S.A.18A:18A-5a(19) maintenance of proprietary computer hardware and software

CONTRACT WITH HOUGHTON MIFFLIN HARCOURT

As recommended by Sandra Nunes, Director of Bilingual/ESL Education, that the Elizabeth Board of Education enter into contract with Houghton Mifflin Harcourt, Orlando, FL, to provide for a virtual professional development for bilingual teachers in grades K-3, this company uniquely addresses the literacy needs specific to English Language Learners via their English Language Development component and differentiated opportunities and best literacy practices, from March 1, 2021 thru June 30, 2021, in an amount not to exceed \$17,600.00, in accordance with N.J.S.A.18A:18A-3.

CONTRACT WITH TEACHER TUTORS

As recommended by Diana Pinto-Gomez, Director of Special Services, that the Elizabeth Board of Education enter into a contract with Teacher Tutors, LLC, Livingston, NJ, to provide for educational services for special education student M.M. at a cost of \$85.00 per hour, total of 60 sessions, in an amount not to exceed \$5,100.00 for the 2020-2021 school year, effective December 1, 2020, in accordance with N.J.S.A.18A:18A-3.

CONTRACT WITH TRANSPERFECT INTERNATIONAL, LLC

As recommended by Diana Pinto-Gomez, Director of Special Services, that the Elizabeth Board of Education enter into a contract with Transperfect International, LLC, NY, to provide for on-site and over the phone interpreting services for the 2020-2021 academic school year, effective January 25, 2021 through June 30, 2021, in the amount not to exceed \$2,500.00, in accordance with N.J.S.A.18A:18A-3.

CONTRACT WITH BREAKING THE CYCLE

As recommended by Peter Vosseler, Supervisor of Anti-Bullying/EEOC, that the Elizabeth Board of Education enter into a contract with Breaking the Cycle, Ulster, NY, to conduct various virtual school-wide anti-bullying assemblies throughout various district schools, scheduled to be determined by each school, from January 27, 2021 through June 30, 2021, at no cost to the Board, accordance with N.J.S.A.18A:18A-1 *et seq.*

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Supplemental Award of Contracts Report
Award of Contracts, etc.

Elizabeth, N.J., February 25, 2021

BOARD OF EDUCATION:

The Superintendent of Schools recommends approval of the following

CONTRACT WITH DETAIL ASSOCIATES

As recommended by Luis Couto, Director of Plant, Property and Equipment, that the Elizabeth Board of Education enter into a professional services contract with Detail Associates, Englewood, NJ, to provide for re-inspections of environmental services for the District-Wide 6 month A.H.E.R.A (Asbestos Hazard Emergency Responses Act), in an amount not to exceed \$25,000.00, plus reimbursable in accordance with N.J.S.A.18A:18A-5a (1).

CONTRACT WITH IN-LINE HEATING & AIR CONDITIONING CO., INC.

As recommended by Luis R. Couto, Director of Plant, Property and Equipment, that the Elizabeth Board of Education enter into a contract with In-Line Heating & Air Conditioning Co., Inc., Bayonne, NJ, to replace none (9) Airedale Units in the Classrooms at Sonia Sotomayor School No. 25, (under The Educational Services Commission of New Jersey Co-op #65MCESCCPS, ESCNJ Bid # 19/20-13), in an amount not to exceed \$364,070.17, as provided in accordance with the provisions of N.J.S.A.18A:18A-10

CONTRACT WITH VISUAL ARTS CENTER OF NEW JERSEY

As recommended by Tracy Monteiro, Supervisor of Visual & Performing Art, that the Elizabeth Board of Education enter into contract with the Visual Arts Center of New Jersey, Summit, NJ, to conduct a virtual "Teacher's Symposium" program for up to sixty (60) visual art teachers from Elizabeth Public School, including an enhanced introduction to new artistic techniques and approaches to teaching and learning art through the integration of the New Jersey Standards for the 2020-2021 school year, at cost not to exceed \$4,500.00, in accordance with N.J.S.A. 18A:18A-3.

CONTRACT WITH VISUAL ARTS CENTER OF NEW JERSEY

As recommended by Tracy Monteiro, Supervisor of Visual & Performing Art, that the Elizabeth Board of Education enter into contract with the Visual Arts Center of New Jersey, Summit, NJ, to provide virtual enrichment courses to the Thomas Jefferson Arts Academy students for the 2020-2021 academic year and to provide a “Sequential Learning Museum Program” for art students attending Thomas Jefferson Arts Academy in grades 9 through 12, at a cost not to exceed \$21,150.00, in accordance with N.J.S.A. 18A:18A-3.

CONTRACT WITH SILVERGATE PREPARATORY, LLC

As recommended by Diana Pinto-Gomez, Director Special Services, that the Elizabeth Board of Education enter into contract with Silvergate Preparatory, LLC, Bridgewater, NJ, to provide for bedside instructions for students placed in their facilities for the 2020-2021 school year, at rate of \$49.03 per hour, effective December 1, 2020 through June 30, 2021, in the total amount not to exceed \$3,000.00, in accordance with N.J.S.A.18A:18A-3

BOARD OF EDUCATION**RESOLUTION****“NATIONAL NUTRITION MONTH”**

WHEREAS, the Elizabeth Board of Education recognizes the importance of National Nutrition Month, established by Joint Resolution of Congress in 1972, and observed nationwide during the month of March, and

WHEREAS, the future of our City rests in the sound health and general well-being of our children, and

WHEREAS, proper diet is essential to good health and intellectual development and diet is an important part of disease prevention, and

WHEREAS, learning about nutrition, healthy and wise food choices early in life provides valuable information and an appreciation of a healthy life-style, and

WHEREAS, obesity and other diseases are related to poor food choices and poor nutritional habits which affect the child's learning experiences, and

WHEREAS, there is evidence of continued need for nutrition education and the awareness of the contributions of school breakfast and lunch programs to the students' ability to concentrate and improve academic performance

WHEREAS, these nutrition programs are an integral part of the students' day, utilizing time and space, in the school building, contributes to learning and developing of good eating habits, and

NOW, THEREFORE, BE IT RESOLVED, that the members of the Elizabeth Board of Education hereby proclaim and recognize the month of March 2021 as

NATIONAL NUTRITION MONTH

to foster good eating habits in children and adults.

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

BOARD OF EDUCATION

RESOLUTION

“NATIONAL SCHOOL BREAKFAST WEEK”

WHEREAS, breakfast programs can increase educational achievement, improve child health, decrease classroom disruptions and discipline problems, and improve school attendance; and

WHEREAS, there is evidence that concentrating more on calories early in the day, at breakfast, results in better weight control because the body uses the calories more efficiently over the course of the day; and

WHEREAS, the School Breakfast Program increases a child’s readiness to learn and so enables them to obtain the full benefits from instruction while providing solid nourishment for physical growth; and

WHEREAS, nearly 5,000 Elizabeth students choose a school breakfast each day; and

WHEREAS, a recent USDA study clearly revealed that those who eat breakfast high in sugar have a short attention span and are less able to concentrate.

NOW, THEREFORE, BE IT RESOLVED, that in order to provide every child in the Elizabeth Public Schools the opportunity to reach their full potential by starting the day with a nutritious breakfast, the Elizabeth Board of Education observes the week of March 8-12, 2021 as

“NATIONAL SCHOOL BREAKFAST WEEK”

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

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Y**BOARD OF EDUCATION****RESOLUTION****“NATIONAL SCHOOL SOCIAL WORKERS’ WEEK”**

WHEREAS, the Elizabeth Public Schools are fortunate to have well-trained and skilled School Social Workers on staff who are totally dedicated to helping our students reach their full potential as human beings, and

WHEREAS, Elizabeth School Social Workers provide supportive services to students, schools, families, and the community through crisis intervention, individual and group counseling, support groups, student/family advocacy, policy and procedure development, transition services, social/developmental assessments, and information and referral services, and

WHEREAS, students today face many, and often serious, social and emotional problems that threaten their ability to learn effectively and inhibit their progress toward becoming productive and happy adults, and

WHEREAS, Elizabeth School Social Workers daily activities are viewed as a vital part of the education process and focus on removing these barriers to learning, maximizing academic opportunities, promoting safe schools, and ensuring education success for all.

NOW, THEREFORE, BE IT RESOLVED, that the members of the Elizabeth Board of Education do hereby proclaim the week of March 7-13, 2021, as

“NATIONAL SCHOOL SOCIAL WORKERS’ WEEK”

in recognition of the Elizabeth Public Schools’ Social Workers and the outstanding, altruistic service they provide each day in preparing our students to become responsible, productive, and successful members of society.

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

BOARD OF EDUCATION**RESOLUTION****“READ ACROSS AMERICA”**

WHEREAS, the members of the Elizabeth Board of Education firmly believe that reading is a major catalyst in the quest for student academic success and in the development of the skills and knowledge all of our graduates must possess to secure good and rewarding jobs, and

WHEREAS, there is little doubt that reading is key to lifelong learning and personal growth, and

WHEREAS, the Elizabeth Board of Education has consistently encouraged and supported the efforts of our community to become involved in the education of our youth, understanding that this initial investment in our children will ultimately contribute to our city’s well-being and to its residents’ quality of life, and

WHEREAS, “Read Across America” is a national event celebrated in March each year on the birthday of the well-known children’s author, Dr. Seuss, and

WHEREAS, “Read Across America” is designed to encourage children to read and adults to become involved in the education of their communities’ children.

NOW, THEREFORE, BE IT RESOLVED, that the members of the Board of Education enthusiastically endorse the “Read Across America” event and urge students, staff and community members to take part in all of the “Read Across America” activities that will take place on March 2, 2021, which are designed to help America’s children become the best readers in the world.

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

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Y**BOARD OF EDUCATION****RESOLUTION****“ST. JOSEPH’S DAY”**

WHEREAS, March 19th has traditionally been known throughout the world as a Christian feast day honoring St. Joseph, and

WHEREAS, within the United States, in recent years, the date of March 19th has taken on additional meaning, and

WHEREAS, every year on March 19th, the contributions of Italian-Americans are enumerated and recognized by celebrating St. Joseph’s Day, by wearing and displaying the color red, and by preparing St. Joseph Tables to honor the patron saint, and

WHEREAS, the people of this nation have benefited greatly from all that Italian-Americans have done to make the United States the remarkable country it is today, and

WHEREAS, the history of our own City of Elizabeth is especially rich with stories concerning Italian immigrants’ contributions in support of the growth and development of this city, and

WHEREAS, the traditions, stories, music, humor, religion, and history of Italian-Americans have enriched all of our lives.

NOW, THEREFORE, BE IT RESOLVED, that the members of the Elizabeth Board of Education acknowledge all that Italian-Americans have done to make our nation, state, and city a wonderful place to live, grow, and raise families.

BE IT FURTHER RESOLVED, that the resolution be spread on the official minutes of the Board of Educations.

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Y**BOARD OF EDUCATION****RESOLUTION****“ST. PATRICK’S DAY”**

WHEREAS, March 17th has traditionally been known throughout the world as a Christian feast day honoring St. Patrick, and

WHEREAS, within the United States, in recent years, St. Patrick’s Day has taken on additional meaning, and

WHEREAS, St. Patrick’s Day is a traditional day for spiritual renewal and offering prayers for missionaries worldwide, and

WHEREAS, every year on March 17th, this country now pauses for a moment to remember Irish-Americans, both living and dead, who contributed to the growth and development of our nation by celebrating St. Patrick’s Day and by displaying and wearing the colors green and gold, and

WHEREAS, the people of this nation have benefited greatly from all that Irish-Americans have done to make the United States a prosperous nation, and

WHEREAS, the history of our own City of Elizabeth is especially rich with stories concerning Irish immigrants’ contributions toward the advancement of our city, and

WHEREAS, the traditions, stories, music, humor, religion, and history of Irish-Americans have enriched all of our lives.

NOW, THEREFORE, BE IT RESOLVED, that the members of the Elizabeth Board of Education acknowledge all that Irish-Americans have done to make our nation, state, and city a wonderful place to live, grow, and raise families.

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

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Y**BOARD OF EDUCATION****RESOLUTION****“WOMEN’S HISTORY MONTH”**

WHEREAS, throughout our history, women of all backgrounds and beliefs have played a substantial and significant role in the growth and development of the United States of America, and

WHEREAS, with courage, determination, and pride, women have fought both to be recognized for their achievements and for just and equal treatment as citizens of this country, and

WHEREAS, it is important that our students be made aware of the valuable and significant contributions of women to all aspects of American life.

NOW, THEREFORE, BE IT RESOLVED, that the members of the Elizabeth Board of Education proclaim the month of March 2021 as

“WOMEN’S HISTORY MONTH”

and urge all citizens to share in acknowledging the courageous battle women have waged throughout history for equality and justice.

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

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Y**BOARD OF EDUCATION****RESOLUTION****“YOUTH ART MONTH”**

WHEREAS, the arts are universal languages that bring beauty into people’s lives and provide for countless wonderful experiences through both active participation and sheer enjoyment, and

WHEREAS, school is the primary place for encouraging awareness of the arts, as well as for developing students’ artistic interests and talents, and

WHEREAS, there is tremendous learning potential for all children in the arts, and

WHEREAS, through the arts, children can develop a sense of security and purpose that can be carried forward into other areas of life experience.

NOW, THEREFORE, BE IT RESOLVED, that the members of the Elizabeth Board of Education do hereby proclaim the month of March 2021 as

“YOUTH ART MONTH”

and urge all citizens to support the arts programs in the Elizabeth Public Schools through participation in the classes and special activities planned by the outstanding art educators in our district.

BE IT FUTHER RESOLVED, that the resolution be spread on the official minutes of the Board of Education.

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Y**BOARD OF EDUCATION****RESOLUTION****PAYMENT FOR UNUSED SICK DAYS**

Recommended: That payment for accumulated and unused sick days for retired employees in accordance with collective negotiations agreements and state law, be approved.

Maria Fabiano	\$ 6,018.38
Harry Huber III	\$ 5,761.25
Orlando Lopez Acevedo	\$ 1,075.00
Angela Ruiz	\$ 2,170.00
Nestor Suero	\$ 1,000.00

BOARD OF EDUCATION**RESOLUTION****PAYMENT FOR UNUSED VACATION DAYS**

Recommended: That payment for accumulated and unused vacation days for employees in accordance with collective negotiations agreements and state law, be approved:

Maria Fabiano	\$10,983.23
Wilson Gonzalez	\$10,614.38
Luz Lopez	\$ 2,129.14
Orlando Lopez Acevedo	\$ 2,176.39
Angela Ruiz	\$ 3,109.26
Nestor Suero	\$ 3,501.63

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Y**BOARD OF EDUCATION****RESOLUTION****QUALIFYING AND APPOINTING SPECIAL COUNSEL
TO REPRESENT THE ELIZABETH BOARD OF EDUCATION**

WHEREAS, in order to carry out the business and responsibilities of the Board, the Board has determined that it will require the continued provision of professional services relating to document production (the “services”) for the Board; and

WHEREAS, the contracting for such services are exempt from public bidding requirements as a professional service pursuant to N.J.S.A. 18A:18A-5(a)1.

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. Critchley, Kinum & Denoia LLC (with offices located in Roseland, NJ) is appointed to be the Board’s Special Counsel commencing on February 26, 2021.
3. The Board’s Counsel shall prepare a contract for such services to be presented and approved by the Board at its next regular meeting.
4. The Board Secretary shall promptly cause a brief notice to be placed in an official newspaper, stating the nature, duration, service and amount of the contract, and that a copy of the resolution and contract are on file and available for public inspection in the office of the Board, pursuant to N.J.S.A. 18A:18A-5(a)1.
5. 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.
6. This Resolution shall take effect immediately.

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Y**BOARD OF EDUCATION****RESOLUTION****APPROVAL OF THE CORRECTIVE ACTION PLAN
FOR THE YEAR ENDED JUNE 30, 2020**

WHEREAS, on or about January 19, 2021 the District filed its Comprehensive Annual Financial Report (CAFR) for the year ended June 30, 2020 and Independent Auditors Reports thereon with the New Jersey Department of Education; and

WHEREAS, at the January 21, 2021 meeting of the Elizabeth Board of Education Mr. John Swisher, Partner, Suplee Clooney & Company, presented a report on the independent audit of the District's June 30, 2020 financial statements and reported that the District's financial statements are fairly stated with an unmodified auditor's opinion thereon; and

WHEREAS, the District has prepared a Corrective Action Plan for adoption by the Board of Education to enact recommended practices set forth in the Auditors Management Report (AMR); and

WHEREAS, the Board of Education is required by regulation (N.J.A.C.18A:23-5) to publicly review and discuss (1) the findings and recommendations contained in the AMR at a public meeting of the Board of Education, and (2) the Corrective Action Plan to be adopted by the Board of Education.

NOW, THEREFORE, BE IT RESOLVED that the Elizabeth Board of Education adopts the Corrective Action Plan to address the findings and recommendations that were made in the AMR and that the Corrective Action Plan be implemented.

BE IT FURTHER RESOLVED that the reading and discussion of the acceptance of and discussion of the Corrective Action Plan be duly noted in the minutes of the Elizabeth Board of Education.

BOARD OF EDUCATION

RESOLUTION

WHEREAS, the attorney of record on behalf of the Elizabeth Board of Education has recommended settlement of C. L-F. v. Elizabeth Board of Education, OAL Docket. No. EDU 00603-2020N Agency Ref. No.:313-12/19; and

WHEREAS, the Board has determined it to be in the best interest to settle this matter as recommended in the settlement agreement.

NOW, THEREFORE, BE IT RESOLVED that the foregoing litigation is resolved and approved for a settlement; and it is

FURTHER RESOLVED that the attorney of record for the Elizabeth Board of Education is authorized to resolve the matter within the authority referenced above, bearing the signature of Heather Savage-Ford, Esq, which shall be filed in the Legal Department.

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Y**BOARD OF EDUCATION****RESOLUTION****CONSENT FOR TRANSFER OF LIQUOR LICENSE**

WHEREAS, Iliana Lopez and Belen Lounge has entered into contract to purchase a liquor license via a place-to-place transfer from DaSilva Bar & Restaurant & Pizzeria Corporation which will be placed at 345-347 Second Street, Elizabeth, New Jersey; and

WHEREAS, Dr. Martin Luther King, Jr. ECC School No. 52 is situated within 200 feet from the establishment; and

WHEREAS, in order to effectuate the license transfer, a waiver needs to be prepared and executed by the Elizabeth Board of Education pursuant to N.J.S.A. 33:1-76.

NOW, THEREFORE, BE IT RESOLVED that the Elizabeth Board of Education does hereby consent to the granting of a place-to-place transfer of a liquor license to Iliana Lopez and Belen Lounge from DaSilva Bar & Restaurant & Pizzeria Corporation and authorizes the School Business Administrator/Board Secretary to execute a waiver and consent between the Board and Imperio Enterprises, LLC and does hereby waive the protection of N.J.S.A. 33:1-76, insofar as said license and sales of alcoholic beverages pursuant thereto are concerned.

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**BOARD OF EDUCATION
RESOLUTION**

WHEREAS, concerns regarding S. S. A., have been found.

NOW, THEREFORE BE IT RESOLVED, that the Board hereby places S. S. A. on suspension without pay effective March 1, 2021 pending resolution of criminal matter.

*Subject to corrections

Elizabeth, New Jersey
February 25, 2021

20-137

BOARD OF EDUCATION

RESOLUTION

**TRANSPORTATION CONTRACT SETTLEMENT AGREEMENT
BETWEEN**

THE ELIZABETH BOARD OF EDUCATION (EBOE)

AND

ESSEX REGIONAL EDUCATIONAL SERVICES COMMISSION (ERESC)

WHEREAS, the Elizabeth Board of Education has discussed a student transportation contract settlement between EBOE and ERESC which covered transportation for the 2019-2020 school year; and

WHEREAS, in the interest of cost efficiency and in lieu of a trial, the parties have agreed to settle the terms of the contract.

NOW, THEREFORE, BE IT RESOLVED that the Elizabeth Board of Education hereby accepts and approves the terms of the Settlement Agreement on file in the Office of the School Business Administrator/Board Secretary, provided that it is fully signed by all parties.

BOARD OF EDUCATION

RESOLUTION

TRANSPORTATION CONTRACT SETTLEMENT AGREEMENT

BETWEEN

THE ELIZABETH BOARD OF EDUCATION (EBOE)

AND

VILLANI BUS COMPANY (VILLANI)

WHEREAS, the Elizabeth Board of Education has discussed a student transportation contract settlement between EBOE and Villani which covered transportation for the 2019-2020 school year; and

WHEREAS, in the interest of cost efficiency and in lieu of a trial, the parties have agreed to settle the terms of the contract.

NOW, THEREFORE, BE IT RESOLVED that the Elizabeth Board of Education hereby accepts and approves the terms of the Settlement Agreement on file in the Office of the School Business Administrator/Board Secretary, provided that it is fully signed by all parties.