

REPORT OF THE SUPERINTENDENT

SEPTEMBER 18, 2023

PART I – PERSONNEL

A. RETIREMENT

I recommend acceptance of the following retirement notice, with regret:

Rossana Allen-Markarian, Bilingual Teacher at Washington School, after 29 years of service to Kearny Public Schools, effective December 1, 2023.

B. RESCIND APPOINTMENT

1. The appointment of Catherine Pollio as a Resource teacher has been rescinded.
2. The appointment of Jose Rodriguez as a Security Guard has been rescinded.

C. APPOINTMENTS

1. Director of Curriculum and Instruction

I recommend the appointment of Karen Pichinin to the position of Director of Curriculum and Instruction, Step 1 of the KSAA Agreement, at an annual salary of \$163,378 (prorated) effective September 19, 2023.

2. District Instructional Supervisor (Middle School)

I recommend the appointment of John Adamski to the position of District Instructional Supervisor (Middle School), Step 0 of the KSA Agreement, at an annual salary of \$135,371 (prorated) effective September 19, 2023.

3. Long-Term Substitute Assignments

I recommend the following Long-Term Substitute assignments for the 2023/2024 school year, pending criminal history review, background checks as required by law, and ability to obtain appropriate New Jersey certification:

NAME	SCHOOL/POSITION	REPLACE	EFF. DATE	SALARY
Alfaro, Mauricio	Garfield / Resource	Alvarez, Tara	9/7/23	\$150/diem for 20 days \$275.78/diem for duration of assignment
Aziz, Asfiya	LMS / Spanish	Urrea, Yerman	9/7/23	\$150/diem for 20 days \$275.78/diem for duration of assignment
Beshai, Amal	KHS / Math	McDonald, Brian Rezkalla, Rasha Shedlock, Emily	9/7/23	\$150/diem for 20 days \$275.78/diem for duration of assignment
Cerstvik, Jennifer	Franklin / Resource	McGuire, Lorraine	9/7/23	\$150/diem for 20 days \$275.78/diem for duration of assignment

NAME	SCHOOL/POSITION	REPLACE	EFF. DATE	SALARY
Elsmore, Shannon	Schuyler / Kindergarten	Tucker, Kelly	9/7/23	\$150/diem for 20 days \$275.78/diem for duration of assignment
Mendez, Diana	Franklin / Resource	Fonseca Kuipers, Cristina	9/7/23	\$150/diem for 20 days \$275.78/diem for duration of assignment
Mendez-Calle, Nelly	Garfield / Resource	Bifulco, Kaitlyn	9/7/23	\$150/diem for 20 days \$275.78/diem for duration of assignment
Taylor, Janet	Schuyler / Resource	TBD	9-7-23	\$150/diem for 20 days \$275.78/diem for duration of assignment

4. **College and Career Advisor**

I recommend the approval of (40) hours compensation for the following staff member for the College and Career Advisor position. Remuneration will be in accordance with the KEA Agreement at \$42 per hour. The program is funded by Title III Immigrant funds.

Sosa, Meylin

5. **ESL Extended Hours Tutoring Program**

I recommend the approval of (50) hours compensation for the following staff members for the ESL Extended Hours Tutoring Program. Remuneration will be in accordance with the KEA Agreement at \$42 per hour. The program is funded by Title III funds.

Duarte, Amanda

Matos, Melissa

Gomez, Lissette

Russo, Sarah

Goncalves, Vera

Smith-Hardin, Saron

Humphrey, Jennifer

Soares, Adriana

Kryshak-Baptista, Amy-Beth

Varela, Cindy

Liu, Lan

6. **Know Your Rights Workshop Facilitator**

I recommend the approval of (30) hours compensation for the following staff members for the Know Your Rights Workshop. Remuneration will be in accordance with the KEA Agreement at \$42 per hour. The program is funded by Title III Immigrant funds.

Geier, Frank

Matusz, Ana

7. **LMS Title I Family Engagement Coordinator**

I recommend the approval of (65) hours compensation for the following staff member for the LMS Title I Parent Involvement Program. Remuneration will be in accordance with the KEA Agreement at \$42 per hour. The program is funded by Title I funds.

Hester-Fearon, Patricia

8. **LMS Title I Family Engagement Facilitator**

I recommend the approval of (50) hours compensation for the following staff members for the LMS Title I Parent Involvement Program. Remuneration will be in accordance with the KEA Agreement at \$42 per hour. The program is funded by Title I funds.

Esposito, Nicole

Gomez, Lissette

9. **Multicultural Awareness Events Program Coordinator**

I recommend the approval of (60) hours compensation for the following staff member for the Multicultural Awareness Events Program. Remuneration will be in accordance with the KEA Agreement at \$42 per hour. The program is funded by Title IV funds.

Viso, Natalia

10. **Multicultural Awareness Events Program Facilitators**

I recommend the approval of (45) hours compensation for the following staff members for the Multicultural Awareness Events Program. Remuneration will be in accordance with the KEA Agreement at \$42 per hour. The program is funded by Title IV funds.

Gomez, Lissette

Keim, Laurie

Torre, Jose

11. **Translators**

I recommend the approval of (20) hours compensation for the following staff members for translations. Remuneration will be in accordance with the KEA Agreement at \$42 per hour. The program is funded by Title III funds.

Duarte, Amanda

Gomez, Lissette

Matos, Melissa

Urra, Yermen

12. Lunchroom Supervisors - Lincoln Middle School

I recommend the approval of the following staff members as Lunchroom Supervisors at Lincoln Middle School for the 2023/2024 school year; remuneration in accordance with the KEA Agreement at \$34 per hour:

Alison Doffont
Kevin McKenna

13. Lunchroom Supervisors – Franklin School

I recommend the approval of the following staff members as Lunchroom Supervisors at Franklin School for the 2023/2024 school year; remuneration in accordance with the KEA Agreement at \$34 per hour:

Marques, John	Parenti, Susan
Mantes, Ben	Regan, Andrea
Matusz, Ana	Ruhno, Mariann
Monaco, Julianne	Umek, Dawn

14. Lunchroom Supervisors - Garfield School

I recommend the approval of the following staff members as Lunchroom Supervisors at Garfield School for the 2023/2024 school year; remuneration in accordance with the KEA Agreement at \$34 per hour:

Alfaro, Katherine	Lazu, Nathalie
Capelao, Michael	Lonnay, Rebecca
Coleman, Dana	Millar, Jenna
Concepcion, Iris	Palase, Victoria
Curry, Danielle	Policano, Anthony
D'Elia, Katherine	Vicente, Maria
Gerbasio, Stephanie	Vieira, Rosa
Goncalves, Vera	

15. Lunchroom Supervisors – Roosevelt School

I recommend the approval of the following as Lunchroom Supervisors at Roosevelt School for the 2023/2024 school year; remuneration in accordance with the KEA Agreement at \$34 per hour:

Bell, Jessica	Lombardi, Michele
Brower, Cynthia	Mantes, Jaqueline
Castro, Samantha	Nolan, Colleen
Cherry, Madison	O'Malley, Joanne
Doffont, Jeanine	Pabst, Catherine
Figueroa, Gabrielle	Portelli, Alexandra
Garcia, Stephanie	Sweeney, MaryAnn
Hogan, Christine	

16. Lunchroom Supervisors – Schuyler School

I recommend the approval of the following staff member as a Lunchroom Supervisor at Schuyler School for the 2023/2024 school year; remuneration in accordance with the KEA Agreement at \$34 per hour:

Paris, Lindsay

17. Lunchroom Supervisors – Washington School

I recommend the approval of the following staff members as Lunchroom Supervisors at Washington School for the 2023/2024 school year; remuneration in accordance with the KEA Agreement at \$34 per hour:

Ameri, Dyan	Lusquinos, Louis
Bellenger, Denise	McShane, Daniel
Crawford, Carissa	Molina, Ashley
DiGiovanni, Gina	Przybylski, Audrey
Gryckiewicz, Lynn	Ruthman, Barbara
Lavelle-Mazol, Mandy	Stephens, Mia

18. Lunchroom Supervisors - Hourly Rate Correction

The Lunchroom Supervisors at LMS, Franklin, and Schuyler approved on August 21, 2023 should be corrected to \$34 per hour in accordance with the KEA Agreement.

19. Home Instructors

I recommend the approval of the following staff members as Home Instructors for the 2023/2024 school year; remuneration in accordance with the KEA Agreement at \$42 per hour:

Drefko, John	McKenna, Kevin
Dyl, Melissa	Pabst, Catherine
Fasciano, Dorian	Polites, Ann Marie
Hester-Fearon, Patricia	Rodrigues, Tracy
Klein, Heather	Sansone, Ashley
Lavelle-Mazol, Mandy	Umek, Dawn
Matusz, Ana	Vicente, Maria

20. Fourth Prep Assignment

I recommend approval of the following Kearny High School staff members to be compensated for Fourth Prep assignments during the 2023-2024 school year, at the annual remuneration of \$7,560.00:

Gennace, Jonathan	Millan-Fernandes, Josie
Kerwin, Kristan	Miragliotta, Linda
Magalhaes, Sonia	Siverio-Coca, Yusel
Metrione, Elba	

21. Detention Proctor - Kearny High School

I recommend the following staff member to be approved as a Detention Proctor at Kearny High School for the 2023/2024 school year; remuneration in accordance with the KEA Agreement at \$42 per hour:

Correnti, Alan

22. AM Breakfast Monitor

I recommend the following staff member to be approved as an AM Breakfast Monitor at Kearny High School for the 2023/2024 school year; remuneration in accordance with the KEA Agreement at \$42 per hour:

Talone, Philip

23. AM/PM Detention Supervisors

I recommend the following staff members to be approved as AM/PM Detention Supervisors at Kearny High School for the 2023/2024 school year; remuneration in accordance with the KEA Agreement at \$42 per hour:

Keim, Laurie

Neto, Diogo

24. Custodial Appointment

I recommend the approval of Nicholas Garripoli as a Custodian assigned to the Night Shift, STEP 0 of the 2023/2024 KSEA Agreement, which is a base salary of \$50,045 plus \$500 Night Differential, for a total annual salary of \$50,545. Effective date to be determined.

25. Acting Head Custodian

I recommend approval to change the title of Schuyler School Assistant Head Custodian Nicholas Martello to Acting Head Custodian (covering for Glenn White). Salary will be revised as follows: Base salary Step 7 of the 2023/2024 KSEA Agreement at \$74,543, plus \$500 Head Custodian Elementary stipend, plus \$800 longevity, plus \$775 boiler license stipend for a total salary of \$76,618 effective August 22, 2023.

26. Security Guard - SORA License:

I recommend approval to add an additional \$2 per hour to the regular hourly rate of \$30 per hour to William Shugrue, who holds a SORA license, for a total rate of \$32 per hour.

27. Security Guards

I recommend approval of the following as Security Guards for the 2023/2024 school year, pending criminal history review, at the rate of \$30/per hour and those holding a SORA license an additional \$2 per hour as noted below:

DaSilva Sandra - effective September 25, 2023

Fisher, Tyler - effective September 7, 2023

Mullins, Ryan - effective September 25, 2023

*Revell, Thomas - effective September 19, 2023 **SORA**

D. HOURLY RATE INCREASE

I recommend approval to increase the hourly rate of the following staff members to \$17 per hour for the 2023/2024 school year:

Mangin, Kyle

Millar, John

E. CHANGE IN START DATE

I recommend approval to change the start date for new teacher Rachel Dolahan to October 23, 2023.

F. STIPEND - UNION STAFF MEMBER

I recommend approval to add a \$1,000 Assistant Principal stipend for Matthew Sleece, in accordance with the KSAA Agreement, effective August 22, 2023 (prorated).

G. SALARY CORRECTION - NON UNION STAFF

I recommend approval to correct the base salary of Barbara Brooks to \$75,493.03, effective July 1, 2023.

H. LEAVE OF ABSENCE

I recommend approval of the following leave of absence revision:

NAME	LOCATION	FAMILY LEAVE	LEAVE OF ABSENCE	RETURN TO WORK
Hansen, Jennifer	KHS	11-27-23 to 2-27-24		2-28-24

*date revision

I. SUBSTITUTES

I. Appointments

The individuals listed below will be substituting in the Kearny Public Schools this year, pending criminal history review. These are in addition to those listed in previous Board reports:

Gonzalez, Yamile

Lusquinhos, Vanessa

Medina-Gomez, Karla

Minchalo, Nelli

Mosharrof Sarker, Md

Owusu, Naadeidei

Palumbo, Nicole

Pinto, Lianna

Sanchez, Scarlin

J. PARAPROFESSIONALS

1. Appointments

The following to be appointed as a Paraprofessional pending criminal history review:

Krzykalski, Annmarie
Marcial, Gabriella
Quispe, Daisy

Todd, Danielle
Torres-Velez, Madelen

2. Rate Change - Hourly Position:

The following paraprofessionals moved from a PreK position to an hourly position and their rate of pay should be changed to \$17 per hour, effective September 7, 2023:

Fay, Michelle
Flynn, Angela

3. Rate Change - PreK Position:

The following paraprofessionals moved from an hourly position to a PreK position and their rate of pay should be changed to \$18 per hour, effective September 7, 2023:

Hernandez-Martinez, Grechen
Portuesi, Danielle

4. Retirement:

The following Paraprofessional has retired:

Lyman, Barbara - effective 9/1/23

5. Resignations:

The following Paraprofessionals have resigned:

Cedeno-Coppola, Beatriz - effective 8/28/23
Chepe-Chahua, Linda - effective 8/31/23
Garcia, Yasmin - effective 8/17/23
Minchalo, Nelli - effective 9/19/23
Teran, Melanie - effective 8/24/23
Witt, Haylee - effective 8/25/23

K. COACHES/ADVISORS

1. 2023/2024 Extracurricular Activities Appointments:

I recommend approval of the following Coaches/Advisors appointments:

<u>COACH/ADVISOR</u>	<u>ADVISOR</u>	<u>STIPEND</u>
<u>KEARNY HIGH SCHOOL</u>		
Japanese Club	Davis, Seth	\$540
<u>LINCOLN MIDDLE SCHOOL</u>		
Anime Club	Valera, Ramon	\$558
Middle School Cheerleader Advisor	Taylor, Jillian	\$3,675
<u>ELEMENTARY SCHOOL</u>		
<u>Roosevelt:</u>		
Art Club	DiGangi, Grace	\$538
Safety Patrols	Nolan, Collen	\$326 split
	Pabst, Catherine	}
Peers	Figueroa, Gabrielle	\$538
Spelling Bee	Alessandra, Nicole	\$280
<u>Schuyler:</u>		
Art Club	DiGangi, Grace	\$538
Safety Patrols	Czeizinger, Barbara	\$326 split
	Prill MaryJo	}
Peers	Paris, Lindsay	\$538 split
	Walsh, Marina	}
Spelling Bee	Czeizinger, Barbara	\$280

2. Volunteer

I recommend approval of Madelyne Pichardo, who has requested to volunteer services for plays and general performances during the 2023/2024 school year under the direction of Kathleen Astrella, District Supervisor of Visual & Performing Arts, pending criminal history review.

3. Rescind Appointment

The appointment of Olga Betty Rodriguez for the Anime Club at Lincoln Middle School has been rescinded.

L. EQUIVALENCY

The Equivalency Board of Review has recommended granting the following equivalencies as of September 1, 2023:

<u>Name</u>	<u>Equivalency</u>	<u>Amount</u>	<u>Salary</u>
Augustine, Frank	BA+32	\$2,100	\$72,155
Bauer, Jeffrey	MA+32	\$8,000	\$73,855
Crawford, Carissa	MA+32	\$8,000	\$92,855
Stankus, Nicole	MA+32	\$8,000	\$71,255

M. INTERNSHIP

1. I recommend permission for Melissa Waters, student at Wagner College studying Psychology, to perform a 100 hour internship under the direction of the Paul Measso, Director of Counseling, during the Fall 2023 semester.
2. I recommend permission for Kevin Sousa, student at New Jersey City University studying Psychology, to perform a 300 hour internship under the direction of Alexandra Garcia, School Psychologist at Kearny High School, during the 2023/2024 school year.

PART II – NON-PERSONNEL

A. 2023/2024 SUPERINTENDENT’S GOALS AND OBJECTIVES

The following goals and objectives for the 2023/2024 School Year are hereby presented for your consideration and approval:

Quantitative Merit Goals

- Using data from iReady, after the end-of-year diagnostic, the median percent progress toward typical growth will be at least 80% for students in grades K-8.
- As measured by the Achieve 3000 benchmark level-set administration, 35% of students in grades 3-6 will demonstrate an increase of 100 points in their Lexile level.
- As measured by the Literably spring benchmark assessment, 50% of students in grades 1-5 will improve 1-2 reading levels over the course of the school year.

Qualitative Merit Goals

- Update and audit all district policies and regulations.
- Implement the Genesis SchoolFi and HR platforms.

B. OUTSIDE PLACEMENTS

I recommend approval of the following outside placement as requested by the Director of Special Services:

Students “AA”, “GSU”, “KSM”, “CP”, “LV”, and “JF” to be placed at Little Friends, effective September 7, 2023. Weekly tuition for this placement is \$110.00. The student will be transported on an existing bus route.

Student “SK” to be placed at Little Friends, effective September 11, 2023. Weekly tuition for this placement is \$110.00. The student will be transported on an existing bus route.

C. ATHLETIC DEPARTMENT – KHS FOOTBALL

I recommend approval for the KHS football team to remain in the Ivy Division of the Super Football Conference for school years 2024-2025 and 2025-2026..

D. WILLIAM PATERSON UNIVERSITY DUAL ENROLLMENT AGREEMENT

I recommend approval of the Dual Enrollment Agreement between the Kearny School District and William Paterson University for the 2023/2024 school year.

E. FAIRLEIGH DICKINSON UNIVERSITY EARLY COLLEGE PROGRAM MEMORANDUM OF AGREEMENT

I recommend approval of the Early College Program MOA between the Kearny School District and Fairleigh Dickinson University for a term of five (5) years, effective July 1, 2023 through June 30, 2028.

F. BOARD POLICY/REGULATION

I recommend adoption of the following regulation upon second reading (first reading was on August 21, 2023):

<u>Regulation</u>	<u>Title</u>
5200	Attendance

G. PROFESSIONAL DAYS

I recommend approval of the enclosed list of Professional Days, as well as reimbursement for travel and related expenses, where such travel and related expenses have been previously reviewed by the building principal/supervisor and the Chief School Administrator.

H. FIELD TRIPS

I recommend approval of the enclosed list of field trips for students and appropriate staff that are aligned to the New Jersey Student Learning Standards and promote the delivery of instruction.

PART III – INFORMATION

A. PAYROLLS FOR SUBSTITUTES AND PARAPROFESSIONALS

The Substitute and Paraprofessional payrolls for the month of August, 2023 are the following:

Substitutes	\$0
Paraprofessionals	\$3,959.50

B. OUT-OF-SCHOOL SUSPENSIONS

The out-of-school suspension list for the month of September, 2023 is attached for your review.

PART IV – EXECUTIVE SESSION

I recommend that the Board enter into Closed Session for executive discussion.

Respectfully submitted,



Flora Encarnacao, Superintendent

I RECOMMEND THAT THE ASPECTS OF THE SUPERINTENDENT'S REPORT PRESENTED TO THE BOARD IN WRITING NOT DISCUSSED AT THE PUBLIC MEETING BE MADE AN OFFICIAL PART OF THE MINUTES WITH THE EXCEPTION OF THE REGISTRATION REPORT AND TRUANCY REPORT.