

**REPORT OF THE SUPERINTENDENT**

**NOVEMBER 20, 2023**

**PART I – PERSONNEL**

**A. RATIFICATION OF AGREEMENT BETWEEN KEARNY EDUCATION ASSOCIATION (KEA) AND KEARNY BOARD OF EDUCATION (KBOE)**

I recommend the ratification of the negotiated agreement and salary guides between the Kearny Education Association and the Kearny Board of Education for the period beginning July 1, 2023 and ending June 30, 2026.

**B. RETIREMENT**

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

William Mullins, Teacher of Physical Education, after 24 years of service to Kearny Public Schools, effective February 1, 2024.

**C. RESIGNATION**

I recommend acceptance of the following resignation, effective December 15, 2023:

Susan Parenti – Teacher of PreK PSD at Franklin School

**D. APPOINTMENTS**

**1. District Supervisor of ELA and Social Studies**

I recommend approval to appoint Mercedes Alves to the position of District Supervisor of ELA and Social Studies, STEP 0 of the KSA Salary Guide at a base salary of \$135,371, plus \$7,600 District Longevity, for a total annual salary of \$142,971 (prorated) effective November 21, 2023.

**2. Professional Staff**

I recommend the appointment of the following new teaching staff 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	POSITION	LOCATION	STEP	CERT	SALARY	REPLACE/ NEW	EFF. DATE
Foti, Michelle	Mathematics	KHS	12	BA	\$68,255	Rosenhouse, Matthew	1-2-24
Zavala Guaman, Alejandra	PreK Disabled	Franklin	11	MA	\$70,855	Parenti, Susan	1-9-24

3. **Title III Family Engagement Guest Facilitator**

I recommend the approval of (3) hours compensation for the following staff member as Guest Facilitator for the Title III Family Engagement Program. Remuneration for teachers will be \$42 per hour in accordance with the 2022/2023 KEA Agreement. The program is funded by Title III funds.

Velez, Cristina

4. **Lunch Lab Teachers**

I recommend the approval of the following staff member for the Lunch Lab Program effective October 17, 2023. Remuneration in the amount of the lunch duty rate of \$34 in accordance with 2022/2023 KEA Agreement. This program is funded through Title IV.

Serino, Kim

5. **Elementary Family Engagement Program Facilitators**

I recommend the approval of 10 hours of compensation for the following staff member as Facilitator of the Elementary Family Engagement Program effective October 17, 2023. Remuneration for teachers will be \$42 per hour in accordance with the 2022/2023 KEA Agreement. The program is funded by ARP funds.

Curry, Danielle

Nolan, Colleen

6. **After School Intervention Program (Substitutes)**

I recommend the approval of the following staff members for the After School Intervention Program (Substitutes). Remuneration in the amount of \$42.00 per hour in accordance with 2022/2023 KEA Agreement. The program will begin the week of December 4 and conclude the week of March 25. Teachers will be called upon as needed to cover. This program is funded through ARP.

Czeizinger, Barbara

D'Elia, Katherine

7. **School Data Leadership Team Members**

I recommend the approval for the following staff as members of the School Data Leadership Team. Remuneration for teachers will be \$42 per hour in accordance with the 2022/2023 KEA Agreement. The program is funded by ARP funds.

**Franklin:**

Bellardita, Francesca

Capozzoli, Stephen

Cordoba, Alexis

Fraginals, Jennifer

McSorley, Kimberly

Regan, Andrea  
Ruhno, Mariann  
Wiggins, Noreen

**Garfield:**

Berberian, Lauren  
Capelao, Michael  
Harris, Jennifer  
Lonnay, Rebecca  
Mazurkiewicz, Kristin  
Palase, Victoria  
Schalago, Mark  
Signa, Tracy  
Vicente, Maria

**Roosevelt:**

Figueroa, Gabrielle  
Hornung, Jonathan  
Mantes, Jacqueline  
Nolan, Colleen  
Pabst, Catherine  
Tchalabi, Jayme

**Schuyler:**

Gorin, Jeremy  
Stankus, Nicole

**Washington:**

Barbosa, Joanne  
Comer-Iverson, Cathy  
Franchino, Danah  
Mirigliani, Jaclyn  
Ricca, Alison  
Sansone, Ashley

**LMS:**

Bush, Nicholas  
Fisher, Marcy  
Huff, Gail  
Millar, Scott

**KHS:**

Emmons, Michael

McCole, Lisa

**8. Detention Proctor – LMS**

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

Iadevaia, Kerri

**9. Lunchroom Supervisor - Lincoln Middle School**

I recommend the following staff member to be approved as a Lunchroom Supervisor at Lincoln Middle School for the 2023/2024 school year; remuneration in accordance with the KEA Agreement at \$34 per lunch duty session:

Scher, Dana

**10. Lunchroom Supervisor - Garfield School**

I recommend the following staff member to be approved as a Lunchroom Supervisor at Garfield School for the 2023/2024 school year; remuneration in accordance with the KEA Agreement at \$34 per lunch duty session:

Burzynski, Scott

**11. 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:

D'Elia, Katherine

Gennace, Jonathan

**12. District Plumber Appointment**

I recommend the approval of Piotr Nadolny as the District Plumber, STEP 5 of the 2023/2024 KSEA Agreement, which is a base salary of \$74,902, plus \$1,500 Vehicle Stipend, \$500 Plumber License, \$500 HVAC License, \$500 Night Shift Stipend, \$200 Tools Stipend, for a total annual salary of \$78,102 (prorated) effective November 27, 2023.

**E. CLASSIFICATION CHANGE**

I recommend approval to change the classification of Melanie Rudden from substitute to full time teacher in acknowledgment of her obtaining the necessary certification as required by the Department of Education.



**F. HEAD CUSTODIAN STIPEND**

I recommend approval to add the Head Custodian Stipend of \$500 to Edward Abendschoen, as per the KSEA Agreement, effective October 17, 2023 (prorated).

**G. SECURITY GUARD SORA LICENSE**

I recommend approval to add an additional \$2 per hour to the regular hourly rate of \$30 per hour to the following Security Guards, who hold a SORA license, for a total rate of \$32 per hour:

Bloomer, Robert - effective October 12, 2023

Smart, David - effective November 10, 2023

**H. REVISED START DATE**

I recommend approval to revise the start date for new bus driver Lamont Murphy to October 23, 2023.

**I. LEAVE OF ABSENCE**

I recommend approval of the following leave of absence requests and/or revisions:

NAME	LOCATION	FAMILY LEAVE	LEAVE OF ABSENCE	RETURN TO WORK
Alvarez, Tara	Garfield	9-25-23 to 12-18-23	12-19-23 to 1-31-24	2-1-24
Bertolero, Kristen	KHS	9-5-23 to 11-23-23	11-24-23 to 6-31-24	9-1-24
Duarte, Dionna	Roosevelt	10-18-23 to 12-1-23		12-4-23
Kuipers, Cristina	Franklin	10-26-23 to 1-31-24		2-1-24

\*Revised dates

**J. SUBSTITUTES**

**I. Appointments**

The individuals listed below will be substituting in the Kearny Public Schools this year, pending criminal history review, background checks as required by law, and ability to obtain appropriate New Jersey certification. These are in addition to those listed in previous Board reports:

Agolli, Rezana

Distano, Nicole

Idowu, Christiana

Johnson, Gwendolyn

Marmora, Merilyn

Nobile, Terry  
Queiruga, Stephen  
Zavala Guaman, Alejandra

2. **Reappointment**

The individual listed below will be reappointed as a substitute in the Kearny Public Schools this year, pending criminal history review, background checks as required by law, and ability to obtain appropriate New Jersey certification. These are in addition to those listed in previous Board reports:

Castanteen, Candida

3. **Resignations**

The following substitutes have resigned:

Cimirro, Angelica - effective October 26, 2023

Curatola, Christian - effective October 25, 2023

Pietruszewski, Barbara - effective October 23, 2023

4. **Rescission**

The appointment of the following substitute has been rescinded:

Henry, James - effective date November 13, 2023

K. **PARAPROFESSIONALS**

1. **Appointments**

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

Andrade, Lucia

Atwell, Jodi

Correa, Mayra

Henderson, Eric

Martinez, Katy

Navas, Ada

2. **Reappointment**

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

Redling, CammyMay

**L. COACHES/ADVISORS**

**1. 2023/2024 Appointments**

I recommend approval of the following Coaches/Advisors appointments:

COACH/ADVISOR	APPLICANT	STIPEND	LONGEVITY
<i>Crew – Assistant - Boys/Girls</i>	*Pascual, Paula	\$6,280	

\*non-staff member

**2. 2023/2024 Extracurricular Activities Appointment**

I recommend approval of the following Coaches/Advisors appointment:

COACH/ADVISOR	APPLICANT	STIPEND	LONGEVITY
<i>FBLA</i>	LaRossa, Melody	\$795	

**3. Coaching Volunteers**

I recommend approval of the following individuals who have requested to volunteer coaching services, pending receipt of necessary paperwork:

Wrestling..... McDonnell, Brian  
Wrestling..... \*Mauricio, Matthew  
Wrestling..... \*Mauricio, Andrew  
Wrestling..... \*Sullivan, John  
Ice Hockey..... Neer, Megan  
Ice Hockey..... \*Kim, Steven  
Ice Hockey..... Stamm, Timothy  
Boys Basketball..... Policano, John  
Bowling..... Stankus, Nicole

\*non-staff members

**4. Rescission**

The appointment of Matthew Sleece as Girls Soccer Assistant Varsity has been rescinded

**M. EQUIVALENCY**

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

<u>Name</u>	<u>Equivalency</u>	<u>Amount</u>	<u>Salary</u>
Bush, Nicholas	MA+32	\$8,000	\$75,855
Donovan, Karen	MA+32	\$8,000	\$75,855
Gallagher, Shannon	MA+32	\$8,000	\$72,255

**N. FIELD EXPERIENCE**

Alexandra Pasquarelli, a student at Montclair State University and current substitute teacher, will be completing a 5 hour field experience. Ms. Pasquarelli will be performing her field experience by attending faculty and curriculum meetings throughout the district.

Chaundra Savage, a student at Western Governors University studying Elementary Education, will be completing her Field Experience, which will be 60 days between October 23, 2023 to January 21, 2024 at Washington School under the guidance of Nikki Baltazar.

**O. CLINICAL PRACTICUM**

Claire Cahill, a graduate student in the speech-language pathology program at Seton Hall University, will be completing her Clinical Practicum at Washington School under the guidance of Christine Von Cappelin. The assignment, which will take place on Mondays, Wednesdays and Fridays, will begin on January 22, 2024 and finish on June 7, 2024.

Laura Caruso, a graduate student in the speech-language pathology program at Seton Hall University, will be completing her Clinical Practicum at Roosevelt/Schuyler Schools under the guidance of Amalia Digravina. The assignment, which will take place on Mondays, Wednesdays and Fridays, will begin on January 22, 2024 and finish on June 7, 2024.

Christa Prestifilippo, a student at Seton Hall University in the Counseling and School Counseling Programs Professional Psychology and Family therapy Department, will be completing her 400 practicum/internship hours under the supervision of Paul Measso at Kearny High School during the 2024/2025 school year.

**P. INTERNSHIP**

Christopher Leimberg, a student at William Paterson University studying Sports Management, will be completing a 150 hour internship from January 25, 2024 through May 1, 2024 at Kearny High School under the supervision of Vincent Almeida.

Casey Watson, a student at Montclair State University studying Family Science & Human Development, will be completing her 300 hour internship from January 16, 2024 to May 7, 2024 in social work. Casey will be under the guidance of Deirdre Davies at Roosevelt School.

**Q. COMPLETION OF 90-DAY PROBATIONARY PERIOD**

I recommend Board acknowledgement of the successful completion of the 90-day probationary period for the following personnel:

- ❖ Fisher, Robyn - Full-Time secretary in the Central Office



## **PART II – NON-PERSONNEL**

### **A. OUTSIDE PLACEMENTS**

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

Student “JS” to be placed at Little Friends, effective October 17, 2023.

Students “AC” and “GC” to be placed at Little Friends, effective November 13, 2023.

Tuition for these placements are \$110.00 a week per student. The students that are using transportation are being transported on an existing bus route.

Student “NZ” to be placed at North Hudson Academy, Hudson County, effective October 11, 2023  
Tuition for this placement is \$48,412.52 per year prorated. The student will be transported on an existing bus route.

### **B. BOARD POLICY**

1. I recommend the **first reading** of the following Board policies:

<b><u>Policy</u></b>	<b><u>Title</u></b>
0110	Identification (Revised)
0142.1	Nepotism (Revised)
3322	Staff Member’s Use of Personal Cellular Telephones/Other Communication Devices (Revised)
R5751	Sexual Harassment of Students (Revised)
6471	School District Travel (Revised)
R 7432	Eye Protection (Revised)
7510	Use of School Facilities (Revised)
R5200	Attendance (Revised)

2. I recommend **adoption** of the following policy/regulation upon second reading:

<b><u>Policy</u></b>	<b><u>Title</u></b>
P 2270	Religion in the Schools (Revised)
P 2431	Athletic Competition (Revised)
P 3161	Examination for Cause (Revised)
P & R 3212	Attendance (M) (Revised)
P 3324	Right of Privacy (Revised)
P & R 3432	Sick Leave (Abolished)
P 4161	Examination for Cause (Revised)
P & R 4212	Attendance (M) (Revised)
P 4324	Right of Privacy (Revised)
P & R 4432	Sick Leave (Abolished)
P & R 5111	Eligibility of Resident/Nonresident Students (M) (Revised)

P & R 5116	Education of Homeless Children and Youths (Revised)
P & R 5460.02	Bridge Year Pilot Program (M) (Abolished)
P 8500	Food Services (M) (Revised)
P 8540	School Nutrition Programs (M) (Abolished)
P 8550	Meal Charges/Outstanding Food Service Bill (M) (Abolished)

**C. ICE HOCKEY TRI-OP**

I recommend approval of an ice hockey tri-op program, contingent upon approval of the various interscholastic athletic leagues (NJIC, HCIAL, NJSIAA) and the North Arlington and Secaucus Boards of Education.

**D. WILLIAM PATERSON UNIVERSITY AFFILIATION AGREEMENT**

I recommend approval of the Affiliation Agreement between the Kearny School District and William Paterson University. This Agreement shall commence on January 25, 2024 and terminate on January 23, 2027.

**E. 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.

**F. 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.

**G. ACCEPTANCE OF MONTHLY HARASSMENT, INTIMIDATION, BULLYING REPORT**

I recommend acceptance of the enclosed HIB Report as prepared by the Student Assistance Coordinator for the month of November, 2023 in accordance with NJSA 18A:37-15 and Board Policy 5512.

### **PART III – INFORMATION**

#### **A. PAYROLLS FOR SUBSTITUTES AND PARAPROFESSIONALS**

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

Substitutes	\$138,556.82
Paraprofessionals	\$221,438.55

#### **B. OUT-OF-SCHOOL SUSPENSIONS**

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

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### **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.