

REPORT OF THE SUPERINTENDENT

DECEMBER 18, 2023

PART I – PERSONNEL

A. RETIREMENTS

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

Patricia DaSilva, Teacher at Franklin School, after 11 years of service to Kearny Public Schools effective July 1, 2024

Joanne Weber, Secretary in the KHS Counseling Office, after 6 years service to Kearny Public Schools effective February 1, 2024

Jon Zimmerman, Principal of Washington School, after 33 years of service to Kearny Public Schools effective July 1, 2024

B. APPOINTMENTS

1. Network Engineer

I recommend approval to appoint Michael Ludwig to the position of Network Engineer, STEP 6 of the 2023/2024 KEOP Salary Guide, which is a base salary of \$109,807, plus \$950 Education Stipend, for a total annual salary of \$110,757. Effective date to be determined.

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	REPLAC E/ NEW	EFF. DATE
Silva, Marlene	Resource Special Ed Inclusion	Franklin	6-7	BA+16	\$62,099	NEW	2-20-24
Vivar, Dannel	Teacher Grade 5	Franklin	I	BA	\$55,499	REPLACE Sleece, Matthew	TBD

3. Long-Term Substitute Assignment

I recommend the following Long-Term Substitute assignment 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
Zavala Guaman, Alejandra	Franklin / PreK Disabled	Parenti, Susan	12-18-23	\$150/diem for 20 days \$275.78/diem for duration of assignment
Vivar, Danniell	Franklin/Teacher	Sleece, Matthew	12-19-23	\$150/diem for 20 days \$275.78/diem for duration of assignment

4. After School Intervention Program (Substitutes)

I recommend the approval of the following staff members for the After School Intervention Program (Substitutes) effective December 4, 2023. Remuneration in the amount of \$42.00 per hour in accordance with 2023/2024 KEA Agreement. The program will begin the week of December 4, 2023 and conclude the week of March 25, 2024. Teachers will be called upon as needed to cover. This program is funded through ARP.

Canaley-Fearon, Kerrith
Magee, Victoria
Pabst, Catherine

5. School Data Leadership Team Members

I recommend the approval for the following staff as members of the School Data Leadership Team. Remuneration in the amount of \$42.00 per hour in accordance with 2023/2024 KEA Agreement. The program is funded by ARP funds.

Schuyler:

Buggle, Karen
De Matos, Jessica
Donnelly, Rachel
Esparra, Ashley
Hoeller, Lauren
Humphrey, Jennifer
Hutcheson, Leslie
Prill, Mary Jo
Vaporis, Stephanie

LMS:

Sousa, Raquel

6. Fourth Prep Assignment

I recommend approval of the following Kearny High School staff member to be compensated for fourth prep assignments during the 2023/2024 school year, at the annual remuneration of \$7,560.00, prorated:

Mettrione, Elba - effective September 7, 2023 to November 29, 2023

7. Lunchroom Supervisors

I recommend the approval of the following staff members as Lunchroom Supervisors for the 2023/2024 school year; remuneration in accordance with the KEA Agreement at \$35 per lunch duty session:

LMS:

Blair, Margaret
McKenna, Kevin

Schuyler:

Tucker, Kelly

8. Security Guard

I recommend approval of the following as a Security Guard, effective December 19, 2023 at \$30/hour:

Nystrom, Martin

C. SALARY CORRECTION

I recommend approval to correct the salary of Nina Lombardi to Step I, BA+64, of the 2023/2024 KEA Agreement which is a base salary of \$64,099 per the 2023/2024 KEA Agreement, effective September 1, 2023.

D. 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
Alfaro, Katherine	Garfield	11-27-23 to 2-16-24		2-20-24
Gilgallon, Richard	Garfield	11-22-23 to 1-22-24		1-23-24
Griffitt, Elisa	KHS	5-6-24 to 7-26-24		7-29-24
Mehnert, Kevin	KHS	2-12-23 to 5-3-24		5-6-24

NAME	LOCATION	FAMILY LEAVE	LEAVE OF ABSENCE	RETURN TO WORK
O'Neil, Michael	KHS	2-19-24 to 5-10-24		5-13-24
Rezkalla, Rasha	KHS	10-6-23 to 1-31-24	2-1-24 to 4-30-24	5-1-24

*Revised dates

E. **SUBSTITUTES**

1. **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:

DeVega, Sonia
Fernandez, Miguel
Leonetti, Paul
Silvers, Thalia
Youssef, Madonna

2. **Reappointments**

The individuals listed below will be reappointed as substitutes 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:

Makary (Hanna), Eman
Munro, Danielle

F. **PARAPROFESSIONALS**

1. **Appointments**

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

Felipe, Jeanette
Vazquez, Sara

2. **Reappointments**

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

Estrella, Maritza

3. **Resignation**

The following Paraprofessional has resigned:

Malley, Lori Ann - 12/18/23

DeVega, Sonia - 12/31/23

G. **COACHES/ADVISORS**

1. **Rescission**

The appointment of John Policano as the Boys Freshman Volleyball has been rescinded.

2. **2023/2024 Appointments - Spring Sports**

I recommend approval of the following Coaches/Advisors appointments for the Spring sports season:

COACH/ADVISOR	ADVISOR	STIPEND	LONGEVITY
<i>Baseball – Head</i>	Smart, Dave	\$10,038	\$1,100
<i>Baseball - Assistant Varsity</i>	*Caputo, Jeff	\$6,154	
<i>Baseball – Frosh</i>	Neer, Ken	\$6,154	
<i>Volleyball – Boys – Frosh</i>	Signa, Tracy	\$6,154	

*non-staff member

H. **EQUIVALENCY**

The Equivalency Board of Review has recommended granting the following equivalencies:

<u>Name</u>	<u>Equivalency</u>	<u>Amount</u>	<u>Salary</u>	<u>Effective Date</u>
Davis, Brigette	MA+32	\$8,000	\$108,605	September 1, 2023
Laquintano, Jessica	MA+32	\$8,000	\$77,999	September 1, 2023

I. **INTERNSHIP**

Cheyenne Iverson, a student in the College of Humanities and Social Sciences Department of Social Work and Child Advocacy at Montclair State University, will be completing her internship under the guidance of Sima Afayee at Washington Elementary School. The internship will be for 15 weeks, 8 hours per week for a total of 120 hours and will be completed by May 7, 2024.

J. **RESEARCH STUDY**

Sydney Pace, a Grade 3 teacher at Garfield Elementary School and a graduate student at William Paterson University, is requesting to do a research paper on social emotional learning within the classroom. The research consists of sending out a survey to her peers and will be under the sponsorship of Dr. Masters.

Deirdre Rood, doctoral candidate enrolled in the Doctor of Education in Leadership program at William Paterson University to conduct a survey of teachers in grades 6, 7, and 8 to determine if there are relationships between teacher cultural competency, socioeconomic status, student engagement and student achievement and if they are predictors of student engagement and achievement. Teacher participation is voluntary, and all data collected will remain anonymous.

K. COMPLETION OF 90-DAY PROBATIONARY PERIOD

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

- ❖ Austin, Donna - Full-Time Secretary, Athletic Department

PART II – NON-PERSONNEL

A. OUTSIDE PLACEMENTS

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

Student “LLC” to be placed at Little Friends, effective November 27, 2023. Weekly tuition for this placement is \$110.00. The student will be transported on an existing bus route.

Student “AB” to be placed at Essex Valley School, Hudson County, effective December 1, 2023. Tuition for this placement is \$81,900.00 per year prorated. The student will be transported on a new bus route by R & May (Northern Regional Education Services Commission).

Student “MR” attends the Phoenix Center and this contract has been revised to include a paraprofessional, in the amount of \$23,680.00, effective November 27, 2023.

B. 2024-2025 ANNUAL PRESCHOOL OPERATIONAL PLAN APPROVAL

I recommend approval of the 2024-2025 Annual Preschool Operational Plan.

C. BOARD POLICY

1. Student Discipline/Code of Conduct Chart Revision

I recommend approval of the revisions to the Student Discipline/Code of Conduct Chart for Middle School students (Regulation 5600).

2. I recommend the first reading of the following Board policies/regulations:

<u>Policy</u>	<u>Title</u>
P 8505	Local Wellness Policy/Nutrient Standards for Meals and Other Foods (M)
R 8220	School Closings
P 8600	Student Transportation (M)
P 9181	Volunteer Athletic Coaches and Co-Curricular Activity Advisors/Assistants

3. I recommend adoption of the following Board policies/regulations upon second reading:

<u>Policy</u>	<u>Title</u>
P 0110	Identification
P 0142.1	Nepotism
P 3322	Staff Member's Use of Personal Cellular Telephones/Other Communication Devices
R 5751	Sexual Harassment of Students
P 6471	School District Travel
R 7432	Eye Protection
P 7510	Use of School Facilities
R 5200	Attendance

D. NJCU TEACHER OF STUDENTS WITH DISABILITIES

I recommend approval of the Memorandum of Understanding between New Jersey City University and the Kearny Board of Education to start a Teacher of Students with Disabilities program beginning on January 1, 2024.

E. TRACK & FIELD OVERNIGHT TRIP

I recommend approval of the KHS Track & Field overnight trip to Yale University on Friday January 12, 2024 to Saturday January 13, 2024. Hotel costs will be covered through fundraising. Breakfast provided by the hotel. Athletes will pay for all meals.

F. 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.

G. 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.

H. 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 December 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 November, 2023 are the following:

Substitutes	\$107,959.98
Paraprofessionals	\$163,524.86

B. OUT-OF-SCHOOL SUSPENSIONS

The out-of-school suspension list for the month of December, 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.