

REPORT OF THE SUPERINTENDENT

JANUARY 16, 2024

PART I – PERSONNEL

A. RETIREMENT

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

Roseann Katsios, Teacher of ASI at Garfield School, after 31 years of service to Kearny Public Schools, effective July 1, 2024

B. APPOINTMENTS

1. Teacher of Health and Physical Education

I recommend the appointment of Emilia Fernandes to the position of teacher of Health and Physical Education, Step 2-3 of the 2023/2024 KEA Salary Guide, which is a base salary of \$56,699 (prorated) effective March 18, 2024.

2. Long-Term Substitute Assignments

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
Cerstvik, Jennifer	Franklin / Art	Conticchio, June	12-6-23	\$150/diem for 20 days \$275.78/diem for duration of assignment
Francis, Marian	LMS / In School Suspension Room	NEW	1-17-24	\$150/diem for 20 days \$275.78/diem for duration of assignment
Lima, Luis	KHS / Music	Gargiulo, Ed	1-2-24	\$150/diem for 20 days \$275.78/diem for duration of assignment

3. ESL Extended Hours Tutoring Program

I recommend approval of (20) additional hours compensation for the following staff member for the ESL Extended Hours Tutoring Program. Remuneration for teachers will be in accordance with the 2023/2024 KEA Agreement at \$42.00 per hour. The program is funded by Title III monies.

Soares, Adriana

4. **KHS Sixth Class Assignment**

I recommend approval of the following Kearny High School staff members to be compensated for a sixth classroom assignment during the 2023/2024 school year at the annual remuneration of \$3,780:

Advocat, Erica

Anzaldo, Michelle (prorated, effective September 7, 2023 - December 22, 2023)

Avecillas, Hillary

Barone, Jessica

Barone, Matthew

Carratura, Joseph

Conde, Danny

Costello, Ian

Davis, Seth

Donnelly, Erin

Drefko, John (prorated, three days per week)

Gargiulo, Edward (prorated, effective September 7, 2023 - December 22, 2023)

Gennace, Jonathan

Glickstein, Linda

Infante, Antonio

Johnson, Gary (prorated, three days per week)

Kerwin, Kristan (prorated, effective September 7, 2023 - April 30, 2024)

Krulik, Lisa

LaRossa, Melody

LeBlanc, Kim (prorated, effective September 7, 2023 - December 22, 2023)

Lockard, Maria

Maltz, Kimberly

Marsh, Tracy

Martone-Biondo, Margaret

McDonald, Kelly (prorated, effective September 7, 2023 to November 29, 2023)

McGee, Krystina

McShane, Christopher

Metrione, Elba (prorated, effective September 7, 2023 to November 29, 2023)

Millan-Fernandez, Josie (prorated, effective September 7, 2023 - December 22, 2023)

Miragliotta, Linda (prorated, effective September 7, 2023 - April 30, 2024)

Mullen, David (prorated, effective September 7, 2023 - December 22, 2023)

Mullins, Jaqueline (prorated, effective September 7, 2023 to November 29, 2023)

Neto, Diogo

Policano, John

Poznar, Margarida (prorated, effective September 7, 2023 - November 29, 2023)

Ramirez, Marlyn (prorated, effective September 7, 2023 - April 30, 2024)

Ribeiro, Victor

Schulze, Howard

Sedjari, Bouchra (prorated, effective September 7, 2023 - April 30, 2024)

Tabaku, Anila (prorated, effective September 7, 2023 - December 22, 2023)

Talone, Philip

Tejedor, Belkys (prorated, three days per week)
 Vella, Gabrielle
 Villacis, Lourdes
 Vigorita, Vincent (prorated, effective September 7, 2023 - April 30, 2024)
 Watts, James
 Weiss-Mercord, Kenzie

C. ADMINISTRATIVE LEAVE

I recommend Administrative Leave for two staff members, whose names are on file in Central Office, effective as follows:

Employee #1 - December 15, 2023
 Employee #2 - December 22, 2023

D. LONG TERM SUBSTITUTE RATE OF PAY

I recommend approval to change the rate of pay for Long Term Substitutes to \$277.50 after the twenty-first (21) day effective February 1, 2024. The current rate of \$150 for the first twenty (20) days will remain the same.

E. LEAVE OF ABSENCE

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

NAME	LOCATION	FMLA	LEAVE OF ABSENCE	RETURN TO WORK
Ferguson, Jesse	KHS	1-9-24 to TBD		TBD
Gargiulo, Edward	KHS	1-2-24 to 2-9-24		2-12-24

F. 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:

Abedullah, Salma
 Dunwoodie, Karlie
 Kelley, Shayla
 McChesney, Elizabeth Ann (Nurse)
 O'Rourke, Jody
 Pappagallo, Susan (Nurse)
 Millroy, Joseph

G. PARAPROFESSIONALS

1. Appointments

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

Carrera, Alvaro
Ramirez, Destinee
Shah, Gulnaz

2. Reappointments

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

Alvadia Scolavino, Adriana

3. Resignation

The following Paraprofessional has resigned:

Bittle, Alexis - January 19, 2024

H. COACHES/ADVISORS

1. 2023/2024 Coach Appointments:

I recommend approval of the following Coach appointments:

*Latusko, Ashley..... Volleyball - JV
*Mantilla, Aaron..... Volleyball - Head
*non-staff member

2. Coaching Volunteers

I recommend approval of the following individuals who have requested to volunteer coaching services:

Fernandes, Emilia..... Volleyball - Boys
Zicopoulos, Vasiliki..... Volleyball - Boys

I. 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>
Dlugosh, Ashley	MA+32	\$8,000	\$87,605	September 1, 2023
Tchalabi, Jayme	MA+32	\$8,000	\$101,605	February 1, 2024

J. CLINICAL

Dean Schirripa, a student at Kean University, will be performing a 175 hour Clinical I experience from January, 2024 to May, 2024 and a 450 hour Clinical II experience, under the guidance of Lynn Gryckiewicz, Washington School Resource teacher.

PART II – NON-PERSONNEL

A. RESOLUTION IN HONOR OF NEW JERSEY SCHOOL BOARD RECOGNITION MONTH

WHEREAS, The New Jersey School Boards Association has declared January 2024 to be School Board Recognition Month, a time when all residents can acknowledge the contributions made by our local school board members; and

WHEREAS, The Kearny Board of Education is one of 581 local school boards in New Jersey, which sets policies and oversees operations for public school districts; and

WHEREAS, The Kearny Board of Education embraces the goal of high-quality education for all New Jersey public school students; and

WHEREAS, New Jersey's local school boards help determine the educational goals for approximately 1.4 million children in pre-kindergarten through 12th grade; and

WHEREAS, New Jersey's 5,000 local school board members, who receive no remuneration for their services, act as advocates for public school students as they work with administrators, teachers and parents for the betterment of public education; and

WHEREAS, School boards strive to provide the resources necessary to meet the needs of all students, including those with special needs; and

WHEREAS, Boards of education provide accountability to the public; they communicate the needs of the school district to the public; and they convey to school administrators the public's expectations for the schools; and

WHEREAS, New Jersey can take pride in its schools, which rank among the nation's best in key achievement indicators such as the National Assessment of Educational Progress scores, and the preparation for college through advanced placement offerings and SAT assessments; Now, therefore, be it

RESOLVED, That the Kearny Board of Education, does hereby recognize the services of local school board members throughout New Jersey as we join communities statewide in observing January 2024 as SCHOOL BOARD RECOGNITION MONTH; and be it further

RESOLVED, That the Kearny Board of Education urges all New Jersey citizens to work with their local boards of education and public school staffs toward the advancement of our children's education.

B. OUTSIDE PLACEMENTS

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

Students "VB" and "LA" to be placed at Little Friends, effective January 2, 2024. Weekly tuition for this placement is \$110.00. Neither student is using transportation.

C. ANNUAL UPDATE TO UNIFORM STATE MEMORANDUM OF AGREEMENT

I recommend acceptance of the Uniform State Memorandum of Agreement (2023 Revisions) between Education and Law Enforcement Officials. Copies are on file at the Kearny Police Department and the Office of the Superintendent, as well as the Hudson County Office and the Office of the Hudson County Prosecutor.

D. 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 Elementary students in grades PreK - 6 (Regulation 5600).

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

<u>Policy/Reg</u>	<u>Title</u>
P 2415.04	Title I - District Wide Parent and Family Engagement
P 2415.50	Title I - School Parent and Family Engagement
R 5460	High School Graduation
R 5600	Student Discipline/Code of Conduct

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

<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

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. HARASSMENT, INTIMIDATION, BULLYING (HIB) REPORT

I recommend acceptance of the enclosed HIB Report as prepared by the Student Assistance Coordinator for the month of January, 2024 in accordance with NJSA 18A:37-15 and Board Policy 5512.

PART III – INFORMATION

A. PAYROLL FOR SUBSTITUTES AND PARAPROFESSIONALS

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

Substitutes.....	\$115,977.96
Paraprofessionals.....	\$176,798.69

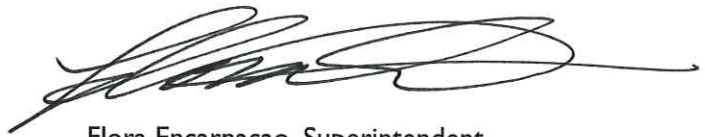
B. OUT-OF-SCHOOL SUSPENSIONS

The out-of-school suspension list for the month of January, 2024 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.