

REPORT OF THE SUPERINTENDENT

MARCH 18, 2024

PART I – PERSONNEL

A. RETIREMENT

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

Lori Castaneda, Teacher at Lincoln Middle School, after 26 years of service to Kearny Public Schools, effective July 1, 2024

B. RESIGNATION

I recommend acceptance of the following resignation, effective June 30, 2024:

Brianna Hutton – Teacher of English Language Arts at Kearny High School

C. APPOINTMENTS

1. Interim Director of School Based Youth Services

I recommend approval to appoint Jeannie MacConchie as the Interim Director of School Based Youth Services effective March 22, 2024 to June 30, 2024.

2. Teacher Behavior Specialist

I recommend approval to appoint Ana Matusz as a Teacher Behavioral Specialist effective March 19, 2024. This is a lateral move with no change in salary.

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
DeVega, Sonia	Schuyler & Roosevelt Spanish	NEW	2-1-24	\$150/diem for 20 days \$277.50/diem for duration of assignment
Lima, Luis	KHS / Music	Gargiulo, Edward	3-4-24	\$277.50/diem for duration of assignment

4. ESL Extended Hours Tutoring Program

I recommend the approval of (20) additional hours compensation for the following staff members for the ESL Extended Hours Tutoring Program. Remuneration for teachers will be in accordance with the 2023/2024 KEA Agreement. The program is funded by Title III funds.

Kryshak-Baptista, Amy-Beth
Soares, Adriana

5. K-12 Enrichment Programs

I recommend the approval of the following staff members for the K-12 Enrichment Program. Remuneration in the amount of \$42.00 per hour in accordance with 2023/2024 KEA Agreement. The program will begin the week of April 15 and conclude the week of May 20. This program is funded through Title IV.

Barbagallo, Susana	Mantes, Jacqueline
Bellardita, Francesca	Marino, Nicole
Berberian, Lauren	Mayfield, Melanie
Bernal, Yulema	McShane, Daniel
Buggle, Karen	McShane, Tania
Burzynski, Scott	Miller, Ryan
Cherry, Madison	Nolan, Colleen
Connolly, Amy	Olguin, Cori
Curry, Danielle	Pabst, Catherine
Di Gangi, Grace	Paris, Lindsay
Donnelly, Erin	Peso, Susana
Fraginals, Jennifer	Portelli, Alexandra
Franchino, Danah	Ruhno, Mariann
Gerbasio, Stephanie	Santiago, Melissa
Greco-Leadbater, Melissa	Sickinger, Kathleen
Harris, Jennifer	Sofield, Melissa
Humphrey, Jennifer	Testa-Rodier, Maria
Komurek-DeMatos, Mariola	Vargas, Edwin
Lavelle-Mazol, Mandy	Vicente, Maria
Lombardi, Michele	Villacis, Lourdes
Lonnay, Rebecca	Zappia, Melissa
Lourenco, Melanie	

6. ESL Family Engagement Coordinator

I recommend the approval of (20) additional hours compensation for the following staff member for the ESL Family Engagement Program. Remuneration for teachers will be in accordance with the 2023/2024 KEA Agreement. The program is funded by Title III funds.

Kryshak-Baptista, Amy-Beth

7. ESL Family Engagement Facilitator

I recommend the approval of (15) additional hours compensation for the following staff members for the ESL Family Engagement Program. Remuneration for teachers will be in accordance with the 2023/24 KEA Agreement at \$42.00 per hour. The program is funded by Title III funds.

Ferreira, Dana	Tellez, Patricia
Hinostroza, Marlene	Villacis, Lourdes

8. Lunchroom Supervisor - Franklin School

I recommend the following staff member to be approved as a Lunchroom Supervisor at Franklin School for the 2023/2024 school year; remuneration in accordance with the KEA Agreement at \$35 per lunch duty session:

McGuire, Lorraine

9. Laborer - Grounds/Field Crew

I recommend approval to appoint Jack Michaels to the position of Laborer assigned to the Grounds/Field Crew, STEP 0 of the 2023/2024 KSEA Salary Guide, at an annual salary of \$50,045 (prorated) effective March 19, 2024.

D. LEAVE OF ABSENCE

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

NAME	LOCATION	FAMILY AND MEDICAL LEAVE ACT	LEAVE OF ABSENCE	RETURN TO WORK
Gargiulo, Edward	KHS		3-5-24 to 4-5-24	4-8-24
Mandelman, Miryam	KHS	1-12-24 to 3-25-24		3-26-24
Rezkalla, Rasha	KHS	10-6-23 to 1-31-24	2-1-24 to 6-21-24	9-1-24

*Revised dates

E. TRANSFER OF ASSIGNMENT

I recommend approval of the following staff transfer:

STAFF MEMBER	FROM	TO	REPLACE/ NEW	EFFECTIVE DATE
Matusz, Ana	Grade 5 - Franklin	Teacher Behavioral Specialist	NEW	3-19-24

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:

Alexander, Leandra
Demian, Josian

Berko, Margaret, RN
Soto, Yahaira

G. PARAPROFESSIONALS

I. Appointment

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

Gomez, Leishka

2. Resignations

The following Paraprofessionals have resigned:

Soto, Yahaira - effective date 3-19-24

Spears, Asata - effective date 3-25-24

H. COACHES/ADVISORS

I. 2023/2024 Extracurricular Activities Appointment:

I recommend approval of the following Coaches/Advisor:

COACH/ADVISOR	SCHOOL	ADVISOR	STIPEND	LONGEVITY
<i>Art Club (Elementary)</i>	Roosevelt	DiGangi, Grace	\$692	
<i>Book Club (Elementary)</i>	Roosevelt	Cherry, Madison	\$692	
<i>Chorus (Elementary)</i>	Roosevelt	Bernal, Yulema	\$692	
<i>Student Council (Elementary)</i>	Roosevelt	Figueroa, Gabrielle	\$904	
<i>Theater (Elementary)</i>	Roosevelt	Gorin, Jeremy	\$804	

2. Resignation

Anthony Policano has resigned his position as Intramural Soccer Girls

3. Coaching Volunteer

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

Softball, Middle School.....Harris, Jennifer

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>
Grimm, Victoria	MA+32	\$8,000	\$77,999	February 1, 2024
O'Grady, Diana	BA+32	\$2,100	\$98,405	February 1, 2024
Tallarida, Nicole	MA+32	\$8,000	\$108,605	September 1, 2023

J. CLINICAL

Dorabella Provenzano, a student at Montclair State University, will be performing 40 hours clinical under the guidance of Kathleen Astrella.

K. OBSERVATION

Kayla Fitzgerald, a student in the BSN program at Felician University, will be performing an independent observation under the guidance of Jennifer Mead, District Coordinator of Health & Wellness, pending criminal background review clearance.

PART II – NON-PERSONNEL

A. OUTSIDE PLACEMENT

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

Student “BAR” to be placed at Little Friends, effective February 20, 2024. Weekly tuition for this placement is \$110.00. Transportation will not be provided for this student.

B. BOARD POLICY

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

<u>Policy/Reg</u>	<u>Title</u>
P 1140	Educational Equity Policies/Affirmative Action
P 1523	Comprehensive Equity Plan
P 1530	Equal Employment Opportunities
R 1530	Equal Employment Opportunity Complaint Procedure
P 1550	Equal Employment/Anti-Discrimination Practices
R 2200	Curriculum Content
P 2260	Equity in School and Classroom Practices
R 2260	Equity in School and Classroom Practices Complaint Procedure
P 2411	Guidance Counseling
P & R 2423	Bilingual Education
P & R 2431.4	Prevention and Treatment of Sports-Related Concussions and Head Injuries
P 3211	Code of Ethics
P 5570	Sportsmanship
P 5750	Equitable Educational Opportunity
P 5755	Equity in Educational Programs and Services
P 5841	Secret Societies
P 5842	Equal Access of Student Organizations
P & R 7610	Vandalism
P 8350	Records Retention
P 9323	Notification of Juvenile Offender Case Disposition

C. 2024/2025 PRESCHOOL BUDGET

I recommend approval of the 2024/2025 Preschool Budget.

D. BASEBALL SCOREBOARD ADVERTISEMENTS

I recommend approval to accept donations to post advertisements on the Baseball Scoreboard.

E. PENN RELAYS

I recommend approval for the Kearny High School Track Team to attend the Penn Relays, April 25 - April 27, 2024. There is no cost to the Board and all policies and Covid protocols will be met.

F. 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, SEC) and the North Arlington and Millburn Boards of Education. This agreement replaces the previously approved agreement on the November 20, 2023 Superintendent's Report.

G. APPOINTMENT OF SCHOOL DENTIST FOR THE 2023/2024 SCHOOL YEAR

I recommend approval of the appointment of Alan Silverstein, D.M.D. to provide dental screenings for the 2023/2024 school year at the remuneration of \$1,800.

H. 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.

I. 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.

J. HARASSMENT, INTIMIDATION, BULLYING REPORT (HIB)

I recommend acceptance of the enclosed HIB Report as prepared by the Student Assistance Coordinator for the month of March, 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 February, 2024 are the following:

Substitutes.....	\$132,274.68
Paraprofessionals.....	\$216,181.14

B. OUT-OF-SCHOOL SUSPENSIONS

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