

**Perth Amboy Board of Education
REORGANIZATION MEETING
January 3, 2019 – 5:30 p.m.
Perth Amboy High School
300 Eagle Avenue**

MINUTES

1. Call to Order – Derek J. Jess, School Business Administrator/Board Secretary

2. Pledge of Allegiance

3. Notice of Meeting

"The New Jersey Open Public Meetings Law was enacted to ensure the right of the public to have advance notice of and to attend the meetings of public bodies at which any business affecting their interests is discussed or acted upon. In accordance with the provisions of the Act, the Perth Amboy Board of Education has caused notice of this meeting to be published by having the date, time and place thereof posted at the bulletin board in the Administrative Headquarters Building, mailing notices to The Home News Tribune, The Amboy Guardian, El Diario/La Prensa, City Clerk Kupsch, as well as all other persons requiring notification pursuant to the New Jersey Open Public Meetings Law."

4. Oath of Office – Administration of Oath of Office to newly elected members

5. Roll Call – Derek J. Jess, School Business Administrator/Board Secretary

Mr. Convery	<u>P</u>	
Mr. Iglesia	<u>P</u>	
Ms. Lebron	<u>P</u>	arrived at 5:37 pm
Ms. Marquez-Villafañe	<u>P</u>	

Mr. Martinez	<u>P</u>	arrived at 5:53 pm
Mr. Massopust	<u>P</u>	
Mr. Puccio	<u>P</u>	
Ms. Vazquez	<u>P</u>	

Administration:

Dr. Roman	<u>P</u>
Dr. Rodriguez	<u>P</u>
Mr. Chromey	<u>P</u>
Mr. Jess	<u>P</u>
Mr. Rodriguez	<u>P</u>
Ms. Machado	<u>P</u>

6. Report on Election – Derek J. Jess, School Business Administrator/Board Secretary

7. Election of Board President:

A. Nominations

<u>Puccio</u>	<u>Marquez-Villafañe</u>	<u>Massopust</u>
	Moved	Seconded

B. Motion to Close Nominations

<u>Massopust</u>	<u>Marquez-Villafañe</u>	
Moved	Seconded	CARRIED UNANIMOUSLY

C. Roll Call

Yes: Convery, Iglesia, Lebron, Marquez-Villafañe, Martinez, Massopust, Puccio, Vazquez.

- Mr. Puccio was elected Board President. Mr. Puccio then asked the newly elected board members to say a few words:

- Ms. Marquez-Villafañe said that her ambition to be on the board started when she was at School #10. She thanked everyone who has helped her along the way and thanked Mrs. Gonzalez for giving her blessing for her to run for the board. She thanked her running mates and voters as well.
- Mr. Massopust thanked his family and his running mates for their support and the voters for supporting him as well; he promises he will do his best.
- Mr. Puccio thanked his running mates and the board members as we move forward as a new board. There is a lot ahead of us to do. Thanks to those who supported him. This is his 4th term and he is humbled by the turnout and thankful to those who helped him get here. He also thanked his life partner Lillian, because without her he wouldn't be able to get through this.

8. Election of Board Vice President:

A. Nominations

Vazquez

Iglesia

Lebron

Moved

Seconded

B. Motion to Close Nominations

Massopust

Lebron

Moved

Seconded

CARRIED UNANIMOUSLY

C. Roll Call

Yes: Convery, Iglesia, Lebron, Martinez, Massopust, Puccio, Vazquez

No: Marquez-Villafañe

- Ms. Vazquez was elected Board Vice President.
- Mr. Jess reported on the election and stated there were 26,509 registered voters in the city of which 9,773 voted. There were eight people who ran for the board of education, with Mr. Puccio receiving 3,238 votes, Mr. Massopust receiving 2,977 votes and Ms. Marquez-Villafañe receiving 2,785 votes.

9. Motions

- A. Authorization for the Board President to submit standing committee assignments for Board approval at the next regularly scheduled meeting.

Vazquez

Massopust

Moved

Seconded

CARRIED UNANIMOUSLY

- B. Designation of the following banks as depositories for school funds upon evidence of eligibility from the State of New Jersey, and the signatures required for withdrawals on the various bank accounts maintained at the aforementioned banks be designated as the officers who historically sign for said accounts:

1). Wells Fargo

6). Investors Savings Bank

2). TD Bank

7). The Provident Bank

3). Banco Popular

8). Santander Bank

4). Bank of America

9). Bank of New York

5). J.P. Morgan Chase

10). Central Jersey Federal Credit Union

11). 1st Constitution Bank

Vazquez

Massopust

Moved

Seconded

CARRIED UNANIMOUSLY

- C. Designation of The Home News Tribune as the newspaper of general circulation published in New Jersey circulating within the Perth Amboy area to be utilized for advertisements concerning public bids and other notices in accordance with Title 18A:14-10, 22-11 and 39-3 of the New Jersey State Statutes, and for the Amboy Guardian and El Diario/La Prensa to receive all Board meeting announcements and are hereby to receive a schedule of same.

Vazquez

Massopust

Moved

Seconded

CARRIED UNANIMOUSLY

- D. Continuation of public rate for reproduction of meeting and public documents in accordance with New Jersey Statue 47-1A-1,2,3. **(Specified in attachment)**

Vazquez

Massopust

Moved

Seconded

CARRIED UNANIMOUSLY

REGULAR BUSINESS

1. Student Representatives – Kevin Chavez and Jadelyn Cardenales

- There are multiple events happening which is making the senior year more enjoyable.
- The district leadership meeting was very good. There were thoughts and ideas expressed by all and the students were excited that they were able to provide input.
- The Pride Assembly was very good.
- The Winter Concert was a success and many families were brought together. The National Honor Society induction was the highlight of the students' academic success. We thank staff for making these events possible because it brought everyone together.
- The first marking period honor roll assembly was held. Those students with straight A's received the Principal's Award and those with perfect attendance received pride bucks.
- The Communications Academy started and they are making daily announcements utilizing the television studio. There are over 100 10th grade students enrolled in the communications academy. They are all required to complete 50 hours of service and so far everyone is enjoying it.
- The Red Ribbon Assembly honored the winning "stay off of drugs" posters from all grades.

2. BE IT RESOLVED that in accordance with the provisions of the Open Public Meeting Act ("Act"), the Board of Education shall conduct a closed session pursuant to the provisions of N.J.S.A. 10:4-12(b) for the purpose of discussing the following matter(s): Purchase, lease, or acquisition of real property with public funds, Student (s) - Harassment, Intimidation & Bullying, Student (s) – Disciplinary, Attorney-client privilege, Other Matters rendered confidential by state or federal law.

Massopust
Motion

Lebron
Seconded

- Upon discussion Mr. Iglesia commented that while the Open Public Meeting Act was enacted in 1973 the portion of the resolution tonight which mentions other matters rendered confidential by state or federal law could be misleading because the board could discuss anything without the public knowing; not saying that the board would do that, but the language could be perceived that way.
- Mrs. Machado stated that there was a mistake with respect to how the resolution appears on the agenda and the items should be listed and checked off. This evening we will be discussing HIB, the purchase of property, student disciplinary action and personnel matters.
- Mr. Iglesia amended his motion to include HIB, student disciplinary actions, attorney client privilege, personnel matters and the purchase, lease or acquisition of property. Ms. Vazquez seconded the amended motion. There being no other discussion, carried unanimously.
- A motion was made at 6:01 PM by Mr. Massopust and seconded by Ms. Lebron to adjourn to executive session. Carried unanimously.
- A motion was made at 8:37 PM by Mr. Convery and second by Ms. Vazquez to re-enter the public session. Carried unanimously.

3. Amendments/deletions/revisions to the agenda.

- **Additions**
- **Curriculum** – BE IT RESOLVED, that the Perth Amboy Board of Education, upon convening a disciplinary hearing on December 18, 2018, hereby determines based upon the preponderance of competent and credible evidence that students #291691; #296366; #201793; #209122; #295288; #202508; and #209135; shall be removed from the district and transferred to an appropriate alternative placement.
- **Finance** – Item 1a – four additional names were added to the travel expenses.
- **Buildings and Grounds** – Approval for Our Lady of Fatima to utilize the Dr. Richardson School for basketball on Thursday and Friday nights from January 4 - April 28, 2019 from 6:00 pm – 9:00 pm pending a receipt of a certificate of insurance.
- **Revisions**
- **Personnel** – Item 4a – the start date for Anja Bala is changed from January 2nd to on or before February 15, 2019.
- **Deletions**
- Removal of the policies under new business.

- 4 -

4. Meeting open to the public for discussion of agenda items only.
- Public member #1 - spoke about the correspondence received regarding the planning board application for premises located at Convery Blvd. and Dorothy Avenue. He asked if the board knew what the additional retail was going to be.
 - Mr. Jess stated that the letter is notifying us that the business that is currently there is looking to expand and include additional retail but we do not know what the additional retail will be.

Vazquez
Motion

Convery
Seconded

CARRIED UNANIMOUSLY
(To close following discussion)

5. Approval of Minutes of Regular Meeting held on November 15, 2018.

Vazquez
Motion

Lebron
Seconded

(Ms. Marquez-Villafañe & Mr. Iglesia – abstained)
CARRIED UNANIMOUSLY

6. Approval of Minutes of Executive Session held on November 15, 2018.

Vazquez
Motion

Lebron
Seconded

(Ms. Marquez-Villafañe & Mr. Iglesia – abstained)
CARRIED UNANIMOUSLY

7. Approval of the Bill List for the period of October 1, 2018 through October 31, 2018.

Vazquez
Motion

Lebron
Seconded

(Ms. Marquez-Villafañe – abstained)
CARRIED UNANIMOUSLY

8. Correspondence

A. State Department of Education (Copies distributed to Members of the Board)

- 1). Letters received from the Teacher's Pension and Annuity Fund approving the applications for Early/Service Retirements for the following individuals with the following effective dates:

Mindy Cohen Isaacs	January 1, 2019
Donald R. Menditto	January 1, 2019
Victor R. Otero	January 1, 2019

- 2). Letters received from the Public Employees Retirement System approving the applications for Service Retirements for the following individuals with the following effective dates:

Patricia M. Larkin	December 1, 2018
Irene Hand	January 1, 2019
Krystyna Huzarski	January 1, 2019

B. Miscellaneous

- 1). Notification from the Planning Board that an application has been made affecting the premises located on 853 Convery Blvd, 593 Dorothy Avenue, 889 Convery Blvd. and 895 Convery Blvd. by the Pautential Property Management, LLC requesting bulk variances to subdivide the referenced property and to attach to the existing Garden State Discount Liquors.

9. Reports

A. Board Secretary – Mr. Jess

- 1). Report of Bid Openings held on November 14, 2018 and November 20, 2018.
- 2). Report of district school bus evacuation drills from October 22, 2018 through April 16, 2019.
- 3). Secretary's Monthly Financial Report for the month of September 2018.
- 4). Treasurer's Monthly Financial Report for the month of September 2018.

Iglesia
Motion

Massopust
Seconded

CARRIED UNANIMOUSLY

9. Reports (continued)

A. Board Secretary – Mr. Jess (continue)

Acceptance of the Report of the Secretary's and Treasurer's as submitted and as being in agreement for the month of September 2018.

Iglesia
Motion

Massopust
Seconded

CARRIED UNANIMOUSLY

Acceptance of certification from the Board Secretary that no major line item has been over-expended for the month of September 2018.

Iglesia
Motion

Massopust
Seconded

CARRIED UNANIMOUSLY

B. Board President's Report – Mr. Kenneth Puccio

- Mr. Puccio offered condolences to those staff members who lost a member of their family over the past month.
- Mr. Puccio spoke about recently naming the Seaman Avenue School the Rose M. Lopez School. He read a letter that he received from Mrs. Lopez's husband thanking the board for this honor. Mr. Puccio then asked Mr. Lopez if he would like to address the board. Mr. Lopez stated that he was shocked with happiness. He offered many thanks and stated that it's overwhelming and he asked if a display, similar to what was done for Dr. Richardson at the Richardson School, could be done at the Lopez School. He also asked to be kept in the loop when it comes time for the school dedication ceremony.

C. Superintendent's Report – Dr. David A. Roman

- No Report.

CUR-10). Recommendations of the Superintendent of Schools

Curriculum Committee

- 1). Approval of Field Trips. (Specified in attachment)
- 2). Approval for the Perth Amboy High School Debate Team to participate in the Model United Nations Conference from January 4th – 6th, 2019 at Hersey Lodge & Convention Center in Hersey, Pennsylvania at a total cost not to exceed \$12,045.00, under the supervision of Ms. Daisy Rodriguez, Principal of Perth Amboy High School–Main Campus and Mr. Robert Dahill, Supervisor of Social Studies, CTE & NJROTC. Funded through account numbers 15-190-100-800-0-0000-03 and 15-000-270-512-0-0000-03.
- 3). Approval for student athletes and board approved wrestling coaches of the Perth Amboy High School Wrestling Team to attend and participate in the State Tournament in Atlantic City, New Jersey from February 28, 2019 – March 2, 2019 at a total cost not to exceed \$2,000.00, under the supervision of Mr. Nephtaly Cardona, Director of Athletics, Physical Education and Health. Funded through account numbers 15-402-100-800-0-0000-03 and 15-000-270-512-0-0000-03.
- 4). Approval for the Perth Amboy High School Student Council and National Honor Society and three District Chaperones to attend the 2018 Leadership Experience and Development (LEAD) Conference in Washington, D.C. from February 1, 2019–February 3, 2019, at a total cost not to exceed \$7,250.00, under the supervision of Ms. Daisy Rodriguez, Principal of Perth Amboy High School–Main Campus and Mr. Robert Dahill, Supervisor of Social Studies, CTE & NJROTC. Funded through account number 11-000-221-800-0-0000-24.
- 5). Approval for the following Professional Development Services:

	Name of Program / Consultant	Date(s)	Audience	Total Cost Not to Exceed	Account #	Under the Supervision of:
a.	Class Tech Tips, LLC – Dr. Monica Burns	January – June 30, 2019 (2.5 Days)	Technology, Media and Gifted & Talented Teachers	\$4,400.00	11-000-223-320-0-0000-33	Mr. Michael Heidelberg, Director of Curriculum & Instruction and Dr. Courtney Pepe, Supervisor of Educational Technology
b.	Texas Instruments – Math Professional Development	January 10, 2019	Grade 8 – 12 Teachers	\$3,980.00	11-000-223-320-0-0000-22	Mr. Michael Heidelberg, Director of Curriculum & Instruction and Mr. Lonn Vreeland, Supervisor of Mathematics Grades 6-12
c.	Change Agents Organizational Success - Grant Writing Professional Development	January 8, 2019	9 th Grade Team Leaders, Ed. Techs., & VP	\$1,500.00	15-000-218-320-0-0000-03	Dr. Ashanti Holley, Principal of 9 th Grade Program

Massopust
Moved

Vazquez
Seconded

CARRIED UNANIMOUSLY

CUR-10). Recommendations of the Superintendent of Schools

Curriculum Committee

5). Approval for the following Professional Development Services: **(Continued)**

	Name of Program / Consultant	Date(s)	Audience	Total Cost Not to Exceed	Account #	Under the Supervision of:
d.	Dr. Rodney Benson – Chair of Dept. of Media, Culture & Communication at NYU – Consulting & PD Support	January 2019 – December 2019 (20 Days)	Communication Academy – Main Campus Staff	\$40,000.00	15-190-100-500-0-0000-03	Ms. Daisy Rodriguez, Principal of PAHS – Main Campus and Mr. Michael Heidelberg, Director of Curriculum & Instruction
e.	NJ Principals & Supervisors Assoc. Foundation for Educational Administration – PARCC Writing Expectations & Focus on Vocabulary	January 10, 2019 & February 21, 2019	Grades 5 – 8 ELA Staff	\$3,000.00	11-000-221-320-0-0000-36	Mr. Michael Heidelberg, Director of Curriculum & Instruction and Ms. Jessica Urban, Supervisor of Language Arts Literacy 6-12

- 6). Approval for the 3rd Annual Family Maker Day Workshop at the Robert N. Wilentz School on March 23, 2019 at a total cost not to exceed \$10,000.00, under the supervision of Mr. Michael Heidelberg, Director of Curriculum & Instruction and Dr. Courtney Pepe, Supervisor of Educational Technology. Funded through account numbers 20-231-100-101-0-0000-40, 20-234-200-110-3-0000-40, 20-234-100-610-0-0000-40, and 20-234-200-600-0-0000-40.
- 7). Approval for Robert N. Wilentz School to host the Liberty Science Center–Science Circus Show on January 23, 2019 at a total cost not to exceed \$790.00, under the supervision of Mr. Ronald Anderson, Principal of Robert N. Wilentz School. Funded through account number 15-190-100-320-0-0000-18.
- 8). Approval for Ana Yngelmo, Esq. to facilitate a parent workshop at E. J. Patten School on current immigration law, procedures and resources on February 6, 2019 at a total cost not to exceed \$500.00, under the supervision of Mr. Rogelio Suarez, Director of Bilingual, ESL, & World Languages. Funded through account number 20-242-200-300-0-0000-40.
- Mr. Iglesia asked what this was about. It was stated that this is an immigration attorney who's providing information to our parents on resources to help them. Mr. Iglesia thanked the district for this because we're sensitive to our community needs.
- 9). BE IT RESOLVED, that the Perth Amboy Board of Education, upon convening a disciplinary hearing on December 18, 2018, hereby determines based upon the preponderance of competent and credible evidence that students **#291691**; **#296366**; **#201793**; **#209122**; **#295288**; **#202508**; and **#209135**; shall be removed from the district and transferred to an appropriate alternative placement.

Massopust
Moved

Lebron
Seconded

CARRIED UNANIMOUSLY

FIN-11). Recommendations of the Superintendent of Schools

Finance Committee

- 1). Approval of travel expenses, under the supervision of Mr. Derek J. Jess, School Business Administrator. **(Specified in attachment)**
- 2). Approval to award a contract to Yannuzzi Group, Inc. for the High School Court Yard Demolition, Edward Engineering at the amount of \$72,500.00. Under the supervision of Mr. Nicholas Crupi, Director of Buildings and Grounds and Mr. Derek J. Jess, School Business Administrator.
 - Ms. Vazquez thanked the board for the undertaking of this project as the new redesigned court yard looks very good.
 - Mr. Massopust asked about taking the trees down and what is going to be there.
 - It was stated that there has been numerous conversations. We are creating a space to work with our Health & Science Academy. We spoke to Mr. Puccio about this who disseminated more information to Mr. Massopust.
- 3). Approval to amend the following IDEA Combined Applications:
 - 1. Combined Basic Flow-Through Funds for FY 2018/2019
 - a. Basic (3-21) - \$2,849,258.00
 - b. Preschool (3-5) - \$ 58,975.00
- 4). Approval of the placement of special education and general education students in out-of-district facilities for the 2018–2019 school year, under the supervision of Mr. Abdel A. Gutierrez, Director of Special Education Services:

ID#	Class	Facility	Tuition	Date
211834	GenEd	Ranch Hope Strang School	\$54,043.68	10/23/18
299838	MD	First Children Schools	\$50,400.00	11/05/18
204049	AUT	The Deron School of NJ, Inc.	\$49,800.66	11/01/18
202497	ED	CPC Behavioral Healthcare, Inc.	\$59,148.00	10/09/18
60009231	GenEd	Carteret Public Schools	\$12,200.00	09/2018
60009232	GenEd	Carteret Public Schools	\$12,200.00	09/2018

- 5). Authorization is requested to enter into contract agreements with Preferred Home Health & Nursing Services to provide private duty nursing and transportation services for student ID#297954 student with disabilities for 2018-2019 school year. Under the supervision of Mr. Abdel A. Gutierrez, Director of Special Services Department.
 - RN \$57.00/hour
 - LPN \$52.00/hour
 - Ms. Marquez-Villafañe asked, what happens if a nurse is out, do the students still get their nursing services. Ms. Eva Kucaba replied, yes.
- 6). Authorization is requested to enter into contract agreements with Preferred Home Health & Nursing Services, to provide private duty transportation nursing for student ID#209377, student with disabilities, for the remainder of the 2018-2019 school year. Under the supervision of Mr. Abdel A. Gutierrez, Director of Special Services Department.
 - LPN – One to One \$52.00/hour
 - Specialty RN – One to One \$57.00/hour
- 7). Approval to accept a donation of plush toys from Pet Smart, for our Flynn School students, under the supervision of Dr. Regina Postogna, Principal of James J. Flynn School.
- 8). Approval to accept a donation of backpacks and Christmas gifts from the United Way to be given to families (to be determined). Under the supervision of Mr. Abdel A. Gutierrez, Director of Special Services Department.

Iglesia Moved

Lebron Seconded

CARRIED UNANIMOUSLY

FIN-11). Recommendations of the Superintendent of Schools

Finance Committee

- 9). Authorization to enter a contract agreement with the State of New Jersey Department of Human Services Commission for the Blind to provided educational services to student ID#296679 for the 2018-2019 school year at a cost of \$4,500.00. Under the supervision of Mr. Abdel A. Gutierrez, Director of Special Services Department.

- 10). Approval for New Jersey Schools Insurance Group to conduct CPR/AED training for all District Administrator's and District Secretaries at a cost of \$25.00 per person not to exceed \$4,000, under the supervision of Mrs. Eva Kucaba, Supervisor of Nursing and Health Related Services, funded through account #11-000-213-500-0-0000-27.

<u>Iglesia</u>	<u>Lebron</u>	
Moved	Seconded	CARRIED UNANIMOUSLY

B&G-12). Recommendations of the Superintendent of Schools**Buildings & Grounds Committee**

- 1). Approval of the following use of facilities requests, under the supervision of Mr. Derek J. Jess, School Business Administrator.

	Organization	Building	Dates/Time	Event	Certificate of Insurance
a.	City of Perth Amboy Department of Human Services	Perth Amboy High School Marching Band	Saturday, December 8, 2018	Christmas Parade/Christmas Tree Lighting Ceremony	X
b.	City of Perth Amboy Department of Human Services	McGinnis School Marching Band	Saturday, December 8, 2018	Christmas Parade/Christmas Tree Lighting Ceremony	X
c.	City of Perth Amboy Department of Human Services	Perth Amboy High School NJROTC Cadets	Saturday, December 8, 2018	Christmas Parade/Christmas Tree Lighting Ceremony	X
d.	City of Perth Amboy Department of Human Services	McGinnis School Chorus	Saturday, December 8, 2018	Christmas Tree Lighting Ceremony	X
e.	Perth Amboy Police Department & Carteret Police Department	James J. Flynn School	Saturday, December 1, 2018 10:30 am – 2:30 pm	Joint Training Exercise	X
f.	St. Demetrios Greek Orthodox Church	R.N. Wilentz School	Saturday, May 11, 2019 8:00 am – 5:30 pm	Indoor Olympics	X
g.	Our Lady of Fatima	Dr. Richardson School	Thursdays & Fridays 6:00 pm – 9:00 pm January 4 - April 28, 2019	Basketball	X

Vazquez
Moved

Convery
Seconded

CARRIED UNANIMOUSLY

- Mr. Puccio & Mr. Martinez abstained on item e.
- Ms. Vazquez abstained on items a through d.
- Ms. Marquez – Villafañe abstained on items a – e.

PER-13). Recommendations of the Superintendent of Schools

Personnel Committee

Note: All appointments of district staff are contingent upon satisfying the requirements of the New Jersey Criminal History Background Check Status.

- 1). Acceptance of the following resignations for the purpose of retirement:

	Name (Last, First)	Position	Location	Effective Date
a.	Berger, John	Health & Physical Education Teacher	W. C. McGinnis School	12/01/18
b.	Meyers, Susana	Bilingual Elementary Teacher	A.V. Ceres School	06/30/19
c.	Mahmoud-Madin, Safia	Chemistry Teacher	P. A. High School	07/01/19
d.	Luke, Christina	School Bus Driver	Transportation Dept.	03/01/19
e.	Otero, Victor R.	Bilingual Science Teacher	P. A. High School	01/01/19

- 2). Acceptance of the following resignations:

	Name (Last, First)	Position	Location	Effective Date
a.	Ramos-Tavarez, Belinda	Mathematics Teacher	W. C. McGinnis School	01/01/19
b.	Soler, Candace	ESL Teacher	P. A. High School	01/28/19
c.	Napoli, Brooke	Art Teacher	P. A. High School	01/31/19
d.	Felt, Morgan	Special Education Teacher	S. E. Shull School	02/04/19
e.	Mitchell, Steven	Paraprofessional	H. N. Richardson School	12/03/18
f.	Rodriguez, Zulma	Paraprofessional	E. Hmieleski E.C.C.	01/01/19
g.	Mena, Johandy	Head Custodian	A. V. Ceres School	01/11/19
h.	Weiss, David Dr.	Part-time History Teacher	Adult Evening Program	12/20/18
i.	Almanzar, Luis R.	School Security Personnel	P. A. High School	01/10/19

- A discussion ensued with regards to the number of staff members that have retired and/or resigned. Since August, 111 staff members have retired/resigned. It's costly and it impacts our student learning. We need to insure that we are keeping qualified people. Is there a ratio of the number of staff leaving to those being hired?
- It was stated that we've gone through great measures to keep quality staff. More information will be provided for the next Personnel Committee Meeting and executive session to discuss the ratio of staff that are leaving to being hired as well as what else is being done.
- It was also stated that we have 2,000 staff members, 111 is 6%, it's higher than we want them to be, but we are not outrageous as compared to other industries and districts. People are leaving because of money and distance from their home.

- 3). Approval of the following requests for a Leave of Absences:

	Name (Last, First)	Reason	Position	Location	Date Effective	End Date	Notes
a.	Audet, Lynn	Medical Leave	Kindergarten Teacher	Richardson School	11/26/18	12/21/18	Utilizing sick days
b.	Vicente, Marita	Medical Leave	Bilingual Teacher	Shull School	11/12/18	12/21/18	Utilizing sick days
c.	Molina-Matta, Gerardo	Medical Leave	Master Pre-K Teacher	Cruz E.C.C.	10/11/18	11/28/18	Utilizing sick days
d.	Sperlazza, MaryJo	Extension of Medical Leave	Supervisor	School #7	11/13/18	01/04/19	Utilizing sick days
e.	Hernandez, Teresa	Medical Leave	Teacher	Shull School	12/06/18	12/21/18	Utilizing sick days
f.	Nycz, Michele	Medical Leave	Pre-K Teacher	Hmieleski E.C.C.	12/07/18	12/21/18	Utilizing sick days
g.	Berrio, Tatiana	Extension of Medical Leave	Elementary Teacher	Richardson School	11/12/18	01/07/19	Utilizing sick days
h.	Stapelfeldt, Morgan	Medical Leave	Elementary Teacher	Wilentz School	11/19/18	12/14/18	Utilizing sick days
i.	Kester, David	Medical Leave	Technology Dept.	High School	11/21/18	12/13/18	Utilizing sick days
j.	Hernandez, Nancy	Medical Leave	Confidential Secretary	Administration Building	11/13/18	11/30/18	Utilizing sick days
k.	Barram, Laura	Extension of Medical Leave	Elementary Teacher	Patten School	12/03/18	12/21/18	Utilizing sick days
l.	Dunne, Norma	Medical Leave	Elementary Teacher	Ceres School	11/16/18	12/21/18	Utilizing sick days

Lebron
Moved

Vazquez
Seconded

CARRIED UNANIMOUSLY

PER-13). Recommendations of the Superintendent of SchoolsPersonnel Committee

3). Approval of the following requests for a Leave of Absences: (Continued)

	Name (Last, First)	Reason	Position	Location	Date Effective	End Date	Notes
m.	Hubbs, Bernadette	Medical Leave	School Counselor	High School South Campus	11/12/18	12/12/18	11/12/18 – 11/15/18 utilizing sick days 11/16/18 – 12/12/18 Without pay
n.	Naples, Rosa	Medical Leave	Paraprofessional	Cruz E.C.C.	02/25/19	06/30/19	Utilizing sick days
o.	Golebiewski, Joann	Medical Leave	Cafeteria Worker	Ceres School	11/12/18	12/21/18	Utilizing sick days
p.	Pirilli, Doreen	Extension of Medical Leave	Kindergarten Teacher	Richardson School	11/01/18	12/21/18	11/1/18 – 12/11/18 Utilizing sick days 12/12/18 – 12/21/18 Without pay
q.	Rosa, Sandra	Extension of Medical Leave	Custodian	High School	12/03/18	03/02/19	Extension of Medical Leave without pay
r.	Walker, Johnnie	Medical Leave	Kindergarten Teacher	Flynn School	10/31/18	04/30/19	10/31/18 – 12/7/18 utilizing sick & personal days 12/10/18 – 2/12/19 with pay from sick bank 2/13/19 – 4/30/19 without pay
s.	Arvelo, Evelyn	Extension of Medical Leave	Paraprofessional	Wilentz School	12/03/18	01/25/19	With pay from sick bank
t.	Papota, Mary	Extension of Medical Leave	Reading Specialist	Patten School	11/01/18	06/30/19	Extension of Medical Leave without pay
u.	Nieves, Susan	Extension of Medical Leave	Level II Secretary	McGinnis School	09/01/18	01/31/19	Extension of Medical Leave without pay
v.	Pla, Dina	Medical Leave	Paraprofessional	Richardson School	10/10/18	12/21/18	10/10/18 – 10/30/18 Utilizing sick & personal days 10/31/18 – 12/21/18 with pay from sick bank
w.	Olavarria, Angelita	Medical Leave	School Social Worker	Shull School	11/13/19	03/20/19	11/13/18 – 01/04/19 utilizing sick days 01/07/19 – 03/20/19 without pay
x.	Albarran, Darlene	Revision of Medical Leave with Extension	Intervention Teacher	Flynn School	11/27/18	04/26/19	Revision of Medical Leave From: 11/27/18 – 12/07/18 without pay To: 11/27/18 – 01/31/19 with pay from sick bank 02/01/19 – 04/26/19 without pay
y.	Rosario, Jahaira	Medical Leave	Level I Secretary	Admin. Bldg.	12/19/18	01/18/19	Utilizing sick days

Lebron
MovedConvery
Seconded

CARRIED UNANIMOUSLY

PER-13). Recommendations of the Superintendent of Schools
Personnel Committee

3). Approval of the following requests for a Leave of Absences: (Continued)

	Name (Last, First)	Reason	Position	Location	Date Effective	End Date	Notes
z.	Chapman, Luann	Medical Leave	5 th Grade Teacher	Shull School	11/12/18	12/21/18	11/12/18 – 11/30/18 utilizing sick & personal days 12/03/18 – 12/21/18 without pay
aa.	Patel, Bhavesh	Medical Leave	District Printer	High School	01/22/19	02/08/19	Utilizing sick days
bb.	Jimenez, Domingo	Extension of Medical Leave	Paraprofessional	Wilentz School	01/02/19	02/28/19	Extension of Medical Leave without pay
cc.	Fazio, Christine	Medical Leave	Health & Phys. Ed. Teacher	Ceres School	01/09/19	02/20/19	Utilizing sick days
dd.	Ruggiero, Christina	Extension of Maternity Leave	Kindergarten Teacher	Wilentz School	11/26/18	02/04/19	Extension of Maternity Leave without pay
ee.	Hayes, Jennifer	Maternity Leave	Elementary Teacher	Patten School	02/04/19	06/30/19	2/4/19 – 3/15/19 Utilizing sick & Personal days 3/18/19 – 6/30/19 Without pay
ff.	Mastrolia, Cara	Revision of Maternity Leave	Intervention Teacher	Ceres School	11/12/18	03/05/19	Revision of Maternity Leave From: 11/12/18 – 12/11/18 Utilizing sick days 12/12/18 – 3/5/19 without pay To: 11/12/18 – 1/3/19 Utilizing sick days 1/4/19 – 3/5/19 without pay
gg.	Nogueira, Lisa	Extension of Maternity Leave	Language Arts and Social Studies Teacher	Shull School	2/4/19	06/30/19	Extension of Maternity Leave without pay
hh.	McCauliff, Maribeth	Maternity Leave	School Social Worker	Patten School	5/6/19	06/30/19	Utilizing sick days
ii.	Gonzalez, Danielle	Maternity Leave	2 nd Grade Teacher	Richardson School	2/26/19	06/30/19	2/26/19 – 4/30/19 utilizing sick days 5/1/19 – 6/30/19 without pay
jj.	Maine, Margaret	Intermittent Family Leave	Science Teacher	Shull School	9/25/18	11/30/18	Intermittent Family Leave without pay
kk.	Phillips, Patrick	Family Leave	Language Arts Teacher	High School (South Campus)	01/04/19	01/17/19	Family Leave without pay
ll.	Tejada, Yuderka	Intermittent Family Leave	Math Teacher	McGinnis School	12/01/18	06/30/19	Intermittent Family Leave without pay
mm.	Grimm Jr., Douglas P.	Family Leave	Math Specialist	Dual Language School	01/02/19	02/13/19	Family Leave without pay

Lebron
Moved

Vazquez
Seconded

CARRIED UNANIMOUSLY

PER-13). Recommendations of the Superintendent of Schools
Personnel Committee

3). Approval of the following requests for a Leave of Absences: (Continued)

	Name (Last, First)	Reason	Position	Location	Date Effective	End Date	Notes
nn.	Morales, Maria	Intermittent Medical Leave	Paraprofessional	McGinnis School	12/12/18	06/30/19	Intermittent medical leave utilizing sick days
oo.	Eberhardt, Sandra	Intermittent Medical Leave	Paraprofessional	McGinnis School	09/05/18	06/30/19	Intermittent medical leave utilizing sick days
pp.	Crespo, Luis	Extension of Medical Leave	Custodian	McGinnis School	12/21/18	03/19/19	Extension of medical leave without pay

4). Appointments of the following certificated staff:

	Name (Last, First)	Position	Step	Salary Pending Negotiations (Pro-rated)	Location	Date Effective	End Date	Notes
a.	Bala, Anju	Mathematics Teacher	10-MA	\$64,650	PAHS	On or before 2/15/19	06/30/19	Replacing G. Corisdeo
b.	Cunningham, Janea	ESL Teacher	4-MA	\$57,100	PAHS	01/07/19	06/30/19	Replacing L. Tempesta
c.	Beck, Rae	Mathematics Teacher	3-MA	\$56,200	McGinnis School	01/07/19	06/30/19	Replacing N. Martinez
d.	Polanco, Anabel	Bilingual Math Teacher	1-BA	\$50,000	McGinnis School	On or before 2/11/19	06/30/19	Replacing B. Ramos- Taveras
e.	Alicea, Luis	Bilingual Science Teacher	5-MA	\$58,600 (including content area stipend)	Shull School	01/07/19	06/30/19	Replacing S. Sardina
f.	Wolfe, Jerel	Elementary Teacher <i>Extension of Temporary Contract</i>	12-BA	\$68,650	Ceres School	01/01/19	06/30/19	Replacing M. Isaacs
g.	Pinto, Sharlene	LDTC	9-MA	\$63,200	Richardson School	On or before 03/04/19	06/30/19	New Position
h.	Azenheimer, Margaret	Intervention Teacher <i>Extension of Temporary Contract</i>	1-MA	\$55,500	Flynn School	12/17/18	04/30/19	Replacing J. Walker
i.	Zamorano, Ashlee L.	Elementary Teacher	2-MA	\$55,750	Wilentz School	On or before 3/11/09	06/30/19	Replacing S. Laraway
j.	Kellon, Virginia A.	School Psychologist (non-traditional) PIRT	1-MA	55,500	District	01/07/19	06/30/19	New Position
k.	Jakucs, Richard	Naval Science Teacher	3-MA	\$56,200	PAHS	On or before 01/22/19	06/30/19	Replacing C. Zorman

Lebron
Moved

Vazquez
Seconded

CARRIED UNANIMOUSLY

PER-13). Recommendations of the Superintendent of Schools
Personnel Committee

5). Appointment of the following non-certificated staff:

	Name (Last, First)	Position	Salary Pending Negotiations (Pro-rated)	Location	Date Effective	End Date	Notes
a.	Lopez Mejia, Carolina	Paraprofessional	\$37,515	Hmieleski E.C.C.	01/07/19	06/30/19	Replacing Y. Dumar
b.	Acosta, Rudi V.	Paraprofessional	\$37,515	Hmieleski E.C.C.	01/07/19	06/30/19	Replacing Z. Rodriguez
c.	Colon, Michelle	Paraprofessional	\$37,515	Ignacio Cruz E.C.C.	On or before 02/04/19	06/30/19	Replacing C. Cruz
d.	Gonzalez, Myrna	Paraprofessional	\$37,515	PAHS (South Campus)	On or before 01/28/19	06/30/19	Replacing C. Perez
e.	Basurto Roldan, Carlos	Interim Maintenance Worker	\$45,000	District	01/07/19	06/30/19	Replacing L. Carrillo
f.	Simo, Keith	Custodian (B)	\$24,025	Dual Language School	01/07/19	06/30/19	New Position
g.	Perez De Gonzalez, Madelyn	Custodian (B) (Night Shift)	\$25,625	Hmieleski E.C.C.	01/07/19	06/30/19	Replacing M. Gonzalez- Velez
h.	Nieves-Casillas, Danny	Custodian (B) (Night Shift)	\$25,625	Administration Building	01/07/19	06/30/19	Replacing J. Gonzalez
i.	Hinojosa, Diana	Lunch Aide	\$14.25/hr.	Wilentz School	01/07/19	06/30/19	Replacing Y. Gonzalez
j.	Morel, Ysabel	Lunch Aide	\$14.25/hr.	Wilentz School	01/07/19	06/30/19	Replacing E. Nunez
k.	Lantigua-Peguero, Kermy	Lunch Aide	\$14.25/hr.	Dual Language School	01/07/19	06/30/19	Replacing A. Abreu
l.	Nunez De Caraballo, Mary D.	Lunch Aide	\$14.25	Dual Language School	01/07/19	06/30/19	Replacing D. Batista- Concepcion
m.	Jerez, Ysidra	Lunch Aide	\$14.25/hr.	Flynn School	01/07/19	06/30/19	Replacing Y. Diaz-Ramos
n.	Tueros, Ana	Lunch Aide	\$14.25/hr.	Patten School	01/07/19	06/30/19	New Position
o.	Delgado, Lidie	Lunch Aide	\$14.25	Richardson School	01/07/19	06/30/19	Replacing B. Rezende Blake
p.	Pardellas, Maritza	Lunch Aide	\$14.25	Richardson School	01/07/19	06/30/19	Replacing K. Simo
q.	Abreu, Carmen	Lunch Aide	\$14.25	Ignacio Cruz E.C.C.	01/07/19	06/30/19	Replacing T. Peterson

- Mr. Iglesia abstained on item 5e.
- 6). Approval to rescind the resignation of Mr. Erik Nugent, Maintenance Worker – Electrician.
- 7). Approval for Leaders to Leaders to provide a mentor for the following administrator for the 2018-2019 school year.

	Name (Last, First)	Position	Location	Mentor	Start Date	End Date	Stipend
a.	Sneed, Gregory	Vice Principal	Shull School	Mr. Mark Williams	07/01/18	06/30/18	\$1,500.00

Lebron Convery
Moved Seconded CARRIED UNANIMOUSLY

PER-13). Recommendations of the Superintendent of Schools

Personnel Committee

- 8). Approval for the following staff to serve as mentors for first-year certificated staff for the 2018-2019 school year.

	Name (Last, First)	Position	Location	Mentor	Start Date	End Date	Stipend
a.	Drugos, Heather	Teacher	Wilentz School	Diana Franco	11/26/18	06/30/19	\$1,232.50
b.	Creighton, Erin	Teacher	Shull School	Schakia Arrington	12/03/18	06/30/19	\$1,190.00
c.	Freire, Karen	Teacher	Shull School	Marybeth Vizzacchero	12/03/18	06/30/19	\$1,190.00
d.	Puma, Michael	Teacher	Ceres School	Jennifer Viens	12/03/18	06/30/19	\$1,190.00
e.	Snyder, Carly	Teacher	McGinnis School	Heidy Irizarry	12/03/18	06/30/19	\$1,190.00
f.	Thomas, Shannon	Teacher	Richardson School	Elizabeth Mazzeo	12/03/18	06/30/19	\$1,190.00
g.	Miller, Michele	Teacher	Shull School	Karen Granato	12/10/18	06/30/19	\$1,105.00

- 9). Approval to accept the following Student Teachers/Student Observations/Internships for the 2018-2019 school year:

	Name (Last, First)	Subject	Location	Cooperating Teacher/ Administrator	Supervisor	Start Date	End Date	School
a.	Sayed, Rana	Early Childhood	Hmieleski E.C.C.	Kimberly Burt	Dr. Gerarda Mast	01/22/19	05/15/19	Kean
b.	Clementi, Roxanne	Early Childhood	Hmieleski E.C.C.	Mary Gonzalez	Dr. Gerarda Mast	01/22/19	05/15/19	Kean
c.	Blideyko, Kimberly	Elementary	Wilentz School	Rebeca Tapia- Paco	Mr. Ronald Anderson	01/22/19	05/15/19	Kean
d.	Vega, Tamara	Elementary	Wilentz School	Marisa De La Fuente	Mr. Ronald Anderson	01/22/19	05/15/19	Kean
e.	Patel, Apeksha	Science	P.A. High School	Afshan Waheed	Mrs. Daisy Rodriguez	01/22/19	05/15/19	Kean
f.	Ducet, Sabrina	Spanish	P.A. High School	Irma Rivera	Mrs. Daisy Rodriguez	01/22/19	05/15/19	Kean
g.	Campisa, Peter	Science	Shull School	Judith Sousa	Dr. Rosario Casiano	01/22/19	05/15/19	Kean
h.	Stefura, Dana	Elementary	Shull School	Jamie Blockus	Dr. Rosario Casiano	01/22/19	05/15/19	Kean
i.	Fagan, Jacklyn	ESL	Wilentz School	Karen Novak	Mr. Ronald Anderson	11/12/18	12/21/18	Georgian Court
j.	Simatos, Jennifer	Administration	Adult School	Dr. Myrna Garcia	Dr. Myrna Garcia	01/02/19	06/25/19	Rowan
k.	Struhala, Bertha	ESL	Richardson School	Mr. Edwin Nieves	Mr. Edwin Nieves	01/22/19	05/10/19	Rowan
l.	Pidgeon, Dean	Physics	South Campus	Christopher Bailey	Dr. Ashanti Holley	01/24/19	05/09/19	Rutgers
m.	Regalon, Juan	Physics	East Campus	Dayna Glass	Dr. Ashanti Holley	01/24/19	05/09/19	Rutgers
n.	Cott, Celeste	Health	Ceres School	Christine Fazio	Mr. Derrick Kyriacou	01/16/19	05/10/19	William Paterson
o.	Cott, Celeste	Health	Ceres School	Fred Wenzel	Mr. Derrick Kyriacou	01/16/19	05/15/19	William Paterson
p.	Peysakhova, Julia	Kindergarten	Patten School	Brian Morgan	Dr Damian Medina	01/22/19	05/15/19	Kean
q.	Peysakhova, Julia	Early Childhood	Cruz E.C.C.	Rhondi Sabo	Mrs. Susan Roque	01/22/19	05/15/19	Kean

Lebron
Moved

Convery
Seconded

CARRIED UNANIMOUSLY

PER-13). Recommendations of the Superintendent of Schools

Personnel Committee

- 10). Approval for the following additional staff to work the Before/After School/Evening and Saturday Programs for the 2018-2019 school year, under the supervision of each school Principal. **(Specified in attachment)**
- 11). Approval to appoint the following as AVID College Tutor for W. C. McGinnis School, S. E. Shull School and P. A. High School for the 2018-2019 school year, from November 16, 2018 through June 30, 2019 and be compensated at \$12.00 per hour, under the supervision of Ms. MaryJo McAdam, Director of School Counseling and Related Services. Funded through account number:11-000-223-110-0-0000-20.

	Name (Last, First)
a.	Urena, Daniel

- 12). Approval for the following staff to provide after-school home instruction, from November 1, 2018 through June 30, 2019, and be compensated at the contractual rate of \$40.00 an hour, under the supervision of Mr. Abdel Gutierrez, Director of Special Education Services. Funded through account number:11-150-100-101-0-0000-16.

	Name (Last, First)	Position	Location		Name (Last, First)	Position	Location
a.	Warlick, Kathryn	LDTC	Shull School	g.	McEnerney, Michelle	Teacher	Ignacio Cruz
b.	Valente, Marilyn	Teacher	Shull School	h.	Joseph, Frank	Teacher	South Campus
c.	Georgiana, Daja	Teacher	Flynn School	i.	Otterbine, Melissa	Guidance Counselor	PAHS-Main
d.	Green, LaVerné	Guidance Counselor	Shull School	j.	Crowley-Rivera, Elizabeth	Teacher	Wilentz School
e.	Vazquez, Edgardo	Teacher	McGinnis School	k.	Martin, Yara	Teacher	Ceres School
f.	Rodriguez, Ali	Teacher	McGinnis School	l.	Vanhsem, Yamilka	Teacher	Ceres School

- 13). Approval for the following to serve as a Substitute Nurse for the 2018-2019 school year at a daily rate of \$180.00.

	Name (Last, First)
a.	Jones, Davia B.

- 14). Approval for the following staff to serve as a Substitute Teacher for all of the Adult High School Programs for the 2018-2019 school year, from November 13, 2018 through June 25, 2019, under the supervision of Dr. Myrna Garcia, Principal.

	Name (Last, First)	Position	Account Number	Rate of Pay	Hours
a.	Ali, Shireen	Art Teacher	13-602-100-101-0-0000-15	\$40.00/hr.	5:00 P.M. – 9:00 P.M. (Mon. – Thurs.)

Lebron
Moved

Vazquez
Seconded

CARRIED UNANIMOUSLY

PER-13). Recommendations of the Superintendent of Schools

Personnel Committee

- 15). Approval for the following to serve as Substitute Cafeteria Workers at an hourly rate of pay of \$10.00 and Substitute Lunch Aides at an hourly rate of \$12.25 for the 2018-2019 school year, under the supervision of Ms. Jasmin Minaya, Manager of Food Services and Ms. Carmen Southward, District Director of Operations.

	Name (Last, First)
a.	Barrero-Beltran, Gloria (Only Lunch Aide)
b.	Paredes-Villar, Yenevid
c.	Solano, Ivette M. (Only Lunch Aide)

- 16). Approval for the following Paraprofessional to serve as a Substitute Bus Aide for the 2018-2019 school year and be compensated at an hourly rate of \$29.00, under the supervision of Dr. Damian Medina, Acting Principal.

	Name (Last, First)	School	Account Number	Dates
a.	Montalvo, Samantha	E. J. Patten	15-240-100-106-1-0000-05 15-204-100-106-1-0000-05	02/11/19 – 06/30/19

- 17). Approval for the following Crisis Prevention Institute (CPI) instructors to receive compensation at the contractual rate, on Saturday, January 12, 2019 or Saturday, January 26, 2019, under the supervision of Mr. Abdel Gutierrez, Director of Special Services. Funded through account number: 11-150-100-320-0-0000-16. **(Specified in attachment)**

- 18). Approval for the following staff members to participate in the CPI Training on January 12, 2018 or January 26, 2019 and be compensated at the contractual rate, not to exceed 7 hours per day, under the supervision of Ms. Carmen Southward, Director of Operations and Mr. Tibor Kacso, Manager of Security Personnel. Funded through account number: 11-000-223-110-0-0000-35. **(Specified in attachment)**

- 19). Approval for the following change in assignment and/or transfer for the following staff for the 2018-2019 school year.

	Name (Last, First)	From	To	Effective Date
a.	O'Keefe, Marisol	ESL Teacher Shull School	ESL Teacher Shull School/McGinnis School	01/02/19
b.	Gonzalez-Velez, Madeline	Custodian A (Night Shift) Edmund Hmieleski E.C.C.	Custodian A (Day Shift) S. E. Shull School	11/12/18
c.	Gonzalez, Junior	Custodian A (Night Shift) Administration Building	Custodian A (Night Shift) W. C. McGinnis School	11/12/18
d.	Lopez de Villarreal, Lorena	Custodian A (Night Shift) South Campus	Custodian A (Night Shift) PAHS Main Campus	01/02/19
e.	Diaz, Alvaro	Custodian A (Night Shift) PAHS Main Campus	Custodian A (Night Shift) South Campus	01/02/19
f.	Cruz, Merlin	Assistant Head Custodian Anthony V. Ceres School	Head Custodian Anthony V. Ceres School	01/14/19
g.	Luckus-Benedict, Stacey	School Psychologist (Non-Traditional) PIRT	School Psychologist (Non-Traditional) E. J. Patten School	01/22/19
h.	Jones, Marcus	Paraprofessional James J. Flynn School	Paraprofessional Dr. Herbert N. Richardson School	01/02/19

Lebron
Moved

Vazquez
Seconded

CARRIED UNANIMOUSLY

PER-13). Recommendations of the Superintendent of Schools

Personnel Committee

20). Approval of the following salary adjustments. (Specified in attachment)

<u>Lebron</u>	<u>Convery</u>	
Moved	Seconded	CARRIED UNANIMOUSLY

14. Old Business

<u>Convery</u>	<u>Iglesia</u>	(To close old business)
Moved	Seconded	CARRIED UNANIMOUSLY

15. New Business

- Mr. Convery wished everyone a Happy New Year and welcomed Ms. Marquez-Villafañe to the board.
- Ms. Vazquez thanked everyone for electing her Vice President and welcomed Ms. Marquez-Villafañe to the board. She's humbled by the trust and will work collaboratively with everyone. We'll have inclusive conversations and will hold everyone accountable as she hopes everyone will hold her accountable.

<u>Lebron</u>	<u>Iglesia</u>	(To close new business)
Moved	Seconded	CARRIED UNANIMOUSLY

16. Open to the Public

- Public member #1 - stated that over 30 years ago a developer was granted permission to build 1,300 to 1,500 townhouses in town which are now known as Harbortown. A component of the construction was that the contractor would have to dedicate areas for a school, fire house and recreational space for kids, but it was removed by the city. Was the Board of Education aware of this or ignorant of this? In 2019 there are 50 acres which are being put on the block to be developed by the Perth Amboy Redeveloping Agency. At least 400 rental units will be built at that location. There is no acreage set aside for schools, because according to the Executive Director of the Redeveloping Authority it is not their responsibility, but the Board of Educations. Once you change an area to high density it appreciates in value. The board should look into it and use eminent domain to take the land.


<u>Iglesia</u>	<u>Lebron</u>	(To close public business)
Moved	Seconded	CARRIED UNANIMOUSLY

- Mr. Puccio recognized all the board members. We're volunteers and we do this because we want to do it. Over the last three years, the board has come together to work collaboratively with each other and the administration. We're a team and we all work together and we've done a fine job. Congratulations to Ms. Vazquez on her election as Vice President, to Ms. Marquez-Villafañe on her election to the board to Mr. Massopust on his reelection and good luck to all of us this year. Mr. Massopust is a fine gentleman who knows a lot about the city and we look forward to working together.

17. Motion to adjourn at 9:20 pm.

<u>Iglesia</u>	<u>Convery</u>	
Motion	Seconded	CARRIED UNANIMOUSLY

Respectfully submitted,


Derek J. Jess
School Business Administrator/
Board Secretary

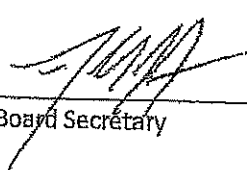
DJJ/eh

Board Agenda: January 3, 2019

REPRODUCTION OF MEETING NOTICES AND DOCUMENTS

Any person who requests copies of Notice of Meetings of the Board of Education as provided by Chapter 231 of the Public Laws of 1975 shall pay to the Board of Education within said request the of \$15.00, and further that the Notices required under said Act to the news media as well as those requested by the news media shall be mailed to such news media free of charge, and further that all request for Notices shall terminate on December 31st of each year pursuant to the provisions of said Act, and further that pursuant to New Jersey Statute 47-1A-1,2,3, the Assistant Superintendent for Business and Board Secretary is hereby instructed to collect the following monies for copies made of public documents located in the Board Office.

Legal	\$0.07
Letter Size	\$0.05



Derek J. Jess, Board Secretary



PHILIP D. MURPHY
Governor

SHEILA Y. OLIVER
Lt. Governor

STATE OF NEW JERSEY
DEPARTMENT OF THE TREASURY
DIVISION OF PENSIONS AND BENEFITS
(609) 292-7524 TRS 711 (609) 292-6683
www.nj.gov/treasury/pensions

November 1, 2018



Mailing Address:
PO Box 295
Trenton, NJ 08625-0295
Location:
50 West State Street
Trenton, New Jersey

ELIZABETH MAHER MUOIO
State Treasurer

JOHN D. MEGARIOTIS
Acting Director

MINDY COHEN ISAACS

RE: TPAF, 428192

To: Retiree
From: Bureau of Retirements
Subject: Notice of Retirement Approval

Congratulations on your retirement. The Board of Trustees, at their regular meeting on November 1, 2018, approved your application for **Early Retirement effective January 1, 2019**. (In accordance with your selection of option c).

In accordance with law, you have until thirty days after (A) the effective date of your retirement, or (B) the date your retirement was approved by the Board of Trustees, whichever is the later date, to make any changes to your retirement. Also, your first check cannot be mailed until after this thirty day period. However, the benefit will be retroactive to the original effective date of your retirement. Please allow an additional period for the disbursement and delivery of the check by the federal postal authorities.

If you are considering working after retirement, you should be aware of the restrictions imposed by law and regulations governing post-retirement employments. It is your responsibility to inform your prospective employer that you are receiving retirement benefits from a New Jersey public retirement system, and to understand the impact employment will have on those retirement benefits. In some instances, your retirement benefits may be suspended or even cancelled entirely, and if this occurs, you will be responsible for the repayment of any benefits you were not entitled to receive. You may also be required to re-enroll in your former retirement system or a different retirement system, and make pension contributions to that system. Please read Fact Sheet #86 regarding Post-Retirement Employment Restrictions located on the Division of Pensions and Benefits' website:

<http://www.nj.gov/treasury/pensions/documents/factsheets/fact86.pdf>

Upon reading Fact Sheet #86, if you have any additional questions regarding return to public employment, please contact the Office of Client Services at (609) 292-7524.

CC: Employer
PERTH AMBOY BD OF ED
178 BARRACKS ST
PERTH AMBOY NJ 08861





PHILIP D. MURPHY
Governor

SHEILA Y. OLIVER
Lt. Governor

STATE OF NEW JERSEY
DEPARTMENT OF THE TREASURY
DIVISION OF PENSIONS AND BENEFITS
(609) 292-7524 TRS 711 (609) 292-6683
www.nj.gov/treasury/pensions

November 1, 2018

Mailing Address:
PO Box 295
Trenton, NJ 08625-0295
Location:
50 West State Street
Trenton, New Jersey

ELIZABETH MAHER MUOIO
State Treasurer

JOHN D. MEGARIOTIS
Acting Director

RECEIVED
NOV 1 2018
TREASURY
DIVISION OF PENSIONS AND BENEFITS

DONALD R MENDITTO

RE: TPAF, 520789

To: Retiree
From: Bureau of Retirements
Subject: Notice of Retirement Approval

Congratulations on your retirement. The Board of Trustees, at their regular meeting on November 1, 2018, approved your application for **Service Retirement effective January 1, 2019**. (In accordance with your selection of the maximum retirement option which provides no survivor's benefit).

In accordance with law, you have until thirty days after (A) the effective date of your retirement, or (B) the date your retirement was approved by the Board of Trustees, whichever is the later date, to make any changes to your retirement. Also, your first check cannot be mailed until after this thirty day period. However, the benefit will be retroactive to the original effective date of your retirement. Please allow an additional period for the disbursement and delivery of the check by the federal postal authorities.

If you are considering working after retirement, you should be aware of the restrictions imposed by law and regulations governing post-retirement employments. It is your responsibility to inform your prospective employer that you are receiving retirement benefits from a New Jersey public retirement system, and to understand the impact employment will have on those retirement benefits. In some instances, your retirement benefits may be suspended or even cancelled entirely, and if this occurs, you will be responsible for the repayment of any benefits you were not entitled to receive. You may also be required to re-enroll in your former retirement system or a different retirement system, and make pension contributions to that system. Please read Fact Sheet #86 regarding Post-Retirement Employment Restrictions located on the Division of Pensions and Benefits' website:
<http://www.nj.gov/treasury/pensions/documents/factsheets/fact86.pdf>

Upon reading Fact Sheet #86, if you have any additional questions regarding return to public employment, please contact the Office of Client Services at (609) 292-7524.

CC: Employer
PERTH AMBOY BD OF ED
178 BARRACKS ST
PERTH AMBOY NJ 08861





PHILIP D. MURPHY
Governor

SHEILA Y. OLIVER
Lt. Governor

STATE OF NEW JERSEY
DEPARTMENT OF THE TREASURY
DIVISION OF PENSIONS AND BENEFITS
(609) 292-7524 TRS 711 (609) 292-6683
www.nj.gov/treasury/pensions

December 6, 2018

Mailing Address:
PO Box 295
Trenton, NJ 08625-0295
Location:
50 West State Street
Trenton, New Jersey

ELIZABETH MAHER MUOIO
State Treasurer

JOHN D. MEGARIOTIS
Acting Director

VICTOR R OTERO

RE: **TPAF, 445970**

To: Retiree
From: Bureau of Retirements
Subject: Notice of Retirement Approval

Congratulations on your retirement. The Board of Trustees, at their regular meeting on December 6, 2018, approved your application for **Service Retirement effective January 1, 2019.** (In accordance with your selection of the maximum retirement option which provides no survivor's benefit).

In accordance with law, you have until thirty days after (A) the effective date of your retirement, or (B) the date your retirement was approved by the Board of Trustees, whichever is the later date, to make any changes to your retirement. Also, your first check cannot be mailed until after this thirty day period. However, the benefit will be retroactive to the original effective date of your retirement. Please allow an additional period for the disbursement and delivery of the check by the federal postal authorities.

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PHILIP D. MURPHY
Governor

SHEILA Y. OLIVER
Lt. Governor

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December 12, 2018

Mailing Address:
PO Box 295
Trenton, NJ 08625-0295
Location:
50 West State Street
Trenton, New Jersey

ELIZABETH MAHER MUOIO
State Treasurer

JOHN D. MEGARIOTIS
Acting Director

PATRICIA M LARKIN

RE: **PERS, 1106235**

To: Retiree
From: Bureau of Retirements
Subject: Notice of Retirement Approval

Congratulations on your retirement. The Board of Trustees, at their regular meeting on December 12, 2018, approved your application for **Service Retirement effective December 1, 2018**. (In accordance with your selection of the maximum retirement option which provides no survivor's benefit).

In accordance with law, you have until thirty days after (A) the effective date of your retirement, or (B) the date your retirement was approved by the Board of Trustees, whichever is the later date, to make any changes to your retirement. Also, your first check cannot be mailed until after this thirty day period. However, the benefit will be retroactive to the original effective date of your retirement. Please allow an additional period for the disbursement and delivery of the check by the federal postal authorities.

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December 12, 2018

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Location:
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Trenton, New Jersey

ELIZABETH MAHER MUOIO
State Treasurer

JOHN D. MEGARIOTIS
Acting Director

IRENE HAND

RE: **PERS**, 902449

To: Retiree
From: Bureau of Retirements
Subject: Notice of Retirement Approval

Congratulations on your retirement. The Board of Trustees, at their regular meeting on December 12, 2018, approved your application for **Service Retirement effective January 1, 2019**. (In accordance with your selection of option c).

In accordance with law, you have until thirty days after (A) the effective date of your retirement, or (B) the date your retirement was approved by the Board of Trustees, whichever is the later date, to make any changes to your retirement. Also, your first check cannot be mailed until after this thirty day period. However, the benefit will be retroactive to the original effective date of your retirement. Please allow an additional period for the disbursement and delivery of the check by the federal postal authorities.

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December 12, 2018

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ELIZABETH MAHER MUOIO
State Treasurer

JOHN D. MEGARIOTIS
Acting Director

KRYSTYNA HUZARSKI

RE: **PERS**, 1183203

To: Retiree
From: Bureau of Retirements
Subject: Notice of Retirement Approval

Congratulations on your retirement. The Board of Trustees, at their regular meeting on December 12, 2018, approved your application for **Service Retirement effective January 1, 2019**. (In accordance with your selection of the maximum retirement option which provides no survivor's benefit).

In accordance with law, you have until thirty days after (A) the effective date of your retirement, or (B) the date your retirement was approved by the Board of Trustees, whichever is the later date, to make any changes to your retirement. Also, your first check cannot be mailed until after this thirty day period. However, the benefit will be retroactive to the original effective date of your retirement. Please allow an additional period for the disbursement and delivery of the check by the federal postal authorities.

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REPORT OF BID OPENING ON NOVEMBER 14, 2018 AT 11:00 A.M. IN THE BOARD'S CAFETERIA.

In attendance were: Mr. Derek Jess, (2) Architects from Parette Somjen Architects, Nicholas Crupi, (6) Vendors, (1) member of the public and Jahaira Rosario.

HVAC UPGRADES AT JAMES J. FLYNN ELEMENTARY SCHOOL - PSA COMMISSION #7475

Preferred Mechanical, Inc., Keyport, NJ	Bid Bond	\$4,186,000.00
G.B.I., Inc., t/a Thermal Piping, Wrightstown, NJ	Bid Bond	\$4,598,000.00
Kappa Construction, Corp., Ocean, NJ	Bid Bond	\$4,784,000.00
Sunnyfield Corporation, Ocean, NJ	Bid Bond	\$4,933,000.00
GDS Mechanic, Inc., Morris Plains, NJ	Bid Bond	\$5,848,000.00
Thassian Mechanical Contracting, Inc., Belford, NJ	Bid Bond	\$6,934,000.00

**REPORT OF BID OPENING ON NOVEMBER 20, 2018 AT 11:00 A.M. IN THE
BOARD'S BUSINESS OFFICE.**

In attendance were: Mr. Derek Jess and Jahaira Rosario.

INTERIOR/EXTERIOR SIGNAGE:DISTRICT WIDE – BID #19-056

No Bids received

**REPORT OF BID OPENING ON NOVEMBER 20, 2018 AT 11:30 A.M. IN THE
BOARD'S BUSINESS OFFICE.**

In attendance were: Mr. Derek Jess and Jahaira Rosario.

BID FOR THE SALE OF (14) SNACK/VENDING MACHINES– BID #19-057

No Bids received

FIELD TRIPS FOR BOARD APPROVAL ON JANUARY 3, 2019

Date of Trip	Destination Name	School Name	Teacher Responsible	Walking Trip	Admission Cost	Admissions/Additional Costs Account Number	Additional Cost	Transportation Cost	Transportation Account Number	Grand Total Cost	# of Buses	Departure Time	Return Time
12/16/2018	Ocean Breeze Athletic Complex	PAHS	R. Dakelman	No		15-402-100-800-0-0000-03	\$ 350	\$ 660	15-000-270-512-0-0000-03 Lincoln Tech will provide buses for students to attend	\$ 1,010	1	7:00 AM	4:00 PM
12/18/2018	Lincoln Tech Institute	HS-PLP	D. Lampkin	No								9:15 AM	2:00 PM
12/28/2018	Ocean Breeze Athletic Complex Center	PAHS	B. Williams	No				\$ 1,400	15-000-270-512-0-0000-03	\$ 1,400	2	7:00 AM	7:00 PM
12/29/2018	NY Armory	PAHS	R. Dakelman	No		15-402-100-800-0-0000-03	\$ 350	\$ 660	15-000-270-512-0-0000-03	\$ 1,010	1	7:00 AM	4:30 PM
12/30/2018	Ocean Breeze Athletic Complex Center	PAHS	B. Williams	No				\$ 700	15-000-270-512-0-0000-03	\$ 700	1	7:00 AM	5:00 PM
12/30/2018	Ocean Breeze Athletic Facility	PAHS	R. Dakelman	No		15-402-100-800-0-0000-03	\$ 350	\$ 660	15-000-270-512-0-0000-03	\$ 1,010	1	7:30 AM	4:30 PM
1/16/2019	Armory Track & Field Complex	PAHS	B. Williams	No				\$ 700	15-000-270-512-0-0000-03	\$ 700	1	3:00 PM	10:00 PM
1/16/2019	The Armory	PAHS	R. Dakelman	No		15-402-100-800-0-0000-03	\$ 350	\$ 400	15-000-270-512-0-0000-03	\$ 750	1	3:00 PM	8:30 PM
1/17/2019	Count Basie Theater	HS-South	J. Greve	No				\$ 840	15-000-270-512-0-0000-03	\$ 840	3	9:30 AM	1:30 PM
1/27/2019	Ocean Breeze Athletic Facility	PAHS	R. Dakelman	No		15-402-100-800-0-0000-03	\$ 350	\$ 660	15-000-270-512-0-0000-03	\$ 1,010	1	7:00 AM	4:00 PM
2/1/2019	Medieval Times	PAHS	J. Otikiti	No	\$ 2,277	15-190-100-800-0-0000-03		\$ 720	15-000-270-512-0-0000-03	\$ 2,997	2	9:00 AM	2:00 PM
2/7/2019	New Jersey State House and State House Museum	HS-South	M. Calcaterra	No				\$ 600	15-000-270-512-0-0000-03	\$ 600	2	9:00 AM	2:00 PM
2/15/2019	Armory Track & Field Complex	PAHS	B. Williams	No				\$ 1,400	15-000-270-512-0-0000-03	\$ 1,400	1	3:00 PM	10:00 PM
2/19/2019	Armory Track & Field Complex	PAHS	B. Williams	No				\$ 700	15-000-270-512-0-0000-03	\$ 700	1	1:30 PM	9:00 PM
2/20/2019	Wicked On Broadway-Gershwin Theatre	McGinnis	L. Vasfallo	No	\$ 2,625	Student will pay for admission fee		\$ 360	15-000-270-512-0-0000-04	\$ 2,985	1	11:30 AM	6:30 PM
2/21/2019	Brookdale Community College Culinary Education Center	PAHS	G. Roussel	No	\$ 450	15-190-100-800-0-0000-03		\$ 240	15-000-270-512-0-0000-03	\$ 690	1	10:00 AM	2:00 PM
2/25/2019	State Theatre	Flynn	M. Wlodarczk	No	\$ 1,472	15-190-100-800-0-0000-09		\$ 900	15-000-270-512-0-0000-09	\$ 2,372	4	9:00 AM	2:00 PM
2/26/2019	Brookdale Community College Culinary Education Center	PAHS	G. Roussel	No	\$ 450	15-190-100-800-0-0000-03		\$ 240	15-000-270-512-0-0000-03	\$ 690	1	10:00 AM	2:00 PM

[illegible]

Perth Amboy Public Schools

[illegible]

BEFORE/AFTER-SCHOOL/EVENING and SATURDAY PROGRAMS

Employee name	School	Position	Program Name	Account Number	Rate of Pay	Dates (From-To)	Hours
Smith, Carol	RNW	Teacher	AM/PM Programs	15-120-100-101-1-0000-18	\$40/hr.	1/7/19 - 6/7/19	AM/PM
Mosko, Pamela	RNW	Teacher	AM/PM Programs	15-120-100-101-1-0000-18	\$40/hr.	1/7/19 - 6/7/19	AM/PM
Fischer, Kurt	RNW	Teacher	AM/PM Programs	15-120-100-101-1-0000-18	\$40/hr.	1/7/19 - 6/7/19	AM/PM
Neves-Gilcher, Sofia	RNW	Guidance Counselor	AM/PM Programs	15-120-100-101-1-0000-18	\$40/hr.	1/7/19 - 6/7/19	AM/PM
Rodríguez, Agatha	RNW	Guidance Counselor	AM/PM Programs	15-120-100-101-1-0000-18	\$40/hr.	1/7/19 - 6/7/19	AM/PM
Hunt, Janaya	RNW	Psychologist	AM/PM Programs	15-120-100-101-1-0000-18	\$40/hr.	1/7/19 - 6/7/19	AM/PM
Caraballo, Carolina	Richardson	Teacher	Before/After School Program/Family Workshops	15-120-100-101-1-0000-10	\$40/hr.	12/21/18 - 6/25/19	AM/PM
Coyte, Rebecca	Richardson	Teacher	Before/After School Program/Family Workshops	15-120-100-101-1-0000-10	\$40/hr.	12/21/18 - 6/25/19	AM/PM
Fischer, Christopher	Richardson	Teacher	Before/After School Program/Family Workshops	15-120-100-101-1-0000-10	\$40/hr.	12/21/18 - 6/25/19	AM/PM
Thomas, Shannon	Richardson	Teacher	Before/After School Program/Family Workshops	15-120-100-101-1-0000-10	\$40/hr.	12/21/18 - 6/25/19	AM/PM
Rivas, Martha	Patten School	Teacher	Before/After School Programs	15-120-100-101.1-0000-05	\$40/hr.	10/22/18 - 5/31/19	AM/PM
Rivas, Martha	Patten School	Substitute Teacher	Saturday Morning Family School	15-120-100-101.1-0000-05	\$40/hr.	9/29/18 - 5/25/19	8:30 A.M. - 11:30 A.M.
Acosta, Luis	Patten School	Substitute Teacher	Saturday Morning Family School	15-120-100-101.1-0000-05	\$40/hr.	12/1/18 - 5/25/19	8:30 A.M. - 11:30 A.M.
Montalvo, Samantha	Patten School	Paraprofessional	Before/After School Programs	15-190-100-106-1-0000-05	\$29/hr.	2/11/19 - 5/31/19	AM/PM
Cancel, Lisa	PLP	Science Teacher	Before School Program	13-601-100-101-1-0000-12	\$40/hr.	11/16/18 - 6/14/19	AM (Up to 1 hr)
Bedir, Nagla	PLP	Social Studies Teacher	Before School Program	13-601-100-101-1-0000-12	\$40/hr.	11/16/18 - 6/14/19	AM (Up to 1 hr)
Hernandez, Shirley	PLP	Spanish Teacher	Before School Program	13-601-100-101-1-0000-12	\$40/hr.	11/16/18 - 6/14/19	AM (Up to 1 hr)
Ali, Shireen	PLP	Special Education Teacher	Before School Program	13-601-100-101-1-0000-12	\$40/hr.	11/16/18 - 6/14/19	AM (Up to 1 hr)
Cancel, Lisa	PLP	ESL	Saturday Portfolio Appeals Program	13-601-100-101-1-0000-12	\$40/hr.	11/17/18 - 6/15/19	Saturdays
Hernandez, Shirley	PLP	Spanish	Saturday Portfolio Appeals Program	13-601-100-101-1-0000-12	\$40/hr.	11/17/18 - 6/15/19	Saturdays
Garcia, Karla	PLP	Dean of Students	Detention (Before/After School Program)	13-601-100-101-1-0000-12	\$40/hr.	12/21/18 - 6/30/19	AM/PM (As Needed)

BEFORE/AFTER-SCHOOL/EVENING and SATURDAY PROGRAMS

[illegible]

CPI Security ReCertification January 12, 2018 or January 26, 2018

Employee Name	Position	Trainer	CPI Date	Hours	Account #	Rate of Pay
Bortman, Rebecca	BCBA	Lead	1/12/2019- or 1/26/2019	8 am - 3pm	11-150-100-320-0-0000-16	Contractual Rate
Neves, Sofia	School Counselor	Lead	1/12/2019- or 1/26/2019	8 am - 3pm	11-150-100-320-0-0000-16	Contractual Rate
Jennifer Rendiero	Social Worker	Lead	1/12/2019- or 1/26/2019	8 am - 3pm	11-150-100-320-0-0000-16	Contractual Rate
Novak, Jennifer	BCBA	Lead	1/12/2019- or 1/26/2019	8 am - 3pm	11-150-100-320-0-0000-16	Contractual Rate
Jaramillo, Lina	SAC	Sub	1/12/2019- or 1/26/2019	8 am - 3pm	11-150-100-320-0-0000-16	Contractual Rate
Velez, Felix	Home Liasion	Sub	1/12/2019- or 1/26/2019	8 am - 3pm	11-150-100-320-0-0000-16	Contractual Rate
Zaneti, Grazielle	Non Traditional School Psychologist	Sub	1/12/2019- or 1/26/2019	8 am - 3pm	11-150-100-320-0-0000-16	Contractual Rate
Lopez-Cardona, Rosa	Social Worker	Sub	1/12/2019- or 1/26/2019	8 am - 3pm	11-150-100-320-0-0000-16	Contractual Rate
Colangelo, Tamara	SAC	Sub	1/12/2019- or 1/26/2019	8 am - 3pm	11-150-100-320-0-0000-16	Contractual Rate
Leyden, Marisa	BCBA	Sub	1/12/2019- or 1/26/2019	8 am - 3pm	11-150-100-320-0-0000-16	Contractual Rate
Blatt-Panek, Cindy	Social Worker	Sub	1/12/2019- or 1/26/2019	8 am - 3pm	11-150-100-320-0-0000-16	Contractual Rate
Defillipis, Jacqueline	School Counselor	Sub	1/12/2019- or 1/26/2019	8 am - 3pm	11-150-100-320-0-0000-16	Contractual Rate
Milker, Mkaela	Non Traditional School Psychologist	Sub	1/12/2019- or 1/26/2019	8 am - 3pm	11-150-100-320-0-0000-16	Contractual Rate



Perth Amboy Public Schools

Administrative Headquarters Building

178 Barracks Street
Perth Amboy, NJ 08861
(732) 376-6200

Mr. Delvis Rodriguez
Director of Personnel & Evaluation

Ext. 30-151/30-152
30-153/30-154
Fax: (732) 638-1007

December 4, 2018

AGENDA: January 3, 2019

To: The Honorable Members of the Board of Education

From: Mr. Delvis Rodriguez
Director of Personnel & Evaluation

Please be advised that the annual salary of the following employee(s) salaries and previously approved by the Board are recommended to be adjusted as follows:

Name	Location	Salary-From	Salary-To	Reason for Change	Effective Date
Helmin Caba	South Campus	\$38,915.00	\$46,915.00	Full Bus Stipend	11/16/2018
Isai Acevedo	PAHS	\$93,150.00	\$102,650.00	Full EPTA Stipend	10/16/2018
Miriam Pabon	H.N. Richardson	\$92,150.00	\$93,540.00	20yrs. Teacher Long.	11/16/2018
Mary Saniscalchi	E. Hmiesleski	\$56,020.00	\$57,495.00	25 yrs. Para Long.	11/16/2018
Evelyn Soto	School 7	\$51,000.00	\$52,925.00	7 yrs. Para Long.	11/16/2018
Carmen Mendez	Ignacio Cruz	\$48,960.00	\$50,885.00	7 yrs. Para Long.	11/16/2018
Jennifer Folkart	H.N. Richardson	\$46,380.00	\$48,305.00	7 yrs. Para Long.	11/16/2018
Nancy Rivera	PAHS	\$50,995.00	\$54,995.00	1/2 PM Bus Stipend	11/12/2018
Ross Santana	A.V. Ceres	\$51,600.00	\$57,100.00	MA Degree	12/1/2018
Roosevelt Delosantos	PAHS	\$86,650.00	\$96,150.00	Full EPTA Stipend	11/1/2018
Jose Pizarro	PAHS	\$92,150.00	\$101,650.00	Full EPTA Stipend	11/1/2018
Nayna Vyas	PAHS	\$71,000.00	\$80,500.00	Full EPTA Stipend	11/1/2018
Olga Bautista	PAHS	\$92,150.00	\$101,650.00	Full EPTA Stipend	11/1/2018
David Johnson	PAHS	\$86,650.00	\$96,150.00	Full EPTA Stipend	11/26/2018
Raymond Konopka	PAHS	\$86,650.00	\$96,150.00	Full EPTA Stipend	11/26/2018
Aminda Ramos	PAHS	\$79,112.00	\$88,612.00	Full EPTA Stipend	11/26/2018
Janette Rosario	PAHS	\$50,700.00	\$60,200.00	Full EPTA Stipend	11/26/2018
Edgar Ramirez	PAHS	\$74,150.00	\$83,650.00	Full EPTA Stipend	11/26/2018
Samuel Cerritos	PAHS	\$85,075.00	\$94,575.00	Full EPTA Stipend	11/12/2018
Suzanne Salazar	PAHS	\$51,600.00	\$61,100.00	Full EPTA Stipend	11/12/2018
Peter Sayles	PAHS	\$56,000.00	\$65,500.00	Full EPTA Stipend	11/12/2018
Ivan Garcia Luciano	PAHS	\$55,500.00	\$65,000.00	Full EPTA Stipend	11/12/2018
Carla Casal	PAHS	\$50,000.00	\$59,500.00	Full EPTA Stipend	11/12/2018
Valerie Agosto	S.E. Shull	\$102,650.00	\$93,150.00	Removal of EPTA Stipend	12/6/2018
Lawrence Ellam	South Campus	\$60,000.00	\$69,500.00	Full EPTA Stipend	11/16/2018
Laina Magnani	South Campus	\$55,500.00	\$65,000.00	Full EPTA Stipend	11/26/2018



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Amal Youssef	South Campus	\$51,600.00	\$61,100.00	Full EPTA Stipend	11/26/2018
James Catenaro	South Campus	\$54,500.00	\$64,000.00	Full EPTA Stipend	11/26/2018
Bimaldeep Mavi	South Campus	\$85,075.00	\$94,575.00	Full EPTA Stipend	11/26/2018
Sara Salotti	South Campus	\$50,000.00	\$59,500.00	Full EPTA Stipend	11/26/2018
Vilmaria Reyes	E.J. Patten	\$35,995.00	\$42,180.00	Level III to Level II	9/1/2018
Rosalia Bosques	R.N. Wilentz	\$34,595.00	\$40,780.00	Level III to Level II	9/1/2018
Angela Martinez	Ignacio Cruz	\$51,835.00	\$55,135.00	15 yrs. Para Long.	12/1/2018
Donna Marinelli	S.E. Shull	\$96,085.00	\$96,705.00	30 yrs. Teacher Long.	12/1/2018
Alicia Nunez	South Campus	\$92,150.00	\$93,540.00	20 yrs. Teacher Long.	12/1/2018
Marylou Scepkowski	Admin. Building	\$83,974.00	\$84,474.00	10 yrs. Non-Align Tec. Long.	12/1/2018
Lucia Checo	E. Hmiesleski	\$52,960.00	\$54,885.00	7 yrs. Para Long.	12/1/2018
Marybeth Burt	E. Hmiesleski	\$47,000.00	\$48,925.00	7 yrs. Para Long.	12/1/2018
Shelly Ramos	E.J. Patten	\$52,100.00	\$57,600.00	MA Degree	12/16/2018
Patricia Astarita	S.E. Shull	\$107,040.00	\$108,585.00	25yrs. Teacher Long.	12/16/2018
Nilsa Olivencia	R.N. Wilentz	\$52,995.00	\$54,995.00	3/4 to Full Bus Stipend	12/16/2018
Marissa Curia	PAHS	\$50,000.00	\$59,500.00	Full EPTA Stipend	12/12/2018
Merlin Cruz	A.V. Ceres	\$32,910.00	\$33,285.00	Acting Head Custodian	12/3/2018

3212 ATTENDANCE

The regular and prompt attendance of staff members is an essential element in the efficient operation of the school district and the effective conduct of the educational program. Staff members' absenteeism (excluding staff development,) disrupts the educational program and the Board of Education considers attendance an important component of a staff member's job performance.

In accordance with N.J.S.A. 18A:30-1, sick leave is defined as the absence from work because of a personal disability due to injury or illness, or because the staff member has been excluded from school by the school medical authorities on account of contagious disease, or of being quarantined for such a disease in the staff member's immediate household. No staff member will be discouraged from the prudent, necessary use of sick leave or any other leave provided for and taken in accordance with the collective bargaining agreement negotiated with the member's majority representative, in an individual employment contract, or provided in the policies of the Board. In accordance with N.J.S.A. 18A:30-4, the Board of Education "may require a physician's certificate to be filed with the secretary of the board of education in order to obtain sick leave."

The Superintendent or his/her designee, in consultation with administrative staff members, will review the rate of absence among the staff members. The review will include the collection and analysis of attendance. (Lawyers version).

The privilege of district employment imposes on each teaching staff member the responsibility to be on time every scheduled working day. This responsibility requires that the employee maintain good health standards, take intelligent precautions against accidents, both on and off the job, and manage his/her personal affairs to avoid conflict with district policy.

The Board of Education adopts the following guidelines regarding tardiness of employees;

1. In the event of the first and second occurrences of tardiness in any school year the staff member will receive a verbal warning.
2. In the event of 3 occurrences of tardiness in any school year, a written reprimand will be issued to the staff member and a copy placed in the employee's personnel file. For every occurrence thereafter a written reprimand shall be issued for these tardy instances during a work year.
3. In the event of seven occurrences of tardiness during the same school year the staff member will be subject to a Professional Improvement Plan (PIP) to improve tardiness. A PIP meeting shall be held with the employee, his/her supervisor or building administrator, or the Superintendent or his/her designee. The PIP meeting will include the presentation of the collection and analysis of attendance data, the suggested training of said staff member in his/her attendance responsibilities, and the counseling of said staff member for whom attendance/tardiness is a problem.

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TEACHING STAFF MEMBERS

3212 ATTENDANCE

4. In the event the staff member's tardiness or attendance does not improve after the PIP, the staff member shall be subject to an increment withholding.
5. If an employee believes an extenuating circumstance exists which provides an acceptable reason for their tardiness, such employee may appeal, in writing, to the Superintendent or designee the reason for the tardiness and request to be excused. The decision of the Superintendent or designee is final and binding.

A staff member who fails to give prompt notice of an absence, misuses sick leave, fails to verify an absence in accordance with Board policy, falsifies the reason for an absence, takes a leave without authorization, is repeatedly tardy or accumulates an excessive number of absences, may be subject to appropriate consequences. The consequences will include an administrative meeting prior to the possibility of a withholding of salary increment, dismissal, and/or certification of tenure charges.

N.J.S.A. 18A:27-4; 18A:28-5; 18A:30-1 et seq.

Adopted: 12 January 2006

Revised: 2 April 2015

Revised: 15 June 2017

Revised: 14 June 2018

Revised:

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STRAUSS ESMAY ASSOCIATES

TEACHING STAFF MEMBERS

R 3212 PROFESSIONAL STAFF ATTENDANCE

R 3212 PROFESSIONAL STAFF ATTENDANCE

A. Review of Attendance Data

1. A record shall be kept of the attendance of each teaching staff member, including teachers, educational services personnel, and administrators. Any absence, for part or all of a school day, shall be recorded along with the reason for the absence. The record will distinguish sick leave, professional days, unpaid leaves of absence, personal leave, and other days as defined by the collection bargaining agreement. The employee's attendance record will include notation of verification of an absence where such verification is required by Policy No. 3432. The employee's rate of absence shall be calculated every school year and entered on his/her attendance record. An employee's attendance record shall be part of the employee's personnel file.
2. At the end of each school year, a cumulative attendance record shall be assembled for each school and for the district.
3. An attendance summary shall be prepared from the cumulative attendance record. The attendance summary shall show the rate of absence for each school and for the district. The attendance summary shall be posted in each school of the district.
4. A record shall be made of the appointment of substitutes for absent employees and the wages paid to substitutes.

B. Attendance Improvement Plan

1. Planning

The Superintendent will meet with building principals and appropriate administrators to discuss the attendance summary. The attendance summary shall be analyzed for patterns of absence, such as excessive absenteeism in a given school or work place, among certain groups of employees, for certain specific causes, or on certain days of the week, month, or year. Specific strategies for reducing the rate of absence shall be developed.

2. Implementation

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- a. The building principal shall be responsible for implementing the district's plan for the improvement of professional staff member attendance in his/her school building.
- b. The Principal shall encourage the regular attendance of the teaching staff members in his/her building. He/She shall maintain contact with absent employees and confer personally with each employee who returns from an absence of any duration, impressing upon employees the district's concern for their health and well-being. The Principal shall, by appropriate means, recognize teaching staff members whose attendance is exemplary.
- c. The Principal shall incorporate, and shall direct other supervisors to incorporate, a teaching staff member's attendance record in his/her evaluation.
- d. The Principal may require teachers to evaluate the work done by substitutes in their absence.
- e. The Principal shall report to the Superintendent any teaching staff member whom he/she suspects of misusing sick leave or falsifying the reasons for absence.

3. In-service Training

The Principal shall meet with the teaching staff members assigned to his/her building at the beginning of each school year to inform employees of Board policy and district regulations on attendance, to familiarize employees with the forms to be used in reporting and verifying absences, to review with employees the cost of absenteeism to the district and the value of accumulated sick leave to the employee, and to acquaint employees with the degree to which attendance will affect evaluation reports.

4. Counseling

- a. The building principal may, in his/her discretion, call a conference with a teaching staff member where the number and/or pattern of the members' absences or the reasons offered for the member's absences indicate a misunderstanding of the teaching staff member's responsibility to the school district or the possible misuse of the privilege of paid leave.

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- b. Prior to the giving of any admonition or reprimand or imposition of discipline of any kind, the Principal shall determine the nature of the absences and consider any extenuating circumstances.
- c. A written report of any attendance conference shall be prepared and retained with the teaching staff member's evaluations. The member shall, in accordance with Board policy on teaching staff member evaluation, be permitted to examine the report and affix his/her comments, if any, to the report.

Issued: 12 January 2006

Revised: 15 June 2017

Revised:

4212 ATTENDANCE

The regular and prompt attendance of staff members is an essential element in the efficient operation of the school district and the effective conduct of the educational program. Staff members' absenteeism (excluding staff development,) disrupts the educational program and the Board of Education considers attendance an important component of a staff member's job performance.

In accordance with N.J.S.A. 18A:30-1, sick leave is defined as the absence from work because of a personal disability due to injury or illness, or because the staff member has been excluded from school by the school medical authorities on account of contagious disease, or of being quarantined for such a disease in the staff member's immediate household. No staff member will be discouraged from the prudent, necessary use of sick leave or any other leave provided for and taken in accordance with the collective bargaining agreement negotiated with the member's majority representative, in an individual employment contract, or provided in the policies of the Board. In accordance with N.J.S.A. 18A:30-4, the Board of Education "may require a physician's certificate to be filed with the secretary of the board of education in order to obtain sick leave."

The Superintendent or his/her designee, in consultation with administrative staff members, will review the rate of absence among the staff members. The review will include the collection and analysis of attendance data. (Lawyers version).

The privilege of district employment imposes on each teaching staff member the responsibility to be on time every scheduled working day. This responsibility requires that the employee maintain good health standards, take intelligent precautions against accidents, both on and off the job, and manage his/her personal affairs to avoid conflict with district policy.

The Board of Education adopts the following guidelines regarding tardiness of employees;

1. In the event of the first and second occurrences of tardiness in any school year the staff member will receive a verbal warning.
2. In the event of 3 occurrences of tardiness in any school year, a written reprimand will be issued to the staff member and a copy placed in the employee's personnel file. For every occurrence thereafter a written reprimand shall be issued for these tardy instances during a work year.
3. In the event of seven occurrences of tardiness during the same school year the staff member will be subject to a Professional Improvement Plan (PIP) to improve tardiness. A PIP meeting shall be held with the employee, his/her supervisor or building administrator, or the Superintendent or his/her designee. The PIP meeting will include the presentation of the collection and analysis of attendance data, the suggested training of said staff member in his/her attendance responsibilities, and the counseling of said staff member for whom attendance/tardiness is a problem.
4. In the event the staff member's tardiness or attendance does not improve after the PIP, the staff member shall be subject to an increment withholding.

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5. If an employee believes an extenuating circumstance exists which provides an acceptable reason for their tardiness, such employee may appeal, in writing, to the Superintendent or designee the reason for the tardiness and request to be excused. The decision of the Superintendent or designee is final and binding.

A staff member who fails to give prompt notice of an absence, misuses sick leave, fails to verify an absence in accordance with Board policy, falsifies the reason for an absence, takes a leave without authorization, is repeatedly tardy or accumulates an excessive number of absences, may be subject to appropriate consequences. The consequences will include an administrative meeting prior to the possibility of a withholding of salary increment, dismissal, and/or certification of tenure charges.

N.J.S.A. 18A:30-1 et seq.

Adopted: 12 January 2006

Revised: 02 April 2015

Revised: 15 June 2017

Revised: 14 June 2018

Revised:

R 4212 SUPPORT STAFF ATTENDANCE

[See POLICY ALERT Nos. 96 and 205]

A. Reporting Intended Absence

1. A support staff member who anticipates absence from work will contact ESS (Source 4 Teachers) at least two (2) hours before the intended absence, whenever possible. (Lunch Aides will call their building principal) and/or his/her designee.
2. The following information will be given by the caller:
 - a. The employee's name, job title, assigned school, and shift (if applicable);
 - b. The day and date of the intended absence; and
 - c. The reason for the absence.
3. Employees must call in daily each intended absence unless absence for more than one day has been approved in advance by the Superintendent of Schools or his/her designee.

B. Analysis of Absence

1. Each intended absence of a support staff member shall be reported to his/her immediate supervisor, who shall determine whether or not a replacement is required for the period of absence.
2. The immediate supervisor shall determine whether the absence is acceptable or requires further verification. Reasons for verification include, but are not limited to the following:
 - a. A pattern of absences on the same day(s) of the week;
 - b. A pattern of absences before or after nonworking days;
 - c. The exhaustion or near exhaustion of accumulated sick leave; and
 - d. The habitual exhaustion of personal leave.

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C. Review of Absence

1. If the immediate supervisor deems any reason for absence to be unacceptable or if a staff member has been absent on sick leave more than 3 consecutive school days or absent an aggregate of more than 5 working days in any one month for any reason, the immediate supervisor shall conduct an informal discussion with the employee to help the employee improve his/her performance. The supervisor shall keep no record of this conference.
2. If the abuse of absence continues the immediate supervisor shall:
 - a. Notify the employee in writing of the date and time for a formal conference and the reason for the conference,
 - b. Confer with the employee and, if the employee so chooses, his/her representative as well,
 - c. Document the reasons for the absences and offer the employee the opportunity to verify or rebut the documentation, and
 - d. Prepare a report of the conference to be placed in the employee's file and provide the employee with the opportunity to attach written comments and documents thereto.

D. Record of Attendance

1. A record shall be kept of the attendance of each support staff member, including administrators. Any absence, for part or all of a school day, shall be recorded along with the reason for the absence. An employee's attendance record shall be part of the employee's personnel file.
2. The record will distinguish paid leave, such as sick leave, personal days, family illness, jury duty, and non-cum days, from unpaid leave, such as excessive sick or personal leave. The employee's attendance record will include notation of verification of an absence where such verification is required by Policy No. 4432.
3. The record will include each employee's rate of absence as calculated monthly.

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4. At the end of each school year, a cumulative attendance record shall be assembled for each school and for the district. An attendance summary shall be prepared from the cumulative attendance record. The attendance summary shall show:
 - a. The rate of absence for the district and each school in the district,
 - b. The rate of absence for each employee in rate order showing highest rate first and average rate for the district,
 - c. Reasons for absence in the case of employees whose rate is more than 95 percent above the average for the district, and
 - d. The appointment of substitutes for absent employees and the wages paid to substitutes.

E. Attendance Improvement Plan

1. The attendance summary shall be analyzed for patterns of absence, such as excessive absenteeism in a given school or work place, among certain groups of employees, for certain specific causes, or on certain days of the week, month, or year.
2. Specific strategies for reducing the rate of absence shall be developed and submitted to the Superintendent of Schools or his/her designee.
3. The Principal shall be responsible for implementing the approved plan for the improvement of staff member attendance in his/her school building.

F. In-service Training

The Principal or immediate supervisor shall meet with the support staff members assigned to his/her building at the beginning of each school year to:

1. Inform employees of Board policy and district regulations on attendance;
2. Familiarize employees with the procedures to be used in reporting and verifying absences;
3. Review with employees the cost of absenteeism to the district and the value of accumulated sick leave to the employee; and

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4. Acquaint employees with the degree to which attendance will affect evaluation reports.

G. Discipline

1. The record of a conference(s) dealing with excessive absenteeism may serve as an element in the evaluation of any employee's performance and may contribute to a salary recommendation.
2. Employees absent more than 5 times in a period of 1 month shall be disciplined by layoff for a period of 1 days without pay.
3. Employees disciplined under G2 who do not improve their record of attendance shall be recommended to the Superintendent for discharge.

Issued: 15 June 2017

Revised: