Minutes of the proceedings of the **PUBLIC WORK MEETING** held on Wednesday, September 5, 2018, in the Eugene Field Administrative Building, at 8:00 PM. *Dr. Ardie Walser, Board President, presided.*

I. Salute to the Flag

II. Presiding Officer's Meeting Notice Statement

"I hereby call to order the Public Work Session Meeting of the Teaneck Board of Education, held on Wednesday, September 5, 2018, in the Eugene Field Administrative Building, at 8:00 PM. Adequate notice of this meeting has been sent to the Record, filed with the Municipal Clerk of the Township of Teaneck, posted to the district website and posted inside the Teaneck Board of Education, One Merrison Street, on February 21, 2018."

III. Roll Call

Board Member	Present	Absent
Ms. Arjumand (Shahanaz)	Х	
Ms. Fisher (Victoria)	Х	
Mr. Ramirez (Martin)	Х	
Mrs. Rappoport (Sarah)	Х	
Mr. Rodriguez (Sebastian)	Х	
Mr. Rose (Howard)	Х	
Ms. Sanders (Denise)	Х	
Dr. Walser (Ardie)	Х	
Mrs. Williams (Clara)	Х	

IV. Reaffirmation of 2018/19 District Goals

V. Items For Approval

1. that the Board approve the application for submission for the Early Childhood Pre-Kindergarten program commencing January 2, 2019 to the NJ Department of Education.

Explanation: To develop and implement a free full day pre-k program for 3 & 4 year olds or all eligible Teaneck families.

2. that the Board approve the revised motion from May 9, 2018 for Maschio's Food Services. The Management fee for 2018-2019 is \$62,400.

Explanation: The Food services for the 2018-2019 school year.

Motion: S. Rodriguez	Second: H. I	Rose			
Board Member	Yes	No	Abstain	Absent	
Ms. Arjumand (Shahanaz)	Х				
Ms. Fisher (Victoria)	Х				
Mr. Ramirez (Martin)	Х				
Mrs. Rappoport (Sarah)	Х				
Mr. Rodriguez (Sebastian)	Х				
Mr. Rose (Howard)	Х				
Ms. Sanders (Denise)	Х				
Dr. Walser (Ardie)	Х				
Mrs. Williams (Clara)	Х				

VI. Superintendent's Report

Opening of School went well Early Dismissal students & staff - 9/6/18 Hiring procedure for Dean at THS Readjustments to Board Goals WSCC Grant for \$15,000 RFP for Strategic Planning

VII. Public Comment (agenda ONLY)

A. Board Operations

TTEA & TAAS thank you for breakfast- Convocation was excellent. Dr. Walser - Teaneck Safe Routes to schools (grant writer)

- B. School Operations and Curriculum
- C. Finance and Budget

D. Personnel

VIII. Public Comment (non-Agenda)

Pre-K eligibility Goal - use SmartGoal method Pre-K 3 enrollment ESIP Audit

IX. Executive Session (required)

Mr. Rodriguez motioned to convene into Executive session at 10:53 pm. Said motion was seconded by Mr. Rose and carried by unanimous vote.

Motion: S. Rodriguez	Second: H. I	Rose		
Board Member	Yes	No	Abstain	Absent
Ms. Arjumand (Shahanaz)	Х			
Ms. Fisher (Victoria)	Х			
Mr. Ramirez (Martin)	х			
Mrs. Rappoport (Sarah)	Х			
Mr. Rodriguez (Sebastian)	Х			
Mr. Rose (Howard)	х			
Ms. Sanders (Denise)	Х			
Dr. Walser (Ardie)	х			
Mrs. Williams (Clara)	х			

X. Adjournment

Mr. Rodriguez motioned to convene back to the public meeting at 1:24 am. Said motion was seconded by Mr. Rose, and carried by unanimous vote.

Mr. Rodriguez then motioned to adjourn the Public Meeting at 1:24 am. Said motion was seconded by Mr. Rose, and carried by unanimous vote.

Motion:	Second:			
Board Member	Yes	No	Abstain	Absent
Ms. Arjumand (Shahanaz)	Х			
Ms. Fisher (Victoria)	х			
Mr. Ramirez (Martin)	Х			
Mrs. Rappoport (Sarah)	Х			
Mr. Rodriguez (Sebastian)	х			
Mr. Rose (Howard)	х			
Ms. Sanders (Denise)	х			
Dr. Walser (Ardie)	Х			
Mrs. Williams (Clara)	Х			

Respectfully submitted,

Melissa Simmons Business Administrator/Board Secretary

Teaneck Public Schools

Goals for 2018-2019

- GOAL 1: Students attending the Teaneck Public Schools will acquire the skills, knowledge and understanding to be successful in the twenty first century.
- GOAL 2: Teachers and administrators in the Teaneck Public Schools will acquire the skills, knowledge and understanding necessary to support student achievement.
- GOAL 3: The environment in the Teaneck Public Schools will be safe and respectful, with students and adults appreciative of the unique contributions of members of the community.
- GOAL 4: The Teaneck Public Schools will engage effectively with parents and with the community.
- GOAL 5: The Teaneck Public Schools will provide funding for Goals 1-4 and sustain school facilities while respecting community resources.

BOARD OPERATIONS

SEPTEMBER 5, 2018

Be It Resolved, that the Teaneck Board of Education, upon the recommendation of the Superintendent of Schools, approves the following Board Operations resolutions:

- 1. that the Board approve the Minutes of the Special Public Meetings held on August 1, 2018 and August 22, 2018 and the Executive Sessions on August 1, 2018.
- 2. that the Board waive the provisions of Board Policy #7510- Use of School Facilities for the 2018-2019 school year to Alpha Kappa Alpha Sorority, Inc. - Iota Epsilon Omega Chapter to use Teaneck High School Media Center at no cost. Ms. Worrell will submit a building usage form, hold-harmless form and a certificate of insurance naming the Teaneck Board of Education as an additional insured. The Sorority meetings will take place every first Thursday and first Saturday of the month starting September 2018 -June 2018. The meetings will be held from 6:00pm - 8:30pm at the Teaneck High School Media Center.
- 3. that the Board waive the provisions of Board Policy #7510- Use of School Facilities for the 2018-2019 school year to the Girls Soccer Team to use Thomas Jefferson Middle School Cafeteria at no cost. Ms. McCain will submit a building usage form, holdharmless form and a certificate of insurance naming the Teaneck Board of Education as an additional insured. The Annual pot luck will be held on September 14, 2018 from 6pm - 8pm and the Annual breakfast will be held on October 13, 2018 from 8am - 1pm.

SCHOOL OPERATIONS and CURRICULUM

SEPTEMBER 5, 2018

Be It Resolved, that the Teaneck Board of Education, upon the recommendation of the Superintendent of Schools, approves the following School Operations and Curriculum resolutions:

1. that the Board approve payment to George Street Playhouse, to provide second and third grade teachers with continued professional development in theatre arts integration, in an amount not to exceed \$66,000. Title IIA would fund this residency program. Account #20-270-200-320-19-50-I-0.

FINANCE AND BUDGET

SEPTEMBER 5, 2018

Be It Resolved, that the Teaneck Board of Education, upon the recommendation of the Superintendent of Schools, approves the following Finance and Budget resolutions:

 that the Board approve payment of the following 2018-2019 bills and payroll, as detailed in lists attached to the Minutes of this meeting, including adjustments to previously approved bill payments, and that the Business Administrator/Board Secretary be hereby authorized to release the warrants in payments of these bills per the list appended to and made part of the minutes.

JULY 1, 2018 through JULY 31, 2018

FUND 11	\$2,712,186.26
FUND 20	\$59,619.72
FUND 40	\$1,198,985.00
FUND 60	\$75,668.27
FUND 61	\$73,731.10

Total of Approved Payments \$4,120,190.35

- 2. that the Board approve 2018-2019 budget transfers, previously approved by a member of the Finance Committee, which are attached and a part of the official record.
- WHEREAS, the Board of Education has received the Report of the Board Secretary and the Report of the Treasurer of School Monies for the month of July 2018 and determined that both reports are in agreement; and

WHEREAS, in compliance with N.J.A.C. 6A:23A-16.10(c)3 the secretary has certified that, as of the date of the reports, no budgetary line item account has obligations and payments (contractual orders) which in total exceed the amount appropriated by the Board of Education except as noted; now

BE IT RESOLVED, that in compliance with N.J.A.C. 6A:23A-16.10(c)4, the Board of Education certifies that, after review of the secretary's monthly financial reports (appropriate section) and upon consultation with the appropriate district officials, to the best of its knowledge, no major account or fund has been over-expended in violation of N.J.A.C.6A:23A-16.10(c)4, and that sufficient funds are available to meet the district's financial obligations for the remainder of the year (which would become a part of the Minutes of this meeting); and

BE IT FURTHER RESOLVED, that pursuant to P.L. 2004 Ch. 73 (S-1701), the Board certifies that after a review of the Secretary's Monthly Financial Report and upon consultation with the appropriate district officials, that there are no budgetary transfers that cumulatively exceed 10% that would require the approval of the Executive County Superintendent.

- 4. that the Board approve the attached list of Professional Development for the staff indicated for professional improvement or development, as approved by the Superintendent, (Grant funded \$673.50) (District funded \$420.00) total cost \$1093.50.
- 5. that the Board approve the attached list of Student Field Trips, as approved by the Superintendent, (Grant Funded \$0) and (District Funded \$601.50) (Parent Funded \$0) total cost \$601.50.
- that the Board approve the contracts, for out-of-district tuition, for students who would require a special education program during the 2018-2019 school year, as per the attached list.
- 7. that the Board approve the contracts with those clinicians and agencies on the attached list who would provide related services and / or independent evaluations during the 2018-2019 school year.
- 8. that the Board approve the annual contract with Bergen County Special Services to provide hospital instruction, as-needed, for the 2018-2019 school year, for students who are confined during school hours for medical and/or rehabilitative care in New Bridge Medical Center, Paramus, New Jersey, in an amount not to exceed \$6,500.00.
- 9. that the Board approve the *revised* contract, for out-of-district tuition, for a student who would require a special education program during the 2018-2019 school year, as per the attached list.
- 10. that the Board approve the Stipulation of Settlement Agreement between the parents of Student ID #98115 and the Teaneck Board of Education, to reimburse the parents in an amount not to exceed \$2,250, for the 2018 Extended School Program; and to reimburse the parents, in an amount not to exceed \$150 per month, toward the insurance deductible for Applied Behavior Analysis (ABA) services.

11. RESOLVED: that the Teaneck Board of Education desires to enter into Joint Purchasing Agreement and will participate as a full member of the Bergen County Region V Council for Special Education for the 2018-2019 school year; does hereby accept, adopt and agree to comply with the Region V Bylaws; designates Dr. Christopher Irving, Superintendent, as its representative to Region V; and empowers (him/her) to cast all votes and take all other actions necessary to represent its interests in Region V.

The Board further approves the joint bidding and transportation agreements for all Teaneck (district) students who are transported through Region V;

The Board further approves the joint bidding and/or shared services agreement; including but not limited to student evaluations, student therapies and other student support services; The Board further approves the joint bidding and/or shared services for non-public school services; and The Board further approves the joint bidding and/or shared services for other services as requested to be provided by Region V component districts on as needed basis.

12. **BE IT RESOLVED** that the Board approve the Agreement with Bergen County Special Services School District, for the 2018-2019 school year, to provide Chapter 192/193 Services (Compensatory, Education, ESL, Home Instruction, Examination and Classification, Annual Review, Speech Correction and Supplemental Instruction), in the amount of \$137,546.00, in accordance with the fees approved by the NJDOE.

PERSONNEL

SEPTEMBER 5, 2018

Be It Resolved, that the Teaneck Board of Education, upon the recommendation of the Superintendent of Schools, approves the following Personnel resolutions:

- 1. that the Board approve the following certificated staff appointments for the 2018-2019 school year, effective date as indicated, pending criminal history review:
 - a. Maria Garcia-Iglesias, Spanish Teacher, at an annual salary of \$54,500 (TTEA Guide BA/Step 1), assigned to Bryant Elementary School / Hawthorne Elementary School, effective September 06, 2018 through June 30, 2019 replacing Angelina Martinez, resigned (PC#: 10-0505/chb).
 - b. Amanda Maikisch, Special Education Teacher, at an annual salary of \$55,250 (TTEA Guide BA/Step 2), assigned to Lowell Elementary School, effective September 06, 2018 through June 30, 2019 replacing employee #3966, non-renewal (PC#: 10-07-35/cdz).
 - c. Gregory Cooper, Dean of Students, at an annual salary of \$100,000 (TTEA Guide MA+32/Step 12) plus \$6,995 (Dean of Students differential), assigned to Teaneck High School, effective September 01, 2018 through June 30, 2019, newly created position.
 - d. Esin Sasmaz, Special Education Teacher (Math/Science), at an annual salary of \$80,000 (TTEA Guide MA+32/Step 8), assigned to Thomas Jefferson Middle School, effective November 06, 2018 through June 30, 2019, replacing Jessi Van Buren, resigned (PC#: 10-11-34/bvr).
 - e. Trecia Mohan-Soares, Grade 4 Teacher, at an annual salary of \$60,000 (TTEA Guide MA/Step 1), assigned to Lowell Elementary School, effective September 17, 2018 through June 30, 2019, replacing Shane Zeigler, resigned (PC#: 10-07-63/asn).
- that the Board approve the following long term substitute teacher at \$260 per diem, after twenty-one days of employment, assigned to a non-tenure track position, effective date as indicated, pending criminal history review:
 - a. James McNeil, Benjamin Franklin Middle School, effective September 06, 2018 through January 28, 2019, with no benefits, in place of Colleen Pagan.
 - b. Lisa Yodice Broniszewski, Hawthorne Elementary School, effective September 06, 2018 through November 16, 2018, with no benefits, in place of Filiz Zeybek.
 - c. Mary Lorencovitz, Teaneck High School, effective September 04, 2018 to a date to be determined, replacing Kelvin Reese.

- 3. that the Board accept the resignation of the following staff members:
 - a. Kelvin Reese, Guidance Counselor, Teaneck High School, effective August 31, 2018.
 - b. Shane Ziegler, Grade 4 Teacher, Lowell Elementary School, effective October 21, 2018, or sooner.
- 4. that the Board approve Jennifer Taylor for work during the Freshman Orientation Program on August 30, 2018, at a rate of \$50 per hour, not to exceed 5 hours.
- 5. that the Board approve Harold Clark Jr., as a volunteer coach for the 2018-2019 school year.
- 6. that the Board approve the following per-diem substitute teachers for the 2018-2019 school year, at \$120 per day:
 - a. Gregory Nelson
 - b. Shorook Awadallah
- 7. that the Board approve the following certificated staff members to serve on the Intervention and Referral Services ("I&RS) Committee at Benjamin Franklin Middle School for the 2018-2019 school year, stipend \$948 each:
 - a. Kristina Anders
 - b. Allen Gonzalez
 - c. Munyiva Munguti
 - d. Javalda Powell
 - e. Joseph Tauriello
- 8. that the Board approve payment to the attached list of non-tenured staff, for participating in a four hour Saturday Foundation Training session, scheduled for September 15, 2018, in an amount not to exceed \$200 each. Total cost not to exceed \$21,000:

9. that the Board approve up to five hours of compensation at a rate of \$50 per hour to learn how to implement the district screener for English language learners. By the end of the five hours of training, teachers will be certified to administer the screener to students entering the school district. Title III would fund this training. Account 20-241-200-101-21-10-I-0

Teachers to be compensated included:

- a. Faith Mootoo
- b. Jennifer Cortez
- c. Hilary Almeida
- c. Diana Sanchez
- d. Teri Wilcox
- that the Board approve the following CST members who worked one day in July. Both members were part of the Crisis Response for the Trinidad family tragedy and were stationed at the Teaneck High school.
 - Maura Tuite \$580.00 per day
 - Linda Distler \$555.00 per day
- 11. **Be It Resolved**, that the Teaneck Board of Education, upon the recommendation of the Superintendent of Schools, approves the following Personnel resolution:

That, pursuant to N.J.S.A. 18A: 29-14, the Board approves the witholding of the employment and adjustment increments for the 2019-2020 school year, of a teaching staff member whose name is on file in Central Administrative Office, for good cause relating to the performance of the teaching staff member. In approving this increment withholding, the Board authorizes the Superintendent or his designee to give written notice to said teaching staff member within ten (10) days of this action, as well as the reasons for the increment withholding.

FINANCE & BUDGET

MOTION #2
Teaneck Board of EducationTransfer List

	Transf	ers made August 7, 2018 Through August 28, 2018		
	ACCOUNT	DESCRIPTION	AMOUNT TRAI From	NSFERRED To
Т3	11-000-219-600-72-49-C-C 11-000-219-590-72-50-C-S	SUPPLIES/SPEC SERV PURCHASED SERV/SPEC SERV	(1,931.68)	1,931.68
	EXPLANATION: 2018-2019 II	EP DIRECT SOFTWARE- FRONTLINE EDUCATION		
T4	11-000-218-320-73-58-G-H 11-000-218-390-73-56-G-H	EDUCATIONAL CONSULTANTS COMPTR/G.I.S. SVS/GUID/H	(100.00)	100.00
	EXPLANATION: PURCHASE	OF THS GUIDANCE NAVIANCE PROGRAM		
T5	11-190-100-610-05-41-J-J 11-190-100-610-06-40-J-J 11-190-100-610-08-40-J-J 11-100-240-600-71-32-J-J	SUPPLIES/ENG LANG ARTS/TJ SUPPLIES/FRN LANG/TJ SUPPLIES/HLTH,PH ED/TJ ADMIN SUPPLY-EQUIP/TJ	(1,000.00) (2,000.00) (500.00) (77.00)	
	11-000-240-890-71-56-J-J 11-190-100-610-18-40-J-J	OTHER EXP/MEMBERSHIP/DUES-TJ GENERAL INSTRUCT'L SUPPLIES	(3,577.00)	440.00 3,137.00 3,577.00
	EXPLANATION: SUPPLIES F	FOR USE DURING SCHOOL YEAR 2018-2019		
Т6	11-000-100-566-49-61-C-C 11-000-262-610-89-53-1-D 11-000-230-340-82-50-P-D 11-000-230-590-82-50-P-0 11-000-230-610-82-49-P-0 11-000-230-890-82-49-P-0 EXPLANATION: TRANSFER	TUITN/PRIV SCH/SP'L ED FURNITURE SUPPLIES/GENERAL PURCH SRV/COMM REL/NONIN PUBLIC REL/PURCHASED SERVICES SUPPLIES/COMM REL OTHER EXPENSE/PUBLIC RE TO COMMUNITY RELATIONS BUDGET	(58,000.00)	50,000.00 1,000.00 1,000.00 5,000.00 1,000.00 58,000.00
Т7	20-241-200-580-21-50-I-0 20-241-200-101-21-10-I-0 20-241-290-290-99-22-I-0	TITLE III/TRAVEL TITLE III/STIPENDS TITTLE III/FICA	(1,076.50)	1,000.00 <u>76.50</u> 1,076.50
	EXPLANATION: TITLE III PR	OGNAW		
	FINANCE COMMITTEE SIGN	NATURE	DATE	

Professional Development

Name: Piero LoGiudice

School or Department: Teaneck High School

Conference/Seminar/Workshop: Leadership for Culturally Responsible Schools

Location: Paramus, New Jersey

Dates: October 19, November 15, December 18, 2018, January 9, February 11, March 6,

2019

Estimated Cost: \$0 – Substitute Not Required (No Funding Required)

Name: Colette Brantley

School or Department: Hawthorne School

Conference/Seminar/Workshop: Introduction to Responsive Classroom K -8

Location: New York, New York Dates: November 30, 2018

Estimated Cost: \$249.99 – Substitute Not Required (Grant Funded)

Name: Kurt Ceresnak

School or Department: Teaneck High School

Conference/Seminar/Workshop: New Jersey Principals and Supervisors Association 2018

Annual Conference

Location: Long Branch, New Jersey Dates: October 18 and 19, 2018

Estimated Cost: \$423.51 – Substitute Not Required (Grant Funded)

Name: Kristine Thielman, Claudia Belotti School or Department: Special Services

Conference/Seminar/Workshop: Assessment of Children Location: Fairleigh Dickinson University, Teaneck, New Jersey

Date(s): October 3, 2018

Estimated Cost(s): \$280 – No Substitute Required - (District Funded)

Name: Brittany Nagy, RN

School or Department: Special Services

Conference/Seminar/Workshop: Nurse's CPR Renewal Course

Location: Holy Name Hospital, Teaneck, New Jersey

Date(s): September 17, 2018

Estimated Cost(s): \$140 – Substitute Required - (District Funded)

MOTION #5

Field Trips

Name: Jessie Gorant, Hina Mehta

School or Department: Benjamin Franklin Middle School

Trip Planned: Teaneck Creek Conservancy

Location: Teaneck, New Jersey 15 Students

Date(s): October 9, 2018 Depart: 8:35 AM Return: 12:00 PM

Estimated Cost: \$0 – Substitute Required (No Funding Required)

EXPLANATION: Students would be studying the diversity of the Teaneck Creek.

Name: Matthew McMillan

School or Department: Thomas Jefferson Middle School

Trip Planned: Teaneck Creek Conservancy

Location: Teaneck, New Jersey 12 Students

October 4, 2018 Date(s): Depart: 12:30 PM Return: 3:00 PM

Estimated Cost: \$0 – Substitute Required (No Funding Required)

EXPLANATION: Students would be studying the diversity of the Teaneck Creek.

OUT-OF-DISTRICT TUITION CONTRACTS 2018-2019

STUDENT			START
ID#	SCHOOL	TUITION	DATE
101750	Fusion Academy, Englewood	\$53,500.00	9/4/2018
96117	Bergenfield Board of Education	\$25,939.00	9/6/2018
94415	Sage Day School	\$60,300.00	9/4/2018
	TOTAL	\$139,739.00	

CLINICIANS 2018-2019

CLINICIAN	RATES	NOT TO EXCEED
Advanced Education Inc.	\$52 / hr. LDTC \$52 / hr. File Reviewer	\$35,000.00
Bergen County Special Services New Bridge Medical Center	Bedside Instruction \$65 / hr.	\$6,500.00
	TOTAL	\$41,500.00

REVISED: OUT-OF-DISTRICT TUITION CONTRACTS 2018-2019

STUDENT				START	1:1
ID#	SCHOOL		TUITION	DATE	AIDE
93706	Bancroft School		\$78,995.44	7/5/2018	\$40,704.00
		TOTAL	\$78,995.44		\$40,704.00

This tuition has been *revised* from \$70,523.92 to \$78,995.44, by the school, due to a miscalculation in the daily rate.

Year One

Year Two

Ashley Andreala Elizabeth Bennett Elizabeth Borkowski Damion Campbell Dominique Chiu Gyo Ho Cho Erica Cohen Joanna De Los Santos Andrew DeBlock Amanda Detrick Angie Dubon Debra Elwell **Emily** Fisher Gordon Sean Shanice Jackson William Lane Rachel Lee Joshua Luscombe Cara Lyons Megan McBryde Felix Mejia Amy Morales Andres Munoz Bettina Peets Pflueger Rebecca Summer Pirro Brielle Rubin Diana Sanchez Falilou Seck Aya Shabarek Shepard **Brittany Emily** Sloane Germaine Tarver Christine **Taylor** Mickell **Taylor** Jahaziel Valeriano Daniel Velez

Michael

Yim

Kamal Tiana Merissa Jennie Susan Alexandra Michael Michael Lori Angela Levette Lisa Hyo Youn Beverly Justine Veronica Angelina Miriam Munyiva Maureen Tanya Terrie

Kimberly

Shaunte

Hazel

Payne

Felicia

Ahmad Benevenga Bockhorn **Brolewicz** Carletta Cavallo DeAvila Diehl DiSarro Gigante Glanton Guyden Kim Levinson Lopez Lopez Martinez Muheisen Munguti Orletti Rivera Roberts Rossy Santana-Rivas Sparks

Vazquez

Vinpa

Year Three

Michael

Monica

Tara Rochelle

Year Four

Angela Avery-deVlugt Daniel Bassett Julianne Boyle Alyssa Cestaro Benimapi Coulibaly Michelle Doonan Eisele Brittany Ashraf Elsayed Estefany Gallardo Kiera Genus Michael Germinario Amber Halpern Katarina Hannawi Eleftheria Hondros Laurel Lahullier (Buffa) Deborah Nicotera Carole Petit-Bielen Melinka Ramirez Samantha Ross Alexis Ryerson Caleb Schaffer Luke Short

> Van Brunt Webb

Yaros

Yepes

Kristina **Anders** Kristen Cline Nicole Cooper Natalia Drelich Lauren Finizio Barbara Finkelstein Nisrene Hammoud Sean Holland Chi Young Jang Morgan Owens George **Prepis** Giovanni Soto Kelly Walsh Roberta Weiss