

Minutes of the proceedings of the **REGULAR PUBLIC MEETING** held on Wednesday, September 18, 2019, in the Cheryl Miller Porter, 3rd Floor Student Center, THS, 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 Regular Public Meeting of the Teaneck Board of Education, held on Wednesday, September 18, 2019, in the Cheryl Miller-Porter 3rd Floor Student Center at Teaneck High School 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 September 7, 2019."

**III. Roll Call**

<i><b>Board Member</b></i>	<i><b>Present</b></i>	<i><b>Absent</b></i>
Ms. Fisher (Victoria)	x	
Mr. Ramirez (Martin)	x	
Mrs. Rappoport (Sarah)	x	
Mr. Reiner (Gerald)	x	
Mr. Rodriguez (Sebastian)	x	
Mr. Rose (Howard)	x	
Ms. Sanders (Denise)	x	
Dr. Walser (Ardie)		x
Mrs. Williams (Clara)	x	

**IV. Reaffirmation of 2019-2020 District Goals**

**V. Superintendent's Report**

- Board Presentations

Superintendent's report can be found on the district website at [www.teaneckschools.org](http://www.teaneckschools.org)

Presentations:

- Ed Ha & team members presents the annual donation to TPS in the amount of \$20,000
- Rodney Watkins, DiCara Rubino, New Central Office Presentation

## **VI. Board Committee Reports**

1. Policy Committee Report by Mrs. Rappaport
  - Code of Conduct
  - Use of Facility
  - Security
2. Community Relations
  - Strategic Town Hall
  - Governor
  - Spanish Heritage
  - Volunteer Appreciation

The Facility Committee will meet one last time to finalize the final plan.

TOPS presentation of \$20,000 check. Thank you TOPS!

TJMS PTA - Victoria Fisher - over 50 parents came up to support staff member

Finance Committee - Ms. Clara Williams met to discuss the new central office bldg and will meet once more and come back to the full Board for final rendering.

Ms. Clara Williams: NJSBA will give guidance on

- Superintendent's salary cap
- Health Benefits Reduction of 4.5% by 2020
- Mallory's Law - SRO will be the new bullying specialist

Mr. Howard Rose thanked Mr. D'Angelo for all the work done in the Chorus and Dance Rooms

Mr. Ramirez- Use of Facility application need to include a form to ask for exclusivity

- A. Board Operations
- B. School Operations and Curriculum
- C. Finance and Budget
- D. Personnel

## **VII. Public Comment (agenda ONLY)**

1. Ms. Ali - Parking spaces at the new admin building, please consider more spaces for the handicapped
  2. Not happy with the Quality of food
- 
1. Ms. Yasmin Casada- not satisfied with school lunch
  2. Not enough food with lunch options
  3. How do we fix having enough offerings at lunch

### Student #1

- Lunch times are not enough
- Plant Based & Vegan Options are needed

### Victoria Fisher

- Performance matrix for Maschios and focus group for improvement of food & services

### Student #2

- Concerned about food portions
- Lines are too long for the time

## **VIII. Public Comment (non-Agenda)**

NONE

**IX. Executive Session (required)**

Mrs. Fisher motioned to adjourn the regular public meeting at 10:06pm and convene into Executive Session to discuss item# 29 under Personnel. Said motion was seconded by Mr. Rodriguez and carried by unanimous vote.

Motion #29

<b>Motion: V. Fisher</b>	<b>Second: S. Rodriguez</b>			
<b>Board Member</b>	<b>Yes</b>	<b>No</b>	<b>Abstain</b>	<b>Absent</b>
Ms. Fisher (Victoria)	x			
Mr. Ramirez (Martin)		x		
Mrs. Rappoport (Sarah)	x			
Mr. Reiner (Gerald)		x		
Mr. Rodriguez (Sebastian)	x			
Mr. Rose (Howard)	x			
Ms. Sanders (Denise)	x			
Dr. Walser (Ardie)				x
Mrs. Williams (Clara)	x			

Mr. Rodriguez motioned to adjourn the Executive Session at 10:45pm and convene back to the regular public meeting. Said motion was seconded by Howard Rose and carried by unanimous vote.

<b>Motion: S. Rodriguez</b>	<b>Second: H. Rose</b>			
<b>Board Member</b>	<b>Yes</b>	<b>No</b>	<b>Abstain</b>	<b>Absent</b>
Ms. Fisher (Victoria)	x			
Mr. Ramirez (Martin)	x			
Mrs. Rappoport (Sarah)	x			
Mr. Reiner (Gerald)	x			
Mr. Rodriguez (Sebastian)	x			
Mr. Rose (Howard)	x			
Ms. Sanders (Denise)	x			
Dr. Walser (Ardie)				x
Mrs. Williams (Clara)	x			

**X. Adjournment**

Mr. Rodriguez motioned to adjourn the Exective Session at 10:47pm and convene back into the regular public meeting. Said motion was seconded by Howard Rose and carried by unanimous vote.

Mr. Rodriguez then motioned to adjourn the regular public meeting at 10:48pm. Said motion was seconded by Howard Rose and carried by unanimous vote.

<b>Motion: S. Rodriguez</b>	<b>Second: H. Rose</b>			
<b>Board Member</b>	<b>Yes</b>	<b>No</b>	<b>Abstain</b>	<b>Absent</b>
Ms. Fisher (Victoria)	x			
Mr. Ramirez (Martin)	x			
Mrs. Rappoport (Sarah)	x			
Mr. Reiner (Gerald)	x			
Mr. Rodriguez (Sebastian)	x			
Mr. Rose (Howard)	x			
Ms. Sanders (Denise)	x			
Dr. Walser (Ardie)				x
Mrs. Williams (Clara)	x			

Respectfully submitted,

Melissa Simmons  
Business Administrator/Board Secretary

## **Teaneck Public Schools**

**Mission: The Teaneck Public School District educates and empowers students by providing a high-quality, rigorous educational experience which prepares students for success within a diverse, global society.**

**Vision: The Teaneck Advantage: Educational Excellence for All**

### **Goals for 2019-2020**

**GOAL 1: Teachers and administrators in the Teaneck Public Schools will further elevate academic programs by creating varied learning pathways and by improving student supports.**

**GOAL 2: The Teaneck Public Schools will continue to improve facilities and technology in support of 21st Century learning opportunities.**

**GOAL 3: The Teaneck Public Schools will execute effective communications and solidify quality relationships with educational partners within and throughout the community.**

**GOAL 4: The Teaneck Public Schools will create equitable and inclusive learning opportunities for all students.**

**GOAL 5: The Teaneck Public Schools will ensure operational excellence in hiring, developing and retaining staff.**

### **BOARD OPERATIONS**

**SEPTEMBER 18, 2019**

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 use of Thomas Jefferson Middle School cafeteria on November 28, 2019, for a Community Thanksgiving Dinner, from 1:00 pm to 4:00 pm.
2. that the Board approve the PTO/PTA of Whittier, Hawthorne, Lowell, Thomas Jefferson and Teaneck HS for the use of Teaneck school buildings to host various PTO/PTA funded activities during the 2019-2020 school year. All schools listed above have provided the proper documentation for the 2019-2020 school year.
3. that the Board waive the provisions of Board Policy #7510 Use of School Facilities for the 2019-2020 school year to Alpha Kappa Alpha Sorority, Inc. - Iota Epsilon Omega Chapter to use Teaneck High School Media Center at no cost. The Sorority meetings will take place every first Thursday and first Saturday of the month starting September 2019 - June 2020. (10/4, 10/31, 12/5, 1/2, 2/6, 3/5, 4/2, 4/30, 6/4/20. The meetings will be held from 7:00pm - 8:00pm at the Teaneck High School Media Center and 8:00am -

1:00pm on Saturdays. The total fees charged would be \$5,641.20.

4. that the Board waive the provisions of Board Policy #7510 Use of School Facilities, for the 2019-2020 school year, at no cost to the Hawthorne PTA for the use of the Hawthorne Elementary School cafeteria and library for holding the PTA meetings for custodian and building use fees. The meeting dates are as follows: 10/3, 11/14, 12/5, 1/2/20, 2/6, 3/5, 4/2, 5/7, 6/4/20 from 6:00pm - 8:30pm. The total fees charged would be \$500.00
  
5. that the Board waive the provisions of Board Policy #7510 Use of School Facilities, for the 2019-2020 school year, at no cost to the Hawthorne PTA for the use of the Hawthorne Elementary School classroom for holding the after-school chess class for custodian and building use fees. The meeting dates are as follows: Sept. 24, 2019 - Dec. 3, 2019 from 3:00-4:00 pm. The total fees charged would be \$500.00
  
6. that the Board waive the provisions of Board Policy #7510 Use of School Facilities, for the 2019-2020 school year, at no cost to the Hawthorne PTA for the use of the Hawthorne Elementary School Gymnasium and Cafeteria for holding the Family Fun night and Fall and Spring Book Fair for custodian and building use fees. The meeting date is October 17, 2019 from 6:00-9:00 pm. The total fees charged would be \$600.00.
  
7. that the Board waive the provisions of Board Policy #7510 Use of School Facilities for the Teaneck Township to use Teaneck High school Auditorium/Student Center for a Board of Adjustment meeting on September 19 and October 17, 2019 from 7:00pm - 11:00pm. The total fees charged would be \$400.00.

<b>Motion: S. Rodriguez</b>	<b>Second: H. Rose</b>			
<b>Board Member</b>	<b>Yes</b>	<b>No</b>	<b>Abstain</b>	<b>Absent</b>
Ms. Fisher (Victoria)	x			
Mr. Ramirez (Martin)	x		#3	
Mrs. Rappoport (Sarah)	x			
Mr. Reiner (Gerald)	x			
Mr. Rodriguez (Sebastian)	x			
Mr. Rose (Howard)	x			
Ms. Sanders (Denise)	x			
Dr. Walser (Ardie)				x
Mrs. Williams (Clara)	x			

**SCHOOL OPERATIONS and CURRICULUM**

**SEPTEMBER 18, 2019**

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 approves the decisions of the Superintendent regarding, Harassment, Intimidation, and Bullying (HIB) incidents reported to the Board in Executive Session at the September 11, 2019 Workshop Public Meeting.
  
2. that the Board accept with grateful appreciation, a donation of a commemorative bench to Teaneck High School from the Class of 1969.
  
3. that the Board approve payment to Global Operations Security Services, Inc. for providing an Operational Plan to Heichal Hatorah non-public school in an amount not to exceed \$6,800. Non-public security aid funds this training. Account #: 20-511-266-300-92-50-I-H
  
4. that the Board approve Planned Parenthood, to conduct one workshop with High School students enrolled in the FORUM Parents and Student/School Partnership Program, on STI prevention, General Health & pregnancy prevention on the following date: October 29, 2019 in an amount not to exceed \$0.
  
5. that the Board approve compensation to Plethora Media Group to present the “Picture of Success” program to Middle School students enrolled in the Parent and Student/School Partnership Program, the amount of \$800, in an amount not to exceed \$800. The FORUM Juvenile Justice grant would fund this program.  
Program dates: October 23, October 30, November 13 and December 16, 2019.  
  
**1st Session:** Basic photography skills workshop for participating students. A disposable camera would be provided to students that participate.  
**2nd Session:** Students and staff trip to take photos that represent values and goal setting for their photography project.  
**3rd Session:** Students will preview and select photos for inclusion in their final presentation and create captions/ blurbs for the selected photos.  
**4th Session:** Students would finalize the project and present to staff and peers.
  
6. that the Board accept with grateful appreciation a donation of printers and filaments from the Ben Franklin PTO to Ben Franklin Middle school. The items listed below are at a value of \$6,562.93 in total.  
  
(4) Prusa 3D printers - \$6,036.48  
(26) 3D Printer Filaments \$526.45



7. that the Board approve the Healing Space, to conduct a professional development workshop for the FORUM Staff on Internet Safety & Social Media, prevention of human trafficking on the following date: October 7, 2019 in an amount not to exceed \$300.
8. that the Board approve compensation to Team Makers, to conduct one workshop for High School PASS (the FORUM Parents and Student/School Partnership Program) students on teamwork on October 22, 2019 in an amount not to exceed \$225.
9. that the Board approve compensation to Team Makers, to conduct one workshop for Middle School PASS (the FORUM Parents and Student/School Partnership Program) students on teamwork on October 21, 2019 in an amount not to exceed \$225.
10. that the Board accept grant funds from the New Jersey Department of Health through The Center for Prevention and Counseling under the Whole School, Whole Community, Whole Child School Health NJ Project in the amount of \$15,000 over a four year period. Year two of four funding in the amount of \$4,500 must be obligated by June 30, 2020.
11. that the Board approve the following new resource for the 2019-2020 school year:  
  
*Inner Explorer, an online program which brings practical techniques of mindfulness to the classroom*
12. that the Board accept with grateful appreciation, a donation to the Teaneck Public Schools from the Teaneck Organization for Public Schools (TOPS) Board of Trustees in the amount of \$20,000.
13. that the Board approve a contract for Heroes and Cool Kids mentoring services for students at the high school during the 2019-2020 school year, in an amount not to exceed \$4,500.
14. that the Board approve payment to The Institute for Learning to conduct professional development training sessions for teachers in Grades 6-12 on October 7, 2019, December 9, 2019 and March 23, 2020, in an amount not to exceed \$49,005. District monies in the amount of \$15,000 and Title II monies in the amount of \$34,005 will be used to fund this professional development. Account # 11-000-221-320-85-58-I-D and Account # 20-270-200-320-19-50-I-0
15. that the Board approve the volunteer for the 2019-2020 school year:

1. Bette Edelstein

<b>Motion: S. Rodriguez</b>	<b>Second: H. Rose</b>			
<b>Board Member</b>	<b>Yes</b>	<b>No</b>	<b>Abstain</b>	<b>Absent</b>
Ms. Fisher (Victoria)	x			
Mr. Ramirez (Martin)	x			
Mrs. Rappoport (Sarah)	x			
Mr. Reiner (Gerald)	x			
Mr. Rodriguez (Sebastian)	x			
Mr. Rose (Howard)	x			
Ms. Sanders (Denise)	x			
Dr. Walser (Ardie)				x
Mrs. Williams (Clara)	x			

**FINANCE AND BUDGET**

**SEPTEMBER 18, 2019**

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

- 1. that the Board approve payment of the following 2019-2020 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, 2019 through July 31, 2019**

General	Fund 10	\$1,165,466.02
Special Revenue	Fund 20	\$11,837.27
Enterprise	Fund 40	\$1,198,737.50
Food Service	Fund 60	\$23,709.79
<b>Total of Approved Payments</b>		<b>\$2,399,750.58</b>

- 2. that the Board approve 2019-2020 budget transfers, previously approved by a member of the Finance Committee, which are attached and a part of the official record.
- 3. **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 2019 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 \$4,640.07) (District funded \$2,205.94) (Title II Funded \$3,144.33) total cost \$9,990.34.

5. that the Board approve the attached list of Student Field Trips, as approved by the Superintendent (Grant Funded \$0) and (District Funded \$164.50) (Parent Funded \$0) (Forum \$0) total cost \$164.50.
6. that the Board approve the attached list of Student Fundraising activities by school.
7. that the Board approve the contracts, for out-of-district tuition, for students who would require a Special Education program during the 2019-2020 school year, as per the attached list.
8. 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 2019-2020 school year.
9. that the board amend motion #7 of the June 12, 2019 board agenda to correct payment from Camp HASC to parents of student #'s 95415, 93811, 98117, 94474 and 95241. As per settlement agreement, the reimbursement goes to parents.
10. that the Board approve a contract between the Teaneck Board of Education and Care Plus to provide services at Whittier and Thomas Jefferson starting September 1, 2019 through June 30, 2020 in an amount not to exceed \$98,000.
11. that the Board accept the annual nonpublic school entitlements in the amounts noted, as awarded by the New Jersey Department of Education and furthermore, approve amendments to the 2019-2020 budget to reflect the grant awards:

Nursing Services	\$138,516
Technology	\$44,208
Textbooks	\$64,729
Security	\$214,200

12. that the Board recognize and sanction the Teaneck High School Project Graduation event following graduation ceremonies the evening of Thursday, June 18, 2020 and the morning of Friday, June 19, 2020. The event will be funded entirely by the Teaneck High School PTSO. Furthermore, the Board authorizes the School Business Administrator to sign all related documents and contracts, to issue a certificate of insurance naming Teaneck High School PTSO as an additional insured and to obtain from Teaneck High School PTSO a certificate of insurance naming Teaneck Board of Education as an additional insured.
13. that the Board approve a Joint Transportation Agreement with the **Leonia Board of Education**, for the purpose of transporting students in accordance with Chapter 53, P.L. 1997, for the 2019-2020 school year, and submits this Agreement to the Executive County Superintendent of Schools for approval; services to be provided include, but are not limited to the below transportation routes, the coordinated transportation of Special Education students and Regular Education school students.

Route:	Company	Destination	Per Diem Aide	Per Diem Vehicle	Total cost for 180 days
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TBD	Leonia BOE	YCS- George Washington	NA	\$100.00	\$18,000.00
TBD	Leonia BOE	BCSS- Brownstone	NA	\$100.00	\$18,000.00
TBD	Leonia BOE	BCSS-Visions	NA	\$70.00	\$12,600.00
TBD	Leonia BOE	Slocum Skewes	NA	\$85.00	\$15,300.00
TBD	Leonia BOE	BCSS-Evergreen	NA	\$70.00	\$12,600.00
TBD	Leonia BOE	BCSS- Bleshman	NA	\$70.00	\$12,600.00
				<b>Total</b>	<b>\$ 89,100.00</b>

14. that the Board approve a Joint Transportation Agreement with the **Ridgefield Park Board of Education**, for the purpose of transporting students in accordance with Chapter 53, P.L. 1997, for the 2019-2020 school year, and submits this Agreement to the Executive County Superintendent of Schools for approval; services to be provided include, but are not limited to the below Applied Technology transportation routes, the emergency service for CEC/Bryant school, the coordinated transportation of Special Education students and Regular Education school students.

Route	Company	Destination	Per Diem Aide	Per Diem Vehicle	Total cost for 180 days
TBD	Ridgefield Park BOE	Applied Tech HS BCC	NA	\$60.00	\$10,800.00
CEC	Ridgefield Park BOE	CEC/Bryant As needed for bus emergency only	NA	\$150.00	\$0.00
				<b>Total</b>	<b>\$ 10,800.00</b>

15. **Whereas**, the Hackensack School district has a student in Grade 2 that has been deemed homeless under the McKinney Vento law.  
**Whereas**, the family's last district of residence is Teaneck.  
**Be It Resolved**, that the Teaneck Board of Education approve the tuition agreement for the Hackensack School district student ID#8930783131 as a Teaneck resident under McKinney Vento law.
16. **Whereas**, the Board acknowledge the advertised date of August 5, 2019 for the solicitation of bids for the Asbestos Abatement Project at EF Administrative Building and opening on Wednesday, September 4, 2019. Furthermore, that the Board award a contract to the lowest responsible bidder Sky Contracting, LLC, located at 855 Valley Road, Suite 201, Clifton, NJ 07013.

Sky Contracting, LLC. \$489,500

The tabulation of Bids is appended to and made a part of the minutes. A total of fifteen (13) vendors submitted bids.

17. that the Board approve Environmental Design Inc. (EDI) for Professional Asbestos Abatement Services for Eugene Field Administrative Building project number PR-

190801-1345 with a total of \$75,683.82. Proposal attached.

Bergen County Cooperative Pricing Systems, RFP#17-015

18. that the Board approve the attached proposal for Hobby Quest afterschool programs at Bryant, Hawthorne, Lowell and Whittier Elementary Schools. The programs would be run by Hobby Quest and funded by a grant given to them by the Puffin Foundation to assist economically disadvantaged Teaneck children.

<b><i>Motion: S. Rodriguez</i></b>	<b><i>Second: H. Rose</i></b>			
<b><i>Board Member</i></b>	<b><i>Yes</i></b>	<b><i>No</i></b>	<b><i>Abstain</i></b>	<b><i>Absent</i></b>
Ms. Fisher (Victoria)	x			
Mr. Ramirez (Martin)	x			
Mrs. Rappoport (Sarah)	x			
Mr. Reiner (Gerald)			x	
Mr. Rodriguez (Sebastian)	x			
Mr. Rose (Howard)	x			
Ms. Sanders (Denise)	x			
Dr. Walser (Ardie)				x
Mrs. Williams (Clara)	x			

## PERSONNEL

SEPTEMBER 18, 2019

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, following a 90-day probationary period, effective dates as indicated, pending criminal history review:
  - a. Nishat Hafeez, Grade 4 Teacher, at an annual salary of \$60,000 (TTEA Guide MA/step 1) assigned to Lowell Elementary School, effective October 15, 2019 through June 30, 2020, replacing Michael Yim, resigned (PC#: 10-07-63/cgn).
  - b. Maryem Gobji-Haouari, Special Education Teacher, at an annual salary of \$61,200 (TTEA Guide MA/step 2) assigned to Teaneck High School, effective October 28, 2019 through June 30, 2020, replacing Samantha Ross, resigned (PC#: 10-12-34/adt).
  - c. Theresa Avella, Learning Disabilities Teacher Consultant, at an annual salary of \$87,200 (TTEA Guide MA/step 12) assigned to Thomas Jefferson Middle School, effective September 19, 2019 through June 30, 2020, replacing employee #4272, terminated (PC#: 10-11-72/ari).
2. that the Board approve the following non-certificated staff appointments, following a 90-day probationary period, effective date as indicated, pending criminal history review:
  - a. Robert Randolph, Safety & Attendance Officer, at an hourly rate of \$25 per hour assigned to Elementary Schools/District Floater, effective September 01, 2019 through June 30, 2020.
  - b. Adam Burton, General Mechanic, at an annual salary of \$47,540 (Operations Guide/step 2) assigned to Operations and Maintenance, effective October 01, 2019 through June 30, 2020, replacing employee #5236, terminated (PC#: 52-16-89/awa).
  - c. Byron Leach, General Mechanic, at an annual salary of \$47,540 (Operations Guide/step 2) assigned to Operations and Maintenance, effective on a date to be determined through June 30, 2020.
  - d. Moses Poyser, Custodian, at an annual salary of \$37,518 (Operations Guide/step 4) assigned to Operations and Maintenance, effective on a date to be determined through June 30, 2020.
  - e. Thomas De Lyon, Electrician/General Mechanic, at an annual salary of \$75,000 (Operations Guide) assigned to Operations and Maintenance, effective October 01, 2019 through June 30, 2020.
  - f. Heidi Mc Cullough, Receptionist/Executive Assistant, at an hourly rate of \$35 per hour, assigned to Central Office Administration, effective September 15, 2019 through June 30, 2020.
3. that the Board approve the resignation of the following staff members:

- a. Debra Elwell, Performing Arts Teacher, Teaneck High School, effective August 30, 2019.
  - b. Germaine Tarver, Language Arts Teacher, Thomas Jefferson Middle School, effective September 19, 2019.
  - c. Tiana Benevenga, Grade 6 Teacher, Thomas Jefferson Middle School, effective August 30, 2019.
  - d. Kristina Anders, Special Education Teacher, Benjamin Franklin Middle School, effective August 30, 2019.
  - e. Elizabeth Rieder, Special Education Teacher, Hawthorne Elementary School, effective October 22, 2019.
4. the the Board approve the retirement of the following staff members:
- a. Roland Bianchi, Language Arts Teacher, Thomas Jefferson Middle School, effective January 01, 2020, 26 years of service.
  - b. Angela Taylor, Special Education Teacher, Thomas Jefferson Middle School, effective July 01, 2020, 20 years of service.
5. 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. Assunta Trischka, October 02, 2019 through a date to be determined, with no benefits, assigned to Thomas Jefferson Middle School, replacing Germaine Tarver, resigned.
  - b. Mary Hubner-Polli, September 19, 2019 through November 02, 2019 with no benefits, assigned to Thomas Jefferson Middle School, replacing employee #3890, leave of absence.
  - c. Julia Ematinger, effective on a date to be determined through June 30, 2020, with benefits, assigned to Teaneck High School, replacing employee #1521, reason on file in Human Resource Management.
6. that the Board approve the following substitutes for the 2019-2020 school year, on an as-needed basis, at \$120 per-diem:
- a. Alexa Jones
  - b. Ksenija Pecaric
  - c. Erik Francese
  - d. Megan Oshea
  - e. Robin Bernstein
  - f. Magdali Rodriguez



7. that the Board approve the following Student Teacher Practicum assignment, for the 2019-2020 school year:
  - a. Elizabeth Philip, Montclair State University, assigned to Benjamin Franklin Middle School, effective September 19, 2019 through June 30, 2020.
  - b. Javalda Powell, Simmons College, assigned to Benjamin Franklin Middle School, effective September 19, 2019 through June 30, 2020.
8. that the Board approve Geri Stack, for serving as Web Content Manager, during the 2019-2020 school year, from September 01, 2019 through August 31, 2020, stipend amount \$6,000.
9. that the board the following guidance interns, effective September 19, 2019 pending medical clearance and criminal history review:

<u>Name</u>	<u>School</u>
a. Ashley Leeds	Columbia University
b. Iriosca Martinez	Fordham University
c. Latoya Butler	Kean University
d. Dana McDonough	Fordham University
e. Holly Diamond	Fordham University
f. Meghan Courtney	Montclair University
g. Melissa Norena	Rutgers University

10. that the Board approve payment to the following middle school teachers, for assuming a sixth period assignment, on a temporary basis, at their negotiated contractual per class rate, effective date as indicated, staff members will receive payment upon submission of appropriate payroll bill form for each pay date, and will receive their payment on the subsequent pay date:

<u>Name</u>	<u>Subject</u>	<u>Date</u>	<u>Rate</u>
a. Andrew Deblock	Special Ed.	09/05/19 - 09/18/19	\$70.00 (MA)
b. Delores Connors	Special Ed.	09/05/19 - 09/18/19	\$80.00 (MA+32)
c. Kelly Walsh	Special Ed.	09/05/19 - 09/18/19	\$70.00 (MA)
d. Gillian Iappelli	Special Ed.	09/05/19 - 09/18/19	\$70.00 (MA)
e. Marisol Urena	Special Ed.	09/05/19 - 06/30/20	\$60.00 (BA)

11. that the Board approve the following athletic coaches for the 2019-20120 school year, stipend in accordance with the TTEA contract:

<u>Name</u>	<u>Position</u>	<u>Stipend Amount</u>
a. Reginald James	Head Coach Indoor Track	\$6,795
b. Carlene Cummings	Head Coach Track (Girls)	\$7,927
c. Reginald James	Head Coach Track (Boys)	\$7,927

12. that the Board approve reimbursement to the following administrator for the costs incurred during their participation in the New Jersey Leader to Leader Residency Program for principal certification as follows:

a. Enoch Nyamekye (2018-2019 Participation Fee) - \$1,500.

13. that the Board approve payment to the following teachers serving as teacher mentors to provisionally certified novice teachers as required under the New Jersey Department of Education Provisional Teaching Process:

<u>Novice Teacher</u>	<u>Mentor Teacher</u>	<u>Fee</u>	<u>School</u>
a.Sharmaine Joseph	Sandy Joseph	\$550	Lowell

14. that the Board rescind the appointment of the following staff members for the 2019-2020 school year:

a. Harold Clark, Safety & Attendance Officer, at an hourly rate of \$25 per hour, assigned to Elementary Schools/District Floater, effective September 01, 2019 through June 30, 2020.

15. that the Board amend personnel motion #7 on the March 13, 2019 agenda approving the appointment of staff for the PASS Program (Police/Parents and School Students). Increasing the hours for Nicholas Campestre to 150 hours at a rate of \$50 per hour, total cost not to exceed \$7,500.

16. the Board approve compensation to Owen Barnes for supervising Open Gym Nights at Teaneck High School on Mondays, Tuesdays and Wednesdays from 7:00 to 9:00 p.m. October 14, 2019 through May 21, 2020, six (6) hours per week for 20 weeks, the amount of \$50/hr. not to exceed \$6,000. The Township FORUM Grant funds this program. Substitutes: Nicholas Campestre

17. that the Board approve Barbara Metzler, substitute General Education teacher, to be employed on an as needed, per diem basis, on the Child Study Team, July 1, 2019 through June 20, 2020, at the rate of \$50 per hour, in an amount not to exceed \$5,000.

18. that the Board approve payment to Barbara Metzler, substitute general education teacher, to be employed on an as needed, per diem basis, on the Summer 2019 Child Study Team, from June 24, 2019 through August 23, 2019, at the rate of \$50 per hour, in an amount not to exceed \$5,000.

19. that the Board approve payment to Shamara Walker, Speech Language Therapist, to provide evaluation services at \$600 per evaluation, after regular school hours, during the 2019-2020 school year, and direct services at \$50 per hr, in an amount not to exceed \$6,000.

20. that the Board approve Brittany Butler, Home Programming Parent Training Therapist be employed on an as needed basis, at the rate of \$50 per hour for Student ID#101936

during the 2019-2020 school year.

21. that the Board approve payment to Lydia DeRuiter, Teacher, to provide mathematics tutoring to student ID#102508 for 30 minutes per week, at the rate of \$50 per hour through January 2020 in an amount not to exceed \$525.00.
22. that the Board approve payment to Andrew DeBlock, Teacher, to provide tutoring services to student ID#102508 for 30 minutes per week in Language Arts and 30 minutes per week alternating Science and Social Studies, at the rate of \$50 per hour through January 2020 in an amount not to exceed \$1,050.00.
23. that the Board approve the salaries of Grounds Crew, Mechanics and Custodians, for the 2019-2020 school year, effective July 1, 2019 through June 30, 2020, in accordance with the Teamsters Local 97 contract:

<u>Location</u>	<u>Grounds Crew</u>	<u>Salary/Differential</u>
OM	Foreman Melvin Jefferson	\$60,526/\$6,052 D
OM	Joseph Miraglio	\$38,530
OM	Douglas Post	\$47,931
OM	Geoffrey Reichert	\$60,526
OM	Gary SternbergX	\$62,864
OM	Clifford Shepherd	\$47,931
OM	Marc Trama	\$38,530
OM	Michael Plager	\$47,931

<u>Location</u>	<u>Mechanics</u>	<u>Salary/Differential</u>
OM	Carlos Clavelo	\$49,805
OM	Dennis Edwards	\$53,717
OM	Henson Ince	\$53,717
OM	Jancel Hidalgo	\$48,823

<u>Location</u>	<u>Custodians</u>	<u>Salary/Longevity</u>
TJMS	Boswell Findlay	\$67,109
Hawthorne	Murtland Shepherd	\$67,109
Bryant	Milton Maye	\$38,530
BFMS	Steve Clarke	\$68,926
Whittier	Derrick Shepherd	\$68,926
THS	James Williams	\$68,926
THS	Selbourne Blackhall	\$68,926
THS	Milton Dobson	\$68,926

24. that the Board approve payment to Adrienne Williams for her work as District Anti-Bullying Coordinator for the 2018-2019 school year, in the amount of \$9,280.00,

payable upon submission of a payroll billing form.

25. 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 21, 2019, in an amount not to exceed \$200 each. Total cost not to exceed \$21, 000:
  
26. that the Board approve the salary guide reclassification effective September 01, 2019 for the following teachers:

<b>Name</b>	<b>19-20 Guide Step</b>	<b>Salary</b>	<b>Reclassification</b>	<b>New Salary</b>
a. Stephanie Paz	MA/Step 13	\$91,100	MA+32/Step 13	\$103,500
b. Amanda Detrick	BA/Step 2	\$56,000	MA/Step 2	\$61,200
c. Shannon Dwan	BA/Step 4	\$58,000	MA/Step 4	\$63,600
d. Danielle Lawlor	BA/Step 6	\$60,000	MA/Step 6	\$67,000
e. Esther Seo	MA/Step 9	\$76,800	MA+32/Step 9	\$86,000
f. Joanne Zahn	BA/Step 13	\$78,000	MA/Step 13	\$91,000
g. Michael Moldovan	BA/Step 6	\$60,000	MA/Step 6	\$67,000

27. that the Board approve payment to the following employee who separated from the district for unused vacation/sick days, not to exceed the information listed below:
  - a. Lisa Azria, Special Education Teacher, 65 unused sick days at \$59 per day, total payment amount of \$3,835.
  - b. Patrick Granelli, Social Worker, 88.5 unused sick days at \$59 per day, total payment amount of \$5,221.50.
  - c. Phillip Martino, Special Education Teacher, 53 unused sick day at \$59 per day, total payment amount of \$3,127.00.
  - d. Trina Moschella, Supervisor, 21.5 unused vacation days at \$539.95 per day, total amount \$11,608.92, 45 sick days at \$100 per day, total amount \$4,500, total payment of \$16,108.92
  
28. that the Board approve the following staff members, location assignment, salary, guide/step for the 2019-2020 school year, effective September 01, 2019 through June 30, 2020:
  - a. Jaclyn Kiely, French Teacher, Thomas Jefferson Middle School, \$55,000 (TTEA Guide/BA step 1).
  - b. Eileen Mursch, Grade 5 Teacher, Benjamin Franklin Middle School, \$87,200 (TTEA Guide/ MA step 12).
  - c. Kelly Cambridge, Library paraprofessional, Bryant Elementary School, \$39,000 (TTEA Guide/ PARAS step 3).

d. Marie Rosegren, Library paraprofessional, Hawthorne Elementary School, \$42,000 (TTEA Guide/PARAS step 6).

e. Mary Sandvig, Library paraprofessional, Lowell Elementary School, \$42,000 (TTEA Guide/PARAS step 6).

29. that the Board approve the criteria established for the merit salary bonuses for Dr. Christopher Irving, the Superintendent of Teaneck School district for the 2019-2020 school year and submission to the county for approval of set criteria.

30. that the Board approve the attached longevity list of TTEA certificated staff for the 2019-2020 school year, effective September 01, 2019 through June 2020 for ten (10) month staff.

31. that the Board approve the following staff members for services during the 2019-2020 school year, at the following high school athletics event:

- a. Jason McDonald
- b. Susie Cipriano
- c. Amedeo Folcarelli
- d. Eilen Hillman
- e. Kris DeBlasio
- f. John Paladino
- g. Katierose Augustine
- h. Lourdes Melendez
- i. Derik Zoppi
- j. Lance Parham
- k. Michael Malone
- l. Owens Barnes
- m. Kendall Daniels
- n. Mary Joyce Laqui
- o. Gregory Cooper
- p. Mickell Taylor
- q. Ted Orlovski
- r. Alexandra Cavallo
- s. Jared Meli
- t. Breanne Millett
- u. Luke Short
- v. Carol Friedel
- w. Candice Brown
- x. Payne Vazquez
- y. Edwards Klimek
- z. Kamal Ahmed
- aa. Michaela Freemantle
- bb. Dan Olender
- cc. Patrick O'Conner
- dd. Samuel Griffin
- ee. Saah Hali

<b>Security</b>	<b>Ticket taker/Sales</b>	
Fall/Winter/Sport Sports	Football	\$60.00

MS Soccer B&G	\$60.00	Basketball	\$70.00
HS Basketball Girls	\$85.00	Wrestling	\$60.00
MS Basketball	\$65.00		
HS Basketball Boys	\$100		
<b>Announcer</b>		<b>Non-Carded Official</b>	
Football	\$70.00	Outdoor Track and Field	\$70.00
Basketball (per game)	\$40.00	Clock Operator/Timer	
Wrestling	\$70.00	HS Basketball	\$40.00
		MS Basketball	\$30.00

32. that the Board approve the following athletic coaches for the 2019-20120 school year, stipend in accordance with the TTEA contract:

<u>Name</u>	<u>Position</u>	<u>Stipend Amount</u>
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a. Darnell Pinkney Assistant Swimming Coach \$5,661

33. that the Board approve the following teachers serving as teacher mentors to provisionally certified novice teachers as required under the New Jersey Department of Education Provisional Teaching Process:

<u>Novice Teacher</u>	<u>Mentor Teacher</u>	<u>School</u>
a. Jaclyn Kiely	Marisol Urena	Thomas Jefferson Middle School
b. Joseph Hochgesang	Lawrence Marino	Thomas Jefferson Middle School
c. Kerryann Rose	Dolores O'Connor	Thomas Jefferson Middle School

34. that the Board approve the following leaves of absence for the dates and reasons stated:

a. Employee #3890, paid maternity leave with benefits under FMLA, from September 03, 2019 through October 11, 2019, using 26 sick days, unpaid with benefits under FMLA from October 14, 2019 through November 22, 2019.

35. that the board the following student interns, effective September 19, 2019 through June 30, 2020, pending medical clearance, and criminal history review:

<u>Name</u>	<u>School</u>
a. Piper Jannicelli	Montclair State University
b. Melissa Monnecka	Montclair State University
c. Natalie Vandola	Montclair State University
d. Summer Herlihy	Montclair State University

36. that the Board approve the salary guide reclassification effective August 01, 2019 for

the following non-certificated staff:

<b>Name</b>	<b>19-20 Guide Step</b>	<b>Salary</b>	<b>Reclassification</b>	<b>New Salary</b>
a. Amanda Viera	12 MC/ step 2	\$58,250	12 MB/ step 2	\$61,000
b. Michaela Freemantle	12 MC/ step 7	\$66,000	12MB/ step 7	\$69,500

37. that the Board approve the following Extra Pay Extra Work assignments, for the 2019-2020 school year at Teaneck High School, stipend in accordance with the TTEA contract:

<b><u>Staff Member</u></b>	<b><u>Activity</u></b>	<b><u>Stipend Amount</u></b>
a. Todd Murphy	Drama Director	\$1,466
b. Marc Calello	Art	\$779
c. MaryJoyce Laqui	Asian Student Union	\$1,098
d. LeeAnn Newland	Band Director	\$9,598
e. Todd Murphy	Business Manager	\$1,246
f. Christine Mayers	BYO	\$1,098
g. Victoria Dyker	Costumes Fall	\$1,098
h. Victoria Dyker	Costumes Spring	\$1,098
i. John Dean	Debate Club	\$5,405
j. Katierose Augustine	English Book Room	\$1,402
k. Matthew Lynskey	English Book Room	\$1,402
l. Olivia Betances	HEAL	\$2,731
m. Sean Holland	Literacy Magazine	\$2,232
n. Ken Chung	Mathematics Book Room	\$1,240
o. Steve Bell	Director & Producer (A.M.)	\$8,725
p. Steve Bell	Musical Vocal Dir.	\$4,362
q. John Dean	National Forensic League	\$3,640
r. Brenda Cierech	National Honor Society	\$932
s. Luigi Venezia	National Honor Society	\$932
r. Dan Olender	Peer Leadership	\$2,492
t. Katierose Augustine	Peer Leadership	\$2,492
u. Elizabeth Bennett	Computer Club	\$1,240
v. Emmanuel Viray	Scenery Fall	\$1,098
w. Emmanuel Viray	Scenery Spring	\$1,098
x. Joseph Laborde	Science Book Room	\$2,805
y. Alexandra Cavallo	Senior Class Adv.	\$2,772
z. Susan Morton	Social Studies Book Rm	\$2,805
aa. Jahezial Valeriano	SOLA	\$549
bb. Yvette Ortega-Ulubay	SOLA	\$549
cc. Sean Holland	SOLVE	\$2,731
dd. Amy Moran	Spectrum	\$1,098
ee. Emmanuel Viray	Stage Crew	\$2,492
ff. Susie Cipriano	Student Activities Director	\$7,346

gg. Natasha Green	Student Council	\$4,971
hh. Vickie Galligan	Newspaper	\$3,667
hh. Christine Mayers	Terpsichoreans Asst.	\$2,032
ii. Antoinette Bush	Terpsichoreans Director	\$2,479
jj. Breanne Millett	Treasurer	\$8,596
kk. Lourdes Melendez	World Language BR	\$1,240
ll. Dan Olender	Yearbook Adv.	\$4,945
mm. Eileen Kresky	Year Book Business & Adv.	\$2,473

38. that the Board approve Joanne Zahn as Home Instructor, on an as needed basis, at \$50 per hour, for the 2019-2020 school year.

**PERSONNEL ITEM #01 THRU 28 AND 30 THRU 38**

<b>Motion: S. Rodriguez</b>	<b>Second: H. Rose</b>			
<b>Board Member</b>	<b>Yes</b>	<b>No</b>	<b>Abstain</b>	<b>Absent</b>
Ms. Fisher (Victoria)	x			
Mr. Ramirez (Martin)	x			
Mrs. Rappoport (Sarah)	x			
Mr. Reiner (Gerald)	x			
Mr. Rodriguez (Sebastian)	x			
Mr. Rose (Howard)	x			
Ms. Sanders (Denise)	x			
Dr. Walser (Ardie)				x
Mrs. Williams (Clara)	x			

**MOTION TO TABLE ITEM #29 IN PERSONNEL UNTIL AFTER THE DISCUSSION IN EXECUTIVE SESSION**

<b>Motion: S. Rodriguez</b>	<b>Second: H. Rose</b>			
<b>Board Member</b>	<b>Yes</b>	<b>No</b>	<b>Abstain</b>	<b>Absent</b>
Ms. Fisher (Victoria)	x			
Mr. Ramirez (Martin)		x		
Mrs. Rappoport (Sarah)	x			
Mr. Reiner (Gerald)		x		
Mr. Rodriguez (Sebastian)	x			
Mr. Rose (Howard)	x			
Ms. Sanders (Denise)	x			
Dr. Walser (Ardie)				x
Mrs. Williams (Clara)	x			



	ACCOUNT	DESCRIPTION	AMOUNT TRANSFERRED	
			From	To
T1	11-000-223-320-11-50-Z-0	PRCH'D ED'L SRV/MATH STAFF DEV	(20,000.00)	
	11-000-223-580-19-50-Z-D	TRAVEL & CONFERENCES/MATH	(20,000.00)	
	11-190-100-610-11-42-Z-S	SUPP/MATH/MS/HS	(16,400.00)	
			(56,400.00)	
	11-190-100-640-66-42-Z-S	TEXTBOOKS/MATH/HS		56,400.00
	EXPLANATION: TEXTBOOK PURCHASE THS			
T2	11-190-100-610-63-41-R-D	SUPP/LITERATURE-BASE	(11,500.00)	
	12-000-100-731-25-31-Y-J	INST'L EQUIP/FINE&PERF ARTS/TJ		11,500.00
	EXPLANATION: EQUIPMENT TJ			
T3	11-000-230-610-82-49-P-0	SUPPLIES/COMM REL	(5,000.00)	
	11-000-230-590-82-50-P-0	PUBLIC REL/PURCHASED SERVICES		5,000.00
	EXPLANATION: VIDEO, GRAPHIC DESIGN AND PRINT SERVICES			
T4	11-190-100-610-14-40-4-4	COMPUTER SOFTWARE #4	(3,968.79)	
	12-000-100-731-18-31-4-4	INST'L EQUIP.WHITTIER		3,968.79
	EXPLANATION: INSTRUCTIONAL EQUIPMENT PURCHASE			
T5	11-190-100-610-63-41-R-D	SUPP/LITERATURE-BASE	(9,005.00)	
	11-190-100-610-24-40-V-D	ACAD TALENTED/SUPPLIES		9,005.00
	EXPLANATION: TAG PROGRAM COMPUTER SUPPLIES			
T6	11-000-261-420-89-53-1-D	CONTRACTS BLDG MAINTENANCE	(1,863.00)	
	12-000-261-730-89-32-1-D	MAINTENANCE EQUIPMENT		1,863.00
	EXPLANATION: DUMP BODY INSTALLATION ON O&M TRUCK			
T7	20-511-266-300-92-50-I-1	SEC AID/PURCH SVR/ACAD GREATNESS	(23,500.00)	
	20-511-266-600-92-50-I-1	SEC AID/SUPPLY ACAD GREATNESS		23,500.00
	EXPLANATION: PURCHASE OF SECURITY SUPPLIES			

\_\_\_\_\_  
FINANCE COMMITTEE SIGNATURE

\_\_\_\_\_  
SIGN

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**Professional Development**

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Name: Terry Corallo

School or Department: Chief of Staff, Director of Community Relations

Conference/Seminar/Workshop: Social Media, Schools and the Law – Legal One Law Services.

Sponsored by: TMI Education

Location: Ramapo College, Mahwah, NJ

Date(s): October 31, 2019

Estimated Cost(s): \$139.00

Substitute Not Required **(District Funded)**

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Name: Dorothy Singletary

School or Department: Executive Secretary to the Superintendent

Conference/Seminar/Workshop: 2019 New Jersey Black Leadership Conference

Sponsored by: NJ Black Issues Convention

Location: Hilton Garden Inn, Westampton, NJ

Date(s): October 2, 3, 4, 2019

Estimated Cost(s): \$671.55

Substitute Not Required **(District Funded)**

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**Professional Development**

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**Name:** Angela Davis

**School/Department:** Assistant Superintendent of Educational Services

**Conference/Seminar/Workshop:** National Association for the Education of Homeless Children & Youth

**Location:** Washington D.C.

**Dates:** November 2-5, 2019

**Estimated Cost:** \$2,403.76 – NO Substitute Required (Title II Funded)

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**Name:** Emilio Jennette

**School or Department:** Board Office

**Conference/Seminar/Workshop:** Rutgers Center for Literacy Annual Conference

**Location:** New Brunswick, New Jersey

**Date:** October 25, 2019

**Estimated Cost:** \$231.00 – NO Substitute Required (Title II Funded)

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**Name:** Emilio Jennette

**School or Department:** Board Office

**Conference/Seminar/Workshop:** Bureau of Education & Research –Conference for 3<sup>rd</sup> & 4<sup>th</sup> Grade Teachers

**Location:** New Brunswick, New Jersey

**Date:** December 5<sup>th</sup> & 6<sup>th</sup>, 2019

**Estimated Cost:** \$509.57 – NO Substitute Required (Title II Funded)

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**Name:** Iris Hernandez

**School or Department:** Special Education - Behaviorist

**Conference/Seminar/Workshop:** Region V – Verbal De Escalation Training

**Location:** Oradell, New Jersey

**Date:** October 18th, 2019

**Estimated Cost:** \$.00 – NO Substitute Required

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**Name:** Iris Hernandez

**School or Department:** Special Education - Behaviorist

**Conference/Seminar/Workshop:** Region V – Handle with Care Crisis Prevention

**Location:** River Edge, New Jersey

**Date:** October 2<sup>nd</sup>, 2019

**Estimated Cost:** \$.00 – NO Substitute Required

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**Professional Development**

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Name: Ashley Davis  
School or Department: Whittier Elementary School  
Conference/Seminar/Workshop: Toolkits to Support Reading Comprehension Institute K-8  
Location: Columbia University, New York, New York  
Dates: October 14- 15, 2019  
Estimated Cost: \$782.77 – Substitute Required (Grant Funded)

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Name: Christine Taylor  
School or Department: Whittier Elementary School  
Conference/Seminar/Workshop: Columbus Day Workshop: David Frego, Meaningful Moment  
Location: Mountain Lakes, New Jersey  
Dates: October 14, 2019  
Estimated Cost: \$0 – Substitute Required (District Funded)

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Name: Zainabu Conteh  
School or Department: Benjamin Franklin Middle School  
Conference/Seminar/Workshop: National Geographic Education Summit  
Location: Washington, District of Columbia  
Dates: October 3- 4, 2019  
Estimated Cost: \$0 – Substitute Required (District Funded)

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Name: Jessie Gorant  
School or Department: Benjamin Franklin Middle School  
Conference/Seminar/Workshop: National Geographic Education Summit  
Location: Washington, District of Columbia  
Dates: October 3 – 4, 2019  
Estimated Cost: \$0 – Substitute Required (District Funded)

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Name: Delores Conners  
School or Department: Thomas Jefferson Middle School  
Conference/Seminar/Workshop: Creating a Culture of Literacy  
Location: New Orleans, Louisiana  
Dates: October 11 - 12, 2019  
Estimated Cost: \$300.00 – Substitute Required (Grant Funded)

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Name: Kimberly Thomas-Santangelo  
School or Department: Teaneck Early Learning Center  
Conference/Seminar/Workshop: Master Teacher Fellow Training  
Location: Wayne, New Jersey  
Dates: September 13 & 18, 2019  
Estimated Cost: \$9.30 – Substitute Not Required (Grant Funded)

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**Professional Development**

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Name: Kimberly Thomas-Santangelo  
School or Department: Teaneck Early Learning Center  
Conference/Seminar/Workshop: Master Teacher Fellow Training  
Location: Wayne, New Jersey  
Dates: October 16 & 23, 2019  
Estimated Cost: \$9.30 – Substitute Not Required (Grant Funded)

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Name: Lisa Zucker  
School or Department: Teaneck Early Learning Center  
Conference/Seminar/Workshop: Tools of the Mind Training  
Location: Mercerville, New Jersey  
Dates: September 18, 2019 & March 18, 2020  
Estimated Cost: \$122.00 – Substitute Not Required (Grant Funded)

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Name: Selene Lewis-Wong  
School or Department: Teaneck Early Learning Center  
Conference/Seminar/Workshop: Tools of the Mind Training  
Location: Mercerville, New Jersey  
Dates: September 18, 2019 & November 20, 2019 & March 18, 2020  
Estimated Cost: \$183.00 – Substitute Not Required (Grant Funded)

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Name: Jasmin White, Jenna Banker  
School or Department: Teaneck Early Learning Center  
Conference/Seminar/Workshop: Tools of the Mind Training  
Location: Mercerville, New Jersey  
Dates: September 18, 2019 & November 20, 2019 & March 18, 2020  
Estimated Cost: \$426.00 – Substitute Required (Grant Funded)

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Name: Leslie Abrew-King  
School or Department: Bryant School  
Conference/Seminar/Workshop: Tools of the Mind Training  
Location: Mercerville, New Jersey  
Dates: September 18, 2019 & November 20, 2019 & March 18, 2020  
Estimated Cost: \$183.00 – Substitute Not Required (Grant Funded)

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Name: Deborah Shenkin, Hyoyoun Kim, Kristen Panagiotou, Brittany Butler, Amy Morales, Mika Kozuma, Maha Zamel, Jennifer Ortiz, Lara Barrett, Nadia Bermeo, Magda Ahmadein, Mariana Humghok, Bonnie Meneely, Elaine Walker-Dennis, Dana Orner  
School or Department: Bryant School  
Conference/Seminar/Workshop: Tools of the Mind Training  
Location: Mercerville, New Jersey  
Dates: September 18, 2019 & November 20, 2019 & March 18, 2020  
Estimated Cost: \$2,745.00 – Substitute Required (Grant Funded)

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**Professional Development**

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Name: Angela Davis, Christine Johnson  
School or Department: Central Office  
Conference/Seminar/Workshop: Board of Education Dynamics and Relations  
Location: Trenton, New Jersey  
Dates: September 11, 2019  
Estimated Cost: \$120.06 –Substitute Not Required (District Funded)

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Name: Angela Davis  
School or Department: Central Office  
Conference/Seminar/Workshop: Financial Resources and Business Operations: Asking the Right Questions  
Location: Trenton, New Jersey  
Dates: November 20, 2019  
Estimated Cost: \$60.03 –Substitute Not Required (District Funded)

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Name: Angela Davis  
School or Department: Central Office  
Conference/Seminar/Workshop: Personnel II: Extraordinary Issues and Hot Topics  
Location: Trenton, New Jersey  
Dates: February 20, 2020  
Estimated Cost: \$60.03 –Substitute Not Required (District Funded)

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Name: Angela Davis  
School or Department: Central Office  
Conference/Seminar/Workshop: Staff and Community Relations: Designing and Delivering  
Location: Trenton, New Jersey  
Dates: February 26, 2020  
Estimated Cost: \$60.03 –Substitute Not Required (District Funded)

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Name: Angela Davis  
School or Department: Central Office  
Conference/Seminar/Workshop: Strategic Planning: Aligning Vision and Resources  
Location: Trenton, New Jersey  
Dates: March 18, 2020  
Estimated Cost: \$60.03 –Substitute Not Required (District Funded)

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Name: Angela Davis  
School or Department: Central Office  
Conference/Seminar/Workshop: Special Populations: Equity and Excellence  
Location: Trenton, New Jersey  
Dates: May 7, 2020  
Estimated Cost: \$60.03 –Substitute Not Required (District Funded)

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**Additional Professional Development**

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**Name:** Samantha Kur

**School/Department:** English Chair 9 – Non Public

**Conference/Seminar/Workshop:** Expository Writing Workshop

**Location:** WTTI Manhattan, NY, NY

**Dates:** September 19<sup>th</sup> and September 26<sup>th</sup>, 2019

**Estimated Cost:** \$312.50 – (Non Public Funded)

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**Name:** Samantha Kur

**School or Department:** English Chair 9 – Non Public

**Conference/Seminar/Workshop:** Expository Writing Workshop

**Location:** WTTI Manhattan, NY, NY

**Date:** October 3<sup>rd</sup> and October 10<sup>th</sup>, 2019

**Estimated Cost:** \$312.50 – (Non Public Funded)

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**Additional Professional Development**

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Nam Name: Christine Johnson  
School or Department: Central Office  
Conference/Seminar/Workshop: Financial Resources and Business Operations: Asking the Right Questions  
Location: Lawrence Township, New Jersey  
Dates: November 20, 2019  
Estimated Cost: \$60.03 –Substitute Not Required (District Funded)

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Name: Christine Johnson  
School or Department: Central Office  
Conference/Seminar/Workshop: Personnel II: Extraordinary Issues and Hot Topics  
Location: Lawrence Township, New Jersey  
Dates: February 20, 2020  
Estimated Cost: \$60.03 –Substitute Not Required (District Funded)

---

Name: Christine Johnson  
School or Department: Central Office  
Conference/Seminar/Workshop: Staff and Community Relations: Designing and Delivering  
Location: Lawrence Township, New Jersey  
Dates: February 26, 2020  
Estimated Cost: \$60.03 –Substitute Not Required (District Funded)

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Name: Christine Johnson  
School or Department: Central Office  
Conference/Seminar/Workshop: Strategic Planning: Aligning Vision and Resources  
Location: Lawrence Township, New Jersey  
Dates: March 18, 2020  
Estimated Cost: \$60.03 –Substitute Not Required (District Funded)

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Name: Christine Johnson  
School or Department: Central Office  
Conference/Seminar/Workshop: Special Populations: Equity and Excellence  
Location: Lawrence Township, New Jersey  
Dates: May 7, 2020  
Estimated Cost: \$60.03 –Substitute Not Required (District Funded)

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Name: Dr. Lottie Watson  
School or Department: Teaneck High School  
Conference/Seminar/Workshop: Middle/High School Conflict Resolution  
Location: New Brunswick, New Jersey  
Dates: October 31, 2019  
Estimated Cost: \$0 – Substitute Not Required (No Funding Required)

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**Additional Professional Development**

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Name: Lisa Zucker

School or Department: Teaneck Early Learning Center

Conference/Seminar/Workshop: Grow New Jersey Kids Meet and Greet

Location: Trenton, New Jersey

Dates: October 4, 2019

Estimated Cost: \$49.70 – Substitute Not Required (Grant Funded)

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Name: Jenna Banker, Jasmin White, Mika Kozuma, Dana Orner, Kristen Panagiotou, Brittany Butler, Amy Morales, Elaine Walker-Dennis, Lara Barrett, Bonnie Meneely, Nadia Bermeo, Mariana Humghoh, Maha Zamel, Magda Ahmadein, Jennifer Ortiz, Hyo Youn Kim, Deborah Shenkin

School or Department: Teaneck Early Learning Center/Bryant School

Conference/Seminar/Workshop: Teaching Strategies Gold Training

Location: Teaneck High School

Dates: October 7 & 8, 2019

Estimated Cost: \$0 – Substitute Required (Grant Funded)

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Name: Leslie Abrew, Liza Zucker, Seleene Lewis-Wong, Kimberly Thomas-Santangelo

School or Department: Teaneck Early Learning Center/Bryant School

Conference/Seminar/Workshop: Teaching Strategies Gold Training

Location: Teaneck High School

Dates: October 7 & 8, 2019

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

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Name: Julianne Boyle

School or Department: Hawthorne Elementary School

Conference/Seminar/Workshop: North Jersey School Music Association Elementary Workshop: David Frego

Location: Mountain Lakes, New Jersey

Dates: October 14, 2019

Estimated Cost: \$117 – Substitute Required (District Funded)

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Name: Christine Johnson

School or Department: Central Office

Conference/Seminar/Workshop: Knowing Yourself to Better Lead Your Team

Location: Lawrence Township, New Jersey

Dates: October 15, 2019

Estimated Cost: \$60.03 – Substitute Not Required (District Funded)

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**Professional Development**

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Name: Melissa Simmons, Roshemar Stroud

School or Department: Business Office

Conference/Seminar/Workshop: NY Women's Leadership Workshop

Location: New York, NY

Date(s): September 26, 2019

Estimated Cost(s): \$498.00 total (District Funded)

Substitute Not Required

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Name: Cameron Cox

School or Department: District Safety Security Officer

Conference/Seminar/Workshop: Annual Atlantic City Conference, NJSBA

Location: Atlantic City, NJ

Date(s): Oct. 21 – 24, 2019

Estimated Cost(s): \$0 total

Substitute Not Required

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**FIELD TRIP**

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**Name:** Matthew McMillan

**School/Department:** Thomas Jefferson Middle School - Teacher

**Trip Planned:** Teaneck Creek Conservancy

**Location:** Teaneck, NJ

**Dates:** October 10<sup>th</sup>, 2019

**Estimated Cost:** \$0 – No Substitute Required

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**Field Trips**

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Name: Jessie Gorant, Hina Mehta  
School or Department: Benjamin Franklin Middle School  
Trip Planned: Teaneck Creek Conservancy  
Location: Teaneck, NJ 07666 10 Students  
Date(s): October 10, 2019 Depart: 8:45 AM Return: 12:00 PM  
Estimated Cost: \$164.50- Substitute Required (District Funded)  
EXPLANATION: Students will explore the Teaneck Creek and make observations about its biodiversity.

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**Additional Field Trips**

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WALKING TRIP

Name: Frederica Ogletree, Debra Benitez, Karen Butler, Thomas Papaleo, Nina DeMaio, Aya Shabarek, Meghan McBryde, Lindsay Fisher, Heather Jacobs, Terrie Roberts, Delores Conners, Matthew McMillan, Gillian Iappelli

School or Department: Thomas Jefferson Middle School

Trip Planned: Teaneck Public Library

Location: Teaneck, New Jersey 120 Students

Date(s): October 16, 2019 Depart: 9:15 AM Return: 11:00 AM

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

EXPLANATION: Students will participate in celebrating author Jacqueline Woodson through a live SKYPE viewing event with the author. Students will be able to create a book talk, art, media and writing inspired by Ms. Woodson’s books.

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WALKING TRIP

Name: Karen Butler, 2 parent chaperones

School or Department: Thomas Jefferson Middle School

Trip Planned: Teaneck Public Library

Location: Teaneck, New Jersey 20 Students

Date(s): October 21, 2019 Depart: 12:30 PM Return: 3:00 PM

Rain Date: October 24, 2019

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

EXPLANATION: Students would learn about the library and sign out books to read.

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WALKING TRIP

Name: Frederica Ogletree, Aya Shabarek, Lindsay Fisher, Nina Arocho, Kristina Arocho

School or Department: Thomas Jefferson Middle School

Trip Planned: Teaneck Public Library

Location: Teaneck, New Jersey 40 Students

Date(s): October 23, 2019 Depart: 12:30 PM Return: 3:00 PM

Rain Date: October 29, 2019

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

EXPLANATION: Students would learn about the library and sign out books to read.

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**Fundraising Activities by School**


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School or Department: Teaneck High School  
 Fundraising Activity: Snap-raise Fundraiser/Online Donation Platform  
 Sponsoring Organization: Football Team  
 Name of sponsors: Samuel Griffin – Head Coach  
 Participants: Family members, neighbors and friends  
 Date(s): August 2019 – September 2019  
 Estimated funds to be raised by this activity: \$5,000  
 Funds to sponsoring organization: 100%

EXPLANATION: The funds would be used to provide food at the concession stands and for an end of the year banquet.

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School or Department: Teaneck High School  
 Fundraising Activity: Bowler City  
 Sponsoring organization: Football Team  
 Name of sponsors: Samuel Griffin – Head Coach  
 Participants: Student athletes would sell tickets to students, family, and friends  
 Date(s): September 19, 2019  
 Estimated funds to be raised by this activity: \$500  
 Funds to sponsoring organization: 100%

EXPLANATION: The funds would be used for pre-game meals, concession stand and end of the year banquet.

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School or Department: Teaneck High School  
 Fundraising Activity: Snap-raise Fundraiser/Online Donation Platform  
 Sponsoring Organization: Soccer Team  
 Name of sponsors: Shaun Holder – Substitute Teacher/Head Coach  
 Participants: Family members and the community  
 Date(s): September 2019 – October 2019  
 Estimated funds to be raised by this activity: \$2500  
 Funds to sponsoring organization: 100%

EXPLANATION: The funds would be used to provide more equipment, end of the year get together and senior gifts.

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School or Department: Teaneck High School  
 Fundraising Activity: Sale of School Promotional Items (water bottles, shirts, socks, pens etc.)  
 Sponsoring Organization: Reaching Independence through a Structured Environment/R.I.S.E  
 Name of sponsors: Michelle Doonan – Staff member  
 Participants: RISE students would sell to students and staff  
 Date(s): October 2019 – June 2020  
 Estimated funds to be raised by this activity: \$100  
 Funds to sponsoring organization: 100%

EXPLANATION: The funds would be used to supplement student activities and events.

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**Fundraising Activities by School**

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School or Department: Teaneck High School  
Fundraising Activity: Candy Sale  
Sponsoring Organization: Football Team  
Name of sponsors: Samuel Griffin – Head Coach  
Participants: Athletes would sell to family and friends  
Date(s): August 22, 2019 – November 28, 2019  
Estimated funds to be raised by this activity: \$700.00  
Funds to sponsoring organization: 100%

EXPLANATION: The funds would be used to provide food at the concession stands and for an end of the year banquet.

---

School or Department: Thomas Jefferson Middle School  
Fundraising Activity: Sale of Empanadas from Miss Raices  
Sponsoring organization: Thomas Jefferson Administrators  
Name of sponsors: Nina Odatalla - Principal  
Participants: Administrators would sell food items to students and staff  
Date(s): September 19, 2019 – June 18, 2020  
Estimated funds to be raised by this activity: \$2,000  
Funds to sponsoring organization: 100%

EXPLANATION: The funds would be used to support disadvantaged students to participate in school activities, field trips and purchasing of materials.

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School or Department: Thomas Jefferson Middle School  
Fundraising Activity: Dress Down Fridays  
Sponsoring organization: Thomas Jefferson Administrators  
Name of sponsors: Nina Odatalla - Principal  
Participants: Administrators, teachers and staff would pay to dress down on Fridays  
Date(s): September 20, 2019 – June 19, 2020  
Estimated funds to be raised by this activity: \$500  
Funds to sponsoring organization: 100%

EXPLANATION: The funds would be used to support disadvantage students to participate in school activities, field trips and purchasing of materials.

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**ADDITIONAL Fundraising Activities by School**

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School or Department: Thomas Jefferson Middle School

Fundraising Activity: Weekly Pizza Sale

Sponsoring Organization: 6<sup>th</sup> Grade Team

Name of sponsors: Rena San George

Participants: The six grade students will sell pizza in the lobby of Thomas Jefferson Middle School between 3:10pm - 3:30pm to the entire school and staff.

Date(s): September 2019 - June 2020

Estimated funds to be raised by this activity: \$1,000

Funds to sponsoring organization: 100%

EXPLANATION: The funds would be used to help pay for students who cannot afford specific supplies during the school year.

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**TUITION ONLY 2019-2020**

<b>Student ID#</b>	<b>Placement</b>	<b>Tuition</b>	<b>Start Date</b>	<b>1:1 Aide</b>
96948	Creskill Public Schools	\$45,554.00	9/5/2019	
96025	Creskill Public Schools	\$32,560.00	9/5/2019	
96287	Bergen County Special Services (BCSS)- ESY 2019 Bergen County Special Services N.A. Bleshman		7/1/2019	\$7,500.00
97411	Regional Day School	\$76,860.00	9/5/2019	
96287	Bergen County Special Services New Bridges Middle School/High School	\$82,620.00	9/5/2019	
103024	Bergen County Special Services Washington Elementary School	\$82,620.00	9/5/2019	
100617	Bergen County Special Services Brownstone School	\$62,100.00	9/5/2019	
104223	Bergen County Special Services Evergreen Academy	\$62,100.00	9/5/2019	
95184	Bergen County Special Services SHIP Midland Park	\$77,940.00	9/5/2019	
99859	Bergen County Special Services Washington Elementary School	\$82,620.00	9/5/2019	
99858	Bergen County Special Services Washington Elementary School	\$82,620.00	9/5/2019	
100347	Bergen County Special Services HIP - MP Highland	\$77,940.00	9/5/2019	
102292	Bergen County Special Services North Street School	\$62,100.00	9/5/2019	
99387	Bergen County Special Services Washington Elementary School	\$82,620.00	9/5/2019	
98504	Bergen County Special Services New Bridges Middle School/High School	\$82,620.00	9/5/2019	
96155	Bergen County Special Services Visions Paramus High School	\$61,200.00	9/5/2019	
104889	Bergen County Special Services HIP - MP Godwin	\$64,480.00	9/5/2019	
105229	Bergen County Special Services New Bridges Middle School/High School	\$82,620.00	9/5/2019	
104656	Bergen County Special Services HIP - Union Street	\$77,940.00	9/5/2019	
	<b>Total</b>	<b>\$1,279,114.00</b>		

<b>CLINICIANS/Misc.</b>			
<b>Student ID#</b>	<b>Placement</b>	<b>Discipline/Rate</b>	<b>NOT TO EXCEED</b>
	Pediatric Occupational Therapy Services (POTS)	\$206.00 per hour, \$155.00 45mins, Evaluation Rate \$350.00/ Indirect Cost-Administrative Fee 10%	\$65,000.00
99821	Beyond BookSmart	1:1 Aide \$185 per hour 15 hours = \$2,775.00 and Consultation hrs \$166.50 per hour 15 hours = \$2,497.	\$2,775.00
98257	Beyond BookSmart	1:1 Aide \$185 per hour 30 hours = \$5,550 and Consultation hrs \$166.50 per hour 15 hours = \$2,497.50	\$8,047.50
	Teaneck Speech and Language Center	Speech and Language / 30min \$95.00, 45mins \$145.00, Reading Therapy 45mins \$105.00	\$25,000.00
	Learnwell	Bedside Instruction \$44.00 per hour	\$30,000.00
	Creskill Public Schools	OT/PT \$60.00 30mins, Speech and Language \$50.00 30mins, Resource Room \$240.00 for each placement, Other Behaviorist, Counseling and Social Skills \$30.00 - 30mins	\$10,000.00
104272	Starlight Homecare Agency	1:1 Nurse / LPN - \$38.00 / RN - \$48.00	\$30,000.00
	West Bergen Mental Healthcare	Psychotherapy / Therapeutic Group - \$65.00 / Individual Therapy - \$125.00 / Intake Evaluation - \$175.00 / Family Therapy - \$175.00	\$30,000.00
98268	Sage Day - Lunch Payment for the 2019-2020SY		\$1,000.00
		<b>Total</b>	<b>\$201,822.50</b>

**Bid Results for Teaneck Eugene Field Asbestos Abatement Project**

**Bid Opening: September 4, 2019 @ 11:00 AM**

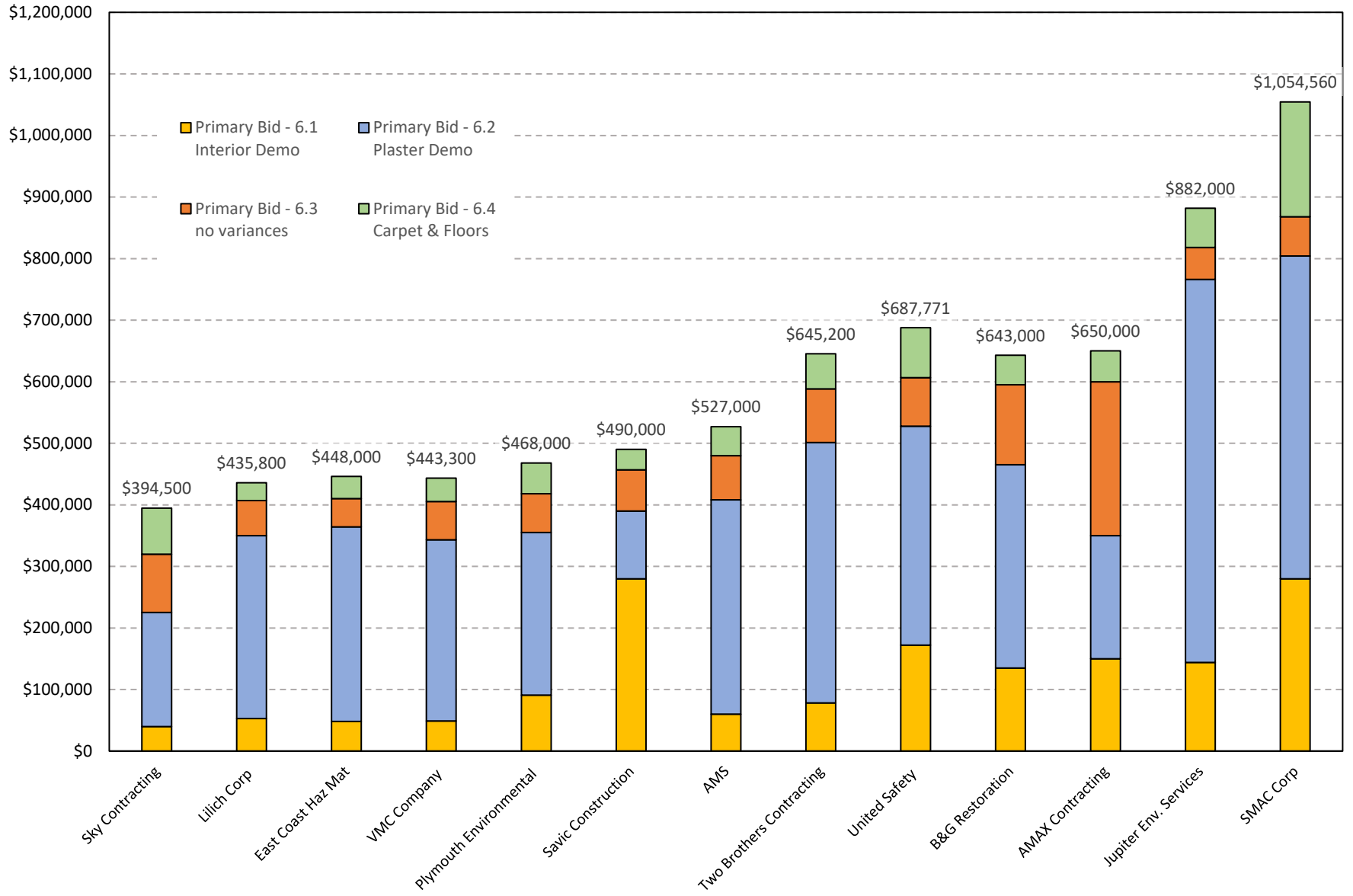
Company Name	Primary Bid - 6.1 Interior Demo	Primary Bid - 6.2 Plaster Demo	Primary Bid - 6.3 no variances	Primary Bid - 6.4 Carpet & Floors	Alt. Bid #1 - 6.5 with variances	Alt. Bid #2 - 6.6 Allowance	Unit Rate - 6.7 <6" OD	Unit Rate - 6.7 >6" OD	Unit Rate - 6.8 Tile & Mastic	Alt. Bid #3 - 6.9 Gym & Stairs	Combined Bid #1 1, 2, 3, & 4	Combined Bid #2 1, 2, 4, & 5	Combined Bid #1 plus Gym & Stairs	Combined Bid #2 plus Gym & Stairs
AMAX Contracting	\$150,000	\$200,000	\$250,000	\$50,000	\$225,000	\$8,000	\$50	\$30	\$7	\$189,000	\$650,000	\$625,000	\$839,000	\$814,000
AMS	\$60,000	\$348,000	\$72,000	\$47,000	\$60,000	\$12,000	\$60	\$70	\$5	\$106,000	\$527,000	\$540,000	\$633,000	\$646,000
B&G Restoration	\$135,000	\$330,000	\$130,000	\$48,000	\$90,000	\$15,000	\$80	\$150	\$6	\$160,000	\$643,000	\$603,000	\$803,000	\$763,000
East Coast Haz Mat	\$48,000	\$316,000	\$46,000	\$36,000	\$26,000	\$4,000	\$30	\$75	\$8	\$88,000	\$448,000	\$428,000	\$536,000	\$516,000
Jupiter Env. Services	\$144,000	\$622,000	\$52,000	\$64,000	\$39,000	\$9,000	\$45	\$150	\$8	\$95,000	\$882,000	\$869,000	\$977,000	\$964,000
Lilich Corp	\$53,000	\$296,800	\$57,000	\$29,000	\$47,200	\$14,000	\$70	\$80	\$5	\$74,100	\$435,800	\$426,000	\$509,900	\$500,100
Plymouth Environmental	\$91,000	\$264,000	\$63,000	\$50,000	\$52,000	\$4,400	\$16	\$22	\$7	\$103,000	\$468,000	\$457,000	\$571,000	\$560,000
Savic Construction	\$280,000	\$110,000	\$67,000	\$33,000	\$49,000	\$20,000	\$60	\$70	\$8	\$117,000	\$490,000	\$472,000	\$607,000	\$589,000
Sky Contracting	\$40,000	\$185,000	\$95,000	\$74,500	\$65,000	\$10,000	\$40	\$50	\$15	\$95,000	\$394,500	\$364,500	\$489,500	\$459,500
SMAC Corp	\$280,000	\$524,000	\$64,000	\$186,560	\$64,000	\$18,000	\$48	\$58	\$9	\$180,000	\$1,054,560	\$1,054,560	\$1,234,560	\$1,234,560
Two Brothers Contracting	\$78,100	\$423,100	\$87,000	\$57,000	\$67,300	\$9,400	\$47	\$62	\$5	\$98,700	\$645,200	\$625,500	\$743,900	\$724,200
United Safety	\$172,132	\$355,544	\$78,895	\$81,200	\$58,895	\$6,000	\$30	\$50	\$8	\$77,692	\$687,771	\$667,771	\$765,463	\$745,463
VMC Company	\$49,000	\$294,000	\$62,300	\$38,000	\$49,400	\$1	\$60	\$80	\$5	\$93,200	\$443,300	\$430,400	\$536,500	\$523,600

<b>Lowest values</b>	<b>\$40,000</b>	<b>\$110,000</b>	<b>\$46,000</b>	<b>\$29,000</b>	<b>\$26,000</b>	<b>\$1</b>	<b>\$16</b>	<b>\$22</b>	<b>\$5</b>	<b>\$74,100</b>	<b>\$394,500</b>	<b>\$364,500</b>	<b>\$489,500</b>	<b>\$459,500</b>
<b>Highest values</b>	<b>\$280,000</b>	<b>\$622,000</b>	<b>\$250,000</b>	<b>\$186,560</b>	<b>\$225,000</b>	<b>\$20,000</b>	<b>\$80</b>	<b>\$150</b>	<b>\$15</b>	<b>\$189,000</b>	<b>\$1,054,560</b>	<b>\$1,054,560</b>	<b>\$1,234,560</b>	<b>\$1,234,560</b>

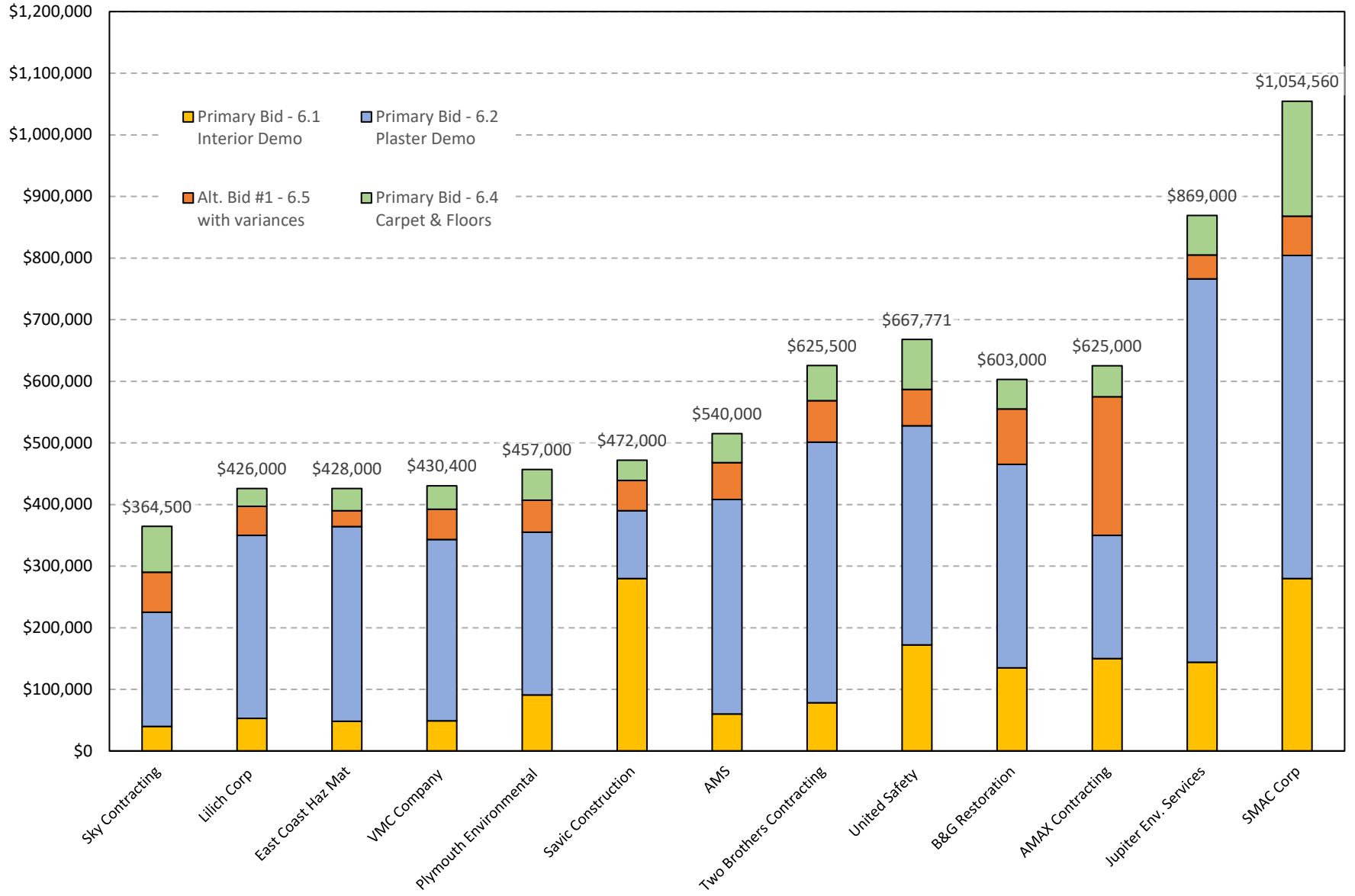
<b>Median values</b>	<b>\$91,000</b>	<b>\$316,000</b>	<b>\$67,000</b>	<b>\$50,000</b>	<b>\$58,895</b>	<b>\$9,400</b>	<b>\$48</b>	<b>\$70</b>	<b>\$7</b>	<b>\$98,700</b>	<b>\$527,000</b>	<b>\$540,000</b>	<b>\$633,000</b>	<b>\$646,000</b>
<b>Average values</b>	<b>\$121,556</b>	<b>\$328,342</b>	<b>\$86,477</b>	<b>\$61,097</b>	<b>\$68,677</b>	<b>\$9,985</b>	<b>\$49</b>	<b>\$73</b>	<b>\$7</b>	<b>\$113,592</b>	<b>\$597,625</b>	<b>\$581,749</b>	<b>\$711,217</b>	<b>\$695,340</b>

\*No Bids received from Apex, Four Strong Builders, HazMat Diagnostic, Lesco Services, MTM Metro, or Neuber Environmental Services.

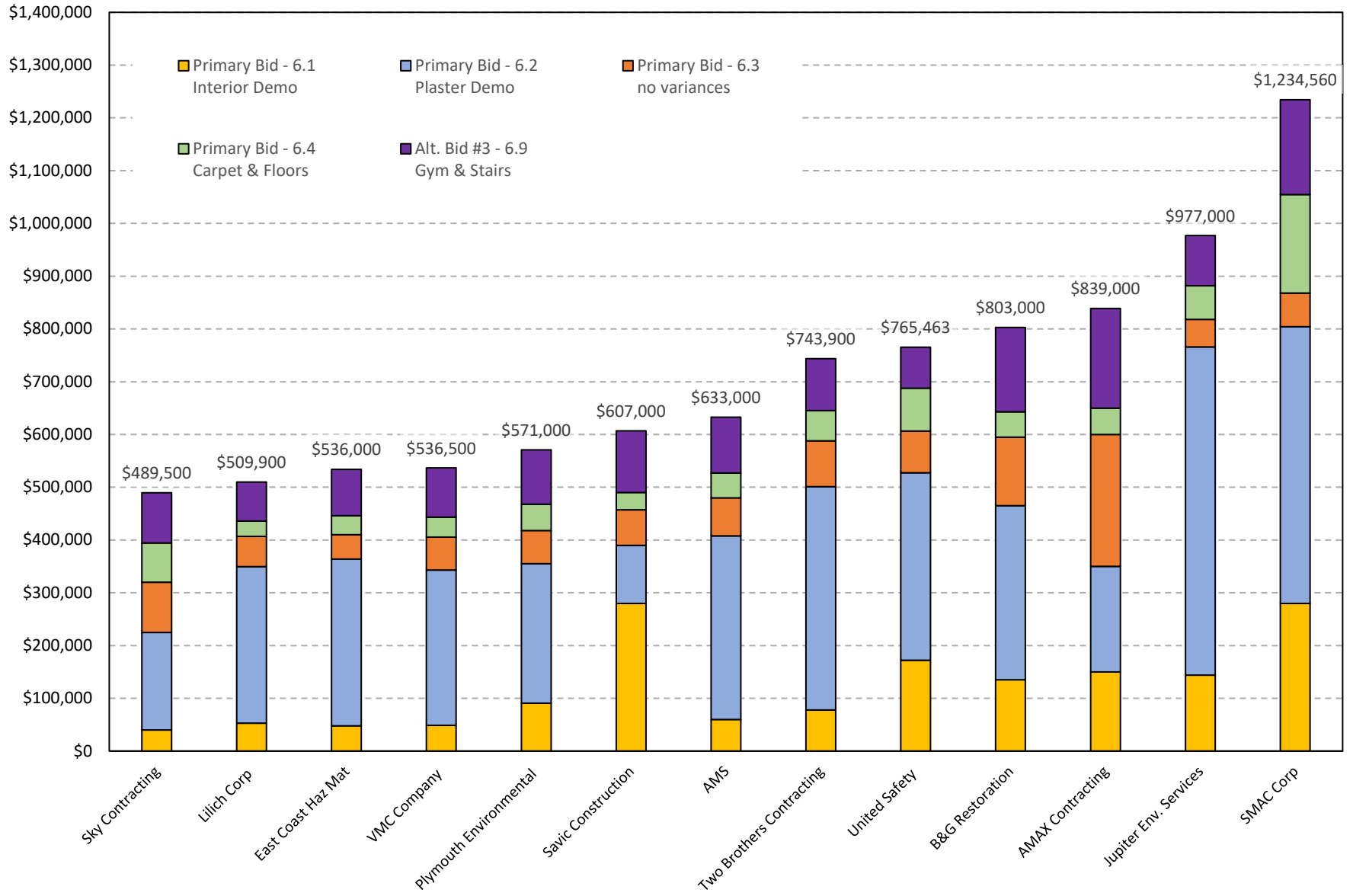
## Eugene Field Asbestos Abatement - Bid Results Primary Work Areas (without Variances)



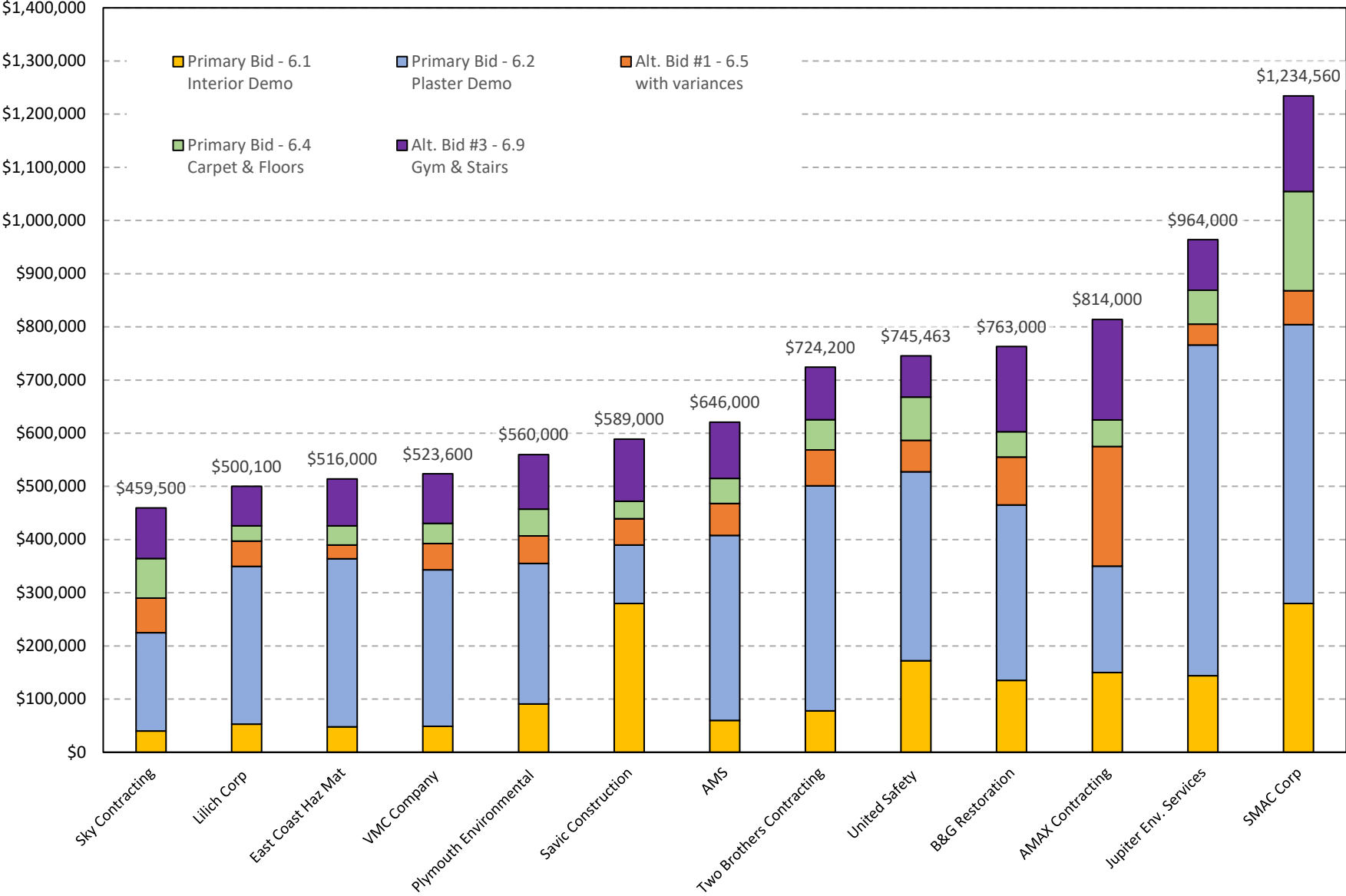
## Eugene Field Asbestos Abatement - Bid Results Primary Work Areas (with Variances)



## Eugene Field Asbestos Abatement - Bid Results Primary Work Areas plus Gym Work Areas (without Variances)



## Eugene Field Asbestos Abatement - Bid Results Primary Work Areas plus Gym Work Areas (with Variances)



# Environmental Design Inc.

Professional Environmental Consultants



5434 King Avenue, Suite 101  
Pennsauken, New Jersey 08109

Toll Free (888) 306-4545  
Fax (856) 616-9519

September 6, 2019

Ms. Melissa Simmons  
Business Administrator  
Teaneck Public Schools  
One Merrison Street  
Teaneck, NJ 07666

RE: Eugene Field Asbestos Abatement Project

Dear Ms. Simmons,

On September 4, 2019, sealed bids were received for the above referenced project and were opened on schedule at the Teaneck Board of Education administration offices. The bids were evaluated on cost and on the completeness of all required submittals.

*EDI* reviewed the bid submittal package provided by the lowest bidder: Sky Contracting, LLC (855 Valley Road, Suite 201, Clifton, NJ, 07013). *EDI* did not find any grounds for disqualification of the bid. *EDI* also spoke with Sky Contracting and confirmed that the company is committed to completing the project at the submitted price.

*EDI* recommends awarding the project to Sky Contracting, LLC exercising the options for Combined Bid Price without Variances (\$394,500) and Alternate #3 - Gymnasium & Stairway #3 (\$95,000) for a total award amount of \$489,500. Because the NJ Department of Community Affairs may not grant variances for the crawlspace/pipe tunnel due to existing conditions, *EDI* recommends that the Board award the project based on the Combined Bid Price *without* Variances. If the variances are approved, then the Board will be entitled to a \$30,000 credit from Sky Contracting, LLC as their Combined Bid Price *with* Variances is \$364,500. The Contract/Purchase Order issued should reflect this contingency.

A copy of the Bid Review Summary Sheet is enclosed for your review. If you have any questions, then please feel free to contact me at your convenience.

Sincerely,

A handwritten signature in blue ink, appearing to read "Tim Gromen".

Tim Gromen  
Director of Industrial Hygiene & Safety

Enc.



Service Disabled Veteran Owned Small Business



**Bid Results for Teaneck Eugene Field Asbestos Abatement Project**

**Bid Opening: September 4, 2019 @ 11:00 AM**

Company Name	Primary Bid - 6.1 Interior Demo	Primary Bid - 6.2 Plaster Demo	Primary Bid - 6.3 no variances	Primary Bid - 6.4 Carpet & Floors	Alt. Bid #1 - 6.5 with variances	Alt. Bid #2 - 6.6 Allowance	Unit Rate - 6.7 <6" OD	Unit Rate - 6.7 >6" OD	Unit Rate - 6.8 Tile & Mastic	Alt. Bid #3 - 6.9 Gym & Stairs	Combined Bid #1 1, 2, 3, & 4	Combined Bid #2 1, 2, 4, & 5	Combined Bid #1 plus Gym & Stairs	Combined Bid #2 plus Gym & Stairs
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SMAC Corp	\$280,000	\$524,000	\$64,000	\$186,560	\$64,000	\$18,000	\$48	\$58	\$9	\$180,000	\$1,054,560	\$1,054,560	\$1,234,560	\$1,234,560
Two Brothers Contracting	\$78,100	\$423,100	\$87,000	\$57,000	\$67,300	\$9,400	\$47	\$62	\$5	\$98,700	\$645,200	\$625,500	\$743,900	\$724,200
United Safety	\$172,132	\$355,544	\$78,895	\$81,200	\$58,895	\$6,000	\$30	\$50	\$8	\$77,692	\$687,771	\$667,771	\$765,463	\$745,463
VMC Company	\$49,000	\$294,000	\$62,300	\$38,000	\$49,400	\$1	\$60	\$80	\$5	\$93,200	\$443,300	\$430,400	\$536,500	\$523,600

<b>Lowest values</b>	<b>\$40,000</b>	<b>\$110,000</b>	<b>\$46,000</b>	<b>\$29,000</b>	<b>\$26,000</b>	<b>\$1</b>	<b>\$16</b>	<b>\$22</b>	<b>\$5</b>	<b>\$74,100</b>	<b>\$394,500</b>	<b>\$364,500</b>	<b>\$489,500</b>	<b>\$459,500</b>
<b>Highest values</b>	<b>\$280,000</b>	<b>\$622,000</b>	<b>\$250,000</b>	<b>\$186,560</b>	<b>\$225,000</b>	<b>\$20,000</b>	<b>\$80</b>	<b>\$150</b>	<b>\$15</b>	<b>\$189,000</b>	<b>\$1,054,560</b>	<b>\$1,054,560</b>	<b>\$1,234,560</b>	<b>\$1,234,560</b>

<b>Median values</b>	<b>\$91,000</b>	<b>\$316,000</b>	<b>\$67,000</b>	<b>\$50,000</b>	<b>\$58,895</b>	<b>\$9,400</b>	<b>\$48</b>	<b>\$70</b>	<b>\$7</b>	<b>\$98,700</b>	<b>\$527,000</b>	<b>\$540,000</b>	<b>\$633,000</b>	<b>\$646,000</b>
<b>Average values</b>	<b>\$121,556</b>	<b>\$328,342</b>	<b>\$86,477</b>	<b>\$61,097</b>	<b>\$68,677</b>	<b>\$9,985</b>	<b>\$49</b>	<b>\$73</b>	<b>\$7</b>	<b>\$113,592</b>	<b>\$597,625</b>	<b>\$581,749</b>	<b>\$711,217</b>	<b>\$695,340</b>

# Environmental Services Proposal

*Environmental Design Inc.*

## Professional ASCM Support Services & AST Monitoring

### Eugene Field Administration Building

Teaneck Board of Education  
One Merrison Street  
Teaneck, New Jersey 07666  
PR-190801-1345

September 5, 2019

*Environmental Design Inc.*

5434 King Avenue

Suite 101

Pennsauken, New Jersey 08109

Phone: 1-888-306-4545

Fax: (856) 616-9519

[www.editestng.com](http://www.editestng.com)



# Proposal

Date: September 5, 2019

Between the Client: Teaneck Public Schools  
Anthony D'Angelo  
1315 Taft Road  
Teaneck, New Jersey 07666  
(201) 833-5526

And the Consultant: Environmental Design Inc.  
5434 King Avenue  
Suite 101  
Pennsauken, New Jersey 08109  
Phone: 1-888-306-4545

For the Project: Eugene Field Asbestos Abatement  
ASCM & AST Monitoring Services  
*EDI* Project No. PR-190801-1345

## Scope of Work:

The Teaneck Board of Education (Client) desires professional asbestos support services. This proposal is for Asbestos Safety Control Monitor (ASCM) and Asbestos Safety Technician (AST) related services required by N.J.A.C 5:23-8 to facilitate the removal of asbestos containing materials (ACM) from the Eugene Field Administration Building per the bid specifications. All fees quoted are based on the Year 2 option of the Bergen County RFP# 17-015 which *EDI* was awarded for Professional Asbestos Consulting Services.

Work will be conducted in accordance with N.J.A.C. 5:23-8. *EDI* will provide project oversight, Asbestos Safety Technician (AST) monitoring, and laboratory analysis to facilitate the project. The project proposal is based on the abatement work taking 48 working days to complete for the primary scope of work.

*Environmental Design Inc.* is prepared to do the following:

- Provide a New Jersey licensed Asbestos Safety Technician (AST) to collect the required air samples during the project and oversee the contractor's work as delineated by the state asbestos abatement sub-code. Sample collection and analysis shall be in accordance with state and federal regulation.

- Submit a detailed final report outlining the details of the project, project dates, sample and inspection results as well as all other data required by regulation.
- Attend the pre-construction meeting and coordinate the implementation of the project.
- Release the approved specifications to the local code official and *EDI* will assist in obtaining the building permit(s) and Certificates of Occupancy.
- Provide an AST to serve as the onsite supervisor and client representative during all phases of the project. The AST shall be responsible to ensure the contractor's work meets all of the requirements of the NJ asbestos abatement sub-code, as well as federal regulations and contractual obligations delineated in the bid specification. The AST will observe and document the activities of the contractor during the entire project and direct corrective action when necessary to ensure proper compliance with the applicable regulations. Perform all required inspections during the project.
- Conduct airborne asbestos fiber monitoring during the abatement. All sampling shall be conducted by the AST. Testing and analysis shall conform to the requirements of the NJ asbestos abatement sub-code and the Asbestos Hazard Emergency Response Act (AHERA) 40 CFR 763 sub part E. Sample analysis shall performed at an accredited laboratory designated by *EDI*.
- Prepare a detailed final report outlining all test results and observations by the Asbestos Safety Technician. Three copies of the report will be issued within thirty business days of the last day of the project. The report will contain a detailed listing of test results, inspections, daily logs, sign in sheets, permit information, and any state inspection forms issued during the project.

**Fee Schedule**

Eugene Field Asbestos Abatement  
*EDI*/Project No. PR-190801-1345

**PROFESSIONAL ASBESTOS SERVICES**

<b>Project Designer/Manager</b> Permits, Variances, Oversight and Communications <i>168 hours @ \$86.63 per hour</i>	\$14,553.84
<b>Asbestos Safety Technician</b> Regular or Evening Hours <i>480 hours @ \$66.68 per hour</i>	\$32,006.40
<b>On-Site Microscopist</b> Regular Hours <i>240 hours @ \$71.93 per hour</i>	\$17,263.20
<b>Final Report</b> <i>One (1) each</i>	\$315.00

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**SUBTOTAL PROFESSIONAL ASBESTOS SERVICES** **\$64,138.44**

**TESTING & LABORATORY SERVICES**

PCM Air Samples <i>6-hour TAT (not in RFP) – 350 @ \$18 each</i>	\$6,300.00
TEM Air Samples <i>6-hour TAT (not in RFP) – 35 @ \$95 each</i>	\$3,325.00

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**SUBTOTAL TESTING & LABORATORY SERVICES** **\$9,625.00**

**NJ STATE FEES**

DCA 6% AST Monitoring Surcharge	\$1,920.38
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**SUBTOTAL NJ STATE FEES** **\$1,920.38**

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**GRAND TOTAL** **\$75,683.82**

## **Terms & Conditions:**

All *EDI's* fees are predicated upon existing regulations. *EDI* reserves the right to modify these fees should any changes, amendments or revisions, which would affect the scope of work performed or any required changes are needed to bring the sampling, inspection, or report into compliance with Federal, State, or Local regulations.

All abatement work shall be conducted in an unoccupied building as defined by N.J.A.C. 5:23-8 unless otherwise specified. Floor tile projects conducted under N.J.A.C. 5:23-8.20 (a) 2 may be done in occupied buildings.

The fees quoted will remain in effect for a period of 90 days from the date of this proposal. A signed copy of this proposal must be returned to *EDI* prior to the start of any work, along with a purchase order authorizing *EDI* to proceed.

*EDI's* terms of payment are due in full upon receipt of the final invoice.

All work performed by *EDI* is to occur during normal working hours (7am-5pm) Monday through Friday, weekend and holidays excluded, unless otherwise specified. Up to 8 working hours per day are included in the fee outlined.

The Client shall be responsible for all costs incurred by *EDI* for its additional labor and or air sampling analysis needed to complete the project in the event of the selected abatement contractor's negligence or failure to complete the project on time as delineated in the bid specification.

*EDI's* standard rate for an Asbestos Safety Technician (samples not included) for all work outside of the original scope of work or project schedule is \$66.68 per hour.

*EDI's* standard rate for a Project Manager/Designer for all work outside of the original scope of work or project schedule is \$86.63 per hour.

A minimum of 4 hours is charged per day. All hours up to 8 daily will be charged at the standard hourly rate.

It is understood and agreed that the *EDI* has done nothing to create or contribute to the presence of any hazardous waste, pollutants, chemicals, or other hazardous materials at the sites covered in this proposal. The Client understands and agrees that a full and complete determination as to whether a certain property is or is not free from environmental contamination cannot be made with 100% certainty. The Client has retained *EDI* for the sole purpose of providing the services outlined in this cost proposal and supplementary correspondence. *EDI* is only responsible for providing the services described in this proposal. Further, unless included in this proposal the Client agrees that *EDI* will not be held liable for any disclosures, notifications, or reports that are required to be made to third parties, including the appropriate governmental agencies.

If any hazardous substance other than asbestos is present and could lead to possible exposure, it is the Client's responsibility to notify *EDI* before any *EDI* personnel enter the project site.

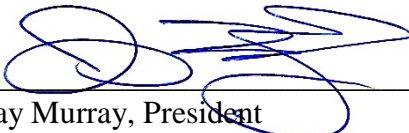
All disputes concerning this project shall be submitted by either party to arbitration under the offices of the American Arbitration Association in accordance with its Rules then in effect. The hearing locale shall be Camden County, New Jersey. Any decision rendered by said association shall be binding upon the parties and may be entered as a judgment in any Court of competent jurisdiction.

*EDI* will not be responsible for providing security for the Client's property.

**ACCEPTANCE OF PROPOSAL**

Eugene Field Asbestos Abatement  
*EDI* Project No. PR-190801-1345

Please note acceptance of the proposal by signing the original and returning it to us. Please make a copy for your records.

  
\_\_\_\_\_ DATED: September 5, 2019  
Jay Murray, President

\_\_\_\_\_ DATED:  
Client Authorized Representative





# **PUFFIN FOUNDATION FALL 2019 AFTER-SCHOOL PROGRAM**

## **Teaneck School District**

### **Summary of Hobby Quest Corporation:**

#### **Mission Statement:**

Hobby Quest Foundation is committed to the mission of reducing educational disparities in communities that cannot afford to pay for high-quality after-school programs. Hobby Quest provides programs in the area of Aviation education – understanding the basic principles of flight by creating model airplanes, and Magic Performance Art education – learning the art of public speaking and storytelling, while understanding the principles of performing a magic trick. The Aviation program reinforces Next Gen Science standards and 21st-century skills in project-based learning, engineering problem-solving, model development, and generalization of modeled principles to the real world. The Magic Performance program reinforces students' self-esteem and self confidence in a creative environment, while also reinforcing generalization of modeled principles to the real world. Classes take place before or after school and during summer camps. By serving low-income populations and high-needs children with enjoyable and educational Hobby Quest classes, the experience serves to spark creativity and wonder in students whose worldview may be limited by economic stressors. It helps students engage in project-based learning - a key concept motivating success in critical thinking, especially in STEAM fields. Ultimately, Hobby Quest's programs serve to impart fundamentals our students will use for a lifetime.

#### **Alignment with the mission statement of The Puffin Foundation:**

Our Teaneck program, funded by The Puffin Foundation, introduced an economically disadvantaged, under-represented population of students to our highly creative after-school programs. We worked closely with the Teaneck BOE to identify the most economically-challenged, underrepresented families in the district. Based on the feedback of the participating students, the outcome was a new understanding and appreciation for aviation and magic in the diverse community of the Teaneck School District. In addition, students' imaginations were sparked in a fun and educational manner through our lessons and hands-on creative experiences. Children took home all models and tricks during the 10-week program- this was an amazing and unique benefit for many of the children. This enriching experience will remain with them long after the program ends.

**Method to monitor and evaluate progress and results:** Parents and children will be surveyed. Children's notes, feedback, and photos will be provided in book format and all results will be documented in report form.

#### **Target population of this program**

The target population of our program is students in grades K-4 in the Teaneck School District.

**Project Title**

The Puffin Foundation/Hobby Quest Full STEAM Ahead After School Program

**Program/project and elements:****Overview:**

A 10-week program that is offered during the Fall 2019 semester where students learn the science of flight and/or the performance art of Magic through defined STEAM curriculum and hands-on activities. The programs were developed to teach STEAM curriculum while stimulating creative growth in a fun and playful environment. The intended outcome is to inspire children to explore the depths of their imagination and achieve their very best. By providing hands-on projects that must be built from scratch or performed in front of an audience, children are encouraged to express their individuality while learning important principles. Through well-trained instructor guidance, we promote confidence and encourage creative thinking in an intuitive fashion, and as a result impart fundamentals our students will use for a lifetime. We are proud to support great minds of the future in partnership with The Puffin Foundation by building the foundation upon which the innovators of tomorrow can learn, play, and grow today.

**Outcome and results:**

At the conclusion of the 10-week program children will have learn:

**Aviation:** A history of aviation, basic principles of flight, and how to build and fly multiple model airplanes. Children will design and create models using their own hands and imagination and all models will be taken home. They will learn to visualize the outcome and work towards it – problem solve, read blueprints, use basic airplane engineering, work over a period of time, develop resiliency in the face of challenges, and build self-confidence.

**Magic:** How to master several magic tricks, story-telling skills, public speaking skills, performance skills and gain greater self- confidence. Math and measuring skills will be reinforced as part of the programs and each child will take home all of the tricks they receive during the classes. Children will learn the art of performing magic tricks in front of an audience – problem solve while learning the tricks, follow instructions, basic math skills, self-confidence while learning public speaking skills.

**General results: Ultimately, children will develop skills for a lifetime and a new appreciation for the design skills of model plane building and the art of magic trick performance.**

**Program Dates:**

Program will be offered in the Teaneck School District and run during fall of 2019.

The initial program will be broken down into classes for each subject (Aviation & Magic) for each elementary school. There will be up to 12 children in each class at each school location. Classes will be 60 minutes. We will run each class at each school for 10 weeks during the fall semester (October start date).

## **The Puffin Foundation/Hobby Quest Full STEAM Ahead After School Program -Fall 2019**

### **Eligible grade levels and days programs will run:**

Whittier (K-4): 2 classes of Magic & 2 classes of Aviation

- Magic Mondays- Kindergarten-2<sup>nd</sup> grades-October 14<sup>th</sup>-December 16<sup>th</sup>
- Magic Wednesdays-3<sup>rd</sup> and 4<sup>th</sup> grades- October 16<sup>th</sup>-December 18<sup>th</sup>
- Aviation Wednesdays-Kinderarten-2<sup>nd</sup> grades-October 16<sup>th</sup>-December 18<sup>th</sup>
- Aviation Mondays-3<sup>rd</sup> and 4<sup>th</sup> grades- October 14<sup>th</sup>-December 16<sup>th</sup>

Hawthorne (K-4): 1 class of Magic & 1 class of Aviation

- Magic Wednesdays- Kindergarten-4<sup>th</sup> grades- October 16<sup>th</sup>-December 18<sup>th</sup>
- Aviation Wednesdays-Kinderarten-4<sup>th</sup> grades- October 16<sup>th</sup>-December 18<sup>th</sup>

Lowell (K-4): 2 classes of Aviation, 2 classes of Magic

- Magic Mondays- Kindergarten-2<sup>nd</sup> grades- October 14<sup>th</sup>-December 16<sup>th</sup>
- Magic Wednesdays-3<sup>rd</sup> and 4<sup>th</sup> grades- October 16<sup>th</sup>-December 18<sup>th</sup>
- Aviation Wednesdays-Kinderarten-2<sup>nd</sup> grades- October 16<sup>th</sup>-December 18<sup>th</sup>
- Aviation Mondays-3<sup>rd</sup> and 4<sup>th</sup> grades- October 14<sup>th</sup>-December 16<sup>th</sup>

Bryant (K): 2 classes of Aviation, 2 classes of Magic

- Magic Tuesdays- Kindergarten- October 15<sup>th</sup>-December 17<sup>th</sup>
- Magic Wednesdays-Kindergarten- October 16<sup>th</sup>-December 18<sup>th</sup>
- Aviation Tuesdays-Kindergarten- October 15<sup>th</sup>-December 17<sup>th</sup>
- Aviation Wednesdays-Kindergarten- October 16<sup>th</sup>-December 18<sup>th</sup>

### **Total number of children impacted:**

**12 children per class x 14 classes = 168 children**

### **Facilities Usage agreement:**

Hobby Quest will pay reimbursement for facilities usage equal to \$35 per student registered for each program at each school.

## **The Puffin Foundation/Hobby Quest Full STEAM Ahead After School Program- fall 2019**

### **Hobby Quest will provide all of the following to the Teaneck School District and BOE:**

**Equipment, Materials, and Supplies** – This includes all original models, projects, as well as necessary tools which our students will be using during The Puffin Foundation/Hobby Quest Full STEAM Ahead program.

**Instructors** – Highly qualified instructors who will inspire the students at The Puffin Foundation Full STEAM Ahead with Hobby Quest program. All instructors are required to pass fingerprinting with full background clearance.

**Materials** – Printed and email flyers branded with Teaneck BOE logo for paper registration.

**On-line Registration** - Provide customized links for Teaneck on-line registrations.

**In person registration** - Provide staff for one day to take checks/registration from parents who do not want to register on-line.

**School Presentations** - Provide demos at lunch periods to advise students of program availability.

**Supply Maintenance** – Replenishment of consumable, non-durable supplies, such as markers, glue, rubber bands, etc.

**Management/Program Director** – Assigned manager to oversee all 4 locations, instructors, supplies, shipments, class management issues, class assignments, quality control and assurance of programs, metric measurements, parents and site interactions, etc.

**Administrative Assistance** – Back-end support to the project manager for student registrations, roster sheets, replenishment of supplies, budget control, etc.

**Program Liability Insurance** – Full Insurance coverage for all instructors, staff, and facilities.

### **Hobby Quest Contacts:**

**Boaz Givon, President**  
**(201) 568-2289**  
**(201) 532-4392**  
**boaz@hobbyquest.com**

**Mor Givon, CEO**  
**(201) 568-2289**  
**mor@hobbyquest.com**

**Eliza Sudol, Director**  
**(201) 568-2289 ext 114**  
**Cell: (201) 739-8870**  
**edu@hobbyquest.com**

## General Program Descriptions:



### Aviation Engineering & Design

Do you question how a machine as heavy as an airplane can fly? Do you want to learn how air pressure works perfectly to create airplane lift? Does testing the limits of your model airplane intrigue you? If you answered yes, then you are qualified to be a Puffin Foundation Full STEAM Ahead Aviator! You'll use this newly-learned knowledge to build your own airplane and then fly it in the ultimate test flight. Have a great deal of fun while learning STEM concepts. In this exciting program, students will learn to build their own aircraft and delight as they soar overhead. So-buckle up and get set for a fun, educational class!



### Magic Performance

Do you love Magic? Have you ever wanted to learn how it's done? This is your big chance! This year, don't miss our All New Amazing Magicians Club. Learn how magicians perform jaw-dropping tricks and keep their audiences guessing! Thrill them, even more, when you perform street magic tricks that will baffle everyone. Learn important performance and story-telling skills and share your new skills with friends and family in a real magic show at your school! Keep all your tricks for even more fun at home!

**Year One**

<b>School</b>	<b>Last Name</b>	<b>First Name</b>
1. BFMS	Blessings	Kelly
2. BFMS	Fane	Alyse
3. BFMS	Hart	Lawrence
4. BFMS	Martinez	Miosotty
5. Bryant	Bermeo	Nadia
6. Bryant	Dizon	Arielle
7. Bryant	Davis	Stephanie
8. Bryant	Humghok	Mariana
9. Bryant	Thomas-Santangelo	Kimberly
10. Bryant	Zamel	Maha
11. Hawthorne	Griffin	Samuel
12. Hawthorne	Thomas	Monique
13. Hawthorne	Woo	Elizabeth
14. Lowell	Gray	Josefina
15. Lowell	Kim	Dasom
16. Lowell	Goulbourne	Sharlene
17. Teaneck High School	Alkawas	Zhrieh
18. Teaneck High School	Carter	Jalia
19. Teaneck High School	Marcelo	Gorki
20. Teaneck High School	Pryce	Ashley
21. Teaneck High School	Rhodie	Britany
22. Teaneck High School	Sosa -Jarrett	Chloe
23. Teaneck High School	Watt	Latoya
24. Thomas Jefferson	Chopra	Christina
25. Thomas Jefferson	Fisher	Lindsay
26. Thomas Jefferson	Jacobs	Heather
27. Thomas Jefferson	Jones	Alexa
28. Thomas Jefferson	Jones	Spencer
29. Thomas Jefferson	Kiely	Jaclyn
30. Thomas Jefferson	Maute	Paul
31. Thomas Jefferson	Munem	Mayra
32. Thomas Jefferson	Rose	KerryAnn
33. Thomas Jefferson	Szalay-Arocho	Kristina
34. Whittier	Winkelstein	Alexandra
35. Whittier	Fliegelman	Mindy
36. Whittier	Jankowski	Samantha

Year 1: 35

**Year Two**

	<b>School</b>	<b>Last Name</b>	<b>First Name</b>
1.	BFMS	Andreala	Ashley
2.	BFMS	Chiu	Dominique
3.	BFMS	Detrick	Amanda
4.	BFMS	Elie	Samantha
5.	BFMS	Fisher	Emily
6.	BFMS	Jackson	Shanice
7.	Bryant School	Garcia-Iglesias	Maria
8.	Hawthorne	Mejia	Felix
9.	Hawthorne	Shepard	Brittany
10.	Lowell	Cho	Gyu Ho
11.	Lowell	Dubon	Angie
12.	Lowell	Goulbourne	Sharlene
13.	Lowell	Maikisch	Amanda
14.	Lowell	Velez	Daniel
15.	Teaneck High School	Lee	Rachel
16.	Teaneck High School	Luscombe	Joshua
17.	Teaneck High School	Munoz	Andres
18.	Teaneck High School	Peets	Bettina
19.	Teaneck High School	Pflueger	Rebecca
20.	Teaneck High School	Pirro	Summer
21.	Teaneck High School	Seck	Falilou
22.	Teaneck High School	Valeriano	Jahaziel
23.	Thomas Jefferson	Borkowski	Elizabeth
24.	Thomas Jefferson	DeBlock	Andrew
25.	Thomas Jefferson	McBryde	Megan
26.	Thomas Jefferson	Rubin	Brielle
27.	Thomas Jefferson	Sasmaz	Erin
28.	Thomas Jefferson	Shabarek	Aya
29.	Whittier	Sanchez	Diana
30.	Whittier	Bennett	Elizabeth
31.	Whittier	Crosby	Michelle
32.	Whittier	Sloane	Emily

Year 2: 32

**Year Three**

	<b>School</b>	<b>Last Name</b>	<b>First Name</b>
1.	BFMS	Lopez	Veronica
2.	BFMS	Rivera	Tanya
3.	BFMS	Rosy	Kimberly
4.	BFMS	Santana-Rivas	Hazel
5.	Bryant	Kim	Hyo Youn
6.	Lowell	Gigante	Angela
7.	Lowell	Guyden	Lisa
8.	Lowell	Lopez	Justine
9.	Lowell	Orletti	Maureen
10.	Teaneck High School	Cavallo	Alexandra
11.	Teaneck High School	Petrosi-Higgins	Gina
12.	Teaneck High School	Vazquez	Payne
13.	Thomas Jefferson	Brolewicz	Jennie
14.	BFMS	Muheisen	Mariam

Year 3: 14

Year Four

	<b>School</b>	<b>Last Name</b>	<b>First Name</b>
1.	BFMS	Avery-deVlugt	Angela
2.	BFMS	Bassett	Daniel
3.	BFMS	Lahullier	Laurel
4.	BFMS	Ramirez	Melinka
5.	BFMS	Bassett	Daniel
6.	Bryant School	Gallardo	Estefany
7.	Hawthorne	Bassett	Daniel
8.	Hawthorne	Boyle	Julianne
9.	Hawthorne	Halpern	Amber
10.	Hawthorne	Nicotera	Deborah
11.	Lowell	Gallardo	Estefany
12.	Lowell	Hondros	Eleftheria
13.	Teaneck High School	DeAvila	Michael
14.	Teaneck High School	Doonan	Michelle
15.	Teaneck High School	Germinario	Michael
16.	Teaneck High School	Glanton	Levette
17.	Teaneck High School	Petit-Bielen	Carole
18.	Thomas Jefferson	Eisele	Brittany
19.	Thomas Jefferson	Sparks	Shaunte
20.	Whittier Elementary	Diehl	Michael

Year 4: 20



TTEA LONGEVITY TEACHING STAFF SY 2019-2020

LAST NAME	FIRST NAME	LONGEVITY
ALLEN	FAITH	\$ 1,578.00
ANTONAKIS	PETER	\$ 1,578.00
AUMACK	SEAN C.	\$ 1,578.00
BAER	STEPHANIE	\$ 1,578.00
BELLIN	SHARON E.	\$ 1,578.00
BIANCHI	ROLAND E	\$ 1,578.00
BLAKE-ARROYO	ARETHA R	\$ 1,578.00
BROWN	LISA Y.	\$ 1,578.00
BUTLER	KAREN A	\$ 1,578.00
CHARAF	SUADA	\$ 1,578.00
CHOI	UNJU	\$ 1,578.00
CLARK	CHARLES E.	\$ 1,578.00
COLAHAN	ALISON	\$ 1,578.00
CORTEZ	JENNIFER M.	\$ 1,578.00
CRIMMINS	KATHERINE M	\$ 1,578.00
CRUZ	REINIER	\$ 1,578.00
CUSACK	ANGELINA E.	\$ 1,578.00
DRAKEFORD	DANIELLE	\$ 1,578.00
GLADSTEIN	WENDY H	\$ 1,578.00
GORANT	JESSIE S.	\$ 1,578.00
GREEN	MATTHEW P	\$ 1,578.00
GREEN	NATASHA	\$ 1,578.00
HALI	HENRY	\$ 1,578.00
HARRISON	LINDA L.	\$ 1,578.00
HIEL	DENNIS A	\$ 1,578.00
IAPPELLI	GILLIAN M.	\$ 1,578.00
JARDINES	NOEL	\$ 1,578.00
JOHNSON	VALERIE J	\$ 1,578.00
KLEIN	EVE M	\$ 1,578.00
KLIMEK	EDWARD A	\$ 1,578.00
LAWSON	MONICA K	\$ 1,578.00
LINDNER	KARA	\$ 1,578.00
LIONETTI	CHRISTINA M	\$ 1,578.00
LOSCHIAVO	CHARLOTTE A.	\$ 1,578.00
MARINO	LAWRENCE P	\$ 1,578.00
MC DONALD	JASON K.	\$ 1,578.00
MC KEE	STEPHANIE L.	\$ 1,578.00
MC MILLAN	MATTHEW R.	\$ 1,578.00
MELENDEZ	LOURDES J.	\$ 1,578.00
MEZZATESTA	GLEN G	\$ 1,578.00
MINKOWITZ	GOLDIE	\$ 1,578.00
MORAN	AMY M	\$ 1,578.00
NONAS	JAMES	\$ 1,578.00
NORRIS	ALLISON E	\$ 1,578.00
OGLETREE	FREDERICA	\$ 1,578.00
ORTEGA-ULUBAY	YVETTE	\$ 1,578.00
O'TOOLE	SUZANNE L	\$ 1,578.00
PANAGIOTOU	KRISTEN	\$ 1,578.00

PANEPINTO	JOSEPH C.	\$ 1,578.00
PARK	ANN S	\$ 1,578.00
PETRUS	BELKIS C.	\$ 1,578.00
PICCININNI	FRANK S.	\$ 1,578.00
PREZIOSI	BARBARA E	\$ 1,578.00
PRINCE	JACQUELINE L	\$ 1,578.00
PRUDEN	JAMES N.	\$ 1,578.00
RUDY	WILLA C.	\$ 1,578.00
SAN GEORGE	RENA C	\$ 1,578.00
SHERBINE	ROBERT	\$ 1,578.00
SPAIN	DIANA M	\$ 1,578.00
STACK	GERALDINE J	\$ 1,578.00
SULLIVAN	KIMBERLY A.	\$ 1,578.00
TAYLOR	ANGELA	\$ 1,578.00
TAYLOR	JENNIFER I	\$ 1,578.00
THOMAS	VINOD	\$ 1,578.00
URENA	MARISOL	\$ 1,578.00
WARREN-GIVENS	SAUNDRA	\$ 1,578.00
WELLS	TRACY D	\$ 1,578.00
WILCOX	TERI	\$ 1,578.00