

DEMAREST BOARD OF EDUCATION

COW and REGULAR MEETING AGENDA

County Road School – Media Center

August 26, 2025

5:00 P.M.

I. OPENING

- A. Meeting called to order.
- B. Roll Call

II. ADJOURN TO EXECUTIVE SESSION

- A. The Board has determined it will enter into executive session for the following reasons:
- B. Move to approve the following resolution to enter the executive Session:

WHEREAS, in order to protect the personal privacy and to avoid situations wherein the public interest might be disserved, the Open Public Meetings Act permits public bodies to exclude the public from that portion of a meeting at which certain matters are discussed;

WHEREAS, the length of the closed executive session is estimated to be thirty minutes, after which the Regular Public Meeting will reconvene and proceed with business where formal action may or may not be taken;

NOW THEREFORE BE IT RESOLVED, that consistent with the provision of N.J.S.A. 10:4-12(b), the Board of Education will now adjourn to executive session to discuss items stated above; and

BE IT FURTHER RESOLVED, that the Board hereby declares that its discussion of the aforementioned subjects will be made public at a time when the public's interest in disclosure is greater than any privacy or governmental interest being protected from disclosure.

- C. Move to enter executive session

III. REOPEN PUBLIC MEETING

- A. Move to reopen the Regular Meeting to the public.
- B. Board President's Announcement

The New Jersey Open Public Meetings Law was enacted to ensure the right of the public to have advance notice of and to attend the meetings of public bodies at which any business affecting their interests is discussed or acted upon.

In accordance with the provisions of this Act, the Demarest Board of Education has caused notice of this meeting to be published by having the date, time and place thereof posted at the Borough Hall and at the Middle School and by notifying in writing two newspapers: The Record and The Suburbanite.

IV. FLAG SALUTE

V. ROLL CALL

VI. APPROVAL OF MINUTES OF THE MEETINGS

- July 22, 2025 COW and Regular Meeting Minutes
- July 22, 2025 Executive Meeting Minutes

VII. REVIEW OF CORRESPONDENCE

VIII. BOARD PRESIDENT'S REPORT

IX. SUPERINTENDENT'S REPORT

X. COMMITTEE REPORTS

XI. OTHER REPORTS/PRESENTATIONS

- Kelly Stevens - ACCESS for ELLs
- Update on Educator Evaluation Guidance

XII. REVIEW OF AGENDA

- A. Board members review the items.

XIII. PUBLIC COMMENT (AGENDA ITEMS ONLY)

- A. Move to open the meeting to public comment limited to agenda items.
B. Public comment.
C. Move to close the meeting to public comment.

XIV. ACTIONS

A. Instruction – Staffing

1. Move to approve the employment of the following substitute teacher(s) for the 2025/2026 school year, as recommended by the Chief School Administrator.

FIRST NAME	LAST NAME
Elena	Cami
Thomas	Carson
Ryley	Dargan
McKenzie	Dargan
Maria	Drummond
James	Gerbig
Janice	Gil
Yebon	Kim
William	Lane
Kelly	Lo Russo
Shweta	Malhotra

Frank	Noviello
Eitan	Ofeck
Taylor	Paster
Diana	Pavlova
Sarka	Ricci
Stacy	Roberts
Charlotte	Sagun
Bianca	Sargente
Duygu	Tulgar
Hande	Ureten

2. Move to approve the modification of July 22, 2025, board of education agenda A.7. as follows: Move to approve the resignation of Andrew Lefer, Middle School Teacher, effective August 31, 2025*, as recommended by the Chief School Administrator.
3. Move to approve the provisional employment of Gary Rodriguez, MA, Step 2, Grade 7, Social Studies teacher at Demarest Middle School for the 2025/2026 school year, as recommended by the Chief School Administrator. Employment status would become effective upon candidate's compliance with P.L. 1986, c. 116 (revised 6/30/98) and N.J.S.A.
4. Move to approve the provisional employment of Sophia McCauley, BA, Step 1, leave replacement teacher at Luther Lee Emerson School for the 2025/2026 school year, as recommended by the Chief School Administrator. Employment status would become effective upon candidate's compliance with P.L. 1986, c. 116 (revised 6/30/98) and N.J.S.A.
5. Move to approve the request of Staff ID No. 10312752 to extend her unpaid leave of absence from November 24, 2025 to June 24, 2026 returning to work for the 2026/2027 school year.
6. Move to approve the request of Staff ID No. 10312886 for paid sick leave from November 11, 2025 through January 14, 2026, unpaid leave from January 15, 2026 through January 29, 2026, FMLA leave from January 30, 2026 through May 8, 2026 and unpaid leave from May 11, 2026 through June 24, 2026, returning to work for the 2026/2027 school year, as recommended by the Chief School Administrator.
7. Move modify the approval of the provisional employment of Christopher Collins, BA, Step 7, leave replacement teacher at Demarest Middle School from August 27, 2025 to March 6, 2026*, as recommended by the Chief School Administrator. Employment status would become effective upon candidate's compliance with P.L. 1986, c. 116 (revised 6/30/98) and N.J.S.A.
*modified from July 22, 2025 A.5.
8. Move to approve the following mentees/mentors, for the 2025/2026 school year, as recommended by the Chief School Administrator:

Mentee	Mentor
Melissa McDonnell	Kristen Kerber
Sophia McCauley	Jennifer Rilli
Praerna Mathur	Katelyn Hubener

9. Move to approve the modifications from June 17, 2025, XIV. ACTIONS A. Instruction – Staffing, #4, for the following stipend positions for the 2025/2026 school year, as recommended by the Chief School Administrator:

- Lunchroom Coordinator -\$7,167.00 - Hyewon Mohanram to replace Andrew Lefer
- Boys/Girls Soccer Coach-\$2,390.00 - Taylor Paster (Substitute Teacher)

B. Instruction – Pupils/Programs

1. Move to approve the re-adoption of curriculum guides for the 2025/2026 school year, as recommended by the Chief School Administrator:

ESL
Library/Media
Comprehensive health
Science
Computer science design thinking
Social studies
Physical education
Visual performing arts
World languages
English
Mathematics

C. Support Services – Staffing

1. Move to accept the resignation of Tansee Lou, effective June 30, 2025, paraprofessional at Demarest Middle School, as recommended by the Chief School Administrator.
2. Move to accept the resignation of Jeongwoon Kim, effective June 30, 2025, paraprofessional at County Road School, as recommended by the Chief School Administrator.
3. Move to rescind the offer of employment to Assunta Androsiglio, paraprofessional for the 2025/2026 school year, as recommended by the Chief School Administrator.
*approved 7/22/25 XIV, C. 1.
4. Move to approve the provisional employment of the following paraprofessional not to exceed 29 hours per week, according to the paraprofessional hourly guide, for the 2025/2026 school year, as recommended by the Chief School Administrator. Employment status would become effective upon candidate's compliance with P.L. 1986, c.116 (revised 6/30/98) and N.J.S.A. 19A:6-7.7
 - Cristina San Agustin - Step 2 CRS Special Education Aide
 - Danielle Duby - Step 1 CRS PreK Aide
 - Jeong Hee Jeong - Step 11 CRS PreK Aide
 - Buket Yursufoglu - Step 7 CRS PreK Aide
5. Move to approve the employment of the following paraprofessional not to exceed 29 hours per week, according to the paraprofessional hourly guide, for the 2025/2026 school year, as recommended by the Chief School Administrator:

School/Position	Staff	Step
CRS		
Classroom Aides P3 & P4		
	Shilpa Dhorajia	5
	Mary Kelly	10
	Alina Gonzalez	4
	Minsun Oh	7
	Sadete Istrefi	4
	Mirvete Pllana	2
	Jennifer Wingate	8
	Doreen Cerrone	9
	Bahrije Rama	4
	Patricia Higgins	7
	Leslie Marotta	15
	Lumnije Pllana	5
Grades K-1		
1:1 Aides	Sofia DeCrescente 1437528310	1
	TBD 3052933060	
Special Education Aides	Denise McVey	13
LLE		
Special Education Aides		
	Janice Roem	10
	Norma Suazo	11
	Francesca Fanelli	7
LLD program	Chung Yeon Chun	8
DMS		
1:1 Aides		
LLD program	Yoon Jin Choi 9643398098	11
Special Education Aides		
	Therese Fortunato	25
	Suzanne Weiss	22
	Clare Smith	8
	Leslie Berkman	20
LLD program	Cindy Wolfer	8

D. Support Services – Board of Education

1. Move to approve the following request for facilities use on the following dates, in accordance with policy 7510, as recommended by the Chief School Administrator:

Event	Date(s) and time	Location
PTO Holiday Boutique	12/9/25 2:00 PM - 4:00 PM 12/10/25 8:30 AM - 4:30 PM	LLE gymnasium

PTO Holiday Boutique	12/3/25 2:00 PM - 4:00 PM 12/4/25 8:00 AM - 4:45 PM	DMS cafeteria
PTO Holiday Boutique	12/2/25 2:00 PM - 4:00 PM 12/3/25 8:00 AM - 4:00 PM	CRS APR
PTO Science After School	9/16/25, 9/17/25, 9/18/25, 9/25/25, 9/30/25, 10/1/25, 10/7/25, 10/8/25, 10/9/25, 10/14/25, 10/15/25, 10/16/25, 10/21/25, 10/22/25, 10/23/25, 10/30/25 3:15 PM - 4:30 PM	DMS classroom
PTO KPOP rehearsal	Tuesday 11/11/25-2/10/25 (when school is in session) 4:15 PM - 5:30 PM	LLE APR
Demarest Library Diwali	10/10/25 5:00 PM - 8:30 PM	CRS APR

2. Move to approve the submission of the school harassment, intimidation and bullying grade report self-assessment under the Anti-Bullying Bill of Rights for the 2024/2025 school year, as recommended by the Chief School Administrator.
3. Move to approve district bus route #1 for the 2025/2026 school year, as recommended by the Chief School Administrator.
4. Move to accept annual PTO grants in the amount of \$ 43,505.00 for the 2025/2026 school year, as recommended by the Chief School Administrator.
[County Road School](#)
[Luther Lee Emerson School](#)
[Demarest Middle School](#)
[Child Study Team](#)
5. Move to approve the agreement between the Demarest Board of Education and Bergen County Department of Health Services for the provision of non-public nursing services for the Academy of Holy Angels in Demarest, at a cost of \$1,530.06, as recommended by the Chief School Administrator.
6. Move to approve the Demarest Mentoring Plan Statement of Assurance for the 2025/2026 school year, as recommended by the Chief School Administrator.
7. Move to approve the Demarest Professional Development Plan Statement of Assurance for the 2025/2026 school year, as recommended by the Chief School Administrator.
8. Move to approve a non-domicile tuition agreement with Hanita & Alon Becker for their child to attend 8th grade for the 2025/2026 school year, at an annual rate of \$21,241.00, as non-residents, as recommended by the Chief School Administrator.
9. Move to approve a non-domicile tuition agreement with Narae Lee & Eric Jun for their child to

attend first grade for the 2025/2026 school year, at an annual rate of \$20,531.00, as non-residents with domicile pending, as recommended by the Chief School Administrator.

10. Move to approve a non-domicile tuition agreement with Geumjoo Chloe & Eric Koo for their child to attend first grade for the 2025/2026 school year, at an annual rate of \$20,531.00, as non-residents with domicile pending, as recommended by the Chief School Administrator.
11. Move to approve a non-domicile tuition agreement with Maria Kovalevski and Asaf Mentzer for their child to attend second grade for the 2025/2026 school year, at an annual rate of \$20,531.00 each, as non-residents with domicile pending, as recommended by the Chief School Administrator.
12. Move to approve tuition agreement with the Haworth Board of Education for the 2025/2026 school year, plus the cost of related services, as recommended by the Chief School Administrator:

Student ID	School/Program	Tuition	1: 1 Aide*	Transportation	Term
404011	DEL	19,826.00	No	No	9/1-6/30

13. Move to approve agreement with West Bergen Mental Healthcare for mental health assessments and school clearances for the 2025/2026 school year, at a rate not to exceed \$400 per assessment, as recommended by the Chief School Administrator.
14. Move to approve Eastern Datacomm. LLC., for cabling/wiring services for the Demarest Middle School new gymnasium, ESCNJ contract 65MCESCCPs, Bid 22/23-09, in the amount of \$8,900.00. as recommended by the Chief School Administrator.
15. Move to approve that the Demarest Board of Education resolves to refuse the ESEA Title I Part A funds allocated for the 2025 ESEA Fiscal Year grant, as recommended by the Chief School Administrator.
16. Move to approve contract with BCSSSD for public law 1977 chapters 192-193 for non-public students for the 2025/2026 school year, as recommended by the Chief School Administrator.
17. Move to approve the adoption of the N.J.A.C 6A:10 which allows flexibility in teacher evaluations, as recommended by the Chief School Administrator.

E. Support Services—Fiscal Management

1. Move to confirm the July payrolls as follows, as recommended by the Chief School Administrator:

July 15, 2025 \$118,391.71
 July 31, 2025 \$108,125.69

2. Move to approve August 26, 2025 bill list as follows, as recommended by the Chief School Administrator:

<u>Subtotal Per Fund</u>	<u>Amount</u>
11 General Current Expense	\$ 695,346.32
20 Special Revenue Fund	\$ 8,110.62
30 Capital Projects Fund	\$ 772,272.52
60 Cafeteria Fund	\$ 24,011.18
Total Bills:	\$1,499,740.64

3. Move to approve the following resolution, as recommended by the Chief School Administrator:
Receipt of Certification from Board Secretary
Pursuant to N.J.A.C. 6:20-2.13 (d), I, Antoinette Kelly, certify that as of June 2025 final, no budgetary line item account has obligations or payments (contractual orders) that, in total, exceed the amount appropriated by the district Board of Education pursuant to N.J.S.A. 18A:22-8 and 18A:22-8.1.
4. Move to approve the following resolution, as recommended by the Chief School Administrator:
Certification of Board of Education
Pursuant to N.J.A.C. 6:20-2.13 (e), we certify that as of June 2025 final after review of the secretary's monthly financial report (appropriations section) and upon consultation with the appropriate district official, to the best of our knowledge, no major account or fund has been over-extended in violation of NJAC 6:20-2.13 (b) and that sufficient funds are available to meet the district's financial obligations for the remainder of the fiscal year.
5. Move to acknowledge receipt of the June 2025 final Report of the Board Secretary, A148 and the Report of the Treasurer, A-149, as recommended by the Chief School Administrator.
6. Move to approve the revised/final Board Secretary Report and Treasurer's Report, as recommended by the Chief School Administrator.
7. Move to confirm the following budget transfer for July 2025, as recommended by the Chief School Administrator:

To:

Account Number	Description	Amount
11-000-222-177	Salaries of Technology Coordinator	1,876.08
11-000-230-332	General Administration-Audit Fees	1,126.00
11-000-252-600	Administrative Information Technology Supplies & Materials	4,684.77
Total Transfers In		7,686.85

From:

Account Number	Description	Amount
11-000-230-334	General Administration-Architectural/Engineering Services	1,126.00
11-000-251-100	Central Services-Salaries	6,495.87
11-000-261-100	Required Maintenance-Salaries	64.98
Total Transfers Out		7,686.85

8. Move to approve payment application #18, in the amount of \$214,722.84 to Daskal LLC for the Demarest Middle School Gymnasium addition, NJDOE Project # 1070-040-23-1000, as recommended by the Chief School Administrator.
9. Move to approve payment application #1, in the amount of \$288,201.50 to VMG Group for the partial roof replacement at Demarest Middle School, as recommended by the Chief School Administrator.
10. Move to approve payment in the amount of \$17,137.73 to Open Systems Integrators, LLC for additional work for the fire alarm system upgrade at Demarest Middle School, as recommended by the Chief School Administrator.

XV. PUBLIC COMMENT

- A. Move to open the meeting to public comment.
- B. Move to close the meeting to public comment.

XVI. NEW BUSINESS

XVII. EXECUTIVE SESSION (if necessary)

- A. Move to enter the executive session to discuss personnel/legal matters/negotiations.
- B. Move to close the executive session and reenter the public session.

XVIII. ADJOURNMENT

- A. Move to adjourn.