

**NORTH ARLINGTON BOARD OF EDUCATION
NORTH ARLINGTON, NEW JERSEY**

**AGENDA FOR ANNUAL
REORGANIZATION MEETING**

January 5, 2026

6:00 p.m.

High School Gymnasium

I. NOTICE

This Reorganization Meeting of January 5, 2026, of the Board of Education of the Borough of North Arlington, in the County of Bergen, State of New Jersey, is held pursuant to notice given, and said notice called for an annual Reorganization Meeting at 6:00 p.m., held in the High School Gymnasium, 222 Ridge Road, North Arlington, NJ, as per notice given to the Clerk of the Borough of North Arlington, the Librarian of the Free Public Library, and the Editors of the following newspapers: the Bergen Record of Hackensack, the Newark Star Ledger, and/or The Observer.

II. SALUTE TO THE FLAG

III. REORGANIZATION MEETING

IV. CALL BY THE SECRETARY

At _____ p.m., in the High School Gymnasium, the Board Secretary calls the meeting to order.

V. REQUIRED OATH OF OFFICE ADMINISTERED

The Board Secretary administers the oath of office to the newly elected Board Member:

Michele Higgins and Scott Hughes

VI. ROLL CALL

Dr. Hughes	_____
Mr. McDermott	_____
Mrs. Higgins	_____
Mr. Smith	_____
Mr. Dorsett	_____

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1. ELECTION OF THE PRESIDENT

The Board Secretary calls for **nominations for President** of the Board of Education for calendar year 2026:

Nomination: _____

Nominated by: _____

Second by: _____

The Board Secretary calls for any other nominations.

Motion to close the nominations for President of the Board of Education

On Motion by _____, second by _____.

Discussion: _____.

Aye	_____
Nay	_____
Abstain	_____

2. MOTION TO APPOINT BOARD PRESIDENT

Motion to appoint _____ President of the Board of Education for calendar year 2026:

On Motion by _____, second by _____.

Discussion: _____.

Roll Call:

Dr. Hughes	_____
Mr. McDermott	_____
Mrs. Higgins	_____
Mr. Smith	_____
Mr. Dorsett	_____

Relinquishment of chair by the Board Secretary to the newly elected Board President.

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3. ELECTION OF THE VICE PRESIDENT

The President _____ calls for nominations for Vice President of the Board of Education calendar year 2026:

Nomination: _____

Nominated by: _____

Second by: _____

The President calls for any other nominations.

Motion to close the nominations for Vice President of the Board of Education:

On Motion by _____, second by _____.

Discussion: _____ . Roll Call:

Dr. Hughes	_____
Mr. McDermott	_____
Mrs. Higgins	_____
Mr. Smith	_____
Mr. Dorsett	_____

4. MOTION TO APPOINT BOARD VICE PRESIDENT

Motion to appoint _____ Vice President of the Board of Education for calendar year 2026:

On Motion by _____, second by _____.

Discussion: _____ . Roll Call:

Dr. Hughes	_____
Mr. McDermott	_____
Mrs. Higgins	_____
Mr. Smith	_____
Mr. Dorsett	_____

5. BOARD MEMBER CODE OF ETHICS

BE IT RESOLVED, that the Board of Education adopted the Board Member Code of Ethics, as adopted May 10, 1975 by the Delegate Assembly, New Jersey School Boards Association, as follows:

1. I will uphold and enforce all laws, rules and regulations of the State Board of Education, and court orders pertaining to schools. Desired changes should be brought about only through legal and ethical procedures.

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2. I will make decisions in terms of the educational welfare of children and will seek to develop and maintain public schools which meet the individual needs of all children, regardless of their ability, race, creed, sex, or social standing.
3. I will confine my board action to policymaking, planning and appraisal, and I will help to frame policies and plans only after the board has consulted those who will be affected by them.
4. I will carry out my responsibility, not to administer the schools, but, together with my fellow board members, to see that they are well run.
5. I will recognize that authority rests with the board of education and will make no personal promises nor take any private action which may compromise the board.
6. I will refuse to surrender my independent judgment to special interest or partisan political groups or to use the schools for personal gain or for the gain of friends.
7. I will hold confidential all matters pertaining to the schools, which, if disclosed, would needlessly injure individuals or the schools. In all other matters, I will provide accurate information and, in concert with my fellow board members, interpret to the staff the aspirations of the community for its schools.
8. I will vote to appoint the best qualified personnel available after consideration of the recommendation of the chief school administrative officer.
9. I will support and protect school personnel in proper performance of their duties.
10. I will refer all complaints to the chief administrative officer and will act on the complaints at public meetings only after failure of an administrative solution.

On Motion by _____, second by _____.

Discussion: _____ Roll Call:

Dr. Hughes	_____
Mr. McDermott	_____
Mrs. Higgins	_____
Mr. Smith	_____
Mr. Dorsett	_____

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6. COMMITTEES

The President appointed the following standing committees:

LIAISON TO INDIVIDUAL SCHOOLS

Anthony School:

Jefferson School:

Roosevelt School:

Washington School:

Veterans Middle School:

High School:

INSTRUCTION AND PROGRAM

Chairman:

Co-Chairman

OPERATIONS

Chairman:

Co-Chairman:

GOVERNANCE

Chairman:

Co-Chairman:

FISCAL MANAGEMENT

Chairman:

Co-Chairman:

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STUDENTS AND COMMUNITY

Chairman:

Co-Chairman:

PERSONNEL

Chairman:

Co-Chairman:

On Motion by _____, second by _____.

Discussion: _____ Roll Call:

Dr. Hughes	_____
Mr. McDermott	_____
Mrs. Higgins	_____
Mr. Smith	_____
Mr. Dorsett	_____

HEARING OF CITIZENS

Any members of the public wishing to be heard please stand, state your name and address for the record.

On Motion by _____, second by _____.

Discussion: _____ Roll Call:

Dr. Hughes	_____
Mr. McDermott	_____
Mrs. Higgins	_____
Mr. Smith	_____
Mr. Dorsett	_____

7. RESOLUTION OF SCHOOL BOARD ELECTION RESULTS

RESOLVED that the Board approved the election results of the November 5, 2025, School Board Election as affirmed by the Borough of North Arlington and certified by the Bergen County Board of Elections.

1. For election to membership on the Board of Education for one (1) three (3) year terms:

<u>Candidate</u>	<u>Total</u>
Michele Higgins	1,997
Scott Hughes	2,039

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2. The Board Secretary/School Business Administrator, upon completion of all tally procedures after the polls had closed at 9:00 p.m., November 5, 2025, declared Michele Higgins and Scott Hughes are elected to a full three-year term as members of the Board of Education.

On Motion by _____, second by _____.
 Discussion: _____ . Roll Call:

Dr. Hughes	_____
Mr. McDermott	_____
Mrs. Higgins	_____
Mr. Smith	_____
Mr. Dorsett	_____

8. BOARD MEMBERS

The calendar year 2026 North Arlington Board of Education Board Members and Terms of Office are as follows:

<u>Board Member</u>	<u>Expiration of Term</u>
Robert Dorsett	2026
Edward Smith	2026
George McDermott	2027
Michele Higgins	2028
Scott Hughes	2028

On Motion by _____, second by _____.
 Discussion: _____ . Roll Call:

Dr. Hughes	_____
Mr. McDermott	_____
Mrs. Higgins	_____
Mr. Smith	_____
Mr. Dorsett	_____

9. MEETING DATES

The Board hereby approves the following Schedule of Meeting dates:

SCHEDULE OF MEETINGS 2026

<u>Day and Date</u>	<u>Type of Meeting</u>	<u>Location</u>	<u>Time</u>
January 05, 2026 (Mon.)	Reorganization Meeting	High School Gymnasium	6:00 p.m.
January 20, 2026 (Tues.)	Public Work Session	Board of Education Office	5:30 p.m.
	Public Meeting	High School Cafeteria	7:30 p.m.
February 23, 2026 (Mon.)	Public Work Session	Board of Education Office	5:30 p.m.
	Public Meeting	High School Gymnasium	7:30 p.m.
March 09, 2026 (Mon.)	Public Work Session	Board of Education Office	5:30 p.m.
	Public Meeting	High School Gymnasium	7:30 p.m.

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March 30, 2026 (Mon.)	Public Work Session Public Meeting	Board of Education Office High School Gymnasium	5:30 p.m. 7:30 p.m.
April 29, 2026 (Wed.)	Public Work Session Public Meeting	Board of Education Office High School Gymnasium	5:30 p.m. 7:30 p.m.
May 18, 2026 (Mon.)	Public Work Session Public Meeting	Board of Education Office High School Gymnasium	5:30 p.m. 7:30 p.m.
June 10, 2026 (Wed.)	Public Work Session Public Meeting	Board of Education Office High School Gymnasium	5:30 p.m. 7:30 p.m.
July 13, 2026 (Mon.)	Public Work Session Public Meeting	Board of Education Office Board of Education Office	5:30 p.m. 7:30 p.m.
August 25, 2026 (Tues.)	Public Work Session Public Meeting	Board of Education Office Board of Education Office	5:30 p.m. 7:30 p.m.
September 14, 2026 (Mon.)	Public Work Session Public Meeting	Board of Education Office High School Gymnasium	5:30 p.m. 7:30 p.m.
October 07, 2026 (Wed.)	Public Work Session Public Meeting	Board of Education Office High School Gymnasium	5:30 p.m. 7:30 p.m.
November 11, 2026 (Wed.)	Public Work Session Public Meeting	Board of Education Office High School Gymnasium	5:30 p.m. 7:30 p.m.
December 14, 2026 (Mon.)	Public Work Session Public Meeting	Board of Education Office High School Gymnasium	5:30 p.m. 7:30 p.m.
January 5, 2027 (Tues.)	Reorganization Meeting	High School Gymnasium	6:00 p.m.

BE IT RESOLVED, that the Board authorizes the Business Administrator to advertise the Schedule of Board Meetings.

On Motion by _____, second by _____.

Discussion: _____ Roll Call:

Dr. Hughes	_____
Mr. McDermott	_____
Mrs. Higgins	_____
Mr. Smith	_____
Mr. Dorsett	_____

10. ANNUAL REORGANIZATION RESOLUTIONS

The following items are considered non-controversial with the Board and will, therefore, be voted as one motion. If a Board Member wishes to have an item voted on separately, it will be removed from the Consent Agenda. Once the consent motion has been introduced and seconded, Board Members may discuss any items on the Consent Agenda.

RESOLVED, that the North Arlington Board of Education, pursuant to Chapter 231, PAL. (open Public Meetings Act) does hereby proclaim at the Public Meetings of the Board of Education will

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be held in the North Arlington High School Gymnasium or Cafeteria at 7:30 p.m., as set forth below unless indicated otherwise; and

BE IT FURTHER RESOLVED, that the purpose of the Regular Meetings shall be the normal conduct of business of the Board of Education and any other items brought to the Board’s attention by the Board Members, Board Attorney, Superintendent and School Business Administrator/Board Secretary; and

BE IT FURTHER RESOLVED, that notices of meetings of the Board of Education will be posted in the North Arlington Board of Education Administration Office and posted on the District website; and

BE IT FURTHER RESOLVED, that the Board of Education reserves the right to adjourn or recess a meeting at any time to discuss such matters that may be considered in closed session. However, the Board will first adopt a resolution stating the general nature of the subject to be discussed, and, as precisely as possible, the time and circumstances under which disclosure to the public will be made; and

BE IT FURTHER RESOLVED that, the Board recognizes the value of public comment on educational issues and the importance of allowing members of the public to express themselves on school matters of community interest, and in order to permit the fair and orderly expression of such comment, the Board shall set aside a portion of every Board meeting, the length of the portion to be determined by the Board for public comment on any school or school district issue that a member of the public feels may be of concern to the residents of the school district; and

BE IT FURTHER RESOLVED, that the public participation shall be governed and in accordance with North Arlington Board of Education Bylaws #0167.

BE IT FURTHER RESOLVED, that the Board of Education will meet on the dates as per the Regular Business, Work Session and Executive Session Meeting Schedule.

BE IT FURTHER RESOLVED, that the Board authorizes the Business Administrator to advertise the schedule of board meetings. **Schedule of Meeting dates will be readily available on the district website.**

On Motion by _____, second by _____.

Discussion: _____ . Roll Call:

Dr. Hughes	_____
Mr. McDermott	_____
Mrs. Higgins	_____
Mr. Smith	_____
Mr. Dorsett	_____

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11. OFFICIAL NEWSPAPERS

The following newspapers, either published in or circulating in the District, are hereby authorized to be official newspapers of this Board: the Bergen Record of Hackensack, the Newark Star Ledger, and/or The Observer.

On Motion by _____, second by _____.

Discussion: _____ . Roll Call:

Dr. Hughes	_____
Mr. McDermott	_____
Mrs. Higgins	_____
Mr. Smith	_____
Mr. Dorsett	_____

12. POLICIES, RULES AND REGULATIONS

Pending adoption of new rules and regulations, all policies, rules and regulations of this Board which were in effect during the prior year, and not rescinded, revoked or modified by contracts negotiated with employee organizations or other action of the Board, are hereby re-adopted and are in full force and effect during the life of this Board.

WHEREAS, the Board approves the adoption of the Guide for Standard Operating Procedures and Internal Controls.

On Motion by _____, second by _____.

Discussion: _____ . Roll Call:

Dr. Hughes	_____
Mr. McDermott	_____
Mrs. Higgins	_____
Mr. Smith	_____
Mr. Dorsett	_____

13. DESIGNATION OF DEPOSITORIES OF SCHOOL MONIES

BE IT RESOLVED, that the North Arlington Board of Education hereby designates TD Bank as depository for funds of the Board of Education and North Arlington Schools; that the indicated accounts be authorized, and that the designated school officials be approved as the signatories for each account and the designated depositories of funds and school officials will serve at the pleasure of the Board.

On Motion by _____, second by _____.

Discussion: _____ . Roll Call:

Dr. Hughes	_____
Mr. McDermott	_____
Mrs. Higgins	_____
Mr. Smith	_____
Mr. Dorsett	_____

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APPOINTMENTS

14. SCHOOL BUSINESS ADMINISTRATOR/BOARD SECRETARY TO THE BOARD, AND SECRETARY PRO-TEM

BE IT RESOLVED, that the North Arlington Board of Education makes the following appointments for the dates listed:

Samantha Dembowski	Board Secretary/School Business Administrator	Jan. 1, 2026 – Dec. 31, 2026
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Stephen M. Yurchak, Ed.D.	Board Secretary Pro-Tem	Jan. 1, 2026 – Dec. 31, 2026
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On Motion by _____, second by _____.

Discussion: _____ Roll Call:

Dr. Hughes	_____
Mr. McDermott	_____
Mrs. Higgins	_____
Mr. Smith	_____
Mr. Dorsett	_____

15. CUSTODIAN OF RECORDS

BE IT RESOLVED, that the Board of Education hereby appoints the School Business Administrator/Board Secretary as the Custodian of Records for calendar 2026.

BE IT FURTHER RESOLVED, that Stephen M. Yurchak, Ed.D., is hereby appointed as alternate to the School Business Administrator/Board Secretary.

On Motion by _____, second by _____.

Discussion: _____ Roll Call:

Dr. Hughes	_____
Mr. McDermott	_____
Mrs. Higgins	_____
Mr. Smith	_____
Mr. Dorsett	_____

16. DESIGNATION OF PUBLIC AGENCY COMPLIANCE OFFICER

BE IT RESOLVED, that the Board of Education hereby appoints Samantha Dembowski as the Public Agency Compliance Officer for calendar 2026.

On Motion by _____, second by _____.

Discussion: _____ Roll Call:

Dr. Hughes	_____
Mr. McDermott	_____
Mrs. Higgins	_____
Mr. Smith	_____
Mr. Dorsett	_____

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17. DESIGNATION OF ASBESTOS MANAGEMENT OFFICERS

BE IT RESOLVED, that the Board of Education hereby appoints the following individuals as Asbestos Management Officers for calendar 2026:

District:	Samantha Dembowski
High School:	Patrick Bott
Veterans Middle School:	Nicole Russo
Roosevelt School:	Alicia Giammanco
Washington School:	Melissa Cutrali
Jefferson School:	Marie Griggs
Susan B. Anthony School:	Jennifer Rodriguez

On Motion by _____, second by _____.
Discussion: _____ . Roll Call:

Dr. Hughes	_____
Mr. McDermott	_____
Mrs. Higgins	_____
Mr. Smith	_____
Mr. Dorsett	_____

18. DESIGNATION OF SAFETY AND HEALTH OFFICER

BE IT RESOLVED, that the Board of Education hereby appoints Samantha Dembowski as the Safety and Health Officer for calendar 2026.

On Motion by _____, second by _____.
Discussion: _____ . Roll Call:

Dr. Hughes	_____
Mr. McDermott	_____
Mrs. Higgins	_____
Mr. Smith	_____
Mr. Dorsett	_____

19. DESIGNATION OF INDOOR AIR QUALITY OFFICER

BE IT RESOLVED, that the Board of Education hereby appoints Antonio Alho, Supervisor of Buildings and Grounds, as the Indoor Air Quality Officer for calendar 2026.

On Motion by _____, second by _____.
Discussion: _____ . Roll Call:

Dr. Hughes	_____
Mr. McDermott	_____
Mrs. Higgins	_____
Mr. Smith	_____
Mr. Dorsett	_____

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20. DESIGNATION OF RIGHT TO KNOW OFFICER

BE IT RESOLVED, that the Board of Education hereby appoints Antonio Alho, Supervisor of Buildings and Grounds, as the Right to Know Officer for calendar 2026.

On Motion by _____, second by _____.
Discussion: _____ . Roll Call:

Dr. Hughes	_____
Mr. McDermott	_____
Mrs. Higgins	_____
Mr. Smith	_____
Mr. Dorsett	_____

21. DESIGNATION OF CHEMICAL HYGIENE OFFICER

BE IT RESOLVED, that the Board of Education hereby appoints Samantha Dembowski as the Chemical Hygiene Officer for calendar 2026.

On Motion by _____, second by _____.
Discussion: _____ . Roll Call:

Dr. Hughes	_____
Mr. McDermott	_____
Mrs. Higgins	_____
Mr. Smith	_____
Mr. Dorsett	_____

22. RESOLUTION TO APPROVE THE EMPLOYMENT OF THE HUMAN RESOURCES OFFICER FOR THE 2026-2027 SCHOOL YEAR.

WHEREAS, N.J.S.A. 11A:2-6a requires the Board to designate a staff member as the Human Resources Officer to receive reports of domestic violence incidents; and

WHEREAS, the Superintendent of Schools has recommended the Board designate Jennifer Rodriguez, Principal of Anthony Elementary School and the District’s Affirmative Action Officer, to be the Human Resources Officer required by N.J.S.A. 11A:2-6a due to her training and expertise.

NOW, THEREFORE, BE IT RESOLVED that the Board, upon the recommendation of the Superintendent of Schools, hereby designates Jennifer Rodriguez as the Human Resources Officer pursuant to N.J.S.A. 11A:2-6a.

On Motion by _____, second by _____.
Discussion: _____ . Roll Call:

Dr. Hughes	_____
Mr. McDermott	_____
Mrs. Higgins	_____
Mr. Smith	_____
Mr. Dorsett	_____

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26. DESIGNATION OF PROFESSIONAL SERVICES

BE IT RESOLVED, that the North Arlington Board of Education designates the following as the official representatives of the Board for the following services for the following dates:

		<u>Dates</u>
Auditor	Donohue, Gironda, Doria & Tomkins, LLC 310 Broadway Bayonne, NJ 07002	Jan. 1, 2026 – Dec. 31, 2026
Architect	Spiezle Architectural Group Inc. (project specific) 1395 Yardville Hamilton Square Suite 2A Hamilton, NJ 08691	Jan. 1, 2026 – Dec. 31, 2026
Bond Counsel	McCarter & English, Esqs. 100 Mulberry Street Newark, NJ 07102	Jan. 1, 2026 – Dec. 31, 2026
Financial Advisory Services	Phoenix Advisors, LLC 625 Farnsworth Avenue Bordentown, NJ 08505	Jan. 1, 2026 - Dec. 31, 2026
Board Attorney	Fogarty, Hara, LaPira & Cherry LLC 21-00 Route 208 South Fair Lawn, NJ 07410	Jan. 1, 2026 – Dec. 31, 2026
Environmental Consultants & Engineers	T&M Associates 40 Monmouth Park Highway, Suite 2 West Long Branch, NJ 07764	Jan. 1, 2026– Dec. 31, 2026

BE IT FURTHER RESOLVED, that the Board authorizes the Business Administrator to advertise these professional services.

On Motion by _____, second by _____.

Discussion: _____ Roll Call:

Dr. Hughes	_____
Mr. McDermott	_____
Mrs. Higgins	_____
Mr. Smith	_____
Mr. Dorsett	_____

27. COMPUTER MANAGEMENT SERVICES

BE IT RESOLVED, that the Board of Education hereby approves the appointment of **Realtime Information Technology, Inc.**, 1000 Washington Street, Toms River, NJ 08753, to provide student software and support during the 2025-2026 school year. Furthermore, the Board Secretary is hereby authorized and directed to execute an agreement with the aforementioned firm.

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On Motion by _____, second by _____.

Discussion: _____ . Roll Call:

Dr. Hughes	_____
Mr. McDermott	_____
Mrs. Higgins	_____
Mr. Smith	_____
Mr. Dorsett	_____

28. INTEGRATED PEST MANAGEMENT COORDINATOR

BE IT RESOLVED, that the Board of Education hereby appoints the following as the Integrated Pest Management Coordinators for the 2025-2026 school year:

High School:	Patrick Bott, Principal
Veterans Middle School:	Nicole Russo, Principal
Roosevelt School:	Alicia Giammanco, Principal
Washington School:	Melissa Cutrali, Principal
Jefferson School:	Marie Griggs, Principal
Anthony School:	Jennifer Rodriguez, Principal
District-Wide:	Antonio Alho, Supervisor of Buildings and Grounds (District Liaison)

On Motion by _____, second by _____.

Discussion: _____ . Roll Call:

Dr. Hughes	_____
Mr. McDermott	_____
Mrs. Higgins	_____
Mr. Smith	_____
Mr. Dorsett	_____

29. COMMUNITY LIBRARY LIAISON

BE IT RESOLVED, that the Board of Education appoints Tracey Turner-Turano as the community library liaison between the North Arlington Board of Education and the North Arlington Public Library for the 2025-2026 school year.

On Motion by _____, second by _____.

Discussion: _____ . Roll Call:

Dr. Hughes	_____
Mr. McDermott	_____
Mrs. Higgins	_____
Mr. Smith	_____
Mr. Dorsett	_____

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30. QUALIFIED PURCHASING AGENT

WHEREAS, 18A:18A-2 provides that the Board of Education shall assign the authority, responsibility and accountability for the purchasing activity of the Board of Education to a person or persons who shall have the power to prepare advertisement, to advertise for and receive bids and to award contracts as permitted by this chapter; and

WHEREAS, 18A:18A-3 provides that contracts, awarded by the purchasing agent that do not exceed in the aggregate in a contract year the bid threshold (currently \$53,000.00), may be awarded by the purchasing agent without advertising for bids when so authorized by board resolution; and

WHEREAS, 18A:18A-37, c., provides that all contracts that are in the aggregate less than 15% of the bid threshold (currently \$7,950.00) may be awarded by the purchasing agent without soliciting competitive quotations if so authorized by board resolution.

NOW, THEREFORE, BE IT RESOLVED, that the North Arlington Board of Education, pursuant to the statutes cited above, hereby appoints Samantha Dembowski, as its duly authorized purchasing agent and is duly assigned the authority, responsibility and accountability for the purchasing activity of the North Arlington Board of Education; and

BE IT FURTHER RESOLVED, that Samantha Dembowski is hereby authorized to award contracts on behalf of the North Arlington Board of Education that are in the aggregate less than 15% of the bid threshold (currently \$7,950.00), without soliciting competitive quotations; and

BE IT FURTHER RESOLVED, that Samantha Dembowski is hereby authorized to seek competitive quotations, when applicable and practicable before awarding contracts, when said contracts in the aggregate exceed 15% of the bid threshold (currently \$7,950.00), but less than the bid threshold of \$53,000.00, effective immediately and to continue to the next organization meeting of the Board.

On Motion by _____, second by _____.

Discussion: _____ Roll Call:

Dr. Hughes	_____
Mr. McDermott	_____
Mrs. Higgins	_____
Mr. Smith	_____
Mr. Dorsett	_____

31. AGENT AUTHORIZATION

The Superintendent recommends that the Board authorize **Omni Group**, Water Tower Park, 1099 Jay Street, Rochester, NY, as a third-party administrator for 403B and 457 services.

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On Motion by _____, second by _____.

Discussion: _____ Roll Call:

Dr. Hughes _____
Mr. McDermott _____
Mrs. Higgins _____
Mr. Smith _____
Mr. Dorsett _____

32. NJ DEPARTMENT OF AGRICULTURE DESIGNEES

BE IT RESOLVED, that the North Arlington Board of Education hereby approves the following appointments for the 2025-2026 school year:

Samantha Dembowski	Certifier
Ann Treacy	Submitter

On Motion by _____, second by _____.

Discussion: _____ Roll Call:

Dr. Hughes _____
Mr. McDermott _____
Mrs. Higgins _____
Mr. Smith _____
Mr. Dorsett _____

33. NON-PUBLIC NURSING SERVICES

BE IT RESOLVED, that the North Arlington Board of Education authorizes the School Business Administrator/Board Secretary to enter into an agreement with the Catapult Learning to provide non-public nursing services to Queen of Peace students for the 2025-2026 school year at an annual rate not to exceed the District's entitlement for non-public nursing aid.

On Motion by _____, second by _____.

Discussion: _____ Roll Call:

Dr. Hughes _____
Mr. McDermott _____
Mrs. Higgins _____
Mr. Smith _____
Mr. Dorsett _____

34. CHAPTER 192/193 SERVICES AGREEMENT/NON-PUBLIC SCHOOL SERVICES

BE IT RESOLVED, that the North Arlington Board of Education hereby authorizes the School Business Administrator/Board Secretary to enter into an agreement with Bergen County Special Services to provide remedial and auxiliary services to eligible students attending non-public

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schools within the North Arlington School District as required under Chapter 192/193 laws for the 2025-2026 school year at an annual rate not to exceed the district's entitlement.

On Motion by _____, second by _____.

Discussion:_____. Roll Call:

Dr. Hughes	_____
Mr. McDermott	_____
Mrs. Higgins	_____
Mr. Smith	_____
Mr. Dorsett	_____

MEMBERSHIPS

35. MEMBERSHIP IN SOUTH BERGEN REGION VII

BE IT RESOLVED, that the North Arlington Board of Education hereby approves continuation of its membership in the South Bergen Region VII Council for Special Education for the 2025-2026 school year, does hereby accept, adopt and agree to comply with the Region VII bylaws, designate the Superintendent of Schools as its representative to Region VII, empower him to cast all votes and take other action necessary to represent its interest in Region VII. The Board further approves the Joint Transportation Agreements for all North Arlington Students who are transported through Region VII.

On Motion by _____, second by _____.

Discussion:_____. Roll Call:

Dr. Hughes	_____
Mr. McDermott	_____
Mrs. Higgins	_____
Mr. Smith	_____
Mr. Dorsett	_____

36. MEMBERSHIP IN NEW JERSEY SCHOOL BOARDS ASSOCIATION (NJSBA)

BE IT RESOLVED, that the North Arlington Board of Education approves membership in the New Jersey School Boards Association for the 2025-2026 school year.

On Motion by _____, second by _____.

Discussion:_____. Roll Call:

Dr. Hughes	_____
Mr. McDermott	_____
Mrs. Higgins	_____
Mr. Smith	_____
Mr. Dorsett	_____

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37. MEMBERSHIP IN THE HORIZON BLUE CROSS/BLUE SHIELD OF NEW JERSEY HEALTH BENEFITS PROGRAM

BE IT RESOLVED, that the North Arlington Board of Education approves participation by the District in the Horizon Blue Cross/Blue Shield of New Jersey for health benefits for the 2025-2026 school year.

BE IT FURTHER RESOLVED, that the Board approves participation with Integrity Consulting Group, 1271 Little Gloucester Road, Suite 8, Blackwood, NJ 08012, as Broker of Record for Health Benefits, Prescription Benefits and Dental Benefits for the period July 1, 2025 through June 30, 2026.

On Motion by _____, second by _____.
Discussion: _____ . Roll Call:

Dr. Hughes	_____
Mr. McDermott	_____
Mrs. Higgins	_____
Mr. Smith	_____
Mr. Dorsett	_____

38. COOPERATIVE PRICING PROGRAM

BE IT RESOLVED, that the North Arlington Board of Education approves an agreement with **Educational Data Services, Inc.**, 238 Midland Avenue, Saddle Brook, NJ 07662, for the district to participate in cooperative pricing program for the 2025-2026 school year, at an annual cost of \$5,670.00.

BE IT FURTHER RESOLVED, that the North Arlington Board of Education approves an agreement with **Middlesex Regional Educational Services Commission**, 4 AAA Drive, Robbinsville, NJ 08691 for Broadband, Wide Area Network and Internet Cooperative Purchasing Initiative in accordance with E-rate guidelines for the district to participate in cooperative pricing program for the 2025-2026 school year.

BE IT FURTHER RESOLVED, that the North Arlington Board of Education approves an agreement with **County of Union Cooperative**, 10 Elizabethtown Plaza, Elizabeth, NJ 07207 for the district to participate in cooperative pricing program for the 2025-2026 school year.

BE IT FURTHER RESOLVED, that the North Arlington Board of Education approves an agreement with **Hunterdon ESC Cooperative**, 37 Hoffmans Crossing Road, Califon, NJ 07830 for the district to participate in cooperative pricing program for the 2025-2026 school year.

BE IT FURTHER RESOLVED, that the North Arlington Board of Education approves an agreement with **Educational Services Commission of New Jersey (ESCNJ)**, 1660 Stelton Road, 2nd Floor, Piscataway, NJ 08854 for the district to participate in cooperative pricing program for the 2025-2026 school year.

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BE IT FURTHER RESOLVED, that the North Arlington Board of Education approves an agreement with **U.S. General Services Administration (GSA)**, 1800 F Street NW, Washington, DC, 20405 for the district to participate in cooperative pricing program for the 2025-2026 school year.

BE IT FURTHER RESOLVED, that the North Arlington Board of Education approves an agreement with **PEPPM**, Central Susquehanna Intermediate Unit, 90 Lawton Lane, Milton, PA 17847 for the district to participate in cooperative pricing program for the 2025-2026 school year.

BE IT FURTHER RESOLVED, that the North Arlington Board of Education approves an agreement with **The Interlocal Purchasing System (TIPS)**, 4845 US Highway 271 North, Pittsburg, Texas 75686 for the district to participate in cooperative pricing program for the 2025-2026 school year.

BE IT FURTHER RESOLVED, that the North Arlington Board of Education approves an agreement with **Omnia Partners**, 5001 Aspen Grove Drive, Franklin, TN 37067 for the district to participate in cooperative pricing program for the 2025-2026 school year.

On Motion by _____, second by _____.

Discussion: _____ . Roll Call:

Dr. Hughes	_____
Mr. McDermott	_____
Mrs. Higgins	_____
Mr. Smith	_____
Mr. Dorsett	_____

39. CASH MANAGEMENT

BE IT RESOLVED, that the North Arlington Board of Education authorizes the School Business Administrator/Board Secretary to perform the following:

- a. Transfer funds among the various bank accounts of the District.
- b. Transfer line item accounts among the various budgetary accounts.
- c. Invest school funds as The Investment Officer of the Board, as permitted by statute.
- d. Make payment on the bills and claims prior to their approval by the Board when it is deemed necessary, and then present them for approval at the next Board Meeting.

WHEREAS, pursuant to N.J.S.A. 18A:17-8(b), the Board Secretary is responsible for the examination and auditing of all accounts and demands against the Board; and

WHEREAS, from time to time said demands against the Board are of an emergent nature and must be paid prior to Board approval in open public meeting as required by statute.

AGENDA, REORGANIZATION MEETING, JANUARY 5, 2026

NOW, THEREFORE, BE IT RESOLVED, that the North Arlington Board of Education authorizes the Board Secretary to examine, audit and pay all claims against the Board of an emergent nature prior to Board approval; and

BE IT FURTHER RESOLVED, that all such emergent payments made by the Board Secretary be reported to the Board, ratified, and duly recorded in the minutes at the next open meeting of the Board.

BE IT FURTHER RESOLVED, that, pursuant to N.J.S.A. 18A:22-8.1, the North Arlington Board of Education designates the Board Secretary to approve transfer amounts among line items and program categories as are necessary between meetings of the Board and that said transfers be reported to the Board, ratified, and duly recorded in the minutes of the next open meeting of the Board.

On Motion by _____, second by _____.

Discussion: _____ Roll Call:

Dr. Hughes	_____
Mr. McDermott	_____
Mrs. Higgins	_____
Mr. Smith	_____
Mr. Dorsett	_____

40. ESTABLISH PETTY CASH ACCOUNT

BE IT RESOLVED, that the Board of Education establishes a Petty Cash Account with TD Bank, North Arlington, NJ; and

BE IT FURTHER RESOLVED, that each disbursement will not exceed \$50.00; and

BE IT FURTHER RESOLVED, that expenditures over \$50.00 will be preapproved by the Board President prior to release.

BE IT FURTHER RESOLVED, that the Board of Education establishes a Petty Cash Account in an amount not to exceed \$600.00 for day-to-day incidental expenses, to be managed by the Accounts Manager.

BE IT FURTHER RESOLVED, that the entire Board will be advised of any expenditures over \$50.00.

On Motion by _____, second by _____.

Discussion: _____ Roll Call:

Dr. Hughes	_____
Mr. McDermott	_____
Mrs. Higgins	_____
Mr. Smith	_____
Mr. Dorsett	_____

AGENDA, REORGANIZATION MEETING, JANUARY 5, 2026

41. PROCUREMENT OF GOODS/SERVICES

BE IT RESOLVED, that the North Arlington Board of Education authorizes the procurement of goods and services from the following vendors through the state agency for the 2025-2026 school year as provided for in Title 18A:18A-10 without advertising for bids, or after having rejected all bids obtained pursuant to advertising.

To permit the School Business Administrator to participate in the New Jersey State contracting process for the purchase of the following types of goods and services:

- | | |
|--------------------------------|-----------------------------------|
| Computers | A/C Heating, Ventilation |
| Custodial Supplies | Sports Goods |
| Office and Classroom Furniture | Data Communication/Network |
| Office Supplies | Computer Data Technical Support |
| Peripheral Equipment | Tools, motors, chemical equipment |
| School Supplies | Library Supplies |
| Science Lab Supplies | |
| Transportation Equipment | |

On Motion by _____, second by _____.

Discussion: _____ . Roll Call:

- | | |
|---------------|-------|
| Dr. Hughes | _____ |
| Mr. McDermott | _____ |
| Mrs. Higgins | _____ |
| Mr. Smith | _____ |
| Mr. Dorsett | _____ |

INSURANCE MEMBERSHIPS

42. INSURANCE

BE IT RESOLVED, by the Board of Education that, pursuant to the provisions of Title 18A:18A-42, that it continue to participate as a member of the **SAIF Insurance Pool**; and

BE IT FURTHER RESOLVED, that such membership shall continue for a period of one year, effective July 1, 2025 through June 30, 2026; and

BE IT FURTHER RESOLVED, that **Treadstone Risk Management, LLC** is hereby designated Broker of Record; and

BE IT FURTHER RESOLVED, that this appointment is awarded without competitive bidding under the provisions of the “Local Public Contract Law” of New Jersey.

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On Motion by _____, second by _____.

Discussion: _____ Roll Call:

Dr. Hughes	_____
Mr. McDermott	_____
Mrs. Higgins	_____
Mr. Smith	_____
Mr. Dorsett	_____

43. WORKERS' COMPENSATION POOL

BE IT RESOLVED, by the North Arlington Board of Education that, pursuant to the provisions of Title 18A:18A-42, that it continue to participate as a member of the **South Bergen Workers' Compensation Pool**; and

BE IT FURTHER RESOLVED, that such membership shall continue for a period of one year, effective July 1, 2025 through June 30, 2026.

BE IT FURTHER RESOLVED, that the North Arlington Board of Education hereby appoints the Board Secretary, or her designee, and its representative, to serve on the committee from which a Board of Trustees shall be selected to manage the affairs of the insurance pool in accordance with the by-laws of the South Bergen Workers' Compensation Pool in effect as of the date of this resolution as authorized and permitted by state statute.

On Motion by _____, second by _____.

Discussion: _____ Roll Call:

Dr. Hughes	_____
Mr. McDermott	_____
Mrs. Higgins	_____
Mr. Smith	_____
Mr. Dorsett	_____

44. STUDENT ACCIDENT INSURANCE

BE IT RESOLVED, that the North Arlington Board of Education approves the appointment of **Bob McCloskey Insurance**, 1100 Campus Drive West, Morganville, NJ 07751 as the student insurance carrier for the 2025-2026 school year.

On Motion by _____, second by _____.

Discussion: _____ Roll Call:

Dr. Hughes	_____
Mr. McDermott	_____
Mrs. Higgins	_____
Mr. Smith	_____
Mr. Dorsett	_____

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45. BANKING CONSORTIUM/SIGNATURE AUTHORIZATION RESOLUTION

RESOLVED, by the governing body of The North Arlington Board of Education, as follows:

That **TD Bank** be, and hereby is, designated a depository of funds of The North Arlington Board of Education, with authority to accept at any time for the credit of the Depositor, deposits in checking, savings, money market savings, term or any other account, by whomever and made in whatever manner endorsed; and

That the Bank shall not be liable in connection with the collection of such items that are handled by the Bank without negligence and the Bank shall not be liable for the acts of its agents, subagents or for any other casualty; and

That the Depositor assumes full responsibility for and shall indemnify the Bank against all losses, liabilities and claims resulting from payments, withdrawals or orders made or purported to be made in accordance with, or from actions taken in good faith and in reliance upon this resolution; and

That the Bank be, and hereby is, authorized and directed to certify, pay or otherwise honor all checks, drafts, notes, bills of exchanges, acceptances, undertakings and other instruments or orders for the payment, transfer or withdrawal of money for whatever purpose and to whomsoever payable when such instruments and orders are properly made, signed, or endorsed by the signature, the actual or purported facsimile signature or the oral direction of any of the authorized signers below; provided however, that any check, draft, note, bill of exchange, acceptance, undertaking or other instrument for the payment, transfer or withdrawal must bear the actual or purported facsimile signature of one or more of the below designated officers and/or persons, or his or their appointees:

That any authorized signer acting alone be, and hereby is, authorized on behalf of the Depositor to endorse, negotiate and collect any and all checks, drafts, notes, bills of exchange, acceptances, undertakings and other instruments and to open and close and update information on any account of the Depositor at the Bank; and

That the Bank may rely on any signature, endorsement or order and any facsimile signature or written instruction reasonably believed by the Bank to be made by an authorized signer, and the Bank may act on any direction of an authorized signer without inquiry and without regard to the application of the proceeds thereof, provided that the Bank acts in good faith; and

That the Depositor assumes full responsibility for and shall indemnify the Bank against all losses, liabilities and claims resulting from payments, withdrawals or orders made or purported to be made in accordance with, or from actions taken in good faith and in reliance upon this Resolution; and

That Bank may rely on this document and on any certificate by an authorized representative of the Depositor as to the names and signatures of the authorized signers of the Depositor until

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the Bank has actually received written notice of a change and has had a reasonable period of time to act on such notice; and

That any of the following named persons, or persons from time to time holding the following offices of the Depositor be, and hereby are, designated as the authorized signers to act on behalf of the Depositor in accordance with the Resolution:

1. Board President
2. Board Vice President
3. Board Secretary/School Business Administrator or her designee(s)
4. Superintendent of Schools (North Arlington Board of Education Capital Reserve Account, North Arlington Board of Education Capital Projects Account)
5. High School Principal or High School Assistant Principal (NAHS Organization Fund and NAHS High School Principal, Assistant Principal and Athletic Director - Athletic Account)

On Motion by _____, second by _____.

Discussion: _____ Roll Call:

Dr. Hughes	_____
Mr. McDermott	_____
Mrs. Higgins	_____
Mr. Smith	_____
Mr. Dorsett	_____

46. BUSINESS CONDUCT

BE IT RESOLVED, that the North Arlington Board of Education will conduct the business of the Board of Education according to the appropriate statutes, administrative codes, rules, regulations, and policies and procedures of the district, which are hereby readopted.

On Motion by _____, second by _____.

Discussion: _____ Roll Call:

Dr. Hughes	_____
Mr. McDermott	_____
Mrs. Higgins	_____
Mr. Smith	_____
Mr. Dorsett	_____

47. MOTION TO ESTABLISH FEES FOR COPIES OF PUBLIC DOCUMENTS

Except as otherwise provided by law or regulation, the fee assessed for the duplication of a government record embodied in the form of printed matter shall not exceed the following:

- First page to tenth page, \$0.75 per page;

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- Eleventh page to twentieth page, \$0.50 per page;
- All pages over twenty, \$0.25 per page.

On Motion by _____, second by _____.

Discussion: _____ . Roll Call:

Dr. Hughes	_____
Mr. McDermott	_____
Mrs. Higgins	_____
Mr. Smith	_____
Mr. Dorsett	_____

PERSONNEL

A. RESOLUTION TO APPROVE THE EMPLOYMENT OF SUBSTITUTE TEACHERS FOR THE 2025-2026 SCHOOL YEAR.

WHEREAS, the Superintendent of Schools recommends that the North Arlington Board of Education approve the employment of the following Substitute Teachers for the 2025-2026 school year:

Jordan DeCosta, as a Substitute Teacher at North Arlington Public Schools, at the per diem rate of \$140.00 retroactively beginning on or about December 15, 2025 through June 30, 2026 not to exceed 29 hours per week, without benefits, *pending criminal history clearance and completion of all required employment paperwork*.

Logan Neno, as a Substitute Teacher at North Arlington Public Schools, at the per diem rate of \$140.00 beginning on or about January 5, 2026 through June 30, 2026 not to exceed 29 hours per week, without benefits, *pending criminal history clearance and completion of all required employment paperwork*.

BE IT RESOLVED, that the North Arlington Board of Education hereby approves the employment of Substitute Teachers for the 2025-2026 school year, as set forth above.

On Motion by _____, second by _____.

Discussion: _____ . Roll Call:

Dr. Hughes	_____
Mr. McDermott	_____
Mrs. Higgins	_____
Mr. Smith	_____
Mr. Dorsett	_____

AGENDA, REORGANIZATION MEETING, JANUARY 5, 2026

B. RESOLUTION TO APPROVE THE APPOINTMENT OF SUBSTITUTE PARAPROFESSIONALS FOR THE 2025-2026 SCHOOL YEAR.

WHEREAS, the Superintendent of Schools recommends that the North Arlington Board of Education approve the employment of the following substitute paraprofessional for the 2025-2026 school year:

Logan Neno, as a **Substitute Classroom Aide** at North Arlington Public Schools beginning on or about January 5, 2026 through June 30, 2026, at the hourly rate of \$15.92, not to exceed 29 hours per week, without benefits, *pending criminal history clearance and completion of all required employment paperwork.*

BE IT RESOLVED, that the North Arlington Board of Education hereby approves the employment of substitute paraprofessionals, for the 2025-2026 school year, as set forth above.

On Motion by _____, second by _____.
 Discussion: _____ . Roll Call:

Dr. Hughes _____
 Mr. McDermott _____
 Mrs. Higgins _____
 Mr. Smith _____
 Mr. Dorsett _____

C. RESOLUTION TO REVISE THE SALARY OF PART-TIME SECRETARY FOR THE 2025-2026 SCHOOL YEAR TO ENSURE COMPLIANCE WITH NEW MINIMUM WAGES, EFFECTIVE JANUARY 1, 2026.

WHEREAS, the Superintendent of Schools recommends that the North Arlington Board of Education revise the salary of Part-time Secretary, for the 2025-2026 school year to ensure compliance with new minimum wages, effective January 1, 2026, not to exceed 29 hours per week.

Washington Elementary School

Name	Title	Rate of Pay
Torres, Jennieseth	PT Secretary	From \$15.49 to \$15.92

BE IT RESOLVED, that the North Arlington Board of Education hereby revise the salary of Parttime Secretary, for the 2025-2026 school year, to ensure compliance with new minimum wages, effective January 1, 2026.

On Motion by _____, second by _____.
 Discussion: _____ . Roll Call:

Dr. Hughes _____
 Mr. McDermott _____
 Mrs. Higgins _____
 Mr. Smith _____
 Mr. Dorsett _____

AGENDA, REORGANIZATION MEETING, JANUARY 5, 2026

D. RESOLUTION TO APPROVE SICK LEAVE AND UNPAID LEAVE OF ABSENCE FOR A STAFF MEMBER FOR THE 2025-2026 SCHOOL YEAR.

WHEREAS, the Superintendent of Schools recommends that the North Arlington Board of Education approve a Sick Leave and Unpaid Leave of Absence for **Ms. June DiGregorio**, Aide, at Roosevelt Elementary School for the 2025-2026 school year, as follows:

SICK LEAVE with pay from on or about December 15, 2025 through on or about December 17, 2025, utilizing 3 sick bank days.

UNPAID LEAVE OF ABSENCE from on or about December 18, 2025 through on or about January 26, 2026.

BE IT RESOLVED, that the North Arlington Board of Education hereby approves a Sick Leave and Unpaid Leave of Absence for **Ms. June DiGregorio, Aide** at Roosevelt Elementary School for the 2025-2026 school year, as set forth above.

On Motion by _____, second by _____.

Discussion: _____ . Roll Call:

Dr. Hughes	_____
Mr. McDermott	_____
Mrs. Higgins	_____
Mr. Smith	_____
Mr. Dorsett	_____

E. RESOLUTION TO APPROVE THE APPOINTMENT OF PARAPROFESSIONALS FOR THE 2025-2026 SCHOOL YEAR.

Grayson Ryan, as a part-time, **Job Coach** (replacing Katte Galraza) at Veterans Middle School beginning on or about January 5, 2026 through June 30, 2026, at the hourly rate of \$17.75, not to exceed 29 hours per week, without benefits, *pending criminal history clearance and completion of all required employment paperwork.*

Amelia Herrmann, as a part-time, **Special Education Aide** (replacing Jennifer DaSilva) at Susan B. Anthony Elementary School beginning on or about January 5, 2026 through June 30, 2026, at the hourly rate of \$17.75, not to exceed 29 hours per week, without benefits, *pending criminal history clearance and completion of all required employment paperwork.*

Dylan Grabkowski, from part-time **Special Education Aide** at Veterans Middle School to part-time **Job Coach (replacing Robert McClintok)** at Veterans Middle School effective January 6, 2026 through on or about June 30, 2026, not to exceed 29 hours per week, without benefits, at the hourly rate of \$17.75, not to exceed 29 hours per week, *pending criminal history clearance and completion of all required employment paperwork.*

BE IT RESOLVED, that the North Arlington Board of Education hereby approves employment of paraprofessionals, for the 2025-2026 school year, as set forth above.

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On Motion by _____, second by _____.

Discussion: _____ . Roll Call:

Dr. Hughes	_____
Mr. McDermott	_____
Mrs. Higgins	_____
Mr. Smith	_____
Mr. Dorsett	_____

F. RESOLUTION TO ACCEPT RESIGNATIONS.

WHEREAS, the Superintendent of Schools recommends that the North Arlington Board of Education accept the following resignations:

Robert McClintock, as a part-time **Job Coach** at Veterans Middle School, effective on or about December 23, 2025.

Natalie Coimbra, as **Reading Specialist** at North Arlington Public Schools, effective on or about January 16, 2026.

On Motion by _____, second by _____.

Discussion: _____ . Roll Call:

Dr. Hughes	_____
Mr. McDermott	_____
Mrs. Higgins	_____
Mr. Smith	_____
Mr. Dorsett	_____

G. RESOLUTION TO APPROVE THE EMPLOYMENT OF A SUBSTITUTE PARAPROFESSIONAL FOR THE 2025-2026 SCHOOL YEAR.

WHEREAS, the Superintendent of Schools recommends that the North Arlington Board of Education approve the employment of the following Substitute Paraprofessional for the 2025-2026 school year:

Milagros Castro, as a **Substitute Classroom Aide /Lunchroom Aide** at North Arlington Public Schools beginning on or about January 5, 2026 through June 30, 2026, at the hourly rate of \$15.92, not to exceed 29 hours per week, without benefits, *pending criminal history clearance and completion of all required employment paperwork.*

BE IT RESOLVED, that the North Arlington Board of Education hereby approves the employment of Substitute Paraprofessional for the 2025-2026 school year, as set forth above.

On Motion by _____, second by _____.

Discussion: _____ . Roll Call:

Dr. Hughes	_____
Mr. McDermott	_____
Mrs. Higgins	_____
Mr. Smith	_____
Mr. Dorsett	_____

AGENDA, REORGANIZATION MEETING, JANUARY 5, 2026

H. MOTION TO APPROVE THE REVISED HOURLY RATES OF A CLASSROOM AIDE

WHEREAS, the Superintendent of Schools recommends that the North Arlington Board of Education approve the employment of the following Professional for the 2025-2026 school year:

Jean DeQuinzio, as a part-time, **Classroom Aide** (replacing Anne Kachel) at Jefferson Elementary School beginning on or about December 16, 2025 at the hourly rate of \$15.49 an hour and then increasing to \$15.92 an hour beginning on January 1, 2026 through June 30, 2026, not to exceed 29 hours per week.

BE IT RESOLVED, that the North Arlington Board of Education hereby approves the employment of a Paraprofessional for the 2025-2026 school year, as set forth above.

On Motion by _____, second by _____.

Discussion: _____ Roll Call:

Dr. Hughes	_____
Mr. McDermott	_____
Mrs. Higgins	_____
Mr. Smith	_____
Mr. Dorsett	_____

I. RESOLUTION TO APPROVE THE EXTENDED INSTRUCTIONAL SUPPORT (EIS) PROGRAM AND CERTIFICATED STAFF ASSIGNED TO THE PROGRAM.

WHEREAS, the Superintendent of Schools is recommending that the North Arlington Board of Education approve the Extended Instructional Support (EIS) Program; and

WHEREAS, this program will provide students in grades 1-11 instructional and enrichment opportunities, in a before and after-school setting, during the months of December, January, February, March, April, May, and June.

WHEREAS, the following staff members will be facilitating instruction and planning

Name	Title	Rate of Pay	Hours
Rouski, Katie	EIS Teacher	\$40 Per Hour	Not to exceed 150 Hours
Maas, Jordan	EIS Teacher	\$40 Per Hour	Not to exceed 150 Hours
Lozada, Emely	EIS Teacher	\$40 Per Hour	Not to exceed 150 Hours
Sachdeva, Palak	EIS Teacher	\$40 Per Hour	Not to exceed 150 Hours
Tupiza, Cristina	EIS Teacher	\$40 Per Hour	Not to exceed 150 Hours
Teixeira, Alexa	EIS Teacher	\$40 Per Hour	Not to exceed 150 Hours

AGENDA, REORGANIZATION MEETING, JANUARY 5, 2026

Russo, Nicole	EIS Teacher	\$40 Per Hour	Not to exceed 150 Hours
Hull, Kelly	EIS Teacher	\$40 Per Hour	Not to exceed 150 Hours
Cimirro, Victoria	EIS Substitute Teacher	\$40 Per Hour	Not to exceed 150 Hours
Nouravi, Mandy	EIS Teacher	\$40 Per Hour	Not to exceed 150 Hours
Lum, Alexandra	EIS Teacher	\$40 Per Hour	Not to exceed 150 Hours
Korb, Rachel	EIS Teacher	\$40 Per Hour	Not to exceed 150 Hours
Vijayakumar, Haripriya	EIS Teacher	\$40 Per Hour	Not to exceed 150 Hours
Brugnoli, Caitlin	EIS Teacher	\$40 Per Hour	Not to exceed 150 Hours
Boussalah, Zahra	EIS Teacher	\$40 Per Hour	Not to exceed 150 Hours
Sciancalepore, Lori	EIS Substitute Teacher	\$40 Per Hour	Not to exceed 150 Hours
Arun Prasad, Saranya	EIS Substitute Teacher	\$40 Per Hour	Not to exceed 150 Hours

On Motion by _____, second by _____.
 Discussion: _____ Roll Call:

Dr. Hughes _____
 Mr. McDermott _____
 Mrs. Higgins _____
 Mr. Smith _____
 Mr. Dorsett _____

J. RESOLUTION TO APPROVE THE APPOINTMENT OF SITE MANAGERS/TICKET COLLECTORS/CLOCK OPERATORS, FOR THE 2025-2026 SCHOOL YEAR.

WHEREAS, the Superintendent of Schools recommends that the North Arlington Board of Education approve the appointment of Site Managers/Ticket Collectors/Clock Operators at North Arlington High School, for the 2025-2026 school year, at the following stipends:

Ticket Collector \$37.00
 Site Manager/Chain Crew \$50.00
 PA Announcer/Clock \$57.00
 Freshman Clock \$27.00

***Note: This year, the role of Site Manager for 3 basketball games, and or a football game will be a rate of \$75.00.

Denise King	Site Manager/Ticket Collector/Clock Operator
-------------	--

AGENDA, REORGANIZATION MEETING, JANUARY 5, 2026

** Note: This year, the role of Site Manager may include two new roles: Chain Crew in Football and PA Announcer.

BE IT RESOLVED, that the North Arlington Board of Education approves the appointment of Site Managers/Ticket Collectors/Clock Operators at North Arlington High School, for the 2025-2026 school year, at the stipends set forth above.

On Motion by _____, second by _____.
Discussion: _____ . Roll Call:

Dr. Hughes	_____
Mr. McDermott	_____
Mrs. Higgins	_____
Mr. Smith	_____
Mr. Dorsett	_____

K. RESOLUTION TO APPROVE THE EMPLOYMENT OF A SUBSTITUTE NURSE FOR THE 2025-2026 SCHOOL YEAR.

WHEREAS, the Superintendent of Schools recommends that the North Arlington Board of Education approve the employment of the following Substitute Nurse for the 2025-2026 school year:

Ashley Gonzalez, as a **Substitute Nurse** North Arlington Public Schools beginning on or about January 6, 2026 through June 30, 2026, at the daily rate of \$200.00, not to exceed 29 hours per week, without benefits, *pending criminal history clearance and completion of all required employment paperwork.*

BE IT RESOLVED, that the North Arlington Board of Education hereby approves the employment of Substitute Paraprofessional for the 2025-2026 school year, as set forth above.

On Motion by _____, second by _____.
Discussion: _____ . Roll Call:

Dr. Hughes	_____
Mr. McDermott	_____
Mrs. Higgins	_____
Mr. Smith	_____
Mr. Dorsett	_____

AGENDA, REORGANIZATION MEETING, JANUARY 5, 2026

FISCAL MANAGEMENT

A. RESOLUTION TO APPROVE, UPON THE RECOMMENDATION OF THE SUPERINTENDENT, THE LIST OF TRAVEL AND RELATED COSTS WHICH ARE EDUCATIONALLY NECESSARY, FISCALLY PRUDENT, IN COMPLIANCE WITH STATE TRAVEL REIMBURSEMENT GUIDELINES, ARE RELATED TO AND WITHIN THE SCOPE OF THE EMPLOYEE’S CURRENT RESPONSIBILITIES AND PROMOTE THE DELIVERY OF INSTRUCTION OR FURTHER THE EFFICIENT OPERATION OF THE SCHOOL DISTRICT.

WHEREAS, the Superintendent of Schools recommends that the North Arlington Board of Education approve the attendance of staff members at the following Professional Development Workshops.

	Name	Date	Title of Workshop	Cost
	Samantha Dembowski	1/31/2026	Pension Review and Updates	\$145.00 plus mileage
	Tina Volpe	3/27/2026	NJPBSIS 2026 Forum	No Cost

On Motion by _____, second by _____.
Discussion: _____ Roll Call:

Dr. Hughes _____
Mr. McDermott _____
Mrs. Higgins _____
Mr. Smith _____
Mr. Dorsett _____

OPERATIONS

A. RESOLUTION TO AFFIRM THE SUPERINTENDENT’S DECISION IN HARASSMENT/INTIMIDATION/BULLYING INVESTIGATIONS.

BE IT RESOLVED, that the North Arlington Board of Education (hereinafter referred to as the “Board”) hereby affirms the Superintendent’s decision on the following HIB Investigations for the reasons set forth in the Superintendent’s decision to the students’ parents, and directs the School Business Administrator/Board Secretary to transmit a copy of the Board’s decision to the affected students’ parents forthwith. HIB Investigation Numbers:

298869_SBA_10312025
299546_VMS_11142025
300512_NAH_12032025

AGENDA, REORGANIZATION MEETING, JANUARY 5, 2026

On Motion by _____, second by _____.

Discussion: _____ Roll Call:

Dr. Hughes	_____
Mr. McDermott	_____
Mrs. Higgins	_____
Mr. Smith	_____
Mr. Dorsett	_____

B. MOTION TO APPROVE SETTLEMENT AGREEMENTS AND RELEASES.

WHEREAS, the Superintendent of Schools recommends that the North Arlington Board of Education approve two Settlement Agreements and Releases between the Board and the Parent of a student whose name is on file in the Superintendent’s Office.

BE IT RESOLVED, that the North Arlington Board of Education hereby approves the two Settlement Agreements and Releases between the Board and the Parent of a student whose name is on file in the Superintendent’s Office. The Board President and Board Secretary are hereby authorized and directed to execute the Settlement Agreements and the Superintendent of Schools, School Business Administrator/Board Secretary, and Director of Special Education are authorized to take any action necessary to implement the Settlement Agreements.

On Motion by _____, second by _____.

Discussion: _____ Roll Call:

Dr. Hughes	_____
Mr. McDermott	_____
Mrs. Higgins	_____
Mr. Smith	_____
Mr. Dorsett	_____

GOVERNANCE

A. RESOLUTION TO SUSPEND BYLAW 0131 THAT REQUIRES ADOPTION OF BOARD POLICY WITH ONE READING AND ADOPT THE REVISED POLICY AT FIRST READING.

WHEREAS, the Superintendent of Schools recommends that the North Arlington Board of Education suspend Bylaw 0131 that requires adoption of Board Policies and Regulations with one reading and adopt the revised Policies and Regulations at first reading so these Polices and Regulations can go into effect immediately to ensure compliance.

Policy Number	Policy Title
2460.01	Responses to Written Parental Requests Regarding Special Education Indentification, Classification, Evaluation, Educational Placement, or Provision of FAPE

AGENDA, REORGANIZATION MEETING, JANUARY 5, 2026

BE IT RESOLVED, that the North Arlington Board of Education suspended Bylaw that requires adoption of Board Policies and Regulations with one reading and adopt the revised Policies and Regulations at first reading so these Polices and Regulations can go into effect immediately to ensure compliance.

On Motion by _____, second by _____.
Discussion: _____ . Roll Call:

Dr. Hughes	_____
Mr. McDermott	_____
Mrs. Higgins	_____
Mr. Smith	_____
Mr. Dorsett	_____

INSTRUCTION AND PROGRAM

A. RESOLUTION TO APPROVE FIELD TRIPS.

WHEREAS, the Superintendent of Schools recommends that the North Arlington Board of Education approve field trips on file in the Superintendent’s office.

BE IT RESOLVED, that the North Arlington Board of Education hereby approves field trips on file in the Superintendent’s office.

On Motion by _____, second by _____.
Discussion: _____ . Roll Call:

Dr. Hughes	_____
Mr. McDermott	_____
Mrs. Higgins	_____
Mr. Smith	_____
Mr. Dorsett	_____

STUDENTS AND COMMUNITY

A. RESOLUTION TO APPROVE A COOPERATIVE SPORTS PROGRAM BETWEEN LYNDHURST HIGH SCHOOL AND NORTH ARLINGTON HIGH SCHOOL IN THE AREA OF LACROSSE FOR THE 2025-2026 SCHOOL YEAR.

WHEREAS, the Superintendent of Schools recommends that the North Arlington Board of Education approve a Cooperative Sports Program between Lyndhurst High School and North Arlington High School in the area of Lacrosse for the 2025-2026 school year.

AGENDA, REORGANIZATION MEETING, JANUARY 5, 2026

BE IT RESOLVED, that the North Arlington Board of Education approved a Cooperative Sports Program between Lyndhurst High School and North Arlington High School in the area of Lacrosse for the 2025-2026 school year.

On Motion by _____, second by _____.

Discussion:_____. Roll Call:

Dr. Hughes _____
Mr. McDermott _____
Mrs. Higgins _____
Mr. Smith _____
Mr. Dorsett _____

CONTRACTS, ADDENDA, BIDS, AND PROPOSALS

1. A. MOTION TO APPROVE THE PROPOSED PROFESSIONAL SERVICES OF SPIEZLE ARCHITECTURAL GROUP, INC. ASSOCIATED WITH THE SITE/CIVIL AND GEOTECHNICAL ENGINEERING OF THE GRASS AREA AT ROOSEVELT ELEMENTARY SCHOOL

WHEREAS the Superintendent recommends that the Board approves the professional services of **Spiezle Architectural Group, Inc.** associated with the site/civil and geotechnical engineering of the grass area at Roosevelt Elementary School:

	Professional Fee
Site/Civil Engineering	\$118,200.00
Geotechnical Engineering	\$7,380.00
Total Estimated Architectural Fees for Engineering Work	\$125,580.00

BE IT RESOLVED, the North Arlington Board of Education approves the professional services of **Spiezle Architectural Group, Inc.** associated with the site/civil and geotechnical engineering of the grass area at Roosevelt Elementary School as set forth above.

On Motion by _____, second by _____.

Discussion:_____. Roll Call:

Dr. Hughes _____
Mr. McDermott _____
Mrs. Higgins _____
Mr. Smith _____
Mr. Dorsett _____

AGENDA, REORGANIZATION MEETING, JANUARY 5, 2026

SUNSHINE RESOLUTION

WHEREAS, this meeting is duly and properly called for a regular session meeting of this Body and adequate notice has been given as provided for by the “Open Public Meetings Act”; and

WHEREAS, it is now necessary that the Board of Education consider the following matter: which fall(s) within the exceptions as set forth in the “Open Public Meetings Act” and therefore are matters which this Body determines should be discussed at a closed meeting. It is anticipated that this closed session will last approximately _____ minutes.

NOW, THEREFORE, BE IT RESOLVED, by the North Arlington Board of Education as follows:

That this body shall at this time recess this meeting and conduct a closed meeting concerning the above referenced matter(s), which involve exceptions this body hereby determines are of such a nature that they cannot be discussed at an open meeting and this body is at this time unable to determine when the matter(s) under discussion can be disclosed to the public. However, this body will make such a disclosure when circumstances permit.

On Motion by _____, second by _____.

Discussion: _____ . Roll Call:

Dr. Hughes	_____
Mr. McDermott	_____
Mrs. Higgins	_____
Mr. Smith	_____
Mr. Dorsett	_____

Time recessed: _____ Time reconvened: _____

On Motion by _____, second by _____.

Discussion: _____ . Roll Call:

Dr. Hughes	_____
Mr. McDermott	_____
Mrs. Higgins	_____
Mr. Smith	_____
Mr. Dorsett	_____

AGENDA, REORGANIZATION MEETING, JANUARY 5, 2026

ADJOURNMENT

There being no further business to come before the Board of Education of the Borough of North Arlington, in the County of Bergen, State of New Jersey, this Reorganization Meeting of January 5, 2026 adjourned at _____p.m.

On Motion by _____, second by _____.

Discussion:_____. Roll Call:

Dr. Hughes	_____
Mr. McDermott	_____
Mrs. Higgins	_____
Mr. Smith	_____
Mr. Dorsett	_____

SD:at