

MINUTES, JUNE 22, 2026 - SPECIAL PUBLIC MEETING

NORTH ARLINGTON BOARD OF EDUCATION
NORTH ARLINGTON, NEW JERSEY
SPECIAL PUBLIC MEETING

June 22, 2026

5:09 p.m.

Board of Education Office

I. CALL TO ORDER

II. ROLL CALL

Mr. Dorsett	Present
Dr. Hughes	Present
Mrs. Higgins	Present
Mr. McDermott	Absent
Mr. Smith	Via Telephone @5:48 pm
Student Board Member	Absent

III. SALUTE TO THE FLAG

IV. STATEMENT OF SPECIAL PUBLIC MEETING NOTICE

PLEASE TAKE NOTICE, that in accordance with the provision of Chapter 231, Laws of 1975, the “Open Public Meetings Act,” notice is hereby given that the North Arlington Board of Education will hold a Special Public Board Meeting and Executive Meeting on **Monday, June 22, 2026** at the North Arlington Board of Education Offices located at 222 Ridge Road, North Arlington, NJ. The meeting will commence at 5:00 p.m. and the Board will immediately move into closed executive session to discuss matters related to personnel, disenrollment of a student and NASA Contract. After the conclusion of the closed executive session, the Board of Education will return to public session where it will hear public comment (if any).
Formal action will be taken at this meeting.

V. CORRESPONDENCE

Superintendent’s Statement

This meeting is open to the public for the purpose of addressing any subject matter that is pertinent to and/or directly related to the operation of the North Arlington Public School District. Residents wishing to speak on such items are required to state their names, addresses and subject matter. Pursuant to Board Bylaw 0167, Public Participation in Board Meetings, comments are limited to 5 minutes duration.

The Board may (or may not) respond to issues raised by members of the public at the time they are raised, but will provide a response if and when appropriate. However, the Board cannot directly respond to the issues regarding personnel, in order to protect the privacy rights of the individual.

Please be advised that there is no privilege or qualified privilege with regard to any statements that you make before the Board. What this means is that while you are certainly free to exercise your right to comment on issues before the Board, such comments are considered public statements, and may be responded to or acted upon by any individuals affected by them. The Board will, of course, consider your comments as they relate to its obligations to effectively govern the North Arlington School District, but cannot offer protection from any action that a third-party may elect to pursue as a result of any statements offered during public session.

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VI. HEARING OF THE PUBLIC

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

Irene McKenna, Teacher, Susan B. Anthony School, N.A. – Ms. McKenna stated that she had a meeting with Mr. Burke and Mrs. Rodriguez and expressed that she did not want to be transferred into the ABA room at Jefferson School. She further stated that after 30 years the district informed her that her grades were not good enough. She said that she does not feel as though she would be good in a different position. She reviewed papers that she had on hand regarding her evaluations and LinkIt! scores, which she noted as exemplary. Ms. McKenna stated that she does not understand why she is being told that she is not a good fit anymore.

Dr. Hughes asked when she was transferred from Roosevelt Elementary School to Susan B. Anthony Elementary School. Dr. Yurchak said that the transfer happened when Susan B. Anthony Elementary School opened.

Ms. McKenna asked if this was a problem why wasn't she notified five years ago? She stated "yes" that she was part of coaching cycles, but that she didn't receive one this year until the end of the year.

She presented growth charts to the Board for review.

Mr. Dorsett stated that as a teacher he understood the point of standardized testing and understood her point of standardized tests and students just clicking to get through the test.

Ms. McKenna said she has done this for 30 years and it has got to mean something for doing the right thing. She also asked why she would have been Teacher of the Year two years ago if she was doing so poorly. She presented her evaluation that was highly effective.

Motion to close the Hearing of Citizens made by Dr. Hughes, second by Mrs. Higgins. There was no discussion. On Roll all Board Members present voted in the affirmative and none in the negative, it was so ordered.

Dr. Yurchak explained that Ms. McKenna had previously written an email to the Superintendent stating that she would like the matter discussed during public session.

Dr. Yurchak first stated that we are trying to give Jefferson School the best line up as possible. He expressed to the Board that Ms. McKenna was the correct puzzle piece to fit in this scenario, at this time, particularly for the ABA self-contained room.

The Superintendent explained that she is fully certified to take on the role as a Teacher of Handicapped with 30 years of experience. He also offered shadowing opportunities, extended summer time training, time at year end, and meeting directly with a BCBA, along with himself coming in to support the transition. He stated that all of this information was explained her and a union representative during the day. Dr. Yurchak stated at that meeting that his intention was to review her transfer in executive session to protect her privacy, however Ms. McKenna chose to have the discussion take place publicly.

The Superintendent presented Ms. McKenna's test scores, which showed that they were not exemplary, as Ms. McKenna stated. In the 23/24 school year based on LinkIt! Data, in ELA she had a 47% passing rate, which was middle of the pack, and in Math she had 46%, which was the second worst score in the school district for grade 2 general education classes.

In the 24/25 school year she had significantly worse scores then the previous years and students regressed. The students regressed in Math and had the worst Math scores in the district for grade 2. The Superintendent stated that she was reassigned as an inclusion/resource teacher for K-1 and a small resource class for the 25-26 school year in an attempt to find a placement that worked best for the students to succeed. He noted that even with this very light schedule, students have regressed based on available data. He reviewed her current schedule with the Board and student performance in grades K-1 and resource.

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Mrs. Higgins asked if we have inclusion and resource in K-1 in other schools. The Superintendent stated that he did not know off hand because these classes are IEP-driven and there may be other small sections throughout the school district. He stated that he'll review and provide an update. The Superintendent explained that this is a small part of the overall decision. He explained that we are all puzzle pieces and that we are trying to make the best decision possible. He said that in the 24/25 school year Ms. McKenna had five goals in total to meet and that she did not meet two of them. Mrs. Higgins asked how long the coaching cycle was. The Superintendent provided the coaching schedule for the past two years. He stated that transfers cannot be punitive and that this is not punitive. He also stated that, although this is a difficult process, it is best for our students. He said that this was the most extensive set of data that he has ever provided to the Board and that he is taking the position and the transfer very seriously. He said that the data is not where it needs to be, and we need to find the right fit for Ms McKenna so that the students will be successful.

Mr. Dorsett spoke regarding the passing rate for the rest of the inclusion K-1 students. He said that publicly he did not think it was fair to compare data for the K-1 and 2nd grades.

The Superintendent stated that the Board is always looking for improvement on test scores. He stated that here is an example with data that we have available, and it is not showing enough student growth over a three-year period, while providing support and new opportunities. He also stated that this is not the sole reason why she is being transferred. He reiterated that Ms. McKenna is fully certified to do the job for a position that must be filled.

Mrs. Higgins asked if other data such as IXL was being looked at. The Superintendent stated that "absolutely" Ms. McKenna did not hit monthly goals in the 24/25 school year at all in the areas of ELA and Math when she had her own grade 2 class. He stated that almost all other teachers regularly met or exceeded their goals. He said that Ms. McKenna is also part of the data team, so she has full understanding of the importance of the data and school-wide data.

Mr. Dorsett asked what Ms. McKenna taught in prior years. The Superintendent stated resource and inclusion. Mr. Dorsett stated that he would be apprehensive for her to teach an ABA classroom. The Superintendent stated for the record that he has full faith in Ms. McKenna in this new setting and that she is fully capable with her 30 years of experience, and certified to do the job. He stated again that all other support and training will be provided.

The Board informed Ms. McKenna that they would be making a motion to table the resolution to transfer her until more information was presented and discussed prior to the July Board Meeting.

PERSONNEL

A. RESOLUTION TO APPROVE THE TERMS OF THE COLLECTIVE NEGOTIATIONS AGREEMENT BETWEEN THE NORTH ARLINGTON BOARD OF EDUCATION AND THE NORTH ARLINGTON SUPERVISORS' ASSOCIATION FROM THE PERIOD BEGINNING JULY 1, 2026 THROUGH JUNE 30, 2031.

WHEREAS, the North Arlington Board of Education (the "Board") and the North Arlington Supervisors' Association (the "Association") have negotiated a Collective Negotiations Agreement from July 1, 2026 through June 30, 2031 (the "CNA"); and

WHEREAS, the Association has, by majority vote of its membership, ratified the CNA.

NOW, THEREFORE, BE IT RESOLVED that the Board hereby approves the terms of the CNA for July 1, 2026 through June 30, 2031, which is attached to this Resolution and made a part hereof; and

BE IT FURTHER RESOLVED that the Board hereby authorizes the Board President and the Board Secretary/School Business Administrator to execute, on behalf of the Board, the Agreement by and between the Board and the Association.

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B. MOTION TO APPROVE A TRANSFER OF A 12-MONTH SECRETARY

WHEREAS, the Superintendent of Schools has recommended the transfer of a 12-month confidential secretary from the Board of Education Office to a 12-month secretary position at North Arlington High School to fill a vacant secretarial position at North Arlington High School.

NOW, THEREFORE, be it resolved that the Board, upon the recommendation of the Superintendent of Schools, hereby transfers Jaime Cruz to North Arlington High School beginning on or about July 1, 2026.

BE IT FURTHER RESOLVED, that the Jaime Cruz's salary shall not be reduced as a result of the transfer and salary increases for Jaime Cruz for the 2027-2028 school year and beyond shall be consistent with the collective negotiations agreement between the Board and the North Arlington Education Association so long as Jaime Cruz remains in a position within the scope of the NAEA's bargaining unit.

BE IT FURTHER RESOLVED that the Superintendent of Schools, the School Business Administrator/Board Secretary, and the Board President are authorized to take all action and execute all documents necessary to implement this Resolution.

C. RESOLUTION TO RATIFY AND AFFIRM THE EMPLOYMENT OF LONG-TERM SUBSTITUTE TEACHER FOR THE 2025-2026 SCHOOL YEAR.

WHEREAS, the Superintendent of Schools recommends that the North Arlington Board of Education ratify and affirm the employment of the following Substitute Teacher for the 2025-2026 school year:

Victoria Cimirro, as a **Long-Term Substitute Teacher** at Jefferson Elementary School at the per diem rate of \$160.00 beginning on or about June 15, 2026 through on or about June 30, 2026 not to exceed 29 hours per week, without benefits.

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

D. RESOLUTION TO APPROVE THE EMPLOYMENT OF CERTIFICATED STAFF MEMBERS FOR THE 2026-2027 SCHOOL YEAR.

WHEREAS, the Superintendent of Schools recommends that the North Arlington Board of Education approve the employment of the following certificated staff member, for the 2026-2027 school year:

Chad Dover-Wixson, as a full-time, **Teacher of Chemistry** (replacing Brian Blackmore) at North Arlington High School for the period beginning on or about September 1, 2026 through or about June 30, 2027, at Step 3, BA on the North Arlington Teachers' Salary Guide or \$61,000.00, *pending criminal history clearance and completion of all required employment paperwork.*

Tuyet Bui, as a full-time, **Teacher of Elementary** (replacing Jordan Maass) at Jefferson Elementary School for the period beginning on or about September 1, 2026 through or about June 30, 2027, at Step 14, MA+30 on the North Arlington Teachers' Salary Guide or \$96,500.00, *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 the certificated staff member, for the 2026-2027 school year, as set forth above.

E. RESOLUTION TO APPROVE THE TRANSFER OF PARAPROFESSIONALS FOR THE 2026-2027 SCHOOL YEAR.

WHEREAS, the Superintendent of Schools recommends that the North Arlington Board of Education approve the reassignment of the following paraprofessionals for the 2026-2027 school year:

Karima Elmoazz, from part-time **Job Coach** at Veterans Middle School to part-time **Special Education Aide** at Susan B. Anthony School (replacing Erika DeJesus), effective September 1,

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2026 through on or about June 30, 2027 at the hourly rate of \$20.00, not to exceed 29 hours per week, without benefits.

BE IT RESOLVED, that the North Arlington Board of Education hereby approves the reassignment of the paraprofessionals for the 2026-2027 school year, as set forth above.

F. RESOLUTION TO APPROVE THE APPOINTMENT OF PARAPROFESSIONALS FOR THE 2026-2027 SCHOOL YEAR.

WHEREAS, the Superintendent of Schools recommends that the North Arlington Board of Education approve the appointment of Paraprofessionals for the period beginning September 1, 2026 through June 30, 2027, not to exceed 29 hours per week, without benefits, as follows:

VETERANS MIDDLE SCHOOL

NAME	TITLE	RATE OF PAY
Gratson, Daneen	Shared Special Education Aide	\$18.00

BE IT RESOLVED, that the North Arlington Board of Education hereby approves the appointment of Paraprofessionals for the period beginning September 1, 2026 through June 30, 2027, as set forth above.

G. ~~RESOLUTION TO APPROVE THE TRANSFER OF TEACHING STAFF MEMBERS FOR THE 2026-2027 SCHOOL YEAR.~~

~~WHEREAS, the Superintendent of Schools recommends that the North Arlington Board of Education approve the reassignment of the following teaching staff members for the 2026-2027 school year:~~

Staff Member	From/Position	To /Position
Irene Mckenna	Susan B. Elementary/Elementary School Teacher/Teacher of Handicapped	Jefferson Elementary/ Elementary School Teacher/Teacher of Handicapped
Noreen Mack	Jefferson Elementary/Elementary School Teacher	Susan B. Elementary/Elementary School Teacher

~~BE IT RESOLVED, that the North Arlington Board of Education hereby approves the reassignment of the teaching staff members for the 2026-2027 school year, as set forth above.~~

On Motion by Dr. Hughes, second by Mrs. Higgins. There was no discussion. On Roll Call all Board Members present voted in the affirmative, Dr. Hughes abstained from voting on Item A., The Board tabled Item G, and none in the negative, it was so ordered.

FISCAL MANAGEMENT

A. RESOLUTUION TO APPROVE A TUITION CONTRACT WITH THE PARENT OF A STUDENT.

BE IT RESOLVED, that the North Arlington Board of Education approves a tuition contract with the parent of a student whose name is on file in the Superintendent’s Office, which is attached hereto and made a part hereof.

BE IT FURTHER RESOLVED, that the Board authorizes the Board President and Board Secretary to execute any documents necessary to effectuate this Resolution.

On Motion by Mrs. Higgins, second by Dr. Hughes. There was no discussion. On Roll Call all Board Members present voted in the affirmative and none in the negative, it was so ordered.

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LIAISON TO INDIVIDUAL SCHOOLS

Anthony School	Edward Smith and Robert Dorsett
Jefferson School	Robert Dorsett and Edward Smith
Roosevelt School	Scott Hughes and George McDermott
Washington School	Michele Higgins and Scott Hughes
Veterans Middle School	Michele Higgins, Edward Smith, and George McDermott
High School	George McDermott and Edward Smith

INSTRUCTION AND PROGRAM

Michele Higgins, Chairman
Edward Smith, Co-Chairman

OPERATIONS

Scott Hughes, Chairman
George McDermott, Co-Chairman
George McDermott, Chairman
Scott Hughes, Co-Chairman

GOVERNANCE

FISCAL MANAGEMENT

Edward Smith, Chairman
Robert Dorsett, Co-Chairman

STUDENT AND COMMUNITY

Robert Dorsett, Chairman
Scott Hughes, Co-Chairman

PERSONNEL

George McDermott, Chairman
Edward Smith, Co-Chairman

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 Special Public Meeting of June 22, 2026 adjourned at 5:50 p.m.

On Motion by Mrs. Higgins, second by Dr. Hughes. There was no discussion. On Roll Call all Board Members present voted in the affirmative and none in the negative, it was so ordered.

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