

Board of Education
Nutley, New Jersey

April 28, 1975

The Regular Meeting of the Board of Education of the Town of Nutley, New Jersey, was held in the Franklin School Auditorium, 325 Franklin Avenue, on Monday, April 28, 1975, at 8:00 p.m., with Mrs. Thomas E. Jaworek, President, presiding.

FLAG SALUTE:

The meeting was opened with Mr. Tangorra leading the Board members and citizens in the Pledge of Allegiance to the American Flag.

ROLL CALL:

The other members present at roll call were: Mr. John E. Clayton, Jr., Mr. Walter S. Lindstrom, Mr. Carl Perez, Mrs. Edward M. Popadick, Mrs. Bernard Rabinowitz, Mr. Gerard T. Restaino, Mr. Frank V. Tangorra and Mr. Louis F. Williams. Approximately 250 citizens present.

MINUTES:

Copies of the minutes of the Special Meeting held on March 17, 1975, at 7:00 p.m., being in the hands of each member, reading of same was dispensed. Mr. Clayton moved that the minutes be approved, seconded by Mrs. Popadick, and unanimously approved by the Board.

Copies of the minutes of the Organization Meeting held on March 17, 1975, at 8:00 p.m., being in the hands of each member, reading of same was dispensed. Mr. Clayton moved that the minutes be approved, seconded by Mr. Perez, and unanimously approved by the Board.

COMMUNICATIONS:

Mr. Ramsland presented and read the following:

1. A letter to Mrs. Thomas E. Jaworek, President, from Maxine Hoffer:

"This is not an easy letter to write, for in it I am submitting my request for retirement from the employ of the Nutley Board of Education as of July 1, 1975.

"It is only within the past two weeks that I have come to this decision, although it has been in the back of my mind for several years. My experiences of this winter, however, have confirmed two truisms: that no one is indestructible and, also, that no one is indispensable.

"It is not simple to sever the ties of forty-one years. They have been rewarding years, for I have worked with admirable colleagues in a school system long committed to searching out and practising that which is most productive of good education for Nutley children. For all those years I must thank the Nutley Board of Education. More especially I must thank for the help and support unfailingly extended me in my work as department chairman.

"With every good wish to the Board as it faces the complex problems of the next years."

2. A letter to the members of the Board of Education from Beatrice Finnan:

"I would like to submit my name for retirement, same to begin July 1, 1975.

"I have enjoyed my teaching at Nutley Junior and Senior High Schools. All the administrators and faculty have been exceptionally cooperative; to request a favor was to receive one.

"I will miss the classroom and all it entails, but all too quickly time has marched on!

"I will always cherish my associations with the Nutley Board of Education and all its representatives. My sincere thanks to all of you."

3. A letter to the members of the Board of Education from Stephen P. Resco:

"Please accept my resignation as a Custodial Fireman from the Nutley Board of Education effective June 30, 1975.

"My association with the Nutley Board of Education has been a most pleasant one, and I would like to thank the Board for all the courtesies extended to me."

4. A letter to the members of the Board of Education from Catherine D. Sheehy:

"I am of the opinion and have a suggestion to lower the budget of the Nutley Public School education by eliminating the 'Student Drivers' course in the Nutley Public School.

"I have three grandchildren who attended a Catholic High School and each one had to pay for their Driver's education course; (i. e. their parents did). Why can't the parents in Nutley do the same for their children? Why should Nutley taxpayers be obliged to pay for this expense?

"This is one of the frills that is not necessary for a thorough and efficient education."

SECRETARY'S REPORT:

Mr. Ramsland presented and read the following report:

"The warmer spring weather is most welcome at this time of year. The winter, though it has not been severe, has been long, and we've had our share of heating problems this year. We're planning to effect more permanent remedies for some of them during the coming summer.

"Unfortunately, the warmer weather also seems to revive the ancient sport of rock-throwing; although at today's prices for glass and labor, it can no longer be considered 'sport'. Thirteen windows were broken at Spring Garden School last weekend. The price of replacement glass would have bought a new film-strip projector; the labor would have built a much-needed cabinet. In addition to these thirteen, thirty eight windows were replaced throughout the school system.

"The grounds crew is busy with spring clean-up, fertilizing, and re-seeding, and the improvement is evident. I would like to publicly thank the Shade Tree Division of Commissioner Cocchiola's Parks and Recreation

4/28/75

Department for their valuable assistance in trimming, pruning, and even removal of trees on various school properties, the latest instance of which was at Lincoln School. This type of cooperation is a real money-saver to Nutley's taxpayers.

"Arbor Day was celebrated on April 18 (since schools were closed on the actual day) in all the elementary schools with the planting of trees provided by the Town. Again, our thanks to those involved.

"The bidding season is in full swing. I have not yet analyzed many of the bids, but it would seem from some of the early ones that the price increases may not be as great as was anticipated.

"The window replacement program at Franklin School is nearing completion. The aesthetic value of these new windows is now apparent. The real value, however, is economic. This will be realized after the old, obsolete, heat-wasting unit ventilators are replaced. Plans and specifications for this project are now being prepared.

"Elsewhere in the school system, some twenty eight separate items of plumbing and/or heating repairs were made. These included repairs or replacements of air, water, waste, steam and condensate return lines and valves; toilets, flushometers, faucets, shower heads, drinking fountains, and garbage disposals; and a sump pump, a circulating pump, the Whirlpool bath, a pressure relief valve, and a unit ventilator heating coil. A detailed report of maintenance work is on file in my office.

"Fire drills were held at the various schools during the months of March and April:

March 6	Nutley High School	2:05 p.m.	2 min 28 secs.
March 13	Yantacaw School	10:26 a.m.	1 min. 10 secs.
March 17	Lincoln School	2:30 p.m.	1 min. 18 secs.
March 18	Radcliffe School	2:45 p.m.	1 min. 38 secs.
March 18	Spring Garden School	1:23 p.m.	1 min. 35 secs.
March 21	Lincoln School	2:32 p.m.	1 min. 12 secs.
March 22	Special Education Center	1:00 p.m.	1 min. 30 secs.
March 23	Washington School	12:50 p.m.	1 min. 25 secs.
March 25	Washington School	3:00 p.m.	1 min. 25 secs.
March 26	Spring Garden School	10:04 a.m.	1 min. 30 secs.
March 26	Franklin School	2:30 p.m.	2 min.
March 27	Yantacaw School	12:50 p.m.	1 min. 15 secs.
March 30	Special Education Center	9:45 a.m.	2 min.
March 31	Franklin School	2:37 p.m.	1 min. 55 secs.
April 9	Spring Garden School	1:42 p.m.	1 min. 10 secs.
April 9	Special Education Center	9:30 a.m.	2 min.
April 10	Washington School	12:55 p.m.	1 min. 30 secs.
April 10	Franklin School	2:33 p.m.	1 min. 55 secs.
April 11	Yantacaw School	1:33 p.m.	1 min. 30 secs.
April 14	Lincoln School	11:02 a.m.	1 min. 17½ secs.
April 17	Spring Garden School	1:16 p.m.	1 min. 20 secs.
April 17	Yantacaw School	10:10 a.m.	2 min.
April 18	Lincoln School	2:10 p.m.	1 min. 13½ secs."

FINANCIAL REPORT:

Mr. Ramsland presented the financial report as of March 31, 1975, showing total funds available of \$8,224,588.51, contractual orders to date of \$7,359,732.05, leaving a balance of funds available of \$864,856.46.

Mr. Ramsland presented the financial report of the Training Center Special Projects Account as of March 31, 1975, showing a balance as of July 1, 1974 of \$1,099.62, total receipts of \$7,790.62, total disbursements of \$7,468.62, leaving a cash balance of \$1,421.62.

SUPERINTENDENT'S REPORT:

Mr. Fowler presented and read the following report:

"The following dates have been established for the Nutley Summer School.

Registration - June 24th (1:00 p.m. to 4:00 p.m.)
 First day of school - June 25th
 Last day of school - August 5th

"Questions pertinent to the summer program may be directed to Mr. Max Kletter, the director of this program.

"We would like to extend a cordial invitation to all parents and other interested citizens to attend an exhibit of work completed by students involved in the Nutley High School Fine and Industrial Arts Department.

"Exhibits from the Home Economics and Fine Arts Departments as well as from Wood, Metals, Graphic Arts, Automotive, Electronics and Drafting Shops will be on display. A special feature will show students from these departments at work on various projects.

"On Friday evening, May 2nd, a special program has been planned by the Music Department. This will include participation of various groups involved in Nutley High School's music program.

"The schedule is as follows:

May 1, 1975	- 9:00 a.m. to 2:30 p.m.	- Exhibit of students' work in gymnasium
May 2,	- 9:00 a.m. to 2:30 p.m.	- Exhibit of students' work in gymnasium
May 2,	- 6:30 p.m. to 9:00 p.m.	- Exhibit of students' work in gymnasium
May 2,	- 7:30 p.m.	- Music program in High School auditorium

"Dr. Ernest Ersfeld, Director of Music in the Nutley Public Schools, has notified the Superintendent's Office that three bands from the public schools will participate in the Memorial Day parade.

"This year's schedule for graduation and promotion is as follows:

June 18	- High School	- 6:30 p.m.
June 19, 20	- High School rain dates	
June 19	- Franklin	- 9:30 a.m.
June 20	- Franklin School rain date	
June 19	- Yantacaw School	- 2:00 p.m.
June 18	- Washington School	- 2:00 p.m.
June 17	- Spring Garden School	- 1:30 p.m.
June 16	- Radcliffe School	- 2:00 p.m.
June 13	- Lincoln School	- 1:15 p.m.

"For the past several weeks Mrs. Thomasina Hyland has been taking a group from her high school Dramatics Club to the elementary schools. The elementary students were especially appreciative of their presentation, 'Story Theatre: Adaptations from Aesop's Fables'.

"Schools will officially close for students on June 20, 1975. This will be a half-session day.

"The annual Nutley Junior Olympics will be held at the Park Oval on the morning of May 15th. In the event of rain, the program will be held on May 16th. Fifth and sixth grade students participate in this program.

4/28/75

"Nutley High School's Cadet Band will be participating in the Blossom Festival Parade at Niagara Falls, Canada on May 10, 1975.

"Mayor Carmen Orechio has proclaimed the month of May as 'Pride in Nutley' month. In keeping with this proclamation, a citizens committee has been busily engaged in developing a program around this theme. Every school in the community has organized special activities that will emphasize the stamping out of vandalism and continued efforts to retain the beauty of this community.

CAFETERIA REPORT:

Mr. Tangorra presented the cafeteria report as of March 31, 1975, showing a cash balance as of July 1, 1974 of \$836.38, total receipts of \$142,631.24, total disbursements of \$126,434.65, leaving a balance of \$17,032.97. Total "A" lunch - 19,150. Milk - 22,143. Free lunches - 2,054. Reduced price lunches - 472. Senior Citizen Lunches - 256. School days - 20.

HEARING OF CITIZENS (Agenda Items Only): None

APPROVAL OF BILLS & MANDATORY PAYMENTS:

On motion made by Mr. Tangorra, seconded by Mr. Clayton, and unanimously approved by the Board, bills for goods received and services rendered for April 28, 1975 were approved and payments ratified. (See pages 250a, 250b, 250c and 250d)

On motion made by Mr. Tangorra, seconded by Mrs. Popadick, and unanimously approved by the Board, bills for mandatory payments for April 28, 1975 were approved and payments ratified. (See page 250d)

REQUESTS FOR USE OF SCHOOL BUILDINGS AND GROUNDS:

Mr. Tangorra presented and moved the adoption of the following resolution, seconded by Mrs. Popadick, and unanimously approved by the Board: (See pages 250e, 250f and 250g)

RESIGNATION - Teacher:

Mr. Restaino presented and moved the adoption of the following resolution, seconded by Mr. Perez, and unanimously approved by the Board:

BE IT RESOLVED, That the resignation of Mrs. Doris Telepun, high school home economics teacher, be accepted, effective March 17, 1975.

RETIREMENT - Nutley High School Department Head:

Mr. Restaino presented and moved the adoption of the following resolution, seconded by Mr. Lindstrom, and unanimously approved by the Board:

BE IT RESOLVED, That the retirement of Mrs. Maxine Hoffer, Nutley High School English Department Head, be accepted, effective as of June 30, 1975.

RETIREMENT - Teacher:

Mr. Restaino presented and moved the adoption of the following resolution, seconded by Mr. Clayton, and unanimously approved by the Board:

BE IT RESOLVED, That the retirement of Mrs. Ruth Ball, Franklin School English teacher, be accepted, effective as of June 30, 1975.

LEAVES OF ABSENCE - Teachers:

Mrs. Rabinowitz presented and moved the adoption of the following resolution, seconded by Mr. Clayton, and unanimously approved by the Board:

BE IT RESOLVED, That the following teachers be granted leaves of absence for the 1975-1976 school year:

Mrs. Christine M. Affinito, elementary (Maternity)
Mrs. Carolyn Legg, high school home economics
(Extension-Maternity)

APPOINTMENT - Teacher:

Mrs. Rabinowitz presented and moved the adoption of the following resolution, seconded by Mr. Tangorra, and unanimously approved by the Board:

BE IT RESOLVED, That Mrs. Calogera Gallico, high school home economics teacher, be appointed for the remainder of the 1974-1975 school year, effective March 31, 1975, at a salary agreed upon by the Board of Education and in accordance with the 1974-1975 salary guide. (BA-1) \$9,050.

APPOINTMENT - Summer Employment, High School Vice Principal:

Mrs. Rabinowitz presented and moved the adoption of the following resolution, seconded by Mr. Perez, and unanimously approved by the Board:

BE IT RESOLVED, That Mr. John Jacone, vice principal, Nutley High School, be employed for one month during the summer of 1975 at one-tenth of his annual 10-month salary.

APPOINTMENTS - Behind-the-Wheel Summer Driver Training Program:

Mr. Perez presented and moved the adoption of the following resolution, seconded by Mrs. Rabinowitz, and unanimously approved by the Board:

BE IT RESOLVED, That the following be appointed to teach in the behind-the-wheel summer driver training program for a period not to exceed 24 days during the summer of 1975, at an hourly rate of pay agreed upon by the Board of Education:

John S. Ball

Joseph Cocchiola

ADDITIONS TO SUBSTITUTE LIST - Teachers:

Mr. Perez presented and moved the adoption of the following resolution, seconded by Mrs. Rabinowitz, and unanimously approved by the Board:

BE IT RESOLVED, That the additional teacher substitutes listed on the attached sheets be approved for the 1974-1975 school year.

APPOINTMENT - Addition to Substitute List - Secretary:

Mr. Perez presented and moved the adoption of the following resolution, seconded by Mr. Lindstrom, and unanimously approved by the Board:

BE IT RESOLVED, That the following be approved as secretarial substitutes for the remainder of the 1974-1975 school year.

Mrs. Edwina Taylor

Mrs. Geraldine Racioppi

APPOINTMENT - Administrative Assistant, Nutley High School:

Mr. Clayton presented and moved the adoption of the following resolution, seconded by Mrs. Rabinowitz, and unanimously approved by the Board:

BE IT RESOLVED, That Mr. Alexander B. Conrad be appointed as Administrative Assistant of Nutley High School, effective as of September 1, 1975, at a salary agreed upon by the Board of Education. M.A. + 30 - 18 \$20,498
+ 1,600.00

Mr. Fowler commented that this position was created at the January meeting of the Board of Education.

POSITION ABOLISHED - Coordinator of Attendance:

Mr. Clayton presented and moved the adoption of the following resolution, seconded by Mr. Lindstrom, and unanimously approved by the Board:

WHEREAS, the position, Coordinator of Attendance, was established by the Nutley Board of Education on June 28, 1972,

NOW, THEREFORE, BE IT RESOLVED, That the Coordinator of Attendance position be abolished as of June 30, 1975.

Mr. Fowler stated that Mr. Conrad has been filling this position. In his new role, he will supervise this job.

ELIMINATION OF TEACHING POSITIONS:

Mr. Clayton presented and moved the adoption of the following resolution, seconded by Mrs. Popadick, and unanimously approved by the Board:

WHEREAS, because of the decrease in enrollment and the return to teaching of several tenure teachers for the 1975-1976 school year, and

7/28/75

WHEREAS, the Board of Education of the Town of Nutley hereby authorizes the elimination of sixteen teaching positions from the school staff,

NOW, THEREFORE, BE IT RESOLVED, That the authorized number of non-tenure teachers appointed as of most recent date be notified by the Superintendent of Schools on or before April 30, 1975 of the elimination of their positions.

Mr. Fowler stated that because of declining enrollment and the return of tenure teachers, it may be necessary to eliminate sixteen of the most recently hired teachers. In the past, all the teachers so notified have not had to be released because of resignations. Of the sixteen tenured teachers who were on leave, ten are due back in the fall, and an additional three positions are to be cut because of a decrease of fifty in the enrollment of 5,600.

BIDS FOR SUPPLIES & EQUIPMENT FOR THE 1975-1976 SCHOOL YEAR:

Mr. Lindstrom presented and moved the adoption of the following resolution, seconded by Mr. Perez, and unanimously approved by the Board:

WHEREAS, bids were received on Tuesday, April 1, 1975 at 2:30 p.m. for the following supplies and equipment: Electrical, Furniture, Janitorial, Library, Magazines, Maps, Paint and Paper, and

WHEREAS, attached is a list of those companies that submitted said bids,

NOW, THEREFORE, BE IT RESOLVED, That the Board of Education hereby authorizes its Secretary to award contracts to the lowest bidders, provided the items requested meet or are equal to specifications.

RETIREMENT - Teacher:

Mr. Lindstrom presented and moved the adoption of the following resolution, seconded by Mr. Tangorra, and unanimously approved by the Board:

BE IT RESOLVED, That the retirement of Miss Beatrice Finnan, high school history teacher, be accepted, effective as of June 30, 1975.

APPOINTMENT - Temporary Custodian-Maintenance:

Mrs. Popadick presented and moved the adoption of the following resolution, seconded by Mrs. Rabinowitz, and unanimously approved by the Board:

BE IT RESOLVED, That Michael Rapp be appointed a temporary custodian-maintenance helper through the summer of 1975, at an hourly rate of \$2.50, effective March 4, 1975.

APPOINTMENT - Half Time Custodian:

Mrs. Popadick presented and moved the adoption of the following resolution, seconded by Mr. Tangorra, and unanimously approved by the Board:

BE IT RESOLVED, That the hours and pay of Mrs. Ann Guiliano, Limited Duty Custodian, be adjusted from half time to full time for the balance of the 1974-1975 school year, effective March 24, 1975. Hourly rate is to remain the same as at present. (1A-1-1/2)

Mr. Ramsland stated that this is a situation where Mrs. Guiliano is employed half time at Yantacaw School and will now put in the other half of the day at Spring Garden School.

RETIREMENTS:

Mrs. Popadick presented and moved the adoption of the following resolution, seconded by Mr. Lindstrom, and unanimously approved by the Board:

BE IT RESOLVED, That the following retirements be accepted, effective June 30, 1975:

Hero Kleen	(Head Custodian - Radcliffe School)
Mrs. Lucille Renn	(Limited Duty Custodian - Franklin School)
Stephen P. Resco	(Custodian-Fireman - Nutley High School)
Mrs. Katherine Kleen	(Cafeteria - Nutley High School)

APPOINTMENT OF PROFESSIONAL ENGINEER:

Mr. Williams presented and moved the adoption of the following resolution, seconded by Mrs. Popadick, and unanimously approved by the Board:

WHEREAS, there exists a need for Professional Engineering Services, and

WHEREAS, funds are available for this purpose, and

WHEREAS, the Local Public Contracts Law (N.J.S.A. 40A: 11-1 et seq.) requires that the resolution authorizing the award of contracts for "Professional Services" without competitive bids must be publicly advertised,

NOW, THEREFORE, BE IT RESOLVED by the Board of Education of the Town of Nutley as follows:

1. The firm of Bickford & Spaeth Associates is hereby appointed Professional Mechanical Engineers for the renovation of the heating system at Franklin School.
2. This contract is awarded without competitive bidding as a "Professional Service" under the provisions of the Local Public Contracts Law because said services may only be performed by a person authorized by law to practice a recognized profession.
3. A copy of this resolution shall be published in The Nutley Sun as required by law within ten days of its passage.

CHANGE OF BOARD MEETING DATE:

Mr. Williams presented and moved the adoption of the following resolution, seconded by Mr. Tangorra, and unanimously approved by the Board:

WHEREAS, the next regularly scheduled meeting of the Board of Education would be Monday, May 26, 1975, which is a legal holiday,

NOW, THEREFORE, BE IT RESOLVED, That the Board of Education Meeting be held on Tuesday, May 27 at the Board of Education office, 149 Chestnut Street, Nutley, New Jersey.

Mrs. Jaworek commented that she was delighted to see so many people and in particular the teachers, since the only opportunity the Board usually has to see them all is at the staff luncheon at the opening of school in September. She welcomed everyone and expressed the desire to see them in attendance at more Board of Education meetings. She further commented that there were probably some people in the audience who did not see or hear the letter sent to all staff members by the Board of Education, and therefore, proceeded to read the following:

"As you know, the 1975-1976 budget of the Nutley Board of Education was soundly defeated by the electorate on March 11, 1975. As a consequence of the defeat and of the state of the economy in general, the Town Commissioners reduced the proposed budget by \$165,000, \$90,000 of which was to be cut from the instructional salary account.

"You are well aware that the negotiating committee of the Board of Education and the negotiating committee of the Nutley Teachers' Association have met on numerous occasions since the first meeting in November, 1974. Prior to the election, an offer of a new salary guide was made and put on the table by the Board's negotiating committee but the offer was rejected by the Nutley Teachers' Association negotiating committee. This guide, with a range of \$9,350 at Step 1 of the B.A. level to \$20,165 at Step 18 of the M.A. + 30 level, included an average salary increase of \$861 and represented a 6.26% increase overall.

"At the February 4, 1975 meeting of the two committees it was mutually agreed that if the budget were defeated 'both parties would have to reassess their positions'. As a result of the sound defeat of the budget, the poor state of the economy, the high rate of unemployment, and the reduction in the salary account, the Board felt in reassessing its position that it had no choice but to remove from the table its last offer, which had been rejected, and replace it with the present 1974-1975 salary guide. This guide starts, as you know, at \$9,050 at Step 1 of the B.A. level and ends at \$19,425 at Step 18 of the M.A. +30 level with an incremental increase range from a low of \$453 to a high of \$525. This was presented at the April 16, 1975 meeting of the two committees.

"For its part the Nutley Teachers' Association committee reassessed its position also and asked the Board of Education's negotiating committee to reconsider a substantial change of philosophy; that is, to agree to accept for Nutley the average increase in salary that would be granted by the other 15 districts in Essex County which have K-12 school systems.

"Each committee agreed that these new positions would have to be presented to the respective large bodies. We agreed to meet again on May 1, 1975.

"The Board of Education hopes that this letter will serve to clarify its position at this time. The Board has been bargaining in good faith and will continue to do so. The Board of Education sincerely wishes for a negotiated settlement of the 1975-1976 salary guide that will be fair to all; the teachers who will benefit economically, the taxpayers who must pay the increased costs, and the children whose quality education is the primary concern of all."

HEARING OF CITIZENS:

Mrs. John Peddieson, 6 Oak Street, stated that she had not come to the Board meeting prepared to make any statement, so if her rhetoric was not at its best, she asked forgiveness. She surmised that Mr. Kletter, being an astute young man, would make a statement for the teachers this evening, and sincerely hoped that it would be that they were going to settle for the increase offered by the Board of from \$400 to \$500, since he surely knew that prices were rising, many people were unemployed, and that fixed incomes were shrinking because of prices and taxes. She further commented that she realized some teachers were at the top of the guide and would not receive anything, but it might be a good idea for them to try living on a shrinking income. If they did, they might buy more for themselves than they think they would. She said that their problem was not one which exists between the teachers and the Board, but between the teachers and the citizens. The Board represents the citizens, and it was the citizens who legally turned down the budget. If the teachers forced the Board, they would lose something which many Board members had worked for for a long, long time, and that was the respect of this community for teachers. She said they would not only lose esteem but would be laying the groundwork for budget defeats for years to come. She hoped this would not happen because many Board members have worked for many, many years, at no salary, to bring everyone where they are today, and she personally would be sorely disappointed if what was obtained over many years would be lost.

Mr. Max Kletter commented that he represented 314 staff members of the Nutley School System, and that he and Mrs. Peddieson had agreed and disagreed many times over the years. He commented that he sincerely respected Mrs. Peddieson and also her many long devoted years of service. He said they had always disagreed on the salary guides, but have agreed on many other items, and he deeply respected her views which she expressed tonight. He then proceeded to read the following:

"The Nutley Teachers' Association regrets the recent stand taken by the Nutley Board of Education at its last salary negotiations meeting on April 16.

"After many years of maintaining a median salary position, the Board has seen fit to disregard the other 1975-76 salary settlements, and has refused to be influenced by other proposals and near-settlements within the county. In fact, in a letter from Board-President Jaworek to staff-members, it was clearly stated that the Board would not reconsider this substantial change in philosophy. The Board has thus demonstrated its self-imposed commitment to be 'stemming the tide of inflation,' rather than fulfilling its legal obligation of maintaining the quality of instruction for our children.

4/28/75

"After many months of intensive negotiations, the Board has seen fit to withdraw a proposal previously rejected by the Nutley Teachers' Association and replace it with a 'no-increase' guide. This action violates the collective bargaining process mandated by state statutes and undermines any attempt to negotiate in good faith.

"The unreasonable position taken by the Board can only be interpreted as a desire for confrontation in which the Nutley Public Schools become a battleground with the children as victims. The Board has justified this action by citing the recent budget defeat. The N.T.A. does not believe 2,000 'no' votes out of 17,000 registered voters to be a mandate of the people of Nutley. It is time for the many fair-minded, education-oriented Nutley citizens to step forward and be heard in response to this voice of the well organized minority.

"In the final analysis, collective bargaining is the only legal means by which professionals may negotiate the terms and conditions of their employment. Without this orderly process, professional judgment is eroded by frustration, negotiations erupt into confrontation, and quality education is diminished.

"In an effort to initiate a fair and equitable settlement, the N.T.A. proposes a joint impasse be filed with PERC, concluding, if necessary, with binding arbitration. The N.T.A. urgently requests the Board to adopt this course of action to restore the good faith environment for negotiations that Nutley has maintained for so long."

At this point in the meeting the teachers walked out as a body.

Mrs. D. Rubino, 48 North Road, commented that she had always been under the impression that cumulative records of students were always kept in their own school building. Now she understands that records of some students are kept at the Board office in addition to those at the school. She wanted to know the reason. Mrs. Jaworek commented that with the recent law put into effect, some of the records are maintained and kept at the training center in order to protect the student and the parent. In this way records that might be more confidential would not be available at the school building to the youngsters. Mr. Fowler will send Mrs. Rubino information on the procedures.

Mrs. Peddieson commented that some place in Mr. Kletter's comments he stated that he did not consider 2,000 votes a mandate. She remembers when only 600 people voted and the budget was passed by only three votes, that he didn't turn that down.

Mrs. John Miller, 18 Stockton Place, stated that as a taxpayer, citizen and former teacher, she was disappointed to hear the reaction of the teachers to the Board's letter. She agreed with Mrs. Peddieson that times are difficult and certainly, in these times, the teachers could come to an agreement with the Board. She expressed her disappointment in the behavior of the teachers this evening. She further commented that many people support the Board of Education.

Mrs. Jaworek commented that over the last six years that she has been a Board member, the guides have been quite adequate, and this is the first time the Board has ever asked the teachers to settle for the increment only. If the economy changes next year, the Board would look at things differently, and she felt that the townspeople would also.

OLD BUSINESS:

None

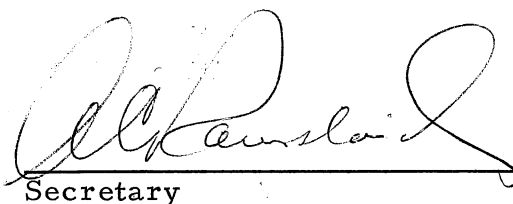
NEW BUSINESS:

None

ADJOURNMENT:

There being no further business to come before the Board,
on motion of Mr. Perez, seconded by Mr. Clayton, the meeting was
adjourned at 9:00 p.m.

President



Secretary

Date Approved

4/28/25