

Board of Education
Nutley, New Jersey

January 26, 1998

The Regular Meeting of the Board of Education of the Township of Nutley, New Jersey was held in the Board Room, 375 Bloomfield Avenue, on Monday, January 26, 1998 at 8:00 p.m. with Mr. Robert J. Rusignuolo, President, presiding.

ANNOUNCEMENT OF MEETING:

Mr. Rusignuolo read the following:

"According to the provisions of the 'Open Public Meetings Act' (Chapter 231, P.L. 1975), proper notice of this Regular Meeting was provided in the Annual Notice of April 28, 1997. Said Notice was:

1. Posted at the entrance of the Board Office.
2. Mailed to The Nutley Sun, the Star Ledger, the North Jersey Herald & News and the Nutley Journal.
3. Mailed to the Nutley Township Clerk."

"Formal action will be taken."

FLAG SALUTE:

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

CALL OF ROLL:

The other members present at roll call were: Mrs. Michele Fleitell, Mr. Vincent Moscaritola, Mr. Franklin J. Patterson, Mr. Joseph C. Pelaia, Mr. Alfred R. Restaino, Jr., Mrs. Maria Russo, Mr. Robert Schweikert, Jr. and Mr. Louis F. Williams. Approximately 65 citizens were present.

APPROVAL OF MINUTES:

Copies of the minutes of the Regular Meeting held on December 22, 1997 at 8:02 p.m. being in the hands of each member, reading of same was dispensed. Mrs. Fleitell moved that the minutes be approved, seconded by Mr. Moscaritola and unanimously approved by the Board.

PRESENTATION OF AWARDS:

Dr. Votto welcomed the parents and student athletes who were receiving Board recognition for outstanding fall performance. He noted that they performed in an excellent fashion and well above the norm and were tapped from among their fellow athletes, which makes us justifiably proud. Dr. Votto congratulated the athletes and parents on such a prideful accomplishment. He then introduced Mr. Mario Cocchiola, principal of Nutley High School.

Mr. Cocchiola thanked the Board for making this program available, adding that to be a part of the athletic program at Nutley High School is one of the special things done for the students. He congratulated the athletes and wished them luck in all their future endeavors. He then introduced Mr. Joseph Affinito, Athletic Director.

Mr. Affinito congratulated the parents and athletes.

Mr. Richard SanFillipo, head football coach, presented the following award:

Brent Vonroth - 1st Team 1997
Essex County Football Coaches

Miss Anne Marie Kowalski and Mr. Pelaia presented the following volleyball award:

Kelly Layden - 1st Team 1997
All NNJIL

Mr. Donald Tobey, Mr. Restaino and Mr. Schweikert presented the following girls soccer awards:

Heather Syme - 1st Team 1997
Essex County Coaches
NJGSCA All-State

Dana Verdi - 1st Team 1997
Essex County Coaches
NJGSCA All-State

Mr. Affinito and Mr. Moscaritola presented the following boys soccer awards:

Adam LaReau - 1st Team 1997
All NNJIL

Rocco Santini - 1st Team 1997
All NNJIL

Mr. Rusignuolo thanked everyone for attending and thanked the parents for their continued support of the youngsters. He added that we are very proud of all of our youngsters. He thanked Mr. Cocchiola, Mr. Affinito and the coaches for coming out this evening.

RECESS MEETING:

Mr. Rusignuolo declared a recess at 8:12 p.m.

RESUME MEETING:

The meeting resumed at 8:16 p.m.

COMMUNICATIONS:

Mr. Sincaglia presented and read the following communications:

1. Thank-you notes for the Board's expression of sympathy from:
 - Hannah Hungler, whose father had died
 - The family of William Wowkanyn, who was the husband of Patricia Wowkanyn
2. A memorandum from the New Jersey School Boards Association regarding a one-time reduction in Nutley's membership dues for the 1998-99 school year and amounting to almost \$8,300.
3. Two letters from Absecon, one from the City of Absecon and one from the Absecon Board of Education urging support of Assembly Bill No. 3211 and Senate Bill No. 2243 which provides a supplemental appropriation of \$17.3 million to restore stabilization and growth limit reduction for certain public school districts.

Mr. Sincaglia explained that Nutley was one of the districts which received stabilization aid and if there had not been a growth limitation imposed, Nutley would have received a significant amount of money. He added that he doubts there is much prospect for this legislation, however, this was brought to our attention.

4. A memo from the Essex County School Boards Association noting that the general meeting scheduled for January 15 was rescheduled to February 26, 1998.
5. A notice from the Passaic County School Boards Association regarding a multi-county meeting to be held on February 5, 1998 at which the speakers would be the President of the New Jersey School Boards Association and the President of the New Jersey Education Association.
6. A letter from Dr. Frank T. Votto, Superintendent of Schools, announcing his retirement effective July 1, 1998.

Mr. Rusignuolo remarked that at the last Conference Meeting it was publicly acknowledged that Dr. Votto was retiring, adding that he was happy to have worked with Dr. Votto. He noted that Dr. Votto has spent 35 years in education with many of those years in Nutley. Mr. Rusignuolo also noted that he was happy Dr. Votto will be able to enjoy his retirement but has mixed feelings because he will miss him but wishes him well.

SECRETARY'S REPORT:

Mr. Sincaglia presented the Report of the Secretary as of December 31, 1997. (See attached report.)

Mrs. Russo moved that the Board accept the Report of the Secretary, seconded by Mrs. Fleitell. On a roll call vote the resolution was unanimously adopted.

TREASURER'S REPORT:

Mr. Sincaglia presented the Report of the Treasurer of School Moneys as of December 31, 1997. (See attached report.)

Mrs. Russo moved that the Board accept the Report of the Treasurer of School Moneys, seconded by Mr. Moscaritola. On a roll call vote the resolution was unanimously adopted.

SUPERINTENDENT'S REPORT:

Dr. Votto presented and read the following report:

"Informational Items:

"Second quarter report cards will be distributed on Friday, January 30, 1998

"Schools will be closed for mid-winter recess - February 16-20, 1998

"Comments pertaining to the 1997 Grade 11 HSPT results:

Reading	- 93.6
Writing	- 98.9
Mathematics	- 97.9"

Dr. Votto noted that the excellent HSPT results are a prideful accomplishment for the district which gives testimony to the superior levels of teaching and learning taking place in our schools, adding that major, independent reviewers have highlighted these scores in recent months. He congratulated the teachers and students for excellence and he thanked the Board for providing the resources.

"Attached is the student enrollment chart as of December 23, 1997"

Dr. Votto commented that there is a resolution this evening relating to his forthcoming retirement and he read the letter he had submitted to Mr. Rusignuolo regarding this:

"Please accept this letter as notification of my intention to retire from public education effective July 1, 1998. During my tenure in Nutley, I have had the distinct pleasure to be associated with the finest instructional, administrative and support personnel. I want to personally thank you for your insight and guidance and all the dedicated and caring board members with whom I have served these past years. I consider myself fortunate to have had this association. I wish the Nutley School District continued success as it maintains the high educational standards established over the many years."

FIRE DRILL REPORT:

Fire drills held during the month of December were as follows:

Dec.	3	Franklin School	1:30 p.m.	1 min. 51 secs.
Dec.	3	Lincoln School	10:39 a.m.	1 min. 23 secs.
Dec.	3	Lincoln School	2:15 p.m.	1 min. 34 secs.
Dec.	3	Yantacaw School	2:06 p.m.	1 min. 35 secs.
Dec.	4	Franklin School	1:10 p.m.	1 min. 59 secs.
Dec.	4	Radcliffe School	2:35 p.m.	1 min. 25 secs.
Dec.	8	Spring Garden School	12:36 p.m.	1 min. 20 secs.
Dec.	8	Yantacaw School	11:02 a.m.	1 min. 30 secs.
Dec.	10	Washington School	8:40 a.m.	1 min. 25 secs.
Dec.	15	Nutley High School	1:57 p.m.	2 min.
Dec.	16	Radcliffe School	2:34 p.m.	1 min. 25 secs.
Dec.	17	Nutley High School	2:30 p.m.	2 min.
Dec.	17	Spring Garden School	10:24 a.m.	1 min. 30 secs.
Dec.	18	Washington School	2:19 p.m.	1 min. 35 secs.

CAFETERIA REPORT:

Mr. Pelaia presented the cafeteria report as of December 31, 1997 showing a 1997/1998 budget of \$611,977.00, contractual orders to date of \$282,978.96, leaving funds available of \$328,998.04.

COMMITTEE REPORTS:

Mr. Williams, Chairman of the Budget Committee, reported that the Committee last met on January 21 and is still in the process of going through the budget and all accounts are quite preliminary. He noted that the Committee would attempt to meet the latest schedule distributed by Mr. Sincaglia. Mr. Williams reiterated that the Committee is including funds for an elementary guidance counselor, network technician, computer support teacher, physical education teacher and a Special Education inclusion aide in the budget as well as funds for the technology we have been discussing for the past year. He indicated that he hoped the Committee would have a final preliminary budget by February 20.

Mr. Pelaia, Chairman of the Athletic Committee, said that the Committee, together with Dr. Votto, Mr. Walker, Mr. Sincaglia, Mr. Cocchiola and Mr. Affinito, met on January 21 and had spent a great deal of time working on the athletic budget for the district. He noted that the Committee would be reconvening in February to continue that task - a line-by-line review and, in addition, there will be further discussion on the implementation of the lacrosse program and the freshman girls softball program. Mr. Pelaia indicated that the entire Board has worked for upwards of two years to be able to include these programs in the athletic program with a great deal of assistance from the administration. He added that there will be a report to the Board after the next Athletic Committee meeting.

Mrs. Russo, Chairperson of the Policy Committee, noted that the policy review process is on time with the first draft having been received from Strauss Esmay. She explained that she would distribute sections of the draft to various Committee members and the timetable previously set will be followed.

Mrs. Fleitell, Chairperson of the Academic Committee, indicated that the Committee will meet on February 9 with four chairpersons of the Curriculum Review Committee. She noted that the Committee had wanted an interim report at the midpoint of the year and this will take place at 6:30 p.m. on February 9. She added that a report would be forthcoming to the full Board later that evening.

HEARING OF CITIZENS (Resolutions Only):

None

CERTIFICATION OF MAJOR ACCOUNT FUND STATUS:

Mr. Pelaia presented and moved the adoption of the following resolution, seconded by Mrs. Russo. On a roll call vote the resolution was unanimously adopted:

BE IT RESOLVED, That, pursuant to NJAC 6:20-2.13(e), the Nutley Board of Education certifies that as of December 31, 1997, after review of the Secretary's monthly financial report (Appropriations section) and upon consultation with the appropriate district officials, to the best of its knowledge no major account or fund has been overexpended in violation of NJAC 6:20-2.13(b) and that sufficient funds are available to meet the district's financial obligations for the remainder of the fiscal year. (Major accounts are General Fund and Debt Service.)

BILLS AND MANDATORY PAYMENTS:

Mr. Moscaritola presented and moved the adoption of the following resolution, seconded by Mr. Pelaia. On a roll call vote the resolution was unanimously adopted:

BE IT RESOLVED, That the Board of Education authorizes the payment of bills and mandatory payments in the total amount of \$2,853,868.03 as per the attached Schedule A which have been audited by the Business Office.

REQUESTS FOR USE OF SCHOOL BUILDINGS AND GROUNDS:

Mr. Moscaritola presented and moved the adoption of the following resolution, seconded by Mr. Pelaia. On a roll call vote the resolution was unanimously adopted:

BE IT RESOLVED, That the Board of Education approves the requests for the use of school buildings and grounds (Schedule B), provided they conform to the rules and regulations set by the Board of Education.

RETIREMENT - Superintendent of Schools: Dr. Frank T. Votto

Mr. Moscaritola presented and moved the adoption of the following resolution, seconded by Mr. Pelaia. On a roll call vote the resolution was unanimously adopted:

BE IT RESOLVED, That the Board of Education accepts, with regret, the notice of retirement from the Superintendent of Schools, Dr. Frank T. Votto, said retirement to occur as of July 1, 1998.

RETIREMENT - Basic Skills Teacher: Mrs. Paula Brill

Mrs. Fleitell presented and moved the adoption of the following resolution, seconded by Mr. Pelaia. On a roll call vote the resolution was unanimously adopted:

BE IT RESOLVED, That the Board of Education accepts the retirement of Mrs. Paula Brill, Basic Skills teacher, effective July 1, 1998.

RESIGNATION - Athletic: Mr. Walter Murray

Mrs. Fleitell presented and moved the adoption of the following resolution, seconded by Mr. Pelaia. On a roll call vote the resolution was unanimously adopted:

BE IT RESOLVED, That the Board of Education accepts the resignation of Mr. Walter Murray as assistant baseball coach.

AMENDING APPOINTMENT - Transportation: Mrs. Marie Nebesni

Mrs. Fleitell presented and moved the adoption of the following resolution, seconded by Mr. Pelaia. On a roll call vote the resolution was unanimously adopted:

BE IT RESOLVED, That the appointment of Mrs. Marie Nebesni be amended to reflect an hourly rate of \$9.10 for the 1997/1998 school year, retroactive to September 1, 1997.

APPOINTMENT - Permanent Unassigned Substitute:

Miss Maria Andriola

Mr. Williams presented and moved the adoption of the following resolution, seconded by Mr. Pelaia. On a roll call vote the resolution was unanimously adopted:

BE IT RESOLVED, That Miss Maria Andriola be appointed as a permanent unassigned substitute for the 1997/1998 school year, effective January 27, 1998, at the rate of \$65 per day and fringe benefits which include State Health benefits and dental plans.

BE IT FURTHER RESOLVED, That this candidate met the district's requirement for the permanent unassigned substitute position which is the possession of a County Substitute certificate.

APPOINTMENT - Athletic:

Miss Theresa Hrubash

Mr. Williams presented and moved the adoption of the following resolution, seconded by Mr. Pelaia. On a roll call vote the resolution was unanimously adopted:

BE IT RESOLVED, That the Board of Education approves the appointment of Miss Theresa Hrubash as assistant softball coach for the 1997/1998 school year at the salary of \$4,015 - Step 4, in accordance with the 1997/1998 Athletic Salary Guide.

APPOINTMENTS - Teacher Substitutes:

Mr. Williams presented and moved the adoption of the following resolution, seconded by Mr. Pelaia. On a roll call vote the resolution was unanimously adopted:

BE IT RESOLVED, That the teacher substitutes listed on the attached Schedule C be approved for the 1997/1998 school year.

APPOINTMENT - Substitute:

Mr. Restaino presented and moved the adoption of the following resolution, seconded by Mr. Moscaritola. On a roll call vote the resolution was unanimously adopted:

BE IT RESOLVED, That the following substitute be approved for the 1997/1998 school year:

Custodial

Brian Layden

EXTRA COMPENSATION:

Mr. Restaino presented and moved the adoption of the following resolution, seconded by Mr. Moscaritola. On a roll call vote the resolution was unanimously adopted:

BE IT RESOLVED, That the following personnel be paid extra compensation in the amounts indicated for services rendered:

Curriculum Development Committee Meetings

Art K-12 - December 13, 1997

Robyn Burns	\$123.88
Mario Cocchiola	165.80
Carl Ohlson	161.08
Mary A. Pagana	123.88
James Vivinetto	<u>165.80</u>

Total \$740.44

District-wide Health and Service Information for Parents - December 13, 1997

Katherine Flannery	\$123.88
Margaret Fucello	123.88
Angela Maguire	161.08
Virginia Reilly	123.88
Maira Roberts-Palasis	123.88
Patricia Scullen	123.88
Patricia Tarczynski	<u>123.88</u>

Total \$904.36

Mathematics K-8 - December 13, 1997

Rita Alfaro	\$ 123.88
Ann Bevere	123.88
Lori Ann Cassie	123.88
Denise Cleary	123.88
Rosemary Clerico	123.88
Carmine D'Aloia	165.80
Linda Gilroy	123.88
Scott Keena	123.88
Laura-anne MacMillan	123.88
Eileen Mattone	123.88

Mathematics K-8 - December 13, 1997 (contd.)

Beverly Masullo	\$ 123.88
Jennifer Neri	123.88
Mary Peele	123.88
Gail Reilly	123.88
Bernadette Santoriello	123.88
Kathleen C. Serafino	165.80
Nancy Szura	<u>123.88</u>
Total	\$2,189.80

Science K-8 - December 13, 1997

Lucy Anello	\$ 165.80
Pamela Batchelder-Mitchell	123.88
Donald Baumann	123.88
Elizabeth Foote	123.88
Carol Gurney	123.88
Geraldine Intiso	123.88
Patricia Isabella	123.88
Jeanne Neilley	123.88
Rebecca Olivo	123.88
Becky Pandolfi	123.88
Carol Perrone	123.88
Sally Ann Marino Ryder	123.88
Deborah Schop	<u>123.88</u>
Total	\$1,652.36

K-12 Music Education - December 13, 1997

Carol Bender	\$123.88
John Calicchio	165.80
Peter D'Angelo	123.88
Dennis McPartland	123.88
Julianne Philp	123.88
Jonathan Schubert	123.88
John Vitkovsky	<u>161.08</u>
Total	\$946.28

Central Detention Coverage - December, 1997High School

Nicole Errante	\$ 67.16
Lisa Santosuosso	50.37
Carol Shepherd	83.95

Franklin School

Patrick Keating	\$ 83.95
Christopher Masullo	83.95
Alisa Rossi	<u>50.37</u>

Total	\$419.75
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Saturday Morning Suspensions - December, 1997High School

Lisa Santosuosso	\$ 70.17
Carol Shepherd	<u>140.34</u>
Total	\$210.51

SAT Review Classes - October 2, 9, 16, 23, 28 and 30, 1997

Susan Gesumaria	\$ 185.82
Diane LaPierre	557.46
John Suffren	<u>371.64</u>
Total	\$1,114.92

Special Olympics Bowling Program - November 11, 18, 25 and December 2, 9, 16, 1997

Deborah Amoroso	\$300.00
Becky Pandolfi	300.00
Phillip Siculietano	<u>300.00</u>
Total	\$900.00

Johns Hopkins SAT Classes for Seventh Grade

John Suffren	\$ 92.91
Michael Viteritto	<u>92.91</u>
Total	\$185.82

Intramurals - October 14-December 22, 1997

LoriAnn Cassie	\$ 48.02
William Farkas	24.01
Kenneth Ferriol	120.05
Thomas Grant	192.08
Daniel Kimberley	96.04
Edmund Olson	312.13
Rosann Rizzuto	48.02
Janice Schoem	48.02
Diane Williams	<u>240.10</u>
Total	\$1,128.47

LONGEVITY PAY:

Mr. Restaino presented and moved the adoption of the following resolution, seconded by Mr. Moscaritola. On a roll call vote the resolution was unanimously adopted:

BE IT RESOLVED, That the following longevity payments be authorized:

AnneMarie Kowalski	\$ 700	Eff. Feb. 1, 1998 (15 years)
Kathy Yates	\$2,150	Eff. Feb. 1, 1998 (25 years)

CHANGES IN TRAINING LEVELS:

Mr. Schweikert presented and moved the adoption of the following resolution, seconded by Mrs. Fleitell. On a roll call vote the resolution was unanimously adopted:

BE IT RESOLVED, That the following personnel be advanced to the proper level of the salary guide in accordance with Board of Education regulations, said teachers having completed the necessary college courses to qualify for such advancement, to be effective February 1, 1998:

<u>To B.A.+15</u>	<u>Step</u>	<u>Salary</u>
Nicole Errante	7	\$37,569
Thomas Gargiulo	13	46,872
Julianne Philp	10	42,221
Valerie Sautter	Max. 1	57,577
<u>To B.A.+30</u>		
Tracy McCormick	7	38,197
Carol Perrone	13	47,656
Judith Story	Max. 1	61,479
<u>To M.A.</u>		
Scott Keena	10	44,195
<u>To M.A.+15</u>		
Robyn Powell	10	45,630
<u>To M.A.+30</u>		
Marita Dow	17	64,590
Nancy Kehayes	4	72,496
Ann Mary Mullane	10	47,051

TUITION REIMBURSEMENT:

Mr. Schweikert presented and moved the adoption of the following resolution, seconded by Mrs. Fleitell. Upon being put to a roll call vote the resolution was adopted with Mrs. Fleitell, Mr. Patterson, Mr. Pelaia, Mr. Restaino, Mrs. Russo, Mr. Schweikert, Mr. Williams and Mr. Rusignuolo voting aye and Mr. Moscaritola abstaining, noting that he did so pursuant to law.

BE IT RESOLVED, That, in accordance with existing employment agreements, the following personnel receive reimbursement for tuition expenses:

<u>Name</u>	<u>Amount</u>
Deborah Amoroso	\$ 420
Michael Christadore	420
Laura Lyn Curry	420
Catherine Danchak	450
Margaret Fucello	420
Thomas Gargiulo	420
Gail Kahn	840
Scott Keena	840
Nancy Kehayes	450
Paul Kocum	420
Anne Laudadio	420
Tracy McCormick	420
Linda Moscaritola	420
Ann Mary Mullane	420
Rebecca Olivo	420
Rita O'Neill-Wilson	420
Becky Pandolfi	840
Carol Perrone	420
Julianne Philp	840
Robyn Powell	420
Peggy Rucinski	420
Valerie Sautter	420
Janice Schoem	420
Kathleen Serafino	450
Phillip Siculietano	420
Anne Starace	420
Judith Story	420
Jill Szura	420
Nancy Szura	840
Michael Viteritto	420
Ellen Ziobro	420
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	\$15,210

AMENDING RESOLUTION - Special Class Placement - Educationally Disabled Student:

Mr. Schweikert presented and moved the adoption of the following resolution, seconded by Mrs. Fleitell. On a roll call vote the resolution was unanimously adopted:

BE IT RESOLVED, That the Board of Education amends the resolution authorizing the attendance of a student in a Special Education class for the 1997/1998 school year at Clearview School to reflect the starting date as January 8, 1998 and a tuition rate of \$12,736.98.

SPECIAL CLASS PLACEMENT - Educationally Disabled Students:

Mrs. Russo presented and moved the adoption of the following resolution, seconded by Mrs. Fleitell. On a roll call vote the resolution was unanimously adopted:

BE IT RESOLVED, That the Board of Education authorizes the attendance of students at Special Education classes for the 1997/1998 school year as follows:

<u>School</u>	<u>No. of Students</u>	<u>Classification</u>	<u>Effective Date</u>	<u>Tuition</u>
Essex Valley H.S. W. Caldwell, NJ	*1	PI	1/6/98	\$14,276.64
South Bergen Jointure Commission Maywood, NJ	*1	Autistic	1/5/98	\$14,851.35

*Note: This is a change in placement for this student.

TRANSFER OF FUNDS:

Mrs. Russo presented and moved the adoption of the following resolution, seconded by Mrs. Fleitell. On a roll call vote the resolution was unanimously adopted:

BE IT RESOLVED, That transfers in the 1997/1998 General Fund budget be confirmed as follows:

<u>From</u>		<u>To</u>	
Account 11-120-100-101	\$20,000	Account 11-140-100-101	\$10,000
Account 11-130-100-101	60,000	Account 11-201-100-101	4,500
Account 11-999-218-104	7,550	Account 11-201-100-106	300
Account 11-999-260-100	<u>12,000</u>	Account 11-201-100-610	50
	\$99,550	Account 11-204-100-101	10,300
		Account 11-205-100-101	15,200
		Account 11-213-100-101	11,300
		Account 11-215-100-101	6,000
		Account 11-215-100-106	400
		Account 11-230-100-101	23,000
		Account 11-999-213-100	11,800
		Account 11-999-218-105	1,200
		Account 11-999-221-105	600
		Account 11-999-230-100	500
		Account 11-999-240-105	2,000
		Account 11-999-290-100	<u>2,400</u>
			\$99,550

January 26, 1998

DETERMINING TIME AND PLACE FOR DRAWING FOR POSITION ON BALLOT FOR ANNUAL SCHOOL ELECTION:

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

BE IT RESOLVED, That the Board of Education determines that the drawing for ballot position for the April 21, 1998 Annual School Election be held at 10:00 a.m. in the Board Conference Room on Wednesday, March 11, 1998.

ESTABLISHING HOURS OF VOTING FOR THE ANNUAL SCHOOL ELECTION:

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

BE IT RESOLVED, That the Board of Education establishes the hours of voting at the April 21, 1998 Annual School Election to be 2:30 p.m. to 9:00 p.m.

MEMORIAL:

Mr. Garrett Vander Els

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

WHEREAS, it is with a sense of deep sorrow and regret that the Nutley Board of Education records the death of Mr. Garrett Vander Els on November 28, 1997, and

WHEREAS, Mr. Vander Els was employed in September, 1953 as principal of Spring Garden School and had a distinguished educational career until his retirement in June, 1974, and

WHEREAS, Mr. Vander Els won the admiration and respect of his fellow educators and exemplified at all times the finest qualities of his profession,

NOW, THEREFORE, BE IT RESOLVED, That the Board of Education of the Township of Nutley extends deepest sympathy to the members of his family, and

BE IT FURTHER RESOLVED, That this resolution be made a part of the minutes of this meeting and a copy sent to the members of his family.

Mr. Williams mentioned that he knew Mr. Vander Els personally as his children were in school at the time he was principal. He added that Mr. Vander Els was a strong, ethical leader, a fine person and an all-around gentleman.

MEMORIAL:Mr. Rocco Galante

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

WHEREAS, it is with a sense of deep sorrow and regret that the Nutley Board of Education records the death of Mr. Rocco Galante on January 4, 1998, and

WHEREAS, Mr. Galante had served the Nutley Public Schools as a buildings and grounds employee for one and one-half years, and

WHEREAS, Mr. Galante won the respect of all those with whom he came in contact for his dedication to the Nutley School District,

NOW, THEREFORE, BE IT RESOLVED, That the Board of Education of the Township of Nutley extends deepest sympathy to the members of his family, and

BE IT FURTHER RESOLVED, That this resolution be made a part of the minutes of this meeting and a copy sent to the members of his family.

APPOINTMENT - Custodian:Mr. Christopher Santos

Mrs. Fleitell presented and moved the adoption of the following resolution, seconded by Mrs. Russo. On a roll call vote the resolution was unanimously adopted:

BE IT RESOLVED, That the Board of Education appoints Mr. Christopher Santos as a custodian for the 1997/1998 school year, effective January 27, 1998, at the annual salary of \$25,481 (2-3) plus \$2,200 night stipend (prorated), in accordance with the 1997-1998 Buildings and Grounds Salary Guide.

HEARING OF CITIZENS:

Mrs. Joan Rubino, 48 North Road, asked if Dr. Votto's retirement package has been determined. Mr. Rusignuolo replied that it is a contractual agreement and the particulars are not known at this time. Mrs. Rubino questioned if this was agreed upon with Dr. Votto's hiring as Superintendent, to which Mr. Rusignuolo replied in the affirmative. Mrs. Rubino remarked that she felt this practice should be eliminated with the hiring of the new Superintendent since the citizens of Nutley, the people of New Jersey and Governor Whitman are very much opposed to this kind of thing. Mrs. Rubino then asked if the Superintendent's position would be advertised outside of the district, to which Mr. Rusignuolo responded that this will be discussed under New Business.

Mrs. Rubino stated that many months ago she asked if anyone could find out what Mr. SanFillipo did for the summer and was told that maybe one or two Board members would be interested in looking into it, but apparently that was not the case. Dr. Votto replied that Mr. SanFillipo is involved in planning for the intramural program for the following year and met with principals and supervisors with respect to that. Mrs. Rubino asked how much planning could go into the intramural schedule when, in her opinion, a ten year old child could do it in a half hour. She asked if the Board members were satisfied that Mr. SanFillipo earns the \$1,500, to which Mr. Rusignuolo replied that he is satisfied.

Mrs. Rubino asked if she could be told of any teacher concessions in the recent bargaining, now that the contract has been settled. Mr. Rusignuolo suggested that Mrs. Rubino look at comparable settlements. Mrs. Rubino stated that she asked about Nutley since her taxes are out of sight and she would like to know what is being done for the taxpayers. Mr. Rusignuolo remarked that the Board negotiated long and hard over the summer and fall and he felt it was a fair settlement for everyone involved, including the taxpayers.

Mr. Patterson suggested that when the contract is printed it be compared with previous ones. He noted that each side had a list of items with which they were concerned but that he was not prepared to get into specifics at this time.

Mrs. Rubino questioned if the newspaper could print information regarding the contract. Mr. Rusignuolo replied that this is public information and anyone can come in and review the contract. Mrs. Rubino stated that she feels the public is entitled to know some of the specifics. Mr. Rusignuolo indicated that he was inviting her to come in and review the contract.

Mr. Sincaglia explained that there was a salary increase and some changes were made on the amount of money the teachers and secretaries will contribute to the dental and prescription program; there was a minor change of the secretaries' vacation to match the custodians' contract. He said most of the agreement was economic in nature. He added that the numbers settled upon were fair to the employees and the community with the raises being below some other districts' averages and the Board feels comfortable with the settlement.

Mrs. Rubino commented that in the corporate world people attain maximum salaries and then do not receive raises every year. Mr. Sincaglia noted that the people at maximum do not share the percentage increase of the people coming up the guide, adding that the settlement was 3.3%, which was approximately the cost of living, so the people at maximum received something around 2% and were below the cost of living.

Mrs. Terry Quirk, 45 Hampton Place, asked if something on the order of a pupil assistance committee would be possible in Nutley. Dr. Votto responded that the Board is making an effort to look very deeply into the notion of elementary guidance counselors.

Mrs. Chris Bartkovitz, 21 Povershon Road, expressed her concerns regarding school buses without seat belts and asked when she could expect to see all the buses used to transport Nutley children with seat belts. Mr. Sincaglia explained that all Nutley vans were always equipped with seat belts and the larger buses, as they are replaced, have seat belts. He noted that only one Nutley large bus without seat belts remains to be replaced and the schedule calls for that bus to be replaced during the 1999-2000 school year.

Mr. Sincaglia noted that the administration does not believe there is a safety issue since there is not a good body of evidence indicating the need for seat belts on school buses but now it is the law. He indicated that there is no mandate to take buses without seat belts out of service, adding that when one looks at statistics, there has never been an incident of a child suffering a fatality inside a school bus in the state of New Jersey and that speaks volumes. Mr. Sincaglia stated that it is not appropriate to replace the big bus early because it is very road worthy.

Mr. Sincaglia commented that outside contractors are under the same laws as school districts but they were not required to abandon fleets and use all new buses - the buses can run as long as they pass inspection. He explained that we request buses with seat belts but we can not guarantee that we will receive them. Mr. Sincaglia further noted that two of our three large buses have seat belts and in two years we won't own any that do not have them.

Mr. Steve Picciano, 4 Stockton Place, thanked Mr. Sincaglia for furnishing him with a copy of the impact study that was done dealing with the proposed development of the ITT property, adding that he was upset that the Building Inspector, who sits on the Planning Board, doubted the validity of the report. He asked if there were other reports and what the Board feels about the situation. Mr. Rusinguolo replied that only one impact study was submitted by the Board.

Mr. Sincaglia explained that in 1995 the Board was asked by then Commissioner Walt Smith to give a response to the proposed development on the ITT property. He noted that the annual five-year enrollment projection had just been completed before the proposed ITT development came to light. He added that members of the administration and Board members visited the Ramsey development and talked to our consultant who helped with our enrollment projection.

Mr. Sincaglia further explained that he then drafted a report regarding what the impact of the development would be and it was presented to and discussed by the Board; they endorsed the idea and it became our official statement. The statement was provided to Commissioner Smith and it became part of the record. Mr. Sincaglia noted that he is not aware of any other report provided by the Board other than a minor clarification of enrollment projections. He stressed that the report is the district's assessment of what could happen and we never received anything in writing from anyone saying they thought the report was not accurate.

Mr. Patterson mentioned that he is the Board representative to the Planning Board and had not been asked to attend any meetings in about a year and had never heard anyone challenging the validity of the report.

Mr. Moscaritola indicated that the Ad Hoc Enrollment Committee had met to address this issue and a report will be forthcoming in a few months.

Mr. Picciano noted that a comment was made prior to the vote being taken and the Planning Board went with the numbers the developers gave them. Mr. Sincaglia reiterated that there was only one report submitted by the school district. Mr. Picciano commended the district for the report it prepared.

A citizen from Cathedral Avenue questioned whether the custodial appointment concerned an additional staff member. Dr. Votto replied that the appointee is replacing a custodian who was transferred to the high school. Mr. Sincaglia remarked that it was a vacancy.

The citizen then asked what the classification is on resolution #16, Special Class Placement. Dr. Votto noted that the information would be available tomorrow. The citizen asked whether the district received any monetary assistance from the state with regard to resolution #17, Special Class Placement. Mr. Sincaglia replied in the affirmative, adding that the amount of state assistance has nothing to do with the cost of the placement. The amount received from the state is approximately \$6,000 - \$7,000 per student and this is one of the inequities in state funding. The district has to pay whatever the tuition is and sometimes it is very costly but placement is based on the students' needs. Mr. Sincaglia further noted that these tuitions are established by the state of New Jersey. He also indicated that the schools are selected by the Special Services Department based on what is best for the child; they do not look for the most expensive placement.

Mr. Anthony Pergola, 103 Hawthorne Avenue, remarked that it is great to see that lacrosse is one of the two new programs to be approved. Mr. Pelaia explained that about a month ago the Board voted as a group to put this in the budget for the coming year and this had been discussed for about 2-1/2 years before getting into the budget.

Mr. Pergola asked several questions relating to procedures for adding a program into the budget, to which Mr. Pelaia and Mr. Sincaglia responded. Mr. Pergola then expressed his interest in seeing ice hockey added to the athletic program and asked if there had been any discussion about changing Board policy whereby the parents could pay for a program and riders would be put on the insurance policy. Mr. Pelaia commented that it was his understanding that Mr. Pergola had discussed that very topic with Mr. Cocchiola and Mr. Affinito, indicating at that time that Mr. Pergola felt the cost would be in the neighborhood of \$7,000, but Mr. Cocchiola and Mr. Affinito determined a cost of \$40,000 - \$50,000.

Mr. Pelaia stated that a concern was expressed to Mr. Pergola that there be some kind of vehicle to make sure that money could be raised before going down that road. Mr. Moscaritola stated that he had met with Mr. Pergola on numerous occasions and takes offense to Mr. Pergola's continually saying that the Board does not know what it is doing when Mr. Pergola was to have gotten back to Mr. Cocchiola with a plan, and this was not done. Mr. Moscaritola continued by commenting that Mr. Pergola says he wants to meet with the Board and now, out of the blue, he brings up the matter and the Board is supposed to react to it.

Mr. Pergola responded that what he was proposing was that the Board discuss changing the policies and procedures. Mr. Moscaritola stated that the Board has never rejected out of hand the notion of parents giving financial assistance, adding that the Board might be receptive to that in some form and was most amenable to looking at it. Mr. Pergola noted that when his proposal was shot down he took some time off.

Mr. Rusignuolo commented that some Board members do not know as much as others but it seems to him that if Mr. Pergola was to get back to Mr. Cocchiola with some information and did not, he should follow up on that in the near future and then the Board can react to the proposal. Mr. Pergola stated that he was in the process of doing that.

Mrs. Russo noted that the Board policy book does not prohibit what Mr. Pergola is asking and as long as it is within the law, the Board does not want to do anything to skimp as far as the welfare of the students is concerned, adding that this is a step-by-step process.

Mrs. Rubino suggested using the \$14,000 the administrators receive toward the payment of their professional dues which she felt should be eliminated from their contract. She also noted that having gone through tonight's agenda she added up over \$800 that has been paid to administrators for Saturday work and feels it is obscene for the taxpayers to pay for this for people earning in excess of \$85,000 per year. She further noted that this money could be placed in the hands of the Athletic Committee for something which would be of benefit for the students.

Mr. Rusignuolo thanked Mrs. Rubino for her comments, adding that the Board has changed its practice in that regard.

Mrs. Ann Perrone, 48 South Spring Garden Avenue, also spoke in favor of having an ice hockey program, having presented copies of her notes to the Board on a study she had done. She noted that the biggest expense in ice hockey is the ice time; insurance would have no impact on the budget and \$30,000 - \$40,000 would be a reasonable budget for now. She indicated that there is great support among parents for an ice hockey program and they would fund raise to have such a program. Mrs. Perrone indicated that she would volunteer her time and the monies could be worked into the budget over a five-year time frame. Mr. Rusignuolo thanked Mrs. Perrone for the time she had taken in preparing her report. Mr. Moscaritola thanked her for a very comprehensive and professional report and invited her to call him at any time to discuss this matter, adding that he would be glad to meet with her and set up a meeting with the Athletic Committee.

Mr. Rusignuolo thanked Mrs. Perrone for taking the time to go through the proper channels, adding that the high school administration will be informed that she will be back to revisit this issue.

OLD BUSINESS:

None

NEW BUSINESS:

Mr. Rusignuolo noted that at the last Conference Meeting the Board received the news of Dr. Votto's resignation and began to talk about the process of replacing the Superintendent. He indicated that at last Thursday's Conference Meeting a group from the New Jersey School Boards Association (NJSBA) was present and explained the steps of the process for replacing a Superintendent and gave a good deal of information for the Board's review such as timetables and what options are available to us. He added that NJSBA also provides a service for a fee that we could take if that was our desire and which included all the steps available to us through them to work with us from the beginning of the advertising of the position to the conclusion of hiring a Superintendent.

Mr. Rusignuolo indicated that he had suggested a committee of the whole which means all Board members would participate fully but there would be a steering committee or subcommittee that would have several lay citizens from the local community who had expertise in the area in which we would need assistance. Mr. Rusignuolo noted that there was a suggestion that there was a mid point where we could use some of the services of NJSBA in combination with our own abilities. He remarked that the meeting had concluded at this point.

Mrs. Fleitell commented that the question of whether there was something in between both spectrums had been posed to one of the NJSBA group and the answer was it is all or nothing.

Mr. Pelaia remarked that his understanding was that the Board could not pick and choose between services; the NJSBA can be retained for the fee indicated and then the Board could choose from the menu what it wished to avail itself of so you get the entire package and then you are able to choose.

Mrs. Fleitell indicated that the Board would set the parameters - job description, salary guide and guidelines - and the NJSBA would gather and screen information and return it to the Board in some orderly fashion, making no judgments but they would be working for the Board. She noted that the entire Board would make all decisions.

Mr. Williams noted that his feelings were that NJSBA would provide very good, critical work for us.

Mr. Pelaia commented that the NJSBA, in its presentation, indicated a number of areas of concern or interest in terms of legal issues and he was greatly impressed by the list the group went through to help us go through the process.

Mr. Rusignuolo stated that Mr. Sincaglia has been more than helpful in some of these kinds of activities and Mr. Rusignuolo feels the Board can handle this. He noted that the NJSBA had mentioned community involvement and he is all in favor of that. It was his feeling that from early April on the Board could participate fully, adding that the NJSBA had anticipated 40 - 50 applicants and he felt the Board could do this themselves.

Mrs. Russo noted that the NJSBA has done this before and are experts in this area. She indicated that most of the process will be held at open meetings as far as calendars and procedures. She commented that the NJSBA had mentioned 40 - 80 applicants depending on where we advertise and the NJSBA can handle confidentiality for the applicants, adding that the Board would not want anyone not to apply because they thought possibly their job might be in jeopardy and the confidence candidates have when they see the NJSBA insignia is important. Mrs. Russo further stated that the NJSBA would handle the secretarial type of work involved receiving resumes and forwarding applications in an organized fashion and opening up the search will open areas of concern to the Board and having someone that has been there before would be a help. She expressed her support for going with the NJSBA.

Mrs. Fleitell remarked that time is of the essence and then moved that the Board utilize the New Jersey School Boards Association during the search for a Superintendent, seconded by Mr. Schweikert. Upon being put to a roll call vote the resolution was adopted with Mrs. Fleitell, Mr. Moscaritola, Mr. Patterson, Mr. Pelaia, Mr. Restaino, Mrs. Russo, Mr. Schweikert and Mr. Williams voting aye and Mr. Rusignuolo voting nay.

Mr. Rusignuolo noted that he disagreed and perhaps has a different kind of experience or a different sense of what his proposal would mean.

Mr. Williams indicated that he had been through this process before and was a little surprised when the NJSBA came in and announced the difference in the number of candidates we can expect. He added that he feels confidentiality for all applicants is important and NJSBA can expedite a lot by taking over the front end of the process. Mr. Williams felt the process should begin in February of 1998 and the Board should take over after the NJSBA reports on the candidates' pool.

Mr. Patterson commented that it was his understanding that the total cost of NJSBA was \$3,500 other than the cost of newspaper ads. Mr. Schweikert noted that there would be an additional charge of \$500 for a community survey.

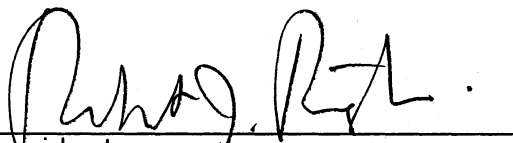
Mrs. Russo stated that one of the reasons that the pool of candidates is lessened at this point is some of the changing laws in the criteria for Superintendent qualifications, adding that New Jersey has different laws than some other states but candidates have the opportunity to take a practice test up to six times a year to receive the credentials needed to be a Superintendent.

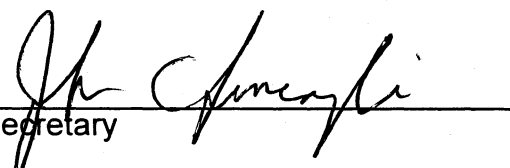
Mr. Moscaritola, Mrs. Fleitell, Mr. Pelaia and Mr. Schweikert mentioned that any qualified inside candidates are welcome to apply for the position. It was agreed that Mr. Pelaia would contact NJSBA and inform them of the Board's decision to utilize their services.

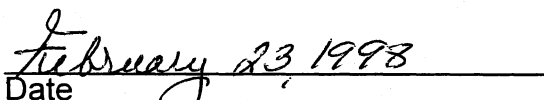
It was also agreed that Board members should make notes of items that must be covered as the process gets under way and Mr. Moscaritola remarked that everything must be done publicly since the only time the Board will meet in private is when the names of the candidates are on the table and the public would be in a sense watching every step of the way. There was discussion of how to prepare for various aspects of the process with recognition that time is of the essence.

ADJOURNMENT:

There being no further business to come before the Board, on motion made by Mr. Pelaia, seconded by Mr. Moscaritola, the meeting was adjourned at 9:55 p.m.


President


Secretary


Date