

The Conference Meeting of the Board of Education of the Township of Nutley, New Jersey was held in the Board Room, 375 Bloomfield Avenue, on Monday, February 2, 1998 at 6:00 p.m. with Mr. Joseph C. Pelaia, Vice-President, presiding.

ANNOUNCEMENT OF ADEQUATE NOTICE:

Mr. Pelaia read the following:

"According to the provisions of the 'Open Public Meetings Act' (Chapter 231, P.L. 1975), proper notice of this Conference Meeting was provided in the Notice of January 28, 1998. 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."

CALL OF ROLL:

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

RECESS MEETING:

Mrs. Fleitell moved that the meeting recess for up to ten minutes to allow time for others to arrive, seconded by Mr. Moscaritola and unanimously approved by the Board.

The meeting recessed at 6:02 p.m.

RESUME MEETING:

The meeting resumed at 6:11 p.m. with Mr. Patterson and Mr. Schweikert present at this time. Late: Mr. Louis F. Williams (6:13 p.m.).

1. Mr. Pelaia started the meeting by indicating that the Board had been told that they would expect from 40 - 60 candidates for the Superintendency.

Mr. Williams entered

There was a discussion concerning the issue of what the Board wanted "required" and what was "desired." It was noted the School Boards model noted that five years' experience as principal and/or central office was essential.

There was discussion about the kind of experience and the amount of time potential candidates should serve and whether or not there should be a requirement that any candidate have served in both capacities. There was also discussion about the amount of time that person had served in these positions. There was also a discussion about should classroom experience be mandatory.

Marie Bilik and Janet Lobsenz from the New Jersey School Boards Association arrived at approximately 6:50 p.m. and joined the Board in its discussion. They advised that the Board should not make the initial threshold too high but also that it should not be too wide open.

After much additional discussion it was finally decided that the following items would be embodied in the official advertisement:

- (a) Principal and/or central office experience required - five years' experience preferred
  - (b) Classroom teaching experience strongly desired
  - (c) Superintendent/Assistant Superintendent experience a plus
  - (d) Earned doctorate a positive
2. The next item discussed was where the ad would be placed. It was agreed that initially the ad should only appear in the Sunday Star Ledger Education Section; however, the School Boards Association also released the ad to many other sources which were free of charge to the Board.

Mrs. Fleitell said it was important to note that only the Board will be interviewing the candidates and only the Board will be deciding which candidates will be interviewed. She noted she was concerned that there had been an erroneous report in a local paper which indicated that the School Boards Association would be involved in the interviews. She wanted to clarify the fact that the School Boards Association would only be assisting in screening those who met the Board's minimum qualifications.

RECESS MEETING:

Mr. Pelaia declared a recess at 8:00 p.m.

RESUME MEETING:

The meeting resumed at 8:07 p.m.

3. The School Boards representatives indicated they would have the draft of the ad to the Board tomorrow, February 3, and they needed to be notified of any changes no later than Thursday morning.
4. The School Boards representatives indicated that there needed to be a work up of a brochure within two weeks. Sample brochures were circulated.
5. There was discussion about in-house candidates and it was unanimously agreed that any in-house candidate who met the qualifications would receive an interview.
6. There was discussion about the date the Board would receive all the candidates' materials from the School Boards Association and initially it was thought that it should be the first week in April. Following additional discussion, however, it appeared that a more preferred date would be Tuesday, March 31.

Mr. Patterson wanted to know if it was permissible to ask candidates where they had applied in the past three years. School Boards said they did not know if it was a legitimate question.

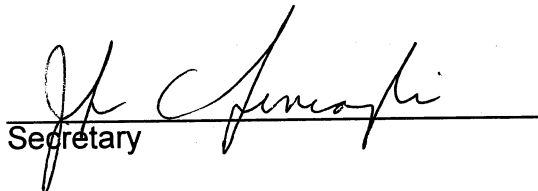
7. Ms. Lobsenz indicated a need for the Board to review the section in their manuals concerning various criteria and be prepared to discuss that at the Board's next meeting.

There was also discussion about how and when the School Boards Association would hold meetings with instructional staff, administrative staff and community. Mrs. Russo said that at some point there would need to be a discussion of how we would be dealing with staff members and wanted to know how that meeting would be held and it was pointed out that was a legitimate item for closed session.

8. Mr. Sincaglia and Mr. Pelaia reviewed changes in upcoming committee meetings which would be held on February 5 and February 9.

#### ADJOURNMENT:

On motion made by Mr. Williams, seconded by Mr. Restaino and unanimously approved by the Board, the meeting adjourned at 9:41 p.m.

  
Secretary

2/6/98  
Date