

Board of Education  
Nutley, NJ 07110

December 21, 1999

The Regular Meeting of the Board of Education of the Township of Nutley, New Jersey was held in the Radcliffe School Multi-Purpose Room, 379 Bloomfield Avenue, on Tuesday, December 21, 1999 at 8:09 p.m. with Mr. Vincent A. Moscaritola, President, presiding.

#### ANNOUNCEMENT OF MEETING:

Mr. Moscaritola 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 Notice of December 7, 1999. 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 Mrs. Roncaglio 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: Mr. John Cafone, Dr. Philip T. Casale, Mrs. Michele Fleitell, Mr. Joseph C. Pelaia, Mr. Alfred R. Restaino, Jr., Mrs. Agnes Roncaglio and Mrs. Maria Russo. Absent: Mr. Steven P. Picciano. Approximately 18 citizens were present.

#### APPROVAL OF MINUTES:

Copies of the minutes of the Special Meeting held on November 15, 1999 at 7:15 p.m., the Regular Meeting held on November 22, 1999 at 8:07 p.m. and the Special Meeting held on December 6, 1999 at 7:15 p.m. being in the hands of each member, reading of same was dispensed. Mrs. Fleitell moved that the minutes be approved, seconded by Dr. Casale and approved by the Board with Mrs. Russo voting nay.

#### COMMUNICATIONS:

Mr. Sincaglia presented and read the following communications:

1. A thank-you note from the family of Mary Vivinetto (mother of Franklin School principal Dr. James Vivinetto) for the Board's expression of condolence upon her death.

4.

2. A letter and resolution from the Bloomfield Board of Education expressing opposition to a proposed amendment to the New Jersey Administrative Code regarding professional licenses and standards for out-of-state people.
3. A letter sent to all school districts from Jack Wagenti concerning the issue of property taxes and school taxes.

SECRETARY'S REPORT:

Mr. Sincaglia presented the Report of the Secretary as of November 30, 1999. (See attached report.)

Mrs. Russo moved that the Board accept the Report of the Secretary, seconded by Mr. Pelaia. 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 November 30, 1999.

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

SUPERINTENDENT'S REPORT:

Dr. Serafino presented and read the following report:

"Informational Items:

"Thursday, December 23 - single session. Schools closed Friday, December 24, 1999 through Friday, December 31, 1999. Sessions will resume on Monday, January 3, 2000

"Articulation Day (single session) Monday, January 10, 2000"

Dr. Serafino noted that a presentation on the integration of technology will be held at the beginning of the day.

"Nutley High School Financial Aid Program - January 11, 2000 - 7:30-9:00 p.m.

"Nutley High School Schedule Information Program - January 12, 2000 - 7:30-9:00 p.m.

"Schools will be closed Monday, January 17, 2000 - Dr. Martin L. King, Jr. Day

"Attached is the student enrollment chart as of November 30, 1999"

Dr. Serafino wished everyone a happy holiday season and a Happy New Year.

December 21, 1999

FIRE DRILL REPORT:

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

Nov. 1	Lincoln School	2:00 p.m.	1 min. 37 secs.
Nov. 1	Yantacaw School	10:04 a.m.	1 min. 40 secs.
Nov. 4	Lincoln School	9:35 a.m.	1 min. 42 secs.
Nov. 5	Washington School	9:08 a.m.	1 min. 27 secs.
Nov. 8	Nutley High School	9:21 a.m.	2 min. 10 secs.
Nov. 8	Radcliffe School	10:03 a.m.	1 min. 35 secs.
Nov. 9	Washington School	2:01 p.m.	1 min. 15 secs.
Nov. 9	Yantacaw School	2:29 p.m.	1 min. 30 secs.
Nov. 10	Radcliffe School	2:18 p.m.	1 min. 28 secs.
Nov. 16	Spring Garden School	12:34 p.m.	1 min. 30 secs.
Nov. 19	Franklin School	9:30 a.m.	2 min. 20 secs.
Nov. 19	Nutley High School	1:56 p.m.	1 min. 59 secs.
Nov. 23	Spring Garden School	10:32 a.m.	1 min. 25 secs.
Nov. 29	Franklin School	1:30 p.m.	2 min. 4 secs.

CAFETERIA REPORT:

Mr. Restaino presented the cafeteria report as of November 30, 1999 showing a 1999/2000 budget of \$663,265.00, contractual orders to date of \$247,003.84, leaving funds available of \$416,261.16.

COMMITTEE REPORTS:

Mrs. Russo indicated that the Policy Committee has a meeting scheduled for January 5, 2000 and it is hoped that the first and second readings for adoption of the policy book will take place in the near future.

Mr. Pelaia noted that the Board approved the revision of the policy book in May of 1997, 2-1/2 years ago and he expressed his displeasure that so little progress has been made in that period of time. Mr. Sincaglia explained that the comprehensive manual was received from Strauss Esmay within the time frame of the contract which goes back to Dr. Votto's tenure. He noted that Dr. Votto directed a number of activities among principals and professional staff. Mr. Sincaglia further commented that over the last year he and Mrs. Russo met four or five times and part of the reason for the delay was his getting involved in other things.

Mrs. Russo stated that over the years the Committee has changed members but she has stayed as Chairperson. She noted that we have kept current and made necessary revisions to policies such as Medication, Residency and Special Education.

Mr. Pelaia asked if Strauss Esmay has been paid. Mr. Sincaglia replied that they have been paid for some of the initial work, adding that the initial draft grew out of a meeting with Dr. Votto, Mrs. Russo and himself and then a subsequent meeting with the Policy Committee and Strauss Esmay. He noted that there were a total of three meetings.

Mr. Pelaia commented that the Board paid \$15,000 for this, noting that Strauss Esmay was to do an initial draft. Mr. Sincaglia stated that the Board committed itself. Mrs. Russo indicated that the money was appropriated and then meetings were held.

Mr. Pelaia asked what was the first date for Strauss Esmay to provide a first draft. Mr. Sincaglia noted that the first draft was provided in a timely manner and since that time we have been provided with updates as part of our general policy service.

Mr. Pelaia then made comments regarding timeliness and the entire process of how items were disseminated to the Board. Mrs. Russo remarked that the Board had decided to update the policy manual as a whole since most of the dates in the current policy book are back in the 1980s, adding that we are moving forward and noting that we have received policy updates from the 1980s to the present. Mrs. Russo also noted that, hopefully, when the entire book has been adopted, the Policy Committee will be able to present individual policies on a monthly basis to keep the book current so that it will not run five and ten years behind.

Mr. Sincaglia explained that when the draft was first received from Strauss Esmay the entire Board did not receive the entire draft. He noted that Mrs. Russo delegated certain sections to some Board members who are not now serving on the Board and no updates would have been distributed because there was no frame of reference. Mr. Sincaglia also noted that he integrated the updates into what was the initial draft and this made the draft current.

Mr. Pelaia remarked that when he seconded the motion relating to the policy book in 1997 he thought there was a great deal of urgency to complete this project but 2-1/2 years does not bespeak urgency. He added that he would not think the issue of doing it all at once is the same as working on the policies in a rolling kind of manner which would allow evaluating things with due deliberation to give the time and effort each policy requires, adding that he feels doing it all at once is the wrong way to handle things.

Mrs. Russo indicated that she somewhat agrees with what Mr. Pelaia is saying but she does not think he understands the time that has gone into this matter, adding that there was a lack of feedback on the information she had forwarded to the Board. Mrs. Russo also noted that the policy book revision is a major undertaking which has moved a little slower than she likes but many hours have been put forward on this by the administration, herself and teachers. Mrs. Russo also noted that this was two years ago but some policies have not changed such as the operations of the district, adding that it is being made certain that the policy book is current legally.

Mr. Pelaia indicated that he is glad this is finally being addressed but is disappointed and dismayed that it has been 2-1/2 years, adding that the Board has spent time at meetings discussing specific policies and holes have been found. He also said that the Board has had to deal with a facilities issue, vestiges of the residency matter and other important issues so there is never a good time to discuss a specific matter.

Mrs. Russo replied that this is why the policy book has been broken up, adding that she hopes all of the Committee members are able to attend the meeting on January 5. Mr. Pelaia said he would have hoped that the Committee could have held occasional meetings to set target dates and assign people to various duties. He noted that everyone must be conversant with the policy book and it is unfortunate that after 2-1/2 years the Committee is told to go over this during the holidays.

Mrs. Russo noted that she is not asking the Committee to read the entire policy book by January 5, adding that she feels the rest of the Board should have this draft too.

Dr. Casale stated that as we move forward on the policy issue he would request that all Board members receive the information being reviewed by the Committee so they can stay abreast of what is being reviewed so that they will have the necessary background. Mrs. Russo replied that this was her intent but there was miscommunication, noting that this is the second draft and she believes that the entire Board, or at least the Committee members, received the first draft.

Mr. Sincaglia clarified that Mrs. Russo as Chairperson gave sections of the book to individual Board members and asked for feedback but in the middle of the process Dr. Votto submitted his resignation and the Board had a new priority and the policy matter came to a standstill.

Mrs. Russo noted that the sections of the policy book given to Mr. Pelaia some time ago were the same as he was given now.

Mr. Pelaia indicated that a great deal of emphasis seems to be placed on the fact that the Board spent a lot of time on the Superintendent's search but the Superintendent has been on the job for 18 months.

#### HEARING OF CITIZENS (Resolutions Only):

None

#### CERTIFICATION OF MAJOR ACCOUNT FUND STATUS:

Mr. Cafone presented and moved the adoption of the following resolution, seconded by Dr. Casale. 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 November 30, 1999, 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. Cafone presented and moved the adoption of the following resolution, seconded by Dr. Casale. Upon being put to a roll call vote the resolution was adopted with Mr. Cafone, Dr. Casale, Mrs. Fleitell, Mr. Restaino, Mrs. Roncaglio and Mrs. Russo voting aye and Mr. Pelaia and Mr. Moscaritola abstaining, stating that they did so pursuant to law:

BE IT RESOLVED, That the Board of Education authorizes the payment of bills and mandatory payments in the total amount of \$3,609,936.60 as per the attached Schedule A which have been audited by the Business Office.

REQUESTS FOR USE OF SCHOOL BUILDINGS AND GROUNDS:

Mr. Cafone presented and moved the adoption of the following resolution, seconded by Dr. Casale. 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 - Transportation:Ms. Phyllis Gamba

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

BE IT RESOLVED, That the Board of Education accepts the retirement of Ms. Phyllis Gamba, bus driver, effective February 1, 2000.

RESIGNATION - Teacher:Mrs. Janet F. Frikert

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

BE IT RESOLVED, That the Board of Education accepts the resignation of Mrs. Janet F. Frikert, teacher, effective February 1, 2000.

RESIGNATION - Athletic:Miss Kimberly Higgins

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

BE IT RESOLVED, That the Board of Education accepts the resignation of Miss Kimberly Higgins as assistant softball coach.

LEAVE OF ABSENCE - Teacher:Mrs. Barbara Formichella

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

BE IT RESOLVED, That the Board of Education approves a medical leave of absence without pay for Mrs. Barbara Formichella effective December 22, 1999 p.m. through January 31, 2000.

APPOINTMENT - Professional Staff:Miss Marisa Facciponte

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

BE IT RESOLVED, That the Board of Education appoints Miss Marisa Facciponte as school social worker for the 1999/2000 school year, effective March 1, 2000, at the annual salary of \$38,316, M.A.-6, in accordance with the 1999/2000 Teachers' Salary Guide.

BE IT FURTHER RESOLVED, That the Board approves the application for emergency hiring of Marisa Facciponte as per the state criminal review procedure.

APPOINTMENT - Professional Staff:

Mrs. Lesslie Licameli

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

BE IT RESOLVED, That the Board of Education appoints Mrs. Lesslie Licameli as teacher for the 1999/2000 school year, effective January 1, 2000, at the annual salary of \$35,728, B.A.-6, in accordance with the 1999/2000 Teachers' Salary Guide.

APPOINTMENT - Athletic:

Mr. Ralph Cinque

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

BE IT RESOLVED, That the Board of Education appoints Mr. Ralph Cinque as assistant ice hockey coach for the 1999/2000 school year, effective December 14, 1999, at the salary of \$2,421, Step 1, in accordance with the 1999/2000 Athletic Salary Guide.

APPOINTMENTS - Permanent Unassigned Substitutes:

Dr. Casale 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 following be approved as permanent unassigned substitutes for the 1999/2000 school year, effective January 1, 2000, at the rate of \$75 per day and fringe benefits which include State Health Benefits and dental plans:

Lynn Mosior  
Mary K. Pontrella  
Maria Vagias

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

APPOINTMENT - School Nurse Substitute:Mrs. Maria Considine

Dr. Casale 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 Mrs. Maria Considine be appointed as school nurse substitute, effective January 1, 2000, at the per diem rate of \$65, in accordance with the per diem rate established by the Board of Education.

BE IT FURTHER RESOLVED, That the Board approves the application for emergency hiring of Maria Considine as per the state criminal review procedure.

APPOINTMENTS - Teacher Substitutes:

Dr. Casale 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 1999/2000 school year.

APPOINTMENTS - Substitutes:

Dr. Casale 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 following substitutes be approved for the 1999/2000 school year:

Secretarial/School Aide

Lorraine Hawks

School Aide/Bus Aide/Cafeteria

Louise Benacquista

EXTRA COMPENSATION:

Dr. Casale 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 following personnel be paid extra compensation in the amounts indicated for services rendered:

Library Skills Review - November 18, 1999

Beverly Apple	\$ 61.94
Mary Austin	61.94
Rosemary Clerico	93.26



Library Skills Review - November 18, 1999 (contd.)

Maria Gernitis	\$ 61.94
Robert Presuto	61.94
Susan Rooney	61.94
Camille Sains	61.94
Louise Walk	<u>61.94</u>

Total	\$526.84
-------	----------

Math Finance Curriculum Revision - November 22, 1999

Elinor Alboum	\$ 61.94
Toby D'Ambola	100.65
MaryLou Dowse	151.55
Rosemary Vivinetto	<u>100.65</u>

Total	\$414.79
-------	----------

PAT Committee - November 22, 1999

Suzanne Hagert	\$ 46.46
Rebecca Olivo	46.46
Lisa Rossi	46.46
Niki Vlasakakis	46.46
Carol VonAchen	<u>46.46</u>

Total	\$232.30
-------	----------

SAT Review Classes - November 6, 20, December 4 and 11, 1999

Susan Gesumaria	\$108.40
Carol Shepard	433.58
John Suffren	<u>325.19</u>

Total	\$867.17
-------	----------

CAT Program Payroll - Fall 1999

Amelia Cerisano	\$ 1,718.84
Helen Doyle-Marino	1,238.80
Nicole Errante	1,455.59
Caroline Evangelista	1,486.56
Suzanne Hagert	1,114.92
Barbara Hirsch	1,610.80
Eleni Koukoularis	1,517.53
Lisa Markman	1,548.50
Christopher Masullo	1,114.92
Ellen Napoli	1,517.53
Dennis Pandolfi	1,424.62
Rosann Rizzuto	1,455.59
Camille Sains	1,223.32
Louis SanGiovanni	1,486.56
Janice Schoem	1,176.86
Robert Topolski, Jr.	1,424.62
Robert Topolski, Sr.	991.04
Ciro Violante	1,610.44
Michael Viteritto	1,114.92

CAT Program Payroll - Fall 1999 (contd.)Substitutes

Gail Kahn	\$ 371.64
Denise Mazza	216.79
Karen SanGiovanni	<u>123.88</u>

Total \$26,944.27

Winter Sports Physical Examinations - November 5 and 11, 1999

Nicole Errante	\$108.40
Katherine Flannery	108.40
Andrew Linfante	154.85
Gerald Ryan	154.85
Patricia Scullen	<u>108.40</u>

Total \$634.90

Payment for ESPA Field Test Training Session - October 13, 1999

Maria Andriola	\$ 46.46
Mary Appel	46.46
Pamela Batchelder-Mitchell	46.46
Karen Beckmeyer	46.46
Grayce Berk	46.46
Deborah Caputo	46.46
Richard Dalli	46.46
Susan Dingwell	46.46
Danielle Ferraro	46.46
Kenneth Ferriol	46.46
Lisa Fitzgerald	46.46
Jill Freedman	46.46
Jainine Gambaro	46.46
Donna Hutcheson	46.46
Patricia Keating	46.46
Scott Keena	46.46
Cheryl Kozyra	46.46
Laura-anne MacMillan	46.46
Walter Murray	46.46
Ellen Napoli	46.46
Marietta O'Brien	46.46
Michael Pace	46.46
Debra Parigi	46.46
Heather Peluso	46.46
Lorraine Restel	46.46
Lisa Rossi	46.46
Virginia Santiglia	46.46
Janice Schoem	46.46
Deborah Schop	46.46
Jill Szura	<u>46.46</u>

Total \$1,393.80

Library Coverage - Month of November, 1999

Susan Ames	\$ 96.04
Carol Shepherd	<u>144.06</u>

Total	\$240.10
-------	----------

Payment for Conducting In-Service "Using Microsoft Office Excel" - October 12, 19, 26, November 2 and 9, 1999

Ann Mary Mullane	\$402.70
------------------	----------

Payment for Conducting In-Service "Using E-Mail, Multimedia Applications, and the Internet in Your Curriculum" - October 12, 14, 19, 20, 21, 26, 27, 28, November 2, 3, 4, 9 and 10, 1999

Jill Freedman	\$ 402.70
Robert Presuto	402.70
Lorraine Restel	402.70
Kevin Smyth	<u>402.70</u>

Total	\$1,610.80
-------	------------

Payment for Attendance at In-Service for RST<sup>2</sup> Training - November 15 and 22, 1999

Gerard Adubato	\$123.88
Joseph Bertuzzi	61.94
Frank Comune	123.88
Laura Gangeruso	123.88
Jill Freedman	123.88
Ellen Napoli	123.88
Jill Szura	<u>123.88</u>

Total	\$805.22
-------	----------

Central Detention Coverage - November, 1999High School

Nicole Errante	\$ 16.79
AnneMarie Kowalski	117.53
Carol Shepherd	50.37

Franklin School

Patrick Keating	83.95
Lawrence Mitschow	67.16
Patricia Sloan	67.16
Luann Zullo	<u>16.79</u>

Total	\$419.75
-------	----------

Saturday Morning Suspensions - October and November, 1999

Darren Groh	\$140.34
Denise Mazza	<u>70.17</u>

Total	\$210.51
-------	----------

December 21, 1999

Payment for Attendance at Gifted and Talented Identification  
Review - October 26, 1999

Joyce Healy	\$ 46.46
Janet Jelenski	46.46
Adele Koci	46.46
Valerie Martin	46.46
Rebecca Olivo	46.46
Carol Perrone	<u>46.46</u>

Total \$278.76

Intramurals - November 2-23, 1999

John Alessio	\$ 96.04
Luann Zullo	<u>96.04</u>

Total \$192.08

TUITION REIMBURSEMENT:

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

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

<u>Name</u>	<u>Amount</u>
Rachel Daly	\$ 840
Bernadette Santoriello	840
Niki Vlasakakis	<u>840</u>

Total \$2,520

APPROVAL OF HUMAN PHYSIOLOGY COURSE:

Mr. Pelaia presented and moved the adoption of the following resolution, seconded by Dr. Casale. Upon being put to a roll call vote the resolution was adopted with Mr. Cafone, Dr. Casale, Mrs. Fleitell, Mr. Pelaia, Mr. Restaino, Mrs. Roncaglio and Mr. Moscaritola voting aye and Mrs. Russo voting nay:

BE IT RESOLVED, That the Board of Education approves the Human Physiology course presented at the December 6, 1999 conference session.

TEXTBOOK APPROVAL:

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

BE IT RESOLVED, That the Board of Education approves the use of the following textbooks:

Mathematics

Introduction to Computer Science  
Using C++

Publisher, Thomson Learning, c. 1998

Science

Science Insights:

Exploring Earth and Space

Publisher, Addison Wesley, 1999  
Reading, MA

SPECIAL CLASS PLACEMENT - Educationally Disabled Students:

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

BE IT RESOLVED, That the Board of Education authorizes the attendance of students in out-of-district special education classes for the 1999/2000 school year as follows:

<u>School</u>	<u>No. of Students</u>	<u>Classification</u>	<u>Effective Date</u>	<u>Tuition</u>
Washington Academy Cedar Grove, NJ	*1	ED	12/1/99	\$18,604.62
Chancellor Academy Pompton Plains, NJ	1	SLD	12/6/99	\$18,136.35
Sage Day Rochelle Park, NJ	1	ED	12/1/99	19,634.16
Washington Academy Cedar Grove, NJ	1	ED	12/13/99	17,468.46
Windsor Learning Center Pompton Lakes, NJ	1	SLD	12/13/99	21,325.20

\*This student has transferred into our district.

AMENDING RESOLUTION - Suburban Essex Joint Insurance Fund:

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

WHEREAS, by resolution approved on June 18, 1999 the Nutley Board of Education (Board) agreed to join the Suburban Essex Joint Insurance Fund (Fund), and

WHEREAS, the Board has determined to add additional insurance coverages provided by the Fund,

December 21, 1999

NOW, THEREFORE, BE IT RESOLVED, That the Board amends its resolution of June 18, 1999 to include coverages for general liability, automobile liability and property, all to be effective December 1, 1999.

#### TRANSFER OF FUNDS:

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

BE IT RESOLVED, That transfers in the 1999/2000 General Fund Budget be confirmed as follows:

<u>From</u>		<u>To</u>	
Account 11-110-100-101	\$10,000	Account 11-240-100-101	\$ 100
Account 11-140-100-101	10,000	Account 11-401-100-800	500
Account 11-201-100-101	20,000	Account 11-999-100-566	25,200
Account 11-999-230-590	5,000	Account 11-999-213-100	4,000
Account 11-999-291-260	<u>10,600</u>	Account 11-999-216-600	100
	\$55,600	Account 11-999-221-105	3,000
		Account 12-130-100-730	5,950
		Account 12-140-100-730	10,600
		Account 12-402-100-730	1,050
		Account 12-999-100-730	4,800
		Account 12-999-290-730	<u>300</u>
			\$55,600

#### AUTHORIZATION OF SIGNATORIES - Valley National Bank:

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

BE IT RESOLVED, That the Board of Education authorizes the following signatories for the school accounts at Valley National Bank for the 1999/2000 school year, effective January 1, 2000:

<u>Nutley High School</u>	Mario Cocchiola	or and	Joseph Zarra
	Mary Jane Delahunt		
<u>Franklin School</u>	James Vivinetto	or and	Margaret Murray
	Bettina Hopkins		
<u>Lincoln School</u>	Dorothy Mutch	and	Linda Zembrzuski
<u>Radcliffe School</u>	Mariana Francioso	and	Beverly Cullari
<u>Spring Garden School</u>	Rosemary Clerico	and	Sophie Caprio
<u>Washington School</u>	Carmine D'Aloia	and	Shirley Bauerlein
<u>Yantacaw School</u>	John Calicchio	and	JoAnn Luzzi

NNJIL LEGAL EXPENSES:

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

BE IT RESOLVED, That the Board of Education agrees to contribute up to \$2,000 as part of a consortium of NNJIL public school districts for anticipated legal costs which may result from litigation from parochial schools in the NNJIL athletic conference.

APPROVAL OF AMENDMENTS TO CARRY-OVER APPLICATIONS - I.D.E.A.-B and I.D.E.A.-B Preschool - FY99:

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

BE IT RESOLVED, That the Board of Education approves amendments to carry-over applications approved at the November 22, 1999 Board meeting for FY99 I.D.E.A.-B in the revised amount of \$27,629 and I.D.E.A.-B Preschool in the revised amount of \$325.

TESTIMONIAL - Teacher:Mr. Robert Loffredo

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

WHEREAS, Mr. Robert Loffredo has tendered his resignation as elementary teacher, effective January 1, 2000 and has signified his intention of retiring from active service, and

WHEREAS, Mr. Loffredo has taught in the Nutley Public Schools for a period of thirty-eight years, and

WHEREAS, through the years Mr. Loffredo has exemplified the finest qualities of the teaching profession at all times,

NOW, THEREFORE, BE IT RESOLVED, That the Board of Education expresses to Mr. Loffredo its deep appreciation of his long and faithful service and extends to him its best wishes for continued health and happiness, and

BE IT FURTHER RESOLVED, That this resolution be made a part of the minutes of this meeting and a copy presented to Mr. Loffredo.

TESTIMONIAL - School Nurse:Mrs. Angela Maguire

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

WHEREAS, Mrs. Angela Maguire has tendered her resignation as elementary school nurse, effective January 1, 2000 and has signified her intention of retiring from active service, and

WHEREAS, Mrs. Maguire has taught in the Nutley Public Schools for a period of twenty-five years, and

December 21, 1999

WHEREAS, through the years Mrs. Maguire has exemplified the finest qualities of her profession at all times,

NOW, THEREFORE, BE IT RESOLVED, That the Board of Education expresses to Mrs. Maguire its deep appreciation of her long and faithful service and extends to her its best wishes for continued health and happiness, and

BE IT FURTHER RESOLVED, That this resolution be made a part of the minutes of this meeting and a copy presented to Mrs. Maguire.

TESTIMONIAL - Social Worker:

Mr. Domenic Melito

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

WHEREAS, Mr. Domenic Melito has tendered his resignation as social worker, effective January 1, 2000 and has signified his intention of retiring from active service, and

WHEREAS, Mr. Melito has taught in the Nutley Public Schools for a period of twenty-seven years, and

WHEREAS, through the years Mr. Melito has exemplified the finest qualities of his profession at all times,

NOW, THEREFORE, BE IT RESOLVED, That the Board of Education expresses to Mr. Melito its deep appreciation of his long and faithful service and extends to him its best wishes for continued health and happiness, and

BE IT FURTHER RESOLVED, That this resolution be made a part of the minutes of this meeting and a copy presented to Mr. Melito.

Mrs. Roncaglio remarked that Mr. Melito had an unusual compassion and commitment to students and will be missed.

Mr. Pelaia requested that copies of any comments made about a recipient of a testimonial be sent to that person with the testimonial.

TESTIMONIAL - School Nurse:

Mrs. Patricia Scullen

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

WHEREAS, Mrs. Patricia Scullen has tendered her resignation as high school nurse, effective January 1, 2000 and has signified her intention of retiring from active service, and

WHEREAS, Mrs. Scullen has taught in the Nutley Public Schools for a period of seventeen years, and

WHEREAS, through the years Mrs. Scullen has exemplified the finest qualities of her profession at all times,

NOW, THEREFORE, BE IT RESOLVED, That the Board of Education expresses to Mrs. Scullen its deep appreciation of her long and faithful service and extends to her its best wishes for continued health and happiness, and



BE IT FURTHER RESOLVED, That this resolution be made a part of the minutes of this meeting and a copy presented to Mrs. Scullen.

RESIGNATION - Athletic:

Mr. Joseph Sorce, Jr.

Mrs. Roncaglio 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. Joseph Sorce, Jr. as assistant baseball coach.

APPOINTMENT - Teacher Substitute:

Miss Lisa A. Salayko

Mrs. Roncaglio 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 Lisa A. Salayko be appointed as teacher substitute effective December 22, 1999, at the per diem rate of \$65, in accordance with the per diem rate established by the Board of Education.

APPOINTMENT - Substitute:

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

BE IT RESOLVED, That the following substitute be approved for the 1999/2000 school year:

Custodial

Marc Calicchio

SPECIAL CLASS PLACEMENT - Educationally Disabled Students:

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

BE IT RESOLVED, That the Board of Education authorizes the attendance of students in out-of-district special education classes for the 1999/2000 school year as follows:

<u>School</u>	<u>No. of Students</u>	<u>Classification</u>	<u>Effective Date</u>	<u>Tuition</u>
Children's Institute Verona, NJ	1	Autistic	1/3/2000	\$18,260
J.F. Kennedy Newark, NJ	1	MD	9/1/99	\$ 5,248

December 21, 1999

MEMORANDUM OF AGREEMENT WITH LAW ENFORCEMENT OFFICIALS:

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

BE IT RESOLVED, That in accordance with the N.J.A.C. 6:29-10.1 et seq., the Board approves the Memorandum of Agreement and Addenda between Education and Local and County Law Enforcement Officials, and

BE IT FURTHER RESOLVED, That this Agreement and Addenda be forwarded to the County Superintendent of Schools for approval.

ACCEPTANCE OF NOTIFICATION OF GRANT AWARD - Carl D. Perkins Vocational & Technical Education Act of 1998 - Secondary - FY 2000:

Dr. Casale 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 notification of grant award for Carl D. Perkins Vocational & Technical Education Act of 1998 - Secondary for FY 2000 in the amount of \$13,701.

ACCEPTANCE OF NOTIFICATION OF GRANT AWARD - Improving America's Schools Act (IASA) - FY 2000:

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

BE IT RESOLVED, That the Board of Education accepts notification of grant award for Improving America's Schools Act (IASA) for FY 2000 in the following amounts:

Title I	\$171,326
Title II	13,208
Title IV	15,964
Title VI	<u>18,554</u>
	\$219,052

Dr. Serafino remarked that the four people who are retiring have a total of 107 years of dedicated service to the district with Mr. Loffredo serving for 38 years, Mrs. Scullen 17 years, Mr. Melito 27 years and Mrs. Maguire 25 years. She noted that this district will miss their wisdom and experience, adding that this is what the district is based on - the wonderful staff we have. Dr. Serafino added that they will be missed.

HEARING OF CITIZENS:

Mrs. Joan Rubino, 48 North Road, asked if the amount listed on the bill list as payment to the Board's law firm was for a one-month period.

Mr. Sincaglia replied that it was payment for services provided either in September or October. Mrs. Rubino remarked that she never could quite understand why we changed the firm we had used and asked if we are keeping track of the expenses and if any savings have been noted since using the new firm. Mr. Sincaglia explained that one could not look at an expenditure like this and characterize it as a savings. He noted that many new things have been going on and it is hard to match things up, adding that there is some litigation that began with the other law firm that this firm has taken over.

Mr. Sincaglia further indicated that the district has been lucky over the past years in not having much litigation. He noted that Mrs. Rubino's question is difficult to answer but we could match up bills year to year.

Mrs. Rubino queried why the district changed law firms in the first place since she had thought we were satisfied with the previous firm, adding that her thought was that this was a political action. Mr. Moscaritola replied that the Board decided to change, adding that the new law firm is cheaper in its hourly rate but we have had a lot of litigation and many new issues.

Mrs. Rubino asked what was the new hourly rate to which Mr. Sincaglia replied \$15 per hour less than the previous firm's rate. Mrs. Rubino asked if the hourly rate was the reason for the change in law firms, to which Mr. Moscaritola replied that it was one of the reasons.

Mr. Restaino remarked that, in his own opinion, he did not feel that the prior law firm represented the Board as well as he would have liked so when the opportunity arose he had no problem with changing firms. He added that this year has been a difficult year regarding litigation.

Dr. Casale indicated that he agreed with Mr. Restaino as he did not feel the Board was being represented to his satisfaction, adding that he is quite impressed with the present firm in that they are proactive. Dr. Casale further noted that he feels the Board is being represented as a Board by a partner at a savings. Mr. Sincaglia stated that the rates are \$150 per hour vs. \$135.

Mrs. Fleitell commented that the vote to change law firms was not unanimous since everyone was not dissatisfied with the former firm, adding that she had voted "no" on changing firms. She also noted that she is not dissatisfied with the current law firm and feels they have addressed the Board's needs admirably.

Mr. Jack Magnifico, 25 Chestnut Street, asked for an update regarding the backpack issue. Dr. Serafino responded that she has discussed this matter with all the principals and has asked them to address it with the teachers so we can try to avoid having students taking home so many books, noting that in some situations teachers will copy pages out of books.

Mr. Magnifico asked what types of precautions are being taken for our children to be secure. Dr. Serafino explained that this has been addressed within the schools and we have been working with the children regarding conflict resolution. She remarked that the district is working on this in a proactive manner. Dr. Serafino further noted that administrators have gone to workshops and are working with the staff in schools. She also noted that within the schools only one door is open during the day at the elementary schools and two doors at the middle and high schools.

Dr. Serafino explained that all principals have met with Fred Scalera of the fire department regarding an evacuation plan for each school in an emergency. She noted that code red denotes an evacuation and code blue denotes a lock down. Dr. Serafino indicated that there will be a school-county meeting and a presentation will be made to the Board in the spring.

Mr. Moscaritola stated that Mr. Zarra had headed a committee dealing with school safety. Mr. Moscaritola also noted that he had formed an ad hoc committee on this issue and the committee had sent a flyer to everyone in the district requesting volunteers, adding that the flyer would also appear in the newspaper.

Mr. Moscaritola noted that the district will be bringing in specialists in various areas of security so that any deficits in security can be identified and dealt with. He added that law enforcement and emergency management would also be involved.

Mr. Magnifico questioned what is being done regarding what is in the schools now. Mr. Moscaritola explained that we will sign off on the Agreement between law enforcement and the Board of Education which is a cooperative effort between law enforcement and educators. He noted that this is a national problem, adding that we have good children and good community people.

Mr. Magnifico noted that he had read in the Star Ledger the evaluation of all our schools in Essex County and found that all of our schools are not the same. He commented that he had thought we had a standard set up in what we are teaching and questioned why the results are not even close. Dr. Serafino replied that she wished she had an answer for Mr. Magnifico, noting that the district has a wonderful staff in each of our elementary schools and the same curriculum is used at each school. She assured Mr. Magnifico that these results were being looked at very carefully.

Mrs. Roncaglio remarked that it seems to her that where there is a small number of students, two or three who are struggling can throw off the results. Dr. Serafino noted that statistics can be affected by a small number and change the entire mean score. She indicated that she would be addressing this issue.

Mr. Pelaia commented that Dr. Serafino had said what he hoped she would say and he was sure the Superintendent will pursue this and not just rely on a statistical anomaly. Mrs. Russo noted that the Superintendent's Report indicated that there were 48 fourth graders in Radcliffe School and 87 in Lincoln School.

Mrs. Laurie Wiedman, 28 Stanley Avenue, stated that everyone knows there are drugs in the schools and questioned why the D.A.R.E. program does not bring in dogs to search the schools. She asked what is the punishment for the child who is found with drugs. Mr. Moscaritola explained that there are a series of guidelines that must be followed which are mandated by the Attorney General in conjunction with the Essex County Prosecutor's Office.

Regarding the resolution, Special Class Placement - Educationally Disabled Students, Mrs. Wiedman asked for clarification on the classification "ED." Dr. Serafino responded that "ED" would stand for emotionally disturbed.

### OLD BUSINESS:

Mrs. Russo indicated she had attended a joint School Boards meeting regarding the Open Public Meetings Act and the Board received a copy of the handout she had received. She stated that one question she had was concerning the keeping of minutes. She noted that minutes are to be made promptly available but she has never received minutes for Conference Meetings and asked how can they be promptly available if the Board does not approve them.

Mr. Pelaia noted that the Board had agreed that Mr. Sincaglia would contact Board counsel on this matter and asked if we had received an opinion, to which Mr. Sincaglia replied in the negative. Mr. Pelaia stated that he would like Mr. Sincaglia to ask the attorneys for a quick decision.

With regard to the handout, Mr. Sincaglia asked Mrs. Russo if she wanted comments on everything or specific items. Mrs. Russo replied that she wanted comments on minutes and adequate notice. Mr. Sincaglia indicated that we have always complied with the notice provisions. Mrs. Russo noted that the attorneys were just asked to respond to the minutes. Mr. Sincaglia explained that the material contained in the executive minutes appears at a public meeting and gave the example of the personnel items appearing on tonight's agenda. He noted that conference meetings are just work sessions but no action is taken, adding that the Board could be provided with them if that is their decision.

Mr. Moscaritola requested that Mr. Sincaglia call counsel on this matter tomorrow.

### NEW BUSINESS:

Mr. Pelaia noted that he had attended a curriculum meeting pertaining to the use of tobacco and alcohol. He commented that the members of the committee are quite professional and he is looking forward to seeing the work they produce. He indicated that Anna Melnyk has been a very open and responsive leader and has impressed him greatly.

Mr. Pelaia feels that early prevention is critical and that more formalized interaction with the Substance Abuse Coordinator is necessary in order to see what programs are working and what may not be as successful. He asked what additional resources are needed by the Substance Abuse Coordinator since a little can go a long way in this area. Mr. Pelaia noted that the budget process is coming up and perhaps the Substance Abuse Coordinator should sit at the table and inform the Board what is needed.

Mr. Pelaia added that he would like to see the Board become more conversant on what it must do since it is the policy setter, noting that the Board has committees on insurance, academics, policy and athletics. He said he feels the Board should meet regularly with the Substance Abuse Coordinator since it meets regularly with the Athletic Director.

Mr. Pelaia noted that he would like Mr. Moscaritola to form an ad hoc committee on the substance abuse issue, bringing in parents, staff, attorneys - whatever is needed to see what should be done and how it should be done. He added that the American Cancer Society and other groups could also be brought in.

Mr. Moscaritola remarked that he will form an Ad Hoc Substance Abuse Committee since it is an old problem but a new challenge and there are so many areas to address concerning that issue. He noted that he can promise there will be the strongest proactive approach to substance abuse ever seen.

Mrs. Wiedman asked what is transpiring regarding the issue of non-residents. Mr. Moscaritola explained that due process must be followed but we will implement things as quickly as possible.

Mr. Moscaritola commented that there is a national drug problem and the Board has to do everything possible to make sure the schools are maintained drug free and alcohol free with every tool available.

Dr. Casale stated that the Board is dissatisfied with what has been done in the past on this issue and so is taking steps to address this issue. He added that he feels we have a very serious drug problem and it needs to be addressed. Dr. Casale noted that the Board is doing everything it can to address this problem.

Mr. Pelaia remarked that he agrees with Dr. Casale, noting that while zero is often unattainable, the Board's approach is zero tolerance.

Mrs. Russo indicated that she was happy to see Mrs. Clerico and the Spring Garden Student Council caroling. She thanked them for bringing the holiday spirit to her.

Dr. Casale stated that the FAME Drama Club helped the district obtain a new sound system for the high school auditorium, noting that a lot of these people volunteered their time and spent their own money to help. He noted that at the next meeting he would like to present to the Board the possibility that these people be reimbursed for their out-of-pocket expenses.

Mrs. Fleitell indicated that the FAME Drama Club is a wonderful organization but last year the Board agreed to pay for a sound system up to an amount of \$12,000 and will probably agree to reimburse the parents for their out-of-pocket expense of \$2,000. She remarked that she fully supports drama and the arts but also supports athletics. Mrs. Fleitell noted that the Facilities Committee has discussed the condition of the weight room for four years and it is in a shameful condition. She stated that money should be put towards a weight room, adding that she has been told that for \$10,000 we can put together a weight room that will benefit all the children in the high school.

Mrs. Fleitell also commented that she has heard that people in the community are willing to donate the money for the weight room and feels we need to be active and assertive, adding that this money does not have to be part of the referendum that may or may not happen.

Mr. Moscaritola stated that he agrees with Mrs. Fleitell regarding the weight room and the plans must be looked at again and a decision made as to what will be done.

Dr. Casale said that as a Board we should support every activity in which our children are involved. He noted that the sound system is for more than just the drama club since any activity occurring in the auditorium will benefit from the state-of-the-art sound system. Dr. Casale also stated that revenues could be generated by renting the auditorium.

Mrs. Fleitell noted that the sound system was done outside of the Budget Committee and the budget that was approved in April but it is not

the only priority. She indicated that athletes are being injured and they must train all year long. She indicated that the entire athlete must be considered.

Dr. Casale noted that the Board just agreed to purchase a shell for the crew team and this expenditure was not in the budget. He added that statistically upon graduation more students pursue occupations in the field of arts rather than athletics so with the arts an investment in the future of the students is made as well.

Mr. Pelaia commented that he agreed with Mrs. Fleitell, the additional sports teams did not come about as part of the budget process; they came in mid year and one is being funded in part by the parents. He noted that as a Board, a commitment was made to install the sound system and it is a legitimate expense. He added that this should not come out of the coffers of the FAME group because then it comes out of the children. Mr. Pelaia added that the problem with the weight room is finding a place for the equipment and having more room.

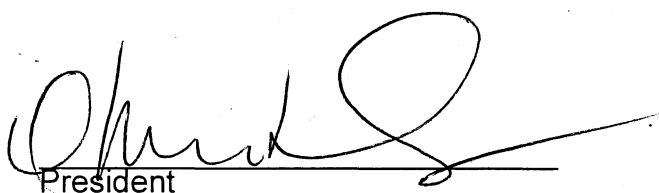
Mr. Moscaritola noted that there are two plans on the table for the weight room at a cost of \$100,000 to \$150,000. Mr. Sincaglia clarified that the less expensive weight room would cost a little over \$100,000 and the one that was more well liked would cost in excess of \$250,000.

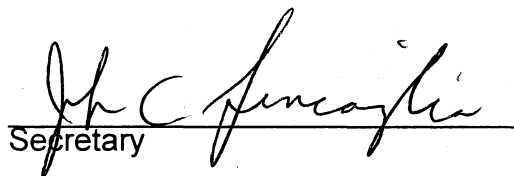
Mr. Restaino noted that one of the drawbacks was the ceiling height and the ventilation.

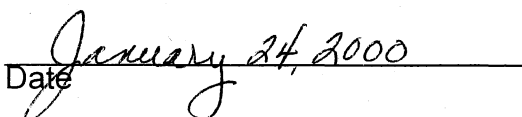
Mrs. Fleitell indicated that she does support the arts and feels that in the future a performing arts course should be included in the ranking system.

#### ADJOURNMENT:

There being no further business to come before the Board, on motion made by Mrs. Russo, seconded by Mr. Pelaia, the meeting was adjourned at 9:40 p.m.

  
President

  
Secretary

  
Date

December 21, 1999