

**NUTLEY BOARD OF EDUCATION**  
**OPEN PUBLIC MEETING MINUTES**  
**November 29, 2021**

**Announcement of Meeting - 6:30 PM**

Mr. Kucinski

President Kucinski Opened the meeting at 6:30pm

**Meeting Notice**

In compliance with Chapter 231, Public Law 1975 entitled Open Public Meetings Act, adequate notice of this meeting had been provided as specified in the Act. Proper notice of this Open Public Meeting was provided in the notice of June 22, 2021. Said notice was posted at the entrance of the Board of Education offices, mailed to the Nutley Township Clerk, sent to Tap into Nutley, advertised in the Nutley Sun on June 22, 2021 and posted on the district website.

**Flag Salute**

President Kucinski led the assembly in the flag salute

**Call of Roll**

Mr. DiPisa

Present:           Mr. Salvatore Balsamo  
                      Mr. Daniel A. Carnicella  
                      Mrs. Lisa Danchak-Martin  
                      Mr. Frank A. DeMaio  
                      Mr. Salvatore Ferraro  
                      Mrs. Theresa Quirk  
                      Ms. Erica Zarro  
                      Mr. Charles W. Kucinski

Absent:            Mr. Kenneth J. Reilly

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Also Present:

Dr. Julie Glazer  
Superintendent of Schools  
Mr. Kent Bania  
Assistant Superintendent of Schools  
Mr. David DiPisa  
Business Administrator/Board Secretary  
Mrs. Janine Loconsolo  
Director of Curriculum  
Ms. Karen Greco  
Director of Communications & Employee Relations  
Ms. Bella Polanco  
Assistant Business Administrator  
Mr. Michael Parigi  
Director of Buildings & Grounds  
Mr. Tim Koster  
Maintenance Grounds / Custodian Supervisor

**Approval of Minutes**

Trustee Zarro moved, Trustee Danchak-Martin seconded, and the following Board minutes were unanimously approved.

Open Public Meeting – October 18, 2021  
Special Public Meeting – October 26, 2021  
Special Public Meeting – November 15, 2021

**Correspondence**

**Letter from Dr. Glazer:**

Dear President Kucinski,

For the past almost six years, this Board has provided me with what I think is the best challenge I have had in multiple careers. When you hired me, I committed to the hard conversations, to building on the strengths of the Nutley public schools, and to giving my time and energy to continuous improvement. This has brought passion and joy to my personal and professional life. When you give your time and energy, it defines your existence. Work becomes your home, colleagues become your family. When I talk about my kids, my own children are quick to point out that I am not talking about them. It has been my privilege to work and grow alongside you all, and while I can't imagine being too far from this team, or from Nutley, I will not be extending

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my contract or continuing as the Superintendent in Nutley when my contract ends June 30. It is time for me to step away, recharge, and think about how I want the next few years of my life and career to look. I will be forever grateful for the opportunity to lead the Nutley Public Schools, for the true friendships I have earned, and for your sustained support and commitment to a vision and goals that have helped all of us and the district to grow. The next leader will step into their own great opportunity, able to continue along a road of progress and an ever more promising future. This will not be my last opportunity to thank you, or to recount all of the many achievements of the past almost 6 years, but I do want to end here tonight and tell you that I am better for knowing and working with each of you. Thank you for letting me become a part of Nutley, and a part of your lives. That has been one of the best experiences of all. My parents taught me, do what you love and you will never work a day in your life...this has been my saving grace and my best gift.

Sincerely,  
Dr. Julie Glazer

**Presentations**

Patriot's Pen Essay Winners

Dr. Glazer  
Commander Hamlin

Nurse Recognition

Dr. Glazer

HIB Bi-Annual Report

Mr. Cappello

Pomptonian

Mark Vidovich  
Gina Maffucci

**Reports as follows:**

1. Superintendent's Report

Dr. Glazer

Dr. Glazer stated the student representatives to the Board are not in attendance tonight because they are rehearsing for the Fashion Show that will be held on Wednesday December 1<sup>st</sup>. Dr. Glazer said we are glad that these programs are back in schools such as holiday concerts, Parks and Recreation activities, lunch time clubs and Student Council. Dr. Glazer said in school lunch started today. Northern NJ is still at a COVID moderate level so we were able to move away from the 6ft social distancing requirement. David DiPisa and Michael Parigi will have more to discuss regarding lunch and tents in their reports. Dr. Glazer thanked the principals for implementing the new COVID protocols successfully. Dr. Glazer said she was very disconcerted that people are still getting their news from social media. Dr. Glazer received many calls and emails regarding COVID numbers in Nutley that were not true. Dr. Glazer read the correct Nutley School COVID numbers to the public.

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2. Assistant Superintendent's Report

Mr. Bania

Mr. Bania highlighted the parent academies that will be available for parents on the District Website. The first class, Standards Based Report Cards, will be held on November 30<sup>th</sup> and the second class, Parents Guide to harassment, Intimidation and Bullying, will be held on December 14<sup>th</sup>. Mr. Bania said on December 6<sup>th</sup> middle and high school teams will attend a six week program about RULER, which is an evidence-based approach to social and emotional learning which was developed at the Yale Center for Emotional Intelligence. Mr. Bania stated the results from the fall Start Strong Assessment are in, and an embargoed version is available to district administrators and teachers. Individual finalized student results are anticipated to arrive to the district mid-December, and will be sent to families. Mr. Bania concluded by recognizing Mrs. Loconsolo and our district coordinators and LPDC team. These educators have developed lunch and learns for teachers around the district to learn about new strategies, new technologies, and also created a time for teachers to meet and discuss issues impacting our schools.

3. Board Secretary's Report

Mr. DiPisa

Mr. DiPisa thanked the Board and the staff for their understanding during his absence over the past few weeks due to a personal issue. Mr. DiPisa thanked the Maintenance and Grounds crew especially Mr. Parigi, Mr. Farese and Mr. Koster for an outstanding job. Mr. DiPisa recognized Gabe Micchelli for offering transportation to a Nutley student during off hours. Mr. Micchelli adjusted his personal schedule which saved the Nutley School District \$60,000 in transportation fees. Mr. DiPisa also stated the Maintenance and Ground crew recently disassembled the tents and stored them for the winter. They will be put back up on April 1<sup>st</sup> and will stay up until November 30<sup>th</sup>. Mr. DiPisa concluded by stating Mr. Parigi will elaborate on the tent storage during his Building and Grounds report.

4. Director of Buildings & Grounds

Mr. Parigi

Mr. Parigi added to Mr. DiPisa's report stating that three remaining tents will be taken down on November 30<sup>th</sup>, one tent at Radcliffe School and two tents at Spring Garden School. The remaining tents will be stored at Life Storage in Clifton, NJ. Mr. Parigi continued his report by stating the boilers are up and running in all schools and the Spring Garden School boiler needs major repair which is in the process of being completed. Mr. Parigi stated there are three job postings for Building and Grounds department which are, a Head Custodian in Lincoln School, a Nigh Custodian in Lincoln School, and a part time Custodian in Radcliffe School. Mr. Parigi said there was an anonymous complaint made to OSHA regarding safety while landscaping at Yantacaw School. No safety violations were found and the full report is on file in the Buildings and Grounds Office. Mr. Parigi said new bottle water stations will be installed on each floor of the middle school. Mr. Parigi also said the fire inspections were completed in all District schools. Mr. Parigi stated there was a leak overnight at Nutley High School and all maintenance and grounds personnel were contacted and promptly arrived. The clean-up was completed in a timely manner. Mr. Parigi concluded by thanking all the Buildings and Grounds staff for great work during the past month.

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## **Committee Reports**

### **Administration Committee-** *Committee met on November 16, 2021*

Mr. Balsamo said Dr. Glazer reviewed the current and future lunch program, answered the questions of the committee, and shared the schedule for student focus groups at each school. Mr. Balsamo also said Pomptonian leadership will attend the BOE meeting to address any additional questions. Mr. Balsamo said Mr. Bania shared concerns with hiring consistent substitute teacher coverage for the ABA and preschool programs. These positions require some different responsibilities than other substitute teaching positions. A proposal was made to pay a premium for these substitutes. An increase in the pay rate for these positions to \$150 per day is on the agenda for BOE approval. Mr. Balsamo stated Dr. Glazer reviewed the progress of the districtwide reregistration of students in grades 1-12. This will now continue through December 6, due to consequences from IDA. Additional information will be provided at the December BOE meetings. This process ensures that 100% of Nutley students are residents as defined by Policy and regulation 5111. Mr. Balsamo said Mr. Bania provided an update to the school safety and security plans and progress on updating the MOA with the Nutley Police Department. The statement of Assurance will be on the agenda for approval tonight. Mr. Balsamo stated that Dr. Glazer shared that in addition to the CDC Foundation grant to offset the cost of COVID testing, the district has also received a FEMA grant via the State Police that should cover the remaining testing costs. COVID testing continues for unvaccinated staff each Monday. Testing is also available for students each Monday. This is surveillance testing only. We are not able to test those with symptoms or have been exposed to a COVID positive person. Mr. Balsamo said Dr. Glazer and Mr. Kucinski detailed the efforts of the Long-Range Facilities Committee with regard to property acquisition. Dr. Glazer also shared an update from Dr. Haber, district demographer. Mr. Balsamo said Dr. Glazer and Mr. Bania provided an update on the Merit Goals approval for the Superintendent, Assistant Superintendent, and Business Administrator. These are on the agenda this evening for BOE approval. Mr. Balsamo said Dr. Glazer and Mr. Bania also reviewed the development of job descriptions for lead nurse, and a review of Health and PE and Athletic job descriptions. Mr. Balsamo concluded by stating there was not a legal update.

### **Finance Committee –** *The Committee met on November 15, 2021*

Mr. Ferraro said the finance committee met on November 15, 2021 at 9am in the Board Office conference room. Alexis Goldman from Solutions Architects updated the committee on the Oval scoreboard replacement, tree planting and lighting project along with the Yantacaw secure entrance proposed project bidding schedule and updates on the high school media center. Mr. Ferraro said Mr. DiPisa reviewed FEMA grants for IDA storm related costs and

COVID19 testing reimbursements. The committee was given the agenda items for the November Board meeting agenda for review. Quotations and explanations on various items were discussed. Mr. Ferraro said Mr. Bania requested a review of the substitute rates for ABA substitutes in the district. Dr. Glazer updated the committee on the Pomptonian food service and their attendance at the November public meeting. Mr. Ferraro said Mr. Parigi reviewed the NJ clean Energy grant for HVAC maintenance and upgrades along with updating the committee on the operations and work performed throughout the district. Mr. Parigi has posted for replacement positions in the custodial and maintenance departments and requested the head custodian position be posted outside the district for potential candidates. The posting for custodial/maintenance candidates will be posted in February to allow for a start beginning in May, 2022. Mr. Ferraro concluded by stating the next committee meeting date and time will be determined.

**Academic Committee-** *The Committee met on November 17, 2021*

Mrs. Danchak-Martin said the academic committee met virtually on Wednesday, November 17<sup>th</sup> at 5pm. Mr. Vicchiariello joined the academic committee to discuss the proposed marching band trip to Orlando, Florida in February. Mr. Vicchiariello shared the itinerary, opportunities for learning, and travel plans with the committee. Mrs. Danchak-Martin said Mr. Kearney joined the committee to discuss the need for substitute teachers and paraprofessionals in the ABA (Applied Behavior Analysis) program at Radcliffe school. The committee discussed trends, options, and strategies for substitute placement. The committee reviewed the substitute schedule A for daily rates, and the recommendation to increase for the ABA programs. Mrs. Danchak-Martin said Mrs. Loconsolo and Mr. Bania provided the committee with the progress of the ELA program review. Headed by Mrs. Benavides, the ELA program is going through an evaluation and update cycle that occurs every 5 years. The committee was presented with a Request For Proposal that will be used to incorporate an outside consultant to assess the quality of the curriculum. Mr. Bania highlighted a series of parent academies planned to begin in November. The first parent academy, Understanding Standards-Based Report Cards, will be held by Mrs. Loconsolo, Mrs. Benavides, and Ms. Martin on November 30<sup>th</sup> virtually at 7pm. Information will be shared with elementary families and posted on the website. It will be recorded. Mrs. Danchak-Martin said the committee discussed the Statement of Assurance for the School Security and Safety Plans, and the corresponding resolution to be placed on the agenda. Dr. Glazer discussed district job descriptions and Mr. Bania reviewed the field trips, professional development, and student teacher/observers to be approved. Mrs. Loconsolo discussed the cataloging and audit of the books in the elementary libraries. Mrs. Danchak-Martin said Dr. Glazer and Mr. Bania also discussed school lunches. Pomptonian has scheduled meetings with students at every school in an effort to improve the lunch food and services. Student choice will be added following the Thanksgiving break, as well as options for students to purchase additional items. Mrs. Danchak-Martin concluded stating the next meeting of the academic committee will take place on Wednesday, December 15, 2021.

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**Policy Committee** – *The Committee met on November 17, 2021*

Mrs. Quirk said the policy committee met virtually following the academic committee on Wednesday, November 17th. The committee moved the two emergency approved policies (field trips and professional development) to second reading. Mrs. Quirk said the committee reviewed a policy on public participation in board meetings, and moved it back to first reading for comment. The committee reviewed policies and regulations for grants, gifts, and donations, adding language pertaining to the virtual solicitation of gifts for the classroom. These were moved for first reading. The committee reviewed a policy on health and physical education curriculum, and moved it to first reading. Mrs. Quirk stated the committee updated the acceptable use policies for teachers and support staff, and moved to first reading. They also reviewed seven by-laws that were outdated, and recommended to be renewed in first reading. Mrs. Quirk concluded by stating the committee summarized policies and regulations for first and second reading and the next meeting of the policy committee will be on Wednesday, December 15th.

**Hearing of Citizens**

We now come to the portion of our meeting where we allow members of the public to address the board. In this section we allow questions or comments on reports, resolutions, and all school – related matters.

Our Board regulations (#0167) allot 20 minutes for these communications. Each person shall be limited to three minutes and we ask you to try to stay within this requirement. Speakers may speak more than once only after all others wishing to speak on a topic have been heard.

All statements will be directed to me as the chairperson and no one may address board members individually.

Please be reminded that if your statement is: Too lengthy, abusive, obscene, irrelevant or redundant, your participation may be terminated.

Please remember to state your name and address each and every time you address the board. Does anyone have any questions?

***Several residents addressed their concerns about the Nutley School District Meal Service provided by Pomptonian. Residents also had questions about the outdoor tents at the elementary schools. Mr. Kucinski, Mr. DiPisa, and Board Members answered the questions of the citizens.***

**ACADEMIC - Resolutions 1-5**

Trustee Danchak-Martin moved and Trustee Zarro seconded a motion that the Board approve Academic Resolutions 1-5 as follows:

Upon a roll call vote, Academic Resolutions 1-5 were unanimously approved.

**1. APPROVAL OF FIELD TRIPS**

BE IT RESOLVED that the Board of Education approve the field trip list and all expenses as follows, in accordance with Policy 2340 Field Trips:

SCHOOL	TEACHER/PROGRAM	DATE	LOCATION
Nutley High School	Ms. Lappostato	11/8/21	Nutley Mayor's Office, Nutley, NJ
Nutley High School	Mr. Vick (Patriot Club)	11/11/21	WW II Memorial, Nutley, NJ
Washington School	Ms. Moscaritola and Ms. Cerniglia	11/22/21	Phoenix Center, Nutley, NJ
Nutley High School	Ms. Mazza and Ms. D'Urso (Key Club)	11/23/21	Nutley Family Service Bureau, Nutley, NJ
Lincoln School	Ms. Lanfrank	12/2/21	Bowlero, Belleville, NJ
Walker Middle School	Ms. Miller and Ms. Reilly (Math Counts Club)	2/17/22 Prev. approved without an actual date	NJ Institute of Technology, Newark, NJ or possibly VIRTUAL
Nutley High School	Mr. Vicchiariello, Mr. Gaines, Ms. Rothkopf (Choirs/Instrumentals)	2/17/22-2/20/22	Orlando, Florida
Nutley High School	Ms. Zullo (Softball Coach), Brielle Ricciardi	3/23/22-3/28/22	Orlando, Florida
Nutley High School	Ms. Polynice (Music in the Parks)	6/3/22	Six Flags Great Adventure, Jackson, NJ

**2. APPROVAL OF PROFESSIONAL DEVELOPMENT DAYS/TRAVEL REIMBURSEMENT**

BE IT RESOLVED that the Board of Education approve the travel list and all expenses per as follows, in accordance with Policy 3240 Professional Development for Teachers and School Leaders:

EMPLOYEE/BOARD MEMBER	PROGRAM NAME	DATE	LOCATION	COST
Battaglia, Erin Bresnan, Susan Festa, Danielle Hungler, Johanna	Library Media Professional Development Meetings	10/1/21, 10/22/21, 11/12/21, 12/10/21, 1/7/22,	Virtual	\$0

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Sarno, Janine Stendardi, Christina Shoja, Jessica		1/28/22, 2/11/22, 3/18/22, 4/8/22, 5/13/22, 6/10/22		
Cassilli, Lisa	Grab & Go Networking Event	10/28/21	Montclair, NJ	\$0
Battaglia, Erin Bresnan, Susan Hungler, Johanna Sarno, Janine Shoja, Jessica Stendardi, Christina	Follett Destiny Library Manager Essentials	11/11/21	WMS, Nutley, NJ	\$0
Giaccio, Amy	2021 Online Children's Mental Health Conference	11/19/21	Virtual	\$69.99/registration
Battaglia, Erin	NJASL 2021 Conference	12/5/21-12/7/21	Atlantic City, NJ	\$100/registration + travel
Lemire, Jessica	Civic Ed Think Tank: Observations of Civics and Equity	12/7/21	Saddle River, NJ	\$0 + travel
Fredericks, Sarah	NJ Association of School Psychologists Winter Conference	12/10/21	Virtual	\$100/registration
Dickinson, Amanda	Zones of Regulation Full Day Seminar	12/14/21	Virtual	\$100/registration
Benavides, Brooke	2022 NJPSA/FEA/NJASCD Conference	3/24/22-3/25/22	Atlantic City, NJ	\$320/registration \$145/hotel + travel
Glazer, Julie	2022 NJPSA/FEA/NJASCD Conference	3/24/22-3/25/22	Atlantic City, NJ	\$370/registration \$290/hotel + travel

**3. APPROVAL OF INTERNSHIP AND/OR PRACTICUM**

BE IT RESOLVED that the Board of Education approves the following internships and/or practicum to be conducted in district, conforming to standards of practice and confidentiality.

<b>Student</b>	<b>School</b>	<b>Area of Exploration</b>
Lauren Hoarle	Stockton University	Speech Therapy

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**4. APPROVAL OF RFP FOR ELA PROGRAM REVIEW**

BE IT RESOLVED that the Board of Education accepts and approves the request for proposal for ELA Program Review for the 2021-2022 school year.

**5. REAPPROVAL OF SCHEDULE A**

BE IT RESOLVED that the Board of Education reapproves Schedule A pertaining to substitute rates.

***ADMINISTRATION - Resolutions 1-4***

Trustee Balsamo moved and Trustee Carnicella seconded a motion that the Board approve Administration Resolutions 1-4 as follows:

Upon a roll call vote, Administration Resolution #4 was abstained by Trustee DeMaio and Trustee Ferraro and Resolutions 1-4 were approved.

**1. APPROVAL OF HARASSMENT, INTIMIDATION & BULLYING (Second Reading)**

BE IT RESOLVED that the Board of Education affirm the Superintendent of Schools' recommendation for disciplinary consequences and/or remedial actions as required by the State of New Jersey under the Anti-Bullying Rights for the following reports:

2021-10-15 HIB Report to the Board  
2021-10-08 HIB Report to the Board  
2021-9-24 HIB Report to the Board

**2. APPROVAL OF HARASSMENT, INTIMIDATION & BULLYING (First Reading)**

BE IT RESOLVED that the Board of Education affirm the Superintendent of Schools' recommendation for disciplinary consequences and/or remedial actions as required by the State of New Jersey under the Anti-Bullying Rights for the following reports:

2021-10-22 HIB Report to the Board  
2021-10-29 HIB Report to the Board  
2021-11-19 HIB Report to the Board

**3. APPROVAL OF 2021-2022 SCHOOL SAFETY AND SECURITY PLAN - REVIEW STATEMENT OF ASSURANCE**

BE IT RESOLVED that the Board of Education approves the submission of the 2021-2022 School Safety and Security Plan Review and Statement of Assurance to the Executive County Superintendent.

**4. APPROVAL OF NUTLEY BOARD OF EDUCATION MERIT GOALS – 2021-2022**

BE IT RESOLVED THAT pursuant to [N.J.A.C. 6A:23A-3.1(e)10] and in accordance with the employment contracts of Dr. Julie Glazer, Superintendent of Schools, Mr. Kent Bania Assistant Superintendent of Schools, and Mr. David Dipisa, Business Administrator, the Board of Education adopts the following 2021-2022 school-year Merit Goals for the Superintendent, Assistant Superintendent, and Business Administrator. Each quantitative goal will be given compensation of up to 3.3 percent of annual salary, and each qualitative goal can be compensated at up to 2.5 percent of annual salary. It is further stated that in accordance with New Jersey Department of Education regulations and State law, the assigned County Executive Superintendent must also approve said goals and verify their attainment prior to compensation. Full goals and expectations for evidence of completion are available for review in the office of the Board of Education Secretary.

Superintendent Quantitative Goal 1:

As a consequence of virtual learning during the COVID pandemic, accurate district registration records are no longer assumed by the public. Numerous instances of non-resident students attending the Nutley Public Schools have been reported, however, after investigation, 95% or more of the students have in fact been residents. The Superintendent will conduct a district-wide re-registration of students in grades 1-12, excepting newly registered PK (36), K (230) and 206 new enrollees to the district, leaving approximately 3700 students to be re-certified in an effort to confirm that 100% of Nutley Public School students are residents.

Superintendent Quantitative Goal 2:

The Superintendent will develop, implement and monitor a quality educational program including curriculum, instruction, assessment, professionalism and professional development in order to meet the needs of each student, foster student growth, and create a climate of cultural responsiveness. In support of District Goal #3, By June 2022, the district will take intentional and ongoing action to increase equitable and inclusive opportunities for all, while expanding the diversity of our entire educational system the Superintendent will work to implement professional development strategies and facilitate implementation of the work of various administrators and appropriate consultants to support building capacity in current leadership and instructional staff in the area of equity.

Superintendent Quantitative Goal 3:

The Superintendent will develop and implement a performance-based system of determining yearly increments for 23 non-affiliated staff members. Awarding of increments will be based on accomplishing each goal.

Superintendent Qualitative Goal 1:

Based on the Superintendent's Reimagination Plan for the central office reestablishing the position of Assistant Superintendent, it is necessary for the Superintendent to provide mentoring to the Assistant Superintendent as he transitions to that role. This will include coaching in areas of fiscal management, governance, operations, personnel, and legal. While this will be on-going, much of this work will be frontloaded in the first half of the school-year.

Superintendent Qualitative Goal 2:

To facilitate the Board work of developing and maintaining a current Strategic Plan the Superintendent will review the current Strategic Plan and make recommendations for year four updates to goals and action items, as well as facilitate meetings to set year five goals. Additionally, the Superintendent will set objectives for developing the next five-year Strategic Plan. Working with the NJ School Boards Association the Superintendent will assist the Board in identifying changing needs/priorities within the focus areas, develop a timeline for BOE and community review of year four goals and action steps, goal setting for year five, and planning for the development of the next Strategic Plan. This work is to begin immediately, and while the work is on-going, the deliverables are within the 2021-2022 school-year.

Assistant Superintendent Quantitative Goal 1:

By June 2022, the Assistant Superintendent will create, organize, and implement a new system of custodial evaluations that uses descriptive rubrics, dual evaluators, and performance reviews. The Assistant Superintendent will certify that this process is implemented with 90% of the custodial staff.

Assistant Superintendent Quantitative Goal 2:

By June 2022, the Assistant Superintendent will engage at least 100 families through parent academies during the evenings throughout the year in the areas of curriculum, grading, social/emotional wellness, and other topics related to the goals of the district.

Assistant Superintendent Quantitative Goal 3:

By June 2022, in support of District Goal #3, By June 2022, the district will take intentional and ongoing action to increase equitable and inclusive opportunities for all, while expanding the diversity of our entire educational system, the Assistant Superintendent will provide and support 90% of district certified instructional staff, and 90% of district administration staff with initial Sheltered

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Instruction training to be used when planning, teaching, and reflecting upon lessons and lesson plans in support of English Language Learners.

Assistant Superintendent Qualitative Goal 1:

By June 2022, the Assistant Superintendent will oversee and serve as the liaison between the architect, contractors, and Board of Education for the security project at Yantacaw School.

Assistant Superintendent Qualitative Goal 2:

By June 2022, the Assistant Superintendent will increase visibility across all sectors of the community.

Business Administrator Quantitative Goal 1:

By June 2022, in support of Board of Education Goal #4, By June 2022, the BOE will maximize funding opportunities and potential grants at the local, state and federal levels, the Business Administrator will begin a new initiative to maximize funding and grant potential opportunities at the local, state, and federal level, and receive awards for supplementary discretionary grants to be at least \$100,000.

***FINANCE - Resolutions 1-18***

Trustee Ferraro moved and Trustee Carnicella seconded a motion that the Board approve Finance Resolutions 1-18 as follows:

Upon a roll call vote, Finance Resolution #5 was abstained by Trustee DeMaio and Resolutions 1-18 were approved.

**1. SECRETARY & TREASURER'S REPORT- October 2021**

BE IT RESOLVED that the Board of Education approve the acknowledgement and acceptance of the reports of the Board Secretary (Appendix A) and Treasurer of School Monies (Appendix B) for the period ending October 31, 2021.

**2. CERTIFICATION OF MAJOR ACCOUNT FUND STATUS – October 2021**

BE IT RESOLVED that pursuant to NJAC 6A:23-2.11(c) 4, the Nutley Board of Education certifies that as of October 31, 2021 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 over-expended in violation of NJAC 6A:23-2.11(b) and that sufficient funds are available to meet the district's financial obligations for the remainder of the fiscal year. (Major funds are General Fund, Capital Projects and Debt Service.)

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**3. BILLS AND MANDATORY PAYMENTS – November 2021**

BE IT RESOLVED that the Board of Education approves the payment of bills and mandatory payments dated November 22, 2021 in the total amount of \$8,533,508.67. (Appendix C).

**4. APPROVAL OF PERKINS GRANT – 2021-2022**

BE IT RESOLVED that the Nutley Board of Education approve the acceptance of the Perkins Grant in the amount of \$21,368.00

**5. REQUESTS FOR USE OF SCHOOL BUILDINGS AND GROUNDS – 2021-2022**

BE IT RESOLVED that the Board of Education approves the requests for the use of school buildings and grounds, that conform to the rules and regulations set by the Board of Education as follows:

<b>REQUESTS</b>	<b>PURPOSE OF USE</b>	<b>FACILITIES</b>	<b>DATE</b>	<b>TIME</b>	<b>FEES</b>	<b>NO. OF EVENTS</b>
Christina Alamo JWMS Drama Club	JWMS Drama Club Play Rehearsals	JWMS Auditorium	11/29/21-4/7/22	2:45-4:30 pm	Facilities: None Custodian: None	56
Michael Gurrieri Nutley High School Thespian Society	Fall Play Rehearsals and Performances	High School Classroom A329	11/29/21-12/3/21	3:00-8:30 pm	Facilities: None Custodian: None	4
Theresa Vinci Nutley Parks & Recreation	Parks & Recreation Basketball Practices	All Elementary Schools Gym & JWMS Gym	12/6/21-4/14/22 (Mon-Fri)	6:30-9:30 pm	Facilities: None Custodian: None	98
Krista Crumrine Yantacaw PTO	Yantacaw School PTO Holiday Boutique	Yantacaw School Gym	12/10/21 (Friday) 12/11/21 (Saturday)	6:00-9:00 pm 8:00-2:00 pm	Facilities: None Custodian: None	2
Theresa Vinci Nutley Parks & Recreation	Parks & Recreation Basketball Games	JWMS, Radcliffe, Spring Garden School Gyms	12/11/21-4/30/22 (Saturdays)	8:00 AM-Completion	Facilities: None Custodian: None	16
Theresa Vinci Nutley Parks & Recreation	Parks & Recreation Lacrosse Practices	JWMS Gym	12/12/21-2/27/22 (Sundays)	7:00 pm-9:00 pm	Facilities: None Custodian: None	11

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Christina Alamo JWMS Drama Club	JWMS Drama Club Play Performances	JWMS Auditorum	4/8/22 4/9/22	2:45-10:00 pm 10:00-5:00 pm	Facilities: None Custodian: None	2
Mariel Pasquale Nutley High School Guidance Dept.	NHS College Fair	High School Gym, Cafeteria, Math Wing Hallway	3/10/22	5:30-9:00 pm	Facilities: None Custodian: None	1
Mariel Pasquale Nutley High School Guidance Dept.	Local Scholarships Ceremony	NHS Auditorium & Senior Courtyard	6/7/22	2:50-9:00 pm	Facilities: None Custodian: None	1
<b>Total Use of Property Represented By The Above</b>						191

**6. SPECIAL CLASS PLACEMENT – Educationally Disabled Students – 2021-2022**

BE IT RESOLVED that the Board of Education hereby authorizes the Superintendent of Schools to assign classified handicapped children to educational programs according to how they can best achieve success in learning in accordance with the rules and regulations pursuant to Title 18A, Chapter 46, NJ Statutes, and Title 6 Chapter 28, NJ Administrative Code, and

BE IT FURTHER RESOLVED, that the Board of Education authorizes the attendance of Nutley students at the special education classes for the 2021-2022 school year.

**ADD:**

SCHOOL	Amount	Number of Students
Chancellor Academy	\$ 60,755.00	1

**7. APPROVAL OF ICE HOCKEY CO-OP FEE WITH SOUTH ORANGE-MAPLEWOOD DISTRICT – 2021-2022**

BE IT RESOLVED that the Board of Education approve the 2021-2022 Ice Hockey Co-Op Fee not to exceed \$2,000.00 per athlete with South Orange-Maplewood District.

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**8. APPROVAL TO DISCARD OR RECYCLE OBSOLETE EQUIPMENT- 2021-2022**

BE IT RESOLVED that the Board of Education approves discarding or recycling obsolete equipment listed below:

Location	Item	Tag #
Warehouse	Jet Hydraulic Stacker Model # JHS-2200	445

**9. APPROVAL TO DISCARD / DONATE OBSOLETE TEXTBOOKS - 2021-2022**

BE IT RESOLVED that the Board of Education approves discarding or donating obsolete Science and Math textbooks; the listing is on file in the Business Office.

**10. APPROVAL TO DISPOSE OF 2005 CHEVY COLLINS SCHOOL BUS – 2021-2022**

BE IT RESOLVED that the Board of Education approves the disposal of a 2005 Chevy Collins 24 passenger School Bus VIN# 1GBJG31U44151592.

**11. APPROVAL TO DISPOSE OF 2005 CHEVY COLLINS SCHOOL BUS – 2021-2022**

BE IT RESOLVED that the Board of Education approves the disposal of a 2005 Chevy Collins 24 passenger School Bus Vin# 1GBHG31U341151230.

**12. APPROVAL TO DISPOSE OF 2001 FORD PICK-UP TRUCK – 2021-2022**

BE IT RESOLVED that the Board of Education approves the disposal a 2001 Ford Pick-up truck Vin# 1FTNF21F61EB40674.

**13. RENEWAL OF SHARED-SERVICES AGREEMENT FOR SCHOOL PHYSICIAN- 2021-2022**

BE IT RESOLVED that the Nutley Board of Education approve the renewal of the Shared-Services Agreement for school physician services with the Township of Nutley beginning September 1, 2021 through December 31, 2022 in the amount of \$15,400.00 paid in fourteen equal installments of \$1,100.00.



**14. APPROVE THE TRANSFER FROM EXTRAORDINARY AID TO OUT OF DISTRICT TUITION – 2021-2022**

BE IT RESOLVED that the Board of Education approves the transfer of \$1,520,935.49 from Extraordinary Aid to Out of District Tuition for the 2021-2022 school year.

**15. APPROVAL OF RENEWAL CONTRACT – INTRADO INTERACTIVE SERVICES CORP. 2021-2022**

BE IT RESOLVED that the Board of Education approve the renewal contract between the Nutley Board of Education and Intrado Interactive Services Corporation for the renewal of School Messenger Complete for the 2021-2022 school year at a cost of \$6,355.50.

**16. PETTY CASH FUNDS – 2021-2022**

WHEREAS, pursuant to NJAC 6:20-2.8 and Policy #615 (6620), a Board of Education may establish petty cash funds,

NOW, THEREFORE, BE IT RESOLVED that the Board of Education approves the following petty cash funds for 2021-2022 school year to be established in the amounts listed:

High School	(Denis Williams, Custodian)	\$300
Walker Middle School	(Tracy Egan, Custodian)	\$200
Lincoln School	(Lorraine Restel, Custodian)	\$100
Radcliffe School	(Michael Kearney, Custodian)	\$100
Spring Garden School	(Laurie LaGuardia, Custodian)	\$300
Washington School	(Douglas Jones, Custodian)	\$100
Yantacaw School	(Frank Francia, Custodian)	\$100

BE IT FURTHER RESOLVED that the Board of Education approves the additional district-wide petty cash accounts to be established as follows:

Extended Day	(Antoinette Frannicola, Custodian)	\$200
Pupil Transportation	(Peggy Hollywood, Custodian)	\$200
Special Services	(Helen Doyle-Marino, Custodian)	\$200

BE IT YET FURTHER RESOLVED that the Board of Education approves the maximum expenditure for petty cash funds to be set at \$40 and that the individual petty cash funds are replenished by submitting a properly completed voucher to the Board of Education as necessary.

**17. MCKINNEY VENTO ACT – Roselle Park School District – 2021-2022**

BE IT FURTHER RESOLVED that the Board of Education approves SID 8058240705 and SID 4005448790 for placement in the Roselle Park School District as part of the McKinney Vento Act beginning October 21, 2021 and ending on June 20, 2022.

**18. MCKINNEY VENTO ACT – Middletown Board of Education – 2021-2022**

BE IT FURTHER RESOLVED that the Board of Education approves SID 4912844042 for placement in the Middletown Board of Education as part of the McKinney Vento Act beginning September 14, 2021 and ending on June 30, 2022.

***POLICY – Resolution 1-2***

Trustee Quirk moved and Trustee Zarro seconded a motion that the Board approve Policy Resolutions 1-2 as follows:

Upon a roll call vote, Policy Resolutions 1-2 were unanimously approved.

**1. APPROVAL OF ADOPTION OF POLICIES (Second Reading)**

BE IT RESOLVED that the Board of Education adopt the following bylaws, policies and regulations.

4351	Healthy Workplace Environment
R5751	Sexual Harassment of Students
5751	Sexual Harassment of Students
2425	Emergency Virtual or Remote Instructional Program
1648.14	Safety Plan for Healthcare Plan in School Setting – COVID 19
2132	School District Goals and Objectives
2411	School Counseling
R2411	Guidance Counseling

**2. APPROVAL OF ADOPTION OF POLICIES (First Reading)**

BE IT RESOLVED that the Board of Education adopt the following bylaws, policies and regulations.

2422	Health and Physical Education
0167	Public Participation in Board Meetings
7230	Gifts, Grants, and Donations
R7230	Gifts, Grants, and Donations

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0145	Board Member Resignation and Removal
3321	Acceptable use of computer network(s) / computers and resources by teaching staff members
R3321	Acceptable use of computer network(s) / computers and resources by teaching staff members
4321	Acceptable use of computer network(s) / computers and resources by support staff members
R4321	Acceptable use of computer network(s) / computers and resources by support staff members
2422	Comprehensive Health and Physical Education
0144	Board Member Orientation and Training
0154	Annual Motions and Designations
0166	Executive Sessions
0173	Duties of Public School Accountant
1130	Staff Liaison Committees
0170	Use of Electronic devices by Board Members at public Board Meetings
2340	Field Trips
3240	Professional Development for Teachers and School Leaders

**PERSONNEL – Resolutions 1-3**

Trustee Balsamo moved and Trustee Carnicella seconded a motion that the Board approve Personnel Resolution 1-3 as follows:

Upon a roll call vote, resolutions 1-3 were unanimously approved.

**1. APPROVAL OF JOB DESCRIPTON – ATHLETIC DIRECTOR / COORDINATOR OF HEALTH & PHYSICAL EDUCATION**

BE IT RESOLVED that the Board of Education approves the job description of Athletic Director / Coordinator of Health & Physical Education reporting to the Office of the Superintendent.

**2. APPROVAL OF JOB DESCRIPTON – LEAD NURSE**

BE IT RESOLVED that the Board of Education approves the job description Lead Nurse reporting to the Office of the Superintendent.

**3. PERSONNEL AGENDA REPORT**

BE IT RESOLVED that the Board of Education approve the Personnel Agenda Report dated November 29, 2021.

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**A. Employment**

1. Dr. Julie Glazer, Superintendent of Schools, recommends the Board of Education approve the following appointments of **certificated district staff**, effective for the dates listed below, and, in some cases, pending NJ. PL. 2018.c.5 as designated below.

N/A

2. Dr. Julie Glazer, Superintendent of Schools, recommends the Board of Education approve the following appointments of **non-certificated district staff** effective for the dates listed below, and, in some cases, pending NJ. PL. 2018.c.5 as designated below.

1.	Hebert, Arlene	Bookkeeper		\$53,000 (prorated)	BO	11/1/21	6/30/22		11-000-221-105-10-000
2.	Serritella, Milena	Paraprofessional	Step 4	\$25,198 (prorated)	RS	11/29/21	6/30/22	Replacing M. Carment, Pending NJ. PL. 2018.c.5	11-214-100-106-00-000
3.	Villanueva, Carla	Non Instructional Aide		\$15/hr.	MS	11/23/21	6/30/22	Replacing E. Mingo Not to exceed 15 hours per week. Pending NJ. PL. 2018.c.5	11-000-262-100-21-000
4.	Aiello, Janice	Non Instructional Aide		\$15/hr.	MS	11/23/21	6/30/22	Replacing R. Patel. Not to exceed 15 hours per week. Pending NJ. PL. 2018.c.5	11-000-262-100-21-000
5.	Salvo, Gianna	Paraprofessional	Step 2	\$24,698 (prorated)	SG	11/29/21	6/30/22	Replacing M. Clinton, Pending NJ. PL. 2018.c.5	11-216-100-106-00-000
6.	Giordano, Mallory	Non Instructional Aide		\$15/hr.	LS	11/29/21	6/30/22	Replacing D. Morris Not to exceed 15 hours per week. Pending NJ. PL. 2018.c.5	11-000-262-100-21-000

3. Dr. Julie Glazer, Superintendent of Schools, recommends the Board of Education approve the following **employment amendments** from previous agendas for certificated and non-certified staff.

1.	Geraci, Anna	LRT	RS	11/22/21	Amend Start Date	11-120-100-101-00-015
2.	Fonseca, Claudia	Non Instructional Aide	LS	10/25/21	Increase hours to 20 from 15. Replacing D. Morris	11-000-262-100-21-000

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3.	Salvagno, Anthony	Custodian		10/25/21	Rescind Employment	N/A
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**B. Substitutes**

Dr. Julie Glazer, Superintendent of Schools, recommends the Board of Education approve the following **substitutes** at the below rates for the 2021-2022 school year and/or dates listed below.

1.	Conte, Andy	Per Diem Sub	\$90/day	HS	11/8/21	6/30/22	Afternoon Sub approval at HS	11-140-100-101-00-016
2.	Capalbo, Alexa	Perm Sub	\$95/day	LS	11/23/21	6/30/22		11-120-100-101-00-016
3.	Bose, Joysree	Per Diem Sub	\$90/day	DIST	11/23/21	6/30/22		11-120-100-101-00-016
4.	Callaghan, Maureen	Para Sub	\$65/day	DIST	11/23/21	6/30/22		11-120-100-101-00-016
5.	Carter, Carter	Per Diem Sub	\$90/day	DIST	11/23/21	6/30/22		11-120-100-101-00-016
6.	Cinque, Ralph	Sub Bus Aide	\$13/hr.	DIST	11/23/21	6/30/22		11-120-100-101-00-016
7.	Feraco, Laura	Per Diem Sub	\$90/day	DIST	11/23/21	6/30/22		11-120-100-101-00-016
8.	Gencarelli, Antonio	Per Diem Sub	\$90/day	DIST	11/23/21	6/30/22		11-120-100-101-00-016
9.	Marando, Denise	Per Diem Sub	\$90/day	DIST	11/23/21	6/30/22		11-120-100-101-00-016
10.	Marfiewicz, Jennifer	Per Diem Sub	\$90/day	DIST	11/23/21	6/30/22		11-120-100-101-00-016
11.	Narayanan, Nithya	Per Diem Sub	\$90/day	DIST	11/23/21	6/30/22		11-120-100-101-00-016
12.	Smith, Maureen	Per Diem Sub	\$90/day	DIST	11/23/21	6/30/22		11-120-100-101-00-016
13.	DelMauro, Nicola	Sub Bus Aide	\$13/hr	DIST	11/23/21	6/30/22		11-000-270-108-00-000
14.	McCormack, Kathleen	Sub Bus Aide	\$13/hr	DIST	11/23/21	6/30/22		11-000-270-108-00-000
15.	Rosario, Kimberly	Perm Sub	\$95/day	SG	11/29/21	6/30/22		11-120-100-101-00-016

**C. Longevity**

Dr. Julie Glazer, Superintendent of Schools, recommends the Board of Education approve the following **Longevity Amounts** at the below rates for the 2021-2022 school year and/or dates listed below.

N/A

**D. Extended Day Program**

Dr. Julie Glazer, Superintendent of Schools, recommends the Board of Education approve the following **Extended Day Staff Members** at the below rates for the 2021-2022 school year and/or dates listed below.

N/A

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**E. Change in Locations**

1	Duffy, Adrienne	Non Instructional Aide	\$15/hr	SS	10/25/21	Move to Special Services	11-000-221-105-10-000
2	Koskinen, Jennifer	Kindergarten Teacher	MA; Step 5 \$66,890	YS	12/1/21	Move from RS to YS. Replacing M. Vreeland	N/A
3	Vreeland, Margot	Gifted and Talented	MA+15; Step 5 \$69,050	DIST	12/1/21	Move to Gifted and Talented. Replacing D. Cafasso	11-403-100-101-00-000

**F. Resignations**

N/A

**G. Retirements**

N/A

**H. FMLA/Maternity Leaves/Sick Bank/Leave of Absences**

Dr. Julie Glazer, Superintendent of Schools, recommends the Board of Education approve the following **leaves of absences and/or amendments to leaves** for the following staff members:

1.	Employee # 1978	Teacher	LS	9/30/21	6/30/22	Sick Bank	11-110-100-101-00-000
2.	Employee #3216	Custodian	MS	10/18/21	11/9/21	Sick Bank	11-000-262-100-00-000
3.	Employee # 3978	Paraprofessional	RS	10/13/21	1/3/21	Sick Bank	11-214-100-106-00-000
4.	Gerckens, Meredith	Coordinator of School Counseling	HS	1/18/22	8/1/22	SD/VD 1/18-3/15; FMLA 3/16- 6/8; Unpaid LOA 6/9 - 7/31 RTW 8/1/22	N/A
5.	Servidio, Tiffany	Teacher	RS	1/24/22	6/24/22	1/24 - 3/25 SD 2/28 - 6/24 FMLA	N/A
6.	Banks, Deanna	Teacher	MS	12/13/21	4/22/22	SD 12/13-1/18 FMLA 1/19-4/22 RTW 4/25/22	N/A
7.	DiGiacomo , Dana	Teacher	WS	2/4/22		Amend RTW date	N/A

**I. Coaches/Advisors/Stipends**

- Dr. Julie Glazer, Superintendent of Schools, recommends the Board of Education approve the following **extra-curricular, advisors, and stipends at their contracted rates** for the dates listed below. These payments are contingent upon the commencement of the programs.

1.	Cupo, Matthew	Perm Sub	\$23	HS	11/8/21	6/30/22	Central Detention	11-140-100-101-00-020
2.	Lemire, Jessica	Teacher	\$50	HS	10/8/21		Homecoming Dance Chaperone	11-140-100-101-00-016
3	Guariglia, Ana	Teacher	\$50	HS	10/8/21		Homecoming Dance Chaperone	11-140-100-101-00-016

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4.	Van Dyke, Victoria	Teacher	\$50	HS	10/8/21		Homecoming Dance Chaperone	11-140-100-101-00-016
5.	LaPeruta, Steven	Teacher	\$50	HS	10/8/21		Homecoming Dance Chaperone	11-140-100-101-00-016
6.	Ryder, Joniene	Homebound	\$40/hr	LS	10/25/21	6/30/22		11-150-100-101-00-000
7.	Ricciardi, Brielle	Homebound	\$40/hr	LS	10/25/21	6/30/22		11-150-100-101-00-000
8.	Marciano, Jessica	Homebound	\$40/hr	LS	10/25/21	6/30/22		11-150-100-101-00-000
9.	Gardener, Allyson	Teacher	\$45/period	LS	10/25/21	6/30/22	Coverage on a Prep	
10.	Alvarez, John	Teacher	\$50/hr	HS	12/1/21	6/30/22	Building-Based SEL Team. Not to exceed 15 hours.	Paid with ARP ESSR Grant
11.	Birnbaum, Lauren	Counselor	\$50/hr	HS	12/1/21	6/30/22	Building-Based SEL Team. Not to exceed 15 hours.	Paid with ARP ESSR Grant
12.	Caraccio, Steven	Counselor	\$50/hr	MS	12/1/21	6/30/22	Building-Based SEL Team. Not to exceed 15 hours.	Paid with ARP ESSR Grant
13.	McNamara, Jennifer	Teacher	\$50/hr	HS	12/1/21	6/30/22	Building-Based SEL Team. Not to exceed 15 hours.	Paid with ARP ESSR Grant
14.	Reilly, Kevin	Teacher	\$50/hr	HS	12/1/21	6/30/22	Building-Based SEL Team. Not to exceed 15 hours.	Paid with ARP ESSR Grant
15.	Rovetto, Michael	Teacher	\$50/hr	MS	12/1/21	6/30/22	Building-Based SEL Team. Not to exceed 15 hours.	Paid with ARP ESSR Grant
16.	Rubino, Jenna	Teacher	\$50/hr	MS	12/1/21	6/30/22	Building-Based SEL Team. Not to exceed 15 hours.	Paid with ARP ESSR Grant
17.	Schiavone, Marylou	Teacher	\$50/hr	MS	12/1/21	6/30/22	Building-Based SEL Team. Not to exceed 15 hours.	Paid with ARP ESSR Grant
19.	Cupo, Matthew	Advisor	VOL	HS	11/23/21	6/30/22	Volunteer for NHS TV Club	N/A
20.	Employee # 4043	Vocal Director	\$6,760	HS	9/1/20	6/30/21	Second payment for 20-21 school year work	11-401-100-101-71-626
21.	Gaines, Stephone	Vocal Director	\$7,900	HS	9/1/21	6/30/22	Pay first half 1/15/22 and second half 6/30/22	11-401-100-101-71-626
22.	Polynice, Rebecca	Drama/Musical Director	\$1,900	HS	11/23/21	6/30/22	High School Musical Director pay 6/30/22	11-401-100-101-71-626
23.	Vecchio, Alexandra	Assistant Drama Director	\$1,250	HS	11/23/21	6/30/22	Assistant HS Musical Director. pay 6/30/22	11-401-100-101-71-626
24.	Rizzo, Alexis	Assistant Drama Director	\$1,250	HS	11/23/21	6/30/22	Assistant HS Musical Director. pay 6/30/22	11-401-100-101-71-626
25.	Employee #3282	Vocal Choir Director	\$1,050	MS	9/1/20	6/30/21	Retro stipend for 20-21	11-401-100-101-71-626
26.	Polynice, Rebecca	Vocal Choir Director	\$1,050	MS	9/1/21	6/30/22	Pay 6/30/22	11-401-100-101-71-626

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26.	Elkas, Jenifer	Club Advisor	\$300	SG	10/21/21	6/30/22	Safety Patrol Advisor. Pay 6/30/22	11-401-100-101-00-025
27.	Martin, Jeffrey	Club Advisor	\$300	SG	10/21/21	6/30/22	Safety Patrol Advisor. Pay 6/30/22	11-401-100-101-00-025
28.	McCormick, Tracy	Club Advisor	\$300	SG	10/21/21	6/30/22	Green Rangers Club Advisor. Pay 6/30/22	11-401-100-101-00-025
29.	Gionni, Holly	Club Advisor	\$300	SG	10/21/21	6/30/22	Green Rangers Club Advisor. Pay 6/30/22	11-401-100-101-00-025
30.	Boyle, Jessica	Club Advisor	\$600	SG	10/21/21	6/30/22	Drama Club Advisor. Pay 6/30/22	11-401-100-101-00-025
31.	Tiene, Debra	Club Advisor	\$600	SG	10/21/21	6/30/22	Chess/Game Club Advisor. Pay 6/30/22	11-401-100-101-00-025
32.	Gionni, Holly	Club Advisor	\$600	SG	10/21/21	6/30/22	History Club Advisor. Pay 6/30/22	11-401-100-101-00-025
33.	Andrews, Katherine	Club Advisor	\$300	RS	10/25/21	6/30/22	Safety Patrol Club Advisor. Pay 6/30/22	11-401-100-101-00-025
34.	Panicci, Carla	Club Advisor	\$300	RS	10/25/21	6/30/22	Safety Patrol Club Advisor. Pay 6/30/22	11-401-100-101-00-025
35.	DiPrimio, Alicia	Club Advisor	\$300	RS	10/25/21	6/30/22	Law Fair Club Advisor. Pay 6/30/22	11-401-100-101-00-025
36.	Mosca, Danielle	Club Advisor	\$300	RS	10/25/21	6/30/22	Law Fair Club Advisor. Pay 6/30/22	11-401-100-101-00-025
37.	DiPrimio, Alicia	Club Advisor	\$300	RS	10/25/21	6/30/22	Student Council Club Advisor. Pay 6/30/22	11-401-100-101-00-025
38.	Mosca, Danielle	Club Advisor	\$300	RS	10/25/21	6/30/22	Student Council Club Advisor. Pay 6/30/22	11-401-100-101-00-025
39.	Weinstein, Christopher	Club Advisor	\$600	RS	10/25/21	6/30/22	Green Rangers Club Advisor. Pay 6/30/22	11-401-100-101-00-025
40.	Weinstein, Christopher	Club Advisor	\$600	RS	10/25/21	6/30/22	Math Club Advisor. Pay 6/30/22	11-401-100-101-00-025
41.	Manley, Jessica	Club Advisor	\$600	MS	9/8/21	6/30/22	Extra-Curricular Activities - Art League Pay 6/30/22	11-401-100-101-00-025
42.	Mustardo, Taylor	Club Advisor	\$300	MS	9/8/21	6/30/22	Extra-Curricular Activities - Yearbook. Pay 6/30/22	11-401-100-101-00-025
43.	Alamo, Christina	Club Advisor	\$300	MS	9/8/21	6/30/22	Extra-Curricular Activities - Yearbook. Pay 6/30/22	11-401-100-101-00-025
44.	Polynice, Rebecca	Club Advisor	\$300	MS	9/8/21	6/30/22	Extra-Curricular Activities - Drama. Pay 6/30/22	11-401-100-101-00-025

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45.	Alamo, Christina	Club Advisor	\$300	MS	9/8/21	6/30/22	Extra-Curricular Activities - Drama. Pay 6/30/22	11-401-100-101-00-025
46.	Kozyra, Cheryl	Club Advisor	\$300	MS	9/8/21	6/30/22	Extra-Curricular Activities - Student Council. Pay 6/30/22	11-401-100-101-00-025
47.	Johnstone, Katie	Club Advisor	\$300	MS	9/8/21	6/30/22	Extra-Curricular Activities -Student Council. Pay 6/30/22	11-401-100-101-00-025
48.	Polynice, Rebecca	Club Advisor	\$600	MS	9/8/21	6/30/22	Extra-Curricular Activities - Madrigals. Pay 6/30/22	11-401-100-101-00-025
49.	Rothkopf, Ashley	Club Advisor	\$600	MS	9/8/21	6/30/22	Extra-Curricular Activities - Strings. Pay 6/30/22	11-401-100-101-00-025
50.	Cremona, Joseph	Club Advisor	\$300	MS	9/8/21	6/30/22	Extra-Curricular Activities - Common Ground - G/S Alliance. Pay 6/30/22	11-401-100-101-00-025
51.	Manley, Jessica	Club Advisor	\$300	MS	9/8/21	6/30/22	Extra-Curricular Activities - Common Ground - G/S Alliance. Pay 6/30/22	11-401-100-101-00-025
52.	Cremona, Joseph	Club Advisor	\$300	MS	9/8/21	6/30/22	Extra-Curricular Activities - Forensics. Pay 6/30/22	11-401-100-101-00-025
53.	Guida, Michelle	Club Advisor	\$300	MS	9/8/21	6/30/22	Extra-Curricular Activities - Forensics. Pay 6/30/22	11-401-100-101-00-025
54.	Walsh, Veronica	Club Advisor	\$300	MS	9/8/21	6/30/22	Extra-Curricular Activities - Trivia & Gaming Pay 6/30/22	11-401-100-101-00-025
55.	Stendardi, Christina	Club Advisor	\$300	MS	9/8/21	6/30/22	Extra-Curricular Activities - Trivia & Gaming Pay 6/30/22	11-401-100-101-00-025
55.	Miller, Kristen	Club Advisor	\$300	MS	9/8/21	6/30/22	Extra-Curricular Activities - Math Counts. Pay 6/30/22	11-401-100-101-00-025
57	Reilly, Bianca	Club Advisor	\$300	MS	9/8/21	6/30/22	Extra-Curricular Activities - Math Counts. Pay 6/30/22	11-401-100-101-00-025
58.	Gabriele, Sal	Club Advisor	\$600	MS	9/8/21	6/30/22	Extra-Curricular Activities - Patriot. Pay 6/30/22	11-401-100-101-00-025
59.	Cappello, Joseph	Club Advisor	\$600	MS	9/8/21	6/30/22	Extra-Curricular Activities - STAND. Pay 6/30/22	11-401-100-101-00-025
60.	Andrejcisk, Samantha	Club Advisor	\$600	MS	9/8/21	6/30/22	Extra-Curricular Activities - Jazz	11-401-100-101-00-025

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							Ensemble. Pay 6/30/22	
61.	Belthoff, Gabriella	Club Advisor	\$600	MS	9/8/21	6/30/22	Extra-Curricular Activities - Ping Pong. Pay 6/30/22	11-401-100-101-00- 025
62.	Kozyra, Cheryl	Club Advisor	\$300	MS	9/8/21	6/30/22	Extra-Curricular Activities - History. Pay 6/30/22	11-401-100-101-00- 025
63.	Walsh, Veronica	Club Advisor	\$300	MS	9/8/21	6/30/22	Extra-Curricular Activities - History.Pay 6/30/22	11-401-100-101-00- 025
64.	Vance, James	Club Advisor	\$600	MS	9/8/21	6/30/22	Extra-Curricular Activities - Basketball. Pay 6/30/22	11-401-100-101-00- 025
65.	Milner, Michelle	Club Advisor	\$300	MS	9/8/21	6/30/22	Extra-Curricular Activities - Girls Who Code **Paid by Perkins Grant	
66.	McDonnell, Linda	Club Advisor	\$300	MS	9/8/21	6/30/22	Extra-Curricular Activities - Girls Who Code **Paid by Perkins Grant	
67.	Andrejcisk, Samantha	Club Advisor	\$600	MS	9/8/21	6/30/22	Extra-Curricular Activities - Percussion Ensemble. Pay 6/30/22	11-401-100-101-00- 025
68.	Polynice, Rebecca	Club Advisor	\$600	MS	9/8/21	6/30/22	Extra-Curricular Activities - Concert Choir. Pay 6/30/22	11-401-100-101-00- 025
69.	Guariglia, Ian	Club Advisor	\$600	MS	9/8/21	6/30/22	Extra-Curricular Activities - Model UN. Pay 6/30/22	11-401-100-101-00- 025
70.	Cappello, Joseph	Club Advisor	\$300	MS	9/8/21	6/30/22	Extra-Curricular Activities - Real Raiders. Pay 6/30/22	11-401-100-101-00- 025
70.	Raia, Erin	Club Advisor	\$300	MS	9/8/21	6/30/22	Extra-Curricular Activities - Real Raiders. Pay 6/30/22	11-401-100-101-00- 025
72.	Ippolito,Miche lle	Club Advisor	\$300	MS	9/8/21	6/30/22	Extra-Curricular Activities - Trout Club. Pay 6/30/22	11-401-100-101-00- 025
73.	Vasquez, Alexis	Club Advisor	\$300	MS	9/8/21	6/30/22	Extra-Curricular Activities - Trout Club. Pay 6/30/22	11-401-100-101-00- 025
74	Tarantino, Amanda	Club Advisor	\$300	MS	9/8/21	6/30/22	Extra-Curricular Activities - Yoga &	11-401-100-101-00- 025

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							Mindfulness Club. Pay 6/30/22	
75.	Picinich, Nicole	Club Advisor	\$300	MS	9/8/21	6/30/22	Extra-Curricular Activities - Yoga & Mindfulness Club. Pay 6/30/22	11-401-100-101-00- 025
76.	Andrejcisk, Samantha	Club Advisor	\$600	MS	9/8/21	6/30/22	Extra-Curricular Activities - Salsa Dance Club. Pay 6/30/22	11-401-100-101-00- 025
77.	Mabel, Jessica	SAT teacher Math	\$38.97/hr	HS	10/1/21	6/30/22	Sat Prep Evening Classes (Virtual) - Program not to exceed 85 hours from (October 2021 to June 2022) Based on student interest, teachers will run programs prior to November, March, May and June Assessments Funds from ARP ESSER: Evidence Based Beyond the School Day Grant	Paid with ARP ESSR Grant
78.	Hecht, Jenifer	SAT teacher Verbal	\$38.97/hr	HS	1/3/22	6/30/22	Sat Prep Evening Classes (Virtual) - Program not to exceed 72 hours from January to June 2022) Based on student interest, teachers will run programs prior to March, May and June Assessments Funds from ARP ESSER: Evidence Based Beyond the School Day Grant	Paid with ARP ESSR Grant
79.	Employee #1174	Stipend	\$5,000	HS	9/1/20	6/30/21	Retro for 20-21 school year	11-000-213-100-00- 000
80.	Cremona, Joseph	Teacher	\$50/hr	MS	11/23/21	6/30/22	JHWMS FLEX Class - Title I funds	20-231-100-101-00- 010
81.	Lauro, Kimberly	Teacher	\$50/hr	MS	11/23/21	6/30/22	JHWMS FLEX Class - Title I funds	20-231-100-101-00- 010
82.	Minervini, Dana	Teacher	\$50/hr	MS	11/23/21	6/30/22	JHWMS FLEX Class - Title I funds	20-231-100-101-00- 010
83.	Vasquez, Alexis	Teacher	\$50/hr	MS	11/23/21	6/30/22	JHWMS FLEX Class - Title I funds	20-231-100-101-00- 010
84.	Rubino, Jenna	Teacher	\$50/hr	MS	11/23/21	6/30/22	JHWMS FLEX Class - Title I funds	20-231-100-101-00- 010

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85.	Miller, Kristen	Teacher	\$50/hr	MS	11/23/21	6/30/22	JHWMS FLEX Class - Title I funds	20-231-100-101-00-010
86.	Rovetto, Michael	Teacher	\$50/hr	MS	11/23/21	6/30/22	JHWMS FLEX Class - Title I funds	20-231-100-101-00-010
87.	Belthoff, Gaberiella	Teacher	\$50/hr	MS	11/23/21	6/30/22	JHWMS FLEX Class - Title I funds	20-231-100-101-00-010
88.	Campbell, Vance	Teacher	\$2800	HS	12/1/21	6/30/22	Robotics Club. Pay 6/30/22	11-401-100-101-00-025
89.	Cupo, Matthew	Teacher	\$2800	HS	12/1/21	6/30/22	Robotics Club. Pay 6/30/22	11-401-100-101-00-025

2. Dr. Julie Glazer, Superintendent of Schools, recommends the Board of Education approve the following **athletic stipends at the contracted rates**. These payments are contingent upon the commencement of the programs.

1.	Marciano, Jessica	Game Worker	\$50/\$55/\$60	ATH	11/23/21	6/30/22		11-402-100-100-80-401
2.	Mitschow, Lawrence	Head Girls Basketball	Step 4 \$8,100	ATH	11/23/21	6/30/22	Amend Salary from 6/21 agenda Pay 1/15/22 and 2/28/22	11-402-100-100-70-400
3.	DiPiano, Michael	Wrestling Coach	Step 4 \$8,100	ATH	11/23/21	6/30/22	Amend Salary from 6/21 agenda Pay 1/15/22 and 2/28/22	11-402-100-100-70-400
4.	Bustos, Matt	Strength and Conditioning - Winter	\$3,500	ATH	11/23/21	6/30/22	Pay 1/15/22 and 2/28/22	11-402-100-100-70-400
5.	Coppola, Sabino	Asst. Wrestling	Step 1 \$5,200	ATH	11/23/21	6/30/22	Pay 1/15/22 and 2/28/22	11-402-100-100-70-400

**J. Benefits Opt-Outs**

Dr. Julie Glazer, Superintendent of Schools, recommends the Board of Education approve the payments to employees who have opted out of the district's benefits plan.

1.	Alvarez, John	Teacher	\$1,750	HS	7/1/21	12/31/21	Opt Out Waiver - 2nd Payment 12/15/21	11-000-252-100-00-0000
2.	Amoroso, Deborah	LDTC	\$1,750	WS	7/1/21	12/31/21	Opt Out Waiver - 2nd Payment 12/15/21	11-000-252-100-00-0000
3.	Auriemma, Gabriella	Paraprofessional	\$115.08	SG	12/19/21	12/31/21	Opt Out Waiver - 2nd Payment 12/15/21	11-000-252-100-00-0000
4.	Aviles, Persis	Guid Counselor	\$1,750	HS	7/1/21	12/31/21	Opt Out Waiver - 2nd Payment 12/15/21	11-000-252-100-00-0000

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5.	Behrens, Peter	Teacher	\$1,750	RS	7/1/21	12/31/21	Opt Out Waiver - 2nd Payment 12/15/21	11-000-252-100- 00-0000
6.	Benavides, Brooke	English Coord.	\$1,750	DIST	7/1/21	12/31/21	Opt Out Waiver - 2nd Payment 12/15/21	11-000-252-100- 00-0000
7.	Bergen, Abigail	Therapist	\$1,750	MS	7/1/21	12/31/21	Opt Out Waiver - 2nd Payment 12/15/21	11-000-252-100- 00-0000
8.	Bolcato, Donna	Secretary	\$1,750	LS	7/1/21	12/31/21	Opt Out Waiver - 2nd Payment 12/15/21	11-000-252-100- 00-0000
9.	Boyle, Jean	Secretary	\$1,750	DIST	7/1/21	12/31/21	Opt Out Waiver - 2nd Payment 12/15/21	11-000-252-100- 00-0000
10.	Cappetta, Alan	Paraprofessional	\$1,750	HS	7/1/21	12/31/21	Opt Out Waiver - 2nd Payment 12/15/21	11-000-252-100- 00-0000
11.	Cataliotti, Francesca	Teacher	\$1,166.68	YS	9/1/21	12/31/21	Opt Out Waiver - 2nd Payment 12/15/21	11-000-252-100- 00-0000
12.	Celentano, Alexandra	Teacher	\$583.44	MS	10/5/21	12/31/21	Opt Out Waiver - 2nd Payment 12/15/21	11-000-252-100- 00-0000
13.	Cerniglia, Kelli	Teacher	\$1,750	WS	7/1/21	12/31/21	Opt Out Waiver - 2nd Payment 12/15/21	11-000-252-100- 00-0000
14.	Cipoletti, Kailyn	Teacher	\$1,750	SG	7/1/21	12/31/21	Opt Out Waiver - 2nd Payment 12/15/21	11-000-252-100- 00-0000
15.	Coppola, Sabino	Teacher	\$1,166.68	HS	9/1/21	12/31/21	Opt Out Waiver - 2nd Payment 12/15/21	11-000-252-100- 00-0000
16.	Crescitelli, Dawn	Teacher	\$1,750	WS	7/1/21	12/31/21	Opt Out Waiver - 2nd Payment 12/15/21	11-000-252-100- 00-0000
17.	Crisp, Nicole	Teacher	\$1,750	HS	7/1/21	12/31/21	Opt Out Waiver - 2nd Payment 12/15/21	11-000-252-100- 00-0000
18.	Crowe, Nicole	Teacher	\$1,750	HS	7/1/21	12/31/21	Opt Out Waiver - 2nd Payment 12/15/21	11-000-252-100- 00-0000
19.	Cruz, Amanda	Teacher	\$1,750	YS	7/1/21	12/31/21	Opt Out Waiver - 2nd Payment 12/15/21	11-000-252-100- 00-0000
20.	Cunningham, Nancy	Secretary	\$1,750	DIST	7/1/21	12/31/21	Opt Out Waiver - 2nd Payment 12/15/21	11-000-252-100- 00-0000
21.	Datri, Stephanie	Teacher	\$1,750	LS	7/1/21	12/31/21	Opt Out Waiver - 2nd Payment 12/15/21	11-000-252-100- 00-0000
22.	DelVecchio, Michael	Custodian	\$1,750	WS	7/1/21	12/31/21	Opt Out Waiver - 2nd Payment 12/15/21	11-000-252-100- 00-0000

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23.	DeMeglio, Jennifer	Paraprofessional	\$1,750	LS	7/1/21	12/31/21	Opt Out Waiver - 2nd Payment 12/15/21	11-000-252-100-00-0000
24.	Devore, Jacquelyn	Vice Principal	\$1,750	HS	7/1/21	12/31/21	Opt Out Waiver - 2nd Payment 12/15/21	11-000-252-100-00-0000
25.	Dewald, Joshua	Teacher	\$1,750	SG	7/1/21	12/31/21	Opt Out Waiver - 2nd Payment 12/15/21	11-000-252-100-00-0000
26.	DiPisa, David	Business Admin	\$1,750	DIST	7/1/21	12/31/21	Opt Out Waiver - 2nd Payment 12/15/21	11-000-252-100-00-0000
27.	DiPopolo, Jaclyn	Teacher	\$1,750	HS	7/1/21	12/31/21	Opt Out Waiver - 2nd Payment 12/15/21	11-000-252-100-00-0000
28.	D'Onofrio, Bonnie	Paraprofessional	\$1,750	RS	7/1/21	12/31/21	Opt Out Waiver - 2nd Payment 12/15/21	11-000-252-100-00-0000
29.	Dunn, Phyliss	Bus Aide	\$1,166.68	DIST	9/1/21	12/31/21	Opt Out Waiver - 2nd Payment 12/15/21	11-000-252-100-00-0000
30.	Duxbury, Roberta	Paraprofessional	\$1,750	LS	7/1/21	12/31/21	Opt Out Waiver - 2nd Payment 12/15/21	11-000-252-100-00-0000
31.	Dwyer, III, Joseph	SS Coord.	\$1,750	DIST	7/1/21	12/31/21	Opt Out Waiver - 2nd Payment 12/15/21	11-000-252-100-00-0000
32.	Farro, Jennifer	Teacher	\$1,750	LS	7/1/21	12/31/21	Opt Out Waiver - 2nd Payment 12/15/21	11-000-252-100-00-0000
33.	Favetta, Amy	Teacher	\$1,750	WS	7/1/21	12/31/21	Opt Out Waiver - 2nd Payment 12/15/21	11-000-252-100-00-0000
34.	Feijo, Patricia	Bus Aide	\$1,750	DIST	7/1/21	12/31/21	Opt Out Waiver - 2nd Payment 12/15/21	11-000-252-100-00-0000
35.	Ferrara, Natale	Residency Officer	\$1,750	DIST	7/1/21	12/31/21	Opt Out Waiver - 2nd Payment 12/15/21	11-000-252-100-00-0000
36.	Fossella, John	Teacher	\$1,750	HS	7/1/21	12/31/21	Opt Out Waiver - 2nd Payment 12/15/21	11-000-252-100-00-0000
37.	Francello, Erika	Teacher	\$1,750	YS	7/1/21	12/31/21	Opt Out Waiver - 2nd Payment 12/15/21	11-000-252-100-00-0000
38.	Galasso, Cheryl	Secretary	\$1,750	SG	7/1/21	12/31/21	Opt Out Waiver - 2nd Payment 12/15/21	11-000-252-100-00-0000
39.	Gennace, Alisa	Guid Counselor	\$1,750	MS	7/1/21	12/31/21	Opt Out Waiver - 2nd Payment 12/15/21	11-000-252-100-00-0000
40.	Gerckens, Meredith	Guidance Coord.	\$1,750	DIST	7/1/21	12/31/21	Opt Out Waiver - 2nd Payment 12/15/21	11-000-252-100-00-0000
41.	Gerrity, Megan	Teacher	\$1,166.68	LS	9/1/21	12/31/21	Opt Out Waiver - 2nd Payment 12/15/21	11-000-252-100-00-0000

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42.	Graneli, Loma	Teacher	\$1,750	HS	7/1/21	12/31/21	Opt Out Waiver - 2nd Payment 12/15/21	11-000-252-100- 00-0000
43.	Grant, Thomas	Teacher	\$1,750	SG	7/1/21	12/31/21	Opt Out Waiver - 2nd Payment 12/15/21	11-000-252-100- 00-0000
44.	Gumbs, Alina	Teacher	\$1,750	HS	7/1/21	12/31/21	Opt Out Waiver - 2nd Payment 12/15/21	11-000-252-100- 00-0000
45.	Gurrieri, Michael	Teacher	\$1,750	HS	7/1/21	12/31/21	Opt Out Waiver - 2nd Payment 12/15/21	11-000-252-100- 00-0000
46.	Holland, Doreen	Teacher	\$1,750	SG	7/1/21	12/31/21	Opt Out Waiver - 2nd Payment 12/15/21	11-000-252-100- 00-0000
47.	Horris, Allison	Teacher	\$1,166.68	LS	9/1/21	12/31/21	Opt Out Waiver - 2nd Payment 12/15/21	11-000-252-100- 00-0000
48.	Huegel, Kelly	Speech Therapist	\$1,750	SG	7/1/21	12/31/21	Opt Out Waiver - 2nd Payment 12/15/21	11-000-252-100- 00-0000
49.	Ippolito, Doretta	Paraprofessional	\$1,750	MS	7/1/21	12/31/21	Opt Out Waiver - 2nd Payment 12/15/21	11-000-252-100- 00-0000
50.	Ippolito, Michele	Teacher	\$1,750	MS	7/1/21	12/31/21	Opt Out Waiver - 2nd Payment 12/15/21	11-000-252-100- 00-0000
51.	Jasnowitz, Holly	Teacher	\$1,750	RS	7/1/21	12/31/21	Opt Out Waiver - 2nd Payment 12/15/21	11-000-252-100- 00-0000
52.	Jiritano, Jennifer	Teacher	\$1,750	LS	7/1/21	12/31/21	Opt Out Waiver - 2nd Payment 12/15/21	11-000-252-100- 00-0000
53.	Johnston, David	Vice Principal	\$1,750	MS	7/1/21	12/31/21	Opt Out Waiver - 2nd Payment 12/15/21	11-000-252-100- 00-0000
54.	Klingler, Brittany	Teacher	\$1,750	WS	7/1/21	12/31/21	Opt Out Waiver - 2nd Payment 12/15/21	11-000-252-100- 00-0000
55.	Lennon, Stephanie	Teacher	\$1,750	RS	7/1/21	12/31/21	Opt Out Waiver - 2nd Payment 12/15/21	11-000-252-100- 00-0000
56.	Leuthe, Brittany	Teacher	\$583.34	SG	7/1/21	8/31/21	Opt Out Waiver - 2nd Payment 12/15/21	11-000-252-100- 00-0000
57.	Lodato, Amelia	Teacher	\$1,750	HS	7/1/21	12/31/21	Opt Out Waiver - 2nd Payment 12/15/21	11-000-252-100- 00-0000
58.	Maldonado,Jenna	Teacher	\$1,750	YS	7/1/21	12/31/21	Opt Out Waiver - 2nd Payment 12/15/21	11-000-252-100- 00-0000
59.	Manley, Jessica	Teacher	\$1,750	MS	7/1/21	12/31/21	Opt Out Waiver - 2nd Payment 12/15/21	11-000-252-100- 00-0000
60.	Marciano, Jessica	Teacher	\$1,750	LS	7/1/21	12/31/21	Opt Out Waiver - 2nd Payment 12/15/21	11-000-252-100- 00-0000

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61.	Matturro, Victoria	Teacher	\$1,166.68	SG	9/1/21	12/31/21	Opt Out Waiver - 2nd Payment 12/15/21	11-000-252-100- 00-0000
62.	McDonnell,Linda	Teacher	\$1,750	MS	7/1/21	12/31/21	Opt Out Waiver - 2nd Payment 12/15/21	11-000-252-100- 00-0000
63.	McNamara, Jennifer	Teacher	\$1,750	HS	7/1/21	12/31/21	Opt Out Waiver - 2nd Payment 12/15/21	11-000-252-100- 00-0000
64.	Messina,Elizabeth	Teacher	\$1,750	WS	7/1/21	12/31/21	Opt Out Waiver - 2nd Payment 12/15/21	11-000-252-100- 00-0000
65.	Minervini, Dana	Teacher	\$1,750	MS	7/1/21	12/31/21	Opt Out Waiver - 2nd Payment 12/15/21	11-000-252-100- 00-0000
66.	Misner, Sarah	Teacher	\$1,750	MS	7/1/21	12/31/21	Opt Out Waiver - 2nd Payment 12/15/21	11-000-252-100- 00-0000
67.	Mitschow, Julie	WL Coord.	\$1,750	DIST	7/1/21	12/31/21	Opt Out Waiver - 2nd Payment 12/15/21	11-000-252-100- 00-0000
68.	Morais-Oliveria, Sandra	Paraprofessional	\$377.98	SG	11/21/21	12/31/21	Opt Out Waiver - 2nd Payment 12/15/21	11-000-252-100- 00-0000
69.	Mosca, Danielle	Teacher	\$1,750	RS	7/1/21	12/31/21	Opt Out Waiver - 2nd Payment 12/15/21	11-000-252-100- 00-0000
70.	Moscaritola, Anthony	IT Tech	\$1,750	DIST	7/1/21	12/31/21	Opt Out Waiver - 2nd Payment 12/15/21	11-000-252-100- 00-0000
71.	Muniz-Bermo, Maria	Teacher	\$1,750	MS	7/1/21	12/31/21	Opt Out Waiver - 2nd Payment 12/15/21	11-000-252-100- 00-0000
72.	Ocejo, Michael	Psychologist	\$1,750	HS	7/1/21	12/31/21	Opt Out Waiver - 2nd Payment 12/15/21	11-000-252-100- 00-0000
73.	O'Halloran, Toni	Paraprofessional	\$1,750	RS	7/1/21	12/31/21	Opt Out Waiver - 2nd Payment 12/15/21	11-000-252-100- 00-0000
74.	Pappas, Peggy	Teacher	\$1,750	HS	7/1/21	12/31/21	Opt Out Waiver - 2nd Payment 12/15/21	11-000-252-100- 00-0000
75.	Parigi, Michael	B&G Coord.	\$1,750	DIST	7/1/21	12/31/21	Opt Out Waiver - 2nd Payment 12/15/21	11-000-252-100- 00-0000
76.	Parigi, Samantha	Teacher	\$1,750	LS	7/1/21	12/31/21	Opt Out Waiver - 2nd Payment 12/15/21	11-000-252-100- 00-0000
77.	Piotrowski, Olivia	Teacher	\$1,750	MS	7/1/21	12/31/21	Opt Out Waiver - 2nd Payment 12/15/21	11-000-252-100- 00-0000
78.	Polk, Christine	Teacher	\$1,750	HS	7/1/21	12/31/21	Opt Out Waiver - 2nd Payment 12/15/21	11-000-252-100- 00-0000
79.	Pontoriero, Elisa	Speech Therapist	\$1,166.68	SG	9/1/21	12/31/21	Opt Out Waiver - 2nd Payment 12/15/21	11-000-252-100- 00-0000

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80.	Porrino, III, Robert	Teacher	\$1,750	HS	7/1/21	12/31/21	Opt Out Waiver - 2nd Payment 12/15/21	11-000-252-100-00-0000
81.	Puzio, Eric	Teacher	\$1,166.68	HS	9/1/21	12/31/21	Opt Out Waiver - 2nd Payment 12/15/21	11-000-252-100-00-0000
82.	Raia, Erin	Psychologist	\$1,750	MS	7/1/21	12/31/21	Opt Out Waiver - 2nd Payment 12/15/21	11-000-252-100-00-0000
83.	Reilly, Bianca	Teacher	\$1,750	MS	7/1/21	12/31/21	Opt Out Waiver - 2nd Payment 12/15/21	11-000-252-100-00-0000
84.	Reo, Ashley	Teacher	\$1,750	LS	7/1/21	12/31/21	Opt Out Waiver - 2nd Payment 12/15/21	11-000-252-100-00-0000
85.	Ricciardi, Brielle	Teacher	\$1,750	LS	7/1/21	12/31/21	Opt Out Waiver - 2nd Payment 12/15/21	11-000-252-100-00-0000
86.	Rivera, Jose	Custodian	\$1,750	HS	7/1/21	12/31/21	Opt Out Waiver - 2nd Payment 12/15/21	11-000-252-100-00-0000
87.	Rothkopf, Ashley	Teacher	\$1,750	HS	7/1/21	12/31/21	Opt Out Waiver - 2nd Payment 12/15/21	11-000-252-100-00-0000
88.	Rotondo, Amelia	Teacher	\$1,750	WS	7/1/21	12/31/21	Opt Out Waiver - 2nd Payment 12/15/21	11-000-252-100-00-0000
89.	Rubino, Jenna	Teacher	\$1,750	MS	7/1/21	12/31/21	Opt Out Waiver - 2nd Payment 12/15/21	11-000-252-100-00-0000
90.	Ruglio, Deanna	Speech Therapist	\$583.34	DIST	9/1/21	11/1/21	Opt Out Waiver - 2nd Payment 12/15/21	11-000-252-100-00-0000
91.	Satter, Jr., John	Bus Driver	\$1,750	DIST	7/1/21	12/31/21	Opt Out Waiver - 2nd Payment 12/15/21	11-000-252-100-00-0000
92.	Savoia, Joseph	Bus Driver	\$1,166.68	DIST	7/1/21	12/31/21	Opt Out Waiver - 2nd Payment 12/15/21	11-000-252-100-00-0000
93.	Scimeca, Ashley	Teacher	\$1,166.68	HS	9/1/21	12/31/21	Opt Out Waiver - 2nd Payment 12/15/21	11-000-252-100-00-0000
94.	Servidio, Tiffany	Teacher	\$1,750	RS	7/1/21	12/31/21	Opt Out Waiver - 2nd Payment 12/15/21	11-000-252-100-00-0000
95.	Shaw, James	Teacher	\$1,166.68	HS	9/1/21	12/31/21	Opt Out Waiver - 2nd Payment 12/15/21	11-000-252-100-00-0000
96.	Shoja, Jessica	Dir of Tech	\$1,750	DIST	7/1/21	12/31/21	Opt Out Waiver - 2nd Payment 12/15/21	11-000-252-100-00-0000
97.	Sibello, Richard	Bus Driver	\$1,750	DIST	7/1/21	12/31/21	Opt Out Waiver - 2nd Payment 12/15/21	11-000-252-100-00-0000
98.	Soobrattie, Prudence	Teacher	\$1,750	HS	7/1/21	12/31/21	Opt Out Waiver - 2nd Payment 12/15/21	11-000-252-100-00-0000

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99.	Sorensen, David	Teacher	\$1,750	HS	7/1/21	12/31/21	Opt Out Waiver - 2nd Payment 12/15/21	11-000-252-100- 00-0000
100	Stoffers, Elizabeth	Nurse	\$1,750	MS	7/1/21	12/31/21	Opt Out Waiver - 2nd Payment 12/15/21	11-000-252-100- 00-0000
101	Stoffers, Michael	Teacher	\$1,750	MS	7/1/21	12/31/21	Opt Out Waiver - 2nd Payment 12/15/21	11-000-252-100- 00-0000
102	Strus, Theresa	Teacher	\$1,750	SG	7/1/21	12/31/21	Opt Out Waiver - 2nd Payment 12/15/21	11-000-252-100- 00-0000
103	Suarez-McNutley, Cynthia	Teacher	\$1,750	RS	7/1/21	12/31/21	Opt Out Waiver - 2nd Payment 12/15/21	11-000-252-100- 00-0000
104	Sullivan, Michael	Vice Principal	\$583.34	MS	7/1/21	9/1/21	Opt Out Waiver - 2nd Payment 12/15/21	11-000-252-100- 00-0000
105	Tarantino, Amanda	Teacher	\$1,750	MS	7/1/21	12/31/21	Opt Out Waiver - 2nd Payment 12/15/21	11-000-252-100- 00-0000
106	Tiene, Debra	Teacher	\$1,750	SG	7/1/21	12/31/21	Opt Out Waiver - 2nd Payment 12/15/21	11-000-252-100- 00-0000
107	Tirrito, Nicole	Teacher	\$1,750	HS	7/1/21	12/31/21	Opt Out Waiver - 2nd Payment 12/15/21	11-000-252-100- 00-0000
108	Trachta,Guashino, Heather	Psychologist	\$1,750	WS	7/1/21	12/31/21	Opt Out Waiver - 2nd Payment 12/15/21	11-000-252-100- 00-0000
109	Tunis, Ralph	Bus Aide	\$1,166.68	DIST	9/1/21	12/31/21	Opt Out Waiver - 2nd Payment 12/15/21	11-000-252-100- 00-0000
110	Viemeister, Ian	Dir. of Tech	\$1,750	DIST	7/1/21	12/31/21	Opt Out Waiver - 2nd Payment 12/15/21	11-000-252-100- 00-0000
111	Vinca, Albiona	Psychologist	\$1,750	LS	7/1/21	12/31/21	Opt Out Waiver - 2nd Payment 12/15/21	11-000-252-100- 00-0000
112	Webb, Justine	Teacher	\$1,166.68	HS	9/1/21	12/31/21	Opt Out Waiver - 2nd Payment 12/15/21	11-000-252-100- 00-0000
113	Weinstein, Jr. Christopher	Teacher	\$1,750	HS	7/1/21	12/31/21	Opt Out Waiver - 2nd Payment 12/15/21	11-000-252-100- 00-0000
114	Zullo, Luann	Teacher	\$1,750	MS	7/1/21	12/31/21	Opt Out Waiver - 2nd Payment 12/15/21	11-000-252-100- 00-0000
115	Lotito, Anthony	Custodian	\$1,288.26	HS	7/1/21	12/31/21	NJEHP Enrollment Benefit - 2nd Payment 12/15/21	11-000-291-290- 00-298
116	Whritenour, Joseph	Custodian	\$497.52	RS	7/1/21	12/31/21	NJEHP Enrollment Benefit - 2nd Payment 12/15/21	11-000-291-290- 00-298

November 29, 2021

**Old Business**

**NONE**

**New Business**

Ms. Zarro addressed the board; she stated the importance of the roll of a school board member and being on the Board of Education should not be taken lightly.

Dr. Glazer addressed the board; Dr. Glazer said our October Board meeting was prior to Board Member Recognition week and we did not acknowledge you the way we have other groups. I have had some time to reflect in the in-between weeks, especially with so many issues, events, and personal concerns that many of us on the Board, in the Cabinet, and on our leadership team have faced in the weeks since then, so I am going to take this opportunity to share some reflections and thoughts. It is often said, that all roads lead to Nutley, and I could give a hundred different examples to provide evidence of what makes Nutley the epicenter of all our worlds. In April 2016 I had my first taste of what that would mean when I met you Charlie, Lisa, Danny, Sal Balsamo, Fred Scalera, and later you Sal Ferrara. You introduced me to this special town and to so many in this lovely community who have since warmly welcomed, included, consulted and recognized me, and who have allowed me the opportunity to lead-- and give my time and energy to what matters the very most, and to what each of you committed to, education in Nutley. Terri you were the first community person that reached out to me, even before I was hired, long before you were elected to serve on the Board and I so valued your willingness to share a different perspective, and to share what new leadership could mean to the district. Brenda Sherman, Debbie Russo, and Ryan Kline rounded out the Board team that found me. Magically, Serendipitously. Thankfully. In the beginning I was often reminded that I wasn't "of" Nutley. That was a barrier for some people, but over the years I have become a part of Nutley, and it a part of me. One of my cherished gifts I have received is the pillow that greets me every day on my desk chair. It says, "I wasn't born in Nutley, but I got here as soon as I could." And Frank Demaio, long before you were on the Board you reminded me often of all the Nutley ways I needed to learn, and the importance of the stories and traditions of so many people who value that above all else. I tried to be a good student, but I think you learned a few things from me too! Through our push and pull, we have laughed a lot, both learned a few new choice words, but mostly accomplished so much for the schools, and the town. I am so very proud of that! Ken, since you have rejoined the board I have valued your input into policy and procedure. Your understanding has facilitated many conversations, and has impacted decision making. The most important job a Board of Education has is the hiring of the Superintendent, and with your support, you have empowered me to build the district's leadership at all levels of faculty, staff, and administration. The team that has been created and nurtured is in a word precious. People that have taken risks, overcome fear, continue to provide candid feedback, have accepted our connection and have continued to rise to every occasion, to meet and exceed every expectation set, and grow along with me, and our system. You are a crucial part of this team that hasn't stopped bringing its best every day! Not through natural disasters, crises of character, personal tragedies, health mandates, or the battles still being fought on many fronts around, rigor, equity, diversity, inclusion, and overcrowding.

November 29, 2021

**Nutley Board of Education**  
**Public Meeting on November 29, 2021**

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The past two years have been especially demanding, and this team has met every challenge. We have all had more than we bargained for. And for Board members who have served, and returned and stayed because they know there is more work to do, the disruption brings its own frustrations. The public knows we are the ones who answer phone calls and emails, who make impossible decisions, who respond to the needs of 4,200 students, almost 2,800 families, and 30,000 tax payers. And I hope they know we are doing it early in the morning, late at night and on the weekends. I hope the public also remembers that the Board are volunteers doing this work, giving their time while having their own jobs, and their own families. Health and safety, safety and security, integrated technology, refocused priorities, courageous conversations, and never saying that's good enough--never stopping. As a leader, I cannot ask for more than this, and it has kept me engaged and motivated every single day. Your role as a Board, challenging, questioning, supporting, and having the respect to sometimes agree to disagree, has allowed us to progress into the top 100 districts in NJ. Change is never without growing pains, and requires patience, but the outcomes in each of these areas has been well worth the effort! Erica, I met you during what I thought was the most challenging issue of my career, prior to COVID. You have exemplified what it means to become of service with an agenda of making a difference for every child. Throughout the process of overhauling safety and security, of committing to social, emotional, and mental health you never missed a meeting. You read every single policy, and asked, and asked, and asked, and demonstrated continuous learning and improvement. I was sorry you chose not to run again, but I also understand. For the past almost six years, this Board has provided me with what I think is the best challenge I have had in multiple careers. When you hired me, I committed to the hard conversations, to building on the strengths of the Nutley public schools, and to giving my time and energy to continuous improvement. This has brought passion and joy to my personal and professional life. When you give your time and energy, it defines your existence. Work becomes your home, colleagues become your family. When I talk about my kids, my own children are quick to point out that I am not talking about them. It has been my privilege to work and grow alongside you all, and while I can't imagine being too far from this team, or from Nutley, I will not be extending my contract or continuing as the Superintendent in Nutley when my contract ends June 30. It is time for me to step away, recharge, and think about how I want the next few years of my life and career to look. I will be forever grateful for the opportunity to lead the Nutley Public Schools, for the true friendships I have earned, and for your sustained support and commitment to a vision and goals that have helped all of us and the district to grow. The next leader will step into their own great opportunity, able to continue along a road of progress and an ever more promising future. This will not be my last opportunity to thank you, or to recount all of the many achievements of the past almost 6 years, but I do want to end here tonight and tell you that I am better for knowing and working with each of . Thank you for letting me become a part of Nutley, and a part of your lives. That has been one of the best experiences of all. My parents taught me, do what you love and you will never work a day in your life...this has been my saving grace and my best gift. To the public, faculty, staff, and administration, even though I focused on Board recognition tonight, they are my boss after all, every exchange I have had with you has been meaningful. I know more about you, what you want for your children, and for this community than I could have ever possibly imagined. For all of you who have allowed me to partner with you in the education of your children and for the benefit of the larger community, thank you. You have touched me in so many ways, and have taught me grace. I will look forward to continuing those conversations in the coming months, and as we transition to the next strategic planning process and goals.

November 29, 2021

**Adjournment**

There being no further business, the meeting was adjourned at 8:30pm on a motion by Trustee DeMaio seconded by Trustee Danchak-Martin to adjourn the public meeting.

Respectfully submitted,

David DiPisa  
Board Secretary

November 29, 2021