

NUTLEY BOARD OF EDUCATION OPEN PUBLIC MEETING MINUTES April 28, 2025

Announcement of Meeting - 5:30 PM – Nutley High School Auditorium President Ferraro
Mr. Ferraro opens the meeting and the Board adjourns to Executive, Closed Session.

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 January 6, 2025. Said notice was posted at the entrance of the Board of Education offices, sent to the Nutley Township Clerk, sent to Tap Into Nutley, sent to the Nutley Sun and Star Ledger on January 17, 2025 and posted on the district website.

Flag Salute President Ferraro
The Board returns at 6:30PM from Executive Session. President Ferraro leads the audience in the flag salute.

Call of Roll Mr. DeVita

Present:

Mr. Balsamo
Mrs. Danchak-Martin
Mr. Gilberti
Mr. Scotti
Mr. Kucinski
Mrs. Quirk
Mr. Ferraro
Dr. D'Elia, arrived at 7:30PM

Absent

Mr. Friginals

Correspondence

None

Approval of Minutes

Mr. Kucinski moves the approval of the minutes. They are unanimously approved.

Open Public Meeting – March 17, 2025

Open Public Meeting - April 10, 2025

President Ferraro makes a statement addressing the finances of the district and the budget cuts. He comments that he does not support programming cuts and discusses the Board's decision to vote no to the tax incentive waiver. He discusses exploring a committee to look into a public vote at tax increases.

Mr. Balsamo shares Mr. Ferraro's sentiment saying he does not support cuts to programming.

Presentations

NJDOE Performance Reports

Mr. Bania and Mrs. Loconsolo

Mr. Bania and Mrs. Loconsolo speak on the Performance Reports and the data.

Budget Presentation

Mr. Bania and Mr. DeVita

Mr. Bania and Mr. DeVita present the budget goals, preparation and timeline for the proposed 25-26 budget.

Reports as follows:

1. Superintendent's Report

Mr. Bania

Mr. Bania takes a moment of silence for Mr. Lou Williams. He updates the community on the music trip to Austria, important spring dates, the NEF Fundraiser, the approval of the 25-26 budget and the restructuring of the paraprofessional role.

2. Business Administrator Report

Mr. DeVita

Mr. DeVita highlights some resolutions on the Board agenda.

3. Student Report

The NHS student representative updates the group on the happenings at the high school this spring.

Committee Reports

1. Academic Committee - Mrs. Danchak-Martin updates the group on the recent Academic Committee meeting.
2. Administration Committee - Mr. Kucinski updates the group on the recent Administration Committee meeting.
3. Finance Committee - Mr. Ferraro updates the group on the Finance committee meeting.
4. Policy Committee - Mr. Scotti updates the group on the Policy committee meeting.

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?

Members of the community addressed the Board regarding coaching cuts, the role of paraprofessionals, the electives and rotating drop schedule at NHS. They asked questions about the outcome of the Board meeting on 4/10/25 and spoke about the tax waiver that was offered to the

district. Members of the public also asked questions to the State Monitor regarding her view on the tax incentive and the feasibility of the middle school project.

Mr. Kucinski moved to close the public comment portion of the meeting. Mr. Balsamo seconded. The public portion of the meeting ended at 10:15PM.

ACADEMIC - Resolutions 1-3

Mrs. Danchak-Martin moved the resolutions and Mrs. Quirk seconded. The resolutions unanimously passed.

1. APPROVAL OF FIELD TRIPS

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

SCHOOL	TEACHER/PROGRAM	DATE	LOCATION	COST
WS	Dara Moscaritola, Kelly Cerniglia	4/4/25	Nutley, NJ	\$0
WS	Dara Moscaritola, Kelly Cerniglia	4/29/25	Nutley, NJ	\$0
SG	Victoria Iasso	6/3/25	Newark, NJ	\$125 registration cost, plus transportation
NHS	Prudence Soobrattie	4/28/25	Nutley, NJ	\$0
WS	Samantha Wood, Daryl Heller, Jacklyn LaBracio, Danielle Cristantiello	5/29/25	Chester, NJ	\$0 plus transportation
YS	Pamela Struble, Stephanie Manness, Jenna Maldonado	6/3/25	Newark, NJ	\$125 registration cost, plus transportation
YS	Jenna Maldonado	4/30/25	Nutley, NJ	\$0
NHS	Jennifer Lambert, Monika Truty	4/29/25	Nutley, NJ	\$0 plus transportation
RS	Stephanie Lennon, Holly Jasnowitz	6/6/25	West Orange, NJ	\$0 plus transportation
RS, WS, LS, YS, SG	Grade 4-6 Teachers, Physical Education Teachers (Jr.Olympics)	6/2/25 (raindate 6/4/25)	Nutley, NJ	\$0
RS	Katherine Andrews, Chris Weinstein	5/6/25	Newton, NJ	\$0 plus transportation
LS	Brielle Ricciardi, Jess Nolasco, Danielle Ferraro, Mary Giordano, Jaimee Grella, Michelle Gabriel, Allyson Gardener, Aimee Ambrose,	6/11/25	Jersey City, NJ	\$0 plus transportation

RS	Danielle Mosca	5/13/25	New Brunswick, NJ	\$0 plus transportation
RS	Josephine Tucci, Abby Pilsbury, Mrs. Staranka	5/22/25	Nutley, NJ	\$0
YS	Jessica Rizzo, Marie Pied, Lauren Branin, Jennifer Koskinen, Tonysha Jackson	5/6/25	Nutley, NJ	\$0
JHWMS	Joe Cappello, Stephanie Mosel, Erin Raia	5/27/25	Nutley, NJ	\$0

2. APPROVAL OF PROFESSIONAL DEVELOPMENT DAYS/TRAVEL REIMBURSEMENT

BE IT RESOLVED that the Board of Education approves 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
T. Egan, T.Burd, A. Griffoul, A. Hellriegel, P. Soobrattie, A. Irene, M. Ladolcetta	NJTESOL Spring Conference	5/21/25-5/23/25	New Brunswick, NJ	\$390 per person plus \$24.50 travel per person. 20-243-223-580-00-000
J. Nolasco	Clinical Year Orientation (Future Teachers Conference)	5/12/25	Montclair, NJ	\$0
J. Nolasco	NJECC 39th Annual NJ Statewide Educational Technology Conference	3/11/25	Montclair, NJ	\$0
J.Materia, K.Miller, M.Stoffers, J. Loconsolo, M. Gualtieri- Newman, E. Michels, L.Zazzali, A. Giaccio	Middle School Visits	4/23/25	Wayne, NJ	\$0

3. APPROVAL OF COMMUNITY BASED INSTRUCTION SITES

BE IT RESOLVED that the Board of Education approves the following sites for Community-Based Instruction for the the 24-25 school year: West Orange Public Schools

ADMINISTRATION - Resolutions 1-3

Mr. Kucinski moved the resolutions and Mr. Balsamo seconded. The resolutions unanimously passed.

April 28, 2025

1. APPROVAL OF REPORTS 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:

HIB Report to the Board 2025-02-28
HIB Report to the Board 2025-03-07
HIB Report to the Board 2025-03-14

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

HIB Report to the Board 2025-03-21
HIB Report to the Board 2025-04-04
HIB Report to the Board 2025-04-11
HIB Report to the Board 2025-04-25

BE IT RESOLVED that the Superintendent of Schools has reported to the Board of Education the results of the HIB investigation report(s) listed below. Parents of involved students' offenders and targets/victims shall be provided with information about the investigation in writing within five school days after the results of the investigations are reported to the Board of Education.

3. APPROVAL OF STUDENTS FOR HOME INSTRUCTION

BE IT RESOLVED that the Board of Education approves the following students for homebound instruction as indicated:

Student ID#	Building	Method	Account Code	Start Date	End Date
3312521585	Washington	SilverGate	11-150-100-320-00-000 Anticipated Amount (\$605)	3/17/25	3/31/25
3312521585	Washington	LearnWell	11-150-100-320-00-000 Anticipated Amount (\$1312)	3/31/25	4/19/25
3312521585	Washington	SilverGate	11-150-100-320-00-000 Anticipated Amount (\$1312)	4/10/25	5/16/25
5627446213	JHWMS	In-House	11-150-100-101-00-000	4/3/25	5/15/25
1298437787	JHWMS	LearnWell	11-150-100-320-00-000 Anticipated Amount (\$875)	4/10/25	4/17/25
1298437787	JHWMS	SilverGate	11-150-100-320-00-000 Anticipated Amount (\$8745)	4/10/25	6/19/25
2130901337	JHWMS	LearnWell	11-150-100-320-00-000 Anticipated Amount (4372)	4/10/25	6/19/25

5627446213	JHWMS	LearnWell	11-150-100-320-00-000 Anticipated Amount (\$3500)	4/21/25	5/15/25
2549437782	NHS	LearnWell	11-150-100-320-00-000 Anticipated Amount (\$585)	3/10/25	3/25/25
9321865682	NHS	In-House	11-150-100-101-00-000	3/24/25	4/30/25
5168931641	NHS	New Pathway	11-150-100-320-00-000 Anticipated Amount (\$1300)	1/22/24	2/2/24
7324898501	NHS	New Pathway	11-150-100-320-00-000 Anticipated Amount (\$1300)	2/5/24	2/16/24
5793409531	NHS	Educere	11-150-100-320-00-000 Anticipated Amount (\$1365)	4/10/25	6/6/25
5076499161	NHS	Educere	11-150-100-320-00-000 Anticipated Amount (\$819)	4/14/25	6/6/25
2928903703	NHS	LearnWell	11-150-100-320-00-000 Anticipated Amount (\$585)	3/10/25	3/25/25
2928903703	NHS	In-House	11-150-100-101-00-000	4/21/25	6/13/25
9574992339	NHS	LearnWell	11-150-100-320-00-000 Anticipated Amount (\$6122)	4/22/25	6/6/25

FINANCE - Resolutions 1-23

Mr. Ferraro reads resolution #12, honoring Mr. Kucinski by naming the Lincoln Auditorium for him. Mrs. Danchak-Martin calls Charlie a great mentor, friend and leader. She thanks him for his service. Mr. Kucinski thanks everyone for their support.

Dr. D'Elia moved the resolutions and Mr. Balsamo seconded. The resolutions unanimously passed.

1. SECRETARY & TREASURER'S REPORT- JANUARY 2025

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 January 31, 2025.

2. CERTIFICATION OF MAJOR ACCOUNT FUND STATUS – FEBRUARY 2025

BE IT RESOLVED that pursuant to NJAC 6A:23-2.11(c) 4, the Nutley Board of Education certifies that as of February 28, 2025 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.)

3. BILLS AND MANDATORY PAYMENTS

BE IT RESOLVED that the Board of Education approve the payment of bills and mandatory payments dated April 28, 2025 in the total amount of \$8,171,857.06 . (Appendix C)

April 28, 2025

4. TRANSFER SCHEDULE – March 2025

BE IT RESOLVED that the Board of Education approves, in compliance with NJAC 6A:23-2.11(c)3ii, and NJSA 18A:22-8-1, the January transfers in the 2024-2025 budget (Appendix D).

5. REQUESTS FOR USE OF SCHOOL BUILDINGS AND GROUNDS – 2024-2025

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:

REQUESTS	PURPOSE OF USE	FACILITIES	DATE	TIME	FEES	NO. OF EVENTS
Carol Blazowski Blaze Basketball Enterprises	Basketball Games	High School Main Gain	4/6/25, 4/13/25, 4/27/25	9:00 am-11:00 am	Facilities: None Custodian: \$360.00	3
Gabrielle Bergen Spring Garden School PTO	Spring Garden 6th Grade Car Wash Fundraiser	Spring Garden Parking Lot	5/3/25	11:00 am-3:00 pm	Facilities: None Custodian: None	1
Jennifer Snyder Radcliffe School PTO	Set-Up for Mother's Breakfast	Radcliffe School Gym	5/8/25	6:00 pm-8:00 pm	Facilities: None Custodian: None	1
Kathleen Dunbar Washington School PTO	Washington School Talent Show	John Walker Middle School Auditorium	5/16/25	5:30 pm-9:30 pm	Facilities: None Custodian: None	1
Jennifer Snyder Radcliffe School PTO	Set-Up for Father's Breakfast	Radcliffe School Gym	6/9/25	6:00 pm-8:00 pm	Facilities: None Custodian: None	1
Dominique Melillo Nutley Police Dept.	Nutley Junior Police Academy	Spring Garden School Gym, Field, Auditorium	6/23/25-6/26/25 6/27/25	8:00 am-3:30 pm 8:00 am-2:00 pm	Facilities: None Custodian: None	5
Dana Minervini SAT/ACT Testing Coordinator Nutley School District	ACT Testing	High School Main Cafeteria, Annex Building Classrooms	7/12/25-7/11/26	6:30 am-3:00 pm	Facilities: None Custodian: None	8
Dana Minervini SAT/ACT Testing Coordinator Nutley School District	SAT Testing	High School Main Cafeteria, Annex Building Classrooms	8/23/25-6/6/26	6:30 am-1:00 pm	Facilities: None Custodian: None	8
Theresa Vinci Nutley Parks & Recreation	Nutley Parks & Rec Play Auditions & Rehearsals	John Walker Middle School Auditorium, Choir & Band Room, Room 102	9/8/25-10/29/25	5:30 pm-8:30 pm	Facilities: None Custodian: None	17
Theresa Vinci Nutley Parks & Recreation	Nutley Parks & Rec Rehearsals & Performances	Nutley High School Auditorium, Choir Room, Band Room, Principal's Conference, Classrooms	11/15/25-12/7/25	5:00 pm-10:00 pm	Facilities: None Custodian: None	15
Total Use of Property Represented By The Above						60

6. ACCEPTANCE OF DONATION

BE IT RESOLVED that the Board of Education accepts the following donation:

Donor	Amount/Estimated Value	Purpose
Peter Crosta	\$2,000	Photography Equipment for the Nutley High School Digital Photography Studio
Nutley Education Foundation	\$1,252.81	Intentus Lite Complete Court Portable Volleyball System for Spring Garden School

7. APPROVAL TO SUBMIT PROJECT

BE IT RESOLVED that the Nutley Board of Education approves the submission of required information to the New Jersey Department of Education regarding plans for a temporary library alteration to the John H. Walker Middle School. The project will not be seeking state funding through debt service aid and will only proceed if sufficient funds are available.

BE IT FURTHER RESOLVED that the Nutley Board of Education hereby authorizes the amendment to its Long Range Facilities Plan in order to reflect the proposed project.

BE IT YET FURTHER RESOLVED that the Business Administrator and other officers and agents of the Board, as are necessary, including the architect and board attorney are hereby authorized to perform such other acts, to execute such other documents and to do such other things as are necessary to implement the determinations of the Board set forth in this resolution, including the authority to bid the project.

8. APPROVAL TO SUBMIT PROJECT

BE IT RESOLVED that the Nutley Board of Education approves the submission of required information to the New Jersey Department of Education regarding plans for two (2) new classroom alterations in the John H. Walker Middle School. The project will not be seeking state funding through debt service aid and will only proceed if sufficient funds are available.

BE IT FURTHER RESOLVED that the Nutley Board of Education hereby authorizes the amendment to its Long Range Facilities Plan in order to reflect the proposed project.

BE IT YET FURTHER RESOLVED that the Business Administrator and other officers and agents of the Board, as are necessary, including the architect and board attorney are hereby authorized to perform such other acts, to execute such other documents and to do such other things as are necessary to implement the determinations of the Board set forth in this resolution, including the authority to bid the project.

9. APPROVAL OF CHANGE OF USE

BE IT RESOLVED that the Nutley Board of Education approves the submission of a building change of use form for the Media Center of John H. Walker Middle School.

10. SPECIAL CLASS PLACEMENT – Educationally Disabled Students – 2024-2025

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 2024-2025 school year.

<u>Student ID</u>	<u>School</u>	<u>Amount</u>	<u>Number of Students</u>
6080904552	Bergen County Special Services HIP - MP Godwin	\$76,212 (Prorated 3/20/25) 11-000-100-565-00-000	1

11. RENEWAL OF MEMBERSHIP IN THE SUBURBAN METRO JOINT INSURANCE FUND

WHEREAS, the NUTLEY BOARD OF EDUCATION is a member of the Suburban Metro Joint Insurance Fund; and

WHEREAS, said renewed membership terminates as of July 1, 2025 unless earlier renewed by agreement between the Governing Body and the Fund; and

WHEREAS, the board desires to renew said membership;

NOW THEREFORE, be it resolved as follows:

1. The NUTLEY BOARD OF EDUCATION agrees to renew its membership in the Suburban Metro Joint Insurance Fund and to be subject to the Bylaws, Rules and Regulations, coverages, and operating procedures thereof as presently existing or as modified from time to time by lawful act of the Fund.
2. The Governing Body shall be and hereby are authorized to execute the agreement to renew membership annexed hereto and made a part hereof and to deliver same to the Suburban Metro Joint Insurance Fund evidencing the board's intention to renew its membership.

12. RESOLUTION OF THE NUTLEY BOARD OF EDUCATION HONORING CHARLES W. KUCINSKI JR. FOR THIRTY YEARS OF DEDICATED SERVICE AND NAMING THE LINCOLN ELEMENTARY AUDITORIUM IN HIS HONOR

WHEREAS, Charles W. Kucinski Jr., a lifelong resident of the Township of Nutley and a proud graduate of the Nutley Public Schools, has served the Nutley Board of Education with distinction and dedication for a cumulative total of thirty (30) years; and

WHEREAS, Charles Kucinski was first elected to the Nutley Board of Education on April 20, 1982, and subsequently re-elected on April 2, 1985; April 5, 1988; April 30, 1991; and April 19, 1994, faithfully serving until April 14, 1997; and

WHEREAS, following a period away from the Board, Charles Kucinski was again re-elected on April 20, 2010, and subsequently re-elected on November 5, 2013; November 8, 2016; November 5, 2019; and November 8, 2022, continuing his remarkable legacy of service through the present day; and

WHEREAS, over the course of his thirty-year tenure, Mr. Kucinski has held numerous leadership positions, including five terms as Vice President (1983, 1984, 1995, 2015, 2019) and seven terms as President (1985, 1986, 2013, 2014, 2016, 2020, 2021); and

WHEREAS, having grown from a student at Lincoln Elementary School, to Nutley Junior High School (in the current NHS building), to Nutley Senior High School (in the current JHWMS building), and eventually serving on the Nutley Board of Education, Charles Kucinski has left an indelible impact on the Nutley Public Schools and the broader community he has so faithfully served;

NOW, THEREFORE, BE IT RESOLVED that the Nutley Board of Education does hereby recognize and express its deepest gratitude to Charles W. Kucinski Jr. for his extraordinary thirty years of public service; and

BE IT FURTHER RESOLVED that, in recognition of his enduring contributions and legacy, the auditorium at Lincoln Elementary School shall henceforth be named **The Charles W. Kucinski Jr. Auditorium**, as a lasting tribute to his dedication and service.

BE IT YET FURTHER RESOLVED, that appropriate signage shall be placed at the auditorium and a dedication ceremony shall be scheduled to commemorate this recognition.

13. APPROVAL OF 2025/2026 FINAL BUDGET

WHEREAS, the Nutley Board of Education adopted a tentative budget on March 17, 2025, and submitted it to the Executive County Superintendent of Schools for approval, and

WHEREAS, the tentative budget was approved by the Executive County Superintendent of Schools on April 9, 2025, and

WHEREAS, the tentative budget was advertised in the legal section of the Star Ledger on April 21, 2025, and

WHEREAS, the final budget was presented to the public during a hearing held in the Auditorium of Nutley High School, 300 Franklin Ave, Nutley, NJ, 07110, on April 28, 2025.

NOW, THEREFORE, BE IT RESOLVED that the Nutley Board of Education hereby adopts the following final budget for SY 2025-2026:

	Total Expenditures	Anticipated	Taxes To Be Raised
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		Revenues/State Aid	
General Fund	\$82,793,496	\$15,607,586	\$67,185,910
Special Revenue	\$7,200,876	\$7,200,876	\$ -0-
Debt Service	\$3,445,176	\$933,526	\$2,511,650
TOTAL	\$93,439,548	\$23,741,988	\$69,697,560

14. APPROVAL FOR USE OF PRE-BUDGET YEAR TAX LEVY AND ENROLLMENT ADJUSTMENT

BE IT RESOLVED that the Nutley Board of Education includes in the final budget an enrollment adjustment as calculated in the budget software and pursuant to N.J.S.A. 18A:7F-38 subsection (b)2 and N.J.A.C. 6A:23A-11.2 subsection (b), above 2% in the amount of \$150,480. The district intends to utilize this adjustment for salaries of teachers.

15. APPROVAL FOR USE OF HEALTH CARE ADJUSTMENT

BE IT RESOLVED that the Nutley Board of Education includes in the final budget a Health Care Costs adjustment as calculated in the budget software and pursuant to N.J.S.A. 18A:7F-38 subsection (d) in the amount of \$233,741. The additional funds will be used to pay for the additional increases in health care premiums.

16. APPROVAL FOR CAPITAL RESERVE WITHDRAWAL - OTHER CAPITAL PROJECTS

BE IT RESOLVED that included in the general fund appropriations, budget line 620 is a withdrawal from Capital Reserve – Other Capital Projects in the amount of \$200,000 for other capital project costs of renovations of classrooms at John H. Walker Middle School. The total cost of this project is undetermined, which will represent expenditures for construction elements or projects that are in addition to the facilities efficiency standards determined by the Commissioner as necessary to achieve the New Jersey Student Learning Standards.

17. APPROVAL FOR MAINTENANCE RESERVE WITHDRAWAL

BE IT RESOLVED that as per N.J.A.C. 6A:23A-14.2(d) the general fund appropriations include a \$100,000 withdrawal from the Maintenance Reserve Account for use on required maintenance activities for a school facility as reported in the comprehensive maintenance plan pursuant to N.J.A.C. 6A:26-20.5.

18. APPROVAL OF TRAVEL AND RELATED EXPENSE REIMBURSEMENT - 2025/2026

WHEREAS, the Nutley Board of Education recognizes school staff and Board members will incur travel expenses related to and within the scope of their current responsibilities and for travel that promotes the delivery of instruction or furthers the efficient operation of the school district; and

WHEREAS, N.J.A.C. 6A:23A-7.3 et seq. requires Board members to receive approval of these expenses by a majority of the full voting membership of the Board and staff members to receive prior approval of these expenses by the Superintendent of Schools and a majority of the full voting membership of the Board; and

WHEREAS, the Nutley Board of Education established \$20,250 as the maximum travel amount for the current school year and has expended \$2,831.60 as of this date; now

THEREFORE, BE IT RESOLVED, the Board of Education approves travel and related expense reimbursements in accordance with N.J.A.C. 6A:23A-7.3, to a maximum expenditure of \$20,250 for the 2025/2026 school year.

19. APPROVAL OF AGREEMENT - E-RATE CONSULTING, INC. - July 1, 2025 - June 30, 2027

BE IT RESOLVED that the Board of Education approves the renewal agreement for E-rate compliance services provided through the NJSBA Cooperative Procurement Number E-8801-ACES-CPS for the period July 1, 2025 through June 30, 2027 at the below listed expenses:

- Category One - \$1,250
- Category Two & WAN Modulating Electronics - \$2,000 (if applicable)
- School Bus Wi-Fi Equipment and Services - \$2,500 (if applicable)

20. APPROVAL OF PROPOSAL FOR ABUNDANT LIFE ACADEMY

BE IT RESOLVED that the Board of Education approves the proposal from Absolute Protective Systems, Inc. for the repair and upgrade of the fire alarm system at Abundant Life Academy in the amount of \$29,634.72. The purchase is being done through the Mercer County Contract # CK09MERCER2023-09 and the funds used are through the Non Public Security Funds from the State of NJ.

21. APPROVAL OF SERVICES FOR HOMELESS STUDENTS

WHEREAS, the McKinney-Vento Act was enacted to provide homeless assistance to families in need, and

WHEREAS, it has come to the attention of the Nutley Board of Education that three (3) students fits into this category, and

WHEREAS, under the provisions of the law, the last district of residence must pay for the tuition of the homeless student, and

WHEREAS, it appears to be in the best interest of the students to attend the Denville Township Schools.

NOW THEREFORE BE IT RESOLVED, that the Nutley Board of Education authorizes the Business Administrator to follow the protocols of the law and remit tuition payments to the Denville Township Schools in the monthly amount of \$1,200 per student, plus related services, for the 2024/2025 school year, or until the students are no longer considered homeless.

22. APPROVAL OF PROPOSAL - FIRE ALARM SYSTEM UPGRADES

BE IT RESOLVED that the Nutley Board of Education approves the proposal from Haig Service Corp in the amount of \$499,845 for fire alarm system upgrades in Lincoln, Washington and Spring Garden Schools. The purchase is through the Educational Data Cooperative Fire Alarm Bid # 12200, Package # 14. Funds for this project are through the U.S. Department of Housing & Urban Development Community Project Funding Grant # B-24-CP-NJ-1435 - Replacement of Fire Alarms and Smoke Detectors for Nutley Public Schools. Proposal will only be signed after confirmation of funds are available through the U.S. Department of Housing & Urban Development.

23. APPROVAL OF DENTAL PLAN

BE IT RESOLVED that the Nutley Board of Education approves entering into a contract with Delta Dental of New Jersey for the time period July 1, 2025 to June 30, 2027. Rates for the time period of July 1, 2025 to June 30, 2026 are as follows:

- Single \$40.29
- Two Adults \$99.87
- Family \$99.87
- Parent & Child \$99.87

POLICY – Resolutions 1-2

Mr. Scotti moved the resolutions and Mr. Balsamo seconded. The resolutions unanimously passed.

April 28, 2025

1. APPROVAL OF POLICIES (First Reading)

5512 HARASSMENT, INTIMIDATION, OR BULLYING (M)

8210 SCHOOL YEAR

9150 SCHOOL VISITORS

1140 EDUCATIONAL EQUITY POLICIES/AFFIRMATIVE ACTION

1523 COMPREHENSIVE EQUITY PLAN

1530 EQUAL EMPLOYMENT OPPORTUNITIES

1550 EQUAL EMPLOYMENT/ANTI-DISCRIMINATION PRACTICES

2260 EQUITY IN FOR SCHOOL AND CLASSROOM PRACTICES

2411 GUIDANCE COUNSELING

2423 BILINGUAL EDUCATION

2431.4 PREVENTION AND TREATMENT OF SPORTS-RELATED CONCUSSIONS AND HEAD INJURIES

3211 CODE OF ETHICS

5570 SPORTSMANSHIP

5750 EQUITABLE EDUCATIONAL OPPORTUNITY

5841 SECRET SOCIETIES

5842 EQUAL ACCESS OF STUDENT ORGANIZATIONS

7610 VANDALISM

9323 NOTIFICATION OF JUVENILE OFFENDER CASE DISPOSITION

0141 BOARD MEMBER NUMBER AND TERM

2200 CURRICULUM CONTENT

3160 PHYSICAL EXAMINATION

4160 PHYSICAL EXAMINATION

5337 SERVICE ANIMALS

5350 STUDENT SUICIDE PREVENTION

8420 EMERGENCY AND CRISIS SITUATIONS

8467 FIREARMS AND WEAPONS

9181 VOLUNTEER ATHLETIC COACHES AND CO-CURRICULAR ACTIVITY ADVISORS/ASSISTANTS

5111 ELIGIBILITY OF RESIDENT/NONRESIDENT STUDENTS

5460 HIGH SCHOOL GRADUATION

5512 HARASSMENT, INTIMIDATION, OR BULLYING

5533 STUDENT SMOKING

5710 STUDENT GRIEVANCE

7441 ELECTRONIC SURVEILLANCE IN SCHOOL BUILDINGS AND ON SCHOOL GROUNDS

8500 FOOD SERVICES

9163 SPECTATOR CODE OF CONDUCT FOR INTERSCHOLASTIC EVENTS

9320 COOPERATION WITH LAW ENFORCEMENT AGENCIES

2. ABOLISHMENT OF POLICES

0164.6 REMOTE PUBLIC BOARD MEETINGS DURING A DECLARED EMERGENCY

7231 GIFTS FROM VENDORS

5516 USE OF ELECTRONIC COMMUNICATION AND RECORDING DEVICES

5701 ACADEMIC INTEGRITY

PERSONNEL – Resolutions 1-3

Mrs. Quirk moved the resolutions and Mr. Kucinski seconded. The resolutions unanimously passed.

1. PERSONNEL AGENDA REPORT

BE IT RESOLVED that the Board of Education approve the Personnel Agenda Report dated April 28, 2025.

A. Employment

1. **Mr. Kent Bania**, Superintendent of Schools, recommends the Board of Education approve the following appointments of **Certificated District Staff**, effective for the dates listed below, and pending NJ. PL. 2018.c.5.

1.	Makus, Jeanette	State Monitor	\$100/hr Not to exceed 32 hours/week	DIST	5/6/25	5/5/26	As per contract of 4/14/25 11-000-230-180-00-000
2.	Marfiewicz, Jennifer	LRT	\$160 Days 1-20 \$321 Days 21+	WS	5/5/25	6/30/25	LRT for Employee 2447 20-218-100-101-00-000
3.	Sanchez, Nathalie	LRT	\$349/day	YS	5/12/25	6/30/25	LRT for Employee 3025 11-120-100-101-00-015

2. **Mr. Kent Bania**, Superintendent of Schools, recommends the Board of Education approve the following appointments of **Non Certificated District Staff**, effective for the dates listed below, and pending NJ. PL. 2018.c.5.

1.	Gonzalez, Christian	Custodian	Step 3 \$37,915 Night Differential \$2,000	MS	4/1/25	6/30/25	Replacing E. Butts 11-000-262-100-00-000
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3. Mr. Kent Bania, Superintendent of Schools, recommends the Board of Education approve the following **Substitute Staff Members**, effective for the dates listed below, and pending NJ. PL. 2018.c.5.

1.	Albert, Mackenzie	Sub Teacher with Sub Cert	\$109 Days 1-5 \$115 Days 6-10 \$130 Days 11+	DIST	5/1/25	6/30/25	pending NJ. PL. 2018.c.5 11-110-100-101-00-016 11-120-100-101-00-016 11-130-100-101-00-016 11-140-100-101-00-016
2.	Santos, Genesis	Sub Teacher with Sub Cert	\$109 Days 1-5 \$115 Days 6-10 \$130 Days 11+	DIST	5/1/25	6/30/25	pending NJ. PL. 2018.c.5 11-110-100-101-00-016 11-120-100-101-00-016 11-130-100-101-00-016 11-140-100-101-00-016
3.	Lordi, Carl	Sub Teacher with Teaching Cert	\$130 Days 1-5 \$160 Days 6+	DIST	4/29/25	6/30/25	11-110-100-101-00-016 11-120-100-101-00-016 11-130-100-101-00-016 11-140-100-101-00-016

B. Resignations/Terminations

Mr. Kent Bania, Superintendent of Schools, recommends the Board of Education approve the following **resignations or terminations** for the dates listed below.

1.	Christian, Erika	Teacher	PreK	6/30/25	Resignation Effective 6/30/25
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C. Retirements

Mr. Kent Bania, Superintendent of Schools, recommends the Board of Education approve the following **retirements** at the below rates for the dates listed below.

N/A

D. FMLA/Maternity Leaves/Sick Bank/Leave of Absences

Mr. Kent Bania, 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 #3025	Teacher	YS	5/12/25	6/30/26	Amend Leave from 1/27/25 agenda SD 5/12 - 6/17/25 FMLA 9/1/25-11/24/25 Unpaid LOA 11/25/25 - 6/30/26 RTW 9/1/26
2.	Employee #3273	Teacher	HS	9/1/25	6/30/26	Amend Leave from 5/20/24 agenda Unpaid LOA for 25-26 school year

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						RTW 9/1/26
3.	Employee #2447	Teacher	WS	5/5/25	11/24/25	Amend Leave from 3/17/25 agenda SD 5/5 - 6/17/25 FMLA 9/1/25-11/24/25 RTW 11/25/25
4.	Employee #2830	Teacher	YS	9/1/25	6/30/26	FMLA 9/1/25-11/24/25 Unpaid LOA 11/25/25 - 6/30/26 RTW 9/1/26
5.	Employee #3276	Teacher	WS	9/1/25	6/30/26	Amend Leave from 9/30/25 agenda Unpaid LOA for 25-26 school year RTW 9/1/26

E. Transfers/Change-in-Locations

Mr. Kent Bania, Superintendent of Schools, recommends the Board of Education approve the following **District Transfers.**

1.	Butts, Elijah	HS	4/1/25	6/30/25	Transferred from MS to HS
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F. Extended Day Program

Mr. Kent Bania, Superintendent of Schools, recommends the Board of Education approve the following **Extended Day Staff** at the below rates for the dates listed below.

1	O'Grady, Shannon	Supervisor	\$34.78/hr	DIST	4/29/2025	6/30/2025	55-990-320-100-00-000
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G. Stipends/Contracted Rates

1. **Mr. Kent Bania**, Superintendent of Schools, recommends the Board of Education approve the following **extra hours and stipends at their contracted rates** for the dates listed below. These payments are contingent upon the commencement of the programs.

1	Mabel, Jessica	Perkins Grant Coach/Tutor for Math	\$50/hour	HS	3/24/25	6/30/25	20-331-100-101-00-000 Not to exceed 8 hours
2	Zanta, Victoria	Perkins Grant Coach/Tutor for Math	\$50/hour	HS	3/24/25	6/30/25	20-331-100-101-00-000 Not to exceed 8 hours

3	Cremona, Joseph	Perkins Grant Coach/Tutor for Science	\$50/hour	HS	3/24/25	6/30/25	20-331-100-101-00-000 Not to exceed 8 hours
4	Hecht, Jenifer	Perkins Grant Coach/Tutor for ELA	\$50/hour	HS	3/24/25	6/30/25	20-331-100-101-00-000 Not to exceed 16 hours
5	Wehrer, Julia	Indoor Percussion Drill Design	\$1,250.00	HS	1/2/25	4/30/25	11-401-100-101-71-626
6	Imperato, Stacie	Teacher	\$45/class	LS	3/15/25	6/30/25	Extra Class 20-231-100-101-00-000
7	Mooney, Jennifer	Teacher	\$45/class	LS	3/15/25	6/30/25	Extra Class 20-231-100-101-00-000
8	Weisner, Laura	Teacher	\$45/class	LS	3/15/25	6/30/25	Extra Class 20-231-100-101-00-000
9	Gramata, Jeff	Homebound Instructor	\$45/session	HS	3/24/25	4/30/25	For Student 9321865682 11-150-100-101-00-000
10	Belthoff, Gaberiella	Homebound Instructor	\$45/session	MS	4/3/25	4/30/25	For Student 5627446213 11-150-100-101-00-000
11	Vasquez, Alexis	Homebound Instructor	\$45/session	MS	4/3/25	4/30/25	For Student 5627446213 11-150-100-101-00-000
12	Bruno, Megan	Homebound Instructor	\$45/session	HS	3/24/25	4/30/25	For Student 9321865682 11-150-100-101-00-000
13	DellaFave, Megan	Homebound Instructor	\$45/session	HS	4/3/25	4/30/25	For Student 2928903703 11-150-100-101-00-000
14	Soobrattie, Prudence	Club Advisor- Building Bridges	\$624.24	HS	11/1/24	6/19/25	11-401-100-101-00-025 Amend 10/28/24 agenda for PS to get entire club stipend. Not split
15	Ferraro, Danielle	Extra Help Teacher	\$45/session	LS	4/21/25	5/16/25	11-130-100-101-00-021 Program not to exceed \$12,000
16	Ricciardi, Brielle	Extra Help Teacher	\$45/session	LS	4/21/25	5/16/25	11-130-100-101-00-021 Program not to exceed \$12,000
17	Volz, Samantha	Extra Help Teacher	\$45/session	LS	4/21/25	5/16/25	11-130-100-101-00-021 Program not to exceed \$12,000
18	Diprimo, Alicia	Extra Help Teacher	\$45/session	RS	4/21/25	5/16/25	11-130-100-101-00-021 Program not to exceed \$12,000
19	Larcara, Connie Jean	Extra Help Teacher	\$45/session	RS	4/21/25	5/16/25	11-130-100-101-00-021 Program not to exceed \$12,000
20	Weinstein, Christopher, Jr	Extra Help Teacher	\$45/session	RS	4/21/25	5/16/25	11-130-100-101-00-021 Program not to exceed \$12,000
21	Cappetta, Ashley	Extra Help Teacher	\$45/session	SG	4/21/25	5/16/25	11-130-100-101-00-021 Program not to exceed \$12,000
22	Drappi, Sara	Extra Help Teacher	\$45/session	SG	4/21/25	5/16/25	11-130-100-101-00-021 Program not to exceed \$12,000
23	Covello, Darleen	Extra Help Teacher	\$45/session	WS	4/21/25	5/16/25	11-130-100-101-00-021 Program not to exceed \$12,000
24	Spataro, Natalie	Extra Help Teacher	\$45/session	WS	4/21/25	5/16/25	11-130-100-101-00-021 Program not to exceed \$12,000
25	Favetta, Amy	Extra Help Teacher	\$45/session	WS	4/21/25	5/16/25	11-130-100-101-00-021 Program not to exceed \$12,000
26	Gencarelli, Maria - Sub	Extra Help Teacher	\$45/session	WS	4/21/25	5/16/25	11-130-100-101-00-021 Program not to exceed \$12,000
27	Cresci, Judith	Extra Help Teacher	\$45/session	YS	4/21/25	5/16/25	11-130-100-101-00-021 Program not to exceed \$12,000

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28	Maldonado, Jenna	Extra Help Teacher	\$45/session	YS	4/21/25	5/16/25	11-130-100-101-00-021 Program not to exceed \$12,000
29	Maness, Stephanie	Extra Help Teacher	\$45/session	YS	4/21/25	5/16/25	11-130-100-101-00-021 Program not to exceed \$12,000
30	Arama, Marissa - SUB	Extra Help Teacher	\$45/session	YS	4/21/25	5/16/25	11-130-100-101-00-021 Program not to exceed \$12,000
31	Menzel, Caitlin	Extra Help Teacher	\$45/session	YS/SG	4/21/25	5/16/25	11-130-100-101-00-021 Program not to exceed \$12,000
32	Michels, Erin	Extra Help Teacher	\$45/session	WS	4/21/25	5/16/25	11-130-100-101-00-021 Program not to exceed \$12,000
32	Servidio, Tiffany	Extra Help Teacher	\$45/session	WS	4/21/25	5/16/25	11-130-100-101-00-021 Program not to exceed \$12,000
33	DeMaio, Frank	Extra Help Teacher-SUB	\$45/session	WS	4/21/25	5/16/25	11-130-100-101-00-021 Program not to exceed \$12,000
34	Covello, Darleen	High Impact Tutor	\$45/session	WS	3/24/25	6/30/25	20-450-100-101-00-000 Not to exceed 10 hours

2. Job Abolishment

WHEREAS, pursuant to N.J.S.A. 18A:28-29, the Board of Education is authorized to reduce the number of teaching staff members employed in the school district whenever, in the judgment of the Board, it is advisable to abolish any such positions for reasons of economy or because a change in the administrative or supervisory organization of the district; and

NOW THEREFORE, BE IT RESOLVED that the position of Paraprofessional shall be abolished for reasons of economy, effective June 30, 2025; and

BE IT FURTHER RESOLVED, employees holding such positions shall not be offered re-employment for the 2025-2026 school year and the employment relationship between the Board and such employees shall terminate effective June 30, 2025.

3. Job Descriptions Approval

Mr. Kent Bania, Superintendent of Schools, recommends the Board of Education approve the following job descriptions:

- a. **Paraprofessional**
- b. **Supervisor of Early Childhood**
- c. **Director of Early Childhood**

Old Business

New Business

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Mr. Balsamo makes a statement that he hopes that the administration makes every effort to not change the sports programs at NHS.

Dr. D'Elia states that he has confidence in the administration to not cut the athletic program. He says these are difficult decisions and encourages community members to call the state and ask for more funding.

At Mr. Ferraro's request, Attorney Dennis McKeever reads a motion to form a committee to explore the possibility of expanding the existing tax levy cap, including the legal implications, the financial implications and involving the greater community.

Mr. Kucinski moves the motion. Mrs. Danchak-Martin seconds the motion.

Executive Session

WHEREAS, the Board of Education will be discussing matters exempt from public discussion pursuant to N.J.S.A. 10:4-12,

NOW, THEREFORE, BE IT RESOLVED, that the Board of Education recess to closed executive session at this time to contracts and personnel.

BE IT FURTHER RESOLVED, that the results of the discussions will be made public by inclusion on the agenda of a subsequent meeting of the Board of Education or when the reasons for discussing such matters in closed session no longer exist.

Adjournment of Executive Session

Mr. Balsamo moved to adjourn to Executive Session and Mrs. Danchak-Martin seconded. The public meeting was adjourned at 10:33PM.

Adjournment

This document is subject to additions, withdrawals and modifications without notice.