

ANNUAL REPORT
TO THE
BOARD OF EDUCATION
NUTLEY, NEW JERSEY
SCHOOL YEAR 1974/75
GLYN FOWLER, SUPT. OF SCHOOLS

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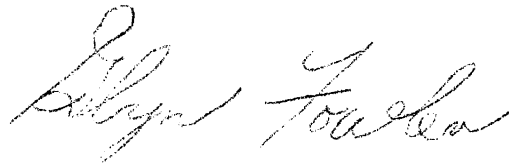
September 1975

Members of the Board of Education:

This report, like previously prepared annual reports, is an attempt to reflect upon the past school year and hopefully develop insights into planning educational programs for the future.

The attempt to prepare for the implementation of the document, "Thorough and Efficient", has shown cause for great concern throughout the State of New Jersey. Here in Nutley we have attempted to retain our composure by withholding any changes until clear cut directions are passed on from the State Department of Education.

The defeat of this year's public budget referendum coupled with a 20% + reduction in state aid has made it necessary to alter some planning. You, the members of the Nutley Board of Education, have never faltered from your insistence that programs effecting quality education for children must be continued. You are to be commended for your integrity in the way that you have reacted during these difficult times.

A handwritten signature in cursive script, appearing to read "Helen Fowler". The signature is written in dark ink and is positioned in the lower right quadrant of the page.

CONTENTS

| | <u>PAGES</u> |
|---|--------------|
| SCHOOL ENROLLMENT..... | 1- 3 |
| TESTING RESULTS..... | 4- 8 |
| SALARY SCHEDULES..... | 9-11 |
| CHILD STUDY TEAM..... | 12 |
| SPECIAL EDUCATION..... | 13 |
| FEDERAL & STATE FUNDED PROGRAMS..... | 14 |
| NUTLEY'S FINANCIAL EFFORT..... | 15 |
| PROFILE OF CLASS OF 1975..... | 16 |
| DEVELOPMENTS IN THE SCHOOL PROGRAM..... | 17-19 |
| LOOKING AHEAD..... | 20 |
| CONCLUSION..... | 21 |

SCHOOL ENROLLMENT

We must never lose sight of the importance to project enrollment figures for a community's educational program. As variables change it becomes necessary that each be considered when arriving at projections. It is no longer possible to project for long periods of time. Instead, if we are to plan accurately then an annual assessment becomes necessary. This year's projections are based upon the following variables:

1. Nutley's birth rate over a 5 year period of time.
2. The land available for residential construction is developed in excess of 95% to its full capacity.
3. The present zoning regulations remain in effect.
4. New or re-occupied dwelling units will be occupied by families similar in number to those now in the district.
5. The number of high density apartment buildings constructed in the community.
6. The stability of our total society remains constant.

If the above remain constant, it isn't likely that Nutley's school population will increase. Instead, we can anticipate a small but steady decline.

TABLE #1

PROJECTED ENROLLMENT

| Year | K | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | Total |
|---------|-----|-----|-----|-----|-----|-----|-----|-----|-----|------|-----|-----|-----|-------|
| 1980-81 | 290 | 300 | 300 | 300 | 300 | 320 | 310 | 331 | 367 | 462* | 510 | 492 | 490 | 4,772 |
| 1979-80 | 295 | 300 | 300 | 300 | 320 | 310 | 321 | 367 | 362 | 510* | 502 | 500 | 460 | 4,847 |
| 1978-79 | 295 | 300 | 300 | 320 | 310 | 321 | 357 | 352 | 410 | 502* | 510 | 473 | 500 | 4,950 |
| 1977-78 | 295 | 300 | 320 | 310 | 321 | 357 | 342 | 410 | 402 | 522* | 483 | 515 | 540 | 5,117 |
| 1976-77 | 295 | 320 | 310 | 321 | 357 | 342 | 400 | 403 | 422 | 484* | 528 | 546 | 500 | 5,228 |
| 1975-76 | 320 | 310 | 321 | 357 | 342 | 400 | 403 | 422 | 384 | 528* | 556 | 510 | 517 | 5,370 |
| 1974-75 | 303 | 321 | 357 | 342 | 400 | 403 | 402 | 384 | 428 | 566* | 520 | 527 | 526 | 5,479 |
| 1973-74 | 316 | 354 | 349 | 396 | 398 | 405 | 374 | 417 | 454 | 539 | 548 | 535 | 529 | 5,692 |
| 1972-73 | 349 | 351 | 393 | 398 | 402 | 376 | 407 | 433 | 437 | 576 | 557 | 533 | 504 | 5,773 |
| 1971-72 | 347 | 406 | 395 | 399 | 385 | 416 | 399 | 434 | 444 | 589 | 547 | 503 | 557 | 5,884 |
| 1970-71 | 406 | 390 | 409 | 374 | 411 | 408 | 426 | 456 | 453 | 567 | 524 | 581 | 528 | 5,919 |
| 1969-70 | 381 | 400 | 365 | 399 | 396 | 414 | 421 | 447 | 445 | 530 | 568 | 532 | 519 | 5,881 |
| 1968-69 | 391 | 357 | 392 | 377 | 393 | 423 | 415 | 446 | 423 | 572 | 549 | 515 | 478 | 5,803 |
| 1967-68 | 365 | 384 | 376 | 372 | 412 | 398 | 421 | 419 | 430 | 547 | 520 | 476 | 434 | 5,596 |
| 1966-67 | 377 | 362 | 361 | 401 | 385 | 402 | 384 | 416 | 432 | 514 | 476 | 455 | 444 | 5,473 |

*Additional 100 from transfers, two per cent dropout

July 14, 1975

Nutley reached its peak enrollment of 5,919 during the 1970/71 school year. The projection for 1980/81 school year is for 4,772 pupils. If this projection is accurate we will have a decline of 1,147 pupils over a ten year period.

TABLE #2
SCHOOL ENROLLMENT TRENDS

| | <u>1970/71</u> | <u>1971/72</u> | <u>1972/73</u> | <u>1973/74</u> | <u>1974/75</u> |
|-------------------|----------------|----------------|----------------|----------------|----------------|
| * Lincoln | 690 | 663 | 604 | 572 | 521 |
| * Washington | 520 | 511 | 544 | 522 | 528 |
| * Spring Garden | 532 | 531 | 491 | 489 | 464 |
| * Radcliffe | 457 | 463 | 472 | 455 | 451 |
| * Yantacaw | <u>606</u> | <u>591</u> | <u>587</u> | <u>554</u> | <u>564</u> |
| Total | 2805 | 2759 | 2698 | 2592 | 2528 |
| ** Franklin | 902 | 872 | 871 | 866 | 812 |
| Nutley High | 2170 | 2189 | 2163 | 2179 | 2142 |
| Special Education | <u>49</u> | <u>51</u> | <u>66</u> | <u>78</u> | <u>102</u> |
| Second Total | 5926 | 5871 | 5798 | 5715 | 5584 |
| * Elementary | | | | | |
| ** Middle | | | | | |

The above figures indicate that over a 5 year period the elementary enrollment has dropped 277 pupils. The use of this figure with the projected decline in enrollment makes it necessary that we do careful planning when determining Nutley's future staffing needs.

As this decline passes up to the Middle and Senior High it will be necessary to perform a needs assessment for the community's total educational program.

The program for trainable children has shown continued growth in numbers. It is quite possible that we are now providing an educational program for a larger number of trainable children than other communities in the state, exclusive of New Jersey's larger cities.

TESTING RESULTS

Circumstances beyond our control make it impossible to provide you with the statistical analysis of test results provided by the STACO firm. We regret that this was not possible because these reports provided administrators, teachers and parents with valuable information which could be used in the development of programs consistent with the needs of students. It is hoped that this most valuable service can be returned to our educational program for the next school year.

Tables #3, #4, and #5 are statistical summaries of varied testing programs administered to Nutley students. These statistics indicate that Nutley students do well when compared with national norms.

TABLE #3
METROPOLITAN ACHIEVEMENT TEST SCORES
MEDIAN GRADE LEVELS

Sixth Grade *

1974/75

| | |
|----------------------|-----|
| Word Knowledge | 6.8 |
| Reading | 6.5 |
| Total Reading | 6.7 |
| Language | 7.3 |
| Spelling | 7.2 |
| Math Computation | 6.8 |
| Math Concepts | 6.5 |
| Math Problem Solving | 6.7 |
| Total Math | 6.6 |
| Science | 7.0 |
| Social Studies | 6.6 |

Fourth Grade **

1974/75

| | |
|----------------------|-----|
| Word Knowledge | 5.1 |
| Reading | 4.9 |
| Total Reading | 5.0 |
| Language | 5.4 |
| Spelling | 5.0 |
| Math Computation | 4.7 |
| Math Concepts | 4.9 |
| Math Problem Solving | 4.7 |
| Total Math | 4.8 |

* Grade level at the time of administration of test was 6.5

** Grade level at the time of administration of test was 4.5

TABLE #4

Gates-MacGinitie Reading Scores 1974/75
(1973/74 scores in parenthesis)

| Grade 4 | |
|---|---------------------|
| | <u>Total Nutley</u> |
| Median Reading Level | 5.35 (5.35) |
| % below grade level | 30.1 (21.7) |
| % One year or more below grade level | 11.6 (9.4) |

Grade level at time of administration of
test was 4.8

| Grade 5 | |
|---|---------------------|
| | <u>Total Nutley</u> |
| Median Reading Level | 6.59 (6.46) |
| % below grade level | 31.4 (27.2) |
| % one year or more below grade level | 14.3 (22.7) |
| Median Gain | 1.24 |

Grade level at time of administration of
test was 5.8

| Grade 6 | |
|---|---------------------|
| | <u>Total Nutley</u> |
| Median Reading Level | 8.37 (7.86) |
| % below grade level | 32.4 (27.1) |
| % one year or more below grade level | 23.3 (23.4) |
| Median Gain | 1.91 |

Grade level at time of administration of
test was 6.8

The above scores indicate that Nutley's elementary pupils
are learning to read well above the national norms.

TABLE #5

CLASS OF 1975 COLLEGE BOARD SCORES

Senior Scores (All Tests)

| | |
|--------|------------|
| Number | <u>333</u> |
|--------|------------|

| | |
|------------|------------|
| % of Class | <u>62%</u> |
|------------|------------|

| | <u>Verbal</u> | <u>Math</u> |
|------|---------------|-------------|
| High | <u>765</u> | <u>760</u> |
| Mean | <u>436</u> | <u>478</u> |
| Low | <u>210</u> | <u>240</u> |

| | |
|-----------------|--|
| Number over 600 | |
|-----------------|--|

| | |
|-----------|-----------|
| <u>29</u> | <u>48</u> |
|-----------|-----------|

| | |
|------------|--|
| % over 600 | |
|------------|--|

| | |
|-----------|------------|
| <u>9%</u> | <u>15%</u> |
|-----------|------------|

TABLE #6

RESULTS OF STATE ASSESSMENT
and
GRADES 4, 7, and 10

| <u>Grade</u> | <u>Subject</u> | <u>No. of Items</u> | <u>Higher</u> | <u>Equivalent</u> | <u>Lower</u> |
|--------------|----------------|---------------------|---------------|-------------------|--------------|
| 4 | Reading | 94 | 55 | 33 | 6 |
| 4 | Math | 62 | 6 | 50 | 6 |
| 7 | Reading | 86 | 32 | 50 | 4 |
| 7 | Math | 82 | 27 | 45 | 10 |
| 10 | Reading | 80 | 38 | 42 | 0 |
| 10 | Math #1 | 90 | 11 | 62 | 17 |

The above statistics are based on a comparison between the Nutley scores and the composite scores arrived at by comparing district scores with those of reference groups (community type, district group factors, county and state.) The scores of the 4 reference groups were averaged. Higher means 5 or more percentage points above that average, average means within 5% above or below, and below means below the objective by more than five percentage points.

More detailed reports are available at the office of the Superintendent of Schools.

SALARY SCHEDULES

The most recent state testing results indicate that children learn best when taught by teachers who have completed work beyond the graduate level.

Nutley's salary guide is so constructed to encourage teachers to continue their education beyond the B.A. level.

Table #7 indicates where Nutley's staff members are located in reference to their educational background.

TABLE #7

| <u>B.A.</u> | <u>B.A.+15</u> | <u>B.A.+30</u> | <u>M.A.</u> | <u>M.A.+15</u> | <u>M.A.+30</u> | <u>Doctorate</u> |
|-------------|----------------|----------------|-------------|----------------|----------------|------------------|
| 151 | 22 | 14 | 55 | 21 | 49 | 2 |

1975/76

TEACHERS' SALARY GUIDE

The Public Schools

Nutley, New Jersey

| <u>Step</u> | <u>Index</u> | <u>4 Years Training with B.A. Degree</u> | <u>15 Graduate Points Beyond B.A.</u> | <u>30 Graduate Points Beyond B.A.</u> | <u>M.A. Degree</u> | <u>15 Graduate Points Beyond M.A.</u> | <u>30 Graduate Points Beyond M.A.</u> |
|-------------|--------------|--|---|---|------------------------|---|---|
| 1 | 1.0 | \$ 9,375 | \$ 9,650 | \$ 9,925 | \$10,225 | \$10,525 | \$10,860 |
| 2 | 1.05 | 9,844 | 10,133 | 10,421 | 10,736 | 11,051 | 11,403 |
| 3 | 1.10 | 10,313 | 10,615 | 10,918 | 11,248 | 11,578 | 11,946 |
| 4 | 1.1525 | 10,805 | 11,122 | 11,439 | 11,784 | 12,130 | 12,516 |
| 5 | 1.205 | 11,297 | 11,628 | 11,960 | 12,321 | 12,683 | 13,086 |
| 6 | 1.2575 | 11,789 | 12,135 | 12,481 | 12,858 | 13,235 | 13,656 |
| 7 | 1.31 | 12,281 | 12,642 | 13,002 | 13,395 | 13,788 | 14,227 |
| 8 | 1.3625 | 12,773 | 13,148 | 13,523 | 13,932 | 14,340 | 14,797 |
| 9 | 1.415 | 13,266 | 13,655 | 14,044 | 14,468 | 14,893 | 15,367 |
| 10 | 1.4675 | 13,758 | 14,161 | 14,565 | 15,005 | 15,445 | 15,937 |
| 11 | 1.52 | 14,250 | 14,668 | 15,086 | 15,542 | 15,998 | 16,507 |
| 12 | 1.5725 | 14,742 | 15,175 | 15,607 | 16,079 | 16,551 | 17,077 |
| 13 | 1.625 | 15,234 | 15,681 | 16,128 | 16,616 | 17,103 | 17,648 |
| 14 | 1.6775 | 15,727 | 16,188 | 16,649 | 17,152 | 17,656 | 18,218 |
| 15 | 1.73 | 16,219 | 16,695 | 17,170 | 17,689 | 18,208 | 18,788 |
| 16 | 1.7825 | 16,711 | 17,201 | 17,691 | 18,226 | 18,761 | 19,358 |
| 17 | 1.835 | | | 18,212 | 18,763 | 19,313 | 19,928 |
| 18 | 1.8875 | | | | | | 20,498 |

Approved June 23, 1975

TABLE #9
ADMINISTRATIVE SALARY GUIDE
1975/76

The Public Schools

Nutley, New Jersey

| <u>Base Teacher Guide Salary</u> | <u>Step</u> | <u>Asst. Supt.</u> | <u>H. S. Prin.</u> | <u>Frank. Prin.</u> | <u>12 Months Vice Prin. and Elem. Prin.</u> | <u>Vice Prin.</u> | <u>Music Supv.</u> |
|--|-------------|------------------------|------------------------|-------------------------|---|-----------------------|------------------------|
| | | 1.52 | 1.50 | 1.40 | 1.25 | 1.18 | 1.10 |
| \$16,507 | 1 | \$25,090 | \$24,761 | \$23,110 | \$20,634 | \$19,478 | \$18,158 |
| 17,077 | 2 | 25,957 | 25,616 | 23,908 | 21,346 | 20,151 | 18,785 |
| 17,648 | 3 | 26,825 | 26,472 | 24,707 | 22,060 | 20,825 | 19,413 |
| 18,218 | 4 | 27,691 | 27,327 | 25,505 | 22,773 | 21,497 | 20,040 |
| 18,788 | 5 | 28,558 | 28,182 | 26,303 | 23,485 | 22,170 | 20,667 |
| 19,358 | 6 | 29,424 | 29,037 | 27,101 | 24,198 | 22,842 | 21,294 |
| 19,928 | 7 | 30,291 | 29,892 | 27,899 | 24,910 | 23,515 | 21,921 |
| 20,498 | 8 | 31,157 | 30,747 | 28,697 | 25,623 | 24,138 | 22,548 |

| <u>Step</u> | <u>H.S. Admin. Assistant</u> |
|-------------|----------------------------------|
| 1 | \$1,200 above position on guide |
| 2 | 1,600 above position on guide |
| 3 | 2,100 above position on guide |

6/16/75

CHILD STUDY TEAM INVOLVEMENT

The members of Nutley's Child Study Team perform specifically mandated duties. In addition they are most willing to lend their skills to all areas of the school program. We feel that Nutley is quite unique in the staffing for these positions. The personnel performing in these areas of specialization have backgrounds which enable them to support the work of the classroom teachers in their handling of difficult problems.

It would be impossible to report the Child Study Team's complete involvement in such a limited space. However, it is important that they be recognized for their many contributions to the total educational program. Their case work involvement included:

1. Psychological evaluations-----116 cases
2. Supervision of psychologist extern----- 32 cases
3. Learning Disability Teacher Consultant--246 cases
4. Social Worker-----112 referrals
acted upon

In addition to this typical case work responsibility a few of the other areas of education they participated in are:

1. Administrator, teacher, parent and pupil conferences.
2. Out of district school visitation
3. Participation in counseling high school dropouts.
4. Curriculum committee work.
5. Community clinic workshops.
6. Participated in "Parents Rights to Records Committee".
7. Consultants to staff members participating in research projects.
8. Participated in screening of pupils enrolled in Summer Enrichment Program.
9. Served as resource person to teachers involved in resource centers.
10. Assisted in the interpretation of local and state testing results.
11. Assisted in the development of in-service teacher training programs.
12. Assisted in the development of program for pupils receiving bedside instruction.
13. Recipients of Mini-grant awards.
14. Developed group counseling techniques
15. Co-operated with agencies servicing Nutley pupils.

SPECIAL EDUCATION

Over the past five years Nutley's trainable program has more than doubled its enrollment figure. Last year, in an attempt to develop a more comprehensive program for the older trainable pupil we secured a Work Activities Certificate. This certificate allows us to go out into the community to seek work projects for the pupils involved. This past year we received special projects from Hoffman-LaRoche, Wiggins Plastics Co., P.T.A. and other special school projects. We would like to encourage more industries and community groups to participate with us in providing productive job experience for these pupils.

In addition to Nutley's fifteen classified trainable children we are providing educational programs for children with the following classifiable handicaps.

| <u>Classification</u> | <u>No. of pupils</u> |
|--|----------------------|
| Educable | 15 |
| Neurologically Impaired | 4 |
| Emotionally Disturbed (Day pupils) | 3 |
| Emotionally Disturbed (Residential) | 8 |
| Orthopedically handicapped | 6 |
| Deaf | 2 |
| Blind | 1 |

FEDERAL AND STATE FUNDED PROGRAM

| <u>SOURCE</u> | <u>DESCRIPTION</u> | <u>ESTIMATED AMOUNT</u> |
|-----------------------------------|---|-----------------------------|
| 1. Title I E.S.E.A. | Provided staffing of Resource Centers in all elementary buildings and two parochial schools. Also, funded staffing for Summer Enrichment program and Summer Remedial Reading program. | \$48,300 |
| 2. Title II E.S.E.A. | Provided books and other materials for all public school libraries in Nutley. | \$ 8,504 |
| 3. Learning Resource Center | Provided for the staffing and purchase of materials for a Learning Resource Center located in Radcliffe school. This center will service the special education personnel of the entire North Jersey area. The materials will be available for use by Nutley teachers, parents and pupils. | \$43,000 |

NUTLEY'S FINANCIAL EFFORT TO SUPPORT EDUCATION

Table #10 shows some indication as to the effort that Nutley is making to lend financial support to its educational program.

These statistics are taken from the N.J.E.A. publication of Basic Statistical Data of New Jersey School Districts, 1975 edition.

TABLE #10

BASIC STATISTICAL DATA
For
ESSEX COUNTY SCHOOL DISTRICTS

| <u>District</u> | <u>Equalized Valuations</u> | <u>Current Per Pupil Cost</u> | <u>Teacher Salary Cost</u> | <u>Professional Staff Members Per 1000 Students</u> | <u>Enrollment</u> |
|------------------|---------------------------------|---------------------------------------|------------------------------------|---|-------------------|
| Milburn | 130,977 | 1,749 | 927 | 66 | 4,063 |
| Caldwell-W.Cald. | 75,589 | 1,571 | 891 | 67 | 4,050 |
| Livingston | 74,437 | 1,268 | 722 | 57 | 7,700 |
| Nutley | 72,226 | 1,116 | 665 | 52 | 5,757 |
| S. Orange | 72,136 | 1,559 | 872 | 65 | 7,545 |
| Verona | 71,737 | 1,387 | 758 | 59 | 2,885 |
| Montclair | 71,074 | 1,754 | 839 | 70 | 6,902 |
| W. Orange | 69,769 | 1,451 | 754 | 60 | 7,774 |
| Cedar Grove | 69,598 | 1,393 | 842 | 56 | 2,568 |
| Bloomfield | 65,207 | 1,236 | 891 | 58 | 8,146 |
| Belleville | 58,948 | 1,083 | 637 | 54 | 5,997 |
| Irvington | 51,579 | 1,144 | 620 | 54 | 7,971 |
| Glen Ridge | 46,195 | 1,462 | 745 | 59 | 2,173 |
| Orange | 41,190 | 1,430 | 718 | 63 | 4,291 |
| E. Orange | 33,283 | 1,230 | 632 | 56 | 11,707 |

PROFILE OF THE NUTLEY HIGH SCHOOL CLASS OF 1975

An analysis of this year's graduates seeking higher education continues to show a decline. This is in keeping with trends that have developed on a national level.

The drop out rate at the high school level continues to be two per cent. This is consistent with a figure that was developed several years ago.

TABLE #11

REPORT OF COLLEGE ADMISSIONS AND REJECTIONS

CLASS OF 1975

| | | |
|--------------------------|-----|---------|
| Enrollment | 529 | |
| Seeking Higher Education | 297 | |
| Total Acceptances | 293 | (55%) |
| Four Year Training | 240 | (45.4%) |
| Two Year Training | 15 | (2%) |
| Business/Technical | 35 | (7%) |
| Nursing | 3 | (.6%) |

SUMMARY OF SCHOOL ENTRANCE
FOR THE
CLASS OF 1975

| <u>Grade Entered</u> | <u>How Many</u> | <u>Per Cent</u> | <u>St. Mary's</u> | <u>Holy Family</u> | <u>Other</u> |
|----------------------|-----------------|---------------------|-------------------|--------------------|----------------|
| K | 228 (241) | 43.76 (45.73) | | | |
| 1 | 13 (18) | 2.50 (3.41) | | 2 (5) | 11 (13) |
| 2 | 16 (9) | 3.07 (1.71) | (2) | 1 (2) | 15 (5) |
| 3 | 23 (14) | 4.41 (2.66) | (1) | 3 (3) | 20 (10) |
| 4 | 15 (15) | 2.88 (2.84) | 2 (2) | 2 (4) | 11 (9) |
| 5 | 9 (27) | 1.73 (5.12) | 1 (3) | (2) | 8 (22) |
| 6 | 24 (13) | 4.61 (2.47) | 3 (2) | 2 (1) | 19 (10) |
| 7 | 23 (28) | 4.41 (5.31) | 9 (11) | 3 (5) | 11 (12) |
| 8 | 19 (13) | 3.65 (2.47) | 1 | 1 | 17 (13) |
| 9 | 116 (115) | 22.26 (21.32) | 55 (61) | 40 (33) | 21 (21) |
| 10 | 12 (14) | 2.30 (2.66) | | | 12 (14) |
| 11 | 13 (12) | 2.50 (2.28) | | | 13 (12) |
| 12 | <u>10 (8)</u> | <u>1.92 (1.52)</u> | <u> </u> | <u> </u> | <u>10 (8)</u> |
| | 521 (537) | 100.00 | 71*(82) | 54*(55) | 168 (149) |

*71 + 54 = 125 = 23.99% of our entered students were possibly Nutley residents before entering our public schools.

The figures shown in parenthesis are those representing the class of 1974. It is evident that Nutley's population continues to show a high degree of stability as it relates to our school population.

DEVELOPMENTS IN THE SCHOOL PROGRAM

Nutley's professional educators continued to show leadership in new approaches to providing education for the children of this community. Some of the things that can be considered as **highlights** of the year are:

1. The establishment of resource centers in all elementary schools and Franklin School.
2. For the second year Nutley participated in the New Jersey State Department testing program. Student achievement in this testing program was most gratifying.
3. Nutley initiated a mini-grant program for the first time. Thirteen grants were awarded to the professional staff. The response to this program was most enthusiastic.
4. We are looking forward to more extensive use of the state funded Learning Resource Center which opened at Radcliffe School last year.
5. A committee made up of professional staff and citizens from the community worked together in the promotion of an idea encompassing "Pride in Nutley." The people who served on this committee are to be commended for the efforts put forth in the promotion of this idea.
6. A committee, under the direction of Dr. Michael Cutrona developed guide lines for implementing a program legislated by "Parents Rights to Records."
7. Through extensive concentrated efforts on the part of the professional staff at the high school we were able to see a great improvement in student attendance.
8. An educational program for parents of pre-school children was initiated at Lincoln School.
9. The annual exhibit by the Nutley High School Industrial and Fine Arts Department proved to be a huge success. The popular appeal of this program made it necessary to carry it over for the second day. Elementary and Franklin School students visited the exhibit during school hours.
10. Nutley High School's Cadet Band, under the direction of Mr. Lester Hrbek, participated in the Apple Blossom parade held at Niagara Falls.
11. Nutley High School's dramatic players took "Story Theatre" to all elementary schools and other citizen groups.
12. Students and faculty participated in Nutley's first annual Spring Ethnic Festival with a great deal of enthusiasm.
13. Once again Nutley High School students participated in seminars conducted by Hoffmann-LaRoche. We are most grateful to Hoffmann-LaRoche for allowing Nutley High students to participate in this program.
14. The new course "World of Manufacturing" introduced at Franklin School met with a great deal of success.
15. The Nutley High School Foreign Language Department continues to offer a program called English for Speakers of Other Languages.
16. Better than one hundred high school students were afforded an opportunity to participate in a Work Experience Program.

17. Approximately 550 students received "Behind the Wheel" training during this school year.
18. Under the direction of Mr. John Drury a "Career Awareness" program has been started in our high school.
19. The professional staff in all schools participated in many programs where they interpreted the educational programs for parents.
20. Nutley's trainable students had a one month's experience at Camp Hope during the summer months.
21. Seventy-five teachers participated in an in-service program co-sponsored by the Nutley Teachers Association and the Nutley Board of Education.
22. Elementary teachers participated in Science, Mathematics, Penmanship, Spelling and Reading workshops.
23. The entire professional staff participated in the initial stages of developing a "Five Year Plan."
24. Under the leadership of Miss Lillian Verduin, a "Guide for Elementary Librarians" was developed.
25. The Resource Centers located in all elementary schools were invaluable in providing additional help to children.
26. Parents of the sixth grade children at Lincoln School sponsored a two and one-half day camping trip for all sixth graders enrolled in this school.
27. Extensive plans for providing home-school communication were effected in all schools.
28. We are capitalizing upon the resources within our community. More and more guest speakers are being invited into our schools to present educational programs to our children.
29. The STACO report was reviewed with all parents of fifth grade children.
30. Mr. Herbert Sauter displayed excellent leadership in a "Safety Education" program.
31. A complete study of the Guidance Department accompanied by recommendations was submitted to the Board of Education.
32. The administrators and staffs of both Franklin School and Nutley High School spent considerable time in the discussion of a "Unit Plan" as it relates to a school within a school.
33. Personnel
 - a. Retirements
 - Mr. Charles Luddy - Bus. Ed. Dept. Head, H.S.
 - Mr. Henry Gutknecht - Science Dept. Head, H.S.
 - Mrs. Maxine Hoffer - English Dept. Head, H.S.
 - Miss Beatrice Finnan - Social Studies, H.S.
 - Mrs. Ruth Ball - English, Franklin School
 - Mrs. Helen Jones, Washington School, first grade
 - Miss Vivian Sadler - Librarian, Radcliffe School
 - b. New Employees
 - Mr. Robert Pupchik, 6th grade, Yantacaw
 - Miss Mari Konn, kindergarten, Washington School
 - Mr. Joseph Bolcato, Mathematics, Franklin School
 - Miss Lucy Burruano, Mathematics, Franklin School
 - Miss Nancy Gerkan, Mathematics, H.S.
 - Miss Anne J. Grasso, Mathematics, Franklin School
 - Mrs. Paula Kasner, Home Economics, H.S.
 - Mrs. Angela Magure, Nurse, Elementary

Mr. Brian McGinley, Social Studies, H.S.
 Miss Deborah Romeo, Special Education, Lincoln School
 Mr. Gary Sost, Special Education Center
 Mr. Joseph Statile, Mathematics, H.S.
 Mr. Ronald Vassallo, Social Studies, H.S.
 Mrs. Rebecca Olivo, Lincoln School
 Mrs. Calogera Gallico, Home Economics, H.S.

c. Resignations

Mr. John Brugler, Social Studies, H.S.
 Mrs. Joanne Quinn, Elementary
 Mrs. Mary Tevnan, Elementary
 Mrs. Doris Telepun, Home Economics, H.S.
 Miss B. Paige Patterson, Yantacaw
 Mrs. Catherine Manning, Sp. Gdn.
 Mrs. Marie Avolio, Social Studies, H.S.
 Miss Susan Monaghan, Physical Education, H.S.
 Mr. Gary Nitch, Social Studies, H.S.
 Mr. Howard Stein, Media Specialist, H.S.
 Miss Barbara Smey, Social Studies, Franklin School
 Mrs. Nancy Szura, Radcliffe School

d. Leaves of Absence

Mrs. Rita Sherman, 1st grade, Wash. School
 Mrs. Florence Carlo, Math., Franklin
 Mrs. Carolyn Legg, Home Economics, H.S.
 Mrs. Barbara Carroll, Math., Franklin
 Mrs. Mary Peele, Math., Franklin
 Mrs. Joan Gengaro, Italian, H.S.
 Mrs. Renee Deutch, Yantacaw
 Mrs. Marilyn Hannon, Spring Garden
 Mrs. Carol Gurney, Yantacaw
 Mrs. Susan LaReau, Spring Garden
 Mrs. Mary Tevnan, Lincoln
 Mrs. Nancy Szura, Radcliffe
 Miss Barbara Smey, Social Studies, Franklin
 Mrs. Linda Pote, Home Economics, H.S.
 Mrs. Camille Loffredo, Yantacaw

e. Transfers

Miss Nancy Vladyka, From 6th grade, Yantacaw to Guidance, H.S.
 Mrs. Alma Garrett, From Franklin to Spring Garden
 Mrs. Christine Testa, From Franklin, Math., to Math., H.S.
 Mr. Thomas O'Hara, From Franklin to 6th grade Spring Garden
 Mrs. Dolores McCleerey, From Lincoln to Yantacaw
 Miss Juliet Madeo, From Lincoln to Spring Garden

LOOKING AHEAD

The opening sentence of this part of my last year's report reads, "The school year 1974-75 should be one of assessment." This it has been. The entire year seems to have been one of evaluation and developing directions for the future. A quick glance at the 12 items listed under this heading and with some understanding of what has been happening in our educational program over the past year one realizes, we have been involved.

I sincerely hope that the momentum that was started last year will continue in the development of the following for the future.

1. In-service programs that will instill within the staff that "every teacher is a teacher of reading."
2. Hopefully a "Unit Plan" or a school within a school will be implemented during this school year.
3. Greater participation of teachers in the writing of mini-grant proposals.
4. We are looking forward to servicing our total community through their requests for use of our "Speakers Bureau."
5. Perhaps the greatest service that the state testing provides to our community is an evaluation of our curriculum. Mrs. Gillies and her committee have worked hard in developing areas of our curriculum that show weaknesses. Each teacher in our community must work to strengthen what we now know is a weakness.
6. Every person in this community must work to stamp out the vandalism that is running rampant throughout our nation. There must be a continuous and cooperative effort on the part of educators, parents and students.
7. The "Five Year Plan" should be in its completed form at the conclusion of this school year.
8. The Learning Resource Center opened and made completely available to our professional staff.
9. We are most pleased with the attendance of high school students but we must continue to strive for improvement.
10. Continue to open the lines of communication between home and school.

CONCLUSION

This has been a trying year for the members of this Board of Education. The loss of a school budget must have given you concern for the resistance the public is showing toward increased expenditures. Then, along came the failure of our state government to finance our educational programs with anticipated dollars. It is to your credit that despite these two serious setbacks you stood firm in your insistence that Nutley children be provided with "quality education."

At the onset of this year's negotiations we are faced with a new set of ground rules called PERC. There is no prediction for the effects of this new law. Cognizant of this, you have not behaved as a group of alarmists. Instead, you are to be credited for your cool "wait and see attitude."

I would like to thank all administrators and other staff members for their untiring efforts in the development of programs for Nutley children. The excellent reputation of Nutley's educational programs is as a result of your dedicated efforts.

To all of our parents, many thanks for participating with us in the education of your children.