

**THE PUBLIC SCHOOLS OF ESSEX FELLS, NJ
BOARD OF EDUCATION MEETING**

**WEDNESDAY, JUNE 15, 2016
PUBLIC MEETING
7:30 P.M. – MEDIA CENTER**

In compliance with chapter 231 of the Laws of 1975, a notice for this meeting was posted at the respective offices of the Essex Fells School as of June 2, 2016. Agendas were mailed to the Clerk of the Borough of Essex Fells, the Progress and the Star Ledger, and posted on the district's web-site.

I. Call to Order

II. Roll Call

Mrs. Carol D'Alessandro, President
Mrs. Shani Drogin, Vice-President
Mrs. Kris Huegel
Dr. Steven LoCascio
Dr. Michele Nitti

III. Public Comment on Agenda Items

IV. President's Report

- Thank you Dr. Nitti
- Welcome Mrs. Tedesco

V. Superintendent's Report

- Successful School Year; Safe Summer
- First Day of School for Students – Tuesday, September 6, 2016
- New Hires
- Superintendent – Final Merit Goals
- PTA and EFFEE - Thank You
- Final Discipline Report / Bengal Pride Awards
- Revision to the 2016-2017 School Calendar
- Achieve NJ Training and Update
- Student Council Elections
- 360 Faculty Survey Regarding Administrator

VI. Reorganization Action Items

RESOLVED that the Board of Education approves Reorganization Action Items # 01 – 34.

- 1. **RESOLVED**, that the Board appoints the Steven J. Lella as the purchasing agent for the Essex Fells School District for the 2016-2017 school year in accordance with N.J.S.A.18:18A-2b as revised, and assigned the authority, responsibility, accountability for purchasing on behalf of the Board, and having the power to prepare advertisements, advertise for and receive bids, and to award contracts pursuant to N.J.S.A.18A:18A-3a(Bid Threshold) at a bid threshold up to \$29,000, 18A:18A-37a-c (quotations), and 18A:18A-7 (Emergency Purchases), and prepare and issue all purchase orders in accordance with N.J.S.A.18A:18A et. seq. and applicable Board policies and regulations.

Moved by:

Seconded by:

Ayes:

Nays:

- 2. **RESOLVED**, that the Board appoints the firm of Fogarty & Hara as Board Attorney, as per the proposal, for the 2016-2017 school year, at an hourly rate of \$175 for a partner and \$155 for an associate.

NOTES: See Attachment A

Moved by:

Seconded by:

Ayes:

Nays:

- 3. **RESOLVED** that Samuel Klein and Company be appointed to perform of the 2015-2016 audit in the amount of \$11,000 and be the auditor of record for the 2016-2017 school year.

NOTES: See Attachment B

Moved by:

Seconded by:

Ayes:

Nays:

- 4. **RESOLVED** that the Brown & Brown Insurance be appointed as the broker of record for Worker’s Compensation Insurance and the Property & Casualty Insurance for the 2016-2017 school year.

Moved by:

Seconded by:

Ayes:

Nays:

- 5. **RESOLVED** that Brown & Brown Benefits Advisors be appointed as the district’s SEHBP Consultant for the 2016-2017 school year in the amount of \$12,000.

Moved by:

Seconded by:

Ayes:

Nays:

6. RESOLVED that pursuant to the requirements of NJPL 2011 Chapter 78, the Essex Fells Board of Education hereby resolves to implement a Section 125 Flexible Spending Account (FSA) program and update its Premium Only Plan (POP) effective September 1, 2017, as follows:

1. The Board accepts the recommendation of its group insurance broker, Brown & Brown Benefit Advisors, Inc. to designate Aflac/Wage Works as the Board’s FSA administrator. This recommendation includes Aflac/Wage Works updating the district’s POP at no cost.
2. The Board of Education appoints Brown & Brown Benefits Advisors, Inc. as its FSA and POP broker-of-record.
3. All appropriate Board of Education staff are authorized to take such action and affect such documentation as necessary to implement these changes.

BE IT FURTHER RESOLVED that Board of Education approves the spending limits for FSAs as \$2,500 for medical and dental and as \$5,000 for dependent care for the 2016-2017 school year.

Moved by:

Seconded by:

Ayes:

Nays:

7. RESOLVED that Robert E. Donahue be appointed Architect for the 2016-2017 school year, as per the proposal.

NOTES: See Attachment C

Moved by:

Seconded by:

Ayes:

Nays:

8. WHEREAS, NJAC 6A:23A-14.3 and 14.4 permit a Board of Education to establish and/or deposit into certain reserve accounts at year end, and

WHEREAS, the aforementioned statutes authorize procedures, under the authority of the Commissioner of Education, which permit a board of education to transfer anticipated excess current revenue or unexpended appropriations into reserve accounts during the month of June by board resolution, and

WHEREAS, the Essex Fells Board of Education wishes to deposit anticipated current year surplus into a Capital Reserve account at year end, and

WHEREAS, the Essex Fells Board of Education has determined that up to \$200,000 is available for such purpose of transfer;

NOW THEREFORE BE IT RESOLVED by the Essex Fells Board of Education that it hereby authorizes the district’s School Business Administrator to make this transfer consistent with all applicable laws and regulations.

Moved by:

Seconded by:

Ayes:

Nays:

- 9. **RESOLVED** that the Board of Education appoint Marie Criscuolo, as the Essex Fells Board of Education Treasurer of School Monies at an annual salary of \$2,760, commencing July 1, 2016 for the 2016–2017 school year.

Moved by:

Seconded by:

Ayes:

Nays:

- 10. **RESOLVED** that the Board of Education designate the Chief School Administrator to approve line item transfers as are necessary between meetings of the Board effective July 1, 2016 to June 30, 2017. Such transfers shall be reported to the Board, ratified and recorded in the Minutes at a subsequent meeting of the Board in accordance with Policy and Code.

Moved by:

Seconded by:

Ayes:

Nays:

- 11. **RESOLVED** that the Board of Education approves the 2016-2017 Petty Cash fund in the amount of \$300.00, to be administered by the Business Administrator/Board Secretary.

Moved by:

Seconded by:

Ayes:

Nays:

- 12. **RESOLVED** that the Board of Education approves the appointment of Mr. Adi Sulisty, Facility Supervisor, as Integrated Pest Management Coordinator, Coordinator for Right-To-Know, AHERA and other health & safety and environmental programs mandated by the State of New Jersey, at a \$2,000 stipend, for the 2016-2017 school year.

Moved by:

Seconded by:

Ayes:

Nays:

- 13. **RESOLVED** that the Board of Education approves the renewal of an agreement with New Wave Consultants, Inc, of Lincoln Park, New Jersey to provide mandatory environmental safety services under PEOSHA for the 2016-2017 school year, at an annual fee of \$1,500, services to include training, inspections and plan review update for Right To Know, Bloodborne Pathogens, Indoor Air Quality, AHERA and Integrated Pest Management.

NOTES: See Attachment D

Moved by:	Seconded by:
Ayes:	Nays:

- 14. **RESOLVED** that the Board of Education appoints Michelle V. Gadaleta as the 504 Officer for the 2016-2017 school year.

Moved by:	Seconded by:
Ayes:	Nays:

- 15. **RESOLVED** that the Board of Education appoints the Business Administrator/Board Secretary as the district Affirmative Action Officer, Public Compliance Officer, and Custodian of Records for the 2016-2017 school year.

Moved by:	Seconded by:
Ayes:	Nays:

- 16. **RESOLVED** that the Board of Education reaffirms its Policies, Bylaws and Regulations Guides for the 2016-2017 school year.

Moved by:	Seconded by:
Ayes:	Nays:

- 17. **RESOLVED** that the Board of Education approve the renewal of an agreement with the Asbury Park Board of Education – Information Technology Center of Asbury Park, New Jersey, for the continuation of software services for Budgetary/Accounting System and Payroll/Personnel System and Processing, including ID numbers and Computer Ports for the 2016-2017 school year at a fee of \$7,615.

NOTES: See Attachment E

Moved by:	Seconded by:
Ayes:	Nays:

AGENDA

June 15, 2016

- Update of Data
- Not to exceed: \$1,800.00
Total school year cost not to exceed: \$5,600.00

Moved by: _____ Secoded by: _____
 Ayes: _____ Nays: _____

26. RESOLVED that the Board of Education accepts and approves, as recommended by the Superintendent, the appointment of Debbie Rosenson, School Social Worker, for the 2016-2017 school year, at the following hours and rates:

Up to 10 evaluations per year at \$325 per evaluation

Moved by: _____ Secoded by: _____
 Ayes: _____ Nays: _____

27. RESOLVED that the Board of Education accepts and approves, as recommended by the Superintendent, the appointment of Linda Costello, Language Arts Consultant, for the 2016-2017 school year, at the following hours and rates:

- 12 hours per month for a period of 10 months
- \$80 per hour
 - o 120 hours * \$80/hour = \$9,600

Moved by: _____ Secoded by: _____
 Ayes: _____ Nays: _____

28. RESOLVED that the Board of Education accepts and approves, as recommended by the Superintendent, the Out-of-District Program Costs at Reed Academy (Student 230166) for the 2016-2017 school year, at the following daily/yearly rates:

- Estimated 180 days at \$520.88/day for:
- September 1, 2015 through June 30, 2016
- Total school year cost not to exceed: \$93,758.40**

Moved by: _____ Secoded by: _____
 Ayes: _____ Nays: _____

3. **RESOLVED** that the Board of Education accepts and approves, as recommended by the Superintendent, the revision to the 2016-2017 School Calendar.

NOTE: Calendar Attached

Moved by:

Seconded by:

Ayes:

Nays:

4. **RESOLVED** that the Board of Education accepts and approves, as recommended by the Superintendent, the payment of the following travel related expenses in accordance with the travel policy 6471 for Professional Development:

Staff Member(s): Steven Lella
Event: Annual NJASBO Conference
Location: Borgata Hotel – Atlantic City
Date: 6/8/16 – 6/10/16
Cost: \$78.43 mileage (revised)

Moved by:

Seconded by:

Ayes:

Nays:

5. **RESOLVED** that the Board of Education accepts and approves, as recommended by the Superintendent, the contract with Steven J. Lella for the 2016-2017 school year.

Moved by:

Seconded by:

Ayes:

Nays:

6. **RESOLVED** that the Board of Education accepts and approves, as recommended by the Superintendent, the following administrative salaries for the 2016-2017 school year:

Michelle Gadaleta	Supt/Principal	\$125,000
Steven J. Lella	Business Administrator	\$ 96,408

Moved by:

Seconded by:

Ayes:

Nays:

7. RESOLVED that the Board of Education accepts and approves, as recommended by the Superintendent, the following teaching staff for the 2016-2017 school year:

<u>Name</u>	<u>FTE</u>	<u>Guide</u>	<u>Step</u>	<u>16-17 Salary</u>	<u>Position</u>
Rosalie Almeida	1.00	BA +30	7	\$61,542	K – Inclusion
Nicole Aramando	.80	MA	3	\$47,119	School Psych
Michelle Barshay	1.00	BA +30	9	\$65,024	3 rd
Katelyn Brower	1.00	MA	1	\$57,899	5 th - Inclusion
Laura Brutman	1.00	MA	9	\$65,975	1 st
Marisa Burger	1.00	MA + 15	3	\$60,090	Pre K Inclusion
Nicole Cervino	1.00	MA	3	\$58,899	5 th
Catherine Codella	.80	MA	11	\$56,082	Art Therapist
Monica Craveiro	1.00	MA	4	\$59,747	5 th
Sara Dalton	1.00	BA +30	3	\$57,946	6 th
Debbie Emma	1.00	BA	15	\$76,897	BSI
Candice Fitzgerald	1.00	BA	3	\$53,658	2 nd - Inclusion
Jaclyn Franzi	1.00	BA	1	\$52,658	4 th - Inclusion
Kristin Gann	1.00	BA	17	\$82,897	K
Susan Hacker	1.00	MA	9	\$65,975	4 th
Mary Hybl	.80	MA	4	\$47,119	Speech
Katie MacKenzie	1.00	MA +15	4	\$60,938	3 rd - Inclusion
Catherine McNish	.60	BA + 15	4	\$33,991	Art
Kelly Mitchell	1.00	MA +15	10	\$69,231	1 st
Laura Quinn	1.00	BA	4	\$54,506	Pre K
Laura Roberts	1.00	BA + 30	2	\$57,445	2 nd
Kimberly Trafford	.60	MA + 15	3	\$36,054	Media Center
John Trogani	1.00	BA	9	\$60,735	Music
John Viggiano	1.00	MA	7	\$62,496	Phys Ed
Jeanine Whitman	1.00	MA +30	12	\$76,303	6 th - Inclusion
Dorotea Banek	1.00	MA +30	17	\$91,473	4 th
			Longevity	\$900	
			Total	\$92,373	
Nina Buonomo	1.00	MA +15	13	\$77,028	6 th
			Longevity	\$900	
			Total	\$77,928	

AGENDA

June 15, 2016

Jackie Castellano	1.00	MA +30	18	\$94,081	Technology
			Longevity	\$1,181	
			Total	\$95,262	
Gail Ellowitch	1.00	BA +15	18	\$86,863	Nurse
			Longevity	\$1,181	
			Total	\$88,044	
Deanna Hromoko	1.00	MA +30	12	\$76,303	1 st - Inclusion
			Longevity	\$900	
			Total	\$77,203	
Lisa Massaro	1.00	MA +15	17	\$89,331	2 nd
			Longevity	\$900	
			Total	\$90,231	
Judi Reynolds	1.00	MA +30	15	\$85,471	BSI
			Longevity	\$900	
			Total	\$86,371	

Moved by:

Seconded by:

Ayes:

Nays:

8. RESOLVED that the Board of Education accepts and approves, as recommended by the Superintendent, the appointment of the following paraprofessional staff members for the 2016-2017 school year, 184 days:

Lisa Evangelista	7 hr/day	@ \$18/hr	\$23,184
Patricia Pakonis	7 hr/day	@ \$18/hr	\$23,184

Moved by:

Seconded by:

Ayes:

Nays:

13. RESOLVED that the Board of Education accept the recommendation of the Superintendent and approve the payment for perfect attendance in the 2015-2016 school year, as stipulated in the collective bargaining agreement with the EFTA, and to support personnel in accordance with district policy, as follows:

Marisa Burger	\$150.00
Gail Ellowitch	\$150.00
Santiago Galindo	\$250.00
Catherine McNish	\$112.50
Adi Sulisty	\$250.00
Lucy Sulisty	\$250.00

NOTES: Pending completion of school year

Moved by:

Seconded by:

Ayes:

Nays:

14. RESOLVED that the Board of Education accepts the recommendation of the Superintendent and approves Jackie Castellano and Marco Pannullo for technology input/infrastructure during the summer of 2016 at \$50/hour for a maximum total of 100 hours.

Moved by:

Seconded by:

Ayes:

Nays:

15. RESOLVED that the Board of Education accepts the recommendation of the Superintendent and approves the employment of the following student assistants in the custodial department for the 2016 summer, at the rate of \$10.00 per hour for a total of 50 hours each.

Garrett Bradley
Jake Evangelista
Robert Pryor

Moved by:

Seconded by:

Ayes:

Nays:

16. **RESOLVED** that the Board of Education accepts and approves, as recommended by the Superintendent, the following stipend positions for the 2016-2017 school year at the contractual rate:

Jackie Castellano	Technology Coordinator - \$5,000
Deana Hromoko	Student Council - \$750 *split
Catherine Codella	Student Council - \$750 *split
Dorotea Banek	Camp - \$650
Nina Buonomo	Camp - \$650
Sara Dalton	Camp - \$650
Gail Ellowitch	Camp - \$650
Officer Scott Cohen	Camp - \$650
John Trogani	Camp - \$650
John Viggiano	Camp - \$650
Jeanine Whitman	Camp - \$650
Catherine Codella	Camp Alternate - \$650
Katie McNish	Camp Alternate - \$650
John Trogani	Lunch 3-6 Supervisor - \$35 per session
John Viggiano	Lunch K-2 Supervisor - \$35 per session
Nicole Aramando Lombard	Lunch Duty - K-2: Th, F - \$35 per session
Deana Hromoko	Lunch Duty - K-2: Tu, W - \$35 per session
Laura Roberts	Lunch Duty - K-2: M - \$35 per session
Katelyn Brower	Lunch Duty - 3-6: M, Tu - \$35 per session
Nicole Cervino	Lunch Duty - 3-6: Th, F - \$35 per session
Judi Reynolds	Lunch Duty - 3-6: W - \$35 per session

Moved by:

Seconded by:

Ayes:

Nays:

17. **RESOLVED** that the Board of Education accepts and approves, as recommended by the Superintendent, the Out of District Program costs for Reed Academy for Summer 2016 in the following amount:

Summer (2016) 30 days total at \$520.88/day

Total Summer Program Not to Exceed \$15,626.40

Moved by:

Seconded by:

Ayes:

Nays:

23. **RESOLVED** that the Board of Education accepts and approves, as recommended by the Superintendent, the *Program Participation Agreement 2016* between the Johns Hopkins University Center for Talented Youth and Essex Fells School Board of Education.

Moved by:

Seconded by:

Ayes:

Nays:

VIII. Business Administrator’s Report

- Ch. 47 - Report of Awarded Contracts
- Open Board Position

Business Resolutions

RESOLVED that the Board of Education approves Business Resolutions #01–07.

1. **RESOLVED** that the Board of Education approve, with regret, the resignation of Board Member, Dr. Michelle Nitti, effective June 30, 2016.

Moved by:

Seconded by:

Ayes:

Nays:

2. **RESOLVED** that the Board of Education approve the appointment of Mrs. Deborah Tedesco as a Board Member effective July 1, 2016 until December 31, 2016, or reorganization of the Board.

Moved by:

Seconded by:

Ayes:

Nays:

3. **RESOLVED** that the Board of Education accepts the minutes of the following meetings:

- | | |
|--------------------------|--------|
| Workshop Meeting Minutes | 4/6/16 |
| Workshop Meeting Minutes | 5/4/16 |

Moved by:

Seconded by:

Ayes:

Nays:

- 4. **RESOLVED that the Board of Education approves the bills and claims for June in** the total amount of **\$98,817.32** as certified by the Business Administrator/Board Secretary; and

BE IT FURTHER RESOLVED, that the Board of Education approves the payroll for May as certified by the Business Administrator and approved by the Superintendent and Board President in the total amount of \$295,262.33 including \$275,028.41 for the gross payroll, \$4,958.36 for the Board’s share of FICA/Medicare and \$15,275.56 for the State’s share of FICA/Medicare.

Moved by:

Seconded by:

Ayes:

Nays:

- 5. **RESOLVED** that the Board of Education approves the transfer of funds for the month of May as certified by the Business Administrator and authorized by the Superintendent of Schools.

Moved by:

Seconded by:

Ayes:

Nays:

- 6. **WHEREAS**, the Board of Education has received the Reports of the Board Secretary (Secretary) and the Custodian of School Monies (Treasurer) for the month of April; and

WHEREAS, in compliance with N.J.A.C.6A:23-2.11(c)3, the Secretary has certified that as of the date of the reports, no budgetary line item account, in accordance with the minimum chart of accounts as established by the New Jersey Department of Education, has obligations and payments which in total exceed the amount appropriated by the Board of Education;

NOW, THEREFORE, BE IT RESOLVED, that in compliance with N.J.A.C.6A:23-2.11(c)4, the Board of Education certifies that, after review of the Secretary’s monthly financial report, 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 N.J.A.C.6A:23-2.11(c)4, and that sufficient funds are available to meet the district’s financial obligations for the remainder of the year; and

BE IT FURTHER RESOLVED, that pursuant to P.L. 2004 C73, the Board certifies that after review of the Secretary’s monthly financial report and certification, that there are no budgetary transfers that cumulatively exceed 10% that would require the approval of the Commissioner of Education; and

BE IT FURTHER RESOLVED, that the financial reports for the months be accepted and shall become a part of the official minutes of this meeting.

Moved by:

Seconded by:

Ayes:

Nays:

7. RESOLVED, that the Board of Education approves the submission of a request to the Executive County Superintendent of Schools for renewal of the required waiver of toilet facilities for Kindergarten classrooms 201 and 202 for the 2016-2017 school year.

Moved by:

Seconded by:

Ayes:

Nays:

IX. Old Business / Board Discussion

X. New Business / Board Discussion

- BOE Goals
- Superintendent/District Goals
- 2016-2017 Merit Goals
- Non-resident Placement Request
- Family Relocating to Essex Fells
- Project Wisdom
- MAP Testing Changes
- Climate/Culture Committee
- Special Education Inclusion Percentages
- Genesis Parent Portal/Tests for Signature
- iPad Retirement

XI. Meeting Open for Public Comment

XII. Resolution to Enter Executive Session

BE IT RESOLVED that the Board shall enter into executive session immediately following this meeting to discuss personnel matters and the Superintendent’s Evaluation. The items discussed in executive session will be disclosed to the public when the need to maintain their confidentiality no longer exists.

Moved by:

Seconded by:

Ayes:

Nays:

XIII. Adjournment

BE IT RESOLVED that this public meeting of the Board of Education be adjourned. The next **Regular meeting** of the Board of Education scheduled for Wednesday, August 17, 2016, has been rescheduled to **Wednesday, July 20, 2016 at 11:00 A.M.** in the Superintendent’s Office.

Moved by:

Seconded by:

Ayes:

Nays:

Enrollment Count: 2015-2016

Teacher	Section	Total	M	F
Mrs. Quinn/Ms. Burger	PS/AM	13	6	7
Mrs. Quinn/Ms. Burger	PS/PM	13	7	6
Mrs. Gann/Ms. Almeida	KG/A	17	9	8
Ms. Mitchell	KM	18	7	11
Mrs. Brutman	1B	16	9	7
Mrs. Massaro/Mrs. Hromoko	1M/H	16	9	7
Ms. McMahon	2M	14	9	5
Mrs. Roberts/Ms. Brower	2R/B	14	9	5
Ms. Cervino/Mrs. MacKenzie	3C/M	10	3	7
Mrs. Reynolds	3R	10	4	6
Mrs. Barshay/Ms. Franzi	4B/F	12	6	6
Mrs. Hacker	4H	12	6	6
Mrs. Banek	5B	11	3	8
Ms. Craveiro/Mrs. Fitzgerald	5C/F	12	2	10
Mrs. Buonomo/Mrs. Whitman	6B/W	11	5	6
Ms. Dalton	6D	10	5	5
Total		209	99	110
Out-of-District		4+		
FINAL TOTALS		213	99	110

+ Total includes 4 out-of-district students

Fire Drills: 2015-2016

Month	Fire Drill	Emergency Drill
September	9-15-15	Lockdown 9-10-15
October	10-27-15	Lockdown 10-22-15
November	11-2-15	Lockdown 11-23-15
December	12-4-15	Lockdown 12-18-15
January	1-26-16	Shelter-in-Place 1-28-16
February	2-22-16	Lockdown 2-29-16
March	3-9-16	Lockdown 3-14-16
April	4-21-16	Lockdown 4-28-16
May	5-23-16	Evacuation to Bleachers 5-25-16
June	6-10-16	A.L.I.C.E. Tabletop Discussion with EFPD

HIB / V&V Report

As of Date of BOE Meeting	9-16-15	10-21-15	11-18-15	12-16-15	1-20-16	2-17-16	3-16-16	4-20-16	5-18-16	6-15-16
TOTAL # of Reported Incidents	0	0	0	0	0	1	0	1	0	0
Number of Unfounded Incidents	0	0	0	0	0	1	0	1	0	0
Number of Founded Incidents	0	0	0	0	0	0	0	0	0	0

ESSEX FELLS SCHOOL DISTRICT MISSION STATEMENT

The Essex Fells School is a very special public elementary school enrolling boys and girls in preschool through the sixth grades. Pupils enjoy small classes and a total school population of approximately two hundred and fifty.

The size of the school is a wonderful asset as it allows a strong sense of community and offers teachers and pupils many opportunities to form bonds of collegiality, identification and support. It also supports the concept that every adult in the school is responsible for every child.

The comparatively small faculty is also a benefit. The faculty as a whole are the decision making body on all questions of teaching and learning. Teachers find it easy to share experiences and act consistently across pupils' entire academic program. The combined efforts of the staff work to support a pupil centered approach to education.

Essex Fells teachers are encouraged to try new ideas, to work collaboratively with colleagues, and to participate fully in all aspects of schooling.

The mission of the school is etched in the mortar of the original schoolhouse with the words Studies Pass Into Character.

The primary goals of an Essex Fells education include:

1. Developing in all pupils the capacity to think critically and communicate effectively through a mastery of written and spoken English.
2. Motivating all pupils to recognize and develop their academic abilities in order to build character and to achieve their full potential.
3. Teaching children to value themselves, their peers and their teachers.
4. Establishing a respect for and a strong sense of responsibility to the physical, social, and aesthetic world around them.
5. Nurturing a love of country and a pride in our American heritage and citizenship.
6. Communicating a love of scholarship and continued interest in life-long learning.
7. Insuring all pupils will achieve the New Jersey Core Curriculum Content Standards at all levels.

To secure these common goals, the Essex Fells staff of professional educators recognizes that the collaborative engagement of the children in the learning process is the key to intellectual development. Dedicated teachers create classrooms that are alive with cooperative learning activities and child-centered problem solving routines. Children are encouraged to explore, to question, to make decisions, and to express opinions in a supportive learning environment. Teachers also model their own commitment to learning by continuing to earn advanced degrees. On-going professional development is acknowledged as the foundation for promoting outstanding pupil achievement.