

The Board of Education of the Borough of Essex Fells, in the County of Essex, New Jersey, convened in a regular session on June 15, 2016, in the Media Center of the Essex Fells School. The meeting was called to order by the Board President, Mrs. Carol D'Alessandro at 7:31 P.M. Mrs. D'Alessandro read the following Statement of Compliance with the Open Public Meetings Act: "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 on June 2, 2016. Agendas were mailed to the Clerk of the Borough of Essex Fells, the Progress, the Star Ledger, and posted on the district web-site."

I. Call to Order – 7:31 P.M.

- The meeting was called to order by the Board President.

II. Roll Call

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

Also present: Mrs. Michelle V. Gadaleta, Superintendent/Principal; Mr. Steven J. Lella, Business Administrator/Board Secretary; five members of the EFS staff, one member of the public.

III. Flag Salute

- The Board President led the salute to the flag.

IV. Public Comment on Agenda Items

- No comment.

V. President's Report

- Mrs. D'Alessandro thanked Dr. Nitti for her years of excellent service to the Essex Fells Board of Education.
- Dr. LoCascio appreciated Dr. Nitti for everything she has done and how much she brought to the Board during her years of service. Dr. LoCascio noted that he and Dr. Nitti came onto the Board together during a rough time and noted her hard work during her years of service. Dr. LoCascio thanked Dr. Nitti for her professionalism and her calming personality.
- Dr. Nitti recognized Mrs. Gadaleta for all she has done while serving as the Superintendent/Principal. Dr. Nitti stated that she really learned a lot during her time serving as a board member and really enjoyed her time being part of the Essex Fells Board of Education. Dr. Nitti thanked all the current and past Board members she served with.
- Mrs. Gadaleta stated how she appreciated Dr. Nitti as a Board President and her calm approach to all situations. Mrs. Gadaleta appreciated all Dr. Nitti's feedback while serving as a Board member, which enabled Mrs. Gadaleta to grow.
- Ms. Burger thanked Dr. Nitti for her years of service on behalf of the EFTA.
- Mrs. D'Alessandro welcomed Mrs. Tedesco to the Board once Dr. Nitti has officially vacated her seat on June 30th, 2016.

VI. Superintendent's Report

- Mrs. Gadaleta reported that the 2015-16 school year was a success. Mrs. Gadaleta noted the emotional times as she attended the kindergarten and pre-school graduations. Mrs. Gadaleta wished a safe summer to all staff and families of Essex Fells.
- Mrs. Gadaleta noted that the first day of the 2016-17 school year will be Tuesday, September 6th. Staff will report Thursday, September 1st.
- Mrs. Gadaleta noted the two new staff hires on the agenda for 3rd grade and kindergarten. Mrs. Gadaleta stated that is very pleased with both selections.

- Mrs. Gadaleta noted the resolution for the final Superintendent merit goals. Mrs. Gadaleta showed the MAP Testing graph. Mrs. Gadaleta pointed out the 6th grade math scores and gave some reasoning why they may have fallen a little short of expectations. Mrs. Gadaleta discussed with the Board that as a whole, the average scores met the goal, but wanted to have the Board make the final decision on the approval. Dr. Nitti noted that the 6th grade had been high performing in the past, that maybe there was not much room to improve, or perhaps at that time of the year the 6th grade may have been a little burnt out. The Board discussed and felt overall that we have met our goals.
- Mrs. Gadaleta publicly thanked the PTA and the EFFEE for the programs and special events they provided this past year for the children. They have such a great impact and we are very appreciative. Mrs. Gadaleta noted that she is currently working on an iPad plan with the PTA.

Dr. LoCascio left the meeting at 7:46, returned at 7:48.

- Mrs. Gadaleta reported on the final discipline report / Bengal Pride Awards for the past school year. Mrs. Gadaleta was proud to report 15 discipline reports vs. 350 Bengal Pride Awards, with very few repeat offenders for the discipline reports.
- Mrs. Gadaleta noted the revision to the 2016-17 school calendar to piggyback off MAP testing. Conferences have been moved to the week prior to spring break, which allows for more time to administer MAP testing.
- Mrs. Gadaleta updated the Board as to the changes being made by Achieve NJ. Tenure teachers will only need 2 evaluations, while non-tenure will receive 3. We also no longer have to apply for a waiver. Training will be on July 7th.
- Mrs. Gadaleta thanked Mrs. Trafford for reaching out to Mr. Durkin in order for the Student Council to have actual ballot booths for their election. It was very special for all the children. Mrs. Drogin asked if we can have the Student Council thank Mr. Durkin so we could utilize the machines for future elections.
- The 360 evaluation results will be discussed in Executive Session.
- The Board discussed the reorganization items.
- Mrs. D'Alessandro asked about the year-end party. Mrs. Gadaleta stated that she had received nothing but positive feedback thus far, even from the parents who were a little nervous. Mrs. Gadaleta thanked the Safety Team and Mrs. Codella. Mrs. Gadaleta recognized and thanked the teachers and the life guards for such a wonderful day.

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: Dr. LoCascio

Seconded by: Dr. Nitti

Ayes: 5

Nays: 0

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:	Dr. LoCascio	Seconded by:	Dr. Nitti
Ayes:	5	Nays:	0

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:	Dr. LoCascio	Seconded by:	Dr. Nitti
Ayes:	5	Nays:	0

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:	Dr. LoCascio	Seconded by:	Dr. Nitti
Ayes:	5	Nays:	0

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:	Dr. LoCascio	Seconded by:	Dr. Nitti
Ayes:	5	Nays:	0

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:	Dr. LoCascio	Seconded by:	Dr. Nitti
Ayes:	5	Nays:	0

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:	Dr. LoCascio	Seconded by:	Dr. Nitti
Ayes:	5	Nays:	0

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:	Dr. LoCascio	Seconded by:	Dr. Nitti
Ayes:	5	Nays:	0

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:	Dr. LoCascio	Seconded by:	Dr. Nitti
Ayes:	5	Nays:	0

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:	Dr. LoCascio	Seconded by:	Dr. Nitti
Ayes:	5	Nays:	0

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: Dr. LoCascio Seconded by: Dr. Nitti
Ayes: 5 Nays: 0

12. RESOLVED that the Board of Education approves the appointment of Mr. Adi Sulistyo, 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: Dr. LoCascio Seconded by: Dr. Nitti
Ayes: 5 Nays: 0

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, Blood borne Pathogens, Indoor Air Quality, AHERA and Integrated Pest Management.

NOTES: See Attachment D

Moved by: Dr. LoCascio Seconded by: Dr. Nitti
Ayes: 5 Nays: 0

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

Moved by: Dr. LoCascio Seconded by: Dr. Nitti
Ayes: 5 Nays: 0

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: Dr. LoCascio Seconded by: Dr. Nitti
Ayes: 5 Nays: 0

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

Moved by: Dr. LoCascio Seconded by: Dr. Nitti
Ayes: 5 Nays: 0

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:	Dr. LoCascio	Seconded by:	Dr. Nitti
Ayes:	5	Nays:	0

18. **RESOLVED** that the Board of Education approves Valley National Bank as the official Bank Depository for the Board of Education for the 2016-2017 school year and approves the following signatories: the Board of Education President, the Board Secretary and the Treasurer of School Monies and approves the Principal for the Student Activity Account only.

Moved by:	Dr. LoCascio	Seconded by:	Dr. Nitti
Ayes:	5	Nays:	0

19. **RESOLVED** that The Progress be designated as the official newspaper of the Essex Fells Board of Education of the Township of Essex Fells, and The Star Ledger be designated as the second newspaper for the publication of official notices and notification of meetings.

Moved by:	Dr. LoCascio	Seconded by:	Dr. Nitti
Ayes:	5	Nays:	0

20. **RESOLVED** that the Board of Education grants authority to the Superintendent of Schools to pay bills between Board of Education meetings with subsequent Board of Education approval for the 2016-2017 school year.

Moved by:	Dr. LoCascio	Seconded by:	Dr. Nitti
Ayes:	5	Nays:	0

21. **RESOLVED** that the Board of Education approves the annual preschool tuition rate of \$2,500 per student for 2016-2017 school year for a 5-day, 3-hour program.

Moved by:	Dr. LoCascio	Seconded by:	Dr. Nitti
Ayes:	5	Nays:	0

22. **RESOLVED** that the Board of Education approves the 2016-2017 Custodial Holidays.

NOTES: See Attachment F

Moved by:	Dr. LoCascio	Seconded by:	Dr. Nitti
Ayes:	5	Nays:	0

23. RESOLVED that the Board of Education accepts and approves, as recommended by the Superintendent, the appointment of Lori Franklin, Occupational Therapist, for the 2016-2017 school year, at the following hours and rates:

Estimated 338 hours total at \$90.00/hour for:

- Treatment
- Evaluations - \$350 per evaluation
- IEPs/Progress Reports/Teacher Consultation/IEP Meeting

Total school year cost not to exceed: \$33,920.00

Moved by: Dr. LoCascio Seconded by: Dr. Nitti

Ayes: 5 Nays: 0

24. RESOLVED that the Board of Education accepts and approves, as recommended by the Superintendent, the appointment of Wellness & Rehabilitation Services, Physical Therapist, for the 2016-2017 school year, at the following hours and rates:

Estimated 306 hours total at \$80.00/hour for:

- Treatment
- Data updates
- IEP Development/Progress Reports

Not to exceed: \$24,480.00

Estimated 10 Evaluations total (initial/Rev.) at \$250.00 each

Not to exceed: \$2,800.00

Total school year cost not to exceed: \$27,280.00

Moved by: Dr. LoCascio Seconded by: Dr. Nitti

Ayes: 5 Nays: 0

25. RESOLVED that the Board of Education accepts and approves, as recommended by the Superintendent, the appointment of Patrice Lisante, ABA, for the 2016-2017 school year, at the following hours and rates:

Estimated 76 hours at \$50.00/hour for:

- ABA Instruction/Home
- Not to exceed: \$3,800.00

Estimated 60 hours at \$30.00/hour for:

- Update of Data
- Not to exceed: \$1,800.00

Total school year cost not to exceed: \$5,600.00

Moved by: Dr. LoCascio Seconded by: Dr. Nitti

Ayes: 5 Nays: 0

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: Dr. LoCascio Seconded by: Dr. Nitti

Ayes: 5 Nays: 0

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: Dr. LoCascio Seconded by: Dr. Nitti

Ayes: 5 Nays: 0

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: Dr. LoCascio Seconded by: Dr. Nitti

Ayes: 5 Nays: 0

29. RESOLVED that the Board of Education accepts and approves, as recommended by the Superintendent, the Out-of-District Program Costs at Livingston School (Student 260256) for the 2016-2017 school year, at the following daily/yearly rates:

Estimated 180 days at \$309.27/day for:

- September 1, 2015 through June 30, 2016

Total school year cost not to exceed: **\$55,670.00**

Moved by: Dr. LoCascio Seconded by: Dr. Nitti

Ayes: 5 Nays: 0

30. RESOLVED that the Board of Education accepts and approves, as recommended by the Superintendent, the services of The Hearing Group for the 2016-2017 school year for the following evaluations:

Auditory Processing Evaluations	<u>\$600.00 each</u>		
Audiological Evaluations	<u>\$200.00 each</u>		
Moved by:	Dr. LoCascio	Seconded by:	Dr. Nitti
Ayes:	5	Nays:	0

31. RESOLVED that the Board of Education accepts and approves, as recommended by the Superintendent, the services of The Center for Child and Family Development (Dr. Marilyn Ruiz) for the 2016-2017 school year for the following evaluations:

Pediatric Neurological Evaluations	<u>\$665.00 each</u>		
Moved by:	Dr. LoCascio	Seconded by:	Dr. Nitti
Ayes:	5	Nays:	0

32. RESOLVED that the Board of Education accepts and approves, as recommended by the Superintendent, the services of The Center for Child and Family Development (Dr. Richard Kleinmann) for the 2016-2017 school year for the following evaluations:

Pediatric Psychiatric Evaluations	<u>\$850.00 each</u>		
Moved by:	Dr. LoCascio	Seconded by:	Dr. Nitti
Ayes:	5	Nays:	0

33. RESOLVED that the Board of Education approves the appointment of Dr. Susan Cecere as medical inspector for the 2016-2017 school year, at a rate of \$200.00 per employee physical examination.

Moved by:	Dr. LoCascio	Seconded by:	Dr. Nitti
Ayes:	5	Nays:	0

34. RESOLVED that the Board of Education approves the substitute rate of pay for the 2016-2017 school year as follows:

Teacher	\$85/day		
Nurse	\$125/day		
Moved by:	Dr. LoCascio	Seconded by:	Dr. Nitti
Ayes:	5	Nays:	0

VII. Superintendent's Resolutions

RESOLVED that the Board of Education approves Superintendent Resolutions # 01 – 23.

1. RESOLVED that the Board of Education accepts and approves, as recommended by the Superintendent, the Superintendent Final Merit Goals for compensation, and

BE IT FURTHER RESOLVED that Grade 3-6 students met/exceeded MAP growth projections for reading and math.

NOTE: Merit Goals Attached

Moved by:	Dr. LoCascio	Seconded by:	Dr. Nitti
Ayes:	5	Nays:	0

2. RESOLVED that the Board of Education accepts and approves, as recommended by the Superintendent, the submission of the Waiver Application for Michelle V. Gadaleta to serve as Sole Administrator for the Essex Fells School District for 2016-2017.

Moved by:	Dr. LoCascio	Seconded by:	Dr. Nitti
Ayes:	5	Nays:	0

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:	Dr. LoCascio	Seconded by:	Dr. Nitti
Ayes:	5	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:	Dr. LoCascio	Seconded by:	Dr. Nitti
Ayes:	5	Nays:	0

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:	Dr. LoCascio	Seconded by:	Dr. Nitti
Ayes:	5	Nays:	0

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: Dr. LoCascio Seconded by: Dr. Nitti

Ayes: 5 Nays: 0

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:

Name	FTE	Guide	Step	16-17 Salary	Position
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		
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 Longevity Total	12 \$900 \$77,203	\$76,303	1 st - Inclusion
Lisa Massaro	1.00	MA +15 Longevity Total	17 \$900 \$90,231	\$89,331	2 nd
Judi Reynolds	1.00	MA +30 Longevity Total	15 \$900 \$86,371	\$85,471	BSI

Moved by: Dr. LoCascio Seconded by: Dr. Nitti

Ayes: 5 Nays: 0

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: Dr. LoCascio Seconded by: Dr. Nitti

Ayes: 5 Nays: 0

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

Santiago Galindo	\$40,336
Adi Sulisty	\$73,967
Lucy Sulisty	\$41,122

Moved by: Dr. LoCascio Seconded by: Dr. Nitti

Ayes: 5 Nays: 0

10. RESOLVED that the Board of Education accepts and approves, as recommended by the Superintendent, the following administrative assistant support staff salary for the 2016-2017 school year:

Beth Leggett	\$56,025
Karen Sarto	\$52,275

Moved by: Dr. LoCascio Seconded by: Dr. Nitti

Ayes: 5 Nays: 0

11. RESOLVED that the Board of Education accepts and approves, as recommended by the Superintendent, the appointment of Michelle Liebler, Teacher, BA, Step 1, at a salary of \$52,658 for the 2016-2017 school year.

Moved by: Dr. LoCascio Seconded by: Dr. Nitti

Ayes: 5 Nays: 0

12. RESOLVED that the Board of Education accepts and approves, as recommended by the Superintendent, the appointment of Molly Livio, Teacher, BA, Step 3, at a salary of \$53,658 for the 2016-2017 school year.

Moved by: Dr. LoCascio Seconded by: Dr. Nitti
Ayes: 5 Nays: 0

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: Dr. LoCascio Seconded by: Dr. Nitti
Ayes: 5 Nays: 0

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: Dr. LoCascio Seconded by: Dr. Nitti
Ayes: 5 Nays: 0

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: Dr. LoCascio Seconded by: Dr. Nitti
Ayes: 5 Nays: 0

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: Dr. LoCascio Seconded by: Dr. Nitti
 Ayes: 5 Nays: 0

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: Dr. LoCascio Seconded by: Dr. Nitti
 Ayes: 5 Nays: 0

18. **RESOLVED** that the Board of Education accepts and approves, as recommended by the Superintendent, participation in Joint Transportation Services for the 2016-2017 school year with Sussex County Regional Transportation Cooperative for coordination of transportation of special education and / or specific destinations of school students.

Moved by: Dr. LoCascio Seconded by: Dr. Nitti
Ayes: 5 Nays: 0

19. **RESOLVED** that the Board of Education accepts and approves, as recommended by the Superintendent, the submission of the Security Drill Statement of Assurance for the 2015-2016 school year to the County Office of Education.

Moved by: Dr. LoCascio Seconded by: Dr. Nitti
Ayes: 5 Nays: 0

20. **RESOLVED** that the Board of Education accepts and approves, as recommended by the Superintendent, the submission of the Harassment, Intimidation & Bullying and Violence & Vandalism reports for the 2015-2016 school year to the County Office of Education.

Moved by: Dr. LoCascio Seconded by: Dr. Nitti
Ayes: 5 Nays: 0

21. **RESOLVED** that the Board of Education, as recommended by the Superintendent, extends thanks to the PTA and Essex Fells Foundation for Educational Excellence for their donations and support of the school throughout the 2015-2016 school year.

Moved by: Dr. LoCascio Seconded by: Dr. Nitti
Ayes: 5 Nays: 0

22. **RESOLVED** that the Board of Education recognizes the Essex Fells Foundation for Educational Excellence and the Essex Fells PTA as official parent support Organizations for the 2016-2017 school year in accordance with Policy #9210; and

BE IT FURTHER RESOLVED that the activities/functions scheduled by these organizations will be brought to the attention of the Board.

Moved by: Dr. LoCascio Seconded by: Dr. Nitti
Ayes: 5 Nays: 0

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: Dr. LoCascio Seconded by: Dr. Nitti
Ayes: 5 Nays: 0

VIII. Business Administrator's Report

- Mr. Lella referenced Ch. 47 – Report of awarded contracts, which is a list of all contracts newly awarded or renewed during the school year.
- Mr. Lella noted the Board Member resolutions.

IX. 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: Dr. LoCascio Seconded by: Dr. Nitti
Ayes: 5 Nays: 0

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: Dr. LoCascio Seconded by: Dr. Nitti
Ayes: 5 Nays: 0

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: Dr. LoCascio Seconded by: Dr. Nitti
Ayes: 5 Nays: 0

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: Dr. LoCascio Seconded by: Dr. Nitti
Ayes: 5 Nays: 0

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: Dr. LoCascio Seconded by: Dr. Nitti

Ayes: 5

Nays: 0

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: Dr. LoCascio Seconded by: Dr. Nitti

Ayes: 5 Nays: 0

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: Dr. LoCascio Seconded by: Dr. Nitti

Ayes: 5 Nays: 0

X. Old Business / Board Discussion

- None

XI. New Business / Board Discussion

- The Board of Education will begin to review current goals and review what needs to be changed. Mrs. Huegel added continuing BOE & EFTA communication, as well as continued communication and transparency to the community.
- The Board and Mrs. Gadaleta reviewed and discussed potential district goals for the upcoming year.
- Mrs. Gadaleta will formulate her 2016-17 merit goals from the BOE and district goals.
- Mrs. Gadaleta informed the Board of a non-resident placement request as well as a family relocating to Essex Fells. The Board discussed and would not entertain the non-resident placement in accordance with district policy.
- The Board and Mrs. Gadaleta discussed the confusion to have the morning Project Wisdom announcement removed. The Board appreciated the community and staff feedback and agreed the announcement is part of the fabric of EFS. It was agreed the Project Wisdom announcement should be continued.

- Mrs. Gadaleta notified the Board of her discussions with the staff regarding the Map testing changes (2 vs. 3), that along with PARCC testing, it had become a lot of testing.
- Mrs. Gadaleta informed the Board of the idea to bring back the Climate/Culture Committee. Mrs. Gadaleta asked the EFTA if they would be supportive of this in addition to the Safety Team and they agreed.
- Mrs. Gadaleta made the Board aware that as enrollment changes special education numbers are increasing, which could potentially place the 1st grade over the 50% limit.
- Mrs. Gadaleta informed the Board that the EFTA felt for elementary school keeping the Genesis Parent Portal open for progress reports and report cards is sufficient. The teachers would still like signatures on tests to refer back to for parent discussion.
- Mrs. Gadaleta informed the Board that we are looking to retire old iPads purchased in 2009-2010 and purchase new iPads as part of the 2017-18 budget. Mrs. Gadaleta will discuss with the PTA. The old iPads may potentially be made available for sale to the staff.

XII. Meeting Open for Public Comment

- Mrs. Codella stated the Student Council was very excited about the election booths and would be writing a thank you letter to Mr. Durkin.
- Mrs. Codella stated that the year-end trip to the water park was a huge success. All the feedback was positive, especially siblings being together, and the older children and younger children interacting together.
- Mrs. Codella informed the Board that the BEST meetings used to be only for non-tenured staff, however this year meetings were open to all staff. These meetings make all the staff feel comfortable and the teachers appreciate the meetings.
- Mrs. Codella stated that she incorporates the Project Wisdom message into her class meetings. She feels it's very important to the kids and she has heard positive feedback from the staff as well.
- Mrs. Codella also informed the Board that the teachers are very excited about the climate and culture committee.
- Mrs. D'Alessandro welcomed Mrs. Codella as the new EFTA President and thanked Mrs. Castellano for her time as the outgoing EFTA President.
- Mrs. Reynolds spoke about how she loves the BEST meetings and how they help the new teachers understand what EFS is about. Mrs. Reynolds stated that there is great support from all the teachers and she is working on ideas for future meetings.
- Mrs. Reynolds spoke about the positive impact the Project Wisdom quote has each day on the teaching staff and how it relates to the message of the day. Mrs. Reynolds also pointed out that Project Wisdom was mentioned in the Blue Ribbon Application.
- Mrs. Reynolds noted that MAP testing has been super helpful for 504 IR&S.
- Mrs. D'Alessandro thanked and appreciated the staff members for attending and their feedback.

XIII. 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: Dr. LoCascio

Seconded by: Dr. Nitti

Ayes: 5

Nays: 0

XIV. Adjournment

At 10:25 P.M. the Board of Education came out of Executive Session and made a motion to adjourn. The next Regular Meeting will be held on Wednesday, July 20, 2016, at 11:00 A.M., in the Superintendent's Office.

Moved by: Dr. LoCascio

Seconded by: Dr. Nitti

Ayes: 5

Nays: 0

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.

Respectfully submitted,

Mr. Steven J. Lella
Business Administrator/

Board Secretary