

The Board of Education of the Borough of Essex Fells, in the County of Essex, New Jersey, convened in a public session on June 18, 2014, in the Media Center of the Essex Fells School. The meeting was called to order by Board President Dr. Steven LoCascio at 8:34 P.M. Dr. LoCascio 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 January 8, 2014. 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 – 8:34 P.M.**

**II. Roll Call**

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

Also present: Mrs. Michelle V. Gadaleta, Superintendent/Principal; Mr. Steven J. Lella, Business Administrator/Board Secretary; and 15 staff members.

**III. Public Comment**

No comment.

**IV. President's Report**

- Dr. LoCascio recognized Mrs. Costello for her retirement from the Essex Fells School District. On behalf of the Board, he thanked her for her many years of excellent service to the Essex Fells School District, and was pleased to hear she would still be involved on a consulting basis. Mrs. Costello thanked the Board and stated she loved her 21 years being part of the Essex Fells District.

**V. Superintendent's Report**

- Mrs. Gadaleta informed the Board that the 2013-14 School Year was an extreme success, noting the excellent job done by both the staff and the students. Mrs. Gadaleta wished everyone a safe summer and stated that the Extended School Year Program would be starting, with 4 staff and 15 students.
- Mrs. Gadaleta stated that the first day of school for students would be September 4<sup>th</sup>, 2014.
- Mrs. Gadaleta noted the resolution for the 2 new hires.
- Mrs. Gadaleta noted the resolution for the payment of the final Superintendent Merit Goals for the 2013-14 School Year. Mrs. Gadaleta and the Board discussed the achievement of the goals, along with the results of the SGO's and the process.
- Mrs. Gadaleta informed the Board that 68 families participated in the Parent Visitation Day and the feedback was positive.
- Mrs. Gadaleta discussed the Character Ed Program, Soaring to New Heights, that was being run by Mrs. Codella. For the year, the district had 267 positive phone calls, while only 34 discipline calls. Mrs. Gadaleta also noted the excellent job that was done by the members of the safety team.
- Mrs. D'Alessandro asked about the ESY Program, Mrs. Gadaleta gave a description of the program.

**VI. Reorganization Action Items**

1. **RESOLVED** that the Board of Education approves the existing curriculum for the 2014-2015 school year.

**NOTES:** See Attachment A

Moved by: Mrs. D'Alessandro  
 Ayes: 4

Seconded by: Dr. Nitti  
 Nays: 0

2. **RESOLVED** that the Board of Education approves the existing textbooks, workbooks and software for the 2014-2015 school year.

**NOTES:** See Attachment B

Moved by: Mrs. D'Alessandro  
Ayes: 4

Seconded by: Dr. Nitti  
Nays: 0

3. **RESOLVED**, that the Board appoints the Steven J. Lella as the purchasing agent for the Essex Fells School District for the 2014-2015 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 \$26,000, 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: Mrs. D'Alessandro  
Ayes: 4

Seconded by: Dr. Nitti  
Nays: 0

4. **RESOLVED**, that the Board appoints the firm of Fogarty & Hara as Board Attorney, as per the proposal, for the 2014-2015 school year, at an hourly rate of \$165.00 for a partner and \$145 for an associate.

**NOTES:** See Attachment C

Moved by: Mrs. D'Alessandro  
Ayes: 4

Seconded by: Dr. Nitti  
Nays: 0

5. **RESOLVED** that Samuel Klein and Company be appointed to perform of the 2013-2014 audit in the amount of \$10,550.00 and be the auditor of record for the 2014-2015 school year.

**NOTES:** See Attachment D

Moved by: Mrs. D'Alessandro  
Ayes: 4

Seconded by: Dr. Nitti  
Nays: 0

6. **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 2014-2015 school year.

Moved by: Mrs. D'Alessandro  
Ayes: 4

Seconded by: Dr. Nitti  
Nays: 0

7. **RESOLVED** that Brown & Brown Benefits Advisors be appointed as the broker of record for the Health & Dental benefits programs for the 2014-2015 school year.

Moved by: Mrs. D'Alessandro  
Ayes: 4

Seconded by: Dr. Nitti  
Nays: 0

**8. 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, 2014, 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 2014-2015 school year.

Moved by: Mrs. D'Alessandro  
Ayes: 4

Seconded by: Dr. Nitti  
Nays: 0

**9. RESOLVED** that Robert E. Donahue be appointed Architect for the 2014-2015 school year, as per the proposal.

**NOTES:** See Attachment E

Moved by: Mrs. D'Alessandro  
Ayes: 4

Seconded by: Dr. Nitti  
Nays: 0

**10. 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: Mrs. D'Alessandro  
Ayes: 4

Seconded by: Dr. Nitti  
Nays: 0

**11. 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 \$2,653, commencing July 1, 2014 for the 2014-2015 school year.

Moved by: Mrs. D'Alessandro  
Ayes: 4

Seconded by: Dr. Nitti  
Nays: 0

12. **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, 2014 to June 30, 2015. 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: Mrs. D'Alessandro  
Ayes: 4

Seconded by: Dr. Nitti  
Nays: 0

13. **RESOLVED** that the Board of Education approves the 2014-2015 Petty Cash fund in the amount of \$300.00, to be administered by the Business Administrator/Board Secretary.

Moved by: Mrs. D'Alessandro  
Ayes: 4

Seconded by: Dr. Nitti  
Nays: 0

14. **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 \$2,000.00 stipend, for the 2014-2015 school year.

Moved by: Mrs. D'Alessandro  
Ayes: 4

Seconded by: Dr. Nitti  
Nays: 0

15. **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 2014-2015 school year, at an annual fee of \$1,250.00, 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 F

Moved by: Mrs. D'Alessandro  
Ayes: 4

Seconded by: Dr. Nitti  
Nays: 0

16. **RESOLVED** that the Board of Education appoints Michelle V. Gadaleta as the 504 Officer for the 2014-2015 school year.

Moved by: Mrs. D'Alessandro  
Ayes: 4

Seconded by: Dr. Nitti  
Nays: 0

17. **RESOLVED** that the Board of Education accepts and approves, as recommended by the Superintendent, the 2014-2015 School Safety Team members:

Michelle Gadaleta, Superintendent/Principal  
Catherine Codella, Specialist  
Jeanine Whitman, Coordinator  
Sara Dalton  
Kim McMahan  
Stacey Perry  
Carol D'Alessandro, Parent Representative

Moved by: Mrs. D'Alessandro  
Ayes: 4

Seconded by: Dr. Nitti  
Nays: 0

- 18. RESOLVED** that the Board of Education accepts and approves, as recommended by the Superintendent, the 2014-2015 District Evaluation Advisory Committee:

Michelle Gadaleta	Evaluator
Shani Drogin	BOE Representative
Amy Schachtel	Parent Representative
Judi Reynolds	Teacher Representative
Jeanine Whitman	Teacher Representative

Moved by: Mrs. D'Alessandro  
Ayes: 4

Seconded by: Dr. Nitti  
Nays: 0

- 19. RESOLVED** that the Board of Education accepts and approves, as recommended by the Superintendent, the 2014-2015 School Improvement Panel (SCIP):

Michelle Gadaleta, Superintendent/Principal  
Candice Belmont  
Debbie Emma  
Kelly Mitchell  
Judi Reynolds  
Laura Short

Moved by: Mrs. D'Alessandro  
Ayes: 4

Seconded by: Dr. Nitti  
Nays: 0

- 20. RESOLVED** that the Board of Education accepts and approves, as recommended by the Superintendent, the 2014-2015 District Testing Committee:

Michelle Gadaleta, Superintendent/Principal  
Jackie Castellano  
Nicole Cervino  
Judi Reynolds  
Jeanine Whitman

Moved by: Mrs. D'Alessandro  
Ayes: 4

Seconded by: Dr. Nitti  
Nays: 0

- 21. 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 2014-2015 school year.

Moved by: Mrs. D'Alessandro  
Ayes: 4

Seconded by: Dr. Nitti  
Nays: 0

- 22. RESOLVED** that the Board of Education reaffirms its Policies, Bylaws and Regulations Guides for the 2014-2015 school year.

Moved by: Mrs. D'Alessandro  
Ayes: 4

Seconded by: Dr. Nitti  
Nays: 0

23. **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 2014-2015 school year at a fee of \$7,150.00.

**NOTES:** See Attachment G

Moved by: Mrs. D'Alessandro  
Ayes: 4

Seconded by: Dr. Nitti  
Nays: 0

24. **RESOLVED** that the Board of Education approves Valley National Bank as the official Bank Depository for the Board of Education for the 2014-2015 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: Mrs. D'Alessandro  
Ayes: 4

Seconded by: Dr. Nitti  
Nays: 0

25. **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: Mrs. D'Alessandro  
Ayes: 4

Seconded by: Dr. Nitti  
Nays: 0

26. **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 2014-2015 school year.

Moved by: Mrs. D'Alessandro  
Ayes: 4

Seconded by: Dr. Nitti  
Nays: 0

27. **RESOLVED** that the Board of Education approves the annual preschool tuition rate of \$2,000 per student for 2014-2015 school year for a 5-day, 3-hour program.

Moved by: Mrs. D'Alessandro  
Ayes: 4

Seconded by: Dr. Nitti  
Nays: 0

28. **RESOLVED** that the Board of Education approves the 2014-2015 Custodial Holidays.

**NOTES:** See Attachment H

Moved by: Mrs. D'Alessandro  
Ayes: 4

Seconded by: Dr. Nitti  
Nays: 0

29. **RESOLVED** that the Board of Education accepts and approves, as recommended by the Superintendent, the appointment of Velma Conway, Occupational Therapist, for the 2014-2015 school year, at the following hours and rates:

Estimated 382 hours total at \$87.00/hour for:

- Treatment
- Evaluations
- IEPs/Progress Reports/Teacher Consultation/IEP Meeting

**Total school year cost not to exceed: \$33,2340**

Moved by: Mrs. D'Alessandro  
Ayes: 4

Seconded by: Dr. Nitti  
Nays: 0

30. **RESOLVED** that the Board of Education accepts and approves, as recommended by the Superintendent, the appointment of Wellness & Rehabilitation Services, Physical Therapist, for the 2014-2015 school year, at the following hours and rates:

Estimated 441 hours total at \$80.00/hour for:

- Treatment
- Data updates
- IEP Development/Progress Reports

Not to exceed \$35,280.00

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

Not to exceed \$2,500.00

**Total school year cost not to exceed: \$37,780.00**

Moved by: Mrs. D'Alessandro  
Ayes: 4

Seconded by: Dr. Nitti  
Nays: 0

31. **RESOLVED** that the Board of Education accepts and approves, as recommended by the Superintendent, the appointment of Pane Consulting, LLC (Frank and Heather Pane), Behaviorists, for the 2014-2015 school year, at the following hours and rates:

Estimated 258 hours total at \$90.00/hour for:

- Consultation (school/home)
- Assessments
- Extra 10 hours of consultation

Not to exceed: \$23,265.00

Estimated 40 hours at \$55.00/hour for:

- Curriculum development
- Data Review

Not to exceed: \$2,200.00

**Total school year cost not to exceed: \$25,465.00**

Moved by: Mrs. D'Alessandro  
Ayes: 4

Seconded by: Dr. Nitti  
Nays: 0

**32. RESOLVED** that the Board of Education accepts and approves, as recommended by the Superintendent, the appointment of Patrice Lisante, ABA, for the 2014-2015 school year, at the following hours and rates:

Estimated 160 hours at \$50.00/hour for:

- ABA Instruction/Home

Not to exceed: \$8,000.00

Estimated 60 hours at \$30.00/hour for:

- Update of Data

Not to exceed: \$1,800.00

**Total school year cost not to exceed: \$9,800.00**

Moved by: Mrs. D'Alessandro  
Ayes: 4

Seconded by: Dr. Nitti  
Nays: 0

**33. RESOLVED** that the Board of Education accepts and approves, as recommended by the Superintendent, the appointment of Debbie Rosenson, School Social Worker, for the 2014-2015 school year, at the following hours and rates:

10 evaluations per year at \$325 per evaluation

Moved by: Mrs. D'Alessandro  
Ayes: 4

Seconded by: Dr. Nitti  
Nays: 0

**34. RESOLVED** that the Board of Education accepts and approves, as recommended by the Superintendent, the appointment of Linda Costello, Language Arts Consultant, for the 2014-2015 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: Mrs. D'Alessandro  
Ayes: 4

Seconded by: Dr. Nitti  
Nays: 0

**35. RESOLVED** that the Board of Education accepts and approves, as recommended by the Superintendent, the services of ABA4unj providing a BCBA/Behavior Consultant, for the 2014-2015 school year, at the following hours and rates:

Estimated BCBA - 630 hours at \$65.00/hour for:

- School Program Development
- School Training/Oversight

Not to exceed: \$40,950.00

Estimated Behavior Consultant -72 hours at \$65.00/hour for:

- Home/Parent Training

Not to exceed: \$4,680.00

Estimated BCBA - 40 hours at \$100.00/hour for:

- Consultation Services

Not to exceed: \$4,000.00

**Total school year cost not to exceed: \$50,000.00**

Moved by: Mrs. D'Alessandro  
Ayes: 4

Seconded by: Dr. Nitti  
Nays: 0



36. **RESOLVED** that the Board of Education accepts and approves, as recommended by the Superintendent, the Out-of-District Program Costs at Garden Academy (Student 230166) for the 2014-2015 school year, at the following daily/yearly rates:

Estimated 180 days at \$558.03/day for:

- September 3, 2013 through June 17, 2014

**Total school year cost not to exceed: \$100,445.40**

Moved by: Mrs. D'Alessandro  
Ayes: 4

Seconded by: Dr. Nitti  
Nays: 0

37. **RESOLVED** that the Board of Education accepts and approves, as recommended by the Superintendent, the Out-of-District Program Costs at The Community School (Student 213014) for the 2014-2015 school year, at the following daily/yearly rates:

Estimated 180 days at \$212.28/day for:

- September 4, 2014 through June 5, 2015

**Total school year cost not to exceed: \$38,210.40**

Moved by: Mrs. D'Alessandro  
Ayes: 4

Seconded by: Dr. Nitti  
Nays: 0

38. **RESOLVED** that the Board of Education accepts and approves, as recommended by the Superintendent, the services of The Hearing Group for the 2014-2015 school year for the following evaluations:

Auditory Processing Evaluations (CAP) **\$600.00 each**  
Audiological Evaluations **\$200.00 each**

Moved by: Mrs. D'Alessandro  
Ayes: 4

Seconded by: Dr. Nitti  
Nays: 0

39. **RESOLVED** that the Board of Education accepts and approves, as recommended by the Superintendent, the services of St. Joseph's Children's Hospital (Dr. Joseph Holahan, Dr. Aparna Mallik, and Dr. Nancy Holahan) for the 2014-2015 school year for the following evaluations:

Neurodevelopmental Evaluations **\$400.00 each**

Moved by: Mrs. D'Alessandro  
Ayes: 4

Seconded by: Dr. Nitti  
Nays: 0

40. **RESOLVED** that the Board of Education accepts and approves, as recommended by the Superintendent, the services of St. Joseph's Children's Hospital (Dr. Poorvi Patel) for the 2014-2015 school year for the following evaluations:

Pediatric Neurological Evaluations **\$400.00 each**

Moved by: Mrs. D'Alessandro  
Ayes: 4

Seconded by: Dr. Nitti  
Nays: 0

**41. RESOLVED** that the Board of Education accepts and approves, as recommended by the Superintendent, the services of Mark P. Faber, M.D. Board Certified, Child and Adult Psychiatry, for the 2014-2015 school year for the following evaluations:

Psychiatric Evaluations **\$550.00 each**

Moved by: Mrs. D'Alessandro	Seconded by: Dr. Nitti
Ayes: 4	Nays: 0

**42. RESOLVED** that the Board of Education accepts and approves, as recommended by the Superintendent, the services of John McGinley, Ph.D. for the 2014-2015 school year for the following evaluations:

Psychoeducational and Neuropsychological Evaluations **\$3,500.00 each**

Moved by: Mrs. D'Alessandro	Seconded by: Dr. Nitti
Ayes: 4	Nays: 0

**43. RESOLVED** that the Board of Education approves the appointment of Dr. Howard Schlachter as medical inspector for the 2014-2015 school year, at a rate of \$200.00 per employee physical examination.

Moved by: Mrs. D'Alessandro	Seconded by: Dr. Nitti
Ayes: 4	Nays: 0

**44. RESOLVED**, that the Board appoints Netwerx Plus for IT Services, for the 2014-2015 school year, at an hourly rate of \$40.

**NOTE:** \*Requested proposal from Netwerx Plus

Moved by: Mrs. D'Alessandro	Seconded by: Dr. Nitti
Ayes: 4	Nays: 0

**VII. Superintendent's Resolutions**

**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/or math and Mrs. Gadaleta exceeded expectations relative to the teacher evaluation requirements.

**NOTE:** See Attachment

Moved by: Mrs. D'Alessandro	Seconded by: Dr. Nitti
Ayes: 4	Nays: 0

**2. 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: Judi Reynolds  
 Event: Gearing Up For PARCC Workshop  
 Location: William Paterson University  
 Date: 6/5/14  
 Cost: \$0

Staff Member: Kathleen Natalino  
Event: Genesis Seminar – Designing Report Cards  
Location: Bellmawr School District, Bellmawr, NJ  
Date: 6/10/14  
Cost: \$58.78 mileage

Staff Member: Candice Belmont  
Event: Wilson Reading System Introductory Workshop  
Location: Holiday Inn, Saddlebrook, NJ  
Date: 8/11-13/14  
Cost: \$509

Staff Member: Steven Lella  
Event: Annual NJASBO Conference  
Location: Borgata Hotel – Atlantic City  
Date: 6/4/14 – 6/6/14  
Cost: Tolls - \$16.10

Staff Member: Michelle V. Gadaleta  
Event: Various Conferences/Workshops  
Location: Various Locations  
Date: 2013-14 School Year  
Cost: Mileage - \$311.46

Moved by: Mrs. D’Alessandro  
Ayes: 4

Seconded by: Dr. Nitti  
Nays: 0

**3. RESOLVED** that the Board of Education accepts and approves, as recommended by the Superintendent, the Use of Facilities Request for the following:

Essex Fells Recreation Department – Soccer (Grades PreK, K, 1-4)  
9/14/14 – 11/14/14  
Tuesday & Friday: 3:10pm – Dusk  
Monday, Wednesday, Thursday: 4:30pm – Dusk  
Saturday: 9:00am - Dusk

Moved by: Mrs. D’Alessandro  
Ayes: 4

Seconded by: Dr. Nitti  
Nays: 0

**4. RESOLVED** that the Board of Education accepts and approves, as recommended by the Superintendent, the revision to the 2014-2015 school calendar.

Friday, May 8, 2015 – Early Dismissal

**NOTES:** See Attachment #1

Moved by: Mrs. D’Alessandro  
Ayes: 4

Seconded by: Dr. Nitti  
Nays: 0

**5. RESOLVED** that the Board of Education accepts and approves, as recommended by the Superintendent, the following administrative salaries for the 2014-2015 school year:

Michelle Gadaleta	Supt/Principal	\$125,000
Steven J. Lella	Business Administrator	\$ 90,000

Moved by: Mrs. D'Alessandro	Seconded by: Dr. Nitti
Ayes: 4	Nays: 0

**6. RESOLVED** that the Board of Education accepts and approves, as recommended by the Superintendent, the following teaching staff for the 2014-2015 school year:

<u>Name</u>	<u>FTE</u>	<u>Guide</u>	<u>Step</u>	<u>14-15 Salary</u>	<u>Position</u>
Rosalie Almeida	1.00	BA +30	5	\$59,837	2 <sup>nd</sup> – Inclusion
Nicole Aramando	.80	MA	1	\$46,038	School Psych
Michelle Barshay	1.00	BA +30	7	\$61,671	4 <sup>th</sup>
Candice Belmont	1.00	BA	1	\$52,306	5 <sup>th</sup> - Inclusion
Laura Brutman	1.00	MA	7	\$62,623	1st
Nina Buonomo	1.00	MA +15	11	\$70,357	6 <sup>th</sup>
Marisa Burger	1.00	MA + 15	1	\$58,737	Pre K -Inclusion
Emily Calistri	1.00	MA +15	3	\$60,216	4 <sup>th</sup> – Inclusion
Nicole Cervino	1.00	MA	1	\$57,547	3rd
Catherine Codella	.70	MA	9	\$45,601	Art Therapist
Monica Craveiro	1.00	BA +15	2	\$55,082	5th
Sara Dalton	1.00	BA +15	1	\$54,451	6th
Debbie Emma	1.00	BA	13	\$69,763	BSI
Vanessa Facendola	.80	MA	2	\$46,542	Speech Therapist
Sarah Fernandes	1.00	MA	10	\$72,209	LDT-C
Kristin Gann	1.00	BA	15	\$76,066	K
Susan Hacker	1.00	MA	7	\$62,623	4th
Deanna Hromoko	1.00	MA +30	10	\$70,543	1 <sup>st</sup> - Inclusion
Katie McLain	1.00	MA +15	2	\$59,368	3 <sup>rd</sup> - Inclusion
Kimberly McMahan	1.00	BA	7	\$57,381	2nd
Catherine McNish	.40	BA + 15	2	\$22,033	Art
Kelly Mitchell	1.00	MA +15	8	\$64,961	K
Stacey Perry	1.00	MA	6	\$61,707	2 <sup>nd</sup>
Laura Quinn	1.00	BA	2	\$52,936	Pre K
Laura Short	1.00	MA	13	\$75,003	K – Inclusion
Kimberly Trafford	.50	MA + 15	1	\$29,369	Media Center
John Trogani	1.00	BA	7	\$57,381	Music

John Viggiano	1.00	MA	5	\$60,789	Phys Ed
Jeanine Whitman	1.00	MA +30	10	\$70,543	6 <sup>th</sup> - Inclusion
Dorotea Banek	1.00	MA +30	15		\$84,642
				Longevity	\$900
				Total	\$85,542
Jackie Castellano	1.00	MA +30	17		\$93,081
				Longevity	\$1,181
				Total	\$94,262
Gail Elłowitch	1.00	BA +15	17		\$85,863
				Longevity	\$1,181
				Total	\$87,044
Lisa Massaro	1.00	MA +15	15		\$82,199
				Longevity	\$900
				Total	\$83,399
Judi Reynolds	1.00	MA +30	13		\$78,338
				Longevity	\$900
				Total	\$79,238

Moved by: Mrs. D'Alessandro	Seconded by: Dr. Nitti
Ayes: 4	Nays: 0

**7. RESOLVED** that the Board of Education accepts and approves, as recommended by the Superintendent, the appointment of the following paraprofessional staff members for the 2014-2015 school year, 184 days:

Christin Beam	7 hr/day @ \$18/hr	\$23,184
Katelyn Brower *	7 hr/day @ \$18/hr	\$23,184
Allison Kelley	7 hr/day @ \$18/hr	\$23,184
Patricia Pakonis	7 hr/day @ \$18/hr	\$23,184
Courtney VanDuyne	7 hr/day @ \$18/hr	\$23,184

**NOTE:** \* New Staff Member – See attachment #2; pending the required criminal history and background check

Moved by: Mrs. D'Alessandro	Seconded by: Dr. Nitti
Ayes: 4	Nays: 0

8. **RESOLVED** that the Board of Education accepts and approves, as recommended by the Superintendent, the following custodial salaries for the 2014-2015 school year:

Santiago Galindo	\$38,770
Adi Sulisty	\$71,095
Lucy Sulisty	\$39,525

Moved by: Mrs. D'Alessandro	Seconded by: Dr. Nitti
Ayes: 4	Nays: 0

9. **RESOLVED** that the Board of Education accepts and approves, as recommended by the Superintendent, the following administrative assistant support staff salaries for the 2014-2015 school year:

Beth Leggett	\$53,849
Kathleen Natalino	\$42,449

Moved by: Mrs. D'Alessandro	Seconded by: Dr. Nitti
Ayes: 4	Nays: 0

10. **RESOLVED** that the Board of Education accepts and approves, as recommended by the Superintendent the appointment of Mrs. Judi Reynolds to the positions of PreK-3 Lead Teacher, I&RS/504 Coordinator, and Assistant Test Coordinator effective September 2014 to June 2015 at an annual stipend amount of \$2,500.00.

Moved by: Mrs. D'Alessandro	Seconded by: Dr. Nitti
Ayes: 4	Nays: 0

11. **RESOLVED** that the Board of Education accepts and approves, as recommended by the Superintendent, the appointment of Mrs. Jeanine Whitman to the positions of 4-6 Lead Teacher, I&RS/504 Coordinator, and Assistant Test Coordinator effective September 2014 to June 2015 at an annual stipend amount of \$2,500.00.

Moved by: Mrs. D'Alessandro	Seconded by: Dr. Nitti
Ayes: 4	Nays: 0

12. **RESOLVED** that the Board of Education accepts and approves, as recommended by the Superintendent, the payment of a \$1,000.00 stipend to Sonja Oftedal for serving as coordinator of the district's child study team for the 2013-2014 school year.

Moved by: Mrs. D'Alessandro	Seconded by: Dr. Nitti
Ayes: 4	Nays: 0

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

Nicole Aramando	\$200.00
Gail Ellowitch	\$250.00
Santiago Galindo	\$250.00
Katie McLain	\$250.00

Catherine McNish	\$125.00
Adi Sulisty	\$250.00
Lucy Sulisty	\$125.00
Kimberly Trafford	\$112.50

**NOTES:** Pending completion of school year

Moved by: Mrs. D'Alessandro  
Ayes: 4

Seconded by: Dr. Nitti  
Nays: 0

- 14. RESOLVED** that the Board of Education accepts the recommendation of the Superintendent and approves Jackie Castellano for technology input/infrastructure during the summer of 2014 at \$45/hour for a maximum of 100 hours.

Moved by: Mrs. D'Alessandro  
Ayes: 4

Seconded by: Dr. Nitti  
Nays: 0

- 15. RESOLVED** that the Board of Education accepts the recommendation of the Superintendent and approves the employment of the following students assistant in the custodial department for the 2014 summer, at the rate of \$10.00 per hour for a total of 50 hours each.

Grant Bradley  
Luke Pryor  
Andrew Rubino

Moved by: Mrs. D'Alessandro  
Ayes: 4

Seconded by: Dr. Nitti  
Nays: 0

- 16. RESOLVED** that the Board of Education accepts and approves, as recommended by the Superintendent, the following stipend position for the 2013-2014 school year at the contractual rate:

Catherine Codella (replacing Dorotea Banek) – Camp Mason

Moved by: Mrs. D'Alessandro  
Ayes: 4

Seconded by: Dr. Nitti  
Nays: 0

- 17. RESOLVED** that the Board of Education accepts and approves, as recommended by the Superintendent, the following stipend positions for the 2014-2015 school year at the contractual rate:

Jackie Castellano	Technology Coordinator - \$1,775
Deana Hromoko	Student Council - \$650 *split
Nina Buonomo	Student Council - \$650 *split
Dorotea Banek	Camp Mason - \$560
Nina Buonomo	Camp Mason - \$560
Catherine Codella	Camp Mason - \$560
Sara Dalton	Camp Mason - \$560
Gail Ellowitch	Camp Mason - \$560

Officer Scott Jones	Camp Mason - \$560
Katie McNish	Camp Mason - \$560
John Trogani	Camp Mason - \$560
John Viggiano	Camp Mason - \$560
Jeanine Whitman	Camp Mason - \$560

Nicole Aramando	Camp Mason Alternate - \$560
Emily Calistri	Camp Mason Alternate - \$560
Vanessa Facendola	Camp Mason Alternate - \$560
Sarah Fernandes	Camp Mason Alternate - \$560
Susan Hacker	Camp Mason Alternate - \$560
Kimberly McMahon	Camp Mason Alternate - \$560

John Trogani	Lunch Duty @ \$30/hr
John Viggiano	Lunch Duty @ \$30/hr

Moved by: Mrs. D'Alessandro	Seconded by: Dr. Nitti
Ayes: 4	Nays: 0

**18. RESOLVED** that the Board of Education accepts and approves, as recommended by the Superintendent, the appointment of Laura Quinn, Teacher, BA, Step 2, at a salary of \$52,936, for the 2014-2015 school year, pending the required criminal history and background check.

**NOTE:** See Attachment #3

Moved by: Mrs. D'Alessandro	Seconded by: Dr. Nitti
Ayes: 4	Nays: 0

**19. RESOLVED** that the Board of Education accepts and approves, as recommended by the Superintendent, the appointment of Marisa Burger, Special Education Teacher, MA + 15, Step 1, at a salary of \$58,737, for the 2014-2015 school year, pending the required criminal history and background check.

Moved by: Mrs. D'Alessandro	Seconded by: Dr. Nitti
Ayes: 4	Nays: 0

**20. RESOLVED** that the Board of Education accepts and approves, as recommended by the Superintendent, the Maternity/Disability Leave of Absence for Laura Brutman from on or about Friday, November 21, 2014 through on or about Wednesday, February 18, 2015, using a total of 49 school days, 15 as sick days and the remainder as unpaid leave of absence days.

**NOTES:** Letter attached #4

Moved by: Mrs. D'Alessandro	Seconded by: Dr. Nitti
Ayes: 4	Nays: 0



21. **RESOLVED** that the Board of Education accepts and approves, as recommended by the Superintendent, the Extended School Year (ESY) Program for Summer 2014, and

**BE IT FURTHER RESOLVED** that the Board of Education accepts and approves, as recommended by the Superintendent, the following staff members for the 2014 Extended School Year (ESY) Program:

Judi Reynolds	Summer 2014 Lead Teacher (\$45/hr)
Jeanine Whitman	Summer 2014 Lead Teacher (\$45/hr)
Candice Belmont	Resource Center Teacher for ESY (\$45/hr) 6/27/14-8/1/14
Katie McLain	Resource Center Teacher for ESY (\$45/hr) 6/27/14-8/1/14
Nicole Aramando	Social Skills Teacher (\$45/hr) 6/27/14-8/1/14
Marisa Burger	Paraprofessional for ESY (\$18/hr) 6/30/14-8/1/14

**NOTES:** Michelle V. Gadaleta, ESY Supervisor

Moved by: Mrs. D'Alessandro  
Ayes: 4

Seconded by: Dr. Nitti  
Nays: 0

22. **RESOLVED** that the Board of Education accepts and approves, as recommended by the Superintendent, the Professional Services Agreements for Related Services for students in accordance with their IEP's for the Extended School Year (Summer 2014) Program as follows:

**OT: Velma Conway**

Estimated 17.5 hours total at \$85/hour for:

- Treatment

**Total summer cost not to exceed: \$1,487.50**

**PT: Wellness & Rehabilitation Services**

Estimated 22.5 hours total at \$80/hour for:

- Treatment
- Update of records

**Total summer cost not to exceed: \$1,800.00**

**BCBA: Pane Consulting, LLC (Heather Pane)**

Estimated 15 hours total at \$90.00/hour (school/home)

Not to exceed: \$1,350.00

Estimated 2 hours total at \$55.00/hour for:

- Curriculum development
- Data Review

Not to exceed: \$110.00

**Total summer cost not to exceed: \$1,460.00**

**ABA: Patrice Lisante**

Estimated 28 hours at \$40.00/hour for:

- ABA Instruction/Home

Not to exceed: \$1,200.00

Estimated 3 hours at \$30.00 for

- Update of Data

Not to exceed: \$90.00

**Total summer cost not to exceed: \$1,290.00**

**Speech: Therapy Source**

Estimated 30 hours at \$90.00/hour for:

- Direct Instruction

**Total summer not to exceed: \$2,700.00**

Moved by: Mrs. D'Alessandro  
Ayes: 4

Seconded by: Dr. Nitti  
Nays: 0

23. **RESOLVED** that the Board of Education accepts and approves, as recommended by the Superintendent, the Out of District Program costs for Garden Academy for Summer 2014 in the following amount:

Summer (2014) 30 days total at \$558.03/day

**Total Summer Program Not to Exceed \$16,740.90**

Moved by: Mrs. D'Alessandro  
Ayes: 4

Seconded by: Dr. Nitti  
Nays: 0

24. **RESOLVED** that the Board of Education accepts and approves, as recommended by the Superintendent, the Out of District Transportation costs through the Sussex County Co-op (Student 230166) for the 2014-2015 school year in the following amounts:

Summer (2014) 30 days total at \$TBD/day

**Total Summer Program Not to Exceed \$XXXX.00**

School Year (2014-15) 180 days total at \$TBD/day

**Total School Year Program Not to Exceed \$XXXX.00**

Moved by: Mrs. D'Alessandro  
Ayes: 4

Seconded by: Dr. Nitti  
Nays: 0

- 25. **RESOLVED** that the Board of Education accepts and approves, as recommended by the Superintendent, the Out of District Transportation costs through the Sussex County Co-op (Student 213014) for the 2014-2015 school year in the following amounts:

School Year (2014-15) 180 days total at \$TBD/day

**Total School Year Program Not to Exceed                      \$XXXX.00**

Moved by: Mrs. D'Alessandro  
Ayes: 4

Seconded by: Dr. Nitti  
Nays: 0

- 26. **RESOLVED** that the Board of Education accepts and approves, as recommended by the Superintendent, the following staff members for the Language Arts Summer PreK-6 Curriculum Revision Committee, on June 24 (9:00am-12 noon) and June 25 (9:00am-2:00pm), at the teacher contractual rate of \$45/hr:

- Dorotea Banek
- Michelle Barshay
- Candice Belmont
- Laura Brutman
- Nina Buonomo
- Nicole Cervino
- Debbie Emma
- Deana Hromoko
- Lisa Massaro
- Katie McLain
- Kimberly McMahan
- Kelly Mitchell
- Stacey Perry
- Judi Reynolds
- Jeanine Whitman

Moved by: Mrs. D'Alessandro  
Ayes: 4

Seconded by: Dr. Nitti  
Nays: 0

- 27. **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 2013-2014 school year to the County Office of Education.

Moved by: Mrs. D'Alessandro  
Ayes: 4

Seconded by: Dr. Nitti  
Nays: 0

- 28. **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 2013-2014 school year to the County Office of Education.

Moved by: Mrs. D'Alessandro  
Ayes: 4

Seconded by: Dr. Nitti  
Nays:

29. **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 2013-2014 school year.

Moved by: Mrs. D'Alessandro  
Ayes: 4

Seconded by: Dr. Nitti  
Nays: 0

30. **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 2014-2015 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: Mrs. D'Alessandro  
Ayes: 4

Seconded by: Dr. Nitti  
Nays: 0

**VIII. Business Administrator's Report**

- Mr. Lella pointed out the additional resolutions regarding the toilet waiver for the 14-15 School Year, the awarding of the new copier contract for the 14-15 School Year, and the implementation of the TIENET Software for the CST.

**IX. Business Resolutions**

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

Workshop Meeting Minutes	5/7/14
Regular Meeting Minutes	5/21/14

Moved by: Mrs. D'Alessandro  
Ayes: 4

Seconded by: Dr. Nitti  
Nays: 0

2. **RESOLVED** that the Board of Education approves the bills and claims for June 2014 in the total amount of \$108,748.23 as certified by the Business Administrator/Board Secretary; and

**BE IT FURTHER RESOLVED**, that the Board of Education approves the payroll for May 2014 as certified by the Business Administrator and approved by the Superintendent and Board President in the total amount of \$277,551.19 including \$258,408.66 for the gross payroll, \$4,012.11 for the Board's share of FICA/Medicare and \$15,130.42 for the State's share of FICA/Medicare.

Moved by: Mrs. D'Alessandro  
Ayes: 4

Seconded by: Dr. Nitti  
Nays: 0

3. **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: Mrs. D'Alessandro      Seconded by: Dr. Nitti  
Ayes: 4                                      Nays: 0

4. **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: Mrs. D'Alessandro      Seconded by: Dr. Nitti  
Ayes: 4                                      Nays: 0

5. **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 2014-2015 school year.

Moved by: Mrs. D'Alessandro      Seconded by: Dr. Nitti  
Ayes: 4                                      Nays: 0

6. **BE IT RESOLVED** "to award a 60 month state contract lease effective July 1, 2014 to Atlantic, Bloomfield NJ, to upgrade the 3 copiers in the district for a monthly lease cost of \$698, and cost per print of \$0.0053."

7. **WHEREAS**, the Essex Fells Board of Education (hereinafter referred to as the "Board") desires to purchase software used for the creation and modification of individualized education programs for students with special needs; and

**WHEREAS**, MAXIMUS K-12 Education, Inc. (hereinafter referred to as "Maximus") has offered to provide TIENET software services for the Board for a total contract sum of \$13,361 in accordance with the terms and conditions of the proposed Agreements and Addendums which are attached hereto and made a part hereof; and

**WHEREAS**, N.J.S.A. 18A:18A-1 et seq. allows the Board to award the contract without public bidding; and

**WHEREAS**, based upon the reputation and specialized training and experience of Maximus and its TIENET software program, the Board has determined that the proposal submitted by Maximus is the most advantageous to the Board, price and other factors considered, and the Board desires to award a contract to Maximus for the 2014-2015 school year.

**NOW, THEREFORE, BE IT RESOLVED** that the Board hereby enters into a contract for software services for the 2014-2015 school year with Maximus in the amount of \$13,361 in accordance with the terms of the Agreements and Addendums attached hereto.

**BE IT FURTHER RESOLVED** that the Board authorizes the Board President and the Business Administrator/Board Secretary to execute the agreements with Maximus as well as any other documents necessary to effectuate the award.

Moved by: Mrs. D'Alessandro      Seconded by: Dr. Nitti  
Ayes: 4                                      Nays: 0

**X. Old Business / Board Discussion**

- BOE and Superintendent/District Goals will be discussed and approved in August.

**XI. New Business / Board Discussion**

- The August 20<sup>th</sup> meeting date will be moved to August 6<sup>th</sup>.
- Mrs. Gadaleta thanked the community for the classroom book donations.

**XII. Meeting Open for Public Comment**

- No comment.

**XIII. Adjournment**

The public meeting of the Board of Education was adjourned at 9:09 P.M. The next Regular Meeting will be held on Wednesday, August 6, 2014 at 7:30 P.M. in the Media Center.

Moved by: Mrs. D'Alessandro      Seconded by: Dr. Nitti  
Ayes: 4                                      Nays: 0

**Enrollment Count: 2013-2014**

Teacher	Section	Total	M	F
Ms. Mitchell/Ms. Almeida(Ms. Burger)-AM	PS	13	7	6
Ms. Mitchell/Ms. Almeida(Ms. Burger)-PM	PS	13(14**)	6(7**)	7
Mrs. Emma	KE	14	10	4
Mrs. Gann/Mrs. Short	KG/S	12(13*)	7(8*)	5
Mrs. Massaro/Ms. Cervino	1M/C	20	7	13
Mrs. Brutman/Mrs. Hromoko	2B/H	11	5	6
Ms. McMahon	2M	12	5	7
Mrs. Perry/Ms. McLain	3P/M	13	3	10
Mrs. Reynolds	3R	13	3	10
Mrs. Barshay/Mrs. Calistri	4B/C	13	7	6
Mrs. Hacker	4H	11	6	5
Mrs. Banek	5B	18	6	12
Ms. Craveiro/Ms. Belmont	5C/B	19	8	11
Mrs. Buonomo/Mrs. Whitman	6B/W	13	8	5
Ms. Dalton	6D	13	8	5
Out-of-District		3		
<b>TOTALS</b>		<b>212 +</b>	<b>96</b>	<b>112</b>

- \* PM session
- \*\* Services only
- + Total includes 3 out-of-district students and 1 services only student

**Fire Drills: 2013-2014**

Month	Fire Drill	Emergency Drill
September	9-16-13	Lockdown 9-30-13
October	10-22-13	Lockdown 10-24-13
November	11-18-13	Lockdown 11-21-13
December	12-19-13	Lockdown 12-16-13
January	1-13-14	Lockdown 1-21-14
February	2-28-14	Lockdown 2-21-14
March	3-31-14	Lockdown 3-21-14
April	4-25-14	Evacuation to bleachers 4-28-14
May	5-28-14	Lockdown 5-30-14
June	6-13-14	Evacuation to Hathaway Lane 6-6-14

**HIB / V&V Report**

As of Date of BOE Meeting	9/18/13	10/16/13	11-20-13	12-18-13	1-22-14	2-19-14	3-19-14	4-23-14	5-21-14	6-18-14
TOTAL # of Reported Incidents	1	1	0	0	0	0	0	0	0	0
Number of Unfounded Incidents	1	1	0	0	0	0	0	0	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