

MINUTES OF A REGULAR MEETING
OF THE
RUTHERFORD BOARD OF EDUCATION
AUGUST 9, 2004

A regular meeting of the Board of Education was held on Monday evening, August 9, 2004 in the Borough Hall Council Chambers. Meeting was called to order by President Cevasco at 7:35 P.M. with the Pledge of Allegiance to the Flag.

On roll call the following members were present: Mrs. Cevasco, Mr. Ferguson, Mr. McLean, Mrs. Monahan, Mr. Novosielski, and Mrs. Williams. Mrs. Ahmed, Mr. Casadonte, and Mr. Jasko were absent for the entire meeting. Also present were Mrs. Conlon, Mr. Brown, and Mr. Fogarty.

N.J. OPEN PUBLIC MEETINGS LAW

The New Jersey Open Public Meetings Law was enacted to ensure the right of the public to have advance notice of and to attend the meeting of public bodies at which any business affecting their interests is discussed or acted upon. In accordance with the provisions of this Act, the Rutherford Board of Education has caused notice of this meeting to be published by having the date, time and place thereof posted on the bulletin board outside the Borough Clerk's Office, mailed to the News Leader, Herald, South Bergenite, and the Record newspapers, and filed with the Borough Clerk.

MINUTES APPROVAL

1. Resolution by Mr. Novosielski, seconded by Mrs. Williams.
BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION that the minutes of the Regular Meeting of July 12, 2004 be approved as recorded.

Roll Call Vote:

Mrs. Ahmed – absent	Mr. Ferguson – aye	Mrs. Monahan – aye
Mr. Casadonte – absent	Mr. Jasko – absent	Mr. Novosielski – aye
Mrs. Cevasco – aye	Mr. McLean – aye	Mrs. Williams – aye

REPORT OF THE PRESIDENT:

MEETING OPEN TO THE PUBLIC: (Agenda Items Only) 7:43 P.M. No comments made.

NEW BUSINESS (Action to be Taken)

UNIFORM MEMORANDUM OF AGREEMENT

1. Resolution by Mr. Ferguson, seconded by Mrs. Williams.
BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION to approve the Uniform Memorandum of Agreement between the Rutherford Board of Education and the Rutherford Police Department for the 2004-2005 school year.

Roll Call Vote:

Mrs. Ahmed – absent	Mr. Ferguson – aye	Mrs. Monahan – aye
Mr. Casadonte – absent	Mr. Jasko – absent	Mr. Novosielski – aye
Mrs. Cevasco – aye	Mr. McLean – aye	Mrs. Williams – aye

PERSONNEL:

Motion by Mr. Monahan, seconded by Mr. Novosielski to move the following resignations, retirements, salary adjustments, reassignments, appointments, etc., pending approval from the State Department of Education, subject to the New Jersey Criminal Background Check and other legal requirements.

Approved.

Motion by Mrs. Monahan, seconded by Mr. Novosielski to approve Personnel Items #1 and #2

BEATRIZ KACMARIK

1. Motion to accept the resignation of Mrs. Beatriz Kacmarik, elementary Spanish teacher, effective 7/8/04.

EDWARD BOSLAND

2. Motion to accept the resignation of Mr. Edward Bosland, social studies teacher, effective 7/21/04.

Approved.

Motion by Mrs. Monahan, seconded by Mr. Ferguson to approve Personnel Items #3 through #24.

EMERGENT HIRES

3. BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION to employ the following applicant(s) under the emergent hiring law as per the State Department of Education:

Daniel Garippa - Custodian

SERVICE PROVIDER

4. BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION to adjust the previously approved dollar amount for the following Child Study Team service provider;

Neurology Group of Bergen County From: \$350.00 per neurological evaluation
To: \$390.00 per neurological evaluation

SERVICE PROVIDER

5. BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION for the Child Study Team to utilize the services of Stacy Montalto to provide ABA home services for up to 4 hours per month at \$39.00 per hour.

SERVICE PROVIDER

6. BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION for the Child Study Team to utilize the services of Dr. Paul Berman to provide Visual Perception Evaluations to students at a cost of \$450.00 per evaluation and report.

ADULT SCHOOL

7. BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION to approve the following Rutherford Adult School salaries effective 7/1/04:

Louis Raniero, Director	\$22,400
Marianne Novak, Day Secretary	\$13.00 per hour
Lorraine Hozak, Evening Secretary	\$12.00 per hour

HASP EMPLOYEES

8. BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION for HASP to employ the following at the listed hourly salaries for the 2004-2005 school year:

Steve Caufield, Site Manager	\$15.50
Nina Morrone, Assistant	13.00
<u>Counselors:</u>	
Paula Barry	10.25
Christopher Caufield	11.00
Carol DePinto	11.50
Bernadette Dunne	12.50
Kelly Gardener	11.00
Lacey Gardener	8.50
Loretta Jakubas (A.M. only)	11.50
Elizabeth Ovarsi (A.M. & Bus)	13.75
Leandra Ragone	11.00
Lisa Ramos	12.00
Sheila Semencz	12.25
Donna Spiro	12.75
Dana Truszkowski	12.00
David Weinbrecht	10.50
Erin McGorry (counselor-in-training)	6.00
Paula Risoli (clerical assistance)	12.00

ELEM. CO-CURRICULAR

9. BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION to approve the following elementary co-curricular assignments and stipends for the 2004-2005 school year pending further negotiations:

	<u>Union</u>		<u>Pierrepont</u>		<u>WASAL</u>	
Elementary Band	Elaine O'Neill	\$1,566	Erl Nordstrom	1,566	J. Cavezza	\$1,566
Intramurals	OPEN	1,208	Peter Pampulevski	1,208		
Yearbook	Dorothy Meissner	583	Greg Canning	583		
Student Council	Louise Hetzel	291.50	Cory Willey	583		
	Ellen Haug	291.50				
Choral Director	Tricia Lalla	583	Connie DeFazio	583		
Class Advisor Gr. 8	Chris Viola	583	Greg Canning	583		
Newspaper/Literary Journal	---		Margaret Byrnes	242.50		
			Danielle Sabato	242.50		
Poetry Book	Louise Hetzel	413	---			
School Store	Carolynn Griffiths	413	Alan Goodman	413		
Computer Specialist	Donna Powers	2,530	Danielle Sabato	2,530		
Poetry Book Typist	Larry Sandmeyer	192	---			
Safety Patrol Advisor	Michael Blanchard	583	JoAnn Garabedian	583		
Drama Club	Tricia Lalla	485	Anthony Bucco	485		
Homework Club	OPEN	413	Christina Hayunga	413		
World Language Club	OPEN	239	Harriet Saxon	119.50		
			Patricia Cormack	119.50		
Odyssey of the Mind	OPEN	1,500	OPEN	1,500	J. Kochan	\$1,500
Computer Monitor	OPEN	\$11.75/per hr	Greg Canning	\$11.75/per hr		

H.S. CO-CURRICULAR

10. BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION to approve the following personnel and stipends listed for the 2004-2005 school year, subject to the successful completion of duties and pending further negotiations. The Board reserves the right to cancel any activity in which sufficient students do not participate.

2005 Class Sponsors 12th Grade (2)	Jason Narozny	\$1,215.00
	Michael Stracco	1,215.00
2006 Class Sponsors 11th Grade (2)	Rufina Rodriguez	1,033.50
	Timothy Ajala	1,033.50
2007 Class Sponsor 10th Grade (2)	Judith DePasquale	861.00
	Judith Leonard	861.00
2008 Class Sponsor 9th Grade (1)	Deborah Katchen	833.00
Intramurals (6)	Charles Terry	1435.00
	Douglas Loucks	1435.00
	Joan Lord	1435.00
	Kathryn Bertrand	1435.00
Senior Play Director	Christine Williams	1,803.00

Senior Play Music Director	OPEN	1,523.00
Senior Play Choreographer	Amy Justice	857.00
Stage Crew Director	Michael Davidson	2,254.00
Vocal Ensemble (Special Chorus)	Denis Mullins	918.00
Audio Visual Aids	William Mains	2,945.00
Yearbook - Art & Literary	Ann Marie Miller	2,970.00
Yearbook - Business	Judith DePasquale	1,694.00
R-Hi Newspaper	OPEN	1,680.00
All School Play Director	Michael Stracco	1,803.00
G.O. Collector	Audrey Blinstrub	2,458.00
Student Council	Judith Leonard	2,549.00
Band Director	Donald Baker	3,414.00
Band Front Director	Sheri Wisk	1,284.00
Percussion Instructor	Jason Carroll	1,296.00
Drill Instructor	Dave Goss	1,796.00
Math Team	Alison Heinzl	991.00
National Honor Society	Debra DeLia	416.50
	Marisa Yoda	416.50
Academic Decathlon	Jason Narozny	2,549.00
E.R.A.S.E. (2)	Judith DePasquale	834.00
	Douglas Demo	834.00
Popcert Director	Dennis Mullins	1,803.00

Classification I:

Art Club	Constance Crowell	239.00
Biology Club	Patricia Germain	239.00
Chemistry Club	Mark Rojowski	239.00
French Club	Bonnie Donnell	239.00
Gourmet Club	Geraldine Howard	239.00
Spanish Club	Gloria Sampedro	239.00

Classification II:

Computer Club	Michael Davidson	311.00
Drama Club	Christine Williams	311.00
Foreign Language Honor Society	Edwin Rentel/ Bonnie Donnell	155.50 155.50
Health Career Club	Judith DePasquale	311.00
Asian Club	Mary Kotsopulos	311.00
Photography Club	Steven Mett	311.00
Psychology Club	OPEN	311.00

Classification III:

Chess Club	Len Baylor	383.00
FBLA	Carol Drewes Judith Leonard	191.50 191.50
Interact Club	Rita O'Neill-Wilson	383.00
Mock Trial	OPEN	383.00
Pep Club	Judith Leonard	383.00
SCRIBE	Melissa Candurra	383.00
Ski Club	OPEN	383.00
Varsity Club	Frank Morano	383.00

Non-Stipend Positions

Costumes – Senior Musical	Christine Williams
Newcomers Club	Lynda Meredith
Future Politicians	Nicholas Moccia
Rtv Club	Alan Weber
Theology Club	Alison Heinzl
Future Teachers of America	Margaret Nastasi
Public Relations	Lori Dernelle
S.A.D.D.	Frank Stout
AP Exams	Barbara Weissman
Future Problem Solvers	Brenda Fargo
Repertory	Christine Williams
Amnesty International	Amy Justice

Weight Room Advisors:

John DePalma
Jeffrey Slominsky

COACHING ASSIGNMENTS

11. BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION to approve the following coaching assignments for the 2004-2005 school year per agreement between the Rutherford Board of Education and the Rutherford Education Association pending further negotiations:

Head Football	John DePalma	\$6,400 (1-4)
Assistants	Frank Stout	3,974 (1-4)
	John Herninko	3,974 (1-4)
	Robert Urbanovich	3,974 (1-4)
	Roger Kotlarz	3,974 (1-4)
	Frank Morano	3,974 (1-4)
	John Zisa	Volunteer
	Ed Suri	Volunteer
Basketball-Boys		
Head	Brian Gaccione	5,188 (1-4)
Assistants	OPEN	3,563 (1-4)
	Frank Morano	3,563 (1-4)
Basketball-Girls		
Head	Nicholas DeBari	5,188 (1-4)
Assistants	Marisa Yoda	3,563 (1-4)
	Len Baylor	3,563 (1-4)
Baseball Head	Mike Lauterhahn	4,610 (1-4)
Assistants	Robert Urbanovich	3,258 (1-4)
	Brian Gaccione	3,258 (1-4)
	Dan Lauterhahn	Volunteer
Softball Head	Helen Antzoulides	4,610 (1-4)
Assistants	Kathryn Bertrand	3,258 (1-4)
	OPEN	3,258 (1-4)
Head Soccer-Boys	John Randazzo	4,610 (1-4)
Assistant	Peter Ayala	3,258 (1-4)
	Richard Blanchard	3,258 (1-4)
Head Soccer-Girls	Marisa Yoda	4,610 (1-4)
Assistant	Sara Behnke	3,258 (1-4)
Indoor Track		
Boys Head	Robert Hemmel	4,579 (10+)
Assistant	John Herninko	3,153 (1-4)
Indoor Track		
Girls Head	OPEN	4,253 (1-4)
Spring Track-Boys		
Head	John Herninko	4,253 (1-4)
Assistants	Kenneth Berk	3,258 (1-4)
	John DePalma	3,258 (1-4)
Spring Track-Girls		
Head	OPEN	4,610 (1-4)
Assistant	Carlos Vieira	3,258 (1-4)
Cross Country		
Head-Boys	Robert Hemmel	4,579 (10+)
Head-Girls	Kathryn Bertrand	4,253 (1-4)
Wrestling Head	Jeffrey Rehai	5,525 (10+)
Assistant	Michael Blanchard	3,563 (1-4)
	Frank Stout	3,563 (1-4)
Volleyball Head	Helen Antzoulides	4,253 (1-4)
Assistants	Tom Potor	3,302 (10+)
	Sharon Stewart	3,028 (1-4)
Swimming Head	Kenneth Berk	4,710 (5-9)
Assistant	Kathryn Bertrand	3,258 (1-4)
Tennis-Boys		
Head	Len Baylor	4,535 (1-4)
Assistant	Michael Mayerczak	3,053 (1-4)
Girls Tennis		
Head	David Padilla	4,253 (1-4)
Assistant	Len Baylor	3,053 (1-4)
Bowling Head	David Padilla	3,205 (10+)

Cheering-Fall	LuAnn Voza-Shoebridge	2,750 (5-9)
Cheering-Fall	Amy Justice	2,648 (1-4)
Cheering-Winter	LuAnn Voza-Shoebridge	2,750 (5-9)
Cheering-Winter	Amy Justice	2,648 (1-4)

MARIE FLETCHER 12. BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION to approve Mrs. Marie Fletcher as the Homeless Children Liaison for the 2004-2005 school year.

BARBARA WEISSMAN 13. BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION to approve Mrs. Barbara Weissman as the Child Abuse Liaison for the 2004-2005 school year.

THOMAS HANSEN 14. BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION to employ Mr. Thomas Hansen as a special education teacher at Union School effective 9/1/04 through 6/30/05 at the annual salary of \$44,811 (step 8, level 3) pending further negotiations. This is a replacement position.

TRICIA LALLA 15. BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION to employ Ms. Tricia Lalla as a music teacher at Union School effective 9/1/04 through 6/30/05 at the annual salary of \$40,196 (step 7, level 1) pending further negotiations. This is a replacement position.

MICHAEL LAUTERHAHN 16. BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION to employ Mr. Michael Lauterhahn as a social studies teacher at the high school effective 9/1/04 through 6/30/05 at the annual salary of \$41,358 (step 8, level 1) pending further negotiations. This is a replacement position.

JOHN RAYA 17. BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION to employ Mr. John Raya as an elementary Spanish teacher effective 9/1/04 through 6/30/05 at the annual salary of \$56,171 (step 11, level 5) pending further negotiations. This is a replacement position.

DR. ORIT SAUNDERS 18. BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION to employ Dr. Orit Saunders as a School Psychologist effective 9/1/04 through 6/30/05 at the annual salary of \$53,637 (step 8, level 6 including \$1,310 for 5 days summer work) pending further negotiations. This is a replacement position.

DANIEL GARIPPA 19. BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION to employ Mr. Daniel Garippa as a part-time custodian at the high school effective 9/1/04 through 6/30/05 at the annual salary of \$13,915 (step 5 - .48 pro-rated plus \$1,113 - 8% when working the third shift) pending further negotiations. This is a replacement position.

JOSEPH SCHRECKENSTEIN 20. BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION to employ Mr. Joseph Schreckenstein as a third shift custodian at Pierrepont School effective 9/1/04 through 6/30/05 at the annual salary of \$27,045 (step 2 pro-rated) plus \$2,163 8% differential when working the third shift, pending further negotiations. This is a replacement position.

ANDREA BALESTRIERI 21. BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION to employ Ms. Andrea Balestrieri as a special education teacher at Union School effective 9/1/04 through 6/30/05 at the annual salary of \$39,343 (step 6, level 1) pending further negotiations. This is a new position.

FACULTY SALARIES 22. BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION to approve the following locations and salaries for teachers effective 9/1/04 through 6/30/05 as per the contract between the Rutherford Board of Education and the Rutherford Education Association pending further negotiations:

Barbara Abrom	U	16	5	79,960
Timothy Ajala	HS	14	3	60,231
Cynthia Alai	U	6	2	40,079
Helen Antzoulides	HS	8	1	41,358
Donald Baker	HS	11	1	46,208
Andrea Balestrieri	U	6	1	39,343
Sara Behnke	P	3	1	36,904
Kenneth Berk	HS	12	4	57,021
Katherine Bertrand	HS	4	1	37,701
Michael Blanchard	U	2	1	36,202
Richard Blanchard	HS	3	1	36,904
Emily Bregman	U	15	3	64,836
Kathleen Bresin	U	16	5	1,300 80,360
Carol Brown	HS	16	5	83,013
(Includes \$3,953*)				
Anthony Bucco	P	16	4	74,921
Amy Butler	HS	1	1	35,689
Margaret Byrnes	P	10	1	44,151
Mary Calabrese	P	13	5	61,481
Antoinette Califano	P	15	2	64,616
Mary Frances Calocino	P	16	5	900 79,960

Melissa Candurra	HS	2	1		36,202
Greg Seán Canning	P	16	4	1,300	76,221
Kali Cannizzaro	SS	10	5		56,376
(Includes \$2,685*)					
Carolyn (Rufflo) Capizzano	U	5	4		41,653
Ana Capria	P	4	1		37,701
Joseph Cavezza	U	3	1		36,904
Min-Yu Chen	S	6	5		45,164
Mary Cleary	P	14	2		58,061
Laura Clossey	S	4	1		37,701
Kathleen Coleman	S	14	2		58,061
Maureen Conklin	HS	4	1		37,701
Barbara Constantinople	HS	8	3		44,811
Michael Coppola	P	16	5	1,300	80,360
Eileen Corbran	P	16	5		79,060
Patricia Cormack	P	13	3		55,981
Deborah Courtney	U	8	3		44,811
Constance Crowell	HS	16	5	900	79,960
Nancy Crowley	S	15	2		64,616
Louis Cuomo	U	4	2		38,225
Donald Daborn	P	16	5		79,060
Linda Dahse	HS	16	5		79,060
Michael Davidson	HS	11	2		48,045
Nicholas De Bari	HS	9	3		46,545
Lorraine De Caprio	P	15	2	900	65,516
Adelaide De Carlo	HS	6	2		40,079
Constance De Fazio	P	15	3		64,836
Deborah De Lia	HS	10	3		48,461
Kristy DelMastro	L	1	1		35,689
John De Palma	HS	8	5		49,061
Judith De Pasquale	HS	13	3		55,981
Douglas Demo	HS	6	5		45,164
Patricia Di Lorenzo	W	15	2	1,300	65,916
Roxane Di Vuolo	U	14	1		54,951
Amy Dincuff	P	5	1		38,517
Bonnie Donnell	HS	1	3		36,533
Jeff Doorn	HS	16	5		79,060
Mark Doty	P	8	2		42,461
Carol Drewes	HS	12	2		50,561
Mercedes Duarte	P	5	3		40,360
Donna-Lynn Eckstein	U	2	1		36,202
Anissa Egar-Smith	P	6	1		39,343
Elizabeth Ersalesi	W	13	5	900	62,381
Raquel Espinosa	P	16	3		71,918
Jovan Evtimovski	P	1	3		36,533
Elizabeth Falker	SS	16	5		81,037
(Includes \$1,977**)					
Brenda Fargo	P	11	5		56,171
Bernadette Farina	U	16	5	900	79,960
Kim Fecanin	U	9	2		43,794
Bernadette Ferrone	U	7	1		40,196
Marie Fletcher	P	16	5	1,100	80,160
Joanne Garabedian	P	13	4		60,021
Christina Gavigan	U	1	1		35,689
Patricia Germain	HS	11	5		56,171
Marilyn Gillio	P	16	5		79,060
Judith Gioia	W	15	2	900	65,516
Joan Gismond	U	16	5		79,060
Ellen Gittleson	S	14	3		60,231
Kevin Goetz	HS	14	1		54,951
Kathleen Gonzales	SS	15	4		70,897
(Includes \$3,376*)					
Alan Goodman	P	16	5	1,100	80,160
Susan Greco	U	16	5		79,060
Thomas Hansen	U	8	3		44,811
Ellen Haug	U	16	5		79,060
Christina Hayunga	P	3	1		36,904
Diana Hecking	P	16	5	1,300	80,360
Robert Hemmel	HS	16	5	1,300	80,360
John Herninko	HS	2	1		36,202
Anne Hetzel	U	16	5		79,060
Louise Hetzel	U	8	3		44,811
Geraldine Howard	HS	14	1		54,951
Kimberly Huzzy	P	5	3		40,360
Jessica Iamele	U	1	1		35,689
Erin Indoe	P	1	1		35,689
Carol Jockel	U	16	5	1,300	80,360
Brenda Joyce	HS	13	1		51,452
Amy Lynn Justice	HS	9	1		42,600
Deborah Katchen	HS	3	1		36,904

Beverley Keegan	U	16	5	900	79,960
Bernadette Kennedy	W	3	1		36,904
Nancy Kenny	HS	15	2		64,616
Eileen Kerins	P	16	5		79,060
Jill (Michal) Kochan	L	3	1		36,904
Mary Kotsopoulos	HS	16	5	900	79,960
Tricia Lalla	U	7	1		40,196
Michael Lauterhahn	HS	8	1		41,358
Suzanah Lee	U	3	1		36,904
Linda Lentini	U	16	5	900	79,960
Judith Leonard	HS	7	3		43,265
Lorraine Lewis	HS	13	5		61,481
Sharon Lopaty	HS	10	1		44,151
Joan Lord	HS	16	5	900	79,960
Moira Loughlin	U	14	3		60,231
Susan LoVecchio	HS	9	5		51,322
Josephine Lynch	U	15	5		71,327
Paula Lyons	U	6	1		39,343
Maria Maccarrone	S	3	2		37,321
Joan Macri	U	7	2		41,170
William Mains	HS	16	5	1,100	80,160
Ann Malinowski	U	15	5		71,327
Jeanine Marmo	U	8	3		44,811
Lisa Martinelli	P	7	1		40,196
Maryann Mayerczak	W	16	5		79,060
Michael Mayerczak	HS	4	1		37,701
Theaudry Mayfield	S	16	5	900	79,960
April McDonough	P	4	1		37,701
Dara Medoff	U	2	1		36,202
Dorothy Meissner	U	16	5	1,300	80,360
Lynda Meredith	HS	16	4	1,300	74,321
Steven Mett	HS	6	1		39,343
Ann Marie Miller	HS	1	3		36,533
Nicholas Moccia	HS	4	3		39,227
Diane Moe	U	6	1		39,343
Lindsay Mollo	HS	3	3		38,127
Darlene Monochello	S	10	2		45,761
Frank Morano	HS	6	2		40,079
Denis Mullins	HS	16	5	1,100	80,160
Amy Murphy	U	6	2		40,079
Toni Murphy	P	15	2	900	65,516
Kathryn Murray	HS	4	4		40,253
Jacqueline Nadler	HS	14	5		68,720
(Includes \$3,272*)					
Eileen Napolitano	S	16	5		79,060
Jason Narozny	HS	5	1		38,517
Margaret Nastasi	HS	15	5		71,327
Erland Nordstrom	P	16	6	1,300	82,258
Corinna Ogden	L	13	1		51,452
Elaine O'Neill	U	16	5	1,100	80,160
Rita O'Neill-Wilson	HS	13	4		60,021
David Padilla	P	16	5		79,060
Betty Ann Palladino	P	15	1	900	62,524
Peter Pampulevski	P	2	1		36,202
Jerry Parise	U	16	5	900	79,960
Erin Polakowski	HS	16	5	900	79,960
Geraldine Ponti	SS	16	5		81,037
(Includes \$1,977**)					
Thomas Potor	L	13	2		53,730
Donna Powers	U	15	2		64,616
Gloria Prince	P	16	5	1,300	80,360
John Raya	P	11	5		56,171
Jeffrey Rehai	HS	14	2		58,061
Paula Risoli	L	7	3		43,265
Rufina Rodriguez	HS	11	2		48,045
Raymond Roig	P	15	2	900	65,516
Mark Rojowski	HS	15	5		71,327
Janis Rose	U	13	5		61,481
Benedetta Rubin	L	16	5		79,060
Barbara Ruggiero	P	15	2	1,300	65,916
Charles Ryan	U	4	3		39,227
Michael Ryan	U	4	1		37,701
Danielle Sabato	P	7	3		43,265
Michele Sabia	U	5	2		39,137
Gloria Sampedro	HS	7	2		41,170
Lawrence Sandmeyer	U	6	2		40,079
Lisa (Webster) Sandmeyer	P	10	2		45,761
Colleen Sartori	P	11	4		54,174
Orit Saunders	SS	8	6		53,637

(Includes \$1,310**)					
Harriet Saxon	P	16	3	900	72,818
Paul Scutti	HS	8	2		44,584
(Includes \$2,123*)					
Mary Seaman	HS	16	5		79,060
Adriana Serrao	SS	3	5		41,841
(Includes \$1,021**)					
Suvarna Shah	HS	9	5		51,322
Michael Singervalt (thru 10/1/04)	SS	16	5	900	83,913
(Includes \$3,953*)					
Sophie Slezak	U	16	5	1,100	80,160
Jeffrey Slominsky	HS	1	1		35,689
Margit Smith	S	4	2		38,225
Meghan Solin	P	1	1		35,689
Leah Steen	U	5	1		38,517
Lawry (Jones) Stein	P	1	1		35,689
Sharon Stewart	U	1	1		35,689
Frank Stout	HS	4	1		37,701
Michael Stracco	HS	11	2		48,045
Gayle Strauss	U	13	3		55,981
Charles Terry	HS	16	5	1,300	80,360
Margaret Tiffner	SS	16	5	900	83,913
(Includes \$3,953*)					
Karen Travellin	HS	16	5		79,060
Maureen Tullo	W	16	5		79,060
Robert Urbanovich	HS	2	1		36,202
Laura Vahey	P	11	3		50,557
Patricia VanEs	W	15	5		71,327
Ronald Vassallo	P	16	5		79,060
Christopher Viola	U	3	1		36,904
Jacqueline Waldron	W	16	5	900	79,960
Beverly Walker	W	16	5		79,060
Alan Weber	HS	16	4		74,921
Barbara Weissman	HS	15	5		74,893
(Includes \$3,566*)					
Joseph Wells	HS	12	5		58,766
Helene Wetzel	HS	4	3		39,227
Danielle Wiesen	HS	10	5		56,376
(Includes \$2,685*)					
Jeanne Wilk	L	16	5	1,100	80,160
Cory Willey	P	3	3		38,127
Christine Williams	HS	16	5		79,060
Stacy Wrba	S/W	3	2		37,321
Marisa Yoda	HS	2	1		36,202

* Includes 5% for 2 weeks summer work
 ** Includes 2.5% for 1 week summer work

SUBSTITUTE TEACHERS 23. BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION to employ the following as substitute teacher(s) for the 2004-2005 school year at the per diem rate of \$70.00 and in accordance with law:

- Michael Chelik
- Angiolina Crincoli
- Suzanne Gobrilli
- Kristen Guarini
- JoAnn Hughes
- Tamara Koehler
- Kimberly Napolitano
- Debby Sauter

SUB TEACHER ASSISTANTS 24. BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION to employ the following as substitute teacher assistants for the 2004-2005 school year at the hourly rate of \$8.50:

- Suzanne Gobrilli

Roll Call Vote Personnel Items #3-#24:

Mrs. Ahmed – absent	Mr. Ferguson – aye	Mrs. Monahan – aye
Mr. Casadonte – absent	Mr. Jasko – absent	Mr. Novosielski – aye
Mrs. Cevasco – aye	Mr. McLean – aye	Mrs. Williams – aye

CURRICULUM AND INSTRUCTION:

Motion by Mrs. Monahan, seconded by Mrs. Williams to approve Curriculum and Instruction Items #1-#5.

OUT-OF-DISTRICT PLACEMENT 1. BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION to approve the following out-of-district placements (names on file in the office of special services) for the 2004-2005 school year at the noted annual tuitions:

Student #2002510 - Sage Day School - Boonton - \$34,800 plus transportation

Student #2003202 - SBJC Maywood - \$14,595 plus transportation
 Student #2000131 - Community School - \$27,121 plus transportation
 Student #2000250 - Gateway Program - \$36,750 plus transportation
 Student #2000485 - Gateway Program - \$36,750 plus transportation

Rescind:

Student #2003174 - ECLC Ho-Ho-Kus (moved out of district)
 Student #2002553 - Paramus Vo-Tech (staying in district)

NJ CHILD ASSAULT

2. BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION to apply for participation in the NJ Child Assault Prevention Program for the 2004-2005 school year and to apply for funding through the regional training office.

NO CHILD LEFT BEHIND

3. BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION to approve submission of application for FY2005 funding in the following amounts under the No Child Left Behind Act:

Title II A	\$56,913
Title II	5,658
Title IV	6,199
Title V	9,439

NON-PUBLIC NURSING

4. BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION that approval be granted for the Superintendent of Schools to enter into a contract with the Board of Health to provide required nursing services to St. Mary's Grammar School, St. Mary High School, and the Rutherford Child Care Center at a total cost of \$74.25 per student for the 2004-2005 school year.

BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION that approval be granted for the Superintendent of Schools to enter into a contract with Sylvan Educational Solutions to provide required nursing services to Today's Learning Center at a total cost of \$74.25 per student for the 2004-2005 school year.

Note: Funds are provided by the state for these services

BERGEN ACADEMIES

5. BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION to approve the following students (names on file in the office of the superintendent) to attend the Bergen Academies for the 2004-2005 school year:

Hackensack Campus (Full-Time)

Grade 9	-	8
Grade 10	-	10
Grade 11	-	4
Grade 12	-	4

Teterboro Campus (Full-Time)

Grade 9	-	2
Grade 10	-	1
Grade 11	-	1

Paramus Campus (Full-Time)

Grade 9	-	1
Grade 10	-	2

Paramus Campus (Shared-Time)

Grade 10	-	1
Grade 11	-	1
Grade 12	-	1

Roll Call Vote Curriculum and Instruction Items #1-#5:

Mrs. Ahmed – absent	Mr. Ferguson – aye	Mrs. Monahan – aye
Mr. Casadonte – absent	Mr. Jasko – absent	Mr. Novosielski – aye
Mrs. Cevasco – aye	Mr. McLean – aye	Mrs. Williams – aye

FINANCE:

Motion by Mr. Novosielski, seconded by Mrs. Williams to approve Finance Items #1 through #7, excluding #3.

APPROVAL OF BILLS:

1. BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION that the bills listed below be approved.

Accounts Payable	6/28/04	135,547.83
	6/29/04	3,325.20
	7/8/04	21,643.69
	7/12/04	235,099.28
	7/16/04	500.00
	8/9/04	589,625.83
	8/9/04	574,566.70
	8/9/04	350,017.48
		\$1,910,326.01

Offline Checks	7/29/04	1,053.00
	7/29/04 Wire Transfer	492,312.50
	7/12/04	<u>68.75</u>
		\$493,434.25
Payroll	7/21/04	5,377.87
	7/15/04	199,566.79
	7/30/04	<u>169,060.57</u>
		\$374,005.23
General Activities	June/July	\$13,865.99
Total		<u>\$2,791,631.48</u>

STATE AID EQUITY

2. BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION:

WHEREAS, financial data proves that Bergen County residents contribute a major percentage of tax revenue to the State of New Jersey; and

WHEREAS, it has been clearly shown that Bergen County school districts, and therefore school children, are not receiving a commensurate portion of State education aid, as compared to other counties; and

WHEREAS, Department of Education figures show that no county receives less education aid than Bergen County; and

WHEREAS, the 2000 Census figures show that Bergen County is far from the wealthiest of New Jersey's counties.

THEREFORE, BE IT RESOLVED that the Rutherford School District urges the communities of Bergen County to join a united effort directed to guaranteeing that the students of Bergen County receive a share of whatever educational funding the State provides that is proportional to Bergen County's total contributions to the State tax revenues; and

BE IT FURTHER RESOLVED that the Rutherford School District calls upon all Bergen County legislators and municipal officials to join together to ensure more equitable funding of Bergen County's school districts; and

BE IT FURTHER RESOLVED that a copy of the resolution be forwarded to all seventy municipalities in the County of Bergen, all of the school districts of Bergen County and the entire state legislative delegation of Bergen County.

TAX SCHEDULE REVISED:

3. BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION that the below listed schedule of revised monthly tax payments, from the Borough of Rutherford, be accepted for the 2004-2005 school year:

<u>Month/Yr</u>	<u>Total</u>	<u>General</u>	<u>Debt Service</u>
<u>2004</u>			
July	2,610,478.50	2,118,166.00	492,312.50
August	2,118,166.00	2,118,166.00	
September	2,118,166.00	2,118,166.00	
October	2,118,166.00	2,118,166.00	
November	3,475,878.50	2,118,166.00	1,357,712.50
December	2,118,166.00	2,118,166.00	
Subtotal	14,559,021.00	12,708,996.00	1,850,025.00
<u>2005</u>			
January	2,118,166.00	2,118,166.00	
February	2,118,166.00	2,118,166.00	
March	2,118,166.00	2,118,166.00	
April	2,118,166.00	2,118,166.00	
May	2,144,716.00	2,118,166.00	26,550.00
June	2,118,166.00	2,118,166.00	
Subtotal	12,735,546.00	12,708,996.00	26,550.00
Grand Total	27,294,567.00	25,417,992.00	1,876,575.00

AWARD OF LEASE-PURCHASE FINANCING AGREEMENT

4. BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION.

WHEREAS, The Rutherford Board of Education in the County of Bergen, New Jersey (the "Board" when referring to the governing body, and the "School District" when referring to the legal entity and the territorial boundaries that are governed by the Board) has determined to lease purchase finance the acquisition of energy conservation project and band instruments, and other miscellaneous costs required to enter into a Lease Purchase Agreement ("Lease, Agreement") for an amount of approximately \$650,000 (collectively, the "Acquisition"); and

WHEREAS, The Board has selected The Apris Group, Ltd., to serve as financial advisor (the "Financial Advisor") to conduct a competitive bid (Bid) for the Lease Purchase to finance the cost of the Acquisition; and

WHEREAS, The Apris Group, Ltd., has conducted the Bid for the Lease Purchase on May 6, 2004 and has made a recommendation of award to the Board;

WHEREAS, The Board wishes to expedite the payment of the respective vendors of the Acquisition;

NOW THEREFORE BE IT RESOLVED by Rutherford Board of Education in the county of Bergen, New Jersey, as follows:

11-000-262-100	Salaries-Custodians	10,087.15
11-213-100-101	Salaries-Resource room	139,672.58
11-230-100-101	Salaries-Basic Skills	21,625.60
11-130-100-101	Salaries-6 thru 8	199,414.15
11-110-100-101	Salaries-Kindergarten	8,488.00
11-000-291-290	Other Fringe Benefits	9,000.00
11-000-213-100	Nurse Salaries	4,038.00
11-000-216-100	Speech Salaries	4,831.00
11-402-100-100	Coaching Salaries	32,487.75

Rationale: To record year-end budget transfers for payroll accounts.

From:		
12-000-400-932	Capital Projects	11,600.34
12-140-100-730	Capital Equipment	5,069.66
To:		
11-000-261-610	Custodial Supplies	4,000.00
11-000-261-420	Outside Repairs	4,720.00
12-000-260-730	Shop Equipment	2,950.00
11-000-262-620	Electric Expense	5,000.00

Rationale: To record year-end transfers required for buildings and grounds activities as well as utilities.

From:		
11-000-270-600	Transportation Supplies	4,579.00
11-204-100-320	Professional Services-CST	48,382.50
To:		
11-000-270-514	Outside Transportation – Spec. Ed.	52,961.50

Rationale: To record year-end transfer required to fund outside transportation for special education

From:		
11-000-100-506	Tuition-Private Schools	4,224.90
To:		
11-000-100-564	Tuition-County Vocational Schools	4,224.90

Rationale: To record year-end transfer for tuition accounts.

From:		
11-000-230-580	Gen. Admin – Travel	700.00
11-000-291-220	Social Security Expense	5,000.00
To:		
11-000-230-530	Telephone Expense	700.00
11-000-290-610	Bd. Election Expenses	5,000.00

Rationale: To record miscellaneous year-end transfers required for Board Office Activities

From:		
11-204-100-320	Purchased Services-CST	75,000.00
11-000-100-565	Tuition-County Sp. Svcs.	87,500.00
11-000-100-566	Tuition-Private Schools	87,500.00
11-000-291-270	Health Benefits	92,500.00
11-000-230-590	Purchased Svcs.-Gen. Admin.	7,500.00
11-000-291-220	Employee Benefits-Soc. Security	8,000.00
11-000-100-562	Tuition-Other School Dist.	13,000.00
11-000-100-563	Tuition-Vocational Schools	13,000.00
11-000-261-420	Outside Repairs	11,000.00
To:		
12-000-400-932	Capital Projects	\$395,000.00

Rationale: To transfer funds for chillers at Lincoln and Washington School.

Roll Call Vote Finance Items #1-#7, Excluding #3:

Mrs. Ahmed – absent	Mr. Ferguson – aye	Mrs. Monahan – aye
Mr. Casadonte – absent	Mr. Jasko – absent	Mr. Novosielski – aye
Mrs. Cevasco – aye, abstain #1, Check #023655	Mr. McLean – aye	Mrs. Williams – aye

Roll Call Vote Finance Item #3:

Mrs. Ahmed – absent	Mr. Ferguson – no	Mrs. Monahan – aye
Mr. Casadonte – absent	Mr. Jasko – absent	Mr. Novosielski – aye
Mrs. Cevasco – aye	Mr. McLean – aye	Mrs. Williams – no

POLICY (1st READING):
GRADING SYSTEM

1. Resolution by Mrs. Williams, seconded by Mr. Novosielski.
BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION to approve the following revisions to Policy #R6147.1 Grading System on first reading:

GRADING SYSTEM

It is the policy of the Board of Education that all grades be determined on the basis of fairness and nondiscrimination. It is the responsibility of the teacher to determine a grade for each pupil in his/her class to furnish reasons, supported by evidence, to substantiate any grade given.

The grading practices and policies in grades 6-12 are as follows:

1. The grading system consists of twelve letter grades as follows:

A+	B+	C+	D+	F
A	B	C	D	
A-	B-	C-		

In equating daily/quarterly averages to the twelve-grade format, the following percentage equivalents shall apply in every department, but this does not preclude normal distribution of grades (curving of test results) in a particular set of tests to insure fairness to students as it applies to validity and reliability:

97 and above	A+		
93 – 96	A	73 – 76	C
90 – 92	A-	70 – 72	C-
87 – 89	B+	67 – 69	D+
83 – 86	B	63 – 66	D
80 – 82	B-	Below 63 <u>53 – 62</u>	F
77 – 79	C+		

The first number of the range is the minimum number to achieve the grade and the number averages shall not be rounded up.

~~2. Work graded by teachers throughout the marking period may be graded either with letter grades or with numerical equivalents. The simultaneous use of both is prohibited.~~

~~3.2. Report card grades must be recorded in letter grades for each marking period. Numerical grades given throughout a marking period must be averaged and converted to the appropriate letter grade/value. The report card grade will be recorded in a numerical average and its equivalent letter.~~

~~4.3. Final Examinations at the high school will count as 1/5 of the final grade.~~

~~5.4. The final grade for a course is determined by the numerical average of all marking period averages. The final grade on a report card grade will be recorded in a numerical average and its equivalent letter. A student must~~

~~achieve a final numerical average of 63 or above to earn credit in a course.~~

5. The following grade point average equivalents shall apply in determining the ~~final grade~~ grade point average for a course class rank:

A+	4.3	B+	3.3	C+	2.3	D+	1.3	WF	0.0
A	4.0	B	3.0	C	2.0	D	1.0	WP	1.0
A-	3.7	B-	2.7	C-	1.7	F	0.0	NF	0.0

~~A student must achieve a final grade point average of 1.0 in order to achieve the minimum passing average.~~

~~In grades 6-8, when a final grade point average is at mid-point (1.5, 2.5, 3.5), the grade for the last marking period will determine the direction of the final grade.~~

6. In grades 9-12, a pupil receiving three marking period grades of "F" – one of which results in a final failure – will be prohibited from attending remedial summer school for said course. A pupil with 3 or more F's may, however, attend summer school for said subject as a new course. One semester courses are not affected by this section of this policy. A student who fails physical education with 3 F's may not attend a remedial summer school.

7. Pupils have the right to see their grades, if they so request, at a time convenient to the teachers. Pupils are to be informed by their teachers of the grading system at the beginning of the course.

8. A marking period grade must include homework (checked, graded, or discussed) to count as 20% of the marking period, as well as tests and quizzes. (Grades 9-12 only.)

9. A marking period grade may include projects, papers (ex. – research), laboratory performance, preparedness, effort, and class participation.

10. A marking period grade shall not include penalties for attendance, tardiness or behavior. Absences and approved school functions shall not count against a grade as long as the work which can be made up is made up within the appropriate amount of time.

11. Pupils who cut a class are to receive a zero for all work missed and shall not have the option to make up missed work

12. In addition to the letter grades of ~~A, B, C, D, F~~ and their numerical equivalents, the following grades shall be recognized:

- I = Incomplete
- N = for LEP students only with administrative permission
- WP = Withdrew passing
- WF = Withdrew failing
- NP = Noncredit passing
- NF = Noncredit failing
- Au = Audit
- X = Excused

13. The SA grade (grade 6-8 only)

- a. SA – indicates work below grade but recognized effort and achievement equivalent to the child’s present capabilities.
- b. The teacher planning the utilization of the SA grade shall do this in consultation with guidance and/or Child Study Team and/or the building administrator.

Adopted: August 11, 1986
 Revised: July 14, 2003
 Revised:

Roll Call Vote Policy Item #1:

Mrs. Ahmed – absent	Mr. Ferguson – aye	Mrs. Monahan – aye
Mr. Casadonte – absent	Mr. Jasko – absent	Mr. Novosielski – aye
Mrs. Cevasco – aye	Mr. McLean – aye	Mrs. Williams – aye

POLICY (2nd READING):
HASP BY-LAWS

2. Resolution by Mrs. Williams, seconded by Mr. Ferguson.
 BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION to approve the following policy #6210 Home At School Program (HASP) Advisory Council By-Laws on second reading:

**HOME AT SCHOOL PROGRAM
 (HASP)**

ADVISORY COUNCIL BY-LAWS

ARTICLE I
 Organization

The name of this organization shall be the Home At School Program (hereinafter referred to as HASP) Advisory Council. HASP is a non-profit organization which functions as an autonomous body in accordance with the by-laws adopted by the Advisory Council and approved by the Board of Education.

ARTICLE II
 Purpose

To provide School Age Child Care in an enriching, nurturing, safe, and supervised environment for the children of the Borough of Rutherford.

ARTICLE III
 Members

Section 1

Membership shall consist of elected parents of enrolled children and appointed community leaders. The Director, the Board of Education and the Borough Council liaisons, and any selected advisors will serve only in an *ex-officio* capacity. Neither shall any paid employee be a voting member.

Section 2

Membership shall comprise a maximum of ~~fifteen (15)~~ seventeen (17) persons with a maximum of five (5) community members ~~and ten (10) parents~~. Parents may become Council members upon approval of current membership. Community members may similarly be appointed.

Section 3

Although participation in the governing of HASP is welcome from all involved and concerned individuals, Council membership shall be limited to one adult parent (or guardian) per family of a child (or children) enrolled in HASP.

Section 4

If a ~~vacancy~~ resignation occurs, the President may appoint a community or parent member to ~~fulfill~~ fill the vacancy ~~remaining term~~

Section 5

Members who have missed three consecutive meetings may be removed from the Council by majority vote. Typically, a letter will be sent notifying the removed member of this decision and inviting future participation and membership.

ARTICLE IV
Officers

Section 1

The officers of the Council shall be a President, a Vice President, and two (2) Trustees-at-large. ~~a Secretary.~~ These officers shall be elected at the June meeting to serve a one-year term. No member shall serve for more than two consecutive years in any one position. Upon a position being resigned, a successor shall be elected at the earliest opportunity.

Nominations and Elections

Section 2

At the March meeting, a nominating committee of three shall be appointed by the president. This committee shall report at the June ~~meeting.~~ Additional nominations from the floor may be made at that time. If there is but one (1) candidate for the office, election shall be by voice vote, otherwise by ballot.

Duties of the Officers

Section 3

- A. The President shall preside at all meetings of the Council, appoint committees as needed, and shall serve as an *ex-officio* member of all committees except the nominating committee.
- B. The Vice President shall assist the President and perform the duties of the President in the absence or inability of the President to serve except in any *ex-officio* capacity.
- C. The ~~Trustee-at-large~~ secretary shall serve at the discretion of the President, in the absence of the professional secretary, keep minutes of the meeting and assist with program publicity. They will be members of the Executive Committee. It will be expected that either or both Trustees will be candidates for nomination to President and/or Vice President when those offices are open.

Section 4

- A. The ~~In the absence of a~~ professional secretary, appointed/selected Council member(s) will take meeting minutes and distribute them by mail or electronically, in advance of the next meeting, to all Council members including *ex-officio* members. attend meetings, take the minutes, transcribe documents, conduct correspondence, and carry out such duties as required and requested by the Council President and the Program Director.
- B. All official correspondence and documents to the HASP Advisory Council shall be maintained by the President and passed to his/her successor at the conclusion of his/her term.

ARTICLE V
Meetings

Section 1

The Advisory Council shall meet monthly, during the school year, on the second Saturday, at the discretion of the Executive Committee, ~~of October, January, March and June, or as otherwise called by the Council.~~ The meeting in June shall be for the purpose of electing ~~on~~ ~~of~~ officers, receiving reports and for any other business as may arise. Meeting notifications shall be posted electronically at least five (5) days prior to the meeting, include a written ~~include a written~~ An agenda and minutes of the previous meeting will be distributed in advance.

Section 2

Special meetings may be called by the President. Written notice will be sent to the Council, including *ex-officio* members, at least five (5) days in advance, stating the purpose of the meeting.

Section 3

A simple majority of the current membership shall constitute a quorum.

ARTICLE VI
Committees

Section 1

The Executive Committee shall consist of the President, Vice President, Trustees-at-large ~~Secretary~~ and the Program Director as an *ex-officio* member.

Section 2

A majority of the Executive Committee shall, in the event that the Council cannot convene, make decisions on matters of the curriculum, administration, and other requirements on the behalf of HASP.

Committees may be appointed by the President for the purposes of publicity, finances, program oversight, the writing or revising of procedures, manuals and contracts, or other such purposes as deemed necessary by the President, with the consent of the Council.

Section 4

Committees shall be established and shall conduct business subject to the direction of the Council.

Section 5

Committees shall consist of at least three (3) Council members, with at least ~~two~~ one member being a parent of a child enrolled in HASP.

Section 6

Committees may work directly with the Program HASP Director and Finance Administrator ~~Business Coordinator~~. They will report to the ~~Council~~ President and to the Council at scheduled meetings.

ARTICLE VII
HASP Director

Section 1

The Council shall consult with ~~make specific recommendations to~~ the Board of Education on the appointment of a Director and planning of HASP.

Section 2

The HASP Director shall act under the direction of the Advisory Council, such direction being subject to the approval of the Superintendent of Schools.

Section 3

The Director shall plan and direct the program for each semester of school work and so advise the Advisory Council. The Advisory Council shall determine the program which is to be offered, subject to the approval of the Superintendent of Schools, with the consent of the Board of Education.

Section 4

The Director shall hire and establish the remuneration of the staff of HASP with the approval of the Council ~~and the Board of Education~~. All remuneration shall appear in the minutes of the Board of Education.

Section 5

The Director shall be an *ex-officio* member of the Council, *ex-officio* member of the Executive Committee, and *ex-officio* member of committees.

Section 6

The Director shall attend all meetings of the Council and submit periodic reports to the Council at scheduled meetings ~~and Superintendent of Schools~~. The Director may also be required to meet with the school officials, administrators and members of the Board of Education.

ARTICLE VIII
Finances

Section 1

A separate HASP account shall be maintained by the Board Secretary or his designee. The treasurer of school monies of the school district shall be the legal custodian of all funds allocated by the Board of Education and received from tuition fees or from any other source for the purpose of carrying out HASP activities.

Section 2

The ~~Business Coordinator~~ and Director may authorize purchases necessary for the functions of HASP. Any purchase in excess of Five Hundred Dollars (\$500.00) will require prior permission from the Advisory Council.

Section 3

The ~~Business Coordinator~~ Finance Administrator shall submit to the Council, a report of income, disbursements and balance at each scheduled Council meeting and at such other times as may be requested by the Council. All financial procedures shall be performed in accordance with State of New Jersey accounting procedures and shall be subject to annual review and comment by the Board of Education auditor.

Section 4

HASP shall be a self-sustaining organization whose continued existence is not dependent upon funding by the Board of Education. All expenses shall be funded by tuition and monies received from contributions or other permitted sources.

Section 5

All contracts of employment and contracts for equipment, goods, supplies, materials and services shall be in the name of HASP and the person or entity in question. The Board of Education shall not be deemed a party to any contract between HASP and the person or entity in question.

Section 6

In the event that HASP operates at a deficit or there is insufficient enrollment to enable HASP to operate without a loss, HASP shall institute the appropriate procedures for discontinuing the program.

ARTICLE IX
Parliamentary Authority

The rules contained in the current edition of Roberts' Rules of Order, Newly Revised, shall govern the Council in all cases to which they are applicable, and in which they are not inconsistent with these by-laws or any special rules the Council may adopt.

ARTICLE X
Amendments

These by-laws may be amended at any regular meeting or at a special meeting called for this specific purpose by a two-thirds vote of those voting members present. Notice of the proposed amendment(s) shall have been given at a previous meeting. By-law changes shall then be submitted to the Board of Education for approval prior to implementation by HASP.

Adopted: June 12, 1989
Revised: December 11, 1989
Revised: February 10, 1992
Revised: July 17, 1997
Revised: October 8, 2001
Revised and Renumbered: 00/00/00 (2450.1)

Roll Call Vote Policy Item #2:

Mrs. Ahmed – absent	Mr. Ferguson – aye	Mrs. Monahan – aye
Mr. Casadonte – absent	Mr. Jasko – absent	Mr. Novosielski – aye
Mrs. Cevalco – aye	Mr. McLean – aye	Mrs. Williams – aye

BUILDINGS AND GROUNDS:

REJECTION OF ENERGY SVCS.
PROJECT PROPOSALS

1. Resolution by Mrs. Monahan, seconded by Mrs. Williams.
WHEREAS, the Rutherford Board of Education (hereinafter referred to as the "Board") advertised for proposals through the competitive comprehensive contracting process for retrofitting the schools in the Rutherford School District as part of an energy services project;

WHEREAS, the Board received proposals from three companies; and

WHEREAS, based on a review of the proposals, correspondence from the companies that submitted proposals and a legal analysis of the process employed, it is in the best interest of the Board to revise the specifications to set forth the requirements for the project and advertise for bids through the competitive bidding process.

BE IT RESOLVED, that the Board rejects the proposals submitted by GreenTech Energy Services, Current Electric LLC, and Utility Refunds;

BE IT FUTHER RESOLVED, that the Board authorizes Chapin Architectural Services, P.A. to draft technical specifications for the project and Fogarty & Hara, Esqs. to draft bid specifications and advertise for bids through the competitive bidding process.

Roll Call Vote Buildings and Grounds Item #1:

Mrs. Ahmed – absent	Mr. Ferguson – aye	Mrs. Monahan – aye
Mr. Casadonte – absent	Mr. Jasko – absent	Mr. Novosielski – aye
Mrs. Cevalco – aye	Mr. McLean – aye	Mrs. Williams – aye

OLD BUSINESS:

DISTRICT GOALS

1. Resolution by Mr. Novosielski, seconded by Mr. Ferguson.
BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION to approve the following District Goals and associated action plans for the 2004-2005 school year:

- To bring REA negotiations to closure.
- To review non-critical policies in Series 6000-Instruction.
- To continue on-going oversight of the facilities construction projects.
- To assess the achievement levels of under-performing groups of students.
- To develop a budget for 2005-2006 under "new rules" promulgated by the State of New Jersey.

Roll Call Vote Old Business Item #1:

Mrs. Ahmed – absent	Mr. Ferguson – aye	Mrs. Monahan – aye
Mr. Casadonte – absent	Mr. Jasko – absent	Mr. Novosielski – aye
Mrs. Cevalco – aye	Mr. McLean – aye	Mrs. Williams – aye

MEETING OPEN TO THE PUBLIC: (Any Topic) 8:16 P.M. No comments made.

EXECUTIVE SESSION: Motion by Mrs. Williams, seconded by Mr. Ferguson that an Executive Session be held at 8:18 P.M. for the purpose of discussing a student matter, emergency powers resolution, and negotiations. Action may or may not be taken. The Board expects to return within 60 minutes.

Approved.

The Board returned at 9:23 P.M.

DOCTRINE OF NECESSITY Resolution by Mrs. Williams, seconded by Mr. Ferguson.
BE IT RESOLVED THAT THE RUTHERFORD BOARD OF EDUCATION invoke the doctrine of necessity to permit all Board members to consider Resolution No. 2. The doctrine is being invoked because the present quorum of six (6) members includes three (3) Board members (Mrs. Monahan, Mrs. Cevasco, and Mr. Novosielski) who are conflicted because they are members of the same statewide union representing the Rutherford Education Association

Roll Call Vote Doctrine of Necessity:

Mrs. Ahmed – absent	Mr. Ferguson – aye	Mrs. Monahan – aye
Mr. Casadonte – absent	Mr. Jasko – absent	Mr. Novosielski – aye
Mrs. Cevasco – aye	Mr. McLean – aye	Mrs. Williams – aye

EMERGENCY POWERS 2. Resolution by Mrs. Williams, seconded by Mr. Ferguson.
BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION

WHEREAS, the Rutherford Board of Education is committed to successfully negotiating a successful agreement with the Rutherford Education Association when the parties meet on August 26, 2004 and August 30, 2004; and

WHEREAS, the Rutherford Board of Education (hereinafter referred to as the "Board"), administration, the students of the Rutherford School District (hereinafter referred to as the "District") and the public may be confronted by a state of emergency created by a strike or job actions by employees of the District;

WHEREAS, a strike is illegal under the laws of the State of New Jersey as determined by the courts of this State;

WHEREAS, the Board believes that closure of the schools during such a strike is contrary to the best interests of the students and the public;

WHEREAS, it is the intention of the Board and administration to keep the schools open during any strike in the interests of the students and the public so long as the safety and welfare of the students and the security of District property can be preserved;

WHEREAS, the employment of necessary replacement personnel, whether substitute, temporary or otherwise, is needed to operate the schools in the event of a strike or job actions;

WHEREAS, to address the disruption caused by a strike or job actions, there will be a need to expend funds;

WHEREAS, funds were not specifically appropriated for strike emergency purposes in the 2004-2005 budget;

BE IT RESOLVED by the Board that in the event of a strike and/or job actions, the Superintendent of Schools is authorized to take whatever emergency steps necessary to keep the schools open and to ensure the safety of students, staff and property, reporting all such actions to the Board of Education as soon thereafter as administratively possible.

BE IT FURTHER RESOLVED that the Superintendent of Schools is authorized to take action on behalf of the Board in accordance with the following guidelines:

- A. For all purposes, a state of emergency shall be deemed to exist as of the time the Rutherford Education Association engages in any strike or job action;
- B. The Superintendent of Schools shall officially proclaim that a state of emergency exists;
- C. A state of emergency shall exist from the time of such proclamation until terminated by the Superintendent of Schools or by resolution of the Board;
- D. Upon proclamation of a state of emergency, such funds as may be necessary for the payment of remuneration and transportation of replacement personnel or regular personnel who should choose to continue on duty, and such funds as may be necessary to provide for school and personnel safety may be disbursed for such purposes or for such other security measures, precautions or services as the Superintendent of Schools may deem necessary for the continuation of the education of the students of the District and the preservation and security of District property during the period of a strike emergency;
- E. In the event of a state of emergency, the Superintendent of Schools shall be authorized to waive or suspend the operation of all or any part of any Board policy and/or regulations to the extent she may deem necessary to provide the best feasible educational program under strike emergency circumstances;
- F. The strike contingency guidelines and plans prepared and adopted by the Superintendent of Schools shall be automatically activated upon declaration of a state of emergency; such plans shall have and continue to have full force and effect throughout the existence of the emergency as if they had been formally adopted by the Board. The Superintendent of Schools shall, upon Board authority, give such orders and directives to personnel of this

District as she may deem advisable to accomplish an orderly and lawful transition and turnover when, if at all, a work stoppage and/or strike commences;

- G. If the Superintendent of Schools shall find there is a clear and present danger to the health or safety of students, public, staff, and the protection of Board property, the Superintendent of Schools shall have the authority to close any specific school facility and may consolidate the students and educational program of such closed school facility at another school facility where such clear and present danger does not exist;
- H. The Superintendent of Schools shall also have the power to:
 - 1. Employ for the duration of the emergency such personnel as she deems necessary;
 - 2. Assign and reassign all personnel;
 - 3. Remove immediately any administrator or supervisor from his/her position as she deems necessary for the operation of the schools during the emergency situation, and to make such temporary appointments as are necessary to fill vacancies caused by such removals;
 - 4. Establish daily salary rates for all emergency personnel, if a position is one for which there is no present salary schedule;
 - 5. Extend the normal workday, as required, and authorize and pay overtime rates, in accordance with state law;
 - 6. Declare a minimum school day;
 - 7. Cancel all extracurricular activities when she deems said cancellation to be in the best interest of the District;
 - 8. Contract for, or otherwise obtain food, transportation, telephone, and other such services as she deems necessary;
 - 9. Arrange for central office contact where immediate problems and inquiries can be solved;
 - 10. Take such other emergency steps as she deems necessary and immediate, for the safety of students, staff and property, reporting all such actions taken in accordance with this policy to the Board at the next meeting;
 - 11. Pay no salary to any employee who does not report to work; and
 - 12. Authorize verification of absences during any such work stoppage:
 - a. The District, under the circumstances, is entitled to know whether the illness, injury or personal emergency is sufficient, in the judgment of the Superintendent of Schools to warrant an employee's absence under normal conditions.
 - b. All employee absences during the emergency must be substantiated by a doctor's statement, or *all unauthorized absences will result in full deduction of one day's salary for each day of absence*. The Superintendent of Schools reserves the right to require that an employee submit to an examination by the school physician if the documentation offered by the employee is found to be questionable.

BE IT FURTHER RESOLVED that the board attorneys are authorized to pursue legal action to obtain a court order enjoining any strike or job actions and to seek the imposition of fines, penalties or other appropriate relief for any violation of a court order.

Roll Call Vote New Business Item #2:

Mrs. Ahmed – absent	Mr. Ferguson – aye	Mrs. Monahan – aye
Mr. Casadonte – absent	Mr. Jasko – absent	Mr. Novosielski – aye
Mrs. Cevalco – aye	Mr. McLean – aye	Mrs. Williams – aye

ADJOURNMENT:

Motion by Mr. Novosielski, seconded by Mrs. Monahan that the meeting be adjourned at 9:29 P.M.

Approved.

Respectfully submitted,

Robert Brown
School Business Administrator/Board Secretary