

**RUTHERFORD BOARD OF EDUCATION**  
**WORKSESSION – AUGUST 30, 2004**

The Worksession Meeting was called to order at 7:30 P.M. in the Pierrepont School All-Purpose Room by President Cevasco with the Pledge of Allegiance to the Flag. On roll call the following members were present: Mr. Ferguson, Mr. Jasko, Mr. McLean, Mr. Novosielski, Mrs. Williams and Mrs. Cevasco. Mrs. Monahan arrived at 7:32 P.M. Mrs. Ahmed and Mr. Casadonte were absent for the entire meeting. Mrs. Conlon and Mr. Brown were also present for the meeting.

**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.

**PROJECT UPDATE REPORT – KELLEN CHAPIN, CHAPIN ARCHITECTURAL SERVICES, P.A.**

**REPORT OF THE PRESIDENT:**

Pres. Cevasco reported that teachers will return to school on September 7 and students will return on September 8.

**MEETING OPEN TO THE PUBLIC (Action Items Only)** 7:55 P.M. No comments made

**NEW BUSINESS (Action to be Taken)**

**MINUTES APPROVAL**

1A. Resolution by Mr. Novosielski, seconded by Mr. Ferguson.  
BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION that the minutes of the Regular Meeting and Executive Session of August 9, 2004 be approved as recorded.

Roll Call Vote:

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

**PERSONNEL:**

Motion by Mr. McLean, 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 Mr. McLean, seconded by Mrs. Williams to approve Personnel Items #1A through #16A.**

**EMERGENT HIRES**

1A. 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:

Gerald Dalzell - Substitute Teacher  
Tom Ryan - Substitute Teacher  
Kristina Canales – Substitute Teacher  
Stephanie Hanson - Teacher Assistant  
Maija Hudzina - Teacher Assistant  
Melissa Simon - Teacher Assistant  
Thomas Hansen – Special Education Teacher  
Maria Moreira - Substitute Custodian

**H.S. COACHING**

2A. BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION to approve Frank Morano as an Football Assistant Coach for the 2003-2004 school year at the annual stipend of \$3,974 (1-4 years) pending further negotiations.

**HOME INSTRUCTOR**

3A. BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION to employ Mr. Calvin Spann as a home instructor for the 2004-2005 school year at the hourly rate of \$25.00.

MICHAEL COPPOLA

4A. BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION to adjust the 2004-2005 salary of Mr. Michael Coppola to reflect his 10 days summer work as a Child Study Team member pending further negotiations:

From: \$80,360                      Incl. \$1,300 Longevity (3)  
To:     \$84,313                      Incl. \$1,300 Longevity (3) + \$3,953 10 days smr wk (5%)

PARENT EDUCATION COORD.

5A. BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION to employ Mrs. Sharon McPherson as the Parent Education Coordinator for the district for the 2004-2005 school year at the annual stipend of \$2,000 pending further negotiations.

STEPHANIE HANSON

6A. BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION to employ Ms. Stephanie Hanson as a one-to-one teacher assistant at Sylvan School for Student #2000465 (name on file in the office of special services) for the 2004-2005 school year for 15 hours per week at the hourly rate of \$12.50 pending further negotiations.

RENEE BLAZEJEWICZ

7A. BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION to employ Ms. Renee Blazejewicz as a one-to-one teacher assistant at the high school for Student #2002549 (name on file in the office of special services) for the 2004-2005 school year for up to 19.5 hours per week at the hourly rate of \$12.50 pending further negotiations.

ALICE GLEASON

8A. BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION to employ Mrs. Alice Gleason as a part-time teacher assistant at Union School for the 2004-2005 school year for up to 19.5 hours per week at the hourly rate of \$12.50 pending further negotiations.

MAIJA HUDZINA

9A. BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION to employ Ms. Maija Hudzina as a part-time teacher assistant at Union School for the 2004-2005 school year for up to 19.5 hours per week at the hourly rate of \$12.50 pending further negotiations.

STEFANIE DI MEOLA

10A. BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION to employ Ms. Stefanie DiMeola as a full-time teacher assistant at Pierrepont School for the 2004-2005 school year for 6.25 hours per day, 5 days per week at the hourly rate of \$15.25 pending further negotiations.

MELISSA SIMON

11A. BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION to employ Ms. Melissa Simon as a part-time teacher assistant at Pierrepont School for the 2004-2005 school year for 3.75 hours per day, 5 days per week at the hourly rate of \$12.50 per hour pending further negotiations.

CST SERVICE PROVIDERS

12A. BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION for the Child Study Team to utilize the services of the following providers for the 2004-2005 school year:

Laura Ann Kelly - ABA Services - up to 10 hours per week - \$25.00 per hour  
Jasmine Grey - ABA Services - up to 10 hour per week - \$25.00 per hour  
Douglass Outreach - Consultation to School-Based Applied Behavior Analysis Program - \$1,725 plus travel @ \$.31 per mile and tolls

SUBSTITUTE TEACHERS

13A. BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION to employ the following as substitute teacher(s) at the per diem rate of \$70.00 and in accordance with law:

Gerald Dalzell  
Ana Mutusz  
Allison Bader  
Tom Ryan  
Laura Kelly  
Kristina Canales  
Alison Palmieri

ANA MUTUSZ

14A. BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION to approve Ms. Ana Mutusz as a substitute teacher assistant for the 2004-2005 school year at the hourly rate of \$8.50.

AMELIA CANTELME

15A. BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION to employ Ms. Amelia Cantelme as a substitute secretary for the 2004-2005 school year at the hourly rate of \$10.00.

MARIA MOREIRA

16A. BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION to employ Mrs. Maria Moreira as a substitute custodian effective 9/13/04 at the hourly rate of \$10.00.

Roll Call Vote Personnel Items #1A - #16A:

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

**FINANCE:**

APPROVAL OF BILLS:

1A. Resolution by Mr. Novosielski seconded by Mrs. Williams.  
BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION that the bills listed below be approved.

Accounts Payable	6/28/04	\$77,562.45
	6/29/04	24,500.00
	8/30/04	<u>518,188.23</u>
		<b>\$620,250.68</b>
Offline Checks	8/18/04	630.45
	8/27/04	<u>75.00</u>
		<b>\$705.45</b>
Payroll	8/13/04	\$175,559.31
	8/23/04	<u>2,216.08</u>
		<b>\$177,775.39</b>
General Activities	8/2/04	\$95.00
	8/2/04	862.50
	8/3/04	75.00
	8/6/04	45.60
	8/18/04	<u>8,419.27</u>
		<b>\$9,497.37</b>
Total		<b><u>\$808,228.89</u></b>

Roll Call Vote Finance Item #1A:

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

**NEW BUSINESS:** (Action will not be taken)

**CURRICULUM AND INSTRUCTION:**

**Chairperson Monahan reported on items to be acted upon at the Regular Meeting of September 13, 2004.**

OUT-OF-DISTRICT PLACEMENTS 1. BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION to approve the following out-of-district placements of students (names on file in the office of special services) at the tuitions listed:

- Student #2003190 - SBJC Maywood - Tuition: \$14,595.00
- Student #2000320 - CP Center Clifton - Tuition: \$47,887.00 plus transportation
- Student #2003184 - SBJC - Tuition: \$14,595.00
- Student #2004005 - SBJC Maywood - Tuition: \$31,857.84 plus transportation

BERGEN TECH-PARAMUS

2. BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION to approve the following students to attend Bergen Tech – Paramus (names on file in the office of special services).

- Student #2002553 Grade 10
- Student #2000139 Grade 9

Rescind the placement of Student #2000435 - Grade 11.

**FINANCE:**

**Chairperson Novosielski reported on items to be acted upon at the Regular Meeting of September 13, 2004.**

S1701/A99

1. WHEREAS, Boards of Education are required to educate the children of their districts according to the Mandates of the No Child Left Behind Act of 2000;

WHEREAS the S1701/A99 legislation also known as “The School Cap Bill” could increase costs, and pose safety hazard to students; and

WHEREAS, S1701/A99 will radically alter school business practices and is financially irresponsible, could affect child safety as well as erode community discretion over school spending; and

WHEREAS, S1701/A99 will require school districts to spend down their budget surplus, which they retain in case of emergencies, to 3%; and

WHEREAS, such a reduction could endanger a school district’s bond rating and actually increase costs and force appropriation of surplus in 2005 which could result in property tax increases in 2006; and

WHEREAS, S1701/A99 would require state government approval of many routine school district budgeting functions, such as line-item transfers which infringe on a local school board’s ability to respond quickly to the financial needs of its schools;

NOW, THEREFORE, BE IT RESOLVED, by the Board of Education in the Borough of Rutherford in the County of Bergen, that the legislature take a hard look at the bill’s impact on education and taxpayers and realize that S1701/A99 will not provide for property tax relief, sound financial practice, student safety or community determination of educational policy.

BE IT FURTHER RESOLVED that the Rutherford Board of Education protests the immediate demand for the reduction of surplus until further impact studies are done to assure the educational community that this bill will not have an irreversibly detrimental effect on board’s ability to offer a thorough and efficient education while keeping the decision making at the community level.

BE IT FURTHER RESOLVED that a copy of this resolution be sent to all legislators representing the 36<sup>th</sup> Legislative District, New Jersey Schools Boards Association, the local governing body of the Borough of Rutherford, and to the Rutherford Taxpayers Association, and encourage Rutherford residents to contact their legislators registering their opposition to this bill.

NON-PUBLIC TECH 2003-04

2. BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION to approve the following amounts of non-public technology funds for the 2003-2004 school year to the following non-public locations.

St. Mary’s High School	\$14,600
St. Mary’s Elementary School	10,800
Today’s Learning Center	1,520
Rutherford Child Care Center	400

These funds will be controlled and administered by the Rutherford Board of Education.

NON-PUBLIC TECH 2004-05 3. BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION to approve the following amounts of non-public technology funds for the 2004-2005 school year to the following non-public locations.

St. Mary's High School	\$13,720
St. Mary's Elementary School	9,440
Today's Learning Center	400
Rutherford Child Care Center	1,800

These funds will be controlled and administered by the Rutherford Board of Education.

PETTY CASH AMOUNTS 4. BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION to establish petty cash amounts for the following locations for the 2004-2005 school year:

High School	\$300
Lincoln School	\$100
Sylvan School	\$100
Pierrepont School	\$250
Washington School	\$100
Maintenance Department	\$500
Union School	\$250
Gifted and Talented	\$100
Business Office	\$2,000

DONATION 5. BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION to accept the donation of \$9,745.40 from the Rutherford Education Foundation to fund the following projects:

Letters Across the Atlantic	- Pierrepont	- Grades 6-8 English	\$ 500.00
World Language Festival	- Union/Pierrepont	- Grades 6-8 French/Latin/Spanish	\$2,000.00
Freshman Transition	- High School	- Grade 9	\$2,540.00
Caring Habit of the Month Adventure	- Union	- Grade 7	\$2,000.00
Listening Station/Library	- Union	- Grades 6-7	\$1,200.00
Alphabet Manipulatives for Students	- Union	- Grade 1	<u>\$1,505.40</u>
			\$9,745.40

**POLICY:**  
**GRADING SYSTEM**

1. BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION to approve the following revisions to Policy #R6147.1 Grading System on second 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-	53 – 62	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. The report card grade will be recorded in a numerical average and its equivalent letter.
3. Final Examinations at the high school will count as 1/5 of the final grade.
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 grade point average for 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

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 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:

**BUILDINGS AND GROUNDS:**

**Chairperson Monahan reported on items to be acted upon at the Regular Meeting of September 13, 2004.**

**DONATION**

1. BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION to accept, with deepest thanks, the donation of a new replacement scoreboard at Tryon Field, from Amalgamated Bank. The total value of the donation is \$15,000.00.

**OLD BUSINESS: (No action to be Taken)**

**MEETING OPEN TO THE PUBLIC:** 8:21 P.M. No comments made.

**EXECUTIVE SESSION:** Motion by Mr. McLean, seconded by Mr. Ferguson that an Executive Session be held at 8:22 P.M. for the purpose of discussing student matters. Action may or may not be taken. The Board expects to return within 30 minutes.

Approved.

The Board returned at 8:57 P.M.

**NEW BUSINESS (Action to be taken)**

**E.G. EXPULSION**

Resolution by Mrs. Williams, seconded by Mr. Novosielski.

WHEREAS, formal disciplinary proceedings were initiated against E.G. by the Board of Education of the Borough of Rutherford (hereinafter referred to as the "Board") regarding allegations of criminal sexual contact on school property, in violation of Policy #5600, #5120, #5785, N.J.S.A. 18A:37-2 and N.J.S.A. 2C:14-3b, which occurred on or about February 26, 2004; and

WHEREAS, such disciplinary proceedings were adjourned with the consent of E.G. and his guardian pending resolution of the criminal charges brought against E.G.; and

WHEREAS, the criminal charges were adjudicated in or about July 27, 2004, at which time E.G. pleaded guilty to simple assault for which he was sentenced to probation until his nineteenth (19<sup>th</sup>) birthday on October 17, 2005; and

WHEREAS, E.G. is classified with a specific learning disability which required the Individualized Education Program (hereinafter referred to as "IEP") Team to conduct a manifestation determination review to determine whether E.G.'s behavior was a manifestation of his disability; and

WHEREAS, the IEP Team determined that E.G.'s behavior was not a manifestation of his disability, a conclusion in which E.G. and his guardian concurred; and

WHEREAS, because E.G.'s behavior was not a manifestation of his disability, he is subject to the Board's policies and regulations concerning student conduct and discipline; and

WHEREAS, E.G. and his guardian have stipulated to the facts contained in the record of proceedings supporting the above allegations; and

WHEREAS, E.G. and his guardian have waived a due process hearing before the Board, including the right to be represented, to cross-examine witnesses and to provide evidence and testimony in E.G.'s defense;

NOW, THEREFORE, BE IT RESOLVED that the Board finds that E.G. has committed the charged disciplinary infractions and, therefore, expels E.G. from the Rutherford School District (hereinafter referred to as the "District") effective immediately, thereby depriving him of all of the rights and privileges of pupils enrolled in the District.

BE IT FURTHER RESOLVED that E.G. shall not be permitted to participate in any athletic or extracurricular activities sponsored by the Board and shall not be present on any of the Board's school campuses or attend any Board sponsored activities on any out-of-district school campuses for the 2004-2005 school year.

BE IT FURTHER RESOLVED that the Board will provide E.G. with an alternative educational program for the 2004-2005 school year, when he will graduate from the District, provided he fulfills the Board's graduation requirements. The alternative educational setting shall be determined by the IEP Team and shall be selected so as to enable E.G. to continue to participate in the general curriculum, although in another setting, and to continue to receive those services and modifications, including those described in his current IEP, that will enable E.G. to meet the goals set out in that IEP and include services and modifications designed to address the behavior which resulted in his expulsion from the District so that it does not reoccur; and

BE IT FURTHER RESOLVED that if E.G. fulfills the District's graduation requirements, he will graduate from the District in June, 2005 and if he chooses to receive his diploma from Rutherford High School his diploma shall be forwarded to him; otherwise, he may receive his diploma from the school he attended. However, E.G. shall not be permitted to attend graduation or any other senior activities in the District, including the prom and project graduation. If E.G. is not eligible to graduate at the end of the 2004-2005 school year, the Board shall have no further obligation to E.G.

Roll Call Vote:

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

**ADJOURNMENT:**

Motion by Mr. Novosielski, seconded by Mr. Ferguson that the meeting be adjourned at 9:00 P.M.

Approved.