

**RUTHERFORD BOARD OF EDUCATION**  
**WORKSESSION – FEBRUARY 1, 2010**

The Worksession Meeting was called to order at 7:30 P.M. in the High School Cafeteria by President Casadonte with the Pledge of Allegiance to the Flag. On roll call the following members were present: Mrs. Ahmed, Dr. Fiume, Mr. Griggs, Mr. Jasko, Mrs. Jones, Mr. McLean, Mr. Novosielski, and Mr. Casadonte. Ms. Scuro was absent for the entire meeting. Ms. O’Keefe, Mr. Brown and Ms. Singh 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.

**TAPING AND BROADCASTING OF MEETINGS**

As approved by the Rutherford Board of Education, we are taping and broadcasting our worksessions and regular meetings. These meetings will be broadcast without editing during a two-hour time segment on Tuesday evenings at 8:00 PM on the Comcast public access channel and on FiOS Channel 38. At the conclusion of the two-hour segment, the broadcast will end regardless of what part of the meeting is currently being viewed due to the Comcast time constraint. Any member of the public who wishes to view the two-hour tape should make a written request to the Board Secretary who will have a copy of the tape made available within two weeks of the request. There will be a nominal fee charged for this tape reproduction. We welcome comments from residents viewing the broadcast.

**MINUTES APPROVAL**

1A. Resolution by Mr. Novosielski, seconded by Dr. Fiume.  
BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION that the minutes of the Regular Meeting and Executive Session of January 11, 2010 be approved as amended.

Roll Call Vote:

Mrs. Ahmed – aye	Mr. Griggs – aye, abstain on Executive Minutes	Mr. McLean – aye
Mr. Casadonte – aye	Mr. Jasko – aye	Mr. Novosielski – aye, abstain on Executive Minutes
Dr. Fiume – aye	Mrs. Jones – aye	Ms. Scuro – absent

**SPECIAL PRESENTATION:**

- Interim Report on the Achievement of District Goals - Superintendent Leslie O’Keefe

**REPORT OF THE PRESIDENT**

- Pres. Casadonte congratulated the Academic Decathlon Team.
- Pres. Casadonte announced the RHS Fashion Show, Winter Concerts, and mentioned that schools are closed on February 12 and 15 for Winter Recess.

**REPORT OF THE STUDENT REPRESENTATIVE TO THE BOARD**

- Ms. Singh gave an update on Extracurricular Activities, the Academic Decathlon team, and Sports teams.

**MEETING OPEN TO THE PUBLIC (Action Items Only)** 7:51 P.M. No comments made.

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

**Motion by Mr. Novosielski, seconded by Mrs. Jones to approve Old Business Items #1A and #2A.**

**BOARD SELF-EVALUATION**

1A. BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION to accept the Board Self-Evaluation as reviewed and completed at the January 11, 2010 regular meeting.

**BOARD PROFESSIONAL DEVELOPMENT IMPROVEMENT PLAN**

2A. BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION to approve the following Board Professional Development Improvement Plan based upon the results of the Board Self-Evaluation completed on January 11, 2010 - to prepare a district budget that maintains the quality of the educational programs in a fiscally responsible manner and gains support of the community.

Roll Call Vote Old Business Items #1A and #2A:

Mrs. Ahmed – aye	Mr. Griggs – aye	Mr. McLean – aye
Mr. Casadonte – aye	Mr. Jasko – aye	Mr. Novosielski – aye
Dr. Fiume – aye	Mrs. Jones – aye	Ms. Scuro – absent

➤ **REF Alumni Directory**

Mr. Griggs reported on the status of the directory project and some contract recommendations made to the REF.

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

**BOARD MEETING SCHEDULE** 1A. Resolution by Mrs. Jones, seconded by Mrs. Jones.  
 BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION to approve the cancellation of the Board Worksession/Budget Hearing Meeting scheduled for March 22, 2010 and to approve the Board Worksession/Budget Hearing Meeting on March 29, 2010.

Roll Call Vote New Business Item #1:

Mrs. Ahmed – aye	Mr. Griggs – aye	Mr. McLean – aye
Mr. Casadonte – aye	Mr. Jasko – aye	Mr. Novosielski – aye
Dr. Fiume – aye	Mrs. Jones – aye	Ms. Scuro – absent

**PERSONNEL:**

**Motion by Mrs. Ahmed, seconded by Mr. McLean to approve Personnel Items #1A and #2A.**

MICHAEL CASSIDY 1A. Motion to accept, with regret, the retirement of Mr. Michael Cassidy, Assistant Principal at the high school, effective 7/1/10.

SUZANNE PETRONIO 2A. BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION to adjust the starting date of Mrs. Suzanne Petronio, bus assistant, to January 19, 2010.

Roll Call Vote Personnel Items #1A and #2A:

Mrs. Ahmed – aye	Mr. Griggs – aye	Mr. McLean – aye
Mr. Casadonte – aye	Mr. Jasko – aye	Mr. Novosielski – aye
Dr. Fiume – aye	Mrs. Jones – aye	Ms. Scuro – absent

**FINANCE:**

**APPROVAL OF BILLS**

1A. Resolution by Dr. Fiume, seconded by Mrs. Ahmed.  
 BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION that the bills listed below be approved.

Accounts Payable	\$721,967.72
Offline Checks	\$1,359,619.57
Payroll	\$1,203,161.47
General Activities	<u>\$20,226.05</u>
Total	<b><u>\$3,304,974.81</u></b>

Roll Call Vote Finance Item #1A:

Mrs. Ahmed – aye, abstain on check #00356, #00357, and #00358	Mr. Griggs – aye	Mr. McLean – aye
Mr. Casadonte – aye	Mr. Jasko – aye	Mr. Novosielski – aye
Dr. Fiume – aye	Mrs. Jones – aye	Ms. Scuro – absent

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

**PERSONNEL:**

**Chairperson Ahmed reported on the items to be acted upon at the February 8, 2010 Regular Meeting.**

PERSONNEL:

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

SUBSTITUTE TEACHERS

1. BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION to employ the following as substitute teacher(s) effective 2/9/10 at the per diem rate of \$80.00 and in accordance with law:

Matthew Dalzell  
David Goss  
Nicole Thompson  
Michael Knapp  
Megan Montefusco  
Laura O'Connor

SUB TEACHER ASSISTANTS

2. BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION to approve the following as substitute teacher assistants for the 2009-2010 school year at the hourly rate of \$9.00:

Michael Knapp

HOME INSTRUCTORS

3. BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION to approve the following as home instructors for the 2009-2010 school year at the hourly rate of \$35.00:

Laurie DeSpirito

SERVICE PROVIDER

4. BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION for the Child Study Team to utilize the services of Dr. Carol Fiorile to provide consultation services on an as needed basis at the rate of \$185.00 per hour.

SERVICE PROVIDER

5. BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION for the Child Study Team to utilize the services of Mrs. Megan Caughey to provided ABA Home Program Coordination services at the hourly rate of \$39.00.

COACHING ASSIGNMENT

6. BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION to approve Mr. Andrew Howell as the Head Football Coach for the 2010-2011 school year at the stipend of \$8,912 (step 1) pending further negotiations between the Rutherford Board of Education and the Rutherford Education Association.

COACHING ASSIGNMENT

7. BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION to approve Mr. Joseph Urbanovich as a Volunteer Assistant Baseball Coach for the 2009-2010 school year.

REGINA BUELL

8. BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION to approve Mrs. Regina Buell as the computer lab supervisor for the 2009-2010 school year, 1 hour per day, 5 days per week at the hourly rate of \$15.00.

TRAVEL REIMBURSEMENTS 9. BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION to approve the following travel reimbursements for the 2009-2010 school year:

<u>Staff Name</u>	<u>Position</u>	<u>Name of Activity</u>	<u>Dates</u>	<u>Fee</u>	<u>Trans.</u>	<u>Meals</u>	<u>Lodgings</u>	<u>Other</u>
Lauren Pizzariello	Counselor	OSHA Training	Apr 28-30	\$240	\$100	none	none	none
Lauren Pizzariello	Counselor	OSHA Training	Mar30-31	\$160	\$35	none	none	none
Neesa Jarrett	Spec Ed Tchr	Wilson Training	Mar 16-18	\$175	\$10	none	none	none
Season Lyons	Spec Ed Tchr	Wilson Training	Mar 16-18	\$175	\$10	none	none	none
Paula Risoli	Teacher	Wilson Training	Mar 16-18	\$175	\$10	none	none	none
Amanda Ruddick	Teacher	Wilson Training	Mar 16-18	\$175	\$10	none	none	none
Michele Sabia	Teacher	Wilson Training	Mar 16-18	\$175	\$10	none	none	none
Colleen Sartori	Teacher	Wilson Training	Mar 16-18	\$175	\$10	none	none	none

DAVID STASIAK 10. BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION to approve Mr. David Stasiak as a long-term substitute music teacher at Washington and Lincoln Schools 2/16/10 through 2/26/10 at the per diem rate of \$80.00 and from 3/1/10 through 6/30/10 at the per diem rate of \$237.00.

MAUREEN CARLIN 11. BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION to approve Ms. Maureen Carlin as a school psychologist at the high school effective 2/1/10 through 6/30/10 at the annual salary of \$57,513 (step 1, level 5). This is a replacement position.

**CURRICULUM AND INSTRUCTION:**  
**Chairperson Novosielski reported on the items to be acted upon at the February 8, 2010 Regular Meeting.**

OUT-OF-DISTRICT PLACEMENT 1. BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION to approve the placement of Student #2009014 (name on file in the office of special services) at the P.G. Chambers School in Cedar Knolls effective 1/25/10 at the annual tuition of \$27,590.40.

OVERNIGHT CLASS TRIPS 2. BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION to approve the following high school overnight class trips:  
 FBLA State Competition - 3/11-12/10 - Edison NJ - 13 students, 2 adults  
 FCCLA Spring Conference - 3/18 -19/10 - Cherry Hill NJ - 10 students, 1 adult

SCHOOL CALENDAR 2010-2011 3. BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION to approve the following school calendar for the 2010-2011 school year:

**RUTHERFORD PUBLIC SCHOOLS  
 SCHOOL CALENDAR  
 2010-2011**

Wednesday, September 1	Orientation of Teachers
Thursday, September 2	Schools Open
Monday, September 6	Schools Closed - Labor Day
Monday, October 11	Schools Closed, Columbus Day <b>Teacher Professional Development</b>
Tuesday, November 2	Schools Closed, Election Day
Thursday & Friday, Nov. 4, 5	Schools Closed, NJEA Convention
Thursday, November 18	One Session Day, Conferences <b>(K-5 ONLY)</b>
Friday, November 19	Schools Closed, Conferences <b>(K-5 ONLY)</b>
Wednesday, Nov. 24	One Session Day
Thursday & Friday, Nov. 25, 26	Schools Closed, Thanksgiving
Thursday, December 23	One-Session Day



SECY/TREAS. REPORT  
NOVEMBER

2. BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION that it has received and accepts the financial reports of the Secretary and Treasurer of School Monies for the month ending November 30, 2009, and certifies that the reports indicate that no major account or fund is overexpended in violation of NJAC 6:20-2.13 and that sufficient funds are available to meet the district's financial obligations for the remainder of the school year.

Summary pages attached in official minute book. Detailed summary in the office of the Board Secretary.

EXTRAORDINARY AID

3. Resolution by M\_\_\_\_\_, seconded by M\_\_\_\_\_.  
BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION to approve submission to the State Department of Education of the Application for Extraordinary Aid for 2009-2010.

2010-2011 Budget  
Appropriations

Discuss alternatives for reducing the proposed appropriations for the 2010-2011 budget.

**POLICY:**

**Chairperson Griggs reported on the meeting of the Policy Committee and items to be acted upon at the February 8, 2010 Regular Meeting.**

GOALS AND OBJECTIVES

1. BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION to approve the following revisions to Policy #6010 Goals and Objectives on first reading:

**BOARD OF EDUCATION  
RUTHERFORD**

**INSTRUCTION  
6010/ page 1 of 3**

GOALS AND OBJECTIVES

The mission of the Rutherford Public Schools is to provide for the education of all children residing in the borough of Rutherford. The Board of Education accepts the responsibility for coordinating the available resources of home, school and community in a mutual effort to guide every pupil's growth towards becoming a self-respecting individual who can effectively function politically, economically and socially in a democratic society.

The board is dedicated to ensuring that all students in the district are provided with the necessary skills and competencies for achievement of the state-approved Core Curriculum Content Standards.

- A. The high school graduation rate shall be at least 90 percent.
  - 1. The district shall provide least restrictive, alternative programs for students with disabilities.
  - 2. The district shall provide dropout prevention programs for pupils at risk.
- B. Pupils shall leave grades four, eight and 11-12 having demonstrated competency in challenging subject matter including language arts/literacy, mathematics, science, social studies, health and physical education, visual and performing arts and world languages.
  - 1. The district shall implement the state-approved Core Curriculum Content Standards and appropriate assessments to enable pupils to succeed and to evaluate their performance.
  - 2. The district shall provide staff development opportunities to ensure that teachers are adequately equipped to teach challenging and up-to-date subject matter and to implement effective teaching techniques. It shall monitor teaching staff members progress toward achievement of the required 100 clock hours of continuing education to ensure that they are obtaining and maintaining the skills to help all students achieve the Core Curriculum Content Standards.

- C. Pupils shall learn to use their minds well, so that they may be prepared for responsible citizenship, ethical behavior further learning, and productive employment in our modern economy.
  - 1. The district shall provide students with experiences in higher level thinking, information processing, the responsibilities of citizenship, and employability skills.
  - 2. All pupils shall demonstrate competency in the skills identified in the cross-content workplace readiness standards.
  - 3. All pupils shall demonstrate respect for and tolerance of racial, cultural, ethnic and religious diversity.
  - 4. All students shall be instructed in and demonstrate an understanding of ethical conduct and be encouraged to engage in ethical behavior.
- D. All pupils shall increase their achievement levels in science and mathematics to contribute to our country's ability to compete academically with all other countries of the world.
  - 1. The district shall maintain its curriculum offerings in science and mathematics according to state standards.
  - 2. The district shall provide staff training in the teaching of mathematics and science at grades K-12 to increase teachers' understanding of and ability to teach these subjects.
- E. District schools shall be free of drugs and violence and offer a safe, disciplined environment conducive to learning.
  - 1. The district shall develop partnerships with parents to establish the responsibilities of each to create and maintain safe and healthy educational environments for all pupils.
  - 2. The district shall provide programs and staffing to deal with pupils at risk.
  - 3. The school and community shall expand their cooperative efforts to create drug and violence-free environments.
  - 4. All students shall develop a positive view of self and learn to use effective interpersonal skills.

The board shall develop, in consultation with the chief school administrator and teaching staff members, educational plans for the district. These shall be reviewed and adopted annually and shall include:

- A. Written educational goals;
- B. An assessment of pupil needs;
- C. Specific annual objectives based on identified needs and action plans to implement them;
- D. Standards for assessing and evaluating the achievement of objectives;
- E. The establishment of reasonable pupil minimum proficiency levels in the areas addressed in the Core Curriculum Content Standards;
- F. An educational program consistent with these goals, objectives, standards and needs;
- G. Evaluation of pupil progress.

Adopted: September 8, 2003  
Revised: March 10, 2008  
Revised:

Legal References: N.J.S.A. 18A:7C-2 Boards of education; establishment of standards  
N.J.S.A. 18A:7F-1 through -34 Comprehensive Education Improvement and Financing Act  
N.J.S.A. 18A:33-1 District to furnish suitable facilities; adoption of courses of study  
N.J.A.C. 6A:30-1.2 Definitions  
~~N.J.A.C. 6:8-1.1 Words and terms defined~~  
~~N.J.A.C. 6:8-2.1 Reporting requirements~~  
~~N.J.A.C. 6:8-2.2 School level planning~~  
~~N.J.A.C. 6:11-13.1 6A:9-15.1 et seq. Required Professional Development for Teachers~~  
~~N.J.A.C. 6:19-1.1 et seq. Comprehensive Educational Improvement and Financing Program~~  
  
N.J.A.C. 6A:8-1.1 et seq. Standards and Assessment  
See particularly:  
N.J.A.C. 6A:8-1.2  
through -1.3, -2.1, -4.4  
N.J.A.C. 6A:30-1.1 et seq. Evaluation of the Performance of School Districts  
~~Manual for the Evaluation of Local School Districts (August 2000)~~  
  
~~P.L. 103-227, GOALS 2000: Educate America Act (Pro-Children Act of 1994)~~

CAREER EDUCATION 2. BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION to approve the following revisions to Policy #6142.12 Career Education on first reading:

**BOARD OF EDUCATION  
RUTHERFORD**

**INSTRUCTION  
6142.12/page 1 of 2**

CAREER EDUCATION

Career Awareness

The board of education believes that constructive attitudes and concepts involving the dignity of all kinds of work belong in the curriculum from the beginning grades. Therefore, in fulfillment of the Core Curriculum Content Standards, the board shall develop and implement a comprehensive guidance and counseling system that facilitates career awareness and exploration for all students. The board shall ensure that educational programs shall continuously expose pupils to the nature of the wide variety of careers available and shall include structured learning experiences as rigorous activities, integrated into the curriculum and linked to the Core Curriculum Content Standards. In order to be better prepared for the 21<sup>st</sup> century, Rutherford students will develop an Individualized Learning Plan (ILP) with their counselor based on a career strand. The ILP will begin to be developed in grade 6. Elective courses in high school will be chosen based on the career strand chosen by the student.

~~The cross-content workplace readiness standards shall be infused into the curriculum throughout the grades in age appropriate activities. The standards are:~~

- ~~A. All students will develop career planning and workplace readiness skills.~~
- ~~B. All students will use technology, information and other tools.~~
- ~~C. All students will use critical thinking, decision-making and problem-solving skills.~~
- ~~D. All students will demonstrate self-management skills.~~
- ~~E. All students will apply safety principles.~~

The 21<sup>st</sup> Century Life and Career Standards shall be infused in each career strand and be a part of each student's ILP. The standards are:

- A. All students will demonstrate creative, critical thinking, collaboration and problem solving skills to function successfully as global citizens and workers in diverse ethnic and organizational cultures.
- B. All students will develop skills and strategies that promote personal and financial responsibility related to financial planning, savings, investment, and charitable giving in the global economy.
- C. All students will apply knowledge about and engage in the process of career awareness, exploration and preparation in order to navigate the globally competitive work environment of the information age.
- D. All students who complete a career and technical education program will acquire academic and technical skills for careers in emerging and established professions that lead to technical skill proficiency, credentials, certificates, licenses, and/or degrees.

When any hands-on experience requires use of power tools, etc., all eye protection and other appropriate safety regulations shall be observed.

Career Exploration

The board shall develop and implement a program of career exploration that:

- A. Develops an Individualized Learning Plan which fosters career exploration and develops 21<sup>st</sup> Century Life and Career Skills.
- B. A- Offers high school students the opportunity to explore career interests strands within, but not limited to, arts and humanities; media, business, and information systems; finance, entrepreneurship, engineering, mathematics, science and technology; , design and manufacturing, education, social and health and human services;
- B. C. Addresses district resources, community needs and student interest;
- C. D. Allows the board to select an appropriate delivery format that may include an integrated curriculum based on the Core Curriculum Content Standards or specialized programs that reflect the needs of students and the community; and
- D. E. Instills the concept of the need for continuous learning throughout one's life.

The board will support a program of vocational education that shall include the enrollment of pupils in a program of vocational education outside this district, provided that such program is not offered in this district and provided that such enrollment has been approved by the board and parent/guardian of the pupil.

All pupils participating in vocational education programs in shared-time programs are considered to be regularly enrolled in the schools of this district, and subject to the policies and rules of this board, including rules regarding attendance for those periods when they are not assigned to outside work projects or other classes.

Adopted: December 8, 2003  
Revised:

Legal References:	<u>N.J.S.A. 18A:11-1</u>	General mandatory powers and duties
	<u>N.J.S.A. 18A:38-36</u>	Employment certificates to part-time pupils
	<u>N.J.S.A. 18A:40-12.1, -12.2</u>	Protective eye devices required for teachers, pupils and visitors in certain cases
	<u>N.J.S.A. 18A:54E-1 through -5</u>	Business and school partnerships
	<del><u>N.J.A.C. 6:4-1.5</u></del>	<del>School and classroom practices</del>
	<del><u>N.J.A.C. 6:8-2.1</u></del>	<del>Reporting requirements</del>
	<del><u>N.J.A.C. 6:8-4.1</u></del>	<del>Review of mandated programs and services</del>
	<del><u>N.J.A.C. 6:29-1.1 et seq.</u></del>	<del>Health, Safety and Physical Education</del>
	<del><u>See particularly:</u></del>	
	<del><u>N.J.A.C. 6:29-1.3(a)6iii, 1.7(f)</u></del>	
	<u>N.J.A.C. 6:53-1.1 et seq.</u>	Vocational Education Safety and Health Standards
	<u>N.J.A.C. 6A:8-3.2</u>	Career awareness and exploration

N.J.A.C. 6A:8-5.1 Graduation requirements  
N.J.A.C. 6A:30-1.1 et seq. Evaluation of the Performance of School Districts

Manual for the Evaluation of Local School Districts (August 2000)

BASIC SKILLS

3. BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION to approve the revisions to Policy #6146.6 Basic Skills on first reading:

**Board of Education  
RUTHERFORD**

**Instruction  
6142.6**

BASIC SKILLS

In order to provide district pupils with the basic tools necessary for achievement of the Core Curriculum Content Standards, the board directs development of strong basic skills courses at all levels of the schools.

The chief school administrator shall work with staff to:

- A. Infuse instruction in basic skills into courses of study at all grade levels and ensure the articulation of those skills from grade to grade.
- B. Actively seek innovative and remedial programs to ensure that all district pupils acquire the basic skills suited to their grade level and capacity.

The district shall administer state tests as required and may administer standardized tests as appropriate to determine student achievement levels in basic skills. A child ~~shall~~ may participate in a remedial education program as long as he/she does not meet minimum proficiency levels.

Adopted: February 9, 2004  
Revised:

Legal References: N.J.S.A. 18A:35-4.9 Pupil promotion and remediation; policies and procedures  
N.J.A.C. 6:8-1.1 Words and terms defined  
N.J.A.C. 6A:8-1.1 et seq. Standards and Assessment  
See particularly:  
N.J.A.C. 6A:8-3.1, -4.1  
N.J.A.C. 6A:30-1.1 et seq. Evaluation of the Performance of School Districts

Hawkins-Stafford Elementary and Secondary School Improvement Amendments of 1998 (P.L.100-297)

ATTENDANCE IN BASIC  
SKILLS PROGRAM

4. BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION to approve the following revisions to regulation #6142.6R Attendance in Basic Skills Programs on first reading:

**BOARD OF EDUCATION  
RUTHERFORD**

**INSTRUCTION  
R6142.6 1 of 2**

**REQUIRED ATTENDANCE IN BASIC SKILLS IMPROVEMENT PROGRAM (BSIP)**

In each school district in New Jersey, K-12 pupils whose proficiency in ~~basic~~ communication and computation skills is below statewide standards are required to be ~~entered~~ reviewed for entry into education programs designed to remediate their deficiencies. These programs ~~require~~ offer diagnostic, remedial, and skill maintenance activities designated to promote progress by each pupil to at least the level of statewide standards.

~~The intent of the statute and regulations clearly show that the enrollment of pupils who do not meet minimum statewide proficiency levels in remedial education programs is fully as mandatory as the statutory requirements for high school graduation. Accordingly, it is fair to say that there is no parental right to have a child removed from a basic skills improvement program. Any child who does not meet minimum proficiency levels on state assessments or scores below the~~

50th national percentile on a district approved standardized test will be ~~required~~ reviewed to receive basic skills instruction. ~~For tests other than the state assessments,~~ Multiple measures are applied for entry and exit. ~~This is especially important due to the fact that high school students will be required to pass a state graduation exam.~~ These multiple measures shall include but are not limited to: performance on statewide assessments, performance on standardized assessments, performance on benchmark assessments, class grades, teacher evaluation, and parent information.

A Basic Skills Improvement Program is defined as one of the following:

1. A "pull out" remedial program of small group or individual instruction taught by a basic skills improvement teacher;
2. A specially scheduled remedial section that usually is smaller in size than a regular class and may utilize specialized materials;
3. Having the BSI basic skills teacher go into the regular classroom and work with basic skills students;
4. ~~In unusual instances where none of the above can be scheduled,~~ A program can be developed whereby the classroom teacher or subject specialist that gives specialized individualized attention during the regular class session. This, ~~however,~~ would require a written planned program designed to meet the student's deficiencies as shown on the standardized assessments or the equivalent thereof.
5. An individual program developed and monitored by the basic skills teacher that addresses the student's weaknesses and is completed independently by the student.

~~For those instances when~~ A parent is dissatisfied with shall be notified about the student's eligibility for a program, ~~he/she~~ and should be given an opportunity to provide input and additional information related to the program. ~~request and make statements in support of a different program.~~ The principal and teacher should then determine which program is appropriate to bring the student up to the acceptable standard.

The district will periodically review the program to define the options available to pupils to develop alternative strategies for the acquisition of skills, and to evaluate the effectiveness of the program for different populations.

Any student whose performance on state assessments/district assessments falls below the proficiency level for two consecutive years shall be required to participate in a Basic Skills program.

Appeal Procedure:

Parents who are dissatisfied with the principal's or teacher's program placement may appeal the placement to the BSI Program Coordinator who is the Superintendent of Schools or his/her designee. The decision of the Superintendent of Schools is final.

Approved: February 9, 2004

Revised:

INTERSCHOLASTIC  
COMPETITION

5. BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION to approve the following revisions to Policy #6145.1 Interscholastic Competition on first reading:

**BOARD OF EDUCATION  
RUTHERFORD**

**INSTRUCTION  
6145.1/page 1 of 6**

INTERSCHOLASTIC COMPETITION

The board considers all competitive extracurricular activities--academic, artistic and athletic--an integral part of the total educational program. Competitive activities shall be under the same administration and control as the rest of the school program and closely articulated with it.

Competitive activities can provide pupils with valuable experiences and opportunities. In this district, the emphasis in any competition--intramural or interscholastic--shall be on providing such experiences and opportunities rather than on

producing winning teams or providing entertainment. Practice for or performance in any competitive event shall not interfere with the regular educational program.

The board shall approve all proposed interscholastic competition, either as a schedule or as a discrete event, whichever is appropriate. The board must approve membership in any leagues, associations and conferences, and any agreements with other schools for a series of games or events. Contests of any kind between and among the schools of the district shall be approved by the chief school administrator.

The board shall appoint coaches, advisors, physicians and other necessary supervisory personnel upon recommendation of the chief school administrator. The chief school administrator shall also ensure that training programs/regulations are developed for all extracurricular athletic activities and that all physical facilities involved in any competition in which district schools take part shall be adequate, safe and sanitary.

Public recognition shall be given to participants in academic or artistic competitions in the same measure as to athletic competitors. The district's affirmative action resolution and plan for equity in school and classroom practices shall apply to determining eligibility for competition, approval of each competitive activity in which pupils officially represent the district, and district expenditure to provide facilities and coaches.

#### Parental Consent

No pupil may participate in a school-sponsored physical activity outside the regular physical education curriculum without a signed consent form from a parent/guardian naming the activity and acknowledging that the activity may be hazardous.

#### Academic Eligibility

Academic standards for eligibility shall be those established by the New Jersey Interscholastic Athletic Association(NJSIAA).

#### Attendance Standards

Attendance standards shall be those set in policy 5113 Absences and excuses. In particular, a pupil shall not participate in a performance, exhibition, practice or athletic event unless he/she has been present in school that day or has been absent for an excused reason other than for sickness.

#### Disciplinary Standards

Disciplinary standards are based on board policies 5114 Suspension and expulsion and 5131 Conduct/discipline. Pupils serving a suspension may not practice, perform or compete. The chief school administrator and the building principal shall decide at the end of a suspension whether the pupil may return to practice and competition.

#### Special Education Pupils

To participate in interscholastic competition, special education pupils must meet the same requirements listed above in conformity with IEPs.

#### Physical Eligibility

All pupils in grades nine through 12 participating in interscholastic athletics must be given a medical examination within 365 days prior to the first practice session, with a health history update if the examination was completed more than 60 days prior to the first practice session of the first sport participated in. The medical examination shall be given at the student's medical home, as defined in file code 5141.3 Health examinations and immunizations. If a student does not have a medical home, the school physician shall conduct the medical examination. Examinations shall be made available throughout the school year consistent with the district athletic schedule. The examination shall be documented on the form approved by the commissioner of education and include, as a minimum, the components listed in the administrative code. In the event a private physician is used, the medical examination shall not be at the expense of the board of education.

The parents/guardians shall be sent written notification signed by the examining physician testifying to the pupil's physical fitness to participate in athletics. The reason for the physician's disapproval of the pupil's participation shall be

included in the notification. The health findings of the medical examination for participation in athletics shall be made part of the general health examination record.

The chief school administrator shall present to the board for adoption procedures for administration of the required medical examination. The procedures for the medical examination to determine the fitness of a pupil to participate in athletics shall include a form for a medical history to be filled out and returned by a parent/guardian and a form to be filled out by the examining physician.

The medical examination to determine the fitness of a pupil to participate in athletics shall include, as a minimum, the following:

- A. A medical history questionnaire, completed by the parent/guardian of the pupil, to determine if the pupil:
  1. Has been medically advised not to participate in any sport, and the reason for such advice;
  2. Is under a physician's care and the reasons for such care;
  3. Has experienced loss of consciousness after an injury;
  4. Has experienced a fracture or dislocation;
  5. Has undergone any surgery;
  6. Takes any medication on a regular basis, the names of such medication and the reasons for such medication;
  7. Has allergies including hives, asthma and reaction to bee stings;
  8. Has experienced frequent chest pains or palpitations;
  9. Has a recent history of fatigue and undue tiredness;
  10. Has a history of fainting with exercise;
  11. Has a history of family members dying suddenly.
- B. A physical examination which shall include, as a minimum, no less than:
  1. Measurement of weight, height, and blood pressure;
  2. Examination of the skin to determine the presence of infection, scars of previous surgery or trauma, jaundice, and purpura;
  3. Examination of the eyes to determine visual acuity, use of eyeglasses or contact lenses, and examination of the sclera for the presence of jaundice;
  4. Examination of the ears to determine the presence of acute or chronic infection, perforation of the eardrum and gross hearing loss;
  5. Examination of the nose to assess the presence of deformity which may affect endurance;
  6. Assessment of the neck to determine range of motion and the presence of pain associated with such motion;
  7. Examination of chest contour;
  8. Auscultation and percussion of the lungs;
  9. Assessment of the heart with attention to the presence of murmurs, noting rhythm and rate;

10. Assessment of the abdomen with attention to the possible presence of hepatomegaly, splenomegaly, or abnormal masses;
11. Assessment of the back to determine range of motion and abnormal curvature of the spine;
12. Examination of extremities to determine abnormal mobility or immobility, deformity, instability, muscle weakness or atrophy, surgical scars and varicosities;
13. Examination of the testes to determine the presence and descent of both testes, abnormal masses or configurations, or hernia;
14. Assessment of physiological maturation;
15. Neurological examination to assess balance and coordination and the presence of abnormal reflexes.

#### Insurance

The board will cover each participant in interscholastic football with insurance coverage as recommended by the current insurance carrier. All other interscholastic activities shall be covered at the recommendation of the insurance advisor and chief school administrator.

Parents/guardians shall be strongly encouraged to participate in the supplemental pupil accident insurance program offered by the board.

#### Good Sportsmanship

The board believes that instilling habits of good sportsmanship should be one of the primary goals of athletic endeavors and that all district employees should model good behaviors in this area.

It is especially important that the athletic director and coaches accept the responsibility for encouraging young athletes to handle themselves in a sportsmanlike way and be models of self-control and dignity for players and spectators. Coaches shall include discussions on courtesy and sportsmanlike behavior as part of pre-game activities. Student fans shall be reminded that their conduct reflects on the schools of this district and that poor sportsmanship will be disciplined.

Parents/guardians and other adult spectators shall also be encouraged to act as models for young people by demonstrating self-control and dignity at all athletic events.

Unsportsmanlike behavior as exhibited through verbal abuse, rude gestures, taunts, obscenities, thrown objects, etc., shall not be tolerated in students, staff or any persons in attendance at district athletic competitions. Discipline may include, but not be limited to, eviction from the competition and prevention from attending further competitions.

The chief school administrator shall prepare regulations on good sportsmanship and ensure their dissemination to students, parents/guardians and the community.

Adopted: May 10, 2004

Revised:

#### Legal References: **Legal References:**

N.J.S.A. 18A:11-3

N.J.S.A. 18A:26-2.1 et al.

N.J.S.A. 18A:36-20

N.J.S.A. 18A:40A-1 et seq.

See particularly:

N.J.S.A. 18A:40A-9, -10, -11

N.J.S.A. 18A:43-1

N.J.A.C. 6:4 1.3(a)

Voluntary associations regulating conduct of student activities; membership; rules and regulations; appeals  
Supervisory certificate required for appointment as director of athletics

Discrimination; prohibition

Substance abuse

Accident insurance for pupils authorized

Policy development

<del>N.J.A.C. 6:4-1.5(f)</del>	<del>School and classroom practices</del>
<del>N.J.A.C. 6:8-4.1</del>	<del>Review of mandated programs and services</del>
<del>N.J.A.C. 6:29-1.1 et seq.</del>	<del>Health, safety and physical education</del>
<del>See particularly:</del>	
<del>N.J.A.C. 6:29-1.3(a)1, -3.3, -3.4</del>	
<u>N.J.A.C. 6A:32-9.1a-h</u>	<u>Athletics Procedures</u>
<u>N.J.A.C. 6A:30-1.1 et seq.</u>	<u>Evaluation of the Performance School Districts</u>

20 U.S.C.A. 1681 et seq. - Title IX of the Education Amendments of 1972

29 U.S.C.A. 794 et seq. - Section 504 of the Rehabilitation Act of 1979

Krupp v. Bd. of Ed. of Union County Reg. H.S. Dist. #1, 278 N.J. Super. 31 (App. Div. 1994) cert. den. 140 N.J. 277 (1994)

NJSIAA Constitution, Bylaws, Rules and Regulations

Manual for the Evaluation of Local School Districts (August 2000)

Multi-year Equity Plan for 1996-97 through 1998-99, SDOE Bureau of Equal Educational Opportunity, Doc. #MISM260040699

GIFTED AND TALENTED

6. BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION to approve the following revisions to Regulation #6171.2R Gifted and Talented on first reading:

**BOARD OF EDUCATION  
RUTHERFORD**

**INSTRUCTION  
R6171.2/page 1 of 2**

**GIFTED AND TALENTED**

Selection Criteria

~~Admission to the Gifted and Talented Program will be granted to those students meeting the following requirements:~~

**Kindergarten - Grade Two**

**Enrichment for all students:**

Students are monitored by their classroom teacher with a Teacher Evaluation Checklist. A student with a score of 36 is identified for future consideration. Students who earn scores of 36 or better in both kindergarten and first grade, or one score of 36 or better in kindergarten or first grade and are nominated by their second grade teacher, will be evaluated at the end of grade 2 for admittance into the G & T Program.

**Grades Three - Eight:** Students are evaluated at the end of the previous grade for admittance in grades three – eight.

A student must meet two of the following criteria:

1. Teacher Assessments: Superior score on **two** of the four Scales for Rating Behavioral Characteristics of Superior Students: learning characteristics, motivational characteristics, creativity characteristics, leadership characteristics.
- \* 2. I.Q. of 139 or greater as measured by the Kaufman Brief Intelligence Test, CogAT, or equivalent instrument.
3. I.Q. of 131-138 as measured by the Kaufman Brief Intelligence Test, CogAT, or equivalent instrument and the following:
  - a. For students tested at the end of grade 2, no scores in the partially proficient range and at least one score in the advanced range on the NJPASS.

- b. For students in grades three through eight, no scores in the partially proficient range and at least one score in the advanced proficient range on state-mandated testing.
4.
  - a. For students tested at the end of grade two, scores in the advanced range in both language arts literacy and mathematics on the NJPASS.
  - b. For students in grades three through eight, scores in the advanced proficient range in both language arts literacy and mathematics on state-mandated testing.
5. Score on the Torrance Test of Creative Thinking at or above the 92<sup>nd</sup> percentile.
6. CTY (Johns Hopkins): Score at or above the score listed for honors for the respective grades on testing sponsored by Johns Hopkins Talent Search.

\*

Alternate test for Non-English speaking students: A score at the 97<sup>th</sup> percentile on the Test of Non-Verbal Intelligence.

### **Grades Nine – Twelve:**

At the high-school level, students enter the Gifted and Talented Program through self-election by selecting from a variety of course offerings. A strong recommendation from a teacher, supervisor or guidance counselor accompanies the enrollment. Criteria are based on outstanding achievement, interest and/or talent. Such achievement/accomplishments must be collaborated by student performance and record.

### **Withdrawal from Gifted and Talented Program:**

~~If a student's performance in the Gifted and Talented Program indicates that he/she is not benefiting from participation in the program, and/or classroom performance suggests a review, a formal reevaluation will be conducted. The Gifted and Talented teacher and/or classroom teacher will recommend a reevaluation of the student's status in the Gifted and Talented Program. Data from classroom teachers, parent conferences, guidance counselors, and current test results will be reviewed. After careful consideration of all relevant factors, the Gifted and Talented teacher will make a recommendation as to the status of the student. This will allow student review to continue to take place on an individual basis.~~

Data from teachers, parents, administrators, and school counselors, as well as performance on current standardized assessments, will be periodically reviewed to determine if the student still meets the eligibility criteria for continuation in the Gifted and Talented Program.

Adopted: October 14, 1985  
Revised: September 14, 1992  
Revised: June 12, 1995  
Revised: April 8, 1996  
Revised: January 12, 1998  
Revised: June 22, 1998  
Renumbered: July 1, 2004 (2417)  
Revised: July 11, 2005  
Revised: July 14, 2008  
Revised:

DISAFFECTED STUDENTS 7. BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION to approve the following revisions to Regulation #6172R Disaffected Students on first reading:

**BOARD OF EDUCATION  
RUTHERFORD**

**INSTRUCTION  
6172R/page 1 of 3**

**DISAFFECTED STUDENTS  
(Regulation)**

High School:

The primary concern of the guidance department is the success of the students of Rutherford High School. With this as our goal, the following procedures are employed in dealing with the student who is a potential drop out.

1. Through counselor interview or referral the disaffected student or the potential drop out will be identified by the counselor:

The referral and identification (verbal or written) may be made by:

1. the student
2. the parents
3. a teacher or teachers
4. the school nurse
5. members of the Child Study Team
6. administration

2. The referral may be made for the following reasons:

1. Student not doing well but has the potential to benefit from specialized program.
2. Student's academic achievement generally below his/her ability (underachiever).
3. Student's record shows an increase in absences and tardiness.
4. Student's self image is poor.
5. Student's motivation is poor or lacking.
6. Student's family setting appear to have a detrimental effect on the pupil.
7. Student has difficulty operating in the traditional school organization.
8. Student lacks the skills to form and maintain acceptable relationships with peers and adults (behavior problems).
9. Family's economic problems may interfere with student's completion of education.
10. Student involvement in school activities lacking.
11. Student involvement with community law enforcement agencies.

3. The counselor will interview the student and discuss the problem. If the matter has been referred to the ~~School Resource~~ Intervention and Referral Services (IRS) Committee, recommended intervention strategies shall be implemented. A plan for dealing with the problem will be developed and approved by the student and counselor if the ~~School Resource~~ IRS Committee is not involved.

4. Progress of the plan will be checked by the counselor at specified intervals. If the problem is not being resolved a possible referral for an evaluation by the Child Study Team ~~services~~ will be discussed.

5. The counselor will help the student to continue with his/her education. He/she will provide an accepting, sincere, supportive, attitude toward the student.

6. Appropriate conferences to coordinate the approach to handling the problem will be organized and executed by the counselor.

7. Through the steps taken the student will hopefully be encouraged to remain in school. If all parties determine that leaving school is necessary, then the alternatives will be discussed.

- a. vocational school
- b. GED
- c. adult school
- d. evening high school (accredited) - other existing programs
- e. military service
- f. any other special programs available at that time

8. The exit interview should assure the student that he/she is always welcome to return to school to make use of any services the guidance department or administration may offer.

9. A student must meet with the Director of Guidance prior to leaving school.
10. No student will be permitted to leave without a parent/counselor or parent/Director conference.

Elementary:

Disaffected students should be referred to the ~~guidance~~ student assistance counselor utilizing the Guidance Referral Form.

- A. The ~~guidance~~ counselor will discuss the student with the teacher(s).
- B. The counselor will take the following action(s) depending upon the individual student and situation.
  1. Observe the student in class.
  2. Study the student's academic records.
  3. Conduct a conference with the parent or parents to obtain background information, make suggestions, and refer them to other resource agencies.
  4. Counsel the student on a regular basis.
  5. Discuss the student's progress report with the student, and send a copy to the parent or parents. (Teachers are expected to fill out a progress report for the student each week.)
  6. Provide additional tutoring for the student in the subjects needed.
  7. Schedule the student for a study skills groups (if appropriate).
  - ~~8. Recommend the student for the district's Alternative School (if appropriate).~~
  - ~~89. A referral to the School Resource Intervention and Referral Service Committee for development of intervention strategies (if appropriate).~~
  9. A referral for Child Study Team evaluation will be considered.

Adopted: December 10, 1990  
Renumbered: 07/12/04 (5479R)  
Revised:

EMERGENCY MEDICAL  
PROCEDURE

8. BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION to approve the following revisions to Policy #5141.1 Emergency Medical Procedure on first reading:

**BOARD OF EDUCATION  
RUTHERFORD**

**PUPILS  
5141.1/page 1 of 2**

ACCIDENTS

Each principal shall develop a program of accident prevention suited to his/her school. The chief school administrator shall review and approve such programs. When unforeseen situations arise, and an accident occurs, a school nurse or other assigned staff member shall be responsible for providing emergency services to a child or staff member. The medical inspector shall prepare a list of first aid treatment for the most common minor injuries. This list shall be made known to the staff.

Guidelines for Dealing with Accident/Injury

- A. The school nurse or another trained person shall be responsible for administering first aid. Universal precautions shall be taken in the handling of blood and body fluids to ensure the containment of bloodborne pathogens. (See policies and regulations 4112.4/4212.4 Employee health and 5141.2 Illness).

- B. In all cases where the nature of an injury appears in any way serious, every effort shall be made to contact the parent/guardian and/or family physician immediately.
- C. Parents/guardians shall be requested to pick up their child. If a parent/guardian is unable to provide such transportation, no pupil who is injured shall be sent home alone. A pupil who is injured shall not be taken home unless it is known that someone is there to receive him/her.
- D. In extreme emergencies, the school nurse, school doctor or principal may make arrangements for immediate hospitalization of injured pupils, contacting parents/guardians in advance if at all possible.
- E. The teacher or other staff member who is responsible for a child at the time an accident occurs shall make out a report within 24 hours on an official form providing details about the accident. This shall be required for every accident whether first aid is necessary or not.
- F. Any injuries or accidents to pupils shall be reported as soon as possible to the chief school administrator.

Staff shall be informed at the beginning of each school year of the accident prevention program and procedures to be followed in case of an accident/injury.

Emergency Medical Procedures for Sports/Athletics

The board of education recognizes its responsibility for pupil safety encompassing all aspects of sports and athletic events in both intramural and interscholastic programs. The board directs the chief school administrator to develop and implement emergency medical procedures to ensure delivery of appropriate emergency medical services for all practice sessions, competitive contests, games, events, or exhibitions with individual pupils or teams of the schools of this district whether among themselves or with pupils of other districts.

The board further directs that these emergency medical procedures be disseminated to appropriate personnel within this district and address practice sessions and both home and away events.

The board directs the chief school administrator to report on the effectiveness of the emergency medical procedures to the board annually for its review.

Adopted: April 14, 2003

Legal References:	<u>N.J.S.A.</u> 18A:11-3	Voluntary associations regulating conduct of student activities; membership; rules and regulations; appeals
	<u>N.J.S.A.</u> 18A:16-6	Indemnity of officers and employees against civil actions
	<u>N.J.S.A.</u> 18A:16-6.1	Indemnity of officers and employees in certain criminal actions
	<u>N.J.S.A.</u> 18A:40-25	Boards of education to provide nursing care to students in nonpublic schools
	<u>N.J.A.C.</u> 6:3-8.1 <u>et seq.</u>	Athletic Procedures
	<u>N.J.A.C.</u> 6A:16-1.1 <u>et seq.</u>	Programs to Support Student Development
	<u>See particularly:</u>	
	<u>N.J.A.C.</u> 6A:16-1.4, -2.1, -2.3, -2.4	
	<u>N.J.A.C.</u> 6A:26-12.2(a)2iii	Policies and procedures for school facility operation
	<u>N.J.A.C.</u> 6A:27-12.2	Accident reporting
	<u>N.J.A.C.</u> 8:61-1.1 <u>et seq.</u>	Participation and Attendance at School by Individuals with HIV Infection

HIV Policy and Practice: Regulatory Requirements for New Jersey Public Schools, SDOE Division of Student Services, Sept. 1996, Doc. #P101400-31

**BUILDINGS AND GROUNDS:**

**Chairperson Jones reported on the items to be acted upon at the February 8, 2010 Regular Meeting.**

**AUTHORIZATION TO  
SOLICIT BIDS RHS ROOF**

1. BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION to authorize the Board Secretary to request sealed bids from vendors for the replacement of the High School Roof.

**NETWORK SECURITY  
GROUP INC.**

2. BE IT RESOLVED BY THE RUTHERFORD BOARD OF EDUCATION to approve a contract with Network Security Group Inc. to conduct a network audit of the district's information systems, connections, content and control at the rate of \$150 per hour up to a maximum of \$25,000.

**Energy Procurement**

Discussion of options for Energy Procurement contracts for natural gas – ACES and Concord Engineering

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

➤ **Legislative Update** No report given

**MEETING OPEN TO THE PUBLIC:** 9:14 P.M. No comments made.

**EXECUTIVE SESSION:**

Motion by Mr. Novosielski, seconded by Mr. Griggs that an Executive Session be held at 9:15 P.M. for the purpose of discussing negotiations. Action may or may not be taken. The Board expects to return within 20 minutes.

Approved.

*Mr. Griggs and Mr. Novosielski were excused from the Executive Session due to conflict regarding REA negotiations.*

The Board returned at 10:48 P.M.

**ADJOURNMENT:**

Motion by Mr. McLean, seconded by Mrs. Jones that the meeting be adjourned at 10:49 P.M.

Approved.