

MINUTES OF THE SPECIAL MEETING
of the
NETCONG SCHOOL DISTRICT
26 College Road
Netcong, NJ 07857

June 15, 2010

I. CALL TO ORDER: The meeting was called to order by President Popelka at 7:02 PM.

A. FLAG SALUTE - All of those present participated in the salute to the flag.

B. OPEN PUBLIC MEET ACT PROCLAMATION – The following is made part of the minutes:

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 meetings of public bodies at which any business affecting their interest is discussed or acted upon. In accordance with the provisions of this Act, the Board of Education of the Netcong School in the County of Morris has caused notice of this meeting to be published by having the date, time and place thereof posted. The notice was mailed/faxed to the Daily Record, New Jersey Herald and those persons or entities requesting notification, and filed with the Municipal Clerk of the Borough of Netcong.

C. MISSION STATEMENT – The following is made part of the minutes:

Netcong School District, a small caring community, is committed to providing a quality, well-rounded education achieved through the New Jersey Core Curriculum Content Standards which inspires students to ultimately become fulfilled, contributing and productive citizens.

D. ROLL CALL

The following members were present: Mr. Arbolino, Mrs. Callahan, Mrs. Criscuolo, Mrs. Dalesandro, Mr. Morton, Mr. Olivo, Mr. Still, Mr. Tranor, and Mrs. Popelka, President.

Absent: None

Also Present: Christine M. Werner, School Business Administrator/Board Secretary Consultant
Mrs. Melissa Bammer, Principal/CST Coordinator
Twenty-Eight (28) members of the public.

PETITIONS AND REQUESTS OF THE PUBLIC ~ AGENDA ITEMS ONLY

Mrs. Dalesandro moved, seconded by Mr. Still, to open the public session at 7:06 p.m. and was approved by a unanimous voice vote by all members present. President Popelka opened the meeting to the public at 7:06 pm.

There being no items for discussion at this time, Mr. Olivo moved, seconded by Mrs. Dalesandro to close the public session at 7:07 pm. This was approved by a unanimous voice vote by all members present.

EXECUTIVE SESSION

Motion by Mr. Still, seconded by Mrs. Dalesandro, that **RESOLVED**, pursuant to N.J.S.A. 10:4-13 and 10:4-12 that the Netcong Board of Education hold a closed Executive Session regarding pending or anticipated litigation, contract negotiation, personnel, and/or matters of attorney/client privilege Personnel matters. It is expected that the discussion undertaken in this closed session can be made public at the time official action is taken.

The motion was made at 7:08 pm and was approved by a unanimous voice vote by all members present.

EXECUTIVE SESSION – A motion is requested to come out of executive session.

Motion by Mrs. Dalesandro, seconded by Mr. Still to close executive session at 7:35 pm. The motion was approved by a unanimous voice vote by all members present.

The Board reconvened in Public Session at 7:36 pm with the following members present:

Present: Mr. Arbolino, Mrs. Criscuolo, Mrs. Callahan, Mrs. Dalesandro, Mr. Morton, Mr. Olivo, Mr. Still, Mr. Tranor and Mrs. Popelka, President.

President Popelka noted that, with the impending departure of Mr. Fyffe, Interim Superintendent on June 25, 2010, the Board of Education had discussed with Board Counsel the options they may consider to fill this position. President Popelka announced that the Netcong Board of Education has discussed appointing Mrs. Flach-Bammer to fill the position effective June 25, 2010 until August 31, 2010 (tentative) until such time that a replacement can be found.

Motion by Mr. Morton, seconded by Mrs. Dalesandro, that the following resolution be adopted as presented:

RESOLVED, that the Netcong Board of Education approves the appointment of Mrs. Melissa Flach-Bammer as Acting Superintendent/Principal/CST Supervisor for the period beginning June 25, 2010 through August 31, 2010 or until further action of this board at a salary compensation rate to be negotiated.

VOTE: ACTING SUPERINTENDENT/PRINCIPAL/CST COORDINATOR APPOINTMENT

AYES:	Mr. Arbolino, Mrs. Calahan, Mrs. Criscuolo, Mrs. Dalesandro, Mr. Morton, Mr. Olivo, Mr. Morton, Mr. Tranor and Mrs. Popelka, President.
NAYES:	None
ABSTENTIONS:	None

There was a round of applause from the Board of Education and the Public. President Popelka **“congratulated”** Mrs. Flach-Bammer as did the individual members of the Board of Education. Mrs. Flach-Bammer thanked the Board for their vote of confidence and added that she felt honored to have been afforded the opportunity to serve the district in this capacity.

II. PRESIDENT'S COMMENTS**Discussion of Rice Notice**

President Popelka referenced a Rice Notification received from the Board Secretary pertaining to her duties and actions as Board President in accordance with the district's Bylaws and Policies. Mrs. Popelka indicated that she had requested verbally and, in writing, that the matter be discussed in public this evening.

The following Board Bylaws and Policies are/have been referenced:

- Bylaw #0146 – Board Member Authority
- Bylaw #0169 – Board Member Use of Electronic Mail/Internet
- Policy #9120 – Public Relations
- Roberts Rules of Order

The following discussion ensued~

The Board President is the sole authority to speak on behalf of the Board. Board Counsel stated that, as the leader of the Board, no other Board member other than the President or their designee, has the right to speak on behalf of the Board of Education.

Mrs. Dalesandro stated that she felt the letter issued by President Popelka on May 20, 2010 regarding the departure of Mr. Fyffe was in violation of Board Policy as noted. President Popelka stated that she issued the statement for informational purposes only. She noted that Mr. Fyffe had reviewed and approved the letter as written and that he had given the letter to Mrs. Koster to send home. President Popelka inquired when the letter would go home and Mrs. Koster told her that it had been sent out via email. President Popelka stated that she had no idea that this was going to happen in this manner. Discussion ensued. President Popelka stated that she felt that the letter should be released being that the departure of Mr. Fyffe has a significant impact to the NPS community, especially parents. President Popelka stated that the letter was a statement of fact and was intended to serve as notification to parents and the community of the action taken at the May 11, 2010 Special Board Meeting. President Popelka reiterated that the minutes of any Board meeting are public record and that the action(s) taken at any Board meeting are public record as well. In fact, she stated that if a Newspaper reporter had been present at the meeting, the news would have been printed in the newspaper the very next day without the minutes of the meeting having been approved by the Board of Education. Mr. Arbolino stated that he did not feel the letter was a "true" representation of the action that was taken, in particular, in his case because he voted to terminate the contract of the Interim Superintendent for multiple reasons, including fiscal concerns. President Popelka expressed concern that there seemed to be a lot of games being played and that the Board should be doing that which is best for the kids and that which is best for education. President Popelka also noted discussions between individual Board members (Netcong) with individual Board members of other Boards of Education pertaining to shared services (i.e. Byram, LVRHS) outside of the respective Board President(s). Discussion ensued.

Mrs. Dalesandro stated that she wanted to "move forward in a positive manner" and reiterated that she believed that "Mrs. Bammer (Melissa) will move the district forward in a positive direction".

Discussion of Appointment of Interim Superintendent

President Popelka stated that the Interim Superintendent/Superintendent vacancy will be referred to the Personnel Committee for further consideration/review. President Popelka noted that Dr. Kathleen Serafino, MCES has recommended that the new Interim Superintendent work 3 days/week at a minimum in light of the fact that the Board of Education has a referendum planned.

III. INTERIM SUPERINTENDENT’S COMMENTS

Mrs. Flach-Bammer acknowledged the retirement of Mr. Martone effective June 30, 2010. Mrs. Flach-Bammer stated that Mr. Martone will be sorely missed and that she wished him well in his retirement. “I wish Mr. Martone a healthy, long and successful retirement”.

President Popelka reiterated Mrs. Flach-Bammer’s wishes to Mr. Martone on behalf of the Netcong Board of Education.

IV. SCHOOL BUSINESS ADMINISTRATOR CONSULTANT’S COMMENTS

2010-2011 Board Retreat - Mrs. Werner noted that it was necessary to schedule the Annual Board Evaluation/Goal Setting Retreat with NJSBA. Mrs. Werner stated that she will distribute the annual evaluation forms to all Board members for completion/return to NJSBA and will schedule a date with Joanne Borin, NJSBA Client Service Representative to conduct the workshop accordingly.

BOARD CORRESPONDENCE

Mr. Olivo moved the following resolution:

RESOLVED, the communications mentioned be listed in the minutes and action be taken as noted.

Sender	Subject	Referred to
Mr. Robert Martone	Retirement Notification	Mrs. Lynn Popelka, President Mr. Dennis Fyffe, Interim Superintendent Members, Netcong Board of Education
Dr. Joan Jensen NJ Department of Education Morris County Professional Development Board Chairperson	Netcong District Professional Development Plan 2010-2011 Approval	Mr. Dennis Fyffe, Interim Superintendent Mrs. Melissa Flach-Bammer, Principal Members, Netcong Board of Education
Karin Bond David Angell	Student Matter	Mr. Dennis Fyffe, Interim Superintendent Mrs. Melissa Flach-Bammer, Principal Members, Netcong Board of Education
Pat Marsico Jeannette Mostowicz	Email – Speech Therapist	Mr. Dennis Fyffe, Interim Superintendent Members, Netcong Board of Education
Parents of Netcong School	Letter and Petition Speech Therapist	Mr. Dennis Fyffe, Interim Superintendent Mrs. Melissa Flach-Bammer, Principal Members, Netcong Board of Education

The motion was seconded by Mr. Morton and was approved by a unanimous voice vote by all members present.

V. OLD BUSINESS

Mrs. Dalesando provided highlights of the NJSBA “3 R’s for Board Members” workshop she had attended. She stated that she had a packet of information she received at the workshop to share with the Board members who were not able to attend.

Mr. Morton referenced the Annual Calendar information distributed this evening by President Popelka, and noted, in particular, that the Superintendent shall provide new Board members with an in-house orientation. Mrs. Morton stated that this practice would provide new Board members with a lot of useful tools.

VI. COMMITTEE REPORTS

A. FINANCE/FACILITIES - Frank Tranor, Chairperson

Mrs. Werner noted that all Finance and Facilities resolutions will be deferred to next week’s Regular Business meeting.

B. PERSONNEL - James Still, Chairperson

Motion by Mr. Still, seconded by Mrs. Dalesandro, that resolution numbers 1 - 5 be adopted as presented:

1. **BE IT RESOLVED** by the Netcong Board of Education, upon the recommendation of the Interim Superintendent, accepts, with deep regret, the resignation of Robert Martone for the purpose of retirement effective July 1, 2010.
2. **BE IT RESOLVED**, that the Netcong Board of Education, upon the recommendation of the Interim Superintendent, appoints the following certificated non-tenured personnel at their appropriate salary grades and annual salary rates to be determined upon settlement of the N.T.A. Contract for the 2010-2011 school year:

A. Initially employed for/during the 2007-2008 school year and will acquire tenure after meeting statutory requirements during the 2010-2011 school year:

Name	Salary/Grade	Salary
PAVICS, KATHRINE	MA – STEP 3	T.B.D.

3. **BE IT RESOLVED** by the Netcong Board of Education, upon the recommendation of the Interim Superintendent, to acknowledge and approve the movement of Barbara Dzurny’s advanced salary Guide status, effective September 1, 2010 as follows:

Employee	From	To
Barbara Dzurny	MA + 15 – Step 16	MA + 30 – Step 16
	T.B.D.	T.B.D.

4. **BE IT RESOLVED**, that the Netcong Board of Education, upon the recommendation of the Interim Superintendent, employs the following secretarial and clerical staff as indicated for the 2010-2011 school year at **salary rates*** as listed:

Name	Position	Effective Date	Salary*
Hajtovik, Diane	Secretary	July 1, 2010 – June 30, 2011	\$53,585.42***
Koster, Karen	Secretary	July 1, 2010 – June 30, 2011	\$18,800.07**
Napoli, Lisa	Secretary/Accts Payable	July 1, 2010 – June 30, 2011	\$37,600.14

* Salary rates represent a 0% increase.
 ** Position is P/T
 *** Mrs. Hajtovik’s salary includes longevity.

5. **BE IT RESOLVED**, that the Netcong Board of Education, upon the recommendation of the Interim Superintendent, employs Ali Feti as Head Custodian effective July 1, 2010 – June 30, 2011 at an annual salary of **\$50,740.55**.

VOTE: PERSONNEL AGENDA ITEMS #1 – #5 AS PRESENTED.

AYES: Mr. Arbolino, Mrs. Callahan, Mrs. Criscuolo, Mrs. Dalesandro, Mr. Morton, Mr. Olivo, Mr. Still, Mr. Tranor and Mrs. Popelka, President.
NAYS: None
ABSTENTIONS: None

C. EDUCATION - Todd Morton, Chairperson

Motion by Mr. Morton, seconded by Mrs. Dalesandro, that resolution number 1 - 1 be adopted as presented:

1. **BE IT RESOLVED** by the Netcong Board of Education, to approve the following workshop/ conference as listed:

Date	Staff	Subject	Estimated Cost
06/14/10	Mrs. K. Koster	Regional Training MATRIX Reporting Morristown, NJ	No Charge Mileage (Current Exp.)

VOTE: EDUCATION AGENDA ITEM #1 – #1 AS PRESENTED.

AYES: Mr. Arbolino, Mrs. Callahan, Mrs. Criscuolo, Mrs. Dalesandro, Mr. Morton, Mr. Olivo, Mr. Still, Mr. Tranor and Mrs. Popelka, President
NAYS: None
ABSTENTIONS: None

VII. MISCELLANEOUS

Mr. Olivo inquired if the AOR had reviewed the information received regarding consideration of the “DryVit” product pertaining to the usage in the roof remediation work/roof project. Mrs. Werner indicated that she had forwarded the information to DesignIdeasGroup as requested, but had not yet received a response.

Mr. Olivo referenced mileage/travel costs incurred by the district and suggested that the Board consider acquiring /leasing a car for district employee usage rather than incur mileage expenses for staff. President Popelka noted other fiscal considerations to be considered such as gasoline, repairs and insurance expenses that will be incurred for this purpose. A brief discussion ensued.

Mrs. Callahan inquired about the district’s current enrollment #s for Kindergarten. Mrs. Bammer noted that we currently have 27 children enrolled in Kindergarten

PETITIONS AND REQUESTS OF THE PUBLIC

Mr. Still moved, seconded by Mrs. Criscuolo, to open the public session at 8:09 p.m. and was approved by a unanimous voice vote by all members present. President Popelka opened the meeting to the public at 8:09 pm.

Ms. Karen Bond / Mr. David Angell(5 Koclas Drive) inquired as to the status of the Speech Teacher vacancy. Mrs. Flach-Bammer noted that the vacancy had been posted on NJ Hire and the district’s website, that she had received three (3) applications to date (one individual of which has extensive experience with deaf/hard of hearing children), and that she planned to start conducting interviews very soon. Mrs. Flach-Bammer noted that she would make every effort to communicate updates pertaining to the status of the speech teacher vacancy/appointment with Ms. Bond and Mr. Angell as appropriate. Ms. Bond and Mr. Angell stated they are concerned with this situation because they do not know where their children will be attending school next year, being that the speech teacher must have specialized skills for their children who are hard of hearing.

Mrs. Flach-Bammer continued her discussion with Ms. Bond/Mr. Angell pertaining to the district’s Kindergarten enrollment which is the grade level of the Angell twins. Mrs. Flach-Bammer stated that Kindergarten classes ideally have approximately 20 children and that while 27 is rather large, it would be manageable with a P/T aide. Mrs. Flach-Bammer stated that if the enrollment should reach 30 children, she would be required to recommend that another Kindergarten section will be added. A brief discussion ensued. Mrs. Flach-Bammer stated that she will make a concerted effort to keep the Board of Education and public informed regarding the district’s Kindergarten enrollment status. Ms. Bond and Mr. Angell noted that they wanted to ensure that the district was still addressing this matter.

Mrs. Maria Patamia (34 Center Street) stated that the Netcong PTA was planning a benefit concert (all proceeds will be donated to a needy family in Netcong) to be held on Wednesday, August 18, 2010. Mrs. Patamia respectfully requested that the Board consider and approve a Use of School Facilities request this evening in consideration that there is no Board meeting during the month of July. A brief discussion ensued.

Motion by Mr. Olivo, seconded by Mr. Morton, that the following resolution be adopted as presented:

BE IT RESOLVED that the Netcong Board of Education, upon the recommendation of the Interim Superintendent, approves the following Use of School Facilities Requests as noted:

Group	Purpose	Date	Time	Fee (if applicable)
Netcong PTA	Benefit Concert – Netcong Family	Wednesday 08/18/10	6:00 pm – 9:00 pm	N/A

All in favor.

Mrs. Callahan inquired as to the timeline of the Speech Teacher recommendation for appointment (as early as next week) when NJ Hire indicates that the district will accept resumes through July 2010. Mrs. Flach-Bammer stated that she had made changes to the NJ Hire posting and the district website posting and requested resumes be submitted to her right away. Mrs. Flach-Bammer also noted that she had received a few resumes to date and would begin interviewing candidates shortly.

Mrs. Angela Kunkel (13 Church Street) referenced the salary savings to be incurred as a result of Mr. Martone’s retirement and Ms. Pavic’s appointment (approved this evening) and inquired if the salary savings could be utilized to restore the secretary position to full time status. A brief discussion ensued. Mrs. Kunkel referenced the “Opt-Out” waiver for employees pertaining to health benefits and inquired if this would help in terms of a benefits package for the secretary position. President Popelka stated that the district has not been advised as to how much NJSHBP health benefits will be increasing next year and while Mrs. Werner has budgeted a 25% increase from January – June 2011, we will not know what the State will do in terms of health benefits’ increased costs and whether or not we will need more money for this purpose. Mrs. Werner noted that only one person had submitted an ”Opt Out” waiver for the current school year and that the savings was not sufficient enough to make a difference in terms of providing a benefits package for Mrs. Koster.

Mrs. Kathleen Renegar (29 Dell Avenue) referenced the statement made by Mrs. Kunkel and stated she agreed with her regarding restoring positions/personnel in the district. President Popelka stated that the Kindergarten enrollment is/was also a consideration in terms of adding another section when and if enrollment climbs to 30 children.

Mrs. Renegar referenced the President Popelka's powerpoint presentation provided on May 25, 2010 and stated that the Board should do its due diligence and hire a professional consultant to investigate if there is/may be a potential mold problem. Discussion ensued. President Popelka stated that the district must be very specific in terms of the areas to be investigated/tested for this purpose and noted that it is quite expensive if you "test everywhere". Mrs. Renegar suggested that the Board should focus on the areas where leaking is prevalent. President Popelka stated that the AOR has been all over the building, on the rooftops and above the ceilings and has not indicated that there is a concern for the district in terms of mold, however that does not mean that the district will not have a problem down the road.

President Popelka stated that the powerpoint presentation regarding the proposed building projects and referendum will be posted on the district website at the next available opportunity and that the Netcong Board of Education and Administration will be at Netcong Day with the building projects/referendum presentation as well. President Popelka stated that it is the duty of the Board of Education to "get the word out".

Mrs. Flach-Bammer briefly discussed the Netcong Public School "Textbook Replacement Cycle" which is a five-year plan pertaining to the replacement of the district's textbooks. Mrs. Bammer noted that a memorandum had been issued by the NJ Department of Education pertaining to Language Arts/Mathematics textbooks and advising districts to wait another year so that newly purchased textbooks (LA/Math) will be synchronized with the new/updated NJCCCS (NJ Core Content Curriculum Standards). Mrs. Flach-Bammer stated that the NJ Department of Education has recommended that NJ School districts look at other subject areas in terms of revising curriculum and purchasing textbooks as necessary. Mrs. Flach-Bammer stated that Mrs. Werner had budgeted \$6,000 (approx) in the 2010-2011 school budget for the purpose of buying new math textbooks. Mrs. Flach-Bammer and Mrs. Werner will discuss the matter and advise the Board of Education if the district's "Textbook Replacement Cycle" might be revised for this purpose and look to another subject area in terms of purchasing new textbooks.

There being no additional items for discussion at this time, Mrs. Dalesandro moved, seconded by Mr. Still to close the public session at 8:24 pm. This was approved by a unanimous voice vote by all members present.

VIII. NEW BUSINESS – None.

IX. EXECUTIVE SESSION

Motion by Mrs. Dalesandro, seconded by Mr. Olivo, that RESOLVED, pursuant to N.J.S.A. 10:4-13 and 10:4-12 that the Netcong Board of Education hold a closed Executive Session regarding pending or anticipated litigation, contract negotiation, personnel, and/or matters pertaining to attorney/client privilege. It is expected that the discussion undertaken in this closed session can be made public at the time official action is taken.

The motion was made at 8:25 pm and was approved by a unanimous voice vote by all members present.

X. EXECUTIVE SESSION – A motion is requested to come out of executive session.

Motion by Mrs. Dalesandro, seconded by Mr. Olivo, to close executive session at 10:20 pm. The motion was approved by a unanimous voice vote by all members present.

The Board reconvened in Public Session at 10:20 pm with the following members present:

Present: Mr. Arbolino, Mrs. Callahan, Mrs. Criscuolo, Mrs. Dalesandro, Mr. Morton, Mr. Olivo, Mr. Tranor and Mrs. Popelka, President.

XI. POSSIBLE MOTIONS FOLLOWING EXECUTIVE SESSION–None.

President Popelka requested that a letter regarding the appointment of Mrs. Flach-Bammer as Acting Superintendent be posted on the district's website. All Board Trustees present concurred with President Popelka as noted.

XII. ADJOURNMENT – There being no further business to come before the board, Mr. Arbolino made a motion, seconded by Mr. Morton and carried by Unanimous Voice Vote to adjourn the June 15, 2010 Special Meeting of the Netcong Board of Education at 10:22 PM.

Respectfully Submitted,

Christine M. Werner

Christine M. Werner
School Business Administrator/Board Secretary
Consultant