

MINUTES OF THE REGULAR MEETING

of the NETCONG SCHOOL DISTRICT 26 College Road Netcong, NJ 07857

May 25, 2010

I. CALL TO ORDER: The meeting was called to order by President Popelka at 7:00 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. Tranor, and Mrs. Popelka, President.

Absent: Mr. Still

Also Present: Dennis Fyffe, Interim Superintendent
Christine M. Werner, School Business Administrator/Board Secretary Consultant
Mrs. Melissa Bammer, Principal
Seventy-Eight (78) members of the public.

Mr. Morton moved, seconded by Mr. Arbolino to suspend the regular order of business at 7:03 p.m. to allow the Gifted and Talented Students' presentation regarding landscaping ideas for the Netcong Public School.

All in favor.

Mrs. Dzurny opened the presentation stating that her gifted and talented students had developed landscaping plans for the Netcong Public School and introduced her students who presented their ideas and plans as follows:

Hi, my name is Declan Mulroy. In my opinion, the Netcong School news board is very unexciting. Around the Netcong Public School news board, I think we should have a circle around it made out of multi-colored tulips. Tulips with clashing colors will catch everybody's attention and make the school more noticeable. Plus, tulips will bloom in spring. In the center of the tulips, we should place rocks that are in the formation of the letter "N", which stands for Netcong. With these elements, it will make a better school.

Hi, I am Son Duong and here is my idea for the Netcong School News Board. The Netcong School board seems so very dull to so many people's opinion, that the attendance to our events are not up to our expectations. We can change all this by making our News Board pull someone in, something that can catch a person's eye. What I'm talking about is putting in some daffodils under the board, surrounded by a layer of mulch, and the last layer of rocks around the mulch. If you support this idea, I will guarantee you 110 percent that our events will be more than what we expected and not less.

Hi! My name is Patrick McCullough. My fantastic ideas for the area in front of the computer lab is to have purple tulips and yellow daffodils in the shape of the word Netcong. Behind the flowers will be white azaleas. I think we should do this because we need to spice up the front of the school. Thank you.

Hello, I am Aaron and I am Patricia. We planned landscaping for the flagpole, the Netcong School Sign, and in front of the computer lab. We chose Banja Luka tulips, Change Up tulips, Pipit Daffodils, and Azalea bushes for our plants. The reason we chose the Banja Luka tulips and the Change Up tulips was because of their bright colors, they grow in the spring, and that they are perennial, which means that they will grow back every year. The Azalea bushes are also perennial. We chose the Pipit daffodils because their pale yellow color compliments the colors of the orange and red tulips. We placed the Banja Luka tulips around the legs of the sign because of their bright color to attract attention. We placed the Change Up tulips around the flagpole to keep peoples' eyes moving. Lastly we placed the Azalea bushes, the Pipit daffodils, and the Change Up tulips in front of the computer lab because we think it could use more color.

Hello my name is Brandon Peranio. I have designed a better look for the front of the computer lab to make it more acknowledgeable. It deserves to catch the public's wondering eyes. Also many civilians are disrupting the class by walking very close to the window. I believe my design will give the school more pizzazz and to have our teachers less disrupted.

In my design, I put flags on the roof of the school to represent all of our classmates that came from other countries like Vietnam or Mexico. I put mulch in front of the lab to let more flowers and plants grow. I also put multiple little evergreen trees to let us have cleaner and crispier air. One last detail is the multiple colorful circles at the bottom there will be thirty to represent all of our wonderful teachers here in Netcong School.

I am Bryan Dezio. In front of the computer lab we should put bushes because there is no green in front of the lab. With this plan, it will make a good effect on the school's life. It would also make a good garden with also tulips and perennials. Around the Netcong board sign, there should be a little garden around each leg of the sign with tulips and bricks around the flowers.

At the conclusion of the student's presentations, President Popelka stated the presentations were well done. President Popelka stated "Thank You" to Mrs. Dzurny and her students for all of their hard work and ideas as presented.

President Popelka noted that while the Board had attended to facilities discussion via the students' landscaping and building beautification ideas as presented, she would like to attend to providing a powerpoint presentation and discussing the proposed building referendum project at this time. President Popelka stated she had the Board Secretary list this presentation/discussion under the President's report this evening but felt that the discussion pertaining to the landscaping of the facilities this evening was an appropriate segway to her presentation. She asked the Board to entertain her presentation at this time.

All in favor.

Powerpoint and Discussion of Proposed Building Referendum

President Popelka stated that the Netcong Board of Education had been reviewing and discussing all of the options and considerations related to a number of capital projects that the district has a great need for. President Popelka noted that the Netcong Board of Education had taken action during the Fall 2009 to approve DesignIdeasGroup to provide the Board and Administration with a Roof Assessment report. In December 2009, Mr. Richard Alderiso and Mr. James Strimple of DesignIdeasGroup presented and discussed the NPS Roof Assessment Report provided by Henshell & Buccellato, Consulting Architects to the Netcong Board of Education. At the Regular Business meeting held on December 15, 2010 Mr. Alderiso and Mr. Strimple discussed this report in depth and suggested that the Board consider working collaboratively to develop a plan of action to address the disconcerting findings and recommendations presented in the report.

DesignIdeasGroup then discussed the Meeting Minutes (Meeting No. 001) held with President Popelka, Interim Superintendent Fyffe, Principal Bammer and Business Administrator/Board Secretary Consultant Werner dated December 2, 2009 as follows:

➤ **NPS Roof Leak Survey Report**

DISCUSSION

It is our opinion after our observations that the roofs have outlived their useful life. Leaking is pervasive throughout the building and in particular at the rising walls above Roofs 1 and 2 of the 1956 addition.

The building has a long history of leaking. Repairs and patching of the roof membrane and penetrations are indications that leaking is ongoing.

Leaking at the rising walls is due to the fact that the flashing membrane extends over the metal through-wall or cap flashing. Intrinsically, masonry walls take on water in wind-driven rains. Water penetration occurs as joints between mortar and brick develop cracks. When base flashings are carried over the existing through-wall or cap flashing, water permeating the wall seeps behind the flashing membrane and enters the roof system, interior or both (Exhibit C).

COST ESTIMATE

Although no roof system has been recommended at this time, we offer the following as an estimate of the probable cost for replacing the existing roofs based on our experience and cost trends in New Jersey:

Roofing	\$750,000*
Walls/Scoping	\$ 50,000

* Cost estimate does not include replacement of structural decking or framing members, if required.

President Popelka stated that on that very evening, the Netcong Board of Education unanimously approved DesignIdeasGroup as the Architect of Record for the 2009-2010 school year and authorized them to prepare ROD Grant Application submissions on behalf of the Netcong School District.

ROD Grant Application submissions:

- i) Roof Replacement Project
- ii) Level 1 Projects
 - Replacement of Unit Ventilators
 - Replacement of Fire Doors
 - Barrier Free Improvements to the Toilet Rooms
 - Replacement of Roof Top Units and Improvements to Central Boiler Plant
- iii) Level 2 Projects
 - Upgrade Interior Lighting
 - Replacement of Ceiling Tiles and Grids
 - Upgrade Exterior Lighting
 - Replacement of Corridor Lockers
 - Replacement of Lockers and Improvements in Boys' and Girls' Locker Rooms

The estimated costs of the ROD grant submissions are as follows:

Project	Estimated Cost	Estimated Grant Award 40%	Net Cost to District
Roof	\$918,916	\$367,586	\$551,380
Level I Projects	\$1,505,032	\$602,013	\$903,019
Level II Projects	\$1,120,004	\$448,002	\$672,002
TOTALS	\$3,544,002	\$1,417,601	\$2,126,401

In addition, President Popelka stated that Administration has been working with Lisa Gorab, Bond Counsel to review costs and associated tax impact to the Netcong Borough residents for this purpose.

The Financial Impact of these projects is as follows:

FOR ILLUSTRATIVE PURPOSES ONLY

NETCONG BOARD OF EDUCATION

ESTIMATED ANNUAL TAX IMPACTS OF RENOVATION PROJECTS ON AVERAGE ASSESSED HOME

(ASSUMES 40% STATE GRANT AND 60% LOCAL SHARE)

\$918,966 Roof Project (\$551,000 local share bond)	\$3,544,002 Roof, <u>and</u> Other Miscellaneous* Projects (\$2,126,000 local share bond)
\$35/Year	\$133/Year
\$2.92/month	\$11.08/month

- includes unitventilators, fire doors, barrier free improvement to toilet rooms, replace roof top units improvements to boiler, lighting, ceiling tiles, exterior lighting corridor lockers and locker room improvements

Assumptions:

- The State will provide a grant in the amount equal to 40% of the Project costs, in which case the Board would bond for the ‘local share’.
- mortgage-like repayment schedule – level annual debt service on bonds
- 4% interest rate (rates are currently about 3.8%)
- 20 year bond
- Average assessed home of \$292,700
- Total assessments of \$342,948,236
- does not include any increased operational costs or savings resulting from project

Please note the Board would also have the opportunity to ask the voters, via the ballot question, to allow the board to issue bonds to refinance the outstanding boiler lease purchase and spread out the payment over 20 years as opposed to 5.

President Popelka noted that this statement means that the district would be able to roll the current Lease Purchase annual obligation of \$28,473.95 for the boiler replacement project into the debt service obligation if the referendum is successful. This will relieve the district’s current expense budget of this financial obligation and allow current expense tax levy dollars to be appropriated for the district’s educational program rather than for the facilities’ debt obligation.

Superintendent Fyffe commented that it is imperative that the Netcong Board consider all of the LRFP projects because they are deemed “emergent,” the Netcong Board of Education and Administration has considered many options to address the district’s facilities’ needs, has investigated the fiscal impact to the local taxpayer and considered a variety of financial opportunities and strategies for addressing these necessary projects.

Mr. Fyffe stated that the public should remain cognizant of the following facts~

- Current economic conditions have contractors hurting for work which may lead to better pricing.
- The Netcong Board of Education has been and remains fiscally responsible and conservative.
- The Netcong Board of Education has not raised taxes in the past 4 years and is very protective of the local taxpayer.
- The Netcong Board of Education has not had debt service obligation in 17 years.
- The Netcong Board of Education cannot continue to include the annual lease purchase obligation in the Current Expense budget.
- The Netcong Public School is the entire community’s asset and should be maintained as such.

Mr. Fyffe stated that the district is in dire need of a new roof, as well as other building projects and upgrades and that he strongly urged the community to support the Netcong Board of Education and Administration with regard to its efforts to address these facilities projects.

Mrs. Dalesandro stated that within the context of the Board’s Bylaws as it relates to public participation, that President Popelka remind the public of the statement set forth on the meeting agenda under the Petitions and Requests of the Public states as follows:

The Public is invited to address the Board with any questions, comments or concerns. The Board requests that the individual address the Board, giving name and address, and asks that all remarks be directed to the Chair. The public portion shall be limited to thirty minutes with a five-minute time limit on each participant.

The Board wishes to remind all attendees at its meeting that while it subscribes without reservation to the principle of keeping the public completely informed, by policy it cannot allow public discussion of personnel matters. If a matter concerning the staff of the Netcong Public School is of interest or concern, the matter should be referred to the Interim Superintendent or the Board of Education, either by telephone or letter.

A brief discussion ensued. It was noted that a Public Comment Register has been provided this evening and that anyone wishing to address the Board shall place their name, address and matter of interest on the register before being recognized to speak. President Popelka noted that the Bylaws as stated are outdated and are not necessarily followed, therefore we do not utilize them.

PETITIONS AND REQUESTS OF THE PUBLIC ~ AGENDA ITEMS ONLY

Mr. Olivo moved, seconded by Mrs. Criscuolo, to open the public session at 7:42 p.m. and was approved by a unanimous voice vote by all members present. President Popelka opened the meeting to the public at 7:42 pm.

Ms. Diane Hajtovik (5 Post Road) read a statement pertaining to the reduction of the district's secretary staff following the 2010-2011 budget defeat and subsequent meeting with the Netcong Borough Mayor, Councilman Delamo and Borough Administrator. Ms. Hajtovik stated that it will be impossible to run the school office with only one (1) full time secretary and one (1) part time secretary being that while Netcong is small in comparison to other districts, it must meet all of the same state reporting requirements as larger school districts which is no easy task, if not impossible with only one secretary. Ms. Hajtovik noted several examples of the difficulty that will be placed on the school office with only 1 full time secretary and 1 half time secretary to complete all of the duties required of the central office secretarial staff and respectfully requested that the Board reconsider their decision to reduce one secretary to a part time position.

Mrs. Kathleen Renegar (29 Dell Avenue) stated she felt that the powerpoint presentation discussing to the Proposed Building Project and Referendum was great and was excited to see the progress that had been made to date including the efforts made in terms of applying for grant funding (ROD grants) and inquired if there had been any efforts to review other types of grant funding for things such as energy efficient lighting, etc. President Popelka stated that the Board of Education and Administration has been very diligent in exploring any and all possibilities. Mrs. Renegar commented that she was surprised about the severed shared superintendent relationship with Stanhope and how it was done. She asked if the reason for this action was to save money? She inquired if the research that was done pertaining by the shared services committee had evidenced this? She also inquired if the shared services committee had had the opportunity to review or discuss the research data that was assigned to the committee to complete? She inquired if there is a savings for this purpose, are there other district's that pay less money for this service? Did any of the five individuals who supported and voted to take action have a plan going forward? Will Netcong share with someone else? Mrs. Renegar stated she would agree that the Board of Education should consider cost effectiveness, but the public has not been given any information from the study that was supposed to determine savings as well as other aspects pertaining to the "effectiveness of a shared services relationship". Mrs. Renegar stated that she would like more information as to how the five Board Members that supported this came to this decision.

Mrs. Maria Patamia (34 Center Street) thanked President Popelka for an informative and wonderful powerpoint presentation pertaining to the school district's facilities' needs and her efforts in sharing this information with the public. Mrs. Patamia stated that these projects are obviously long overdue and that perhaps the district has not taken the time to maintain the building as well as it should and being somewhat negligent. Unfortunately the costs seem exorbitant in comparison to our total budget (\$4 million +/- in total). Mrs. Patamia addressed Mrs. Dalesandro saying that "...at the Reorganization meeting of the Netcong Board of Education, you (Mrs. Dalesandro) grandstanded and said the Board would work together."

Mrs. Dalesandro reiterated that the Board of Education Bylaws states that no member of the Public may address Board Members individually. Mrs. Dalesandro implored that President Popelka and the public follow the Board of Education Bylaws.

Mrs. Patamia stated that Mrs. Dalesandro obviously had no answer. "Unfortunately," Mrs. Patamia stated to President Popelka "going forward, you will work with a divided Board".

Ms. Diane Flaherty (40 Dell Avenue) state that she supported Mrs. Hajtovik's statement regarding the duties of the central office secretarial staff saying it "can get crazy in the office" and that there were many days when Mrs. Hajtovik, Mrs. Koster and Mrs. Bammer worked after hours. She said the work load for the central office is much and it requires organization and help (back-up). Mr. Fyffe stated that the Netcong Borough had cut \$103,000 overall and while Administration had looked to make cuts in other places it is difficult in a budget that is very tight. Mr. Fyffe noted that Administration was also diligently pursuing other avenues to realize savings such as health benefits and other insurances. Mr. Fyffe said that, in his estimation, this is by no means a dead issue.

Ms. Angela Kunkel (13 Church Street) inquired about a potential mold problem at the school and why the Board had not had a professional review the situation providing his/her professional opinion as to the existence of mold in the building. Mr. Fyffe stated that while the NPS building has a pervasive leaking problem but has never seen nor been told by any professional that there is evidence of mold in the building and if there had been any indication the Board would have investigated this. Mr. Fyffe stated that the cost can be exorbitant and that it is best for Administration/Board to define exact locations to be tested for the presence of mold. Discussion ensued. Mr. Fyffe reiterated that if there was any indication of the presence of mold, the Board and Administration would have taken this very seriously. Ms. Kunkel inquired if the entire Board was confident that there was no mold present in the school? President Popelka stated that Netcong is extremely lucky in that even with all of the roof leaks and problems, it does not have mold. Ms. Kunkel inquired why, when the Shared Services Superintendent Committee had not had a final opportunity to meet and be provided with/discuss the results of the study, did the Boards (Netcong and Stanhope) meet? President Popelka stated that the Boards wanted to meet with each other to discuss how the shared services relationship was working. President Popelka stated that Mr. Fyffe was going to meet with the Shared Services Committee (Netcong and Stanhope) and do a presentation of the findings but that did not occur because of the resolution that was proposed and approved on May 11, 2010, just read the minutes. A resolution was posed to purchase the district's experience history pertaining to the health benefits provider to investigate a new provider that will provide savings to the district in an effort to reinstitute the full time secretary position as discussed with the Borough Council following the school budget defeat. At that meeting, Mrs. Dalesandro read a statement about saving money (reducing the superintendent's bottom line cost) and saving enough money to restore money to the classroom (books and curriculum revision) and then proceeded to make a motion exercising the termination clause of Mr. Fyffe's contract. Ms. Kunkel inquired if the research that was done pertaining to the Shared Services Superintendent effectuated a savings? Did anyone determine if there was an actual cost savings associated with this? Ms. Kunkel stated that she was in agreement with Ms. Flaherty that it would be an impossible for the central office to operate with only one secretary. President Popelka stated that the Administration and Board was leaving no stone unturned with regard to the reduction of the secretary position.

Councilman Ben Dellamo (3 Church Street) stated that, with regard to the School Budget defeat, the Netcong Borough never suggested that the school district get rid of a secretary. Councilman Dellamo stated that the Mayor and Borough recommended that the Board of Education make every effort to contain medical insurance expenses and requested that the BOE join forces with the Borough to seek a less expensive medical insurance plan. Mr. Fyffe stated that when the Board met with the Borough to discuss the defeated budget and had offered \$63,000 in budget cuts, the Borough wanted more cuts and recommended the reduction of one full time secretary to half time. Councilman Dellamo stated "bullsh*t" and a heated discussion ensued. Councilman Dellamo said the budget line-items were reviewed with the BOE and it was the Board of Education that recommended the secretary staff reduction. Councilman Dellamo stated that he did not believe in cutting things and fully supported operating together and pooling insurance costs to save money for both the Borough and the BOE. President Popelka stated that she and Mrs. Werner had met with several agents for this purpose, had shared staff insurance coverage data/information with the Borough and agents to seek proposals in an effort to seek a less expensive medical insurance plan and save monies as recommended by the Borough. In fact, President Popelka stated that the Netcong Board of Education took action to approve a \$2,000 expenditure to purchase the district's experience data for this purpose. Mr. Fyffe reiterated that the district offered the Borough \$63,000 in budget reductions and did not propose any reduction to the staff. Councilman Dellamo stated that it was the explicit recommendation from the Board of Education regarding the secretary staff reduction and health benefits. Mr. Fyffe stated that the Board never suggested that. The discussion became very heated and Councilman Dellamo commented to Mr. Fyffe, ".....no wonder they fired you."

At this time, President Popelka stated "Councilman Dellamo, your five minutes are up, please leave". There being no further items for discussion at this time, Mrs. Dalesandro moved, seconded by Mr. Morton to close the public session at 8:21 pm. This was approved by a unanimous voice vote by all members present.

EXECUTIVE SESSION – None at this time.

II. PRESIDENT'S COMMENTS

President Popelka had no additional comments at this time.

III. INTERIM SUPERINTENDENT’S COMMENTS

Mr. Fyffe reported on the following matter:

1. Fire Drill Report (as noted):

	DATE/TIME	EVACUATION TIME
Netcong Public School	May 21, 2010 – 10:22 a.m. – 10:24 a.m.	2:00 Minutes
Netcong Public School	T.B.D.	2:00 Minutes

2. **Race to the Top Grant Opportunity** – Mr. Fyffe provided new information pertaining to the Race to the Top grant opportunity stating that he had not encouraged the Board of Education/district to apply because there were major impediments associated with the application in that the NJEA did not support the associated merit pay concept included within the guidelines. NJ has rewritten the grant guidelines and that the district need only provide the written Memorandum of Understanding by May 27, 2010 to partake in the grant. Mr. Fyffe stated that he anticipates the district could be awarded up to \$100,000. He stated the he intended to sign the MOA along with the Board President to acknowledge our district’s intent to participate. Mr. Fyffe stated that the Board is not required to take action but that he wished to inform the Board that the Netcong Public School district will participate in this grant opportunity.
3. **Revised 2010-2011 School Calendar** – Mr. Fyffe distributed and discussed the revised 2010-2011 school calendar noting that the calendar was now synchronized with the LVRHS sending districts.

IV. SCHOOL BUSINESS ADMINISTRATOR CONSULTANT’S COMMENTS

Mrs. Werner noted and discussed the following~

- 1) Reminder - Three R’s for New and Not So New Board Members Workshop scheduled on Wednesday, May 26, 2010 at 7:00 p.m. at Mountain Lakes High School. Both Mr. Morton and Mrs. Dalesandro have been registered to attend.
- 2) Referendum Cost Information (as requested)-

UNSUCCESSFUL REFERENDUM COSTS	
WILENTZ FEE (Bond Counsel)	1,000.00
OTHER BOND INSURANCE FEES	0.00
TOTAL:	1,000.00

SUCCESSFUL REFERENDUM COSTS	
RATING AGENCY FEES	6,000.00
OFFICIAL STATEMENT	5,000.00
AUDITOR (* \$5,000.00 and up to \$10,000)	5,000.00*
BOND AUCTION	2,500.00
PRINTING	2,000.00
BOARD ATTORNEY	2,000.00
WILENTZ FEE (Bond Counsel)	22,000.00
TOTAL:	44,500.00

BOARD MINUTES AND CORRESPONDENCE

Minutes

Mr. Olivo moved the following resolution:

BE IT RESOLVED, that the minutes of the following meeting(s) be approved as submitted:

Date	Meeting
April 27, 2010	Reorganization and Regular Business Meeting
	Executive Session
May 11, 2010	Special Business Meeting

Discussion ensued. It was requested that the minutes as noted be amended. All in favor.

Mr. Olivo moved the following resolution:

BE IT RESOLVED, that the amended minutes of the following meeting(s) be approved as submitted:

Date	Meeting
April 27, 2010 (amended)	Reorganization and Regular Business Meeting
	Executive Session
May 11, 2010 (amended)	Special Business Meeting

The motion was seconded by Mrs. Dalesandro and was approved by a majority voice vote (6-1-0) by all members present. President Popelka voted “NO” on the proposed amendment to the May 11, 2010 Special Business Meeting minutes.

At this time, President Popelka requested that Ms. Jacqueline Rich be recognized by the Board and allowed to read the correspondence sent by the Netcong Teachers Association on behalf of Melissa Flach-Bammer, Principal of the Netcong Public School.

All in favor.

Netcong Board of Education

5/10

This is an ‘open’ letter regarding our Principal, Mrs. Flach-Bammer.

We believe she continually does an outstanding job in all phases of the school program. She has established an excellent rapport with our students and our staff. She has the ability to communicate in a highly effective way with all grade levels [K-8]. Students hold her in high regard. They respect her judgment and feel comfortable going to her for guidance and support.

Mrs. Flach-Bammer is involved in all aspects of the school community and goes well beyond the call of duty in time and commitment with all activities. She is a student advocate, is supportive of her staff, and often works well into the night to insure the school runs smoothly.

Under her leadership, in the midst of several administrative changes, she has provided stability for our school, especially our students. Discipline is consistent and well-controlled, and student achievement has increased.

In summary, we sincerely hope Mrs. Flach-Bammer will continue her present position as the administrator in charge of the school. We believe her inspirational qualities and personal commitment to our students will be served in this way.

[Letter has been signed by all Teachers]

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
Netcong Teachers' Association*	Letter on behalf of Melissa Flach-Bammer, Principal	Mrs. Lynn Popelka, President Members, Netcong Board of Education
Gary Stephens**	Netcong Basketball Program	Mrs. Lynn Popelka, President Members, Netcong Board of Education
Willa Spicer - Deputy Commissioner NJ Department of Education	Core Content Curriculum Standards - Suggest Waiting to Order New Language Arts or Math Textbooks	Mrs. Melissa Flach-Bammer, Principal Mr. Dennis Fyffe, Interim Superintendent Members, Netcong Board of Education

Discussion ensued:

* Mr. Olivo stated “Mrs. Bammer, your staff has a lot of respect for you.” Mr. Olivo inquired to Ms. Rich, “Where did this come from?” Ms. Rich stated that the Association felt that it was important for the Board to know where the teachers stand and so they decided to write a letter of support. Mr. Olivo stated that neither he nor the Board had ever heard a bad word spoken about Mrs. Bammer and that the Netcong Board of Education sees a promising situation for her here at our school in the future. Ms. Rich stated that there is talk around town, there are rumors and that the teachers felt they wanted to express their support of her. Ms. Rich said that there is no negative impression or impact intended to anyone.

** Mrs. Dalesandro referenced Mr. Stephens letter regarding the Basketball program and noted that all of the schools Mr. Stephens referenced had continued a basketball program for the 2010-2011 school year. Discussion ensued. Mr. Arbolino stated that the Board did not want to cut the basketball program and that he felt the Board had been misled. Mr. Fyffe stated that the 2010-2011 budget was developed and the basketball program cut following 70-80 emails from Superintendents in both Morris and Sussex counties saying that the middle school sports programs had been cut/eliminated. Mrs. Werner concurred with this statement saying she had received just as many emails from Morris County BA/BS stating the same. Mr. Fyffe reiterated that the general consensus in both counties was that middle school sports programs were being cut. Mr. Arbolino stated that the Board might have made a different decision regarding the Netcong basketball program. Mr. Fyffe stated that Administration had approximately one week to put the finishing touches on the 2010-2011 school budget following the Governor’s Address confirming state aid reductions which was detrimental to all school districts in New Jersey and the information I provided to the Board of Education was accurate as of the day I disseminated/gave it to the Board. Mr. Arbolino stated that he felt misled. Mr. Fyffe stated that he was 100% honest with regard to the information he provided to the Board based on the information he had. Mr. Fyffe stated that some Boards changed their minds regarding their sports programs. Mrs. Werner stated that 3 of the schools listed by Mr. Stephens are private schools and do not receive state aid monies nor are they subject to voter approval. Mr. Arbolino stated that Administration was remiss not to double check. President Popelka stated that everyone is to blame for this. She also noted that the Netcong Educational Foundation was looking close and hard at the basketball program in an effort to financially support it for the ensuing school year. Mrs. Werner was asked to provide the itemized costs associated with the basketball program. Discussion ensued. Mr. Abolino, Mr. Olivo and Mr. Morton expressed concern that they felt “misinformed”. Again, Mr. Fyffe stated that the time constraints precluded Administration’s ability to double check this information and provide any additional update/changes given that we were afforded only a (one week) short window of opportunity provided by the NJDOE to finalize and submit the 2010-2011 school budget.

The motion was seconded by Mrs. Dalesandro and was approved by a unanimous voice vote by all members present.

V. OLD BUSINESS

Mrs. Dalesando inquired as to the status of Ms. Rich being appointed as Teacher-In-Charge when the Superintendent, the Principal and Mrs. Szarejko were out. Mr. Fyffe stated that he will review the matter accordingly.

VI. COMMITTEE REPORTS

A. FINANCE/FACILITIES - Frank Tranor, Chairperson

Mrs. Dalesandro noted that in accordance with Parliamentary Procedure, Mr. Tranor could not move Finance and Facilities resolution #13 since that may only be placed back on the table for consideration by the Board if it is moved by one of the Board members who voted “nay” when previously considered for adoption. In an effort to clarify Mrs. Dalesandro’s statement, Mr. Fyffe noted that a resolution to approve DesignIdeasGroup as the architect of record (AOR) was put forth for the Board’s consideration and approval in April 2010. This resolution is a routine item at the Reorganization meeting of the Board of Education. The resolution was not carried (passed) and, in accordance with Parliamentary Procedure, only a member who voted as the majority not to carry the motion may make a motion to reconsider the motion. Mr. Fyffe stated that the consensus of the Finance and Facilities committee was that he solicit fee schedules/hourly rates from 3-4 firms and present them to the committee for review. Mr. Fyffe stated that he had done this as requested and had provided said data to the committee with DesignIdeasGroup having had provided the most fiscally responsible proposal. Mr. Fyffe stated that the Finance and Facilities committee had agreed to support his recommendation to appoint DesignIdeasGroup as the AOR (based on the information that has been provided to the committee) for the ensuing school year.

Mrs. Dalesando inquired if the district had received notification that the ROD grants had been approved by the NJDOE. Mr. Fyffe stated “no” and then indicated that the deadline for approval by the NJDOE is June 28, 2010.

President Popelka stated the Parliamentary Procedure noted by Mrs. Dalesandro is duly noted and instructed Mr. Tranor to exclude resolution #13 when making his motion to adopt the resolutions listed under the Finance and Facilities committee report at this time.

Motion by Mr. Tranor, seconded by Mr. Morton, that resolutions numbered 1 – 12 be adopted as presented:

BE IT RESOLVED that resolutions numbered 1 - 12 be adopted as presented:

1. **BE IT RESOLVED**, that the Netcong Board of Education hereby authorizes the Interim Superintendent and the Business Administrator/Board Secretary Consultant to implement the school budget pursuant to policies and regulations of the state board and local board in the amounts that follow:

Current Expense	\$3,776,079.00	
Special Revenue	263,000.00	
Debt Service	<u>0.00</u>	
TOTAL BUDGET	\$4,039,079.00	and,

BE IT FURTHER RESOLVED, that the following General Fund Tax levy schedule also be approved to support the 2010-2011 budget:

<u>Date Due</u>	<u>Amount</u>	<u>Date Due</u>	<u>Amount</u>
July 15, 2010	\$226,536.00	January 15, 2011	\$226,536.00
August 15, 2010	\$226,536.00	February 15, 2011	\$226,536.00
September 15, 2010	\$226,536.00	March 15, 2011	\$226,536.00
October 15, 2010	\$226,536.00	April 15, 2011	\$226,536.00
November 15, 2010	\$226,536.00	May 15, 2011	\$226,536.00
December 15, 2010	\$226,536.00	June 15, 2011	\$226,536.00
School District Tax for the 2010-2011 School Year is			<u>\$2,718,432.00</u>

2. **BE IT RESOLVED** by the Netcong Board of Education, upon the recommendation of the Interim Superintendent, to approve the bill list as of May 25, 2010. (Attachment # 1)
3. **BE IT RESOLVED** that the Netcong Board of Education, upon the recommendation of the Interim Superintendent, to approve the list of transfers and the monthly transfer report as of April 1, 2010.

	From:	To:
11-000-262-110-005-000 Clean Repair & Maint	\$ 1,500	
11-000-262-620-000-000 Cust Electric		\$ 1,500
11-000-270-512-000-000 Trans School Activities	\$ 2,450	
11-000-270-518-000-000 Trans Cont Svc – Special Education		\$ 2,450
TOTAL	\$ 3,950	\$ 3,950

4. **BE IT RESOLVED** that the Netcong Board of Education pursuant to N.J.A.C.6A:23-2.11 certify that as of May 25, 2010 after the review of the Secretary's monthly financial reports (appropriation section) and upon consultation with the appropriate district officials, to the best of our knowledge, no major account or fund has been over expended in violation of N.J.A.C.6A:23-2.11 and that sufficient funds are available to meet the districts' financial obligations for the remainder of the fiscal year.
5. **BE IT RESOLVED** that the Netcong Board Secretary pursuant to N.J.A.C.6A:23-2.11(c) (3) certify that as of May 25, 2010 no budgetary line item accounts have been over expended in violation of N.J.A.C. 6A:23-2.11 (c) (3).

Business Administrator

6. **BE IT RESOLVED** that the Netcong Board of Education, upon the recommendation of the Interim Superintendent, accepts the financial reports of the Board Secretary for March 31, 2010 and the associated Board Treasurer's of School Monies (A-149) report for the month of March 2010 which was reconciled with each other by Fund for the period. (Will be placed on Board Table)
7. **BE IT RESOLVED** that the Netcong Board of Education, upon the recommendation of the Interim Superintendent, accepts the financial reports of the Board Secretary for April 30, 2010 and the associated Board Treasurer's of School Monies (A-149) report for the month of April 2010 which was reconciled with each other by Fund for the period. (Will be placed on Board Tab

- 8. **BE IT RESOLVED** that the Netcong Board of Education, upon the recommendation of the Interim Superintendent, approves the Maschio Food Service report for the month of April 2010, which shows a monthly income of \$ 552.99 profit and a year-to-date income of \$1,995.98 profit.
(Attachment # 2)

- 9. **BE IT RESOLVED** that the Netcong Board of Education, upon the recommendation of the Interim Superintendent, approves the tuition contract with the Allegro School for the 2010-2011 school and extended school year at a cost of \$82,352.00.

* A brief discussion ensued. An inquiry was made regarding transportation costs for this purpose. Mrs. Werner noted that the cost of transportation for this purposed was \$28,000 for the 2009-2010 school year. Mr. Fyffe noted that the district does not have a program in district to support the child's I.E.P.

- 10. **BE IT RESOLVED** that the Netcong Board of Education, upon the recommendation of the Interim Superintendent, approves CS Concrete to repair settling step crack in wall of the Netcong Public School annex building at a cost of \$304.46.

- 11. **BE IT RESOLVED**, that the Netcong Board of Education, upon the recommendation of the Interim Superintendent, approves the 2010-2011 Non-Public Service Agreement with the Morris County Educational Services Commission.

* A brief discussion ensued. Mrs. Werner noted that the MCESC provides Comp. Ed., Supplemental Instruction services, Exam/Classification services and Speech services to the children that attend private schools. Being that private schools can not receive public/state funds, the local public school serves as a pass-through agent to make payment to the ESC for providing private school children with said services.

- 12. **BE IT RESOLVED** by the Netcong Board of Education, upon the recommendation of the Interim Superintendent, approves the Contract with American Appraisal Associates to provide Property Outsourcing Services for Accounting and Insurance Purposes for the 2010-2011 school year in the amount of \$1,050.00.

* A brief discussion ensued. Mrs. Werner noted that the Property Outsourcing Services – Fixed Assets inventory is required by the NJDOE in the annual school audit for financial reporting purposes.

Additional Discussion:

In regard to Check #7169 – Schwartz, Simon, Edelstein, Celso et al, Mrs. Dalesando inquired if the Board President and district Administration had maintained a log of all contact with the district's legal counsel. President Popelka stated that she had maintained a log as required by law whenever she conferred with counsel. Both Mr. Fyffe and Mrs. Werner stated that they notified President Popelka whenever a situation warranted the Board Counsel be contacted, the reason for the contact and the length of time contact was made. Mrs. Dalesandro stated that said log should be compared with invoices submitted to the district. President Popelka stated that said reconciliation (log and invoices) were completed and that Mrs. Werner and/or Mrs. Napoli had inquired about Netcong Education Foundation expenses that had appeared on the billing/invoices. President Popelka stated that the invoices for the Foundation were always credited being that the work done on behalf of the Foundation was pro bono.

VOTE: FINANCE/FACILITIES AGENDA ITEMS #1– 12 AS PRESENTED.

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

NAYS: None

ABSTENTIONS: Mrs. Callahan – Resolution #2

Motion by Mr. Olivo, seconded by Mr. Morton, that resolution number 13 be adopted as presented:

- 13. **BE IT RESOLVED** that the Netcong Board of Education, upon the recommendation of the Interim Superintendent, appoints DesignIdeasGroup as Architect of Record for the Netcong Public School for the 2010-2011 school year.

Fees will be established based on proposed projects and as follows:

<u>Fees</u>	<u>Hourly Rate Range</u>
Principal.....	\$165.00
Associate.....	\$135.00 - \$145.00
Educational Specialist.....	\$130.00 - \$148.00
Architect.....	\$105.00 - \$125.00
Project Manager.....	\$106.00 - \$137.00
Construction Administrator.....	\$105.00 - \$139.00
Architectural Designer.....	\$127.00 - \$150.00
Interior Designer.....	\$ 62.00 - \$133.00
Graphic Designer.....	\$ 85.00 - \$135.00
CAD Technician.....	\$ 56.00 - \$100.00
Clerical.....	\$ 45.00 - \$ 75.00

VOTE: FINANCE/FACILITIES AGENDA ITEM #13 AS PRESENTED.

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

NAYS: None

ABSTENTIONS: None

B. PERSONNEL - James Still, Chairperson

Mrs. Dalesandro noted that in accordance with Point of Order, that Personnel resolutions #1 and #2 be placed at the end of the Personnel Committee report following consideration of resolutions #3 - #9 at this time.

Mrs. Dalesandro noted that in accordance with Parliamentary Procedure, Mrs. Criscuolo could not move Personnel resolution #10 since that may only be placed back on the table for consideration by the Board if it is moved by one of the Board members who voted “nay” when previously considered for adoption. A brief discussion ensued.

President Popelka stated the Parliamentary Procedure noted by Mrs. Dalesandro is duly noted and instructed Mrs. Criscuolo to exclude resolution #10 when making her motion to adopt the resolutions listed under the Personnel committee report at this time.

Motion by Mr. Morton, seconded by Mrs. Criscuolo, that resolution numbered 3 - 9 be adopted as presented:

Resolutions #1 and #2 were not moved at this time.

- 1. **BE IT RESOLVED** by the Netcong Board of Education, to rescind the resolution to exercise the termination clause in Mr. Fyffe’s contract and effective immediately give him his 60 days notice.
- 2. **BE IT RESOLVED** by the Netcong Board of Education, to terminate the contract of the Interim Superintendent of Schools by mutual agreement of both parties, Dennis Fyffe and the Netcong Board of Education, effective June 25, 2010.

3. **BE IT RESOLVED** by the Netcong Board of Education, upon the recommendation of the Interim Superintendent, appoints the following certificated tenured personnel at their appropriate salary grades and at the salary rates:

Name	Salary/Grade	Base	Longevity	Salary
BACCARO, MARLENE	BA-7	- TBD -	0	- TBD -
BECKER, VALERIE	BA-16	- TBD -	- TBD -	- TBD -
CANNON, LINDA	BA-16	- TBD -	- TBD -	- TBD -
CHIAPPELLI, ROBERT	BA+30-16	- TBD -	- TBD -	- TBD -
COOK, EILEEN	BA-16	- TBD -	- TBD -	- TBD -
DeKLEINE, ROBERT	BA+30-4	- TBD -	0	- TBD -
DeVITO, CATHERINE	MA+30-16	- TBD -	- TBD -	- TBD -
DI RENZO, CIE	BA-10	- TBD -	0	- TBD -
DZURNY, BARBARA	MA+30-16*	- TBD -	- TBD -	- TBD -
EARL, KEVIN	BA+15-6	- TBD -	0	- TBD -
EVANS, ANN MARIE	MA-6	- TBD -	0	- TBD -
FERRIS, TANA	BA-9	- TBD -	0	- TBD -
FLAHERTY, DIANE	BA-16	- TBD -	- TBD -	- TBD -
HENRY, AMY	MA+30-16	- TBD -	0	- TBD -
JENSEN, SANDY	BA+30-16	- TBD -	- TBD -	- TBD -
KOCH, MARY FRANCES	BA-16	- TBD -	- TBD -	- TBD -
KONYAK, PHYLLIS	BA+15-16	- TBD -	- TBD -	- TBD -
LONGO, CHRISTINE	BA+30-12	- TBD -	0	- TBD -
MARTONE, ROBERT	BA-16	- TBD -	- TBD -	- TBD -
MEETH, KIMBERLY	BA-16	- TBD -	- TBD -	- TBD -
MORIN, JANE	MA+15-10	- TBD -	0	- TBD -
PICALLO, JULIO	BA - 8	- TBD -	0	- TBD -
RICH, JACQUELINE	MA+30-16	- TBD -	- TBD -	- TBD -
SANDRUE, DARRELL	MA+30-16	- TBD -	- TBD -	- TBD -
SZAREJKO, GINA	MA+30-13	- TBD -	0	- TBD -

* Mrs. Dzurny has successfully completed additional coursework moving her horizontally across the Teachers Salary Guide effective September 1, 2010.

4. **BE IT RESOLVED** by the Netcong Board of Education, upon the recommendation of the Interim Superintendent, appoints Nicholas DiDonato as School Psychologist at a salary to be determined for the 2010-2011 school year.
5. **BE IT RESOLVED**, that the Netcong Board of Education, upon the recommendation of the Interim Superintendent, approves the Interlocal Agreement with Stanhope Board of Education pertaining to Nicholas DiDonato, School Psychologist for the 2010-2011 school year.
(This agreement represents the following with 4/5 or 80% of Mr. DiDonato's Salary to be the responsibility of Netcong and 1/5 or 20% to be the responsibility of Stanhope)
6. **BE IT RESOLVED** by the Netcong Board of Education, upon the recommendation of the Interim Superintendent, to rehire the following custodial staff members for the 2010-2011 school year:

Name	Effective Date	Salary
Dickerson, Henry	July 1, 2010 – June 30, 2011	-TBD - *
Lopez, Jonathan	July 1, 2010 – June 30, 2011	- TBD - (P/T)
Peterson, Steve	September 1, 2010 – June 30, 2011	- TBD - (P/T)

* In accordance with the NTA Contract

7. **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	- TBD -
Koster, Karen	Secretary *	July 1, 2010 – June 30, 2011	- TBD -
Napoli, Lisa	Secretary/Accts Payable	July 1, 2010 – June 30, 2011	- TBD -

* Position is P/T – Discussion ensued regarding the # of hours that Mrs. Koster will work either 17.5 (based on a 35 hour work week) or 20 (based on a 40 hour work week). Mrs. Hajtovik was asked how many hours a secretary is required to work and Mrs. Hajtovik stated 40. Mr. Fyffe once again reiterated that the Board of Education did not offer reducing this secretary position to half-time during the defeated budget discussion. Mr. Fyffe stated that the Board of Education discussed reducing the 2010-2011 school budget in the amount of \$63,000 but the Governing Body requested \$103,000 and they clearly stipulated that the secretary position be reduced to half-time. In fact, they clearly stated that the Board of Education should generate savings in changing health benefits carriers and that if able to save \$40,000 that the BOE could reinstate the position. Mr. Fyffe stated that while there is no money to fund this position right now, Administration was making every effort to restore the position. Mr. Fyffe added that philosophically, he could not support the direction recommended by the Borough Council and reduce the position to half-time. Mr. Fyffe stated that Administration has exhausted every avenue, the district has RIFFED two teachers, eliminated both the G&T and BSI programs and the basketball program. Mr. Fyffe stated that this is a critical position in the central office. Discussion ensued. Mrs. Werner indicated that the position can be increased to 20.5 hours/week because at 21 hours/week the employee is entitled to health benefits. It was noted that the Borough Council had cut the exact amount of the secretary benefits package and ½ time hours. Discussion ensued. Mr. Tranor concurred that the monies cut were in fact the exact amount of reduced hours and benefits costs as Mr. Fyffe had discussed. Mr. Fyffe stated that he was hopeful that the district might secure some of the Race to the Top grant funds designated to improve student achievement and provide for professional development. These monies will be used for teachers salaries and professional development.

Motion by Mr. Olivo, seconded by Mrs. Dalesandro to table motion # 8 pending executive session discussion.

- 8. **BE IT RESOLVED** by the Netcong Board of Education, upon the recommendation of the Interim Superintendent, to approve a four day work week* for the NPS office staff effective June 22, 2010 through August 31, 2010. The school office will be open from 8:00 AM to 4:00 PM.
(* as has been the practice for the past four years)

All in favor.

- 9. **BE IT RESOLVED** by the Netcong Board of Education, upon the recommendation of the Interim Superintendent, to approve a stipend for Mrs. Gina Szarejko as Technology Coordinator at a rate of \$35.00 hour during the 2010 summer not to exceed 250 hours.

Motion by Mr. Olivo, seconded by Mrs. Dalesandro to addend motion # 11 as follows:

- 11. **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 TBD.

* Mr. Olivo inquired regarding a Rice notification provided to Mr. Feti. President Popelka stated that the notice had been withdrawn.

All in favor.

VOTE: PERSONNEL AGENDA ITEMS #3 – #7, #9 AND #11 AS ADDENDED AND AS PRESENTED.

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

NAYS: Mrs. Callahan – Resolution #7

ABSTENTIONS: None

Motion by Mr. Morton, seconded by Mrs. Criscuolo that resolution #10 be adopted as presented:

10. **BE IT RESOLVED** by the Netcong Board of Education, upon the recommendation of the Interim Superintendent to approve Ms. Donna Colaco as a part time Speech teacher, at the MA Guide, Step 16 at a salary T.B.D. (50% of MA Step 16 - benefits are not applicable) effective September 1, 2010 through June 30, 2011.

Much discussion ensued. Mr. Fyffe stated that Ms. Colaco had been placed on the Agenda in April as part of the general rehiring of staff. The resolution, at that time, was not carried. When this was revisited in the Personnel Committee meeting, both the Interim Superintendent and the Principal recommended this reappointment and Mr. Fyffe stated to the committee members that the specialized need required by the children would be difficult to find in another speech therapist. Ms. Colaco has the required credentials and experience to address a very specialized need of two deaf/hard of hearing students. During Committee discussions, Administration was asked to confer with Ms. Colaco regarding a reduction of the position to 50% without benefits and she accepted in good faith. Mrs. Dalesandro stated that during these economic times that the Board would be remiss to not see if there was another individual who could serve the district's needs without being paid on Step 16 which is the highest step on the Teacher's Salary Guide. Mrs. Callahan reiterated Mrs. Dalesandro's statement regarding top pay for a teacher who has only been with the district less than two years. Mrs. Dalesandro recommended that the Board of Education table this resolution until June to provide ample time to see if there is personnel out there that has the credentials Mrs. Colaco has. Mr. Fyffe stated that Mrs. Colaco might not wait around and then the district will be faced with two Out-of-District placements which would be financially crippling to the district. Discussion ensued. Mr. Fyffe stated that the Board of Education should support the recommendation of the Superintendent and respect the Board's Committee structure. Despite the Personnel Committee's commitment to support this resolution it is not doing so. Mr. Tranor stated that he had been instructed to trust and follow the Board of Education's committee structure and in this instance there is a much greater chance that a teacher with some very specialized skills will leave and we will not be able to find an appropriate replacement which will result in spending huge amounts of money and not getting appropriate services for children. Mr. Olivo inquired if every member of the Personnel Committee had discussed this and Mr. Fyffe stated that he asked every member of the committee if they could support this resolution and they said "yes". Mr. Morton said he did not say yes, but that he actually inquired if we (the Board) had any other options.

VOTE: PERSONNEL AGENDA ITEM #10 AS PRESENTED.

AYES: Mrs. Criscuolo, Mr. Tranor and Mrs. Popelka, President

NAYS: Mr. Arbolino, Mrs. Callahan, Mr. Morton and Mr. Olivo

ABSTENTIONS: Mrs. Dalesandro

Motion is not carried.

Motion by Mrs. Dalesandro, seconded by Mr. Olivo that resolution #2 be adopted as presented:

2. **BE IT RESOLVED** by the Netcong Board of Education, to terminate the contract of the Interim Superintendent of Schools by mutual agreement of both parties, Dennis Fyffe and the Netcong Board of Education, effective June 25, 2010.

A brief discussion ensued. Mrs. Dalesandro stated that the Board of Education had not take action to terminate Mr. Fyffe's contract due to performance. In fact, Mrs. Dalesandro stated that she was sorry she had not been afforded the opportunity to work with Mr. Fyffe and wished him "Good Luck" in his future endeavors.

Mr. Tranor requested the opportunity to read a prepared statement.

I would like to take a moment to thank Dennis for all of his hard work and dedication over the past year.

- Dennis lives all the way down near Princeton and has made the 1-2 hour commute up here and then home almost every day since August, with many days not leaving until after 8 PM. This works out to a 12-15 hour day every day.
- He has worked to bring new funding ideas and solutions to the school for much needed repairs and renovations.
- He has assisted with the implementation of an official and legal aftercare program.
- Study Island (an excellent online computer learning tool) was introduced to the school through Dennis.
- Although this endeavor has recently been halted, Dennis worked with Netcong, Stanhope and the community to lay the foundation for a formal shared services agreement.
- Dennis has been working non-stop with Tina and Melissa to find ways to get the Netcong school budget to pas with as few cuts to programs and staffing as possible during one, if not the, most difficult school and town budget season ever seen in the state of NJ.
- And not counting recent budget struggles, the overall moral of the staff and school in general has seemed greatly improved under Dennis's leadership.

Dennis, you have done an outstanding job! I wish you all the best in your future endeavors!

On a more somber note:

The termination of Dennis’s Contract at the combined board meeting with Stanhope was handled extremely poorly. It was unprofessional, unjustified, and lacked reasonable judgment and foresight. It has left many people wondering what happened, and why.

I would like to formally apologize for the tactless manner with which this decision was carried out and for all of the embarrassment and confusion it has caused Dennis, the Netcong School and the town.

Thank you.

Mr. Tranor stated that he would have liked to have found an alternate means of addressing the district’s fiscal problems.

Mr. Olivo stated that Mr. Tranor had had an opportunity to speak but that he chose not to on May 11, 2010. The Board does act as a whole when making decisions but that everything is NOT always how it seems. Misinforming facts and statements made via letters to parents and the community are disturbing. Mr. Olivo said that the letter sent by Mrs. Popelka to the community says that Mr. Olivo said something that he did not say and that the letter is wrong.

In reference to the letter sent to parents via the internet, Mrs. Dalesandro stated is very unsettling. Mrs. Dalesandro said the minutes reflect that I asked legal, binding questions and based upon the answers that I received, I posed the resolution to which the majority of the Board responded affirmatively to exercise the termination clause in the Interim Superintendent’s contract. At that time, the motion was posed and seconded and a vote cast. At that time no one asked for discussion. President Popelka stated that the meeting was held to discuss shared services. Discussion ensued.

Mr. Fyffe stated that he was very disappointed and embarrassed in the action taken by the Netcong Board of Education on May 11, 2010 to terminate his contract. Mr. Fyffe stated that he had worked very hard for the district, had done a good job and had even taken the liberty to work towards initiating a referendum for much needed capital projects including a new roof. Mr. Fyffe stated that this was a lack of respect that he had not been given the courtesy of knowing that the Board would take this action before it happened. Mr. Fyffe stated that he felt he had been treated very poorly despite the fact that he had worked very hard for the Netcong Board of Education. President Popelka stated that that was not the time or place to have done this and then to have prepared a speech was despicable. Mr. Fyffe stated that the Board’s response troubles me deeply, it was a bomb and I felt very humiliated. Your actions were hurtful and embarrassing and I did not deserve it.

Mrs. Dalesandro stated that the previous Interim Superintendent had also initiated a ROD grant on behalf of the district for the boiler project. Mrs. Dalesandro referenced Mr. Fyffe stating that he would take a pay freeze when I inquired at the Budget Hearing if you would consider taking a pay cut or working less days but you refused. Mr. Fyffe stated that the Board made a commitment to me and I made a commitment to Netcong. Mrs. Dalesandro stated that in these hard economic times, this just does not logically fly.

Mr. Olivo stated that the Board did not intend to embarrass you, Mr. Fyffe. We based our decision on the ability of the Superintendent’s ability to get the budget passed, we do not know what you are made of. When we asked if you would work 1 day less per week, you said you could not. Discussion ensued. Mr. Olivo said that he did what he thought was best, did not intend to embarrass you and felt apologetic for that and then stated “Best of Luck” to Mr. Fyffe. Mr. Fyffe said that there is no way to explain this away, certainly one phone call would have made all the difference. Mr. Fyffe then noted “...my contract references 60 days advanced written notice. I would prefer to leave on a mutual separation of agreement on behalf of both parties. Mr. Fyffe stated that he would like to leave his post on June 25, 2010 rather than be “fired” on 60 days notice.

Mrs. Criscuolo stated that the Board needs time to heal and adding that we should have know about this in advance, Mr. Olivo stated that the motion was only put on the table that very evening. It was noted that NJSBA would never suggest that a Board sandbag its Superintendent.

VOTE: PERSONNEL AGENDA ITEM #2 AS PRESENTED.

AYES: Mr. Arbolino, Mrs. Callahan, Mrs. Criscuolo (with regret), Mrs. Dalesandro, Mr. Morton, Mr. Olivo, Mr. Tranor (with regret) and Mrs. Popelka (with sincere regret), President.

NAYS: None

ABSTENTIONS: None

Motion by Mr. Morton, seconded by Mr. Olivo that resolution #1 be adopted as presented:

1. **BE IT RESOLVED** by the Netcong Board of Education, to rescind the resolution to exercise the termination clause in Mr. Fyffe’s contract and effective immediately give him his 60 days notice.

A brief discussion ensued. Mr. Fyffe stated that in general his employment contract cannot be terminated in two ways and it does not obligate the Board to pay a salary to me during the summer.

VOTE: PERSONNEL AGENDA ITEM #1 AS PRESENTED.

AYES: Mr. Arbolino, Mrs. Callahan, Mrs. Criscuolo (with regret), Mrs. Dalesandro, Mr. Morton, Mr. Olivo, Mr. Tranor (with regret) and Mrs. Popelka (with sincere regret), President

NAYS: None

ABSTENTIONS: None

C. EDUCATION - Todd Morton, Chairperson

Motion by Mr. Morton, seconded by Mrs. Dalesandro, that resolutions numbered 1 -7 be adopted as presented:

1. **BE IT RESOLVED** by the Netcong Board of Education, upon the recommendation of the Interim Superintendent, to approve the submission of the Netcong Public School’s Application to Operate Summer School to the Executive County Superintendent of Schools.
2. **BE IT RESOLVED** by the Netcong Board of Education, upon the recommendation of the Interim Superintendent, to approve the following 2010 Extended School Year Programs at the rate of \$35.00 per hour for instruction: **Program will be implemented utilizing IDEIA ARRA grant funds.**
 - a. K-4 PSD Program (Mrs. DiRenzo)
M.H. Program (Ms. Konyak)
Not to Exceed - 180 hours @ \$35.00/hour = \$6,300.00

Instructional Aide PSD – Laura Kiely – Hourly rate to be determined.
3. **BE IT RESOLVED** by the Netcong Board of Education, upon the recommendation of the Interim Superintendent, in accordance with N.J.A.C. 6A:19-6.5 to appoint Melissa Flach-Bammer as the district’s Safety and Health Designee for the 2010-2011 school year.
4. **BE IT RESOLVED** by the Netcong Board of Education, upon the recommendation of the Interim Superintendent, to approve Mr. Earl’s request to coach at Lenape Valley Regional High School in the position of Assistant Soccer Coach, providing all of his duties as Physical Education Teacher at Netcong Elementary School are satisfactorily completed.
5. **BE IT RESOLVED** by the Netcong Board of Education, upon the recommendation of the Interim Superintendent, to approve the contract with Anne-Marie Massey, as the Physical Therapist for the Netcong School District for the 2010-2011 School Year (including Summer Program) per the following fee schedule as noted in the professional services contract:

July 1, 2010 – June 30, 2011

<u>Fee Schedule</u>	<u>Rate</u>
- Hourly (In-School)	\$ 85.00/hour
- Hourly (Home Visit)	\$ 85.00/hour
- Evaluation	\$300.00 (Flat Fee)

6. **BE IT RESOLVED** by the Netcong Board of Education, upon the recommendation of the Interim Superintendent, to approve the contract with J & B Therapy, LLC, to provide Occupational Therapy and Speech Therapy for the Netcong School District for the period July 1, 2010 to June 30, 2011 per the following fee schedule as noted in the professional services contract:

<u>Fee Schedule:</u>	<u>Rate</u>
- Hourly (In-School)	\$ 94.00/hour

7. **BE IT RESOLVED** by the Netcong Board of Education, upon the recommendation of the Interim Superintendent, to approve the **REVISED** 2010-2011 school calendar as presented.

(On Board Table)

Additional Discussion:

Mrs. Callahan referenced the 2010-2011 school year calendar and inquired if the last day 06/20/11 is traditionally scheduled as a ½ day? Yes, but that if the district does not utilize all of the snow days placed in the calendar (5 in 2010-2011) then the last day will be earlier. The district normally leaves this open and then Superintendent will request that it will be modified later.

VOTE: **EDUCATION AGENDA ITEMS #1 – #7 AS PRESENTED.**

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

NAYS: None

ABSTENTIONS: None

VII. NEW BUSINESS

President Popelka noted that at June 25, 2010 the district will loose its Interim Superintendent. This evening, the Netcong Board of Education has the express pleasure in having Dr. Gayle Strauss, Byram Superintendent and Mrs. Jacqueline Cinotti, Byram Board of Education Member join us.

Dr. Gayle Strauss and Mrs. Jacqueline Cinotti briefly introduced themselves and stated that there was an interest in sharing services with Netcong and that the Byram Board of Education was interested in starting a dialogue with the Netcong Board of Education for this purpose and would share this information with the Byram Board of Education tomorrow evening.

A brief discussion ensued. President Popelka stated that Netcong Board of Education certainly had an express interest in sharing services and requested that Dr. Strauss discuss this with the Byram Board of Education and go forward is setting forth a meeting of the Boards to discuss the matter further.

Mrs. Dalesandro thanked President Popelka for making a concerted effort in moving forward with Byram Board of Education with respect to a shared services arrangement pertaining to the Superintendent vacancy.

VIII. MISCELLANEOUS

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

1. **BE IT RESOLVED** by the Netcong Board of Education, to approve the **first reading** and adoption of the following Bylaw, Policy and Regulation Revisions:

BYLAW, POLICY AND REGULATION – revisions:

<i>Number</i>	<i>Title</i>
2460	Special Education (Revised)
2460.1	Special Education – Location, Identification and Referral
2460.16 (R)	Special Education – Instructional Material to Blind or Print-Disabled Pupils
2460.78	Special Education – Free and Appropriate Public Education
2460.89	Transition from Early Intervention Programs to Preschool Programs
2467	Surrogate Parents and Foster Parents

VOTE: MISCELLANEOUS AGENDA ITEM #1 AS PRESENTED.

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

NAYS: None

ABSTENTIONS: None

IX. OLD BUSINESS

Mrs. Dalesandro discussed the following matters~

- Attended the PTA Meeting
 - The PTA would like to see the district website expanded such that it can accomodate the PTA with a “blurb” feature.
 - The PTA invites all Board members to be PTA members.
 - The PTA discussed moving events away from Saturdays to avoid any overtime expense on behalf of the district.
- Mrs. Dalesandro acknowledged the generosity of the NTA staff ~ Ms. Meeth, Ms. Rich and Mrs. Becker for addressing the lack of funding for Field Day by asking that funds that would have been used for the Teacher Appreciation luncheon would be used to fund Field Day for students instead. Mrs. Dalesandro stated that we appreciate that the teachers would sacrifice for the children.

Mr. Morton discussed the following matters~

- Netcong Public School Website is outdated.
 - Mr. Morton would like to have a “contact link” for the Netcong Board of Education on the website to provide for a means of parent contact with the Board of Education and whereby the BOE could formulate responses back to parents. Parents will be required to provide a name and address for this purpose.
- Mr. Morton “thanked” Ms. Jensen for her excellent work in performing a spectacular concert. Mr. Morton also “thanked” the teachers who assisted Ms. Jensen in this production.

Mrs. Kathleen Renegar (29 Dell Avenue) stated that she was glad to see that her suggestion to copy the Agendas in a double-sided format had been implemented.

Discussion pertaining to the Interim Superintendent vacancy ensued. Mr. Morton suggested that the Board consider initiating a Special Board meeting to discuss the matter further. President Popelka straw polled the Board as to their availability for this purpose.

Motion by Mr. Morton, seconded by Mrs. Dalesandro, that a Special Meeting be set forth on Tuesday, June 15, 2010 at 7:00 p m for the purpose of discussing Personnel Matters, particularly the Interim Superintendent vacancy and to attend to other pertinent Board Business.

All in favor.

Mrs. Werner was asked to advertise the meeting accordingly.

President Popelka acknowledged having received an invitation to the kick-off breakfast provided to the 8th graders as they leave to visit Washington, DC tomorrow morning (May 26, 2010) at 7:00 a.m. All Board Members are invited!!! The Board wished the 8th graders adieu saying "Have a wonderful trip!"

PETITIONS AND REQUESTS OF THE PUBLIC

Mr. Olivo moved, seconded by Mr. Morton, to open the public session at 10:21 p.m. and was approved by a unanimous voice vote by all members present. President Popelka opened the meeting to the public at 10:21 pm.

Mrs. Kathleen Renegar (29 Dell Avenue) referenced the K-4 program and inquired if the Board had discussed a tuition fee amount to be charged for this purpose for the 2010-2011 school year. Mr. Fyffe stated that a recommendation for this purpose would be made at the next Committee meeting and then approved at the Regular Business Meeting scheduled to be held on Tuesday, June 22, 2010. Mrs. Renegar stated that she would like to learn more about the Board's decision regarding the Interim Superintendent's separation of his employment contract. She stated that it did not come out to the public well and commented that she did not feel it was handled professionally. Mr. Morton stated that he voted to sever the contract to save monies in the Administrative line item. Mr. Morton stated that his decision was predicated and based on financial matters, he stated that while Mr. Fyffe had done a great job of the district that he felt Mrs. Bammer was the face of the Netcong Public School. Mr. Morton also stated that he felt monies should be spent on curriculum and textbooks saying that some of the textbooks were literally falling apart. He stated that he was apologetic for the negative perception as to how the situation was handled. "not professional" and "not transparent" as described by Mrs. Renegar, but that the Board was faced with a hard choice coupled with serious fiscal concerns for the ensuing school year. Mr. Morton commented that hopefully a relationship with Byram will work out. A brief discussion ensued.

Mrs. Amy Costanza (15 Center Street) made an inquiry pertaining to the 2010-2011 Kindergarten enrollment. Mr. Fyffe conferred with Mrs. Bammer and stated that the current Kindergarten enrollment is 27. Mrs. Costanza asked if Administration could elaborate on the options the district will consider with regard to Kindergarten next year. Mr. Fyffe stated that it is an unhappy situation and that it is most likely that the district will have a larger class with an instructional aide being that there is no room in the budget for an additional teacher. The other option is for the district's Kindergarten class to revert back to ½ day sessions but at this time the district has not made any definitive decisions regarding this. Mr. Fyffe stated that Administration is paying close attention to this matter but that we cannot predict right now as to what will happen.

Mrs. Maria Patamia (34 Center Street) referenced the action taken to terminate the contract with Mr. Fyffe and further commented that there are always two sides to every story and then there is the truth. Mrs. Patamia stated that she felt it would be very difficult to secure the services of an Interim Superintendent for less than \$329.00 per diem to fulfill the Superintendent's role within the context of his/her job description. A brief discussion ensued. Mrs. Patamia referenced the district's ESY (Extended School Year) program and noted that Mount Olive had recently cut their ESY program, and further inquiring if Netcong Board of Education had given consideration to accepting out-of-district students for tuition revenue? Mr. Fyffe stated that Administration is investigating any and all opportunities that might generate revenues to the district.

Mrs. Dalesandro acknowledged the work of the Netcong PTA done on behalf of the children and Netcong School community and encouraged everyone to live by example and join the PTA. Mrs. Dalesandro encouraged everyone to take up the spirit of volunteering and support the PTA and their events on behalf of the Netcong Public School community.

Mrs. Maria Patamia (34 Center Street) stated she fully endorsed reinstating Mrs. Koster's position and noted that she is a valuable asset to the Netcong Elementary School. Mrs. Patamia strongly encouraged support of reinstating the position to full time and stated that sacrificing the chemistry of the central office would be a detriment to the district.

Mr. Ben Dallesandro (8 Koclas Drive) expressed grave concern and dislike for the recommendation of the Interim Superintendent to cut the Netcong Public School Basketball program. Mr. Dallesandro stated "Mr. Fyffe, you are responsible for that (program) out. You are hurting our kids. You should never have cut that out, it was very irresponsible and you have hurt the kids by doing that". Mr. Morton stated that the Board of Education did not want to cut the Basketball program and that the Board was working to reinstate the secretary position but the Board did what it had to do. President Popelka stated that perhaps the Netcong Education Foundation might be able to provide fiscal support for the school Basketball program.

Ms. Karen Bond (5 Koclas Drive) stated her concern and disappointment with the Board's decision to not rehire the district's Speech Teacher. Ms. Bond discussed the need of her children to have a Speech Teacher with specialized skills to work with deaf and hard of hearing children. Ms. Bond stated that she agreed to keep her children in district because Mrs. Colaco had those specialized skills and had made a tremendous impact in the educational growth of her children. Ms. Bond said that without a Speech Teacher with Mrs. Colaco's specialized skills, she felt that her children could not/would not receive an appropriate education and would initiate looking at an out-of-district placement for her children that specializes in teaching deaf and hard of hearing children such as Lake Drive School in Mountain Lakes. Discussion ensued. President Popelka stated that the Board would make every effort to provide the appropriate services for her (Ms. Bond's) children. President Popelka recommended that Administration place an ad to secure a Speech Teacher with the appropriate skills to service deaf and hard of hearing children. Mr. Fyffe stated upfront that the specialty skills Mrs. Colaco possesses will be difficult to find being that there are few and far between when it comes to finding a replacement speech teacher.

Mr. Patrick McQueeney (15 Kings Road) made an inquiry regarding quotations and price/cost matters pertaining to the district's insurance plans and particularly with respect to the district's health benefits insurance coverage. Mrs. Werner noted that the cost of the district's insurance coverages (health benefits, property, casualty and workers compensation) are consistently scrutinized in terms of costs to the district. Mrs. Werner stated that in the four years that she has been employed with the Netcong Board of Education she has changed health benefits carriers 2 times and property, casualty and workers compensation carriers 1 time saving the district thousands of dollars with every subsequent change. Discussion ensued. Mr. McQueeney stated that he felt that some of the Board's decisions that have been made have been made hastily. Mr. Fyffe stated that the bottom line is that the tax levy has been reduced \$103,000 for the ensuing school year. The Board of Education and Administration have had to make some very difficult decisions including the reduction of a secretary position, the matter of the Speech Teacher and a potential to incur the additional cost of not one, but two potential out-of-district placements, etc. Mr. Fyffe added that these are certainly not risks that you would want to take going forward with our depleted surplus as it is now. Mr. McQueeney stated that while he respected that the Board has its reasons for the decisions it has made, that in his estimation these decisions should be informed decisions and that two out-of-district placements represents a substantial amount of tax dollars going out of the district and coming out of my pocket. A brief discussion ensued.

Ms. Pat Marsico (Koclas Road) stated she was very disappointed that the Board did not reappoint the Speech Teacher Mrs. Colaco because she had worked very effectively with my daughter. She inquired if the Board intended to hire another Speech Teacher (P/T) for the ensuing school year with the same expertise as Mrs. Colaco? A brief discussion ensued. Ms. Marsico inquired about the Health Benefits provided to district employees and how the coverage provided to staff is determined. President Popelka stated that health benefits coverage is negotiated and specified within the Teacher's employment contract with the Board of Education. Every school district in the State of NJ has a negotiated contract with its Teachers and the items contained in the contract such as health benefits and levels of healthcare varies from district to district throughout the state.

Mr. Morton stated that the Netcong Public School website had been updated to include a forum where the public can ask questions and post comments. President Popelka stated that these posts will be shared with the read at the Board meetings if the Board is requested to do so. A member of the public inquired if the email and/or post will be shared verbatim and President Popelka stated “yes”.

There being no additional items for discussion at this time, Mr. Morton moved, seconded by Mrs. Dalesandro to close the public session at 10:51 pm. This was approved by a unanimous voice vote by all members present.

IX. EXECUTIVE SESSION

Motion by Mrs. Dalesandro, seconded by Mr. Morton, 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 10:52 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 Mr. Morton, seconded by Mrs. Criscuolo, to close executive session at 11:07 pm. The motion was approved by a unanimous voice vote by all members present.

The Board reconvened in Public Session at 11:08 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.

XII. ADJOURNMENT – There being no further business to come before the board, Mr. Arbolino made a motion, seconded by Mrs. Callahan and carried by Unanimous Voice Vote to adjourn the May 25, 2010 Regular Meeting of the Netcong Board of Education at 11:09 PM.

Respectfully Submitted,

Christine M. Werner
School Business Administrator/Board Secretary
Consultant