An open work session of the Board of Education of the City of Vineland was held in the Veteran’s Memorial Middle School Auditorium, 424 S. Main Road, Vineland, New Jersey, Wednesday, June 1, 2016 at 6:07 p.m., pursuant to notice with Mr. English presiding and the following members present: Ms. Acosta, Mr. DeWinne, Mr. Jennings, and Ms. Rios and Mr. Sbrana. Absent: Mr. Bordley, Ms. Codispoti and Mr. Pagano.

Also present: Dr. Gruccio, Superintendent, Mr. Frey and Mr. Frangipani, Assistant Superintendents, Mr. Musterel, Assistant Board Secretary, Dr. Rossi, Executive Director of Personnel, Mr. DeSanto, Board Solicitor, press and public. Absent: Mrs. Haley, Board Secretary.

Mr. English announced that in compliance with the New Jersey meeting law commonly referred to as “The Sunshine Law,” the Vineland Board of Education has caused notice of this meeting to be sent to the following, announcing time and place thereof, agenda, etc.: The Daily Journal, the Atlantic City Press, The Grapevine, Clerk - City of Vineland, and Administrative Office Public Bulletin Board.

Flag salute:

Mr. English thanked everyone for coming especially Mrs. Salerno for preparing all the agenda items in a timely fashion along with the Veterans Memorial staff for the use of the school. He said that tonight we will be discussing some tough topics. Mr. English said this is not a debate and we need to keep this professional and represent Vineland Public Schools the way we are all capable of doing.

Resolution:

Mr. Musterel read a resolution to convene into executive session for the following reasons as outlined in N.J.S.A. 10-4-12. Any matter involving the employment, appointment, termination of employment, terms and conditions of employment, evaluation of the performance, promotion or disciplining of any specific prospective public officer or employee or current public officer or employee employed or appointed by the public body, unless all individual employees or appointees whose rights could be adversely affected request in writing that such matter or matters be discussed at a public meeting. The nature of discussion is administrative employee assignment and building transfers and employment requirement for additional sick days due to medical condition. Any matters falling within the attorney-client privilege, to the extent that confidentiality is required in order for the attorney to exercise his ethical duties as a lawyer. BE IT FURTHER RESOLVED that the Board of Education hereby declares that its discussion of the aforementioned subject(s) may be made public at a time when the Board Attorney advises the Board of Education that the disclosure of the discussion will not detrimentally affect any right, interest or duty of the School District or any other entity or person with respect to said discussion.
Motion: Upon motion by Mr. Jennings, seconded by Ms. Acosta, the resolution was passed. All Members voted “yes.”

Special Presentations:

Dr. Gruccio introduced Ms. Tammy Monahan, Rossi Middle School Principal, to recognize Mr. Ken Schultz, Band Director and the Rossi School Band.

Ms. Monahan thanked Dr. Gruccio, Mr. English and the entire Board of Education for allowing her the opportunity to speak on behalf of Mr. Schultz and our fabulous Rossi Band. She said she was so honored to have the opportunity to be present at the World Music Festival as well as US Bands concert series. Ms. Monahan said the Rossi Band performed live at such a prestigious event and she could not believe they were a middle school band. She said that she is so proud of their talent, behavior and citizenship. She said we are very fortunate to have Mr. Schultz as our band director because he has an impeccable reputation and does his best every day for the students. Ms. Monahan introduced Mr. Schultz.

Mr. Schultz thanked everyone and said that he could not do any of this by himself. He introduced each of the Rossi School Band Members.

Dr. Gruccio introduced the middle school principals to recognize the winners of the Landis Sewerage Authority 2016 Earth Day Poster Contest.

Dr. Davis, Principal of Wallace Middle School, explained the Earth Day Poster Contest. Each of the poster contest winners were introduced and presented a certificate.

Dr. Gruccio introduced Mrs. Lisa Arena, Mennies Elementary School Principal, to recognize the winners of the Woman’s Club of Vineland Design a Stamp Contest.

Mrs. Arena explained the Woman’s Club of Vineland Design a Stamp Contest. She said Mennies Elementary School had three winners in the contest. Mrs. Arena introduced and recognized each of the contest winners.
Student Liaison Report: Dr. Gruccio introduced Mr. Jeff Martine, Student Liaison, to give his final report and to introduce the new Class President.

Mr. Martine said tonight is his last meeting to speak at the podium as the student liaison. He reflected on his experience and acknowledged his successor Miss Grace Galan, President of Class of 2017, along with the other class officers.

Miss Galan presented her first student liaison report. She said on June 2nd the senior prom will be held at the Centerton Country Club and the theme will be Old Hollywood. Miss Galan said on Friday, May 27th the Class of 2017 hosted their second annual photo booth fundraiser and they raised over a $100. She said the Rowdy Rooster Rumble has been rescheduled for June 10th, which is the same day as the senior picnic.

Harassment, Intimidation and Bullying (HIB Report), Suspension Report, Cunningham Alternative School Report/Average Daily Attendance – No discussion.

Comments by Board Solicitor: Mr. DeSanto said earlier this evening the Board adopted a resolution to retire to executive session to discuss administrative transfers. He said under the Open Public Meetings Act (OPRA) whenever a public body such as a Board of Education proposes to discuss personnel that discussion takes place in what is called executive or closed session. However, the Sunshine Law and Rice Decision requires that the employee be given the option to have that discussion moved from closed session into public view. Mr. DeSanto said it must be understood that nothing else changes and the process simply moves the location of the meeting from executive session into public session. He said there is no participation by the individual’s involved or public participation. Mr. DeSanto said the individuals and public are observers only. He advised the Superintendent and Board President that the discussion about transfers may bring up questions regarding individuals that are not being proposed to be transferred. Mr. DeSanto apologized to administrators who were concerned as to why they received a Rice Notice. He said in order to preserve the process it was better to air on the side of safety rather than not. Mr. DeSanto said the Board Secretary served Rice Notices to all principals and vice principals concerning the transfers. He said in response to that notice 11 administrators requested that any discussion about them be held in public view. Mr. DeSanto said as we prepare to retire to executive session he advised the Board that the discussion that takes place in executive session is there to protect the privacy rights of those individuals and we will focus on that.
Mr. DeSanto said the following 11 people will not be discussed in anyway in executive session and will only be discussed in public view: Mr. DeSanto said the 11 people are Lisa Arena, Kristina Craig, Juanita Davis, Jennifer Frederico, Dan Greco, Thomas McCann, Richard Panas, Debra Quinn, Kristen Speakman, Brittany Tomlin and Sandra Myers.

The Board retired into executive session at 6:43 p.m.

The executive session resumed in public at 8:00 p.m.

Mr. DeSanto said the Board is still in executive session. He said there was no discussion concerning the transfers of the people who requested for their discussion to be held in public. Mr. DeSanto said the executive session is now convened in public for purposes of any discussion involving the list of names that he read.

Dr. Gruccio said it was difficult trying to discuss half of the people in the back and the other half in public. She said that she will do her very best to answer questions and share what she can. Dr. Gruccio said she knows many people are present this evening because they are concerned about the changes that we are proposing through central office. She said these moves are far from arbitrary and entail much thought, discussion and research. Dr. Gruccio said change is difficult. She believes when you are asked by your administrator to take on another roll that it should be viewed as an opportunity to expand your horizons as an administrator, take your strengths to another place and build new relationships. Dr. Gruccio said change is hard but it is extremely positive. She said none of these moves are meant to hurt anybody or to be detrimental. Dr. Gruccio said central administration does not look at one school but at the entire picture and what we can do to make the district stronger and better. She said that she has not forgotten where she came from and is always a teacher at heart but believes if you are a good educator you have to spread the wealth. Dr. Gruccio said we are trying our very best to build capacity and to make each school as strong as it can be. She said sometimes that means looking at peoples strengths and moving them around. Dr. Gruccio said she put a three year plan in place to make changes and try to build each school to its full capacity. She said on research she did it was very evident that change is a healthy thing. Dr. Gruccio said when you are hired in this district you are not hired to be a principal or supervisor of one particular school but as an employee of the Vineland Public School District. She hopes everyone understands that we are looking at a big picture and respect all of our administrators. Dr. Gruccio said no one is being asked to move for punitive reasons and hopes everyone understands where she is coming from.
Mr. DeWinne asked for the names to be repeated of the 11 people who can be discussed in the public executive session. Dr. Gruccio read the following names: Lisa Arena, Kristina Craig, Juanita Davis, Jennifer Frederico, Dan Greco, Thomas McCann, Richard Panas, Debra Quinn, Kristen Speakman, Brittany Tomlin and Sandra Myers. Mr. DeWinne asked out of these 11 names how many are on the list of proposed transfers. Dr. Gruccio said Kristina Craig, Richard Panas, Debra Quinn, and Kristen Speakman. Mr. DeWinne asked how staff members know about these transfers before they have been discussed or before the Board knows about them. Dr. Gruccio said she asked each person she spoke with to keep it confidential so she could share it with the Board members. She said it was brought to her attention that a meeting was held by one of our principals and what they knew about the plan was shared. Mr. DeWinne asked where this information was shared. Dr. Gruccio said at Mrs. Arena’s school. She said then the word was out and all the principals were contacting her. Dr. Gruccio apologized that they had to find out the way they did. Mr. DeWinne said as far as the moves he believes in consistency and he expressed his concern in regards to individuals that are moved every year. He expressed his concern in regards to the multiple transfers of Mr. Panas and using school district money for Mr. Panas to oversee a small group. Dr. Gruccio said the number of students at Winslow School is below 500 so the money that would have been utilized for a vice principal in that building would be utilized to substantiate the salary at the Camelot Program for Mr. Panas. She said the Camelot Program has been extremely successful because it is a small number of students. Dr. Gruccio said Mr. Panas has requested a transfer back to the high school and had no interest in elementary school. She said after our meeting with Mr. Panas we received a phone call from Camelot who said they would be willing to not charge us additional money if we could provide administrative support to add middle school to the program. Dr. Gruccio said we thought this would be a good move for a couple of reasons. She said it meets Mr. Panas’s request because it is part of the high school building. Mr. English asked if Mr. Panas would answer to Dr. McCann. Dr. Gruccio responded yes however everyone including Dr. McCann knows that Camelot has a philosophy and guidelines that they expect to be followed. She said we thought this would be a perfect opportunity for Mr. Panas as well as Camelot to benefit from. Mr. Frangipani spoke about Camelot’s philosophy. Mr. English asked how Mr. Panas’s nickname “the hammer” works into Camelot’s philosophy. Mr. Frangipani said Mr. Panas feels that discipline is his specialty and students are changing with different needs. Mr. DeWinne asked if this was discussed with Mr. Panas and if he is willing to do this. Dr. Gruccio said yes she did discuss this with Mr. Panas and no he is not willing to do this.
Mr. English said we are looking to promote a new problem. Dr. Gruccio said she does not think we are promoting a problem. She said this answers Mr. Panas’s request to remain in secondary education and will train him in the philosophy that we are trying to get in all of our schools. Dr. Gruccio said this will be an opportunity for Mr. Panas to experience another way to deal with discipline. She feels it is a compromise since he asked for an immediate transfer out of Wallace Middle School. Mr. English asked how many students will he currently be surrounded by at the alternative school. Dr. Gruccio said our hope is to reach a capacity of 70 students.

Mr. DeWinne asked Dr. Gruccio if she said that Kristin Speakman was being moved to middle school to help her grow in the hopes of becoming a principal. Dr. Gruccio said she thinks the more experiences you have the better principal you will be. She said the reason Mrs. Speakman was chosen to move to middle school because we believe she is a strong administrator, energetic and has a good rapport with parents and students. Mr. English asked if Mrs. Speakman has any middle school experience. Dr. Gruccio responded no. Mr. English asked how comfortable Mrs. Speakman is with that transition. Dr. Gruccio said she does not believe anyone is thrilled about moving because change is difficult. Mr. DeWinne asked Dr. Gruccio what the reason was for moving Ms. Quinn and Mrs. Craig as a team. Dr. Gruccio said Winslow School is under 500 students. She said that Ms. Quinn made us aware that she really did not need a vice principal and felt she could run the building alone. Dr. Gruccio feels that Ms. Quinn and Mrs. Craig have over the past few years developed a good rapport, are a strong team and have grown. She feels it would be beneficial to put them in a large building and move them as a team. Dr. Gruccio said she spoke to them and Ms. Quinn told her she was a team player and would be more than willing to go anywhere that I needed her to go. She said they could bring a lot of positive experiences to a larger school. Mr. DeWinne asked if Mrs. Arena was happy with the change. Dr. Gruccio said absolutely not. Mr. DeWinne asked if Dr. Davis is happy with the change. Dr. Gruccio responded yes. Mr. DeWinne asked if Mrs. Frederico is happy with the change. Dr. Gruccio commended Mrs. Frederico for being very supportive and professional. She said if anyone has a reason to complain it should be Mrs. Frederico because due to unforeseen circumstances she has been through 3 vice principals. Mr. DeWinne asked if Dr. McCann was happy with the change. Dr. Gruccio said Dr. McCann just asked her if the person being transferred to the high school wanted to come and her response was yes. She said that he has expressed to her that he does not agree with her 3 year plan.
Mr. English asked if principals get to pick who their assistants are. Dr. Gruccio said she always tries to do her best to include the principal if we know that is where the opening is. Mr. English asked if anyone of these principals had a choice as to who they could possibly have or take with them. Dr. Gruccio said Mrs. Frederico did not and Dr. McCann and Mrs. Arena will when they get to the position. Mr. English said as Board members we have to feel that we can support every single move and it is hard when he disagrees with something the educational leader is bringing to the table for a vote. He tries to look for the team concept and he sees it in some areas but not in others. Dr. Gruccio said when you have a district the size of ours there is never going to be anything that is perfect. She said when you look at the big picture you have to take the strengths that we have and spread them around.

The public executive session adjourned at 8:44 p.m.

Items for Review:

A. Superintendent

1. **PERSONNEL**

1.1 **Personnel Items** – Mr. DeWinne expressed his concern as to if the principal and staff at Winslow Elementary School will be able to handle the special needs children without an assistant principal.

Mr. English asked if the vote does not pass for an assistant principal at the alternative school would Camelot offer anything. Dr. Gruccio said we will need to find another assistant principal.

1.2 **Additional Sick Days to Certificated Employee** – No discussion.

At this time the Board took public comments.

**Public Comments:**

Jennifer Frederico
Mrs. Frederico expressed her concern in regards to the transfer of Suzette DeMarchi, Vice Principal, at Petway Elementary School. She said with this change Petway School would have had 5 vice principals in the past 4 years and it is not in the best interest of the school to move another vice principal.

Danielle Tramontana
Ms. Tramontana expressed her concern in regards to the transfer of Suzette DeMarchi, Vice Principal of Petway Elementary School.
Gina Shaw
Mrs. Shaw expressed her concern in regards to the transfer of Vice Principal, Kristen Speakman, at Mennies Elementary School. She also read a letter from Lori Russo, the PTO President at Mennies Elementary School, who is in support of not transferring Mrs. Speakman from Mennies School.

Lauren Geisser
Ms. Geisser expressed her concern in regards to the transfer of Kristen Speakman, Vice Principal, of Mennies Elementary School.

Tara Myerson
Mrs. Myerson expressed her concern in regards to the transfer of Kristen Speakman, Vice Principal, of Mennies Elementary School.

Danielle
Danielle spoke in support of not transferring Ms. Quinn and Mrs. Craig from Winslow Elementary School.

Kristi Anastasi
Ms. Anastasi spoke in support of not transferring Kristen Speakman, Vice Principal, of Mennies Elementary School.

Robin Cohen
Ms. Cohen spoke in support of not transferring Kristen Speakman, Vice Principal, of Mennies Elementary School.

Lisa Arena
Ms. Arena wanted to clarify that at no time during her meeting with Dr. Gruccio was she told not to say anything about the transfer and neither was Mrs. Speakman. She spoke in support of not transferring Kristen Speakman, Vice Principal, of Mennies Elementary School.

Thomas McCann
Dr. McCann spoke about his various positions in the district and the transfers.

Lisa Patrignani
Ms. Patrignani said she is here tonight to speak on behalf of the secretaries at Mennies Elementary School who are expressing their support to keep Kristen Speakman at Mennies School.
Alexis Cartagena
Ms. Cartagena spoke in support of not transferring Kristen Speakman, Vice Principal, of Mennies Elementary School.

Bill Hartman
Mr. Hartman spoke in support of not transferring Kristen Speakman, Vice Principal, of Mennies Elementary School.

Kristen Speakman
Mrs. Speakman said she respects the difficult decisions that must be made by our district administration and Board members. She discussed her elementary background. Mrs. Speakman said she will go where she is needed because she is a team player but she learned that making a living is not the same as making a life. She said that she wanted the Board to know where here feelings and expertise are.

Debra Quinn
Ms. Quinn said she is a team player and if she is needed elsewhere that is fine. She said that Winslow Elementary School has 70 autistic children, which is the most of any of the schools. Ms. Quinn said she does feel there is a need for an assistant principal at Winslow School.

Olga Sieri
Ms. Sieri said she is here tonight to urge the Board to not make any changes at Winslow Elementary School.

Kim Piccari
Ms. Piccari spoke about the transfer of the assistant principal at Wallace Middle School.

Monya Fuller
Ms. Fuller said Wallace Middle School deserves to have consistency with Vice Principals.

Vicky Miller
Ms. Miller spoke on behalf of Mr. Panas.
Mr. English thanked everyone who spoke. He said the Board has a tough job in making these decisions and we will see how the vote goes next week.

2. **PROCEDURES & OPERATIONS**

2.1 **Travel** – No discussion.

2.2 **AT & T Foundation Memorandum of Agreement** – No discussion.

2.3 **Bus Evacuation Drills** – No discussion.

2.4 **Second Reading of Policy and Regulation #5530** – No discussion.

2.5 **First Reading of changes to Policy #9541 and Bylaw #0170 and Mandated Changes to Policy #2431, Regulation #2431.2, Policy #5111, Regulation #5111, Policy #5310, Regulation #5310, Policy #5460, Policy #8462, Regulation #8462** – No discussion.

3. **BUILDINGS & GROUNDS**

3.1 **Vineland High School South Complex for Vineland Fireworks** – No discussion.

3.2 **Vineland High School South Complex for National Night Out** – No discussion.

3.3 **Toilet Room Facility Waiver** – No discussion.

3.4 **Temporary Facilities** – No discussion.

3.5 **Dual Use of Education Space** – No discussion.

3.6 **Resolution Naming Lincoln Avenue Middle School** – Mr. DeWinne asked what happens if this school is changed to an elementary school later on. Mr. DeSanto said all of our middle schools have the middle school designation.

Ms. Rios asked if the policy reads that the naming of a school is a Superintendent recommendation. Mr. DeSanto said the policy is only in effect when a Board member or member of the public requests that a school be named after an individual. He said when a school is named generically then it is a superintendent’s recommendation. Ms. Rios asked when will the public be notified that this school was available for naming and what is the process.
Mr. DeSanto said only if the Board decides that they want to name the school after an individual the policy kicks in with a public notice and hearing with name nominations. Ms. Rios said she just wanted clarification as to what the process was for Board members who are not a part of the Policy & Personnel committee and for members of the public who may want to suggest a name.

Mr. English said now that Ms. Rios has brought this to the attention of the public, possibly next week there may be members of the public who come and state their thoughts on naming the facility after someone. Mr. DeSanto said that is not the procedure. Mr. English said the public is entitled to their opinion and if this gets voted down next week it will initiate the next step of public input. Mr. DeSanto said he wanted to make it clear that the Board spent a lot of time revising the policy to set up a detailed procedure. He said members of the public can speak on agenda items but that is not the process and simply addresses yes or no on the recommendation.

Mr. DeWinne asked if the reason we are doing this now is for the naming of the documents. Dr. Gruccio said correct.

Mr. English asked if the Board can decide to rename a building at any time. Mr. DeSanto said yes.

Mr. Sbrana asked what would be the process if the Board wanted to establish that all new buildings would be named after a person. Mr. DeSanto said the process is quite detailed in the policy. He said when the policy was adopted it provides a mechanism for naming a school building and a different mechanism for naming part of a building or facility. Mr. DeSanto said the policy also differentiates as to who initiates the request.

Mr. English requested for the policy to be mailed to each Board member.

4. **FINANCE**

4.1 **Budgetary Transfers** – No discussion.

4.2 **Board Secretary/Treasurer’s Report for April 2016** – No discussion.

4.3 **Placement of Special Education Students** – No discussion.

4.4 **Submission of the following Grant** – a. NJYC, b. Perkins, c. NJ Child Assault Prevention, d. Administration of Families and Children - No discussion.
4.5 Acceptance of the following funding – a. Kohl’s Associates in Action for Mennies – No discussion.

4.6 Bank Depositories – No discussion.

4.7 Petty Cash and Change Funds – a. Administration and Schools, b. Food Service – No discussion.

4.8 Requisition for School Taxes – No discussion.

4.9 Federal Program Salaries and Funding Percentages – No discussion.

4.10 Maintenance Reserve Fund Transfer – No discussion.

4.11 Capital Reserve Fund Transfer – No discussion.

4.12 Newborn Nurses Contract – No discussion.

4.13 Dr. Timothy Rhyme Professional Services Contract – No discussion.

4.14 Dr. Joseph & Brad Bernardini Services Contract – No discussion.

4.15 Gruccio, Pepper, DeSanto & Ruth Professional Services Contract – No discussion.

4.16 Frank DiDomenico Professional Services Contract – No discussion.


4.18 Renewal of Sheppard Bus Contracts – No discussion.

4.19 Sodexo Contract Addendum – Mr. English asked how we are with this contract. Mr. DeSanto said they have agreed to all of the revisions that were requested.

4.20 Blackboard Connect and Edline, LLC Contracts – No discussion.

4.21 Salem County Vocation Technical School Agreement – Ms. Acosta asked if the $4,887 is per student per month. Mr. Musterel said it is for a full time student paid over ten months.

4.22 Millville Board of Education Joint Transportation Agreement – No discussion.

4.23 Painting Services Bid – Dowco Painting Co., Inc. – No discussion.

4.25 Awarding of Proposal for Professional Literacy Services to Children’s Literacy Initiative – No discussion.


4.27 Sale of Items on Gov.Deals – No discussion.

4.28 Implementation of Recommendations for the 2015-2016 Perkins Grant – No discussion.

2. REGULAR AGENDA

b. Items proposed by the Board President or an individual Board Member – Ms. Rios- VHS Safety Evaluation – Ms. Rios thinks an outside company should be contacted to walk through the halls in both buildings to see if we have enough security guards, evaluate the buildings and provide recommendations on safety. Mr. English asked Ms. Rios if she feels a power point presentation should be given by the safety committee on their thoughts and concerns. Mr. DeSanto said the safety committee is comprised of citizen members. Dr. Gruccio said also there are Police, Fire, EMS, Mr. Provenzano and herself on this committee. Ms. Rios said sometimes you need an outsider to come in because they see things from a different perspective. She said this is for the safety of our children. Mr. DeSanto said it is his recommendation that if the Board wanted to pursue this the concept should be presented to the safety committee for input. He said in order to get this evaluation done the proper procedure would be to solicit quotations through the Request for Proposal (RFP) process. Mr. English said Ms. Rios brought this to his attention, which is a great idea and he definitely wants to move forward with this. Ms. Acosta said as a result of a recent incident that happened at Vineland High School she has received many calls from concerned parents regarding the safety of their children. She thinks that Ms. Rios recommendation is very valid. Ms. Acosta believes that we need to change the culture in our schools and implement the positive behaviors. Ms. Rios said also we need to educate our students on the consequences of certain behaviors. Mr. DeWinne said in the past there was a program called Scared Straight where prisoners were brought in to speak. Mr. English asked Mr. Frangipani to provide a Power Point presentation for the Board. Mr. Frangipani said he spoke to Sergeant Harris from the Vineland Police who was going to reach out to the State Police to see if they will walk through our high school and give us feedback. He said he is organizing a day in early October for safety training.
Mr. DeWinne expressed his concern in regards to how long students sit on the buses before being let off in the morning. He said there would be less chaos if students were let off buses a couple at a time.

Ms. Acosta said she would like to see the Camelot philosophy brought to the high school.

Review of bills incurred during April 2016: No discussion.

Public Comments: None.

Committee Reports: Reports moved to next week.

Old Business: None.

New Business: None.

Adjournment: The meeting was adjourned by voice vote at 10:43 p.m.

Respectfully submitted,

Scott A. Musterel
Assistant Board Secretary

SAM:dt