

An open work session of the Board of Education of the City of Vineland was held in the Board Room, 625 Plum Street, Vineland, New Jersey, Wednesday, June 3, 2015 at 6:35 p.m., pursuant to notice with Mr. English presiding and the following members present: Ms. Acosta, Mr. DeWinne, Mr. DiGiorgio, Mr. Jennings, Ms. Morello, Mr. Pagano and Ms. Rios. Absent: Ms. Codispoti.

Also present: Dr. Gruccio, Superintendent, Mr. Frey and Mr. Frangipani, Assistant Superintendents, Mrs. Haley, Board Secretary, Dr. Rossi, Executive Director of Personnel, Mr. DeSanto, Board Solicitor, press and public. Absent: None.

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:

Resolution:

Mrs. Haley read a resolution to convene into executive session for the following reasons as outlined in N.J.S.A. 10-4-12. Any pending or anticipated litigation or contract negotiation in which the public body is or may be a party. If contract negotiation the nature of the contract and interested party is amendment to contract for operation of Alternative School. 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 the discussion is Superintendent's evaluation. 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. DiGiorgio, seconded by Mr. Jennings, the resolution was passed. All Members voted "yes".

Special

Presentations: Dr. Gruccio introduced Ms. Monahan, Rossi Middle School Principal, to honor a middle school student who won the Landis Sewerage Authority Earth Day Poster Contest.

Ms. Monahan thanked Dr. Gruccio and the entire Board for allowing her to come there tonight to recognize one of her Rossi School students. She said this student is involved in many school activities such as Rossi Band, yearbook, library helper, football, string ensemble and the Interact Club while maintaining the honor roll all year. Ms. Monahan introduced Henry Conde who is being recognized as the winner of the Landis Sewerage Authority Pollution Prevention Poster Contest.

Harassment, Intimidation and Bullying (HIB Report), Suspension Report, Cunningham Alternative School Report/Average Daily Attendance - Ms. Morello asked how we are addressing the recurring repeat offenders. Mr. Frangipani said there were nineteen days in May and there was a spike in discipline in that month. He said as far as repeat offenders the next step, at the school level, is to find out what the real issues are and where are they happening. Mr. Frangipani said once we have that information the schools can figure out what steps they want to take for remediation. Ms. Morello said she is interested seeing out of these student numbers how many are the same student month to month. She asked at what point do parents get involved in this. Mr. Frangipani said the schools make contact with each case and every incident. Ms. Morello asked if Dr. Gruccio would take a look at the actual students month to month to see who the students are that are repeatedly struggling. Ms. Morello asked if any other Board members are concerned about these numbers. Ms. Acosta said she is concerned and asked if the huge spike in incidents were one or multiple. Mr. Frangipani said it is multiple incidents. Ms. Acosta asked if a violation of dress code warrants an out of school suspension. Mr. Frangipani explained that we looked at that and made some adjustments going into next year. Ms. Acosta said perhaps we can look at ways that students can do some kind of community service within the school as discipline. Mr. Frangipani said he agrees. Mr. English asked if a regulation is being suspended for the dress code. Mr. Frangipani said yes it is in the regulations. Ms. Morello asked if the dress code policy at the high school is getting tightened up. Ms. Rios said she made that suggestion at the Policy & Personnel Committee meeting because it is consistent throughout the other schools. Ms. Morello said she is interested in seeing the breakdown for dress code violations and repeat offenders. Ms. Rios said maybe the suspension rates can be discussed in Policy & Personnel and Ms. Acosta can be invited to the meeting as a substitute to analyze the situation. Mr. DiGiorgio asked if most of these are related to uniform infractions. Mr. Frangipani said a number of them are. Mr. English asked if a breakdown can be done on the uniforms between all the schools. Mr. Frangipani said he will break down the suspension and discipline reports to see what students are being disciplined for.

Comments by

Board Solicitor: None.

Items for Review:

A. Superintendent

1. **PERSONNEL**

- 1.1 **Personnel Items** – Dr. Guccio publicly thanked the Board for their patience this month with the major personnel items they are dealing with on the June agenda. She also thanked Dr. Rossi for the endless hours he spent trying to put all this together.

Ms. Morello expressed her concern on the late personnel additions to the agenda and said she does not get it. Mr. English asked what she does not get. Ms. Morello said many of the things we received early were inconsequential until September. She said there are things on the agenda that did not go before Personnel & Policy. Ms. Morello said she asked about the administrative transfers and was told she would get resumes. She questioned why we have Board committees. Ms. Morello said she really does not get some of the administrative transfers at all and asked if people need to be Riced.

Mr. DeSanto said people need to be Riced if discussion is taking place in executive session. He said with respect to public discussion all that could be discussed is a person's name, salary, job description and experience for the position. Mr. DeSanto said a person's experience in district and performance evaluation in their current job cannot be discussed out here.

Ms. Morello asked how we are supposed to have an intelligent discussion about all of these administrative changes that she does not understand one tiny bit. Dr. Guccio told Ms. Morello she would be more than happy to sit with her and go through the rationale for each move. She said a lot of time and effort was put in to these decisions and it was not finalized until Tuesday morning. Dr. Guccio said every decision that was made was based on what was best for the students in the district.

Mr. English asked Mr. DeSanto what the protocol is for transfers and new hires to go to the Policy & Personnel Committee.

Mr. DeSanto said a few months back he addressed micromanaging versus the Board's responsibility for oversight. He said during that presentation he mentioned that the role of the Personnel & Policy Committee is not to prescreen the Superintendent's recommendation, which is for the entire Board to determine.

Mr. DeSanto said Dr. Gruccio does not have to present her candidate for a position to the Policy & Personnel Committee first and then to the Board. However new positions, new slots or consolidation of positions are the type of oversight responsibilities that a Policy & Personnel Committee would be involved with.

Mr. English said this process, from what he understands, has been discussed among central administration's team and all the key people in the movement are aware of what is happening. He said that he does not have a problem with this. Mr. English said we do not vote until next week and if any of the Board members have questions moving forward they can continue to ask the questions. He said these are day to day operations. The head educational leaders are making these decisions and he has to trust that they are doing what is best for our students. Mr. English said if a special meeting is needed in July we will have it.

Ms. Morello expressed her concern on the transfers and said it has not been a good process. Dr. Gruccio said she would be happy to explain the rationale behind any of the moves. She stands by them, thinks they are educationally sound, and feels they are in the best interest of our students. Dr. Gruccio said that she could not make any final decisions until after Monday because she did not receive the answers she needed about personnel that would be leaving the district. Ms. Morello requested for all of these people to be Riced before the next meeting so as a group questions can be answered in executive session.

Mr. DeSanto said the executive session can be done as Ms. Morello requested and it requires the Board President or a majority of the Board to direct Rice notices.

Mr. DiGiorgio said these are huge moves and if I was in a corporation I would let my Board know.

Mr. English said he would have a special meeting if necessary.

Mr. Pagano said we have a team of professionals that we pay a lot of money to. He said we should get rid of everyone in the district and the Board will do everything because that is where it sounds like we are going. Mr. Pagano said there is a fine difference between day to day operations and what is going on here. He said there is no reason to say this whole thing is no good just because you do not like it.

Mr. English said he thinks the issue is the timing.

The work session recessed at 7:15 p.m. to the special board meeting.

The work session resumed at 8:09 p.m. to the special presentations.

Dr. Guccio introduced Vlada Jackson, VHS World Language teacher to recognize students for their outstanding achievement in the 2015 Russian Language and Civilization Competition at Temple University.

Ms. Jackson said she is a very proud teacher because she has a group of 29 students who competed in a very difficult event and these students are the best of the best. She said these students competed in the 2015 Russian Language and Civilization Competition held at Temple University and we came back with 28 Gold medals. Ms. Jackson introduced each of the students.

Mr. English said concerning the discussion for executive session he respects what Ms. Morello, Mr. DiGiorgio and Mr. Pagano have said. He thinks that everyone is just questioning the process piece. Mr. English asked Dr. Guccio if she could explain her rationale.

Dr. Guccio said she does not think she can discuss her rationale publicly because she does not think it is appropriate. She believes that as the Superintendent she should be able to put any transfer on the agenda if she feels comfortable and has a reason for what she is doing. Dr. Guccio said as she explained to the Board over a week ago this would be very late and a last minute item. She said when something goes on an agenda for a work session it is for the Board to have a week to review, ask questions, and feel comfortable before voting the following week. Dr. Guccio said she is more than welcome to meet with any Board member who wishes for an explanation on any questions they may have. She said if the entire Board has concerns then she will explain in executive session. Dr. Guccio said on Monday we received many questions from the Board. She said we spent at least 4 hours getting appropriate responses to the Board for those questions to make sure we had accurate information and questions were thoroughly answered. Dr. Guccio said she stands by the decisions that we made and believes they were made for the right reasons. She thinks change is important, healthy and based on what we as a central office team believe will strengthen our students and schools.

Mr. English asked Mr. DeSanto when is the last chance to add something to executive session to the agenda for Wednesday evening.

Mr. DeSanto said the Rice notices have no specific time period and the Commissioner has suggested that we use the same 48 Hour Notice that we have for special meetings as a guide. He said Monday would be the latest for people to be Riced.

Mr. English said there is time for the Board to get their questions answered and if someone still wants an executive session on this to please let him know by Monday. Mr. DeSanto suggested by 12:00 noon on Monday.

Ms. Morello asked if the third name listed under placement of computer teachers has an elementary/middle certification succeeding himself. Dr. Rossi explained that the original budget line was never placed. He said during the last year we have attempted to fill every opening with a full time temp or long term substitute in anticipation of openings. Dr. Rossi said his budget line remained his own. Ms. Morello asked Dr. Rossi if he does not know where the individuals listed as “to be announced” are going. Dr. Rossi said correct.

Ms. Rios asked for confirmation on what hires/transfers should go to the Policy & Personnel Committee.

Mr. DeSanto said the individual hires do not get prescreened by the personnel committee nor do the transfers. He said an unusual number of transfers, as in this situation tonight, has a definite impact. The Board can ask questions through its committee to determine what the rationale is behind such a high number.

Ms. Rios said in the future whether there is a timing issue or not this should be referred to Policy & Personnel before being placed on the work session. Dr. Gruccio said that is typically what we do and the reason it was not done this time is because of the timing. Ms. Rios said Ms. Morello, who is one of her Policy & Personnel members, has asked her and the Superintendent for this information since the beginning of the year, which is why she is trying to clarify this. Dr. Gruccio said she would not have a problem meeting with the Policy & Personnel committee to explain these transfers.

Mr. DeWinne thanked Dr. Rossi for the responses to his questions.

1.2 Contracts for the following:

a. Dr. Mary Gruccio, Superintendent – term 3 years

a. Mr. John Frangipani, Assistant Superintendent – term 1 year

b. Mr. Nathan Frey, Assistant Superintendent – term 1 year

c. Mrs. Helen Haley, Business Admin/Board Secretary – term 1 year

d. Mr. Scott Musterel, Assistant Business Admin. – term 1 year

e. Dr. Joseph Rossi, Executive Director of Personnel – term 1 year

f. Mrs. Teri Godlewski, Director of Special Education – term 1 year

Mr. Jennings asked if Ms. Morello’s questions were answered. Dr. Gruccio responded yes.

Ms. Morello asked why there is a percentage over three years for the one year contracts. Dr. Gruccio said in a prior executive session discussion she was asked to show what it would be if it was broken down over the three years.

2. **PROCEDURES & OPERATIONS**

- 2.1 **Travel** – Mr. English asked if there is a nurse who goes with the baseball spring training. Dr. Rossi said he is not aware of a nurse going to spring training but he will follow up.
- 2.2 **Adoption of Board Goals for 2015-2016 – a. Negotiations – Successfully complete collective bargaining process, b. Educating the Community on Vineland Public Schools, c. Support Leadership Academy** – Ms. Morello asked what are we going to do if the VEA ratifies their contract on June 12th. Mr. English said we can have a special meeting. Ms. Morello asked who can vote on the VEA contract. Mr. DeSanto said he will look into it and notify the Board.
- 2.3 **District Goals/Action Plan for 2015-2016 – a. Implement Leadership Academy Goal 5 Objective 1 in Strategic Plan year 2 Action Plan, b. Improve Customer Service Goal 5 Objective 6 in Strategic Plan year 2 Action Plan, c. Focus on Academic Achievement Goal 1 Objective 1-4 in Strategic Plan year 2 Action Plan, d. Explore further implementation of Positive Behavior Interventions and Supports (PBIS) Goal 1 Objective 2 in Strategic Plan year 2 Action Plan** – Ms. Morello said (d) should go a long way in helping Mr. Frangipani and the principals to start moving students who may be troubled.
- 2.4 **Second Reading of Policy #7510** – No discussion.
- 2.5 **First Reading of the following Policies/Regulations for Adoption: Policy/Regulation 3233, Policy/Regulation 4233** – No discussion.

3. **BUILDINGS & GROUNDS**

- 3.1 **City of Vineland Fireworks 2015** – No discussion.
- 3.2 **National Night Out Fireworks 2015** – No discussion.
- 3.3 **Petition for Dual Use of Education Space at Winslow School for 2015/16** – No discussion.

- 3.4 **Petition for the following Temporary Facilities for 2015/16- a. Almond Road Pre-school, b. Landis Middle School, c. Veterans Memorial Middle School** – Mr. Jennings asked what the temporary use is for. Dr. Gruccio said this is because they are not actual classrooms attached to the school but modulars.
- 3.5 **Toilet Room Facilities Waiver for 2015/16 – a. Max Leuchter School, b. Golan Learning Center, c. Sabater School, c. YMCA, e. Barse School, f. Sabater Annex** – No discussion.

4. **FINANCE**

- 4.1 **Budgetary Transfers** – No discussion.
- 4.2 **Placement of Special Education Students** – No discussion.
- 4.3 **Purchasing Manual for 2015/16** – No discussion.
- 4.4 **Local School Taxes Requisition to City of Vineland** – No discussion.
- 4.5 **Budget Transfer of current year surplus to Capital Reserve Funds** – No discussion.
- 4.6 **Established Petty Cash Funds** – No discussion.
- 4.7 **Sheppard Bus Transportation Contract for Wallace Middle School, Durand Elementary School, VHS Activity, Landis 21st Century, Wallace Carrera Program and Cumberland Christian School routes** – Ms. Morello asked if this is different than last year. Mrs. Haley said this is a renewal of last year's contract. Mr. Callavini said they are renewals. Ms. Morello asked Mr. Callavini what he is adding. Mr. Callavini said we are adding Schalick, Compass Academy and ten elementary routes. Ms. Morello asked why we are adding them. Mr. Callavini said because we did not purchase buses. Ms. Morello asked if there are any other non-public school's that Vineland buses do runs for. Mr. Callavini said we are still transporting Our Lady of Mercy Academy (OLMA) and Edgerton on a dual route.

Mr. English asked if any of these moves will affect our current employees. Mr. Callavini said no.

- 4.8 **Sheppard Bus Transportation Contract for St Mary's School** – No discussion.
- 4.9 **Clearview Regional High School Transportation Agreement** – No discussion.

- 4.10 **Sheppard Bus Transportation Contract for charter, private and preschool routes** – Ms. Morello asked if the early childhood portion of this is covered completely by their budget. Dr. Gruccio said yes the ECPA budget.
- 4.11 **Salem County Special Services School District Agreement** – No discussion.
- 4.12 **Alternate School Physicians** – No discussion.
- 4.13 **Prescription Program with RX Alliance/PEBT** – No discussion.
- 4.14 **Inter-Local Services Agreement for free influenza vaccines to preschool students**- No discussion.
- 4.15 **Change Order #2 Straga Brothers, Inc.** – No discussion.
- 4.16 **Membership in the NJ School Boards Insurance Group (ERIC)** – No discussion.
- 4.17 **Preferred Home Health Care Agreement** – No discussion.
- 4.18 **Educere Contract** – Mr. DeSanto said it should read approval of a contract not submission of a contract.

Mr. DiGiorgio asked if our experience with Educere is going as planned. Mr. Frey said yes we are progressing.
- 4.19 **Cumberland Cape Atlantic YMCA Before/After School Program (RFP)** – Ms. Morello asked how complaints are handled with the program. Dr. Gruccio said the success of the program is based on how good the person is that is placed in a particular school. She said when there are concerns in schools the principal notifies her and they have conversations with the person in charge of the YMCA Program.
- 4.20 **Frank DiDomenico, Alternate Counsel** – No discussion.
- 4.21 **Gruccio, Pepper, DeSanto & Ruth, PA, Board Solicitor** – No discussion.
- 4.22 **Gruccio, Pepper, DeSanto & Ruth, PA Labor Relations Attorney/Negotiator** – No discussion.
- 4.23 **Health Insurance Consultant (EUS) Contract** – Mrs. Haley said tonight she distributed folders to the Finance Committee for their review of both 4.23 and 4.24 services. She said when the committee reviews it she will send it to the entire Board.

- 4.24 **Property/Casualty Insurance Consultant (EUS) Contract** – No discussion.
- 4.25 **Sale of School Buses on Gov.Deals** – Ms. Morello asked if the minimum bid is scrap value. Mr. Callavini responded yes.
- 4.26 **Allen Associates Donation to Project Graduation** – No discussion.
- 4.27 **Awarding of following Bids: ACCEPT a. Annual Concrete/Paving Services-Fabbri Builders, Inc. b. Annual Carpet/Floor Services- Rose Floor Covering, c. Annual Roofing Services-Kowalski Roofing Corp., d. Annual Plumbing Services-Falasca Mechanical, Inc. e. Annual HVAC Services, Marlee Contractors, LLC, f. Annual Electric Services, Lee-way Electric, LLC, g. Trash Pickup-Waste Management of NJ, Inc. h. Annual Painting Services year 3 extension, Capri Construction Co., Inc. REJECT i. Parking Lot Paving No Bids Received, j. Bus-Vehicle Maintenance and Repair- Bid specs to be revised** – Mr. DeWinne asked how the bids are worded as far as hours. Mr. Green, Executive Director of Purchasing, explained that all the bidders bid on the same number of hours. Mr. DeWinne requested more follow up information on the bids.

Mr. DeSanto wanted to clarify that these amounts would represent full utilization.

Mr. English asked what happened on the bids that were rejected and are we going to be behind with things not being fixed. Mr. Green said we can still use the current vendor. He said no one submitted for the paving contract and for the bus repair there were some things that were left out that the bus coordinator wants to change. Mr. Green said there are some new technologies that came out since the last contract and they want to make sure they are included.

Ms. Rios asked if we are reaching out to various companies about participating in the bidding process. Mr. Green said there have been about 30 provided from the last bid process.

Mr. DiGiorgio asked if we are reaching out to local vendors. Mr. Green said almost all of the bid packages were sent to local vendors.

Mr. DeWinne asked if we can telephone a few vendors to see why no one bid on the paving. Mr. Green said yes.

Ms. Rios asked if we can look at additional businesses to see if they are interested in bidding. Mr. Green said he will look through the yellow pages and update the vendor list.

Ms. Morello questions if we pay in a timely fashion. Mrs. Haley said we are trying to improve on that.

4.28 **Sheppard Bus Service for Various School Routes** – Mr. DiGiorgio asked what the per diem amount means as far as the route. Mr. Callavini said it is the total daily rate for 20 routes to and from school.

4.29 **Diesel Fuel Oil Contract with Riggins, Inc.** – Ms. Morello asked if this works out well. Mr. Callavini said yes.

Mr. DiGiorgio asked what goes into the analysis besides price for gallon. Mr. Callavini said that we have done studies.

Mr. Jennings asked if we can utilize the state diesel pumps that are on Elmer Road. Mr. Callavini said he does not know about the state but we have discussed shared services with the city many times.

4.30 **Submission of the following grants – a. NJ Child Assault Prevention. b. NJ Teen Child Assault Prevention, c. NJ Special Needs Child Assault** – No discussion.

2. ITEMS PROPOSED FOR REGULAR AGENDA:

Report by the Secretary of the Board of Education – April 2015 – No discussion.

Proposed for review or discussion or adoption by Board Members: Board Liaison- Ms. Morello said years ago there were liaisons from the high school in attendance at the Board meetings. Mr. English asked for this to be in place for September.

Monthly Bills Incurred – April 2015 – No discussion.

Public Comments: None.

Committee Reports: Mr. Jennings said discussed at the Buildings & Grounds Committee meeting was the Long Range Facilities Plan, Cunningham School update, Natatorium cleaning and maintenance, new fence at the high school, update of restroom facilities at Oak & Main and Winslow/Durand entry ways.

Mr. Farinaccio, Assistant Director of Maintenance, said the specs are done for both the Winslow and Durand entry ways.

Mr. Jennings said also discussed at the meeting, was the notice of award that was provided to Falasca Plumbing for the new HVAC project for VHS South. He said the project will begin on June 18th.

Mr. Farinaccio said the contractor received the letter of intent. He said the plan is to get the boiler cleared out, do some invasive work and continue to move forward through the school year.

Mr. Jennings said at the meeting they also discussed the two roof projects scheduled for this summer.

Old Business: None.

New Business: None.

Adjournment: The meeting was adjourned by voice vote at 9:27 p.m.

Respectfully submitted,

Helen G. Haley
Board Secretary

