

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 5, 2013 at 7:03 p.m., pursuant to notice with Mr. Medio presiding and the following members present: Mr. DiGiorgio, Mr. English, Mr. Jennings, Mr. Mercado, Dr. Mounier, Ms. Rios and Mr. Ulrich. Absent: Mrs. Morello.

Also present: Dr. Guccio, Superintendent, Mr. Frey, Assistant Superintendent, Mrs. Polof, Assistant Superintendent, Ms. Ludy, Board Secretary, Dr. Rossi, Executive Director of Personnel, Mr. DeSanto, Board Solicitor, press and public. Absent: None.

Mr. Medio 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, Clerk - City of Vineland, and Administrative Office Public Bulletin Board.

Flag salute:

Resolution: None.

Ms. Morello arrived at 7:10 p.m.

Special

Presentations:

Dr. Guccio introduced Dr. Louise Karwowski, Principal of Johnstone Elementary School and Mr. Keith Nocco, Food Service Director, to explain the Student Chef competition. Dr. Karwowski introduced Charles Farside, 1st place winner, Sincere Wallace, 2nd place winner, Hakin Lowery, 3rd place winner and honorable mentions to Glen Murphy and Kelsey Vazquez.

Dr. Guccio introduced Mr. Mario Olsen, President of Vineland Administrators Supervisors Association, to present the VASA Administrator of the Year.

Mr. Olsen said each year our membership meets to vote on the person they feel exemplifies great leadership and dedication to the school district. He said this year he is proud to present a member of VASA who has assisted every school, student and family member. Mr. Olsen said this person is well known in the district and highly respected by his colleagues. He said it gives him great pleasure to present Mr. Wayne Weaver, Executive Director of Facilities, as VASA's 2013 Administrator of the Year.

Mr. Weaver said he is very humbled and honored for being selected as Administrator of the Year.

Mr. Mercado congratulated Mr. Weaver and said he is one of the top administrator's in this district.

Dr. Guccio introduced Mr. Don Robbins, Athletic Director, and Mr. Dave Homiak, wrestling coach, to introduce the VHS Wrestling champions.

Mr. Robbins said the wrestling team had a very competitive season this year and is highlighted by two individuals that Mr. Homiak will introduce.

Mr. Homiak thanked Dr. Guccio and the board for having him here tonight. He also thanked Mr. Robbins for his support of the wrestling program. Mr. Homiak said he is extremely proud of the boys on his wrestling team. He introduced district champions Josh Pineda and Steven Bergamo.

Dr. Guccio introduced Ms. Tammy Monahan, Principal of Rossi Middle School, to introduce the students who were selected to be in the South Jersey Band.

Ms. Monahan said she is very proud of the Rossi Band. She introduced Frank Virtucio, Kyle Garrett, Ana Maines, Zoe Fisher and Sara Parks Members of the South Jersey Band.

Dr. Guccio introduced Mr. Dennis Palmer, Executive Director of Landis Sewerage Authority, to recognize the Earth Day Poster winners.

Mr. Palmer introduced Maritsa Juarez, Bennett Hickey, Aili Hermonson and Natasia Sam poster winners.

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

Comments by
Board Solicitor: None.

Public Comments
on Agenda Items - Steven Lewis, History Teacher at VHS
Mr. Lewis expressed his concern in regards to the non-renewal of his teaching position for the 2013-2014 school year. He asked the board to consider rehiring him or honoring his request for a Donaldson Hearing or transfer.

Items for Review:

A. Superintendent

1. **PERSONNEL**

- 1.1 **Personnel Items** – Dr. Guccio announced that after four months of hoping to hire a Supervisor of Science, who we believe would have been a phenomenal asset to our district; she has accepted a position in another district. She said this position will be pulled from this month's agenda. Mr. Ulrich asked if this position will be reposted. Dr. Guccio responded yes.

Mr. Medio requested for the In School Suspension (ISS) position transfers to be withdrawn because we eliminated ISS at the middle schools during the budget process. Dr. Guccio said because Response to Intervention (RTI) was eliminated the principals needed the support of ISS so they would not have to suspend students out of school. She said the principals transferred a Leading Effective Academic Practice (LEAP) teacher to oversee ISS. Dr. Guccio stated that it is not a new position or additional money to the budget. Ms. Morello asked how many times the LEAP students meet at the middle schools. Dr. Guccio said she believes they meet twice a week but would get that information from Mr. Stanger who oversees the program. Ms. Morello said in all public school districts we provide for the children who have great need but many times children who have great need at the higher end of the spectrum are not remembered as often as those who have deficit needs. She would like to see the LEAP Program improved. Dr. Guccio said we would like to see the same and unfortunately because of the budget cuts they were some of the first positions eliminated.

Mr. English asked if through attrition we can bring three guidance counselors back to each middle school. Dr. Guccio said if positions do not need to be replaced we can take that money and look at transferring the guidance counselors back. Mr. English feels that these are three key positions to look into bringing back. Dr. Guccio said she will present an update when we are through the process and know how many retirees we will have.

Mrs. Morello said in some schools ISS is handled by a variety of people throughout the day. Dr. Guccio said that was discussed and at the middle school level it was not a possibility because they have a full schedule.

Mr. Mercado asked if there is a reason we are waiting until Monday to terminate an employee. Dr. Rossi said it is a legal matter and there is a hearing scheduled. Mr. Mercado asked if there is a reason the termination took so long on the second employee. Dr. Rossi said was a legal matter that required a Civil Service hearing.

Mr. Medio feels if ISS is put back in the middle schools we going in the wrong direction. He said students who misbehave in class time after time are getting catered to instead of suspended and students who achieve in class are being shortchanged.

Mr. Mercado asked if we currently have enough substitutes. Dr. Rossi said overall there is an adequate number of substitutes' pending notification of absence. He said there is definitely a shortage of clerical substitutes. Mr. Mercado asked at what point is a substitute principal called in. Dr. Rossi it depends on what is happening at the school.

Ms. Morello said under promotion she does not question the capacity, professionalism and expertise of the individual but this is a ginormous raise. She would like to understand what the differentiation is between the current position and the new position that would merit this amount of salary increase. Mr. DiGiorgio said it is a 28% increase. Dr. Rossi said it is a matter of negotiation with the candidate and is near the number the person is requesting. He said this is up for a vote of the board. Ms. Morello asked if anybody could negotiate their salary. Dr. Rossi said they can ask and it is the decision of the superintendent and administration whether we bring it forward. Dr. Guccio stated that this position is not a union position. Ms. Morello said the professional staff is going to ratify a 2% yearly increase for three years. We are in the middle of negotiations with two other bargaining units and she does not like the message that a 28% increase sends. Ms. Morello said she does not know of any profession or local industry where someone receives a 28% increase because they request it. She expressed her concern that we are discussing cutting direct contact with students, not having staff members for student programs that have proven to work in the past and the board is being asked to approve a 28% pay increase.

Mr. English asked if extra-curricular activities and summer hours come from the school based budgets. Dr. Guccio said yes.

Ms. Morello asked what the length of the academic year is for Schedule B stipends. Dr. Guccio said it depends what the activity is for some stipends are only for the season. Ms. Morello expressed her concern that we brought in Blackboard to simplify things and we are paying up to \$1500 a year to people for Blackboard. She said we have to look at tightening the purse strings and this is an area where she sees duplication. Ms. Morello said Blackboard is supposed to be very easy and asked why we are doing this. Dr. Guccio said the principals and Mr. Stanger agreed to split the costs for the media specialists that is why it is listed twice. Mr. Frey said this year we are redesigning the entire website and all the content needs to be migrated over. He said Blackboard is a platform that makes it very easy to move everything over. Ms. Morello said she feels this is like paying for the same thing twice. She said there does not seem to be a consistent level of website design and asked if we have a district template. Mr. Frey said yes.

Ms. Morello asked if we have a five year curriculum review cycle. Mr. Frey said yes but there have been changes in the common core curriculum. She expressed her concern in regards to the large amount of hours and cost for curriculum work. Ms. Morello asked how we measure the effectiveness of the curriculum in terms of student achievement for all of this time, effort and money put into it. Mr. Frey explained that it is part of the benchmark assessments that were developed and data analysis being done this summer. Ms. Morello asked when that will be presented to the board so we know we are moving in the right direction. Mr. Frey said he presents it every year in the curriculum review. Dr. Gruccio said usually it is presented at the board meeting in August. Ms. Morello said due to redistricting we have a lot of people being moved around. She asked what kind of support we are going to give the people who have not been in a classroom setting for a while.

Dr. Mounier said to be useful and productive citizens of the world requires knowing certain basic knowledge the core of which has not changed since Adam and Eve. He does not understand why we constantly recreate things that should be taught as standard knowledge.

Mr. Ulrich asked if we had a choice with the curriculum changes. Mr. Frey said it was mandatory but needed as well.

Ms. Morello questioned why some of this cannot be done during the professional development hours that are in place and scheduled throughout the year.

Dr. Mounier said he thinks that people in nineteenth century America probably had a better fundamental grasp on the things they needed to know then the people who are graduating from schools today because there is an appalling ignorance of basic facts.

Mr. Ulrich feels the board should support our administration when it needs to be supported.

Ms. Morello said Mr. Ulrich has a good point but it is a lot easier to approve things if we are given proof that we are getting what we need.

Mr. DiGiorgio asked about the summer hours for transportation. Mr. Callavini explained that it is an estimate and the hours will probably be a third of that.

Mr. Medio said all of this curriculum will be done and presented to the curriculum committee between August 15th and August 24th. He said how this will be given to the teachers will be part of that plan so we will know what has changed, how it will be implemented and what professional development days will be used to explain the changes.

- 1.2 **Recall of Non-Tenured Professionals for 2013-2014** – Mr. DiGiorgio asked for an explanation on emergency cert. Dr. Rossi said in certain subject areas such as nursing there are professionals who come to us from the medical field not education and they achieve their certification while working in the district. Dr. Gruccio said they are finishing over the summer and will be fully certified.

2. **PROCEDURES & OPERATIONS**

- 2.1 **Travel – a. District, b. Field Trips, c. Football Camp** – Mr. Mercado asked if in the future it is possible to receive a breakdown of the travel, lodging and seminar costs. He congratulated the new football coach and is happy that he is bringing the football camp back to Vineland, which will be a big cost savings. Ms. Morello asked if we can implement a deadline for field trips and hold to it. Dr. Gruccio said the deadlines have been shared numerous times with the principals. Mr. English asked who is liable if a student is injured on a field trip that was not board approved. Mr. Ulrich said the district is liable.
- 2.2 **High School Final Exam Schedule for 2012-2013** – Ms. Morello asked why this needs to be board approved and has this been approved in the past. Dr. Gruccio said we were informed three years ago that we needed to approve this item. Mr. DeSanto said this is an administrative matter. Mr. Medio asked for this to be pulled from next week's agenda.
- 2.3 **Technology Plan 2013-2016** – Mr. Medio asked if there is a technology coordinator position in this plan. Mr. Frey said there are two titles listed that we do not use so we matched up the closest title with no title changes made. Ms. Morello said this plan was presented to the curriculum committee and is very detailed. She said one thing that the committee discussed was inclusion of more people from the community such as having the hospital and community college more involved.
- 2.4 **NJ School Choice Program** – Mr. English said he is a firm believer of having agriculture and the arts. Ms. Morello said because we have a strong language department at the high school languages was also discussed. Mr. Mercado expressed his concern that there may be another district in the area duplicating what we are doing. He asked if we are communicating with the local districts to make sure we are not duplicating services. Mr. Frey said we have been communicating with the districts. Mr. DiGiorgio asked if a student decides they no longer want to study a particular program will the student return to their home district. Mr. Frey said if they are in an approved program and do not make it in that program they can no longer stay in that district. Mr. Mercado asked what happens to a student with a discipline problem do they return to their home school. Mr. Frey said yes in some cases.

Mr. English asked if a higher percentage of our students can be accepted into the Vocational School because of the size of our district compared to Millville and Bridgeton. Mr. Medio said he will have the superintendent look into this.

- 2.5 **High School Option 2 Revisions** – No discussion.
- 2.6 **Bus Evacuation Drills May** – No discussion.

3. **BUILDINGS & GROUNDS**

- 3.1 **Temporary Facilities 2013-2014** – Ms. Rios asked for an explanation as to how many students will be in a classroom at the Landis School Annex. Dr. Gruccio said there are four classrooms in the annex so she believes the number would be divided by the four classrooms. Ms. Morello asked why we still have five temporary classroom units at Veterans Memorial School. Dr. Gruccio believes they are being utilized by the child study team. Mr. Weaver said the temporary classroom units were placed there for swing space when we did the rehab of Veterans Memorial School. He said the state transferred ownership of the classroom units to the district and we own them. Mr. Weaver said they are nice classrooms in good shape and are 1,000 square feet each. Ms. Rios asked if the state stipulated that the units had to be used for classroom space. Mr. Weaver said when the state transferred ownership over we were asked if the district had a use for them. He said we currently show in the Long Range Facilities Plan (LRFP) what we are using the units. Mr. Medio asked if we can apply for temporary classrooms at a school where we do not currently have one.
- 3.2 **VHS Complex Fireworks July 4, 2013/rain date of July 6, 2013** – No discussion.
- 3.3 **Toilet Room Facility Waivers** – No discussion.
- 3.4 **Almond Road Pre-School Bids** – No discussion.

Public

- Comments:
- Lisa Arena, Principal Mennies Elementary School
Ms. Arena explained what the school librarians and computer teachers do during the summer.
 - Mary Tobolski, Retired School Nurse
Ms. Tobolski expressed her concern in regards to Rosolyn Williams, the Supervisor of School Health Services, not being replaced after she retires.

Mario Olsen, VHN Principal

Mr. Olsen said his record and promotions for the last eight years speak for itself. He said every decision he makes is based on what is the best needs of the students. Mr. Olsen said every observation that he has completed has been evidenced based and fair with no challenges or objections.

Karen Hunt, School Nurse

Ms. Hunt expressed her concern in regards to Rosolyn Williams, the Supervisor of School Health Services, not being replaced after she retires.

Michelle Ogren, School Nurse

Ms. Ogren expressed her concern in regards to Rosolyn Williams, the Supervisor of School Health Services, not being replaced after she retires.

Barbara Cresenzo, School Nurse

Ms. Cresenzo expressed her concern in regards to Rosolyn Williams, the Supervisor of School Health Services, not being replaced after she retires.

Sheryl Mulcahy, School Nurse

Ms. Mulcahy expressed her concern in regards to Rosolyn Williams, the Supervisor of School Health Services, not being replaced after she retires.

Howard Somerville, Substitute Bus Driver

Mr. Somerville expressed his concern in regards to issues in the transportation department.

Barbara Thibodeau, Itinerant School Nurse

Ms. Thibodeau expressed her concern in regards to Rosolyn Williams, the Supervisor of School Health Services, not being replaced after she retires.

Diane Berezin, School Nurse

Ms. Berezin expressed her concern in regards to Rosolyn Williams, the Supervisor of School Health Services, not being replaced after she retires.

Rosolyn Williams, Supervisor of School Health Services

Ms. Williams said every September she reviews the school nurse's original license, which is renewed every two years and can be taken away at any given time. She said field trips have been a challenging task along with the staffing issue. Ms. Williams said many of our students do not meet the state requirements for Hepatitis B shots and without a nursing supervisor she does not know who this task will fall upon. She urged every principal to order a copy of *Legal Issues in School Health* to know how to handle certain things in case these issues become their task.

4. **FINANCE**

- 4.1 **Budgetary Transfers - General, School Based, ECPA** – No discussion.
- 4.2 **Little Smiles Agreement** – No discussion.
- 4.3 **Project Graduation Trip** – No discussion.

- 4.4 **aha! Process Inc. Agreement** – Mr. Jennings asked who this program is geared towards. Dr. Guccio said this is for teaching staff. Mr. Jennings asked what the topic is. Dr. Guccio said it is for boys in crisis and creating well-adjusted boys at home and school. Dr. Mounier said there is a discrepancy with the cost. He asked if the purchase of the book is included in the initial cost. Dr. Guccio said she believes it is. Dr. Mounier suggested looking on the internet to see if we can purchase a diskette on this. Ms. Morello requested additional documentation on this.

- 4.5 **Vended Meals Contract** – No discussion.

- 4.6 **Early Childhood Centers Corrective Action Plans for Gateway Tejas, Gateway II, Gateway III** – Ms. Morello said it appears that each of these centers have accounting issues. Dr. Guccio said yes and they are asking us to approve the corrective action plans.

- 4.7 **Sodexo Management, Inc. Contract Addendum** – Mr. DeSanto said he reviewed the proposed addendum, which was different from last years. He has made revisions that are in Sodexo's hands for review by their legal department. Mr. DeSanto said he hopes this is resolved by next Wednesday for the board vote. He said one area of concern was the substitute issue. Mr. DeSanto said it was never in the contract as to how the substitutes will be called. Mr. Ulrich asked if there are any contingency plans if the contract did not work out. Dr. Guccio said there has not been any discussion regarding that since Sodexo has been on board. Mr. English asked if there was just a change in the adult costs. Mr. DeSanto said yes. Dr. Mounier asked for an explanation of the language listed under Item u. Mr. DeSanto said Sodexo has to be responsible for any assumptions that did not occur because of their fault.

- 4.8 **Cumberland County College Nursing Program Contract 2013-2014** – No discussion.

- 4.9 **Dr. Robert Smick for Employee Physicals 2013-2014** – Mr. Mercado asked if there is a reason we received quotes instead of going out for bid. Ms. Ludy said it is not a high enough amount.

- 4.10 **Dr. Robert Smick for Medical Screenings 2013-2014** – No discussion.

- 4.11 **Dr. Timothy Rhyme Chief School Physician** – No discussion.
- 4.12 **Inspira Medical Center, Inc. Agreement for Impact Services 2013-2014** – No discussion.
- 4.13 **South Jersey Hospital Inc. Agreement for Impact Services 2012-2013** – Mr. DiGiorgio asked if this is a contract for the previous year. Dr. Gruccio said she will check the date.
- 4.14 **Nova Southeastern University Agreement** – No discussion.
- 4.15 **Appointment of District Anti-Bullying Coordinator** – No discussion.
- 4.16 **Bids – Kowalski Roofing, Capri Construction Co. Inc.** – Mr. Mercado asked for an explanation on the material markup on the roofing bid. Mr. Weaver explained that a markup was put on the material to be used for painting. Mr. Medio requested information on what the \$10,000 will be used for.
- 4.17 **School Collaboration between Cumberland Cape Atlantic YMCA and Vineland Board of Education** – Ms. Morello asked for an explanation of this program. Dr. Gruccio said the program provides tutoring for our students. Mrs. Polof said their focus is on supplementary projects for language arts and math. She said they work with the children who are on the free/reduced lunch status to improve their performance in school. Ms. Morello asked if this runs through the summer. Mrs. Polof responded yes. Ms. Morello asked if there is an attendance requirement for the students. Mrs. Polof said yes. Dr. Mounier asked if there is an economic threshold to participate in the program. Mrs. Polof said yes it is based on the low income families.
- 4.18 **School Collaboration between S.E.E.D.S for Success and Vineland Board of Education** – No discussion.
- 4.19 **Amendment of NJ School Boards Association Insurance Group Bylaws** – No discussion.
- 4.20 **Renewal of NJ Interscholastic Athletic Association (NJSIAA) for 2013-2014** – No discussion.
- 4.21 **Computer Donation** – Ms. Morello asked how this came about. Dr. Gruccio said we were asked if we had any computers we were able to donate. Ms. Morello asked if other non-profits have the same option to approach the district for this type of donation. Mr. Frey responded yes.
- 4.22 **Complete Care Health Network Agreement** – No discussion.
- 4.23 **National Night Out Fireworks at VHS Complex on August 6, 2013** – No discussion.
- 4.24 **NJ Youth Corp (NJYC) Funding 2012-2013** – No discussion.

4.25 **NJ Youth Corp (NJYC) Grant** – No discussion.

4.26 **Special Education Students** – Mr. Mercado asked if we monitor students that we send out of district. Ms. Godlewski said absolutely. Ms. Morello asked for an explanation on the May start date for one of the students. Ms. Godlewski said the student is in a psychiatric crisis.

4.27 **Vineland Public Charter School Sub-Lease Addendum** – No discussion.

4.28 **Ford Scott & Associates LLC, Auditor** – Mr. Mercado said this is an example of the good we get from putting things out to bid because we saved \$40,000.00 with this contract. Mr. DiGiorgio asked if the option to renew is the board's option to renew. Ms. Ludy responded yes. He asked if the hourly rate is an average rate. Ms. Ludy said yes it is an average.

Mr. Medio requested for thank you letters to be sent to the other two firms that we appreciate their bids.

4.29 **McKinney-Vento Youth Program Grant** – No discussion.

2. ITEMS PROPOSED FOR REGULAR AGENDA:

- a. **Report by the Secretary of the Board of Education April 2013** – No discussion.
- b. **Monthly Bills Incurred** – No discussion.

B. Proposed for review or discussion or adoption by Board Members: None.

Public Comments: None.

Committee Reports: Mr. DiGiorgio said discussed at the May Finance Committee meeting was the playground at Sabater Elementary School, HVAC at VHS, district owned property, Sodexo Contract, secretarial position at high school, guidance/student services, auditor RFP, legal fees update, transportation audit, and administration contracts.

Dr. Mounier said he sent a summary of the Policy & Personnel Committee meeting to all board members and the board secretary. He said it is on file if anyone would like to look at it.

Old Business: None.

New Business: None.

Mr. Ulrich departed the meeting at 9:40 p.m.

Adjournment: The meeting was adjourned by voice vote at 9:46 p.m.

Respectfully submitted,

Cherie Ludy
Board Secretary

CL:df

