

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, October 1, 2014 at 7:03 p.m., pursuant to notice with Mr. Medio presiding and the following members present: Mr. Baruffi, Mr. DiGiorgio, Mr. English, Mr. Jennings, Ms. Morello, Ms. Rios and Mr. Ulrich. Absent: Mr. DeWinne.

Also present: Dr. Gruccio, Superintendent, Mr. Frey and Mr. Frangipani, Assistant Superintendents, Mrs. Haley, Interim 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:

Mr. Medio asked for a moment of silence for Dane Barse, a Vineland High School teacher, who passed away last night.

Resolution: None.

Special

Presentations: Dr. Gruccio introduced Mrs. Nancee Bleistine, Preschool Program Principal, to give a presentation on Implementing a High Quality Preschool Program.

Mrs. Bleistine presented a brief overview on Vineland’s very comprehensive preschool program. She introduced her administrative team Lynn Monteleone, Assistant Principal and Michelle Bochetti, Early Childhood Supervisor.

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

Comments by

Board Solicitor: Mr. DeSanto said it has come to his attention that at last month’s meeting four Board members inadvertently voted to approve the Collective Bargaining Agreement with Local 2327. He said Mr. DiGiorgio, Mr. English and Mr. Ulrich are conflicted from voting or participating in any way on Local 2327 matters and Ms. Rios is a member of Local #2327 in her employment.

Mr. DeSanto said *Roberts Rule of Order* permits a body to allow members to change their vote if the remaining members unanimously allow that to happen. He said it is his recommendation that at next week's meeting a motion be included on the agenda to permit the four conflicted Board members to change their votes from yes to abstentions as they would have intended had it not been for the inadvertent mistake. Mr. DeSanto said the net result of that would be instead of the 9-0 approval of the contract there would be 5 yeses, none opposed and 4 abstentions and the contract remains approved. He said it was truly an inadvertent mistake and there just seemed to be some confusion. Mr. DeSanto requested permission to add this on to next week's agenda. He said a non-conflicted Board member could make a motion with a second then a vote and the record would reflect the change.

Public Comments
on Agenda Items: None.

Items for Review:
A. Superintendent

1. **PERSONNEL**

- 1.1 **Personnel Items** – Mrs. Morello said the Personnel & Policy Committee reviewed the Language Arts Supervisor candidates. She said Dr. Rossi and Dr. Gruccio gave explanations and shared information. Mrs. Morello said it seems as though we are going to have a wonderful in-house candidate who is going to service the staff and children of the district in a wonderful way.
- 1.2 **Extension of Contract for Helen G. Haley, Interim BA/Board Secretary** – No discussion.
- 1.3 **Contract for John Frangipani, Asst. Supt. for Administration** – Mr. DeSanto said the contract was submitted to the County Superintendent and he directed a change to be made with respect to one of the provisions regarding termination and that change was made. He said the most recent link is what has been directed and approved by the County Superintendent. Dr. Gruccio said she received the County Superintendent's approval yesterday.

Mr. English said we wanted to try to line this contract up with the Business Administrator's contract. Mr. DeSanto said yes there are four provisions for termination. He said the obvious one is by mutual consent of both the individual and the Board. Mr. DeSanto said the second provision is 60 days written notice by the individual.

Mr. DeSanto said the third provision is a 90 day notice by the Board for performance related items, which has to be done in accordance with the statute. He said the fourth is for cause.

1.4 Approval of following appointments:

- a. Working papers Issuing Officer – John Frangipani
- b. Title IX Coordinator – John Frangipani
- c. Affirmative Action Officers – John Frangipani & Joseph Rossi
- d. Americans with Disabilities Act Coordinator – Wayne Weaver
- e. Anti-Bullying Coordinator – John Frangipani

Mrs. Morello said the Board received a report from Mr. Frangipani. She emailed Mr. Frangipani and asked if he can make things a little clearer to understand, which he did and she is happy he has those tasks at hand.

- 1.5 Vineland Association of School Psychologists Contract** – Mr. Medio said there was an error with the dates on the recommendation. Dr. Gruccio said she will have it corrected for next week.

2. PROCEDURES & OPERATIONS

- 2.1 Travel – a. Field Trips, b. District Travel** – No discussion.

- 2.2 Uniform Memorandum of Agreement between Education and Law Enforcement officials** – No discussion.

- 2.3 Bus Evacuation Drill** – Mr. English asked if Sheppard Bus Service performs the evacuation drills for their buses. Mr. Hall, Transportation Supervisor, said we do them.

- 2.4 2013-2014 QSAC District Performance Review and 2014-2015 Statement of Assurance** – Ms. Morello said at this point we need to start doing some goal setting and look at the evaluation instrument we are going to use for the Superintendent. She said we need to do something and put it in place because our hands have been tied too long. Ms. Morello said the Board's goals have not been able to be translated into the Superintendent's goals in a measureable way so the Board can function. Dr. Gruccio said it was explained to her at the Strategic Planning Process that the five goals that will be shared at next month's meeting will be the goals for the district and goals she should be working on. Mrs. Morello said that still is not the entire process and the way we are supposed to be moving.

Mr. DeSanto said the ruling is that four Board members, who do not have relatives in the district, could participate in the evaluation of the superintendent. He said he did not see where the entire Board could not set goals. Mr. DeSanto said in his view the entire Board can participate in district goals because that is not singly directed to the Superintendent's evaluation. He said there could be a committee of the whole establishing goals.

Ms. Morello asked if the committee of the whole can determine what evaluation tool to use or only the four non-conflicted members. Mr. DeSanto said the four non-conflicted members. Ms. Morello said this needs to be sorted out because this is a large burden to put on four people when nine people were elected by the community. She said as a Board we need to come up with some dates and times to get this to move in the right direction.

3. **BUILDINGS & GROUNDS**

3.1 **Submission of the Landis Middle School cafeteria Alteration Program** – Mr. Jennings asked what is being done. Mr. Weaver explained that we are eliminating the faculty lounge and creating a second means of egress.

4. **FINANCE**

4.1 **Budgetary Transfers** – Dr. Gruccio said Mrs. Haley will have this for next week's meeting.

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

4.3 **Cumberland County Alcoholism and Drug Abuse Service Grant** – No discussion.

4.4 **Appointment of Helen G. Haley as Qualified Purchasing Agent** – No discussion.

4.5 **Professionals for Services/Assessments for Classified Students** – No discussion.

4.6 **VHS South Toilet Room Renovations Bid** – Mr. English asked for an explanation on what is exactly being done. Mr. Weaver said we are renovating two facilities boys/girls toilet rooms near the cafeteria and the other is near the gym. He said both facilities will be totally ADA compliant when we are done. Mr. Weaver said we are increasing the stalls for the girls. He said both areas are 24 x 24 and we are looking at approximately 1200 square feet of renovation.

Mr. Medio asked if Straga Brothers was the same contractor that did the preschool. Mr. Weaver said no they did the Vineland High School North's boys locker room and the addition to the toilet room at the South building.

Mr. Baruffi asked if the toilets will be automatic flush. Mr. Weaver responded yes.

Ms. Morello asked what the timeframe is for this job. Mr. Weaver said we are looking at a June 2015 completion date.

4.7 Glassboro Public Schools Transportation Agreement – No discussion.

4.8 Legal Fees \$3,500.00 – Mr. Ulrich said 4.8 and 4.9 are both regarding assaults on our school staff where parents file charges. He said they are requesting the feasibility of paying for an expungement because the staff members were found not guilty. Mr. Ulrich feels this is something that is fair and if it is legal we should consider paying the expungement of the criminal records that the employees had nothing to do with. Mr. Medio said he is sure that no one would object to that. Mr. DeSanto said when it was submitted he interpreted the statute to mean the cost in defending themselves and the amount does not include it. He believes the attorney was providing it. Mr. DeSanto said that would mean that the amounts would have to be resubmitted showing the expungement fees. He said that he along with Mrs. Haley will take care of this.

4.9 Legal Fees \$3,293.25 – See 4.8 for discussion.

4.10 Donation of Shed, Tools and Poles – No discussion.

4.11 Donation of Office Furniture – No discussion.

4.12 Advertise for Asphalt Repair Bid – No discussion.

4.13 Advertise for Bus Repair Bid – No discussion.

4.14 Target Young Audiences Arts for Learning Grant – No discussion.

2. ITEMS PROPOSED FOR REGULAR AGENDA:

- a. **Report by the Secretary of the Board of Education** – None.
- b. **Treasurer's Report** – None.

7.b. Proposed for review or discussion or adoption by Board Members: Discussion of the procedure for removal from the table of the Superintendent's recommendations for hiring of three principals and one assistant principal – Mr. DeSanto said it came to his attention that there was a technical irregularity in the Board's vote to table a Superintendent's recommendation.

Mr. DeSanto said he along with Dr. Gruccio and Mr. Frey observed the tape on that portion of the meeting and it was very clear that it was the intention of this Board to only table the Superintendent's recommendation on the appointment of three principals and one assistant principal. He said in the minutes the motion was to Table item 1.1e, which did not involve the three principals and assistant principal. Mr. DeSanto said what really was being tabled was 1.1c page 3. He said from all of the discussion it was extremely clear that the Board's intention was to only deal with the three principals and the one assistant principal. Mr. DeSanto said he is satisfied that the Board tabled the vote on the recommendation. He said Mrs. Haley could not correct the minutes because she has to report what had occurred. Mr. DeSanto said he would like the record to reflect that the motion next week will be a motion to remove from the table the vote on the recommendation for three principals and one assistant principal. He said next week it has to be a Board Members motion to remove this from the table and should not be under the Superintendent's recommendations.

Mr. Medio said a letter was received from the Vineland Historical Society requesting for us to suspend the policy on School and Facility names, as we have done in the past, and name the swimming pool after John Casadia. He asked the Board if there is any desire to move forward with doing this next week or a desire to suspend the policy. Ms. Morello said she provided all Board members a copy of the policy. She said that she did not see anything in the policy that said you need to be deceased. Mr. Ulrich said only for a building.

Mr. DeSanto said around 2008 the policy was changed to having to be deceased 5 years prior to voting to name a school or building after someone. He said you have to be deceased at least two years prior to voting to name a school facility either on district property or within the building. Mr. DeSanto said the two years applies to something other than the entire building. Mr. DeSanto said this can only be done by formal Board action. He said suspension of policy should be the exception and perhaps the policy committee could review this to see if the policy needs to be changed for the future if the Board is inclined to do that.

Ms. Morello said we could put this on the October 14th Personnel & Policy committee meeting agenda to be discussed and get the group's feeling to help guide us.

Mr. DeSanto said suspensions of policies are usually for emergent items and you should avoid suspension as a matter of course and should be the exception but it is up to the Board.

Mr. English said he does not remember going through any of this when we dedicated the stage for Mr. Melamed. Mr. Medio said we did it quietly because it was a surprise.

Ms. Morello said it would appear that the will of the Board of the whole is to run with it. Mr. DeSanto said if you change it you can waive the second reading and do this in November. Ms. Morello said we will put this on the top of the Personnel & Policy Committee list for October 14th. She said if anyone has any thoughts or questions to please reach out to Mr. Ulrich, Mr. Baruffi or herself.

Review of Bills: No discussion.

Public Comments: None.

Committee Reports: Ms. Morello said the Personnel & Policy Committee met on the 17th and she provided everyone with a copy of the agenda and minutes. She said we discussed the application process and criteria for application. Ms. Morello said we also discussed open positions in the district, how they were being filled and what the process was. She said we had some attendance and performance issues of employees that were reviewed and we started discussion on the VEA contract. Ms. Morello said the people who were conflicted stepped out of the meeting. Ms. Morello said Dr. Gruccio gave a report about the uniform policy complaints and addressed the concerns of the parent at the September meeting. She said we discussed policies that may need public hearings and how we were going to work towards publicizing them. Ms. Morello said there are new policies that come about that people need to be aware of and Mr. Ulrich suggested putting an “I accept” procedure in place so that they are being looked at by staff members. Ms. Morello said there will be a Personnel & Policy Committee meeting held on the 24th to discuss the language arts supervisor position. She said we reviewed the candidates and received input from Dr. Rossi and Dr. Gruccio. Ms. Morello said we also reviewed Mr. Frangipani’s contract and there was discussion about a qualified purchasing agent, shared services with the city and ongoing concerns in some areas of the district that are still works in progress. She said that she and Mr. Medio attended the County School Board Association dinner meeting and they received a great deal of information at that meeting. Ms. Morello said she received a copy of a letter that went out today from David Hespe on graduation requirements for 2016, 2017 and 2018 and how the high school redesign task force is making these recommendations.

Old Business: Mr. Ulrich said we had a district teacher, Tanya Bruce, who became ill and was out of school for a while. He said Ms. Bruce returned to school today and the school staff celebrated her return. Mr. Ulrich congratulated Ms. Bruce on her return.

New Business: Ms. Rios said around six months ago she suggested for the district to implement a program for lunches to be paid online rather than through paper bills. She feels a presentation should be made on this so the Board can have an opportunity to ask questions. Ms. Rios said she believes other districts are doing this and thinks it would be a great idea.

Ms. Morello agrees with Ms. Rios because when you receive letters you lose track of it.

Dr. Guccio said Mr. Patel will give a presentation on this next week.

Mr. Medio asked Mr. Frey where we are with this program. Mr. Frey said we currently have all the pieces in place to do this and the program could be implemented immediately. Mr. Medio said if everything is in place then all we have to do is say yes and go down that road. He said after this program is in place for a month or two the Board could receive a report on any glitches or problems.

Dr. Guccio said Ms. Rios had requested a presentation on this program so the Board understands how it works and could ask questions.

Ms. Rios said if the Board is comfortable with the idea then we should move forward with it.

Mr. Medio said he does not see any downside of this to discuss. He said it is a convenience that we are offering and is being done in other districts. Mr. Medio said we can receive a report on this in December.

Ms. Rios said Mrs. Bleistine, her staff and all the providers do a wonderful job with the preschool program. She knows for a fact because her son is currently in Pre-4 and she is thankful that it exists.

Mr. Baruffi asked Mrs. Bleistine if she feels her job is overwhelming at any point. Mrs. Bleistine said she has a team and the provider directors do a great job in supporting us. She communicates with them on a regular basis, shares her expectations and allows people to do their jobs.

Board Member

Comments:

Mr. DiGiorgio said he is married to someone who works in the preschool program, which is why he has a conflict with many things in the district.

Ms. Morello thanked the *Daily Journal* for highlighting all of the wonderful things the students and teachers are doing in our district.

Mr. Baruffi suggested for Ms. Rios to visit the bilingual classes to teach the accent for the Spanish classes.

Mr. English said Mrs. Bleistine and her team gave an excellent presentation. He discussed online game watching and thanked the broadcasting staff.

Dr. Guccio thanked Mrs. Bleistine and her team for a wonderful presentation. She said we are very proud of our preschool program. Dr. Guccio said Dr. Rossi did clarify that the Psychologists contract is current and it is 2012 to 2016. She said that on Saturday she attended the PAL building opening. She thanked Mr. Weaver and the maintenance staff for all their help in getting this building open. Dr. Guccio said this was a perfect example of shared services and community partnerships. She said this is something that will benefit our children in the community.

Dr. Guccio said she wanted to give an update on the student who was in an accident yesterday. She said he was a seventh grade student at Veterans Memorial School and has two siblings at Johnstone School. Dr. Guccio said she spoke to a friend of the family and the student is expected to make a full recovery. She said he has a dislocated shoulder and several bruises but will be ok. Dr. Guccio said she wanted the family to know we are very happy about that and we are here if they needed any support. She extended her deepest sympathy to the family of Dane Barse for their loss. Dr. Guccio also extended sympathy to the family of Bill Biondi.

Mr. Ulrich thanked Mr. Weaver and his staff on the fantastic job they did with helping out with the PAL building.

Mr. Medio said you never know what is going to happen. He said this coming Friday after the football game he was supposed to get together with a few people and one of them was Dane Barse. He said you never know when your time is up. Mr. Medio sent his condolences to the family of Bill Biondi and said he did an excellent job for the district in the insurance field. He said on a happier note he has some individual accomplishments of a few of our students. Mr. Medio said Steven Toboloski is a Vineland student who plays soccer and is one of the leading scorers in the state. Mr. Medio said there are two freshmen that may prove out to be prodigies. He said Isaih Pacheco who is the freshman quarterback is one of the leading scorers in South Jersey who has led us to a 2-1 record so far.

Mr. Medio said Tess Fisher is a nationally ranked 14 year old tennis player. He said Tess participated in the South Jersey Coaches tournament this weekend and won her first four matches. Mr. Medio said Tess is undefeated in our dual matches.

Adjournment: The meeting was adjourned by voice vote at 8:40 p.m.

Respectfully submitted,

Helen G. Haley
Interim Board Secretary

HGH:df

