

A special meeting of the Board of Education of the City of Vineland was held Wednesday, December 3, 2014 at 6:00 p.m., in the Vineland High School North Auditorium, 3010 E. Chestnut Avenue, Vineland, New Jersey, pursuant to notice with Mr. Medio presiding and the following members present: Mr. DiGiorgio, Mr. English, Mr. Jennings, Ms. Morello, Ms. Rios and Mr. Ulrich. Absent: Mr. DeWinne arrived at 6:15 p.m.

Also present: Dr. Gruccio, Superintendent, Mr. Frey and Mr. Frangipani, Assistant Superintendents, Mrs. Haley, Interim Board Secretary and Mr. DeSanto, Board Solicitor. 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. DeSanto said the issue before the Board tonight is whether or not Dr. Gruccio’s contract should be non-renewed. He said the School Ethics Commission has determined that four out of the eight sitting Board members are conflicted from voting on matters involving the Superintendent. The School Ethics Commission formulated a doctrine called the “Doctrine of Necessity” which can be invoked in the event that a Board cannot function because a majority of the full membership needs to vote. The Doctrine of Necessity allows those conflicted Board members to participate in the process. Mr. DeSanto said it is his opinion that the vote on whether or not to renew the Superintendent’s contract under decisional law of the Commissioner requires five or more votes. Mr. DeSanto said it is his opinion that the Board should invoke the Doctrine of Necessity. He said the resolution that is on tonight’s agenda is the necessary resolution that must be adopted in order to do this.

At this time 6:08 p.m., a five minute recess was taken.

The meeting resumed at 6:13 p.m.

Mrs. Haley read the Doctrine of Necessity into the record.

Motion:

A motion was made by Ms. Morello, seconded by Mr. DiGiorgio, to approve the Doctrine of Necessity. All Members voted “yes.”

Public Comments

On Agenda Item: Jason Scalzi
Mr. Scalzi spoke in support of Dr. Mary Guccio.

Carrie Ellis
Ms. Ellis spoke in support of Dr. Mary Guccio.

Michael Barruzza
Mr. Barruzza spoke in support of Dr. Mary Guccio.

Gloria Noto
Ms. Noto spoke in support of Dr. Mary Guccio.

Anna Villaneuva
Ms. Villaneuva spoke in support of Dr. Mary Guccio.

Lisa Arena on behalf of Ross Stanger
Ms. Arena said she is speaking on behalf of Mr. Ross Stanger, Supervisor of Instruction, who was unable to be here this evening but wanted his thoughts conveyed. Ms. Arena read a letter from Mr. Stanger who spoke in support of Dr. Mary Guccio.

Lisa Arena
Ms. Arena spoke in support of Dr. Mary Guccio.

Margie Bennett
Ms. Bennett spoke in support of Dr. Mary Guccio.

Carol Gribble
Ms. Gribble spoke in support of Dr. Mary Guccio.

Jack Gribble
Mr. Gribble spoke in support of Dr. Mary Guccio.

Carmella Heer
Ms. Heer spoke in support of Dr. Mary Guccio.

Tiffanie Marsh on behalf of Nicole Antonelli
Ms. Marsh read a letter from Ms. Antonelli who spoke in support of Dr. Mary Guccio.

Deborah McClain
Ms. McClain spoke in support of Dr. Mary Guccio.

Debra Quinn
Ms. Quinn spoke in support of Dr. Mary Guccio.

Linda Salerno
Ms. Salerno spoke in support of Dr. Mary Guccio.

Shelly Schneider
Ms. Schneider spoke in support of Dr. Mary Guccio.

Diana Ulrich
Ms. Ulrich spoke in support of Dr. Mary Guccio.

Valorie Francisci
Ms. Francisci spoke in support of Dr. Mary Guccio.

Keith Figgs
Dr. Figgs spoke in support of Dr. Mary Guccio.

Annette Rudd
Ms. Rudd spoke in support of Dr. Mary Guccio.

Vicky Miller
Ms. Miller spoke in support of Dr. Mary Guccio.

Paula Menzoni
Ms. Menzoni spoke in support of Dr. Mary Guccio.

Diane Rodriguez
Ms. Rodriguez spoke in support of Dr. Mary Guccio.

Mr. Medio asked the Board if they wanted the special presentations given because of the time 7:23 p.m. The Board's desire was to keep the special meeting going.

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 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. 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 the non-renewal of the Superintendent's Employment Contract.

Motion: A motion was made by Mr. Jennings, seconded by Ms. Morello, to approve the executive session resolution. All Members voted "yes."

Mr. DeSanto said whenever a Board proposes to discuss the performance of an employee the The Sunshine Law and Rice Decision requires that if the employee wants their discussion to take place in public he or she has the right to do so. He said Dr. Gruccio was provided a Rice Notice and she elected to invoke her right to have the closed session moved out to the public so she and the public can hear the discussion. Mr. DeSanto said that decision means that Dr. Gruccio and the public get to hear and see what the Board's discussion is. He said it does not allow further public comment or participation. Mr. DeSanto said it is just to allow the public and Dr. Gruccio to see and hear what normally would be taking place in executive session behind closed doors.

The Board went into executive session at 7:23 p.m.

Mr. DeSanto said this is now executive session and executive session discussion can now be conducted. He said when the discussion is done everyone remains here and you are back in the public session continuing the special meeting.

Mr. DiGiorgio said for clarification, a prior superintendent was earning an additional \$3,500 for their doctorate and Dr. Gruccio was fully aware what her compensation package was in her three year contract.

Mr. Jennings said the public spoke loud and clear on what they want from this Board and we all know what the right thing is to do.

Mr. English asked for clarification on what exactly the Board is voting on this evening.

Mr. Medio said we are voting on what the Superintendent's contract calls for which is a notice of non-renewal to be voted on before December 31, 2014.

Mr. Jennings asked if a "yes" vote would be to non-renew. Mr. Medio said a "yes" would be to non-renew and if the vote carries and the Superintendent is not renewed the incoming Board can renew the Superintendent. Mr. Jennings asked if it is a majority of the whole. Mr. Medio said it is five people.

Mr. Ulrich asked for clarification that a "no" vote is to not invoke the non-renewal clause in Dr. Guccio's contract and she would renew for three years. Mr. DeSanto said yes. He said if there is a 4-4 or 5-3 no vote then there is no non-renewal and unless something happens come January 1st Dr. Guccio is automatically renewed for three years from July 1, 2015. Mr. DeSanto there is an entirely different statutory procedure if the Board was voting on renewal. He said tonight is a vote on the non-renewal, which by statute would be three months but by contract a six month notice. Mr. DeSanto said a "no" vote is basically a vote for renewal.

Mr. Medio asked Mr. DeWinne if he was the Finance Committee chair this year. Mr. DeWinne said yes effective January. Mr. Medio asked Mr. DeWinne who was on the committee with him. Mr. DeWinne said Mr. Medio, Ms. Rios and Mr. DiGiorgio. Mr. Medio asked Ms. Rios if she was present when there were discussions in regards to the privatization of the aides and technology department. Ms. Rios responded yes. Mr. Medio asked if that came from a Board member. Ms. Rios responded no. Mr. Medio asked if the privatizations came from Administration. Ms. Rios said yes. Mr. Medio asked Mr. DiGiorgio if he agreed with that. Mr. DiGiorgio responded yes. Mr. Medio asked Mr. DeWinne if he agreed. Mr. DeWinne responded yes. Mr. Medio said let the record show that the Finance Committee, contrary to public belief and opinion, said the Administration brought forth the privatization. Mr. Medio expressed his concern about substitutes being put in a classroom while teachers attend a workshop.

At this time the audience was talking loudly and expressing their non-agreement.

Ms. Morello asked for clarification on the invisible wall.

Mr. DeSanto said the invisible wall is a two-way wall. He said the Board is having a meeting and comments by Board members should be directed to each other. Mr. DeSanto said the public is not permitted to react to the Board and the Board is not permitted to react to the public. Mr. DeSanto said we are in executive session.

Mr. Medio said teachers belong in a classroom teaching and they do not belong in workshops, training or anything else when students are in the classroom to be taught. He said that he put this forth privately several times and it was never listened to. Mr. Medio asked the Board what the budget process has been like the last two years. Mr. Jennings said it was fairly rough. Mr. DiGiorgio said he was chair of the Finance Committee during the transition year when Ms. Ludy was the Business Administrator. He said it was an arduous process. Mr. DiGiorgio said what he recalls was a budget that was already prepared and ready to go before the Business Administrator left on sick leave. He said unfortunately the budget that we thought we had in place was met with several significant changes that were instituted by the Superintendent while the Business Administrator was absent. Mr. DiGiorgio said that complicated things and he felt compromised. He said errors arose in the process and the Board is not privy to a lot of the day to day operations. Mr. DiGiorgio said during the year he was chair of the Finance Committee the process was uncomfortable to say the least.

Ms. Morello said one of the major messages that came out tonight is that Dr. Gruccio is a people person, which she agrees with wholeheartedly. She said as an evaluation of record the area that the Superintendent shines in was that particular area. Ms. Morello said the areas that she has of concern, which have been addressed privately are communication and finance. She said a Personnel & Policy Committee meeting was held on September 17th in which the Superintendent was part of. Ms. Morello said when she arrived home there was an email that we were approved for Middle School #2. She said Dr. Gruccio sat in the Personnel & Policy meeting and never said a word about it. Ms. Morello said there have been many times where decisions needed to be made and we did not have information in a timely fashion. She said a few of us went to a County School Board meeting and Dr. Stepura spoke about information that Superintendent's will come back and share. Ms. Morello said she does not believe that Dr. Gruccio has ever given the Board a report. She said we find things out through other avenues. Ms. Morello said it is wonderful to have great people skills but she is not sure if the skill set is there for Dr. Gruccio. She said the major responsibility of the Superintendent is managing assets and finances to make sure programs are delivered effectively and efficiently.

Ms. Morello said we have a list of cuts that Dr. Guccio would like to make and the basis for these cuts is based on certain things working out. She said as a Board member she has never spent so much time and gotten so little done as she has in these past two years. Mr. English said he disagrees.

Mr. Ulrich said he disagrees with a lot that Ms. Morello said because to say Dr. Guccio does not communicate he will dispute 100%. He said Dr. Guccio calls and asks for feedback. Mr. Ulrich said when he was Board President, Dr. Guccio called him every day.

Mr. Jennings asked if the Board has ever told Dr. Guccio when she has done something good. He said we are constantly beating her down and focusing on the bad.

Mr. English said it bothers him when Ms. Morello said we do not communicate. He said we are trying to create an environment where nobody wants to work in. Mr. English said he has the faith in Dr. Guccio that however this ugly budget process is going, she will be the one that has to be on the front line with her recommendations.

Mr. Ulrich said it starts with the Board. He said when you have a Board President who does not set up committees that do not meet with certain people having sole control. Mr. Ulrich said our Board Vice President was not even a chair on a committee.

Ms. Morello said the concern she has in regards to the communication piece is that there are many things that she thinks the Board should know. She said in a leadership position, a leader rises above whether they are liked or not. Ms. Morello asked for a Board member to justify the fact that Middle School #2 was approved and our Superintendent sat in the same room with the Board President and never said anything. Mr. Ulrich said Dr. Guccio should be non-renewed because she did not tell the Board President about a school that we have been promised many times.

Mr. English asked if there was anything major the Board President ever kept from the Superintendent because it is a two way street.

Mr. Medio said he wanted to address the committees. He said that Mr. English said he requested to be on every single committee and was put on none. Mr. Medio said Mr. English wanted to be on the Ad Hoc Transportation Committee, which he was on.

Ms. Rios asked if we are here to discuss the role of a Board Member, committees and so on or to discuss the Superintendent's performance.

Mr. English said this meeting was called tonight so let's vote. Ms. Morello asked Mr. English how he knows that people are ready to vote. Mr. English asked when this vote will take place on Christmas Eve.

Mr. Ulrich said it is a fact that there is a division on this Board and it is not nice with nothing getting accomplished. He agrees with what Mr. English said let's vote because we are wasting people's time.

Mr. DiGiorgio feels like the flag in the middle of the tug-of-war. He said the record will reflect that he does not always agree with one side or the other. Mr. DiGiorgio said it is disingenuous on Mr. Ulrich's part to make those kinds of comments. He said 90% of the time the Superintendent's recommendations move forward. Mr. Medio said he was wrong; it is a minimum of 99%.

Mr. Ulrich said he can remember the Superintendent trying to bridge that gap, make compromises, eliminate positions and had the support of the Board President. He said and when it came for support for the position it was not going to happen. Mr. Medio asked what budget issues were we talking about. Mr. Ulrich said the budget cuts that were proposed by the Finance Committee. He said a meeting was held in the Superintendent's office. Mr. Medio said we did meet and nothing that the Board put forth came through. Mr. Ulrich said when it came down to it the State stepped in and said it was not going to happen anyway. Mr. Medio asked why the Board was never told when we were supposed to make changes to the budget and vote on it. He said the budget process has been a fiasco during the past two years and he does not see much improving this year. Mr. Medio said that is the major point that a Board is in charge of. Mr. Ulrich said that is why the Business Administrator was non-renewed. Ms. Morello said when names are brought to the Personnel & Policy Committee meeting and discussions were held then the Superintendent's recommendation prevailed, which is the communication piece. She said the Superintendent has to sell their position and inform you. Mr. Ulrich said you have to hold the Superintendent accountable but when you step in and interfere with that process there is no accountability. He said we have the Executive County Regional Superintendent from the State present tonight who is not here because we are doing things great but here because we are dysfunctional. Ms. Morello asked Mr. Ulrich if he thinks a good Board member just says yes to everything. Mr. Ulrich said no he does not think that but you have to examine all the information.

Mr. Ulrich said he is not an educational expert but can help in certain areas. He said there has not been a time where there was an important decision to be made and Dr. Gruccio has not called him for his opinion.

Mr. DiGiorgio said we are here tonight to discuss Dr. Gruccio's contract. He said that he does not disrespect Dr. Gruccio and has not done anything publicly to suggest that. Mr. DiGiorgio said Dr. Gruccio is one of the top professionals in Vineland. He said we are here to address positives and negatives as it is associated with whether or not to renew Dr. Gruccio's contract. Mr. DiGiorgio said maybe we can get back on track and make this meeting as productive as possible so we can move on. He said we briefly discussed personnel matters and he thinks that is one of the areas that need to improve significantly. Mr. DiGiorgio said during his tenure as the chair of the Finance Committee he had the opportunity to review applicant packages and sit in on some interviews. He said his first impression of some of the candidates in the pool was that they were not qualified to receive an interview. Mr. DiGiorgio said he requested to see the applicant pool for the Business Administrator position. He came to the decision that out of the four applicant packages two were worthy of interviews and two were not. Mr. DiGiorgio said the person that the Superintendent believed was best suited for the position is someone he thought was not qualified for the interview. He said but the Superintendent insisted that we give this individual a shot which creates questions in his mind. Mr. Jennings asked Mr. DiGiorgio if he is saying that he did not like the way the process was handled. Mr. DiGiorgio said he does not like the process. Mr. Medio said if this does not shake whatever confidence you had then nothing will.

Mr. English said we never had to deal with this in the past because the Superintendent usually resigns. He asked if this could have taken place in September and how we avoid this in the future. Mr. English said we are a product of our own dysfunctional way of being Board Members. Mr. Medio said we did not have any dysfunction until the State Ethics Commission tried to override the law. Ms. Morello said any one of us could have asked for this to take place in September. Mr. English said a motion should be made to vote for this.

A five minute recess was taken at 8:24 p.m.

The meeting resumed at 8:38 p.m.

Mr. DeWinne thanked each Board member for sharing their pros and cons with him on the Superintendent. He also thanked them for not asking him how he was going to vote. Mr. DeWinne said that he spoke with Dr. Guccio and addressed issues with her that he had. He said he does not think we will find a Superintendent that has strong financial skills. Mr. DeWinne said the Business Administrator has to carry the load for the Superintendent. Mr. DeWinne said it is our duty as a Board to have this meeting because that is what the contract states. He said hopefully we can always be professional and courteous when addressing what we want to address. Mr. DeWinne thanked everyone for their thoughts.

Motion: A motion was made by Mr. English, seconded by Ms. Morello, to close the executive session. All Members voted “yes.”

At 8:42 p.m. the meeting was re-opened.

Mr. DeSanto said the law requires that any vote to non-renew be stated with reasons. He said because the executive session was aired out in public you can state if you are voting to non-renew that you are doing so with the reasons that were stated in executive session. Mr. DeSanto said you do not need to state reasons for an affirmative vote. He said the vote for non-renewal cannot be arbitrary or capricious therefore you are required to state reasons.

Mr. DeWinne asked for an explanation of a yes and no vote.

Mr. DeSanto said your vote tonight is on a motion to non-renew. He said if you vote to non-renew your vote should be “yes.” Mr. DeSanto said 5 “yes” votes would constitute a non-renewal. He said 4 “yes” and 4 “no” votes would mean that the motion does not carry and the Superintendent will be automatically renewed. Mr. DeSanto said the vote on the motion to non-renew is a “yes” if you favor non-renewal. He said the vote is a “no” if you do not vote for non-renewal.

Motion: A motion was made by Ms. Morello, seconded by Mr. Jennings, to non-renew the employment contract of Dr. Mary Guccio, Superintendent.

Mr. DeWinne made remarks on some of the comments made tonight by the speakers. He said one speaker stated to give Dr. Guccio a chance, which he said there has been a chance as an Assistant Superintendent of Curriculum during the last three years. Mr. DeWinne said there was a comment about the Board not being educational experts. He never said he was an educational expert but the Board’s role is to make the decision on the Superintendent.

Mr. DeWinne said he disagrees about the comment made about the balanced budgets. He said when the revenue equals expenditures that is a balanced budget and when you pull from reserve you are running at a deficit. Mr. DeWinne said micromanagement was a popular word and is a word that is easily thrown around like accountability. He said he has a schedule that allows him to be in the schools but he does not think you want that. Mr. DeWinne said how he feels about his role as a Board member differs from other Board members. He said he stays away because he does not want to interfere with the top rank positions that are getting paid to do a job. Mr. DeWinne said he appreciates everyone who spoke tonight and it is nice to hear people speaking from the heart. He said the schools are well run and we have great teachers. Mr. DeWinne said the Board has to fight for the things that some students do not have the advantage of having. He said that he considered at a lot of factors when looking at the decision at hand. Mr. DeWinne said Dr. Guccio is a wonderful woman and we all have room for improvement. He said the question is a motion to non-renew or to renew. Mr. DeWinne said he thinks for the betterment of the School Board and students on the motion to non-renew his vote is “no.”

Mr. DiGiorgio said there is no question that Dr. Guccio is a popular figure. He said our primary duty is to assure the district is run well. Mr. DiGiorgio said he has consistently stated that we accomplish this one way and that is by people. He said this evening’s focus is the Chief School Administrator of our district. Mr. DiGiorgio said this takes place in every school district in the State of New Jersey and is a requirement. He said decisions of this magnitude should not be based on public opinion but on fundamental and solid facts. Mr. DiGiorgio said we must review where we have come from, where we are and where we are going. He said that he is in his sixth year as an elected Board Member and as he recalls Dr. Guccio is the third full time Chief School Administrator (CSA) in the district that he has served under. Mr. DiGiorgio said the position is a powerful position and comes with a great salary along with a good benefits package. He believes that Dr. Guccio truly cares for the students in the district. Mr. DiGiorgio said Mr. DeWinne mentioned the word micromanaging, which he does not think is completely accurate because 99% of the time the Superintendents recommendations go forward. He said when the Board votes “no” it is because we think maybe a different approach could take place. Mr. DiGiorgio said we reviewed several personnel matters that he thought should have been handled in a different way. He said recently the Principal and Vice Principal positions were discussed and he determined from the packages he reviewed some inconsistencies. Mr. DiGiorgio said moving forward we need to look at how to improve these areas and the budget situation.

Mr. DiGiorgio said there were issues with the discipline guide that were consistently not addressed. He said we need to improve on communication and he would like more communication from the Superintendent when things take place. Mr. DiGiorgio said we are all stakeholders here. He agrees with Mr. DeWinne's comment that you cannot get a better education than in Vineland. The teachers and support staff are great. Mr. DiGiorgio said he was not initially supportive of Dr. Gruccio in the role but things change. He agrees with Mr. DeWinne and will vote "no" on this matter to move this district forward in a positive manner.

Mr. Jennings said he was very impressed with everyone's comments tonight. He said he holds no ill feelings towards any Board members. Mr. Jennings said we have conversations and hammer things out. He said as far as the non-renewal his vote is "no".

Ms. Morello said it is very clear that Dr. Gruccio has a skill set that engenders loyalty along with communication skills in the community and has touched a lot of people. She said her legacy as Assistant Superintendent for Curriculum and Instruction speaks for itself. Ms. Morello said when you get to the top and are the Superintendent there are lots of difficult decisions to make and that is when her skill set comes in to question in her mind. She said it is not that she does not think Dr. Gruccio is a lovely person or a good educator but there have been communication issues. Ms. Morello thinks a good leader does not worry about who may or may not like them or approve of what they do. She said a good leader will work to bring people along and prove through **product** that what they are doing is correct. Ms. Morello said she is glad everyone came out and said what they said. She said that she has sat through several budget processes and it has not been pretty at all. Ms. Morello said she has a lot of questions about some of the decisions that have been made along with things that are ongoing. She said for that reason she is going to vote her conscious which says she cannot vote to renew Dr. Gruccio and her vote is "yes."

Ms. Rios said components such as communication, respect, unity, understanding, compassion and consistency are essential to a positive work environment. She said that she can see it in the meetings that Dr. Gruccio portrays these characteristics because staff, parents and community members show that they respect and value her. Ms. Rios said she met with Dr. Gruccio because she wanted to know what she was bringing to the table in the upcoming three years. She said Dr. Gruccio had a lot of ideas, plans and discussed how she plans on addressing the deficit.

Ms. Rios said she has nothing negative to say about Dr. Gruccio. She said the community has spoken loud and clear. Ms. Rios said what is important is the education of our children because they are the leaders of tomorrow. She said that is why her vote is “no.”

Mr. Ulrich thanked everyone who came out tonight. He said he discouraged his wife on speaking tonight but she told him that she is going to speak. Mr. Ulrich said what he saw tonight is you can tell the people who are speaking from the heart. He said Dr. Gruccio is a sweet woman and there is room for improvement in all of us. Mr. Ulrich said we do have an asset with Dr. Gruccio who is open to constructive criticism. He said if you give this woman a chance she will communicate with you. Mr. Ulrich said there is no agenda here and she is not the highest paid Superintendent in the State of New Jersey. She worked for three years with no raise which she agreed to. Mr. Ulrich said at this point in time we do not need to have any upheaval and change. He believes we have a workable Superintendent. Mr. Ulrich said his message to the new Board members is do not come in with a preconceived notion that this is going to be bad. He said it only takes some constructive meetings to restore some calm because there are capable Board members up here. Mr. Ulrich said he credits every Board member for caring about the district. He said we have great central staff members that Dr. Gruccio is responsible for recommending. Mr. Ulrich said with enthusiasm his vote is “no.”

Mr. English thanked the public for speaking tonight. He said when he hears the word “retaliation” it is disheartening and hopes that things like that do not go on daily. Mr. English said as for the support that was shown for Dr. Gruccio he has the same feelings and gut instinct for her as well. He said the finances really drive the bus and we are staring at a pretty big shortfall. Mr. English said we are going to work hard to balance and get that budget as tight as can be without hurting as many employees as possible. He said he is going to remember all the positive things that were said tonight over the next few months. Mr. English said he is confident that the right decision will be made here tonight and he puts a lot of confidence in Dr. Gruccio because she did not quit. He said he has the utmost respect for his fellow Board members. Mr. English said change comes by hard work and being visible in the public. He said he has all the faith and confidence in Dr. Gruccio, we are heading where we need to be and his vote is “no.”

Mr. Medio said there has been enough said and he completely disagrees with the way the budget process goes or lack of. He completely disagrees with the idea that after three years we are going to get another three years to do things that should have been done the first three.

Mr. Medio said there are plenty of other things such as the personnel moves and the interview process. He said he thinks this is enough to follow Mr. DeSanto's direction not to be arbitrary and capricious. He said his vote is "yes."

The motion did not carry 2 "yes" and 6 "no" votes.

Dr. Guccio thanked everyone who took the time to be here tonight. She said there were a lot of comments and discussion. Dr. Guccio said many of it included some inaccuracies and partial information instead of the entire story. She said this is not the time and place to debate each comment that was made. Dr. Guccio hopes the Board members achieved what they wanted to achieve by this forum. She reiterates that her door is always open and willing to talk to anyone about any issue or concern. Dr. Guccio said she is not perfect and does not think any of us are. She assured everyone that this is her home and she cares about it along with the children in the district. Dr. Guccio said teachers are probably the most important people in this district and she will always remember where she started. She thanked those on the Board who have worked with her, shared their concerns and supported her. Dr. Guccio said she has been through three Business Administrators in her 2 ½ years and there has been constant change. She finally feels that we have a central administrative team that respects one another, works hard and will continue to work together. Dr. Guccio said her decisions are based on a lot of discussion with the people that surround her every day. She believes in team work, which is how she has always been. Dr. Guccio said it is through the support of all of those around her that she can continue to do the best that she can in spite of the obstacles we encounter very often. She thanked everyone for being here tonight and said you are what gives me the strength to continue each day. Dr. Guccio said she is blessed beyond words and thankful to be a part of this community. She thanked her children and family for always being there for her. Dr. Guccio said she is grateful for the opportunity to continue and do everything she can to honor our students, staff and families.

A motion was made by Mr. English, seconded by Mr. Jennings, to adjourn the special board meeting. All Members voted "yes."

The meeting was adjourned at 9:27 p.m.

Respectfully submitted,

Helen G. Haley
Interim Board Secretary

HGH:df

HGH:df

