

**FORT LEE BOARD OF EDUCATION  
FORT LEE, NEW JERSEY**

**REGULAR BUSINESS MEETING MINUTES**

Monday, June 11, 2012

Auditorium, High School, 3000 Lemoine Ave.

1. The Regular Business Meeting was called to order at 8:10 PM by Mr. Arthur Levine, President of the Fort Lee Board of Education.
2. Mr. Peter Suh, led the Pledge of Allegiance to the Flag.
3. Public Announcement by the President of the Board of Education:  
The New Jersey Open Public Meetings Law was enacted to insure the right of the public to have advance notice and to attend the meetings of public bodies at which any business affecting their interests is discussed or acted upon. In accordance with the provisions of the Act, the Fort Lee Board of Education has caused notice of this meeting to be published by having the date, time, and place thereof posted in the entrance hall of the Board Office, 2175 Lemoine Avenue; published in the Board's designated newspapers: Fort Lee Patch.com, The Record, The Star Ledger, The Suburbanite; filed with the Clerk of the Borough of Fort Lee; and mailed to all persons, if any, who have requested said notice.
4. **ROLL CALL**  
PRESENT: Mr. John Bang, Mr. Carmelo Luppino, Jr., Mrs. Angela Napolitano, Mr. Yusang Park, Mr. Peter Suh, Mr. Joseph Surace, Ms. Helen Yoon and Mr. Arthur W. Levine (left 8:35pm)  
  
ALSO PRESENT: Mr. Steven Engravalle, Dr. Sharon Amato, Mrs. Cheryl Balletto, and Mr. Bruce Padula, Esq.  
  
ABSENT: Mrs. Linda McCue
5. **REPORT OF THE INTERIM SUPERINTENDENT OF SCHOOLS**
  - ◆ Recognition of Retirees and the Educator Recognition Program

At 8:25 pm a break was taken and the meeting reconvened at approximately 8:40.

  - ◆ Mr. Arthur Levine left the Board Meeting and Mr. Carmelo Luppino was appointed Board President and Roll Call was taken.
  - ◆ Mr. Steven Engravalle thanked the staff for their response to the crisis of a student's death. Services will be held at Stellato Funeral Home between the hours of 2pm to 4pm and 7pm to 9pm on June 12, 2012. The Funeral Mass will be on June 13, 2012 at the Madonna Church in Fort Lee.
  - ◆ The Middle School won in all categories the musical word-triple play.
  - ◆ Mr. Steven Engravalle thanked the staff for all their hard work.
  - ◆ There are three HIB reports from the Lewis F. Cole Middle School and the High School. The Middle School did meet definition and the High School did not.
  - ◆ The District Management Council of Special Education and Regular Education had the highest potential to lower costs and have higher services of performance. There are concerns with achievement gaps and hopeful this will help improve our services to close the gap.

- ◆ Mr. Steven Engravalle thanked Dr. Sharon Amato and Ms. Diane Baker for working so hard on the Curriculum.
- ◆ Mr. Steven Engravalle thanked the Kim family for the donation of the piano.
- ◆ Mr. Steven Engravalle stated that the Board has to open for a public hearing for any comments for the acceptable use of computer that must be approved by July 1, 2012.
- ◆ Motion to open a public hearing for acceptable use policy

Motion by Mr. Yusang Park	Seconded by Mr. Peter Suh
Motion to open a public hearing for acceptable use policy.	On roll call, Motion carried.

- ◆ Mrs. Paula Colbath asked what are the changes to the policy and will any individuals be subject to discipline?
- ◆ Mr. Steven Engravalle said yes to all personnel. We can look into utilizing the district's resources.
- ◆ Mrs. Paula Colbath asked is there a policy now?
- ◆ Mr. Steven Engravalle said yes, Policy #2361. There are major changes mentioning cyber bullying.
- ◆ Mrs. Paula Colbath asked if there is a policy in place today.
- ◆ Mr. Steven Engravalle said yes Policy #2361 which prohibits someone from making statements.

- ◆ Motion to close a public hearing for acceptable use policy

Motion by Mrs. Angela Napolitano	Seconded by Mr. Peter Suh
Motion to close a public hearing for acceptable use policy.	On roll call, Motion carried.

6. **REPORT OF THE HIGH SCHOOL STUDENT REPRESENTATIVES-None**

7. **APPROVAL OF MINUTES**

Minutes from the Special Private Work Session and Special Public Work Session on May 23, 2012, the Special Private Work Session and the Special Public Work Session on May 24, 2012 and the Executive Session and Regular Business Meeting on May 29, 2012.

Motion by Mr. Carmelo Luppino	Seconded by Mrs. Linda McCue
To Approve Minutes from the Special Public Work and the Session Private Work Session on May 23, 2012, the Special Public Work Session and the Special Private Work Session on May 24, 2012 and the Executive Session and Regular Business Meeting on May 29, 2012.	On roll call, Motion carried. Mr. John Bang, Mrs. Angela Napolitano and Ms. Helen Yoon abstained from the vote on May 23, 2012. Mrs. Angela Napolitano and Ms. Helen Yoon abstained from the vote on May 24, 2012. Mr. Yusang Park, Mr. Peter Suh and Ms. Helen Yoon abstained from the vote on May 29, 2012.

8. **QUESTIONS AND COMMENTS FROM THE PUBLIC ON ITEMS LISTED ON TONIGHT'S AGENDA AND ANY OTHER TOPIC OF CONCERN**

- ◆ Ms. Stanzik stated that she was saddened to hear about Ms. Cecere leaving. She has created a positive learning environment. Since we started one department it is a disgrace and one person we have concerns is with Ms. Cecere. She is fearful of what will happen and asked the board to please keep her because she is good for her children and School #1.

- ◆ Mrs. Mildred Federico asked if the same teachers are getting paid on the same dates in Home Instruction.
- ◆ Mrs. Cheryl Balletto stated that the teachers can go to different houses on the same day.
- ◆ Ms. Carol Simon asked what is happening with the change in IEP's in Special Education and what is the end game that comes from the state.
- ◆ Mr. Steven Engravalle stated that it is not from the state. He believes that every child can learn regardless of low income, IEPs and Special Education. His concerns are about the achievement gap and 30% and 60% are the gap. This raises concerns of what can we do better and how the students are registered for basic skills. There is a referral and intervention process. He read a newspaper article about Montclair. These are the experts who are former superintendents. We offer the best resources for all of our children. You always get audited for having a Latino population. I went over with Ms. Bruder opportunities for professional growth. I can't promise any savings. They do believe in a win-win approach and won't achieve without cutting resources.
- ◆ Ms. Carol Simon stated that it sounds very good.
- ◆ Mr. Steven Engravalle stated that a presentation will be done publicly to the board.
- ◆ Benny, a student stated that he is a first year Middle School student and is excited because he has friends and has a relationship with Mr. Zellman. He gives a high five and went to the Devils. He learned a lot in Science and has filled a guide. The worst thing in life is wasted talent. Mr. Zellman loves his job and has made him want to become a teacher. Fort Lee is lucky to have him.
- ◆ Mr. David Sarnoff asked about Resolution #2CUR and asked if the DMC agreement has stellar credentials. The last page pricing has a total cost of \$125,000 and all expenses were included in travel and postage. The clause is open ended and has per diem allowances. Their expenses could be more than half the contract. It is irresponsible to approve. How many times is the company coming from Boston and was the council consulted for this? Could there be litigation and there are several clauses that you may be absent. In Resolution 5F he asked if the selling of the bonds will there be any overlap. He also asked about the Bloodborne Pathogen Program.
- ◆ Mr. Steven Engravalle stated that he encouraged the board to approve the subject to attorney review. Bloodborne Pathogen is done annually for the staff that comes into contact with blood.
- ◆ Mr. Yusang Park spoke about the travel clause.
- ◆ Mr. Steven Engravalle stated that there are many site visits that have a kickoff and then a team with online surveys, parent groups and a draft of findings. We can host a retreat to implement a plan and long term planning. He will give a final report and there should be no concerns.
- ◆ Mr. Carmelo Luppino stated that the company has to give us a report and you don't get paid until there is a report.
- ◆ Mr. David Sarnoff stated that there are quarterly payments as per the contract. The terms should be defined.
- ◆ Mr. Steven Engravalle stated that he believes that Mr. Yusang Park and Mr. Arthur Levine have spoken with Dr. Levinson and they have no concerns.
- ◆ Mr. Howard Pearl stated that there is a roster of candidates and would like to thank Mrs. McCue and Mrs. Napolitano for their service. The DMC has terms to be addressed and Montclair is a good system. Have they worked with any other New Jersey schools? Any time we engage with a company everything needs to be disclosed. Mr. Kim has family ties to Fort Lee and this should be disclosed. Is he related to another Mr. Kim and could this impact the decision to be this company. If he is related to Mr. Kim he needs to know.
- ◆ Mr. Steven Engravalle stated that only information he has is that he was proud to tell him he lived here for eight years while he was in graduate school. His family rented a space. I defend his honor and he has been pursuing him. He never brought up any relations. References are by colleagues of mine. He is some of the most professional people I have ever met. It was a coincidence and please consider it a benefit to our district.

- ◆ Mr. John Bang stated that it is a disgrace that Mr. Engravalle has to defend this. There are many Korean's names Kim and this is borderline racist.
- ◆ Mr. Howard Pearl stated that he did not say that. He has an issue with Andrew Kim and he is a political activist and has an issue with that.
- ◆ Ms. Helen Yoon stated that this is not the first time you have made that comment.
- ◆ Mr. Howard Pearl stated that he has two board members that have accused him of being racist. He would like a formal meeting with the board and they do not have a right to target him. Both are affiliated with Mr. Kim.
- ◆ Mrs. Diane Sicari stated that other schools in the state of New Jersey have lawyers who don't go over the agenda before they are approved. I don't want my money paid to the Plaza. Mrs. Sicari asked about the Superintendent Search, how many candidates were interviewed and how many second interviews were there.
- ◆ Mr. Peter Suh stated that he met with seven candidates and asked for one to return. We will get back to you shortly once we come to a conclusion. We are considering two people from New Jersey schools. He thinks there are more in South Orange, Freehold, Secaucus and Morristown.
- ◆ Mrs. Cheryl Balletto answered the question on the Bills List.
- ◆ Mrs. Stephanie Stuart stated that on April 16, 2012 there was K-12 pulled from the agenda and on the following board meeting Mr. Engravalle went to see them. We wish we could see the video. Twice it wasn't showing and Resolution #2CUR has its merit and we are concerned with the contract. She thinks they need a stronger contract if appointing a Superintendent. She would like to thank Mrs. McCue and Mrs. Napolitano for their service.
- ◆ Mr. Steven Engravalle stated that K-12 was pulled because it was not written due to there were not enough licenses. We were using them to do the Financial Literacy Classes of 2014 which created a course for sophomores, which has nothing to do with the event.
- ◆ Mrs. Nancy Stern asked about the Superintendent Search and asked if they considered a finalist. She also asked is there a forum or are they confused talking with two people. The next meeting is in July 9, 2012 and the Interim Superintendent is over on June 30, 2012. As of July 1, 2012 there is no Superintendent. Are you trying to get a meeting in on June 18<sup>th</sup> or the 21<sup>st</sup>? Will you attempt to appoint a Superintendent on the 21<sup>st</sup>?
- ◆ Mr. Peter Suh stated that every board member has met with all the candidates and they don't want to rush their decision. Each member needs to be at the meeting to make the decision.
- ◆ Mrs. Nancy Stern stated that there are rumors that Mr. Engravalle doesn't plan to stay.
- ◆ Mrs. Paula Colbath stated that she would like to echo comments to Mrs. Linda McCue and Mrs. Angela Napolitano. She asked if Resolution #2CUR has a contract in excess of the bid threshold and should it go out for competitive bidding. Your resolution is required to cite exceptions. Why are you not going out to bid? Is this not budgeted for and how is the amount arrived at? Where are the hourly rates? What effort has the district increased the Technology staff to analyze this alone? How high is the percentage of Hispanics classified because there is nothing specific in the proposal? We need professional growth and opportunity and we can get a lot of access to the report from our membership.
- ◆ Mr. Bruce Padula, Board Attorney stated that the policy 18A, 1-5 can be included in the resolution.
- ◆ Mrs. Cheryl Balletto answered the bidding question.
- ◆ Mr. Steven Engravalle stated that the board tried to analyze data and began to look at our concerns. When we look at curriculum we have great resources and purchased a team membership. We look forward to what we will learn and all of our administrators have a membership.
- ◆ Kassem, a student said that he thanked the board and Mr. Engravalle and would like to ask what the status is for Mrs. Martelo and Mr. Zellman? Is the Donaldson Hearing considered private or public and will the reasons be publicly stated? How can we help in keeping our favorite teachers?
- ◆ Mr. Steven Engravalle stated that he is proud of his professionalism and kindness. As a school you can let me know how you feel using democratic right.

- ◆ Mr. Bruce Padula, Board Attorney said that there is a statement of reason and the board cannot release that. The Donaldson Hearing is in closed session unless the employee wants it in public.
- ◆ Matthew, a student stated that Mr. Zellman is an amazing teacher who takes notes on evolution and with our hearts we learn and enjoy so much. Please reconsider him.
- ◆ Thomas, a student stated that Mr. Zellman is the best teacher and we are unlucky to lose him.
- ◆ Benji, a student stated that teachers are great and beneficial and we still have hope. It must be a good reason. I have a lisp and Mrs. Martelo said my voice is beautiful.
- ◆ Ms. Mimi Nigro asked if the board picked a date for the hearings.
- ◆ Sean, a student stated that he supported Ms. Cecere and is great to my family. This is a huge blow to the Fort Lee Board of Education. He asked if each board member received the contract and is there any policy to attend meetings with coverage?
- ◆ Mr. Steven Engravalle stated that the Curriculum Committee had an hour conference call and has been on this for the last two meetings. All buildings must have a certified person.
- ◆ Mr. Yusang Park stated that the contract has been read by all board members and can they can abstain or vote no. We pulled the resolution from the last meeting and went through with the Superintendent and Assistant Superintendent. We spoke with Dr. Levinson and researched the Montclair School district. We did have the opportunity to speak to someone and search their references. The Montclair Board of Education saved three million dollars.
- ◆ Mr. Carmelo Luppino stated that we have committees and we don't analyze every single line. As a board we will pull something and everyone had an opportunity and will worked hard to do what is correct.
- ◆ Joe Cappilini said thank you to the board and this helps him as a custodian and nurse. After school he learned how to clean up students who have thrown up and also blood. He needs to know how not to get sick from all this and he is here for the kids.
- ◆ Mrs. Paula Colbath stated that Seraph was approved and she got an email that Seraph who looked for the background on her and how she is not employed and finds it offensive. Why is this being done? She asked Seraph if they did a background check and they said no.
- ◆ Mr. Carmelo Luppino stated that he doesn't know why and nothing was approved by the board.
- ◆ Ms. Paula Colbath asked if there has been a relationship leveraged and is there proof? I had rats delivered to my house after complaining about Mr. Engravalle. She also stated that he has not ordered a background check on people. Mr. Dale Yeagar has. Is the CEO looking at my background? I am speaking as Carmelo Luppino, the board member.
- ◆ Mr. Steven Engravalle stated that nothing has been directed toward me and has no knowledge of this. Please put this on record.
- ◆ A motion was taken to close the public comment session of the meeting.

9. **RESOLUTIONS AND REPORTS OF COMMITTEES**

<b><u>Board Committee</u></b>		
<b>#1B</b>	<b>Resolution Regarding School District Report of Incidents of Harassment/Intimidation/Bullying</b>	
	Motion by Mrs. Angela Napolitano To Approve #1B	Motion by Mr. Yusang Park On roll call, Motion carried. Mrs. Linda McCue was absent.

<b><u>Committee of the Whole</u></b>	
<b>#1CW</b>	<b>Acknowledgment of 2012 Teacher/Educational Services Professionals Recognition Program Award Recipients</b>

	Motion by Mr. Peter Suh To Approve #1CW	Seconded by Mr. Joseph Surace On roll call, Motion carried. Mrs. Linda McCue was absent.	
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<b><u>Buildings and Grounds</u></b>			
#1B&G	<b>Award of HVAC Upgrades at Fort Lee High School Totaling \$410,917</b>		
#2B&G	<b>Change Orders to Stone Creek, Inc.</b>		
	<b>Award Contract to SSP Architectural Group</b>		
	Motion by Mr. Joseph Surace To Approve #1B&G & #2B&G	Motion by Mrs. Angela Napolitano On roll call, Motion carried. Mrs. Linda McCue was absent.	

<b><u>Curriculum Committee</u></b>			
#1CUR	<b>Approval of Class Trips at No Cost to the District</b>		
#2CUR	<b>District Management Council (DMC) Proposal for a Special Education Opportunities Review for a Total Cost not to Exceed \$125,000</b>		
#3CUR	<b>Dr. Aili Pogust as a Professional Development Provider for Literacy Coaching at a Cost not to exceed \$4,800</b>		
#4CUR	<b>Additional Advancement and Credit Recovery Academic Program Providers for 2012-2013 at no cost to the District</b>		
	Motion by Mr. Yusang Park To Approve #1CUR - #4CUR	Seconded by Mrs. Angela Napolitano On roll call, Motion carried. Mrs. Linda McCue was absent.	

<b><u>Finance</u></b>			
#1F	<b>Approval – Current Bills List Totaling \$7,579,751.97</b>		
#2F	<b>Acceptance of Extraordinary Aid Funds for The 2011-2012 school year totaling \$759,302</b>		
#3F	<b>Acceptance of Donation of Piano at School No. 1</b>		
#4F	<b>First Student Transportation Contracts for 2012-2013 school year</b>		
#5F	<b>Resolution Providing for the sale of not to Exceed \$20,430,000 School Bonds of the Board of Education of the Borough of Fort Lee, in the County of Bergen, New Jersey to the Bergen County Improvement Authority, Determining the Form and other details thereof, and Authorizing the Execution and Delivery of Documents and other Matters in Connection Therewith</b>		

	Motion by Mr. Joseph Surace To Approve #1F - #5F	Seconded by Mr. Peter Suh On roll call, Motion carried. Mrs. Linda McCue was absent. Mr. Carmelo Luppino, Mrs. Angela Napolitano and Mr. Joseph Surace abstained from one name on Resolution #1F.
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<b><u>Health-Welfare and Safety</u></b>		
#1HWS	<b>Payment of Home Instruction Services</b>	
#2HWS	<b>Bloodborne Pathogen Program Professional Agreement for the 2012-2013 school year</b>	
	Motion by Mrs. Angela Napolitano To Approve #1HWS - #2HWS	Seconded by Mr. Yusang Park On roll call, Motion carried. Mrs. Linda McCue was absent.

<b><u>Personnel</u></b>		
#1P	<b>Approval - Staff Trips and Conferences not to exceed \$1,255</b>	
#2P	<b>Resignation of Lea Iuculano as Part-Time Aide at FLECC</b>	
Pulled	<b>Extra Compensation for Filming of Board Meetings for 2012-2013 school year</b>	
#4P	<b>Appointment of 2012 Project Jump Start Summer Program Staff</b>	
#5P	<b>Overnight Stipends</b>	
#6P	<b>Additional Substitute for the 2011-2012 and 2012-2013 school years</b>	
#7P	<b>Allocation of 6th Period Stipend for Antonella Pellino</b>	
#8P	<b>Appointment of 2012 Extended School Year Summer Program Staff</b>	
	Motion by Mr. Peter Suh To Approve #1P & #2P, #4P - #8P Resolution #3P was Pulled	Seconded by Mrs. Angela Napolitano On roll call, Motion carried. Mrs. Linda McCue was absent.

<b><u>Policy</u></b>		
#1POL	<b>Reading and Adoption of Policy/Regulation No. 2361: Acceptable Use of Computer Networks/Computers and Resources</b>	
#2POL	<b>Approving the Bylaws and Policies of The Board of Education</b>	
	Motion by Mr. Yusang Park To Approve #1POL & #2POL	Seconded by Mr. Peter Suh On roll call, Motion carried. Mrs. Linda McCue was absent.

10. At approximately 10:12 PM, Mrs. Angela Napolitano, offered, Mr. Peter Suh, seconded by, to adjourn the Regular Business meeting. On voice vote, motion carried unanimously.

Roll calls and resolutions of this meeting are attached.

Respectfully submitted,

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CHERYL BALLETT  
BUSINESS ADMINISTRATOR/BOARD SECRETARY

CB/mp  
Att.  
6-18-12