

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

**MINUTES – SPECIAL PUBLIC BUSINESS MEETING**

Monday, June 26, 2012

Auditorium, High School, 3000 Lemoine Ave.

1. The Special Public Work Session was called to order at 8:00 PM by Mr. Arthur Levine, President of the Fort Lee Board of Education.
2. Mr. Carmelo Luppino, 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. Carmelo Luppino Jr., Mrs. Linda McCue, Mrs. Angela Napolitano, Mr. Yusang Park, Mr. Peter Suh (arrived 8:12pm), Ms. Helen Yoon and Mr. Arthur W. Levine  
  
ALSO PRESENT: Mr. Steven Engravalle, Dr. Sharon Amato, Mrs. Cheryl Balletto, and Mr. Matthew Giacobbe, Esq.  
  
ABSENT: Mr. John Bang and Mr. Joseph Surace
5. **PUBLIC WORK SESSION: PURPOSE OF THIS SPECIAL PUBLIC BUSINESS MEETING**  
♦ **THE APPOINTMENT OF SUPERINTENDENT, APPOINTMENT OF ASSISTANT SUPERINTENDENT, PERSONNEL, FINANCE, AND ANY OTHER MATTERS THAT MAY ARISE.**
6. **REPORT OF THE INTERIM SUPERINTENDENT OF SCHOOLS-None**
7. **APPROVAL OF MINUTES**  
♦ Minutes from the Executive Session and Regular Business Meeting on June 11, 2012 and the minutes from the Special Private Work Session and Special Public Business Meeting on June 18, 2012.

	<p>Motion by Mr. Carmelo Luppino To Approve Minutes from the Executive Session and Regular Business Meeting on June 11, 2012 and the minutes from the Special Private Work Session and Special Public Business Meeting on June 18, 2012.</p>	<p>Seconded by Mrs. Linda McCue On roll call, Motion carried. Mrs. Linda McCue and Mr. Arthur Levine abstained from the vote on June 11, 2012. Mr. Yusang Park, and Ms. Helen Yoon abstained from the vote on June 18, 2012.</p>	
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8. **QUESTIONS AND COMMENTS FROM THE PUBLIC ON ITEMS LISTED ON TONIGHT'S AGENDA AND ANY OTHER TOPIC OF CONCERN**

- ◆ Mr. Paul Umrichin stated that after the last meeting he brought up the residency of Mr. Arthur Levine and saw that online his daughter talking about moving.
- ◆ Mr. Arthur Levine stated that his domicile is 5 Horizon Road, Fort Lee, New Jersey.
- ◆ Mr. Paul Umrichin asked if Mr. Arthur Levine goes home most nights at that apartment.
- ◆ Mr. Arthur Levine stated that the requirement is his domicile.
- ◆ Mr. Paul Umrichin read the definition of a dwelling and residency.
- ◆ Mr. Arthur Levine stated that he had several residences.
- ◆ Mr. Paul Umrichin stated that he think you have done a great job. It's just a matter of fact.
- ◆ Mr. Paul Umrichin asked if he pays taxes at his domicile and heard that the apartment was sold on May 21, 2012.
- ◆ Mr. Arthur Levine stated that the apartment was not sold on May 21, 2012 and he will go home tonight to 5 Horizon Road.
- ◆ Mr. Matthew Giacobbe stated that every board member has to be domiciled. You can have numerous residences. Many have shore houses. Mr. Levine has demonstrated his domicile.
- ◆ Dr. Nina Levinson stated that the apartment in question was sold and the final papers were not signed. It is due on August 15, 2012. The change of ownership has been approved by the co-op. Mr. Levine is in between staying in New York State. However residency means nights in that place.
- ◆ Mr. Arthur Levine stated that he has stayed in 5 Horizon Road as well as others. He has several properties and Mr. Umrichin can follow me home tonight.
- ◆ Mr. Ian Zellman, a Fort Lee Science teacher stated that he has been very quiet and there is something the public should know about Mr. Steven Engravalle. Mr. Engravalle turned to him and said hey how ya doing and laughs in my face in front of four colleagues. Who would do that? He could have said excuse me, I'm sorry I didn't recognize you. Accept responsibility and thank me for my service. Students were crying that they lost two teachers and Mr. Engravalle has nothing to say to the students. It's disgusting and disgraceful.
- ◆ Ms. Diane Sicari asked about Resolution #1B&G and asked why the overtime is not to the custodial staff. We should support our employees. Two members of the board who you wanted didn't stand up and have the guts to do it from the beginning.
- ◆ Mrs. Angela Napolitano stated that her children are out of High School so it is a personal choice.
- ◆ Mrs. Cheryl Balletto answered the overtime question.
- ◆ Mrs. Nancy Stern asked about Resolutions #1P and #2P. She wants to know about the process in Resolution #1P. Did they do reference checks? Did each board member \_\_\_ Is there a provision for 15% merit? When are questions and answers submitted prior for approval by the board. Last night in Sparta I read the resolution. Why not wait until the contract is approved. In Resolution #2P why is the job title to be changed to read the following. The email is dated May 16, 2012. Now are we allowed to appoint Mr. Engravalle as Superintendent? He needs to be mentored and who will mentor Mr. Engravalle and what is the cost to the district.
- ◆ Mr. Matthew Giacobbe stated that it is non-pensionable merit asking you to take out and do an addendum later. Goals and objectives are the non-pensionable portion. He stated no a hearing is not required and each county is looking at it differently. It is better to have it in a contract and is based upon a model contract.
- ◆ Mrs. Nancy Stern asked does it change the length of the contract and a start date change.
- ◆ Mr. Matthew Giacobbe stated that they normally allow it to be retroactive. He provided a copy in private session. \$167,500 is an all vacation pick all in conformance with statutes. There is a difference in the evaluation and yes there is 15% merit in it. Mr. Matthew Giacobbe stated that everyone went through criminal checks and used their private entity to do it.
- ◆ Mrs. Nancy Stern asked since the Board of Education is hiring their personnel did not do references. She stated that this is not a personnel issue and should do reference checking.

- ◆ Mr. Peter Suh stated that we did in the past.
- ◆ Mrs. Nancy Stern stated that no Superintendent did that in the past.
- ◆ Mr. Peter Suh stated no.
- ◆ Mr. Yusang Park stated that he missed the last meeting and didn't look at the contracts at the last meeting. He didn't have a chance and it was handed to him tonight.
- ◆ Mr. Peter Suh stated that he had received the contracts and gave edits to the attorney.
- ◆ Mr. Matthew Giacobbe stated that the contracts still are subject to the county approval.
- ◆ Mrs. Angela Napolitano stated that last week the board discussed in private what is in the contract so which board members were there.
- ◆ Ms. Stephanie Stuart had a question for Mr. Steven Engravalle and asked if the plan from October 2009 has been updated. The policy still has the old address. Clause 1110 has the original chart and clause 1120 stated there is a management team to have in place. Who will be the principal for School #1 and why was it delayed one week. Why wasn't it on you tube? The committees couldn't find it anywhere so who is responsible.
- ◆ Mr. Steven Engravalle stated that the plan was updated last year around last August. The review will be done right away and will set the pace for September 1, 2012. He has a plan to go out to the community about numerous rumors about him and would like the community to get to know him better. We can come together as a community.
- ◆ Mrs. Cheryl Balletto stated that there was a delay in the meeting to be on Time Warner due to the complaints of quality in the DVD. It takes longer to download onto a DVD.
- ◆ Mr. Steven Engravalle stated that the website has storage hosting space issues and we want to look at the website. We found companies that would host video, minutes, agendas and all is in one area. We want to look at doing a better job. We don't know enough about YouTube. Mr. Engravalle stated that he can send a list of who was on the committees.
- ◆ Mr. David Sarnoff stated that he is one of Mrs. Balletto's biggest cheerleaders. He asked about Resolution # 1F and if BGIA is a state plan. The renewal of employees is what went into private and when they came back couldn't be discussed in public. A board member gave an interview to Mr. Peter Suh and quoted the non-renewals. He said it was ultimately what was best for the district and we can find someone even better. The decisions about the administration are important to support the teachers and administration. We shouldn't be a rubber stamp. It is brought up about the contract and the expenses and would like to know what else was brought up. We elected you and you are our guardians of our tax dollars. Was Mr. John Bang present in the Private Work Session?
- ◆ Mr. Peter Suh said yes, we believe that we should get the best. Sometimes we have to let people go and hoping to find someone better. We support the administration and don't need a rubberstamp. We table things and question all the time. We are not interviewing for the jobs of our administrators. The board's role is upon the recommendation of the Superintendent. If we overrule then nothing gets done. I spent a week going through resumes and spoke to Cheryl Balletto and Steve Engravalle to get information about the job in order to answer the questions to the best of my ability. At the end of the day we hire administration and we want to support them.
- ◆ Mr. Arthur Levine stated that Mr. John Bang was on vacation with his family.
- ◆ Mrs. Mildred Federico stated that she found the comment by the board interesting that they had two candidates for the Superintendent position. The contract was reviewed.
- ◆ Mr. Matthew Giacobbe stated no it was discussed.
- ◆ Mr. Matthew Giacobbe stated there was parameters discussed and he advised how we would do that and send to the county.
- ◆ Mrs. Mildred Federico asked if a decision had been made.
- ◆ Mr. Arthur Levine stated that he would like all to participate.
- ◆ Ms. Laurie Petta had a question for Mr. Steven Engravalle, Interim Superintendent since the board was relying on him at the last meeting and he didn't go into the classroom. She asked Mr. Engravalle doesn't he feel that he needs to change the policy?
- ◆ Mr. Steven Engravalle stated that we need to change how we evaluate all the staff. There should be a growth tool and the teacher's evaluation is a national topic. We want to do that and sit in all the classrooms. A lot of questions are contract questions and not for me to answer. We need to focus on education and the students why we are all at the table. I

was only in the central office on the program side and didn't have time. I wish I wasn't in the office. We have to put the administration structure in place absolutely because we will have time.

- ◆ Ms. Laurie Petta stated that you are making a commitment that will be in schools and in the classrooms.
- ◆ Mr. Steven Engravalle stated that you can't say that because sometimes things happen but inspect what you expect. Have the other staff do that.
- ◆ Mrs. Paula Colbath stated at the end of the last meeting around 11:15 PM there were two candidates. When did the board meet to determine the finalist?
- ◆ Mr. Arthur Levine stated that as far as the residency, the MLS listing the unit is in the contract and signed it on May 21, 2012 and licensed the real estate broker and the agent told me it was approved and will close.
- ◆ Mrs. Paula Colbath stated that she would like to thank you for posting the calls and texts about Loeb who declared bankruptcy and was happy to see that Loeb will have nothing to do but look at how it's linked in. She stated that the domicile is not what the law and bylaw says and the cessation of bonafide residency is where you sleep at night. It is instantaneous that you don't need to resign. We want a decision because we can't appoint anyone until we approve the contract. The number of times we have abstained is due to conflicts and there are eight decisions. Mr. Carmelo Luppino stated that he fell into that group. Has the board given the attorney advice on voting? The contract for the lease is two brokerage commissions that were paid to Caldwell banker. They are listed affiliated and another entity listed what role they played.
- ◆ Mrs. Cheryl Balletto stated that there are no payments from the Board of Education.
- ◆ Mr. Carmelo Luppino stated that we said that we are not paying any commissions.
- ◆ Mr. Matthew Giacobbe stated that Mrs. Cheryl Balletto and he have confirmed with the County Superintendent that the payment will not change. He stated that no one has come about having a conflict, approached him and he is not aware of any conflict. He doesn't know relations and has never been to his house. He is not a friend so this is not personal. If they think there is a conflict on one on the board has said they believe there is one.
- ◆ Mr. Howard Lipoff stated that Mr. Steven Engravalle spoke of evaluations a topic in the state and is true. All of these ideas should be direct ties and results of the teachers being informed if there is a problem it would be put in their evaluation. He had an issue of two teachers at the High School and now the two teachers in the Middle School last minute were not rehired. He doesn't think that it is fair and undermines the person evaluating. The public should be informed much earlier. There is hope we can get better people and we have heard hours of testimony and we don't believe we can get better. You may get cheaper but not better. The contract was approved by members of the board who did not see it, and two were absent. Since this was last minute it should be postponed and should have more time to read the contract.
- ◆ Ms. Holly Morelle stated that between 11:15 PM last week and tonight when did the board have a meeting.
- ◆ Mr. Matthew Giacobbe stated that there was no meeting and he was directed at the second Executive Session to give the contract to the county.
- ◆ Ms. Holly Morelle stated that she agreed that he had many different positions however that is what an administration is for. When an administration gives a recommendation for teachers, he finds it unfair to let go of people who didn't have warning. They don't get a warning. The administration gives you glorious recommendations so it's not fair. He didn't get to see how she performs in class.
- ◆ Mrs. Aida Garcia stated that in light of money being spent a lot of families get a supply list for September. Is there anything that can be done? Maybe money left over from the salt removal. What has happened from March till now?
- ◆ Mr. Steven Engravalle stated that he didn't believe in supply lists since they are antiquated. He was shocked because if you pay taxes you should have supplies. There is no reason why we can't do that. We can buy the larger Crayola. The teacher said she was cutting erasers in half because there were no more supplies.

- ◆ Mrs. Aida Garcia asked why not send out the list. You told me the same thing in November.
- ◆ Mr. Steven Engravalle stated that unfortunately he has been bogged down with other things that have nothing to do with education.
- ◆ Mr. Arthur Levine stated that these are presumptions.
- ◆ Mr. Yusang Park asked if Resolution #2CUR could be explained.
- ◆ Mr. Steven Engravalle stated that the Race to the Top takes three applications to receive \$50,000 to implement a system. He looked to model procedures that will be mandated for 2014 for support and growth. We can always improve and use a system of supports for the best education possible. This year we are more focused on training. We started back in May 2010 in Rhode Island and one common denominator is leadership which is the key. A lot is in the proposal training of principals to be school leaders. We have great leaders to look to If I am approved my role is to ensure high grade level of instruction and consistency. We need to rely on the administration. I don't want any parent to be able to say; "Oh, you got that teacher?" I don't want anyone to feel that they are not supported. For professional growth and support it is 80% of budget human capital.
- ◆ Mr. Yusang Park stated that if we do not go to legal counsel and if you have an employee in the district can we vote?
- ◆ Mr. Matthew Giacobbe stated we can have legal advice in closed session. It is our duty to the board.

9. **RESOLUTIONS AND REPORTS OF COMMITTEES**

<b><u>Buildings and Grounds</u></b>			
<b>#1B&amp;G</b>	<b>Award of Bid to Pritchard Industries for Custodial (\$724,014), Overtime (\$45,516), Grounds (\$68,728) and Plumbing Services (\$127.70 Per Hour)</b>		
	<table border="1" style="width: 100%;"> <tr> <td style="width: 50%;">Motion by Mrs. Linda McCue To Approve #1B&amp;G</td> <td style="width: 50%;">Second by Mrs. Angela Napolitano On roll call, Motion carried. Mr. John Bang and Mr. Joseph Surace were absent.</td> </tr> </table>	Motion by Mrs. Linda McCue To Approve #1B&G	Second by Mrs. Angela Napolitano On roll call, Motion carried. Mr. John Bang and Mr. Joseph Surace were absent.
Motion by Mrs. Linda McCue To Approve #1B&G	Second by Mrs. Angela Napolitano On roll call, Motion carried. Mr. John Bang and Mr. Joseph Surace were absent.		

<b><u>Curriculum Committee</u></b>			
<b>#1CUR</b>	<b>Approval of K-8 Math Textbooks and Supplementary Materials for the 2012-2013 school year</b>		
<b>#2CUR</b>	<b>Approval of Teachscape Agreement Totaling \$49,908 to be Funded by Race To The Top Grant</b>		
	<table border="1" style="width: 100%;"> <tr> <td style="width: 50%;">Motion by Mrs. Angela Napolitano To Approve #1CUR - #2CUR</td> <td style="width: 50%;">Seconded by Mrs. Linda McCue On roll call, Motion carried. Mr. John Bang and Mr. Joseph Surace were absent.</td> </tr> </table>	Motion by Mrs. Angela Napolitano To Approve #1CUR - #2CUR	Seconded by Mrs. Linda McCue On roll call, Motion carried. Mr. John Bang and Mr. Joseph Surace were absent.
Motion by Mrs. Angela Napolitano To Approve #1CUR - #2CUR	Seconded by Mrs. Linda McCue On roll call, Motion carried. Mr. John Bang and Mr. Joseph Surace were absent.		

<b><u>Finance</u></b>	
<b>#1F</b>	<b>Appointment of BGIA as Broker of Record for 2012-2013 for a Fee of \$110,000</b>
<b>#2F</b>	<b>Student Accident Insurance with Bollinger in the amount of \$52,207 for the 2012-2013 school year</b>

	Motion by Mr. Joseph Surace To Approve #1F - #2F	Seconded by Mr. Peter Suh On roll call, Motion failed. Mr. Peter Suh voted NAY on Resolutions #1F & #2F. Mr. Yusang Park and Ms. Helen Yoon abstained from Resolutions #1F & #2F. Mr. John Bang and Mr. Joseph Surace were absent.
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<b>Personnel</b>		
#1P	<b>Appointment of Mr. Steven Engravalle as Superintendent of Schools at a Salary of \$167,500</b>	
#2P	<b>Appointment of Dr. Sharon Amato as Assistant Superintendent of Schools at a Salary of \$141,462</b>	
#3P	<b>Appointment of Dr. Sharon Amato as the Anti-Bullying Coordinator for the 2012-2013 school year (No Stipend)</b>	
#4P	<b>Appointment of Dr. Sharon Amato as Affirmative Action Officer for the 2012-2013 school year (No Stipend)</b>	
#5P	<b>Approval of Diane Baker as Summer 2012 Curriculum Coordinator (\$45 Hr. not to exceed \$10,000)</b>	
#6P	<b>Placement of Student Teacher for 2012-2013 school year</b>	
#7P	<b>Reappointment of Gabrielle Bernardo from Part-Time to Full-Time Italian Teacher at Fort Lee High School</b>	
#8P	<b>Appointment of Olga Sagalchik as Mathematics Teacher at Fort Lee High School</b>	
#9P	<b>Appointment of Summer Help</b>	
#10P	<b>Correction of Co-Curricular Appointment for Fort Lee-Der Advisor for 2011-2012 school year</b>	
#11P	<b>Appointment of Meghan Lynch as Extended Leave Replacement for Guidance Counselor at School No. 2</b>	
#12P	<b>Withholding of Employment and Adjustment Increments for the 2012-2013 school year</b>	
	Motion by Mr. Carmelo Luppino To Approve #1P - #12P	Seconded by Mr. Peter Suh On roll call, Motion carried. Mr. Yusang Park and Ms. Helen Yoon voted NAY on Resolution #1P. Mr. Peter Suh abstained from Resolution #2P. Mr. John Bang and Mr. Joseph Surace were absent.

10. At approximately 9:45 PM, Mr. Carmelo Luppino, offered, Mrs. Angela Napolitano, seconded by, to adjourn the Special Public 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.  
7-2-12