

**Dumont Board of Education**  
**May 16, 2013**

**A. Open Public Meeting Act:**

President Robert DeWald convened the public meeting at 7:00 p.m., reading the Open Public Meeting Act:

“Adequate notice of this meeting was provided as specified in the Open Public Meeting Act. Notice of this meeting was contained in the public legal notice, which was sent to *The Record* on January 8, 2013. A notice was also posted outside the office of the Dumont Board of Education in a place reserved for such announcements.”

Flag salute took place.

**Roll Call**

In attendance were:

Robert DeWald	Theresa Kelly
Michael Gluckman	Theresa Riva
Sandra Fernandez	Emanuel Triggiano
Karen Valido	Kevin Cartotto
Barbara Correa	Kevin Dunne

**Approve Minutes**

It was moved by Mrs. Fernandez, seconded by Mrs. Valido, that the Dumont Board of Education approve the minutes of April 18, 2013 Work Session, Executive Session and Special Executive Session, and April 25, 2013 Regular Meeting and Executive Session.

Motion was unanimously approved.

**Communications**

- Note of appreciation from the family of Raul Fuentes for the board’s expression of sympathy
- Copy of a certified resolution approved by the Ramsey Board of Education regarding gun violence and gun control

**B. Finance:**

Mr. Cartotto reviewed the following motions:

**Move to Vote  
Motions B1—B6**

It was moved by Mrs. Fernandez, seconded by Mrs. Riva, that the Dumont Board of Education approve Motions B1—B6, having to do with Finance.

**Accept Bill List**

1. Upon the recommendation of the superintendent of schools, accept the bill list for the month of May 2013 in the amount of \$3,790,706.98.

**Approve April 2013  
Transfer Report**

2. Upon the recommendation of the superintendent of schools, approve the April 2013 Transfer Report as attached.

**Accept Report of Board Secretary**

3. Upon the recommendation of the superintendent of schools, accept the report of the board secretary for the month of April 2013 as indicated below and is available in the board office of the district:

<b>Report of the Secretary</b>				
<b>For the Month Ending April 30, 2013</b>				
	<b>Beginning</b>	<b>Cash Receipts</b>	<b>Cash Payments</b>	<b>Ending</b>
	<b>Cash Balance</b>	<b>this month</b>	<b>this month</b>	<b>Cash Balance</b>
General Fund	\$5,643,357.53	\$3,515,194.06	\$3,551,412.57	\$5,607,139.02
Special Revenue	-161,726.89	150,889.00	94,617.91	-105,455.80
Capital Projects	44,133.99	-0-	-0-	44,133.99
Debt Service	41,772.42	68,206.25	-0-	109,978.67
<b>Total All Funds</b>	<b>\$5,567,537.05</b>	<b>\$3,734,289.31</b>	<b>\$3,646,030.48</b>	<b>\$5,655,795.88</b>

**Award Food Service Contract**

4. Upon the recommendation of the superintendent of schools, award the 2013–2014 Food Service Management Contract (FSMC) to Pomptonian Food Service, Fairfield, New Jersey as follows:

The FSMC shall receive, in addition to the costs of operation, an administrative/management fee of \$.0714 per reimbursable meal and meal equivalent to compensate the FSMC for administrative and management costs. This fee shall be billed monthly as a cost of operation. The LEA guarantees the payment of such costs and fee to the FSMC.

Total meals are calculated by adding reimbursable meal pattern meals (breakfast, lunch and after school snack meals) served and meal equivalents. The number of School Breakfast Program, After School Snack Program, and National School Lunch program meals served to the children shall be determined by actual count. Cash receipts, other than from Sales of National Lunch Program and School Breakfast Program meals and After School Snack Program meals served to the children, shall be divided by \$1.00 to arrive at an equivalent meal count.

The per meal administrative/management fee of \$.0714 will be multiplied by total meals.

The FSMC guarantees the LEA a minimum profit of nine thousand dollars (\$9,000.00) for school year 2013-2014.

**Approve YWCA Agreement**

5. Upon the recommendation of the superintendent of schools approve the attached agreement with the YWCA of Bergen County, Inc., for the use of facilities, in the amount of \$25,000, plus custodial fees, for the purpose of holding a 2013 summer camp and before and after school day care for the 2013–2014 School Year.

- Approve Lunch Prices** 6. Upon the recommendation of the superintendent of schools, approve lunch prices for the district schools for the 2013–2014 school year, as attached.
- Vote Motions B1—B6** Vote was as follows:  
Yes: Fernandez, Valido, Correa, Kelly, Riva, Gluckman, DeWald
- Discussion** **C. Policy & Public Relations:**  
**a. HIB Report to the Board:** Mr. Triggiano outlined the number of reported cases, number of HIB policy violations, protected categories the violations were against, and the discipline and services provided in relation to the violations.
- Mr. Triggiano reviewed the Policy and Public Relations agenda items with the board.
- b. 2012–2013 Calendar Revision:** Mr. Triggiano reviewed his recommendation to make the last three days of school, June 19–21, single-session days. The board supported this recommendation.
- Move to Vote Motions C8—C13** It was moved by Mrs. Fernandez, seconded by Mrs. Riva, that the Dumont Board of Education approve Motions C8—C13, having to do with Policy and Public Relations.
- Approve Travel Expenditures** 8. Upon the recommendation of the superintendent of schools, approve the travel expenditures pursuant to *N.J.S.A. 18A:11–12* by district employees and members of the board of education as listed on Schedule A.
- Submit Summer Enrichment Course Offerings, Staff** 9. Upon the recommendation of the superintendent of schools, approve the submission of the application to the county for the Dumont School District’s Summer Enrichment Program for 2013, course offerings, and list of certificated staff, non-certificated staff and substitutes for the program (Schedule B).
- Approve and Affirm HIB Report** 10. Upon the recommendation of the superintendent of schools, approve and affirm the previous HIB Report.
- Accept Resolution** 11. It was moved by Mrs. Fernandez, seconded by Mrs. Valido, that the Dumont Board of Education accept and approve the following resolution:
- RESOLUTION Regarding Superintendent Salary Caps Amending N.J.A.C. 6A:23A-3.1 and N.J.A.C. 6A:23A-1.2.**
- BE IT RESOLVED**, that as part of his Reform Agenda “Cutting Costs and Directing Dollars to the Classroom,” New Jersey Governor Christie proposed capping education administrator pay to bring superintendent

salaries in line with district needs;”

**WHEREAS**, the salary caps have had a chilling effect on the statutory authority of Boards of Education to fix salaries of their Superintendents (N.J.S.A 18A:17-19) as well as on nearly 70% of Superintendents in this State whose existing contracts were negatively affected by the CAP;

**WHEREAS**, the signatories to this Resolution urge the Governor and County Superintendents to increase regulatory flexibility to ensure that our districts continue to be led by highly competent administrators;

**WHEREAS**; the current Superintendent Salary CAP regulations are currently set to sunset on November 25, 2014;

**WHEREAS**; the current CAP structure does not account for legitimate cost savings such as position consolidation and shared services and an increasingly number of statutorily tenured school employees will be less inclined to assume Superintendent vacancies at salary CAP;

**WHEREAS**; school board budgets are already capped at 2% of the local tax levy and caps on salaries are an unnecessary restriction and further erosion of local control as Superintendent contracts are already highly restricted and subject to County review and approval;

**NOW THEREFORE BE IT RESOLVED**; in light of recent Superintendent searches resulting in a demonstrated field of less experienced applicants, the signatories to this Resolution urge the Executive Branch to amend the Accountability Regulations and allow local school boards flexibility to design compensation packages for their Superintendents that attract the best talent and experience; and

**FURTHER BE IT RESOLVED**; local school boards should be permitted to exceed the salary CAP structure to account for added responsibilities, position consolidation/ sharing and legitimate cost of living increases similar to other public entities whose leaders are not affected by such limiting salary CAPS.

**Accept & Approve  
Resolution**

12. Accept and approve the following resolution:

**RESOLUTION Requesting New Jersey School Boards Association to Adopt New Policy Language and Study the Impact of Chief School Administrators’ Salary Caps Have Had on the Recruitment, Hiring, and Retention of NJ CSAs.**

**WHEREAS**, the primary responsibilities of the local Board of Education are to develop and evaluate policies that promote student learning and effective, efficient district operations; allocate resources to support these

policies; and employ a Chief School Administrator who will implement them; and

**WHEREAS**, the Chief School Administrator, as the leader and manager of all instructional and non-instructional aspects of the district's operations, is critical to the effective implementation of Board goals and policies; and

**WHEREAS**, the Board's ability to recruit and retain a competent Chief School Administrator is explicitly linked to its ability to provide fair and competitive compensation; and

**WHEREAS**, the Delegate Assembly is the official policymaking body of the New Jersey School Boards Association; and

**WHEREAS**, education related policies resulting from prior Delegate Assembly and Board of Directors' actions are codified in the NJSBA's Manual of Positions and Policies on Education.

**NOW, THEREFORE, BET IT RESOLVED**, that the Dumont Board of Education proposes the following new policy language for adoption by the Delegate Assembly and inclusion in NJSBA's Manual of Positions and Policies on Education.

The New Jersey School Boards Association believes that each local Board of Education should have the right to establish compensation for its Chief School Administrator with the flexibility to adjust the CSA's compensation commensurate with his/her experience knowing the current employment market conditions and other factors that may influence the ability to recruit, hire, and retain a competent and highly qualified CSA. Local Boards must determine the Chief School Administrators' compensation, knowledgeable of the budget revenues and expenses and the need to operate their school districts efficiently and effectively.

**AND BE IT FURTHER RESOLVED**, in support of this belief that NJSBA conduct a study to evaluate the impact of caps on Chief School Administrators' salaries on the recruitment, hiring, and retention of CSAs; inform the NJSBA membership of the results of the study, and recommend appropriate action in response to the findings of the study, *such as a waiver for districts who may need relief*.

**Accept Donation**

**13.** Accept with gratitude a donation from the General Mills Box Tops for Education Program to Grant School in the amount of \$1,056.20.

**Vote Motions C8—C13**

**Vote was as follows:**

**Yes: Fernandez, Valido, Correa, Kelly, Riva, Gluckman, DeWald**

**Open Meeting To  
The Public**

It was moved by Mr. Gluckman, seconded by Mrs. Correa, that the Dumont Board of Education open the meeting to public comment.

Motion was unanimously approved.

There were no comments from the public

**Close Meeting to  
Public Comment**

There being no comments from the public, it was moved by Mrs. Fernandez, seconded by Mrs. Riva, that the Dumont Board of Education close the meeting to public comment.

**Old Business**

**High School Courtyard:** Mr. Cartotto reviewed two renovation options for the high school courtyard for which the administration had requested contractor quotes and reviewed the cost of the two options based on the single quote received to date. Board discussion followed regarding which plan would allow for the optimal usage of the estimates for outside tables, a statement from the principal regarding which option would be most beneficial to the school and to review with the principal having the woodshop students refurbish some of the current benches. The board opted to table further discussion until the requested information is provided.

**Go To Executive  
Session**

**D. Personnel:**

It was moved by Mrs. Fernandez, seconded by Mrs. Riva, that the Dumont Board of Education go to Executive Session to discuss Personnel.

Motion was unanimously approved.

President DeWald closed the meeting at 7:47 p.m.

**Reconvene Meeting**

President DeWald reconvened the meeting at 8:38 p.m.

**Move to Vote  
Motions D2—D5,  
D8—D20 and  
Addendum D1—D3**

It was moved by Mrs. Fernandez, seconded by Mrs. Valido, that the Dumont Board of Education approve Motions D2—D5 and D8—D20, and Addendum D1—D3, having to do with Personnel. Motions D6 and D7 were withdrawn.

**Approve Resolution**

2. Approve the following resolution:

**BE IT RESOLVED** that the Dumont Board of Education agrees that each of the goals set forth for the Superintendent of Schools during the 2012–2013 school year have been successfully achieved and that the Dumont Board of Education approves the merit pay established for their completion.

- Approve Resolution** 3. Upon the recommendation of the superintendent of schools, approve the following resolution:
- BE IT RESOLVED** that the Dumont Board of Education agrees that each of the goals set forth for the Business Administrator during the 2012–2013 school year have been successfully achieved and that the Dumont Board of Education approves the merit pay established for their completion.
- Approve Resolution** 4. Upon the recommendation of the superintendent of schools, approve the following resolution:
- BE IT RESOLVED** that the Dumont Board of Education agrees that each of the goals set forth for the Director of Curriculum, Instruction and Supervision during the 2012–2013 school year have been successfully achieved and that the Dumont Board of Education approves the merit pay established for their completion.
- Accept Superintendent’s Contract** 5. Accept the contract of Mr. Emanuele Triggiano, Superintendent of Schools, from July 1, 2013 through June 30, 2018.
- Approve Memorandum Of Agreement With DEA** **The following motion was withdrawn:** 6. Upon the recommendation of the superintendent of schools, approve the attached Memorandum of Agreement Between the Dumont Board of Education and The Dumont Education Association, effective July 1, 2012 through June 30, 2015.
- Approve Memorandum Of Agreement With Dumont Custodial and Maintenance Association** **The following motion was withdrawn** 7. Upon the recommendation of the superintendent of schools, approve the attached Memorandum of Agreement Between the Dumont Board of Education and The Dumont Custodial and Maintenance Association, effective July 1, 2012 through June 30, 2013.
- Accept Retirement of Sharon Johansen, Teacher** 8. Upon the recommendation of the superintendent of schools, accept with regret the resignation for retirement of Sharon Johansen, Teacher (English–Selzer), effective July 1, 2013.
- Transfer Jolie Kurz, Teacher, to Educational Media Specialist** 9. Upon the recommendation of the superintendent of schools, transfer Jolie Kurz, Teacher (Honiss) to the position of Educational Media Specialist (Elem. Schools), effective September 1, 2013.
- Employ Substitute Teacher** 10. Upon the recommendation of the superintendent of schools, employ Lindsay Truncale as a substitute teacher (Selzer), effective retroactive to

May 6, 2013 through May 8, 2013, at the approved daily rate of pay.

- Transfer P/T BSI Teacher, Catherine Sepulveda, To Long-Term Sub** 11. Upon the recommendation of the superintendent of schools, transfer Catherine Sepulveda, P/T BSI Teacher (Grant) to a long-term substitute teacher position (Selzer), effective retroactive to May 13, 2013 through June 30, 2013.
- Employ Kathryn Luvera, Dumont High School Social Studies Teacher, On Emergent Basis** 12. Upon the recommendation of the superintendent of schools, employ Kathryn Luvera as a Teacher (DHS-Social Studies) for the 2013-2014 school year, effective September 1, 2013 – June 30, 2014, on an emergent basis pending completion of the criminal history review process and certification paperwork, at BA Step 1 of the Teachers Salary Guide.
- Change Start Date of Leave of Absence for Shoshana Kolatch** 13. Upon the recommendation of the superintendent of schools, amend the start date of the childbearing leave of absence for Shoshana Kolatch (Honiss) from May 4, 2013 to April 29, 2013.
- Employ Janet Lohrmann, Secretary to the School Business Administrator/ Health Benefits Coord.** 14. Upon the recommendation of the superintendent of schools, employ Janet Lohrmann as Secretary to the School Business Administrator/Health Benefits Coordinator, effective June 17, 2013, at the salary as indicated on Schedule C.
- Employ Part Time Computer Technician, David Albano** 15. Upon the recommendation of the superintendent of schools, employ David Albano as a part-time computer technician (maximum 29.5 hrs./week), effective July 1, 2013, at the hourly rate of \$13.00/hr.
- Employ P/T In-Class Instructional Aide, Tri-Valley, Lincoln School, Bergenfield** 16. Upon the recommendation of the superintendent of schools, employ Dana Wimpfheimer as a P/T In-Class Instructional Aide (Tri-Valley, Lincoln School-Bergenfield; Extended Year Program), effective July 8, 2013 through July 31, 2013 (26.25 hrs./wk.), at the rate of \$17.00/hr.
- Accept Resignation of JV Basketball Coach** 17. Upon the recommendation of the superintendent of schools, accept with regret the resignation of Kyle Sabella as Boys Junior Varsity Basketball Coach, effective May 17, 2013.
- Employ Co-Assistant Football Coaches** 18. Upon the recommendation of the superintendent of schools, employ following individuals as Co-Assistant Football Coaches (Varsity) for the 2013-2014 school year, effective date as noted, each at Step 1 (½ stipend each) of the Coaches Salary Guide:  
Shane Stanek (effective May 17, 2013)  
James Marshman (effective start date pending completion of Criminal History Background check and district paperwork)
- Employ Assistant Volleyball Coach** 19. Upon the recommendation of the superintendent of schools, employ Kelly Lallave as Assistant Volleyball Coach (Freshmen), for the 2013-2014 school year, effective May 17, 2013, at Step 1 of the Coaches Salary Guide.



**Employ Substitute Teacher**

20. Upon the recommendation of the superintendent of schools, employ Dana Coviello as a substitute teacher for the remainder of the 2012–2013 school year, effective May 17, 2013, at the approved rate of pay.

**Addendum:**

**Move to Approve Motions D2—D5, D8—D20 and Addendum D1—D3**

It was moved by Mrs. Fernandez, seconded by Mrs. Valido, that the Dumont Board of Education approve Motions D2—D5, D8—20, and Addendum D1—D3.

**Employ Part–Time Summer Students**

1. Upon the recommendation of the superintendent of schools, employ the following part–time summer student (clerical) employees effective June 24, 2013 through September 6, 2013, at the rate of \$8.35/hr.

- Amanda Eastman (HS)
- Mercedes Rivera (Selzer/Lincoln)
- Zachary Bilis (Honiss/Grant)

**Employ Part–Time Technology Assistant, Gabriel Granda**

2. Upon the recommendation of the superintendent of schools, employ Gabriel Granda as a P/T Technology Assistant effective May 20, 2013 through August 31, 2013 (29.5 hrs./wk.), at the rate of \$13.00/hr.

**Approve Leave of Absence For Allison Manna**

3. Upon the recommendation of the superintendent of schools, approve a childbearing/childrearing leave of absence for Allison Manna, Teacher (Grant), effective September 1, 2013 through June 30, 2014.

**Vote Motions D2—D5, Motions D2—D5, D8—D20 and Addendum D1—D3**

Vote was as follows:

Yes: Fernandez, Valido, Correa, Kelly, Riva, Gluckman, DeWald

**New Business**

Sandra Fernandez noted her objection that a Borough of Dumont Council Person was allowed to present a diploma at last year’s graduation ceremony and stated her opinion that the presentation of diplomas is a privilege reserved for board members and requested that the board implement this procedure. The board was in full support of Mrs. Fernandez’s statement and requested that this procedure be implemented

**Adjourn Meeting**

There being no further Old or New Business, it was moved by Mr. Gluckman, seconded by Mrs. Kelly, that the Dumont Board of Education adjourn the meeting.

Motion was unanimously approved.

President Robert DeWald adjourned the meeting at 8:44 p.m.

Respectfully submitted,

Kevin Cartotto  
Board Secretary