

**ORADELL BOARD OF EDUCATION
ORADELL, NEW JERSEY 07649**

**PUBLIC WORK SESSION - NOVEMBER 8, 2000
MINUTES**

I. CALL TO ORDER

The Public Work Session Meeting of the Oradell Board of Education was called to order at 8:07 p.m. by President Lessersohn.

II. FLAG SALUTE

The flag salute was led by Mr. Walsh.

III. SUNSHINE LAW STATEMENT

The Sunshine Law Statement was read by Mrs. Lessersohn.

All requirements of the Open Public Business Meetings Law have been met for this meeting of the Board of Education of the Borough of Oradell. Notice of this meeting was filed with the Borough Clerk, posted in Borough Hall and the Oradell Free Public Library, faxed to the Town News, The Record and all persons requesting such notice on November 3, 2000.

IV. MISSION STATEMENT

The Mission Statement was read by Mr. Feigenson.

The Mission of the Oradell School District is to develop in each student strong self-esteem, ethical values, respect and an appreciation of diversity and passion for learning to enable every student to perform at his/her maximum potential through a flexible and inclusive educational system.

To accomplish this, the Board, in active collaboration with parents, staff and administration, and in partnership with the total community, will provide a comprehensive and academically challenging educational program that responds to the unique and changing needs of students and society.

Adopted by the Oradell Board of Education December 20, 1993

V. ROLL CALL

PRESENT: Mr. Feigenson, Mr. Julis, Mrs. Looram, Mrs. Norian, Mr. Spadaccini, Mr. Walsh, Mrs. Lessersohn

ABSENT: Mrs. LaForgia and Mrs. Shinevar

Also present were Mrs. Karen Lake, Superintendent, Mr. John Esposito, Business

Administrator/Board Secretary, Mr. Malachi Kenney, Board Attorney, and Mr. Albert F. Dalena, Attorney for Karen Lake.

VI. OPEN TO THE PUBLIC FOR AGENDA ITEMS ONLY

There were six members of the public present and no comments were made.

VII. MINUTES

Review of Minutes – September 20, 2000, Regular Public Business Meeting.

VIII. SUPERINTENDENT'S REPORT/BOARD PRESIDENT'S REMARKS

Mrs. Lake initially discussed the school wide election activities that took place to acknowledge the presidential elections. Specifically, students in grades 3-6 cast their votes for president using county voting machines. Grades K-2 voted in their respective classroom using paper ballots. County Executive, Pat Shuber, visited to note election activities as did Channel 12. Highlights of the day's festivities were shown on Channel 12 election evening.

The strategic planning weekend was held on November 3 and 4. Approximately 20 individuals worked together to develop a mission, goals and beliefs for the District for the next 5 years. Kudos to all who worked assiduously to complete the aforementioned tasks. Special commendation is extended to Lesley Maklin, Linda Gonzalez and Stephanie Landau for all their work and assistance in the strategic planning process. Mrs. Lake will send letters of acknowledgment on behalf of the Board to all weekend participants.

The Professional Development Committee is working to complete the District's plan which is scheduled to be submitted to the Bergen County Superintendent by November 30, 2000. The committee, comprised of 4 teachers and 2 building administrators in accord with state guidelines, has been meeting on a regular basis throughout the school year. The plan will be provided for review in the next Board packet.

IX. COMMITTEE REPORTS/ACTION

A. BI-BOROUGH - Mrs. LaForgia, Chairperson

Mrs. Norian spoke in place of Mrs. LaForgia, chairperson, who was absent.

Mrs. Norian reported that the meeting held October 19 was productive. Sixth grade parents night will be held at River Edge this year. Discussions were held regarding math grouping and the referendum in River Edge. The five-year curriculum plan will be examined for improving alignment between districts.

Final discussion concerned the Gifted & Talented program at River Dell Regional District at both the middle school and high school levels.

Mrs. Lake noted that the District will follow up on Bi-Borough recommendations.

B. BUILDING & GROUNDS – Mr. Spadaccini, Chairperson

1. Use of School Facilities – It was moved by Mr. Spadaccini, seconded by Mrs. Norian, that the Board of Education approve the following request for use of school facilities:
 - a. Oradell Arts & Business Coalition's *WINTERFEST '01* – To be held February 2 through February 4, 2001, using the multi-purpose room, gymnasium and auditorium. The entire request to be finalized at a later date by letter. All associated custodial overtime costs, above and beyond \$250.00 to be paid for by the Oradell Arts & Business Coalition, Inc.

ROLL CALL

Motion carried by a unanimous roll call vote.

Additionally, Mr. Spadaccini reviewed several of the capital projects in progress. Six bids were received November 2 for both the energy management program for the school and the HVAC work in the media center. Bid results will be formally presented and voted on at the November 29, 2000 Board Meeting.

It should be noted that a preliminary review by the project engineer, Energy for America (EFA) shows that the HVAC bids were higher than anticipated. EFA recommends re-bidding this work and is preparing new specifications. The energy management system bid is slightly lower than estimated and EFA is recommending awarding that contract to the low bidder.

The safety partitions have been installed successfully in the gym. The work was completed on time and came in at the quoted price.

The Oradell Police Department donated 6 cellular phones dedicated to 911 calls to the District. A formal resolution accepting this donation and thanking the police department will be on the November 29 agenda.

C. CURRICULUM – Mrs. Norian, Chairperson

Mrs. Norian asked to re-schedule the next meeting. The new tentative date is Tuesday, November 21, 2000, at 7:00 p.m.

D. FINANCE – Mrs. Shinevar, Chairperson

1. Character Education Application – It was moved by Mr. Walsh, seconded by Mr. Spadaccini, upon the recommendation of the Superintendent, that the Board approve the submission to the NJ Department of education of the Character Education application in the amount of \$4,000.00.

ROLL CALL

Motion carried by a unanimous roll call vote.

Mrs. Shinevar, chairperson, was absent. However, it was noted that the next Finance Committee Meeting will take place in early December in concert with the budget process.

E. PERSONNEL – Mr. Feigenson, Chairperson

1. Acceptance of Resignation – It was moved by Mr. Feigenson, seconded by Mr. Walsh, that the Board of Education accept the resignation of Maria A. Galloway, part-time (.5) instructional aide, effective at the close of school on Monday, October 23, 2000.

ROLL CALL

Motion carried by a unanimous roll call vote.

2. Acceptance of Resignation – It was moved by Mr. Feigenson, seconded by Mr. Walsh, that the Board of Education accept the resignation of Stephanie Neabore, Learning Disability Teacher/Consultant, effective January 5, 2001.

ROLL CALL

Motion carried by a unanimous roll call vote.

3. Appointment of Part-time Special Education Instructional Aide – It was moved by Mr. Feigenson, seconded by Mr. Walsh, upon the recommendation of the Superintendent, that the Board approve the retroactive appointment of Philip Dolan as a part-time (.5) special education instructional aide, effective October 24, 2000 through June 30, 2001, at the annual salary of \$6,468.00 (pro-rated) as set forth on the Oradell Education Association's 2000/01 Instructional Aide's Salary guide, to be paid in semi-monthly installments.

ROLL CALL

Motion carried by a unanimous roll call vote.

4. Appointment of Part-time Instructional Aide – It was moved by Mr. Feigenson, seconded by Mr. Walsh, upon the recommendation of the Superintendent, that the Board approve the appointment of Donna Stoddart as a part-time (.5) Kindergarten instructional aide, effective November 13, 2000, at the annual salary of \$6,468.00 (pro-rated) as set forth on the Oradell Education Association's 2000/01 Instructional Aide's Salary guide, to be paid in semi-monthly installments.

ROLL CALL

Motion carried by a unanimous roll call vote.

Mr. Feigenson indicated that a Personnel Committee Meeting was scheduled for Tuesday, November 28, 2000, at 8:00 p.m.

F. POLICY – Mr. Julis, Chairperson

Mr. Julis distributed an outline of results from the Audit of Critical Policies. In it, he noted there are policies our District must review as well as policies that are missing and need to be added to the manual. Mr. Julis asked Board members to review and comment on his findings.

G. PUBLIC RELATIONS – Mrs. Loram, Chairperson

Mrs. Loram scheduled a Public Relations Committee Meeting for Wednesday, November 15, 2000, at 7:00 p.m.

X. OLD BUSINESS

Mr. Feigenson asked if the District was able to procure additional substitute nurses. Mrs. Lake responded that an advertisement ran in the newspaper and that an additional nurse substitute was included on our substitute list.

Mrs. Lessersohn asked the Board to postpone discussion of Action Items and Strategic Planning so the members could move into Closed Session.

XI. NEW BUSINESS

A. PERSONNEL – Mr. Feigenson, Chairperson

1. APPOINTMENT OF PART-TIME TEACHER – It was moved by Mr. Feigenson, seconded by Mr. Walsh, upon the recommendation of the Superintendent, that the Board of Education approve the appointment of Irene Hanley as a part-time (.5) Kindergarten teacher, effective November 13, 2000 through June 30, 2001, on BA/Step 1, at the annual salary of \$16,260.00 (pro-

rated) as set forth on the Oradell Education Association's 2000/01 Teacher's Salary Guide, to be paid in equal semi-monthly installments.

ROLL CALL

Motion carried by a unanimous roll call vote.

2. APPOINTMENT OF PART-TIME TEACHER – It was moved by Mr. Feigenson, seconded by Mr. Walsh, upon the recommendation of the Superintendent, that the Board of Education approve the appointment of Joann Cerelli as a part-time (.5) Kindergarten teacher, effective November 13, 2000 through June 30, 2001, on BA/Step 1, at the annual salary of \$16,260.00 (pro-rated) as set forth on the Oradell Education Association's 2000/01 Teacher's Salary Guide, to be paid in equal semi-monthly installments.

ROLL CALL

Motion carried by a unanimous roll call vote.

B. FINANCE – Mrs. Shinevar, Chairperson

1. ADOPTION OF TUITION FOR PRIVATE SCHOOLS FOR THE DISABLED RESOLUTION – It was moved by Mr. Walsh, seconded by Mr. Spadaccini, that the Oradell Board of Education adopt the following resolution:

WHEREAS, the administration of the Oradell Public School District has had great difficulty dealing with excessive cost increases for the tuition of handicapped children placed in private schools; and

WHEREAS, in the vast majority of cases, the tuition increases are far in excess of a district's allowable budget percentage increase and therefore requires that regular educational programs become threatened or adversely affected; now therefore, be it

RESOLVED, that the Oradell Board of Education supports the changes in the proposed Business Services Code, 6A:23-4, that would significantly change calculation and certification of tuition for private schools for the disabled.

ROLL CALL

Motion carried by a unanimous roll call vote.

2. APPROVAL OF RENEWAL OF THE ALLIANCE FOR COMPETITIVE ENERGY SERVICES (ACES) ELECTRIC GENERATION SERVICE PURCHASE AND SALE AGREEMENT WITH NIAGARA MOHAWK ENERGY MARKETING COMPANY – It was moved by Mr. Walsh,

seconded by Mr. Spadaccini, that the Oradell Board of Education adopt the following resolution:

WHEREAS, the Alliance for Competitive Energy Services, (hereinafter referred to as "ACES") an alliance composed of the New Jersey School Boards Association ("NJSBA"), the New Jersey Association of School Administrators, and the New Jersey Association of School Business Officials, formed the ACES Cooperative Pricing System, System No. E88-01 ACESCPS, a cooperative pricing system recognized by the State of New Jersey to allow for the group purchase of energy and energy services by local district boards of education ("districts"), and to save money on their energy bills; and

WHEREAS, the Oradell Public School District ("the District") is a member of the ACES Cooperative Pricing System; and

WHEREAS, the NJSBA, as Lead Agency of the ACES Cooperative Pricing System, issued a Request for Bids ("RFB") for electric generation service on August 26, 1999, pursuant to the "Public School Contracts Law," N.J.S.A. 18A:18A-1 et seq.; and

WHEREAS, the NJSBA, acting as Lead Agency of the ACES Cooperative Pricing System, determined that Niagara Mohawk Energy Marketing, Inc. ("NMEM") was the lowest responsible bidder, and awarded NMEM the bid for a one-year contract ("the ACES Contract") commencing with the District's first meter read in January, 2000, and ending with the District's first meter read in January, 2001; and

WHEREAS, the District entered into the ACES Contract; and

WHEREAS, NMEM has provide electric generation service to the District and to 380 other districts pursuant to the ACES Contract in an efficient and effective manner, with average estimated savings of 12% for each district; and

WHEREAS, the ACES Contract and the "Public School Contracts Law," N.J.S.A. 18A:18A-1 et seq., allow for renewals and extensions of the Contract; and

WHEREAS, due to tremendous volatility and price increases in the wholesale electric market, NMEM is unable to offer ACES districts a fixed price contract for an additional one year term; and

WHEREAS, NMEM has proposed to offer the ACES districts renewal prices for an additional five (5) month term, if the current electric market improves sufficiently to allow NMEM to offer renewal prices that give districts savings; and

WHEREAS, NMEM's proposal requires districts to pre-authorize the NJSBA to accept renewal prices on the districts' behalf, between October 13, 2000 and December 1, 2000, so it may act quickly to "lock-in" energy prices in a volatile market; and

WHEREAS, ACES has determined that, given the current state of the electric market, NMEM's proposal affords the ACES districts the best means of saving money on electric generation service; and

WHEREAS, if NMEM cannot achieve renewal prices that afford districts savings, ACES districts will return to utility basic generation service, effective with the district's first meter read date in January, with no disruption in service, and ACES may issue a Request for Bids in the future to secure electric generation savings for districts; and

WHEREAS, the Oradell Public School District in the County of Bergen, State of New Jersey, desires to adopt the form of contract so it will be eligible to enter into a five (5) month renewal contract with NMEM, at prices that will allow the district to obtain savings on electric generation service;

NOW, THEREFORE, BE IT RESOLVED on the 8th day of November, 2000, by the Oradell Public School District, in the County of Bergen, State of New Jersey, as follows:

1. For the period October 13, 2000 to December 1, 2000, the District authorizes the NJSBA, on behalf of ACES, to accept renewal prices on its behalf, provided that the NJSBA, in consultation with its consultants, Gabel Associates, first determines that those renewal prices will provide savings to the District, based on the District's previous electric usage, relative to utility-provided basic generation service.
2. Subject to paragraph 1 above and the "Public School Contracts Law," N.J.S.A. 18A:18A-1 et seq., John Esposito, Business Administrator/Board Secretary is hereby authorized to enter into a renewal of the Electric Generation Service Purchase and Sales Agreement with Niagara Mohawk Energy Marketing Company, awarded by the NJSBA on behalf of the ACES Cooperative Pricing System, E88-01-ACESCPS, for an additional term.
3. In the event that NMEM does not offer the ACES districts renewal prices, or if the NJSBA determines that the renewal prices offered do not provide the District with savings, the contract with NMEM shall terminate, and the District will receive utility-provided basic generation service, with no disruption in electric generation service.
4. If the ACES Contract with NMEM terminates, ACES may issue a Request for Bids to solicit a new supplier for electric generation service for its member Districts. In the event ACES issues an RFB, this Resolution authorizes the NJSBA, in consultation with its consultants, Gabel Associates, to award a contract for Electric Generation Service to a supplier whose prices will provide savings to the District, based on the District's previous electric usage, relative to utility-provided basic generation service.
5. This resolution shall take effect immediately upon passage.

ROLL CALL

Motion carried by a unanimous roll call vote.

C. CURRICULUM – Mrs. Norian, Chairperson

1. APPROVAL OF SUBMISSION OF QAAR – It was moved by Mrs. Norian, seconded by Mr. Walsh, upon the recommendation of the Superintendent, that the Board approve the submission of the District's Quality Assurance Annual Report (QAAR) to the NJ Department of Education, Bergen County Office for the 1999/00 school year.

ROLL CALL

Motion carried by a unanimous roll call vote.

Mrs. Lake tendered her resignation, dated November 8, 2000, to the Board. No action was taken by the Board.

XII. CLOSED SESSION

It was moved by Mr. Spadaccini, seconded by Mr. Feigenson, that the Board adjourn to Closed Session at 9:42 p.m.

ROLL CALL

Motion carried by a unanimous roll call vote.

WHEREAS, a matter to be considered by the Board of Education deals with personnel, negotiations and/or possible litigation, and

WHEREAS, public disclosure of this matter may be prejudicial to the public good,

NOW, THEREFORE, BE IT RESOLVED, that this matter be considered in a meeting closed to the public; and

BE IT FURTHER RESOLVED, that the Minutes of this meeting be sealed until the matter is resolved.

XIII. ADJOURNMENT

It was moved by Mr. Spadaccini, seconded by Mrs. Norian, that the Closed Session of the meeting be adjourned at 11:45 p.m.

ROLL CALL

Motion carried by a unanimous roll call vote.

Respectfully submitted,



John Esposito
Business Administrator/Board Secretary

**ORADELL BOARD OF EDUCATION
ORADELL, NEW JERSEY 07649**

**CLOSED PUBLIC WORK SESSION - NOVEMBER 8, 2000
MINUTES**

I. CALL TO ORDER

The Closed Public Work Session Meeting of the Oradell Board of Education was called to order at 9:47 p.m. by President Lessersohn.

II. ROLL CALL

PRESENT: Mr. Feigenson, Mr. Julis, Mrs. Looram, Mrs. Norian, Mr. Spadaccini, Mr. Walsh, Mrs. Lessersohn

ABSENT: Mrs. LaForgia and Mrs. Shinevar

Also present were Mr. John Esposito, Business Administrator/Board Secretary and Mr. Malachi Kenney, Board Attorney

WHEREAS, a matter to be considered by the Board of Education deals with personnel, negotiations and/or possible litigation, and

WHEREAS, public disclosure of this matter may be prejudicial to the public good,

NOW, THEREFORE, BE IT RESOLVED, that this matter be considered in a meeting closed to the public; and

BE IT FURTHER RESOLVED, that the Minutes of this meeting be sealed until the matter is resolved.

The purpose of the meeting was to discuss the resignation of Karen A. Lake, Superintendent, and what steps the Board should take to find a replacement. In addition, Mrs. Lake asked the Board of Education to release her from the Oradell Public School District earlier than the 180 days stipulated in her contract. Mrs. Lake's new position commences February 1, 2001. However, the November 8, 2000 date of her resignation letter would mean she is under contract to the Board until May 7, 2001.

Mr. Julis asked Board members where they stood on the issue of releasing Mrs. Lake from her contract and whether there was room for compromise.

In response to questions concerning the timing involved of Mrs. Lake's signing a contract with both schools, Mr. Kenney gave an overview of the typical process of hiring a superintendent.

There was general discussion involving the difficulty of hiring either an interim or permanent superintendent given the tight time-frame.

Mrs. Karen Lake, Superintendent and Mr. Albert F. Dalena, Attorney for Superintendent, joined the meeting at approximately 10:15 p.m.

Mr. Dalena gave an overview of Mrs. Lake's plans to take the superintendent position in Randolph Township, a larger and more challenging school district. He noted that the Oradell Board had sent Mrs. Lake a new contract which included a reduction in the "notice" clause from 180 days to 90 days. According to Mr. Dalena, Mrs. Lake signed the contract and returned it to Mrs. Lessersohn the last week of October. Additionally, he asked the Board what they may want from Mrs. Lake in return for allowing her to begin her new job February 1, 2001.

Mrs. Lake spoke next and asked the Board to consider her 3+ years of service to the Oradell School District and to release her early from her contract. Mrs. Lake offered to come back pro bono to help the District if necessary, as well as to assist in the transition to a new superintendent. Mr. Dalena added that the Randolph School District would allow for Mrs. Lake to use time to come back and help out in Oradell. He also confirmed that contractually, Mrs. Lake's start date was February 1 in Randolph.

Board members had several questions for Mrs. Lake regarding the timing of her resignation and submission of the signed contract; her raising and discussing the issue in the Public Session, and other concerns.

Mr. Kenney commented that the Board would need some time to review this information and discuss it among themselves.

At this point, Mrs. Lake and Mr. Dalena left the meeting.

Mrs. Lessersohn offered her recollection of the timing and sequence of events regarding Mrs. Lake's signing and submitting the new contract proposal. She noted that there were discrepancies in Mrs. Lake's accounts of her actions.

Mr. Kenney gave an overview of potential steps to be taken. He noted there are legal options available, but further discussion should take place when all members are present.

A closed executive session was scheduled for Wednesday, November 15, 2000, at 8:00 p.m. to further explore the Board's options relative to Mrs. Lake's resignation and the hiring of a new superintendent.

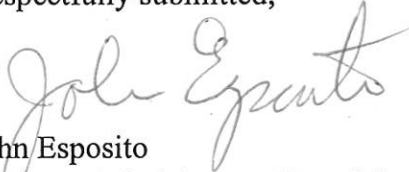
III. ADJOURNMENT

It was moved by Mr. Spadaccini, seconded by Mrs. Norian, that the Closed Session of the meeting be adjourned at 11:45 p.m.

ROLL CALL

Motion carried by a unanimous roll call vote.

Respectfully submitted,



John Esposito
Business Administrator/Board Secretary

