

The Board of Education of the Borough of Essex Fells, in the County of Essex, New Jersey, convened in a public session on August 6, 2014, in the Media Center of the Essex Fells School. The meeting was called to order by Board President Dr. Steven LoCascio at 7:34 P.M. Dr. LoCascio read the following Statement of Compliance with the Open Public Meetings Act: "In compliance with Chapter 231 of the Laws of 1975, a notice for this meeting was posted at the respective offices of the Essex Fells School on June 19, 2014. Agendas were mailed to the Clerk of the Borough of Essex Fells, the Progress, the Star Ledger, and posted on the district web-site."

**I. Call to Order – 7:34 P.M.**

**II. Roll Call**

Mrs. Carol D'Alessandro, Vice-President – absent  
Mrs. Shani Drogin – present  
Mrs. Kris Heugel – present  
Dr. Steven LoCascio, President – present  
Dr. Michele Nitti – present

Also present: Mrs. Michelle V. Gadaleta, Superintendent/Principal; Mr. Steven J. Lella, Business Administrator/Board Secretary; and Sgt. Schmunk of the EFPD.

**III. Public Comment**

No comment.

**IV. Old Business / Board Discussion (and continued later in meeting)**

- The Board met with Sgt. Schmunk from the EFPD to further discuss the traffic issue at dismissal. The idea of having an officer placed or moved to the lower level for dismissal was discussed, or the possibility of a crossing guard. If it continues to be an issue, the EFPD can speak to the students about proper dismissal safety procedures. (Topic was moved to the beginning of the meeting to allow Sgt. Schmunk to return to work.)

**V. Superintendent's Report**

- Mrs. Gadaleta informed the Board that the Buildings & Ground Staff were getting the building ready for the 14-15 School Year to open.
- Mrs. Gadaleta explained the new School Theme for the upcoming year and the activities associated with the theme "Innovation and Family Engagement". Such activities will include a Back to School Night Video, an EFS Instagram Account, a new building sign from the PTA, and a stability ball pilot program.
- Mrs. Gadaleta noted the resolutions for new staff members.
- Mrs. Gadaleta explained to the Board the movement of the Nurse's office from Building 1 to Building 2. With more children in Building 2, this eliminates the younger children having to walk back and forth between the buildings. This also allows for a faculty area to be set up in Building 1. The Faculty room in Building 2 will be moved to the lower level of the building.
- Mrs. Gadaleta informed the Board that the District did extremely well on the 2013-14 QSAC District Performance Review, receiving grades of all 100% and one grade of 98%.
- Mrs. Gadaleta provided the Board with a brief update on the States feeling of the Common Core.
- The Board reviewed and discussed their goals for the 2014-15 School Year. Mrs. Gadaleta explained her Merit Goals for the upcoming school year.
- Mrs. Gadaleta reviewed the Preliminary NJASK Scores with the Board.

**VII. Superintendent's Resolutions**

1. **RESOLVED** that the Board of Education accepts and approves, as recommended by the Superintendent, the District/Superintendent Goals for the 2014-2015 school year.

**NOTE:** Attachment A

Moved by: Dr. Nitti  
Ayes: 4

Seconded by: Mrs. Drogin  
Nays: 0

2. **RESOLVED** that the Board of Education accepts and approves, as recommended by the Superintendent, the Board of Education Goals for the 2014-2015 school year.

**NOTE:** Attachment B

Moved by: Dr. Nitti  
Ayes: 4

Seconded by: Mrs. Drogin  
Nays: 0

3. **RESOLVED** that the Board of Education accepts and approves, as recommended by the Superintendent, the submission to the NJDOE of the *Anti-Bullying Bill of Rights Act School Self-Assessment for Determining HIB Grades*.

**NOTE:** Attachment C

Moved by: Dr. Nitti  
Ayes: 4

Seconded by: Mrs. Drogin  
Nays: 0

4. **RESOLVED** that the Board of Education accepts and approves, as recommended by the Superintendent, the Merit Goals for Michelle V. Gadaleta in the 2014-2015 school year.

**NOTE:** Attachment D

Moved by: Dr. Nitti  
Ayes: 4

Seconded by: Mrs. Drogin  
Nays: 0

5. **RESOLVED** that the Board of Education accepts and approves, as recommended by the Superintendent, the submission of the NCLB (No Child Left Behind) application for Fiscal Year 2015 to the County Office of Education and accepts the grant award in the amount of \$2,821.00.

Moved by: Dr. Nitti  
Ayes: 4

Seconded by: Mrs. Drogin  
Nays: 0

6. **RESOLVED** that the Board of Education accepts and approves, as recommended by the Superintendent, the submission of the IDEA application for Fiscal Year 2015, and accepts the grant award of the funds upon subsequent approval of the FY 2015 IDEA application in the following amounts:

Basic (ages 3-21)	\$44,232
Preschool (ages 3-5)	<u>\$ 3,642</u>
	\$47,874

Moved by: Dr. Nitti  
Ayes: 4

Seconded by: Mrs. Drogin  
Nays: 0

7. **RESOLVED** that the Board of Education accepts and approves, as recommended by the Superintendent, the Essex Fells School District Mentoring Plan for the 2014-2015 school year.

**NOTE:** Plan with Mrs. Gadaleta

Moved by: Dr. Nitti  
Ayes: 4

Seconded by: Mrs. Drogin  
Nays: 0

8. **RESOLVED** that the Board of Education accepts and approves, as recommended by the Superintendent, the submission of *A Uniform State Memorandum of Agreement Between Education and Law Enforcement Officials* to the Essex County Office of Education for the 2014-2015 school year.

Moved by: Dr. Nitti  
Ayes: 4

Seconded by: Mrs. Drogin  
Nays: 0

9. **RESOLVED** that the Board of Education accepts and approves, as recommended by the Superintendent, the payment of the following travel related expenses in accordance with the travel policy 6471 for Professional Development:

Staff Members: Sara Dalton, Jeanine Whitman  
Event: Conquer Mathematics Workshop  
Location: Fairfield, NJ  
Date: 9/15/14  
Cost: \$125 per person

Staff Member: Jackie Castellano  
Event: NJECC Meetings  
Location: Montclair State University  
Date: 9/19/14, 10/17/14, 11/21/14, 12/19/14, 1/16/15, 2/27/15,  
3/10-12/15 (Conference), 4/17/15, 5/15/15, 6/12/15  
Cost: \$0

Moved by: Dr. Nitti  
Ayes: 4

Seconded by: Mrs. Drogin  
Nays: 0

10. **RESOLVED** that the Board of Education accepts and approves, as recommended by the Superintendent, the list of possible field trips for the 2013-2014 school year.

**NOTE:** See Attachment E

Moved by: Dr. Nitti  
Ayes: 4

Seconded by: Mrs. Drogin  
Nays: 0

11. **RESOLVED** that the Board of Education accepts the recommendation of the Superintendent and approves Sarah Fernandes for Child Study Team work during the summer of 2014 at \$45/hour for a maximum of 40 hours.

Moved by: Dr. Nitti  
Ayes: 4

Seconded by: Mrs. Drogin  
Nays: 0

12. **WHEREAS**, the Essex Fells Board of Education (“Board”) and Costello Consulting, LLC (“Costello”) entered into an agreement to provide educational consulting services to the Board (“Agreement”) beginning with the 2014-2015 school year; and

**WHEREAS**, no services have been provided or any consideration exchanged under the Agreement; and

**WHEREAS**, the parties wish to mutually rescind and terminate the Agreement; and

**WHEREAS**, the parties wish to mutually release each other from the terms of the Agreement.

**NOW, THEREFORE**, based on the Superintendent’s recommendation, the Board hereby rescinds and terminates the Agreement effective immediately.

Moved by: Dr. Nitti  
Ayes: 4

Seconded by: Mrs. Drogin  
Nays: 0

13. **RESOLVED** that the Board of Education accepts and approves, as recommended by the Superintendent, the Maternity/Disability Leave of Absence for Emily Calistri from on or about Monday, September 22, 2014 through on or about Friday, February 27, 2015, using a total of 100 school days, 26 as sick days and the remainder as unpaid leave of absence days.

**NOTES:** Letter attached

Moved by: Dr. Nitti  
Ayes: 4

Seconded by: Mrs. Drogin  
Nays: 0

14. **RESOLVED** that the Board of Education accepts and approves, as recommended by the Superintendent, the appointment of Lindsay Flanagan as Maternity/Disability Leave of Absence Teacher, BA, Step 1, at a prorated salary of \$32,691.25, from September 2, 2014 through on or about March 9, 2015, pending the required criminal history and background check.

Moved by: Dr. Nitti  
Ayes: 4

Seconded by: Mrs. Drogin  
Nays: 0

- 15. RESOLVED** that the Board of Education accepts and approves, as recommended by the Superintendent, the appointment of Laura Roberts as Maternity/Disability Leave of Absence Teacher, BA, Step 1, at a prorated salary of \$20,922.40, from on or about November 3, 2014 through on or about February 27, 2015, pending the required criminal history and background check.

Moved by: Dr. Nitti  
Ayes: 4

Seconded by: Mrs. Drogin  
Nays: 0

- 16. RESOLVED** that the Board of Education accepts and approves, as recommended by the Superintendent, the appointment of Marco Pannullo, IT Technician, part-time, at a salary of \$45/hour, not to exceed 350 hours, for the 2014-2015 school year, pending the required criminal history and background check.

Moved by: Dr. Nitti  
Ayes: 4

Seconded by: Mrs. Drogin  
Nays: 0

- 17. RESOLVED** that the Board of Education accepts and approves, as recommended by the Superintendent, the resignation of the following staff members, effective June 30, 2014:

Allison Kelley  
Courtney VanDuyne

Paraprofessional  
Paraprofessional

Moved by: Dr. Nitti  
Ayes: 4

Seconded by: Mrs. Drogin  
Nays: 0

- 17. RESOLVED** that the Board of Education accepts and approves, as recommended by the Superintendent, the appointment of the following paraprofessional staff member(s) for the 2014-2015 school year, 184 days:

Meredith Hauser *	7 hr/day @ \$18/hr	\$23,184
Dalyn Rees *	7 hr/day @ \$18/hr	\$23,184

**NOTE:** \* New Staff Member(s) – pending the required criminal history and background check

Moved by: Dr. Nitti  
Ayes: 4

Seconded by: Mrs. Drogin  
Nays: 0

- 19. RESOLVED** that the Board of Education accepts and approves, as recommended by the Superintendent, the following substitutes for the 2014-2015 school year, at \$80/day, pending the usual criminal history and background check:

Joann Barker	Nurse (\$109/day)
Theresa Caffarra	Teacher
Paula Cox	Teacher
Jocelyn Eckstein-Friedman	Teacher
Tracey Gardner	Teacher
Rob Giglio*	Teacher
Max Greenberg*	Teacher

Jody James	Teacher
Susanne Keane	Teacher
Karen Kopec	Teacher
Lori Kwiatkowski*	Teacher
Lucille Lapone	Teacher
Frazer O’Neill	Teacher
Laura Roberts *	Teacher
Jacquelyn Sweigart	Teacher
Patricia Wahl	Teacher
Sara Zambelli	Teacher

**NOTE:** \* New Substitute – Pending the required criminal history/background check

Moved by: Dr. Nitti	Seconded by: Mrs. Drogin
Ayes: 4	Nays: 0

20. **RESOLVED** that the Board of Education accepts and approves, as recommended by the Superintendent, the Out-of-District Program Costs at The Winston School (Student 213014) for the 2014-2015 school year, at the following rate:

- September 2014 through June 2015
- Total school year cost not to exceed: \$55,200.00**

Moved by: Dr. Nitti	Seconded by: Mrs. Drogin
Ayes: 4	Nays: 0

21. **RESOLVED** that the Board of Education accepts and approves, as recommended by the Superintendent, the Out-of-District Program Costs at The Summit Public School District (Student 260256) for the 2014-2015 school year, at the following rate:

- September 2014 through June 2015
- Total school year cost not to exceed: \$70,000.00**

Moved by: Dr. Nitti	Seconded by: Mrs. Drogin
Ayes: 4	Nays: 0

22. **RESOLVED** that the Board of Education accepts and approves, as recommended by the Superintendent, the Use of Facilities Requests for the following:

Ms. Carolyn Gonzalez of 20 Forest Way  
Use of School Parking Lot for parking  
August 9, 2014 – 2:00-8:00pm

Tiny Treasures Extended School Day Program, Room: TBD  
September 2014 – June 2015, Mondays to Friday – 3:00-6:00pm

Garden Club of Essex Fells  
February 28, 2015, 11:00am – 1:00pm, Gymnasium

Moved by: Dr. Nitti	Seconded by: Mrs. Drogin
Ayes: 4	Nays: 0

23. **RESOLVED** that the Board of Education accepts and approves, as recommended by the Superintendent, the first reading of the following policies:

Policy 3232	Private Tutoring Services
Policy/Regulation 2412	Home Instruction Due to Health Condition (Revised)
Policy/Regulation 2417	Student Intervention and Referral Services (Revised)
Policy/Regulation 2481	Home or Out-of-School Instruction for a General Education Student for Reasons Other Than a Temporary or Chronic Health Condition (Revised)
Policy 3283	Electronic Communications Between Teaching Staff Members and Students (New)
Policy 4283	Electronic Communications Between Support Staff Members and Students (New)
Policy/Regulation 5200	Attendance (Revised)
Policy/Regulation 5610	Suspension (Revised)
Policy/Regulation 5611	Removal of Students for Firearms Offenses (Revised)
Policy 5612	Assaults on District Board of Education Members or Employees (Revised)
Regulation 5612	Assaults on District Board of Education Members or Employees (New)
Policy/Regulation 5613	Removal of Students for Assaults with Weapons Offenses (New)
Policy 5620	Expulsion (Revised)
Policy/Regulation 8462	Reporting Potentially Mission or Abused Children(Revised)

Moved by: Dr. Nitti  
Ayes: 4

Seconded by: Mrs. Drogin  
Nays: 0

24. **RESOLVED** that the Board of Education accepts and approves, as recommended by the Superintendent, the following Mac Books be retired:

Serial Number  
W88217RD0P1  
W88217SK0P1  
W88217TJ0P1  
W88217QD0P1  
W88127RZ0P1  
W88217QG0P1  
W88217PR0P1  
W88217SL0P1  
W88217SS0P1  
W88217SQ0PP1  
W88217SC0P1  
W88217TU0P1  
W88217P90P1  
W8822C390P1  
W88110BK0P4  
W88217RF0P1  
W88217SW0P1  
W88110AQ0P4  
W88217TL0P1  
W80092V1642  
W88110BJ0P4  
W88217SV0P1  
W88217T00P1  
W88217NG0P1  
W88217U70P1

Moved by: Dr. Nitti  
Ayes: 4

Seconded by: Mrs. Drogin  
Nays: 0

**VIII. Business Administrator's Report**

- Mr. Lella noted that the Fiscal Year ended on June 30<sup>th</sup>, 2014 and that he is in the process of closing the books and preparing for the annual Audit. The preliminary start date of the audit will be the end of September.
- Mr. Lella informed the Board that a status meeting was held on Friday August 1<sup>st</sup> to discuss the status of the Boiler Project. Breaching remains to be completed and DeSesa will attempt to schedule inspections for electrical and plumbing.
- Mr. Lella informed the Board that the Site Investigation of the oil tank removal from 1998 will take place on Friday. Soil and ground water samples will be taken. Results will come back in September.
- Mr. Lella provided the Board with an overview of the Aid in Lieu of Transportation process.
- Mr. Lella informed the Board that the State Fire Inspector returned and reviewed the items to be corrected from the June inspection. All items were approved and approval notification will be sent to the district. Mr. Lella also informed the Board that the district's fire alarm vendor, HAIG, conducted the annual fire alarm inspection last week. Everything is approved and in working order for the opening of the school year. Lastly, Cintas inspected all the fire extinguishers in the district and replaced approximately 15 units.
- Mr. Lella informed the Board of a resolution on the agenda pertaining to the Extraordinary Aid award notification. The amount of \$57,158 should be received in August and can be used at the district's discretion. Last year's award aided in covering for an unanticipated out of district placement.
- Mr. Lella informed the Board of a resolution pertaining to the disposal of an obsolete fixed asset. A piano from 1970 that no longer worked or had no value would be disposed.
- Mr. Lella informed the Board that the district Safety Grant Application was approved. The award in the amount of \$5,000 will be used for building safety and security costs (new nurse door and shades, mulching and new fire extinguishers).

**IX. Business Resolutions**

1. **RESOLVED** that the Board of Education accepts the minutes of the following meetings:

Workshop Minutes	6/18/14
Regular Minutes	6/18/14

Moved by: Dr. Nitti  
Ayes: 4

Seconded by: Mrs. Drogin  
Nays: 0

2. **RESOLVED** that the Board of Education approves the bills and claims for June 27, 2014 in the total amount of \$53,833.97 as certified by the Business Administrator/ Board Secretary; and

**BE IT FURTHER RESOLVED** that the Board of Education approves the bills and claims for July 28, 2014 in the total amount of \$100,912.79 as certified by the Business Administrator/ Board Secretary; and

**BE IT FURTHER RESOLVED** that the Board of Education approves the bills and claims for August 6, 2014 in the total amount of \$60,205.06 as certified by the Business Administrator/ Board Secretary; and



**BE IT FURTHER RESOLVED**, that the Board of Education approves the payroll for June 2014 as certified by the Business Administrator and approved by the Superintendent and Board President in the total amount of \$318,659.27 including \$296,588.59 for the gross payroll, \$6,982.38 for the Board's share of FICA/Medicare and \$15,088.30 for the State's share of FICA/Medicare.

**BE IT FURTHER RESOLVED**, that the Board of Education approves the payroll for July 2014 as certified by the Business Administrator and approved by the Superintendent and Board President in the total amount of \$71,349.85 including \$66,317.21 for the gross payroll, \$3,691.34 for the Board's share of FICA/Medicare and \$1,341.30 for the State's share of FICA/Medicare.

Moved by: Dr. Nitti  
Ayes: 4

Seconded by: Mrs. Drogin  
Nays: 0

3. **RESOLVED** that the Board of Education approves the transfer of funds for the months of June and July as certified by the Business Administrator and authorized by the Superintendent of Schools.

Moved by: Dr. Nitti  
Ayes: 4

Seconded by: Mrs. Drogin  
Nays: 0

4. **WHEREAS**, the Board of Education has received the Reports of the Board Secretary (Secretary) and the Custodian of School Monies (Treasurer) for the months of May and June; and

**WHEREAS**, in compliance with N.J.A.C.6A:23-2.11(c)3, the Secretary has certified that as of the date of the reports, no budgetary line item account, in accordance with the minimum chart of accounts as established by the New Jersey Department of Education, has obligations and payments which in total exceed the amount appropriated by the Board of Education;

**NOW, THEREFORE, BE IT RESOLVED**, that in compliance with N.J.A.C.6A:23-2.11(c)4, the Board of Education certifies that, after review of the Secretary's monthly financial report, and upon consultation with the appropriate district officials, to the best of its knowledge, no major account or fund has been over expended in violation of N.J.A.C.6A:23-2.11(c)4, and that sufficient funds are available to meet the district's financial obligations for the remainder of the year; and

**BE IT FURTHER RESOLVED**, that pursuant to P.L. 2004 C73, the Board certifies that after review of the Secretary's monthly financial report and certification, that there are no budgetary transfers that cumulatively exceed 10% that would require the approval of the Commissioner of Education; and

**BE IT FURTHER RESOLVED**, that the financial reports for the months be accepted and shall become a part of the official minutes of this meeting.

Moved by: Dr. Nitti  
Ayes: 4

Seconded by: Mrs. Drogin  
Nays: 0

5. **RESOLVED** that the Board of Education approve appropriating additional fiscal year 2014 Extraordinary Aid funding to the 2014-15 school budget in the amount of \$57,158 to line account 11-120-100-101-01; and

**BE IT FURTHER RESOLVED** that the Essex Fells Board of Education acknowledges that it did not include an estimated Extraordinary Aid payment in the 2013-14 school budget and received an award of Extraordinary Aid in the amount of \$57,158; and

**BE IT FURTHER RESOLVED** that NJAC 6A:23A2.13(d)6 provides that a district Board of Education may, at any time without commissioner approval, appropriate surplus generated from state revenue such as Extraordinary Aid, that has been excluded from the excess surplus calculation in the prior year.

Moved by: Dr. Nitti  
Ayes: 4

Seconded by: Mrs. Drogin  
Nays: 0

6. **WHEREAS** the Essex Fells Board of Education approves the disposal of obsolete equipment that is no longer in working condition and has no value;

**BE IT RESOLVED** that the Essex Fells Board of Education approves the disposal of fixed asset item #38, upright piano.

Moved by: Dr. Nitti  
Ayes: 4

Seconded by: Mrs. Drogin  
Nays: 0

**X. Old Business / Board Discussion**

- Mrs. Gadaleta informed the Board that the District did not need to apply for the Multiple Buildings Principal Waiver.
- Mrs. Gadaleta provided the Board with an update as to the ongoing residency situation. An extension of 60 days was added to the temporary CO which will be good until September 27<sup>th</sup>, 2014. Minor items need to be completed before issuance of the final CO.
- Mrs. Gadaleta noted that the Superintendent Merit Goals for 2013-14 had been completed.
- The Board reviewed and discussed policies which would be on the September agenda for approval.
- The Board decided to not have BOE Members pictures taken.

**XI. New Business / Board Discussion**

- The Board discussed the reimbursement of a pre-school tuition. The family had paid the full \$2,000 amount and requested the \$1,500 to be refunded. The Board agreed. The \$500 non-refundable down payment will not be returned.
- Mrs. Gadaleta asked the Board if they would permit her to recognize the teachers that had recently attained tenure at the first staff meeting. The Board agreed.

**XII. Meeting Open for Public Comment**

- No comment.

**XIII. Adjournment**

The public meeting of the Board of Education was adjourned at 9:17 P.M. The next Workshop Meeting will be held on Wednesday, September 3, 2014 at 7:30 P.M. in the Superintendent's Office. The next Regular Meeting will be held on Wednesday, September 17, 2014 at 7:30 P.M. in the Gymnasium.

Moved by: Dr. Nitti  
Ayes: 4

Seconded by: Mrs. Drogin  
Nays: 0

**Enrollment Count: 2014-2015**

Teacher	Section	Total	M	F
Mrs. Quinn/Ms. Burger	PS/AM	13	8	5
Mrs. Quinn/Ms. Burger	PS/PM	13	4	9
Mrs. Gann	KG	15	9	6
Ms. Mitchell/Mrs. Short	KM/S	14	6	8
Mrs. Brutman/Mrs. Hromoko	1B/H	14	9	5
Mrs. Massaro	1M	14	9	5
Ms. McMahon/Ms. Almeida	2M/A	11	4	7
Mrs. Perry	2P	10	4	6
Ms. Cervino	3C	11	6	5
Mrs. Reynolds/Ms. McLain	3R/M	11	5	6
Mrs. Barshay	4B	12	2	10
Mrs. Hacker/Mrs. Calistri	4H/C	12	3	9
Mrs. Banek/Ms. Belmont	5B/B	11	5	6
Ms. Craveiro	5C	12	7	5
Mrs. Buonomo	6B	19	8	11
Ms. Dalton/Mrs. Whitman	6D/W	18	7	11
Total		210	96	114
Out-of-District		3+		
<b>TOTALS</b>		<b>213</b>	<b>96</b>	<b>114</b>

+ Total includes 3 out-of-district students

**Fire Drills: 2013-2014**

Month	Fire Drill	Emergency Drill
September		
October		
November		
December		
January		
February		
March		
April		
May		
June		

**HIB / V&V Report**

As of Date of BOE Meeting	9/17/14								
TOTAL # of Reported Incidents									
Number of Unfounded Incidents									
Number of Founded Incidents									

**ESSEX FELLS SCHOOL DISTRICT MISSION STATEMENT**

The Essex Fells School is a very special public elementary school enrolling boys and girls in preschool through the sixth grades. Pupils enjoy small classes and a total school population of approximately two hundred and fifty.

The size of the school is a wonderful asset as it allows a strong sense of community and offers teachers and pupils many opportunities to form bonds of collegiality, identification and support. It also supports the concept that every adult in the school is responsible for every child.

The comparatively small faculty is also a benefit. The faculty as a whole are the decision making body on all questions of teaching and learning. Teachers find it easy to share experiences and act consistently across pupils' entire academic program. The combined efforts of the staff work to support a pupil centered approach to education.

Essex Fells teachers are encouraged to try new ideas, to work collaboratively with colleagues, and to participate fully in all aspects of schooling.

The mission of the school is etched in the mortar of the original schoolhouse with the words Studies Pass Into Character.

The primary goals of an Essex Fells education include:

1. Developing in all pupils the capacity to think critically and communicate effectively through a mastery of written and spoken English.
2. Motivating all pupils to recognize and develop their academic abilities in order to build character and to achieve their full potential.
3. Teaching children to value themselves, their peers and their teachers.
4. Establishing a respect for and a strong sense of responsibility to the physical, social, and aesthetic world around them.
5. Nurturing a love of country and a pride in our American heritage and citizenship.
6. Communicating a love of scholarship and continued interest in life-long learning.
7. Insuring all pupils will achieve the New Jersey Core Curriculum Content Standards at all levels.

To secure these common goals, the Essex Fells staff of professional educators recognizes that the collaborative engagement of the children in the learning process is the key to intellectual development. Dedicated teachers create classrooms that are alive with cooperative learning activities and child-centered problem solving routines. Children are encouraged to explore, to question, to make decisions, and to express opinions in a supportive learning environment. Teachers also model their own commitment to learning by continuing to earn advanced degrees. On-going professional development is acknowledged as the foundation for promoting outstanding pupil achievement.

Respectfully submitted,

Mr. Steven J. Lella  
Business Administrator/  
Board Secretary