Oakland Public Schools Regular Monthly Meeting Minutes Tuesday, September 19, 2023 7:00 PM

A Regular Monthly Meeting of the Board of Education was held in person on September 19, 2023. The meeting was called to order at 7:01 PM by Mr. Mazzilli.

Mr. Mazzilli led those present in the Pledge of Allegiance and read the Open Public Meeting announcement as follows: The New Jersey Open Public Meetings Law was enacted to insure the right of the public to have advance notice of 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 this Act, the Oakland Board of Education has caused notice of this meeting to be published by having the date, time and place thereof posted on September 12, 2023 in the Municipal Building, the Board Offices, all school offices and copies sent to newspapers serving Oakland: The Record News. The Board reserves the right to limit public discussion of personnel items, so as to preserve individual privacy.

The Board appreciates the concerns and comments expressed by the public and will take them into consideration. However, please remain advised that, neither the Board nor the administration may comment on or respond to public inquiries or statements regarding any internal personnel matters involving a District employee.

Please be further advised that there is no privilege or qualified privilege with regard to any statements that you make before the Board of Education. Furthermore, in addition to their respective rights to privacy, employees of this school district retain all rights regarding defamation and slander according to the laws of New Jersey.

Persons wishing to speak must, upon being recognized, rise, sign in, and state their names and addresses. Each speaker shall be limited to three minutes. A speaker who has not finished in the allotted time will be directed by the presiding officer to summarize quickly and relinquish the floor within 30 seconds.

Roll Call

The following members were present: Ms. Cooper, Ms. Kilday, Mr. Mazzilli, Mr. Scerbo and Ms. Shelkin.

Also present were Dr. Gina M. Coffaro, Superintendent of Schools, and 3 members of the public.

Report of the Superintendent

Dr. Coffaro reported the 2022-2023 ACCESS Scores

Dr. Coffaro presented a Plaque from the Oakland Police Department to the Board of Education for their support of the Junior Police Academy.

Dr. Coffaro thanked the staff (custodial/maintenance, administrative, secretarial, teachers, aides, all staff and parents for a great opening of school for the district.

I. MINUTES

A motion was made by Ms. Cooper and seconded by Ms. Shelkin to approve the following Minute Items A through B as follows:

- A. Approve the minutes of the Regular Monthly Meeting of July 18, 2023.
- B. Approve the Executive Session minutes from June 28, 2023

Upon call of the roll Ms. Shelkin abstained on item B and all others voted yes. Motion carried.

II. <u>BUILDINGS AND GROUNDS</u>

A motion was made by Ms. Shelkin and seconded by Ms. Cooper to approve Buildings and Grounds items A through B as follows:

A. Approve the monthly schedule of Safety Drills in all District Schools for the 2023-2024 school year as follows. These safety drills are in addition to one fire drill per month at each school.

September Tornado and Lockdown October Evacuation - Non-Fire

November Active Shooter
December Lockdown
January Bomb Threat
February Active Shooter
March Lockdown

April Evacuation - Non-Fire

May Bomb Threat June Shelter on Site

July* Tornado (*Suggested drill for any Summer Programs, as required.)

B. Approve the safety drill report for the month of July 2023.

Upon call of the roll, the motion carried with a unanimous vote recorded.

II. <u>PERSONNEL</u>

A motion was made by Mr. Scerbo and seconded by Ms. Kilday to approve Personnel items A through Y as follows:

- A. Accept the resignation of Kaylan Beckman, Health and Physical Education Teacher at Heights Elementary School and Manito Elementary School, effective August 8, 2023.
- B. Rescind the appointment of Lindsay Struss, Part-time Instructional Aide at Dogwood Hill Elementary School, for the 2023-2024 school year.
- C. Rescind the appointment of Traci Flannery, Part-time Instructional Aide at Heights Elementary School, for the 2023-2024 school year.
- D. Rescind the appointment of Melanie Reisch, Full-time Instructional Aide at Manito Elementary School, for the 2023-2024 school year.
- E. Rescind the appointment of Laura McNamara, Part-time Instructional Aide at Dogwood Hill Elementary School, for the 2023-2024 school year.
- F. Rescind the appointment of Lynn Vande Weert, Playground/Cafeteria Aide and Part-time Instructional Aide at Dogwood Hill Elementary School for the 2023-2024 school year.
- G. Accept the resignation of Susan Lehman, Full-time Instructional Aide at Dogwood Hill Elementary School, effective October 2, 2023.
- H. Accept the resignation of Anna Zalokostas, District School Psychologist, effective on or about November 15, 2023.
- I. Approve the request of Michelle Andrawis, Assistant Business Administrator, for Board Leave (unpaid, no benefits) starting on October 2, 2023 through October 31, 2023. Ms. Andrawis plans to return to District on or about November 1, 2023.
- J. Approve the request of Sara Telford, Teacher at Manito Elementary School, for FMLA starting on or about November 17, 2023, using 33 sick days through January 12, 2024, paid with benefits. Beginning on January 15, 2024, continuing FMLA, unpaid with benefits, until February 15, 2024. NJFLA, unpaid with benefits, beginning January 15, 2024 until exhausted. Board Leave (unpaid, no benefits) starting on February 16, 2024 through May 31, 2024. Ms. Telford plans to return to District on or about June 3, 2024.
- K. Approve the request of Jaclyn Mainiero, Teacher at Valley Middle School, for FMLA starting on or about January 3, 2024, using 18 sick days through January 29, 2024, paid with benefits. Beginning on January 30, 2024, continuing FMLA, unpaid with benefits, until FMLA is exhausted. NJFLA, unpaid with benefits, beginning February 16, 2024 through May 23, 2024. Ms. Mainiero plans to return to District on or about May 24, 2024.

- L. Approve the appointment of Lindzi Johansmeyer as a Health and Physical Education Teacher at Heights Elementary School and Manito Elementary School at a prorated annual salary of \$61,824 (Step 1/BA), effective on or about October 10, 2023, replacing Kaylan Beckman. This is a tenure track position. All employment obligations have been met.
- M. Approve the appointment of Todd Certosimo as a Night Custodian at Valley Middle School at a pro-rated annual salary of \$39,711 (Step 0), effective on or about September 18, 2023, replacing Bryan Pagliaroli. All employment obligations have been met.
- N. Approve the attached list of mentor/novice teachers for the 2023-2024 school year.
- O. Approve the appointment of Robyn Greenwald as the Title IX coordinator in the Oakland School District for the 2023-2024 school year.
- P. Approve the submission of the Biannual Statement of Assurance regarding the use of Paraprofessional Staff for the 2023-2024 school to the county office.
- Q. Approve the appointment of the following Valley Middle School teachers and aides as chaperones for students participating in the overnight Grade 7 Frost Valley trip October 11, 2023-October 13, 2023. Salary payment will be consistent with the stipend for overnight trip supervision contained within the union employment agreements and upon submission of an approved voucher:

Matthew Fichter	Joel Noonan	Kimberly Festa
Saul Gondelman	Leonard Parra	Alea Mayer Costa
Jake Gursaly	Stan Saja (aide)	Jill Padovano
Kevin Jacobsen	Mark Sinclair (trip coordinator)	Lauren Russo
Matthew Myones	Lauren Binder	Nicole Schussler
	Natalie DeLuca	Emily Smolenski

• Gregg Desiderio (administrator)

Silvia Della Iacono (nurse)

Alternates:

- Jacqueline Christiano (administrator)
- Brittany Latka

R. Approve the Instructional, Playground/Cafeteria and Bus Aides for the 2023-2024 school year as listed below upon submission of a monthly voucher:

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Location	First	Last	Position	Replacing	Salary	Dates of Employment	Notes
Dogwood	Denise	Gombas	PT Inst. Aide	N/A	\$18.75	September 1, 2023	
Dogwood	Joseph	Graceffo	PT Inst. Aide	Laura McNamara	\$18.50	on or about September 26, 2023	upon satisfactory completion of all employment obligations
Heights	Alana	Ferrone	PT Inst. Aide	Jessica Gretkowski	\$18.50	on or about September 18, 2023	upon satisfactory completion of all employment obligations
Heights	Emilee	Scott	PT Inst. Aide	Traci Flannery	\$18.50	on or about September 26, 2023	upon satisfactory completion of all employment obligations
			Playground/Caf. Aide		\$16.00		
Manito	Karin	Guttzeit	FT Inst. Aide	Melanie Reisch	\$18.50	September 12, 2023	
Manito	Helga	Mutovic	FT Inst. Aide	N/A	\$18.50	on or about September 21, 2023	upon satisfactory completion of all employment obligations
Manito Eva	Eva	Irizarry	PT Inst. Aide	Kathy Gay	\$18.50	September 1,2023	
			Playground/Caf. Aide		\$16.00		
Manito	Deborah	Craffen	PT Inst. Aide	Lisa Silverstein	\$18.50	September 12, 2023	
Manito	Dawn	Odell	PT Inst. Aide	Marissa Sabia	\$18.50	on or about September 26, 2023	upon satisfactory completion of all employment obligations
Dogwood	Anne	Zasadinski	Playground/Caf. Aide	Christina Knubel	\$16.00	September 1, 2023	
Heights	Maria	Glasson	Playground/Caf. Aide	N/A	\$16.00	September 1, 2023	
Manito	Allison	Marchini	Playground/Caf. Aide	Lisa Silverstein	\$16.00	September 1, 2023	
Manito	Adrienne	Mazzola	Playground/Cafeteria Aide	Patricia Pernice	\$16.00	September 1, 2023	
Heights	Cindy	Spartz	Playground/Caf. Aide	Kiley Kesenheimer	\$16.00	September 12, 2023	
Heights	Veronica	Artinger	Bus Aide	N/A	\$17.00	September 1, 2023	
Valley	Susan	Dishuk	Bus Aide	N/A	\$17.00	September 1, 2023	
Heights	Ashley	Eskholme	Bus Aide	N/A	\$17.00	September 1, 2023	
Heights	Alana	Ferrone	Bus Aide	N/A	\$17.00	on or about September 18, 2023	
Manito	Meg	Hartwell	Bus Aide	N/A	\$17.00	September 1, 2023	
Manito	Helen	Romanowski	Bus Aide	N/A	\$17.00	September 1, 2023	
Valley	Stan	Saja	Bus Aide	N/A	\$17.00	September 1, 2023	

S. Approve Laura Colonnelli for one hour of professional development during New Teacher Orientation on August 30, 2023, to be paid at an hourly rate of \$52 with Title IIA funds.

T. Approve the following Child Study Team Members' additional summer days at their per diem rate of pay, upon submission of an approved voucher.

Name	Number of Days
Alison Bianchi	1
Juliet Letz	2.5
Caitlin Holden	2

- U. Approve the change in training level and updated salary for each teacher, effective September 1, 2023, as per the attached list.
- V. Approve the School Safety teams and School Threat Assessment teams as per the attached lists.
- W. Approve the following student teacher assignments for the 2023-2024 school year:

Student	College	Teacher/School Assignment
Sarah Galyas	Ramapo	Jennifer Doyle/Manito (Kindergarten)
Gabriella Gencarelli	Ramapo	Kimberly Schwarz/Dogwood (Grade 1)
Kaitlyn Rusin	Ramapo	Heather Obertlik/Dogwood (Grade 5)
Carina Corrigan	William Paterson	Kelly Enright/Dogwood (Kindergarten) ((K((Kindergarten)
Nicole Kahwaty	William Paterson	Erin Longo/Dogwood (Grade 2)
Maureen O'Brien	William Paterson	Heather Nebesni/Manito (Grade 5)
Arianna Rivera	William Paterson	Brittany Pobanz/Manito (Grade 2)

X. Approve the appointment of daily substitute personnel, including teachers, nurses, classroom aides, playground/cafeteria aides, secretaries, bus aides, vehicle drivers, and custodians for the 2023-24 school year, subject to New Jersey Department of Education Criminal History Review (NJSA 18A:6-7.2) and Chemical Screening (if required), if newly employed by the District, as per the attached list.

Y. Acknowledge the following employees' days without pay for the 2023-24 school year as listed below:

Name	School	Dates
Kathryn Brennan	Dogwood	9/8/23
Janet Leogrande	Manito	4/9/24, 4/10/24

Upon call of the roll, the motion carried with a unanimous vote recorded.

IV. REGULAR EDUCATION

A motion was made by Ms. Shelkin and seconded by Ms. Cooper to approve Regular Education items A through J as follows:

- A. Approve the Health Services Standing Orders for The Oakland Public Schools for the 2023-2024 school year upon approval of the School Physician.
- B. Approve the submission of the District's Comprehensive Equity Plan Annual Statement of Assurance for the 2032-2024 school year.
- C. Approve the District's Professional Development Plan and Mentoring Plan, Statement of Assurance and notification to the County Office.
- D. Approve the submission of the Student Safety Data System (SSDS) Report to the Executive County Superintendent of Schools.
- E. Approve the Valley Middle School 2023-2024 Boys and Girls soccer game schedule as per the attached.
- F. Approve the Valley Middle School 2023-2024 Cross Country Schedule as per the attached.
- G. Approve Mr. Keith Breznovits as the 2023 Soccer Official Assignor at a rate of \$132 for the 2023 season upon submission of an approved voucher.
- H. Approve the attached list of Bergen County Soccer Chapter Officials for the 2023-2024 school year at a rate of \$66 per game upon submission of an approved voucher.
- I. Approve the attached list of Valley Middle School afterschool clubs and advisors for the 2023-2024 school year.

REGULAR EDUCATION (continued)

J. Approve revisions to the following curriculums to include updates to units, pacing calendar and resource materials.

Cultural Arts 6-8

Cultural Music 6-8

Band 5-8

Library Media 6-8

ELA Kindergarten

ELA grades 3-5

ELA grades 6 – 8

Science grade 6 – 8

Math grades K - 8

Upon call of the roll, the motion carried with a unanimous vote recorded.

V. <u>SPECIAL EDUCATION</u>

A motion was made by Ms. Cooper and seconded by Ms. Kilday to approve Special Education items A through K as follows:

- A. Rescind the out-of-district regular school year placement Board approved June 28, 2023 for one student, whose name is in the file in the Superintendent's office, to attend Sage Alliance: Sage Day Lower and Middle School Mahwah Campus.
- B. Approve the Partnership Agreement with West Bergen Mental Healthcare to provide one licensed clinician to work as an additional counselor at Heights Elementary School three days per week, 20 hours per week, for the period September 1, 2023 to June 30, 2024 at the total cost of \$47,200.00 to be paid with ESSER III/ARP funds.
- C. Approve the Contract with West Bergen Mental Healthcare for Mental Health Assessment and Clearances with the Oakland Public School District for the period September 1, 2023 to June 30, 2024.
- D. Approve the Contract for the 2023-2024 school year with Mari Care LLC d/b/a BrightStar Care of Passaic and Western Bergen Counties for a 1-1 nurse for one student, whose name is in the file in the Superintendent's office, at the rates of LPN at \$80.00 per hour and RN at \$100.00 per hour.
- E. Approve Gaggle.Net., Inc. to provide teletherapy counseling services for students, not to exceed \$36,000.00 to be paid with ESSER III/ARP funds.
- F. Approve the NAPLES contract with Barnstable Academy, Oakland, New Jersey, for one out of district student, whose name is in the file in the Superintendent's office, for the 2023-2024 regular school year.

SPECIAL EDUCATION (continued)

- G. Approve Dr. Beth Baumeister, Ph.D., MedPsych Associates, to complete a Neuropsychological evaluation for one student, whose name is in the file in the Superintendent's office, not to exceed \$5,500.00.
- H. Approve the out-of-district placement for one student, whose name is in the file in the Superintendent's office, to attend Franklin Lakes Colonial Road CAPS Program for the 2023-2024 regular school year.
- I. Approve the Contract with Bergen County Special Services to provide home instruction services for one student, whose name is in the file in the Superintendent's office, academic services to be provided from September 6, 2022 to June 21, 2023, one day per week, two hours per day for a maximum of two hours per week, amount not to exceed \$6,750.00.
- J. Approve the contract with Bergen County Special Services School District for Home/Hospital instruction for students confined for medical and/or rehabilitative care at New Bridge Medical Center, Paramus, New Jersey, at the rate of \$65.00 per hour for the 2023-2024 school year.
- K. Approve the Settlement Agreement and Release from September 1, 2023 to June 30, 2024 between the District and the parents of one student, whose name is in the file in the Superintendent's office.

Upon call of the roll, the motion carried with a unanimous vote recorded.

VI. FINANCE

A motion was made by Mr. Scerbo and seconded by Ms. Kilday to approve Finance items A through X as follows:

- A. Approve the July 2023 certified gross (net & agency) payroll in the amount of \$353,340.96.
- B. Approve the August 2023 certified gross (net & agency) payroll in the amount of \$414,363.00.
- C. Approve the payment of the attached list of bills in the amount of \$5,250,033.73 which in proper legal form and subject to audit, provided funds are available in their respective accounts.

FINANCE (continued)

- D. Approve the Board Secretary's certification to the Oakland Board of Education that, as of July 31, 2023 and August 1, 2023 no line-item account has encumbrances and expenditures, which, in total, exceed the line-item appropriation in violation of NJAC 6A:23A-16.10(c)3; and further,
 - Approve the Oakland Board of Education's certification that, after a review of the Board Secretary's and Board Treasurer's monthly financial reports and the advice of District officials, there is no reason to doubt that any major account or fund has been overexpended in violation of NJAC 6A:23A-16.10(c)4.
- E. Approve the school year 2023-2024 Budget appropriation transfers for the month ending July 31, 2023.
- F. Approve the school year 2023-2024 Budget appropriation transfers for the month ending August 31, 2023.
- G. Approve the Board Secretary's Financial Report for the month July 31, 2023.
- H. Approve the Board Secretary's Financial Report for the month August 31, 2023.
- I. Approve the Treasurer of School Monies Report for the month ending July 31, 2023.
- J. Approve the Treasurer of School Monies Report for the month ending August 31, 2023
- K. Approve the Final Board Secretary's Financial Report for the year ending June 30, 2023.
- L. Approve the Final Treasurer of School Monies Report for the year ending June 30, 2023.
- M. Approve staff participation in professional conferences/workshops outside the District, as per the attached.
- N. Approve the use of the following staff members of their personal automobile on the Valley Middle School Grade 7 Frost Valley trip on October 11, 2023-October 13, 2023. Such usage is necessary as an emergency onsite vehicle to transport injured or ill students or staff onsite or to a medical facility for lodge inspections, to transport medications and records, to deliver misplaced luggage, and other tasks requiring automobile use.
 - Gregg Desiderio
 - Mark Sinclair
 - Silvia DellaIacono (no travel reimbursement)

FINANCE (continued)

O. Accept the Wellness Grant from SHIF Health Benefits provider in the amount of \$15,150 for the 2023-2024 year.

(Dr. Coffaro and Mr. Scerbo thanked Ms. Wells for the work on this grant and the other grants as well that are being put forward).

- P. Accept, with appreciation, the donation of \$5,224.94 from the VMS PTO for the purchase of "VALLEY MIDDLE SCHOOL" Welcome Mats for main hallway entryways and the Gymnasium.
- Q. WHEREAS, the law firm of Frantz Law Group, APLC has the expertise and experience to provide professional services to the Oakland Board of Education (hereinafter referred to as the "Board") in a federal litigation against the various social media companies and their subsidies/affiliates (hereinafter referred to as the "Social Media Lawsuit"); and

WHEREAS, the Board is desirous of appointing the law firm of Frantz Law Group, APLC as special counsel to the Board to pursue the Board's claims in this Social Media Lawsuit in accordance with the terms and conditions set forth in the Attorney-Client Contingency Fee Contract.

NOW, THEREFORE, BE IT RESOLVED that the Board hereby appoints the law firm of Frantz Law Group, APLC, as Special Counsel to pursue the Board's claims in the Social Media Lawsuit in accordance with the terms and conditions set forth in the Attorney-Client Contingency Fee Contract which is attached hereto and made a part hereof.

BE IT FURTHER RESOLVED that the Board President and the Business Administrator/Board Secretary are hereby authorized to execute the Attorney-Client Contingency Fee Contract and any and all other documents necessary to effectuate the terms of this Resolution. The Business Administrator is hereby directed to publish a notice of this Award in the official newspaper of the Board.

- R. Approve the submission of the amended ESSER III/ARP application for fiscal and programmatic changes.
- S. Approve the submission of the New Jersey Learning Acceleration Program: High-Impact Tutoring Grant application, not to exceed \$115,000.00, for the 2023-2024 school year.
- T. Approve the use of ESSER III/ARP funds for expenses associated with substitute costs for teachers covering classes for teachers attending Conquer Math. This includes all district approved substitute teachers for the 2023-2024 school year.
- U. Approve Pearl Observatory to provide a lesson on the History of the Earth/Fossils for grade 4 students at all elementary schools in the amount of \$2,495.40 to be paid with using CRRSA ESSER II funds.

FINANCE (continued)

- V. Approve the purchase of Go Math! Spanish editions workbooks and digital materials for students' grades K-5 using ESSER III/ARP funds in the amount of \$5,013.64.
- W. Approve the use of CRRSA ESSER II Learning Acceleration funds for the following Visual Arts Assemblies:
 - Spirit of America from Mobile Ed Productions, Inc. "Spirit of America" in the amount of \$1,295.00 at Manito Elementary School.
 - Spirit of America from Mobile Ed Productions, Inc. "Spirit of America" in the amount of \$1,295.00 at Dogwood Hill Elementary School.
 - Spirit of America from Mobile Ed Productions, Inc. "Spirit of America" in the amount of \$1,495.00 at Heights Elementary School.
- X. Approve Visual and Performing Arts Assembly at Heights Elementary School, "Your Life is a Work of Art" by Bobby Beetcut from Young Audiences, in the amount of \$800 to be paid for using CRRSA ESSER II funds.

Upon call of the roll, the motion carried with a unanimous vote recorded.

VIII. TRANSPORTATION

A motion was made by Ms. Kilday and seconded by Ms. Shelkin to approve Transportation item A as follows:

A. Approve the list of field trips for students in the Oakland School District for the 2023-2024 school year as per the attached.

Upon call of the roll, the motion carried with a unanimous vote recorded.

IX. POLICY

A motion was made by Ms. Cooper and seconded by Ms. Shelkin to approve Transportation item A through D as follows:

A. Move that the Board of Education suspends Bylaw 0131 and adopt new Policy 1642.01 Sick Leave and new Regulation 1642.01 Sick Leave and new Policy 2419 School Threat Assessment Teams and new Regulation 2419 School Threat Assessment Teams with one reading based on recently approved sick leave legislation that is effective immediately and recent New Jersey Department of Education guidance provided to school districts that is effective September 1, 2023.

POLICY (continued)

B. Approve the *first* reading of new/revised Board policies/regulations as listed below:

P 5112	Entrance Age (Revised)
R 4212	Attendance- Support Staff
R 4432	Sick Leave- Support Staff

C. Approve the *second* reading of new/revised Board policies/regulations as listed below:

P 2415.04	Title I- District Wide Parent and Family Engagement
P 2415.30	Title I-Educational Stability for Children in Foster Care
P 2415.50	Title I- School Parent and Family Engagement (Dogwood Hill)
P 2415.51	Heights Elementary School Title I- School Parent and Family Engagement
P 2415.52	Manito Elementary School Title I- School and Family Engagement
P 2415.53	Valley Middle School Title I- School and Family Engagement
P 2460	Special Education
P 3218	Use, Possession, or Distribution of Substances
R 3432	Sick Leave

D. Approve the *Abolishment* of the following Board Policy:

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P 9100 Public Relations
R 9140 Citizens Advisory Committee (M)
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Upon call of the roll, the motion carried with a unanimous vote recorded.

X. <u>AUDIENCE PARTICIPATION</u>

VMS PTO Liaison to the Board, Kim Herman, (I take the time to thank the staff and leaders at VMS and Ms. Zimmerle for a welcoming back to school. As a new parent (having been to numerous districts over many years) this district does so much to help parents and students with Back to School. The Officer is outstanding and so very much appreciated to have at the building. Thank you, Board, for doing this.

Heights PTO Liaison to the Board, Jessica Groff, shared some thoughts on social media and the district joining the class action lawsuit - The social media lawsuit is interesting to see if a result of this will make these companies be required to put forth support for families and information nights within communities. Glad the district is joining this.

Manito PTO Liaison to the Board, Ann Seader, (Question of World Language in Elementary Schools) Thank you for the Class III Officers. They are truly engaging and creating a positive climate with the students. Social Media Lawsuit and the district joining- Glad the district is joining this.

ADJOURNMENT

A motion was made by Ms. Kilday and seconded by Ms. Cooper that the meeting be adjourned at 7:37 PM. Upon call of the question, the motion carried unanimously.

Respectfully submitted,

Dr. Gina M. Coffaro Superintendent of Schools