

Minutes of the Ridgewood Board of Education Committee of the Whole Executive Session held on Monday, July 21, 2008, at 10:10 p.m. at the Education Center

Present: Mr. Joseph Vallerini, President; Mr. Robert A. Hutton, Vice-President; Ms. Sheila Brogan; Ms. Michele Lenhard

Also Present: Dr. Daniel Fishbein, Superintendent; Dr. Brian Bulger, Director of Human Resources; Mrs. Regina Lemerich Botsford, Assistant Superintendent for Curriculum, Instruction, and Assessment; Mr. Angelo DeSimone, Board Secretary/Assistant Superintendent for Business

Absent: Ms. Laurie Goodman

I. Litigation

Mr. Jeff Merlino, Board Attorney, joined the meeting. He updated the trustees on the status of the [REDACTED] trial concerning the stolen cell phone. Mr. Merlino warned the Board that there could be an obligation to pay defense costs if she is found innocent. The defense attorney offered to settle if the Board purchases pension credit on her behalf (\$40,000). In return, [REDACTED] would resign. The trustees instructed Mr. Merlino to reject the offer and proceed to trial.

Following the discussion, Mr. Merlino left the meeting.

II. Pupil Personnel

Ms. Lenhard and Mr. Vallerini updated the trustees on the meeting held with Mr. H. regarding early entrance for his first grade child. Dr. Fishbein was directed to tell Mr. H. that the student would not be granted early entrance.

III. Central Office Salaries

The Board discussed the Central Office staff salary recommendations. Mr. DeSimone and Mrs. Botsford presented cases for additional salaries for Shelly Stanton, Mandy VanDeursen, and Maureen Rusnak. It was agreed to add \$1,178 for Ms. Stanton, \$1,036 for Ms. VanDeursen, and \$1,551 for Ms. Rusnak.

IV. Request from Dr. Yankus

The Board discussed a request from Dr. Yankus for an increase in his annual compensation. It was recommended that he be reminded of the increasing cost of benefits.

V. **Negotiations - RAES**

The trustees had no questions regarding the Memorandum of Agreement with the Ridgewood Association of Educational Secretaries (RAES).

At this time, Dr. Bulger, Mrs. Botsford, and Mr. DeSimone left the meeting.

VI. **Central Office Administrators' Salaries**

The proposed salaries for Dr. Bulger and Dr. Carlo Ritschl were discussed and will be approved.

The Board discussed salaries for Mrs. Botsford and Mr. DeSimone. Several changes were discussed. Dr. Fishbein will make revisions to the contract.

VII. **Reconvened Public Meeting**

The public meeting reconvened at 12:05 a.m., Tuesday, July 22, 2008.

Angelo DeSimone, Secretary

Robert A. Hutton, Secretary Pro-tem

Minutes of the Ridgewood Board of Education Committee of the Whole Executive Session held on Monday, August 25, 2008, at 7:00 p.m. at the Education Center.

Present: Mr. Joseph Vallerini, President; Ms. Sheila Brogan; Ms. Laurie Goodman; Ms. Michele Lenhard

Also Present: Dr. Daniel Fishbein, Superintendent; Mrs. Regina Lemerich Botsford, Assistant Superintendent for Curriculum, Instruction, and Assessment; Mr. Angelo DeSimone, Board Secretary/Assistant Superintendent for Business; Mr. Jack Lorenz, Principal, Ridgewood High School

Absent: Mr. Robert A. Hutton, Vice-President

I. Student Discipline

Mr. Jack Lorenz presented to the trustees the reasons he feels that student [REDACTED] should be allowed to return to Ridgewood High School. The trustees asked that [REDACTED] be required to sign a student behavior contract as a condition of his return. Dr. Fishbein supported Mr. Lorenz' recommendation and the trustees agreed.

II. Personnel

Dr. Fishbein presented the request received from [REDACTED] to be allowed to take a career leave of absence. He mentioned all of the support he has been receiving from his colleagues, as well as Mr. Lorenz.

The trustees discussed the options available to [REDACTED] and the potential cost to the Board in regards to these options.

III. Reconvened Public Meeting

The public meeting reconvened at 7:30 p.m. All Board members except Mr. Hutton were present, as well as Dr. Fishbein, Mr. DeSimone, and Mrs. Botsford.

IV. Reconvened Executive Session

The Executive Session reconvened at 10:28 p.m. All Board members except Mr. Hutton were present, as well as Dr. Fishbein, Mr. DeSimone, and Mrs. Botsford.

V. Personnel – [REDACTED]. Continuation

There was a suggestion that the board pay the benefits until December 31, 2008, without pay. There was concern expressed regarding the Board of Education being perceived as not being compassionate.

After a long discussion, the trustees agreed to grant a career leave according to the REA agreement; however, Dr. Fishbein was to work with [REDACTED] to add more substance to the deliverable.

VI. Adjournment

At 11:20 p.m., on a motion by Ms. Brogan, seconded by Ms. Lenhard, the meeting was adjourned, which carried by the following roll-call vote:

AYES: Ms. Brogan, Ms. Goodman,
Ms. Lenhard, Mr. Vallerini

NAYS: None

ABSENT: Mr. Hutton

Respectfully submitted,

Angelo DeSimone,
Board Secretary

Minutes of the Ridgewood Board of Education Committee of the Whole Executive Session held on Monday, September 22, 2008, at 9:22 p.m. at the Education Center.

Present: Mr. Joseph Vallerini, President; Mr. Robert Hutton, Vice-President; Ms. Sheila Brogan; Ms. Laurie Goodman; Ms. Michele Lenhard

Also Present: Dr. Daniel Fishbein, Superintendent; Mrs. Regina Lemerich Botsford, Assistant Superintendent for Curriculum, Instruction, and Assessment; Mr. Angelo DeSimone, Board Secretary/Assistant Superintendent for Business

Absent: None

I. Litigation

Dr. Fishbein discussed the claim from [REDACTED]'s attorney, which requests that the Ridgewood Board of Education assume responsibility for her legal fees.

II. Reconvened Public Meeting

The public meeting reconvened at 9:33 p.m.

Respectfully submitted,

Angelo DeSimone,
Board Secretary

Minutes of the Ridgewood Board of Education Committee of the Whole Executive Session held on Monday, October 6, 2008, at 7:00 p.m. at the Education Center.

Present: Mr. Joseph Vallerini, President; Mr. Robert Hutton, Vice-President; Ms. Sheila Brogan; Ms. Laurie Goodman; Ms. Michele Lenhard

Also Present: Dr. Daniel Fishbein, Superintendent; Mrs. Regina Lemerich Botsford, Assistant Superintendent for Curriculum, Instruction, and Assessment; Mr. Angelo DeSimone, Board Secretary/Assistant Superintendent for Business; Ms. Janice Lohr; Ms. Kelly Staniewicz; Ms. Maria Cannon and [REDACTED].

Absent: None

I. Grievance

Ms. Lohr stated that [REDACTED]. deserves a hearing on the other four issues referenced in the letter from former Interim Superintendent of Schools Timothy Brennan, which notifies her of the withholding of her increment. On the fifth issue, she was accused of stealing a cell phone and subsequently exonerated.

Ms. Cannon stated the [REDACTED]. brought the dogs to school due to extenuating circumstances. She also stated that the cell phone incident was unfounded based on the case dismissal.

Ms. Lohr said we are 'innocent until proven guilty' and that [REDACTED]. had her increment withheld before the legal process started.

The trustees discussed the merits of the arguments and determined they would uphold Dr. Fishbein's decision to reject the grievance.

II. Reconvened Public Meeting

The public meeting reconvened at 7:36 p.m.

III. Reconvened Executive Session

The Executive Session reconvened at 9:41 p.m. All Board members were present, as well as Dr. Fishbein, Mr. DeSimone and Ms. Botsford.

IV. Litigation

The trustees asked questions regarding the open litigations reported in Dr. Fishbein's FYI. Mr. DeSimone and Dr. Fishbein responded.

V. Reconvened Public Meeting

The public meeting reconvened at 9:45 p.m.

Respectfully submitted,

Angelo DeSimone,
Board Secretary

Minutes of the Ridgewood Board of Education Committee of the Whole Executive Session held on Monday, November 17, 2008, at 7:00 p.m. at the Education Center.

Present: Mr. Joseph Vallerini, President; Mr. Robert Hutton, Vice-President; Ms. Sheila Brogan; Ms. Laurie Goodman; Ms. Michele Lenhard

Also Present: Dr. Daniel Fishbein, Superintendent; Mrs. Regina Lemerich Botsford, Assistant Superintendent for Curriculum, Instruction, and Assessment; Mr. Angelo DeSimone, Board Secretary/Assistant Superintendent for Business; Mr. Gary Hall, Manager of Human Resources

Absent: None

I. Personnel

Dr. Fishbein explained the reason for the meeting is to discuss the evaluation of Tim Brennan for the 2007-2008 school year.

Ms. Brogan reviewed the following accomplishments of Dr. Brennan's time in Ridgewood:

- Improved communications through the website, swiftreach, newspaper articles, administrative cell phones and his own accessibility to district constituencies.
- Reinforced with entire community the need to replace/recruit a permanent Superintendent
- Budget passed
- Leadership – regular goals update

It was agreed that Mr. Vallerini would write the evaluation for the Board's review.

Another positive accomplishment was with regard to instruction – he began the process of developing a math plan.

II. Reconvened Public Meeting

On a motion made by Ms. Brogan and seconded by Ms. Lenhard, the public meeting reconvened at 7:30 p.m., which carried by the following roll-call vote:

AYES: Ms. Brogan, Ms. Goodman, Mr. Hutton, Ms. Lenhard, Mr. Vallerini

NAYES: None

Respectfully submitted,

Angelo DeSimone
Board Secretary

Minutes of the Ridgewood Board of Education Committee of the Whole Executive Session held on Monday, January 5, 2009, at 6:00 p.m. at the Education Center.

Present: Mr. Joseph Vallerini, President; Mr. Robert Hutton, Vice-President; Ms. Sheila Brogan; Ms. Laurie Goodman; Ms. Michele Lenhard

Also Present: Dr. Daniel Fishbein, Superintendent; Mrs. Regina Lemerich Botsford, Assistant Superintendent for Curriculum, Instruction, and Assessment; Mr. Angelo DeSimone, Board Secretary/Assistant Superintendent for Business; Mr. Gary Hall, Manager of Human Resources; Mr. Jack Lorenz, Principal – Ridgewood High School; Mr. Basil Pizzuto, Assistant Principal – Ridgewood High School; Dr. Meg Schaeffer, Grade Administrator; Mr. Anthony Sciarrillo, Board Attorney

Absent: None

I. Motion to go into Executive Session

Mr. Vallerini moved that the Board go into Executive Session for the purpose of a student hearing and attorney/client privilege. Ms. Lenhard seconded the motion, which carried by the following roll-call vote:

AYES: Ms. Brogan, Ms. Goodman, Mr. Lenhard, Mr. Hutton, Mr. Vallerini

NAYES: None

II. Student Discipline Hearing – [REDACTED]

The Ridgewood High School staff updated the Board about the student's behavior and their reasons for recommending the suspension through mid-term exams. They also recommended counseling and repayment for damages to the light fixture.

At 6:20 p.m., [REDACTED] (parent) and her friend were called into the meeting.

Dr. Fishbein told [REDACTED]s that the facts are not in dispute. [REDACTED] would be suspended until the day before mid-term exams and must see a counselor. [REDACTED]. [REDACTED] said he had already seen a counselor after the event. Dr. Fishbein explained that he could not return to school until the counselor states that [REDACTED] is ready to return and that he is not a danger to himself or others. [REDACTED] is concerned about the selection of a counselor that can connect with her son.

At 6:45 p.m., the parent and her friend left the meeting.

Mr. Vallerini left the meeting.

III. Negotiations

Dr. Fishbein said in light of the budget gap, the Board should renegotiate with the union regarding next year's increases.

IV. **Budget Impact on District Personnel**

Mr. Vallerini rejoined the meeting.

Dr. Fishbein and the Board members discussed the items on the agenda to be considered for reductions, as well as for revenue increases.

Ms. Botsford presented her proposed reorganization for Curriculum, Instruction, and Assessment and the related cost savings.

Mr. DeSimone presented his proposed reorganization of the Business Office and the related cost savings.

The Board members discussed with the Cabinet the analyses they would like at the next meeting. The next Executive Session will be on Tuesday, January 13th at 6:00 p.m.

V. **Reconvened Public Meeting**

On a motion made by Mr. Vallerini and seconded by Mr. Hutton, the public meeting reconvened and adjourned at 9:30 p.m., and carried by the following roll-call vote:

AYES: Ms. Brogan, Ms. Goodman, Mr. Hutton, Ms. Lenhard, Mr. Vallerini

NAYES: None

Respectfully submitted,

Angelo DeSimone
Board Secretary

Minutes of the Ridgewood Board of Education Committee of the Whole Executive Session held on Tuesday, January 13, 2009, at 6:05 p.m. at the Education Center.

Present: Mr. Robert Hutton, Vice-President; Ms. Sheila Brogan; Ms. Laurie Goodman; Ms. Michele Lenhard

Also Present: Dr. Daniel Fishbein, Superintendent; Mrs. Regina Lemerich Botsford, Assistant Superintendent for Curriculum, Instruction, and Assessment; Mr. Angelo DeSimone, Board Secretary/Assistant Superintendent for Business; Mr. Gary Hall, Manager of Human Resources; Mr. Jeff Merlino, Board Attorney

Absent: Mr. Joseph Vallerini, President

I. Motion to go into Executive Session

Ms. Brogan moved that the Board go into Executive Session for the purpose of discussing the budget impact on district personnel. Ms. Goodman seconded the motion, which carried by the following roll-call vote:

AYES: Ms. Brogan, Ms. Goodman, Ms. Lenhard, Mr. Hutton

NAYES: None

ABSENT: Mr. Vallerini

II. Budget Impact on District Personnel

Dr. Fishbein discussed with the trustees strategy for renegotiating all collective bargaining units. Ms. Goodman and Mr. Hutton stated that the collective bargaining units should contribute towards closing the budget gap. A decision was made to meet with the bargaining units' Presidents, as a group, to discuss renegotiation and explain the district's situation regarding the budget gap.

A discussion ensued regarding the elimination of positions. Mr. Hall and Mr. Merlino spoke about the impact of tenure. The Board and Cabinet discussed potential cuts and the impact on staff.

The renegotiation strategy with the three unions was discussed and a plan was developed.

III. Reconvened Public Meeting

On a motion made by Ms. Brogan and seconded by Ms. Lenhard, the public meeting reconvened and adjourned at 10:20 p.m., and carried by the following roll-call vote:

AYES: Ms. Brogan, Ms. Goodman, Ms. Lenhard, Mr. Hutton

NAYES: None

ABSENT: Mr. Vallerini

Respectfully submitted,

Angelo DeSimone
Board Secretary

Minutes of the Ridgewood Board of Education Committee of the Whole Executive Session held on Monday, January 26, 2009, at 9:01 p.m. at the Education Center.

Present: Mr. Joseph Vallerini, President; Mr. Robert Hutton, Vice-President; Ms. Sheila Brogan; Ms. Laurie Goodman; Ms. Michele Lenhard

Also Present: Dr. Daniel Fishbein, Superintendent; Mrs. Regina Lemerich Botsford, Assistant Superintendent for Curriculum, Instruction, and Assessment; Mr. Angelo DeSimone, Board Secretary/Assistant Superintendent for Business; Mr. Gary Hall, Manager of Human Resources; Ms. Jen Daviet, Assistant Board Secretary

Absent: None

I. Motion to go into Executive Session

Mr. Vallerini moved that the Board go into Executive Session for the purpose of discussing modifications to the Executive Session minutes and negotiations. Mr. Hutton seconded the motion, which carried by the following roll-call vote:

AYES: Ms. Brogan, Ms. Goodman, Ms. Lenhard, Mr. Hutton, Mr. Vallerini

NAYES: None

II. Modifications to the January 5, 2009 Executive Session Minutes

Mr. Hutton asked that the January 5, 2009 minutes be modified to reflect that Mr. Vallerini left the meeting before negotiations were discussed and returned after the discussion ended.

III. Reconvened Public Meeting

On a motion made by Ms. Brogan and seconded by Ms. Goodman, the public meeting reconvened and adjourned at 9:02 p.m., and carried by the following roll-call vote:

AYES: Ms. Brogan, Ms. Goodman, Ms. Lenhard, Mr. Hutton, Mr. Vallerini

NAYES: None

Ms. Daviet left the meeting.

IV. Motion to go into Executive Session

At 9:03 p.m., Mr. Vallerini moved that the Board go into Executive Session for the purpose of discussing negotiations. Mr. Hutton seconded the motion, which carried by the following roll-call vote:

AYES: Ms. Brogan, Ms. Goodman, Ms. Lenhard, Mr. Hutton, Mr. Vallerini

NAYES: None

At this time, Mr. Vallerini left the meeting.

V. Negotiations

Mr. Hall updated the trustees regarding the re-negotiations with the REA and the RAES, and the RAA negotiations. He advised the trustees that all unions would be present for

the January 27, 2009 meeting. The RAA may opt not to participate because they have not yet negotiated a contract for the 2009-2010 school year. Mr. Hall presented the ground rules for negotiations to be presented to each union at the January 27, 2009 meeting.

VI. Reconvened Public Meeting

On a motion made by Mr. Hutton and seconded by Ms. Goodman, the public meeting reconvened and adjourned at 9:45 p.m., and carried by the following roll-call vote:

AYES: Ms. Brogan, Ms. Goodman, Ms. Lenhard, Mr. Hutton

NAYES: None

ABSENT: Mr. Vallerini

Respectfully submitted,

Angelo DeSimone
Board Secretary

Minutes of the Ridgewood Board of Education Committee of the Whole Executive Session held on Monday, February 2, 2009, at 9:21 p.m. at the Education Center.

Present: Mr. Joseph Vallerini, President; Mr. Robert Hutton, Vice-President; Ms. Sheila Brogan; Ms. Laurie Goodman; Ms. Michele Lenhard

Also Present: Dr. Daniel Fishbein, Superintendent; Mrs. Regina Lemerich Botsford, Assistant Superintendent for Curriculum, Instruction, and Assessment; Mr. Angelo DeSimone, Board Secretary/Assistant Superintendent for Business; Mr. Gary Hall, Manager of Human Resources

Absent: None

I. Motion to go into Executive Session

Mr. Vallerini moved that the Board go into Executive Session for the purpose of discussing negotiations. Ms. Brogan seconded the motion, which carried by the following roll-call vote:

AYES: Ms. Brogan, Ms. Goodman, Ms. Lenhard, Mr. Hutton, Mr. Vallerini

NAYES: None

Mr. Vallerini left the meeting at 9:22 p.m.

The trustees and cabinet members in attendance discussed strategies regarding the February 3, 2009 negotiation sessions with the RAA, REA, and RAES.

Mr. Hall presented the proposal from the REA.

The trustees discussed the pros and cons of the proposal and its applicability to the RAA and the RAES.

The group discussed the need to keep the impact of negotiations in balance between the unions.

II. Reconvened Public Meeting

On a motion made by Ms. Brogan and seconded by Ms. Goodman, the public meeting reconvened and adjourned at 11:35 p.m., and carried by the following roll-call vote:

AYES: Ms. Brogan, Ms. Goodman, Ms. Lenhard, Mr. Hutton

NAYES: None

ABSENT: Mr. Vallerini

Respectfully submitted,

Angelo DeSimone
Board Secretary

Minutes of the Ridgewood Board of Education Committee of the Whole Executive Session held on Monday, February 23, 2009, at 6:30 p.m. at the Education Center.

Present: Mr. Joseph Vallerini, President; Mr. Robert Hutton, Vice-President; Ms. Sheila Brogan; Ms. Laurie Goodman; Ms. Michele Lenhard

Also Present: Dr. Daniel Fishbein, Superintendent; Mrs. Regina Lemerich Botsford, Assistant Superintendent for Curriculum, Instruction, and Assessment; Mr. Angelo DeSimone, Board Secretary/Assistant Superintendent for Business; Mr. Gary Hall, Manager of Human Resources

Absent: None

I. Negotiations

Mr. Vallerini left the meeting at 6:31 p.m.

Mr. Hall informed the trustees and cabinet members that the secretaries had re-voted and rescinded their Memorandum of Agreement.

Dr. Fishbein, Mr. Hall, Ms. Brogan and Ms. Goodman reported on the Friday, February 20, 2009 meeting they had with the REA regarding their concerns over the renegotiation process.

II. Litigation

Mr. Vallerini rejoined the meeting at 6:58 p.m.

Ms. Erin McLaughlin, Adams Stern Gutierrez & Lattiboudere, the district's litigation firm, joined the meeting at 6:58 p.m.

Ms. McLaughlin updated the Board on the status of the [REDACTED] vs. Ridgewood Board of Education civil rights lawsuit.

The trustees instructed Ms. McLaughlin to file for a dismissal and make no settlement offer.

III. Reconvened Public Meeting

On a motion made by Ms. Brogan and seconded by Ms. Goodman, the public meeting reconvened at 7:28 p.m., and carried by the following roll-call vote:

AYES: Ms. Brogan, Ms. Goodman, Ms. Lenhard, Mr. Hutton, Mr. Vallerini

NAYES: None

Respectfully submitted,

Angelo DeSimone
Board Secretary

Minutes of the Ridgewood Board of Education Committee of the Whole Executive Session held on Monday, March 9, 2009, at 10:22 p.m. at the Education Center.

Present: Mr. Joseph Vallerini, President; Mr. Robert Hutton, Vice-President; Ms. Sheila Brogan; Ms. Laurie Goodman; Ms. Michele Lenhard

Also Present: Dr. Daniel Fishbein, Superintendent; Mrs. Regina Lemerich Botsford, Assistant Superintendent for Curriculum, Instruction, and Assessment; Mr. Angelo DeSimone, Board Secretary/Assistant Superintendent for Business; Mr. Gary Hall, Manager of Human Resources

Absent: None

I. Personnel and Litigation

The trustees discussed personnel matters and litigation with regard to the [REDACTED] case and possible litigation regarding an adverse placement.

II. Reconvened Public Meeting

On a motion made by Ms. Brogan and seconded by Ms. Goodman, the public meeting reconvened at 10:50 p.m., and carried by the following roll-call vote:

AYES: Ms. Brogan, Ms. Goodman, Ms. Lenhard, Mr. Hutton, Mr. Vallerini

NAYES: None

Respectfully submitted,

Angelo DeSimone
Board Secretary

Minutes of the Ridgewood Board of Education Committee of the Whole Executive Session held on Monday, March 23, 2009, at 10:50 p.m. at the Education Center.

Present: Mr. Joseph Vallerini, President; Mr. Robert Hutton, Vice-President; Ms. Sheila Brogan; Ms. Laurie Goodman; Ms. Michele Lenhard

Absent: None

I. Motion to go into Executive Session

Mr. Vallerini moved that the Board go into Executive Session for the purpose of discussing personnel; no action will be taken. Ms. Lenhard seconded the motion, which carried by the following roll-call vote:

AYES: Ms. Brogan, Ms. Goodman, Ms. Lenhard, Mr. Hutton, Mr. Vallerini

NAYES: None

II. Personnel

Mr. Vallerini presented the composite annual evaluation of the Superintendent to the Board. Each Board member had submitted their completed individual evaluation forms to him last week. The materials were reviewed and discussed. All remarks and comments were consistent as to the Superintendent's performance since he was hired in July, 2008.

Mr. Vallerini will create a one page summary that will act as a cover sheet to the Superintendent and, thereafter, present the evaluation to the Superintendent.

III. Reconvened Public Meeting and Adjournment

On a motion made by Ms. Brogan and seconded by Ms. Goodman, the public meeting reconvened and adjourned at 11:25 p.m., and carried by the following roll-call vote:

AYES: Ms. Brogan, Ms. Goodman, Ms. Lenhard, Mr. Hutton, Mr. Vallerini

NAYES: None

Respectfully submitted,

Mr. Robert Hutton
Secretary Pro-tem

Minutes of the Ridgewood Board of Education Committee of the Whole Executive Session held on Monday, May 18, 2009, at 7:00 p.m. at the Education Center.

Present: Mr. Joseph Vallerini, President; Mr. Robert Hutton, Vice-President; Ms. Sheila Brogan; Ms. Laurie Goodman; Ms. Michele Lenhard

Also Present: Dr. Daniel Fishbein, Superintendent; Mrs. Regina Lemerich Botsford, Assistant Superintendent for Curriculum, Instruction, and Assessment; Mr. Angelo DeSimone, Board Secretary/Assistant Superintendent for Business; Mr. Gary Hall, Manager of Human Resources

Absent: None

I. Motion to go into Executive Session

Mr. Vallerini moved that the Board go into Executive Session for the purpose of discussing personnel; no action will be taken. Ms. Lenhard seconded the motion, which carried by the following roll-call vote:

AYES: Ms. Brogan, Ms. Goodman, Ms. Lenhard, Mr. Hutton, Mr. Vallerini

NAYES: None

II. Non-Affiliated Staff Salary Guide

Mr. Hall presented the recommendation for unaffiliated salary increases.

There was a brief discussion.

III. Reconvened Public Meeting and Adjournment

On a motion made by Ms. Brogan and seconded by Ms. Goodman, the public meeting reconvened and adjourned at 7:25 p.m., and carried by the following roll-call vote:

AYES: Ms. Brogan, Ms. Goodman, Ms. Lenhard, Mr. Hutton, Mr. Vallerini

NAYES: None

Respectfully submitted,

Mr. Angelo DeSimone
Board Secretary

Minutes of the Ridgewood Board of Education Committee of the Whole Executive Session held on Monday, June 1, 2009, at 7:05 p.m. at the Education Center.

Present: Mr. Joseph Vallerini, President; Mr. Robert Hutton, Vice-President; Ms. Sheila Brogan; Ms. Laurie Goodman; Ms. Michele Lenhard

Also Present: Dr. Daniel Fishbein, Superintendent; Mrs. Regina Lemerich Botsford, Assistant Superintendent for Curriculum, Instruction, and Assessment; Mr. Angelo DeSimone, Board Secretary/Assistant Superintendent for Business; Mr. Gary Hall, Manager of Human Resources

Absent: None

I. Motion to go into Executive Session

Mr. Vallerini moved that the Board go into Executive Session for the purpose of discussing personnel; no action will be taken. Ms. Lenhard seconded the motion, which carried by the following roll-call vote:

AYES: Ms. Brogan, Ms. Goodman, Ms. Lenhard, Mr. Hutton, Mr. Vallerini

NAYES: None

II. Personnel

Dr. Fishbein and Mr. Hall discussed the status of the teacher that was suspended Friday. Mr. Hall explained the next steps and the information that would be gathered with regard to the teacher's health (medical) status.

III. Reconvened Public Meeting

On a motion made by Ms. Brogan and seconded by Ms. Goodman, the public meeting reconvened at 7:30 p.m., and carried by the following roll-call vote:

AYES: Ms. Brogan, Ms. Goodman, Ms. Lenhard, Mr. Hutton, Mr. Vallerini

NAYES: None

Respectfully submitted,

Angelo DeSimone
Board Secretary

Minutes of the Ridgewood Board of Education Committee of the Whole Executive Session held on Monday, June 15, 2009, at 6:30 p.m. at the Education Center.

Present: Mr. Joseph Vallerini, President; Mr. Robert Hutton, Vice-President; Ms. Sheila Brogan; Ms. Laurie Goodman; Ms. Michele Lenhard

Also Present: Dr. Daniel Fishbein, Superintendent; Mrs. Regina Lemerich Botsford, Assistant Superintendent for Curriculum, Instruction, and Assessment; Mr. Angelo DeSimone, Board Secretary/Assistant Superintendent for Business; Mr. Gary Hall, Manager of Human Resources; Ms. Erin McLaughlin, Esq.

Absent: None

I. Motion to go into Executive Session

Mr. Vallerini moved that the Board go into Executive Session for the purpose of discussing litigation regarding the recovery of fees from the civil rights litigation recently settled and personnel. Ms. Brogan seconded the motion, which carried by the following roll-call vote:

AYES: Ms. Brogan, Ms. Goodman, Ms. Lenhard, Mr. Hutton, Mr. Vallerini

NAYES: None

II. Litigation

Ms. McLaughlin explained the tone of the judge's opinion. The opinion stated the Ridgewood Board of Education behaved properly and that the plaintiff's claims against the Board were not supported by the facts.

Ms. McLaughlin also explained it would be very hard to prove that the suit filed was frivolous.

Ms. McLaughlin left the meeting at 7:05 p.m.

III. Personnel

This discussion pertained to the incident at Ridgewood High School involving [REDACTED], which subsequently led to her suspension with pay.

Dr. Fishbein explained this was [REDACTED]'s fifth reported outburst this year. He will be recommending her increment be withheld for fiscal year 2009-2010 after attorney review.

The trustees then discussed the process to be followed in the upcoming Donaldson hearing.

IV. Reconvened Public Meeting

On a motion made by Ms. Brogan and seconded by Ms. Goodman, the public meeting reconvened at 7:30 p.m., and carried by the following roll-call vote:

AYES: Ms. Brogan, Ms. Goodman, Ms. Lenhard, Mr. Hutton, Mr. Vallerini

NAYES: None

Respectfully submitted,

Angelo DeSimone
Board Secretary

Minutes of the Ridgewood Board of Education Committee of the Whole Executive Session held on Monday, June 29, 2009, at 6:10 p.m. at the Education Center.

Present: Mr. Joseph Vallerini, President; Mr. Robert Hutton, Vice-President; Ms. Sheila Brogan; Ms. Laurie Goodman; Ms. Michele Lenhard

Also Present: Dr. Daniel Fishbein, Superintendent; Mrs. Regina Lemerich Botsford, Assistant Superintendent for Curriculum, Instruction, and Assessment; Mr. Angelo DeSimone, Board Secretary/Assistant Superintendent for Business; Mr. Gary Hall, Manager of Human Resources; Ms. Jen Daviet, Assistant Board Secretary; Mr. Jeffrey Merlino, Esq.

Absent: None

I. Motion to go into Executive Session

Mr. Vallerini moved that the Board go into Executive Session for the purpose of discussing personnel. Mr. Hutton seconded the motion, which carried by the following roll-call vote:

AYES: Ms. Brogan, Ms. Goodman, Ms. Lenhard, Mr. Hutton, Mr. Vallerini

NAYES: None

II. Personnel

Mr. Merlino explained the witnesses would remain outside and the employee and one representative would be present. The employee presents her case and then witnesses are brought in to speak with a four-minute time limit. After the witnesses are done, the employee is excused and the supervisors present their case. The Board is allowed to take action tonight; however, if action is taken, the employee must be notified within three days of the action taken. If no action is taken, the previous recommendation of the Superintendent stands.

Ms. Maria Cannon, President of the REA; Ms. Kelly Staniewicz, teacher and representative in training; and [REDACTED], music teacher at Travell, entered the room. Ms. Cannon explained they were here on behalf of [REDACTED] to present a strong case in hopes that the Board would realize their decision to not grant her tenure was a huge mistake.

[REDACTED] distributed some items her students had made her over the past year, including a big thank you card. She expressed her desire to stay at Travell for both personal and professional reasons. She felt she went above and beyond her duties as a teacher and read from a list of her professional accomplishments as follows:

- When she first came to teach, students dreaded coming to class and were stubborn and resistant to participate and parents were concerned. She helped them get back on track with curriculum, assessed skills of students, and presented a winter concert program that displayed a repertoire that was sensitive to students' backgrounds and stirred excitement. The students danced, sang, played instruments and were willing to accept challenges.

- She introduced curriculum for the recorder. She arranged field trips to Carnegie Hall where, for the price of a ticket, each student received a recorder, book, and two compact discs. The students performed and engaged in each and every lesson.
- She participated in the master teacher collaborative, wrote cross-curricular music, and three of her lessons were published in the handbook.
- She was asked by the music department to be the music director at Benjamin Franklin. She taught the cast, directed the pit band, wrote all of the piano parts, and attended rehearsals every day.
- She wrote music by hand for the xylophone. She taught students to draw upon all aspects of curriculum. She introduced the rules of counterpoint which taught each student to identify musical intervals. Students were assigned to write a song for the spring concert, which created excitement and opened the scope to include other performing arts including dance and drama. Individual students were featured in each section and their enthusiasm grew. She offered her time every day after school, and students designed program covers on their own time.
- She split the spring vocal concert into three concerts by grade. This provided the opportunity for younger students to be in concerts instead of waiting.
- She tried to engage the staff to work together. She revised the fourth grade play with teachers to enable each class to have their own performance and invited first and second grade teachers to do the same. The students memorized all of their lines and the content of show. All performances were tied to the curriculum.
- She developed cross-curricular projects. She used GarageBand and iTunes to record herself singing and burned compact discs for all of the teachers, who played them for their students.
- She applied for and was awarded a grant from the Ridgewood Education Foundation to purchase notation software in order to include technology with fifth grade composition music.
- She directed chime choir for three years and improved the program every year.
- She wrote the specialist schedule for the past three years and spent extra time and days to provide colleagues with the most comfortable schedule.
- She included and featured students with special needs. Dance steps were modified in order for the students to feel a sense of accomplishment. She added after-school chime choir to accommodate any classified child who wanted to participate.
- In an effort to get staff involved, she wrote a teacher talent show and rehearsed with the teachers for ten weeks to help them prepare.
- At the request of the administration, she planned assemblies, including the fifth grade recognition program.
- In order to incorporate technology, she created accounts on Blackboard, posting songs, play scenes, and lesson links. This enabled students who were out to keep up with lessons.

██████████ reiterated that she had gone above and beyond the call of duty to ensure that every program grew. She does not cut corners and her students are challenged to exceed their expectations of themselves. She is not adequate, mediocre or satisfied with just following the curriculum. She wants every child to be involved in music and

shine and she encourages kids who lack confidence.

██████████ explained her personal reasons for wanting to stay at Travell. She said when she was in school, music was the one place she could achieve success as a student. Once she started piano lessons, her grades improved and it gave her confidence. She has masters and bachelors degrees from different universities. She has done incredible things for Travell School and has more dreams and ideas. The students hold onto her, former students visit, and she attends their private performances on her own time. She allows students class time to perform, has worked hard to earn the respect of the parents, and proven herself academically and emotionally. The students respect her and allow her to challenge them. ██████████ said the parents comment on their children's performances with tears in their eyes.

Aspects of her teaching have been criticized by the administration and she has worked hard to improve them. ██████████ learned how to program Blackboard and met monthly with the administration to discuss ideas. She feels she is a cooperative employee who seeks to better herself in any way she can, and that she did whatever was asked of her. She has sacrificed her lunch time to provide extra help. The ultimate assessment of music is the performance. She explained her students perform advanced skills, recall historical information, and they love doing what she asks of them. ██████████ feels she is outstanding and astonishingly committed. She has done more than most teachers in three years and would like to continue the work that she started. She summarized herself as a teacher you do not want to let go and one who will make you proud if given the opportunity.

Ms. Cannon distributed copies of ██████████ presentation to the Board. She then presented the following testimony recorded via DVD from ██████████, a parent advocate who could not be here tonight.

██████████ said she attended a recognition ceremony last Tuesday at Travell and the fifth grade sang an original song composed by ██████████. She said it was a very moving and emotional night. ██████████ no longer has children at Travell School; however, she believes all students at Travell deserve to have a teacher of this caliber. She said the music program makes Ridgewood what it is and ██████████ is needed to continue the tradition of excellence. Approximately 62% of the parents signed a petition asking the Board to grant ██████████ tenure. This speaks to how she has touched the Travell community as a whole. She feels ██████████ is the finest music teacher the students have ever had. The music program has been enhanced and grown. ██████████ said ██████████ inspires and encourages children and it would be a great loss if she cannot finish the work she started.

██████████ said ██████████ has succeeded in making every child happy with the part they have in every performance. She produces original and creative performances to cater to each child's strength. She engages student's artistic interest by having them design and help paint backdrops for shows; the children aren't just in it, they own it. ██████████ is helpful and involved with parents, faculty, and the HSA. She feels ██████████. ██████████ hard work does not stop after the school day is over and that these efforts

deserve to be noted. She feels [REDACTED] is an inspiration to all students, an excellent music educator, and a talented, creative individual. [REDACTED] said offering her tenure would provide the students with continuity. Strong music programs will only stay strong if their foundations stay strong. This begins in elementary school. [REDACTED] urged the Board to reevaluate her credentials and grant her tenure.

The following testimony was provided in person, one at a time:

Mr. Joel Brickman, music teacher at Willard, Travell and Ridge Schools, said he was proud to speak on behalf of [REDACTED]. He described her as a superior music educator who brings a world of expertise and rare gifts of perception to teaching. She is innovative, enterprising, has a keen awareness of substance, and has the ability to inspire and captivate talent. She has great virtue as a leader, choral director, and chime choir director. [REDACTED] is technologically proficient, adept at maintaining skills, and always willing to share. She has won respect and transported Travell School into a new dimension. She introduced music composition and has firmly guided students. He endorses and supports [REDACTED].

Ms. Rena Christie, a mother from Travell, spoke on behalf of [REDACTED]. She said she was not asked to be here; she requested to attend. She said she had spoken with [REDACTED] a year earlier about incorporating a Greek dance into the Spring Concert and expressed her desire to help. [REDACTED] remembered their conversation and contacted her to assist. Ms. Christie said while in the classroom, she observed [REDACTED] speaking to the children and she felt the way she looked and spoke to the students made them feel good. Ms. Christie thought [REDACTED] knew the ability of each class. She thinks [REDACTED] is a wonderful person and teacher and would love to see her obtain tenure. Ms. Christie did not understand why, if something is so good, how the Board could possibly let it go. She expressed her need to understand why and asked the Board to overturn their decision.

Mr. Brendan Buckley, a Ridgewood resident, said his wife had been involved with the public hearings until now. He felt it was important to share his views as a father. He described his son, who is an athlete with no other outside interests, who does not like public speaking. He said with [REDACTED] guidance, his son developed a strong appreciation for music and the arts and built up his confidence. He said his son now gets up early to practice chime choir and is taking singing lessons over the summer. Mr. Buckley said his daughter is always rehearsing lines to recreate performances she has done during the year. Mr. Buckley said knowing her accomplishments he cannot make sense of what has happened. He feels [REDACTED] has gone above and beyond and it is hard to believe she warrants this decision. He said he is sure she has faults but the parents have not seen these. [REDACTED] has exceeded the expectations of what her job should be. He said even after knowing she was not granted tenure, she came to work every day. That is the sign of someone who is an exceptional role model. He is not sure what precedent is to reverse this decision and expressed his respect for everyone and the process. Mr. Buckley said as a father, coach, taxpayer, and concerned parent, he urges the Board to reconsider their decision.

After all testimony was complete, Ms. Cannon said the association and administration work very closely together and it is hard to go against a principal or supervisor. She said she did not know [REDACTED] before this came to light and she is truly amazed at the parental support and her presentation tonight. In the short time she has been here, she has made amazing changes at Travell. She does not understand why she is not being granted tenure. If another contract was offered, her principal would still have a lot of power to punish her if she does not do her job. There is a way to reverse this decision while still showing respect for Dr. Schmiedecke and Ms. Leininger. Ms. Cannon said to lose [REDACTED] would be another district's gain.

In conclusion, [REDACTED] showed a portion of the Spring concert via DVD. [REDACTED] thanked the Board for the opportunity to speak and she, Ms. Cannon, and Ms. Stankiewicz left the meeting at 7:12 p.m.

Mr. DeSimone brought in Dr. Edward Schmiedecke, Supervisor of Music; and Ms. Margy Leininger, Principal of of Travell School. Ms. Brogan asked where the disconnection was between 187 parents saying [REDACTED] is wonderful and her impressive list of accomplishments, if true. She does not understand the reason behind not granting tenure. Ms. Lenhard asked what they saw, how they evaluated her, and what led to their recommendation.

Dr. Schmiedecke explained that tenure in Ridgewood is not an easy thing to attain; however, it is not unattainable. There is a teacher who was tenured last year at Ridge and another at Willard who will be tenured in the fall. He said these are superior teachers who have displayed excellent skills and teaching ability. As teachers themselves, he and Ms. Leininger want to see people succeed.

There are a number of things in place used to evaluate a teacher. In addition to the work they have done, there is a teaching network where all of the teachers meet every month to discuss materials, strategies, and curriculum. He said [REDACTED] attended the master teacher collaborative at his suggestion due to the fact that her lesson plans were weak. These workshops help teachers learn to develop exemplary lesson plans. This was targeted in the first year specifically to achieve good lesson planning. Dr. Schmiedecke said when someone comes into a position with musical and teaching skills, that person also comes in with the bar set fairly high. There has not been improvement in terms of teaching skills and background knowledge from this teacher.

Dr. Schmiedecke said [REDACTED] did not teach in a logical way. Her planning was a list of activities, which, from a parent standpoint, seems great. He explained that while she presents a song, there is no clear objective, expected outcome, assessment or closure to that outcome, and all of her observations speak to that point. In February, Dr. Fishbein observed [REDACTED] and said she needs to leave time at the end of a lesson to provide detailed summation. There is no closure at the end of her lessons. This has been noted in every evaluation. At the end for her third year, there still is no closure to her lessons. Dr. Schmiedecke said when this was pointed out to [REDACTED] and she was mentored in this direction, there was no improvement and the same problems were reiterated. [REDACTED] was spoken to straightforwardly with regard to what needed to

be improved upon for her third year and there was still no strong improvement. Dr. Schmiedecke's feeling was that [REDACTED] has been non-responsive in the learning process no matter what was suggested or discussed. She was provided with examples of lesson plans and outlines and still did not improve.

Ms. Leininger clarified that [REDACTED] was given feedback on her lesson plans, as well as sample lesson plans from colleagues in her building. Lesson plans from Madeline Hunter were reviewed. Ms. Leininger and Dr. Schmiedecke sat with her to clarify her lesson plans, worked on her music objectives and content, and discussed how she was going to teach. Dr. Schmiedecke reiterated that there was no clear objective, outcome or goal stated, or any indication of what she was going to use as materials or methods to reach her goal. At the end of every lesson, you need to assess, in some way, and check for understanding, and then obtain closure. There is a formula to make sure the right pieces are in the lesson.

Ms. Goodman inquired if the students were not learning music adequately and how that is assessed. Dr. Schmiedecke responded that he expects to see it assessed at the end of every lesson and unit; however, not having given a test, he would not know. He does know that the methodology used is not clear, not acceptable, and does not lead to success. There is no flow or sequence to the way her lessons are presented.

A lengthy discussion followed on core curriculum standards from the state and how to know if students had achieved the level required. Board members asked if the concerts showed what students had learned. Dr. Schmiedecke explained at the high school level, concerts show the culmination of learning day after day; however at the elementary level, being able to sing a song does not prove they have learned musical concepts. It only shows they learned the song and were able to perform. There are no goals stated of what to expect from the students with regard to melody and rhythm and there is no way to test it. The lesson plan shows if they are working on a pattern; how they get to it, utilizing this song with this pattern, studying it, looking on the board, and playing it on the recorder. Everything in the lesson plan should point back to the original goal. [REDACTED]. [REDACTED] did a lot of one-on-one with the students, and the administration's goal for her was to try to get the students to work together in groups of three or four in order for [REDACTED]. [REDACTED] to get a broader understanding of what the group knew.

Mr. Vallerini asked if [REDACTED] ever acknowledged that there were weaknesses. Ms. Leininger said it was made very clear in her summative each year of what should be shown in her lesson plan and instruction. Board members asked if the administrators saw an honest effort to improve and Ms. Leininger and Dr. Schmiedecke responded there was none. They explained they offered to help in numerous ways and provided ideas of how to involve the students and move forward and not to spend too much time questioning for concepts and facts. [REDACTED] was also advised to have students talk to each other and for her to be cautious in the way she spoke to the students. These types of detailed outlines of what was expected were reviewed each each year and she never followed through.

III. Reconvened Public Meeting

On a motion made by Mr. Hutton and seconded by Ms. Brogan, the public meeting reconvened at 7:42 p.m. The motion was unanimously approved.

IV. Motion to go into Executive Session

At 9:20 p.m., Mr. Vallerini moved that the Board return to Executive Session for the purpose of discussing personnel. Mr. Hutton seconded the motion, which carried by the following roll-call vote:

AYES: Ms. Brogan, Ms. Goodman, Ms. Lenhard, Mr. Hutton, Mr. Vallerini

NAYES: None

A discussion ensued with regard to instruction planning and management and the fact that all comments thus far say the students are engaged and enthused about music and enjoy the concerts. Concerts and dress rehearsals were made more manageable by splitting them in smaller groups and holding rehearsals the day before. This was done through a group effort after being discussed numerous times with [REDACTED].

Ms. Lenhard asked if there was any specific reference in the curriculum to developing a love of music in the children. She said parent concerns are centered on their children. Dr. Schmiedecke explained that you look to develop a love of music in the children and if you don't see love of music, the program is not successful on any level.

Ms. Brogan asked why, if there were issues during year one or two that continued, what caused the administrators to give [REDACTED] another chance for year three. Ms. Leininger explained that during year one, classroom management could be a problem. She felt like she was working with [REDACTED] and her visions of what the music program would be. During the second year, more issues ensued, and Ms. Leininger made it very specific that if significant improvement was not seen, they would not be able to recommend her for tenure. The same items for improvement were stated very clearly in both years. Some of these were to have more complete and detailed daily planning, adopt a more cooperative and less contentious attitude with colleagues, avoid sarcasm with students, adopt a softer demeanor with them, and accept the teaching schedule and assignments as given. No matter what was advised, [REDACTED] found something wrong with it. Mr. Vallerini said [REDACTED] had complained her schedule was unreasonable. Common planning time is adopted through contract and is the concept across the district. [REDACTED] did not like common planning time nor did she like the groups mixed or coming from physical education class.

A lengthy discussion ensued on chime choir, concert schedules, and [REDACTED] professional growth plan. [REDACTED] continually made changes on her own with regard to concert schedules although it was often explained to her that it was not allowed. This was also noted in her professional growth plan. [REDACTED] acknowledged and seemed to understand the suggestions, said she would work on improving, but did not. Her goals were redone, in detail twice, with the assistance of Ms. Leininger and Dr. Schmiedecke. [REDACTED] had a problem with chime choir and how she was compensated. She felt she had more students than she wanted. Dr. Schmiedecke gave

her strategies and Ms. Botsford offered to buy another set of chimes. After numerous emails, she asked to be relieved of the duty. Ms. Leininger explained that Ms. Kramer knew when she was hired that chime choir was a big part of the program.

Mr. Vallerini asked if it was noted in [REDACTED] final evaluation that she had failed to meet her Professional Improvement Plan. It was confirmed that she was told what she had to work on. She did not meet any of the items discussed after three years. Eleven music teachers have been tenured since Dr. Schmiedecke has been here. [REDACTED] would be the second music teacher not recommended for tenure. The standard is high, but not unattainable.

Mr. Vallerini said all schools have their own personality and each one is different. He asked if they felt if she was in a different school, would she be better or she is just not getting it or doing what is expected of her. Ms. Leininger responded it was a little of both. She did not feel another school would make a difference and the same situation might occur. Dr. Schmiedecke explained that as a supervisor, if you own a teacher and they are tenured, you have to find something that works for them and you try. If you have the opportunity to move the person to a school where they can be more successful, then you do. If someone is non-tenured, he would not feel comfortable saying to another principal give her a chance and she would be fine. [REDACTED] does not have much teaching experience; she was a student teacher, taught in the Bronx, and came here.

Board members asked about the reaction of teachers with regard to granting one person tenure and not the other. Ms. Leininger responded that she has not heard anything from the teachers. Board members explained their struggle with this decision. There has never been a groundswell of emails and phone calls like there have been about [REDACTED].

Ms. Lenhard expressed her support for the decision to not grant tenure to [REDACTED] and asked what is appropriate, if anything, to say at the microphone. Because of the challenges at Travell, it is important to let parents know their input was heard and taken into consideration. Ms. Leininger said she has negative letters from parents during [REDACTED]. [REDACTED] first year with regard to discipline and the way she spoke to children. Ms. Goodman said she was struggling with concerns of student outcomes just by looking at the lesson plans. Dr. Schmiedecke and Dr. Fishbein reiterated that at the end of the lesson, there has to be some check for understanding that students understood the concept or goal and there is no assessment at the end of her plans. For every assessment, you can tell by the way the lesson is constructed if it is an ongoing process. The lesson plan is a way of structuring your thoughts as a teacher and it is not there.

A discussion ensued as to whether or not students are learning to the level they should be. [REDACTED] did not address these expectations. A basic lesson plan is what administrators use and [REDACTED] is not cooperating and allowing them to do their job. Even if the students are learning, there is nothing for the administrators to evaluate. Teaching is assessed in every subject and there are specific things to benchmark for

each subject. There has to be a plan with an objective, method, summary and conclusion to see if the students understood the lesson. That is what administrators use to see if the teacher did the lesson and if he or she is clear in the plan. The process of learning how to write a lesson plan was reviewed. At the end of a teacher's probationary period, they should know how to write a lesson plan without being told.

Ms. Brogan said three supervisors have recommended not granting tenure to [REDACTED]. She pointed out the judgment problem with [REDACTED], as shown on the DVD. This included her crying at the concert, hugging parents, and seeing the confusion on the students' faces. It appeared that it was all about her and that the parent campaign began after [REDACTED] knew of the decision not to grant her tenure. Dr. Fishbein thanked Ms. Leininger and Dr. Schmiedecke.

Mr. Merlino explained that nobody from the public could have any information with regard to this. Ms. Brogan asked if they could say the Board deliberated long and hard and decided to support the decision. Dr. Fishbein explained if the Board goes back and does nothing it reverts back to the original decision. Mr. Hall asked if he could write a general statement. Mr. Merlino reiterated that Board members cannot discuss personnel decisions. He suggested they say 'Board members cannot discuss personnel decisions; however, when I make personnel decisions, I carefully consider all information provided to me and or in my possession.'

Ms. Leininger and Dr. Schmiedecke left the meeting at 10:21 p.m.

Dr. Fishbein asked if anyone was interested in making a motion when the Board returned to public session. Ms. Brogan said she was comfortable allowing the original decision to be supported and thanked the administrators for their time. Ms. Goodman felt it was not good but wanted to hear what special care would be taken to follow up with Travell parents. Ms. Goodman said there needs to be a face-to-face meeting to address the concerns otherwise they will think they were not listened to. Dr. Fishbein explained that is difficult to do without providing answers. Mr. Hutton asked if it would help in any way to make a motion and have nobody second it. Dr. Fishbein explained the motion would be to rescind so that [REDACTED] is not non-renewed. It has to supersede the judgment. Mr. Vallerini agreed with the need to speak to parents.

Ms. Brogan suggested Dr. Fishbein compose a letter to the public saying personnel items are confidential, all information was listened to, and everyone's feelings have been acknowledged. Ms. Lenhard said parents are not privy to the level of detail in a personnel file and they do not understand the goal setting and evaluation process. She is sympathetic to the community and principal problems, and wants to support the whole process.

A brief discussion followed on how the process was done in the past and possibly presenting the tenure process at a Board meeting in September in order to educate the public.

V. Reconvened Public Meeting

On a motion made by Mr. Hutton and seconded by Ms. Brogan, the public meeting reconvened at 10:30 p.m., and carried by the following roll-call vote:

AYES: Ms. Brogan, Ms. Goodman, Ms. Lenhard, Mr. Hutton, Mr. Vallerini

NAYES: None

Respectfully submitted,

Jennifer Daviet
Assistant Board Secretary

Angelo DeSimone
Board Secretary