

Minutes of the Ridgewood Board of Education Committee of the Whole Executive Session held on Monday, August 24, 2009, at 6:10 p.m. at the Education Center.

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

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. Goodman, Ms. Lenhard, Mr. Hutton, Mr. Vallerini

NAYES: None

II. Personnel

Dr. Fishbein updated the trustees regarding the [REDACTED] situation. [REDACTED] has asked for a \$130,000 settlement. The other two options would be to invite her back or file tenure charges.

Mr. Hall explained the status of the psychological evaluation that [REDACTED] was directed to undergo. He explained the arrangements that had been made, and the communications sent to [REDACTED] to help [REDACTED] comply with the Board's directive. To date, there has been no report received.

A discussion ensued regarding settling and the strategy associated with a dollar amount.

The Board of Education will move on parallel paths: tenure charges and separation payment negotiations.

III. Reconvened Public Meeting and Adjournment

On a motion made by Mr. Hutton and seconded by Ms. Goodman, the public meeting reconvened and adjourned at 6:50 p.m., and carried by the following roll-call vote:

AYES: 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, September 14, 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. Kerry Huntington, Supervisor of Special Education

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 and 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. Litigation - Special Education

Ms. Kerry Huntington explained the current situation relevant to [REDACTED] as follows:

- The parents notified the Child Study Team that they would unilaterally place [REDACTED] in a private school for the handicapped: [REDACTED].
- The parents placed the child at the school of their choice, as they had previously notified the district.
- The parents have filed due process seeking \$47,000 they paid for tuition for their child to attend [REDACTED]. Ms. Huntington recommended that the reimbursement be contested.
- The parents had initially agreed to a mediation session, but have since declined.
- The child is currently enrolled at Ridgewood High School in a program specifically designed for him as per his IEP, with parental consent.
- Ms. Huntington feels a settlement is likely. After consulting with Mr. David Rubin, the Board attorney for Special Education, she recommended the Board reimburse the parents up to \$15,000.

Ms. Huntington left the meeting at 6:52 p.m.

III. Personnel

Mr. Hall advised the Board that [REDACTED] was seeking a \$115,000 separation settlement. Mr. Hall feels the district's position is strong, well documented, and defensible. He reiterated the options discussed at a previous meeting.

Mr. Hutton proposed negotiating a "riskless" settlement starting at \$105,000 and up to \$110,000. [REDACTED] would have to provide a full release to the district.

Ms. Brogan felt that the district should file tenure charges and not settle.

Ms. Goodman wondered if a settlement would cause other staff members to behave badly in order to receive a settlement.

Dr. Fishbein proposed offering \$90,000 and if [REDACTED] refuses, tenure charges would be filed.

Mr. Hutton agreed with Dr. Fishbein; however, his recommendation was that the \$90,000 should be reduced semi-monthly, based on salary received.

Ms. Lenhard recommended the offer Dr. Fishbein proposed be extended to September 30, 2009 or the district would file tenure charges.

The consensus was the district would offer \$90,000, with the contingency that [REDACTED] accepts the settlement by September 30, 2009. If the settlement is not accepted, tenure charges would be presented for approval by the Board at the October 5, 2009 Board meeting.

IV. Negotiations

Mr. Vallerini and Mr. Hutton will represent the Board of Education during negotiations. A strategy meeting will be held after the September 21, 2009 Board meeting.

V. Reconvened Public Meeting and Adjournment

On a motion made by Mr. Hutton and seconded by Ms. Goodman, the public meeting reconvened at 7:32 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, September 21, 2009, at 8:40 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

Absent: Mr. Joseph Vallerini, President

I. Motion to go into Executive Session

Mr. Hutton moved that the Board go into Executive Session for the purpose of discussing personnel. Ms. Brogan 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. Personnel

Mr. Hall advised the Board that [REDACTED] had rejected the district's offer of \$90,000 and has countered with an offer of \$95,000. Ms. Brogan felt the counter offer should be rejected. Mr. Hutton thought the district should accept the counter offer.

The consensus of the trustees was to hold firm with the Board's original offer of \$90,000 until September 30, 2009. There is to be no negotiation until then. After September 30th, Lindabury, McCormick, et al. is authorized to offer up to \$92,500 in order to settle and receive a letter of resignation and release of claims.

III. Reconvened Public Meeting and Adjournment

On a motion made by Mr. Hutton and seconded by Ms. Goodman, the public meeting reconvened and adjourned at 8:55 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 5, 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; Mr. Jeffrey Merlino, 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 discussing personnel. Ms. Brogan 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. Personnel

Mr. Merlino discussed the status of the tenure charge notification process with [REDACTED] and her attorney. It is his recommendation that the Board vote on the certification of tenure charges tonight; and, if they are certified, that the filing of the charges with the Commissioner of Education be delayed until 12:00 noon on October 9, 2009, so that the Board attorney has the opportunity to receive the separation documents necessary for the Board of Education to accept her resignation.

Absent the receipt of the separation documents, the charges will be filed with the Commissioner of Education.

III. Confidential Item

A. HUMAN RESOURCES

i. Certification of Tenure Charges

WHEREAS, tenure charges against [REDACTED] have been filed with the Secretary of the Board by Dr. Daniel Fishbein, Superintendent of Schools, charging unbecoming conduct and other just cause; and

WHEREAS, a copy of the sworn charges and a sworn statement of evidence have been presented to the Board for consideration; and

WHEREAS, no sworn response to the charges has been filed with the Board by [REDACTED]; and

WHEREAS, ongoing discussions between the Board and [REDACTED], through their attorneys, may result in [REDACTED] resignation from employment in the near future; and

WHEREAS, the Board has reviewed and considered the sworn charges and statement of evidence (including accompanying exhibits); now therefore be it

RESOLVED, that the Board hereby determines, based upon the foregoing review and consideration, that there is probable cause to credit the evidence in support of the charges of unbecoming conduct and other just cause; and be it further

RESOLVED, that the Board hereby determines that the charges, if credited, are sufficient to warrant [REDACTED] dismissal as an employee of the district; and be it further

RESOLVED, that the Board hereby suspends [REDACTED] from her district employment, without pay, effective October 6, 2009, pursuant to N.J.S.A. 18A:6-14; and be it further

RESOLVED, that the Superintendent is authorized and directed to hold the certified tenure charges until 12:00 noon on Friday, October 9, 2009 pending receipt of documentation supporting [REDACTED] immediate separation from district employment, and:

- a. In the event the district receives adequate separation documentation by 12:00 noon on Friday, October 9, 2009, the Superintendent is further authorized and directed to hold the certified tenure charges until the next Board meeting when the Board's certification of the tenure charges will be rescinded upon its acceptance and approval of the separation documentation; or
- b. In the event the district does not receive adequate separation documentation by 12:00 noon on Friday, October 9, 2009, the Superintendent is authorized and directed to transmit the certified tenure charges to the Commissioner of Education by Tuesday, October 13, 2009.

Mr. Hutton moved approval of Confidential Item A – Human Resources.

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

IV. Reconvened Public Meeting

On a motion made by Mr. Hutton and seconded by Ms. Goodman, the public meeting reconvened at 7:20 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 19, 2009, at 6:11 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

II. RAA Negotiations

Dr. Fishbein and Mr. Hall led a discussion regarding the RAA negotiation strategy for addressing the following topics:

- A new salary guide
- Supervisor positions – from ten to twelve months
- Cost of tuition reimbursements
- Health care premiums – contribution should be equal to the REA
- Cost of dental CAP is made equal to the REA
- Eliminate retiree medical care payment
- Mr. Hall would be the negotiator/spokesperson
- Cost of contract
- Eliminate the traditional health plan for new hires

III. Reconvened Public Meeting and Adjournment

On a motion made by Ms. Lenhard and seconded by Ms. Brogan, the public meeting reconvened and adjourned at 9:00 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 16, 2009, at 9:35 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. He stated the minutes of the Executive Session would be released when the need for confidentiality no longer exists. Ms. Brogan seconded the motion, which carried by the following roll-call vote:

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

NAYS: None

II. RAA Negotiations



III. Reconvened Public Meeting and Adjournment

On a motion made by Ms. Lenhard and seconded by Ms. Brogan, the public meeting reconvened and adjourned at 10:08 p.m.

Respectfully submitted,

Angelo DeSimone
Board Secretary

Minutes of the Ridgewood Board of Education Committee of the Whole Executive Session held on Monday, December 7, 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. Jeffery Merlino, 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 discussing personnel. He stated the minutes of the Executive Session would be released when the need for confidentiality no longer exists. Ms. Brogan seconded the motion, which carried by the following roll-call vote:

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

NAYS: None

II. Tenure Charges – [REDACTED]

Mr. Merlino recapped the status of the original certification of tenure charges. Judge Paone recommended that the process be restarted so that there is no appeal regarding the notice period. The judge made this recommendation because [REDACTED] did not receive the hard copy of the first notice until 14 days prior to the initial certification of charges by the Board of Education.

The Board was asked to approve the following resolution:

III. Confidential Item

A. HUMAN RESOURCES

i. Certification of Tenure Charges

WHEREAS, tenure charges against [REDACTED] have been filed with the Secretary of the Board by Dr. Daniel Fishbein, Superintendent of Schools, charging unbecoming conduct and other just cause; and

WHEREAS, [REDACTED], through her attorney, has submitted a Statement of Position and a Statement of Evidence in Response to the Tenure Charges; and

WHEREAS, a copy of the sworn tenure charges and sworn statement of evidence in support thereof, along with a copy of [REDACTED] Statement of Position and Statement of Evidence in Response to the Tenure Charges have been presented to the Board for consideration; and

WHEREAS, ongoing discussions between the Board and [REDACTED], through their attorneys, have not resulted in [REDACTED] resignation from district employment; and

WHEREAS, the Board has reviewed and considered the sworn tenure charges and sworn statement of evidence in support thereof (including accompanying exhibits), and

also reviewed and considered [REDACTED] Statement of Position and Statement of Evidence in Response to the Tenure Charges (including accompanying exhibits); now therefore be it

RESOLVED, that the Board hereby determines, based upon the foregoing review and consideration, that there is probable cause to credit the evidence in support of the charges of unbecoming conduct and other just cause; and be it further

RESOLVED, that the Board hereby determines that the charges, if credited, are sufficient to warrant [REDACTED] dismissal as an employee of the district; and be it further

RESOLVED, that the Board hereby suspends [REDACTED] from her district employment, without pay, effective December 8, 2009, pursuant to N.J.S.A. 18A:6-14; and be it further

RESOLVED, that the Superintendent is authorized and directed to transmit the certified tenure charges to the Commissioner of Education by Tuesday, December 8, 2009.

Ms. Brogan moved approval of Confidential Item A – Human Resources.

Mr. Hutton seconded the motion, which carried by the following roll-call vote:

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

NAYS: None

IV. Grievance – Withholding of Increment – [REDACTED]

At 6:30 p.m., the following people joined the meeting: Ms. Maria Cannon, REA President; Ms. Kelly Staniewicz, REA Grievance Chairperson; [REDACTED], Grievant; Dr. Lorna Oates-Santos, Principal of Somerville School; Mr. Anthony Orsini, Principal of Benjamin Franklin Middle School; and Dr. Edward Schmiedecke, Supervisor of Fine and Applied Arts.

Mr. Hall updated the Board as to the REA's reason for seeking relief through the grievance process as follows:

- A poor evaluation for the 2006-07 school year caused the increment to be withheld in the 2007-2008 school year.
- [REDACTED] 2007-2008 evaluation was satisfactory and she received an increment in the 2008-2009 school year, but no restoration of her withheld 2007-2008 increment.
- A poor evaluation for the 2008-2009 school year caused her 2009-2010 increment to be withheld, and stopped the automatic restoration of her withheld 2007-2008 increment pursuant to the REA contract.

The reason for this grievance is that the REA believes there is not enough cause to justify the withholding of the second increment.

Ms. Cannon recounted the previous history. She stated she was surprised to see a second increment withheld because it has never happened before. The union's position is that the second increment withholding was an inappropriate response to [REDACTED] 2008-2009 performance problems on top of the negotiation of her contracted automatic restoration of the withheld 2007-2008 increment.

Mr. Hutton asked the dates of the two 2008-2009 incidents indicated by Ms. Cannon. There was a letter by Dr. Cary Bell in October 2008 and a letter from Dr. Lorna Oates-Santos in February 2009. Ms. Cannon said she anticipated that these letters might prevent the automatic restoration of the first increment. However, she did not realize a second increment was to be withheld.

At 6:35 p.m., the REA concluded its grievance presentation and Ms. Cannon, [REDACTED], and Ms. Staniewicz left the meeting.

The trustees discussed the formal and informal observations of [REDACTED] held throughout the year by Dr. Oates-Santos and Dr. Schmiedecke. Dr. Schmiedecke explained that [REDACTED] tends to lose control of herself when she is stressed and alone with the students, and there are no other adults present in the classroom. He read the report of [REDACTED]'s behavioral issues at Somerville School during the 2008-2009 school year.

There is a 90 day improvement plan in place for the 2009-2010 school year.

At 7:08 p.m., Mr. Orsini, Dr. Oates-Santos, and Dr. Schmiedecke left the meeting.

It is the consensus of the Board to uphold the Superintendent's decision regarding this grievance.

V. Reconvened Public Meeting

On a motion made by Mr. Hutton and seconded by Ms. Brogan, the public meeting reconvened at 7:18 p.m.

Respectfully submitted,

Angelo DeSimone
Board Secretary

Minutes of the Ridgewood Board of Education Committee of the Whole Executive Session held on Monday, December 21, 2009, at 9:53 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. He stated the minutes of the Executive Session would be released when the need for confidentiality no longer exists. Ms. Brogan seconded the motion, which carried by the following roll-call vote:

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

NAYS: None

II. RAA Negotiations

[REDACTED]

[REDACTED]

III. Reconvened Public Meeting and Adjournment

On a motion made by Ms. Goodman and seconded by Ms. Brogan, the public meeting reconvened and adjourned at 10:28 p.m.

Respectfully submitted,

Angelo DeSimone
Board Secretary

Minutes of the Ridgewood Board of Education Committee of the Whole Executive Session held on Monday, January 11, 2010, at 5:30 p.m. at the Education Center.

Present: Mr. Joseph Vallerini, President; Mr. Robert Hutton, Vice-President (arrived at 6:00 p.m.); 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, RHS Principal; Mr. Basil Pizzuto, RHS Assistant Principal; Ms. Margaret Schaefer, Grade Advisor; Ms. Meredith Yannone, Grade Advisor; Mr. Dennis McKeever, 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 holding student discipline hearings. He stated the minutes of the Executive Session would be released when the need for confidentiality no longer exists. Ms. Brogan seconded the motion, which carried by the following roll-call vote:

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

NAYS: None

ABSENT: Mr. Hutton

II. Discipline Hearing #1- Student ██████████

The parent of student ██████████ was present. Mr. McKeever introduced himself, the Board trustees, and administrators present, and explained the extended suspension process. The parent asked if there would be a two week review, which was affirmed by Dr. Fishbein and Mr. Lorenz.

Mr. Lorenz made a statement regarding the charges against student ██████████. He explained there had been a series of thefts from the boys' locker room and that student ██████████ was incriminated by the other students.

Mr. Pizzuto stated that student ██████████ was initially uncooperative. His report indicated student ██████████ was incriminated by other students and the use of video surveillance. Student ██████████ finally admitted participating in the locker room thefts and possessing a stolen IPOD that he turned into Mr. Pizzuto.

The parent said student ██████████ came home and admitted that he was involved in the locker room thefts. The parent said student ██████████ is remorseful. The parent explained that student ██████████ was in the locker room during physical education classes but that he remained longer, which made him late to classes.

Student ██████████ has been cooperative with the home instruction teachers and is completing all of his assignments ahead of schedule. Student ██████████ told the parent that the others involved are student # ██████████. The parent requested that the hours of home instruction be reviewed to ensure ██████████ is getting the proper amount of instruction. The parent submitted a letter written by ██████████ apologizing for his actions.

Mr. Vallerini asked Mr. McKeever to define the burden of proof in these cases. Mr. McKeever said this is not a criminal proceeding. The issues in the hearing are the violation of district policy and the student handbook.

Ms. Brogan asked the criteria to readmit a student. Mr. Lorenz explained that student behavior and parental input are required to readmit a student.

Discipline Hearing #2 – Student [REDACTED]
Parent and student [REDACTED] were present.

Mr. McKeever introduced himself, the Board trustees, and administrators present, and explained the extended suspension process.

The parent expressed concern that student [REDACTED] is being accused of thefts for a longer period of time than he was actually involved. She stated he has not been in trouble before, participates in youth groups, and she was surprised by his behavior. The parent explained she delivered a letter of confession from student [REDACTED]. She also counseled student [REDACTED] to return all of the stolen items in his possession, which he did relatively quickly.

Student [REDACTED] apologized for his actions. The parent is concerned that student [REDACTED] is struggling academically. She feels that home instruction has been good for his learning.

Mr. Pizzuto asked student [REDACTED] to confirm that student [REDACTED] and [REDACTED] had used the key to open lockers.

Discipline Hearing #3 – Student [REDACTED]
Both parents of student [REDACTED] were present.

Mr. McKeever introduced himself, the Board trustees, and administrators present, and explained the extended suspension process.

The parent asked Mr. McKeever to explain a long-term suspension and what it would mean to student [REDACTED]

Mr. Pizzuto stated that student [REDACTED] was instrumental in recovering a stolen MAC Book and eventually he admitted his involvement in the locker room thefts. Student [REDACTED] admitted knowledge of the events but he never admitted participating in the thefts. Student [REDACTED] denied direct involvement and attempted to cover up the theft activities. Student [REDACTED] was accused of having the key, but he never admitted it. Student [REDACTED] eventually admitted he knew of the key and the thefts.

The parent stated that nothing was proven regarding her son and that if he had not cooperated, he would not be in trouble now. Mr. Pizzuto said that students accused student [REDACTED] of having the key and being in possession of stolen property. The parent expressed concern that the charges are too broad. Mr. Pizzuto explained that student [REDACTED] was to be suspended for his involvement in the possession of stolen goods and an attempt to cover up the thefts by being uncooperative with the administration.

Mr. McKeever explained that the charges are relative to Board and school policy, not criminal charges. The parent expressed concern that the charges of theft will become part of student [REDACTED]'s record. He stated that he feels the charges of theft have not been proven.

Discipline Hearing #4 – Student [REDACTED]

Parent of student # [REDACTED] was present.

Mr. McKeever introduced himself, the Board trustees, and administrators present, and explained the extended suspension process. Parent of student [REDACTED] had no statement.

Mr. Pizzuto reported the theft events that led first - to the investigation - and second, to tonight's hearing. Student [REDACTED] involvement was discovered based on another student's testimony. Student [REDACTED] is implicated in the ownership of the key by other students. When Mr. Pizzuto confronted student [REDACTED] 0, the student got upset and left the school. Student [REDACTED] has accepted the short-term suspension and denies any involvement. Three students accused student [REDACTED] of participating in the thefts. Student [REDACTED] never provided information about the keys.

The parent is not sure of student [REDACTED] guilt or innocence. She finds it hard to believe he would steal. The parent checked the house and did not find any stolen property and believes student [REDACTED] is innocent. Student [REDACTED] is completing his home instruction assignments. Student # [REDACTED] has never admitted to participating in the theft nor has he admitted to possessing the key. The parent said student [REDACTED] is afraid of the police and legal action, so she sees this as a motivation for him to behave.

Mr. McKeever and the administrators from Ridgewood High School left the meeting.

III. Reconvened Public Meeting

On a motion made by Mr. Vallerini and seconded by Ms. Brogan, the public meeting reconvened at 7:55 p.m.

IV. Motion to go into Executive Session

At 10:11 p.m., Mr. Vallerini moved that the Board go into Executive Session for the purpose of discussing negotiations. He stated the minutes of the Executive Session would be released when the need for confidentiality no longer exists. Ms. Brogan seconded the motion, which carried by the following roll-call vote:

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

NAYS: None

V. Negotiations

[REDACTED]



VI. **Reconvened Public Meeting and adjournment**

On a motion made by Ms. Brogan and seconded by Mr. Hutton, the public meeting reconvened and adjourned at 11:45 p.m.

Respectfully submitted,

Angelo DeSimone
Board Secretary

Minutes of the Ridgewood Board of Education Committee of the Whole Executive Session held on Monday, January 25, 2010, 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. Motion to go into Executive Session

Mr. Vallerini moved that the Board go into Executive Session for the purpose of discussing student discipline, possible litigation, and negotiations. He stated the minutes of the Executive Session would be released when the need for confidentiality no longer exists. Ms. Brogan seconded the motion, which carried by the following roll-call vote:

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

NAYS: None

II. Student Discipline Report - Student [REDACTED]

Dr. Fishbein reported that student [REDACTED] would be returning to the classroom. The other three students will continue their long-term suspensions.

III. Litigation

Dr. Fishbein and Mr. DeSimone explained that Pritchard Industries, Inc. was the apparent low bidder by \$4,000 for the Custodial, Maintenance, Grounds and Management Services bid. Mr. DeSimone reviewed the open issues relative to "vetting" the bid responses. Material issues will be reviewed with the Board attorney to determine if there are reasons for disqualification.

IV. Negotiations

Dr. Fishbein informed the trustees that the REA and RAES have politely turned down Dr. Fishbein's initial request to reopen labor agreements as part of 2010-2011 budget development. Mr. Hutton proposed that the trustees approach the unions regarding the same issue. Ms. Brogan recommended we enlighten the unions regarding major budget issues. Dr. Fishbein will draft a letter.

The RAA negotiations have stalled – with impasse imminent. Mr. Hutton discussed his feelings regarding our financial situation and the Board's obligation to be fiscally responsible. The consensus of the trustees was to offer 3-2-1 additional recess days for 12-month employees in return for 1-2-3 additional work days for the 10-month, 15-day employees. Mr. Hall will set up a negotiating session.

V. Reconvened Public Meeting

On a motion made by Mr. Hutton and seconded by Ms. Goodman, and unanimously approved, the public meeting reconvened at 7:20 p.m.

Respectfully submitted,

Angelo DeSimone
Board Secretary

Minutes of the Ridgewood Board of Education Committee of the Whole Executive Session held on Monday, February 1, 2010, 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. He stated the minutes of the Executive Session would be released when the need for confidentiality no longer exists. Ms. Brogan seconded the motion, which carried by the following roll-call vote:

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

NAYS: None

II. Personnel

Dr. Fishbein reported on his meeting with Ms. Maria Cannon, President of the REA, concerning the [REDACTED] grievance. The REA has asked that the grievance be heard by the Board without an in-person presentation by the REA. The Board reviewed the written record of the grievance and denied it for the same reasons expressed in the Superintendent's response to the grievance.

At 7:10 p.m., Mr. Vallerini left the meeting.

III. Negotiations

The REA has agreed to meet with the Board regarding budget deficits and the union contract.

At 7:15 p.m., Mr. Vallerini returned to the meeting.

IV. Rejection of Bid

Mr. DeSimone explained the legal advice the Board was provided from the Board Attorney as to the reason for rejecting the bids received for Custodial, Maintenance, Grounds and Management Services, as detailed in the resolution on the agenda for approval.

V. Reconvened Public Meeting

On a motion made by Mr. Hutton and seconded by Ms. Brogan, the public meeting reconvened at 7:30 p.m.

Respectfully submitted,

Angelo DeSimone
Board Secretary

Minutes of the Ridgewood Board of Education Committee of the Whole Executive Session held on Monday, February 8, 2010, at 4:35 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, Ms. Maria Cannon, REA President, Ms. Laura Grasso, Chief Negotiator, and Michael Yannone, REA Representative

Absent: Mr. Joseph Vallerini, President

I. Motion to go into Executive Session

Mr. Hutton moved that the Board go into Executive Session for the purpose of discussing personnel. He stated the minutes of the Executive Session would be released when the need for confidentiality no longer exists. Ms. Brogan seconded the motion, which carried by the following roll-call vote:

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

NAYS: None

ABSENT: Mr. Vallerini

II. Negotiations

Mr. Hutton presented the case of the district budget growth being limited by law (the CAP). In the Fiscal Year 2011 budget, the majority of the budget growth is expended by the projected increase in health benefit premiums. He also discussed the impact of Trenton's budget issues on Ridgewood's revenues.

Mr. Hutton asked the REA to move the current year's guide into next year in a fashion that would freeze all REA salaries. Ms. Grasso posed some questions with regard to renegotiating health benefits. Ms. Grasso also spoke about the value of the increment (1.9%).

Ms. Cannon asked that the relationship between the REA and the Board remain positive. She is concerned that the relationship could degrade if they are unable to deliver.

The groups discussed what the process could be to reinstate cuts if the worst did not happen.

The representatives from the REA left at 5:35 p.m.

Mr. Hutton updated the trustees on the status of RAA negotiations and the fact that the parties' negotiations committees have declared an impasse.

III. Adjournment

On a motion made by Mr. Hutton and seconded by Ms. Lenhard, the meeting was adjourned at 6:25 p.m.

Respectfully submitted,

Angelo DeSimone
Board Secretary

Minutes of the Ridgewood Board of Education Committee of the Whole Executive Session held on Monday, February 22, 2010, at 7:00 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; Ms. Kerry Huntington, Supervisor of Special Programs

Absent: Mr. Joseph Vallerini, President

I. Motion to go into Executive Session

Mr. Hutton moved that the Board go into Executive Session for the purpose of discussing special education. He stated the minutes of the Executive Session would be released when the need for confidentiality no longer exists. Ms. Brogan seconded the motion, which carried by the following roll-call vote:

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

NAYS: None

ABSENT: Mr. Vallerini

II. Special Education

The parent of student [REDACTED] addressed the trustees and administration regarding the positive impact the district's Special Education Program had on her son. She mentioned some of the unique experiences her son had in Ridgewood that has enabled him to succeed as an Eagle Scout and as a Section Leader in the Marching Band. Her son was educated as a 'whole child' and has reaped the benefits in his personal life.

The parent expressed her appreciation of the personal care and respect of the staff; the partnership she had with the district, especially Ms. Huntington; the quality and compassion of the case management; the opportunities he had for leadership; and the expectations that were set for him. She told the Board that her son had received a deferred acceptance to Yale University.

Parent of student [REDACTED] thanked the Board for supporting special education in general and her son in particular. Ms. Huntington expressed her thanks to the parents who made the partnership between the family and school district work.

III. Reconvened Public Meeting

On a motion made by Mr. Hutton and seconded by Ms. Brogan, the public meeting reconvened at 7:28 p.m.

IV. Motion to go into Executive Session

At 9:26 p.m., Mr. Hutton moved that the Board go into Executive Session for the purpose of discussing negotiations. He stated the minutes of the Executive Session would be released when the need for confidentiality no longer exists. Ms. Brogan seconded the motion, which was unanimously approved.

V. Negotiations

Dr. Fishbein presented the documents listing proposed staffing and line item cuts. This conversation was a foundation for the Board's planned dialog with one or more of its employee associations to renegotiate elements of their contracts to help balance the 2010-2011 budget. The trustees had questions with regard to the explanation of the position cuts.

The next steps are as follows:

- Ask the REA to give up professional development days in return for a 1.6% cut in pay
- Middle School Assistant Principal
- Courtesy Busing
- Driver's Education – classroom and Behind the Wheel

VI. Reconvened Public Meeting and Adjournment

On a motion made by Mr. Hutton and seconded by Ms. Lenhard, and unanimously approved, the public meeting reconvened and adjourned at 11:48 p.m.

Respectfully submitted,

Angelo DeSimone
Board Secretary

Minutes of the Ridgewood Board of Education Committee of the Whole Executive Session held on Monday, March 1, 2010, at 6:00 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

Absent: Mr. Joseph Vallerini, President

I. Motion to go into Executive Session

Mr. Hutton moved that the Board go into Executive Session for the purpose of discussing negotiations. He stated the minutes of the Executive Session would be released when the need for confidentiality no longer exists. Ms. Brogan seconded the motion, which carried by the following roll-call vote:

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

NAYS: None

ABSENT: Mr. Vallerini

II. Negotiations

Dr. Fishbein opened with comments regarding the magnitude of the cuts. Mr. DeSimone presented the reconciliation explaining why the required cut increased from \$2.6 to \$3.5 million.

The Cabinet presented all recommended cuts in personnel, purchases, and non-contractual compensation (timecards, substitutes, etc.).

At 10:10 p.m., the Cabinet members left the meeting so the Board members could discuss non-affiliated salary increases.

At 10:25 p.m., Dr. Fishbein joined the meeting again to participate with the Board members for this discussion.

III. Reconvened Public Meeting and Adjournment

On a motion made by Mr. Hutton, seconded by Ms. Brogan, and unanimously approved, the public meeting reconvened and adjourned at 10:40 p.m.

Respectfully submitted,

Angelo DeSimone
Board Secretary

Minutes of the Ridgewood Board of Education Committee of the Whole Executive Session held on Monday, March 8, 2010, at 10:28 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. He stated the minutes of the Executive Session would be released when the need for confidentiality no longer exists. Ms. Brogan seconded the motion, which carried by the following roll-call vote:

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

NAYS: None

II. Personnel

Mr. Hall provided an update on the [REDACTED] tenure hearing situation. The Board proposes to put [REDACTED] on paid leave for the time period of February 22 through June 30, 2010, for a total of approximately \$88,000 (less any pay already received) in return for a retirement letter. The Administrative Law Judge ruled that [REDACTED] must be examined by the psychiatrist selected by the district. It was a consensus of the Board to make this offer.

III. RAA Mediation

Dr. Fishbein recommended only the negotiating team meet with the mediator. It was a consensus of the trustees to let the committee handle mediation.

IV. Budget Reductions

Ms. Botsford presented an alternate structure for the subject supervisors. The trustees discussed the merits of the proposal as well as other cuts that can be used to fund this reorganization.

At 12:20 a.m., the Cabinet members left the meeting.

V. Superintendent's Evaluation

Mr. Vallerini said individual forms need to be completed and submitted to him by March 22, 2010. Mr. Vallerini will compile the results and forward them to Mr. Paul Breda, the district's representative from the New Jersey School Boards Association, by March 31, 2010.

VI. Reconvened Public Meeting and Adjournment

On a motion made by Mr. Hutton, seconded by Ms. Brogan, and unanimously approved, the public meeting reconvened and adjourned at 12:26 a.m.

Respectfully submitted,

Angelo DeSimone
Board Secretary

Minutes of the Ridgewood Board of Education Committee of the Whole Executive Session held on Monday, March 15, 2010, at 10:15 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. He stated the minutes of the Executive Session would be released when the need for confidentiality no longer exists. Ms. Brogan seconded the motion, which carried by the following roll-call vote:

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

NAYS: None

II. RAA

Mr. Hall presented a proposed settlement agreement that resulted from remediation with the RAA. He highlighted the terms agreed to between the negotiating committees.

III. Litigation

Mr. Hall updated the trustees on the [REDACTED] tenure issue. There is a tentative settlement in terms acceptable to the trustees.

IV. Budget Reductions

Dr. Fishbein opened a discussion regarding budget cuts as they relate to staffing positions and possible negotiations with the associations about budget contributions. Ms. Lenhard inquired about the supervisor organization. She asked why the higher cost proposal was not used along with a cut in elementary conference stipends, plus usage of the \$173,000 cut overage.

At 11:00 p.m., Mr. Hall, Ms. Botsford, and Mr. DeSimone left the meeting.

There will be a meeting at 5:30 p.m. on March 22, 2010 to discuss the budget.

At 11:10 p.m., Dr. Fishbein left the meeting.

V. Superintendent's Evaluation

The trustees discussed the superintendent's evaluation. Individual forms need to be completed and submitted to Mr. Vallerini by April 5, 2010. The evaluation will be discussed by the trustees at an Executive Session on April 12, 2010.

VI. Reconvened Public Meeting and Adjournment

On a motion made by Mr. Hutton, seconded by Ms. Brogan, and unanimously approved, the public meeting reconvened and adjourned at 12:26 a.m.

Respectfully submitted,

Angelo DeSimone
Board Secretary

Minutes of the Ridgewood Board of Education Committee of the Whole Executive Session held on Monday, March 22, 2010, at 5:30 p.m. in Room 116 at Ridgewood High School.

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. He stated the minutes of the Executive Session would be released when the need for confidentiality no longer exists. Ms. Brogan seconded the motion, which carried by the following roll-call vote:

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

NAYS: None

II. Personnel

The trustees discussed a strategy regarding using budget cuts in order to reopen the three union contracts to negotiate concessions instead of cutting positions.

The trustees discussed the Memorandum of Agreement for a new three year contract with the RAA. The association ratified their contract on March 17, 2010. The trustees reviewed and verified the cost impact of the tentative settlement and requested the superintendent to recommend the Memorandum of Agreement for Board approval at the March 31, 2010 public meeting.

III. Reconvened Public Meeting

On a motion made by Mr. Hutton, seconded by Ms. Brogan, and unanimously approved, the public meeting reconvened at 7:15 p.m.

Respectfully submitted,

Angelo DeSimone
Board Secretary

Minutes of the Ridgewood Board of Education Committee of the Whole Executive Session held on Friday, March 26, 2010, at 2:30 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; Ms. Maria Cannon, REA President; Ms. Laura Grasso, REA Chief Negotiator; Mr. Michael Yannone, REA Representative

Absent: Mr. Joseph Vallerini, President

I. Motion to go into Executive Session

Mr. Hutton moved that the Board go into Executive Session for the purpose of discussing negotiations. He stated the minutes of the Executive Session would be released when the need for confidentiality no longer exists. Ms. Brogan seconded the motion, which carried by the following roll-call vote:

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

NAYS: None

ABSENT: Mr. Vallerini

II. Negotiations

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]



III. **Reconvened Public Meeting**

On a motion made by Mr. Hutton, seconded by Ms. Brogan, and unanimously approved, the public meeting reconvened at 5:30 p.m.

Respectfully submitted,

Angelo DeSimone
Board Secretary

BUDGET ASSISTANCE SCENARIOS

	<u>2010-2011</u>	<u>2011-2012</u>	<u>2012-13</u>
963,976	2009-10 guide	1.5%	1.5%
(240,000)	\$1,500 T.O.G.	1 day reduction	1 day reduction
<u>600,581</u>	1.5%	2010-2011 guide	4%
\$1,324,557	1 day reduction	All to PPO	All to PPO
<u>(100,000)</u>	Guide changes		Elimination of family contribution
\$1,224,557			

The table above reflects the REA’s three year proposal.

RESTORATIONS

5 th grade instructors	\$ 199,981
Librarians	207,233
Art (MS)	88,898
Reading Recovery	191,865
Grade Advisor	47,782
Guidance	83,695
Collaborative	95,838
BSI	178,734
M.S. Music	91,868
LDTTC	<u>397,525</u>
	\$1,583,419

\$1,224,557
358,862 out of insurance savings
 \$1,583,419

This list represents the trustees’ proposal for the order in which positions would be restored if the REA membership approved the 2010-2011 salary and benefits concessions.

Minutes of the Ridgewood Board of Education Committee of the Whole Executive Session held on Wednesday, March 31, 2010, at 6:30 p.m., in Room 116 at Ridgewood High School.

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. Gary Hall, Manager of Human Resources

Absent: Mr. Robert Hutton, Vice-President

I. Motion to go into Executive Session

Mr. Vallerini moved that the Board go into Executive Session for the purpose of discussing litigation and negotiations. He stated the minutes of the Executive Session would be released when the need for confidentiality no longer exists. Ms. Brogan seconded the motion, which carried by the following roll-call vote:

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

NAYS: None

ABSENT: Mr. Hutton

II. Litigation

Mr. DeSimone updated the Board on the threat of litigation from Pritchard regarding the appointment of GCA for Custodial, Maintenance, Grounds and Management Services.

Mr. Hall provided an update on the [REDACTED] settlement.

III. Negotiations

The Board considered the impact of lower medical insurance premiums on potential negotiations and renegotiations with the bargaining units.

IV. Reconvened Public Meeting

On a motion made by Mr. Vallerini and seconded by Ms. Brogan, the public meeting reconvened at 7:20 p.m.

Respectfully submitted,

Angelo DeSimone
Board Secretary

Minutes of the Ridgewood Board of Education Committee of the Whole Executive Session held on Monday, April 12, 2010, at 9:25 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 and negotiations. He stated the minutes of the Executive Session would be released when the need for confidentiality no longer exists. Ms. Brogan seconded the motion, which carried by the following roll-call vote:

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

NAYS: None

II. Negotiations

Dr. Fishbein reported on his meeting with the leadership of the REA. He stated it is their position that there will be no concessions and perhaps discussions can be reopened after the budget vote.

Ms. Brogan thought the Board should meet directly with the leadership of the REA. Ms. Lenhard felt that the Superintendent's conversation appropriately represented the Board's interests.

III. Personnel

Mr. Hall notified the Board that [REDACTED] will be asked to submit to a mental fitness for work evaluation.

Ms. Brogan inquired about the status regarding the legal situation of [REDACTED]. Mr. Hall responded the district must honor the FMLA. He explained that until the entire matter is resolved, [REDACTED] will remain on the employee roll. If he is convicted of a disqualifying crime, then he can be terminated.

The [REDACTED] matter is concluded. The settlement must now be approved the the Commissioner of Education.

A discussion ensued regarding contractual language for the REA for personal day usage prior to holidays.

At 9:59, Dr. Fishbein, Ms. Botsford, Mr. DeSimone, and Mr. Hall left the meeting.

IV. **Superintendent's Evaluation**

The Board discussed the elements of the Superintendent's evaluation. Mr. Vallerini will finalize the evaluation for Dr. Fishbein by Wednesday, in order for him and/or Mr. Hutton to possibly meet with Dr. Fishbein on Friday.

V. **Reconvened Public Meeting and Adjournment**

On a motion made by Mr. Vallerini and seconded by Ms. Brogan, the public meeting reconvened and adjourned at 11:05 p.m.

Respectfully submitted,

Angelo DeSimone
Board Secretary

Minutes of the Ridgewood Board of Education Committee of the Whole Executive Session held on Monday, May 17, 2010, at 9:25 p.m., at the Education Center.

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

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

Ms. Lenhard moved that the Board go into Executive Session for the purpose of discussing negotiations. She stated the minutes of the Executive Session would be released when the need for confidentiality no longer exists. Mr. Reilly seconded the motion, which carried by the following roll-call vote:

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

NAYS: None

II. Negotiations

Dr. Fishbein requested guidance from the Board regarding the REA contract. He asked if the trustees wanted to meet with the leadership of the REA without the administration present.

A discussion ensued as to when contract negotiations should begin and how the Board and administration should prepare. Communication with the public will be very important. The manner and content of this communication must be informative.

III. RAA Guide

Mr. DeSimone and Mr. Hall presented a proposed RAA guide that eliminates steps and columns and uses strata to determine increases. They will present this to the RAA negotiating committee at their meeting on Wednesday, May 19, 2010.

IV. RAES

The RAES has petitioned the REA to be incorporated into their bargaining unit.

V. Reconvened Public Meeting and Adjournment

On a motion made by Mr. Reilly and seconded by Mr. Hutton, the public meeting reconvened and adjourned at 10:25 p.m.

Respectfully submitted,

Angelo DeSimone
Board Secretary

Minutes of the Ridgewood Board of Education Committee of the Whole Executive Session held on Monday, June 14, 2010, at 6:30 p.m., at the Education Center.

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

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 (7:05 p.m.), Manager of Human Resources, Mr. Jack Lorenz, Principal, RHS; Mr. Basil Pizzuto, Assistant Principal, RHS; Mr. Jeffrey Merlino, Board Attorney (7:05 p.m.)

Absent: None

I. Motion to go into Executive Session

Ms. Lenhard moved that the Board go into Executive Session for the purpose of holding a student attendance hearing and to discuss litigation. She stated the minutes of the Executive Session would be released when the need for confidentiality no longer exists. Mr. Reilly seconded the motion, which carried by the following roll-call vote:

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

NAYS: None

II. Student Attendance Hearing – Student # [REDACTED]

One parent of student [REDACTED], and the parent's fiancé, were present. Dr. Fishbein informed the Board as to the reason for the hearing.

The parent of student [REDACTED] asked Mr. Pizzuto to explain the happenings at the student appeal conducted at Ridgewood High School. The parent contested the number of absences. Mr. Lorenz explained the absence/cut policy and that student [REDACTED] had violated the policy; therefore, he is not eligible to graduate.

The parent and the parent's fiancé disagreed with the method of counting absences. They complained that because student # [REDACTED] was legitimately sick he accumulated too many absences when the sick absences were added to the cut/tardy absences.

Mr. Pizzuto explained that student [REDACTED]'s tardy/cut behavior continued after his return from his sick absences.

The parent of student #1 [REDACTED] the parent's fiancé, Mr. Lorenz, and Mr. Pizzuto left the meeting at 7:05 p.m.

It was the consensus of the Board to uphold Mr. Lorenz's decision to not allow the student to graduate with the Class of 2010.

III. Litigation Update

Mr. Merlino and Mr. Hall joined the meeting. Mr. Merlino notified the Board that the appeal filed by Pritchard with regard to the award of a contract for Custodial, Maintenance, Grounds and Management Services was denied by an Administrative Law Judge.

Mr. Merlino reported that [REDACTED] filed a claim regarding her entitlement to a position after she was R.I.F.'d in June, 2009. He and Mr. Hall recommended that the Board settle this matter by sharing the cost of buying a year of pension service (\$969.71) and offering her the position of attendance secretary in Ridgewood High School. It was the consensus of the Board to attempt to settle this matter as recommended.

Mr. Merlino informed the Board that the fourth lowest bidder for the Hawes School Expansion and Roof Replacement was challenging the award to The Bennett Company. They claim that Bennett's bid has a fatal flaw. Mr. Merlino disagrees and recommends the award to Bennett.

The bid award for Synthetic Turf Improvements under the Middlesex Regional Educational Services Commission (MRESC) to Atlas Track is being challenged. The claim is that the state of New Jersey Department of Local Government Services cancelled this bid; however, the MRESC had submitted Ridgewood as an in process project and the Department of Local Government Services agreed.

IV. Reconvened Public Meeting and Adjournment

On a motion made by Mr. Reilly and seconded by Mr. Hutton, the public meeting reconvened at 7:28 p.m.

Respectfully submitted,

Angelo DeSimone
Board Secretary