

***MEETING OF THE LAKEWOOD BOARD OF EDUCATION HELD ON, MONDAY,
DECEMBER 4, 2008, AT 8:30 A.M., IN THE PRINCETON AVENUE AUDITORIUM, 655
PRINCETON AVENUE, LAKEWOOD, NEW JERSEY 08701***

Mr. Chet Galdo, Board President, called the meeting to order at 8:35 a.m. Cynthia Romano, Administrative Assistant to the Board read the following notice:

SUNSHINE LAW

***Sunshine
Law***

Pursuant to the provisions of Chapter 231, of the Laws of 1976 (THE OPEN PUBLIC MEETINGS ACT), Mr. Finger notified the public that notice of the date, time, location and agenda of this meeting, to the extent known, was provided at least forty-eight (48) hours prior to the commencement of this meeting in the following manner:

1. By posting such notice on the public announcement board of the Lakewood Board of Education Offices, and the Lakewood Township Municipal Building.
2. By mailing such notice to the offices of the Asbury Park Press and the Tri-Town News.
3. By filing such notice with the Board Secretary.
4. By mailing such notice to all individuals who requested and paid for a copy of same.

ROLL CALL:

Roll Call

Board Members Present: Mrs. Gonzalez, Mr. Grunhut,
Mrs. Miccio, Mr. Neumann,
Mr. Ostreicher, Mr. Galdo.
Mr. Braude arrived 9:00 a.m.

Board Members Absent: Mr. Gonter, Mr. Thomas

Also Attending: Eugenia E. Lawson, Superin-
tendent, William T. Andersen, ***Attending***
Assistant Superintendent, Robert
Finger, Business Administrator,
Michael I. Inzelbuch, Esq.

Also

MOTION TO GO OUT OF ORDER

***Out Of
Order***

Mrs. Gonzalez moved, seconded by Mr. Grunhut to go out of order on the agenda. Skip IV, V and VI and move the rest of the agenda returning to IV, V and VI later.

Mr. Grunhut – “Mr. Chairman, I have a meeting in Toms River and must leave as soon as we move the agenda.”

Mr. Galdo – “Let’s move it and then I’ll let you go.”

ROLL CALL:

Roll Call

YES: Mrs. Gonzalez, Mr. Grunhut,
Mrs. Miccio, Mr. Neumann,
Mr. Ostreicher, Mr. Galdo

NO: None

ABSTAIN: None

MOTION PASSED

**REPORTS AND RECOMMENDATIONS
OF THE BOARD SECRETARY/BUSINESS
ADMINISTRATOR**

Bus. Items

A. Approve for second reading a revision to the board policy for Legal Services, Professional Services Contracts and Public Relations.

***Policy Legal
Services, etc.***

B. Approval to submit the School Funding Position Paper prepared by the district’s School Finance Consultant, Melvin Wyns, to the New Jersey Department of Educa-

***Position Paper
Funding***

tion, Mayor and Council of the Township of Lakewood, Members of the State Assembly Ronald Dancer and Joseph Malone and State Senator Robert Singer.

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**REPORTS AND RECOMMENDATIONS OF
THE SUPERINTENDENT OF SCHOOLS**

Supt. Items

A. SUPERINTENDENT'S ITEMS

1. Approval to submit 2008 ADR Report to the New Jersey Department of Education.

ADR Report

2. Approval for Sheila Darnowski, George Cervenak and Teresa Wojcik-Bosland to attend the Rutgers University Teaching Geometry Workshop to be held on February 3, 2009 at a cost of \$555.00 for registration fees.

***Geometry
Workshop***

B. PERSONNEL

Personnel

Reports and Recommendations of the Superintendent of Schools for the following professional staff in accordance with the requirements of Element 6, Indicator 6.5 of the monitoring process.

1. CERTIFICATED

Certificated

- a. Resignations – N/A at this meeting
- b. Retirements – N/A at this meeting
- c. Terminations - N/A at this meeting

- d. Leaves of Absence

Leaves

- (1) SERNOTTI, Elizabeth
Teacher of the Handicapped – OSS
Effective: December 17, 2008
Terminating: September 1, 2009
(Extension of Unpaid Leave)
(Medical Coverage Not Included)

e. Transfers

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- (1) CRADDOX, John
From: Athletic Director
LHS
To: Athletic Director/Supervisor
ACE
Effective: December 8, 2008
Terminating: June 30, 2009 or sooner
(Temporary replacement J. Weinberg – LOA)

Pers. Cont.

f. Appointments – N/A at this meeting

g. Reappointments – N/A at this meeting

h. Salary Adjustments – N/A at this meeting

i. Stipends - N/A at this meeting

j. Tuition Reimbursement

***Tuition
Reimb.***

- (1) LAX, Michael
Psychologist – CST
6 credits - \$3,360
Developmental Psychopathology
Cognitive Affective Basis of Behavior
Philadelphia College of Osteopathic Medicine
Fall 2008

k. Miscellaneous - N/A at this meeting

2. NON-CERTIFICATED

Non-Cert.

- a. Resignations - N/A at this meeting
- b. Retirements - N/A at this meeting

c. Terminations

Term.

(1) BARKER, Lisa
Paraprofessional – LHS
Effective: December 31, 2008
Reason: RIF

(2) BEATTY, Barbara
Paraprofessional – CAGS
Effective: December 31, 2008
Reason: RIF

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Pers. Cont.

(3) BRADLEY, Christy
Paraprofessional – OSS
Effective; December 31, 2008
Reason: RIF

(4) BURNS, Demetric
Paraprofessional – LMS
Effective: December 31, 2008
Reason: RIF

(5) DUFFY, Daniel
Paraprofessional – LMS
Effective: December 31, 2008
Reason: RIF

(6) ELEFANT, Shira
Paraprofessional – OSS
Effective: December 31, 2008
Reason: RIF

(7) ENGEL, Ronald
Paraprofessional – OSS
Effective: December 31, 2008
Reason: RIF

(8) LONGSWORTH, Rutricia

Paraprofessional – EGC Annex
Effective: December 31, 2008
Reason: RIF

- (9) MEREDITH, Stacey
Paraprofessional – OSS
Effective: December 31, 2008
Reason: RIF

- (10) ROMAN, Ada
Paraprofessional – SSS
Effective: December 31, 2008
Reason: RIF

- (11) SOROKACH, Andrew
Paraprofessional – LHS
Effective: December 31, 2008
Reason: RIF

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- (12) TUCCI, Kathleen
Paraprofessional – OSS
Effective: December 31, 2008
Reason: RIF

Pers. Cont.

- (13) UGALDE, Theresa
Paraprofessional – OSS
Effective: December 31, 2008
Reason: RIF

- (14) WOODS, Megan
Paraprofessional – OSS
Effective: December 31, 2008
Reason: RIF

- (15) WOLFF, Rosemarie
Paraprofessional – OSS
Effective: December 31, 2008
Reason: RIF

- (16) WORK, Lisa
Paraprofessional – LMS

Effective: December 31, 2008
Reason: RIF

d. Leaves of Absence

Leaves

- (1) BONELLO, Maryann
Administrative Secretary – PAS
(transportation)
Effective: January 1, 2009
Terminating: January 16, 2009
or sooner
(Extension of Unpaid Leave)
(Medical Coverage Not Included)

e. Transfers

Transfers

- (1) GIOIOSA, Marie
Paraprofessional
From: High School
To: Clifton Avenue Grade School
Effective: December 31, 2008
(Replacement for B. Beatty – RIF)

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- (2) RIBOT, Carmen
Paraprofessional
From: Oak Street Program
To: Oak Street Personal
Effective: December 31, 2008
(Replacement for C. Bradley – RIF)

Pers. Cont.

- (3) INGALLS, Roy
Paraprofessional
From: Oak Street
To: Middle School
Effective: December 31, 2008
(Replacement for D. Burns – RIF)

- (4) GIBSON, Brian
Paraprofessional
From: Oak Street
To: Middle School

Effective: December 31, 2008
(Replacement for D. Duffy – RIF)

- (5) ROMANDO, Elizabeth
Paraprofessional
From: Oak Street Program
To: Oak Street Personal
Effective: December 31, 2008
(Replacement for E. Elefant – RIF)
- (6) SPICHER, Teresa
Paraprofessional
From: Spruce Street School Program
To: Spruce Street School Personal
Effective: December 31, 2008
(Replacement for A. Roman – RIF)
- (7) COUSINS, Michael
Paraprofessional
From: High School Program
To: High School Personal
Effective: December 31, 2008
(Replacement for A. Sorokach – RIF)

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- (8) CROCKAM, Mary
Paraprofessional
From: Oak Street School Program
To: Oak Street School Personal
Effective: December 31, 2008
(Replacement for R. Wolff – RIF)
- (9) EPNER, Karen
Paraprofessional
From: High School
To: Middle School
Effective: December 31, 2008
(Replacement for L. Work – RIF)

Pers. Cont.

(10) KOWALESKI, Clematina
Paraprofessional
From: High School
To: High School MD class
Effective: December 31, 2008

(11) NAZARIO, Lydia
Paraprofessional
From: Clarke School Resource Room
To: Clarke School Kindergarten
Effective: December 31, 2008
(Replacement for R. Longworth – RIF)

f. Appointments - N/A at this meeting

g. Reappointments - N/A at this meeting

h. Salary Adjustments - N/A at this meeting

i. Stipends - N/A at this meeting

j. Tuition Reimbursements - N/A at this meeting

k. Miscellaneous

Misc.

(1) Approval for Superintendent to review
and reconfigure titles of non-aligned
secretarial staff.

* Appointment subject to approval of Criminal
History background check by State Department
of Education, as per NJSA 18A:6-7-1, et. seq.,
NJSA 18A:39-17 et. seq., or NJSA 18A:6-4.13
et seq., as applicable.

12/04/08

** As required by law and code, this Emergent
Employee Resolution, upon motion duly made,
seconded and carried, it was RESOLVED that
this person be employed by the Board of Edu-
cation of the Lakewood Public School District
in the County of Ocean on an emergent basis.

*** This position does not include the following:
Medical Coverage Personal Days
Dental Coverage Professional Days
Prescriptions Vacation Days
Optical Coverage Sick Days
Reimbursement for Credits

**NOTE: ALL CONTRACTS ARE SUBJECT TO
ATTORNEY REVIEW BOTH AS TO
PROCEDURE AND SUBSTANCE**

OLD BUSINESS

Old Bus.

None this agenda.

NEW BUSINESS

New Bus.

None this agenda.

**MOTION TO MOVE INTO EXECUTIVE
SESSION**

Ex. Ses

Mrs. Gonzalez moved, seconded by Mrs. Miccio to
move into executive session to discuss legal and
contract issues.

ROLL CALL:

Roll Call

YES: Mrs. Gonzalez, Mr. Grunhut,
 Mrs. Miccio, Mr. Neumann,
 Mr. Ostreicher, Mr. Galdo

NO: None

ABSTAIN: None

MOTION PASSED

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EXECUTIVE SESSION

Ex. Ses.

WHEREAS, Public Law 1975, Chapter 231, known as
the Open Public Meetings Act, provides that a public
body may not exclude the public from any meeting to

discuss any matter described therein until the public body has first adopted a Resolution; and

WHEREAS, the Board of Education, of the Township of Lakewood has determined that the following items must be discussed in closed session and that the public must be excluded from said deliberations;
and

WHEREAS, the Board of Education, of the Township of Lakewood has determined that the subject matter of the closed discussion falls within those matters described in subsection 7b of the Open Public Meetings Act.

NOW, THEREFORE, BE IT RESOLVED, BY THE BOARD OF EDUCATION OF THE TOWNSHIP OF LAKEWOOD, COUNTY OF OCEAN, STATE OF NEW JERSEY, that

1. The Board of Education go into closed session to discuss the following subject matters:

Personnel and contract issues

which subject matters constitute a subject matter described in sub-section 7b of the Open Public Meetings Act.

BE IT FURTHER RESOLVED, THAT, THE BOARD OF EDUCATION, OF THE TOWNSHIP OF LAKEWOOD will disclose to the public the subject matter of said closed discussions, as soon as the matters have been resolved, and the determination can be disclosed to the public.

The Board moved into Executive Session at 8:52 a.m.

CALL BACK TO ORDER

***Back To
Order***

Mr. Galdo called the meeting back to order at 10:20 a.m.

Board Members Present: Mr. Braude, Mrs. Gonzalez,
Mrs. Miccio, Mr. Neumann,
Mr. Galdo

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MOTION TO GO BACK INTO

Motion To

THE AGENDA

Go Back Into Agenda

Mrs. Gonzalez moved, seconded by
Mr. Galdo to go back into the agenda
to deal with IV, V and VI.

ROLL CALL:

Roll Call

YES: Mr. Braude, Mrs. Gonzalez,
Mrs. Miccio, Mr. Neumann,
Mr. Galdo

NO: None

ABSTAIN: None

MOTION PASSED

RECOGNITION OF PUBLIC

Public Recog.

Mr. Galdo – “I must apologize to you for
making you wait, but there was a lot of
business that had to be attended to today.
The microphone is open. We do have a
four minute duration and we will call you
down.”

Mr. Galdo

Mr. Inzelbuch – “Through the Chair. Just
so the public knows, there is a policy
which I want to bring your attention to.
It’s on the back of the agenda. It’s Board
policy 9325.2a so you know in advance
so that no one feels that we are treating
them differently than anyone else.”

Mr. Inzelbuch

Dawn Marzarella – “It is with great res-
pect for the Lakewood Public Schools
that I write this letter to its Board of Edu-
cation. The concerns I wish to address
emanate from two very different places
but each directs itself to the very heart
of this meeting. As the parent of a ninth
grader autistic young man who is main-
streamed with an aide, the passionate
appeal I am making to keep Andy Sokorach
as my son Matthews’s personal aide is based

Mrs. Marzarella

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***Public Recog.
Cont.***

on the success that we have been experiencing over these past two years. Unquestionably Matthew's success in school has been dependent upon the shepharding by his personal aide, Andy, who is not merely a paraprofessional. For Matthew Andy has been a mentor and a life coach. I am not sure if all other paraprofessionals take it upon themselves to reach out nightly to the parents to discuss the events of the day, but Andy does. Every night Andy calls to give us updates on the day, to clarify homework and to bring my attention to behaviors that Matthew displays in school that I may or may not be aware of. Moreover, Andy serves as the liaison between the classroom teacher and Matthew and after two full years of being with Matthew, Andy understands the way Matthew perceives things. He recognizes things Matt does before he has a meltdown and cuts the behavior off before it has a chance to activate and interrupt the class. His eye has been keenly trained and his vigilance has afforded Matthew every opportunity to maximize his potential both academically and socially. Andy's recognition in the school by students and their respect for him is obvious to me every time I walk in that school and undoubtedly that helps Matthew when it comes to making social bridges. Because of Andy Matthew has enjoyed the opportunity of participating in the school's music program because at the insistence of the conductor Andy sits next to Matthew during the performances and so it is Andy and not just the paraprofessional that has encouraged Matthew to participate as a player and not just sit on the sidelines. How many times have you heard that about a paraprofessional. I am appealing to your hearts as a parent to understand and appreciate the lifeline that I know this particular man is for my son. Yet I know that your job as enforcers of

policy complicates my request to listen with your hearts. And so it is with this understanding that I shift gears in an effort to make a case for the future and address the Board as the trustee that I am for POAC. I have been on this board of this non profit for ten years serving as the vice-president for two of those years. I know the many faces of autism and more importantly based on the numbers in New Jersey which is 1 in 94 and 1 in 60 in boys, I know all too well what is headed this way within the next few years. I understand what kind of impact this district needs to brace itself for and when the number of mainstreamable autistic children start to enter the Middle and High School and you are not prepared, your teachers are not prepared and your paras are not prepared, I believe your intentions are to be prepared. But the reality is that you are not and right now you have a man who has worked in the trenches firsthand with the first of what will be a long line of students following Matthew who are just like Matthew. His experience alone based on the day to day with Matthew would qualify him to teach any paraprofessional the how to's and what to look for when pairing with autistic children that are mainstreaming. Over the past ten years this district has worked hard and has seen the value of early intervention and it has been successful in reducing the number of students that need to continue in special education. That campaign needs to continue through the high school and the frontline of that campaign squarely falls on the shoulders of the personal aide who at the high school level should be overseeing socialization skills as well. You have all that in Andy Sorokach. As a mother I implore you what is best for my son which is to not separate him from his personal aide and as a professional I ask you to recognize what you have at your disposal. When it comes to policy, this man is not merely a paraprofessional with less time served. He brings a lot more to the table and as such he is the reason why policy needs to be personalized for the sake of the children it affects.

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***Public Recog.
Cont.***

Thank you.”

Carol Cousins – “President of the Lakewood Education Association. Our staff started this year on a positive note. Some very positive actions were taking place in the Lakewood Public Schools and we were all excited. We thought we were on the right track. The Association is now devastated by your action. It takes a special person to work with many of our children with special needs and we are losing 16 more of those special people. I do not believe that we can continue to lose staff as we have and say that we are still providing the same level of services. Last year we lost over sixty staff members, but after that cut we thought that we could move forward and develop a more positive climate for our staff. I am afraid that your actions today only add to the fears of the staff. We need stability in this district. We need to come to work without wondering who is next or even what is next. It is time for the Board and the administration to take a pro-active attitude in preparing our district for a new school year. School begins in September and we need to plan for September before September. Letting staff go in the middle of the year should never ever happen in this district again.”

Ms. Cousins

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***Public Recog.
Cont.***

Ms. Fernandini – “Really what I would like to say is that all of us are here fearful that we are losing our jobs and we just don’t understand why it wasn’t taken from the bottom up. And that’s really the understanding that we would like to have. Why this is happening. We have people here that are seven years, nine years, six years, two years and yet there are still people under us and we would like to know the reason for that.”

Ms. Fernandini

Mrs. Lawson – “If I can respond and I’m not going to respond to every comment, but I think that one merits a response. I will tell you that

Mrs. Lawson

based on your contract we did go by seniority only in very minor cases where individuals had specific skills did that not occur. So the first look at was actually based on seniority.”

Ada Roman – “I’m from Spruce Street School and a personal para to Reanni Cozel. I’ve been here for about three years. I was at the high school, I went to Oak and then to Clifton and for the past two years I’ve been with Reanni Cozel. I’m her second personal aide. For one year she was alone and there was a problem there and then I was brought in. I have a great relationship with her parents. Daily contact through homework and phone calls. I also do help the other children in the classroom wherever I’m needed. I’m very involved in school. I do a lot of painting in school and in the gym room. If anyone goes in there you’ll see my artwork on the walls and I do attend after school activities and I am also involved in them. I also do translating for Mrs. McTighe wherever she needs me during conferences. I do this because I want to not because I have to. I just feel for Reanni she is my priority and taking me away from her is going to affect her behavior especially now. I don’t think she will understand that I’m not going to be there for her. And this will also affect the other children and the relationships I built with them. I just would like you to reconsider my position. Thank you.”

Ada Roman

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***Public Recog.
Cont.***

Mary Crockam – “I work at Oak Street. I am asking the Board to reconsider because I did come from an attention deficit school which is in Colts Neck and I was recruited by Mr. Craddox and I am invaluable to the school system.”

M. Crockam

Theresa Ugalde – “I’m a para at Oak Street School in the BD program and I’d just like you to reconsider your action because this

T. Ugalde

is detrimental to the children. I think they are the ones who are really going to feel what is happening and I just think that you are hurting them. You are hurting us but more so, they need us. I don't think if you have ever been in the classrooms realize how hard and how much effort we put into what we do. We are only paras as you say, but we are more than paras in that room. We do a lot. We are there for the teacher. We are the backbone to that classroom and I ask you to reconsider the action you have taken."

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Angelica Benitez – "I just want to ask for these ladies who take care of my son in the school. He doesn't walk or talk. So I have this paper they say they need some person to take care of him because he doesn't feed by himself. He doesn't go to the bathroom by himself. So I really need this lady to take care of him. Thank you."

***Public Recog.
Cont.***

A. Benitez

Christie Bradley – "I am a para at Oak Street School. I came from a district in north jersey. I worked there for over ten years. I am here since January of 2006, but the district wanted me to stay there. I lost 80 days that I accumulated because I didn't retire, but they said that they would welcome me to take days because I had to commute every day. Which was very nice, but I was promised this job in Lakewood which I was very grateful for. As a result, I studied and I passed the PRAXIS exam so I am considered highly qualified under No Child Left Behind. I was the first one in that district to take it. I paid

C. Bradley

for it on my own. I took my own initiative. Then it became in most districts mandatory. Either you had a college education or in some places...I know Jackson would not hire anyone if they did not have the qualifications. Anyway my love is for the children. It always has been or else I would continue to go to school if I could afford it, but I have two daughters in college that I'm paying. My love is for all the children and especially the special ed children that we deal with day in and day out. And their parents. I was one on one with a student and I had his brother previously and I feel for the parents. I have rapport with the parents. To me this is an injustice because I was always told consistency with special ed children and also not taking days off. I had pneumonia last week and when I came back I was told I was laid off. It's fine, I know the economy is bad but to me this is an injustice to all the children. I have thirty additional credits, many hours of attending seminars, inservice instruction. I worked in a BD class, I have numerous injuries. Got hurt repeatedly and never even thought about taking any action against the school system because you know what, the child that threw a piano at me needed help. He wasn't medicated. That's me. I have black and blues all over and most of these women do also. And also I just was wondering about the 2008 list. The employees that are paras are not on that list. It just seems that because we are in a union, we're getting penalized. In closing I'd just like to know if we can have an updated list and also for you to consider that it's midstream in the year and not even considering

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***Public Recog.
Cont.***

that it's our holiday and that one child in our class has been moved three times since September and she is a very problem child, but you know what we welcomed here back in the class because we will do everything possible to make sure that child succeeds. And in addition her mother is very sick. But that is just compassion and I know this is business but in business one job would take care of nineteen of us being lost. Thank you for your time."

Teresa Kolojeski – "At the request of the union I have written my name, my date of hire, my education as such for you to look at so you know who I am. I was told on Monday that I was terminated as of December 31 at 3:00 in the afternoon. Today I come and it says I work at the high school and I'm getting transferred to the high school. We're all public employees here. Why is everything in a veil of secrecy? Why do I have to do all this work to research things and reach out to my union representatives to get answers to what is going on? I don't understand that. I was in support of the last layoffs. I stood here and waited hours and hours to be here for my colleagues last year at this same time. I've got three different answers. I was told by my principal that it was a state mandate. I was told by my union rep it was budgetary. What is the correct answer to that question? Are paraprofessionals at Oak Street School funded by Title I Part A or state or local funds in a targeted assistance program? If schools are required by state and federal laws to provide the services included in the child's IEP, how will these servi-

T. Kolojeski

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Public Recog.
Cont.

ces be met if there are no paraprofessionals in a particular room? According to paragraph G, page 18 of our contract, a seniority list of full and part time employees is annexed and made part of hereof and shall be utilized. How was this list utilized? I was told it was by program, by seniority. Where is that list? I was told by my union rep that I can't have a copy of that list, but I could look at it, and when I looked at it there were people on the list that were laid off last year. The list has not been updated. What are these special qualifications that you are eluding to? Why are there no emergency union meetings like there were last time all these layoffs took place? Why didn't we have a representative come to our school? Why was everything so rushed? We went from Monday that we have to be here on Thursday to find out what's going on with your job? We have families and we have other things going on and we need someone to tell us specifically what was done to make these layoffs occur. I would like these questions answered. Thank you for your time and happy holidays to you all."

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***Public Recog.
Cont.***

Mrs. Lawson

Mrs. Lawson – "I think it merits a clear understanding based on some of the comments as to how we got here and I think it's a fair question and first let me preface what I say by having all of you understand that this decision does not make any of us happy. It was a tough decision to come to at a very and I don't know that there is ever a good time to be here. So that you understand why we had to make this decision. It was primarily prompted by a review of

our budget. We have to submit a secretary's report to the County Office and in response to our audit certainly with clarity we can tell you we are not in a deficit, but as the County Office began their review of our upcoming budget and sat with us, they thought that we needed to take a very close look and take pre-emptive and proactive measures so that we would in fact not be in the situation that the district has been in for the past several years. One of the areas of concern across the state is the use of paraprofessionals over what the code requires. The code actually lays out the number of paraprofessionals that every district should have. It's student driven. It's classroom driven. It's program driven. When they looked at the Lakewood budget, they saw that we had an overage and I don't know if that's the best use of words. But we do have paraprofessionals over the limit from what the state requires. And that was one of the areas that we were asked to look at. The other area was the area of transportation and so we have assembled a transportation task force as many of you are aware to address this. So that's really how we got there and that was the basis for having to make this decision and as I said there's just never a good time to make that decision. And as I said before in looking at how we were going to do that, we did adhere to your contract that required us to look at seniority and we did that.

And secondly, the question about specialty skills. We looked at individuals who had specific training based on the

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Public Recog.
Cont.

IEP and some of those skills, all of those areas. We looked at with our personnel attorney. All of the considerations were taken into account and that's why this list is the list that we are considering. On the otherhand, there will be no students that will not have an aide assigned if it is required in the IEP and that is the second list of individuals that you see as transfer. That consideration was made very carefully on the advice of our special ed director and working closely with all of us so there will be no classroom where a paraprofessional is needed who will not have a paraprofessional assigned. And again, it is the worst news that I could deliver. Hey I've been laid off before so this is close to my heart and it's very painful. And all of us had a very tough time making these decisions, but unfortunately it is what we've been asked to do at a very tough time. And I hope that you understand. We certainly understand and hear what you are saying and we agree with what you are saying. We understand educational priorities. We understand about kids and we tried to make a decision that would try to encompass all of that at the same time."

12/04/08

CORRESPONDENCE AND COMMUNICATIONS

Corres./Com.

None this agenda.

COMMITTEE REPORTS

Com. Reports

None this agenda.

ADJOURNMENT

Adjournment

Mrs. Gonzalez moved, seconded by
Mr. Neumann to adjourn the meeting.

ROLL CALL:

Roll Call

YES: Mr. Braude, Mrs. Gonzalez,
Mrs. Miccio, Mr. Neumann,
Mr. Galdo

NO: None

ABSTAIN: None

MOTION PASSED

Mr. Galdo adjourned the meeting at 10:46 a.m.

Mtg. Adj.

Respectfully submitted,

**ROBERT S. FINGER
BUSINESS ADMINISTRATOR/
BOARD SECRETARY**

12/04/08

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