MEETING OF THE LAKEWOOD BOARD OF EDUCATION HELD ON MONDAY, MAY 11 , 2010, AT 8:00 P.M., AT 1771 MADISON AVENUE, LAKEWOOD, NEW JERSEY 08701

Mr. Leonard Thomas, Board President, called the meeting to order at 8:01 p.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: Mr. Fink, Mrs. Gonzalez, Mr. Grunhut, Mrs. Miccio, Mr. Ostreicher, Mr. Seitler Mr. Silver, Mr. Thomas, Mr. Zlatkin

Board Members Absent: None

Also Attending: Lydia R. Silva, Superintendent, William T. Andersen, Assistant Superintendent, Robert Finger, Business Administrator, Michael I. Inzelbuch, Esq.

Also Attending

MINUTES

Minutes

Mrs. Gonzalez moved, seconded by Mr. Ostreicher to approve the Conference, Executive and Regular Meeting Minutes of March 24 and 26, 2010.

ROLL CALL:

Roll Call

YES: Mr. Fink, Mrs. Gonzalez, Mr. Grunhut, Mr. Ostreicher, Mr. Seitler, Mr. Thomas, Mr. Zlatkin
NO: None
ABSTAIN: Mrs. Miccio, Mr. Silver
MOTION PASSED

MOTION TO CHANGE VOTE

Change Vote

Mr. Seitler moved, seconded by Mr. Silver to change my vote from no to yes on the appointments at the last meeting. I would like to send a message to the public that we are one committee, we are cohesive. We will work together. There will be no more bickering and fighting and that we support

all the administration employees, their sacrifice and their hard work from now until the next reorganization meeting in 2011. I would like to change my vote in support of all the administration appointments including that of the Board Attorney. And I would like to ask the other members who voted no as well to join me in my motion.

Mr. Inzelbuch – "The way we traditionally do things is to vote to permit Mr. Seitler to change his vote."

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ROLL CALL TO CHANGE VOTE: ***Roll Call***

YES: Mr. Fink, Mrs. Gonzalez, Mr. Grunhut, Mrs. Miccio, Mr. Ostreicher, Mr. Seitler, Mr. Silver, Mr. Thomas, Mr. Zlatkin
NO: None
ABSTAIN: None
MOTION PASSED

Mr. Inzelbuch – "Now Mr. Chairman, the motion can continue. You may want to start the call again."

MOTION TO GO OUT OF ORDER ***Out Of Order***

Mr. Seitler moved, seconded by Mr. Silver to go out of order.

ROLL CALL: ***Roll Call***

YES: Mr. Fink, Mrs. Gonzalez, Mr. Grunhut, Mrs. Miccio, Mr. Ostreicher, Mr. Seitler, Mr. Silver, Mr. Thomas, Mr. Ostreicher
NO: None
ABSTAIN: None
MOTION PASSED

Mr. Ostreicher – "Through the Chair. I too would like to change my vote on a particular vote that was done at reorganization." ***Mr. Ostreicher***

Mr. Thomas – "We need to start recognition of the public now. We will get to that later." ***Mr. Thomas***

RECOGNITION OF PUBLIC ***Recog. of Public***

James Waters – "1275 Old County Line Rd. I thought my friends were out here standing with me. I didn't know that I was in opposition to the people standing out here in the audience with me. The first thing I'd like to ***Mr. Waters***

say is why in the hell are we meeting here and not at the high school with all of these people. And I apologize to the audience for using the word hell."

Mr. Silver – "Maybe we should have an RSVP before the next meeting." ***Mr. Silver***

Mr. Inzelbuch – "I am still the Board Parlia- ***Mr. Inzelbuch***

mentarian here and there will be no crossfire."

Mr. Waters – "Cynthia, I would like a copy of this tape." ***Mr. Waters***

Mr. Inzelbuch – "You may request one via OPRA." ***Mr. Inzelbuch***

Mr. Waters – "I will do that. The next thing I would like to say is if there is any attempt to get rid of public school teachers, I would be very concerned about who we hire in their place.We've made a lot of past mistakes in this district. We used to own our busses. We had our own drivers and we didn't have the problems that we have now. We had our own security guards in school that knew the kids. We had better discipline and less problems in our schools. We got rid of them and all of those things have proved to not be the best decisions that we could have made. Paras that are helping the classroom. We're getting rid of people like that. The teachers most of the people standing out here with me represent educating public school students. We're trying to destroy a public school system here and I'm tired of it. I think a lot of people are tired of it. You're probably tired of hearing me, but I'm going to keep coming back. You're not getting rid of me. And it's time for people on the Board to stand up and show who you represent. And I mean no disrespect by saying this. I've said this many times before. If people looked at this Board, this doesn't look like a public school board. If you ***Mr. Waters***

listen to how this Board votes. They don't vote like a public school board and the people that are up here that don't have kids in the public schools, we only have one member on this Board that has children in the public school system. It's time for this Board to stand up and represent who they are really supposed to represent. You look at me with a serious look. You can challenge me. But be very careful what you have to say because it may come back and bite you. I want to thank you."

L. Parkhurst

Lynn Parkhurst – "I'm a resident, an employee and a parent who has had three children graduate from Lakewood High School and have gone all through school. I've been a volunteer in the community for a lot of different things. I know a lot of you people. Irene Miccio, Leonard Thomas, Mr. Andersen. I was on all the boards of the PTA. I'm very caring of all the children in Lakewood. When I first moved here I was very concerned about how it was going to be and how my children would survive. And I was very proud to say this is the world. We are representatives of the world and all the things that don't go right in the world. But there's one thing we all have to know, special needs children need special attention no matter where they are. And that's one thing after 21 years of working I've prided myself on always doing the right thing. At night when I go to bed, I close my eyes and I know that I've done an unbelievable job and I am totally qualified. I change diapers every day. When

I first started working I wasn't proud to say that and I would have said maybe I'm not qualified. But I know I am. I have letters here from parents that we worked with. We puree food everyday and feed a boy who has to sit in a chair and if we don't feed him the correct way, he could die. We have seizure

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Public Recog.
Cont.

kids all the time. We have all different types of things that I didn't learn in a day or two days or in years. Because when I first started I was really concerned with all different other things and then when I was here and really got concerned about the kids and saw the treatment I work here not for the money. But because I make a difference with the children. My middle daughter graduated from Lakewood High School and she teaches severely autistic kids in Middle School and she said you know. A lot of people ask me why do I come back to Lakewood. The reason I come back is because we make a difference. And I hope we can all get along on whatever level because there's all different children from all different races, religions and everything. They all need us. Spanish, Black, Orthodox, Christian, everybody, Polish kids, everything. We take everybody. We don't say, I think you're damaged goods, we can't take you. We take you and we make it fit and it works. And I'm proud to say I work for Lakewood even though I'm not qualified."

Laura Gavin – "I am a para at Oak Street School and I don't speak well in front of people, but I was just curious to know how many of you Board members have actually visited our school and in particular our classrooms where we have the special

L. Gavin

needs children. How many of you have actually come in and seen what we do for a living every single day. Can you answer that for me please."

Mr. Thomas

Mr. Thomas – "I haven't been in every single classroom, but I have been to many and I have seen the heartfelt work you do. I have seen the look on the kids' faces. I've greeted many of the kids and I know for a fact that you more than make a difference. You're the heartbeat of what goes on here. There is absolutely no way anything can be done without the support of the paras working side by side with teachers and I am not in support of what is going on."

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Public Recog. Cont.

Mrs. Gavin – "Because Mr. Thomas you know you are a familiar face to me. I have not seen any other person besides Mr. Andersen in my school at all. I have not seen Ms. Silva walk through the school or walk through the classrooms where you should be to take a look at all our children and how special they really are. Maybe you should do that."

Mr. Fink

Mr. Fink – "I have been through the Middle School but unfortunately I was run over a couple of weeks back so I really have not been out of my house. I only go out to get my cast changed or to come here or to the Planning Board. But my leg is all casted up, but I did try to get through the schools. I apologize for not getting there."

Mr. Thomas

Mr. Thomas – "Because there is a recurring theme so I think it's important before we move on because there are questions obviously that need to be an-

swered as it relates to what's going on with the paras. And before we really hear the rest, I do believe to defer to the Superintendent to answer this question as to why it is that we need to make this decision right now and not put together a support system going forward for this same group of individuals."

Ms. Silva – "I would like to say that I have been given a school district that is need of some changes. One of them among the many is that we need certain programs for our children. Particularly in the high school and let me give you an example. I have children in the high school who cannot read. I also do not have the funding sources to be able to bring in things like the Wilson Reading Program which is researched based and it has shown over and over that when children are given this program they are able to accelerate at a much faster rate. Therefore allowing the children not to think about dropping out. We have a large drop out rate here. Now, the State Education Department says if you want funding for school wide which means that instead of only giving it to children who are deemed Title I children, you are able to give it to all children. Thereby allowing me to have the funding sources to get these programs. Now I am making a decision

Ms. Silva

that the Board either will support or not support. I do not like the fact. My mother was a school aide. I don't like the fact that at this point you should have been given three years ago the training. And the former district I was in we told the paraprofessionals in 2004 you have two years to get this. Now here I am in 2010 in Lakewood. I need these programs. If I don't ask for school wide and we don't proceed with the school wide funding, I can't give these services to children. So on one hand, I have the children that

have to get these services. On the other hand, I believe it is 76 paras that must this exam or have the credits. It's a hard decision for me. I wish I didn't have to make it, but I have to proceed with asking for school wide so we can get the funding that we need to do what I have to do. And what does that translate, Mr. Thomas and I have been talking about this all day. He's not happy with me because I don't want to wait a year to do this. I want to do it now because the longer I wait, the more dropouts we have. So while I appreciate paraprofessionals contributions, you're asking me and you have the right to your opinion and your thoughts, but I have to insist that we go and proceed not planning for a year because we have been planning this year. We have a unified plan and we have academics. You wanted to hear me. I'm going to share with you. I am recommending we proceed with the school wide process."

Mr. Thomas

Mr. Thomas – "Well, I'm going to share with you my opinion on the process. Ms. Silva is the educator. I understand some of the positives of the school wide and it has been my contention that my fellow Board members look at school wide for what it is, an opportunity to help our paras that so desire to go to the next level to get there but not in this manner. Not so rapidly. That's one. Two coming from a district as she has shared where they had a three year plan, where we are in a district where people weren't even able to move forward, she should automatically see that there's a need for us to put something in place. I have been in the classrooms and I have seen some of the intangibles that are done that you can't find in a notebook. That you can't find in a textbook.

Cont.

The way kids come to school just to see that para. And to potentially lose that many people and I'm not here to tell you it's not going to be easy because I believe that some place we need to try to get there. But I think we should have a plan in place. We should have a timeframe. I don't think we should be setting up. If you're not done, you won't start in September. We need to give them this year. We need to set up something. Have the training. Have the program. They want to learn. They want to give back, but we're cutting them off at the knees. I don't agree with it. I will not vote with it and I will not support it. And for my Board members that do, that is their decision."

E. Bush

Eileen Bush – "I'm a kindergarten para at Oak Street School for the last ten years. You asked us to take a test. We have applied for the test. We have the date, we have the location, we're doing the studying. Maybe not with all your approval. You asked us to pass the test. You've obviously decided we're not going to pass the test. We've already failed. You've already given us our papers. We're going along with what you asked. We ask that you at least give us the valid time that you first agreed to. There are new members of the Board who were not here two meetings ago when I came. This is ridiculous. We are here because we want to be here. You've heard this story from me before. I right now have a classroom with no teachers in it. They're both out on sick leave. I have substitutes. I'm basically running that class with a little girl in a wheelchair with no personal para. And I know right now my principal is not happy with me, but somebody has got to know what we go through

every day. I'm putting together plans. I'm doing everything that those kids need so there's some consistency in that class. But no, I'm not highly qualified. I shouldn't be doing it. We're asking you to be fair. You gave us the test. We're taking the test. Give us the right to fail it or pass it but terminate us before we at least get the chance. Thank you."

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Public Recog.

Cont.

Mr. Inzelbuch – "Through the Chair. As the Attorney still at 8:26 p.m., Ms. Bush raises a very interesting point. A legal point that with your permission sir I would like to address. In fact, the decision of the Superintendent and Assistant Superintendent based on education need I presume, those people who got notices should they pass the test, legally they will be rehired. Is that not correct Ms. Silva?"

Mr. Inzelbuch

Ms. Silva – "Yes it is. We are legally obligated to give notice to the paraprofessionals that if they do not pass the test at that point their employment ceases. But if they pass, they automatically continue their employment."

Ms. Silva

Mr. Inzelbuch – "Through the Chair. Legally I was not consulted as to the legality of the letter, but apparently this is a legal opinion, the legal letter if I could ask someone, does it say by May. Does anyone have the letter here? The letter that I'm seeing now, again it says if you wish the recommendation and discussion and support of the recommendation which may take place to be held in public please advise by noon on May 11. In fact the legal opinion remains that if these people pass their test, of course, they will have the right to be rehired.

Mr. Inzelbuch

That is the law. Does any Board member need any enunciation or clarification on the law?"

Mr. Thomas

Mr. Thomas – "I don't need any enunciation or clarification on the law, but what I would like to share is if we in fact instead of instituting this with a mandate of September because everyone doesn't perform well on tests the first time out and I see the value of our paras. That if we had a program that was following for the next September for those that might not have been as successful the first time out we could assist and guide those people we so value and appreciate and guide them into being able to be here instead of cutting them off at the knees. So I do not support one time because let's say it the other way. If you do pass the test you will be rehired, if you don't you're out of here. I am not willing to say that because there are too many valuable people here. We need to work with them. We need to have a plan in place and we need to show some respect. And we are not doing that so I'm not going to agree."

D. Gunderson

Diana Gunderson – "I've been a para for 21 years like Lynn. She and I were hired in the same year. Currently I'm at Clifton Avenue as a kindergarten special ed para. In my 21 years I have been across this district. I've been at the high, middle, elementary, behavioral. I have done all of it. Like Eileen I have been in a classroom for three months without a teacher in a BD class. I ran the classroom. I was injured in that classroom and finally we got a teacher. We were maintained on substitutes. A different substitute every day does not help behavioral kids. You need to have structure, consistency. I did plans and prepared for the day. For three months until we got a teacher, but now I'm not highly qualified. I can't do it."

Mr. Inzelbuch – "Through the Chair. I have a legal question for the Superintendent and Assistant Superintendent. How are classrooms being educated not by teachers and by paraprofessionals only? Who is in charge of special education at the Lakewood Board of Education?" ***Mr. Inzelbuch***

Mr. Thomas left the meeting.

Mr. Ostreicher – "Can we continue the program as Mr. Thomas stepped out?" ***Mr. Ostreicher***

Mr. Inzelbuch – "As Parliamentarian, my answer is no. Under Roberts Rules, if the Board President becomes ill or is excused, the Vice President has the option to assume temporary leadership of the meeting. That would be you Mr. Grunhut." ***Mr. Inzelbuch***

Mr. Grunhut – "I don't mind waiting a few minutes until he comes back."

Mr. Thomas returned.

Larry Avrin – "I was going to complain about the space, but I take objection to the Board member who said we would try to RSVP. I think that was very out ***L. Avrin***

of order. I think that for a meeting of this nature, you know there's going to be a large audience. You should have planned for it." ***Public Recog. Cont.***

Mr. Silver – "That was a joke." ***Mr. Silver***

Mr. Avrin – "I didn't take it that way. My second question is I would like to know more about the budget, where you guys stand. I believe there was close to a ***Mr. Avrin***

10-12% increase in the budget from last year when the Governor and everybody else is striving to a 0% increase."

Mr. Thomas – "It is on the agenda." ***Mr. Thomas***

Mr. Finger – "On page 2 under Reports and Recommendations of the Board Secretary. The Board was given two options tonight to review from the Finance Committee and when we are finished with the public presentation that will be the first item the Board will be voting on." ***Mr. Finger***

Mr. Thomas – "Bottom line is as you heard very clearly, you heard the Township say that they so desire that we had a 0% increase. You also heard that the original budget was at nearly 12%. We knew that we had some very difficult tasks ahead of us and undoubtedly there were some major decisions that had to be made. So at this point we have not as a full Board come to a complete and total decision as to which of the options that we're going to take. But what I cay say is that one may in fact meet the needs of the Township, but the one that I as a member of this community, a person with children in this school, as someone that's seen the challenges that we've incurred, I cannot even remotely begin to support a budget that's not going to help us to continue to at the very least maintain the levels that we currently have. So undoubtedly you can see that my position is that if 0% is what everybody's looking for, they probably aren't getting it from me." ***Mr. Thomas***

Mr. Avrin – "I don't think we're looking to reduce the quality, rather to improve the quality of the education. So we'd like to see that happen with as ***Mr. Avrin***

little cost as possible. And in that line, I think the budget or the changes to the budget should have been presented to this group before the open meeting so we could comment on it before you vote on it. And that was not done." ***Cont.***

Louise Avrin – "I was going to relinquish my time because it was my impression that the public would be able to comment on old business or things that had already been discussed, but I would like to ask you Ms. Silva, you mentioned the Wilson method. As an educator of more than 25 years I worked in a school system where all the self contained teachers were in-serviced in using the Wilson method. It's a district of more than 12,000 pupils. I believe that the cost was substantial but why not offer it as an inservice for the elementary teachers because high school is too late." ***Mrs. Avrin***

Ms. Silva – "I'm very confident in the work that we've been doing this past year with the elementary schools. I believe we are going to show gain. I'm more worried about the children that did not get the appropriate education when they were younger. I don't want to lose them. I just don't want to give up on them and the Wilson program as you know requires for teachers to be taught how to use the program and therefore once you teach them, they will be in the school and we have in house capacity for dealing with our children. I mentioned the Wilson program but there are many other programs that our children need." ***Ms. Silva***

Mrs. Avrin – "But I did myself observe many students with reading disabilities improve by years in their reading scores after being taught the Wilson method. And so I'm wondering why it's taking so ***Mrs. Avrin***

long in this district."

Ms. Silva – "I'm here 9 months. I am trying to catch up." ***Ms. Silva***

Mr. Thomas – "There may be people here this evening that have not been here before. We do have certain rules so we can stay on course. Every ***Mr. Thomas***

person gets four minutes to speak. You can either speak for a few minutes and then allow for a response or you can take that four minutes and completely run with it. But if you ask one question, there not going to answer it, then answer back. So try to abide by that and we'll do the very best we can to answer each and every question that you present."

Deborah Coughlin – "I've been a para in the school district for 17-1/2 years. I work at Clifton Avenue Grade School as an instructional para with fifth and sixth grade special ed students. I've been told that my position is not a Title I position. I feel that this action being taken against me is totally unfair. I also feel that I've given 110% of myself. I haven't had any core evaluations and would really like to know why I'm being terminated. At the last meeting, the Board was being very supportive. At least they seemed to be and as of right now we are not being given a sufficient amount of time to prepare for a test or even retake it. I want to know why we weren't notified about taking this test prior to the last Board of Ed meeting. Thank you." ***D. Coughlin***

Ms. Silva – "I cannot respond to prior to my being here. I got here in August. This is not any Board member or myself. The State Department of Educa- ***Ms. Silva***

tion demands what they consider and I'm not saying I agree with it, but what they consider highly quailfied is either getting 60 credits to become a para or passing the exam that's required. That's their requirement. In order to be school wide so that every single child in Lakewood can get the services, we have to apply for it and one of the requirements that they make when we are granted that status is that every single paraprofessional quote on quote, because I don't necessarily say that having family members that are brilliant and not necessarily having the degree to show it, I understand what people are saying. The State Education Department is saying to us, if you are going school wide, you must have 'highly quailfied paraprofessionals'. Mr. Andersen can tell you more about the specifics of that."

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Public Recog. Cont.
Mr. Thomas

Mr. Thomas – "I just want to speak to something that we heard at least four people say that we are really paying attention to. Almost every single person that came before us didn't just say they didn't want to do it. Didn't say they were unwelling to do it. I've heard people say could we have some more time and maybe a little more structure. Some of the decisions we've made and are attempting to make as a board about this school wide does not have to be done this way at this time. We are actively pursuing doing that right now and do not have to right now. It can wait while we get people up to speed. So if we're going to say it to the community what we need to say is well we've decided we're going to do it right now and the chips are going to fall where they may. And I'm here to say that I don't believe that this Board is going to be unresponsive to our community. I don't believe that this Board will be unresponsive to the paras,

the teachers and everyone that has come out here to assemble. We're not going to ask this Board to do anything that is going to hurt us financially or in any other way and I do believe that we owe it to those who have shown dedication and commitment to Lakewood and our children, an opportunity to get to that level rather than just press them to see if they can make it and then split hairs. It is just not right and we need to do something about it."

Ms. Silva

Ms. Silva – "You are asking that I curtail that I curtail and wait one more year for children to get services that they need. That is wrong."

Mr. Thomas

Mr. Thomas – "I just want to say this. I'm not asking that the children don't get any services. Obviously what you heard here is that there are a great many people currently giving services. It may not be in the way you desire and second of all as I've heard from several of them, many of us haven't seen what they do, so we can't say what they're not giving or what they are not doing. Third of all, I'm saying if you take a group of people with a heart for the kids in this town and a heart for this district and you give them the skills that they so need, they will be more prepared than anybody you could go get and bring here. That's what I said."

K. Ebner

Katherine Ebner – "A very proud para at Oak Street School. What has changed since Friday, May 7, 2010 when the Asbury Park Press article read ' Lakewood rejects main layoffs'. I was relieved when I read that article in the morning, but my relief did not last long. All paras who are not highly qualified were called to the office. I emphasize highly qualified

because I know all the paras are very qualified. We were told that we would not receive a September 2010 to June 2011 contract. We would be terminated as of June 30. That sounds like a major layoff to me. Thank you for your time."

C. Tupper

Catherine Tupper – "I have worked at Oak Street School for fifteen years and I have one question. Do any of you really believe that by us taking this test, it's going to make me or anybody else a better para than what we are now. We're loving, we're caring, we change diapers, we clean noses, we take kids to the nurse. When these kids get off the bus, we know them like we know our own children. We can tell you if they are sick, if they have a headache, if something happened, if they don't feel good. We can tell you just like that. So do you really think that by us taking the test it will make me or anybody else better. Can I have an answer? Does that make me highly qualified because I take a test without my feelings?"

Mr. Silver

Mr. Silver – "I can only tell you the test is the law."

Mr. Inzelbuch

Mr. Inzelbuch – "Mr. Silver, you are not the lawyer. That would go to either me if it is a legal question, but the Superintendent or Assistant Superintendent should answer."

Mr. Andersen – "The requirement of the test is a State requirement. It was not a requirement created on the local level. In order to get school wide funding the State requires for all paras to be highly qualified. Whether they are special ed or not. That is a term created by the State. That is not an interpretation by us of whether you are highly qualified. That is a technical term created by the State. It's the same term they use for teachers. Teachers also have to be highly qualified. It's a technical term. You can have teachers who are highly qualified who aren't very good teachers, but technically it's a reqirement. The State is suggesting given that every school is supposed to meet AYP and academic standards that they are seeking the paraprofessionals have that kind of academic strength. An interpretation and a requirement of the State." ***Mr. Andersen***

Mr. Thomas – "I want to ask a question of our Business Administrator because we heard this thing of funding. Mr. Finger is there any additional money that we are going to get in this district as a result of being school wide?" ***Mr. Thomas***

Mr. Finger – "Under the current regulations, there may be more funds next year depending on whether the Federal government reallocates or authorizes the No Child Left Behind. In general what school wide allows you to do is use the funds for all students in the district not just those students designated as Title I." ***Mr. Finger***

Mr. Thomas – "But monetarily right now would it be more money or the same?" ***Mr. Thomas***

Mr. Finger – "It may in fact be the same money ***Mr. Finger***

but you can use it on more students."

Catherine Tupper – "Are we going to get paid more money?" ***C. Tupper***

Mr. Thomas – "Yes. I just gave everybody a raise." ***Mr. Thomas***

05/11/10

Public Recog. Cont.

Monica Williams – "I work at Oak Street. I would like to know when the administration knew that we were going Title I." ***M. Williams***

Mr. Andersen – "The Federal and State government monitored the Lakewood district on two separate times. I believe the State was in February and the Federal was in December. Both groups in their report suggested strongly to us that we put in place a school wide program. So we acted almost immediately after we got that information. It was March before we evaluated what the State was suggesting. And we acted as quickly as possible after that." ***Mr. Andersen***

Monica Williams – "Someone said that in the past we were informed that we had to take this test and I had no official notice. As a para at Oak Street, the first indication that we had to be highly qualified was about three weeks ago and I feel pressured, rushed and uncomfortable. I look at the work that is required of me and I'm saying this is so much work in so little time. And yet I have to go in and give 100% to the kids. I work in the preschool 3 and 4 year old multiple disabled classroom. I have worked there since 2001. I came in knowing nothing of the job and I was given a child who was multiple disabled. I had to learn how to lift him and challenge him. He was a very aggressive ***M. Williams***

child. I was not taught. Now I am told I am not highly qualified. When I first came in, I was given this child and I did a great job I must say. I feel slapped in the face by how it was handled. I feel insulted and that's a bad place to be."

MOTION TO RESCIND SCHOOLWIDE ***Motion To Rescind***

Mr. Thomas – "I would like to make a motion at this time to rescind the application to go school wide by September 2010 to September 2011 with programs put in place to assist current paras in becoming highly qualified and giving them the opportunity to be in this system.

Mrs. Gonzalez seconded the motion.

ROLL CALL: ***Roll Call***

YES: Mr. Fink, Mrs. Gonzalez, Mrs. Miccio, Mr. Thomas
NO: Mr. Grunhut, Mr. Ostreicher, Mr. Seitler, Mr. Silver, Mr. Zlatkin
ABSTAIN: None
MOTION FAILED

MOTION TO DISCUSS THIS REJECTION AND RECONSIDER IT AT THE MAY 17 MEETING ***Motion To Discuss***

Mr. Ostreicher moved, seconded by Mrs. Gonzalez to further discuss the school wide matter at the May 17 closed session meeting.

Mr. Thomas – "We talked about it in the back, we talked about it before. I think there is a time and place that we actually need to respond to the public. I am not cool with this. You've heard from the people and why would we wait for them to leave to make a decision for them. They are here to share with us what's going on. I don't agree, but do what you will. All they are asking is for us to help them to pass the test. I am completely confused by this Board." ***Mr. Thomas***

Mr. Inzelbuch – "Through the Chair. If I may give a legal opinion, Monday would be too late. May 15 is the day." ***Mr. Inzelbuch***

Mr. Thomas – "So let's stay until we resolve this. I have nowhere to be but here. We can stay here until we get it right." ***Mr. Thomas***

Mr. Grunhut – "Can I request a fifteen to twenty minute break to go in the back to discuss this." ***Mr. Grunhut***

Mr. Inzelbuch – "It is appropriate should the majority of the Board wish to discuss this to go into closed session. But I would suggest that you let the rest of the public do ***Mr. Inzelbuch***

their discussion in fairness to them. But you could do as you wish. I just give advice."

Mr. Grunhut – "I'm only asking that we go back into private session. I didn't have the time the Superintendent and Mr. Thomas had to discuss this. There are certain things that I'm hearing now from the public that I didn't ***Mr. Grunhut***

hear before. I would like to speak about that in private session. It's very possible to come out and vote yes like Mr. Thomas. I need more time."

Mr. Inzelbuch – "Through the Chair. What is your decision?" ***Mr. Inzelbuch***

Mr. Thomas – "Let's hear the remainder of the public." ***Mr. Thomas***

PUBLIC RECOGNITION ***Public Recog. Cont.***

Christina Neff – "I've been a para 23 years in our district. I have been in all our schools. Mr. Thomas I want to thank you. You have always been a decent man, a truthful man. We really appreciate that because your integrity says it all. I am a personal aide to one of our little boys at Oak Street. He has cerebral palsy. He's going to be eight years old in August. He cannot walk without anyone even with a walker. He works very hard. He laughs all the time. He is willing to do his work. He's just excellent in every way. It takes two of us to take him into the bathroom each day. Another jolly happy great kid. It's the kids that matter. And just one more thing, if we pass that test are we guaranteed our jobs with benefits?" ***C. Neff***

Mr. Inzelbuch – "My legal opinion is, if you pass the test, you have a job." ***Mr. Inzelbuch***

Ms. Neff – "Will we get this in writing and will we be on the same step or do we start at step 1?" ***C. Neff***

Public Recog. Cont.

Mr. Inzelbuch – "Through the Chair. May I address the legal issue or would you like to do that? If they pass the test they would be allowed to be rehired by Board action. It would be my legal opinion they would be rehired on the same step with benefits."

Mr. Inzelbuch

Mrs. Miccio – "This puzzles me. If they pass the test, they are our employees. Why should there be a question whether they be rehired or not?"

Mrs. Miccio

Mr. Inzelbuch – "If I may answer because just like they are on the agenda this evening, they must be on the agenda again. It would be my legal opinion they get hired where they are at with benefits and they should not be penalized in any way, shape or form."

Mr. Inzelbuch

Elizabeth Romando – "Good evening, I am a parent, a resident and an employee. Having a para for my son has a great impact on his performance in the classroom. I work with special children and see how the children depend on having me with them to guide them, to support them and to give them praise that they so dearly deserve everyday. There's an oath that the children take when they attend Special Olympic games. Let me win, if I cannot win let me be brave in the attempt. These children are brave everyday. I am disappointed in the Board because I depend on paras to give my son the support that he needs."

E. Romando

Mike Rush – "1502 Malibu Drive. With all due respect to the Superintendent of Schools and to the Assistant Superintendent and to the Board members,

M. Rush

let me just try to set the record straight in terms of the differences of highly qualified under Part 1 and Part 2. We know that first of all the State did not suggest. The Feds came in and suggested that. The State had nothing to do with that suggestion number one. Out of 615 school districts in New Jersey, 20 of those schools voted to go with the school wide. The remainder of those schools are targeted assisted programs which is what we have. There is no mandate ever for us to change that. We say we want to educate more kids and I agree with that. The research suggests that the way to educate more kids is to have a school wide program. However in Lakewood we need to educate the kids who are most at risk first. So we need to stay where we are, educate those kids and then move to school wide. The other issue is that all of these paras here are not paid by Title I funds and with respect to Mr. Finger, money does not change whether they are highly qualified or not. And I'm taking that from something I know. So what I'm suggesting very strongly because you've heard these people talk about the kids they work with on a daily basis and if you have not seen them, you need to go see it. My background is special education. When I was teaching special education we did not have any paras. So I had to wipe the noses, change the diapers, do all that myself. So without these people doing what they are doing, these kids would have to go out of districts. If these parents requested the best educational services for their kids going out of district for each kid, the minimum would be $50,000 per kid. If you are talking about at least 30 kids, that's $1,500,000. The money you pay these people first of all is embarrassing to know how little they make. What you pay these people amounts to about $750,000. Now I said 30 kids. But you know that our district has at least 150 kids. If the parents requested the best educational service for

their children, these kids would be out of district and the district wouldn't have a choice but to pay the $2,500,000 or $3,000,000 for these kids to be educated. So what I'm saying, we're barking up the wrong tree. If you want to cut funds, look at other ways to cut funds but do not mess with these people who spend their day. There is not a teacher in Lakewood or New Jersey who would change a diaper today. It is not in their contract. So what I'm saying to you is rethink what you're doing. If you're trying to save money, you're going to spend money because you know and I know these parents will say I want the best education for my kids. If you can't provide it in Lakewood, I'll find a district. And $50,000 is minimum. Michael knows it's going to cost two to three million dollars. So think about what you are doing. Sir I understand what you said. You wanted to wait. I think you should reconsider now because the 15th is coming in a couple of days. So the decision has

to be made by Friday. If you want to save money, save these jobs and save money for our kids. Thank you."

Public Recog. Cont.

Mr. Fink – "Through the Chair. In all due respect to everyone I understand and I sympathize with everybody else and I don't know how many more people want to speak, but the agenda is very long and I don't want to minimize anything. So please don't take my comments wrong, but I would like to get on with our agenda. If that's possible."

Mr. Fink

Mr. Thomas – "I hear you Mr. Fink, but this is a part of the agenda. Unless of course we recall the vote and then we don't have to go into closed session. Then everybody can go home and we can

Mr. Thomas

stop recognizing the public and be done with all this. We owe these people to hear each and every person that has something to share with us."

Dr. Rush

Dr. Rush – "Just a note. The issues you want to discuss are not closed session issues. When you are discussing somebody's employment. First of all these people called the Board of Education to say they wanted their positions discussed in public. That has to happen by law. Number two any Board member who is requesting to go into closed session to discuss this is a violation of the Sunshine Law because this is an open public meeting act and you cannot discuss this in closed session."

Mr. Inzelbuch

Mr. Inzelbuch – "Through the Chair. I must ask the Superintendent and Assistant Superintendent since I'm only the lawyer here, are there letters that were turned in because I wasn't provided a copy and I cannot give legal opinions unless I am provided with all the information. I'm asking the Superintendent or Assistant Superintendent Dr. Rush."

Ms. Silva

Ms. Silva – "It is my understanding that every para was given a letter indicating what I have discussed today. If they pass the test they are to be re-employed."

Mr. Inzelbuch

Mr. Inzelbuch – "I don't mean to say you are not being responsive, but you are not being responsive. The question is Ms. Silva, if I can have the letter. It does say in the letter if you wish the recommendation and discussion

in support of the recommendation which may take place to be held in public, please advise me before 12:00 noon on May 11 so that the discussion will be held in public. So I would ask so far the paraprofessionals who spoke had you notified Ms. Silva's office? Is there any para who has not notified the Office of the Superintendent of Schools Ms. Silva. Ms. Silva what I would suggest in the future and I am just giving a legal opinion from a local lawyer. It should be in writing next time because you should ask them to advise you in writing. But since the letter is not clear, these issues should be discussed in public provided those employees have no problem with it. In the future it should specify in writing as many other districts do. So that is my legal opinion."

Mr. Thomas – "I believe that Mr. Inzelbuch has stated it all. We now as a Board have a responsibility to begin to have a discussion that we were going to have in executive session. Right here ask any questions of the Superintendent or Assistant Superintendent and we can conduct it right now." ***Mr. Thomas***

Mr. Inzelbuch – "Mr. Thomas if I could suggest to you, there are approximately 13 more people. I could be off. Would it be appropriate to let them speak and give all the information, so the Board members don't later say they didn't have all the information." ***Mr. Inzelbuch***

Evelyn Gonzalez – "First I'd like to speak as a parent and a resident of Lakewood. The first thing I want to speak about has nothing to do with what's on hand right now. I drop my son ***E. Gonzalez***

off at the high school every morning and I watch the police cars sit and keep things safe at the Middle and High Schools. Last week there were some children walking away from school. This common. I called the Middle School principal and notified her. Last week thank God, a police officer caught the kids that I'm always chasing back to school. That's a compliment to them and a compliment to whoever is making this happen. And I will be at the Township meeting to tell them the same thing. They should not be parked. They should be chasing those kids back to school. Although I have been told by a police officer that is not their job. Well if they are outside the school, that's what they should be doing. Number two is I'm totally disappointed with what's going on in the high school with the dress code. Because I would love to stand out there and take pictures so you can see that it is not being enforced. It started to make a difference in their attitude and now it is down. Yellow pants, short shorts, where is that being enforced. That is totally disappointing. I don't know whose in charge, but I would appreciate it if everybody has something to do with it gets there and makes sure that this happens. And the last thing is I am on the professional development committee in Lakewood and prior to the administration that sits here now, we have been pushing constantly to get these paraprofessionals highly qualified. And we were put off. I'm not blaming anybody. All I'm saying is it's an issue that's been put aside. Now it's blown up in our faces and it is not fair to these people who have been dedicated and who care about our children not to be given the opportunity and the proper time to get highly qualified. Thank you."

Mr. Hobday

William Hobday – "30 Schoolhouse Lane. Good evening Mr. President and Board. I came here with the hopes that I would hear discussion about the budget. How you were going to provide a thorough and efficient education. How every child is special because we need to prepare them for the rest of their lives. What I've been hearing is not so much about the students. I've been hearing about everything else. It is your obligation to make sure that the children of this district are counted first. I hear that there are not even textbooks enough for children to have a book for their studies. How can that happen? How can I hear from the Superintendent that there is a high school student that cannot read. How can that happen? Where were the teachers and administration that allowed this child to be advanced and advanced without the simple fundamental things in learning in education. If a child can't read, they can't do anything else. Reading and comprehension are the hallmark of a successful life. If we're not preparing these children for life, we are failing them and you folks have been here for a long time. The administration is doing very well. The only ones that are not doing well are the students. Now get your act together, get on board and give those students a break."

T. Tift

Tracey Tift – "Good evening. One important thing from talking to the paras, is the only students that will be affected by this change are the students who need it the most who are the special education students. It would be a shame if any Board member sitting on the board would not postpone what's going to

happen tonight. It would be an injustice to the special education kids who already have it rough and hard to begin with. And now you are taking away the people they count on the most and replace them with what. Who is going to do what they do. In September when school starts again, who is going to do their job? Not just their requirements, but the things that are not required which is very important. It seems to me they go above and beyond their contract. And that for me makes these paras special. One other thing is Mr. Finger pointed out that there would not be any additional money for Title I if we make the change. But there would be funding for all the schools, but no additional money. How does that make any sense. If there's no additional funding, why would we go ahead with this. It doesn't make any sense. Also too at the last meeting the Board had discussed putting other bidders in the market for services. I want to know where are we on that. And also were there other cuts made as well in other places not just the paras. The total of my numbers and I may be off is about 90 to 100 teachers, retired, paras. How are we going to replace these people and will that impact classroom size. I broke it down by school and it may be off and also by subject as well. Teachers retiring from the math department, science, language arts, French, physical ed, technology, photo shop. Where are you going to find the replacements and what's going to happen to these classes? Thank you."

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Public Recog.
Cont.

Mr. Ostreicher – "Through the Chair. Madam Superintendent, am I to understand that if we vote for these terminations that these termina-

Mr. Ostreicher

tions will not be replaced? The way I understand it, it has nothing to do with the budget. That's how it was explained to me and what I want to understand is that is it simply a licensure type of program. In other words we are not trying to save any money or take away any staff from any of the children. Quite the contrary we have the children in mind and we just want to make sure they have the services that they need. However, the State or the Feds and I'm confused with that as well of whose requirement that was. Mr. Andersen maybe you can help me on that. Was it a State or Federal recommendation?"

Ms. Silva

Mr. Silva – "Teachers in a classroom have to be replaced. Math, sciences, but as I indicated the paraprofessionals have to be, their mandated, as many individuals in this audience have indicated. They are special needs children and their IEP's call for certain services and we cannot not give them. So they must have their services. By whom is another story. But if we go school wide, they must be what is termed highly qualified which means they either have 60 credits of college or they pass this exam that they are not studying for. But we will not reduce the number. We have to have those paras in those classrooms."

Mr. Ostreicher – "So we are not holding anything back from the children."

Mr. Thomas

Mr. Thomas – "No, but Abe, what we are failing to address is what you heard from one person after

another. We heard about the dedication and the commitment and we heard about individuals who so desire to get this highly qualified status. What we heard is a very poor plan put in place to get people to where they need to be and a very rash judgment or a rash decision that is going to not show that we truly care about the people who work for us. This is ridiculous that we would even consider this conversation. Yes, we will have people in the room for the kids. What I'm saying is that the best people are already in the room with them. They need to be worked with. They need to be appreciated and we need to stop beating around the bush. That's what I'm saying. Yes, the positions will be filled, but I don't want the people that are here to even remotely feel as this agenda has shown that we don't appreciate them and we don't consider them. And that's all I'm saying Mr. Ostreicher. So we can talk about it in public so we can begin discussion now. So everyone understands, whatever the positions are, they will be replaced."

Mrs. Miccio

Mrs. Miccio – "This is getting very difficult. I appreciate what the people have to say, but I think the majority of the people who have spoken have said what the others feel. I recommend that we stop the public meeting unless it is related to the budget. I appreciate what you people have to say. I had kids in school. I've stayed in every classroom. I worked all the time. But I would like to proceed with the meeting because in about five minutes I am going to get up and have to go."

Mr. Thomas

Mr. Thomas – "This is what we're going to do. I will make a motion to go out of order. I think we need to have the discussion right now about

the paras until we iron it out and then we can move on to the rest. Because obviously we're going to lose some Board members and some other people and I want to make the decision before it gets any later and people start having to leave. I think we have heard enough to make a decent decision and begin to have a discussion as Mrs. Miccio said. So why don't we go ahead and move forward as a Board and begin to discuss the issues at hand and have another vote."

Mr. Inzelbuch – "Through the Chair. As Board Parliamentarian at 9:33 p.m. you would need a motion to go out of public session and you need a second and you need a roll call."

Mr. Inzelbuch

MOTION TO GO OUT OF PUBLIC RECOGNITION

Motion to Go Out of Public Recog.

Mr.Thomas moved, second by Mrs. Gonzalez to go out of the public recognition and open discussion of the paras.

Mr. Fink – "I had a question prior, but was overlooked. May I go back."

Mr. Fink

Mr. Inzelbuch – "You're out of order sir, we are in the middle of a motion."

Mr. Inzelbuch

Mr. Thomas – "Call the motion and then I'll let you ask your question."

Mr. Thomas

ROLL CALL:

Roll Call

YES: Mr. Fink, Mrs. Gonzalez, Mrs. Miccio, Mr. Ostreicher, Mr. Seitler, Mr. Silver,

Mr. Thomas, Mr. Zlatkin
NO: None
ABSTAIN: None
MOTION PASSED

Mr. Silver – "So Through the Chair. I just would like to begin with asking Mr. Andersen. He's the Title I expert in the district if he could help us out with some of these questions which just came up this evening. If you can enlighten us as to some of the answers." ***Mr. Silver***

Mr. Andersen – "You will have to be specific about what particular issue you're talking about." ***Mr. Andersen***

Mr. Silver – "Well as far as the Title I funding and if there is extra funding and as far as replacing the paras. In otherwords, the students have to get the education." ***Mr. Silver***

Mr. Andersen – "Let me try to clarify this. Moving from a targeted assistance to school wide does not change money allocated by the State or Federal government to the district. Title I funding remains the same. Let me review, I was asked to do some research. I did some research on what the benefits of a school wide program are. I am just going to review them. These are benefits of a school wide program: ***Mr. Andersen***

- Instruction designed to help all students master challenging academic content rather than targeting a specific number of students
- Extended learning time becomes available to all students, not just students identified as Title I

- Educational trips become available for all students. At the current time we do not use Title I funds for trips because it would involve supplanting which is a technical term and we'd have to select particular students identified as Title I for those trips.
- It also makes high quality professional development available for all teachers because in Title I school wide program all teachers are Title I teachers regardless of what subject they teach."

Mr. Silver – "My second question is why wasn't this done in 2002. I know Superintendent Silva did this in Newark. If these benefits are for the benefits of the students why was it waited upon until Ms. Silva came up with this idea this year?" ***Mr. Silver***

Mr. Andersen – "I can't answer that question about 2002 because I wasn't the Assistant Superintendent. I will say publicly I have been recommending as I think Carol knows this school wide program since I did become Assistant Superintendent of Schools and my recommendation was not followed. It's that simple. I did not make the decision, nor was I part of the decision." ***Mr. Andersen***

Mr. Ostreicher – "Through the Chair. I just want to understand this clearly. I know it may sound like I'm redundant and I'm repeating myself but so that all members and members of the public as well understand what we are voting on here. We're not voting number one against the children. Quite the contrary. We're voting perhaps that more children get the benefit that the paras can provide. Number two, the paras that are currently employed by our district, as far as we are concerned, they are super qualified. I have spoken to several teachers in the district who told me they would not be as successful if had it not been for the ***Mr. Ostreicher***

paras. So we all agree on that, the paras are invaluable as far as we are concerned. Now the third thing, we are not talking about cutting any positions and we are not talking about budgetary constraints over here."

Mr. Andersen – "Just for clarity, you're right. We are not talking about eliminating any paraprofessional positions." ***Mr. Andersen***

Mr. Ostreicher – "So any student that currently or in the future needs a para, will have the services of a para. What we are voting on is and I want to make this clear so everybody understands, is that the paras that are currently servicing our students, as of August 31, if they don't pass a certain test, then they will be terminated. That's the way it reads in the agenda." ***Mr. Ostreicher***

Mr. Andersen – "Just for clarification. Paraprofessionals who have been recommended to work the extended school year at Oak Street School will still work the extended year program. Those paraprofessionals are identified in the agenda as August 31. The paras who are not working extended year, their date is June 30." ***Mr. Andersen***

Mr. Ostreicher – "Understood. So if that's the case, what we are talking about is similar to many other professions and Mr. Board Attorney I am sure in your profession and there's a lady who is a nurse over here, there is something called continuing education. I know in my profession the same thing. We have to take various different courses along the way to continue doing the job that we are doing whether it's on a public or private basis. ***Mr. Ostreicher***

We have to take continuing ed classes and get certain credits. So if that's case are we Board members going to vote that more children should not be serviced and should not get benefits of the paras. In otherwords children who are in a class in addition to the special

ed children, how do you classify that. School wide."

Mr. Andersen

Mr. Andersen – "Title I is complicated, but to simplify it in a Title I school wide program all teachers including special education teachers are highly qualified. All paras are highly qualified including special ed paraprofessionals. So that all students are Title I students and the requirement under the Federal regulations is that all teachers and paraprofessionals must be classified under the regulations established by the State of New Jersey and the Federal government as highly qualified. Now what that means just for clarification, is the Federal government says that you need two full years of college or passing what's called the Parapro Test. Now the number of credits actually differs from state to state. In the State of New Jersey to be considered a full time student in a semester that's 12 credits. So to be highly qualified in the State of New Jersey, it's 48 credits. In other states, New York for example in order to be considered a full time student, you need 15 credits per semester hours. The requirement is 60 credits. There are a lot of technicalities to this law. The Federal government identifies what makes for a highly qualified. And I would just like to say we have offered four hours of professional development for paras. I'm aware of how paras feel about that, but let us just be clear that we are offering professional development for them."

Mr. Thomas

Mr. Thomas – "When he was talking about professional development, those of us that are professionals. I happen to be in a profession where

I'm a nurse. And in this profession for many many years they did not require us to have professional development or continuing education. Well a few years ago they decided it so they set up a plan. And they notified us and they followed up and notified us the next year and then they made sure that we had it going forward. They didn't say you need it and then show up five years later and say by the way your license is gone if you don't have all these credits which you can't get in a timely manner. In two months. So I understand the analogy and all the people are saying is they recognize that we are going to another place. They recognize the highly qualified. What they are asking this Board to do is to simply give them the adequate time which they have not been given. So I think we've discussed it at nauseum. We've heard countless answers. I'm going to make the motion again."

Mr. Ostreicher – "Can I finish my thought. The point here is that my vote that I'm voting is not a vote against teachers. It's not a vote against paras. And it's definitely not a vote against students because what I'm looking for and I've been sworn to this charge when I came on to the Board is to seek to help all students of the district and those who are special ed especially. So what I'm saying here is that if more students can benefit from this program why put it off another year. We hired a captain to this boat nine months ago and what I'm saying is if more students will benefit from it."

Mr. Ostreicher

Mr. Inzelbuch – "Mr. Grunhut is still caring for an ill person, so you will have one less member for this vote. Do you still want to go through with the vote?"

Mr. Inzelbuch

Mr. Silver – "My only question is that Mr. Andersen said that he had made these recommendations in the

Mr.Silver

past over the past five years. The only thing I'm upset about is the lack of communication because as far as I've been on the Board for the last year I've never heard about it and I asked other Board members if it's ever been discussed and apparently it has never reached the level of discussing it with the Board members. So I'm not sure which Superintendents were involved when these recommendations were made, but I just want to know why the Board members didn't have the opportunity to discuss this over the last couple of years and we just found out about this in the last two months."

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Mr.Inzelbuch – "Ms. Silva, can I give you a legal opinion? If you could come join me please. I don't go to the middle anymore." ***Mr. Inzelbuch***

Mr. Grunhut – "Do you have any questions for the administrators because I'm getting ready to call this motion?" ***Mr. Grunhut***

Mr. Inzelbuch – "Since there are some people who who seem to know the Sunshine Law better than I, let me advise you what I was advising. There are exceptions that can be made to, in all due respect to Mr. Andersen, he is referring to the Federal Law called Edgar which covers Title I in part, and in fact, there are exceptions on a case by case basis made for those individualized who have specialized training. Unfortunately I am not in a position legally without the facts in front of me,but there is an exception for those who have specialized training." ***Mr. Inzelbuch***

Mr. Thomas – "I think the question at hand Mr. Attorney is that I made a motion that we wanted to discuss and ask further questions. And all I'm saying is that I personally have heard enough to know that ***Mr. Thomas***

the exception should be that we work closely with our people to help them do be the highly qualified that are in these positions. I think that for us to sit here and to discuss that they need more time when everyone knows. Mr. Silver said he sat on this Board for a year. He didn't hear anything about planning for this for a whole year. But now we are ready to drop it and not give adequate time. As individuals who are charged with the position we are in, it's quite thoughtless, insensitive and it is damaging to the children because of the pressure that is being placed upon the people who have to go in the classroom. We are pressuring them and then asking them to go back in the classroom and then after the pressure, we force them to have to pass this test under this high level of stress and I think we have an opportunity to show that we do care and that they are special and that we are going to support them and get to being that school wide. So at this point, if no one has any questions."

Mr. Fink – "Going back I just want to clarify one issue. Under the Superintendent's plan, will more children benefit immediately rather than in the future?"

Mr. Fink

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Ms. Silva – "Yes, more children will be serviced. Right now the only children that can be serviced in a variety of programs are those children that are Title I. Those children not deemed Title I cannot be serviced. Through school wide we can. Let me give you an example. I gave you the example of those children who need help to become much more literate in the high school. We have a growing number of second language learners. There is no discernable program for them. We will be able to. Another program we will be able to extend is s omething called a program for credit recovery. We will not only have credit recovery, we will also have credit replacement. And basically saying those kids can wait. There are parents in this room today that I

Ms. Silva

have spoken with who need the APEX program which will give them not only the ability. We have children that have to work so they cannot get to a full day of school. Through this computerized program they are able to get their credits. We cannot offer that at this point to everyone. Through Title I we can. And it is a hard decision as a Superintendent because I am empathetic about what everybody has said, but here on one hand I have students that may drop out within the next year. We have one of the highest drop out rates in Ocean County. I am trying my best to look at these programs and weigh what I have to look at. And that's why I'm saying that. I am sorry that the Superintendents before me did not insist."

Mr. Silver – The Board Parliamentarian had mentioned that it is possible for some of these teachers if they don't pass the test, if they have specialized training, it sounded like some of these paras can be rehired. Can you specify what he meant by specialized training and how many paras this could effect as far as being able to qualify to be rehired." ***Mr. Silver***

Ms. Silva – "Mr. Andersen I believe was referring to those people who know about the bodily functions of children and that would depend on the IEP." ***Ms. Silva***

Mr. Inzelbuch – "That is a legal question, so I will answer. For example, if there is a hearing impaired child and the aide has received some training in sign, that could be an exception." ***Mr. Inzelbuch***

Mr. Silver – "So then my opinion is it sounds to me but I would have to guess that more than a majority of these paras would qualify in the specialized training." ***Mr. Silver***

Mr. Thomas

Mr. Thomas – "Ms. Silva I think one of the things Mr. Fink asked was immediately. We are right now in the challenges of having a budget to even do what we need to do on a regular basis. We are talking about programs and we're talking about all these other things that we want to put in place. It could conceivably be that the same people we have while we're getting in position to do these other programs could be along for the ride to also be trained or to be a part of the process so that whatever you want to launch, you can have these individual on board along with their training. I think that I have completely evolved that we are still fighting about giving the people the adequate time that we heard about. You were in Newark and you talked about doing it over three years, but in here you want to press people for a few months and not even remotely think about that. It's not even a thought. It's unacceptable."

Ms. Silva

Ms. Silva – "I was hired for the express purpose of addressing the lack of student achievement. We have six failing schools and therefore I need to bring in a number of programs to help our children. And if I have to decide…..If we had enough money in the general ed fund, then we wouldn't need this. But we don't."

Mr. Fink

Mr. Fink – "Through the Chair. Based on the comments that Ms. Silva has mentioned to me and all my questions I'm not sure if this is legal or if this is the right timing for this, but I will change my vote in favor of the original motion for the program Ms. Silva layed out if in fact it means more help for the children."

Mr. Inzelbuch

Mr. Inzelbuch – "Through the Chair. Legally and procedurally that motion has failed. We need another motion."

MOTION TO RESCIND THE APPLICATION AND GO TO SCHOOLWIDE BY SEPT. 2010

Motion To Rescind

Mr. Thomas moved to rescind the application to go to school wide by September 2010 and go to September 2011 with programs put in place to assist us in helping the paras to become highly qualified.

Mrs. Gonzalez seconded the motion.

Mrs. Miccio

Mrs. Miccio – "My question is to the Superintendent. If we go with the fact that the paras have to pass the test before September, in order for them to come back in September, if they don't, who's goingto take care of those children?"

Ms. Silva

Ms. Silva – "It's required by law that the children have those services and they will have people in place. We will advertise."

Mr. Ostreicher

Mr. Ostreicher – "I would like to feel and I hope I'm right. As I said earlier our paras are not just highly qualified, they are super qualified and I would like to feel that a very, very good portion of them perhaps 100% of them will pass the test in June. I am totally confident and kind of surprised that they feel they are not going to pass the test."

Mr. Thomas

Mr. Thomas – "I'm glad that you're confident, but when I had to take State tests, I prepared for months. We not only sprung it upon them now we're going to hold them accountable. To have to do it under pressure is unfair and unjust. I said what I need to say. You said what you needed to say. It's in the second. Call the motion."

Mr. Grunhut – "I have a question. Are we getting any extra money?" ***Mr. Grunhut***

Ms. Silva – "No but we will have the ability to reallocate funds." ***Ms. Silva***

Mr. Grunhut – "So my question is, the money being used today for the children, what will happen?" ***Mr. Grunhut***

Ms. Silva – "We will reallocate it differently.We will be able to service more children as a result of it. And that's what I'm looking for." ***Ms. Silva***

Mr. Finger – "Can I just add to that. Mr. Grunhut, we will be able to allocate the money to all students in a school, not just targeted Title I students. Every student in the classroom will benefit from this." ***Mr. Finger***

Mr. Thomas – "I think we all agree that it is a good thing. We are talking about time now. It's not that it's not a good idea." ***Mr. Thomas***

Ms. Silva – "We will have more dropouts in a year. Yes we will." ***Ms. Silva***

ROLL CALL: ***Roll Call***

YES: Mrs. Gonzalez , Mr. Thomas
NO: Mr. Fink, Mr. Grunhut,
Mrs. Miccio,Mr. Ostreicher,
Mr. Seitler, Mr. Silver,
Mr. Zlatkin
ABSTAIN: None
MOTION FAILED

Mr. Ostreicher left the meeting at 10:05 p.m.

MOTION TO RESUME PUBLIC RECOGNITION ***Public Recog. Motion***

Mr. Thomas moved, seconded by Mr. Silver to resume public recognition.

ROLL CALL: ***Roll Call***

YES: Mr. Fink, Mrs. Gonzalez, Mr. Grunhut, Mrs. Miccio, Mr. Seitler, Mr. Silver, Mr. Thomas, Mr. Zlatkin
NO: None
ABSTAIN: None
MOTION PASSED

Mrs. Gonzalez left the meeting at 10:10 p.m.

Mr. Inzelbuch – "Mr. Chairman, you could call a five minute recess. We will resume at 10:15 p.m. All in favor say aye." ***Mr. Inzelbuch***

All members present agreed. Recess took place at 10:10 p.m.

CALL BACK TO ORDER ***Call Back to Order***

Mr. Thomas called the meeting back to order at 10:20 p.m.

Board Members Present: Mr. Fink, Mrs. Gonzalez, Mr. Grunhut, Mrs. Miccio, Mr. Seitler, Mr. Silver, Mr. Thomas, Mr. Zlatkin

RECOGNITION OF PUBLIC CONT. ***Public Recog.***

A. Kearney

Annette Kearney – "My question is in addition to the paraprofessionals, there are other positions on the list to be eliminated. 21 were non renewed and 3 were riffed. If the concern is about all the children in the entire district, Title I or not. If the concern is about our children being educated, no disrespect to the Superintendent. I heard you say numerous times tonight about you've only been here 9 months, you inherited this problem, but technically you knew what you were walking into. And the reason why I know that is because a year ago when we were meeting at Princeton Avenue School, the night that they announced you as Superintendent we were sitting next to each other and I turned to you because the community was so upset. The fact not because of you, but because of what this Board did to our kids yet again. We had someone in the district who knew the district and it seemed like we were on our way. But again this Board and I don't want to say everyone because not everyone was in accord with it, did whatever they did for whatever reason. Everyone in the community, at least in my community believes this Board isn't about our children. You're not about our employees and you're not about us. So therefore I would suggest to the Superintendent and everyone else if you are really concerned about all our kids,to really take consideration of our personnel. If you take these people out of the district, Mr.Fink our classes are already out of control because we have too many kids in a classroom. The high school is totally out of control and it has nothing to do with the teachers. I told you before the disrespect from the top is out of control. So if the top is out of control, the bottom is

Public Recog. Cont.

going to be out of control. So we got to get it together for the sake of all the children in the district. Therefore I would like everyone to clear your heads and think about

it and if you're doing it for your personal gain shut it down and think about all the kids in the district, public and non public. Thank you."

S. Kearney

Stan Kearney – "Joe Parker Rd. This program is not going to change Lakewood overnight. They want to do this now. That's like your mortgage saying they are going to double your mortgage payment overnight. You wouldn't be too happy with that. You have to give these people their respective time to prepare for something that's as serious as this now. Is this really about the children or is this about the $10,000 bonus you get on top of your salary if you meet these requirements? I feel failed as a parent of a Lakewood High School student because my child graduates this year and she still doesn't have a textbook for the last two years. It is outrageous. Think about the children."

Pastor Wilson

Pastor Wilson – "Graduate of Lakewood High School. Once again, the people speak and the Board does exactly what you guys want to do. You could fool some people, but you can't fool all of us. We know that the people that make the decisions are not in this room. Some of you on the Board owe your alliance to other voices that are not in this room and if you should vote the right way, you would lose your job. Character demands that you do the right thing and do the right thing regardless of whether your job is on the line or not. The only reason why we've been through five Superintendents in the past six years is because you needed someone that you could control. And here it is folks, the losers are our children. If I as a pastor spoke with a forked tongue every Sunday to my congregation, I would lose my job. You keep saying we love the children.We are here for the kids. I beg to differ with you. Most of you are not here for our children. Because if you were you would have voted different tonight. These people that are here, they are more than highly qualified. I am so concerned that Ms. Silva says that she is going to replace these people in a matter of four weeks. Think about it

now. You are going to fire the ones that don't pass and by the time the new school opens they will be replaced. I guarantee that some of the people they will be replaced with will not change diapers and they're not going to do things like these

people. So at the end of the day who is the loser. Could this be part of a plan that we need the Lakewood public system to fail. So that the master plan can take over. I don't know if you noticed, but in the master plan, we are not in it. So could you be working for an agenda that is not even in this room tonight. Could you be adversaries or embassadors sent here to destroy our school system so that the other plan can succeed. I will fight you until the last student in our system. You know what you are doing is crooked. It is corrupt and our children are at stake here. You should question your heart because at the end of the day you need to go to sleep at night and be at peace. I believe a lot of what you do is not to protect our kids because every decision that this Board has made in the last umpteen years has not been to favor our children. Last but not least, a lot of you are under pressure tonight because you have to deliver a budget with a 0 increase. I wish the Mayor who handed the book to you guys was here tonight to see what's going on. It's obvious to us that the pressure is here tonight. As you go cutting, please keep our children in mind. There is no way in the world to provide good education without an increase. It doesn't make sense. So it is my prayer tonight that as you go on to cut and try to save that you keep our children in mind. Thank you."

A. Gaeney – "I live on Hope Terrace and that is on the border of Jackson so I see both sides of the fence in both school districts. I come to you not as a parent and not as

A. Gaeney

a teacher, but I come to you as a student and a graduate of Lakewood High School and a very proud graduate who wants to go to college and have a degree in Finance and Economics. So I'm telling you that Lakewood school system does work. Now I want to apologize for the way I am dressed because it could make you see me differently, but it doesn't matter how you come to people, it just matters about the message you deliver. Now it takes a village to raise a child and you all may not have children in the Lakewood school system but you have to lay a hand in raising these children and the betterment of these children. You don't understand that cutting some of these programs or the detriment that would do to them. My main concern

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Public Recog. Cont.

when I first saw it that you are cutting the French program. That was the first thing that blew me away. Now I'm not saying that I'm not worried about special needs kids, but I'm telling you as a student that studied French in Lakewood school system for six years and actually had a chance to go to France. That was the best thing that happened to me in my high school career. That pushed me and was an incentive for me to go on and to continue to do what I had to do. It wasn't that I needed those incentives to make it through high school, but they pushed me. You talked about different programs to help the kids learn and how you have to put these paras through an extensive short term rigorous program to take a test. I would like Mr. Inzelbuch to elaborate on how long it took to pass the bar exam. That's what the equivalent is to this experience for these paras that have had seventeen and twenty one years of teaching and you tell them that if you don't pass this test, you're not good enough. That's what they hear. Even if you say it's for the good of the children. We have a young man J. R. Smith who went to Lakewood High School who would

be more than willing if you reached out to his family and friends to come in and give these kids an incentive to lift up and continue to go through school. There's a black-board program that would probably in my opinion be more effective to use than an APEX program because it's used in colleges as well. But where there's a will, there's a way and there are alternative ways and one way is not always the best. Your way may not always be the best way. You have to take constructive criticism from these people. Some of these people in this audience have taught my mother and even helped with my grandmother getting her education. I'm begging you to understand what these people are saying to you. They care to go through the pro-gram. I have not heard that you contacted OCC to start a program to help these people get their credentials. I'm more than sure that OCC would be willing to work with them to help them along. Yet you are shutting down every-thing else that anyone has to say here. I just wanted to say that I would like an itemized list of how this money is going to the students and my cousins and anybody else in my neighborhood. We need to make sure it's not going to the bussing of someone else's child. I also would suggest we start a Unity and Justice Committee made up of people in

the community and also alumni of the school. We have people like March Eko."

Mr. Ostreicher returned at 10:30 p.m.

Mr. Inzelbuch

Mr. Inzelbuch – "Through the Chair. In response to Ms. Gaeney's question, thanks to my Lakewood High School diploma, I passed it the first time."

C. Clements

Christina Clements – "Piggybacking on what everybody has said, I am really disappointed I guess at the answers,

the amounts of no's that we received tonight on allowing our teachers to get more time to get prepared. I remember my mother was a Lakewood Head Start teacher and she had to go through some similar situation where she had to go back and go to school. Otherwise she would have lost her job. And I remember the stress in the home. So I know what it can do not only to the teachers but to their families as well and also to our students. Because there's stress already hearing what they do. I was astonished because I didn't know they went to those extents. It's similar to what I did as a nurses aide year's ago. And they are children so I know we absolutely have to have these people with our children. Highly qualified whether that's in terms of education or years. I don't think it should matter. I think they should have their jobs and be able to have the time to prepare to study. Some of these people have not been in school for a long time and studying skills have not been up to par. Because haven't had that time to study so now you get pressured and you have to study and some of us have been out of school a long time. I haven't been out of school as long as some of these paras and I would be fearful of taking a test in a small amount of time. Not only that but going back to the people that are being terminated. I have one of my child's math teachers being terminated. He's a good math teacher. He teaches algebra and it will be sad that next year he might not have a job and what will happen to the incoming freshmen who need to be able to be taught properly. It's stressful, times are hard and I understand that, but there has to be something else. Like the young lady said before me where there's a will, there's a way. There's alternatives and we're talking about saving money. I see at 11 and 12 at night busses being run still and I'm like you want to save money but yet you got busses at l2 o'clock at night. Take some of that away and give back to our children so that we could have some of that money back in the system. We just want to be heard. The paras, teachers, assistant principals need a chance.

Anybody that's on that list deserves a chance. We are not bettering our children by cutting anything, the finances, the teachers. We are only going to hurt them more and more because it's going to be disaster once this goes the way it seems to be going if the master plan does grow into fruition."

Barbara Cutter – "Through all this there's one question I didn't hear an answer to is what are you going to do to replace them? The whole list of teachers that are retiring. What are we doing about that?" ***B. Cutter***

Ms. Silva – "We will do what we always do. We will advertise for teachers and we interview them, look at their credentials and determine whether or not they have the qualifications necessary to teach our kids. But we will be hiring teachers." ***Ms. Silva***

Mr. Andersen – "Just for clarification. We are part of NJ Hire and NJ School Jobs and we also advertise in the Star Ledger. Until the budget is finalized we are not in a position to do that. Once the budget is finalized and we know exactly what positions are going to be replaced, those positions will be advertised including the Asbury Park Press." ***Mr. Andersen***

Kim Singleton – "I asked a question last week and I didn't get an answer to as to the wasted money. I wanted to know where all this money was going and why it was not being kept into our school system. And I also asked a question. Michael took a vote to see if our teachers were going to have more than one chance to pass the test. I expect to get a response to that question. I want to know how we are going to get all these great programs when we can't get the fundamentals to have books in our schools for the kids. Can you explain that to me?" ***K. Singleton***

Ms. Silva – "One of the things that we are looking at is the ***Ms. Silva***

21st century calls for a different kind of skill for children and we are going to have to give them different ways of learning. And that's why we are examining different programs that we have to help our kids catch up with some of the things that they need to learn. And I'm talking specifically about the high school.

Public Recog. Cont.

In the elementary schools however we started this year to have a framework for how all classrooms should be taught. The kind of things that we have to know about kids and the way they learn. The kids that were learning in the 1950's are not the kids learning today. There's a study that shows that most of our kids are utilizing technology outside the classroom. And yet in the classroom, we are not utilizing it. So those are the things I'm looking for. As for the other questions in terms of budget, you'd have to ask the BA."

Mr. Thomas

Mr. Thomas – "One of the other questions she asked at the last meeting was would the paras have more than one opportunity to take the test. That was quite some time ago so it is a simple yes or no question."

Ms. Silva

Ms. Silva – "It is my understanding that there's one exam that will be given in June. It's one chance."

R. Brown

Rheina Brown – "I am a graduate in 1995. Also I am a sub and many things in school and I love Lakewood. I see that the paras are struggling, but the teachers are not even being recognized that they are giving the paras extra help and not even getting paid for it. I would like to applaud those teachers because I know that's happening where I am. I currently am a junior at Georgian Court University. I wanted to become a teacher because of my grandfather and my grandmother and for me going to school and having the teachers inspiring me to move on. In addition, I do want to be a principal. But also I would like to say in a semester it's four

months and it is hard and in that four months we have finals not in two months. And I would like to say I wish they could have extra time. And maybe there is one test in June, but maybe they can have another test in August. I think that would be helpful. Also dedicated as these teachers are just when they said oh somebody passed out, the nurses ran. They didn't get paid for doing that. They ran and I just wanted to say how dedicated they are. I see them everyday. Also, I graduated in 1995 and that's fifteen years ago. Fifteen years ago Lakewood was in the gutter again and we had tried to clean Lakewood for years. I know it takes a long time, but fifteen years even back when I was there is a long time. I know they want Ms. Silva to do things in nine months or ten months or two months, but it takes a while to clean up some things. We have to try, but we have to also try to do it for

everyone. Not just one community, but everybody. I love all the kids. I don't just have three boys, I have seven hundred and something when I'm at one school. I think that's all I wanted to say and I hope you guys pay attention. And another thing I don't like is the texting and everything. If you really cared about the kids, you would not do that. I know my grandfather when he was on the Board he paid attention to the kids. He didn't go text or talk or anything like that. And then if you want to leave the Board, you should not have asked to get on the Board anyway. If they say stay until ten, stay to ten. If they say stay to twelve, stay to twelve. But you are here for the kids, not yourself. Thank you."

G. Kerber

Glen Kerber – "I want to say one thing for the paras. If it's going to be that they are terminated tonight, I hope that in that little piece of pink paper that you write that when they pass this test that they will be reinstated and they should not lose any seniority because that happens a lot of times. So when that termination paper comes out, it should be stated

that they do not lose anything. Not that anything happens to them. That was never really brought up. You said they would get their same salary. And the other thing is, thank goodness all my children were healthy. But what these people do for the children who need it, I think it's admirable. Because I don't think any other people could do what they are doing. And they should not really lose their jobs until after they fail. That's what should happen. There is no reason you got to cut them off and then reinstate them."

Patty Sansbury – "I'm just disgusted. I have a junior in high school. It's just sad, very sad. The kids can't get basic needs books, tutoring, nothing. I don't see it being any better in the next year."

P. Sansbury

Nadia Davis – "I'm a junior in Lakewood High School and our REBEL Program got cut because of the budget. And so we can't do the merchandise for the babies with cancer. We can't fund raise. We can't go on trips anymore and we are not the only ones in the program. Some of the special needs kids love that program. And I just want to ask one question. What other programs are getting cut because of the budget?"

N. Davis

Public Recog. Cont.

Mr. Inzelbuch – "Through the Chair. Some Board members are asking, which program was cut?"

Mr. Inzelbuch

Nadia Davis – "The REBEL program."

N. Davis

Mr. Finger – "Through the Chair. It was in the paper yesterday, REBEL is being cut next year by the Governor, not by

Mr. Finger

the school district. By the State budget, not the local budget."

Mr. Thomas – "I think she also asked what other things are getting cut that she should be aware of. If we happen to know these things." ***Mr. Thomas***

Mr. Finger – "As you know Mr. President the Board has to consider two separate versions of the budget. So when we get to that we will discuss that in more detail. There could be three possible versions." ***Mr. Finger***

Mr. Inzelbuch – "You will get that answer I hope shortly, when the budget is discussed. So stick around for a few minutes." ***Mr. Inzelbuch***

Brittany Merced – "I'm a junior in High School. I'm gonna follow what she said and then I have something to say about the paras. I heard that the sports and the music programs are planning on getting cut. Why is it that you guys want to take something that most of the students love and do so well. And then with the paras, if they fail the test and you guys do your advertisement and don't hire enough people to do their jobs, who's gonna do it then? That leaves kids without paras." ***B. Merced***

Mr. Finger – "Through the Chair. I can unequivocally say that there is no intention in this budget, in either of the versions that the Board will be looking at, to cut anything to do with sports and anything to do with music. As a matter of fact, the budget includes extra funds for co-curricular and extra curricular activities and for athletic activities." ***Mr. Finger***

Mr. Ostreicher – "Through the Chair. While we are on the topic of music, I wanted to ask the Superintendent. I know it was planned that she would bring whether it was the band or different talent to the various meetings along the way. We haven't seen any of these children come to any meetings. ***Mr. Ostreicher***

We would love to see again especially the bell choir which performed so wonderfully. Do we have any plans on that?" ***Cont.***

Ms. Silva – "We actually met two weeks ago to discuss the expansion of the band. Because one of the concerns raised was that the band was not recruiting. In fact it has recruited and I don't remember the numbers but the teacher whose name is Nicole DelNero has indicated that she has had a significant number of children joining the band. They are performing throughout New Jersey and one of the places that we are planning for them to come to is our Board meeting in June." ***Ms. Silva***

Mr. Thomas – "She is asking the same question. What are we going to do when we don't have the numbers and we can't hire that many people who are willing to do those jobs and like I said not as well as they do now." ***Mr. Thomas***

Mr. Inzelbuch – "Through the Chair. This is a legal question. According to one's IEP, those students who require a paraprofessional must have one. Should the district not have one, they will open themselves up to liability by whatever lawyer maybe suing the Board at that time." ***Mr. Inzelbuch***

Mr. Silver – "Through the Chair. I just would like to make a belated response to Glen's question as to how he can be reassured that the paras when they pass will be rehired at the same level that they were now. It is contractual in the union contract and it's written in black and white that they would be reinstated to the exact same positions and salary." ***Mr. Silver***

Mr. Inzelbuch – "And retain seniority if Ms. Cousins can confirm that or deny that if she wishes." ***Mr. Inzelbuch***

Ms. Cousins

Ms.Cousins – "I'm very disheartened tonight. One of the things that the new Board members need to understand is that meetings like tonight help breakdown the already broken morale of the staff in this school system. Unfortunately, you all made the decision not to help staff members who may not pass the test. I would like

to know if any of you have even looked at the test. That you know what it looks like so you had some idea when you came out here of what these people are being asked to do. It is very fortunate that our Board Attorney passed the bar on the first try with many months of study. We know that doesn't happen. I know we have teachers who didn't pass the teacher Praxis test on the first try. And all we were asking was that the 69 people who were willing to take the test and it's not that they are not willing.We were asking you to give them more time. That's all that we were asking. We weren't denying our students anything. We were asking you to give these people who give their time and energy everyday and have for many years to this district a little more time. And it's not their fault Ms. Silva because it has been at the table negotiations several times that I asked the Board, people that were there, to help the paras become highly qualified. I asked, it was there on the table, we have some people here who were on negotiations with me and every time I tried to push it they were always told don't worry about it because we won't ever be there. And so don't worry about. Therefore the words of the highly qualified LEA President went nowhere and so now we are where we are. And many of these paras can sit here and tell you. Devora was in my room. I said to her, you know you need to look at this. And I

had the paperwork, I had the copy of the Praxis test in my office. I made copies of the 70 page document and made sure it was in every building about three or four years ago and I continued to press. I have continued as the president to ask this Board in professional development to stop requiring the paras to go to workshops alongside the teachers where they many not be getting something that they need as paras. Sometimes they need other things. How to restrain students. I have asked continually and it never occurred. And so they are not responsible because they don't set programs. They don't set curriculum. They only do what they are told. And in this case they did because someone told them that this would not happen and here we are. It is very disheartening to me and Mr. Hobday you've been here many years with me. Let me just say to you that one of the issues in this district is lack of continuity.

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Public Recog. Cont.

One of the things that I'm looking at is the numbers we've lost over the last five years. Let's keep going back. I'm not gonna die on it. 150 staff members starting back in 2007 coming forward and then this year. We're not losing 69 paras hopefully because I am hopeful that they will all pass the test, but we do have a growing number of teachers that are retiring that is at 40 or 45 and then staff members. The high school alone 15 teachers are retiring and 9 who were let go. 24 staff members at the high school and that number will probably grow before the end of the year. And the other thing let me remind you as we hire or try to hire new teachers is that the Lakewood Education Association's contract ends June 30. We've been to the table twice and there's language as well as other issues that need to be dealt with. And we're ready to meet whenever you are."

Mr. Thomas

Mr. Thomas – "I would just like to respond to at least one of the things that was shared here. We've sat in the audience us as Board members and some of you and we've heard all the reasons why we should go with school wide. We've even heard an emotional plea from individuals and myself, but we also hear at this point one of the educational leaders in our district talking about trying to set a precedent and prepare a plan to help the people that we say we want to take care of our children and to be highly qualified to be ready. And despite numerous attempts this Board and this administration has been unresponsive. But at this point we are making a decision that will alter the lives of countless children and families with no regard for what has happened and with basically insensitive and truly uncaring about the true plight of the children in our district. And for those to say and claim that it's all in the name of children sometimes you got to get away from what the textbook is telling you. You gotta get away from what you read or heard somewhere else. And you gotta listen to the people who are right on the ground at the grass roots level that are making it happen on a day to day basis. Because many of us have never seen this and many of us still may never see it. And we're hearing it over and over again.

Public Recog. Cont.

And I just can't impress upon my fellow Board members to think about that child that has that stressed para trying their very best in a very difficult situation. We have an opportunity to make our district better, create morale like we've never had before and I sound tired because I'm exhausted. It has been an exhausting nine years. It's like the

culmination of exhaustion that we could even sit here and have a prolonged conversation about something that seems so wrong. It doesn't even make sense that we're going through this, but we are. So I just hope that at some point everybody decides that you know what it just makes sense for us to give these people who have shown their loyalty an opportunity to serve our kids in the highest form."

Mr. Inzelbuch

Mr. Inzelbuch – "Through the Chair. I will note Mr. Thomas several year's ago you and I actually met with the LEA. There was a different negotiator at that time who no longer handles negotiations and I do recall Ms. Cousins is correct. You were on negotiations and I was the apprentice at the time and we specifically spoke if you recall Ms. Cousins about this issue and we were assured by the then Superintendent and by the then negotiator who no longer is our negotiator, that don't worry. So you were absolutely correct. As you know Ms. Cousins and we are not looking for compliments but this negotiation and many people even you have said negotiations have been handled in a more professional and a more organized fashion than ever before. So please understand the Board made a decision several years ago to change direction of negotiations, but you are correct, that question was asked and the Superintendent at that time said not to worry and here we are today. Negotiations as you have agreed has taken a different dynamic and we hope to meet again shortly once the Board has an opportunity with the new members to discuss the current status of affairs."

Janet Hendry

Janet Hendry – "I feel funny doing this, but I think it's for the kids. Everybody who knows me at the high school knows I'm for the kids. I work hard and treat the kids like my own. And anybody in the high

Public Recog. Cont.

school will vouch for that. My contract is not being renewed because they said my observations. The observation said I do not cooperate with parents, child study team members and school administration. I have letters from parents saying how much I've done for their students. The observation says I do not implement recommendations when I write the IEP's. But I do them to the best of my ability and I try to implement all the recommendations. I never received any training on how to write IEP's. In fact I never placed anybody and no one explained this to me. Nevertheless I always tried to incorporate the recommendations in addition to using the previous IEP as my model. The previous IEP was similar to mine because in my observation, one or two of the IEP's cited were not written by me. They were written by a different case worker and I inherited the case. In otherwords, the observation might have been written at ACE but then the student came to the high school and my name was put on it. The principal at the high school has never had a problem with me. I often ask her for guidance and in turn I do whatever she asks of me. In fact she asked me to head a committee to write a study guide for special ed students who are general ed, science and history. In addition when I was sent to the preschool, she was the one who had me reassigned to the high school and she was hoping I'd stay. I'm a hard worker, I'm always in fifteen to thirty minutes early and I always stay late. I often do not take a lunch break. I rarely take off and as a fact in the two and one half years I've been here I've taken fifteen and one half sick days and two and one half personal days. When I was transferred to the preschool I put in thirty plus hours of overtime without compensation in the two and one half weeks I was there in order to learn the new assessments. I did not want to be a drag on my time. I do over 100 edu-

cational evaluations every year. When I received an email that there were not enough LDTC's working in August, I agreed to change my schedule to work in August and take off July. I am there for the students. One student said he would not have a letter or be graduating and would have quit school if I hadn't intervened. He was failing biology for the second time and if I had not given him the final in the library on my own time, he would have failed for the year. This year he is doing well and going to college. Another student is currently seeing a psychiatrist and tak-

ing medication because the relationship I built with her parents made them trust me. My students go to Ocean Vo Tech. I advocate for them. All I can say is that I do all that I can and treat every child like my own. I have letters saying that I work cooperatively and that's all."

Mr. Zlatkin – "Through the Chair. Could we give her the opportunity to come to closed session?"

Fred Rush

Fred Rush – "I have listened, and I have listened and I've watched the progression that we've had over the years. First it started with losing our school at Princeton Avenue. If it was inhabitable, I see kids there everyday. Then we came here because we need the office space to the tune of $23,000 per month plus $50,000 for maintenance. We've done all these things. Now here we go again. Listen, I will tell you, I understand you guys have made some tough decisions, but not the decisions that we look at. Now everybody that knows me knows that I've been a civil rights worker for a long time. Now I see that it appears to me, nobody else's opinion. Not my brother's or Mr. Waters' not anyone else's, but my observation. First of all we missed an opportunity to get Mr. Tift in the election. We didn't get out the vote and we didn't get him

there. Had he been there, we'd then be five to four, but that's neither here or there. But what I do see and please Mr. Ostreicher and anyone else if you think I'm being offensive, I'm certainly not. I see the rest of you people that are there in the next four or five years. We'll have an all orthodox Board and we won't have anything. Now there is the proverbial elephant in the room and no one else wants to say it because we try to think about feelings and all those things. So we don't ever want to piss anybody off, but I do want you to have food for thought. It appears to me that you have voted without a conscience and understand the first vote was 5 to 4. We were doing well until the Superintendent so elegantly said that she supported it and then you went 7 to 2. What is this? You know, we are the Superintendent. It's not the other way around. She doesn't get out and campaign for you to vote and stuff. But there is something going on and it just kind of kills me now and I hated to come up and say it because some of you might lose some respect for what my views are. I don't care. I don't depend on anybody in this town, but I do care about feelings

and I care about everybody else's feelings. So I will say to my community and all these folks behind me the next time we get an opportunity to vote for someone that's a champion who's been up there fighting for us, you ought to take advantage of it. Because that is the only way you will affect any change by voting. We don't get out enough. We haven't done it. We didn't get that young man in and now we are suffering the consequences."

Mr. Inzelbuch – "The public session is now concluded. We've read all the names. There was a question as to one, but we checked it and it's not on there."

Mr. Inzelbuch

CORRESPONDENCE AND COMMUNICATIONS ***Corres./Com.***

None this meeting.

COMMITTEE REPORTS ***Com. Rep.***

Finance

Mr. Ostreicher – "Mr. President, the Finance Committee did meet and we worked very diligently over the budget which we will have a couple of recommendations in a few moments."

Mr. Finger

Mr. Finger – "Mr. President, we have some addendums and changes for tonight's agenda. On page 7 of the agenda, the employee listed under #24, the reason for termination should be changed to non-renewal. There is an addendum from the Superintendent under Personnel under reappointments. This was left off on the agenda. Reappointment of paraprofessionals September 1, 2010 to June 30,2011, salary pending negotiations. Three additional paras are being reappointed:

Emporelli, Eleni, Step 7 Passed Praxis, $16,814
Landwehrle, Tania, Step 5, 57 Credits, $18,806
Rodriguez, Richard, Step 5, 66 Credits,$20,597

Under Business Administrator/Board Secretary, there are two items that are addendums for tonight. I'll read them in.

Approval of Interlocal Agreement with the Township of Lakewood for the provision of trash recycling services effective May 20, 2010 in the amount of $176,220 per year pro-rated for the balance of the 2009-10 school year at $14,685 per month or a daily rate of $677.77.

The other item is approval of a contract with Energy Analysis Group of Lakewood, New Jersey to provide a no cost energy audit of school district buildings to enable the district to apply for and receive a grant from the New Jersey Board of Public Utilities to make audit recommended cost saving improvements to reduce electric consumption in our school buildings. There is no cost to the district for the energy audit or cost saving improvements.

In reference to Mr. Ostreicher as Chair of the Finance Committee had spoken about earlier. After two meetings with the Finance Committee, there were two options put forth by the Finance Committee for consideration by the Board tonight. Those items would have to be voted on separately. All the others that were read in could be voted in one group as part of the agenda. The first option that the Committee had recommended was a zero increase in the tax levy reducing the tax levy from the amount that was defeated which was $79,219,542 to the same levy as it was in 2009-10 of $71,593,625. A reduction of $7,625,917. Effectuated by using additional budgeted fund balance gained through extraordinary aid of $1,909,188 and appropriation reductions of $5,716,729. That's the first option.

The second option recommended reflects a revised tax levy of $73,208,651. That is a $1,615,026 increase over 2009-10 on the average home assessed at $350,000 that would be a $71.94 increase on average. That is being done by putting in additional fund balance of $1,736,737 again from extraordinary aid and reducing appropriations by $4,274,154.

This evening at approximately at 5:00 or 5:10 p.m., I received an email from the attorney for the Township of Lakewood, Mr. Jan Wauters. He sent over to me which I shared earlier with the Board a proposed resolution by

the Township Committee that will be looked at and voted upon at their Thursday night meeting. I ask at this time for an opinion from our Board Attorney as to whether or

not the Board can consider this as another possible option to vote on considering theTownship Committee has not voted on this yet. Mr. President, could you instruct the Board Attorney."

Mr. Inzelbuch

Mr. Inzelbuch – "The question is if I heard it correctly, I was in court today with the Schwartz, Simon firm. I was not here today, but from what I understand is that there were two budget proposals by the Finance Committee and apparently today Mr. Finger received an email from Mr. Wauters, an attorney which is totally inappropriate. Whoever the Board of Education attorney is that would even border on improper behavior. However, the Board of Education has the absolute right in public to discuss any and all options presented. Again I repeat, I question why the Attorney for the Township of Lakewood, in the County of Ocean, in the State of New Jersey did so, but maybe he didn't know I was still the Attorney. I do note that Mr. Thomas has attempted to speak with the Committee. I was contacted and spoke with the Board President elected by the Board members and was instructed not to discuss this issue in a formal forum. However, my legal opinion like it or not is that the Board has the right to consider all options including the option that was sent inappropriately to the Business Administrator by the Township Attorney. Nevertheless, the contents of that is wholly appropriate to discuss."

Mr. Finger

Mr. Finger – "Through the Chair. Mr.President, at this time I would like to go into a little detail on the

resolution received from the Township since the other two items the Board is fairly familiar with from discussion previously with the Finance Committee."

Mr. Ostreicher

Mr. Ostreicher – "Through the Chair. It is my understanding from the protocol in the past when the Township agreed upon a particular dollar amount for the budget, it wouldn't be up to them to tell us how we spend the dollars if we cut it from any particular program, line item. But they can give us a bottom line figure and we have to work our way into it."

05/11/10

Mr. Inzelbuch

Mr. Inzelbuch – "Through the Chair. Unfortunately Mr. Ostreicher perhaps has forgotten. The process under the statute and I can be corrected by the BA or anyone else who knows the statute, that he is correct in one regard and incorrect in another. He is correct in that typically it is the Board of Ed who make the decision and then it goes to the Township where they can either agree or disagree. However, in fairness to the Township Committee, those five fine gentlemen who sit there, there have been year after year when our budget has been defeated where in fact discussions were held before the meeting occurred. So I must say and again I make no friends here. But I say the law and whoever hears it, hears it. Whoever likes it or doesn't. The fact is that typical protocol is what you describe Mr.Ostreicher. However, there is nothing Ifound in the body of law that I am quite familiar with and checking with several attorneys who represent cumulatively more than 80 districts not including the Schwartz, Simon firm, that there is nothing inappropriate with what occurred here. Is it practice? Maybe it's not best practice, but the fact

is Mr. Ostreicher and the Board, the Township Committee did not as far as I know breach any regulation, statute or code provision."

Mr. Ostreicher – "That wasn't my question. I'm sorry Mr. Attorney. My question was after everything is said and done they're giving us a zero budget. One of our proposals is a zero budget and if that's the case, then they are overlapping because since they do not tell us which lines to spend the money on, so then why are we considering a third option when there are really only two options. That's my question." ***Mr. Ostreicher***

Mr. Silver – "Through the Chair. I'm not a legal scholar. I do believe that after the budget was defeated by the voters by law it goes to the Township and at that point the Township has the right to do as they please with the defeated budget. Whether it is to make their own changes or to recommend changes or to give it back to Board members for the Finance Committee to make their changes. But I do believe that they have the right to do as they choose with the defeated budget. Is that correct or not Mr. Inzelbuch?" ***Mr. Silver***

Mr. Inzelbuch – "Is the Asbury Park Press here? He is not a legal scholar. I believe I answered previously that is correct. Let me finish since I am a legal scholar. The fact is that there is nothing as I answered inappropriate. Is it best practice? No. Is it past practice? No. It is somewhat unusual, yes. But I think Mr. Silver and Mr. Ostreicher you are looking at the trees and not the forest. The Board is empowered by statute to educate the children of Lakewood. They need to consider the educational needs of the children of Lakewood. Again, you don't need to even do this this evening. You can just let it go to the Township, they can do their magic whatever that may be. ***Mr. Inzelbuch***

Whatever side of the fence you are, but then you have a right under statute to either agree or disagree. However, my legal opinion is you are not prevented from considering any options and to be candid, not even just those three, but the Finance Committee which I was not invited to, put forth two options and that is the third."

Mr. Seitler

Mr. Seitler – "I am also not a legal scholar, but I do think in response to Mr. Ostreicher's question the Township Committee said that according to the law they cannot just give you a number amount, they must put it into a line item. They cannot just give an amount."

Mr. Inzelbuch

Mr. Inzelbuch – "I would concur whether people like it or not and that doesn't mean Mr. Seitler and I agree on everything. Because we don't. But the Township Committee does have to identify. They can't just say cut two million, two dollars or two billion. They need to identify the line item that is correct."

Mr. Thomas

Mr. Thomas – "Well not that we've verified whether we can or cannot look at whatever the Township Committee sent us and whatever line item it occurs in and how much money that may in fact be, can we as a Board discuss which option we're going to look at. As a member of the Finance Committee, I'm going to give my opinion based upon what's been done, what's been looked at. The bottom line is as everybody has come up here and shared. Some people have shared that it looks like there are some cuts. It looks like there are some teachers that will be affected. It looks like there are some different line items that will be adversely affected and it would be my desire that none are affected. But that is not the reality in which we are sitting right now. Some are going to be affected. And along with the budgets being presented, the one that caused the least amount of disruption to public education was the one

that was option 2 that showed some increase. Like everybody else, I really don't want any more taxes, but at the end of the day I am concerned about the children in our school system and their needs and I know that it isn't all about throwing money at things, but sometimes you need to start with something and you can't continue to take away from an already embattled district. So it is my opinion after all of the different options I saw that I support option 2, the one that did have the increase and I would motion that we send that one to the Township Committee."

Mr. Inzelbuch

Mr. Inzelbuch – "Through the Chair. For the public who has the right under statute to understand what you are saying, option 2 which again I was not asked for my legal opinion nor was I invited to a Finance meeting, this should be available. So if you could have Mr. Finger explain the following: Option 2 allows for a tax increase of how much?"

Mr. Finger

Mr. Finger – "The tax increase would be $1,600,000 more than it was in 2009-10. It's a 2.26% overall increase in the tax levies. That bringing it down from what was defeated in the election which was 10.65% to bringing it down to 2.26%. The budget options that were discussed by the Finance Committee, this particular option would result in a reduction of 19 positions, 18 through attrition or through layoff. It would result in savings of $4,200,000. This would include what was passed by the Governor, the 1.50% for health insurance and savings from the retirees who are leaving in health insurance, reductions in out of district tuition, reductions in supplies, telephone costs,

some maintenance. There will be an additional cost though of $176,000 to have the Township pick up trash that used to be for free. We are anticipating a

$75,000 savings in our utilities because our contract with Alliance Competitive Electrical Services should result in about $75,000 reduction in electric costs. There is a reduction in related services, both public and non public. There's a reduction in salaries due to the fact that we can charge off a certain amount of about $640,000 of our Early Childhood funds which were increased this year. This presumes a zero increase across the board for teachers, administrators, non aligned, all staff in the district and savings on renewal of our transportation because the CPI is 0% this year and also a savings on our renewal with our maintenance company because the CPI is 0%. So that will result in a small tax increase of $71.94 about 2.26% more. In 2009-10 the average increase was an $84 on a $350,000 home according to the Tax Assessor. This would be $12 less of an increase from last year. This is one option.

The first option was the zero increase which was discussed also by the Finance Committee. Now that basically is the same reductions we spoke of just before. The difference is there would be 29 positions reduced by attrition, mostly retirees and non renewals that we are not bringing people back, 1 administrative position and there would still be a little more savings in the health insurance obviously and there would be more reductions in the area of related services both for public and non public. This would bring it down to zero increase.

The Township Committee gave us one also for a zero increase with different line accounts. In my very quick

analysis of looking at this since 5:00 p.m. is they're looking to cut way more money out of tuition, roughly $600,000 that we have agreed within district talking with our PPS and also with the Superintendent and going through everything that there is not an additional $600,000 in special ed or tuition. The Township has also increased the amount to be reduced from salaries to almost $300,000 which would result in not only the 29 positions being eliminated through attrition, but potentially another 10-12 positions that we have not even talked about or discussed as a Board. So as per Mr. Inzelbuch if we could consider this as a separate option, those would be the three options that the

Board would have to look at tonight and I believe would have to take a separate roll call vote on each one. Also as a point of order, we still have the regular agenda to vote on as well. My suggestion is because there are several different options that the Board should consider voting on the total agenda as amended with the addendums and then take separate motions on these options and vote on each one."

Mr. Inzelbuch – "Through the Chair. Did you read that personnel addendum? So what you are suggesting so every Board member knows, you would only be voting on the agenda not the budget options. So that would be a separate vote after the agenda as amended. That would be legal if you would like to do that Mr. Thomas."

Mr. Inzelbuch

MOTION TO MEET IN CLOSED SESSION WITH JANET HENDRY

Motion To Meet w/Hendry

Mr. Silver – "I would like to make a motion on the agenda. We should table #8on page 6. I feel that this employee in

my opinion is very highly qualified for this position and I personally would like to give her a chance to be in private session. Tonight it was not possible."

Mr. Zlatkin – "I second that."

Mr. Grunhut – "I would like to ask the Superintendent her opinion on that." ***Mr. Grunhut***

Ms. Silva – "I think if we make an exception for one we need to do that for all." ***Ms. Silva***

Mr. Ostreicher – "Can we have discussion for that?" ***Mr. Ostreicher***

Mr. Inzelbuch – "How about a legal opinion. I know that's kind of important here, isn't it. If you do that the employee becomes automatically renewed. This is the same as the paras discussion. No different. All are equal. So what you could do, if you table it, the employee will be renewed. The employee does have a right, a procedural right, you can amend those. However, you can't exclude one, you could do that, but that employee is then receiving another year with you. What I might suggest, you have the right to vote as recommended by the Superintendent and the administration. You could then invite ***Mr. Inzelbuch***

that employee to come to closed session if she so desires and then you can rescind that vote. But if you do what you are saying, that employee is renewed for a year."

Mr. Fink – "Through the Chair. Are there any other additional teachers that fall into this category or within this realm?"

ROLL CALL: ***Roll Call***

YES: Mr. Fink, Mr. Silver

NO: Mr. Grunhut, Mrs. Gonzalez, Mrs. Miccio, Mr. Thomas
ABSTAIN: Mr. Ostreicher, Mr. Seitler, Mr. Zlatkin
MOTION FAILED

Mr. Inzelbuch – "Therefore Mr. Thomas should you so desire, save the three options, you need a motion and a second on the agenda." ***Mr. Inzelbuch***

MOTION TO APPROVE THE AGENDA ***Motion to Approve Agenda***

Mr. Silver moved, seconded by Mr. Seitler to approve the agenda.

ROLL CALL: ***Roll Call***

YES: Mr. Fink, Mrs. Gonzalez, Mr. Grunhut, Mrs. Miccio, Mr. Ostreicher, Mr.Seitler, Mr. Silver, Mr. Thomas, Mr. Zlatkin
NO: Mrs. Miccio, Mrs. Gonzalez on page 5c., Mr. Silver on page 6(8), Mr. Thomas on page 5(c), page 19(c), pages 20 through 27 and the Inter-local Agreement with Town
ABSTAIN: Mr. Ostreicher on pages 16 and 17 (4), page 21 (3)and page 6(8)
MOTION PASSED

REPORTS AND RECOMMENDATIONS OF THE SUPERINTENDENT OF SCHOOLS ***Supt. Items***

A. **SUPERINTENDENT'S ITEMS**

1. Approval to abolish the French Program at Lakewood High School. ***Abolish French***

2. Approval for the out of district placements to comply with student's Individual Education Plan (IEP) for the 2009-2010 school year. ***Out of Dist.***

- 411X classified student to Collier from 5/3-6/30/10, as per IEP. Cost $10,052.
- 598X classified student to Lehmann from 5/5-6/30/10, as per IEP. Cost $9,306.
- 35X classified student to Ocean Academy from 5/10-6/30/10, as per IEP. Cost $8,557.
- 519X classified student to Ocean Academy from 5/10-6/30/10, as per IEP. Cost $8,557.
- 477X classified student to Coastal from 5/10-6/30/10, as per IEP. Cost $8,028.
- 512X classified student to Uinta Academy from 5/17-6/30/10, as per IEP. Cost $11,700.

3. Approval of Memorandum of Understanding for the Lakewood Schools to participate in Race To The Top for the 2010-2011 school year. ***Race To The Top***

4. Approval to be a participating school district in the PISA² NSF Grant with Stevens Institute of Technology. ***PISA²NSF***

5. Approval to participate in the American Dairy Council "Breakfast in the Classroom Program" at no cost to the District with potential to raise revenue for the district. ***Breakfast In Classroom***

B. **PERSONNEL** ***Pers.***

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 ***Cert.***

05/11/10

a. Resignations ***Resign.***

(1) SNEAD, Amy
Teacher – LMS
Effective: July 1, 2010

b. Retirements ***Retirements***

(1) BROWN, Maryann
Teacher – OSS
Effective: June 30, 2010

(2) BURDEN, Cassandra
Media Specialist – LHS
Effective: June 30, 2010

(3) DE BENEDETTO, Josephine
Teacher – LHS
Effective: July 1, 2010

(4) FOSTER, Linda
Counselor – LHS
Effective: June 30, 2010

(5) GEDRIS, Robert
Teacher – LHS
Effective: July 1, 2010

(6) GRAY, Marylin
Teacher – CAGS
Effective: July 1, 2010

(7) KOPET, Mary
Teacher – CAGS
Effective: June 30, 2010

(8) MACMILLAN, Bonnie J.
Teacher – Spruce St.
Effective: June 30, 2010

(9) MATEI, Susan
Teacher – CAGS
Effective: August 31, 2010

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(10) MC NISH, Deborah ***Retirements Cont.***
Teacher – SSS
Effective: June 30, 2010

(11) PICONE, Glenn
Teacher – LHS
Effective: July 1, 2010

(12) SINGER, Alice
Teacher – SSS
Effective: August 1, 2010

(13) VENUTO, Michele
Teacher – LHS
Effective: June 30, 2010

(14) WALSH, Joseph
Teacher – LHS
Effective: June 30, 2010

(15) WITTEMANN, Beverly
Teacher – EGC
Effective: July 1, 2010

(16) WITTEMANN, Wilbur
Teacher – LMS
Effective: July 1, 2010

c. Terminations ***Term.***

(1) ANDREWS, Javon
Teacher – LMS
Effective: June 30, 2010
Reason: Non-Renewal

(2) ASENJO, Jeizza
Teacher – EGC
Effective: June 30, 2010
Reason: Non- Renewal
Temporary Contract

(3) BENBRAHIM, Sanaa
Teacher – LHS
Effective: June 30, 2010
Reason: RIF

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(4) CAPOTOSTO, Lynn ***Term. Cont.***
Teacher - SSS
Effective: June 30, 2010
Reason: Non-Renewal

(5) COLINO, Cheryl
Teacher – LMS
Effective: June 30, 2010
Reason: Non-Renewal

(6) COLLETON, Jessica
Teacher – LMS
Effective: June 30, 2010
Reason: Non-Renewal

(7) GERBER, Pamela
Teacher – LMS
Effective: June 30, 2010
Reason: Non-Renewal

(8) HENDRY, Janet
LDTC – PPS
Effective: June 30, 2010
Reason: Non-Renewal

(9) HUDANISH, Melissa
Teacher – ACE
Effective: June 30, 2010
Reason: Non-Renewal

(10) KAELIN, Kimberly
Teacher – LHS
Effective: June 30, 2010
Reason: Non-Renewal

(11) KELLY, Kimberly
Psychologist – PPS
Effective: June 30, 2010
Reason: Non-Renewal

(12) LEE, Maureen
Teacher – ACE
Effective: June 30, 2010
Reason: Non-Renewal

MATTICE, Jacqueline ***Term. Cont.***
Teacher – EGC
Effective: June 30, 2010
Reason: Non-Renewal

(13) MENDOZA, Yvette
Teacher – LHS
Effective: June 30, 2010
Reason: Non-Renewal

(14) PIERO, Lisa
Teacher – ACE
Effective: June 30, 2010
Reason: Non - Renewal

(15) PIZZELLA, Todd
Assistant Principal – LHS
Effective: June 30, 2010
Reason: Non-Renewal

(16) PLAUSKI, Christine
Teacher – LMS
Effective: June 30, 2010
Reason: Non-Renewal

(17) SALVATORE, Robert
Teacher – ACE
Effective: June 30, 2010
Reason: Non-Renewal

(18) SCOTTO-DICESARE, Maria
Teacher – EGC
Effective: June 30, 2010
Reason: Non-Renewal

(19) SHARP, Arlene

Teacher - ACE
Effective: June 30, 2010
Reason: Non-Renewal

(20) SICILIA, James
Teacher – LHS
Effective: June 30, 2010
Reason: Non-Renewal

05/11/10

(21) SIVOLELLA, Nicole ***Term. Cont.***
Teacher – LMS
Effective: June 30, 2010
Reason: RIF

(22) SPINELLI, Joseph
Assistant Principal – LHS
Effective: June 30, 2010
Reason: Non-Renewal

(23) WATTS, James
Assistant Principal – ACE
Effective: June 30, 2010
Reason: Non-Renewal

d. Leaves of Absence - N/A at this meeting

e. Transfers - N/A at this meeting

f. Appointments - N/A at this meeting

g. Reappointments ***Reappts.***

(1) LEA NON-TENURE (10 MONTH)
Effective: September 1, 2010
Terminating: June 30, 2011

Salary: Pending Negotiations

LAST NAME	FIRST	DEGREE	STEP	SALARY	POSITION	STIPEND
BEDNARZ	Bonnie	BA	3	$45,141		
BLASK	Margaret	BA+15	4	$46,441		
BROWN	Justin	BA	4	$45,441		
BURTON	Rivka	MA+30	18	$63,750		
CAMPBELL	Kaneisha	MA	4	$48,441		
CAPELLA	Lori	BA	14	$52,699		
CAPIRASO	Felicia	BA	2	$44,841		
CERVENAK	George	BA+15	3	$46,141		
CUGLIARI	Krystal	BA	1	$44,541		
DARNOWSKI	Sheila	MA+15	18	$62,750		
DESILVESTRI	Mariana	BA	3	$45,141		
EHLERS	Diana	BA	3	$45,141		
FRANCIS	Susanne	BA+30	2	$46,841		
FULLER	Cory	MA	3	$48,141		
GRIFFIN	Andrea	BA	2	$44,841		
GRUEN	Karen	MA	9	$52,288	Speech	$819
HALL	Kathleen	MA+15	7	$52,181		
HALUSKA	Sharon	BA	4	$ 45,441		
HEANEY	Kathleen	BA+30	2	$46,841		
HEISS	Kimberly	BA+30	3	$47,141		
HENAHAN	Colleen	BA	2	$44,841		
HUGGINS-DICKEY	Gay	MA	8	$51,761		
JAHODA	Krystina	BA	2	$44,841		
JANUSZ	Maria	BA	3	$45,141		
JIMENEZ	Cindy	BA	1	$44,541		
KAMINSKI	Claire	MA+15	4	$49,441		
MC CALL	Mindy	MA+30	14	$57,699		
MCCARTHY	Tanya	BA	1	$44,541		
MOGIELSKI	Malwina	BA	1	$44,541		
MURPHY	Edmond	MA	2	$47,841		
NEIMAN	Shani	MA	3	$48,141		
NEWTON	John	BA	3	$45,141		
OATES	Elizabeth	BA	2	$44,841		

OLIVER	Kirsten	MA	3	$48,141
PACO	Rosanna	BA+30	2	$46,841
PATELLA	Jennifer	MA	3	$48,141
REDDING	Kathleen	BA+30	3	$47,141
ROCA	Lydia	BA	3	$45,141
RODRICK	Diana	BA	6	$46,941
RODRIGUEZ	Jennie	BA	3	$45,141
SALGUERO	Samuel	BA	12	$50,742
SCOZA	Kristin	BA+15	5	$46,941
SILINONTE	Gina	BA	3	$45,141
SIMON	Jody	BA	3	$45,141
SPITZ-STEIN	Malka	BA+30	15	$55,769
SZCZYGIEL	Alyson	MA+30	14	$57,699
TOLER	Mettria	BA	2	$44,841
TRUST	Nancy	BA+15	11	$51,150
VADAS	Michael	BA	1	$44,541
VENADE	Paula	MA	4	$48,441
WALTERS	Kevin	MA	6	$49,941
WATTS	Tara	BA	4	$45,441
WHITE	Lauren	BA	2	$44,841

(2) LEA TENURE (10 MONTH)
Effective: September 1, 2010
Terminating: June 30, 2011
Salary: Pending Negotiations

05/11/10

LAST NAME	FIRST	DEGREE	STEP	SALARYPOSITION	STIPEND
ACEVEDO	Luane	BA	9	$49,288	
ADAMS	Andrea	MA+15	8	$52,761	
ADORNA-PAINE	Linda	BA	23	$70,340	
ALBERTSON	Kelly	MA	9	$52,288	
ALBIS	Kathleen	MA	23	$73,340	
ALVAREZ	Gilbert	BA	10	$48,823	
AMOGRETTI	Michelle	BA	14	$52,699	

ANDERSON	Lindsey	MA	6	$49,941	
ANEN	Denise	MA	7	$51,181	
AYALA	Glenn	BA+30	9	$51,288	
BACH	Isabel	BA	10	$49,639	
BACK	Jessica	BA	8	$48,761	
BAKER	Ebony	MA	11	$53,150	
BALADY	Jessica	BA	5	$45,941	
BARBAGELATA	Karen	MA	7	$51,181	
BATCHO	Deborah	BA+30	26	$78,593Speech	$ 819
BATEMAN	Thomas	BA+15	14	$53,699	
BAUER	Jeanine	BA	28	$80,613	
BERESFORD	Amy	MA	9	$52,288	
BONK	Jennifer	BA	8	$48,761	
BOSKI	Janice	BA+30	29	$84,698	
BOWER	Lynda	BA	14	$52,699	
BOXER	Sylvia	BA	25	$74,640	
BRENMAN	Tracy	BA	8	$48,761	
BROEGE	Cathleen	MA	22	$71,000	
BROWN	Maryellen	MA	10	$52,639	
BRYANT	Lorraine	BA	26	$76,593	
BUKOWINSKI	Stephen	BA	7	$48,181	
BURDGE	Christine	BA	4	$45,441	
BURNETT	William	BA	14	$52,699	
BURTON	Cynthia	BA	26	$76,593	
BUSH	Margaret	MA	23	$73,340Nurse	
CALLAHAN-MELIA	Jeanette	BA	4	$45,441	
CAMPOREALE	Anna	BA	9	$49,288	
CANO	Melinda	MA+30	11	$55,150	
CAPLAN	Anne	MA	12	$53,742Speech	$819
CAPPER-PATTERSON	Jennifer	BA	14	$52,699	
CARLOUGH	Debbie	BA	8	$48,761	
CARPENTER	Dawn	BA	11	$50,150	
CASSO	Heidi	BA	24	$72,440	
CATALINE	Christopher	BA	8	$48,761	
CLARKE	Katherine	MA	24	$75,440	
CLEARWATERS	Jennifer	MA+30	16	$60,469Guidance	$2,063
COOK	Stephanie	MA+30	6	$51,941Guidance	$2,063

COONEY	Maria	BA	11	$50,150		
COOPER	Harvey	MA+30	21	$70,869		
CORENBLITH	Angela	MA	29	$85,698		
CORREIA	Cheryl	BA+15	7	$49,181		
CORREIA	Rondalyn	BA	9	$ 49,288		
COUSINS	Carol	BA+30	28	$82,613		
COYNE	Joanne	MA	13	$55,063		
CREWE	Dana	BA	11	$50,150		
CRITELLI	Loredana	BA	11	$50,150		
CROSS-BEST	Imogene	BA	26	$76,593		
CURIVAN	Danielle	MA	8	$51,761		
CURRAO	Cynthia	BA	10	$49,639		
CURRAO	Vincent	BA+15	10	$ 50,639		
D'APOLITO	Mary	BA+15	6	$47,941		
D'IPPOLITO	Barbara	BA	25	$74,640		
DARBY	Jennifer	BA+30	12	$52,742		
DE JOHN	Andrea	MA	12	$53,742	Guidance	$2,063
DE SIMONE	Linda	BA	12	$50,742		
DECKER	Debra	MA	18	$61,750		
DELLO RUSSO	Leila	BA	9	$49,288		
DELNERO	Nichole	BA	5	$45,941		
DELUCA	Lauren	BA	5	$45,941		
DELUCIA	Stephanie	MA	6	$49,941		
DENTINO	Lorraine	MA+30	20	$68,302	Guidance	$1,033
DILLON	Adria	BA	11	$50,150		
DOAK	Nancy	MA	25	$77,640		
DOMENECH-ROSS	Rachel	MA	7	$ 51,181		
DONALD	Mary	BA+15	19	$61,219		
DORAN	Amanda	MA+30	6	$51,941		
DORANDO	Erica	BA	8	$48,761		
DOTTS	Jodi	BA	10	$49,639		
DOUGLAS	Brenda	BA	10	$49,639		
DOWLING	Christine	BA	11	$50,150		
DOWNS	Laurie	BA	7	$48,181		
DRAKE	Alan	BA	11	$50,150		
DRAWBAUGH	Mary	BA+15	20	$64,302		
DRUMRIGHT JR	Eugene	BA	26	$76,593		

EDWARDS	Yvonne	BA	13	$52,063
EL	Suzanne	BA	8	$ 48,761
ENDRESS	Robin	BA+15	12	$51,742
ENGELHARDT	Kenneth	BA	11	$50,150
FAGAN	Christine	MA	6	$49,941
FARIAS	Monica	BA	9	$49,288
FASTNACHT	Lidia	BA	8	$48,761
FASTNACHT	Richard	BA+15	6	$47,941
FEIFER	Tova	MA	9	$52,288
FELTEN	Joyce	BA	25	$74,640
FIANI	Marianna	MA	9	$52,288
FILARDO	Michael	BA	10	$49,639
FILKIN	Karen	MA+15	24	$ 76,440
FINKLIN	Major	MA	18	$61,750
FIORI	Veronica	BA+15	4	$46,441
FLEMING	Lora	BA	8	$48,761
FLOYD	Harold	BA	21	$65,869
FREELAND	Sharon	BA	11	$50,150
FREIERMUTH	Neil	MA+15	24	$76,440
FRIEDMAN	Leah	MA	7	$51,181
FRITZ	Mildred	MA	7	$51,181Nurse
GALLUP	Christen	BA	6	$46,941
GARCES	Margarita	BA	10	$49,639
GEMELLI	Lucia	BA	8	$48,761
GERTNER	Mitchell	MA+30	11	$55,150
GILBERT	Angela	BA	9	$49,288
GLANTZ	Ross	BA	16	$55,469
GLATZER	Barbie	BA	9	$49,288
GOLDSMITH	Debra	BA	10	$49,639
GONZALEZ	Evelyn	BA+15	21	$66,869
GRECCO	Eileen	BA	25	$74,640
GREENBERG	David	MA	5	$48,941
GREGORY	Elizabeth	BA	23	$70,340
GREGSON	Angelique	BA	7	$48,181
GRIFFIN	Lauren	MA	11	$53,150
HADLEY	Michael	BA	6	$46,941
HAINES	Melanie	BA	9	$49,288

HAMPTON	Diane	BA+30	23	$72,340		
HARTELIUS	Theresa	BA+30	9	$51,288		
HARTWELL	Jennifer	BA	15	$53,769		
HERRIGER	Candy	BA	13	$52,063		
HETZEL	Karen	BA	23	$70,340		
HINTON	Denise	BA	9	$49,288		
HOFFMAN	Corinne	MA	6	$49,941	Guidance	$1,033
HOFFMAN	Kyle	BA	22	$68,000		
HOLMES	Linda	BA	26	$76,593		
HOLMES	Randy	BA	11	$50,150		
HOWELL	Lynda	BA	29	$82,698		
INTROMASSO	Alicia	BA	9	$49,288		
IRWIN	Anne Marie	BA+30	14	$54,699		
JACCODINE	Beth Ann	BA	10	$49,639		
JANKOSKI	Kathleen	MA	23	$73,340	Speech	$819
JAWOROVICH	Anabel	BA	9	$49,288		
JOHNSON	Jessica	BA	6	$46,941		
JOHNSON	Sarah	BA	10	$49,639		
JUDE	Patricia	BA	10	$49,639		
KAUFFMAN	Carolyn	BA	9	$49,288		
KEARNEY	Tracey	MA	4	$48,441		
KELLY	Richard	MA+30	15	$58,769		
KERSAINT	Elrica	MA	5	$48,941		
KIRBY	Kathleen	BA	11	$50,150		
KLAUSMEIER	Damian	BA	9	$49,288		
KLEIN	Rachel	MA+30	13	$57,063		
KLINGER-RUDDY	Aimee	BA	12	$50,742		
KOVATS	Elizabeth	BA	26	$76,593		
KOZIOL	Lisa	BA+30	5	$47,941		
KRAMER	Chaya	MA	10	$52,639	Speech	$819
KRIEGEL	Rena	BA	9	$49,288		
KROL	Nancy	BA	26	$76,593		
KUPKA-IRSKI	Vivian	MA+15	23	$74,340		
KUREK	Jill	BA	6	$46,941		
KWICINSKI	Nancy	BA	6	$46,941		
LAGGNER	Karen	MA	26	$79,593	Guidance	$2,063
LAGOVIYER	Cara	MA	9	$52,288		

LALANDE	Stephen	BA	6	$46,941
LANG	Arthur	MA+30	9	$54,288
LAWRIE	Amy	BA	11	$50,150
LEACH	Cara	MA+15	5	$49,941
LEE	Darren	BA+15	9	$50,288
LEHOTAY	Grace	MA	22	$71,000
LESIN	Chana	MA	8	$51,761
LETTIS	Laura	MA	19	$63,219
LONGO	Regina	BA+15	7	$49,181
LOWE	Patricia	BA+30	10	$51,639
MAC CONNELL	Christine	BA+15	22	$69,000
MACK	Alida	MA+30	28	$85,613
MACKOW	Nicole	MA+15	8	$52,761
MADSEN	Linda	MA	27	$81,613
MADSEN	Mads	BA	22	$68,000
MALGERI	Gissela	BA	3	$45,141
MANN	Melissa	BA	6	$46,941
MANN	Raymond	BA	9	$49,288
MANNING	Linda	BA	27	$78,613
MANTEL	Sandra	BA+30	12	$52,742
MARSHALL	Geraldine	MA	19	$63,219
MARTIN	James	BA	12	$50,742
MAZZEO	Deborah	BA	9	$49,288
MC CARTHY	Colleen	BA	25	$74,640
MC CORD	Betty	BA+15	21	$66,869
MCCLANAHAN	Meghan	BA	9	$ 49,288
MCCORMACK	Christine	BA	9	$49,288
MCCRACKEN	Trudy	BA+15	10	$50,639
MCKEE	Bridget	BA	3	$45,141
MCKEE	Diane	MA	11	$53,150
MCLAUGHLIN	Maryellen	MA	16	$58,469
MCLEAN	Joseph	BA	10	$49,639
MCLEAN	Margaret	MA	18	$61,750
MCLOUGHLIN	Stephanie	BA	5	$45,941
MCNAMARA	Susan	BA	14	$52,699
MCPARTLIN	Karen	BA	9	$49,288
MCTIGUE	Ann	BA	26	$76,593

MELON	Ursula	MA	11	$53,150
MERCER	Julie	BA+30	23	$72,340
METELSKI	Alison	BA+15	11	$51,150
MILLER	Lois	BA	10	$49,639
MINCEY	Bettyann	BA	29	$82,698
MINKA	John	MA	6	$49,941
MITCHELL	Stacy	BA	8	$48,761
MITCHELL	Tammy	MA+30	14	$57,699
MOLLOY	Joan	BA	12	$50,742
MONTES	Maria	BA+30	8	$50,761
MOORE	Tara	MA	8	$51,761
MORELLI	Michalene	BA	29	$82,698
MORRIS	Lyn	BA	25	$74,640
MOSES	Stacy	BA	11	$50,150
NAPOLITANO	Tara	BA+30	5	$47,941
NATOLI	Christy	BA	8	$48,761
NAYLOR	Amy	MA	7	$51,181
NEPPEL	Arlene	MA	9	$52,288Nurse
NEWMAN	Helen	MA	9	$52,288
NIECHWIADOWICZ	Stephanie	BA	8	$48,761
NIELSEN	Catherine	MA	6	$49,941
NIERS	Geoffrey	BA+30	12	$52,742
NIEVES	Mary	BA	19	$60,219
NOTARO JR.	Salvatore	BA+15	4	$46,441
O'BRIEN	Jill	MA	9	$52,288
O'BRIEN	Mary Anne	MA	16	$58,469
O'CONNER	Brendan	BA	8	$48,761
OLIVIER	Jody	BA	6	$46,941
OMERT	Stephen	BA+15	6	$47,941
OMERT	Teresa	MA	12	$53,742
ORTIZ	Danielle	BA	6	$46,941
OTERO	Gertrude	BA+30	10	$51,639
OVERTON	Jada	MA	8	$51,761
PALHETA	Maureen	BA	6	$46,941
PALL	Caryn	MA+15	25	$78,640
PASQUA	John	BA	8	$48,761
PASQUALICCHIO	Suzanne	BA+30	5	$47,941

PATURZO	Marcy	MA+15	13	$56,063Guidance	$2,063
PEACE	Stacey	BA	7	$48,181	
PELLEGRINO	Michele	BA+15	5	$46,941	
PELLETIER	Pamela	BA	16	$55,469	
PENISTON	Deborah	BA	5	$45,941	
PEPEK	Eileen	BA+15	10	$50,639	
PEREZ	Luz	BA	7	$48,181	
PETERS	Rae	BA	28	$80,613	
PETROVICH-CHENEY	Laura	MA+30	10	$54,639	
PHILLIPS III	Franklin	MA	11	$53,150	
PIZZELLA	Todd	MA	12	$53,742	
PLOSHAY	Martha	MA	29	$85,698	
PLUNGIS	Paul	BA	16	$55,469	
POBOL	Karen	BA	11	$50,150	
PONTI	Toni	MA	11	$53,150	
PRIBILA	Maureen	BA	13	$52,063	
QUAYSON	Cynthia	MA	8	$51,761	
QUICK	Carmella	BA+30	4	$ 47,441	
RACEK	Patricia	BA	5	$45,941	
REED	Denise	BA	16	$55,469	
REMPE	Thomas	MA	14	$55,699	
RHONEY	Florence	BA	12	$50,742	
RING	Jessica	BA	9	$49,288	
RIST	Mark	BA	13	$52,063	
RIZZO	Jody	BA	12	$50,742	
ROCHE	Melanie	BA	10	$49,639	
ROSENBLUM	Susan	BA+15	25	$75,640	
ROVIRA	Susan	BA+15	27	$79,613	
ROWLEY-CRUMP	Nancy	MA	28	$83,613Guidance	$1,033
RUSSELL	Reginald	BA	25	$74,640	
RYDER	Vicki	BA+15	27	$79,613	
SAAVEDRA	Magaly	BA	9	$49,288	
SACKS	Douglas	MA	7	$51,181	
SALERNO	Dominic	BA+15	6	$47,941	
SALGUERO	Aleida	BA	8	$48,761	
SALINS	Andris	MA	20	$66,302Guidance	$1,033
SANSONE	Jennifer	BA	10	$49,639	

SANTUCCI	Nicholas	BA	6	$46,941	
SARDANO	Tina Marie	BA+15	11	$51,150	
SASSE	Jeanne	MA	24	$75,440	
SCHAUER	Kristen	BA	4	$45,441	
SCHENCK	Linda	BA	13	$52,063	
SCHIFF	Mindel	MA	8	$51,761	
SCHILLER	Jean	MA+15	13	$56,063	
SCHLEICHER	Joanne	MA	24	$75,440	
SCHMIDT	William	MA+15	11	$54,150	
SCHNEIDER	Stephanie	BA	6	$46,941	
SCRIBNER	Susan	BA+15	10	$50,639	
SCUDIERI-COPLAN	Lisa	BA	4	$45,441	
SERNOTTI	Elizabeth	BA	6	$46,941	
SHANN	Antoinette	BA	6	$46,941	
SHAPIRO	Jeffrey	MA	29	$85,698	
SHAW	Kimberlee	BA	16	$55,469	
SHEIK	Patricia	BA	16	$55,469	
SILBERSTEIN	Faye	MA	8	$51,761Speech	$819
SINGER	Estera	BA	13	$52,063	
SLAVICK	Kenneth	BA	8	$48,761	
SLOAN	Linda	BA	10	$49,639	
SLOCUM	Heather	MA	10	$52,639	
SMELTZER	Danielle	BA	7	$48,181	
SNYDER	Christina	BA	6	$46,941	
SOS	Joann	BA+30	15	$55,769	
SPINELLI	Joseph	MA	23	$73,340	
SPLENDORIO, JR.	Ralph	MA	15	$56,769	
STARACE	Mary	BA+30	12	$52,742	
STARESHEFSKY	Devorie	MA	8	$51,761	
STEINMETZ	Doreen	MA+30	15	$58,769	
STILLWAGGON	Ruth	BA+15	25	$75,640	
STRACHER	Elizabeth	MA	8	$51,761	
STRAUS	Shifra	MA	13	$55,063Speech	$819
STRIPTO	Nicole	BA	9	$49,288	
STUART	Dena	BA	11	$50,150	
SUAREZ	Evelyn	MA+15	25	$78,640	
SWAIN JR.	Joe	MA+15	23	$74,340	

TABOLINSKY	Christine	BA	10	$49,639	
TASSITANO	Keith	BA	5	$45,941	
TAULAFO	Cynthia	BA	25	$74,640	
TSIVIS	Kristin	BA	5	$45,941	
TUCKER	Katrina	MA	4	$48,441	
TWIGG	Rachael	BA+30	4	$47,441	
TZUR	Ora	MA	8	$51,761	
VAN AMBURGH	Joann	BA	6	$46,941	
VAN SANT	Maria	BA+15	14	$53,699	
WALKER	Stephanie	BA	8	$48,761	
WARE	Mary	BA	8	$48,761	
WARREN	Stephanie	BA	5	$45,941	
WEBB	Lenore	BA	16	$55,469	
WEBER	Colleen	MA	4	$48,441	
WEINGARTNER	Tara	BA	9	$49,288	
WEISS	Yuta	MA	9	$52,288Speech	$819
WENZEL	Allison	BA	8	$48,761	
WIEMKEN	Susan	BA	14	$52,699	
WIGDORTZ	Alicia	BA	7	$48,181	
WOJCIK-BOSLAND	Teresa	BA	17	$57,105	
WOODS	Jeanne	MA	24	$75,440	
WOOTTON	Kathleen	MA+15	25	$78,640	
WRIGHT	Audrey	MA	14	$55,699	
WROBEL	Maryellen	BA	10	$49,639	
WUDZKI	Jon	BA	7	$48,181	
WULFEKOTTE	Erica	BA	10	$49,639	
YAKOVCHUK JR.	Roy	BA	9	$49,288	
YERDELENLI	Zeynep	BA	7	$48,181	
ZELADA-LARA	Lilian	BA	10	$49,639	
ZERILLI	Jodi	BA+15	8	$49,761	
ZIEGLER	Megan	BA	9	$49,288	
ZWICKEL	Kenneth	BA+15	22	$69,000	

(3) LEA NON-TENURE (11 MONTH)
Effective: July 1, 2010
Terminating: June 30, 2011
Salary: Pending Negotiations

LAST NAME	FIRST	%	DEGREE	STEP	SALARY POSITION	STIPEND
BASCH	Rivka	15%	MA	6	$57,432Teacher	
BERGER	Heidi	10%	MA30	6	$57,135Psychologist	$1,228
BERMAN	Blima	15%	MA	11	$61,122Teacher	
DARROW-BARR	Kyna	15%			$76,709Physical Therapist	
DING	Cecelia	15%	BA	3	$51,912Teacher	
GELLIS	Adina	10%	MA30	4	$55,485Psychologist	$1,228
GOLDFARB	Sasha	15%	BA	1	$51,222Teacher	
JACKSON	Cristina	15%	PHD	17	$72,570Physical Therapist	
JACOBS	Miriam	10%	MA15	11	$59,565LDTC	$819
KANAREK	Nechama	15%	MA	6	$57,432Teacher	
KOSTECKI	Siobhan	10%	MA	3	$52,955Social Worker	$819
LAZEWNIK	Rochelle	15%	MA15	20	$77,397Speech	$819
MC NEIL	Annette	10%	MA	25	$85,404Social Worker	$819
MENACHE	Sabrina	10%			$84,181LDTC	$819
RAGUCCI	Shannon	15%	BA30	3	$54,212Teacher	
SILINONTE	Julianne	15%	MA	9	$60,131Teacher	

(4) LEA TENURE (11 MONTH) ***Reappts. Cont.***

Effective: July 1, 2010

Terminating: June 30, 2011

Salary: Pending Negotiations

LAST NAME	**FIRST**	**%**	**DEGREE**	**STEP**	**SALARYPOSITION**	**STIPEND**
ANDERSON	Sherriese	10%	MA	9	$57,517Social Worker	$819
BAQUERO	Coleen	15%	MA	24	$86,756Physical Therapist	
BELL	Laura	10%	MA	9	$57,517Social Worker	$819
BINNS	Daphne	10%	MA	9	$57,517Social Worker	$819
BLACKWELL	Marisol	10%	MA	11	$58,465Social Worker	$819
BLOOM-ANEN	Kathleen	15%	BA	10	$57,084Teacher	
BONEVENTO	Felicia	15%	BA	5	$52,832Teacher	
BOWERS	Kathryn	15%	BA	23	$80,891Teacher	
BOWERS	Carol	10%	MA15	12	$60,216Social Worker	$819
BOYD	Jennifer	15%	BA	8	$56,075Teacher	

BREIDENBACH	Charles	15%	BA30	17	$67,970Teacher	
CHIBBARO	Karen	15%	BA	25	$85,836Teacher	
CLIMER	Donna	10%	MA	12	$59,116Social Worker	$819
COUSINS	Valerie	15%	BA	18	$67,562Teacher	
DAUM	Etty	15%	MA	11	$61,122Speech	$819
DE SANTIS	Jandyra	10%	MA30	26	$89,752Psychologist	$1,228
FOX	Paulette	15%	BA	4	$52,257Teacher	
FREUND	Elchanan	10%	MA	4	$53,285Psychologist	$1,228
FRIEDMAN	Sara	15%	MA	5	$56,282Teacher	
FRY	John	15%	BA15	26	$89,231Teacher	
GRUENEBAUM	Batsheva	10%	MA15	11	$59,565LDTC	$819
HALLE	Michelle	10%	MA	9	$57,517Social Worker	$819
HERSKOWITZ	Chaya	15%	MA	8	$59,525Speech	$819
HALPIN	Patricia	10%	BA	25	$82,104Athletic Trainer	
KARSKO	G. Nicholas	15%	BA	16	$63,789Teacher	
KASS	Carole	15%	MA30	24	$89,056Speech	$819
					LDTC	$819
KAZNOWSKI	Jennifer	10%	MA	8	$56,937Social Worker	$819
KELUSAK	Erin	15%	BA	6	$53,982Teacher	
KOZLAK	Doreen	15%	BA	11	$57,672Teacher	
LEE	Kelly	15%	BA15	9	$57,831Teacher	
LOUGHMAN	Victoria	10%	MA30	24	$85,184Psychologist	$1,228
MC GOVERN	Jennifer	15%	BA	5	$52,832Teacher	
MELEN	Chava	10%	MA	8	$56,937Psychologist	$1,228
MOSKAL	Kristine	10%	MA30	23	$82,874Psychologist	$1,228
NIELSEN	Stephanie	15%	BA	13	$59,872Teacher	
NUSSBAUM	Gila	10%	MA30	13	$62,769LDTC	$819
NUSSBAUM	Malkie	15%	MA	5	$56,282Teacher	
O'HARA	Gina	15%	BA	5	$52,832Teacher	
PEPPER	Marsha	15%	MA30	12	$64,103Teacher	
ROBSON	Eileen	15%	BA	15	$61,834Teacher	
ROSCIANO-DIPIETRO	Michelle	10%	MA30	21	$77,956 Psychologist	$1,228
RUIZ	Georgia	15%	BA	11	$57,672Teacher	
SCHAEFER	Karl	15%	BA15	4	$53,407Teacher	
SCHONBRUN	Malky	15%	MA	10	$60,534Speech	$819
SHIFRIN	Stephanie	10%	MA	12	$59,116Social Worker	$819

STEINBERG	Toba	15%	MA	4	$55,707Teacher	
STERN	Michelle	10%	MA	14	$61,269LDTC	$819
STURMAN	Janet	15%	BA15	10	$58,234Teacher	
WEHL	Rachel	10%	MA	16	$64,316LDTC	$819
WILLIAMS-BROWNE	Hyacinth	15%	BA	12	$58,353 Nurse	
WOLFF	Valerie	15%	MA	11	$61,122Teacher	
WOODS	John	10%	MA	22	$78,100Social Worker	$819
ZENTMAN	Chana	10%	MA	10	$57,903Social Worker	$819

(5) PRINCIPALS/DIRECTORS/SUPERVISORS NON-TENURE

Effective: July 1, 2010
Terminating: June 30, 2011
Salary: Per Negotiated Agreement

LAST NAME	FIRST	DEGREE	STEP	SALARYPOSITION
LUICK	Anne	MA	6	$117,805Principal
MALDONADO	Annette	MA	4	$116,305Principal
MERCORA	Debra	PHD	3	$110,490Director
PAOLANTONIO	Tracy	MA	3	$104,490Assistant Principal
RICHBURG	Dean	MA30	OFF	$120,000Director
WILLIAMS	Kelly	MA	2	$102,404Assistant Principal
WINTERS	Laura	MA	3	$104,490Assistant Principal
YULI	Tina Rose	MA30	OFF	$132,166Principal

(6) PRINCIPALS/DIRECTORS/SUPERVISORS (TENURED)

Effective: July 1, 2010
Terminating: June 30, 2011
Salary: Per Negotiated Agreement
**Retired Effective September 1, 2010

LAST NAME	FIRST	DEGREE	STEP	SALARYPOSITION
ANDERSEN	Jan	MA15	Off	$125,126Assistant Principal

BAILEY	Wesley	MA30	12	$119,928Assistant Principal
BOXER DR	Sheldon	PHD	OFF	$139,678Principal
CRADDOX	John	MA	9	$110,786Athletic Director
CUCURO	Yvette	MA/MA	OFF	$123,731Director
MARTI DE DANIELS	Yvonne	MA15	OFF	$132,693Principal
RILEY	Douglas	MA30	10	$117,060Assistant Principal
SCHROEPFER	Joseph	MA15	8	$111,767Assistant Principal
SCHWARTZ	Gail	MA	7	$119,126Principal
SUAREZ	Gilbert	MA30	OFF	$134,395Principal
TOBIA	Helen	MA	10	$112,060Assistant Principal
**TOMPKINS	Douglas	MA30	OFF	$127,590Director
WEISZ	Adina	MA15	14	$119,871Director

(7) OTHER LEA PERSONNEL
Effective: July 1, 2010
Terminating: June 30, 2011
Salary: Pending Negotiations

LAST NAME	FIRST	POSITION	SALARY
SNYDER	Robert	JROTC	$83,153
WILSON	John	JROTC	$58,257

h. Salary Adjustments – N/A at this meeting

i. Stipends - N/A at this meeting

j. Tuition Reimbursement – N/A at this meeting

k. Miscellaneous - N/A at this meeting

2. NON-CERTIFICATED ***Non-Cert.***

a. Resignations - N/A at this meeting

b. Retirements ***Retirements***

(1) DI GIOIA, Josephine
Secretary – LHS
Effective: September 1, 2010 **05/11/10**
Pers. Cont.

(2) MAZZARISI, Barbara
Paraprofessional – OSS
Effective: June 30, 2010

c. Terminations ***Term.***

(1) PARAPROFESSIONALS
Effective: August 31, 2010
Reason: School Wide Title I
Highly Qualified Requirement

LAST NAME	**FIRST**
BURRISON	Alberta
BUSH	Eileen
CARR	Terri
CRADDOX	Kenneth
GIBSON	Brian
GIOIOSA	Marie
GONZALEZ	Rosa
HAUPT	Brenda
HOWARD	Byron
JONES	Veronica
KARUKS	Ingrid
OLTHAUS	Donna
PACHECO	Diana
PAOLICELLI	Cynthia
PRIMMER	Gail
RANDOLPH	Michael
RANDOLPH	Selister
RIBOT	Carmen
RUSH	Karol
RUSSOMANO	Mary

SANSONE	Debra
SIRIGNANO	Roseann
SMITH	Evelyn
SPICHER	Teresa
SUMERISKI	Donna
TUPPER	Catherine
WILLIAMS	Monica
YOUNG	Denise

05/11/10

(2) PARAPROFESSIONALS ***Term. Cont.***

Effective: June 30, 2010

Reason: School Wide Title I
Highly Qualified Requirement

LAST NAME	**FIRST**
AMOGRETTI	Victoria
BOOTHE	Suzette
CARTER	Jill
CIRILLO	Lois
CLEMENZA	Ann
COOK	Laura
COUGHLIN	Deborah
DIANA	Anna
DONNELLY	Kathleen
EBNER	Kathryn
EILERS	Renee
FERNANDINI	Wendy
GAVAN	Laura
GUNDERSEN	Diana
HALPIN	Donna
IRIZARRY	Nivia
KOLLAR	Lorraine

KOWALESKI	Clematina
KOZELNIK	Irene
LORENZO	Iris
MALDONADO	Jeanette
NEFF	Christina
PARKHURST	Lynn
PEACE	Lorraine
PEREZ	Catherine
PEREZ-PENNEY	Kim
ROCKOVE	Ahuva
ROMAN	Ada
ROMANDO	Elizabeth Anne
RUPP	Tami
SANTUCCI	Carol
WHITE	Gloria
WOOD	Janet
WORK	Rosanne

(3) ROSENBERG, Benson
Computer Manager
Effective: June 30, 2010
Reason: Non-Renewal **05/11/10**

d. Leaves of Absence - N/A at this meeting

e. Transfers - N/A at this meeting

f. Appointments - N/A at this meeting

g. Reappointments ***Reappts.***

(1) PARAPROFESSIONALS
EXTENDED SCHOOL YEAR ONLY
Effective: July 1, 2010
Terminating: August 31, 2010
Salary: Pending Negotiations

LAST NAME	FIRST	%	SALARY

BURRISON	Alberta	15%	$3,026
BUSH	Eileen	15%	$2,806
CARR	Terri	15%	$2,571
CRADDOX	Kenneth	15%	$2,781
GIBSON	Brian	15%	$2,546
GIOIOSA	Marie	15%	$3,361
GONZALEZ	Rosa	15%	$2,546
HAUPT	Brenda	15%	$2,781
HOWARD	Byron	15%	$2,546
JONES	Veronica	15%	$2,596
KARUKS	Ingrid	15%	$3,026
OLTHAUS	Donna	15%	$2,789
PACHECO	Diana	15%	$2,546
PAOLICELLI	Cynthia	15%	$2,596
PRIMMER	Gail	15%	$2,907
RANDOLPH	Michael	15%	$2,620
RANDOLPH	Selister	15%	$2,546
RIBOT	Carmen	15%	$2,781
RUSH	Karol	15%	$3,676
RUSSOMANO	Mary	15%	$2,596
SANSONE	Debra	15%	$3,026
SIRIGNANO	Roseann	15%	$3,026
SMITH	Evelyn	15%	$3,026
SPICHER	Teresa	15%	$3,026
SUMERISKI	Donna	15%	$2,522
TUPPER	Catherine	15%	$3,026
WILLIAMS	Monica	5%	$857
YOUNG	Denise	15%	$3,026

05/11/10

Pers. Cont.

(2) PARAPROFESSIONALS
EXTENDED SCHOOL YEAR
Effective: July 1, 2010
Terminating: June 30, 2011

Salary: Pending Negotiations

LAST NAME	FIRST	CREDITS	STEP	%	SALARY
BAUBLES	Evan	60	1	15%	$20,098
CARLO	Rose	90	9	15%	$22,231
CONK	Stephanie	60	6	15%	$20,865
CROCKAM	Mary	60	15	15%	$24,910
DURMER	Jennifer	90	9	15%	$22,231
HOWARD	MaryAnn	60	22	15%	$34,203
KOLOJESKI	Theresa	90	10	15%	$22,420
LEFURGE	Kathleen	0	13	15%	$21,388
MARSHALL	Mariela	90	8	15%	$22,042
TULL	Mary	90	11	15%	$22,609

(3) PARAPROFESSIONALS

Effective: September 1, 2010
Terminating: June 30, 2011
Salary: Pending Negotiations

LAST	FIRST	STEP	CREDITS	SALARY
ANTONUCCI	Lorraine	9	90	$19,332
ANTUNA	Lizette	12	60	$19,297
BAER	Gwen	9	90	$19,332
BLYDEN	Raymond	9	60	$18,629
BROWN	Desmond	9	60	$18,629
BROWN	Timothy	18	60	$24,747
CARROLL	Thomas	1	90	$18,179
CLARKE	Lawrence	1	90	$18,179
EMPORELLI	Eleni	7	Passed Praxis	$16,814
EPNER	Karen	21	60	$28,290
GEIGES	Gertrude	25	90	$33,853
INGALLS	Roy	8	90	$19,167
KAWKA	Janis	15	90	$22,363
KOWALESKI	Katina	6	60	$18,144
LANDWEHRLE	tANIA	5	57	$18,806

MIZRAHI	Nechoma	7	60 $18,302
MOODY	Lisa	15	90 $22,363
NAZARIO	Lydia	14	90 $21,574
OSULLIVAN	Michelle	21	60 $28,290
OTTMER	Deborah	10	90 $19,496
RENZI	Sheri	15	90 $22,363
RIVERA	Rose	20	90 $27,599
RODRIGUEZ	Richard	5	66$20,597
SINONDON	Andrea	12	90 $19,999
TORRES	Modesto	4	90 $18,554

(4) LEA ADMINISTRATIVE SECRETARIES – 12 MO NON - TENURE

Effective: July 1, 2010
Terminating: June 30, 2011
Salary: Pending Negotiations

Last Name	**FIRST**	**STEP**	**SALARY**
BAILLIE	Ann		$39,679
BRYSON	Denise	10	$24,674
FELIX	Janet	9	$24,176
SANTORO	Melissa	5	$22,800

(5) LEA ADMINISTRATIVE SECRETARIES – 12 MO TENURED

Effective: July 1, 2010
Terminating: June 30, 2011
Salary: Pending Negotiations

LAST NAME	**FIRST**	**STEP**	**SALARY**
CALABRESE	Carol		$38,000
CLAXTON	Patricia	20	$34,832
DI GIOIA	Josephine	21	$36,244
DOWNEY	Noemi	7	$23,524
GOFF	Robyn	23	$41,041

HANSEN	Patricia	8	$23,907
HOREN	Susan	17	$30,761
MAC GREGOR	Leslie	15	$28,504
REIGLE	Donna	22	$38,434
REYES	Hilda	9	$24,176
ROZIER	Bernetta	20	$34,832
SCHOENFELD	Evelyn	9	$24,176
SEGUI	Sonia	8	$23,907
WILSON	Shirley	23	$41,041

05/11/10

Reappts. Cont.

(6) LEA SECRETARIES – 12 MONTHS NON – TENURE

Effective: July 1, 2010
Terminating: June 30, 2011
Salary: Pending Negotiations

LAST NAME	FIRST	STEP	SALARY
GARCIA	Lisette	1	$18,816
MCLAUGHLIN	Tricia	2	$19,597

(7) LEA SECRETARIES – 12 MONTHS TENURED

Effective: July 1, 2010
Terminating: June 30, 2011
Salary: Pending Negotiations

LAST NAME	FIRST	STEP	SALARY
APPLEGATE	Kathleen	20	$34,219
CEDENO	Alexandra	8	$23,294
CHAPMAN	Antoinette	20	$34,219
DENNING	Lorraine	14	$26,802
ESMART	Awilda	8	$23,294
FELDMAN	Helen	15	$27,890

GONZALEZ	Maria	6	$21,965
KULHA	Deborah	20	$34,219
LIBERTI	Christine	9	$23,677
MARTINEZ	Adelaida	20	$34,219
MARTINEZ	Megdalia	12	$25,310
MAZZATESTA	Jo-Ann	6	$21,965
STUART	Elizabeth	20	$34,219
TORRES	Nancy	13	$25,956
VESPA	Michelina	7	$22,911
ZSAMBA	Jo-Ann	16	$29,058

(8) LEA SECRETARIES – 10 MONTHS
TENURED
Effective: September 1, 2010
Terminating: June 30, 2011
Salary: Pending Negotiations

LAST NAME	FIRST	STEP	SALARY
SHORT	Patricia	20	$28,516

Pers. Cont.

(9) OTHER LEA PERSONNEL
Effective: July 1, 2010
Terminating: June 30, 2011
Salary: Pending Negotiations

LAST NAME	FIRST	POSITION	SALARY
MEDINA	Miriam	Parent Res Ctr	$42,907

(10) OTHER LEA PERSONNEL
Effective: September 1, 2010
Terminating: June 30, 2011
Salary: Pending Negotiations

LAST NAME	FIRST	POSITION	STEP	SALARY

BYRD	Maria	Attendance Officer	17	$30,148
CICCONE	George	AV Tech		$51,724
WILLIAMS	Hodari	Attendance Officer		$35,000

(11) NON – AFFILIATED PERSONNEL
Effective: July 1, 2010
Terminating: June 30, 2011
Salary: Pending Negotiations

LAST NAME	FIRST	POSITION	SALARY
BALLESTEROS	Elizabeth	Substitute Caller	$14,282
BROOKS	Antonia	Payroll Manager	$40,000
BUNNELL	Jennifer	Clerical Assistant	$24,000
BUNNELL	Patricia	Transp Routing Coord	$82,500
CAPPER	H.Valinda	Payroll Manager	$61,000
CARICARI	Rosemary	Executive Secretary	$49,682
COEYMAN	Alyce Ann	Comm Sch Secretary	$32,000
ESTELLE	Audrey	Operational Facilit.	$32,352
FRAZER	Rosemarie	Ex.Asst./SEMI	$60,000
GORACY	Elaine	Executive Secretary	$45,000
GREENBERG	Patrice	Ex. Asst./CST/PPS	$60,000
HRABAL	Loretta	Executive Secretary	$48,721
JANNARONE	Kenneth	Treasurer	$13,500
JOHNSON	Claudia	Health Benefits Coord	$25,000
JOHNSON	Susan	Comm Sch Secretary	$35,000
JOHNSON	Tony	Security	$32,000
KROEGER	Rayfel	Operational Facilit.	$25,000
MILLER	Lisa	Accounts Manager	$85,387
MOLNAR	Ruth	Safety Officer	$15,000
MUSELLA	Neva	Ex.Asst. NCLB/Title I	$60,000
NAPIER	Kathryn	Ex. Asst./NonPub. Svcs.	$60,000
OGLE	Richard	Computer Technician	$40,000
POWELL	Mary Ann	Executive Secretary	$34,200

RINALDI	Joanne	Executive Secretary	$41,068
RUSSO	Diane	Computer Technician	$63,737
SANTORO	Frances	Executive Secretary	$40,468
STARLING	Alfred	Security	$29,150

(12) NON – AFFILIATED PERSONNEL
Effective: July 1, 2010
Terminating: June 30, 2011
Salary: Per Negotiated Agreement

LAST NAME	**FIRST**	**POSITION**	**SALARY**
COYLE	WILLIAM	Transportation Mgr.	$104,834

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 - N/A at this meeting

* 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.

** 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 Education 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

REPORTS AND RECOMMENDATIONS OF BUSINESS ADMINISTRATOR/BOARD SECRETARY

Bus. Items

A. Approval of Interlocal Agreement wit the Township of Lakewood for the provision of trash recycling services effective May 20, 2010 in the amount of $176,220 per year pro-rated for the balance of the 2009-10 school year at $14,685 per month or a daily rate of $677.77.

Trash

B. Approval of a contract with Energy Analysis Group of Lakewood, New Jersey to provide a no cost energy audit of school district buildings to enable the district to apply for and receive a grant from the New Jersey Board of Public Utilities to make audit recommended cost saving improvements to reduce electric consumption in our school buildings. There is no cost to the district for the energy audit or cost saving improvements.

Energy Analysis Group

MOTION TO CHANGE VOTE

Motion To Change Vote

Mr. Ostreicher – "Mr. President, when I made my vote on the agenda, I neglected one of the addendums. I'd like to change my vote. I think it is outrageous after all these years to have to pick up the tab. All those years with the help of Mrs. Miccio the Township has been doing this as a courtesy for us. After all it's the same tax dollars and if they do it

for us it comes a lot cheaper than it would be if we had to pay it on our own. Therefore I'd like to vote no on that particular portion of the agenda. I respectfully request my Board members to allow me to do so."

Mr. Ostreicher moved, seconded by Mr. Thomas to change his vote.

ROLL CALL: ***Roll Call***

YES: Mr. Fink, Mrs. Gonzalez, Mr. Grunhut, Mrs. Miccio, Mr. Ostreicher, Mr. Seitler, Mr. Silver, Mr. Thomas, Mr. Zlatkin
NO: None
ABSTAIN: None
MOTION PASSED

Mr. Thomas – "While this is open, we might as well make it public knowledge. Not only do they pick ours up, but they do pick up the garbage to all the non public schools at no charge. But we got to pay." ***Mr. Thomas***

MOTION TO APPROVE OPTION 1 ***Motion To Approve Option 1***

OPTION 1 – Zero increase and is one of the recommendations of the Finance Committee.

Mr. Inzelbuch – "Yes would mean you go along with it, no means you don't."

Mr. Fink made the motion, but there was

no second.

MOTION FAILED

MOTION TO APPROVE OPTION 2

Motion to Approve Option 2

Mr. Inzelbuch – "Option 2 is the other option recommended by the Finance Committee. Just so we all know calls for a tax increase of $71.94 on an average home assessed at $350,000. This represents a 2.26% increase.

Mr. Thomas moved, seconded by Mrs. Gonzalez to approve Option 2.

Mr. Ostreicher

Mr. Ostreicher – "I want to point out that despite the fact that Mr. Finger keeps on identifying it as a tax increase of $70 or so, last year's increase was approximately $84.00. That means that this year's increase is actually a decrease in the tax of approximately 15% if you cut the numbers. So if you look at it as a 15% decrease. What I would like to have the Board entertain is that I believe that I am paying a lot more money for my gasoline. I believe I'm paying more money for my bread. I'm paying more money for my eggs and butter and meat and everything else I have in my own personal budget. Now when I am decreasing last year's increase, I can look at it as a decrease in the tax increase. Now if that's the case, that is precisely how Washington does our numbers. Mr. Obama when he talks about a decrease, he looks at it that way that the increase is less of an increase and therefore by our students having the maxi-

mum amount of benefit from this particular option, I would like to have my fellow Board members entertain it and perhaps convince me otherwise."

ROLL CALLON OPTION 2: ***Roll Call***

YES: Mrs. Gonzalez, Mrs. Miccio, Mr. Ostreicher
NO: Mr. Fink, Mr. Grunhut, Mr. Seitler, Mr. Silver, Mr. Thomas, Mr. Zlatkin
ABSTAIN: None
MOTION FAILED

Mr. Thomas left the meeting at 11:45 p.m.

Mr. Grunhut assumed the role of President.

MOTION ON OPTION 3: ***Motion To Approve Option 3***

Mr. Silver moved to approve Option 3, given to the Board by the Township Committee. Mr. Fink seconded the motion.

Mrs. Gonzalez – "The document we received has mistakes in it. There are things that are duplicated. It's not fair." ***Mrs. Gonzalez***

Mr. Grunhut – "There were two lines and they were not duplicated. They were explained. It was just the way it was printed out." ***Mr. Grunhut***

Mrs. Gonzalez – "I disagree." ***Mrs. Gonzalez***

Mr. Inzelbuch – "Mr. Finger can you clarify. Was that a duplication, not a duplication, was it explained to you?" ***Mr. Inzelbuch***

Mr. Finger – "It was not explained by anyone from the Township, but it appeared when looking at it that yes they listed the same line account twice, but it does add up correctly. So therefore those two amounts would just have to be added together. Instead of $70,370 worth of supplies, it's $80,370."

Mr. Finger

Mr. Ostreicher – "Through the Chair. Am I to understand Mr. Finger. Can you please be a little more explicit as to what the $825,000 deduction in tuition means."

Mr. Ostreicher

Mr. Finger – "At this time the Township has listed $825,000. Administration and myself working have identified potentially $225,000 that could be deducted from tuition. I don't believe at this time that we can find $825,000 in the tuition line account to be deducted. I would personally say that I disagree with what the Township is listing here and for the Board to approve it I'm just going to flat out say there is no possibility that I know of finding $825,000 in tuition."

Mr. Finger

Mr. Ostreicher – "So make me understand Mr. Finger. You are our Business Administrator and you are telling us that this is a pie in the sky. And we are asked here by motion or by the Township to consciously vote on a pie in the sky. I know it's a rhetorical question. If we can't find these cuts, how are we supposed to vote for these cuts right now? And besides the point, what are these cuts? The fact that you say the $225,00 can be cut, from what program are we talking about?"

Mr. Ostreicher

Mr. Inzelbuch – "Legally I must respond. There is no one program. That is a line item that covers tuition. That is special education tuition public. It doesn't cover any one program despite certain birdies saying otherwise. It is a line item which the special ed department and the Superintendent would have to live with. There is not one program over another program. It could be public. It could be out of district public. That is what that line item is." ***Mr. Inzelbuch***

Mr. Silver – "Would that include an institution like Tiny Tots, Ready, Set Grow?" ***Mr. Silver***

Mr. Inzelbuch – "Absolutely, that is all in that line item." ***Mr. Inzelbuch***

Mr. Ostreicher – "But that would not include IDEIA or OT or PT?" ***Mr. Ostreicher***

Mr. Inzelbuch – "Tuition only deals with tuition. That covers Collier School, Alpha School, SCHI School." ***Mr. Inzelbuch***

Mr. Finger – "This particular line account covers private schools for the disabled." ***Mr. Finger***

Mr. Inzelbuch – "Approved by the Department of Education as well as the inclusion program." ***Mr. Inzelbuch***

Mr. Ostreicher – "The Township is recommending that we cut out any of our special ed schools including Collier School, Macedonia and SCHI. I just want to make sure what I'm voting on here. They are recommending that we cut out special education for the students of the district." ***Mr. Ostreicher***

Mr. Thomas returned to the meeting at 11:55 p.m.

Mr. Inzelbuch – "Absolutely not sir. They cannot make any recommendations. Special education is an individualized approach that is driven by the individualized child's needs. They are suggesting to cut from what I understand, I haven't spoken to them, but logic tells me they are asking for a line item to be reduced. They are not asking for any one school and if they would that would be inappropriate. They are asking for a line items to be cut that covers out of district tuition. If I may since I owe no one nothing. The fact is as follows and I feel good. I feel like a free bird these days. The fact is the State has issued opinion after opinion that we need to look at our out of district placements more carefully. So I can't tell you nor can the special ed department tell you what and who. The IEP team which involves parents, social worker, case manager, learning consultant, therapist. Again I haven't spoken to the Township, and that wasn't because they didn't call me. I was not allowed to. But the fact is that they can't dictate who to cut and what to cut as far as a child who has a need. And let me make it clear. If a child, a public child, has individualized needs as based on evaluations objective criteria, not based on race, color, religion or creed, well then that child must get those services. As I always say and people may not like it, public school children have an individual entitlement that other children do not. And thus and no disrespect Ms. Silva, if we have to sell the Superintendent's desk to provide a classified public school child need, we must do that. So please do not make this into which program. Again I didn't meet with them, but I'm sure they did not mean which program."

Mr. Inzelbuch

05/11/10

Mr. Ostreicher – "I still have some difficulties

Mr. Ostreicher

with the other portions of the cuts over here. How are they coming up with $472,000 of reductions in transportation?"

Mr. Finger – "That is an amount sir that I do agree with. That's the reduction because CPI is at 0%." ***Mr. Finger***

Mr. Inzelbuch – "For the public's sake and I'm sure some of you know, Governor Christie in this case rightly so has not allowed the CPI to increase so all our contracts are frozen. When the budget was put together, we did not know that. So therefore that $475,00 came out after the budget was defeated." ***Mr. Inzelbuch***

Mr. Ostreicher – "So in conclusion, the $5,716,000 that they are cutting the budget by, Mr. Finger after if it should come to pass that this is what they are requesting from us, you have the right to move around the lines. In otherwords you're telling us that $225,000 may be realistic and $600,000 is not realistic. You're asking us to vote on a non realistic budget. But if you have the right to move around and not stick to these particular lines, is that conceivable that there will be enough money for tuition?" ***Mr. Ostreicher***

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Mr. Finger – "Let me just say the Board has the right to change these line items and that can only be done by a transfer listed on the agenda. If the Board should approve this resolution and the Town approves the same one on Thursday, then yes if I need extra funds during the year, my calculations turn out to be right, I would have to come back to the Board and ask to transfer funds from other line accounts into these line accounts to cover the difference." ***Mr. Finger***

Mr. Thomas – "So through Mr. Finger, my question ***Mr. Thomas***

is really simple. If we were not going to accommodate the Town and try to be a responsible Board and provide a thorough and efficient education and we presented them with a budget that said so, then what would happen at that point? Where does it go after that?"

Mr. Finger – "I'll just tell you what statute and code require. If the Board passed a resolution that was different from the Township resolution, and the two sides could not agree on a final number, that could become what is called a request for restoration where the Board would then have to vote separately and say we are asking the Commissioner of Education to restore the original budget to what was defeated or somewhere in between."

Mr. Finger

Mr. Thomas – "We need State and Federal oversight here. Because what's going on is absolutely criminal. That we are even discussing not putting together a budget that is going to provide the appropriate education and that would even be stripping the budget away. It is absolutely criminal that this conversation is even occurring because of what someone in the Township has told this Board. This Board is a Board of Education and everybody is cow towing to people who won't even pick up our trash. What a miserable disgrace of individuals that claim to care about children. All this stuff we are talking about children, there are no decisions here right now that are about children. It's about saving face with the Township and you should be ashamed and those who are considering it, should walk away from this Board right now. We need State and Federal oversight because we can't do it in this town anymore. We need help because there are powers stronger than us and obviously we are not going to

Mr. Thomas

do what we should do that's right. We cannot do right here any longer. And I'm going to continue to say it until someone comes here and helps this Board of Education because we are lost."

Mr. Ostreicher – "I want to make something clear. What would happen since we don't know the enrollment for next year because children are always coming into the district Mr. Finger, if there were say another 25 or 50 IEP's for children to be placed in special schools such as Collier and SCHI and if another 25 or 30 children needed to be placed in some of OT,PT programs that public school children are qualified for, I want to know where will be get this money if we start off behind the eight ball? And what I need to know is are we going to have a budget deficit? I know it's very difficult to project something of this nature with all things considered. But what will happen if heaven forbid if there are more children who need these services?"

Mr. Ostreicher

Mr. Silver – "I think the same thing would happen with any budget that you pass. There's always unforeseen situations and circumstances which can arise. And no matter if you adopt Option 1 or you adopt the Township Option which are basically both 0% increase, the same thing would happen if you had something that arises unforeseen. It makes no difference, that happens with any budget that you would pass."

Mr. Silver

Mr. Ostreicher – "I appreciate Mr. Silver's response, but I did ask Mr. Finger."

Mr. Ostreicher

Mr. Finger

Mr. Finger – "As with any budget, it is not set in stone. It's something that changes throughout the year. Anything can happen and one never knows how many students will show up in any particular district. At the same time it could also be less students. So it's something that we monitor on a monthly basis when we do our monthly reports and when I need to make transfers I have to com to the Board and say we need to put more money in another line account. It's the nature of the way it is."

Mr. Ostreicher

Mr. Ostreicher – "Maybe I could ask the Assistant Superintendent or the Superintendent, does she have any projection on how much the population of the district will be next year."

Ms. Silva

Ms. Silva – "We are not aware of any demographic studies. I do know there are more children every year, but I also want to say that a zero based budget will not assist us to accomplish a thorough and efficient education."

Mr. Fink

Mr. Fink – "Through the Chair. I think with everyone who has been voicing some concerns, I would like to make it very clear and easy for everyone in this room to understand. If there are two areas that run into issues of underbudgeting, I think we should charge transportation and IDEA. I think a good step in the right direction was $472,000 in transportation cuts. But I think if there's an area where some budgets need to be addressed, we should concentrate on the bussing and the IDEA. Not to cut it, to increase it."

<u>ROLL CALL ON OPTION 3</u> ***Roll Call***

YES: Mr. Fink, Mr. Grunhut, Mrs. Miccio, Mr. Seitler, Mr. Silver, Mr. Zlatkin
NO: Mrs. Gonzalez, Mr. Thomas
ABSTAIN: Mr. Ostreicher
MOTION PASSED

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ADJOURNMENT ***Adjournment***

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

ROLL CALL: ***Roll Call***

YES: Mr. Fink, Mrs. Gonzalez, Mr. Grunhut, Mrs. Miccio, Mr. Ostreicher, Mr. Seitler, Mr. Silver, Mr. Thomas, Mr. Zlatkin
NO: None
ABSTAIN: None
MOTION PASSED
Mr. Thomas adjourned the meeting at 12:08 a.m. ***Mtg. Adj.***

Respectfully submitted,

ROBERT S. FINGER
BUSINESS ADMINISTRATOR/
BOARD SECRETARY

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