MEETING OF THE LAKEWOOD BOARD OF EDUCATION HELD ON TUESDAY, AUGUST 3 2010 , 2010, AT 8:30 A.M., AT 1771 MADISON AVENUE, LAKEWOOD, NEW JERSEY 08701

Mr. Leonard Thomas, Board President, called the meeting to order at 8:30 a.m. Robert S. Finger, Board Secretary 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, Mr. Grunhut, Mrs. Miccio, Mr. Ostreicher, Mr. Seitler Mr. Silver, Mr. Thomas, Mr. Zlatkin	
Board Members Absent:	Ms. Gonzalez	
Also Attending:	Robert Finger, Business Administrator Michael I. Inzelbuch, Esq.	***Also Attending***

PUBLIC RECOGNITION ***Public Recognition***

James Waters – "1275 Old County Line Rd. ***James Waters***

Mr. Leonard Thomas – "Mr. Attorney, I would like to make a motion to go out of order. Some Board Members can only be here until 9:30 and I am afraid we will not get to vote on the Agenda." ***Mr. Thomas***

Mr. Inzelbuch – "Mr. President, that is your call. ***Mr. Inzelbuch***

Mr. Silver – "Second." ***Mr. Silver***

Mr. Inzelbuch – "There is a motion and there is a second, all in favor." ***Mr. Inzelbuch***

Board Members – "All in favor."

Mr. Inzelbuch – "Mr. Waters per the President's Suggestion we will here you shortly. There is a motion to move the Agenda. This meeting was advertised for the public. This is just for personnel for the public school children, which is on the Agenda. ***Mr. Inzelbuch***

MOTION TO PASS THE AGENDA ***Motion to Pass Agenda***

ROLL CALL:

YES: Mr. Fin,k Mr. Grunhut, Ms. Miccio
Mr. Ostreicher, Mr. Seitler (no to letter h, the first two names and yes to the third and letter f only 15 out of 20 and it should be up to the Superintendent to choose.
Mr. Silver (no to F1, F3,F17 and H1 the first 2 names
Mr. Thomas, Mr. Zlatkin (no to H1 first 2 names and only 15 our to 20 under letter f.)

MOTION PASSED ***Motion Passed***

AGENDA
AUGUST 3, 2010

I. PLEDGE OF ALLEGIANCE – PRESIDENT, LAKEWOOD BOARD OF EDUCATION

II. ROLL CALL

III. PRESENTATIONS – NONE

IV. MINUTES – NONE

V. RECOGNITION OF THE PUBLIC

VI. CORRESPONDENCE AND COMMUNICATIONS

VII. COMMITTEE REPORTS

VIII. REPORTS AND RECOMMENDATIONS OF THE BOARD SECRETARY/BUSINESS ADMINISTRATION

IX. REPORTS AND RECOMMENDATIONS OF THE SUPERINTENDENT OF SCHOOLS

A. **SUPERINTENDENT'S ITEMS**

B. **PERSONNEL**

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

1. CERTIFICATED

a. Resignations

(1) DELNERO, Nicole
Music Teacher - HS
Effective: July 29, 2010

b. Retirements – N/A at this meeting

c. Terminations – N/A at this meeting

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

e. Transfers – N/A at this meeting

f. Appointments

(1) DeSOPO, James
Science Teacher – HS
Effective: September 1, 2010
Terminating: June 30, 2011
Salary: BA 30 Step 18 - $60,750
Replacement for Carl Todd ($87,698) retired
Pending Negotiations

(2) DeVITO, Holly
Science Teacher – HS
Effective: September 1, 2010
Terminating: June 30, 2011
Salary: BA Step 4 - $45, 441
Replacement for Aaron Truppo ($44,541) terminated
Pending Negotiations

(3) DUNN, Gladys
Bilingual Social Studies Teacher – MS
Effective: September 1, 2010
Terminating: June 30, 2011
Salary: BA Step 9 – $49,288
Replacement for Adria Dillon ($50,150) retired
Pending Negotiations

(4) ESPOSITO, Richard
Math Teacher – HS
Effective: September 1, 2010
Terminating: June 30, 2011
Salary: MA Step 18 - $55,699
Replacement for James Sicilia ($44,841) retired
Pending Negotiations

(5) FODOR-PURI, Melissa
Music Teacher – HS
Effective: September 1, 2010
Terminating: June 30, 2011
Salary: MA Step 1 - $47,541
Replacement for Nichole Delnero ($45,941) resigned
Pending Negotiations

(6) FRANCIA, Michael
Art Teacher – HS
Effective: September 1, 2010
Terminating: June 30, 2011
Salary: BA Step 1 - $44,541
Replacement for Ellen Landesberg ($77,640) retried
Pending Negotiations

(7) GASPER, Cynthia
Bilingual Teacher – EGC
Effective: September 1, 2010

Terminating: June 30, 2011
Salary: MA Step 14 - $55,699
Replacement for Jackie Mattiace ($44,841) non renewal
Pending Negotiations

(8) IACHETTA, Frank
Math Teacher – HS
Effective: September 1, 2010
Terminating: June 30, 2011
Salary: MA Step 1 - $47, 541
Replacement for Joanne DeBenedetto ($110,937) retired
Pending Negotiations

(9) KOHAN, Kelly
English Teacher – HS
Effective: September 1, 2010
Terminating: June 30, 2011
Salary: MA Step 2 - $47,841
Replacement for Ava Guy ($85,698) retired
Pending Negotiations

(10) KOZINN-HANLON, Elisa
Audio/Visual Broadcast Production Teacher- HS
Effective: September 1, 2010
Terminating: June 30, 2011
Salary: MA Step 1 - $47,541
Replacement for Glenn Picone ($76,593) retired
Pending Negotiations

(11) O'HARA, Anthony
Science Teacher – HS
Effective: September 1, 2010
Terminating: June 30, 2011
Salary: BA Step 1, $44,541
Replacement for Robert Gedris (82,698) retired
Pending Negotiations

(12) PRISBY, Melanie
Band Teacher – MS
Effective: September 1, 2010
Terminating: June 30, 2011

Salary: BA Step 1, 44541
Replacement for Wilbur Witteman ($76,593) retired
Pending Negotiations

(13) RICHARDSON, Matthew
ESL Teacher – HS
Effective: September 1, 2010
Terminating: June 30, 2011
Salary: MA Step 1 - $47,541
Replacement for Joseph Walsh ($81,593) retired
Pending Negotiations

(14) ROSARIO de VANECIA McFARLAND, Maria
ESL Teacher – MS
Effective: September 1, 2010
Terminating: June 30, 2011
Salary: MA Step 1 - $47,541
Replacement for Christine Plauski ($48,841) non-renewal
Pending Negotiations and Certification

(15) SANTAGUIDA, Ted
Math Teacher – HS
Effective: September 1, 2010
Terminating: June 30, 2011
Salary: BA Step 11 - $50,150
Replacement for Jeffrey Snyder ($85,613) retired
Pending Negotiations

(16) SCHLEICHER, Thomas
Science Teacher – HS
Effective: September 1, 2010
Terminating: June 30, 2011
Salary: BA Step 2 - $44, 841
Replacement for Sara Hodl ($47,841) terminated
Pending Negotiations and Certification

(17) SNYDER, Brian
Art Teacher – HS
Effective: September 1, 2010
Terminating: June 30, 2011
Salary: BA Step 1 - $44,541
Replacement for Brian Schauer ($50,761) resigned
Pending Negotiations

(18) SEELOFF, Lylian
Spanish Teacher – MS
Effective: September 1, 2010

Terminating: June 30, 2011
Salary: MA Step 2 - $47,841
Replacement for Nicole Sivolella ($55,063)
termination of French program
Pending Negotiations

(19) VELEZ, Maria
Spanish Teacher – HS
Effective: September 1, 2010
Terminating: June 30, 2011
Salary: BA Step 2 - $44,841
Replacement for Yvette Mendoza ($44,541) non-renewal
Pending Negotiations

(20) WALCZAK, Michele
English Teacher – HS
Effective: September 1, 2010
Terminating: June 30, 2011
Salary: BA Step 1 - $44,541
Replacement for Nancy Abrams ($78,613) retired

h. Salary Adjustments

(1) CONSULTANTS
Effective: 2010-2011 School Year

LAST NAME	FIRST	POSITION	SALARY
THALER	Rachel	Physical Therapist	From $65 to $70 per hour
SCHONBLUM	Rivky	Occupational Therapist	From $60 to $65 per hour
FERNANDEZ-ORDONEZ	Valeria	Speech Therapist	$70 per hour

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

a. Resignations - N/A at this meeting

b. Retirements - N/A at this meeting

c. Terminations

(1) GORACY, Elaine
Executive Secretary
Effective: October 1, 2010 or sooner

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 - N/A at this meeting

h. Salary Adjustments - N/A at this meeting

i. Stipends - N/A at this meeting

j. Tuition Reimbursements - N/A at this meeting

k. Miscellaneous - 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

Mr. Inzelbuch – "Through the chair. I would like to ask publicly. The Board has asked now, this is the second meeting regarding the Therapist listed on page number H1. There is some sort of agreement the previous board approved, where public school therapist after a certain amount of experience get another five or ten dollars an hour as consultants, that is on page H1, we would like to get a copy of that as soon as possible. The board has also asked in closed session they would like to know the number of positions that were in

Mr. Inzelbuch

Mr. Inzelbuch

existence at the time the budget was finalized and as of today the number of positions after these hires. Number three the board has also asked the dollar amount, the pot of gold if you will of how much money was available for teachers, all those covered by the LEA and as of today what exists."

Mr. Ostreicher – "Through the chair. I need to leave in about seven minutes." ***Mr. Ostreicher***

Mr. Thomas – "I also do, but I want to make one motion, before we move forward. I would like to make a motion regarding our Committee Structure." ***Mr. Thomas***

Mr. Inzelbuch – "You can't make a motion, only what is on the Agenda." ***Mr. Inzelbuch***

Mr. Thomas – "Fine, I will make a motion at the next meeting." ***Mr. Thomas***

PUBLIC RECOGNITION ***Public Recognition***

James Waters – "1275 Old County Line Rd. I would like the Board to consider not having meetings in the morning, I have brought this up number of times. Because, when you have these meetings you make it very difficult for parents to get here, and other people from the public. It looks like,, whether it is true or not. it looks like you are trying to do something that you do not want the public involved. We should be open and more transparent and these morning meetings make that very, very difficult. I would like the board to establish a policy that Board Members have there cell phones turned off during board meetings. Unless you are in a profession, and Lenny I ***James Waters***

might even make an exception to you, because you are on call. If you are in a profession that you are on call there could be an exception. A lot of times I am sitting out here and I see people texting, see people emailing, when

things are being discussed, especially when the public is speaking, it looks very, very disrespectful to the public when that happens. I have a bunch of pictures, I have come with my camera a few times, and I have some good shots of people doing that, so when that argument is taken some place beyond this room, the evidence is irrefutable. It is very important to not have votes up there to look like some kind of conspiracy, so when you are back in the room and you are talking about coming out here and voting, try not to have an appearance that there is some kind of conspiracy going on in here. When you are voting on twenty names and you are eliminating three, make sure that there is some balance of who you include and who you exclude. I remember a meeting here that we voted against the paras, and then right after the vote against the paras, somebody had the nerve to vote to keep one of the paras that happen to appear from the community of the person that made the motion, that does not look well to the public when something like that transpires. It is like a slap in the face to people when that kind of thing transpires."

Mr. Thomas – "I just want to address the one issue. But, first do you have any other questions?" ***Mr. Thomas***

Mr. Waters – "You seem to want to rush me, so go ahead." ***Mr. Waters***

Public Recognition

Mr. Thomas – "No, I just don't want to to see your time run out. I just want to address the issue of the morning meetings. this Board is not unlike you in that issue, we have no desire to have morning meetings, I have no desire, I have a job, many of us did not want to meet this ***Mr. Thomas***

morning. The meeting was requested by the Superintendent for a very critical issue and that is our intention not to have any, but we needed to vote on our teaching staff, and get them hired in a timely fashion so that we can get them back into the schools. This was an emergency meeting, several members on this board do not want to have these meeting, and I will tell you I am one of them. Hopefully, this will not be a president, because we have had a lot of them before. This was truly an emergency, so that we can open the schools in the appropriate fashion. The nature of the business is it was an emergency and we had to."

Mr. Inzelbuch

Mr. Inzelbuch – "I would just like to add with your permission Mr. President, to be very to the point, Lenny and I spoke about this meeting, everyday that a day goes by public school teachers have a choice. If a public school teacher has a choice to come to Lakewood or wherever, if they do not have a firm offer in their hand they are going to go somewhere else, and we know this. So, this meeting was initially supposed to be for August 11th, a special meeting and then I called Lenny, and I said and Lenny readily agreed that everyday that goes by teachers who may come here and that is why we limited to this issue. Mr. Thomas has been very clear that he is not having morning meetings, and the only reason we had this is because it was the only time everyone was available."

Mr. Fink

Mr. Fink – "Through the chair. Mr. Waters with all do respect with the phones, I also

Public Recognition

notice a lot of people with phones in the audience, texting, it should be both ways. The other issue I just want for the record, my phone is always turned on because my wife happens to be very ill, so my phone will always be on and I do not text during the meetings, and you can look at your pictures and check that."

Mr. Inzelbuch – "No cross talk." ***Mr. Inzelbuch***

Brittany Merced – "There is a group of us and we are from the Marching Band." ***Brittany Merced***

Mr. Inzelbuch – "The record should reflect at 9:20, that we do not have a quorum."

Ms. Miccio – "We can't even adjourn, because we don't have enough people to vote on it." ***Ms. Miccio***

Mr. Thomas – "Order, order, order. Listen. We have a quorum, I had to get up because I new what the question was to confirm that we were going to be able to address the question. Go ahead Brit, please speak." ***Mr. Thomas***

Brittany Merced – "Thank you. First of all I just to say thank you for sending myself and my Guard Captain to Drum Major Academy in West Chester, Pennsylvania, we appreciate that very much. So, know I am here for the band, I am the Drum Major, which means I am in charge, for those of you who are not musically inclined. It is August now, and it is the beginning of our season and we need a director like asap, if we want to have a Marching Band, we want to, the question is do you want us to have one? The Academy that I went to is all about protocol and respect, so, I know how things are suppose to work, and I know you all do to. We need, I am trying to think and stay composed. We need ***Brittany Merced***

Public Recognition

a Band Director, an Assistant Band Director, a Color Guard Director and a Percussion Director. I see a Band Director for the school is on the list, but a stipend for a Marching Band teacher is not on the list and I see you rolling your eyes, but this is important to us. It may not be important to you all, but this is our life and this is our senior year and Marching Band is going down the drain. We need you

guys to hurry up, get this teacher so that we can start. We already missed two weeks of practice and you guys are wasting our time now. This woman is waiting on your approval and now we are waiting on you guys."

Mr. Inzelbuch – "Through the chair. Who would that woman be, if you know the name? Let us listen to the name." ***Mr. Inzelbuch***

Mr. Thomas – "We did approve her today." ***Mr. Thomas***

Band Student – "She is approved as a high school teacher, but there is no stipend for Marching Band, Marching Band is separate." ***Band Student***

Mr. Inzelbuch – "Through the chair. If I could try to respond. Just so the public is aware, Ms. Silva and Dr. Mercora are in Boston at a training. I do know for certain that some of these parents and if not these parents other band parents did meet with Ms. Yuli. In fact, I saw a memo that Ms. Yuli wrote to Ms. Silva. Mr. Thomas if you would listen, respectfully. Just so the Board is aware of the information, before all of you make decisions that need to be made by your paid staff. Barbara was with Ms. Yuli about two weeks ago, I could be off and in fact Ms. Yuli before you make her the escape goat, she wrote a very long memo to Ms. Silva, which I happened to see. So, the student is absolutely correct, this needs to be acted upon immediately. Now, I don't have all the information, but I have more than you, just so I am clear, a Band Director was hired. I have a question with the Chairman's permission since I have been following this from afar." ***Mr. Inzelbuch***

Public Recognition

Mr. Thomas – "Yes." ***Mr. Thomas***

Mr. Inzelbuch – "That person, just explain to me, gets a stipend to be the Band what? ***Mr. Inzelbuch***

Band Student – "The Marching Band Director." ***Band Student***

Mr. Inzelbuch – "Give me one minute, I am going to work us through this. How much is that stipend typically?" ***Mr. Inzelbuch***

Mr. Thomas – "You know when we do extra-curricular activity and we have all those, I am not sure that we did not approve the position without a person attached to it" ***Mr. Thomas***

Mr. Inzelbuch – "Lenny, Lenny, you are going to like the result. Is this person available to be the Marching Band Director? If I could ask this is about personnel and we did advertise for personnel, correct? ***Mr. Inzelbuch***

Mr. Finger – "That is correct." ***Mr. Finger***

Mr. Inzelbuch – "So then if I could ask the Board since we do have a Marching Band, and we do have someone that was hired as the director, if she could get the stipend that we paid last year, provided the Superintendent, because only she can recommend this person, but then it would just be a formality, and we can call her later in Boston and tell her the Board approved, pending your approval, because this is a vital position from what I am hearing. Okay, I am being told this can't be done and that it will have to wait until the 18th. What I will do with the Board President's permission is contact immediately the Superintendent in Boston and have her do a recommendation as soon as possible." ***Mr. Inzelbuch***

Mr. Thomas – "And have her contact this person we just hired today and let her know we will put this in place so that she can start. We are going to make a recommendation, regardless whether this is coming from the B.A." ***Mr. Thomas***

Public Recognition

Mr. Inzelbuch – "Can I just protect you leagally." ***Mr. Inzelbuch***

Mr. Thomas – "We don't want to be protected." ***Mr. Thomas***

Mr. Inzelbuch – "In all do respect, if you don't want to be protected, you need not have me here. I was suggesting Mr. Thomas, since I know for a fact, Ms. Yuli sent, she did her job, that being the case, since we have now been told that there is a meeting on the 18th and Marching Band starts on the 16th of August, Summer Band Camp that ***Mr. Inzelbuch***

we pay for, if it starts on the 16th Leonard and the meeting is not until the 18th, therefore, there would be two days without a band person. Only the Superintendent can hire or fire and this would be a stipend. I will ask the B.A. has that stipend been eliminated by the budget cuts?

Mr. Finger – "No it has not." ***Mr. Finger***

Mr. Inzelbluch – "Well, therefore the stipend exists. When a stipend exists, typically from what I understand, recommendations are made by the building principal. I will immediately contact Ms. Yuli and ask her if that is her recommendation and contact Ms. Silva. With that being said we can't officially vote on this today, but she can start the 16th if the Superintendent so allows, we have done that. Please we can't make exceptions who can hire and fire. We can allow her, that is my legal ruling, it is a vital position, we can't hire or fire her without the Superintendent's recommendation. My opinion is, since we do not have a meeting until the 18th, we have done this for other positions, like therapists and other things, that you can retro actively approve her." ***Mr. Inzelbuch***

Mr. Thomas – "If for some reason when Ms. Silva comes back we are unable to do what we think we can do, we are just going to have to have a meeting unfortunately. Literally a special meeting to hire this person, we should have had this taken care of a long time ago, it has been discussed at nauseam, it make no sense that we are not acting now, so if we can't do it legally, we are going to have to have a meeting and make it happen." ***Mr. Thomas***

Public Recognition

Mr. Inzelbuch – "Has the Board instructed me to make this happen?" ***Mr. Inzelbuch***

Mr. Thomas – "Yes." ***Mr. Thomas***

Band Student – "The 16th is when we start band camp. The band camp is when we learn our show, we have a competition in September, so the 16th is already late, we did not even do basics yet." ***Band Student***

Mr. Inzelbuch – "Leonard, can I just have, you instructed me to handle, right? Can the band person see me right after the meeting. I will call and I will do what ever I can. Am I so instructed by the board to make this happen?" ***Mr. Inzelbuch***

Board Members – "Yes."

Mr. Thomas – "I will be in contact with him today, and we will figure out how to make this happened and off the ground this week." ***Mr. Thomas***

Mr. Thomas – "Unfortunately, we are not going to have a quorum because I have to leave." ***Mr. Thomas***

Mr. Inzelbuch – "Motion to adjourn. All in favor" ***Mr. Inzelbuch***

Board Members – "Yes."

Meeting Adjorned at: 9:28 a.m. ***Meeting Adjourned***

RESPECTFULLY SUBMITTED BY:

LISA MILLER,
INTERIM ASSISTANT BOARD SECRETARY