

***MEETING OF THE LAKEWOOD BOARD OF EDUCATION HELD ON FRIDAY,
FEBRUARY 3, 2012, AT 8:00 P.M., AT 1771 MADISON AVENUE, LAKEWOOD, NEW
JERSEY 08701***

Mr. Meir Grunhut, Board President, called the meeting to order at 8:00 a.m. Arlene Biesieada, Interim Board Secretary read the following:

SUNSHINE LAW

***Sunshine
Law***

Pursuant to the provisions of Chapter 231, of the Laws of 1976 (THE OPEN PUBLIC MEETINGS ACT), Ms. Miller 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. Grunhut, Mr. Greenspan
Mrs. Miccio, Mr. Friedman
Mr. Silver, Mr. Tift,
Mr. Fink

Board Members Absent: Mr. Seitler, Mr. Zlatkin
(Mr. Seitler was here but had to leave)

Also Attending: Lydia R. Silva, Superintendent
Arlene Biesiada, Interim Business Administrator/
Interim Board Secretary
Lisa Miller, Business Manager
Rosemary Caricari, Executive Secretary to the
Superintendent
Michael I. Inzelbuch, Esq., Board Attorney

Mr. Inzelbuch – “Mr. President, if we could go out of order, have a vote. The public will be given an opportunity to participate as always, but it is 10:10 and I understand the audience has to go to work, too, but

Mr. Inzelbuch

can we go out of turn to vote on the agenda?"

Mr. Grunhut – "Yes."

Mr. Grunhut

Mr. Inzelbuch – "There are two addendum. It is an addendum because we wanted an opportunity to meet with the employee and their lawyer in closed session.

Mr. Inzelbuch

1. Employee #4753 will remain on paid leave and submit to a psychiatric evaluation and has signed authorization for that, either with Dr. Gallina or Dr. Tobe, with the district paying the cost.
2. Nechama Liner, LLC- Occupational Therapist, Cost: \$65.00 per hour as a consultant.

Addendum

There is one item being removed from the agenda and that is page 4, C1. The reason that is being removed, we need to guarantee that employees get RICED and notice when action is pending. Apparently that was not done."

Change on Agenda

Mr. Friedman – "Motion to move on the agenda as amended."

Mr. Friedman

Mr. Greenspan – "Second."

Mr. Greenspan

Mr. Grunhut – "Discussion. Seeing none, do the vote."

Mr. Grunhut

MOTION TO MOVE ON AGENDA AS AMENDED
ROLL CALL:

**Motion to move Agenda
Roll Call**

YES

Mr. Fink, Mr. Friedman,
Mr. Greenspan, Mrs. Miccio,
Mr. Silver, Mr. Tift

MOTION PASSES

Motion Passes

AGENDA **FEBRUARY 3, 2012**

- I. PLEDGE OF ALLEGIANCE – PRESIDENT, LAKEWOOD BOARD OF EDUCATION
- II. ROLL CALL
- III. PRESENTATIONS – NONE AT THIS MEETING
- IV. MINUTES – NONE AT THIS MEETING

V. RECOGNITION OF THE PUBLIC

VI. CORRESPONDENCE AND COMMUNICATIONS – NONE AT THIS MEETING

VII. COMMITTEE REPORTS – NONE AT THIS MEETING

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

- A. Approval to authorize the Interim Business Administrator to prepare, advertise and solicit requests for proposals for Leased Educational Space for the Preschool Program for the period of March 1, 2012 through June 30, 2012.

IX. REPORTS AND RECOMMENDATIONS OF THE SUPERINTENDENT

A. **SUPERINTENDENT'S ITEMS**

1. Approve second reading of Job Description for District Facilities Director.

B. **PERSONNEL**

1. CERTIFICATED

a. Resignations

- (1) ASCH, Tracy
Elementary Teacher – OSS
Refused Position

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

- (1) GRUENBAUM, Batsheva
LDTC
From: Full Time
To: Part Time
(26 hours per week)
Effective: February 6, 2012

Terminating: June 30, 2012
Salary: \$43,320 (pro-rated)
Job Description Approved: December 15, 2011
with benefits

f. Appointments – N/A at this meeting

g. Reappointments – N/A at this meeting

h. Salary Adjustments

(1) SANTAWA, Connianne
From: MA, Step 2 - \$47,841 (pro-rated)
To: BA, Step 2 - \$44,841
(Correction of January 26, 2012 agenda)

i. Stipends - N/A at this meeting

j. Tuition Reimbursement – N/A at this meeting

k. Miscellaneous

(1) SIBILIA, Debra
Change Start Date
From: February 13, 2012
To: January 31, 2012
(Correction from January 26, 2012 agenda)

(2) EMPLOYEE #5490
Extension of Paid Administrative Leave
Previously Approved at the January 9, 2012 Mtg.
Effective: February 1, 2012
Terminating: TBD
Send For: Psychiatric Evaluation
Fit for Duty
Cost: To be paid by the Board of Education

(3) EMPLOYEE # 4670
Paid Administrative Leave
Effective: February 2, 2012
Terminating: TBD

(4) EMPLOYEE # 4847
Extension of Paid Administrative Leave
Effective: January 31, 2012
Terminating: TBD

- (5) EMPLOYEE # 4839
Extension of Paid Administrative Leave
Effective: January 31, 2012
Terminating: TBD
- (6) EMPLOYEE # 4573
Paid Administrative Leave
Effective: February 2, 2012
Terminating: TBD

2. NON-CERTIFICATED

a. Resignations

- (1) CASTRIANNI, Peter
Paraprofessional – LMS
Effective: February 24, 2012

b. Retirements – N/A at this meeting

c. Terminations

- (1) GALLAGHER, Eileen
Executive Secretary – Board Office
Effective: January 27, 2012
(Paid thru February 24, 2012)
- (2) EMPLOYEE # 5435
Effective: February 6, 2012
(Paid thru February 21, 2012)

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

(1) BONO, Diane
Paraprofessional – CAGS
From: 90 credits, Step 1 - \$18,179 (pro-rated)
To: 90 credits, Step 7 - \$19,003 (pro-rated)
(Correction of January 26, 2012 agenda
(Proper Documentation Provided)

- * 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	

Mr. Inzelbuch – “Mr. President, there seems to have been an issue with the sign-in sheet, a misunderstanding, there were people who would have signed, but for the sign-in sheet not being there. I would ask the Board to hear those people as a courtesy to the public who was here. Again, it was not intentionally. I don’t think they even are alleging that, it is just whatever happened.

Mr. Inzelbuch

PUBLIC RECOGNITION

Pub. Recog.

Mr. Blaustein – “109 7th Street. I m here today because I opened up my website a couple of weeks ago. I put cards by every Board Member’s seat. “Lakewood NJ then and now.com.” It is a website that I am planning on posting all public records from the town. I’ve already announced it by the January 19th Township Committee meeting to the Committee Members, and also to write about history of Lakewood. Lakewood has tons of history. Last year when I ran for the school board, I spoke to the principal from Clifton Avenue Grade School, Matthew Gray,

Pub. Recog
Mr. Blaustein

about having a Lakewood History Month in the public schools. I think it is a fantastic idea. I was here around a month ago and I left a note for the Superintendent regarding this issue and I have heard nothing back. I understand that she is probably busy, but in the meantime I have spoken with the Lakewood Library, which is part of the County Library system, about getting this done in the library and in the schools at the same time. I am here today to present this idea to the Board, if they are interested. It is great that February is Black History Month and I think it would be great to have a Lakewood History Month. The kids could learn a lot, tons of pictures, all of that stuff and all of that type of stuff is going to be posted on my website. I have another idea that is great, an essay contest during the Lakewood History Month that the public and non-public school students should be invited to write an essay and there would be some finalists selected, maybe like to from the public and two from the non-public, and they will get some sort of recognition from the Board. They will also have their article posted on my website. And I will personally sponsor some sort of gift for the final candidates.'

Mr. Inzelbuch – “We are actually looking at your website as you speak.”

Mr. Inzelbuch

Mr. Blaustein – “Go right ahead.”

Mr. Blaustein

Mr. Friedman – “It says that your website is under construction.”

Mr. Friedman

Mr. Blaustein – “Only the home page.”

Mr. Blaustein

Mr. Inzelbuch – “Sir, if I could ask you respectfully, this sounds like an exciting opportunity for the District. With Ms. Silva’s permission, perhaps you could wait for a few minutes after the meeting and you could sit down with her and make a time and have a formal meeting.”

Mr. Inzelbuch

Mr. Blaustein – “That would be fine.”

Mr. Blaustein

Pastor Wilson – “138 Colonial Drive. Happy New Year’s to most of you guys I have not seen. Man, you look fresh, man.”

Pastor Wilson

Mr. Fink – “Thank you.”

Mr. Fink

Pastor Wilson – “I have one concern, we have had a lot of resignations from teachers, lately. A lot of teachers are on sick leave and I understand that in the next couple of months there are going to be some more resignations. A lot of classrooms right now are being run by substitutes. This definitely does not help the education of our children. So, what is the plan? Furthermore, worse than anything else, teachers who are unemployed in the State of NJ don’t want to come to Lakewood. So, again, what is the plan to make sure teachers will stay in Lakewood? Secondly, what is the plan to hire teachers? We can’t continue to run classrooms with substitutes, and children not learning anything. Here we go again. Is there something that we can do to make our town more attractive for teachers to want to come here. We at least have to be able to offer teachers a contract, who wants to come into a district that has been operating without a contract for the last two years? Then we have teacher who wrote in our inbox that said “false accusations, you know, we we’re working in an environment that if we say something wrong, we are falsely accused, and we are fired.” So, if teachers have to come to work everyday fearing that, you know, I won’t have a job, or if I say something wrong I am going to be falsely accused. That does not create a good learning environment for our children. I am very concerned, and I am willing to do whatever we can do as a team to make this district more attractive to teachers.”

Pastor Wilson

Mr. Tift – “Through the chair. Is it possible, through Ms. Silva or through the Business Administrator, for the Board to get a number on how many substitute teachers we have on a daily basis in our classrooms?”

Mr. Tift

Mr. Inzelbuch – “I would assume that is very easy, because if we have a substitute, you are paying them.”

Mr. Inzelbuch

Mr. Tift – “Yes.”

Mr. Tift

Mr. Inzelbuch – “The Business Office should easily be able to give us that by next meeting, which is February 13th I believe.”

Mr. Inzelbuch

Mr. Tift – “Thank you. Mike, during last meeting you said it would be done by Monday on an attendance policy. Someone had brought up at the last meeting.”

Mr. Tift

Mr. Inzelbuch – “You know, it’s interesting you bring that up, Mr. Tift. You and I were actually sitting next to each other.”

Mr. Inzelbuch

Mr. Tift – “Yes.”

Mr. Tift

Mr. Inzelbuch – “People don’t necessarily appreciate that at times, but oh well. We both asked for an attendance policy that would be in all of our hands by Monday. Today is?”

Mr. Inzelbuch

Mr. Tift – “Friday.”

Mr. Tift

Mr. Inzelbuch – “Friday. I assume both of us meant last Monday?”

Mr. Inzelbuch

Mr. Tift – “Yes.”

Mr. Tift

Ms. Silva – “I had to review it. I had a meeting with Hodari Williams and the principal to make sure that everything that was on that would be able to stand up to scrutiny. If the Board members would like to wait, we can make copies of what I am planning to present to the Board for approval.”

Ms. Silva

Mr. Inzelbuch – “You can email it to them.”

Mr. Inzelbuch

Ms. Silva – “Perfect, I will do that.”

Mr. Grunhut – “One other thing that the Pastor said about being accused, being investigated to the ninth degree. As a matter of fact, if you remember last time before some people had left, we had a second hearing inside and some people were brought back. There was a termination on the agenda today and we removed it, it wasn’t right. So, nothing is taken flatly. If someone is accused of something, we have to investigate it.”

Mr. Grunhut

Mr. Inzelbuch – “All we can say to the public, of course, I’m sure you do know this. If you look at today’s agenda there were quite a few people on paid leave. We once had it where the attorney said “you can’t just fire people here.” Of course I was disregarded, as we said when I went to school dis’d, and then at the next meeting, of course, they realized the law prevails. Everyone is on paid leave. There are some serious allegations regarding the people on paid leave, we can’t discuss. They were all RICED for today. We met with one employee. We’re meeting with

Mr. Inzelbuch

another at the next break because we did not want to keep the public waiting. We have a lot of attorney's who could not make the meeting, which is their right. No one is being terminated as far as I know, without the right to have a hearing or, if you will, a discussion with the Board. The only person, for whatever reason, wasn't RICED, they will be RICED for the next meeting"

Mr. Fink – "Through the chair. Are we going to discuss the additional rental space for pre-k?"

Mr. Fink

Mr. Tift – "It is on the Agenda."

Mr. Tift

Mr. Hobday – "30 Schoolhouse Lane. Several things. Is the Board considering making an announcement at this meeting, or the next, about the possibility of moving the district election to November? There is a lot of pros and cons on both sides. My interest is, are you leaning to one position or another? Do you have anything that you can announce to the public at this time? Or what meeting will that decision be told to the public? The plan for reducing the amount of dropouts in the Lakewood School District, how is that going? Are we on track? Are we physically reducing the number of dropouts? The other thing is the technology gains. The smart boards, the iPads, the funding that we get to help the students excel in their studies with data technology. Are we making progress? Do we have efficient equipment to help these students improve?"

Mr. Hobday

Mr. Inzelbuch – "Regarding your first question, which was the new law passed by our great governor, that has a deadline of... The DOE is still putting out guidance. That deadline, as far as I understand it, as of now is February 17th. How Board members feel or don't feel is interesting. We have had discussion. I don't believe there will be any action today. There may need to be a special meeting based on the deadline. There are three ways, from what I understand that you could change it. One is by voting, the Board, second is the Township Committee and the third, this is almost incredible, 15% of the population votes on something if there is not election before the 17th of February. So, the law is developing. I have had many discussions and most Boards are choosing November. It will actually reduce costs because there will be one election opposed to two.

Mr. Inzelbuch

Mr. Inzelbuch

It has been said that Lakewood could be the only District not to do this. We would bear the entire cost of that election. The Township Committee has a very big budget, which I am sure they need, including not picking up garbage, but picking up others. So, there are a lot of pros and cons for that. Actually there's some pros for members sitting here because their, as I understand this their term would extend until November as opposed to April."

Mr. Hobday- "If I could respond to that?"

Mr. Hobday

Mr. Inzelbuch – "Mr. Hobday, you know, no cross talk."

Mr. Inzelbuch

Mr. Hobday – "Yes, I know but you missed a key ingredient."

Mr. Hobday

Mr. Inzelbuch – "I missed a point?"

Mr. Inzelbuch

Mr. Hobday – "The key ingredient is that your budget,

Mr. Hobday

if it's within the 2% guidelines, is exempt from being voted on. And therefore, you get your budget as long as you stay within the State guidelines of 2%. That is a major asset."

Mr. Inzelbuch – "That is a major asset. And the other side of that could be "well, don't taxpayers want to vote on their budget? After all what I am reading now is thanks to three members we've cut seven million." Again, all information I find incredulous. The fact is that could be true or not true. The Board has not adopted a position. They have to do this vote in public. We are waiting for the Board to formulate. The law is the law, I have no position. It doesn't matter what my position is. If the Board takes action by the deadline, then you will have to know it, because it has to be done in public. If they don't take action by that date, well then they miss that opportunity. From what I understand, to save the money on the election and this and that and/or the opposite, depending on...you will be notified if there is to be a special meeting, not you personally, the public will be notified. The other questions, which were very interesting, Ms. Silva will be here after the meeting and if she would

Mr. Inzelbuch

Mr. Inzelbuch

like to discuss with you or maybe she can answer now. We have Board members motioning that they have to go.”

Ms. Silva – “We have a plan for the high school, and it includes dropouts, decreasing dropout rates and raising the academic levels of our students. Mr. Gilson at our last meeting did talk about that. I am going to ask him to come to our next meeting, which is February 13th to give a detailed account of what exactly is taking place with technology, with the area of dropouts, and the increased in terms of academics. I think it would be best if you get the entire plan presented to you. I can tell you that yes we have increased the number of technological apparatuses that are in this school, by a great deal. As per the SIG grant we have purchased boards, iPads, a number of things. We will give the specifics.”

Ms. Silva

Mr. Hobday – “So, we will have a handout?”

Mr. Hobday

Ms. Silva – “Absolutely.”

Ms. Silva

Mr. Inzelbuch – “We are going to close public session after...”

Mr. Inzelbuch

Mr. Tift – “Mike, after she speaks, I just want to...”

Mr. Tift

Mr. Inzelbuch – “Let me just say for the record, I was being fair to other members of the public.”

Mr. Inzelbuch

Mr. Tift – “After she speaks though.”

Mr. Tift

Ms. Martin – “26 Seminole Drive. Some parents wanted me to ask Ms. Silva if you could please answer her phone calls and set up a meeting with her. About my child.”

Ms. Martin
Ms. Martin

Mr. Inzelbuch – “Do you want to talk about your child in public?”

Mr. Inzelbuch

Ms. Martin – “I talked to Ms. Silva. I have talked to the Principal. They tell me one thing. I have been telling them about her absences and missing school,

Ms. Martin

cutting classes. They put a plan into effect. Guess what, the plan didn't work until she started a fire in the bathroom."

Mr. Inzelbuch – "A fire in the bathroom, where?"

Mr. Inzelbuch

Ms. Martin – "In the high school. She is failing everything. I don't know, no one has called me and told me that she is failing everything. I talked to the principal and he told me: "Well, in-school suspension is probably the best thing, but they gave her ten days out of school for the fire. And the other day she punched someone. Something is escalating. This child is getting worse. Nothing is being done, "Oh, we are trying our best." You know what, your best is not good enough because she is home right now. She is supposed to have five hours a week, well, she got three. One teacher came in and did the work for her. Came unprepared. I screwed up the last one, so I can't say anything."

Ms. Martin

Mr. Inzelbuch – "Can I ask you a question?"

Mr. Inzelbuch

Ms. Martin – "You may."

Ms. Martin

Mr. Inzelbuch – "As you know, and we have spoken many times, both here and elsewhere, and as an advocate for student, typically suing districts, you are telling a public forum about your child's needs. Right?"

Mr. Inzelbuch

Ms. Martin – "Absolutely."

Ms. Martin

Mr. Inzelbuch – "You are not hoping that the Board or I respond in public, or are you?"

Mr. Inzelbuch

Ms. Martin – "No. I just want it on record, because I have been fighting forever. I need something done before this child ends up in jail."

Ms. Martin

Mr. Inzelbuch – "I have a question for you, because I am getting a little uncomfortable for the Board, and we really don't want to speak about your... You are saying all of this private stuff about your daughter. Right?"

Mr. Inzelbuch

Ms. Martin – “Ah haa.”

Ms. Martin

Mr. Inzelbuch – “And the purpose is to let us all know about the problems?”

Mr. Inzelbuch

Ms. Martin – “I want it because I’m going to get results. I am going to go further, because I have no choice.”

Ms. Martin

Mr. Inzelbuch – “When you say get stuff resolved, what would you like to see?”

Mr. Inzelbuch

Ms. Martin – “If you can’t give her the education, then let’s get her into a school that she can get the proper education. If you can’t handle my child, then let’s get her in a school that can handle her.”

Ms. Martin

Mr. Inzelbuch – “All right. I really don’t feel comfortable having a discussion in public.”

Mr. Inzelbuch

Ms. Martin – “But you see, no one feels comfortable?”

Ms. Martin

Mr. Inzelbuch – “Okay, so you want us to talk about it in public?”

Mr. Inzelbuch

Ms. Martin – “I don’t care. If this is where I am going to get action done, this is where I’ll be talking.”

Ms. Martin

Mr. Inzelbuch – “All right. So are you giving…”

Mr. Inzelbuch

Ms. Martin – “If I go behind closed doors and don’t get anything, I will come back in public.”

Ms. Martin

Mr. Inzelbuch – “Are you giving permission for the Board, myself and the Superintendent to speak about your child in public?”

Mr. Inzelbuch

Ms. Martin – “Am I going to get results?”

Ms. Martin

Mr. Inzelbuch – “Again, is that what you are doing or not? I am advising you, and I am not your attorney, not do that.”

Mr. Inzelbuch

Ms. Martin – “Then we won’t.”

Ms. Martin

Mr. Inzelbuch – “Okay.” I find it almost incredulous

Mr. Inzelbuch

that a parent, who I happen to know you, and wants to tell us all about her child's very unique situation and needs, and in public forum."

Ms. Martin – "That should tell you how desperate I am."

Ms. Martin

Mr. Inzelbuch – "So, you do want to discuss in public?"

Mr. Inzelbuch

Ms. Martin – "No. We can go behind closed doors, but I need something done."

Mr. Inzelbuch – "We thank you for that opportunity, and we will definitely...if you wait a few moments, and we will definitely see what can be done."

Mr. Inzelbuch

Ms. Martin – "I have all day"

Mr. Inzelbuch – "Unfortunately, I don't."

Mr. Inzelbuch

Mr. Tift – "Through the chair. There were two on the agenda, real quick, I just want to change my vote. Can I make a motion to change my vote?"

Mr. Tift

Mr. Inzelbuch – "Which two items?"

Mr. Inzelbuch

Mr. Tift – "Page 3, number B under Personnel, letter E and page 4 under terminations, number 2, employee #5435, no to those two."

Mr. Tift

Mr. Inzelbuch – "There is a request to allow a Board Member to change his vote, from a yes to a no. Please call it."

Mr. Inzelbuch

MOTION TO ALLOW MR. TIFT TO CHANGE HIS VOTE FROM A YES TO A NO ON PAGE 3b, PERSONNEL LETTER E AND PAGE 4 #2 TERMINATIONS EMPLOYEE#5435

Motion to allow Mr. Tift to change to votes

ROLL CALL

Roll Call

YES:

Mr. Fink, Ms. Miccio,
Mr. Silver, Mr. Tift,
Mr. Grunhut
Mr. Friedman

ABSTAIN

MOTION PASSES

Motion Passes

Mr. Inzelbuch – “Okay. Your votes are now so reflected.”

Mr. Inzelbuch

Mr. Grunhut – “Motion to adjourn.”

Mr. Grunhut

Mr. Inzelbuch – “Motion to adjourn. All in favor, aye.

Mr. Inzelbuch

(Board Members responded affirmatively)

MEETING ADJOURNED

Meeting Adjourned

RESPECTFULLY SUBMITTED BY:

ARLENE BIESIADA, INTERIM BUSINESS ADMINISTRATOR/
BOARD SECRETARY