

Minutes of the Ridgewood Board of Education Committee of the Whole Executive Session held on Monday, July 16, 2012 at 4:00 p.m. at the Education Center.

Present: Ms. Sheila Brogan, President; Mr. Vincent Loncto, Vice-President; Ms. Christina Krauss; Ms. Michele Lenhard; Mr. James Morgan

Also Present: Dr. Daniel Fishbein, Superintendent of Schools; Mrs. Regina Lemerich Botsford, Assistant Superintendent for Curriculum, Instruction & Assessment; Mr. Angelo DeSimone, Assistant Superintendent for Business; Mr. Gary Hall, Manager of Human Resources; Ms. Kerry Huntington, Supervisor of Special Programs

Absent: None

I. Motion to go Into Executive Session

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

AYES: Ms. Krauss, Ms. Lenhard, Mr. Morgan, Mr. Loncto, Ms. Brogan

NAYS: None

II. Settlement Agreement

Ms. Huntington explained the settlement agreement with the family of Student [REDACTED]. She recounted the history of the family with [REDACTED], and the move to Ridgewood and the eventual placement at the [REDACTED]

Ms. Huntington left the meeting at 4:40 p.m.

III. Negotiations

Ms. Brogan asked Mr. Hall to explain the enrollment period at the State Employee Health Benefits Plan, which he confirmed is 90 days. Ms. Brogan explained to the group that the sides are .25% apart in the proposed salary settlement and guides need to be settled. Mr. Hall explained that a Memorandum of Agreement can have a provision to move to the State Employee Health Benefits Plan prior to ratification by both sides.

IV. Reconvene Public Meeting

At 5:05 p.m., on a motion made by Ms. Brogan, seconded by Ms. Lenhard and unanimously approved, the public meeting reconvened.

Respectfully submitted,

Angelo DeSimone
Board Secretary

Minutes of the Ridgewood Board of Education Committee of the Whole Executive Session held on Monday, July 20, 2012 at 9:00 a.m. at the Education Center.

Present: Ms. Sheila Brogan, President; Mr. Vincent Loncto, Vice-President; Ms. Christina Krauss (via speaker phone); Ms. Michele Lenhard; Mr. James Morgan

Also Present: Dr. Daniel Fishbein, Superintendent of Schools; Mr. Angelo DeSimone, Assistant Superintendent for Business; Mr. Gary Hall, Manager of Human Resources

Absent: Mrs. Regina Lemerich Botsford, Assistant Superintendent for Curriculum, Instruction & Assessment

I. Motion to go Into Executive Session

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

AYES: Ms. Krauss, Ms. Lenhard, Mr. Morgan, Mr. Loncto, Ms. Brogan

NAYS: None

II. Negotiations

Mr. Hall reported on the status of negotiations as of July 20, 2012. During the meeting, Dr. Fishbein was asked to meet privately with the REA to see if he could bring the negotiations to conclusion. Dr. Fishbein was given financial and language parameters to stay within.

III. Adjournment

At 12:05 p.m., on a motion made by Ms. Brogan, seconded by Ms. Lenhard and unanimously approved, the meeting adjourned.

Respectfully submitted,

Angelo DeSimone
Board Secretary

Minutes of the Ridgewood Board of Education Committee of the Whole Executive Session held on Monday, August 2, 2012 at 9:30 a.m. at the Education Center.

Present: Ms. Sheila Brogan, President; Mr. Vincent Loncto, Vice-President; Ms. Christina Krauss; Ms. Michele Lenhard (via speaker phone); Mr. James Morgan

Also Present: Dr. Daniel Fishbein, Superintendent of Schools; Mrs. Regina Lemerich Botsford, Assistant Superintendent for Curriculum, Instruction & Assessment; Mr. Angelo DeSimone, Assistant Superintendent for Business; Mr. Gary Hall, Manager of Human Resources

Absent: None

I. Motion to go Into Executive Session

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

AYES: Ms. Krauss, Ms. Lenhard, Mr. Morgan, Mr. Loncto, Ms. Brogan

NAYS: None

II. Negotiations

Mr. Hall and Dr. Fishbein reported on the status of negotiations as of August 2, 2012. Dr. Fishbein was asked to again meet privately with the REA to see if he could bring the negotiations to conclusion. Dr. Fishbein was given adjusted financial and language parameters (from the July 20th meeting) to stay within.

III. Adjournment

At 11:00 a.m., on a motion made by Ms. Brogan, seconded by Mr. Loncto and unanimously approved, the meeting adjourned.

Respectfully submitted,

Angelo DeSimone
Board Secretary

Minutes of the Ridgewood Board of Education Committee of the Whole Executive Session held on Monday, September 10, 2012 at 8:50 p.m. at the Education Center.

Present: Ms. Sheila Brogan, President; Mr. Vincent Loncto, Vice-President; Ms. Christina Krauss; Ms. Michele Lenhard; Mr. James Morgan

Also Present: Dr. Daniel Fishbein, Superintendent of Schools; Mrs. Regina Lemerich Botsford, Assistant Superintendent for Curriculum, Instruction & Assessment; Mr. Angelo DeSimone, Assistant Superintendent for Business; Mr. Gary Hall, Manager of Human Resources

Absent: None

I. Motion to go Into Executive Session

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

AYES: Ms. Krauss, Ms. Lenhard, Mr. Morgan, Mr. Loncto, Ms. Brogan

NAYS: None

II. Negotiations

The trustees discussed the wording of the press release announcing the potential contract settlement with the REA.

III. Reconvene Public Meeting and Adjournment

At 9:42 p.m., on a motion made by Ms. Brogan, seconded by Mr. Loncto and unanimously approved, the public meeting reconvened and adjourned.

Respectfully submitted,

Angelo DeSimone
Board Secretary

Minutes of the Ridgewood Board of Education Committee of the Whole Executive Session held on Monday, September 19, 2012 at 6:30 p.m. at the Education Center.

Present: Ms. Sheila Brogan, President; Mr. Vincent Loncto, Vice-President; Ms. Christina Krauss; Ms. Michele Lenhard; Mr. James Morgan

Also Present: Dr. Daniel Fishbein, Superintendent of Schools; Mrs. Regina Lemerich Botsford, Assistant Superintendent for Curriculum, Instruction & Assessment; Mr. Angelo DeSimone, Assistant Superintendent for Business; Mr. Gary Hall, Manager of Human Resources; Ms. Lara Sheer, Guidance Counselor at BFMS

Absent: None

Others Present: The parents of Student [REDACTED]

I. Motion to go Into Executive Session

Ms. Brogan moved that the Board go into Executive Session for the purpose of holding a Harassment, Intimidation and Bullying incident. She stated the minutes of the Executive Session would be released when the need for confidentiality no longer exists. Mr. Loncto seconded the motion, which carried by the following roll-call vote:

AYES: Ms. Krauss, Ms. Lenhard, Mr. Morgan, Mr. Loncto, Ms. Brogan

NAYS: None

II. Hearing – Matter #1112006

Mr. Hall explained this evening's process and the responsibilities of the trustees. Mr. Hall explained to the parents what the evening's process would be and when a decision would be rendered.

The mother of Student [REDACTED] stated her understanding of the events of the day – including the comments passed by Student [REDACTED] 4. Student [REDACTED] 4 laughed with the students. However, later on, Student [REDACTED] went to Ms. Sheer and repeated the comments and cried with Ms. Sheer.

The mother of Student [REDACTED] spoke to Mr. Orsini who stated that before the HIB law, this would be a non-issue. However, he did state that under HIB, there was an investigation conducted and a HIB finding resulted. The father of Student [REDACTED] disagrees with the finding and wants it reversed.

The mother of Student [REDACTED] read a statement that gave the reasons why the parents disagree with the HIB finding. She read positive testimony from a former teacher. The mother feels there was no common sense applied and she believes HIB training is inadequate.

Dr. Fishbein explained that Ridgewood High School would maintain the HIB file but that the file is not shared with colleges. Discipline records are usually asked of the parents by the college and it is their choice as to what is shared.

The parents of Student [REDACTED] left the meeting at 7:20 p.m.

Ms. Sheer stated that Student [REDACTED] came into her office crying because Student [REDACTED] was continuously making racist comments (calling her Mexican). Student [REDACTED] admitted to Ms. Sheer that he said these things and continued to say them even after Student [REDACTED] asked him to stop.

Ms. Sheer left the meeting at 7:45 p.m.

The trustees discussed the investigation. Concerns were raised regarding the thoroughness of the investigation.

Ms. Brogan was satisfied with the findings and supported the decision. Mr. Morgan, Ms. Krauss, and Ms. Lenhard asked for a new investigation.

Dr. Fishbein will ask BFMS to reinvestigate.

III. Adjournment

At 8:55 p.m., on a motion made by Ms. Brogan, seconded by Mr. Loncto and unanimously approved, the meeting adjourned.

Respectfully submitted,

Angelo DeSimone
Board Secretary

Minutes of the Ridgewood Board of Education Committee of the Whole Executive Session held on Monday, September 24, 2012 at 6:30 p.m. at the Education Center.

Present: Ms. Sheila Brogan, President; Mr. Vincent Loncto, Vice-President; Ms. Christina Krauss; Ms. Michele Lenhard; Mr. James Morgan

Also Present: Dr. Daniel Fishbein, Superintendent of Schools; Mrs. Regina Lemerich Botsford, Assistant Superintendent for Curriculum, Instruction & Assessment; Mr. Angelo DeSimone, Assistant Superintendent for Business; Mr. Gary Hall, Manager of Human Resources; Ms. Kerry Huntington, Supervisor of Special Programs

Absent: None

I. Motion to go Into Executive Session

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

AYES: Ms. Krauss, Ms. Lenhard, Mr. Morgan, Mr. Loncto, Ms. Brogan

NAYS: None

II. Settlement Agreement #3/2012-13

Ms. Huntington explained there is a unilateral placement at the [REDACTED] at a cost of \$51,000 annually. The student had been in the RISE program. The parents felt the student was being affected by the aggressiveness of another RISE student.

Ms. Krauss asked if there is a disincentive for the parents to unilaterally place a child out-of-district. Ms. Huntington responded the law allows parents to unilaterally place their child.

Dr. Fishbein stated the burden of proof is on the district, not the parents.

III. Settlement Agreement #2/2012-13

Ms. Huntington informed the trustees that the parents requested their child be moved to [REDACTED] and asked for additional services. There were two appearances before an ALJ. This agreement provides additional services in the amount of \$10,000 in cost absorbed by the district. An additional \$10,000 is the parents' responsibility.

The trustees asked if they could speak to Mr. David Rubin, the district's Special Education attorney.

Ms. Huntington left the meeting at 7:10 p.m.

III. HIB Matter #1112006

Mr. Loncto recommended the affirmation of the finding. Ms. Krauss questioned the process. Mr. Morgan anticipated that the BFMS staff would appear before the Board to reopen the hearing.

Mr. Loncto did not feel a new meeting was necessary since the student admitted his guilt. Ms. Brogan thought the response was to be a report from Dr. Fishbein, not another meeting. Ms. Lenhard did not anticipate another meeting.

IV. Reconvene Public Meeting

At 7:22 p.m., on a motion made by Ms. Brogan, seconded by Mr. Loncto and unanimously approved, the public meeting reconvened.

Respectfully submitted,

Angelo DeSimone
Board Secretary

Minutes of the Ridgewood Board of Education Committee of the Whole Executive Session held on Monday, October 1, 2012 at 8:20 p.m. at the Education Center.

Present: Ms. Sheila Brogan, President; Mr. Vincent Loncto, Vice-President; Ms. Christina Krauss; Ms. Michele Lenhard; Mr. James Morgan

Also Present: Dr. Daniel Fishbein, Superintendent of Schools; Mrs. Regina Lemerich Botsford, Assistant Superintendent for Curriculum, Instruction & Assessment; Mr. Angelo DeSimone, Assistant Superintendent for Business; Mr. Gary Hall, Manager of Human Resources

Absent: None

I. Motion to go Into Executive Session

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

AYES: Ms. Krauss, Ms. Lenhard, Mr. Morgan, Mr. Loncto, Ms. Brogan

NAYS: None

II. Student Matter

A pair of Willard parents have concerns that Ms. Williams has not resolved an alleged bullying situation involving their child. Dr. Fishbein explained that when the playground incident occurred, Ms. Williams met with parents of the child and it was agreed the situation was bad behavior and not HIB. This child also had incidents at lacrosse and other outside of school venues. The parents have placed the child in a non-public school and are seeking reimbursement. Mr. Merlino has responded that the district is not liable.

III. Valley Hospital Donation

Dr. Fishbein provided background information on what led up to the Valley Hospital donation of \$500,000 over five years. He then explained what Valley Hospital expected in return; namely the first option is to provide speakers for health programs, etc. The recognition of Valley Hospital is left up to the Board.

IV. Reconvene Public Meeting

At 9:05 p.m., on a motion made by Ms. Brogan, seconded by Mr. Loncto and unanimously approved, the public meeting reconvened and adjourned.

Respectfully submitted,

Angelo DeSimone
Board Secretary

Minutes of the Ridgewood Board of Education Committee of the Whole Executive Session held on Monday, October 15, 2012, at 6:30 p.m. at the Education Center.

Present: Ms. Sheila Brogan, President; Mr. Vincent Loncto, Vice-President; Ms. Christina Krauss; Ms. Michele Lenhard; Mr. James Morgan

Also Present: Dr. Daniel Fishbein, Superintendent of Schools; Mrs. Regina Lemerich Botsford, Assistant Superintendent for Curriculum, Instruction & Assessment; Mr. Angelo DeSimone, Assistant Superintendent for Business; Mr. Gary Hall, Manager of Human Resources; Ms. Kerry Huntington, Supervisor of Special Programs

Absent: None

I. Motion to go Into Executive Session

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

AYES: Ms. Krauss, Ms. Lenhard, Mr. Morgan, Mr. Loncto, Ms. Brogan

NAYS: None

II. SE #2/2012-13

The settlement agreement with the parents of Student [REDACTED] has to be modified to incorporate the additional service at the [REDACTED] at an additional cost of \$1,900 per year, and increase speech therapy to 60 minutes per week (from 30 minutes per week), at an additional cost of \$2,000 per year. Transportation will be the family's responsibility.

Ms. Huntington left the meeting at 6:40 p.m.

III. Negotiations

Mr. Hall and Mr. DeSimone reviewed the salary guides and recommended acceptance. There were no issues with guides like creating bubbles or exceeding the agreed to financial implications.

IV. Grievance

The REA will file a grievance regarding the loss of prep/conference time during NJASK testing. Dr. Fishbein proposes a hearing be held on November 5, 2012, after the Regular Public Meeting.

V. Reconvene Public Meeting

At 7:20 p.m., on a motion made by Ms. Brogan, seconded by Mr. Loncto and unanimously approved, the public meeting reconvened.

Respectfully submitted,

Angelo DeSimone
Board Secretary

Minutes of the Ridgewood Board of Education Committee of the Whole Executive Session held on Monday, November 5, 2012, at 6:40 p.m. at the Education Center.

Present: Ms. Sheila Brogan, President; Mr. Vincent Loncto, Vice-President; Ms. Christina Krauss; Ms. Michele Lenhard; Mr. James Morgan

Also Present: Dr. Daniel Fishbein, Superintendent of Schools; Mrs. Regina Lemerich Botsford, Assistant Superintendent for Curriculum, Instruction & Assessment; Mr. Angelo DeSimone, Assistant Superintendent for Business; Ms. Kerry Huntington, Supervisor of Special Programs; Mr. David Rubin, Board Special Education Counsel

Absent: Mr. Gary Hall, Manager of Human Resources

I. Motion to go Into Executive Session

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

AYES: Ms. Krauss, Ms. Lenhard, Mr. Morgan, Mr. Loncto, Ms. Brogan

NAYS: None

II. Special Education Litigation Strategies

Ms. Brogan introduced Mr. Rubin. The main question the Board had for Mr. Rubin is about the process and decision making leading to the settlement of special education situations.

Mr. Rubin stated 95% of all cases are settled rather than adjudicated due to the following:

- When a trial goes to a jury, the parties no longer control the outcome.
- Money, principle, and the impact on staff are considerations towards litigating versus settling.
- The burden of proof is on the Board of Education.

If the Board loses, the Board is responsible for the parent's legal fees.

III. Reconvene Public Meeting

At 7:30 p.m., on a motion made by Ms. Brogan, seconded by Mr. Loncto and unanimously approved, the public meeting reconvened.

Respectfully submitted,

Angelo DeSimone
Board Secretary

Minutes of the Ridgewood Board of Education Committee of the Whole Executive Session held on Monday, December 3, 2012, at 6:40 p.m. at the Education Center.

Present: Ms. Sheila Brogan, President; Mr. Vincent Loncto, Vice-President; Ms. Christina Krauss; Ms. Michele Lenhard; Mr. James Morgan

Also Present: Dr. Daniel Fishbein, Superintendent of Schools; Mrs. Regina Lemerich Botsford, Assistant Superintendent for Curriculum, Instruction & Assessment; Mr. Angelo DeSimone, Assistant Superintendent for Business; Mr. Gary Hall, Manager of Human Resources

Absent: None

I. Motion to go Into Executive Session

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

AYES: Ms. Krauss, Ms. Lenhard, Mr. Morgan, Mr. Loncto, Ms. Brogan

NAYS: None

II. Personnel Matters

Dr. Fishbein and Mr. Hall presented the situation regarding Employee No. [REDACTED]. Employee No. [REDACTED] was arrested on October 25, 2012 for shoplifting at Whole Foods. The employee informed Dr. Fishbein of the arrest as is required by law.

Suspension is with pay unless the employee is indicted for a crime or the Board has approved tenure charges. Employee No. [REDACTED] has not been suspended for this episode to date.

Shoplifting is not an indictable crime; therefore, the suspension without pay does not apply. Employee No. [REDACTED] can lose their teaching certificate if the district initiates an action to revoke, subject to a guilty finding.

Employee No. [REDACTED] might be offered the option in court to make restitution plus pay a fine to Whole Foods and the charges would be dropped.

A discussion ensued regarding Employee No. [REDACTED]'s behavior and if there should be any counseling.

III. Reconvene Public Meeting

At 7:20 p.m., on a motion made by Ms. Brogan, seconded by Mr. Loncto and unanimously approved, the public meeting reconvened.

Respectfully submitted,

Angelo DeSimone
Board Secretary

Minutes of the Ridgewood Board of Education Committee of the Whole Executive Session held on Monday, December 17, 2012, at 9:12 p.m. at the Education Center.

Present: Ms. Sheila Brogan, President; Mr. Vincent Loncto, Vice-President; Ms. Christina Krauss; Ms. Michele Lenhard; Mr. James Morgan

Also Present: Dr. Daniel Fishbein, Superintendent of Schools; Mrs. Regina Lemerich Botsford, Assistant Superintendent for Curriculum, Instruction & Assessment; Mr. Angelo DeSimone, Assistant Superintendent for Business; Mr. Gary Hall, Manager of Human Resources

Absent: None

I. Motion to go Into Executive Session

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

AYES: Ms. Krauss, Ms. Lenhard, Mr. Morgan, Mr. Loncto, Ms. Brogan

NAYS: None

II. Safety Procedures

Mr. Morgan asked about buzzing people into schools because employees do not have direct line of sight.

There was a discussion regarding safety procedures.

III. Reconvene Public Meeting and Adjournment

At 9:40 p.m., on a motion made by Ms. Brogan, seconded by Mr. Loncto and unanimously approved, the public meeting reconvened and adjourned.

Respectfully submitted,

Angelo DeSimone
Board Secretary

Minutes of the Ridgewood Board of Education Committee of the Whole Executive Session held on Monday, January 7, 2013, at 6:30 p.m. at the Education Center.

Present: Ms. Sheila Brogan, President; Mr. Vincent Loncto, Vice-President; Ms. Christina Krauss; Ms. Michele Lenhard; Mr. James Morgan

Also Present: Dr. Daniel Fishbein, Superintendent of Schools; Mrs. Regina Lemerich Botsford, Assistant Superintendent for Curriculum, Instruction & Assessment; Mr. Angelo DeSimone, Assistant Superintendent for Business; Mr. Gary Hall, Manager of Human Resources

Absent: None

I. Motion to go Into Executive Session

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

AYES: Ms. Krauss, Ms. Lenhard, Mr. Morgan, Mr. Loncto, Ms. Brogan

NAYS: None

II. Personnel

Employee [REDACTED] is looking to be hired as a full-time teacher. Employee [REDACTED] complaint is that he is being discriminated against because he is of the Muslim faith. His current position is that he will file an Equal Employment Opportunity (EEO) complaint. Employee [REDACTED] stated that his goal is to get to court so he can expose the corrupt (educational) system. He has indicated that getting to court would be beneficial when he wrote his book.

III. Reconvene Public Meeting

At 7:25 p.m., on a motion made by Ms. Brogan, seconded by Mr. Loncto and unanimously approved, the public meeting reconvened.

Respectfully submitted,

Angelo DeSimone
Board Secretary

Minutes of the Ridgewood Board of Education Committee of the Whole Executive Session held on Monday, January 28, 2013, at 6:00 p.m. at the Education Center.

Present: Ms. Sheila Brogan, President; Mr. Vincent Loncto, Vice-President; Ms. Christina Krauss; Ms. Michele Lenhard; Mr. James Morgan

Also Present: Dr. Daniel Fishbein, Superintendent of Schools; Mrs. Regina Lemerich Botsford, Assistant Superintendent for Curriculum, Instruction & Assessment; Mr. Angelo DeSimone, Assistant Superintendent for Business; Mr. Gary Hall, Manager of Human Resources; Ms. Marianne Williams, Principal of Willard School; Mr. Jeff Merlino, Board Attorney

Others Present: [REDACTED] (via conference call); [REDACTED]; Ms. Hillary D. Freeman, Esq.

Absent: None

I. Motion to go Into Executive Session

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

AYES: Ms. Krauss, Ms. Lenhard, Mr. Morgan, Mr. Loncto, Ms. Brogan

NAYS: None

II. Residency Hearing – Student [REDACTED] 6

Mr. Merlino presented the facts regarding the situation. The mother lives in Midland Park with the student as per the district's investigation.

Ms. Freeman would like to interrogate the district's investigator. [REDACTED] stated the student stays with [REDACTED] on Thursdays and every other weekend. [REDACTED] also stated that the student was with [REDACTED] for eight days shortly after the investigator observed them. [REDACTED] acknowledged that there were times that the student did not spend 50% of time in a week with [REDACTED] because of [REDACTED] travel schedule. [REDACTED] er said that time was balanced out with more time spent with [REDACTED] when he was home.

Mr. Merlino questioned [REDACTED] regarding the times Student [REDACTED] was to spend with [REDACTED]. [REDACTED] could not answer specifically with regard to dates because she did not have her calendar. [REDACTED] also could not respond to Ridgewood's investigative report.

[REDACTED] and Ms. Freeman left at 6:20 p.m. and [REDACTED] conference call was terminated.

The trustees discussed the matter. The trustees asked Dr. Fishbein to move forward with disenrollment of Student # [REDACTED]

III. Grievance Hearing

Mr. Hall briefed the trustees as to the nature of the grievance regarding prep/conference time for elementary teachers. The grievance states that standardized testing schedules caused the elementary staff to be shorted of their contractual prep/conference time minimums.

At 6:50 p.m., Ms. Laura Grasso (REA Chief Negotiator), Mr. Michael Yannone (President – REA), Ms. Kelly Letavish (REA Grievance Chairperson), and Mr. Paul Danielle (NJEA Representative) joined the meeting.

Mr. Danielle stated teachers want to be paid for lost prep time during the week of May 14 – May 18, 2012.

Ms. Grasso stated Hawes teachers agreed to a new schedule in 2011. The teachers did not agree in 2012 and that is the event being grieved.

Mr. Danielle said prep/conference time is guaranteed each week in the contract. He said NJASK testing is a **mandate**, not an “activity” as that term is used in the REA contract for exceptions to minimum prep/conference time. Mr. Danielle claims that no evidence was presented by the administration to disprove the lost prep time. He asked that the Board pay the teachers for the lost prep time.

At 7:00 p.m., Ms. Grasso, Mr. Yannone, Ms. Letavish, and Mr. Danielle left the meeting.

The trustees discussed the situation with Ms. Williams, Mr. Merlino, and Mr. Hall. The trustees agreed to speak to Dr. Semendinger regarding the details of the test scheduling during the 2011-2012 school year.

IV. Litigation

Mr. Merlino described the dispute between the district and The Bennett Company regarding the additional dollars Mr. Bennett feels he is due. Mr. Merlino recommends arbitration.

The trustees agreed with Mr. Merlino’s recommendation.

V. Reconvene Public Meeting

At 7:35 p.m., on a motion made by Ms. Brogan, seconded by Mr. Loncto, and unanimously approved, the public meeting reconvened.

VI. Motion to go Into Executive Session

Ms. Brogan moved that the Board go into Executive Session for the purpose of discussing personnel and litigation. She stated the minutes of the Executive Session would be released when the need for confidentiality no longer exists. Ms. Krauss seconded the motion, which was unanimously approved.

VII. Personnel

Employee # [REDACTED]

Mr. Hall stated Employee [REDACTED] was sent a “Rice” letter. Mr. Hall reported to the trustees the situation regarding the teacher who pled guilty to reduced charges regarding his arrest for shoplifting. He stated that the administration is still trying to gather additional information. He explained the range of outcomes: reprimand, increment withholding, tenure charges.

Employee [REDACTED]

As a result of an OPRA request from Employee [REDACTED], inappropriate staff emails were discovered. These jokes will cause six employees to receive letters of reprimand from Dr. Fishbein.

VIII. Reconvene Public Meeting and Adjournment

At 10:45 p.m., on a motion made by Ms. Brogan, seconded by Mr. Morgan and unanimously approved, the public meeting reconvened and adjourned.

Respectfully submitted,

Angelo DeSimone
Board Secretary

Minutes of the Ridgewood Board of Education Committee of the Whole Executive Session held on Monday, February 4, 2013, at 6:00 p.m. at the Education Center.

Present: Ms. Sheila Brogan, President; Mr. Vincent Loncto, Vice-President; Ms. Christina Krauss; Ms. Michele Lenhard; Mr. James Morgan

Also Present: Dr. Daniel Fishbein, Superintendent of Schools; Mrs. Regina Lemerich Botsford, Assistant Superintendent for Curriculum, Instruction & Assessment; Mr. Angelo DeSimone, Assistant Superintendent for Business; Mr. Gary Hall, Manager of Human Resources

Absent: None

I. Motion to go Into Executive Session

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

AYES: Ms. Krauss, Ms. Lenhard, Mr. Morgan, Mr. Loncto, Ms. Brogan

NAYS: None

II. Personnel

Dr. Fishbein and Mr. Hall presented the outcome of the meetings held with the employees who participated in the circulation of inappropriate emails. Each employee received a letter of reprimand that was posted to his/her file.

The trustees questioned Mr. Hall about the impact of these emails relative to the potential litigation with Employee # [REDACTED]

III. Grievance Hearing

Dr. Semendinger feels that the prep time grievance should be defended. The trustees discussed the possible impacts of winning/losing/settling the grievance. Financially, settling is not very costly. However, there is concern that a precedent will be set that will impact school operations in the future. The trustees discussed three options as follows:

- Go to arbitration
- Pay for lost prep time/change contract
- Pay and admit to nothing (no precedent)

The consensus was to pay for this instance with a sidebar that testing is agreed to be one of the "other activities" referred to in the REA contract as exceptions to minimum prep/conference time.

IV. RAA Negotiations

Mr. Morgan asked if there are comparables for the RAA positions. Mr. Hall responded that has not been done yet.

Ms. Brogan said the negotiators will be her and Ms. Lenhard. The trustees need to review the contract and make suggestions to the negotiations.

Mr. Morgan asked if new law can be negotiated to have a shorter phase-in. The administration will check with Lindabury. They cautioned about the starting point.

V. **Business Administrator Compensation**

The trustees discussed raising the compensation for the position of Business Administrator.

VI. **Reconvene Public Meeting**

At 7:34 p.m., on a motion made by Ms. Brogan, seconded by Mr. Loncto, and unanimously approved, the public meeting reconvened.

Respectfully submitted,

Angelo DeSimone
Board Secretary

Minutes of the Ridgewood Board of Education Committee of the Whole Executive Session held on Monday, February 25, 2013, at 12:10 p.m. at the Education Center.

Present: Ms. Sheila Brogan, President; Mr. Vincent Loncto, Vice-President; Ms. Christina Krauss; Ms. Michele Lenhard; Mr. James Morgan

Also Present: Dr. Daniel Fishbein, Superintendent of Schools; Mrs. Regina Lemerich Botsford, Assistant Superintendent for Curriculum, Instruction & Assessment; Mr. Angelo DeSimone, Assistant Superintendent for Business; Mr. Gary Hall, Manager of Human Resources

Absent: None

I. Motion to go Into Executive Session

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

AYES: Ms. Krauss, Ms. Lenhard, Mr. Morgan, Mr. Loncto, Ms. Brogan

NAYS: None

II. Negotiations

The trustees and Cabinet met to discuss negotiation strategies for the RAA. There was a discussion of the financial and political ramifications of percentage settlements.

There was a discussion that the third year should be lower than years one and two.

The Board took recess at 2:45 p.m. until the 7:30 p.m. Regular Public Meeting.

III. Reconvene Public Meeting

At 7:33 p.m., on a motion made by Ms. Brogan, seconded by Mr. Loncto, and unanimously approved, the public meeting reconvened.

IV. Motion to go Into Executive Session

At 9:21 p.m., Ms. Brogan moved that the Board go into Executive Session for the purpose of discussing negotiations. She stated the minutes of the Executive Session would be released when the need for confidentiality no longer exists. Mr. Loncto seconded the motion, which was unanimously approved.

V. Negotiations

The trustees discussed the analysis of salary, benefit costs, and employee contributions presented by Mr. Hall. Strategically, the opening offer discussion is 2.25%, 2.25%, and 2.25%.

The consensus of the Board was the final offer should be 2.75%, 2.75%, and 2.25%.

VI. Reconvene Public Meeting and Adjournment

At 10:12 p.m., on a motion made by Ms. Brogan, seconded by Mr. Loncto and unanimously approved, the public meeting reconvened and adjourned.

Respectfully submitted,

Angelo DeSimone
Board Secretary

Minutes of the Ridgewood Board of Education Committee of the Whole Executive Session held on Monday, February 27, 2013, at 6:40 p.m. at the Education Center.

Present: Ms. Sheila Brogan, President; Mr. Vincent Loncto, Vice-President; Mr. James Morgan

Also Present: Dr. Daniel Fishbein, Superintendent of Schools; Mrs. Regina Lemerich Botsford, Assistant Superintendent for Curriculum, Instruction & Assessment; Mr. Angelo DeSimone, Assistant Superintendent for Business; Mr. Gary Hall, Manager of Human Resources; Dr. Lorna Oates-Santos, Principal - Somerville School; and Ms. Jane Gerald, Anti-Bullying Specialist

Absent: None

Others Present: Parent of Student [REDACTED] (at 7:05 p.m.)

I. Motion to go Into Executive Session

Ms. Brogan moved that the Board go into Executive Session for the purpose of holding a Harassment, Intimidation, and Bullying hearing. She stated the minutes of the Executive Session would be released when the need for confidentiality no longer exists. Mr. Loncto seconded the motion, which carried by the following roll-call vote:

AYES: Mr. Morgan, Mr. Loncto, Ms. Brogan

NAYS: None

II. Hearing – Matter #1213001

Dr. Oates-Santos briefed the Board on the circumstances that led to the HIB investigation of Student [REDACTED] and Student [REDACTED]. During the investigation, it became evident that Student [REDACTED] instigated the reaction of Student [REDACTED] and Student [REDACTED] towards her.

Mr. Hall invited the parent of Student [REDACTED] to address the Board.

The parent of Student [REDACTED] advised the Board of the following:

- The parent does not have a copy of the investigation report.
- The parent of Student [REDACTED] stated her child is “annoying and dopey” and immature.
- Student [REDACTED] and Student [REDACTED] have been feuding.
- Student [REDACTED] sees Student [REDACTED]’s sister as a sibling.
- The parent does not view Student [REDACTED]’s threat to kill Student [REDACTED] as a concern.
- The students still sit close together. A diagram drawn by Student [REDACTED] was passed out to support this comment.
- Student [REDACTED] feels she is being blamed for everything by the school.
- The parent disagreed with the finding regarding Friday’s threat with a scissors that resulted in the child being evaluated by West Bergen.
- The parent presented a letter from West Bergen indicating Student [REDACTED] is not a threat to herself or others.

It was the consensus of the trustees present to accept the Somerville staff’s investigation as presented.

III. Adjournment

At 7:22 p.m., on a motion made by Ms. Brogan, seconded by Mr. Loncto and unanimously approved, the meeting adjourned.

Respectfully submitted,

Angelo DeSimone
Board Secretary

Minutes of the Ridgewood Board of Education Committee of the Whole Executive Session held on Monday, March 6, 2013, at 6:10 p.m. at the Education Center.

Present: Ms. Sheila Brogan, President; Mr. Vincent Loncto, Vice-President (arrived at 7:15 p.m.); Ms. Christina Krauss; Ms. Michele Lenhard; Mr. James Morgan

Also Present: Dr. Daniel Fishbein, Superintendent of Schools; Mrs. Regina Lemerich Botsford, Assistant Superintendent for Curriculum, Instruction & Assessment; Mr. Angelo DeSimone, Assistant Superintendent for Business; Mr. Gary Hall, Manager of Human Resources; Mr. Jeff Merlino, Board Attorney; Ms. Judy DiDonato (Willis); Mr. William Rafferty (Willis); and Mr. Joe Kelley (Source 4 Teachers/Mission One Staffing)

Absent:

I. Motion to go Into Executive Session

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

AYES: Ms. Krauss, Ms. Lenhard, Mr. Morgan, Ms. Brogan

NAYS: None

II. Personnel

Mr. Kelley presented the history and function of Source 4 Teachers and Mission One Staffing. He explained the substitute teacher/aide proposal and responded to the Board and administrators' questions.

Mr. Kelley explained the paraprofessional proposal and responded to the Board and administrators' questions.

III. Reconvene Public Meeting

At 7:30 p.m., on a motion made by Ms. Brogan, seconded by Ms. Lenhard, and unanimously approved, the public meeting reconvened.

IV. Motion to go Into Executive Session

At 10:16 p.m., Ms. Brogan moved that the Board go into Executive Session for the purpose of discussing negotiations. She stated the minutes of the Executive Session would be released when the need for confidentiality no longer exists. Mr. Morgan seconded the motion, which was unanimously approved.

V. Negotiations

Mr. Hall reviewed the tentative agreement that was reached with the RAA last evening. The Board members were given copies of the tentative agreement.

VI. Reconvene Public Meeting and Adjournment

At 11:02 p.m., on a motion made by Ms. Brogan, seconded by Mr. Loncto and unanimously approved, the public meeting reconvened and adjourned.

Respectfully submitted,

Angelo DeSimone
Board Secretary

Minutes of the Ridgewood Board of Education Committee of the Whole Executive Session held on Friday, March 15, 2013, at 9:00 a.m. at the Education Center.

Present: Ms. Sheila Brogan, President; Mr. Vincent Loncto, Vice-President; Ms. Christina Krauss; Ms. Michele Lenhard; Mr. James Morgan

Also Present: Dr. Daniel Fishbein, Superintendent of Schools; Mrs. Regina Lemerich Botsford, Assistant Superintendent for Curriculum, Instruction & Assessment; Mr. Angelo DeSimone, Assistant Superintendent for Business; Mr. Gary Hall, Manager of Human Resources; Mr. Jeff Merlino, Board Attorney

Absent: None

I. Motion to go Into Executive Session

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

AYES: Ms. Krauss, Ms. Lenhard, Mr. Morgan, Mr. Loncto, Ms. Brogan

NAYS: None

II. Negotiations

Mr. Hall and Dr. Fishbein updated the trustees regarding the challenge to the REA one year/three year labor agreement.

III. Personnel

Mr. Hall updated the trustees regarding the OPRA complaint filed by [REDACTED]

Mr. Hall led a discussion of the presentations/proposals from Mission One/Source for Teachers regarding the privatization of certain staffing areas, including substitutes and aides.

Mr. Hall informed the trustees of the impact of the federal health insurance plan on the non-union, non-health benefit employees.

Dr. Fishbein recommends "piloting" substitute privatization and holding off on any other staff categories at present.

The trustees discussed the pros and cons of substitute privatization. They also discussed actions/reactions to the aides unionizing. The discussion expanded to the pros and cons of privatizing aides at the same time as the substitutes.

IV. Adjournment

At 11:20 a.m., on a motion made by Ms. Brogan, seconded by Mr. Loncto and unanimously approved, the meeting adjourned.

Respectfully submitted,

Angelo DeSimone
Board Secretary

Minutes of the Ridgewood Board of Education Committee of the Whole Executive Session held on Wednesday, March 27, 2013, at 9:07 p.m. at the Education Center.

Present: Ms. Sheila Brogan, President; Mr. Vincent Loncto, Vice-President; Ms. Christina Krauss; Ms. Michele Lenhard; Mr. James Morgan

Also Present: Dr. Daniel Fishbein, Superintendent of Schools

Absent: None

I. Motion to go Into Executive Session

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

AYES: Ms. Krauss, Ms. Lenhard, Mr. Morgan, Mr. Loncto, Ms. Brogan

NAYS: None

II. Personnel

[REDACTED]

III. Reconvene Public Meeting and Adjournment

At 10:05 p.m., on a motion made by Ms. Brogan, seconded by Mr. Loncto and unanimously approved, the public meeting reconvened and adjourned.

Respectfully submitted,

Christina Krauss
Secretary Pro-Tem

Minutes of the Ridgewood Board of Education Committee of the Whole Executive Session held on Thursday, March 28, 2013, at 11:00 a.m. at the Education Center.

Present: Ms. Sheila Brogan, President; Mr. Vincent Loncto, Vice-President; Ms. Christina Krauss; Ms. Michele Lenhard; Mr. James Morgan

Also Present: Mr. Angelo DeSimone, Assistant Superintendent for Business/Board Secretary; Mr. Gary Hall, Manager of Human Resources; Mr. Michael Falkowski

Absent: None

I. Motion to go Into Executive Session

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

AYES: Ms. Krauss, Ms. Lenhard, Mr. Morgan, Mr. Loncto, Ms. Brogan

NAYS: None

II. Personnel

The Board interviewed Mr. Falkowski for the position of Business Administrator.

III. Adjournment

At 12:45 p.m., on a motion made by Ms. Brogan, seconded by Mr. Loncto, and unanimously approved, the public meeting reconvened and adjourned.

Respectfully submitted,

Angelo DeSimone
Board Secretary

Minutes of the Ridgewood Board of Education Committee of the Whole Executive Session held on Monday, April 1, 2013, at 6:30 p.m. at the Education Center.

Present: Ms. Sheila Brogan, President; Mr. Vincent Loncto, Vice-President; Ms. Christina Krauss; Ms. Michele Lenhard; Mr. James Morgan

Also Present: Dr. Daniel Fishbein, Superintendent of Schools; Mrs. Regina Lemerich Botsford, Assistant Superintendent for Curriculum, Instruction & Assessment; Mr. Angelo DeSimone, Assistant Superintendent for Business; Mr. Gary Hall, Manager of Human Resources

Absent: None

I. Motion to go Into Executive Session

Ms. Brogan moved that the Board go into Executive Session for the purpose of holding a grievance hearing. She stated the minutes of the Executive Session would be released when the need for confidentiality no longer exists. Mr. Loncto seconded the motion, which carried by the following roll-call vote:

AYES: Ms. Krauss, Ms. Lenhard, Mr. Morgan, Mr. Loncto, Ms. Brogan

NAYS: None

II. Grievance Hearing

Mr. Hall presented the background facts leading up to the grievance filed by the REA.

At 6:40 p.m., Mr. Michael Yannone, REA President; Ms. Kelly Letavish, REA Grievance Chairperson; and Mr. Paul Danielle, NJEA Representative; joined the meeting.

The REA stated the cost of the REA's position is only \$78 and the paperwork involved in denying the grievance does not make sense for \$78. Their position is that the event is not curricular and the evening is compensable.

Mr. Yannone said this impacts every teacher in the district. He read quotes from Mr. Hall's email to Laura Grasso. Teachers are convinced that once they volunteer, it will become a requirement. This situation will affect the quality of education in Ridgewood. Mr. Yannone further stated that the situation varies from principal to principal and job assignment to job assignment.

Mr. Hall explained that his email is taken out of context in that his comments were intended towards work actions during negotiations.

At 7:15 p.m., Mr. Michael Yannone, REA President; Ms. Kelly Letavish, REA Grievance Chairperson; and Mr. Paul Danielle, NJEA Representative; left the meeting.

The trustees discussed the ramifications of upholding versus overturning the grievance.

The trustees reached a consensus to deny this grievance.

III. Reconvene Public Meeting

At 7:32 p.m., on a motion made by Ms. Brogan, seconded by Mr. Loncto and unanimously approved, the public meeting reconvened.

Respectfully submitted,

Angelo DeSimone
Board Secretary

Minutes of the Ridgewood Board of Education Committee of the Whole Executive Session held on Thursday, April 18, 2013, at 1:35 p.m. at the Education Center.

Present: Ms. Sheila Brogan, President; Mr. Vincent Loncto, Vice-President; Ms. Christina Krauss; Ms. Michele Lenhard; Mr. James Morgan

Also Present: Dr. Daniel Fishbein, Superintendent of Schools; Mrs. Regina Lemerich Botsford, Assistant Superintendent for Curriculum, Instruction & Assessment; Mr. Angelo DeSimone, Assistant Superintendent for Business; Mr. Gary Hall, Manager of Human Resources

Absent: None

I. Motion to go Into Executive Session

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

AYES: Ms. Krauss, Ms. Lenhard, Mr. Morgan, Mr. Loncto, Ms. Brogan

NAYS: None

II. Negotiations

The Board discussed the renewal of the REA contract. Ms. Brogan wanted to have an Executive Session to discuss the re-adoption of the last three years of the agreed to contract with the REA.

Dr. Fishbein and Mr. Hall explained the situation and recounted the conversations with the Attorney General's office. Dr. Fishbein then told the trustees that the Attorney General liked the idea of reaffirming and "cleansing" the situation.

It was the consensus of the trustees to reaffirm the contract on Monday, April 22, 2013.

III. Adjournment

At 1:55 p.m., on a motion made by Ms. Brogan, seconded by Mr. Loncto and unanimously approved, the meeting adjourned.

Respectfully submitted,

Angelo DeSimone
Board Secretary

Minutes of the Ridgewood Board of Education Committee of the Whole Executive Session held on Thursday, April 22, 2013, at 6:30 p.m. at the Education Center.

Present: Ms. Sheila Brogan, President; Mr. Vincent Loncto, Vice-President; Ms. Christina Krauss; Ms. Michele Lenhard; Mr. James Morgan

Also Present: Dr. Daniel Fishbein, Superintendent of Schools; Mrs. Regina Lemerich Botsford, Assistant Superintendent for Curriculum, Instruction & Assessment; Mr. Angelo DeSimone, Assistant Superintendent for Business; Mr. Gary Hall, Manager of Human Resources

Absent: None

I. Motion to go Into Executive Session

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

AYES: Ms. Krauss, Ms. Lenhard, Mr. Morgan, Mr. Loncto, Ms. Brogan

NAYS: None

II. Personnel

Hiring options for aides and substitutes for the 2013-2014 school year were discussed. Mr. Hall discussed the options as pertains to the aides. He reported that trying to manage lower daily work hours for aides might create instructional issues, recruitment, retention, and scheduling issues, as well as a potential for greater unemployment costs.

Mr. Hall reported that Glen Rock had been contacted regarding their experience with Mission One and that it was very positive, though on a smaller scale.

Mr. Hall also discussed the health insurance exposure to the district if the aides remain on the district payroll and the hours remain as they are today.

Ms. Brogan asked that other Mission One districts be contacted as reference checks.

III. Adjournment

At 7:15 p.m., on a motion made by Ms. Brogan, seconded by Mr. Loncto and unanimously approved, the meeting adjourned.

Respectfully submitted,

Angelo DeSimone
Board Secretary

Minutes of the Ridgewood Board of Education Committee of the Whole Executive Session held on Friday, May 3, 2013, at 2:55 p.m. at the Education Center.

Present: Ms. Sheila Brogan, President; Mr. Vincent Loncto, Vice-President; Ms. Christina Krauss; Ms. Michele Lenhard; Mr. James Morgan

Also Present: Mr. Jeffrey R. Merlino, Board Attorney

Absent: None

I. Motion to go Into Executive Session

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

AYES: Ms. Krauss, Ms. Lenhard, Mr. Morgan, Mr. Loncto, Ms. Brogan

NAYS: None

II. Superintendent Contract

The Board discussed the superintendent's employment status and a proposed agreement effective July 1, 2013.

III. Reconvene Public Meeting and Adjournment

At 5:25 p.m., on a motion made by Ms. Brogan, seconded by Mr. Loncto and unanimously approved, the public meeting reconvened and adjourned.

Respectfully submitted,

Jeffrey R. Merlino
Secretary Pro-Tem

Minutes of the Ridgewood Board of Education Committee of the Whole Executive Session held on Monday, May 6, 2013, at 6:30 p.m. at the Education Center.

Present: Ms. Sheila Brogan, President; Ms. Christina Krauss; Ms. Michele Lenhard; Mr. James Morgan

Also Present: Dr. Daniel Fishbein, Superintendent of Schools; Mrs. Regina Lemerich Botsford, Assistant Superintendent for Curriculum, Instruction & Assessment; Mr. Angelo DeSimone, Assistant Superintendent for Business; Mr. Gary Hall, Manager of Human Resources; and Dr. Kim Buxenbaum-Turner

Absent: Mr. Vincent Loncto, Vice-President

I. Motion to go Into Executive Session

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

AYES: Ms. Krauss, Ms. Lenhard, Mr. Morgan, Ms. Brogan

NAYS: None

ABSENT: Mr. Loncto

II. Personnel

Dr. Fishbein introduced Dr. Buxenbaum-Turner to the trustees. Dr. Buxenbaum-Turner expressed her excitement about joining Ridgewood. Dr. Buxenbaum-Turner explained the Alternative High School program at Livingston.

Dr. Buxenbaum-Turner left the meeting at 7:00 p.m.

III. Unaffiliated Salaries

A two percent increase was recommended for everyone. The exceptions are Terri Ettinger, Serhiy Morhun, Eileen Rix and in the future, Cheryl Amacker. Mr. Hall explained the rationale for each exception.

IV. RAA Contract Approval

Ms. Brogan asked for a press release. Mr. Hall presented a draft. The trustees offered edits. Mr. Hall modified the draft to the Board's satisfaction.

V. Superintendent Contract

Dr. Fishbein's contract was discussed. Mr. Merlino did a good job revising the draft. The Board authorized Mr. Loncto and Ms. Brogan to discuss the contract with Dr. Fishbein. All trustees have received copies of the job description.

VI. Reconvene Public Meeting

At 7:25 p.m., on a motion made by Ms. Brogan, seconded by Ms. Lenhard and unanimously approved, the public meeting reconvened.

Respectfully submitted,

Angelo DeSimone
Board Secretary

Minutes of the Ridgewood Board of Education Committee of the Whole Executive Session held on Monday, June 10, 2013, at 4:45 p.m. at the Education Center.

Present: Ms. Sheila Brogan, President; Mr. Vincent Loncto, Vice-President; Ms. Christina Krauss; Ms. Michele Lenhard; Mr. James Morgan

Also Present: Dr. Daniel Fishbein, Superintendent of Schools

Absent: None

I. Motion to go Into Executive Session

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

AYES: Ms. Krauss, Ms. Lenhard, Mr. Morgan, Mr. Loncto, Ms. Brogan

NAYS: None

II. Personnel

The Board discussed Dr. Fishbein's new contract that was recently approved by the County Superintendent. The Board and Dr. Fishbein discussed expectations and methods to improve our communications with one another. The contract will be accepted at tonight's Regular Public Meeting.

III. Adjournment

At 5:00 p.m., on a motion made by Ms. Brogan, seconded by Mr. Loncto, and unanimously approved, the public meeting reconvened.

Respectfully submitted,

James Morgan
Secretary Pro-Tem

Minutes of the Ridgewood Board of Education Committee of the Whole Executive Session held on Wednesday, June 12, 2013, at 6:00 p.m. at the Education Center.

Present: Ms. Sheila Brogan, President; Mr. Vincent Loncto, Vice-President; Ms. Michele Lenhard

Also Present: Dr. Daniel Fishbein, Superintendent of Schools; Mr. Angelo DeSimone, Assistant Superintendent for Business; Mr. Gary Hall, Manager of Human Resources; Dr. Thomas Gorman, RHS Principal; Ms. Liz O'Brien, RHS Grade Advisor

Absent: Ms. Christina Krauss and Mr. James Morgan

I. Motion to go Into Executive Session

Ms. Brogan moved that the Board go into Executive Session for the purpose of holding a hearing related to Harassment, Intimidation, and Bullying. She stated the minutes of the Executive Session would be released when the need for confidentiality no longer exists. Ms. Lenhard seconded the motion, which carried by the following roll-call vote:

AYES: Ms. Lenhard, Mr. Loncto, Ms. Brogan

NAYS: None

ABSENT: Ms. Krauss and Mr. Morgan

II. Hearing Matter #1213002

Ms. O'Brien reported the results of her investigation.

The parents of Student ██████ joined the meeting at 6:17 p.m. Mr. Hall explained the process to the parents.

The parents of Student ██████ feel the investigation is incomplete. They said Student ██████ sought help from the administration regarding Student ██████ stalking him, including review of video. Mr. Pizzuto told Student ██████ he could not be a victim because "he was not in a protected class." Student ██████ feels Student ██████ is obsessed with him. Subsequently, Student ██████ sought Student ██████ friendship on Facebook. The parents of Student ██████ asked the Board to send the investigation back to the high school for re-examination.

Dr. Fishbein told the parents that the Board had enough information to make their determination.

The parents of Student ██████ left the meeting at 6:32 p.m.

The trustees questioned Ms. O'Brien regarding the incident. Ms. O'Brien refuted the parent's claim of what Mr. Pizzuto said about the student "not being in protected class." Ms. O'Brien stated that what Mr. Pizzuto actually said was that he did not feel the incident met the HIB criteria.

The consensus of the Board was to uphold the Superintendent's decision.

III. Adjournment

At 6:45 p.m., on a motion made by Ms. Brogan, seconded by Mr. Loncto, and unanimously approved, the public meeting reconvened.

Respectfully submitted,

Michael Falkowski
Board Secretary