

The Randolph Township Board of Education held a Work – Business Session meeting on Tuesday, May 09, 2017 at 07:15 p.m. Randolph High School Library, 511 Millbrook Avenue Randolph, New Jersey.

Board President Alfredo Z. Matos called the meeting to order and read the following statement:

The New Jersey Open Public Meetings Law enacted to insure the right of the public to have advance notice of and to attend the meetings of public bodies at which any business affecting their interests is discussed or acted upon. In accordance with the provisions of this Act, the Randolph Township Board of Education has caused notice of this meeting to be published by having the date, time and place thereof posted in The Daily Record. It is also posted in all district schools as well as the Randolph Township Municipal Building.

### **Roll Call**

The following Board members were present: Christine Aulenbach, Mr. Ronald Conti, Ms. Susan DeVito, Mr. Sheldon Epstein, Mr. Joseph Faranetta, Ms. Tammy MacKay, Ms. Anne Standridge and Alfredo Z. Matos.

Board member Ms. Colleen Pascale was absent.

The following administrators were present: Miss Jennifer Fano, Superintendent, Mr. Gerald M. Eckert, Business Administrator/Board Secretary, Mr. Eric Burnside, Assistant Business Administrator/Board Secretary, Board Counsel Marc H. Zitomer, Esquire was also present.

### **Closed Session – 07:25 p.m.**

Board Vice President Ronald Conti made a motion to go into closed executive session. All present in favor.

**BE IT RESOLVED**, in accordance with N.J.S.A. 10:4-12 and 10:4-13 that the Board of Education of the Township of Randolph will hold a Closed Session regarding Personnel, Negotiations, Litigation and matters of Attorney-Client privilege. It is not yet possible to determine when the matters discussed in Closed Session will be made public.

Board member Ms. Colleen Pascale arrived at 07:31 p.m.

Miss Fano, Mr. Eckert and Mr. Burnside excused form Executive Session at 08:17 p.m.

The Board reconvened to open session at 08:35 p.m.

## **Pledge of Allegiance**

Ms. Allison Freeman, Communications Coordinator / Community School Supervisor was also present.

## **Review of Board Minutes**

## **Correspondence**

Ms. Standridge read and email she received from two students. The students believe track Coach Morris is an asset to the community and should remain with Randolph.

Ms. DeVito received an email in support of teacher Mr. Cervona. She also received emails regarding the music schedule.

Ms. MacKay asked Board attorney Mr. Zitomer what the process is for receiving emails from the public.

## **President's Report** - None

## **Superintendent's Report**

Miss Fano gave a PowerPoint presentation highlighting the teacher evaluation system.

## **Student Council Representative Report**

Student council representative Miss Alyssa Horowitz discussed AP testing, the prom, PARCC testing, student council elections, underclassmen art show and the senior art show. She also read a letter on behalf of two other students endorsing Coach Morris to return next year.

## **Committee Reports**

### *Personnel:*

Miss Fano discussed the process of the Rice Notification to the public and renewing certificated staff members today. There were no Board questions regarding Mr. Cervona.

### *Finance, Facilities and Transportation:*

Ms. MacKay updated the Board on the last FFT committee meeting. Topics discussed, capital projects list to forward to architects. Add a 403B provider managed by a third party, 2016-17 budget, 17-18 budget, workers compensation, general liability insurance and a change in the drug screening

facility. In addition, there was an issue discussed in closed session.

*Policy:*

Mr. Conti announced the next policy committee meeting will be next week, May 16<sup>th</sup> and will be closed to the public.

*Negotiations:*

Mr. Faranetta announced the next negotiations meeting is on May 18<sup>th</sup>.

*Education:*

Ms. Aulenbach stated the next education committee meeting is later this month.

Board member Sheldon Epstein left at 09:05 p.m.

### **Liaison Reports**

Ms. DeVito attended the VPAC meeting that met on April 26, 2017. They discussed music schedule, getting information out to the public, the policy on how students are honored by the Board. The next meeting is on June 7, 2017 in RHS commons.

### **Public Discussion**

A concerned Randolph resident stated that she has not been in perfect physical condition and has been relying on the website to get information. She was at the library but could not access the website. She called the Board central office and a staff member informed her of the Board meeting and an art show. She attended the FFT meeting last night and she had been at the Town Council meeting. The Town had on their agenda of a property being purchased by the Board. She asked why the Board is purchasing the property, but the FFT committee was not able to disclose the purpose yet.

A concerned Randolph resident stated she was here in support of Mr. Cervona. She noticed that Miss Fano wanted the evaluation process to be construed in a positive light. She disagrees that it was presented in a positive light. She believes if a teacher takes issue with something in a review the teacher is allowed to give feedback. She sent a letter to the Board supporting Mr. Cervona. She also believes he has inspired many students over the years.

A concerned Randolph resident submitted a letter to the Superintendent in support of Mr. Cervona. Then read the letter.

A concerned Randolph resident conveyed support of Peter Cervona. The resident never had Mr. Cervona as a teacher, but did have him as a coach and worked with him at camp discovery.

Another concerned Randolph resident read a letter to support Mr. Cervona when she had him in fifth grade.

A concerned Randolph resident read a statement to support Mr. Cervona and commended the students present for speaking in public.

A concerned Randolph resident read a statement supporting Mr. Cervona. Her son had him in fifth grade and struggled to catch up after illness. The resident then read another letter from another family supporting Mr. Cervona.

Another concerned Randolph resident read a letter from her son who is currently in ninth grade. This letter was in support of Mr. Cervona.

A concerned Randolph resident spoke in support of Mr. Cervona and had three children that had Mr. Cervona. A lot of her children's organizational skills are credited to Mr. Cervona. She was PTO president at Ironia for two years and Mr. Cervona supported her and the PTO.

A concerned Randolph resident supports Mr. Cervona. Her children stated that Mr. Cervona was one of the best teachers they have ever had. They had many fun projects that they completed under Mr. Cervona. She believes Mr. Cervona is a highly effective teacher and role model.

A concerned Randolph resident gave a brief history of herself and her family. This year her son is in third grade and she has grown to know Mr. Cervona. She stated how impressed she is with his teaching skills, leadership, and guidance. She has seen her son's confidence grow. She believes Mr. Cervona truly cares about the development of his students.

A concerned Randolph resident is with the track team. He stated Mr. Morris has been effective as a coach on the track team. He gets to the kids and helps them. Very effective person with him.

A concerned Randolph resident ran and competed with Mr. Morris as track coach. He believes Mr. Morris makes connections with the children. He tutors students after school and believes he would be a huge loss for the school and the community.

A concerned Randolph resident came to speak in support of Mr. Cervona and read a letter that he sent to the Board.

A concerned Randolph resident stated their children had Mr. Cervona and it was one of the best experiences in the Randolph school system. Mr. Cervona went to one of her daughter's soccer games, which was very appreciative. She then read a letter from her daughter supporting Mr. Cervona.

A concerned Randolph resident spoke to support Coach Morris. Her daughter had him as a jumping coach and he supported her. She believes he connects with all the kids at all levels.

A concerned Randolph resident goes to both council and school board meetings. She believes that the board can give her more information than they have.

A concerned Randolph resident is a journalist and teaches at County College of Morris. He chose to live in Randolph because of the quality of the schools. He just completed his first year as a parent in Randolph. He wanted to thank the school district.

A concerned Randolph resident has a daughter on the track team and would like to endorse Coach Morris. He is helping them through the college process. The resident said Mr. Morris is exceptional and her daughter is getting letters from colleges.

### **Old Business**

Board member Joseph Faranetta spoke with individuals of Vernon School District and explained their communication plan.

Board Vice President Ronald Conti reviewed the board goals.

### **New Business**

Motions:

Personnel Motions 1 – 3

Policy Motions 1 – 2

## **PERSONNEL AND ADMINISTRATION MOTIONS 1 – 3 v2**

**MAY 9, 2017**

**Pursuant** to the recommendation of the Superintendent of Schools, and on behalf of the Personnel Committee, Board member Tammy MacKay made a motion, seconded by Board member Joseph Faranetta and carried by a roll call vote to approve Personnel and Administration Motions 1 – 3 with exceptions:

Board member Christine Aulenbach abstained on 1.D. Increment Withholdings and voted YES on all other personnel and administration motions. Board member Anne Standridge abstained on 1.E. Stipends and voted YES on all other personnel and administration motions. Board member Sheldon Epstein was absent.

## **1. TEACHERS/PROFESSIONAL STAFF**

### **A. Appointments**

1. Approve the appointment of the Certificated REA Staff identified on Attachment I for the 2017-2018 school year.

Note: All REA salaries remain the same as the 2016-2017 school year until a contract is approved and accepted between the REA and the Randolph Board of Education.

### **B. Resignations**

1. Approve the resignation of Christa Akers, Speech / Language Specialist at Randolph High School, effective July 1, 2017.
2. Approve the resignation of Eric Kane, Teacher of Chemistry at Randolph High School, effective July 1, 2017.
3. Approve the resignation of Keri Parry, Teacher of Physics at Randolph High School, effective July 1, 2017.

### **C. New Hires**

1. Approve the appointment of Lei Huang, Teacher of Chinese at Randolph High School for the 2017-2018 school year at the annual salary of \$65,040, (MA +30, Step 1), effective September 1, 2017. Additionally, salaries may be adjusted upon completion of negotiations.
2. Approve the appointment of Katherine Vetrone, Teacher of Mathematics at Randolph High School for the 2017-2018 school year at the annual salary of \$53,240, (BA, Step 1), effective September 1, 2017. Additionally, salaries may be adjusted upon completion of negotiations.
3. Approve the appointment of Jennifer Sickels, Teacher of Special Education at Ironia School for the 2017-2018 school year at the annual salary of \$59,140, (BA+30, Step 1), effective September 1, 2017. Additionally, salaries may be adjusted upon completion of negotiations.
4. Approve the appointment of Kayleigh Russell, Teacher of Elementary at Ironia School for the 2017-2018 school year at the annual salary of \$53,240, (BA, Step 1), effective September 1, 2017. Additionally, salaries may be adjusted upon completion of negotiations.
5. Approve the appointment of Jaclyn Jimenez, Teacher of Elementary at Ironia School for the 2017-2018 school year at the annual salary of \$53,240, (BA, Step 1), effective September 1, 2017. Additionally, salaries may be adjusted upon completion of negotiations.
6. Approve the appointment of Hayley DiPillo, Speech / Language Specialist at

Center Grove School for the 2017-2018 school year at the annual salary of \$65,040, (MA +30, Step 1), effective September 1, 2017. Additionally, salaries may be adjusted upon completion of negotiations.

**D. Increment Withholdings**

1. Resolved, pursuant to N.J.S.A 18A:29-14, that the employment and adjustment increments for Employee ID # 4532 identified on Schedule A are hereby withheld for the 2017-2018 school year; and

Be it further resolved, that said employee's increments will not be restored in future years unless and until formal action is taken by the Board; and

Be it further resolved, that within ten (10) days, the Superintendent shall notify the employee of this action and the reasons for same.

2. Resolved, pursuant to N.J.S.A 18A:29-14, that the employment and adjustment increments for Employee ID # 4154 identified on Schedule B are hereby withheld for the 2017-2018 school year; and

Be it further resolved, that said employee's increments will not be restored in future years unless and until formal action is taken by the Board; and

Be it further resolved, that within ten (10) days, the Superintendent shall notify the employee of this action and the reasons for same.

3. Resolved, pursuant to N.J.S.A 18A:29-14, that the employment and adjustment increments for Employee ID # 5076 identified on Schedule C are hereby withheld for the 2017-2018 school year; and

Be it further resolved, that said employee's increments will not be restored in future years unless and until formal action is taken by the Board; and

Be it further resolved, that within ten (10) days, the Superintendent shall notify the employee of this action and the reasons for same.

4. Resolved, pursuant to N.J.S.A 18A:29-14, that the employment and adjustment increments for Employee ID # 4013 identified on Schedule D are hereby withheld for the 2017-2018 school year; and

Be it further resolved, that said employee's increments will not be restored in future years unless and until formal action is taken by the Board; and

Be it further resolved, that within ten (10) days, the Superintendent shall notify the employee of this action and the reasons for same.

## **E. Stipends**

1. Approve the appointment of the following coaching appointments for the Fall 2017-2018 school year at the stipend amounts and steps listed below, pending the approval of the 2017-2018 school year budget. Additionally, stipends may be adjusted upon completion of negotiations:

<u>Name</u>	<u>Position</u>	<u>Stipend Amount</u>	<u>Step</u>
Tarig Holman	Head Coach – Football	\$12,104.00	4
George Mousis	Head Coach – Boys' Soccer	\$ 7,739.00	4
Colleen Suflay	Head Coach – Girls' Soccer	\$ 7,739.00	4
Gina Adickes	Head Coach – Field Hockey	\$ 8,101.00	2
Sheri Data	Head Coach – Volleyball	\$ 7,739.00	1
Nicholas Albanito	Head Coach – Boys' Cross Country	\$ 7,505.00	4
Kevin Higgins	Co-Head Coach – Girls' Cross Country	\$ 3,752.50	4
Leonard Pietrewicz	Co-Head Coach – Girls' Cross Country	\$ 3,752.50	4
Kimberly Oppenheim	Head Coach – Cheerleading	\$ 8,101.00	4
Susan Falleni	Head Coach – Gymnastics	\$ 8,554.00	4
Donald Fritch	Head Coach – Tennis	\$ 7,648.00	4

## **F. Unique Position Codes (UPC)**

1. Approve the creation of the Unique Position Code 600-03-1020-120-24 for the position of Teacher of Elementary – Kindergarten, at Ironia School for the 2017-2018 school year, effective September 1, 2017.

## **2. ADMINISTRATORS**

### **A. Appointments**

1. Approve the appointment of the RTAA Staff identified on Attachment II for the 2017-2018 school year.

### **B. Merit Goals**

1. Approve the below resolution approving the merit goals and associated bonuses for the Superintendent of Schools, Miss Jennifer A. Fano, for the 2016-2017 school year, payment subject to the approval of the Executive County Superintendent of Schools.

### ***RESOLUTION***

*Whereas, on August 16, 2016, pursuant to NJAC 6A:23A-3.1 and its contract with the Superintendent of Schools, the Board of Education*



*established quantitative and qualitative and criteria and associated merit bonuses for the Superintendent for the 2016-2017 school year, and*

*Whereas, the Board of Education has now reviewed indicators of the achievement of those goals, now, therefore, be it*

*Resolved, the Board of Education makes the following determinations and directs that its determinations be submitted to the Executive County Superintendent of Schools for approval before payment as required by law.*

### **3. SUPPORT STAFF**

#### **A. Appointments**

1. Approve the appointment of the REA Secretarial Staff identified on Attachment III for the 2017-2018 school year.

Note: All REA salaries remain the same as the 2016-2017 school year until a contract is approved and accepted between the REA and the Randolph Board of Education.

#### **B. Retirements/Resignations**

1. Approve the resignation of Sandra Sergison, Paraprofessional at Randolph High School, effective May 8, 2017.

### **POLICY MOTIONS 1 – 2**

**MAY 9, 2017**

On behalf of the Policy Committee, Board Vice President Ronald Conti made a motion, seconded by Board member Anne Standridge and carried by a roll call vote to approve Policy Motions 1 – 2 with an exception.

Board member Sheldon Epstein was absent.

1. **RESOLVED**, that the Randolph Township Board of Education hereby approve the following policy for first reading:

<b><u>Number</u></b>	<b><u>Title</u></b>
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P2430	Co-Curricular Activities (M)
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2. **RESOLVED**, that the Randolph Township Board of Education hereby adopt the following policies for second reading:

**Number    Title**

0000.02    Introduction  
P2415.06    Unsafe School Choice Option (M) (Revised)  
P8350        Records Retention (New)

**BOARD MOTION**

**MAY 09, 2017**

Board President Alfredo Z. Matos read aloud the following motion. The motion seconded by Board member Joseph Faranetta and carried by a roll call vote to approve the H.I.B. motion with an exception:

Board member Sheldon Epstein was absent.

**RESOLVED**, that the Board hereby affirms the Administrations H.I.B. findings in the appeal hearing presented to the Board of Education during this evening's closed Executive Session.

**Adjournment**

Board President Alfredo Z. Matos made a motion to adjourn the meeting. All present in favor of adjournment with the following exception:

Board member Pascale were absent.

The Board adjourned the meeting at 10:22 p.m.

Respectfully submitted,

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Gerald M. Eckert  
Board Secretary