

Minutes of the Ridgewood Board of Education Committee of the Whole Executive Session held on Monday, July 7, 2014, at 5:00 p.m. at the Education Center.

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

Also Present: Dr. Daniel Fishbein, Superintendent of Schools; Ms. Cheryl Best, Assistant Superintendent for Curriculum, Instruction & Assessment; Mr. Michael Falkowski, Business Administrator/Board Secretary; Ms. Ojetta Townes, Manager of Human Resources; Dr. Kim Buxenbaum-Turner, Director of Special Programs, Ms. Patricia Staab, Supervisor of Special Programs; Mr. Jeff Nyhuis, RHS Assistant Principal, Mr. Jeffrey Merlino, Board Attorney; Ms. Andrea Schechter, Mr. Jay Friedrich, Esquire

Absent: Ms. Michele Lenhard

I. 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. Mr. Loncto seconded the motion, which carried by the following roll-call vote:

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

NAYS: None

ABSENT: Ms. Lenhard

II. Hearing

Mr. Friedrich reviewed some of the exhibits he submitted to the Board. Mr. Friedrich feels the function of the job description when [REDACTED] was hired specifically sets forth what she is supposed to do. The purpose of her position, as he sees it, is to make sure every student is treated on an equal level. [REDACTED] is a representative of the school and her function is to take issue each and every time she sees that maybe there is a better way to do it. Unfortunately, Mr. Friedrich believes that certain people who have just been hired disagree. They want her to adhere to whatever they demand. Mr. Friedrich feels the Board has been misinformed.

Mr. Friedrich pointed out that [REDACTED] has received numerous accolades from taxpayers in this town over the years and parents of children with learning disabilities. Unfortunately, because the school system is known as having exemplary education for students with learning disabilities, parents flock here.

Mr. Friedrich advised the Board that when the documents from [REDACTED] file are reviewed, the Board will find the file submitted to him by Ms. Townes is incomplete. Mr. Friedrich voiced his concern about this and received no response. Mr. Friedrich feels the district is letting [REDACTED] go because she disagrees with her supervisors.

In [REDACTED] February evaluation, it states she did a wonderful job. There is nothing in that evaluation that says she does not get along with people, she is nasty, or there are complaints against her.

In May, the first evaluation was removed from [REDACTED] file. When Mr. Friedrich asked Dr. Fishbein to explain why, he received no response. Mr. Friedrich wondered what else had been taken out of the file. Mr. Friedrich feels he has been misled by Dr. Fishbein, who has not sent any letters in response to Mr. Friedrich's letters.

Mr. Friedrich stated if you look at [REDACTED] February evaluation and the first evaluation in May, both evaluations say [REDACTED] is an acceptable employee. Mr. Friedrich questioned what had changed. Mr. Friedrich said a second evaluation was done after his client sent an email thanking the district for renewing her. Mr. Friedrich suggested our counsel would say the first evaluation in May was a mistake and never should have been given. Mr. Friedrich stated if the May evaluation had been bad, [REDACTED] would have asked questions, but since the first evaluation was good, there were none. Mr. Friedrich reiterated that when an evaluation is written, it goes in the employee's personnel file. He feels it was removed because it was positive.

Mr. Friedrich said the superintendent wrote a letter stating he was the one who did not offer [REDACTED] a contract. Mr. Friedrich questioned why the superintendent would make that decision when usually the principal and faculty make those decisions. Mr. Friedrich stated Dr. Fishbein wrote the letter only because he received letters from Mr. Friedrich and saw emails. There is also another letter from Mr. Friedrich asking for an open meeting during June in which he wanted to bring parents to the meeting.

Mr. Friedrich said that between February and May, [REDACTED] had a seizure and was hospitalized then and a few other times. He feels that is why the second evaluation was written, even though he informed the superintendent that [REDACTED] doctor said she was doing better. Mr. Friedrich feels [REDACTED] non-renewal is political.

The letter Mr. Friedrich received said tonight was going to be an open meeting, not a closed meeting. Mr. Friedrich does not feel [REDACTED] got a fair shake from her fellow teachers and administrators. The letter states if the employee chooses a formal public meeting, it will be held at the same time, at the same address, but on the third floor. He asked who sent the letter and the notice of publication. Mr. Friedrich questioned why the meeting changed without him being consulted until today.

Mr. Friedrich asked when was the last time anyone heard of two evaluations being given in May. There is only one. [REDACTED] has been here three years, with excellent recommendations, up until now when the district decided not to give her tenure. He questioned why the district employed [REDACTED] for three years if she was such a terrible person.

Mr. Friedrich said that based on what he read he believes [REDACTED] is being placed in this position because of her perceived medical condition. As he advised counsel, that is another cause of action.

Mr. Friedrich stated he gave this school system the ability since May to respond when he asked for specific reasons, specific individuals, and specific facts to substantiate the position Dr. Fishbein set forth in his letter. Dr. Fishbein's letter was to set forth, with clarity, the reasons why his client was not granted tenure. If you look at the letter, there are four bullet points. If you look at the evaluation in February and a previous one in November, they do not say anything bad. He asked for specific information so he could go to his client and say the district has justification in doing what they did. However, the superintendent chose not to disclose it. If in fact, the district had proof, they would have given it to him. Mr. Friedrich stated if this Board agrees with the superintendent's decision, it is a big injustice and they are throwing out an excellent employee.

Mr. Merlino advised Mr. Friedrich he was welcome to look and see if any members of the public came to the meeting. Mr. Friedrich said it was not a public meeting and if it was, people would have been there and it would have been televised. Mr. Merlino asked again if Mr. Friedrich wanted to see if anyone was here. Mr. Friedrich stated Mr. Merlino approved the meeting notice and it was wrong and unjust. Mr. Merlino asked if he had anything further. Mr. Friedrich responded he was told he could not provide witnesses and Mr. Merlino responded he was advised he could.

At 5:45 p.m., Mr. Friedrich and [REDACTED] left.

Dr. Fishbein reviewed the letter he sent discussing the deadlines of the Public versus Executive Session time request.

Mr. Nyhuis discussed the evaluation he had with [REDACTED] and [REDACTED].

Dr. Fishbein reviewed the bullet points he wrote from Mr. Friedrich's discussion.

Dr. Buxenbaum-Turner discussed concerns in May, 2014 regarding [REDACTED] ability to get along with others.

Questions from the Board were asked and discussed.

Ms. Townes reviewed details of the draft evaluation and that it clearly stated [REDACTED] was not receiving a contract for the 2014-2015 school year.

Mr. Loncto questioned the evaluation from [REDACTED] first year, which was positive and what happened after that first year.

Ms. Krauss asked if her medical condition may have caused a change. The administrative team responded no.

The Board questioned the time frame and asked if the employee had any grounds since there was no meeting scheduled in June.

Mr. Nyhuis discussed that there were many parent complaints even though they were not put in writing.

III. Reconvene Public Meeting

At 6:00 p.m., on a motion made by Ms. Brogan, seconded by Mr. Loncto, and unanimously approved, the public meeting reconvened.

There were no comments from the Board in the Public Meeting.

IV. 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, Mr. Morgan, Mr. Loncto, Ms. Brogan

NAYS: None

ABSENT: Ms. Lenhard

V. Dental Reimbursement

A discussion ensued regarding dental reimbursement.

Based on Mr. Merlino's letter, Mr. Morgan and Ms. Krauss still feel like the Board should continue dental deductions.

Mr. Merlino stated his opinion was to stop the collections, but do not give back prior deductions.

If the Board determines to stop deductions, Mr. Merlino would want the REA to sign off that they would not ask for prior year monies.

Mr. Morgan felt we should continue with the deductions because all parties agreed to the deductions during the original negotiations.

A decision was made to continue deductions and then further discussion occurred. If the deductions are stopped, the REA should waive their claim to prior year reimbursement and give up their rights to legal action.

Mr. Merlino will create a letter with prejudice to waive their claim for reimbursement for the first and second years of the contract, exclude Fiscal Year 2015 contributions, and waive their rights to legal action.

VI. Adjournment

At 6:48 p.m., on a motion made by Ms. Brogan, seconded by Mr. Loncto and unanimously approved, the meeting adjourned.

Respectfully submitted,

Michael Falkowski
Board Secretary

Minutes of the Ridgewood Board of Education Committee of the Whole Executive Session held on Monday, July 21, 2014, at 4:04 p.m. at the Education Center.

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

Also Present: Dr. Daniel Fishbein, Superintendent of Schools; Ms. Cheryl Best, Assistant Superintendent for Curriculum, Instruction & Assessment; Mr. Michael Falkowski, Business Administrator/Board Secretary; Ms. Ojetta Townes, Manager of Human Resources; Dr. Paul Semendinger, Principal of Hawes School, Mr. Jeffrey 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 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. Hearing

Dr. Fishbein explained that Employee [REDACTED] is a first year shared physical education teacher at Somerville and Hawes. He also was a shared Grade 1 Health teacher at Somerville. Dr. Fishbein advised the Board that Employee [REDACTED] was frequently late for his class at Somerville. Once his contract was non-renewed, he stopped submitting lesson plans.

The Board asked what Employee [REDACTED] might say in response.

Dr. Semendinger stated Employee [REDACTED] might say it was very hard to share classes. Dr. Semendinger said Employee [REDACTED] did not collaborate with the full time teacher. Employee [REDACTED] felt he tried to do some innovative things, though Dr. Semendinger did not see it.

Dr. Semendinger stated he was surprised when Ms. Townes emailed him that Employee [REDACTED] wanted a list of reasons as to why he was not renewed. Dr. Semendinger explained he and Dr. Oates-Santos had numerous discussions with Employee [REDACTED] during the year and his evaluations were not good. A meeting was held in March with Dr. Semendinger, Dr. Oates-Santos, Mr. Scerbo, Mr. Danielle and Employee [REDACTED] at which they explained his contract would not be renewed.

The Board asked if Employee [REDACTED] had taught elsewhere and if, as a first year not being renewed, the expectation is that it is performance based or can you not renew if the person is not a good fit.

Dr. Semendinger said he previously taught at Travell and for one year in Cedar Grove.

Mr. Merlino stated Employee # [REDACTED], Mr. Yannone, and Mr. Danielle, the NJEA Representative, would be joining the meeting.

At 4:14 p.m., Employee [REDACTED], Physical Education and Health Teacher, Mike Yannone, REA President, and Mr. Danielle, NJEA Representative, joined the meeting.

Mr. Danielle stated he was here to represent Employee [REDACTED] regarding the non-renewal of his contract. Mr. Danielle said while getting to know Employee [REDACTED], he found he has an exceptional personality, he is a special individual with special qualities, and he has an enthusiasm for teaching

which is contagious. Teaching is not just a job for Employee [REDACTED], it is a career and his chosen profession. Employee [REDACTED] has three years teaching experience and Mr. Danielle proposed the Board set things right and make Employee [REDACTED] part of the Ridgewood family.

Employee [REDACTED] told the Board that he taught Physical Education and Health at Somerville and Hawes Schools. Prior to that, he taught at Travell School. Employee [REDACTED] has coached various sports over the years and been very involved in the Ridgewood community and school events.

Employee [REDACTED] received his degree from William Paterson in 2010. His career began in Ridgewood when he was a leave replacement teacher for two maternity leaves. He continued his career in Cedar Grove, and gave up his tenure there to come back here. Employee [REDACTED] explained that his teaching philosophy is to create a successful active atmosphere outside the classroom which encourages social interaction for all students. Employee [REDACTED] feels that teaching fitness will allow students to establish exemplary fitness, character development, sportsmanship and moral fiber. Employee [REDACTED] stated he was equally impressed and surprised by what the students have taught him. Employee [REDACTED] said it has been an honor and privilege to be a part of the Ridgewood School District.

Mr. Danielle stated the district has a dedicated person who loves working here. Mr. Danielle further stated he did not understand how this decision was made when Employee [REDACTED] evaluations were satisfactory. He wondered why another evaluation was not done if Employee [REDACTED] performance changed from April to June. Employee [REDACTED] job description is not about what you do, it is about following the rules. Mr. Danielle felt Employee [REDACTED] had followed those rules. Based on the documentation presented to the Board, Mr. Danielle asked if there was justification for termination.

Mr. Danielle discussed Employee [REDACTED]'s professional development, his schedule, and reviewed evidence provided to the Board in detail.

Mr. Yannone stated Employee [REDACTED]'s split schedule is not replicated anywhere else in the district. Mr. Yannone explained Employee [REDACTED] is the only one in the district who has to do it. Mr. Yannone discussed Employee [REDACTED]'s schedule in detail, the lack of prep time, and the time it takes to get from the classroom to the gymnasium. The concerns regarding Employee [REDACTED] tardiness were discussed with the principal and were addressed. It is a unique schedule and Employee [REDACTED] is a first year teacher trying to work things through.

Mr. Danielle said the key issue comes down to the schedule. He did not feel Employee [REDACTED] professionalism or lack of collaboration with colleagues was the problem. Mr. Danielle said there was one person to speak on Employee [REDACTED]'s behalf.

At 4:45, Somerville second grade teacher [REDACTED] joined the meeting.

[REDACTED] spoke in support of Employee [REDACTED], who taught her kids in health the second part of the year. [REDACTED] stated Employee # [REDACTED] came in on time every day, was prepared, and her students enjoyed his class. Employee [REDACTED] taught them valuable lessons about health and safety, helped plan field day at Somerville, and took the new physical education teacher under his wing. [REDACTED] said from her perspective, Employee [REDACTED] was an outstanding teacher.

Mr. Danielle reviewed highlights of statements made or received via email in support of Employee [REDACTED].

Employee [REDACTED] again stated that he does not look at his position as just a job and he came to Ridgewood because he has great respect and love for the community and students. He thanked the Board for meeting tonight.

Mr. Danielle again asked the Board to review the evaluations and take all the facts into consideration.

At 4:56 p.m., Employee [REDACTED] Mr. Yannone, Mr. Danielle, and [REDACTED] left the meeting.

The Board discussed the evidence presented in detail and asked for further explanation of what exactly the issue is.

Dr. Fishbein explained that many critique items in first year evaluations do not come up in classroom observations. From 8:00 a.m. – 8:45 a.m. every day, specialists are free to collaborate. Teachers are required to be in at 8:00 a.m. and there is plenty of time to prep.

Dr. Semendinger reviewed his summative performance report in detail, which stated there was no communication or connection between Employee [REDACTED] and the students. Dr Semendinger said he discussed this with Employee [REDACTED] during his post observation conference.

The Board thought it appeared Employee [REDACTED] was successful at Travell and asked what happened since he left there.

Dr. Fishbein explained not just one administrator had issues with Employee [REDACTED], three did.

Ms. Townes added that perhaps Employee [REDACTED] tried harder at Travell since he was a leave replacement teacher and wanted to be hired full-time.

A discussion ensued regarding passage of time and other teachers who have worked this particular schedule with no problem.

The consensus of the Board was that they are supportive of Dr. Fishbein's decision.

III. Reconvene Public Meeting

At 5:09 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

Minutes of the Ridgewood Board of Education Committee of the Whole Executive Session held on Tuesday, July 29, 2014, at 4:15 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; Ms. Cheryl Best, Assistant Superintendent for Curriculum, Instruction & Assessment; Business Administrator/Board Secretary; Ms. Ojetta Townes, Manager of Human Resources; Mr. Jeffrey Merlino; Board Attorney; Mr. Angelo DeSimone, former Business Administrator; and Mr. Gary Hall; former Manager of Human Resources

Absent: Mr. Michael Falkowski, Business Administrator/Board Secretary

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

Mr. Merlino left the meeting to speak with representatives from both the RAA and the NJEA, who refused to enter the meeting due to the presence of former employees.

III. Adjournment

At 4:30 p.m., on a motion made by Ms. Brogan, seconded by Mr. Loncto, and unanimously approved, the meeting adjourned.

Respectfully submitted,

Ojetta Townes
Secretary Pro-Term

Minutes of the Ridgewood Board of Education Committee of the Whole Executive Session held on Monday, September 22, 2014, 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; Ms. Ojetta Townes, Manager of Human Resources; Ms. Gertrude Engle, Interim Business Administrator/Board Secretary; Mr. Jeffrey Merlino, Board Attorney; Mr. Michael Yannone, REA President; Ms. Laura Grasso, REA Negotiations Chair; Mr. Timothy Monahan, REA Association Representative

Absent: Ms. Cheryl Best, 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 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

The REA stated the Board and administration violated their rights at the grievance hearing in July.

Mr. Merlino's opinion was that we did not violate anyone's rights.

Mr. Yannone stated that a Level 4 hearing is supposed to be with the Board of Education only. Mr. Hall and Mr. DeSimone are not Board members nor are they employees. The REA wants an opportunity to state their case for arbitration and the information is now out there.

Future Level 4 hearings should only be Board of Education members. Former employees should be allowed at the arbitration process.

Mr. Monahan said he did not see in the contract or state law where former employees were allowed to be at a Level 4 hearing.

Ms. Grasso said this is setting a bad tone moving forward.

Mr. Merlino reviewed highlights from the rules for a Level 4 hearing.

Ms. Grasso stated that was for employees only, not former employees. Ms. Grasso felt the two former employees should be part of the arbitration process, not the Level 4 hearing.

The REA's interpretation of the Level 4 hearing process is that they have the opportunity to meet with only the Board. They were against Mr. Hall and Mr. DeSimone being at the hearing and everyone knew it.

Ms. Grasso stated a working relationship is important and she felt a door was closed a few weeks ago. Ms. Grasso was hopeful that moving forward, the REA would get a response from this meeting.

At 6:46 p.m., the REA members left the meeting.

Ms. Brogan understood where the REA was coming from; however, she felt we needed Mr. DeSimone and Mr. Hall at the meeting.

Mr. Morgan felt the contract was open so we have leeway.

Ms. Krauss stated the REA interprets the contract one way and we interpret it another.

A discussion ensued as to whether we should add language in the Grievance process about who should attend.

Mr. Merlino suggested we agree to disagree and thought the Board should offer a new meeting without Mr. DeSimone and Mr. Hall.

Ms. Brogan wants the REA to understand why Mr. Hall and Mr. DeSimone were there. Mr. Hall and Mr. DeSimone were involved in writing the policy which is why the Board wanted them there for advice.

The Board wants to maintain their stance on having people at the meetings to help them make educated decisions.

The Board reviewed the timeline of negotiations with Mr. Merlino. They would like to set up a dialogue with the REA as to the timeline.

The Board discussed the new contract and what they need to be prepared for.

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,

Gertrude Engle
Interim Board Secretary

Minutes of the Ridgewood Board of Education Committee of the Whole Executive Session held on Monday, November 17, 2014, 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

Also Present: Dr. Daniel Fishbein, Superintendent of Schools; Ms. Cheryl Best, Assistant Superintendent for Curriculum, Instruction & Assessment; Ms. Ojetta Townes, Manager of Human Resources; Dr. Alfredo Aguilar, Business Administrator/Board Secretary

Absent: Mr. James Morgan

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. Loncto, Ms. Brogan

NAYS: Mr. Morgan

II. Personnel

The Board discussed the Athletic Director.

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,

Alfredo Aguilar
Board Secretary

Minutes of the Ridgewood Board of Education Committee of the Whole Executive Session held on Monday, November 24, 2014, at 1:00 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; Ms. Cheryl Best, Assistant Superintendent for Curriculum, Instruction & Assessment; Ms. Ojetta Townes, Manager of Human Resources; Dr. Alfredo Aguilar, Business Administrator/Board Secretary; Mr. Jeffrey Merlino, Board Attorney; and Mr. Robert Greitz, NJSBA Representative

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 implications associated with Chapter 78 as related to contract negotiations.

The Board reviewed the current teacher contract analysis provided by NJSBA.

III. Adjournment

At 3:45 p.m., on a motion made by Ms. Brogan, seconded by Mr. Loncto, and unanimously approved, the public meeting reconvened.

Respectfully submitted,

Alfredo Aguilar
Board Secretary

Minutes of the Ridgewood Board of Education Committee of the Whole Executive Session held on Monday, December 1, 2014, at 1:00 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; Ms. Cheryl Best, Assistant Superintendent for Curriculum, Instruction & Assessment; Ms. Ojetta Townes, Manager of Human Resources; Dr. Alfredo Aguilar, Business Administrator/Board Secretary; Mr. Jeffrey 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 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 reviewed and discussed proposals provided by the Board attorney.

The Board also discussed health benefit alternative programs.

III. Adjournment

At 4:05 p.m., on a motion made by Ms. Brogan, seconded by Mr. Loncto, and unanimously approved, the public meeting reconvened.

Respectfully submitted,

Alfredo Aguilar
Board Secretary

Minutes of the Ridgewood Board of Education Committee of the Whole Executive Session held on Monday, December 15, 2014, at 1:00 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; Ms. Cheryl Best, Assistant Superintendent for Curriculum, Instruction & Assessment; Ms. Ojetta Townes, Manager of Human Resources; Dr. Alfredo Aguilar, Business Administrator/Board Secretary; Mr. Jeffrey 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 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 possible contract negotiation alternatives, including contract language with regard to health benefits.

III. Adjournment

At 4:10 p.m., on a motion made by Ms. Brogan, seconded by Mr. Loncto, and unanimously approved, the meeting adjourned.

Respectfully submitted,

Alfredo Aguilar
Board Secretary

Minutes of the Ridgewood Board of Education Committee of the Whole Executive Session held on Monday, January 15, 2015, 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; Mr. James Morgan

Also Present: Dr. Daniel Fishbein, Superintendent of Schools; Ms. Ojetta Townes, Manager of Human Resources; Mr. Jeffrey Merlino, Board Attorney

Absent: Ms. Cheryl Best, Assistant Superintendent for Curriculum, Instruction & Assessment; Dr. Alfredo Aguilar, Business Administrator/Board Secretary

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 possible contract negotiation alternatives, including contract language.

III. Adjournment

At 12:30 p.m., on a motion made by Ms. Brogan, seconded by Mr. Loncto, and unanimously approved, the meeting adjourned.

Respectfully submitted,

Ojetta Townes
Secretary Pro-Tem

Minutes of the Ridgewood Board of Education Committee of the Whole Executive Session held on Monday, January 26, 2015, at 1:00 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; Ms. Cheryl Best, Assistant Superintendent for Curriculum, Instruction & Assessment; Dr. Alfredo Aguilar, Business Administrator/Board Secretary; Ms. Ojetta Townes, Manager of Human Resources; Mr. Jeffrey 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 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 possible contract negotiation alternatives, including contract language.

III. Adjournment

At 3:30 p.m., on a motion made by Ms. Brogan, seconded by Mr. Loncto, and unanimously approved, the meeting adjourned.

Respectfully submitted,

Alfredo Aguilar
Board Secretary

Minutes of the Ridgewood Board of Education Committee of the Whole Executive Session held on Monday, February 9, 2015, 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; Ms. Cheryl Best, Assistant Superintendent for Curriculum, Instruction & Assessment; Dr. Alfredo Aguilar, Business Administrator/Board Secretary; Ms. Ojetta Townes, Manager of Human Resources; Mr. Jeffrey 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 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 possible contract negotiation alternatives, including contract language.

III. Adjournment

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

Respectfully submitted,

Alfredo Aguilar
Board Secretary

Minutes of the Ridgewood Board of Education Committee of the Whole Executive Session held on Monday, March 9, 2015, 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; Ms. Cheryl Best, Assistant Superintendent for Curriculum, Instruction & Assessment; Dr. Alfredo Aguilar, Business Administrator/Board Secretary; Ms. Ojetta Townes, Manager of Human Resources; Mr. Jeffrey 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 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 possible contract negotiation alternatives, including contract language.

III. Adjournment

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

Respectfully submitted,

Alfredo Aguilar
Board Secretary

Minutes of the Ridgewood Board of Education Committee of the Whole Executive Session held on Monday, March 23, 2015, at 6:00 p.m. at the Education Center.

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

Also Present: Dr. Daniel Fishbein, Superintendent of Schools; Ms. Cheryl Best, Assistant Superintendent for Curriculum, Instruction & Assessment; Dr. Alfredo Aguilar, Business Administrator/Board Secretary; Ms. Ojetta Townes, Manager of Human Resources; Mr. Jeffrey Merlino, Board Attorney; Mr. Bill Gerichter, Edvocate Associates

Absent: Ms. Christina Krauss

I. Motion to go Into Executive Session

Ms. Brogan moved that the Board go into Executive Session for the purpose of discussing the custodial/maintenance contract, negotiation, litigation, and 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. Lenhard, Mr. Morgan, Mr. Loncto, Ms. Brogan

NAYS: None

ABSENT: Ms. Krauss

II. Custodial/Maintenance Contract

The Board discussed the proposals received for the Custodial/Maintenance contract.

III. Negotiations

The Board discussed possible contract negotiation alternatives, including contract language.

IV. Litigation

The Board discussed a possible separation agreement with Employee No. [REDACTED] and the possibility that the district would seek tenure charges.

V. Personnel

The Board discussed Employee No. [REDACTED] and the possibility that the district may need to extend the employee's sick leave to make it through the end of the year.

VI. Adjournment

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

Respectfully submitted,

Alfredo Aguilar
Board Secretary

Minutes of the Ridgewood Board of Education Committee of the Whole Executive Session held on Wednesday, April 15, 2015, 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; Ms. Cheryl Best, Assistant Superintendent for Curriculum, Instruction & Assessment; Dr. Alfredo Aguilar, Business Administrator/Board Secretary; Ms. Ojetta Townes, Manager of Human Resources; Mr. Jeffrey 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 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 possible contract negotiation alternatives, including contract language.

III. Adjournment

At 5:30 p.m., on a motion made by Ms. Brogan, seconded by Mr. Loncto, and unanimously approved, the meeting adjourned.

Respectfully submitted,

Alfredo Aguilar
Board Secretary

Minutes of the Ridgewood Board of Education Committee of the Whole Executive Session held on Monday, April 27, 2015, 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; Ms. Cheryl Best, Assistant Superintendent for Curriculum, Instruction & Assessment; Dr. Alfredo Aguilar, Business Administrator/Board Secretary; Ms. Ojetta Townes, Manager of Human Resources; Mr. Jeffrey Merlino, Board Attorney (left at 6:45 p.m.)

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 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. Negotiations

The Board discussed possible contract negotiation alternatives, including contract language.

III. Personnel

The Board reviewed proposed salary increases for non-aligned employees.

IV. Adjournment

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

Respectfully submitted,

Alfredo Aguilar
Board Secretary

Minutes of the Ridgewood Board of Education Committee of the Whole Executive Session held on Monday, May 18, 2015, 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; Ms. Cheryl Best, Assistant Superintendent for Curriculum, Instruction & Assessment; Dr. Alfredo Aguilar, Business Administrator/Board Secretary; Ms. Ojetta Townes, 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 possible contract negotiation alternatives and reviewed the proposed cost analysis by the REA and the Board.

III. Adjournment

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

Respectfully submitted,

Alfredo Aguilar
Board Secretary

Minutes of the Ridgewood Board of Education Committee of the Whole Executive Session held on Monday, June 1, 2015, 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; Ms. Cheryl Best, Assistant Superintendent for Curriculum, Instruction & Assessment; Dr. Alfredo Aguilar, Business Administrator/Board Secretary; Ms. Ojetta Townes, Manager of Human Resources; Mr. Jeffrey 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 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 possible contract negotiation alternatives and reviewed the proposed cost analysis by the REA and the Board.

III. Adjournment

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

Respectfully submitted,

Alfredo Aguilar
Board Secretary

Minutes of the Ridgewood Board of Education Committee of the Whole Executive Session held on Monday, June 8, 2015, at 5:00 p.m. at the Education Center.

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

Also Present: Dr. Daniel Fishbein, Superintendent of Schools; Ms. Cheryl Best, Assistant Superintendent for Curriculum, Instruction & Assessment; Dr. Alfredo Aguilar, Business Administrator/Board Secretary; Ms. Ojetta Townes, Manager of Human Resources; Dr. Thomas Gorman, RHS Principal; Mr. Basil Pizzuto, RHS Assistant Principal

Others Present: Student [REDACTED] and Parent of Student # [REDACTED] (5:05 p.m.)

Absent: Ms. Christina Krauss

I. Motion to go Into Executive Session

Ms. Brogan moved that the Board go into Executive Session for the purpose of holding a student 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. Lenhard, Mr. Morgan, Mr. Loncto, Ms. Brogan

NAYS: None

ABSENT: Ms. Krauss

II. Student Hearing

The Board heard from Student [REDACTED] and parent regarding an incident that occurred at the high school.

At 5:30 p.m., Student [REDACTED] and their parent left the meeting.

The Board and administration discussed alternatives surrounding a district response to the incident.

III. Adjournment

At 6:10 p.m., on a motion made by Ms. Brogan, seconded by Mr. Loncto, and unanimously approved, the meeting adjourned.

Respectfully submitted,

Alfredo Aguilar
Board Secretary

Minutes of the Ridgewood Board of Education Committee of the Whole Executive Session I held on Monday, June 22, 2015, 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; Ms. Cheryl Best, Assistant Superintendent for Curriculum, Instruction & Assessment; Dr. Alfredo Aguilar, Business Administrator/Board Secretary; Ms. Ojetta Townes, Manager of Human Resources; Dr. Kim Buxenbaum-Turner, Director of Special Programs

Others Present: None

Absent: None

I. Motion to go Into Executive Session

Ms. Brogan moved that the Board go into Executive Session for the purpose of discussing litigation 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. Litigation

Dr. Buxenbaum-Turner provided the Board with background information regarding Settlement Agreement SE#1/2015-2016 for Student [REDACTED]. The Board agreed to move forward with approval of the agreement.

III. Negotiations

The Board discussed the current status of negotiations with the REA.

IV. 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,

Alfredo Aguilar
Board Secretary

Minutes of the Ridgewood Board of Education Committee of the Whole Executive Session II held on Monday, June 22, 2015, at 8:30 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: None

Others Present: None

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 discussed Dr. Fishbein's evaluation.

III. Adjournment

At 9:30 p.m., on a motion made by Ms. Brogan, seconded by Mr. Loncto, and unanimously approved, the meeting adjourned.

Respectfully submitted,

B. Vincent Loncto
Secretary Pro-Term