



**BOARD OF EDUCATION
WAYNE TOWNSHIP PUBLIC SCHOOLS
WAYNE, NEW JERSEY
REGULAR BOARD MEETING
December 6, 2012**

The Regular Meeting of the Wayne Board of Education was held on Thursday, December 6, 2012 in the Wayne Board of Education Conference Room, 50 Nellis Drive, Wayne, New Jersey 07470. The meeting was scheduled to begin at 6:00 p.m. pursuant to the terms of the Sunshine Law.

The meeting was called to order at 6:02 p.m. by Mr. Donald Pavlak, Jr., Board President.

Reading of "Sunshine Law" Statement

Adequate notice of this Regular and Executive Meeting, setting forth time, date and location, has been provided in accordance with the requirements of the Open Public Meetings Act on April 4, 2012 by:

Prominently posting a copy on the bulletin board in the lobby of the offices of the Board of Education, which is a public place reserved for such announcements, transmitting a copy of this notice to The Record, The Wayne Today, and the Municipal Clerk.

Roll Call

PRESENT: Donald Pavlak, Jr., Mitch Badiner, Kim Essen, Allan Mordkoff, Laura Stinziano, Robyn Kingston, and Don Monteyne

ABSENT: Robert Ceberio and Jane Hutchison

ALSO PRESENT : Dr. Raymond A. Gonzalez, Superintendent, Juanita A. Petty, School Business Administrator/Board Secretary, Marysol Berrios, Assistant Superintendent, and Isabel Machado and Paula Clark, Board Attorneys

Convene into Executive Session

A motion was made to convene into Executive Session at 6:02 p.m. for the purpose of discussion of negotiations, personnel, and legal matters.

Motion: To Approve, Moved by Board Member LAURA STINZIANO, Seconded by Board Member ROBYN KINGSTON. Passed. 7-0-0. Board Members voting Aye: BADINER, ESSEN, KINGSTON, MONTEYNE, MORDKOFF, PAVLAK, STINZIANO. Board Members Absent: CEBERIO, HUTCHISON.

- RECOMMENDED ACTION:

X-13-01

WHEREAS, the Wayne Township Board of Education (hereinafter referred to as the "Board") from time to time must convene into Executive Session to discuss confidential matters including but not limited to personnel issues, legal matters, student issues and labor negotiations.

WHEREAS, THE Board has on its agenda for the meeting being held on December 6, 2012, on issues relating to negotiations and legal items which must be discussed in a confidential closed session.

NOW THEREFORE BE IT RESOLVED, the Board shall move into Executive Session to discuss the above referenced matter.

BE IT FURTHER RESOLVED, that the minutes of the executive session will provide as much information as possible without violating any applicable privilege or confidentiality so that the public can understand what was discussed and when available what the Board decision was.

BE IT FURTHER RESOLVED, that the minutes of the executive session will be released to the public in an appropriately redacted form within a reasonable period of time.

BE IT FUTHER RESOLVED, that the redacted portion of the executive session minutes will not be released until such time as the privilege or confidentiality is no longer applicable.

Reconvene

The Executive Session of the Wayne Board of Education Regular Meeting of December 6, 2012, was convened In the Conference Room of the Wayne Board of Education, 50 Nellis Drive, Wayne, NJ 07470.

The Statement of Compliance setting forth time, date and location was read in accordance with the requirements of the Open Public

Meetings Act and the roll call was taken. The meeting was recessed and is now being reconvened.

The Board reconvened at 7:35 p.m. in the Wayne Board of Education Administration Building Conference Room, 50 Nellis Drive, Wayne, New Jersey. Mr. Donald Pavlak, Jr., Board President, advised that the Board had been meeting in Executive Session at 50 Nellis Drive for the purpose of discussion of negotiations, personnel, and legal matters. Information regarding these matters will be made public if, and when, appropriate.

ROLL CALL

PRESENT: Donald Pavlak, Jr., Mitch Badiner, Kim Essen, Allan Mordkoff, Laura Stinziano, Robyn Kingston, and Don Monteyne

ABSENT: Robert Ceberio and Jane Hutchison

ALSO PRESENT : Dr. Raymond A. Gonzalez, Superintendent, Juanita A. Petty, School Business Administrator/Board Secretary, Marysol Berrios, Assistant Superintendent, Isabel Machado and Paula Clark, Board Attorneys, 5 Administrators, and 5 members of the public

FLAG SALUTE

MOMENT OF SILENCE

Administrative Summary Report

- **Superintendent's Report**

Dr. Gonzalez provided overview of 2 presentations given tonight.

- **"Green" Initiatives/Energy Program Update**

Mr. John Maso, Director of Facilities Management gave a presentation on the "Green" Initiatives/Energy Program. Mr. Gregory Somjen, from Parette Somjen, Architect of Record, presented update of ESIP and options available to move forward. Mr. Somjen recommended to self-perform rather than move forward with Energy Savings Company.

- **Source4Teachers**

Mr. Andrew Walter, Mr. Kevin Bush, and Mr. Brian Birdsall gave presentation. Board requested additional breakdown of information on absences.

- **HIB Report**

Dr. Gonzalez noted since the last report, we have completed 5 HIB investigations, with 1 resulting in a finding of HIB.

Revisions to Agenda Items

ADMINISTRATIVE ITEMS

A-13-01

EDUCATION ITEMS

E-13-01 to E-13-08 with revisions as follows:

E-13-03 Remove J Camb for CPR Training to get more information

E-13-06 Revise item to read: "that the Board approve Delta-T Group to provide Support Services Staff in emergent situations as needed and approved by the Superintendent, at the following...."

- Remove One to One Paraprofessionals
- Remove Paraprofessional non-degree with ABA exp.

PERSONNEL ITEMS

H-13-01 to H-13-09 with revision as follows:

H-13-03 Resignation of Judy Gerasimenko should indicate her resignation from position of Paraprofessional Substitute Coordinator

POLICY

P-13-01 to P-13-12

SCHOOL RESOURCE

S-13-01 to S-13-02

Open to Public Agenda Items Only

This portion of the meeting is open to citizens for comment on agenda items only. Residents are to state their names, addresses,

and subject matter. Comments may be limited to no more than five minutes per person. The Board Members request that all members of the public be courteous and mindful of the rights of other individuals when speaking. Due to confidentiality and legal rights afforded by the State of New Jersey to students and employees, no member of the public may speak negatively or in a derogatory manner about an employee or employees or about a student or students of the district for any reason at any time. All comments will be considered and a response may be forthcoming if and when appropriate. There will be no discussion during the public portion of this meeting. Comments may be responded to tonight under "new business" or at subsequent meetings under "old business."

Members of the public must consider their comments in light of the legal rights of those affected or identified in their comments and be aware that they are legally responsible and liable for their comments. The Board bears no responsibility nor will it be liable for any comments made by members of the public.

A motion was made to open the meeting to public comment on agenda items.

Motion: To Approve, Moved by Board Member LAURA STINZIANO, Seconded by Board Member ROBYN KINGSTON. Passed. 7-0-0. Board Members voting Aye: BADINER, ESSEN, KINGSTON, MONTEYNE, MORDKOFF, PAVLAK, STINZIANO. Board Members Absent: CEBERIO, HUTCHISON.

Public Comments

None

As there were no comments from the public, a motion was made to close the meeting to public comment on agenda items.

Motion: To Approve, Moved by Board Member LAURA STINZIANO, Seconded by Board Member ROBYN KINGSTON. Passed. 7-0-0. Board Members voting Aye: BADINER, ESSEN, KINGSTON, MONTEYNE, MORDKOFF, PAVLAK, STINZIANO. Board Members Absent: CEBERIO, HUTCHISON.

A motion was made to approve the following Action Items:

ADMINISTRATIVE ITEMS

A-13-01

EDUCATION ITEMS

E-13-01 to E-13-08 with revisions

PERSONNEL ITEMS

H-13-01 to H-13-09 with revisions

POLICY

P-13-01 to P-13-12

SCHOOL RESOURCE

S-13-01 to S-13-02

Approval of Minutes

Approval of Executive Session Minutes

- RECOMMENDED ACTION:

"that the Board approve the following Executive Session Minutes:"

M-13-01

-Approved-

October 18, 2012	Regular Meeting
November 15, 2012	Regular Meeting

Approval of Public Meeting Minutes

- RECOMMENDED ACTION:

"that the Board approve the following Public Meeting Minutes, as per the attached:"

M-13-02

-Approved-

October 18, 2012	Regular Meeting
November 5, 2012	Special Meeting
November 15, 2012	Regular Meeting

Committee Reports and Action

None

C-13-01

None

Action on Agenda

Approval of HIB Report

- RECOMMENDED ACTION:

"that the Board affirm the Superintendent's decision on the Harrassment, Intimidation and Bullying matters first reported to the Board on November 15, 2012, as required by N.J.S.A. 18A:37-15(b) (6)(e)."

A-13-01

-Approved-

EDUCATION:

Approval of (QSAC) Statement of Assurance Report

E-13-01

- RECOMMENDED ACTION:

-Approved-

"that the Board approve the submission of the New Jersey Single Accountability Continuum (QSAC) Statement of Assurance Report, as per attached."

Approval of District Performance Review

E-13-02

- RECOMMENDED ACTION:

-Approved-

"that the Board approve the submission of the District Performance Review, as per attached."

Approval of Out of District Professional Travel

E-13-03

- RECOMMENDED ACTION:

-Approved-

"that the Board approve Out of District Professional Travel for the 2012-2013 school year, as follows:"

Whereas, District employees listed on the attached chart are attending conferences, conventions, staff training, seminars, workshops, student events or other required travel; and

Whereas, the attendance at stated functions were previously approved by the Chief School Administrator and School Business Administrator as work related and within the scope of work responsibilities of the attendees; and,

Whereas, the attendance at the functions were approved as promoting delivery of instruction of furthering efficient operation of the District, and fiscally prudent; and

Whereas, the travel and related expenses particular to attendance at these functions are within state travel guidelines established by the Department of Treasury in NJOMD circular letter; now therefore

Be it resolved, that the Board of Education finds the travel and related expense particular to attendance as these previously approved functions; and further,

Be it resolved, that the expenses are justified and therefore reimbursable and/or payable, as per the attached."

Approval of Guidance Comprehensive Plan

E-13-04

- RECOMMENDED ACTION:

-Approved-

"that the Board approve the Guidance Comprehensive Plan as per QSAC documentation requirements, as per attached."

Approval of Out of District Placements

E-13-05

- RECOMMENDED ACTION:

-Approved-

"that the Board approve Out of District Placements for the 2012-2013 school year as follows and that transportation be provided as required."

StudentSchool	Amount
030686 East Mountain School (annual tuition rate of \$55,506.60, pro-rated @ \$43,171.80)	\$43,171.80
Effective date 11/13/12	
034386 Windsor Learning Center (annual tuition rate of \$51,528.60, pro-rated @ \$37,215.10)	\$37,215.10
Effective date 11/26/12	

Approval of Contract for Support Services

- RECOMMENDED ACTION:

"that the Board approve Delta-T Group to provide Support Services Staff in emergent situations, as needed and approved by the Superintendent, at the following rates pending attorney review of final agreement, as per attached."

E-13-06

-Approved-

Professional	Hourly Rate
One to one paraprofessionals	\$24
Paraprofessional non-degree with ABA experience	\$20
BA with ABA experience	\$26
MA With ABA experience	\$28
Home program coordinator BCBA/BCABA	\$55
RN	\$41.25
LPN	\$33
PT, OT, ST	\$75.00-\$85.00
School Psychologist	\$55-\$60
School Social Worker	\$32-\$34

Approval of Effective Evaluation System

- RECOMMENDED ACTION:

"that the Board adopt the Stronge Effective Performance Evaluation System for teachers and leaders approved by the NJDOE as an acceptable instrument, in fulfillment of NJDOE's new teacher/leader evaluation requirements, as per attached."

E-13-07

-Approved-

Approval of Presenter

- RECOMMENDED ACTION:

"that the Board approve Gary Moleta to present "Student Investigations: HIB and Student Discipline Investigator Training" to the District's Anti-bullying Specialists and Administrators on December 13, 2012 for 2 hours at \$150.00/hour, not to exceed two (2) hours."

E-13-08

-Approved-

HUMAN RESOURCE:

Approval of Volunteer Coach

H-13-01

- RECOMMENDED ACTION:

-Approved-

"that the Board approve the Superintendent's recommendaton to approve Mike Moussab as volunteer coach for Boys Basketball at Wayne Hills High School for the 2012-2013 school year."

Approval of Appointment of Extra Curricular Coach

H-13-02

- RECOMMENDED ACTION:

-Approved-

"that the Board approve the Superintendent's recommendation to approve Thomas Keough as Assistant Hockey Coach at Wayne Hills High School, Step 1, \$5,480.00 for the 2012-2013 school year."

Approval of Revised Items

H-13-03

- RECOMMENDED ACTION:

-Approved-

"that the Board approve the Superintendent's recommendation to revise the following items."

Judy Gerasimenko, change in date of resignation from position of Paraprofessional Substitute Coordinator, from 11/18/12 approved on 11/15/12 agenda, to now reflect resignation date of 12/1/12.

Daniella Coffaro, from Assistant Cheerleading Coach, Wayne Valley High School, .5 of Step 1 \$1,125.00, sharing with Lisa Maron, approved on 8/23/12, to Step 1 \$2,250.00 Full stipend.

Alexis Ludwig, from Assistant Cheerleading Coach, Wayne Valley High School, Step 1, \$2,250.00, approved on 8/23/12, to Assistant Cheerleading Coach, sharing with Lisa Maron at Wayne Valley High School, .5 of Step 1 \$1,125.00.

Pat Uhr, from SDA Assistant at Wayne Hills High School, .5 of the Step 4, \$1,650, to SDA Assistant, Wayne Hills High School, Step 4, \$3,300, full stipend.

Approval of Salary Adjustment for Substitute Paraprofessionals

H-13-04

- RECOMMENDED ACTION:

-Approved-

"that the Board approve the Superintendent's recommendation to approve the salary adjustments for the 2012-2013 school year for the following staff members, from the substitute paraprofessional per diem rate of \$10.00 per hour."

Beth Gayo, 21 consecutive days work, Lafayette Elementary School, Step 1-3 of the Paraprofessionals Salary Guide, \$16.09 per hour, effective September 7, 2012.

Maria Elia, 21 consecutive days work, Wayne Valley High School, Step 1-3 of the Paraprofessionals Salary Guide, \$16.09 per hour, effective September 10, 2012.

Approval of Staff Leaves**- RECOMMENDED ACTION:**

"that the Board approve the Superintendent's recommendation to approve for the 2012-2013 school year, staff leaves for the following staff members."

H-13-05

-Approved-

ID#1916 - School Counselor, Schuyler Colfax Middle School
11/5/12 - 12/21/12 - 33 days from the WEA Teacher's Sick Bank.

ID#5604 - Vocal Music, Schuyler Colfax Middle School/Wayne Hills High School

2/11/13 - 3/28/13 - paid sick days

4/8/13 - 6/30/13 - FMLA Maternity Leave, w/o pay & w/benefits.

ID#1422 - School Cafeteria Playground Aide, Anthony Wayne Middle School

12/17/12 - 12/19/12 - Personal Leave, w/o pay.

Approval of Retirements**- RECOMMENDED ACTION:**

"that the Board approve the Superintendent's recommendation to accept the retirements of the following staff members."

H-13-06

-Approved-

David Holley, Van Driver, Transportation, effective December 31, 2012. (\$22.85/Step 3)

Geraldine Lowry, Science Teacher, Wayne Hills High School, effective February 1, 2013. (\$113,130/Step22MA+30)

Approval of Appointment of District Staff for Home Programming**- RECOMMENDED ACTION:**

"that the Board approve the Superintendent's recommendation to approve for the 2012-2013 school year the following staff member for IEP mandated home programming."

H-13-07

-Approved-

Student	Services	Frequency & Duration	Provider	Hourly Rate
034078	Speech/Language Therapy	1 hour/week 11/14/12- 6/30/12	Catherine Fredericks	\$70.94

Approval of Stipend**- RECOMMENDED ACTION:**

"that the Board approve the Superintendent's recommendation to approve for the 2012-2013 school year, a stipend for Robert Mitchell, Vice Principal, Anthony Wayne Middle School, in the amount of

H-13-08

-Approved-

\$1,000.00 as per the Wayne Township Administrators Association Contract."

Approval of Appointment of Clerical Assistant

H-13-09

- RECOMMENDED ACTION:

-Approved-

"that the Board approve the Superintendent's recommendation to approve for the 2012-2013 school year, Nadine Graf as Clerical Assistant at Lafayette Elementary School for \$14.42 per hour, for 1.75 hrs per day."

POLICY:

Approval of Policy #3126--First Reading for Consideration

P-13-01

- RECOMMENDED ACTION:

-Approved-

"that the board approve Policy #3126--Induction Program for Provisional Teachers--first reading for consideration, having been recommended at the November 15, 2012 Education Committee, as per attached."

Approval of Policy #5111--First Reading for Consideration

P-13-02

- RECOMMENDED ACTION:

-Approved-

"that the Board approve Policy #5111--Eligibility of Resident/Non-Resident Student--first reading for consideration, having been recommended at the November 15, 2012 Education Committee, as per attached."

Approval of Policy No. 5308--First Reading for Consideration

P-13-03

- RECOMMENDED ACTION:

-Approved-

"that the Board approve Policy No. 5308--Pupil Health Records--first reading for consideration, having been recommended at the November 15, 2012 Education Committee, as per attached."

Approval of Policy No. 5310--First Reading for Consideration

P-13-04

- RECOMMENDED ACTION:

-Approved-

"that the Board approve Policy No. 5310--Health Services--first reading for consideration, having been recommended at the November 15, 2012 Education Committee, as per attached."

Approval of Policy No. 5330--First Reading for Consideration

P-13-05

- RECOMMENDED ACTION:

-Approved-

"that the Board approve Policy No. 5330--Administration of Medication --first reading for consideration, having been recommended at the November 15, 2012 Education Committee, as per attached."

Approval of Policy No. 5331--First Reading for Consideration

P-13-06

- RECOMMENDED ACTION:

-Approved-

"that the Board approve Policy No. 5331--Management of Life Threatening Allergies in Schools--first reading for consideration, having been recommended at the November 15, 2012 Education Committee, as per attached."

Approval of Policy No. 5335--First Reading for Consideration

P-13-07

- RECOMMENDED ACTION:

-Approved-

"that the Board approve Policy No. 5335--Treatment of Asthma--first reading for consideration, having been recommended at the November 15, 2012 Education Committee, as per attached."

Approval of Policy No. 5420--First Reading for Consideration

P-13-08

- RECOMMENDED ACTION:

-Approved-

"that the Board approve Policy No. 5420--Reporting Pupil Progress--first reading for consideration, having been recommended at the November 15, 2012 Education Committee, as per attached."

Approval of Policy #5611--First Reading for Consideration

P-13-09

- RECOMMENDED ACTION:

-Approved-

"that the Board approve Policy #5611--Removal of Pupils from the General Education Program for Weapons/Firearms Offenses--first reading for consideration, having been recommended at the November 15, 2012 Education Committee, as per attached."

Approval of Policy No. 5752--First Reading for Consideration

P-13-10

- RECOMMENDED ACTION:

-Approved-

"that the Board approve Policy No. 5752--Marital Status and Pregnancy--first reading for consideration, having been recommended at the November 15, 2012 Education Committee, as per attached."

Approval of Policy No. 5755--First Reading for Consideration

P-13-11

- RECOMMENDED ACTION:

-Approved-

"that the Board approve Policy No. 5755--Equity in Educational Programs and Services--first reading for consideration, having been recommended at the November 15, 2012, as per attached."

Approval of Policy No. 6160--First Reading for Consideration

P-13-12

- RECOMMENDED ACTION:

-Approved-

"that the Board approve Policy No. 6160--Grants from Private Sources --first reading for consideration, having been recommended at the November 15, 2012 Education Committee, as per attached."

SCHOOL RESOURCES:**Approval of Authorization to Submit NCLB Grant Application -**

S-13-01

RECOMMENDED ACTION:

-Approved-

"that the Board authorize the submission of the NCLB grant application for 2012-2013, in a total amount of \$721,930.00, as follows:

Title I	\$558,913.00
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Title II	\$130,635.00
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Title III \$ 32,382.00

Authorization to Solicit RFP for Evaluation System
- RECOMMENDED ACTION:

S-13-02
 -Approved-

"that the Board authorize the School Business Administrator to solicit an RFP for the Stronge Effective Performance Evaluation System for teachers and school leaders, as selected by the District Evaluation Advisory Committee."

BOARD COMMENTS

Laura Stinziano -

- H-13-01 - Will vote "No" until Board reviews policy.

Kim Essen -

- E-13-06 - Basic contract for these services - not currently looking for all of these.
- E-13-03 - 2 workshops - one for Principal leaving. Also check money for CPR course.
- Also will vote No on H-13-09 regarding position.

Remove J. Camb from E-13-03 to verify cost.

Mitch Badiner -

- E-13-06 - commented on difficulty getting positions. Can we remove paraprofessionals and remove "contract authorization and add in emergent situations appointed by Superintendent?"

A motion was made to approve the following Action Items:

A-13-01; E-13-01 to E-13-08 with revisions; H-13-01 to H-13-09 with revision; P-13-01 to P-13-12, and S -13-01 to S-13-02

Motion: To Approve, Moved by Board Member LAURA STINZIANO, Seconded by Board Member ALLAN MORDKOFF. Passed. 7-0-0. Board Members voting Aye: BADINER, ESSEN, KINGSTON, MONTEYNE, MORDKOFF, PAVLAK, STINZIANO. Board Members Absent: CEBERIO, HUTCHISON.

*Kim Essen voted No on H-13-09.

*L.Stinziano voted No on H-13-01.

Open to Public

This portion of the meeting is open to citizens for comment on any topic. Residents are to state their names, addresses, and subject matter. Comments may be limited to no more than five minutes per person. The Board Members request that all members of the public be courteous and

mindful of the rights of other individuals when speaking. Due to confidentiality and legal rights afforded by the State of New Jersey to students and employees, no member of the public may speak negatively or in a derogatory manner about an employee or employees or about a student or students of the district for any reason at any time. All comments will be considered and a response may be forthcoming if and when appropriate. There will be no discussion during the public portion of this meeting. Comments may be responded to tonight under "new business" or at subsequent meetings under "old business."

Members of the public must consider their comments in light of the legal rights of those affected or identified in their comments and be aware that they are legally responsible and liable for their comments. The Board bears no responsibility nor will it be liable for any comments made by members of the public.

A motion was made to open the meeting to public comment on any item.

Motion: To Approve, Moved by Board Member LAURA STINZIANO, Seconded by Board Member ALLAN MORDKOFF. Passed. 7-0-0. Board Members voting Aye: BADINER, ESSEN, KINGSTON, MONTEYNE, MORDKOFF, PAVLAK, STINZIANO. Board Members Absent: CEBERIO, HUTCHISON.

PUBLIC COMMENT

Cathy Hanenberg -

- Noted prices paid to outside contractors for replacements. That's why can't staff be kept.

As there were no other comments from the public on any item, a motion was made to close the meeting to public comment on any item.

Motion: To Approve, Moved by Board Member LAURA STINZIANO, Seconded by Board Member ALLAN MORDKOFF. Passed. 7-0-0. Board Members voting Aye: BADINER, ESSEN, KINGSTON, MONTEYNE, MORDKOFF, PAVLAK, STINZIANO. Board Members Absent: CEBERIO, HUTCHISON.

Old Business

None

New Business

None


Executive Session

Adjournment

As there were no other business of the Board, a motion was made to adjourn the meeting at 9:23 p.m.

Motion: To Approve, Moved by Board Member LAURA STINZIANO, Seconded by Board Member MITCH BADINER. Passed. 7-0-0. Board Members voting Aye: BADINER, ESSEN, KINGSTON, MONTEYNE, MORDKOFF, PAVLAK, STINZIANO. Board Members Absent: CEBERIO, HUTCHISON.

Respectfully submitted,



Juanita A. Petty, RSBA
School Business Administrator/
Board Secretary

JAP:plc

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