



**BOARD OF EDUCATION  
WAYNE TOWNSHIP PUBLIC SCHOOLS  
WAYNE, NEW JERSEY  
REGULAR BOARD MEETING  
September 20, 2012**

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The Regular Meeting of the Wayne Board of Education was held on Thursday, September 20, 2012 in the Council Chambers of the Municipal Building, 475 Valley Road, Wayne, New Jersey 07470. The Executive Session was held in the Administration Building 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 6:07 p.m. by Mr. Donald Pavlak, Jr., Board President.

**Reading of "Sunshine Law" Statement**

**Adequate notice of this Regular and Executive Meeting,  
forth time,  
with the requirements of the Open Public Meetings Act on April  
17, 2012 by:**

**Prominently posting a copy on the bulletin board in the lobby of  
the offices of the Board of Education, which  
reserved for such announcements,  
notice to The Record,**

**Roll Call**

**PRESENT:**  
Monteyne, Robyn Kingston, Laura Stinziano, and Kim Essen

**ABSENT:**

**LATE ARRIVAL:**

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

## **Convene into Executive Session**

**- 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 September 20, 2012 on issues relating to personnel, 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.

A motion was made to convene into Executive Session at 6:07 p.m.

Motion: To Approve, Moved by Board Member LAURA STINZIANO, Seconded by Board Member ROBYN KINGSTON. Passed. 8-0-0. Board Members voting Aye: CEBERIO, ESSEN, HUTCHISON, KINGSTON, MONTEYNE, MORDKOFF, PAVLAK, STINZIANO.

## **Reconvene**

**The Executive Session of the Wayne Board of Education Regular Meeting of September 20, 2012 was convened in the Conference**

**Room of the Wayne Board of Education,  
NJ 07470.**

**The Statement of Compliance setting forth time,  
was read in accordance with the requirements of the Open Public  
Meetings Act and the roll call was taken.  
recessed and is now being reconvened.**

The Board reconvened at 7:34 p.m. in the Wayne Township Municipal Building Council Chambers, 475 Valley Road, Wayne, New Jersey. Mr. Pavlak, Jr., Board President, advised that the Board had been meeting in Executive Session at 50 Nellis Drive for the purpose of discussing negotiations, personnel, and legal matters. Information regarding these matters will be made public if, and when, appropriate.

**PRESENT:**

Monteyne, Robyn Kingston, Laura Stinziano, Kim Essen, and Mitch Badiner

**ALSO PRESENT :** Dr. Raymond A. Gonzalez, Superintendent, Juanita A. Petty, RSBA, School Business Administrator/Board Secretary, Marysol Berrios, Assistant Superintendent, Isabel Machado, Board Attorney, 3 Administrators, 1 Staff Member being appointed, and approximately 15 members of the public

**FLAG SALUTE**

**MOMENT OF SILENCE**

**Administrative Summary Report**

**• Superintendent's Report**

Dr. Gonzalez read the following report:

Good evening! Tonight, I'd like to take the opportunity to provide an update and clarification regarding the recent challenge we faced opening up the school year without staff. There is a lot of information circulating about the situation and I believe that it is important to provide you with an outline of how this all started, the sequence of events, and the current resolution. Let me start by saying that this problem was and has been a priority for this administration from the moment the vacancy presented itself.

- At the end of the school year, the administration was made aware of and the board approved the leave replacement for a chemistry teacher at Wayne Valley as well as other positions throughout the district.
- The administration followed the established posting and interview protocols in place at the time to search for and find a replacement. This was also all taking place as the district pursued a request for proposal (RFP) for a substitute teacher staffing service which was part of the board approved reduction strategy presented in the spring.
- At the end of June some leave replacements were approved by the board since the Source 4 Teachers (S4T) contract was not formalized until July in response to the RFP. A candidate for the WV chemistry position was presented to the administration for recommendation to the superintendent; however, the district and candidate were unable to come to an agreement on the salary terms of the employment.
- Once the S4T contract was signed, the district continued its search for all outstanding replacement using S4T.
- The administration and school worked closely to monitor the progress of the search up to the start of the school. The quantity and quality of the candidates was limited which is the same reality we faced in concurrent district search for a 'permanent', tenure-track, chemistry position. There is a definite shortage of science teachers in general.
- As the school year started, the administration worked collaboratively to develop an action plan that would address the instructional concerns evident in the classes staffed by the substitutes as well as expand the search options for the replacement which included using our own resources outside of S4T.
- This evening I am pleased to report that all items included in the action plan are in place and reflected in the board agenda. Specifically,
  - o Wayne Valley Math: Approval of 6<sup>th</sup> period stipends for existing teachers to teach the classes until the start of October when a math certified teacher returning from leave will be assigned to the class for the remainder of the year. That action is also reflected on the board agenda this evening.
  - o Wayne Valley Chemistry: The administration's recommendation for the long term replacement, not staffed by S4T, is on the agenda this evening with the expectation that the candidate will start tomorrow.
  - o Wayne Hills Chemistry: The administration's recommendation for the tenure-track position is on the agenda this evening with the expectation that the candidate will start tomorrow.

Let me also take the opportunity to personally apologize to our students who have been impacted by this situation. The board and entire administration that seriously our responsibility to provide you with the best education possible; therefore, when we encounter obstacles in the way of that happening, we are committed to doing whatever we can to rectify it as soon as possible. I am confident in my administration and their ability to make sure that our students will receive the support necessary to make up for any lost instructional time during this transition.

- **Public Hearing:**

Mr. Pavlak, Jr. opened the Public Hearing and introduced Bond Counsel.

Mr. Steve Rogut, Rogut & McCarthy, LLC, provided information on bond refunding for the 2003 bond series.

- Had bond rating call held today.
- Go to Market on October 4th - will attend meeting to provide report and ask Board to accept.
- Right now Market slightly better (2.4 - 2.6 total savings) \$230,000/year, if stays steady over next two weeks.

Mr. Pavlak, Jr. asked if there were any questions from the public. No one from the public had any questions. Mr. Pavlak, Jr. concluded the Public Hearing.

- **HIB Report**

Since the last report, we have completed 3 HIB investigations, with 0 resulting in findings of HIB.

Mr. Pavlak, Jr. introduced Mr. James Kiamie, the new Wayne Valley H.S. Chemistry teacher.

## **Revisions to Agenda Items**

Mrs. Petty read aloud the following revisions and addenda:

### **PERSONNEL ITEMS**

H-13-01 to H-13-29 with revisions and addenda as follows:

H-13-02      revise motion to add two resignations:

Michelle Christie, Camp Warwick Lead Instructor  
Jacqueline McGarrity, Camp Warwick Assistant Instructor

- H-13-04      revise to add a transfer:  
Megan Massola, Math Teacher, from GW to WV, eff. 10.1.12
- H-13-06      correct title for B. Breeman to Secretary to Dir. of Student *Support Services*
- H-13-13      revise to add 6<sup>th</sup> period assignments in Math at WV from 9.14 to 10.31 at a pro-rated amount of \$1,531.80 (.15% of \$10,212 stipend) as follows:  
Thomas Schneider; Diane LoFrisco; Nancy Mahoney; Jaye Faccenda; Jason Wilke
- H-13-19      revise to read "from 1 FTE to .5 FTE"
- H-13-26      Addenda to approve Jacqueline McGarrity as Camp Warwick Lead Instructor for total of \$26,000, plus mileage, no medical benefits, replacing M. Christie
- H-13-27      Addenda to approve James Kiamie as a long term replacement teacher in Chemistry, WV High School at a salary of \$54,200 (MA Step 3) pro-rated from September 21<sup>st</sup> through June 30, 2013 replacing Katie Poremba (\$65,570).
- H-13-28      Addenda to approve the Superintendent's proposed quantitative and qualitative merit goals for the 2012-13 school year on file at the Administration Office; and further to approve the submission of the goals to the Executive County Superintendent for review and approval.
- H-13-29      Addenda to approve the Superintendent to appoint staff for emergency vacancies during the 2012-2013 school year as required, upon consultation with the Board President, with ratification of the appointment at the next subsequent meeting of the Board.

## 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 any agenda item.

Motion: To Approve, Moved by Board Member LAURA STINZIANO, Seconded by Board Member ALLAN MORDKOFF. Passed. 9-0-0. Board Members voting Aye: BADINER, CEBERIO, ESSEN, HUTCHISON, KINGSTON, MONTEYNE, MORDKOFF, PAVLAK, STINZIANO.

## Public Comments

Mark Klypka

- M-13-01 - Executive Session Minutes - Where are they on the website?
- E-13-04 - How much budget; where in budget?
- E-13-05 - Total hours and cost?
- E-13-08 - Budgeted or actual amount?
- E-13-09 - Where in budget are costs?
- H-13-06 - Barbara Breeman - No salary?
- H-13-13 - Where are budgeted costs? Salary Accounts?
- H-13-18 - Who is Miller replacing?

Joanie Walsh

- H-13-04 - What class will she cover?
- H-13-27 - great on Chemistry
- Are all vacancies now covered? Yes.
- Commented on Chemistry - students did not receive books until the second week of school. Asks that this does not happen again.

As there were no other comments from the public on agenda items, 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. 9-0-0. Board Members voting Aye: BADINER, CEBERIO, ESSEN, HUTCHISON, KINGSTON, MONTEYNE, MORDKOFF, PAVLAK, STINZIANO.

## Approval of Minutes

**Approval of Executive Session Minutes**

M-13-01  
-Approved-

**- RECOMMENDED ACTION:**

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

August 23, 2012	Regular Meeting
September 6, 2012	Regular Meeting

**Approval of Public Meeting Minutes**

M-13-02  
-Approved-

**- RECOMMENDED ACTION:**

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

August 23, 2012	Regular Meeting
September 6, 2012	Regular Meeting

A motion was made to approve the Executive Session Minutes and the Public Meeting Minutes.

Motion: To Approve, Moved by Board Member MITCH BADINER, Seconded by Board Member KIM ESSEN. Passed. 9-0-0. Board Members voting Aye: BADINER, CEBERIO, ESSEN, HUTCHISON, KINGSTON, MONTEYNE, MORDKOFF, PAVLAK, STINZIANO.

\*A Mordkoff and D. Pavlak, Jr. abstained on the August 23, 2012 Minutes.

**Committee Reports and Action**

<b>Finance Committee</b>	<b>September 6, 2012</b>	C-13-01
<b>Technology &amp; Safety/Security Committee</b>	<b>September 6, 2012</b>	-Approved-

**BOARD COMMENTS**

There were no comments from the Board.

A motion was made to accept the Committee Minutes.

Motion: To Approve, Moved by Board Member LAURA STINZIANO, Seconded by Board Member MITCH BADINER. Passed. 9-0-0. Board Members voting Aye: BADINER, CEBERIO, ESSEN, HUTCHISON, KINGSTON, MONTEYNE, MORDKOFF, PAVLAK, STINZIANO.

**Action on Agenda**

**EDUCATION ITEMS**



E-13-01 to E-13-09

**PERSONNEL ITEMS**

H-13-01 to H-13-29

**POLICY**

P-13-01 to P-13-05

**SCHOOL RESOURCE**

S-13-01 to S-13-06

**EDUCATION:**

**EDUCATION ITEMS**

E-13-01 to E-13-09

**Approval of Reimbursement**

**- RECOMMENDED ACTION:**

"that the Board approve reimbursement to the parents of the following students for the 2012-2013 school year, IEP mandated home program not to exceed \$28,600.00 as follows:"

E-13-01  
-Approved-

<b>Student</b>	<b>Rate</b>	<b>Number of Hours</b>	<b>Total</b>
025938	\$50.00 per hour	10 hours per week for 44 weeks	\$22,000.00
030949	\$50.00 per hour	3 hours per week for 44 weeks	\$6,600.00

**Approval of Contract with Staff Development Workshops Inc.**

E-13-02  
-Approved-

**- RECOMMENDED ACTION:**

"that the Board approve a contract with Staff Development Workshops Inc. to provide literacy workshops for middle school teachers during the 2012-2013 school year for 14 all-day sessions at a cost of \$1,500 per day for a total of \$21,000; to be paid with NCLB 2013 Title I funds."

**Approval of Foreign Exchange Student**

**- RECOMMENDED ACTION:**

E-13-03  
-Approved-

"that the Board accept a Foreign Exchange Student, L.M. - Grade 11 to attend Wayne Valley High School for the 2012-2013 school year."

**Approval of Out of District Professional Development Opportunities for Board Members**

E-13-04  
-Approved-

**- RECOMMENDED ACTION:**

"that the Board approve out of district professional development opportunities for the 2012-2013 school year, as attached."

Whereas, district employees listed on the chart are attending conferences, conventions, staff training, seminars, or workshops; 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;

BE IT RESOLVED, that the Board of Education finds the travel and related expense particular to attendance at these previously approved functions;

BE IT FURTHER RESOLVED, that the expenses are justified and therefore reimbursable and/or payable.

**Approval of Home Instruction for the 2012-2013 school year**

E-13-05  
-Approved-

**- RECOMMENDED ACTION:**

"that the Board approve the Home Instruction for the 2012-2013 School Year as follows:

I.D. #	Gen. Ed/ Spec. Ed.	School/ Grade	Reason	Hours Per Week	Hourly Rate	Eff. Date
012180	SE	WVHS/Gr. 11	IEP	10	\$40.00	9/6/12

**Approval of Letter of Agreement with Staff Development Workshops,**

E-13-06  
-Approved-

**- RECOMMENDED ACTION:**

"that the Board approve a Letter of Agreement with Staff Development Workshops, Inc. to provide K-5 staff development training in Readers'/Writers' Workshop during the 2012-13 school year in the amount of \$25,200.00 to be paid from Title IIA funding, as per the attached."

**Approval of Independent Evaluations**

E-13-07  
-Approved-

**- RECOMMENDED ACTION:**

"that the Board approve Child Developmental Center at Morristown Memorial Hospital for the following independent evaluations during the 2012-13 school year, not to exceed \$6,000.00 as follows: "

- Psychosocial Intake - \$156.00 per service
- Speech Evaluation - \$252.00 per service
- Learning Evaluation - \$448.00 per service
- Parent Conference - \$186.00 per service
- Neurodevelopmental Exam - \$625.00 per service
- Psychological Evaluation - \$472.00 per service

**Approval of Out of District Placements**

**- RECOMMENDED ACTION:**

"that the Board approve out of district placements for the 2012-2013 school year and that transportation be arranged as required."

E-13-08  
-Approved-

Student	School	Amount
020385	Windsor School (1/2 Time)	\$37,800.00
036956	Essex Valley School	\$54,865.00
013301	Children's Institute	\$53,293.26
012946	Lakeland Regional H.S. (1/2 Time) ½ Time 1:1 Aide	\$21,937.00 \$17,527.00
027988	Bergen County Special Services Out of County Fee New Bridges School	\$71,640.00 \$6,000.00
013313	Bergen County Special Services Out of County Fee New Bridges School	\$71,640.00 \$6,000.00
034269	Bergen County Special Services Out of County Fee BELA Hackensack	\$53,280.00 \$6,000.00

**Approval of Out of District Professional Travel for Staff Members**

**- RECOMMENDED ACTION:**

E-13-09  
-Approved-

"that the Board approve out of district professional travel for the 2012-2013 school year, as follows."

Whereas, district employees and members of the Board of Education listed on the chart are attending conference, 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;

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

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

**BOARD COMMENTS:**

There were no Board Comments.

A motion was made to approve E-13-01 to E-13-09.

Motion: To Approve, Moved by Board Member LAURA STINZIANO, Seconded by Board Member ALLAN MORDKOFF. Passed. 9-0-0. Board Members voting Aye: BADINER, CEBERIO, ESSEN, HUTCHISON, KINGSTON, MONTEYNE, MORDKOFF, PAVLAK, STINZIANO.

\*M. Badiner abstained on E-13-04 on his own name and E-13-08.

\*R. Ceberio abstained on E-13-04 on his own name.

\*K. Essen abstained on E-13-04 on her own name.

\*R. Kingston abstained on E-13-04 on her own name.

\*L. Stinziano abstained on E-13-04 on her own name.

\*D. Pavlak, Jr. abstained on E-13-04 on his own name.

**HUMAN RESOURCE:**

**PERSONNEL ITEMS**

H-13-01 to H-13-29 with revisions and addenda as noted

**Approval of Retirement**

**- RECOMMENDED ACTION:**

"that the Board approve the Superintendent's recommendation to accept the retirement of George Cattiny, van driver, Transportation, effective September 1, 2012, (\$22.85hr/Step3)."

H-13-01  
-Approved-

**Approval of Resignations**

**- RECOMMENDED ACTION:**

"that the Board approve the Superintendent's recommendation to accept resignations, as follows."

H-13-02  
-Approved-

Lise Quinn, School Cafeteria Playground Aide, Albert P. Terhune, effective October 26, 2012, another position in district. (\$15.60hr.)

Isahara Marte, Bus Driver, Transportation, effective September 1, 2012, personal reasons. (\$23.74hr/Step2)

Michelle Christie, Lead Instructor, Camp Warwick, effective September 20, 2012, personal reasons. (\$26,000)

Jacqueline McGarrity, Assistant Instructor, Camp Warwick, effective September 20, 2012, appointed Lead Instructor. (\$11,000 plus \$1,476 for 18 overnights)

**Approval of Stipends**

**- RECOMMENDED ACTION:**

"that the Board approve the Superintendent's recommendation to approve for the 2012-2013 school year stipends, as follows."

H-13-03  
-Approved-

Black Seal stipend, as per the Wayne Custodial Maintenance Association Agreement, for Nizar Georges, \$30.00 a month, effective September 1, 2012.

Karen Gorman, Guidance Counselor, Schuyler Colfax Middle School, 4 hrs of counseling services for ID#034070, \$50.00 per hour, effective 8/10, 8/15, 8/22, and 8/27/12,

**Approval of Transfer**

**- RECOMMENDED ACTION:**

"that the Board approve the Superintendent's recommendation to approve for the 2012-2013 school year, transfer of Luca Semeraro, from Day Custodian, 6:30 a.m.-3:30 p.m., Preakness School, to Night Custodian, 3:00 p.m.-11:00 p.m., Transportation, effective August 27, 2012; and further,

H-13-04  
-Approved-

"that the Board approve the Superintendent's recommendation to approve for the 2012-2013 school year, transfer of Megan Massola,

from Math, George Washington Middle School, to Math, Wayne Valley High School, effective October 1, 2012."

**Approval of Appointment of District Staff for Home Program Services**

H-13-05  
-Approved-

**- RECOMMENDED ACTION:**

"that the Board approve the Superintendent's recommendation to approve for the 2012-2013 school year, district staff for IEP mandated Home Program Services, as follows:"

Student	Services	Frequency & Duration	Provider	Hourly Rate
025932	ABA Instruction	6 hours/week 9/1/12- 11/30/12	Cheryl Wall	\$18.78
025901	ABA Instruction	5 hours/week 8/1/12-8/31/12	Callan Pascale	\$16.34

**Approval of Appointment of Office Personnel**

H-13-06  
-Approved-

**- RECOMMENDED ACTION:**

"that the Board approve the Superintendent's recommendation to approve for the 2012-2013 school year, Office Personnel, as follows."

Barbara Breeman, Secretary to Director of Student Support Services, Step 6 of the Office Personnel IV Salary Guide, \$37,000.00 pro-rated, Administration Building, effective November 1, 2012, replacing Lenore Asarch. (\$48,960/Step11)

Lise Quinn, Secretary to Supervisor of Special Services, Step 2 of the Office Personnel III Salary Guide, \$31,000.00 pro-rated, Administration Building, effective October 29, 2012, replacing Barbara Breeman, moving to OP IV position.

**Approval of Appointment of Substitute Bus Driver**

H-13-07  
-Approved-

**- RECOMMENDED ACTION:**

"that the Board approve the Superintendent's recommendation to approve for the 2012-2013 school year, George Cattiny, Substitute Bus Driver, Step 2 \$23.74 per hour, not to exceed 15 hours per week, effective October 1, 2012."

**Approval of Stipends for Professional Standard Certificates****- RECOMMENDED ACTION:**

"that the Board approve the Superintendent's recommendation to approve for the 2012-2013 school year, stipends for Professional Standard Certificates, as per the WEA contract, as follows."

H-13-08

-Approved-

Susan Sikorski, OP III, Transportation - \$1,797.00, effective July 1, 2012

Barbara Doster, OP III, APT - \$1,797.00, effective July 1, 2012

**Approval of Appointment of Professional Staff****- RECOMMENDED ACTION:**

"that the Board approve the Superintendent's recommendation to approve for the 2012-2013 school year, professional staff, as follows:"

H-13-09

-Approved-

Elisabeth Hausler, MA Seton Hall University, Step 3 of the Masters Teachers Salary Guide, \$54,200.00 pro-rated, Grade 1, Theunis Dey Elementary School, effective September 24, 2012, to fill the leave vacancy and then replacing Maryann Ostermann, effective November 1, 2012. (\$113,130/Step22MA+30)

Kristen Rudiger, MA Seton Hall University, Step 2 of the Masters + 30 Teachers Salary Guide, \$59,100.00 pro-rated, School Psychologist, Wayne Hills High School, effective November 1, 2012, replacing Susan Lewis. (\$113,130/Step22MA+30)

Michael Damato, BA New Jersey Institute of Technology, Step 3 of the Bachelors Teachers Salary Guide, \$49,500.00 pro-rated, Chemistry, Wayne Hills High School, effective September 21, 2012, replacing Brian Pickler. (\$57,940/Step6MA)

**Approval of Appointment of School Cafeteria Playground Aide****- RECOMMENDED ACTION:**

"that the Board approve the Superintendent's recommendation to approve for the 2012-2013 school year, School Cafeteria Playground Aide, Danielle Tkaczenko, Schuyler Colfax Middle School, \$15.60 per hour, 2.5 hours per day, and further be approved for up to 6 hours for required training, effective September 21, 2012, replacing Janice Marx (\$15.29hr)."

H-13-10

-Approved-

**Approval to Rescind Item****- RECOMMENDED ACTION:**

"that the Board approve the Superintendent's recommendation to rescind the revised staff leave ID#4080, on 9/6/12 agenda, Item H-13-02."

H-13-11

-Approved-

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

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

H-13-12

-Approved-

ID#6002 - Speech Language Specialist, George Washington Middle School  
9/4/12 - 1/1/13, Medical Leave, w/o pay & w/benefits.

ID#4080 - Grade 3, Randall Carter Elementary School  
9/4/12 - 10/4/12 - Paid sick days  
10/5/12 - 1/13/13 - Sick bank  
1/14/13 - 4/15/13 - FMLA Maternity Leave, w/o pay & w/benefits.

**Approval of Appointment of Sixth Period Assignment**  
**- RECOMMENDED ACTION:**

H-13-13  
-Approved-

"that the Board approve the Superintendent's recommendation to approve sixth period assignments for the 2012-13 school year as follows:

Steven Meigh, WV, Science, \$10,212, retro to start of school year  
Patricia Noll, WH, Graphic Arts, \$10,212, effective 9/19/12; and further,

that the Board approve additional 6th period assignments in Math at Wayne Valley H.S. from 9/14/12 to 10/31/12, at a pro-rated amount of \$1,531.80 (15% of \$10,212 stipend) as follows: "

Thomas Schneider  
Diane LoFrisco  
Nancy Mahoney  
Jaye Faccenda  
Jason Wilke

**Approval of Appointment of Transportation Personnel**  
**- RECOMMENDED ACTION:**

H-13-14  
-Approved-

"that the Board approve the Superintendent's recommendation to approve for the 2012-2013 school year, Margarita Acuna, from Bus Driver, Step 2 \$23.74 per hour to Van Driver, Step 2 \$22.12 per hour, 4.75hrs per day, effective September 6, 2012."

**Approval of Paraprofessional Assignments**  
**- RECOMMENDED ACTION:**

H-13-15  
-Approved-

"that the Board approve the Superintendent's recommendation to approve for the 2012-2013 school year, paraprofessional assignments and further, that paraprofessionals be approved for payment at their hourly rate for up to 7 hours per year for attendance at BOE mandatory in-service training events per their negotiated agreement and also, approve 1:1 paraprofessionals as needed, for an individual child at any anticipated extra curricular activity, as per attached."

**Approval of Transportation Assignments**  
**- RECOMMENDED ACTION:**

H-13-16  
-Approved-



"that the Board approve the Superintendent's recommendation to approve for the 2012-2013 school year, assignments for transportation drivers, van aides, and school paraprofessionals riding vans and further, adjustments in hours up to 1 hour per day due to changes in routes, as per the attached."

**Approval of Appointment of Extra Curricular Advisors**

H-13-17

**- RECOMMENDED ACTION:**

-Approved-

"that the Board approve the Superintendent's recommendation to approve for the 2012-2013 school year, extra curricular advisors, as follows."

Ryan Bayley: SODA (Students Opposed to Drugs and Alcohol) - GW \$1,000

Sheri Finkelstein: SODA (Students Opposed to Drugs and Alcohol) - GW \$1,000

(paid from a donation from DFM Foundation for two equal stipends.)

Danielle Bradley - Newspaper, Anthony Wayne Middle School, 0.5 Step 1 \$1,185, sharing w/E. Kane.

**Approval of Appointment of Summer 2012 Guidance Personnel**

H-13-18

**- RECOMMENDED ACTION:**

-Approved-

"that the Board approve the Superintendent's recommendation to approve for the 2012-2013 school year, Felicia Miller, Wayne Valley High School, summer 2012 guidance personnel, not to exceed 5 days, at 1/200th of salary."

**Approval to Revise Item**

H-13-19

**- RECOMMENDED ACTION:**

-Approved-

"that the Board approve the Superintendent's recommendation to revise for the 2012-2013 school year, extra curricular advisor, Erika Kane from 1.0 FTE to .5 FTE - Newspaper, Anthony Wayne Middle School, Step 1 \$1,185.00 (50% of Step 1, \$2,370), sharing w/D. Bradley."

**Approval of District Staff for Home Instruction**

H-13-20

**- RECOMMENDED ACTION:**

-Approved-

"that the Board approve the Superintendent's recommendation to approve for the 2012-2013 school year, district staff for IEP mandated home instruction, as follows:"

Student	Services	Frequency & Duration	Provider	Hourly Rate

026491	Wilson Reading	2 hours/wk 10/1/12-6/22/13	Marci Molk	\$40.00
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**Approval of Appointment of Substitutes**

H-13-21

**- RECOMMENDED ACTION:**

-Approved-

"that the Board approve the Superintendent's recommendation to approve for the 2012-2013 school year, Substitutes, as follows."

Miriam Mayer: OFFICE

Shafiqul Islam: CUSTODIAN

Shah Munir: CUSTODIAN

**Approval of Extracurricular Appointments (Coaches)**

H-13-22

**- RECOMMENDED ACTION:**

-Approved-

"that the Board approve the Superintendent's recommendation to appoint coaches of extracurricular activities for Winter for the 2012-2013 school year" as per attached."

**Approval of Volunteer Athletic Coaches**

H-13-23

**- RECOMMENDED ACTION:**

-Approved-

"that the Board approve the appointment of Winter Volunteer Athletic Coaches," as per attached."

**Approval of Worker Assignments for Extra Curricular Games**

H-13-24

**- RECOMMENDED ACTION:**

-Approved-

"that the Board approve the Superintendent's recommendation to appoint Worker Assignments for Extra Curricular Games for the 2012-2013 school year, as follows."

Christina Caamano - Parking - Football @ WH - \$62.00 per event

Michelle Wlosek - Security - Football @ WH - \$62.00 per event

**Approval to Appoint Middle School Chaperone Coverage**

H-13-25

**- RECOMMENDED ACTION:**

-Approved-

"that the Board approve the Superintendent's recommendation to appoint Middle School Chaperone Coverage for the 2012-2013 school year, at a rate of \$82.00 per day, as per attached."

**Approval of Appointment of Camp Warwick Lead Instructor -**

H-13-26

**RECOMMENDED ACTION:**

-Approved-

"that the Board approve the Superintendent's recommendation to approve for the 2012-2013 school year Jacqueline McGarrity, Camp Warwick Lead Instructor, \$500.00 per day x52 days for a total of \$26,000, plus mileage, no medical benefits, replacing Michelle Christie (\$26,000)."

**Approval of Appointment of Long Term Replacement Personnel -**

H-13-27

**RECOMMENDED ACTION:**

-Approved-

"that the Board approve the Superintendent's recommendation to approve for the 2012-2013 school year, James Kiamie, MA Cooper Union, Step 3 of the Masters Teachers Salary Guide, \$54,200, prorated, Chemistry, Wayne Valley High School, effective September 21, 2012 through June 30, 2012, medical benefits, replacing Katie Poremba. (\$65,570/Step11MA)."

**Approval of Superintendent's Merit Goals for 2012-2013 -  
RECOMMENDED ACTION:**

H-13-28  
-Approved-

"that the Board approve the Superintendent's proposed quantitative and qualitative merit goals for school year 2012-2013 on file at the Administration Office; and further, that the Board approve the submission of the Superintendent's proposed quantitative and qualitative merit goals for school year 2012-2013 to the Executive County Superintendent."

**Approval to Appoint Staff for Emergency Vacancies -  
RECOMMENDED ACTION:**

H-13-29  
-Approved-

"that the Board approve the Superintendent to appoint staff for emergency vacancies during the 2012-2013 school year as required, upon consultation with the Board President, with ratification of the appointment at the next subsequent meeting of the Board."

**BOARD COMMENTS**

Jane Hutchison

- H-13-06 - Clarification on H-13-06 that vacancy created from a retirement
- H-13-13 - Clarification on need for math stipends
- H-13-18 - Summer Guidance - hours occurred in August.

Laura Stinziano

- H-13-23 - 9180 and 9181 - Will vote No until policies reviewed

Kim Essen

- H-13-18 - Can we indicate it is retroactive?
- H-13-25 - Each Middle School - lists are all different. Can we have one uniform list?

Mitch Badiner

- Camp Warwick Lead Instructor - effective upon BOE approval

A motion was made to approve H-13-01 to H-13-29.

Motion: To Approve, Moved by Board Member ALLAN MORDKOFF, Seconded by Board Member MITCH BADINER. Passed. 9-0-0. Board Members voting Aye: BADINER,

CEBERIO, ESSEN, HUTCHISON, KINGSTON, MONTEYNE, MORDKOFF, PAVLAK, STINZIANO.

\*R. Kingston voted No on H-13-23.

\*L. Stinziano voted No on H-13-23 as noted.

\*D. Pavlak, Jr. voted No on H-13-23.

\*A. Mordkoff abstained on H-13-28.

\*D. Pavlak, Jr. abstained on H-13-28.

### **POLICY:**

#### **POLICY**

P-13-01 to P-13-05

and

#### **SCHOOL RESOURCE**

S-13-01 to S-13-06

#### **Approval of Policy #2415--Second Reading for Action**

##### **- RECOMMENDED ACTION:**

"that the Board approve Policy #2415--No Child Left Behind Programs --second reading for action, having been recommended by the Superintendent."

P-13-01

-Approved-

#### **Approval of Policy #2431--Second Reading for Action**

##### **- RECOMMENDED ACTION:**

"that the Board approve Policy #2431--Athletic Competition--second reading for action, having been recommended at the August 23, 2012 Education Committee, as per attached."

P-13-02

-Approved-

#### **Approval of Policy #2431.4-- Reading for Action**

##### **- RECOMMENDED ACTION:**

"that the Board approve Policy #2431.4--Prevention and Treatment of Sports Related Concussions and Head Injuries--second reading for action, having been recommended at the July 19, 2012 Education Committee, as per attached."

P-13-03

-Approved-

#### **Approval of Policy #6470--Second Reading for Action**

##### **- RECOMMENDED ACTION:**

"that the Board approve Policy #6470--Payment of Claims--second reading for action, having been recommended at the August 23, 2012 Finance Committee, as per attached."

P-13-04

-Approved-

#### **Approval of Policy #6471--Second Reading for Action**

##### **- RECOMMENDED ACTION:**

"that the Board approve Policy #6471--School District Travel--second reading for action, having been recommended at August 23, 2012 Finance Committee, as per attached."

P-13-05

-Approved-

### **SCHOOL RESOURCES:**

**Approval of the Bills List**

**- RECOMMENDED ACTION:**

"that the Board approve the September 20, 2012 Bills List in the total amount of \$2,930,873.75 as per the attached."

S-13-01  
-Approved-

**Adoption of Refunding Bond Ordinance**

**- RECOMMENDED ACTION:**

"that the Board adopt the Refunding Bond Ordinance, as per the attached."

S-13-02  
-Approved-

**Approval of Award under RFP # 5-1213**

**- RECOMMENDED ACTION:**

"that the Board award a contract under RFP#5-1213 to Trico Equipment Services of Vineland, New Jersey for a used loader backhoe, in the amount of \$49,664 as per the attached."

S-13-03  
-Approved-

**Approval of Joint Transportation Agreement with Pequannock**

**- RECOMMENDED ACTION:**

"that the Board approve the Joint Transportation Agreement with Pequannock for pupil transportation from September 2012 through June 2013 as follows:

S-13-04  
-Approved-

Route #	School(s)	Contractor	# of Host Students	# of Joiner Students	Estimated Revenue	Date
PEQ-013	Celebrate the Children - Dover, NJ	WBOE	1 #020135	1	\$22,608.00	9/6/12 - 6/24/13

**Disposal of Obsolete/Surplus Equipment**

**- RECOMMENDED ACTION:**

"that the Board approve the disposal of obsolete/surplus equipment, as per the attached."

S-13-05  
-Approved-

**Approval of Acceptance of Donations**

**- RECOMMENDED ACTION:**

"that the Board approve the acceptance of the following donations:

S-13-06  
-Approved-

1. to George Washington Middle School from the David Feit Memorial Foundation (DFM), a donation of \$2,000 to cover stipends for the advisors to the SODA Club
2. to Wayne Valley H.S., a total of \$2,825.00 from the Wells Fargo Foundation Educational Matching Gift Program representing the monthly Wells Fargo Matching Contribution of the following employee donations:

- Gilda G. Bruckner
  - Patrick Butler
  - Michael D. Campanaro
  - Kevin L. Chittenden
  - Michael J. Coleman
  - Alphonse J. Danubio
  - Felice Iossa
  - Gregory J. Knox
  - Harold R. Riether
  - David Taormina
  - Joseph A. Verdicchio
  - Joseph G. Vorel
  - William F. Waldron
3. from Target's Take Charge of Education Program to the following schools:
    - Wayne Valley H.S. - \$457.34
    - Wayne Hills H.S. - \$171.51
    - Ryerson E.S. - \$87.24
    - James Fallon E.S. - \$276.59
  4. to James Fallon E.S., from the James Fallon E.S. PTO, a donation of \$3,849.00 to purchase risers for the Music Room
  5. to Wayne Township Public Schools, from Mr. and Mrs. Halpern, a donation of school supplies, with an approximate value of \$200.00
  6. to the Outdoor Environmental Education Program, from Pines Lake Association, a donation of soda for the high school counselors at Camp Warwick, valued at approximately \$10.00

New Donations: \$9,876.68

Total Donations as of August 23, 2012: \$12,399.00

Total Year to Date Donations: \$22,275.68

**BOARD COMMENTS**

Mr. Badiner questioned date on Donations, stating he thought it should be as of September 20, 2012.

A motion was made to approve P-13-01 to P-13-05 and S-13-01 to S-13-06.

Motion: To Approve, Moved by Board Member ROBYN KINGSTON, Seconded by Board Member LAURA STINZIANO. Passed. 9-0-0. Board Members voting Aye: BADINER, CEBERIO, ESSEN, HUTCHISON, KINGSTON, MONTEYNE, MORDKOFF, PAVLAK, STINZIANO.

\*M. Badiner abstained on S-13-01.

**DONATIONS**

Mr. Mordkoff read aloud the donations.

## RETIREMENTS

Ms. Essen read the retirement for Mary Ann Ostermann.  
Mr. Pavlak, Jr. read the retirement for George Cattiny.

## 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 ALLAN MORDKOFF, Seconded by Board Member LAURA STINZIANO. Passed. 9-0-0. Board Members voting Aye: BADINER, CEBERIO, ESSEN, HUTCHISON, KINGSTON, MONTEYNE, MORDKOFF, PAVLAK, STINZIANO.

## PUBLIC COMMENTS

Carl Langrock

- S-13-01 - Bills List - where is attachment? What was approved?
- Dr. Gonzalez's Opening Remarks - Parents concerned about opening at Wayne Valley H.S. without a Chemistry or Math teacher.

- Confused about role of outsourcing company - Told that instead of hiring on Step, we chose to only pay \$100/day. Is he correct? Why and who is responsible? How will time be made up?

### Mark Klypka

- June/July of last year - questioned responses by taxpayers. Still has not seen on website.
- H-12-13 - Had questioned back in March appointment of 11-12 staff (H-12-13), and H-12-02 wanting to know why two salaries different? (Tierney and Cosmas) Never received an answer.
- Can probably list 50 questions that have not been answered.
- Are there charts showing what employees will be paying under new healthcare law?
- Is there a plan to make presentations on comparison of Athletic Director reorganization?
- Was there cost analysis for Solar?
- Why are addenda items not tabled - Not sufficient time for public to look at them.

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 ROBYN KINGSTON. Passed. 9-0-0. Board Members voting Aye: BADINER, CEBERIO, ESSEN, HUTCHISON, KINGSTON, MONTEYNE, MORDKOFF, PAVLAK, STINZIANO.

### Old Business

None

### New Business

Dr. Gonzalez answered the following questions:

Chemistry -

- Noted that ultimately he is responsible
- Provided information how to compensate through staffing agency.
- Similar challenge at Wayne Hills H.S. Relied on staffing agency and existing candidate pool.
- How will time be made up? Will work with Administration first thing tomorrow to assist teacher in pacing instruction to meet student needs.

Allan Mordkoff

- Asked Mr. Langrock what part of question wasn't answered?
- Dr. Gonzalez stated we won't lock ourselves into only one solution.



### Juanita Petty

- M-13-01 - Executive Session Minutes - Must be reviewed to determine if need for confidentiality still exists.
- E-13-04 - How much budget; where in budget? (230-500 Account)
- E-13-08 - Budgeted or actual amount? Placement cost is actual amount.
- E-13-09 - Where in budget are costs? (11-000-223 Account)
- H-13-06 - Barbara Breeman - No salary? \$37,000
- H-13-13 - Where are budget costs? In 11-1XX salary accounts for MS and HS
- H-13-18 - Who is Miller replacing? Don't know.

### Jane Hutchison

- Asked for clarification on amount paid to long-term substitutes. Dr. Gonzalez indicated \$100/day.
- Hopes Mr. Klypka gets his answers.
- Executive Session Minutes - Asked when they will be made available. Mrs. Petty will make it a priority.
- Congratulations to the Olsen Family on documentary.
- Hope we get off to a better start this year.
- Happy about math/chemistry teachers.

### Allan Mordkoff addressed Mr. Klypka.

- Suggestion to Mr. Klypka to present questions in writing, as it is difficult to keep track of them. Might make it easier. Help us to help you.
- Substitutes - Can't always avoid issues. We rely on Administration. Confident they have and will do so in the future.

### Mitch Badiner addressed Mr. Klypka.

- Over course of last two years, Board and Administration has tried to respond to all of your questions. It has been better than in the past. Believes Mr. Mordkoff has good suggestion to provide questions.
- Transparency - Believes it is there. To say we are not, is false.
- E-13-05 - Home Instruction - Don't know total since we don't know how long services will be required.

### Kim Essen

- We receive the agenda on Friday, and have an opportunity to ask questions. Agenda has come a long way. We now include additional information. Asked if we can respond to questions at end of public comment before voting occurs? Isabel Machado, Board Attorney, responded it can be put through Committee to make recommendation to BOE.
- Had student affected by math vacancy - was in Dr. Gonzalez's office every day.

### Jane Hutchison

- S-13-01 - BOE has attachment. We don't print for public.

### Don Pavlak, Jr.

- Wants to address transparency - more so now than any other Board. We can only answer with the facts. Sometimes the public doesn't like the answers. Have had more open communication with community in 8 years.
- Chemistry - we have been advertising daily. Had person who backed out last month.
- Administration did what they could but we will do better. Will not happen again next year.

## Executive Session

None

## Adjournment

As there was no further business of the Board, a motion was made to adjourn the meeting.

Motion: To Approve, Moved by Board Member LAURA STINZIANO, Seconded by Board Member ROBYN KINGSTON. Passed. 9-0-0. Board Members voting Aye: BADINER, CEBERIO, ESSEN, HUTCHISON, KINGSTON, MONTEYNE, MORDKOFF, PAVLAK, STINZIANO.

Respectfully submitted,



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

JAP:plc