

**BOARD OF EDUCATION
CITY OF LONG BRANCH
NEW JERSEY**

MINUTES

FEBRUARY 15, 2012

The Special Meeting of the Long Branch Board of Education was held at 540 Broadway, Long Branch, New Jersey. The meeting was called to order by Mr. Dangler, Board President, at 5:30 P.M.

A. ROLL CALL

Mr. Dangler - President	Mrs. Perez	Mr. Zambrano
Mrs. Beams - Vice President	Mr. Grant	Mr. Parnell
Mrs. George	Mrs. Critelli	Mr. Menkin

Administrators Present

Mr. Salvatore	Mr. Genovese	Ms. Dudick
Mr. Freeman		

Also present – Mr. Peter Sokol, Esq., Board attorney; Mr. Jason Corley, Athletic Director

A-1. STATEMENT OF THE MANNER OF NOTIFICATION OF THE MEETING

Peter E. Genovese III, RSBO, QPA, School Business Administrator/Board Secretary made the following announcement: Adequate notice of the meeting of the Long Branch Board of Education was published in the Asbury Park Press pursuant to the 48 hour rule to hold a Special Board meeting. This meeting notice has been posted in the Board of Education Office and the Office of the City Clerk, Long Branch, New Jersey.

Fire exits are located in the direction indicated. In case of fire, you will be signaled by bell and/or public address system. If so alerted to fire, please move in a calm and orderly fashion to the nearest smoke-free exit.

A-2. OBJECTIONS, IF ANY, TO THE VALIDITY OF THE MEETING

The objecting member must give supporting reasons.

B. FLAG SALUTE AND PLEDGE OF ALLEGIANCE

Bill Dangler, Board President, saluted the flag and led the Pledge of Allegiance.

C-1. STATEMENT TO THE PUBLIC

Mr. Dangler made the following announcement: Often times it may appear to members of our audience that the Board of Education takes action with very little comment and in many cases by unanimous vote. Before a matter is placed on the agenda at a public meeting, the administration has thoroughly reviewed the matter with the Superintendent of Schools. If the Superintendent of Schools is satisfied that the matter is ready to be presented to the Board of Education, it is then referred to the appropriate board committee. The members of the board committee work with the administration and Superintendent to assure that the members fully understand the matter. When the committee is satisfied with the matter, it is presented to the Board of Education for discussion before any final action is taken. Only then is it placed on the agenda for action at a public meeting.

C-1. STATEMENT TO THE PUBLIC (continued)

Time may be allocated for public comment at this meeting. Each speaker may be allotted a limited time when recognized by the presiding officer. Individuals wishing to address the Board shall be recognized by the presiding officer and shall give their names, addresses and the group, if any, that they represent. Although the Board encourages public participation, it reserves the right, through its presiding officer, to terminate remarks to and/or by any individual not in keeping with the conduct of a proper and efficient meeting. The Board will not, during the public portion of this meeting, discuss matters involving employment, appointment, termination of employment, negotiations, terms and conditions of employment, evaluation of the performance of, promotion or disciplining of any specific or prospective or current employee.

C -2. OPPORTUNITY TO ADDRESS THE BOARD RELATING TO AGENDA ITEMS

Mr. Salvatore – I have received several telephone calls and there seems to be a lot of concern with regards to policy. For this reason, we compiled many of the policies in question that will address the issues and questions that the members of the Board have.

1. POLICY COMMITTEE MEETING – REVIEW FOR SECOND AND FINAL READING

The following items were agreed upon by the consensus of the Policy Committee and are recommended for the second and final reading to the full Board for approval:

5000 – Pupils

Policy & Regulation 5519 – Dating Violence at School

6000 – Finances

Policy 6424 – Emergency Contracts

8000 – Operations

Policy 8505 – School Nutrition

9000 – Community

Policy 9180 – School Volunteers

Policy 9181 – Volunteer Athletic Coaches and Co-Curricular
Activity Advisors/Assistants

2. POLICY COMMITTEE MEETING – REVIEW FOR FIRST READING

The following items were agreed upon by the consensus of the Policy Committee and are recommended for the first reading to the full Board for approval:

Bylaws

Policy 0168 – Recording Board Meetings

Mr. Salvatore reviewed the policy regarding taping of Board of Education meetings and pointed out the possibility that from time to time there could be equipment failure. If that happens, the Board has 2 options: one is to continue the meeting while the Board Secretary takes written notes or two, the Board can adjourn the meeting.

The consensus of the Board was to continue the meeting and have the Board Secretary record the minutes.

Mr. Salvatore also explained that we currently have another policy in place which only permits the recording of meetings with the express permission of the Superintendent of Schools, but given today's technology, people are able to record things on their cell phones. Mr. Salvatore stated that we may want to review that policy to make adjustments.

Mrs. George – Once we approve the minutes would we then destroy the recorded record of that meeting?

Mr. Salvatore – Yes.

Mr. Parnell – Will our minutes be more detailed?

Mr. Salvatore – Yes.

Mr. Parnell – Is anyone against saving the minutes?

Mr. Grant – It wouldn't serve our purpose if we don't save them for a short period of time.

Mrs. Critelli – What is the purpose of taping of the minutes? Is it that Mr. Genovese will completely transcribe the minutes?

Mr. Salvatore – It is to be used as a reference and to be able to review if we felt something was missing from the minutes.

Mr. Dangler – We should keep the electronic minutes for a period of 6 months to a year.

Mrs. Beams – The reason to have these meetings recorded is that we had a 6 hour meeting and the minutes would only be 2 pages. I feel that the purpose of this is to create and provide more detail.

Mr. Grant – Although I am satisfied with the minutes, I believe we should have more time for retention of the taped minutes.

Mrs. Perez – Would these tapes be subject to an OPRA request?

Mr. Salvatore – Yes, just like any other written minutes.

Mr. Parnell addressed Mr. Genovese – Do you know what the retention schedule is with the State of New Jersey?

Mr. Genovese – The current retention schedule mandated by the State of New Jersey states that the taped records cannot be destroyed until the written minutes they were extracted from have been Board approved. At that point they can be destroyed.

Mr. Parnell – Can they be kept any longer?

Mr. Genovese – Yes they can.

6000 - Finances

Policy 6472 – Tuition Assistance

Mr. Salvatore explained that tuition re-imbursement is based on 80% of the State Average for secondary schools. Certified staff can be reimbursed for 9 credits per year, non-certified staff for 6 credits per year.

Mr. Zambrano – My concern is that teachers will stay in Long Branch for a couple of years and get their masters degrees and then go to Middletown school system where they would get credit for their advanced degrees and Long Branch would not receive the benefit of their advanced education.

Mr. Sokol – What I have seen in other districts is that the reimbursement to the employee for those courses could be stretched out over time which may keep an employee in the district longer.

Mr. Zambrano – Do we still have a program for the instructional assistants?

Mr. Salvatore – Yes all instructional assistants must still be highly qualified.

Mr. Parnell – Can we do what Mr. Sokol suggested as far as what other districts are doing?

Mr. Salvatore – Not at this time but we can address it during the next round of negotiations.

3. DISCUSSION ITEMS

- Athletics: 2000 series; 3000 series

Mr. Salvatore asked Mr. Corley to brief the Board of Education on the current practice regarding academic accountability.

Mr. Corley explained that the academic facilitator oversees the athletes and their academics to insure that they meet the expectations and requirements of the Board of Education. He monitors their instruction, makes calls to parents when they are not doing well and facilitates meetings with counselors to aid the students to achieve. In the case of the 20 students, we went through the many interventions to try to get them to succeed and when none of that worked out, the last step was to pull them from their respective teams and that is what we did. For example if the students average in the first marking period was 60%, and 79% in the second marking period his overall average is still below the necessary average to continue to participate and be able to play sports in the next season.

Mr. Salvatore – Please explain what system is currently in place.

Mr. Corley – The students would be assigned to Homework Club with access to tutoring and the athletic facilitator would be monitoring their progress.

Mr. Salvatore – Please elaborate on the Athletic Facilitators role going forward.

Mr. Corley – The Athletic Facilitator would need to be more involved in the meetings that take place with the students and monitor their progress during Homework Club to insure the students are attending and achieving.

Mr. Parnell – What was the process for the students that were removed from their teams?

Mr. Corley – When we identify a student that will go on academic probation, the parent and teacher are notified. Monday through Thursday they are required to attend Homework Club for further instruction.

Mr. Parnell – It appears then that the Athletic Facilitator followed all of the proper procedures.

Mr. Dangler – We had 20 students fail this year. My concern is that if you were failing during the football season, with no disrespect to Mrs. George, the student would not be able to participate in the winter sports.

Mr. Parnell – Also if you are failing in the spring, you would not be able to participate in the following years fall sports season either.

Mrs. Beams – What is the actual number of students in your example of the 60% and 79% average?

Mr. Corley – More than half of the students did not participate in fall sports.

Mrs. Beams – How many students within that 60% and 79% average failed?

Mr. Corley – About 7 students in the winter season failed. In the winter season it is easier to monitor the children, it is difficult in the fall but I follow the NJSIAA rules and by February 1 if the students are not meeting the expectations set forth by the Board of Education the students are removed from the team.

Mrs. Beams – Did all of the students go in for additional instruction?

Mr. Corley – Yes they did.

Mr. Menkin – So those students that are off of the team, are they now eligible to participate in the spring?

Mr. Corley – Yes.

Mr. Menkin – They will be OK to start again in the fall?

Mr. Corley – Yes.

Mrs. Critelli – I would like clarification for the concern over this issue. Is it that the policy was not followed?

Mr. Dangler explained – I came to one of the games and when I saw some students not on the bench I inquired as to where they were and found out that about 7 or 8 students had failed off of the team and when I inquired further I found out that there were 20 students altogether. I inquired because I thought things were done differently in the past and asked when we had changed the policy.

Mrs. Perez – So your question is what is the procedure?

Mr. Salvatore – What I hear is 2 questions: One question is what is the system and how does it work and the second question is with regard to the communication of the system. I received a call from Mr. Dangler regarding the students who failed and he had asked if I had known about it. I had not heard about it until that time.

Mr. Parnell – In the case of the 20 children with the academic issue, did Mr. Morrison notify the parents?

Mr. Corley – Yes he did.

Mr. Parnell – Do the coaches get notified of the situation?

Mr. Corley – Yes, they get an email alert.

Mr. Parnell – The policy is obviously working since everyone knew the issue. It could be that the students are not following up.

Mr. Salvatore – We have safety nets but they aren't working. For this reason we are looking into changing some items around to help insure that the students succeed. This did not come as a surprise to any of the parents. In fact, I did not receive any telephone calls. I think if there were any concerns, they would have called the coaches. However we cannot have overall successes if the failures continue to increase.

Mrs. Beams – We receive most of our information from the Athletic Director who observes all of the sports. We have a large support staff here but I still have a concern. Who makes sure that these students actually go to Homework Club? My second issue is that other people are aware of certain things happening within the district before the Superintendent knows. Board members will call the Superintendent and he says it didn't happen when it actually did happen.

Mr. Corley – I take the blame for certain procedures not being followed. It is the responsibility of the Athletic Facilitator to insure that the students are in Homework Club. The parents had been notified of the student's status. It is possible that in the past the students who were not doing well were hidden from the process and that's why it looks worse now that I have taken the final step by removing the students from the team.

Mr. Dangler – I appreciate you taking the blame. I am concerned as to what went wrong and what our next steps are.

Mr. Parnell – The students were notified, the coaches were notified and the parents were notified. What else is there to do?

Mr. Dangler – Obviously they were notified and teachers sent progress reports home but I would think the principals would want to know. I know we are not a factory turning out superstars every year in different sports but certainly we should be looking at ways to help these students.

Mrs. Critelli – Without these interventions it is hard to determine how many students would have failed out. We could have possibly had 40 students in jeopardy of failing off of their teams which would mean that the interventions and the staff members we have in place to help these students has worked for the most part. Also, we should look at more data, not just 5 students had failed from last year and 20 from this year, but how many students participated last year versus this year. If we didn't have the services in place it could have been worse.

Mr. Zambrano – Middletown students are given progress reports to keep them on track.

Mr. Salvatore – First, 3 times a marking period progress reports are sent out and teachers are calling parents to let them know even before someone from the Athletic Department would make that call. Secondly, our student information system cannot aggregate data which limits us. With our new software that situation will be alleviated. We are going to have the athletic students be aggregated in their own Homework Club. They will be monitored by the Athletic Facilitator and the coaches will be notified although they may not be able to help tutor, they can insure that their students are being tutored during the time they spend in Homework Club.

Mr. Menkin – Is the student considered failing when he is at 77%?

Mr. Salvatore – That is the Board of Education's policy for academic probation to help us catch students before they go too far.

Mr. Parnell – When will this process go into effect?

Mr. Salvatore – It already has.

Mrs. George – That is great.

Mr. Parnell – Maybe email is not the best way to get information to the coaches. Maybe we can hand them something.

Mr. Salvatore – Part of this process is that the progress reports would be handed out to the coaches and the coaches will be able to discuss with the students how they are doing and what type of interventions may be required.

Mrs. Beams – How does the coaching evaluation system work?

Mr. Corley – We have an evaluation tool that we use for coaching which was given to me by the district and I conduct data walks during practices.

Mrs. Beams – Do you evaluate the Head coach and the assistant coaches?

Mr. Corley – I evaluate the Head coach and the Head coach evaluates the assistant coaches. I review the evaluations of the assistant coaches in case changes need to be made based on what I have observed.

- Employment: 3000 series

Mr. Salvatore explained that since he has become Superintendent, the overall process for hiring certified staff involves a panel to evaluate candidates consisting of 2 or 3 principals and a member from Central Office. The panel makes recommendations to the Superintendent, Personnel reviews the candidates to insure that all of the paperwork is in order and then the Superintendent makes the recommendation to the Board of Education. Mr. Salvatore stated that we are considering using the same process in athletics to hire the head coaches; and the head coach would recommend his or her assistants.

Mr. Corley – I review all of the applicants from Personnel and currently make my recommendations to Central Office of who I would like to have fill those positions. I use a grading scale given to me by the district for my review of the candidates.

Mr. Grant – What type of grading system are you using?

Mr. Corley – Experience, skills and knowledge. I take the candidate that scored the highest and send that recommendation to Mr. Penta.

Mr. Salvatore – Please comment on the list serve available to you for posting positions.

Mr. Corley – We have the ability to interview candidates outside of the district as well.

Mr. Salvatore – We post positions seasonally for each coaching position regardless of how well the coach performed in the past.

Mrs. Beams – Do you use the list serve for each coaching position?

Mr. Corley – I use the list serve to communicate with other athletic directors for scheduling games from time to time and any eligibility questions that I may have.

Mr. Salvatore – Do you use that for relaying open positions in the district?

Mrs. Beams – Is this done for every open position like baseball and basketball?

Mr. Corley – When no one applies internally for a position, I will look outside.

Mr. Menkin – So you only use this as a last resort?

Mr. Salvatore – In our policy, our first choice is to go in house for qualified candidates. If there are none, we will then look outside for someone who is qualified. If we still cannot find anyone, our third option is to select a substitute teacher with County approval.

Mr. Menkin – We always go in house first?

Mr. Salvatore – Yes, that is our policy.

Mr. Grant – Do we ever hire someone from another school to coach?

Mr. Salvatore – Yes we have.

Mr. Parnell – What would it take to allow Mr. Parker to be put on staff?

Mr. Salvatore – He would need to have a substitute county certificate?

Mr. Parnell – Is that our policy?

Mr. Salvatore – Yes.

Mrs. Beams – Is Mr. Corley looking at teaching evaluations in the selection of coaches?

Mr. Salvatore – Many times we check with Central Office because they may have information regarding an applicant that indicates that they may not be the best candidate for the job based on other factors.

Mr. Zambrano – In Wall there is a policy where they look for certified coaches from the secondary schools.

Mr. Salvatore – We could look at that type of policy here however it would rule out many elementary staff that are currently coaching.

Mr. Parnell – What is secondary education?

Mr. Salvatore – Grades 6 through 12.

Mr. Menkin – Do we have the spring numbers regarding having a freshman baseball team?

Mr. Corley – We have 20 freshman right now that we are thinking of keeping as freshman.

Mr. Menkin – Do we need to find a coach for the freshman team?

Mr. Salvatore – We have some choices already. We are looking at creating a panel for coaching staff hiring similar to that for certified staff members. However, we would still allow the head coach to select his assistant coaches.

Mrs. Perez – Under employment, how do we select non-certified staff for employment, whether it be instructional assistants or buildings and grounds positions?

Mr. Salvatore – Currently for the buildings and grounds position, Nick Crupi and Gary Vecchione will interview, and technology would do their own interviewing. Instructional assistants are also done in a similar way but we are looking at creating a panel for those positions as well.

- Curriculum and Instruction: 2000 series

Mr. Salvatore – The HSPA prep is very important. If students do not pass the HSPA they will not be able to graduate so the HSPA prep is targeted to those students who aren't making the grade. In grades 9, 10 and 11 we work on math skills only to help students discover math.

Mr. Grant – What is math discovery?

Mr. Salvatore – It is learning through exploration, not just memorization of math skills. The HSPA prep is not done for AP classes so we are not taking away from their time on task. They are getting other strategies to improve their skills and prepare for the HSPA test.

Mr. Parnell – So the majority of students take a HSPA prep while the AP students have their own level of practice to prepare them?

Mr. Salvatore – Yes that is correct.

Mrs. Perez – What is the issue regarding the HSPA prep?

Mr. Salvatore – There was some concern regarding the AP classes when it comes to the HSPA prep.

Mrs. Beams – How much of the block is used for this preparation?

Mr. Freeman – HSPA prep takes place approximately 4 to 6 weeks prior to the actual testing date.

Mrs. Beams – What does the HSPA prep look like? If we stop teaching to the test then what are we actually doing? I recall in the old days world lab would go away during the test prep period and there was a lot of emphasis on the test versus the current curriculum.

Mr. Freeman – We are focusing on certain components of the HSPA test during the educational day. If there are some weaknesses, the students are segregated into 2 groups for those who are not doing as well.

Mr. Salvatore – We no longer just freeze the education process for test prep. We have gotten away from that.

Mr. Freeman – If we didn't do that then the students would not have the necessary skills in the subsequent year that they would need.

Mrs. Beams reiterated her experience in Sayreville with regard to the HSPA tutorial.

Mrs. Beams – The teachers receive print outs, the students are put in small groups and each prep period would last 45 minutes. Parents enter into a contract to help the students stay focused.

Mrs. George – How do the NCLB requirements impact this?

Mr. Salvatore – There will be many drastic changes coming down, most of which will start in 2014. We are currently assessing all of the proposed changes now. There is still no real indication of how special education will be treated and along those lines, since New Jersey received the Race to the Top grant Phase 3, we will be applying for our portion which is approximately \$100,000. One requirement of the grant is to have a teachers performance evaluation tool on line.

Mr. Zambrano – Will there no longer be hard copies of teacher's evaluations?

Mr. Salvatore – The State wants all evaluations on line with accompanying data so it will be on line for the teachers.

The Board recessed at 7:43 P.M.

The Board returned to the meeting at 7:49 P.M.

A. **ROLL CALL**

Mr. Dangler - President

Mrs. Beams - Vice President

Mrs. George

Mrs. Perez

Mr. Grant

Mrs. Critelli

Mr. Zambrano

Mr. Parnell

Mr. Menkin

- Staff conduct: 3000 series; 4000 series

Mr. Salvatore – I received some telephone calls regarding morale in the schools and stated that during the in jeopardy time of each school year, you will find that morale is not generally too high. If you were to meet with the staff in September and October, you would find a completely different attitude in the staff.

Mrs. Beams – I brought the issue of morale in one of the elementary schools to Mr. Salvatore's attention. Having taught here before, I know that some teachers feel intimidated and bullied by the administration. They do not feel like they have a voice and if a teacher were to speak up the administration would be in their classroom and they could be transferred or harassed. I sometimes think that principals are flexing their muscles and there is a lack of respect towards the staff. I know this has been done in the past when I was a district teacher. If you spoke out you could be transferred. I feel there is a power struggle in the schools and a lack of respect. I want to insure there is something in place to insure there is no intimidation going on.

Mr. Salvatore – With respect to morale, there are different perceptions for each member you would interview. If there is a reprimand from the principal, they may feel intimidation and picked on. I recall as a first year principal, we replaced all of our chairs in the building with new ones, morale was great and all of the teachers thanked me. This had nothing to do with education. Morale goes up and down and it is very difficult to address each persons perceptions. As a Board, you are going to be approached all of the time from staff members. It is critical that you direct the folks to follow the chain of command, going through their principals, and give the principals a chance to address the situation if in fact one exists. If they are not satisfied after that, they should come to see me. As a Board you are friendly people and people like to talk to you but it is important that you instruct them to meet with their principals to discuss the issues. If something seems unfair then I will deal with it. The staff needs to understand that there is a protocol to follow and I ask you to pursue this route. I am not saying not to tell me, but just make sure that the staff reaches out to the principals as their first line of communication.

Mrs. Beams – This was a concern of mine – this wasn't supposed to be a special meeting but a workshop meeting. I'm concerned because I have heard things and when I asked you (meaning Mr. Salvatore), you were unaware of them. This is the stigma in the district. People think that when you speak up and complain you will be reprimanded. We are trying to make this a safe place.

Mr. Salvatore – Staff members are encouraged to follow the chain of command. That is the only way to help. When I heard about the coaching issue I was upset about it. When I checked into it and found out that the coach was fired I immediately re-instated the coach because the responsibility lies with me for terminations. You as Board members from time to time will get information before me because people talk to you. Eventually I get the information, I immediately pull all of the folks together and I resolve the issue. If you do hear information I have no problem with you bringing it to my attention but again, don't become the sounding board for the staff, it is putting a monkey on your back. Direct them to their principals and have them follow the chain of command.

Mr. Menkin – I got a call last night regarding a student and teacher issue. This may be hearsay but I was told that the student punched the teacher in the jaw and broke it.

Mr. Parnell – I am sure if this happened someone would have heard it.

Mr. Salvatore – You will hear a lot of things through third party discussions, the majority of which have no basis of fact. This is why it is imperative for you to push things back to the principals for them to deal with because if it comes directly to my level I will have to go back to the principals to begin the investigation anyway.

Mrs. Perez – In my experience when I would bring an issue to you, I would never see an instance where there were repercussions on any individual. Things were always handled in a professional manner.

Mr. Freeman – Teachers must be willing to go to their administrators. When I was in the High School, I had a teacher with an issue that was festering and they were intimidated to speak to me. When she did, I handled it and she was relieved. It is important that the staff get used to talking to their principals.

Student Attendance

Mr. Salvatore – In our policy there is no definition of how many days students can miss with regards to retention and graduation. Students can miss 40 days and still graduate or move up to the next grade level.

Mrs. Beams gave a real life example.

Mrs. Beams – A student I know has over 50 absences and to my understanding has never had to do any type of credit recovery and possibly over the last 3 years this student has missed over 100 days and she is on track for graduation.

Mr. Salvatore – She is not on track for graduation.

Mrs. Beams – This doesn't seem appropriate that students cannot show up and pass; or have 50 unexcused absences and still graduate.

Mr. Salvatore – If you were to miss 5 school days in a marking period, you have to go for credit recovery and in some instances attend summer school or you won't be able to graduate.

Mrs. Perez – Don't we have an attendance officer?

Mr. Salvatore – We do and it hinders more than it helps because parents who are poor get fines and it doesn't improve the student's attendance. The policies don't necessarily state a certain number of days students can miss. We need to look at this as a Board to see if we want to modify our policy.

Mrs. Beams – I am concerned with those students who miss 20 to 30 days. How will they deal with college after graduation because attendance is important.

Mrs. Perez – They will have a problem in the work force as well.

Mr. Salvatore – Certainly attendance and proficiencies run hand in hand.

Mrs. Perez – Don't we also have some parents who take students out of the country for vacation during certain times of the year?

Mr. Salvatore – Yes. Sometimes a parent will dis-enroll the student so they can go on vacation and then re-enroll them when they return. Students need a way to recover credits; if they realize they are failing and have no way to recover then they will stop coming to school.

Mrs. Beams – We have the responsibility to educate regardless of our graduation rate.

Mr. Salvatore – We do and I am asking if the Board wants to quantify the number of days that a student can miss. I would like to keep those days, if we decide to write a policy, to be consistent with surrounding districts. One other concern that we have to be mindful of is we have a 20% mobility rate in our district.

Mrs. Critelli – In my district we have a Saturday recovery. Administrators and teachers actually teach the curriculum for students to obtain the necessary credits that they may miss during the school day.

Mr. Zambrano – We had one in Middletown as well.

Mr. Parnell – With regards to the last open Board meeting, Mr. Clifford Jackson's performance as a teacher was discussed and I recall that the night before when I wanted to say something good about a staff member, I was told by Mr. Genovese that it was not the venue to discuss personnel. I have two questions: One, was Mr. Grant wrong about what he did and second, why was he not told to stop?

Mr. Salvatore – First Mr. Parnell, you did the right thing by not commenting on staff members. Mr. Grant did not. Mr. Dangler tried to stop Mr. Grant but he completely ignored Mr. Dangler.

Mr. Parnell – My question is - are we allowed to discuss the staff?

Mr. Dangler – I called Mr. McOmber and he said that you can speak about the staff in open session. If you go into Executive Session you have to RICE them.

Mrs. Critelli – Don't we read the statement about employees in the beginning of each Board meeting?

Mrs. George – Exactly why do we say that we will not discuss matters involving employment, matters of termination, of employees etc?

Mr. Salvatore – There are 2 situations where Board's can end up in trouble. One is giving directions to employees and the other is evaluation of staff. Mr. Grant was advised by the President not to speak but he did it anyway.

Mr. Dangler – But we can talk about the staff in public, just not in closed session without a RICE notice.

Mr. Salvatore – If you are going to talk about staff members and if any conclusions are based on malice regarding that individual you are opening up yourself personally and the whole Board for a law suit. Mr. Grant was given the opportunity the night before to discuss with the Board his

concerns and perhaps if he had done so, he might have gotten other Board members to see is point of view.

Mrs. Beams – May I make a suggestion? Instead of meeting as a full Board, that we discuss these issues through the use of committees. It seems the agenda is mainly driven by Mr. Salvatore. We could have a lot more discussions in committee meetings as well as discuss each committees concern amongst ourselves.

Mr. Salvatore – Just be careful about the Sunshine Law. If you text, email or are in conversation with 5 or more individuals you will be in violation of the Sunshine Law.

Mrs. Perez – If 5 of us call you regarding an issue then this is a violation?

Mr. Salvatore – Yes it is but that has not happened yet.

Mr. Menkin – With regard to our dress code policy, is it like the 65 mph speed limit on the Parkway? We have a policy but it's not enforced? Students have been seen with unnatural hair color and short dresses in the High School.

Mr. Salvatore – We have a high number of violations that we deal with and many of the violators are getting in school suspension.

Mr. Salvatore gave the Board a brief update on the effective use of the tablets at the Middle School where 8,000 hours of additional instruction have been logged and the students reading levels are improving.

Mr. Zambrano – Wasn't February's Board meeting a chance for us to discuss the Superintendents evaluation?

Mr. Salvatore – At our February Board meeting I will be presenting an activity log to the Board for your review and comments.

Mr. Salvatore asked the Board one by one if there were any other concerns or issues regarding tonight's meeting, or if there was anything additional to discuss.

There were none.

2. **ADJOURNMENT – 9:14 P.M.**

There being no further discussion, motion was made by Mr. Menkin, seconded by Mr. Parnell and carried by roll call vote that the Board adjourn the meeting at 9:14 P.M.

Ayes (9), Nays (0), Absent (0)