

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

MINUTES

SEPTEMBER 16, 2015

A Special Meeting of the Long Branch Board of Education was held in the Long Branch Public School Administrative Building, 540 Broadway, Long Branch, New Jersey.

Mr. Parnell called the meeting to order at 6:00 P.M.

A. ROLL CALL

Mr. Parnell – President
Mrs. George – Vice President
Mrs. Perez

Mr. Grant – 6:29 P.M.
Dr. Critelli
Mr. Dangler – 6:03 P.M.

Mr. Zambrano
Mr. Covin – 6:07 P.M.
Mrs. Widdis

Administrators Present

Dr. Salvatore
Mr. Freeman

Mr. Genovese
Mrs. Valenti

Ms. Dudick
Mr. Dringus

Also Present

James Finn, Senior Vice President, Brown and Brown Benefit Advisors

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

Peter E. Genovese III, RSBO, QPA, School Business Administrator/Board Secretary stated adequate notice of the meeting of the Long Branch Board of Education has been provided by a Schedule of Public Meetings published in the Atlanticville and the Asbury Park Press. Mr. Genovese further stated a Schedule of Public Meetings has been posted in the Board of Education Office and the Office of the City Clerk, Long Branch, New Jersey.

Mr. Genovese made the following announcement: 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

Mr. Genovese stated that the objecting member must give supporting reasons.

B. FLAG SALUTE AND PLEDGE OF ALLEGIANCE

James N. Parnell, Board of Education President, saluted the flag and led the Pledge of Allegiance.

C-1. STATEMENT TO THE PUBLIC

Mr. Parnell 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. In rare instances, matters are presented to the Board of Education for discussion at the same meeting that final action may be taken. All agenda attachments are available for public review.

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 respond to questions during the public participation portion of this meeting involving the employment, appointment, termination of employment, negotiations, terms and conditions of employment, evaluation of the performance of, promotion or disciplining of any specific, prospective or current employee.

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

No one addressed the Board.

D. Presentation by Brown and Brown Benefit Advisors

Jim Finn, Senior Vice President, Brown and Brown Benefit Advisors, gave a detailed presentation regarding the Cadillac Tax enacted by President Obama which will take effect in 2018.

Due to the fact that this tax will have a significant impact on the district and its employees, Dr. Salvatore invited the 3 unions to participate in the discussion.

The slide presentation by Mr. Finn will be incorporated within the minutes – **APPENDIX A.**

E. Operation and Management Committee – APPENDIX B

Mr. Genovese gave the Board an update in the areas of Technology and Facilities, the highlights of which are contained in Appendix B.

F. Instruction and Program Committee – APPENDIX C

Dr. Salvatore gave the Board an update on Instruction and Program of which detailed information is contained in Appendix C.

G. GENERAL ITEMS

Motion was made by Mr. Dangler, seconded by Mr. Covin and carried by roll call vote that the Board approve the following items (1 – 6).

Ayes (8), Nays (0), Abstain (1) Dr. Critelli, Absent (0)

1. APPROVAL TO ACCEPT THE BLENDED EARLY LEARNING GRANT

That the Board accept the Blended Early Learning Grant in the amount of \$74,936.

That the Board authorize **Bridgette Burtt**, Funded Grants Supervisor, to serve as the district's contact person for the above actions.

And that **Michael Salvatore, Ph.D.**, Superintendent of Schools, be designated the Board's representative to implement the above actions.

H. PERSONNEL ACTION

2. APPOINTMENT OF CERTIFIED STAFF

That the Board approve/ratify the appointment of the following named individual who constitutes a careful selection and screening of applicants and is hereby recommended for an employment contract contingent upon the successful completion of their degree program, New Jersey Department of Education certification requirements, Federal NCLB Highly Qualified Teacher requirements, a criminal history clearance and the successful completion of a medical examination as required by the Board of Education. This initial appointment may be changed as District needs develop.

RAQUEL ROSA

ESL Teacher
High School
BA, Step 1
\$50,000

Certification: Teacher of English as a Second Language, Teacher of Portuguese

Education: Polytechnic Institute of Leiria

Replaces: D. Spinelli, re-assigned

(Acct#:15-140-100-101-000-01)(UPC#:1090-01-ENGLS-TEACHR)

Effective date: September 1, 2015

3. RESIGNATION – STIPEND POSITION

That the Board accept the resignation of the following individual:

NIKKIA BLAIR, High School African American Culture Club co-advisor, effective September 9, 2015.

4. RESIGNATION – CONTRACTUAL POSITION

That the Board accept the resignation of the following individuals:

KATHLEEN FITZGERALD, Amerigo A. Anastasia School teacher, effective August 21, 2015.

DAHEMIA STEWART, Lenna W. Conrow School instructional assistant, effective August 21, 2015.

FELICIA WINSLOW, Audrey W. Clark School instructional assistant, effective September 1, 2015.

H. **PERSONNEL ACTION (continued)**

5. **ANNUAL STIPEND APPOINTMENTS - 2015-2016 SCHOOL YEAR**

That the Board approve/ratify the appointment of the following stipend positions for the 2015-2016 school year:

DISTRICT

New Hope Tutoring Program- Team Leader

Rosetta B. Jordan

\$29.87/hr.

New Hope Tutoring Program- Teachers

Marjorie Chulsky, A. Renee Diallo, Sheila Gibson, Kelli Jelks,
Tawana Richardson

\$24.21/hr.

New Hope Tutoring Program Teachers' Assistant

Anita Williams

\$11.33/hr.

Out of School Performing Arts Advisor

Ronnie Bennett

\$20.94/hr.

WIA Job Coach

Maria Torres

\$20.29/hr.
(2 hrs./day)

HIGH SCHOOL/MIDDLE SCHOOL

Lunchroom Monitors

(HS) Ana Saner, Jessica Rodriguez

(MS) H. Sue Harrison, Maureen Lovato, Kelly Treshock

\$21.36/session

ELEMENTARY

Bilingual/ESL Advisor, Gr.3-5

Catarina Lopes

\$3,350.00

Breakfast Monitors

Craig Cuje (LWC), Sehija Emini (LWC), Desirea Medina (LWC),
Patricia Skinner (AAA)

\$13.08/session

Lunchroom Monitors

Andrew Critelli (AAA), Terry Johnson (AAA), Patricia Skinner (AAA)

\$21.36/session

6. **STIPEND APPOINTMENTS - 2015-2016 SCHOOL YEAR**

That the Board approve/ratify the appointment of the following stipends for the 2015-2016 school year:

6th Period

(HS) James Anthony, Nicholas Cartegna, Mariysa Etoll, Pierre Joseph,
Christopher Porges, Jessica Sickler, Alex Smiga, Kelly Wiggett, Raleigh Woodruff,
(MS) Sharon Babitsky, Camille Barone-Simon, Sharyn Benetsky, Renee Diallo,
Mary Henderson, Brian Howell, Caitlin Mauro

\$4,500.00

Building Security

Cesare lengo

\$15/hr.

H. PERSONNEL ACTION (continued)

Motion was made by Mr. Dangler, seconded by Mrs. George and carried by roll call vote that the Board approve the following item (7).

Ayes (7), Nays (0), Abstain (2) Mrs. Perez and Mrs. Widdis, Absent (0)

7. PROFESSIONAL DEVELOPMENT WORKSHOPS - 2015-2016 SCHOOL YEAR

That the Board approve/ratify the stipend payment for the Professional Development Workshop attendees for the 2015-2016 school year as listed on **APPENDIX D**.

Motion was made by Mrs. George, seconded by Mrs. Widdis and carried by roll call vote that the Board approve the following items (8 – 12).

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

8. STIPEND APPOINTMENTS – SUMMER 2015

PUPIL PERSONNEL SERVICES

Summer Evaluations and Extended School Year Services

\$150.00/case

Luann Candelmo

Case Conference Meeting

\$75.00/case

Luann Candelmo

9. STAFF TRANSFERS FOR THE 2015-2016 SCHOOL YEAR

That the Board approve the staff transfers as listed on **APPENDIX E**.

10. FAMILY/MEDICAL LEAVE OF ABSENCES

That the Board approve/ratify the family/medical leave of absences as listed on **APPENDIX F**.

11. ATTENDANCE AT CONFERENCES/MEETINGS

That the Board approve the attendance of the staff member indicated at the conference indicated:

JANET DUDICK

\$170.00

District Administrator for Personnel, to attend "Evaluating Everyone Else... Key Issues Related to Non-Certificated Staff" sponsored by New Jersey Principal and Supervisor Association and Foundation for Educational Administration to be held on September 24, 2015 at NJPSA/FEA Monroe Township, NJ. (ACCT# 11-000-230-585-390-12-44)

12. CORRECTIONS TO THE MINUTES

That the Board approve the following corrections/revisions to minutes indicated:

August 19, 2015

RESIGNATIONS

Melinda Rodriguez, Amerigo A. Anastasia School, Instructional Assistant, effective August 19, 2015. This should have read Melinda Rivera, Morris Avenue School, Instructional Assistant.

12. **CORRECTIONS TO THE MINUTES (continued)**

August 19, 2015 (continued)

TRANSFERS

Rachel Datre, Lenna W Conrow, School, Teacher. This should have read to Holy Trinity School, Teacher.

Jodi Hegerty, Lenna W Conrow School, Instructional Assistant. This should have read to Morris Avenue School, Instructional Assistant.

ANNUAL STIPEND APPOINTMENTS – 2015 – 2016 SCHOOL YEAR

Breakfast Monitors; Brenda Itzol, Amerigo A. Anastasia School. This should have read lunch monitor.

July 22, 2015

STIPEND APPOINTMENTS – 2015 – 2016 SCHOOL YEAR

High School Student Council Advisor – Dawn Ciaramella – Step 1 - \$2,151. This should have read Step 5 - \$2,589.

DISCUSSION

Mrs. George – Do we have any students at Holy Trinity?

Dr. Salvatore – Yes, we have 5 classes.

Mr. Parnell announced to the Board that he has selected a Negotiations Committee. The committee will consist of himself, Mr. Dangler, Mr. Grant and Mr. Covin.

Mr. Grant handed out a letter to the Board members dated August 12, 2015, and discussed his concerns regarding the education of some of our High School students. He stated that football practice should have been cancelled on the evening of the Historical Black Colleges and University College Fair that was held at the Long Branch Housing Authority on September 15, 2015. Mr. Grant further went on to state that a student told him he had 6 periods of electives.

Dr. Salvatore – I attended the College Fair. I suggest to you Mr. Grant, that when you receive information that seems contrary to Board policy, ask the individual to clarify their concerns in writing and forward them to my office so that I can do the research. Further, it would not be possible for any student to have 6 periods of electives since core subjects are mandated by the State of New Jersey.

Mr. Grant – I will bring this up again at the next public board meeting.

The Board, in support of Dr. Salvatore's suggestion, felt this type of procedure undermines the administration and that all such inquiries should be directed to the Superintendent and not to individual Board members.

I. OPPORTUNITY TO ADDRESS THE BOARD ON NON-AGENDA ITEMS

Vincent Lepore
38 Ocean Terrace
Long Branch, NJ 07740

Mr. Lepore spoke to the Board regarding the sale of West End School. He recognized the fact that the Board is in litigation, has submitted a brief and for those reasons will not be able to respond to his comments. He stated that although a Judge has been assigned to hear the case, he felt the Board should apply pressure to the City and encourage the New Jersey Repertory to seek approval from the Planning and Zoning Boards.

The Board thanked Mr. Lepore for his comments.

J. ADJOURNMENT – 8:21 P.M.

There being no further discussion, motion was made by Mrs. Perez, seconded by Mr. Dangler and carried by roll call vote that the Board adjourn the meeting at 8:21 P.M.
Ayes (9), Nays (0), Absent (0)

Peter E. Genovese III, RSBO, QPA
School Business Administrator/Board Secretary



Cadillac Tax Overview

Long Branch Board of Education

September 16, 2015

James T. Finn, CLU
Senior Vice President

DISCLAIMER

This presentation, brought to you by **BROWN & BROWN BENEFIT ADVISORS**, should not be construed as legal advice or legal opinion on any specific facts or circumstances. The contents are intended for general information purposes only, and you are urged to consult your lawyer or advisor concerning your own situation and any specific questions you may have.

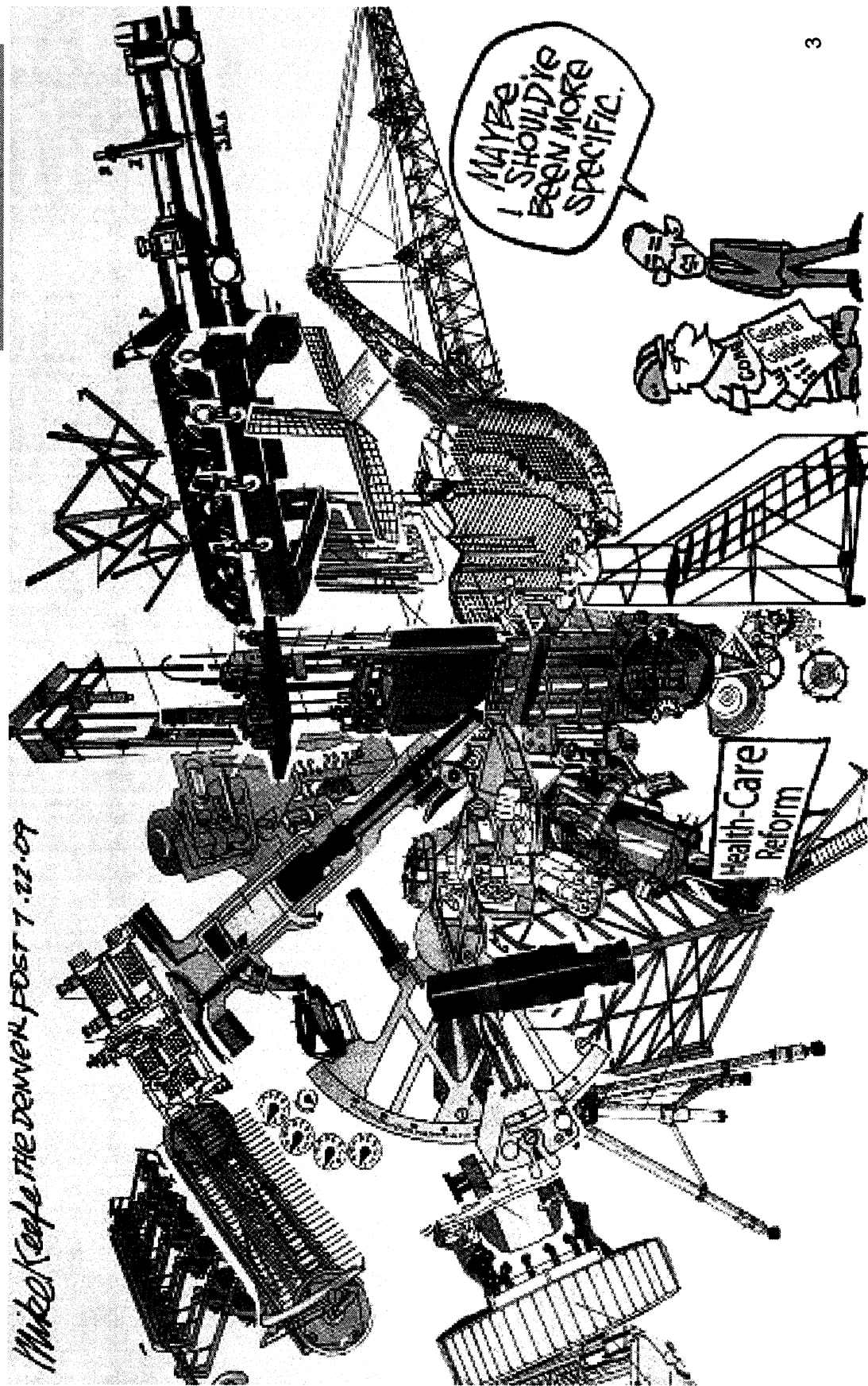
The information provided is based on the information available as of today and subject to change. For further information about these contents, please contact us.

Please note that regulations about the Cadillac Tax have not yet been issued.

A View from 2009

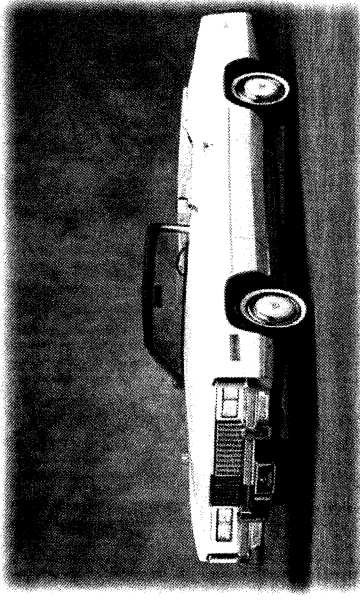
Brown & Brown
Benefit Advisors®
Collective wisdom. To your benefit.

Mike Keefe, THE DENVER POST 7.22.09



AGENDA

- An Overview of the *Cadillac Tax*
 - *What Is It?*
 - *How It Is Calculated?*
 - *Who Pays It?*
- Strategy Discussion
- Questions & Answers



Cadillac Tax

What Is It?

- Permanent annual tax beginning in 2018 on employers that provide high-cost benefits through an employer sponsored plan
 - Section 9001 of ACA – “Excise Tax”
- *Purpose:* To generate \$80 billion over the next 10 years to help finance the expansion of health coverage

Cadillac Tax

What Plans It Applies To



All Employer Sponsored Coverage, except:

- Stand-alone dental
- Stand-alone vision
- Long-term care insurance
- Accident coverage
- Hospital indemnity or fixed indemnity
- Specified disease or illness insurance
- Disability benefits
- Workers' compensation

Cadillac Tax

How It Is Calculated

Plan Cost Is Determined Based on:

- Premiums paid by employers and employees
 - Not including cost sharing amounts like copays & deductibles
- Employer & Employee contributions to FSA, HRA, and HSA
- Cost of Employee Assistance Plans (EAP's), **onsite clinics** and wellness programs



Cadillac Tax

How It Is Calculated



- The tax is 40% of the amounts that exceed predetermined annual threshold amounts*
 - **\$10,200** for individual coverage
 - **\$27,500** for family coverage

Cost includes the total premiums paid by employer and employee, but not the cost sharing amounts such as deductibles and copays

* Amounts *subject to change* when final regulations are issued and indexed for inflation in future years. Thresholds will be adjusted for high-risk professions (law enforcement) and group demographics (age/sex).

Cadillac Tax

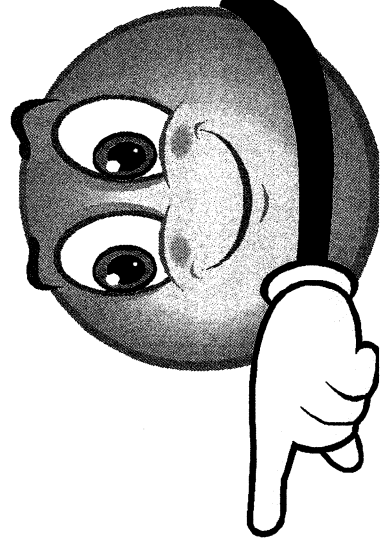
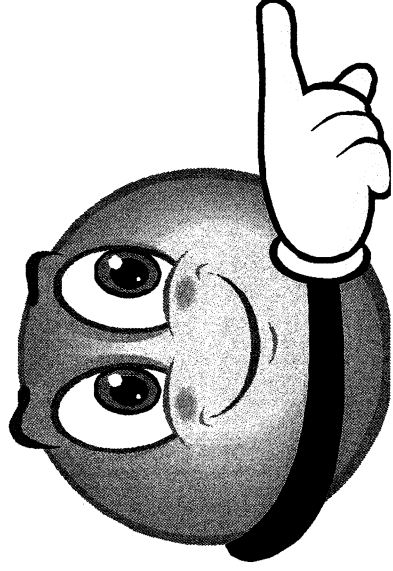
How It Is Calculated

Basic Thresholds Can Be Adjusted in Several Ways:

- *Health Adjustment Percentage* – Triggered if medical inflation in Federal Employees Health Benefits Plan exceeds expectations
- *Age & Gender* – May apply if age and gender mix of plan differs from national norms
- *High Risk Professions* – Applies if majority of plan members are in a high risk profession (e.g. police)
- *Qualified Retirees* – Age 55 or older and not eligible for Medicare
- *Consumer Price Index* – Beginning in 2019, future adjustments based on CPI

Cadillac Tax

Who Calculates the Tax?

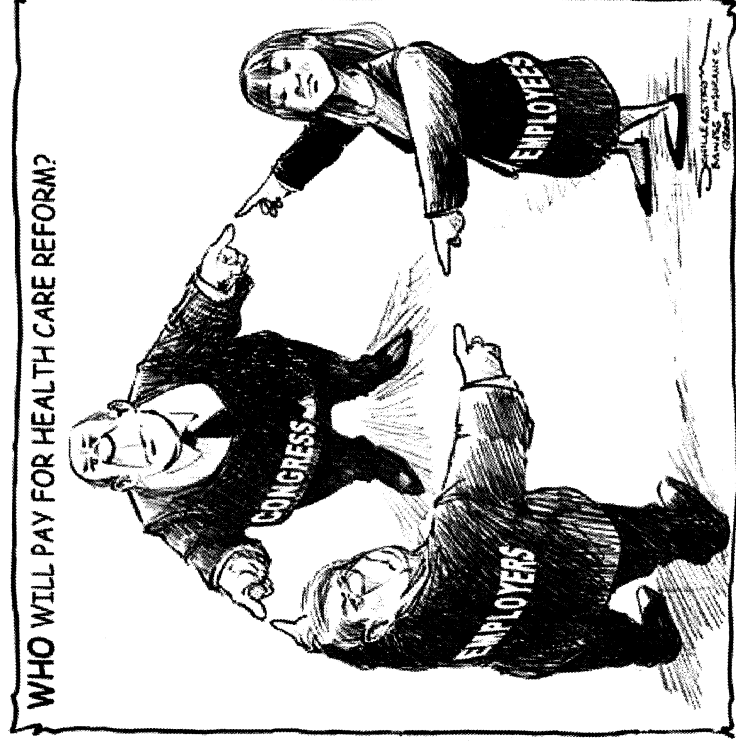


Regardless if the plan is fully insured or self funded, the **employer** that sponsors the group health plan(s) subject to the Cadillac tax is responsible to calculate the tax.

Cadillac Tax

Who Pays the Tax?

Forms and instructions for paying the tax are **Not Yet Available**



- For *fully insured* plans, the insurer is responsible to pay
 - For HSA's, the employer is responsible
- For *self-funded* plans, the plan administrator is responsible to pay the tax

Cadillac Tax Impact

Example



Employer with 900 employees

- 250 singles, 60 parent/children, 230 couples, & 360 families

	Monthly Rates	Annual Cost	CADILLAC TAX (40%)
Single	\$1,031.86	\$12,382	\$873
Parent/Child(ren)	\$1,582.82	\$18,994	\$0
Member + Spouse	\$2,264.98	\$27,179	\$0
Family	\$2,745.33	\$32,944	\$2,178

Cadillac Tax of **\$1,002,330**

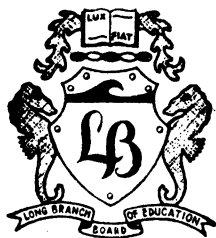
Equates to 4.5% of annual premium (\$22,345,650)

Questions



Thank you!

For more information, visit our website at
www.advisorsbb.com



AGENDA

APPENDIX B

OPERATION AND MANAGEMENT COMMITTEE
WEDNESDAY, SEPTEMBER 16, 2015 - 6:00 P.M.
540 BROADWAY
LONG BRANCH, NEW JERSEY

COMMITTEE MEMBERS:

Armand Zambrano, Chairperson
Bill Dangler
Jim Parnell
Rose Widdis

ADMINISTRATORS:

Michael Salvatore, Ph.D.
Peter E. Genovese III
Ann C. Degnan
Chris Dringus

TECHNOLOGY

- * New Wireless Controllers installed @ 3 locations
 - * High School with 117 new Access Points
 - * Middle School with 112 new Access Points
 - * Gregory School with 41 new Access Points
- * The old High School Access Points will be redistributed with a new Central Wireless Controller to equip the ECLCs with wireless
 - * Morris Avenue School - 45
 - * Lenna W. Conrow School - 33
 - * JMFECLC - 31
- * Google for Education and Chromebooks
 - * New Google Domain
 - * Middle School - 1100
 - * High School - 500
 - * New servers in place dedicated to their functionality
- * New Teacher Computers at the Middle School & Lenna W. Conrow School
- * Project Lead the Way and MAC labs completely refreshed at the Middle School & High School
- * New cloud based deployment software for devices
- * 10 physical servers consolidated into our virtual server farm
- * Repaired faulty wiring and replaced all 16 external intercom speakers

FACILITIES

*** Updates**

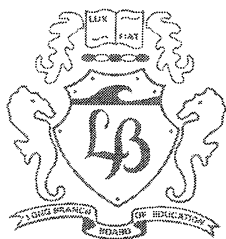
- Roof at JMFECCLC
- Parking lot at the George L. Catrambone School
- Old High School
- Audrey W. Clark School boiler wiring
- Hot water tanks at the High School
- Energy Savings

*** New Projects**

- High School HVAC/GEO thermal filter issues
- JMFECCLC HVAC

GOALS

1. The committee members will actively participate in professional dialog pertaining to facility management and preventative maintenance.
2. The committee members will seek professional learning experiences pertaining to facility operations with specific focus towards: educational code, NJ statute, federal guidelines, technology advancements, policy revisions, and initiatives put forth by the Department of Education.



AGENDA

INSTRUCTION AND PROGRAM COMMITTEE WEDNESDAY, SEPTEMBER 16, 2015 540 Broadway Long Branch, New Jersey 07740

COMMITTEE MEMBERS:

Donald Covin, Chair
Michelle Critelli, Ed.D.
Avery Grant
Armand Zambrano

ADMINISTRATORS:

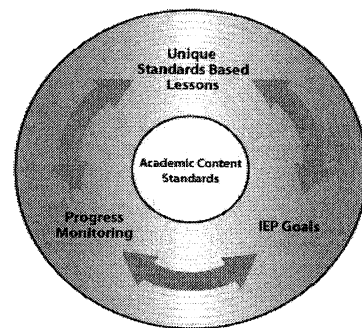
Michael Salvatore, Ph.D.
Alvin Freeman
Roberta Freeman

1. Unique Learning System

Unique Learning System is an online, interactive, standards-based curriculum specifically designed for students with special needs in grades PK-12+. Unique Learning System's curriculum provides a way for special education instruction to include ALL students in the same activity, with different levels of expectation. During the 2015-2016 school year, the district will be utilizing Unique in all Autistic and Cognitively Impaired Classes PK-12+.

Tools For Data Driven Instruction

With the use of Unique Learning System's goals, preferences and skills (GPS), teachers are able to better identify student, classroom, and program goals that are aligned to Core Standards and the student's IEP. With the GPS, the teacher can track student goals and show growth with customized graphs. All assessment data is stored on the **n2y** secure website which allows for students' skill- growth measurements to be monitored and tracked from year to year. The GPS includes pre/post assessments, checkpoints, benchmarking, core rubrics, and transition planning. Professional learning will be ongoing and will consist of webinars for all teachers.



2. Student Leadership Committee & Innovation Team-Innovation Goals

The Student Leadership Committee & Innovation Team is comprised of Central Office Administration, principals, supervisors, media specialists, TDLAs, student advisors, classroom teachers, and of course our students! Long Branch was honored when Takecia Saylor, the Director of the Office of School Innovation for the New Jersey Department of Education requested for the district to participate in this state-led initiative. The priorities of this committee include promoting student leadership and utilizing innovation to insure we meet and exceed the learning styles of every child! District innovation goals include: implementation of MakerSpaces, integration of Coding, promoting Digital Citizenship, recognizing Innovative Leaders, and creating environments for digital exploration.

Meeting Design & Professional Learning

These meetings are designed to take an innovative approach fostering 21st century skills. During our meetings, staff and students have the opportunity to participate in a virtual meeting with experts in these areas of innovation. Students also lead and present on projects they develop centered on the innovation goals.



Innovation Team members engage in “Play and Plan” station activities where they lead, learn, and contribute to district innovation goals. The team has also developed and voted, via Google Form, on “Attributes of an Innovative Leader” to identify the most important components of being someone who drives innovation.

The committee is also engaging in book study discussions for professional learning. The team is currently reading *#EdJourney* by Grant Lichtman and *Worlds of Making-Best Practices for Establishing a MakerSpace for Your School* by Laura Fleming. Over the next few weeks, team members will engage in online and on site MakerSpace professional development. District Supervisors and Code.org will also present coding professional development to administration and staff.



Digital Citizenship is a vital element when promoting innovation. District Supervisors met and developed action plans to infuse Common Sense Media lessons throughout the district.

<https://www.commonsensemedia.org/educators/scope-and-sequence>

District Action plans were developed for these innovation goals to provide a framework to guide implementation.

Goal of the Instruction & Programs Committee

The committee members will actively participate in professional dialog pertaining to common core state standards, teacher evaluation, student growth objectives, student growth percentiles and PARCC.

The committee members will seek professional learning experiences pertaining to curriculum and instruction with specific focus towards: common core state standards, teacher evaluation, student growth objectives, student growth percentiles and PARCC.

PROFESSIONAL DEVELOPMENT WORKSHOPS - 2015-2016 SCHOOL YEAR**Tomorrows Teachers (July 1-2, 2015)**

Leslie Geraghty, Claudia Kaja	2 days @ 6hrs.	\$290.52 each
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PLTW (July 5-17, 2015)

Jason Vengelis	10 days @ 8hrs.	\$1,936.80
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Link It (July 13-14, 2015)

Elisa Perez (GLC), Jose Melendez (GLC), Erica Tusi (MS), Allyson Winter (MS), Elizabeth Muscillo (GRE), Laura Widdis (GRE), Cheryl Merer (AAA), Erin Smith (AAA), Daniel Brownridge (ALT), Jamie Bazydlo (ALT)	2 days @ 6hrs.	\$290.52 each
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Rutgers (July 13-22, 2015)

Carol Arcomano	9 days @ 7hrs.	\$1, 525.23
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ECERS 3 (July 20-21, 2015)

Ana Rodriguez	2 days @ 6hrs.	\$290.52
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EVERYDAY MATH (July 27-28, 2015)

Laura Widdis, Cheryl Merer	2 days @ 6 hrs.	\$290.52 each
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Early Childhood (August 10-11, 2015)

Sean Kelly	2 days @ 6 hrs.	\$290.52
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SGO 2.1 Training (August 11, 2015)

Melissa Christopher, Jennifer Long, Andrea Fried, Jean Ann Wagner, Sarah Choi, Laura Tracey, Alyson Stagich, Amanda MacDonald, Lisa Roesch, Laurie DeMuro, Lauren Crupi, Kristin Ciccone, Blair Kiss, Mary Jensen, Maureen Kmet, Jamie Bazydlo	1 day @ 3 hrs.	\$72.63 each
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High School AP

Nora O'Neill (June 29-July 2, 2015), Noah Lipman (July 24-27, 2015), Danielle Tarallo (August 3-6, 2015)	3 days @ 6 hrs	\$435.78 each
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2015-2016 Staff Transfers

Last Name	First Name	School	2014-2015 Position	2015-2016 School	2015-2016 Position
Pagan	Kimberly	Gregory	Teacher	JMF/LWC/Morris Ave	Teacher
Matty	Angela	George L Catrambone	Teacher	GLC/Greg	Teacher
Vincelli	Christine	Morris Avenue	Instructional Assistant	Lenna W Conrow	Instructional Assistant

INTENTION TO RETURN FROM FAMILY/MEDICAL LEAVE OF ABSENCE

That the Board approve/ratify intent to return from family/medical leave of absence for the following named individuals:

DAVID BOOTH, District Network technician, effective August 24, 2015.

BRIDGETTE BURTT, District Funded Grants supervisor, effective August 20, 2015.

KATHLEEN CURLEY, Amerigo .A. Anastasia School secretary, effective August 24, 2015.

MARTHA DAZA-MARTINS, Joseph M. Ferraina Early Childhood Learning Center custodian, effective September 23, 2015.

JUAN MARTINEZ, Audrey W. Clark School teacher, effective September 1, 2015.

NICHOLETTE PEARSALL, Pupil Personnel Services School social worker, effective September 28, 2015.

FAMILY/MEDICAL LEAVE OF ABSENCE USING SICK DAYS

That the Board approve/ratify a family/medical leave of absence using sick days for the following named individuals:

SAMUEL BREWER, District maintenance, for August 21, 2015.

KELLY JELKS, Joseph M. Ferraina Early Childhood Learning Center teacher, from September 1, 2015 to December 18, 2015.

SADE MONTGOMERY, George L. Catrambone School teacher, from October 19, 2015 to January 22, 2016.

NICHOLETTE PEARSALL, Pupil Personnel Services School social worker, from September 1, 2015 to September 25, 2015.

FAMILY/MEDICAL LEAVE OF ABSENCE USING PAID DAYS

That the Board approve/ratify a family/medical leave of absence using paid days for the following named individual:

SAMUEL BREWER, District maintenance, from August 24, 2015 to September 18, 2015.

FAMILY/MEDICAL LEAVE OF ABSENCE WITHOUT PAY

That the Board approve/ratify family/medical leave of absence without pay:

KELLY JELKS, Joseph M. Ferraina Early Childhood Learning Center teacher, from December 18, 2015 to January 31, 2016.

SADE MONTGOMERY, George L. Catrambone School teacher, from January 25, 2016 to June 30, 2016.

SHANNON RIDILLIA, Morris Avenue School teacher, from September 1, 2015 to January 31, 2016.



LTC(ret) Avery W. Grant, P.E.
405 Atlantic Avenue
Long Branch, New Jersey 07740
awgrant33@verizon.net
Tel: (732) 229-9398

August 12, 2015

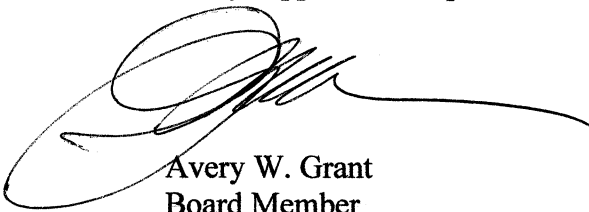
Dr. Michael Salvatore, Ph.D
Superintendent
Long Branch Public Schools
540 Broadway
Long Branch, N.J. 07740

Re: Long Branch housing Authority
Historical Black colleges and University College Fair

Dr. Salvatore,

Mr Daniel Gibson asked that this event be publicized in the high school and that the practice for the football team and other appropriate teams be suspended for that evening event.

I fully support that request. For further information, call Mr. Gibson, 732-222-3747 x 129



Avery W. Grant
Board Member

1 encl
Flyer

September 1, 2015

Re: Follow-up on my letter to suspend football practice to attend HBCU College Fair

Mr Salvatore,

This is a follow-up to my letter to suspend football (or any other appropriate activities) to allow our students to attend the Historically Black College & University fair at the Long Branch Housing Authority on Wednesday afternoon, September 15, 2015.

I **STRONGLY** support this event, and recommend that you provide a bus from practice or school for transportation to the event. The event is open to ALL students.

Let me give you a **small glimpse** of my position:

A. Education comes First—supported by everything that supports learning.

B. I ran for the BOE, because two parents came to my house and BEGGED me to run because **“Seven football players ended the season ineligible for winter sports.”** I ran on this and other issues and was elected to the BOE.

C. **As a BOE member, during a basketball coach/parent meeting**, I picketed outside of the high school with a sign “Education First...”. The Teachers Union placed an ethics charge against me. **At the State Ethics Commission meeting, I told the commissioners that, ‘All of you have served on BOEs and you wanted winning teams—you know the issues.’ The Ethics Commission dismissed the charges.** Lucy Perez was present at the hearing with the union.

D. I arranged with Guidance Director Terry Janeczek to have a bus transport students to the HBCU Fair at Brookdale several years ago.

E. Working with Mrs Janeczek and Monmouth U. President Gaffney (the admiral and I were friends and had worked on projects together) we got Terrence Pace a full MU scholarship.

F. Sherri Bolden and I advocated to have our athletes register for the Clearing House—and I am not sure that this continues to the greatest extent.

G. My wife was upset when we had a big party at our home and she questioned some of the athletes about their GPA—and they did not know what a GPA was.

H. There is an emphasis now on Sports Award Evening about what athletes are on the honor roll—because of my concern and advocacy.

I. At the African American Arts & Heritage Festival, held each year at the PNC Bank Arts Center, I chair the Mini-College Fair, and I have New Jersey Natural Gas Company to sponsor it with a \$1000.00 donation.

I have run out of space and time—but I hope that you understand my efforts and advocacy, there is much more that I could say about “EDUCATION FIRST.”

