

SPRINGFIELD BOARD OF EDUCATION  
Springfield, New Jersey  
REGULAR MEETING JUNE 2, 2008

A Regular Meeting of the Board of Education of the Township of Springfield in the County of Union, New Jersey, was held at the Jonathan Dayton High School Instructional Media Center-First Floor on Monday, June 2, 2008 at 7:30 P.M.

President's Statement: Pursuant to the New Jersey Open Public Meetings Act, Public Law 1975, Chapter 231, the Board Secretary caused notice of the meeting to be given to the public and the press on April 21, 2008.

1. CALL TO ORDER

The meeting was called to order by Board President, Mr. Anthony Delia

Present: Mr. Donato Circelli, Miss Linda Duke, Mr. Andrew Fekete, Dr. David Hollander, Mr. Irwin Sablosky, Mrs. Jacqueline Shanes, Mr. Jeff Strumpf, Mrs. Patricia Venezia, Mr. Anthony Delia

Also

Present: Mr. Michael Davino, Superintendent  
Mrs. Hillary Corburn, Assistant Superintendent  
Mrs. Ellyn Atherton, Director of Human Resources

2. PLEDGE OF ALLEGIANCE

3. COMMUNICATIONS

a. A note of thanks from Marie Florio for the Teacher of the Year tribute.

4. Minutes

Moved by Miss Duke and seconded by Mrs. Venezia, to approve the following minutes:

Regular Meeting	- May 19, 2008
Executive Session	- May 19, 2008

Yeas: Unanimous by all Members present.

MOTION CARRIED

5. SUPERINTENDENT'S REPORT

Mr. Davino reviewed the following items:

A. Student Recognitions:

Caldwell students, Mia Herrel and Michael Pisauero, won first prize in the *American Legion* coloring contest. Mary MacDonald and Logan Rosenfeld were the school's winners in the *Dental Poster Contest*.

Sandmeier students, Wildrege Francois and Ezekiel Gorham, were the school's winners in the *Dental Poster Contest*.

Ms. Milochik's 23 Project Citizen students took first place in the state competition, "*We the People: Project Citizen*" in both Portfolio and Hearing categories. This is the first time in the history of the state competition that a school has won both categories.

**DRAFT COPY      SUBJECT TO REVISIONS BY BOARD**

Dayton students, Ashley Gomes, Elon Trager, Adam Frank, Justin Russikoff and Vincent Inneo were selected as runners-up in the *Proms and Alcohol Don't Mix* television announcement they created.

The Dayton golf team of Mike Diamant, Ameteo Bido, Justin Modell and Joe Pulice, was awarded the *1<sup>st</sup> Team All MVC*.

B. COPS, a Springfield Police Grant for school security, was presented by Ellyn Atherton.

C. QSAC

Board attorney, Vito Gagliardi, read the following letter he composed memorializing the meeting with Dr. Carmen Centuolo, regarding the governance section of our QSAC. (Attached – Confirming Letter)

Dr. Hollander read a statement on his behalf regarding QSAC.

6. PUBLIC SESSION (8:45 – 9:05 PM)

The following members of the public had comments regarding the Agenda:

Steve Wolcott (Superintendent's Report - NJQSAC)

Warren Frank (Superintendent's Report - NJQSAC)

Brian Kass (Superintendent's Report - NJQSAC)

7. HORIZON PRESCRIPTION COVERAGE

Moved by Mr. Sablosky, seconded by Mrs. Shanes, revised approval to authorize the Business Administrator/Board Secretary to sign a contract with Horizon Blue Cross/Blue Shield of New Jersey to provide prescription coverage per the Springfield Education Association Agreement, Article VII C, Insurance Protection for the 2008-2009 school year, the broker of record for the prescription program to be G.R. Murray. The prescription plan is capped at \$184,154.00 for SEA members pursuant to Article VII C.

Yeas: Mr. Donato Circelli, Miss Linda Duke, Dr. David Hollander, Mr. Irwin Sablosky, Mrs. Jacqueline Shanes, Mr. Jeff Strumpf, Mrs. Patricia Venezia, Mr. Anthony Delia

Abstention: Mr. Andrew Fekete

MOTION CARRIED

8. PERSONNEL APPOINTMENTS

Moved by Mrs. Shanes, seconded by Mr. Venezia, at the recommendation of the Superintendent, approval of the appointment of personnel on the attachment. (Attachment A)

Yeas: Mr. Donato Circelli, Miss Linda Duke, Mr. Andrew Fekete, Mr. Irwin Sablosky, Mrs. Jacqueline Shanes, Mr. Jeff Strumpf, Mrs. Patricia Venezia, Mr. Anthony Delia

Abstention: Dr. David Hollander

MOTION CARRIED

**DRAFT COPY      SUBJECT TO REVISIONS BY BOARD**

9. PROFESSIONAL DEVELOPMENT TRAVEL

Moved by Mrs. Shanes, seconded by Mr. Venezia, at the recommendation of the Superintendent, approval of the attached personnel travel for Professional Development. (Attachment B)

Yeas: Mr. Donato Circelli, Miss Linda Duke, Mr. Andrew Fekete, Mr. Irwin Sablosky, Mrs. Jacqueline Shanes, Mr. Jeff Strumpf, Mrs. Patricia Venezia, Mr. Anthony Delia

Abstention: Dr. David Hollander

MOTION CARRIED

10. PROFESSIONAL DEVELOPMENT TRAVEL

Moved by Mrs. Shanes, seconded by Mrs. Venezia, at the recommendation of the Superintendent, approval of the attached board travel for Professional Development. (Attachment Bdc)

Yeas: Miss Linda Duke, Mr. Andrew Fekete, Dr. David Hollander, Mr. Irwin Sablosky, Mrs. Jacqueline Shanes, Mr. Jeff Strumpf, Mrs. Patricia Venezia, Mr. Anthony Delia

Abstention: Mr. Donato Circelli

MOTION CARRIED

11. PROFESSIONAL DEVELOPMENT TRAVEL

Moved by Mrs. Shanes, seconded by Mrs. Venezia, at the recommendation of the Superintendent, approval of the attached board travel for Professional Development. (Attachment Bbst)

Yeas: Mr. Donato Circelli, Miss Linda Duke, Mr. Andrew Fekete, Dr. David Hollander, Mr. Irwin Sablosky, Mrs. Jacqueline Shanes, Mrs. Patricia Venezia, Mr. Anthony Delia

Abstention: Mr. Jeff Strumpf

MOTION CARRIED

12. SPECIAL SERVICES PLACEMENT AND RELATED SERVICES

Moved by Mrs. Shanes, seconded by Mrs. Venezia, at the recommendation of the Superintendent, that the Board of Education approve the attached Special Education request for Related Services/Placements for the 2007 - 2008 school year. (Attachment C)

Yeas: Mr. Donato Circelli, Miss Linda Duke, Mr. Andrew Fekete, Mr. Irwin Sablosky, Mrs. Jacqueline Shanes, Mr. Jeff Strumpf, Mrs. Patricia Venezia, Mr. Anthony Delia

Abstention: Dr. David Hollander

MOTION CARRIED

13. TUITION GRANTS

Moved by Mrs. Shanes, seconded by Mrs. Venezia, at the recommendation of the Superintendent, approval of the attached personnel for following courses as being eligible for Tuition Grant reimbursement and applicable for advancement on the guide. (Attachment D)

Yeas: Mr. Donato Circelli, Miss Linda Duke, Mr. Andrew Fekete, Mr. Irwin Sablosky, Mrs. Jacqueline Shanes, Mr. Jeff Strumpf, Mrs. Patricia Venezia, Mr. Anthony Delia

Abstention: Dr. David Hollander

MOTION CARRIED

**DRAFT COPY      SUBJECT TO REVISIONS BY BOARD**

14. MENTORING PLAN 2008-2011

Moved by Mrs. Shanes, seconded by Mrs. Venezia, approval of submission of the district Mentoring Plan 2008-2011 to the NJ Department of Education.

Yeas: Mr. Donato Circelli, Miss Linda Duke, Mr. Andrew Fekete, Mr. Irwin Sablosky, Mrs. Jacqueline Shanes, Mr. Jeff Strumpf, Mrs. Patricia Venezia, Mr. Anthony Delia

Abstention: Dr. David Hollander

MOTION CARRIED

15. SUBSTITUTE WAIVER APPLICATION

Moved by Mrs. Shanes, seconded by Mrs. Venezia, approval of submission of Wavier Application to the NJ Department of Education to permit substitutes credentialing before notification of criminal history review is received.”

Yeas: Mr. Donato Circelli, Miss Linda Duke, Mr. Andrew Fekete, Mr. Irwin Sablosky, Mrs. Jacqueline Shanes, Mr. Jeff Strumpf, Mrs. Patricia Venezia, Mr. Anthony Delia

Abstention: Dr. David Hollander

MOTION CARRIED

16. PERSONNEL TRANSFER 2008-2009

Moved by Mrs. Shanes, seconded by Mrs. Venezia, at the recommendation of the Superintendent, approval of transfer of personnel for the 2008-2009 school year.

Lillian Abadir, Guidance, FMG to JDHS      9/1/08

Yeas: Mr. Donato Circelli, Miss Linda Duke, Mr. Andrew Fekete, Mr. Irwin Sablosky, Mrs. Jacqueline Shanes, Mr. Jeff Strumpf, Mrs. Patricia Venezia, Mr. Anthony Delia

Abstention: Dr. David Hollander

MOTION CARRIED

17. FINAL READING POLICY #5142

Moved by Miss Duke, seconded by Mrs. Venezia, move to approve the second and final reading of the following policies (Attachment E):

Policy #5142                      - Pupil Safety.

Yeas: Unanimous by all Members present.

MOTION CARRIED

18. NJ STATE INTERSCHOLASTIC ATHLETIC ASSOCIATION

Moved by Dr. Hollander, seconded by Mr. Delia, at the recommendation of the Superintendent, to approve membership in the New Jersey State Interscholastic Athletic Association (NJSIAA) for the 2008-2009 school year at an annual dues fee of \$2,150.

Yeas: Unanimous by all Members present.

MOTION CARRIED

19. 2<sup>nd</sup> PUBLIC SESSION (9:15- 9:40 PM)

The following members of the public had questions or concerns regarding the Activity Period at FMG:

Amy Roth  
Brian Kass

**DRAFT COPY      SUBJECT TO REVISIONS BY BOARD**

**20. NEW BUSINESS**

- a. Dayton Spring Sports awards will be on June 3<sup>rd</sup> and Senior Awards will be on June 11<sup>th</sup>.
- b. Former student and comedian, Jeffrey Ross, will be performing on June 5<sup>th</sup> at Dayton's Halsey Hall.
- c. The Mayor is looking for volunteers for a July 4<sup>th</sup> dunk tank.

**21. OLD BUSINESS**

- a. The Union County breakfast was a very heartwarming experience for all in attendance.
- b. State Legislature has approved 2 million dollars of county taxes to fund the Union County Performing Arts Magnet School.
- c. Junior-Senior Prom on May 30<sup>th</sup> was a huge success and many staff members were there to see the students.
- d. Due to a new state law, A5, our budget cannot cover expenditures for students or staff to attend non-educational affairs, i.e. recognition breakfast.

**22. ADJOURNMENT (9:50 PM)**

Moved by Miss Duke, seconded by Mrs. Venezia, to adjourn the meeting at 9:50 PM.

Yeas: Unanimous by all Members present.

MOTION CARRIED

Next Regular June 23, 2008 at 7:30 PM in the IMC at JDHS.

---

Matthew A. Clarke  
Business Administrator/Board Secretary

VITO A. GAGLIARDI, JR.  
MEMBER, NJ BAR  
DIRECT DIAL NO.: 973-889-4151  
E-MAIL ADDRESS: VAGAGLIARDI@PBNLAW.COM

May 23, 2008

Dr. Carmen M. Centuolo, Executive County Superintendent  
Union County Administration Building  
300 North Avenue E.  
Westfield, NJ 07090

Re: *Springfield Board of Education*  
Our File No. 08083.32502

Dear Dr. Centuolo:

Thank you very much for scheduling the meeting in your office last week, which involved you; County Business Administrator Kathryn Davenport; Springfield Superintendent of Schools Michael Davino; Springfield Board Member Jacqueline Shanes; and the undersigned, attorney for the Board. As you know, the latter three were appointed by the Board to interact with your office in connection with the NJQSAC Report, specifically the failing score in governance. The committee was charged with the obligation to determine the factual underpinnings for determinations and to facilitate the process whereby the district proceeds through an improvement plan.

Given the need for the full Board to feel equally informed about the underlying facts, you were kind enough to agree to allow for a confirming letter to document our discussions, for the benefit of the Board. As you advised, the more critical comments in the area of governance were based upon information gleaned from the following sources:

- For over the past year, you have received calls on numerous occasions from Board member David Hollander. Dr. Hollander regularly sought direction on how to handle certain Board issues. You consistently reminded him that he had to act through the Board since his power comes only when the Board is in session and he needed to understand what his role was, namely that he was not involved in the every day operation of the district. Ultimately, you terminated those telephone discussions when he began to review what he described as a legal suit between himself and the superintendent of schools.
- You and Ms. Davenport also described one day when he came to your office, insisting to meet with you and refusing to leave. Although you were not present, you were contacted by your secretary who was concerned with his refusal to leave. You informed them to contact the police if necessary. As confirmed by Ms. Davenport, who was present that day, he remained for at least several hours.

100 SOUTHGATE PARKWAY, P.O. BOX 1997  
MORRISTOWN, NJ 07962-1997  
NEW YORK CITY OFFICE: 212-265-6888  
BRICK NJ OFFICE: 732-262-9248  
www.pbnlaw.com

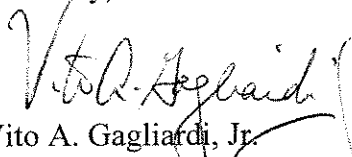
ATTORNEYS AT LAW

- You have received various emails from parents over the past years demanding answers and information. On several occasions, the parents had information about issues you learned were discussed by the Board only in executive session. You also described that you had to refute a claim that parents brought to you that when they presented their concerns to Dr. Hollander, he said he was not allowed to ask certain questions at Board meetings because of a Board policy that any question be submitted in writing in advance through the Board president. While you knew that was not the law -- there is no restriction on Board members' rights to ask questions at Board meetings other than those relating to issues of confidentiality (such as special education or perhaps personnel under circumstances) as provided by law -- you were aware of the "gatekeeping procedure" instituted in Springfield in order to limit board members' interactions with the administration. You described our procedure to be a "common practice" and said that questions from its Board members between meetings should indeed be funneled through the Board president in some capacity, lest you have nine Board members with unlimited access to district administration, thereby impairing its ability to function.
- Anthony Delia's name did not come up directly other than on one occasion when someone used his name in contacting your office. However, you did not specifically associate him with the release of any confidential information.
- You also described being contacted about a staff member in the district who complained about being approached at her home by Dr. Hollander, who questioned the lawn sign she had regarding the school board election and why she had chosen to express her support for one group of candidates over another group of candidates.

After reviewing the factual underpinnings for your finding, you presented the Superintendent with documentation outlining the NJQSAC improvement plan process and offered to work with him in order to resolve the concerns expressed in the report and to move forward.

To the extent you wish to address or amend any aspect of this letter, we invite you to do so immediately; it is crucial for the Board to have a clear understanding of our discussions. On behalf of the district, we thank you for your time and attention in meeting with us, and we will work diligently toward resolving the concerns expressed in the report.

Sincerely,



Vito A. Gagliardi, Jr.

VAG:peb

cc: Kathryn Davenport, County Business Administrator (*via regular mail*)  
Michael Davino, Superintendent of Schools (*via electronic and regular mail*)

**Springfield Public Schools  
Personnel**

<b>Last Name</b>	<b>First Name</b>	<b>Position</b>	<b>Location</b>	<b>Guide/Step</b>	<b>Salary</b>	<b>Replacement/ Renewal/New</b>	<b>Additional Information</b>
<i>Certificated</i>	<i>Teachers</i>						
Caulfield	Leslie	French	JDHS	Step 1/MA	\$ 54,792.00	replaces M.M.	*
Fugere	J. Barry	Chemistry	JDHS	Step 9/6th	\$ 68,532.00	replaces D.H.	*
Johnson	Nicholas	Chemistry	JDHS	Step 0/BA	\$ 49,550.00	replaces R.F.	*
Krumholz	Drew	Spanish	FMG	Step 0/BA	\$ 49,550.00	replaces D.V.N.	*
Loew	Bonnie	Guidance	FMG	Step 0/MA	\$ 54,191.00	replaces A.L.	*
Marshall	Kelly	Guidance	TLS	Step 0/MA	\$ 54,191.00	New	*
Pilo	Tiffany	AIS/Reading	TLS	Step 1/MA	\$ 54,792.00	New	*
Zambolla	Marnie	Chaperone	JDHS	Schedule E	23.69/hour	----	*
Lazarus	Gail	Special Education	Walton	Step L/6th	\$92,327.00	----	Attainment of MA+30
Goerge	Joseph	Head Football Coach	JDHS	Schedule E	\$8,487.00	----	*
Martin	Robert	Asst Football Coach	JDHS	Schedule E	\$6,365.00	----	*
Abbate	Michael	Asst Football Coach	JDHS	Schedule E	\$6,365.00	----	*
Goerge	Michael	Asst Football Coach	JDHS	Schedule E	\$6,365.00	----	*
Goerge	Jason	Asst Football Coach	JDHS	Schedule E	\$6,365.00	----	*
Mullman	Jason	Frosh Football Coach	JDHS	Schedule E	\$6,365.00	----	*
Fabiano	Felix	Head Boys' Soccer	JDHS	Schedule E	\$6,471.00	----	*
Griffiths	Steve	Asst Boys' Soccer	JDHS	Schedule E	\$4,456.00	----	*
Lynch	Matthew	Head Girls' Soccer	JDHS	Schedule E	\$6,471.00	----	*
Hildebrand	Robert	Asst. Girls Soccer	JDHS	Schedule E	\$4,456.00	----	*
Orr	Jessica	Head Girls' Volleyball	JDHS	Schedule E	\$4,880.00	----	*
Zika	Jackie	Head Girls' Cross Country	JDHS	Schedule E	\$4,880.00	----	*
Campbell	Dave	Head Boys' Cross Country	JDHS	Schedule E	\$4,880.00	----	*
Ragozino	Maryann	Head Gymnastics	JDHS	Schedule E	\$6,471.00	----	*
Rutowski	Dana	Head Fall Cheerleading	JDHS	Schedule E	\$3,130.00	----	*
Saladino	Tracy	Head Gilrs Tennis	JDHS	Schedule E	\$4,880.00	----	*
Martin	Robert	Head Boys' Basketball	JDHS	Schedule E	\$7,851.00	----	*
Abbate	Michael	Asst Boys' Basketball	JDHS	Schedule E	\$5,517.00	----	*
Rennie	Dave	Head Girls' Basketball	JDHS	Schedule E	\$7,851.00	----	*
Campbell	Dave	Asst Girls' Basketball	JDHS	Schedule E	\$5,517.00	----	*
Zika	Jackie	Head Indoor Track	JDHS	Schedule E	\$5,835.00	----	*
Cozza	Joseph	Asst Indoor Track (B)	JDHS	Schedule E	\$2,864.00	----	*
Carter	Donie	Asst Indoor Track (G)	JDHS	Schedule E	\$2,864.00	----	*
Mellage	Kristen	Head Swimming	JDHS	Schedule E	\$5,411.00	----	*
Perone	John	Head Ice Hockey	JDHS	Schedule E	\$5,941.00	----	*
Schatel	Matthew	Asst Ice Hockey	JDHS	Schedule E	\$2,228.00	----	*



**Springfield Public Schools  
Personnel**

Attachment ( A )

Berger	Brett	Asst Ice Hockey	JDHS	Schedule E	\$2,228.00	----	*
Rutowski	Dana	Head Winter Cheerleading	JDHS	Schedule E	\$3,554.00	----	*
Passe	Michael	Head Baseball	JDHS	Schedule E	\$4,280.00	----	*
Abbate	Michael	Asst Baseball	JDHS	Schedule E	\$3,324.00	----	*
Mullman	Jason	Asst Baseball	JDHS	Schedule E	\$3,324.00	----	*
Halpern	Eric	Head Girls Softball	JDHS	Schedule E	\$6,471.00	----	*
Lynch	Matthew	Asst Girls' Softball	JDHS	Schedule E	\$4,456.00	----	*
Cozza	Joseph	Head Boys' Track	JDHS	Schedule E	\$7,426.00	----	*
Carter	Donie	Asst Spring Track (B)	JDHS	Schedule E	\$4,986.00	----	*
Zika	Jackie	Head Girls' Track	JDHS	Schedule E	\$7,426.00	----	*
Goerge	Joseph	Asst Spring Track (G)	JDHS	Schedule E	\$4,986.00	----	*
Steiginga	Al	Head Golf	JDHS	Schedule E	\$2,971.00	----	*
Keele	Scott	Head Boys Tennis	JDHS	Schedule E	\$4,880.00	----	*
Lieberman	Robert	Asst Boys Tennis	JDHS	Schedule E	\$2,758.00	----	*
Plias	Michael	FMG Athletic Coordinator	FMG	Schedule E	\$3,501.00	----	*
Haggerty	Devin	Boys Soccer	FMG	Schedule E	\$3,607.00	----	*
Mirabile	Julie	Girls Soccer	FMG	Schedule E	\$3,607.00	----	*
Telesca	Jonathan	Boys Basketball	FMG	Schedule E	\$3,607.00	----	*
Berglund	Eileen	Girls Basketball	FMG	Schedule E	\$3,607.00	----	*
David	Joseph	Boys Baseball	FMG	Schedule E	\$3,607.00	----	*
Mirabile	Julie	Girls Softball	FMG	Schedule E	\$3,607.00	----	*
Cokeing	Mary	Independent Study	JDHS	----	\$500.00	----	----
Madison	Ashley	Independent Study	JDHS	----	\$1,000.00	----	----
Fabiano	Felix	Independent Study	JDHS	----	\$1,000.00	----	----
Tedesco	Frank	Independent Study	JDHS	----	\$1,000.00	----	----
Anderson	Ottawana	Reading Project	EVW	Schedule E	\$30.90/hour	----	Up to 10 Hours
Barrett	Kathleen	Reading Project	TLS	Schedule E	\$30.90/hour	----	Up to 10 Hours
Berger	Steven	Reading Project	EVW	Schedule E	\$30.90/hour	----	Up to 10 Hours
Bhasin	Kay	Reading Project	Dist	Schedule E	\$30.90/hour	----	Up to 10 Hours
Cladek	Elaine	Reading Project	EVW	Schedule E	\$30.90/hour	----	Up to 10 Hours
DiCarlo	Frances	Reading Project	TLS	Schedule E	\$30.90/hour	----	Up to 10 Hours
Dillard	Gillian	Reading Project	TLS	Schedule E	\$30.90/hour	----	Up to 10 Hours
Dombrowski	Tracy	Reading Project	TLS	Schedule E	\$30.90/hour	----	Up to 10 Hours
Elmo	Beth	Reading Project	EVW	Schedule E	\$30.90/hour	----	Up to 10 Hours
Erickson	Gregg	Reading Project	TLS	Schedule E	\$30.90/hour	----	Up to 10 Hours
Feigeles	Susan	Reading Project	EVW	Schedule E	\$30.90/hour	----	Up to 10 Hours
Fischbein	Ellen	Reading Project	EVW	Schedule E	\$30.90/hour	----	Up to 10 Hours
Fitzgerald	Jeanne	Reading Project	EVW	Schedule E	\$30.90/hour	----	Up to 10 Hours

**Springfield Public Schools  
Personnel**

Attachment ( A )

Florio	Marie	Reading Project	FMG	Schedule E	\$30.90/hour	----	Up to 10 Hours
Friedman	April	Reading Project	FMG	Schedule E	\$30.90/hour	----	Up to 10 Hours
Funk	Colleen	Reading Project	EVW	Schedule E	\$30.90/hour	----	Up to 10 Hours
Gallo	Allison	Reading Project	EVW	Schedule E	\$30.90/hour	----	Up to 10 Hours
Ginsberg	Harriet	Reading Project	EVW	Schedule E	\$30.90/hour	----	Up to 10 Hours
Griffin	Megan	Reading Project	EVW	Schedule E	\$30.90/hour	----	Up to 10 Hours
Handy	Dolores	Reading Project	TLS	Schedule E	\$30.90/hour	----	Up to 10 Hours
Heron	Christine	Reading Project	JC	Schedule E	\$30.90/hour	----	Up to 10 Hours
Hopkins	Michele	Reading Project	EVW	Schedule E	\$30.90/hour	----	Up to 10 Hours
Kahn	Amy	Reading Project	EVW	Schedule E	\$30.90/hour	----	Up to 10 Hours
Kelly	Megan	Reading Project	EVW	Schedule E	\$30.90/hour	----	Up to 10 Hours
Leonardis	Deanne	Reading Project	EVW	Schedule E	\$30.90/hour	----	Up to 10 Hours
Levine	Phoebe	Reading Project	EVW	Schedule E	\$30.90/hour	----	Up to 10 Hours
Louis	Lynn	Reading Project	JC	Schedule E	\$30.90/hour	----	Up to 10 Hours
Magee	Joan	Reading Project	EVW	Schedule E	\$30.90/hour	----	Up to 10 Hours
Murray	Kristine	Reading Project	TLS	Schedule E	\$30.90/hour	----	Up to 10 Hours
O'Connor	Lynne	Reading Project	EVW	Schedule E	\$30.90/hour	----	Up to 10 Hours
Orr	Jessica	Reading Project	JC	Schedule E	\$30.90/hour	----	Up to 10 Hours
Palumbo	LeEtta	Reading Project	TLS	Schedule E	\$30.90/hour	----	Up to 10 Hours
Perdomo	Mary	Reading Project	EVW	Schedule E	\$30.90/hour	----	Up to 10 Hours
Perone	Rebecca	Reading Project	EVW	Schedule E	\$30.90/hour	----	Up to 10 Hours
Pilo	Tiffany	Reading Project	TLS	Schedule E	\$30.90/hour	----	Up to 10 Hours
Ricardo	Deborah	Reading Project	EVW	Schedule E	\$30.90/hour	----	Up to 10 Hours
Salomon	Rebecca	Reading Project	TLS	Schedule E	\$30.90/hour	----	Up to 10 Hours
Schmidt	Linda	Reading Project	TLS	Schedule E	\$30.90/hour	----	Up to 10 Hours
Schoch	Lisa	Reading Project	EVW	Schedule E	\$30.90/hour	----	Up to 10 Hours
Webster	Susie	Reading Project	EVW	Schedule E	\$30.90/hour	----	Up to 10 Hours
Weiss	Melanie	Reading Project	EVW	Schedule E	\$30.90/hour	----	Up to 10 Hours
Belgrod	Tatiana	Summer Curriculum	District	Schedule E	\$37.13/ hour	----	Up to 15 Hours
Borton	Bonnie	Summer Curriculum	District	Schedule E	\$37.13/ hour	----	Up to 15 Hours
Breen	Susan	Summer Curriculum	District	Schedule E	\$37.13/ hour	----	Up to 20 hours
Chomko	Karyn	Summer Curriculum	District	Schedule E	\$37.13/ hour	----	Up to 30 hours
Cioffi	Josephine	Summer Curriculum	District	Schedule E	\$37.13/ hour	----	Up to 15 Hours
Coward	Greg	Summer Curriculum	District	Schedule E	\$37.13/ hour	----	Up to 30 Hours
Delikaris	Barbara	Summer Curriculum	District	Schedule E	\$37.13/ hour	----	Up to 60 Hours
Diez	Sandra	Summer Curriculum	District	Schedule E	\$37.13/ hour	----	Up to 30 Hours
Finan	Laura	Summer Curriculum	District	Schedule E	\$37.13/ hour	----	Up to 20 Hours
Florio	Marie	Summer Curriculum	District	Schedule E	\$37.13/ hour	----	Up to 20 Hours

**Springfield Public Schools  
Personnel**

Friedman	April	Summer Curriculum	District	Schedule E	\$37.13/ hour	----	Up to 12 Hours
Funk	Colleen	Summer Curriculum	District	Schedule E	\$37.13/ hour	----	Up to 8 Hours
Garrod	Wendy	Summer Curriculum	District	Schedule E	\$37.13/ hour	----	Up to 50 Hours
Guttierrez	Tamara	Summer Curriculum	District	Schedule E	\$37.13/ hour	----	Up to 40 Hours
Handy	Dolores	Summer Curriculum	District	Schedule E	\$37.13/ hour	----	Up to 32 Hours
Heron	Christine	Summer Curriculum	District	Schedule E	\$37.13/ hour	----	Up to 12 Hours
Kahn	Amy	Summer Curriculum	District	Schedule E	\$37.13/ hour	----	Up to 8 Hours
Krumholz	Drew	Summer Curriculum	District	Schedule E	\$37.13/ hour	----	Up to 15 Hours
Laura	Jason	Summer Curriculum	District	Schedule E	\$37.13/ hour	----	Up to 15 Hours
Louis	Lynn	Summer Curriculum	District	Schedule E	\$37.13/ hour	----	Up to 20 Hours
Lynn	Patricia	Summer Curriculum	District	Schedule E	\$37.13/ hour	----	Up to 10 Hours
Madison	Ashley	Summer Curriculum	District	Schedule E	\$37.13/ hour	----	Up to 15 Hours
Masterson	Kim	Summer Curriculum	District	Schedule E	\$37.13/ hour	----	Up to 30 Hours
Nagle	Lindsay	Summer Curriculum	District	Schedule E	\$37.13/ hour	----	Up to 30 Hours
O'Connor	Lynne	Summer Curriculum	District	Schedule E	\$37.13/ hour	----	Up to 12 Hours
Orr	Jessica	Summer Curriculum	District	Schedule E	\$37.13/ hour	----	Up to 18 Hours
Palumbo	LeEtta	Summer Curriculum	District	Schedule E	\$37.13/ hour	----	Up to 12 Hours
Pilo	Tiffany	Summer Curriculum	District	Schedule E	\$37.13/ hour	----	Up to 20 Hours
Powers	Mary Ellen	Summer Curriculum	District	Schedule E	\$37.13/ hour	----	Up to 30 Hours
Ricardo	Deborah	Summer Curriculum	District	Schedule E	\$37.13/ hour	----	Up to 12 Hours
Rollis	Lauren	Summer Curriculum	District	Schedule E	\$37.13/ hour	----	Up to 35 Hours
Rooney-Kuhn	Liz	Summer Curriculum	District	Schedule E	\$37.13/ hour	----	Up to 50 Hours
Schoch	Lisa	Summer Curriculum	District	Schedule E	\$37.13/ hour	----	Up to 8 Hours
Schottland	David	Summer Curriculum	District	Schedule E	\$37.13/ hour	----	Up to 20 Hours
Schulz	Kristen	Summer Curriculum	District	Schedule E	\$37.13/ hour	----	Up to 10 Hours
Tedesco	Frank	Summer Curriculum	District	Schedule E	\$37.13/ hour	----	Up to 30 Hours
Watson	Michael	Summer Curriculum	District	Schedule E	\$37.13/ hour	----	Up to 15 Hours
Webster	Susie	Summer Curriculum	District	Schedule E	\$37.13/ hour	----	Up to 12 Hours
White	Christopher	Summer Curriculum	District	Schedule E	\$37.13/ hour	----	Up to 45 Hours
Zika	Jackie	Summer Curriculum	District	Schedule E	\$37.13/ hour	----	Up to 20 Hours

<b>Last Name</b>	<b>First Name</b>	<b>Position</b>	<b>Location</b>	<b>Guide/Step</b>	<b>Salary</b>	<b>Replacement/ Renewal/New</b>	<b>Additional Information</b>
<i>Non-Certificated</i>							

**Springfield Public Schools  
Personnel**

Attachment ( A )

Bratash	Natalie	Aide ESY	District	*	14.34/hour	----	up to 90 Hours
Genovese	Donna	Aide ESY	District	*	14.34/hour	----	up to 45 Hours

<b>Last Name</b>	<b>First Name</b>	<b>Position</b>	<b>Location</b>	<b>Guide/Step</b>	<b>Salary</b>	<b>Replacement/ Renewal/New</b>	<b>Additional Information</b>
<i>Substitute/Home instructor</i>							
Grywalski	Christine	Substitute Teacher	District	----	----	----	****
Marx	Jeremy	Substitute Teacher	District	----	----	----	****
McLaughlin	Tara	Substitute Teacher	District	----	----	----	****
Schulte	Robert	Substitute Teacher	District	----	----	----	****
Wasserman	Risa	Home Instructor	District	----	----	----	****

\* In accordance with the Negotiated Contract between the Springfield BOE and the Springfield Education Association (July 1, 2007 - June 30, 2010)

\*\*\*\* Special Salaries, Compensation and Fees 2007 - 2008

\*\*\*\* Substitute Salary Guide 2007 -2008











*Springfield Public Schools  
Personnel*

Attachment ( A )

7/1/08-8/12/08  
7/1/08-8/12/08

**Effective Date**

4/22/08-6/30/08  
4/22/08-6/30/08  
4/22/08-6/30/08  
4/22/08-6/30/08  
6/2/08-8/30/08

**Workshop Requests  
2007 - 2008 and 2008 - 2009**

Attachment B

<b>Lname</b>	<b>Fname</b>	<b>Description</b>	<b>Date</b>	<b>Amount</b>
Belgrod	Tatiana	TI-Nspire workshop	8/18-20/08	350.25
Nagle	Lindsay	NJPAA Summer Science Institute	6/30-7/1-2/08	135.00
Puschel	Donna	NJCIE Summer Inclusion Conf.	7/9 & 10/08	215.00
				700.25

**Workshop Requests**  
**2007 - 2008 and 2008 - 2009**

Attachment B

<b>Location</b>
JD
FMG
JD

Travel  
Professional Development

Attachment ( B1dc )

<b>Lname</b>	<b>Fname</b>	<b>Description</b>	<b>Date</b>	<b>Amount</b>	<b>Location</b>
Circelli	Donato	NJSBA Weekend Orientation Conference (Revised)	June 6 - 8, 2008	\$ 600.00	Bd Memb.

Travel  
Professional Development

Attachment ( B1dc )

Travel  
Professional Development

Attachment ( B1js )

<b>Lname</b>	<b>Fname</b>	<b>Description</b>	<b>Date</b>	<b>Amount</b>	<b>Location</b>
Strumpf	Jeff	NJSBA Weekend Orientation Conference (Revised)	June 6 - 8, 2008	\$ 600.00	Bd Memb.

**Special Education Request  
Related Services/OOD Placements**

Attachment ( C )

**1. RELATED SERVICES REQUEST**

<b>Vendor</b>	<b>Related Service</b>	<b>Rate</b>	<b>Hours/days/weeks</b>	<b>Term</b>
Morris-Union Jointure Commission New Providence, NJ	1:1 Aide	\$8,821.20	5 days/week	June 23, 2008 - August 30, 2008
	Speech Therapy	\$195/Hr.	30 min/Session	June 23, 2008 - August 30, 2008
	Speech Therapy	\$195/Hr.	30 min/Session	08 - 09 SY
	Technology Assessment	\$175/Hr.	1x/year	07-08 SY
Lake Drive School Mountain Lakes, NJ	Itinerant Services	\$118/Hr.	5 hr/week	July 1, 2008 - August 30, 2008
	Itinerant Services	\$118/Hr.	5 hr/week	08 - 09 SY
	Itinerant Services	\$118/Hr.	4 Consult/Year	08 - 09 SY
	Itinerant Services	\$118/Hr.	3 hr/week	08 - 09 SY
Summit Speech School New Providence, NJ	Itinerant Services	\$140/Hr.	1 hr/week	July 1, 2008 - August 30, 2008
Isabel DeTrizio Carotenuto, M.D. East Hanover, NJ	Neurodevelopmental Eval	\$375/Eval	1x/Year	07-08 SY

**2. OUT OF DISTRICT PLACEMENT REQUEST**

<b>School/Placement</b>	<b>Student</b>	<b>Tuition</b>	<b>Term</b>	<b>Comments</b>
-------------------------	----------------	----------------	-------------	-----------------

**Special Education Request  
Related Services/OOD Placements**

Attachment ( C )

**Student**

1803

1803

1803

2210

0407

0407

1904

1414

1416

1311





**TUITION GRANT RESUBMISSIONS**  
**Summer/Fall**  
**2008/2009**

**Substitute(s) Courses for Previously Approved Courses**

<b><u>Name</u></b>	<b><u>Substitute Course(s)</u></b>	<b><u>Level</u></b>
Debbie Berger	The Cooperative Classroom: Kagan's Instructional Practices	Graduate
Mary Perdomo	The Cooperative Classroom: Kagan's Instructional Practices	Graduate
Judy Cariani	Appraisal and Assessments in Counseling	Graduate

**6/2/08 BOE Meeting**

**SPRINGFIELD PUBLIC SCHOOLS**  
**Springfield, New Jersey 07081**

**POLICY: PUPIL SAFETY 5142**

The Springfield Board of Education recognizes the safety of its pupils as a consideration of utmost importance. The Chief School Administrator shall consult law enforcement agencies, health and social service providers, emergency management planners and other school and community resources in the development of the plans, procedures and mechanisms for school safety. The Chief School Administrator shall oversee development of a district-wide safety program with emphasis on accident prevention.

**Facilities**

The Chief School Administrator shall maintain all facilities and equipment in proper condition ensuring compliance with all health, safety, and educational standards to provide for the welfare and a safe learning environment for the school population. Specifically, the Chief School Administrator shall ensure compliance with state law on the handling, labeling and storing of hazardous substances. Safety regarding all aspects of playground equipment and activity will be maintained and supervised in compliance with law and code.

**Staff Education and Training**

All teachers shall be familiar with the provisions of the District's School Safety Plan. The Chief School Administrator shall inform all newly employed staff of school safety rules and regulations and each new employee shall receive a copy of the safety rules and regulations, within 60 days of the effective date of their employment, as appropriate. All district employees will receive the appropriate in service training to recognize and respond appropriately to safety concerns including emergencies and crises, in accordance with the district safety plans, procedures and mechanisms. The district safety plan will be updated annually and all employees will be notified of updates and changes to the safety plan in writing. Regulations concerning use and maintenance of eye protective devices shall be scrupulously enforced by all staff.

**Student Supervision**

The staff must maintain complete classroom and playground supervision during regular school hours. The Chief School Administrator shall seek the cooperation of parents/guardians to prevent any children being unsupervised on school property during lunch hour and during morning arrival and afternoon dismissal times. Further, the Chief School Administrator shall seek the cooperation of the police and other appropriate agencies in providing for the safety of pupils on or around school property. The Board shall adopt the necessary regulations governing supervision of pupil safety.

No pupil shall leave the school before the end of the school day without permission of the principal or the principal's designee. No pupil shall run errands on school business off the school property.

The curriculum shall include courses in safety as required by state law. The Chief School Administrator shall oversee development and implementation of a vocational education safety program correlated with coursework. In development of courses, the safety of participating pupils shall be a primary consideration.

Employers of work/study pupils are required to report to the Chief School Administrator or designee if a pupil has not reported for work within one hour of the expected arrival time. Other pupils leaving before regular dismissal must be met in the school office and signed out by a parent/guardian or a person authorized to act in his/her behalf.

A record shall be kept indicating the legal custodian of each pupil. Such custodian shall be responsible for informing the Chief School Administrator of any change in the pupil's custody. If one parent/guardian has been awarded custody of the pupil in a divorce, the other parent/guardian shall present to the Principal a letter authorizing him/her to accompany the child from school before the child may be released. The Principal may take reasonable steps to verify the letter. It is the responsibility of the person or agency having custody to inform the school that such authorization will be required.

### **Supervision of Students During Dismissal**

Adult supervision will be present during both regular and early dismissal. The Chief School Administrator is responsible for overseeing the development of protocols that are tailored to the age and needs of the students at each school facility as well as the District's unique needs. At a minimum these protocols shall include:

- A. Information related to individuals assigned to supervise dismissal, and their locations and responsibilities;
- B. Information related to where children will be retained awaiting appropriate escort and/or designated transportation;
- C. Provisions for supervision when a parent/escort is unable to pick up their child at the appropriate dismissal time. This shall include, but is not limited to, the availability of supervised after school programs, if any, and the process for enrolling students therein; and
- D. Location and presence of municipal crossing guards.

The Board will review the dismissal procedures annually.

### **Supervision of Non-bused Students at Dismissal**

The Board shall require that the parent/guardian notify the school in advance of any arrangements for students requiring appropriate escort or designated transportation. The Board requires signed permission for a student to be dismissed to walk home unescorted.

All documented arrangements will be considered permanent for the entire school year. Parents/Guardians may alter arrangements upon prior written notification to the Chief School Administrator or designee.

Parents/guardians leaving students at school that are to be escorted home will be reported to the proper authorities.

The Chief School Administrator or designee is responsible for the collection of all dismissal arrangements requested by the parents/guardians. The Chief School Administrator or designee is responsible for keeping a record of the dismissal arrangements and implementing the appropriate dismissal supervision in accommodation of these arrangements.

### **Notification of Dismissal Protocols**

The Chief School Administrator or his designee shall ensure that parents are notified of the following:

- A. School calendar including school closure and early dismissal dates and times; and any adjustments to the calendar;
- B. The school dismissal policy;
- C. Dismissal protocol for all bused students, non-bused students and students in after-school programs or activities;
- D. Supervision arrangements for students at dismissal;
- E. Emergency plan for supervision of students left at school;
- F. After school program opportunities; and
- G. Procedures for enrolling students in after school programs.

The parent/guardian is responsible for reviewing the school calendar and complying with all school dismissal times and procedures. It is the parents/guardians responsibility to resume the custody of their child at the end of each school day.

The Chief School Administrator will develop procedures:

- A. For parents/guardians to provide signed acknowledgement of receipt of the school calendar, including all school closure and early dismissal dates, and the school dismissal policy and procedures;
- B. For parents/guardians to indicate and define the circumstances that the student is to be released from the school's care at dismissal; and
- C. For the collection and retention of all documents pertaining to receipt of calendar and escort/transportation arrangements.

### **Voluntary Fingerprinting Program**

The District shall provide a voluntary fingerprinting program for the protection of its pupils. This program shall be carried out in cooperation with the county sheriff's office and local law enforcement officials in accordance with the requirements of law.

All pupils in grades kindergarten through nine shall be eligible to participate. Fingerprinting shall be done on a fingerprint card provided by the sheriff or local law enforcement officials and no pupil shall be fingerprinted unless the signed authorization section of the fingerprint card is completed by the student's parent or guardian or temporary caretaker. The District will notify parents or guardians or temporary caretakers of the dates set for the fingerprinting program at the school at least two weeks prior thereto. Completed fingerprint cards shall be given to the parent/guardian and shall not be retained by the school district or the law enforcement agency.

The District shall provide an orientation program, conducted by certified school staff, for students for whom fingerprinting has been requested to ensure students understand the purpose of the program. The District shall develop appropriate administrative regulations for the implementation of the voluntary fingerprinting program in the district.

### **Potentially Missing Children**

Attendance practices, the dismissal precautions addressed in this policy and voluntary fingerprinting are part of the district's effort toward early identification of potentially missing children.

The Chief School Administrator will develop procedures that ensure cooperation with law enforcement for substances, weapons and safety. This may include cooperation with law enforcement in the activation of an "Amber Alert" which provides for the rapid dissemination of information, including a description of the missing child through broadcast media.

### **Release to an Individual Impaired by Drugs/Alcohol Prohibited**

The Board believes that allowing a child to be released into the custody of a parent/guardian or other authorized individual who appears to be impaired by drugs or alcohol can have tragic

consequences. Therefore, the board prohibits release of a pupil into the custody of any person who appears to be physically and/or emotionally impaired to the extent that harm could come to the pupil if released to such a person. The Chief School Administrator/designee shall make the final determination as to whether an individual is impaired.

### **Possessions**

Parents/guardians are requested not to permit their children to bring expensive or fragile objects to school and to label or otherwise identify clothing, books and personal items. The board is not responsible for items destroyed or stolen from lockers.

Further, the principal or other official designated by the Board may inspect lockers or other storage facilities provided for use by students. Students shall be informed in writing that inspections may occur at the beginning of each school year.

### **Megan's Law**

Prosecutors classify sex offenders in one of three tiers based on the degree of risk they pose to the public: low risk (Tier 1), moderate risk (Tier 2), or high risk (Tier 3). Classification in a tier determines who will receive notification. Only law enforcement agencies in the community receive notification of the presence of Tier One offenders. The Chief School Administrator and Principals in affected schools shall receive notification from the county prosecutor's office or local law enforcement officials when Tier Two or Tier Three sex offenders move into the district.

Upon notification, Principals shall inform those employees/volunteers whose duties regularly put them in a position to observe unauthorized persons on or near the property of the school. Only, Principals and the Chief School Administrator are authorized to determine who requires notification. Such a determination will be made notify on the basis of this definition, as well as on specific job duties carried out in their schools. If private vendors perform any of these functions, the Chief School Administrator shall inform the vendor. Notification may include, but is not limited to:

- A. Aides
- B. Bus drivers
- C. Coaches
- D. Maintenance staff
- E. Professional support staff
- F. School level administrative staff
- G. Security personnel
- H. Teachers' aides
- I. Teachers

School personnel are notified only in their capacity as such and shall not disseminate information about an offender to anyone not specifically identified by the county prosecutor or Attorney General. Any school employee who does so may be disciplined. If a school employee has reason to believe that an offender who has been the subject of a notification is a danger to someone outside the school environs, he/she shall immediately contact the local law enforcement agency or the county prosecutor.

District personnel shall not notify the following of the presence of Tier Two or Tier Three offenders:

- A. Members of PTO, PTA, HSA, etc.
- B. Organizations using school facilities
- C. Other schools
- D. Press

The Principal shall provide registration forms to any organization that uses the school facilities, including parent-teacher organizations, that wishes to be notified by the county prosecutor's office of the presence of a Tier Two or Tier Three offender in the community.

District personnel shall not notify anyone who has not been specifically designated by the Principal or Chief School Administrator. Specifically, information regarding notification shall not be shared with those under a staff member's care or supervision, their parents, guardians or other relatives.

However, in the case where a Tier Three Offender is present, students and parents/guardians shall be notified. The prosecutor's office and local law enforcement shall supply the school with notices for them when a school is located in the area where a vulnerable population is likely to encounter a Tier Three offender. Dissemination of these notices shall be in accord with law and accomplished in cooperation with the county prosecutor's office. Confidentiality shall be a prime consideration in all communications with students and parents/guardians, and all directives of the county prosecutor and Attorney General's offices shall be observed.

When a student has been identified as a sex offender, all procedures of notification shall apply. When a parent/guardian has been identified as an offender, he/she may continue to participate in all appropriate parent/guardian activities, unless prohibited by legal constraint.

Students and district employees shall not be liable in any civil or criminal action for providing or failing to provide information relevant to notification in accordance with this policy. However, any actions taken against the individual named in the notification, including but not limited to vandalism or property, verbal or written threats of harm, or physical violence against this person or their family could result in arrest and prosecution.

The chief school administrator shall prepare regulations to implement this policy and all directives of the county prosecutor's office to ensure careful adherence to Megan's Law.

### **School Violence Awareness Week and Annual Public Hearing**

Each year, during the week beginning with the third Monday in October, the District shall observe "School Violence Awareness Week". The District shall observe this week by organizing activities to prevent school violence including, but not limited to, age appropriate opportunities for student discussion on conflict resolution, issues of student diversity, and tolerance. Law enforcement personnel will be invited to join school teaching staff in the discussions.

Also, programs shall be provided for school board employees that are designed to help them recognize warning signs of school violence and to instruct them on recommended conduct during an incident of school violence.

Additionally, the Board shall hold a public hearing on violence and vandalism pursuant to N.L.S.A. 18A: 17-46 and N.L.A.C. 6A: 16-5.3.

REVISED: April 25, 2008

APPROVED: