

SPRINGFIELD BOARD OF EDUCATION  
Springfield, New Jersey

REGULAR MEETING NOVEMBER 19, 2007

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, November 19, 2007 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 23, 2007.

1. CALL TO ORDER

The meeting was called to order by Board President, Mrs. Judith Millman

Present: Mr. Anthony Delia, Miss Linda Duke, Mr. Lloyd Grossman, Dr. David Hollander, Mr. Irwin Sablosky, Mrs. Fran Sandler (left at 8:09 PM), Mrs. Jacqueline Shanes, Mrs. Patricia Venezia, Mrs. Judith Millman

Also Present: Mr. Michael Davino, Superintendent  
Mrs. Hillary Corburn, Assistant Superintendent  
Mr. Matthew Clarke, Business Administrator/ Board Secretary  
Mrs. Elyn Atherton, Director of Human Resources

2. PLEDGE OF ALLEGIANCE

3. COMMUNICATIONS

1. A note of thanks from Rosa Leonardis for library book donation in memory of her mother.
2. A note of thanks from Christine Imbriano for the generous contribution for the Charity Soccer Game.
3. Correspondence from NJ School Boards Association regarding a seminar on financing special education

4. MINUTES (Regular and Closed Session)

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

Regular Meeting	- November 5, 2007
Executive Session	- November 5, 2007

Yeas: Mr. Anthony Delia, Miss Linda Duke, Mr. Lloyd Grossman, Dr. David Hollander, Mr. Irwin Sablosky, Mrs. Patricia Venezia, Mrs. Judith Millman  
Abstention: Mrs. Fran Sandler, Mrs. Jacqueline Shanes      MOTION CARRIED

5. SUPERINTENDENT’S REPORT

Mr. Davino reviewed the following items:

1. Thanked the Walton PTA, and specifically Mrs. Jodi Silverstein, regarding the Barnes & Noble playground fund raiser.
2. Thanked the cast and staff for the wonderful performance of “The Larime Project” held at JDHS this past weekend.

- 3. Informed the BOE that the classrooms previously vacated at Walton are occupied and operating smoothly (Rooms 37, 38 & 39)
- 4. Mr. Clarke reviewed the 2007 CAFR (audit) and recommendations. In addition, Mr. Clarke thanked all the business office staff for their continued efforts.
- 5. Reviewed Powerschool application and general abilities for parent access level- attendance, grades, report cards, etc.

7. PUBLIC SESSION (8:00 PM – 8:05 PM)

The following members of the public had questions regarding the agenda:  
Steve Wolcott

8. BILL LIST

Moved by Mr. Sablosky, seconded by Mrs. Venezia, approval of computer checks numbered 017867 through 018096 and wire transfer 800037 in the amount of \$2,999,985.72.

Yeas: Unanimous by all Members present.

MOTION CARRIED

9. AUDIT-CAFR 2007 WITH CAP AND AUDITORS MANAGEMENT REPORT

Moved by Mr. Sablosky, seconded by Mrs. Venezia, approval of the resolution to accept the Comprehensive Annual Financial Report for the fiscal year ended June 30, 2007 and the accompanying Auditor’s Management Report on Administrative Findings completed by Cannone and Company, P.A., and to authorize the administration to implement the recommendations as stated in the report, and adopt the Corrective Action Plan. (Attachment A)

Yeas: Unanimous by all Members present.

MOTION CARRIED

10. PERSONNEL APPOINTMENTS

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

Yeas: Unanimous by all Members present.

MOTION CARRIED

11. PROFESSIONAL DEVELOPMENT TRAVEL

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

Yeas: Unanimous by all Members present.

MOTION CARRIED

12. SPECIAL SERVICES PLACEMENT AND RELATED SERVICES

Moved by Mrs. Venezia, seconded by Mrs. Shanes, 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 D)

Yeas: Unanimous by all Members present.

MOTION CARRIED

13. TUITION GRANTS

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

Yeas: Mr. Anthony Delia, Mr. Lloyd Grossman, Dr. David Hollander, Mrs. Fran Sandler, Mrs. Jacqueline Shanes, Mrs. Patricia Venezia, Mrs. Judith Millman  
Abstention: Miss Linda Duke, Mr. Irwin Sablosky    MOTION CARRIED

14. 2<sup>nd</sup> AND FINAL READING OF POLICY SERIES 4000

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

- Policy #4111                    - Recruitment, Selection and Hiring (certificated)
- Policy #4111.1/4211.1 - Non-discrimination/Affirmative Action
- Policy #4111.2                - Elimination of Discrimination on the Basis of Disability in District Programs or Activities
- Policy #4112.2                - Certification
- Policy #4112.4/4212.4 – Employee Health
- Policy #4112.6/4212.6 – Personnel Records
- Policy #4112.8/4212.8 – Nepotism
- Policy #4113/4114            - Assignment and Transfer
- Policy 4115/4215            - Supervision
- Policy #4116                 - Evaluation
- Policy #4117.4               - Reduction in Force/Abolishing a Position
- Policy #4117.41             - Non-Renewal
- Policy #4117.52             - Interruption in or Termination of Employment
- Policy #4119.21/4219.21 – Conflict of Interest
- Policy #4119.22/4219.22 – Conduct and Dress
- Policy #4119.23/4219.23 – Employee Smoking, Drinking, Illegal Gambling and Use of Drugs on School Grounds
- Policy #4122                 - Student Teachers/Interns
- Policy #4123/4223           - Classroom Assistants
- Policy 4131/4231            - Staff Development: In-service Education, Visitation, (4131.1/4231.1) Conferences
- Policy #4133/9250           - Travel Expense Reimbursement
- Policy #4138/4238           - Non-school Employment
- Policy #4138.2              - Private Tutoring
- Policy #4147/4247           - Employee Safety
- Policy #4151/4251           - Attendance Patterns
- Policy #4151.1/4251.1 – Personal Illness and Injury/Health and Hardship
- Policy #4211                 - Recruitment, Selection and Hiring (Non-certificated)
- Policy #4211.1              - Non-discrimination/Affirmative Action
- Policy #4213/4214           - Assignment; Transfer
- Policy #4216                 - Evaluation
- Policy #4222                 - Non-instructional Aides

Yeas: Unanimous by all Members present.

MOTION CARRIED

15. 2<sup>nd</sup> PUBLIC SESSION (8:07-8:15 PM)

The following members of the public had comments regarding Buck a Book and furniture for classrooms:

Jodi Silverstein

16. NEW BUSINESS

- a. Linda Mail’s retirement party
- b. The JDHS Bulldog Basket Raffle was a huge success
- c. The JDHS performing arts production of ‘The Larime Project’ was spectacular.
- d. The Board extended warm wishes for a Happy and Healthy Thanksgiving to all
- e. Discussed potential date and time for BOE/Admin. Dinner (as done in the past, each individual will be responsible for the cost.)

17. OLD BUSINESS

- a. Caldwell PTA thanked Mrs. Corburn for the curriculum presentation

18. THIRD PUBLIC SESSION ( 8:18-8:19 PM)

The following members of the public had questions or concerns regarding staff replacements at Walton (Teacher and Principal):

Jodi Silverstein

19. CLOSED SESSION (8:20 PM)

Moved by Miss Duke, seconded by Mrs. Shanes, to suspend the rules of the order of business of the Regular Meeting and adjourn to closed conference session for the reasons contained in the following resolution:

RESOLUTION

“WHEREAS the Board of Education must discuss subjects concerning personnel, legal matters, student discipline and negotiations which are not appropriate subjects to be discussed in a public meeting and which are within the exemptions permitted to be discussed and acted upon in private session pursuant to P.L. 1975 Chapter 231, it is therefore

RESOLVED that the aforesaid subjects shall be discussed in private session by this Board and the administrative staff and information pertaining thereto will be made available to the public as soon thereafter as possible and once the reasons for non-disclosure no longer exist.

Yeas: Unanimous by all Members present.

MOTION CARRIED

20. CLOSED CONFERENCE ITEMS

- 1. Legal
- 2. Personnel
- 3. Negotiations

21. RECONVENE (8:29 PM)

Moved by Miss Duke, seconded by Mr. Sablosky, approval to reconvene the Regular Meeting of the Board of Education.

Yeas: Unanimous by all Members present.

MOTION CARRIED

22. ADJOURNMENT (8:30 PM)

Moved by Miss Duke, seconded by Mr. Sablosky, to adjourn the meeting at 8:30 PM.

Yeas: Unanimous by all Members present.

MOTION CARRIED

Next Regular December 3, 2007 at 7:30 PM in the IMC at JDHS.

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Matthew A. Clarke  
Business Administrator/Board Secretary

**SPRINGFIELD PUBLIC SCHOOLS  
CORRECTIVE ACTION PLAN**

Attachment ( A )

Name of School: Springfield  
 Type of Audit: Annual  
 Date of Board Meeting: November 19, 2007  
 Contact Person: Matthew A. Clarke  
 Telephone Number: (973) 376-1025 Ext. 1210

County: Union

<b>Recommendation Number</b>	<b>Corrective Action Approved by the Board</b>	<b>Method of Implementation</b>	<b>Person Responsible for Implementation</b>	<b>Completion Date of Implementation</b>
<i>Student Body Activities</i>				
SBA 2007-1	That monthly bank reconciliations be performed on the TLS student activities account	Additional training to be scheduled in the in the winter of 2007/2008.	TLS Secretary SBA/BS Confidential Secretary	Nov. 2007/Dec. 2007/Jan. 2008
SBA 2007-2	That the source and nature of cash receipts be sufficiently explained at TLS student activities acc	Additional training to be scheduled in the in the winter of 2007/2008.	TLS Secretary SBA/BS Confidential Secretary	Nov. 2007/Dec. 2007/Jan. 2008
SBA 2007-3	That detail accounting for clubs and activities at JD be available monthly.	Additional training to be scheduled in the winter of 2007/2008 for new personnel JD.	JDHS Secretary SBA/BS Confidential Secretary	Nov. 2007/Dec. 2007/Jan. 2008

\_\_\_\_\_  
Chief School Administrator

\_\_\_\_\_  
School Business Administrator/Board Secretary

November 19, 2007  
Date

November 19, 2007  
Date

C: County Superintendent

**SPRINGFIELD PUBLIC SCHOOLS  
CORRECTIVE ACTION PLAN**

Attachment ( A )

**Springfield Public Schools  
Personnel**

Attachment ( B )

<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>	<b>Effective Date</b>
<i>Certificated Teachers</i>								
Mandel	Marisa	Math Teacher	JDHS	----	----	----	resignation	12/3/07
Mortensen	Jennifer	Science Teacher	JDHS	----	----	----	Leave	1/11/08-3/10/08
Veloz-Nunez	Deyanira	Spanish	FMG	----	----	----	extend leave	1/2/08-6/30/08
Glazner	Traci	Speech therapist	TLS	----	----	----	extend leave	1/2/08-3/30/08
Vazquez	Maryeline	Spanish Leave Replacement	FMG	step 0/BA	\$ 45,767.00	cover for DVN	----	1/2/08-6/30/08
Doumas	Paula	Spanish Leave Replacement	FMG	----	----	----	termination	12/7/07
Chomko	Karyn	Chaperone	JDHS	Schedule E	23.00/hour	----	----	9/1/07 - 6/30/08
Telesca	Jonathan	M.S. Boys Basketball Coach	FMG	Schedule E	\$ 3,400.00	----	----	9/1/07 - 6/30/08

<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>	<b>Effective Date</b>
<i>Non-Certificated</i>								
Steiman	Sara	Volunteer Basketball Coach	JDHS			----	----	11/20/07-6/30/08
Licatese	Charles	Event Staff	District	----	23.00/hour	----	*	11/20/07-6/30/08
Resnick	Carolyn	Volunteer	FMG	----	----	----	----	11/20/07-6/30/08

<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>	<b>Effective Date</b>
<i>Substitute/Home instructor</i>								
Mazur	Jay	Substitute Teacher	District	---	---	---	****	11/20/07-6/30/08
Wasserman	Risa	Substitute Teacher	District	---	---	---	****	11/20/07-6/30/08
Helfand	Jennifer	Substitute Teacher	District	---	---	---	****	11/20/07-6/30/08
Vazquez	Maryeline	Leave Substitute Teacher	FMG	----	****	cover for DVN	****	12/10/07-12/31/07
Telesca	Jonathan	Home Instructor	District	----	25.00/hour	----	****	6/1/07-6/30/08
Masterson	Kim	Home Instructor	District	----	25.00/hour	----	****	11/20/07-6/30/08
Cariani	Judy	Home Instructor	District	----	25.00/hour	----	****	11/20/07-6/30/08

\* In accordance with the Negotiated Contract between the Springfield BOE and the Springfield Education Association (July 1, 2003 - June 30, 2006)

\*\* In accordance with the Negotiated Contact between the Springfield BOE and the Springfield Principals Association (July 1, 2006 - June 30, 2009)

\*\*\* In accordance with the Negotiated Contact between the Springfield BOE and the Springfield Supervisors Association (July 1, 2006 - June 30, 2009)

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



**Travel  
Professional Development**

Attachment ( C )

**2007 - 2008**

<b>Lname</b>	<b>Fname</b>	<b>Description</b>	<b>Date</b>	<b>Amount</b>	<b>Location</b>
Abadir	Lillian	Mean Girls Workshop	12/12/07	319.00	FMG
Borton	Bonnie	NE Conf. on Teaching World Lang.	3/28-29/08	225.00	FMG
Friedman	April	Learning Centers/Differentiate Instruction	01/10/08	185.00	EVW
Gillen	Alison	Interactive Student Notebooks	12/12/07	195.00	FMG
Goerge	Joseph	Perform Better Fitness	12/01/07	149.00	JD
Handy	Dolores	First in Math	11/26/07	40.00	TLS
Ilaria	Dan	Creative Conf in Technology	12/07/07	N/C	Dist
Madison	Ashley	Theatre Day for Teachers	01/11/08	120.00	JD
Russo	Dan	Living in a Divided World	01/08/08	60.00	JD
Trueger	Barbara	UC G & T meeting (pm)	12/14/07	N/C	Dist
Vaccarino	Leslie	Strategies to Guide High Potential Learners	11/30/07	N/C	Dist
Zambolla	Marnie	Mean Girls Workshop	12/10/07	245.00	EVW
Zika	Jackie	TI - NSPIRE Tech.	11/29-30/07	225.00	JD
<b>Finan</b>	<b>Laura</b>	<b>First in Math</b>	<b>11/26/07</b>	<b>35.00</b>	<b>JC</b>
<b>November 19, 2007</b>					

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

Attachment ( D )

**1. RELATED SERVICES REQUEST**

<b>Vendor</b>	<b>Related Service</b>	<b>Rate</b>	<b>Hours/days/weeks</b>	<b>Term</b>	<b>Student</b>
Union County Ed Services Commission Westfield, NJ	LDTC Services	\$290/Evaluation	Per IEP	SY07-08	2202

**2. OUT OF DISTRICT PLACEMENT REQUEST**

<b>School/Placement</b>	<b>Student</b>	<b>Tuition</b>	<b>Term</b>	<b>Comments</b>
Windsor School West Milford, NJ	0218	\$42,809.40	SY07-08	
ECLC of New Jersey Chatham, NJ	1210	\$7,013.20	SY07-08	Tuition adjustment

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

Attachment ( D )



**Tuition Grants  
2007-08 School Year**

**Attachment (E)**

**Spring 2008**

Gail Abramson-Lazarus	1. Skills and Strategies for Inclusion & Disability Awareness 2. Brain Based Teaching & Learning	Graduate Graduate
Renee Altman	1. Supervision and Evaluation Of Instruction	<b>ADMIN</b>
Debbie Berger	1. Differentiated Instruction 2. Cooperative Discipline 3. Teaching Writing and Thinking Across the Curriculum	Graduate Graduate Graduate
Eileen Berglund	1. Curriculum Development and Program Planning	Graduate
Karen Blanchard Salmon	1. Environmental Occupational Health And Safety 2. Health Education Theory And Practice	Graduate Graduate
Julie Buban	1. Thesis or Department Project	Graduate
Judy Cariani	1. Introduction to Counseling and Human Services	Graduate
Lauren Chang	1. Educational Strategies for Students With Disabilities 2. Computer Application in Special Education	Graduate Graduate
Greg Coward	1. Managing the School Community II	<b>ADMIN</b>
Bryan Davison	1. School Supervision and Organizational Theory 2. Supervision and Evaluation of Instruction	<b>ADMIN</b> <b>ADMIN</b>
Beth Elmo	1. Exploration of Classroom Inquiry 2. Differentiated Instruction 3. Assessment Techniques: Assessing For Student Learning	Graduate Graduate Graduate
Michelle Finelli	1. Math Clinic 2. Mathematics Education Research Seminar	Graduate Graduate

**Tuition Grants  
2007-08 School Year**

**Attachment (E)**

**Spring 2008**

April Friedman	1. Foundations of Education Administration & Supervision	<b>ADMIN</b>
Leonard Gabriel	1. Educational Research	Graduate
Megan Griffin	1. Advanced Seminar in Reading Specialization	Graduate
Robert Hildebrand	<b><u>MARYGROVE</u></b> 1. Meeting Curriculum Standards for All Learners	Graduate
	2. Designing Assessment for all Learners	Graduate
Dan Ilaria	1. Research in Education	Graduate
Marilyn Korman	<b><u>MARYGROVE</u></b> 1. Assertive Discipline & Beyond	Graduate
	2. Helping Students Become Self- Directed Learners	Graduate
Phoebe Levine	1. Learning Disabilities	Graduate
	2. Introduction to Special Education	Graduate
Michael Miller	<b><u>MARYGROVE</u></b> 1. Meeting Curriculum Standards for All Learners	Graduate
	2. Designing Assessment for all Learners	Graduate
Sarah Milochik	1. Readings in American History I	Graduate
	2. Readings America in Vietnam	Graduate
Kristine Murray	1. Differentiated Instruction	Graduate
	2. Brain-based Teaching & Learning	Graduate
	3. Assessment Techniques: Assessing For Student Learning	Graduate
Mary Perdomo	1. Differentiated Instruction	Graduate
	2. Cooperative Discipline	Graduate
	3. Teaching, Writing, Thinking Across the Curriculum	Graduate
Frank Sanchez	NJ Excel	<b>ADMIN</b>

**Tuition Grants  
2007-08 School Year**

**Attachment (E)**

**Spring 2008**

Rose Sandford	<b><u>MARYGROVE</u></b> 1. Assertive Discipline & Beyond 2. Helping Students Become Self-Directed Learners	Graduate Graduate
Sue Satter	<b><u>MARYGROVE</u></b> 1. Meeting Curriculum Standards for All Learners 2. Designing Assessment for all Learners	Graduate Graduate
Kristen Schulz	1. Cooperative Discipline 2. Teaching for Success in the Multicultural Classroom 3. Teaching Writing & Thinking Across the Curriculum 4. Increasing Student Responsibility And Self-Discipline in Learning Communities	Graduate Graduate Graduate Graduate
Roxanne Silberto Graham	1. Cooperative Discipline 2. Dealing with ADHD Behavior in The Classroom 3. Increasing Student Responsibility And Self Discipline in Learning Community	Graduate Graduate Graduate
Maria Sista	1. Family Therapy and Referral Networks	Graduate
Barbara Trueger	1. Research in Social & Philosophical Foundations	Graduate
Michael Watson	1. Using Integrated Software Across the Curriculum 2. Research Applications in Educational Technology II	Graduate Graduate
Melaine Weiss	1. Dealing with AD/HD Type Behavior In the Classroom	Graduate