

**BOARD OF EDUCATION
OAKLAND, NEW JERSEY**

December 11, 2012

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Meeting A Work Session/Special Meeting of the Board of Education was held at the Administration Office on the above date. The meeting was called to order at 6:05 PM by Mr. Scerbo.

Meeting Notice Mr. Scerbo led those present in the Pledge of Allegiance and read the Open Public Meetings announcement as follows: The New Jersey Open Public Meetings Law was enacted to insure the right of the public to have advance notice of and to attend the meetings of public bodies at which any business affecting their interests is discussed or acted upon. In accordance with the provisions of this Act, the Oakland Board of Education has caused notice of this meeting to be published by having the date, time and place thereof posted on November 7, 2012 in the Municipal Building, the Board Offices, all school offices and copies sent to newspapers serving Oakland: The Record, Ridgewood News and Suburban News. The Board reserves the right to limit public discussion of personnel items, so as to preserve individual privacy.

The Board appreciates the concerns and comments expressed by the public and will take them into consideration. However, please remain advised that, neither the Board nor the administration may comment on or respond to public inquiries or statements regarding any internal personnel matters involving a District employee.

Please be further advised that there is no privilege or qualified privilege with regard to any statements that you make before the Board of Education. Furthermore, in addition to their respective rights to privacy, employees of this school district retain all rights regarding defamation and slander according the laws of New Jersey.

Roll Call The following members were present: Mr. Gaffney, Ms. Matts, Mr. Scerbo, Mr. Talamini. Also present was Dr. Richard G. Heflich, Superintendent of Schools, Ms. Joan C. Dunn, Business Administrator/ Board Secretary, and three members of the public.
ABSENT: Mr. Akovity.

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Discussion Items

- Computerized Elementary School Report Card
Dr. Heflich introduced the topic stating that: Phase I will begin in January and Phase II will take place this summer. He asked Mr. Clark, who has been spearheading this project, to comment on it further. Mr. Clark stated that Real Time technology will be used for all future report cards. This system should be more efficient. Training for teachers will occur on January 21st. Dr. Heflich and the Board thanked Mr. Clark for his efforts.
- Teacher Evaluation Requirement
Dr. Heflich described the genesis of this requirement and the efforts to find an appropriate model for evaluation. The "Marshall Model" is suggested for adoption. Mr. Silverstein reviewed the State implementation calendar. The Marshall model is free to use and the trainer is \$1,000/day. The District will need to do teacher training at the end of the year. The School Improvement Panel (SIP) will need to be set up by February 1st.
The Board discussed the model and the history of the various models approved by the State.
The Committee and Model will be approved at the meeting next week.
Dr. Heflich thanked Mr. Silverstein, Ms. Rockefeller³ and Ms. Hartsuiker for all of the work they did to evaluate the available models.
- Buildings and Grounds Update
Ms. Dunn discussed: (1) The status of the boiler project and (2) Projects planned for the December break.
Dr. Heflich mentioned that copiers in the school buildings will need to be replaced.
- 2013-2014 Budget
Ms. Dunn mentioned some factors that will affect next year (1) revenue restricted to +2%, (2) State aid flat and (3) federal funds probably declining.
- 2012-2013 Budget
- Agenda for Regular Monthly Meeting
There was a review of the December 18th Agenda by Dr. Heflich

Ms. Matts reported on a meeting with the OEF and ongoing discussions about a grants program for teachers.

She also reported on the FLOW Calendar meeting. There were some strong issues in other districts. Oakland does not have such issues involving numerous minimum days for staff development. There will be another meeting on January 30th.

Dr. Heflich stated that no March vacation period should be discussed without first knowing the State testing calendar.

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Special Meeting Opened at 7:20 pm

- Job Description** Ms. Matts moved and Mr. Gaffney seconded to approve the revised job description for Payroll Benefits Specialist/Confidential Secretary to the School Business Administrator, as per the attached. On a roll call vote: AYES: Ms. Matts, Mr. Gaffney, Mr. Talamini, Mr. Scerbo. Motion carried. ABSENT: Mr. Akovity.
- Dr. Feifer** Ms. Matts moved and Mr. Gaffney seconded to approve the appointment of Dr. Jeffrey P. Feifer as Interim Superintendent of Schools, effective on or about January 1, 2013 through on or about June 30, 2013. On a roll call vote: AYES: Ms. Matts, Mr. Gaffney, Mr. Talamini, Mr. Scerbo. Motion carried. ABSENT: Mr. Akovity.
- Employment Agreement** Ms. Matts moved and Mr. Gaffney seconded to approve the Employment Agreement between The Oakland Board of Education and Dr. Jeffrey P. Feifer. This Employment Agreement was approved by Mr. Robert M. Gilmartin, Executive County Superintendent of Schools, on December 4, 2012, as per the attached. On a roll call vote: AYES: Ms. Matts, Mr. Gaffney, Mr. Talamini, Mr. Scerbo. Motion carried. ABSENT: Mr. Akovity.
- Dyana Brown** Ms. Matts moved and Mr. Gaffney seconded to rescind the appointment of Ms. Dyana L. Brown as a Long Term Substitute Elementary School Teacher at Heights School as originally appointed in the November 28, 2012 Agenda. On a roll call vote: AYES: Ms. Matts, Mr. Gaffney, Mr. Talamini, Mr. Scerbo. Motion carried. ABSENT: Mr. Akovity.
- Ruth Kokkinakis** Ms. Matts moved and Mr. Gaffney seconded to approve the extension of a leave of absence without salary for Ms. Ruth Kokkinakis, teacher at Valley Middle School, through Thursday, December 13, 2012. Ms. Kokkinakis was originally approved to return to work on December 10, 2012. On a roll call vote: AYES: Ms. Matts, Mr. Gaffney, Mr. Talamini, Mr. Scerbo. Motion carried. ABSENT: Mr. Akovity.
- Mindy Natelli** Ms. Matts moved and Mr. Gaffney seconded to approve a day without pay for Ms. Mindy Natelli, District Curriculum Coordinator, for December 13, 2012. On a roll call vote: AYES: Ms. Matts, Mr. Gaffney, Mr. Talamini, Mr. Scerbo. Motion carried. ABSENT: Mr. Akovity.

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EXECUTIVE SESSION

Ms. Matts moved and Mr. Talamini seconded to enter Executive Session at approximately 7:25 PM. On a roll call vote: ALL AYES. Executive Session was entered at 7:25 PM. ABSENT: Mr. Akovity.

WHEREAS, The Board of Education must discuss subjects concerning personnel matters/legal issues concerning the District;

WHEREAS, the aforesaid subjects are not appropriate subjects to be discussed in a public meeting; and

WHEREAS, the aforesaid subjects to be discussed are within the exemptions that are permitted to be discussed and acted upon in closed executive session pursuant to P.L. 1975, Chapter 231, it is therefore

RESOLVED, that the aforesaid subjects shall be discussed in a closed executive session by this Board and administrative staff at the conclusion of the public segment of this meeting and information pertaining thereto will be made available to the public as soon thereafter as possible and once the reasons for nondisclosure no longer exist.

Return to Open Session Mr. Talamini moved and Mr. Gaffney seconded to Return to Open Session.

Open Session was returned to at 7:55 PM

Adjournment Mr. Talamini moved and Mr. Gaffney seconded to adjourn meeting.

Meeting was adjourned at 7:55 PM

Respectfully submitted,

Ms. Joan C. Dunn
Board Secretary/Business Administrator