

PLUMSTED TOWNSHIP BOARD OF EDUCATION  
 WORKSHOP MEETING  
 October 7, 2009  
 6:30 p.m. Executive Session  
 NEW EGYPT HIGH SCHOOL

I. CALL TO ORDER

Mr. Buckalew, President, called the meeting to order at 6:35 PM.

II. OPEN PUBLIC MEETING ACT

In compliance with the Open Public Meeting Act, this is to announce that adequate notice of this meeting has been given in the form of an Annual Notice contained in Resolution No. 2009-1 which Resolution was immediately thereafter posted upon the bulletin board in the main office of all four schools and the Board Secretary's office and disseminated within seven (7) days of passage to the Asbury Park Press, and a copy of such resolution was filed with the Plumsted Township Clerk. No advance written notice of this meeting was requested and paid for by any person according to the record of the Secretary of the Board. I direct the Secretary of the Board to enter into the minutes of this meeting this public announcement.

III. ROLL CALL

Mr. Buckalew, President	Present
Mr. Miller, Vice President	Present
Mr. Downs	Present
Mr. O'Donnell	Present
Mrs. Soles	Present
Mr. Hauge	Present
Mr. Probasco	Present
Dr. DeMareo, Superintendent	Present
Mr. Gripp, Business Administrator/ Board Secretary	Present
Mr. Stein, Board Attorney	Present

Mr. Downs made a motion to go into executive session at 6:40 PM.  
 Seconded by Mrs. Soles, Passed unanimously.

IV. EXECUTIVE SESSION

Request resolution for Executive Session at this point in the meeting of the Plumsted Township Board of Education on October 7, 2009 for the purpose of discussing negotiations and personnel;

WHEREAS, the Open Public Meeting Act (N.J.S.A. 10:4-6 to 21) permits bodies to discuss certain matters in closed sessions, and

WHEREAS, the Board of Education has a need to hold a meeting on Unwarranted Invasion of Individual Privacy issues; and

WHEREAS, pursuant to the Open Public Meeting Act (N.J.S.A. 10:4 – 6-21), such a meeting may be held in private;

NOW, THEREFORE, BE IT RESOLVED, that:

1. The Board shall meet in closed session on these matters; and
2. The matters to be discussed in private may be shared with the public at such other time as the Board may determine that there is no longer any requirement for confidentiality.

Mr. Downs made a motion to go out of executive session at 7:38 PM.  
Seconded by Mr. Hauge, Passed unanimously.

V. ROLL CALL

Mr. Buckalew, President	Present
Mr. Miller, Vice President	Present
Mr. Downs	Present
Mr. O'Donnell	Present
Mrs. Soles	Present
Mr. Hauge	Present
Mr. Probasco	Present
Dr. DeMareo, Superintendent	Present
Mr. Gripp, Business Administrator/ Board Secretary	Present
Mr. Stein, Board Attorney	Present

VI. FLAG SALUTE

VII. APPROVAL OF AGENDA

Mr. Downs made a motion to approve the regular meeting agenda for October 7, 2009.  
Seconded by Mr. Probasco

Roll Call

Yes

Mr. Downs, Mr. Probasco,  
Mr. Hauge, Mrs. Soles,  
Mr. Miller, Mr. O'Donnell  
Mr. Buckalew

No

None

VIII. APPROVAL OF MINUTES

IX. DISTRICT HIGHLIGHTS

A. Board Meeting dates:

The remaining Board of Education meetings will be held:

**Workshop meetings**

January 13, 2010  
February 10, 2010  
March 17, 2009

**Regular meetings**

October 21, 2009  
November 18, 2009  
December 16, 2009  
January 27, 2010  
February 24, 2010  
March 25, 2010 (Thursday) Public  
Hearing on Budget  
April 28, 2010 (Reorganization Meeting starts at  
7:30 p.m.)

X. SUPERINTENDENT'S COMMENTS

Dr. DeMareo commented on the District Technology Committee meeting on October 8 at 7:30 PM.  
Dr. DeMareo commented on the H1N1 Pandemic and Influenza Planning & Response meeting given by the Ocean County Health Department to be held on Wednesday, October 14 at 7:00 PM.  
Dr. DeMareo commented on the upcoming presentation "15 Minute Child Break" to be given by David Fallun on Monday, October 26 at 7:00 PM.  
Dr. DeMareo stated Mrs. Gravel will be presenting the results of the district state standardized tests at the October 21 Board of Education meeting.  
Dr. DeMareo stated the Board of Education will be taking formal action on the P.T.E.A.'s contract tonight.

XI. STUDENT REPRESENTATIVE COMMENTS

XII. PRESENTATIONS/AWARDS (To be presented at the October 21, 2009 Board meeting)

- A. Colleen Gravel - District-wide Test Score Analysis
- B. Andrea Caldes, Principal, New Egypt Middle School and Robert Burkhardt, Principal - Dr. Gerald H. Woehr Elementary School - NJ Ask Student Testing Achievers

XIII. CORRESPONDENCE

XIV. SUPERINTENDENT'S AGENDA

A. Finance Motions

Mr. Downs made a motion to approve the following:

1. Recommend approval of an agreement with Alcoholism and Drug Abuse Council of Ocean, Inc. (ADACO) and the New Egypt Middle School.

2,419

Seconded by Mr. Miller  
Roll Call

Yes	Mr. Downs, Mr. Miller, Mr. Hauge, Mr. Probasco, Mrs. Soles, Mr. O'Donnell, Mr. Buckalew
No	None

Mr. Downs made a motion to approve the following:

- Recommend approval of a budget for the New Egypt Middle School REBEL 2 program.  
Seconded by Mr. Hauge  
Roll Call
 

Yes	Mr. Downs, Mr. Hauge, Mr. Probasco, Mrs. Soles, Mr. Miller, Mr. O'Donnell Mr. Buckalew
No	None

Mr. Downs made a motion to approve the following:

- Recommend approval of an agreement with Alcoholism and Drug Abuse Council of Ocean, Inc. (ADACO) and the New Egypt High School.  
Seconded by Mr. Hauge  
Roll Call
 

Yes	Mr. Downs, Mr. Hauge, Mr. Probasco, Mrs. Soles, Mr. Miller, Mr. O'Donnell Mr. Buckalew
No	None

Mr. Probasco made a motion to approve the following:

- Recommend approval of a budget for the New Egypt High School REBEL program.  
Seconded by Mr. Downs  
Roll Call
 

Yes	Mr. Probasco, Mr. Downs, Mr. Hauge, Mrs. Soles, Mr. Miller, Mr. O'Donnell Mr. Buckalew
No	None

Mr. Downs made a motion to approve the following:

- Recommend approval of the Teaching American History Grant Year Three from November 2009 to November 2010 in the amount of \$10,187.50.  
2,420

Seconded by Mr. Probasco

Roll Call	
Yes	Mr. Downs, Mr. Probasco, Mr. Hauge, Mrs. Soles,

Mr. Miller, Mr. O'Donnell  
Mr. Buckalew  
None

No

B. Personnel Motions

Mr. Downs made a motion to approve the following:

1. Recommend ratification of approval of the following extra curricular staff effective September 3, 2009 for the 2009-2010 school year:

\*Dance chaperones, after school tutoring, detention monitors, home instruction sellers/collectors, announcers, timers, scorekeepers, chain gang and security

Keith Strausman

2. Recommend ratification of approval as Charles Megules as Assistant Band Director for the High School for the 2009-2010 school year effective September 3, 2009 at a stipend amount of \$3,865.00.\*
3. Recommend ratification of approval to renew Shannon Cranmer as a substitute teacher and paraprofessional for the 2009-2010 school year at the rates of \$80.00/\$60.00 consecutively.
4. Recommend approval of Tom Chemris, High School Social Worker to take the following winter 2009/2010 courses at Thomas Edison State College entitled "Assessing Educational Programs" and "The Cycle of Instructional Leadership" for three (3) credits each course for a total of six (6) credits and be reimbursed at a per credit rate of \$225.00\* per credit pending receipt of a grade of "B" or better and proof of payment and the availability of funds.
5. Recommend approval of Keith Grace to fill a FMLA/NJFLA leave replacement position for Jennifer Conk from October 12, 2009 - January 3, 2010.
6. Recommend ratification of approval of Dennis Wilno and Patricia Wunsch as District Audio/Visual Coordinators at a stipend \$1,300.00 to be divided equally effective September 3, 2009.
7. Recommend approval of the following staff members as "Teaching American History Grant" Participants:  
  
Debra Tilghman, Rebecca Webb, Matthew Kukoda, Mark Dyba and Tom Corby
8. Recommend approval of Andrea Caldes as District Facilitator for the Teaching American History Grant.

2,421

Seconded by Mr. Probasco

Roll Call

Yes

Mr. Downs, Mr. Probasco,  
Mr. Hauge, Mrs. Soles,  
Mr. Miller, Mr. O'Donnell  
Mr. Buckalew

No

None

Mr. Probasco made a motion to approve the following:

- 9. Move the ratification of the Memorandum of Agreement and salary guides and approve and ratify the new collective bargaining agreement between the Plumsted Township Board of Education and the Plumsted Township Education Association for the period of and retroactive to July 1, 2009 through June 30, 2012 and authorize the appropriate Board representatives to execute the new contract on behalf of the Board as modified by the approved and ratified Memorandum of Agreement and salary guides.

Seconded by Mr. Downs

Roll Call

Yes

Mr. Probasco, Mr. Downs,  
Mr. Hauge, Mrs. Soles,  
Mr. Miller, Mr. O'Donnell  
Mr. Buckalew

No

None

Mr. Miller made a motion to approve the following:

- 10. Move that the Board approve the 2009-2010 Employment Contract for School Business Administrator Frank Gripp, III.

Seconded by Mr. Downs

Discussion: Mr. O'Donnell stated he will be voting no and has no reflection on the job performance. He feels there should be a smaller raise for six (6) figure income and teachers make well less than \$100K. He stated other districts have taken a smaller raise and he is comfortable with a 2% increase not 3.5%.

Mr. Miller stated the only negotiation on the contract was the salary.

Roll Call

Yes

Mr. Miller, Mr. Downs,  
Mr. Hauge, Mr. Probasco,  
Mrs. Soles, Mr. Buckalew  
Mr. O'Donnell

No

\*The rate would be at the current contractual rate or at a subsequent rate to be determined upon conclusion of the negotiations of the contract with the Union.

2,422

C. Policy

Mr. Probasco made a motion to approve the following:

- 1. Recommend approval to abolish Policy 9110, Quality Assurance Annual Report.

Seconded by Mr. Hauge

Roll Call

Yes

Mr. Probasco, Mr. Hauge,  
Mr. Miller, Mrs. Soles,  
Mr. O'Donnell, Mr. Downs,  
Mr. Buckalew  
None

No

D. Professional Development/Travel Reimbursements

Mr. Probasco made a motion to approve the following:

1. Recommend approval of staff members to attend professional development workshops/conferences as amended.

Seconded by Mrs. Soles

Roll Call

Yes

Mr. Probasco, Mr. Soles,  
Mr. Miller, Mr. Hauge,  
Mr. O'Donnell, Mr. Downs  
Mr. Buckalew  
None

No

Mr. Miller made a motion to approve the following:

2. Recommend approval of Andrea Caldes, District Facilitator for the Teaching American History Grant, to attend the following required meetings and trips:

Meetings: November 13, 2009, February 26, 2010 and August 13, 2010 at no cost to the Board.

Trip to Washington, DC.: April 13, 2010 ½ day and April 14, 15 and 16, 2010

3. Recommend approval of Debra Tilghman, Rebecca Webb, Matthew Kukoda, Mark Dyba and Tom Corby as American History Grant Participants to attend the following required meetings and/or trips at no cost to the Board of Education:

Participant Workshops

November 9 & 10, 2009

February 24 & 25, 2010

2,423

Trip to Washington DC

April 13, 2010 ½ day - Departure

April 14, 15 & 16, 2010

Summer Colloquium

August 9 - 13, 2010

Seconded by Mr. Probasco

Roll Call

Yes	Mr. Miller, Mr. Probasco, Mr. Hauge, Mrs. Soles, Mr. O'Donnell, Mr. Downs Mr. Buckalew
No	None

- E. Other Motions
- F. Facilities
- G. Field Trips

Mrs. Soles made a motion to approve the following:

1. Recommend approval of field trips for district students during the month of October  
Seconded by Mr. Hauge

Roll Call

Yes	Mrs. Soles, Mr. Hauge, Mr. Probasco, Mr. Miller, Mr. O'Donnell, Mr. Downs Mr. Buckalew
No	None

**XV. PUBLIC COMMENT ON ANY SCHOOL RELATED TOPIC**

Josephine Wasilewski commented on an article in the Messenger Press on gang activity and asked if there will be any type of committee that will look into the gang involvement in the high school and middle school.

Dr. DeMareo stated there is not a formalized committee and the district gets updates from the Police Department in terms of that information.

**XVI. NEW BUSINESS**

Mr. Probasco commented on an "Open Door Policy" and stated this is not to break the chain of command. Mr. Probasco passed out for the Board to review.

Mrs. Soles stated they are looking for comments and feedback.

2,424

Mr. Hauge stated he always thinks it is a good idea to have an "Open Door Policy" and enhances the chain of command and increases the open communication.

Mrs. Soles stated her thought is to build a stronger relationship with the district and be able to move forward.

Mr. Miller asked if there was a timeframe for the feedback.

Mr. Probasco stated they would like to get the feedback ASAP in order to put in place.

Mr. Buckalew asked if this has been given to the Superintendent and Board attorney.

Mr. Probasco answered "no" and stated this is the first draft.

Mr. Hauge asked if they checked with Strauss Esmay.

Mr. Probasco stated he checked the internet and different policies.

Dr. DeMareo stated he will check with Strauss Esmay to see if they have one.



Mr. Probasco stated he called NJSBA and got their feedback. He said his intent is to open up all the communications.

Mr. Downs asked how this interacts with the PTEA contract.

Mr. Probasco stated he did not see how this conflicts with the contract.

Mr. Hauge stated being careful of the perception or reality of undermining any union procedure they may have in place.

Mr. Downs asked if NJSBA has a position on this and stated this is kind of an employee policy as opposed to a district policy.

Mr. Probasco stated there is an employee policy and student policy.

Mr. Stein stated he would want to do analysis in private as it relates to the PTEA contract.

Mr. Miller stated if this has to be a policy or is it a mantra or posting.

Mr. Stein stated you are imposing obligations on the Administration and should have formulization.

Mr. O'Donnell questioned Dr. DeMareo or Mr. Stein regarding the Board establishing policy and then administration write regulation or enforce policy.

Mr. Stein explained policy and regulation.

Mr. Probasco gave an update on the NJSBA meeting he recently attended.

Mr. Probasco commented on the 21<sup>st</sup> Century Learning session to be held at the convention in Atlantic City.

#### XVII. OLD BUSINESS

Mr. Probasco commented on the report to the Township on sidewalks.

Mr. Gripp stated a report will be generated and sent to the Township.

Mr. Probasco stated he has flyers for the Technology committee.

Mr. Miller asked for an update on the lighting over by the bus area.

Mr. Gripp gave an updated on the lighting.

Mr. Hauge commented on the Finance committee and budgeting process.

#### XVIII. BOARD OF EDUCATION COMMENTS

Mrs. Soles thanked the negotiation teams, PTEA, Mr. Downs and Mr. Hauge for coming together to complete the new agreement. She thanked everyone for their long hours and dedication.

Mrs. Soles commented on maintaining positive relations with teachers.

Mrs. Soles thanked Mr. Gripp for all his efforts and dedication to the district.

Mr. Probasco thanked everyone involved with negotiations.

2,425

Mr. O'Donnell thanked everyone involved with negotiations and stated he was proud to vote for this contract. He stated there was an increase for teachers and incentives for teacher retention.

Mr. O'Donnell stated the negotiation team did a wonderful job.

Mr. O'Donnell commented on increase for professional development.

Mr. Miller thanked everyone involved with negotiations.

Mr. Miller invited everyone out to the technology meeting and stated this is a chance for input.

Mr. Miller stated he was at the Impact Aid conference in Washington, D.C. and will give an update at the next board meeting.

Mr. Hauge stated he is pleased with the agreement. He also stated that while this portion is over, this first step in bringing the teachers in as full partners and really using them as the true valuable asset for the district.

Mr. Downs stated he is happy that negotiations is over and thanked everyone for their comments.

Mr. Downs thanked the PTEA.

Mr. Downs thanked Mrs. Barlow who was first part of the negotiations and thanked Mr. Hauge who came into the second half. He also thanked Mr. Gripp, Mr. Stein and Dr. DeMareo.

Mr. Buckalew thanked the PTEA, Board and Administration and stated this is a new beginning.

Mr. Downs made a motion to adjourn at 8:25 PM.

Seconded by Mr. Probasco, Passed unanimously.

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Frank E. Gripp III  
Business Administrator/Board Secretary