

The Randolph Township Board of Education held a Special meeting on Monday, October 26, 2015 at 07:00 p.m. Randolph High School Library, 511 Millbrook Avenue Randolph, New Jersey.

Board President Tammy MacKay called the meeting to order and read the following statement:

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 Randolph Township Board of Education has caused notice of this meeting to be published by having the date, time and place thereof posted in The Daily Record. It is also posted in all district schools as well as the Randolph Township Municipal Building.

### **Roll Call**

The following Board members were present: Ms. Christine Aulenbach, Mr. Jeffrey Braverman, Mr. Ronald Conti, Mr. Sheldon Epstein, Ms. Colleen Pascale, Ms. Anne Standridge, Dr. Diana Thomas and Ms. Tammy MacKay.

Board member Alfredo Z. Matos was absent.

The following administrators were present: Miss Jennifer Fano, Acting Superintendent, Mr. Eric Burnside, Assistant Board Business Administrator / Assistant Board Secretary and Board Counsel Marc H. Zitomer, Esquire was also present.

### **Closed Session – 07:02 p.m.**

Board member Anne Standridge made a motion seconded by board member Colleen Pascale and carried by roll call vote to adopt the following:

**BE IT RESOLVED**, in accordance with N.J.S.A. 10:4-12 and 10:4-13 that the Board of Education of the Township of Randolph will hold a Closed Session regarding Personnel, Negotiations, Litigation and matters of Attorney-Client privilege. It is not yet possible to determine when the matters discussed in Closed Session will be made public.

Board member Alfredo Z. Matos arrived at 07:09 p.m.

The Board returned to open session at 08:00 p.m.

### **Pledge of Allegiance**

### **Correspondence**

## Notice of Special Meeting

### **President's Report**

Ms. MacKay announced what Board action will take place under new business of the agenda and read in the following resolutions:

1. Resolved, that the Board hereby approves the Separation Agreement with Dr. David Browne, as approved by the New Jersey Department of Education; and

Be it further resolved, that the Board accepts Dr. Browne's irrevocable letter of resignation for purpose of retirement, effective 11:59 p.m. on October 27, 2015.

2. Resolved, that the Board of Education hereby changes the title of Ms. Jennifer Fano from Acting Superintendent of Schools to Interim Superintendent of Schools, effective October 28, 2015; and

Be it further resolved, Ms. Fano will continue to perform the duties of Assistant Superintendent in addition to those of Interim Superintendent until further notice.

Dr. Browne's contract with the District runs through June 30, 2018. The separation agreement reached with Dr. Browne provides him with three months of compensation and the payout of contractually required unused sick and vacation days.

### **Public Discussion**

A Randolph resident stated that excellent school districts are run by excellent Superintendents and the Board needs to have best interest of children.

A Randolph resident asked the Board if the time that has transpired for Dr. Browne's leave count toward the separation package. Ms. MacKay stated it does not.

Board President stated the Board has formed a sub-committee of members of the Board to begin research, protocol procedures and set timeline as to what the next steps are to fill the superintendent role. At next meeting of November 10<sup>th</sup>, the committee will report to the full Board and the public the findings and recommendations.

A Randolph resident asked the Board why does there have to be any compensation. The Board attorney advised it was prudent to resolve parties concerns in an amicable, timely, cost efficient manner.

**Old Business** – None

**New Business**

Personnel Motions 1 – 2

Board President Tammy MacKay read in the following personnel motion:

**ADMINISTRATORS**

**Resignation / Retirement**

RESOLVED, that the Board hereby approves the Separation Agreement with Dr. David Browne, as approved by the New Jersey Department of Education; and

BE IT FURTHER RESOLVED, that the Board accepts Dr. Browne's irrevocable letter of resignation for purpose of retirement, effective 11:59 p.m. on October 27, 2015.

The motion was seconded by Board Vice President Alfredo Z. Matos and carried unanimously by a roll call vote to approve Personnel Motion No.1.

Board President Tammy MacKay continued and read in the second personnel motion:

**Appointments**

RESOLVED, that the Board of Education hereby changes the title of Ms. Jennifer Fano from Acting Superintendent of Schools to Interim Superintendent of Schools, effective October 28, 2015; and

BE IT FURTHER RESOLVED, Ms. Fano will continue to perform the duties of Assistant Superintendent in addition to those of Interim Superintendent until further notice.

The motion was seconded by Board Vice President Alfredo Z. Matos and carried unanimously by a roll call vote to approve Personnel Motion No.2

Board President Tammy MacKay read the following statement:

The Randolph School Board of Education has accepted the resignation of Superintendent Dr. David Browne. Dr. Browne's resignation, for the purpose of retirement, becomes effective at midnight tomorrow night, October 27, 2015. In accordance with State Department of Education rules, an agreement governing his separation from the District has been formally approved by the Commissioner of Education.

The Board and Dr. Browne determined that it was in the best interests of both parties to end the employment relationship at this time. The Board reviewed this matter closely and determined that the separation agreement reached with Dr.

Browne was the most appropriate course of action for moving forward in a timely and cost effective manner.

Dr. Browne's contract with the District runs through June 30, 2018. The separation agreement reached with Dr. Browne provides him with three months of compensation and the payout of contractually required unused sick and vacation days.

Due to the sensitive nature of this matter and the legal issues associated with any personnel decision, any questions regarding the Board's separation agreement with Dr. Browne will be directed to our attorney.

In addition, and effective upon Dr. Browne's resignation, the Board formally changed Ms. Jennifer Fano's title from Acting Superintendent to Interim Superintendent as we undergo the process of filling the superintendent position.

### **Adjournment**

Board President Tammy MacKay made by a motion seconded by Vice-President Alfredo Z. Matos and carried by roll call vote to adjourn the meeting at 08:11 p.m.

The board adjourned the meeting at 08:11 p.m.

DRAFT

Respectfully submitted,

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Eric Burnside  
Assistant Board Secretary

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Tammy MacKay  
Board President