

The Randolph Township Board of Education held a Work Session meeting on Tuesday, October 13, 2009 at 6:30 p.m. in the Randolph High School Library, Millbrook Avenue, Randolph, New Jersey.

Board President, Gregory Mark, 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: Mr. Ethan Blynn, Ms. Barbara Levinson, Ms. Tammy MacKay, Ms. Maria Martorana, Mr. Al Matos, Ms. Jeanne Stifelman and Mr. Gregory Mark.

Board member Ms. Christine Carey was absent and Ms. Amy Sachs arrived at 7:15 p.m.

The following administrators were present: Mr. Owen Snyder, Superintendent, Dr. Theresa Schiftenhaus, Director of Special Services, Ms. Ann Marie McGoldrick, Personnel Administrator, Mr. Michael Neves, Business Administrator / Board Secretary.

### **Closed Session: 6:30 p.m. – 8:00 p.m.**

Board member Mr. Ethan Blynn made a motion seconded by Mr. Al Matos and carried unanimously by roll call vote to adopt the following resolution:

Ms. Christine Carey was absent and Board member Ms. Amy Sachs arrived at 7:15 p.m.

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 and Litigation. It is not yet possible to determine when the matters discussed in Closed Session will be made public.

The Board reconvened at 8:00 p.m.

### **Pledge of Allegiance**

### **Review of Board Minutes**

Closed Session Minutes, 09-08-09, 09-15-09

Board Work Session, 09-08-09

Board Business Session, 09-15-09

### **Public Discussion**

A Randolph resident spoke in favor of acting Principal to be named as Principal of the Fernbrook School. A staff member spoke on behalf of many staff members of the Fernbrook School.

### **Superintendent's Report**

Randolph High School and Randolph Middle School Principals were introduced by the Superintendent to present to the board their impacts on the implementation of actions to be taken to address Board Goal No.1. Both Principals responded to questions from the board.

### **President's Report**

Alive- at-25 presentation: A state representative from the State of NJ and a member of the Randolph Township Traffic Committee, were introduced to the board by Mr. Mark. The accomplishments of the Alive-at-25 program, installed in the high school curriculum were discussed.

### **Committee Reports**

- Finance, Facilities and Transportation
- Education
- Policy
  - The board spent significant time discussing the training policy of the district and the volunteer coaching policy.

### **Student Council Representative Report**

Miss Erica Borgo updated the board on student activities and fund raisers as well as the upcoming spirit week event in the high school. She also discussed automobile traffic patterns in the high school parking lot, unit lunch and vandalism in restrooms.

### **New Business**

Board member Mr. Ethan Blynn made a motion seconded by Ms. Jeanne Stifelman and carried unanimously by roll call vote to approve **Personnel Motion 1**, with the following exception:

Board member Ms. Christine Carey was absent.

**A. Ratification of Memorandum of Agreement Between the Randolph Township Board of Education and the Randolph Township Administrators Association (RTAA)**

**RESOLVED**, The Randolph Township Board of Education ratify the Agreement between the Randolph Township Board of Education and the Randolph Township Administrators Association, RTAA, covering the period July 1, 2009 through June 30, 2012, as per attached Memorandum of Agreement, Exhibit #1.

**Public Discussion**

- RAM Athletic Council representative commented on the athletic training policy. He also commented that the policy should cover all students representing the high school.
- A member of the Randolph Township Traffic Committee asked if the board charge the Superintendent to form a new committee to evaluate the training policy. Re-establishment of the committee would be the decision of the Superintendent.
- A resident thanked the board for supporting the Alive-at-25 program. She also inquired if special education students out of district were receiving the program information.
- Another resident thanked the board for reviewing the training policy and volunteer coaches.
- Public discussion ended.

**Closed Session – 10:45 p.m.**

Board member Ms. Amy Sachs made a motion seconded by Ms. Tammy MacKay and carried unanimously by roll call vote to adopt the following resolution:

Ms. Christine Carey was absent.

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 and Litigation. It is not yet possible to determine when the matters discussed in Closed Session will be made public.

**Adjournment**

Board member Mr. Ethan Blynn made a motion seconded by Mr. Al Matos and carried unanimously by roll call vote to adjourn the meeting at 11:40 p.m.

The board adjourned the meeting at 11:40 p.m.

Respectfully submitted,

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Michael S. Neves  
Board Secretary

EXHIBIT I

**MEMORANDUM OF AGREEMENT**

The undersigned representatives of the Randolph Township Board of Education (hereinafter the "BOARD") and the Randolph Township Administrators Association (hereinafter "RTAA"), having entered into collective negotiations for a successor agreement to the Collective Negotiations Agreement covering the period from July 1, 2006 through June 30, 2009, herewith agree, subject to ratification by the BOARD and the RTAA membership, as follows:

1. The term of the new Agreement shall be from July 1, 2009 through June 30, 2012.
2. Salaries shall be increased as follows:
  - a. Effective July 1, 2009, salaries for bargaining unit members shall be increased by 3.5%, including all increments, over the 2008-2009 salary levels;
  - b. Effective July 1, 2010, salaries for bargaining unit members shall be increased by 3.5%, inclusive of all increments, over 2009-2010 levels;
  - c. Effective July 1, 2011, salaries for bargaining unit members shall be increased by 3.5%, inclusive of all increments, over 2010-2011 levels;
  - d. Salary increases shall be computed on employees active on role as of June 30, 2009.
3. Effective the 2009-2010 school year, instructional supervisors may be assigned one (1) instructional period per day.
- 3(a) The Board of Education shall adopt a resolution providing a \$4000 stipend for RTAA bargaining unit members who are assigned an instructional load for the first semester of the 2009-2010 school year. That stipend shall not be provided after that semester.
4. The Recognition Clause (Article I) shall be amended to:
  - a. Delete "Assistant Director of Special Services";
  - b. Delete "Director of Pupil Personnel Services" and substitute "Director of Guidance".
5. Effective November 1, 2009 or as soon thereafter as possible health insurance benefits shall be amended to:
  - a. Eliminate traditional plan coverage;
  - b. Increase prescription co-pay to \$10 for generic and \$20 for brand name.
6. Effective July 1, 2009, bargaining unit members shall have four (4) personal days **which, if unused, shall be added to the employee's sick leave bank.**
7. **Amend Article XIX to include the following:**

**"All other RTAA members (other than supervisors assigned to teach a class) will teach one (1) Randolph academy class of two (2) hours in length over the course of this Agreement. The content of such**

**professional development will be at the discretion of the administrator and based on curriculum, building goals and Board of Education goals”.**

8. **Article V – Management Rights. Amend the first sentence of Section A. to read as follows:**

**“The Randolph Township Board of Education on its own behalf and on behalf of the electors of the District hereby retains and reserves unto itself, without limitation, all powers, rights, authority, duties and responsibilities conferred upon it and vested in it by the laws and constitutions of the State of New Jersey and the United States including, but without limiting, the generality of the foregoing the right....”**

9. **Article VIII.A.1. of the Agreement shall be amended to read as follows:**

**“An administrator shall have the right to review the contents of his or her personnel file by scheduling an appointment with the Personnel Director which shall be granted within 2 business days of the request. Each shall be entitled to be accompanied by a representative of the RTAA during such a review”.**

10. **Article XVI. Temporary Leaves of Absence:  
\_\_\_Amend section A (2) to include grandchildren**

**Add new Section E. to read as follows:**

**“E. Leave Benefits provided under this Article shall satisfy but shall not be in addition to leave benefits available pursuant to Federal and State Family and Medical Leave statues. To the extent that any provision of this Article is inconsistent with the requirements of Federal and State Family and Medial Leave statutes, the statutory language shall control”.**

11. **Article XVIII. Sabbatical Leave – delete in its entirety.**

12. **Article XIX shall be amended as follows:**

- a. **Amend Section A.5. shall be amended to read as follows:**

**“All requests by administrators for approval of courses must be submitted through the Principal to the Superintendent as follows...”**

- b. **Amend Section A.8. shall be amended with the addition of the following language:**

**“That agreement shall be signed at the time the application for tuition reimbursement is made”.**

- c. **Amend Section B. shall be amended to read as follows:**

**“Expenses shall not exceed limits established by the New Jersey Department of Education and the New Jersey Office of Management and Budget”.**

d. Amend Section C. Amend to read as follows:

“Subject to the approval of the Superintendent, the professional development of administrators may involve attendance at National, State and Regional professional meetings, conferences, conventions and workshops and may be reimbursed for **documented expenses in accordance with rules established by the New Jersey Department of Education and the New Jersey Office of Management and Budget**”.

e. Amend Section D. to read as follows:

“Transportation for interschool and other school business travel shall be compensated at the rate established **by the New Jersey Department of Education and the New Jersey Office of Management and Budget**”.

13. Article XXI Section A (5)

Amend to read as follows: the cap for sick time payout will be \$16,000 in 09-10; \$17,000 in 2010-2011; and \$18,000 in 2011-2012.

14. Article XX Section B(5)

Amend as follows: RTAA members employed as of June 30, 2009, will be paid longevity of \$300 for every five (5) years of service . The longevity calculation will become part of the employee’s base pay as of June 30, 2009. This new base salary will be used to calculate future pay increases per the contract.

Longevity will cease to be paid after the 2009-2010 fiscal year.

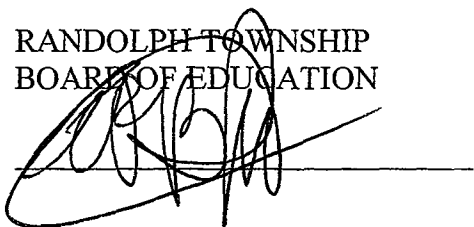
15. Article IV Section A(1)

Add the following language: A calendar will be developed annually between the RTAA and the Personnel Department delineating the 219 day work year.

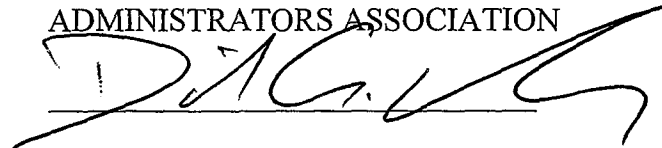
16. All other provisions of the predecessor Agreement shall be carried over without change.

IN WITNESS WHEREOF, the undersigned place their signatures on this 23rd day of September, 2009.

RANDOLPH TOWNSHIP  
BOARD OF EDUCATION



RANDOLPH TOWNSHIP  
ADMINISTRATORS ASSOCIATION



Robert G  
L. M.

Lucas Bond  
R. B. Bond  
Max Hernandez