

**ORADELL BOARD OF EDUCATION
ORADELL, NEW JERSEY 07649**

SPECIAL PUBLIC BUSINESS MEETING - NOVEMBER 15, 2000

MINUTES

I. CALL TO ORDER

The Special Public Business Meeting of the Oradell Board of Education was called to order at 8:07 p.m. by President Lessersohn.

II. FLAG SALUTE

The flag salute was led by Mr. Julis.

III. SUNSHINE LAW STATEMENT

The Sunshine Law Statement was read by Mrs. Lessersohn.

All requirements of the Open Public Business Meetings Law have been met for this meeting of the Board of Education of the Borough of Oradell. Notice of this meeting was filed with the Borough Clerk, posted in Borough Hall and the Oradell Free Public Library, faxed to the Town News and all persons requesting such notice on November 9, 2000.

IV. MISSION STATEMENT

The Mission Statement was read by Mrs. Norian.

The Mission of the Oradell School District is to develop in each student strong self-esteem, ethical values, respect and an appreciation of diversity and passion for learning to enable every student to perform at his/her maximum potential through a flexible and inclusive educational system.

To accomplish this, the Board, in active collaboration with parents, staff and administration, and in partnership with the total community, will provide a comprehensive and academically challenging educational program that responds to the unique and changing needs of students and society.

Adopted by the Oradell Board of Education December 20, 1993

V. ROLL CALL

PRESENT: Mr. Feigenson, Mr. Julis, Mrs. LaForgia, Mrs. Looram, Mrs. Norian, Mrs. Shinevar, Mr. Spadaccini (8:15 p.m.), Mr. Walsh, Mrs. Lessersohn

Also present were Mr. John Esposito, Business Administrator/Board Secretary, and Mr. Malachi Kenney, Board Attorney.

VI. CLOSED SESSION

It was moved by Mrs. Norian, seconded by Mr. Walsh, that the Board adjourn to Closed Session at 8:10 p.m.

ROLL CALL

Motion carried by a unanimous roll call vote.

WHEREAS, a matter to be considered by the Board of Education deals with personnel, negotiations and/or possible litigation, and

WHEREAS, public disclosure of this matter may be prejudicial to the public good,

NOW, THEREFORE, BE IT RESOLVED, that this matter be considered in a meeting closed to the public; and

BE IT FURTHER RESOLVED, that the Minutes of this meeting be sealed until the matter is resolved.

VII. ADJOURNMENT

It was moved by Mr. Walsh, seconded by Mrs. Shinevar, that the Closed Session of the meeting be adjourned at 9:37 p.m. and that the Board reconvene in public session for the purpose of having Mrs. Janet Lobsenz, Senior Field Service Representative of the New Jersey School Boards Association providing an overview of the superintendent search process and to offer the services of the NJSBA to assist in that search.

ROLL CALL

Motion carried by a unanimous roll call vote.

Mrs. Lobsenz distributed Oradell Superintendent Search packets which included details of various aspects of the process. She gave a summary of the current market for superintendents and then walked the Board through the information in the packet. Additionally, she emphasized the time-lines for each phase of the search.

Some of the issues discussed by the Board with Mrs. Lobsenz included: potential candidates; their desired qualifications; a projected salary requirement; interview questions and techniques; and advertising needs for attracting qualified individuals.

VIII. NEW BUSINESS

A. FINANCE – Mrs. Shinevar, Chairperson

1. APPROVAL TO HIRE NJSBA FOR SUPERINTENDENT SEARCH – It was moved by Mrs. Lessersohn, seconded by Mrs. Shinevar, that the Board approve the hiring of the New Jersey School Boards Association to assist in the hiring of a new superintendent for the Oradell Public School.

ROLL CALL

Motion carried by a unanimous roll call vote.

XIV. ADJOURNMENT

Motion by Mr. Walsh, seconded by Mrs. Shinevar that the meeting be adjourned at 11:43 p.m.

ROLL CALL

Motion carried by a unanimous roll call vote.

Respectfully submitted,


John Esposito
Business Administrator/Board Secretary

**ORADELL BOARD OF EDUCATION
ORADELL, NEW JERSEY 07649**

**CLOSED SPECIAL PUBLIC BUSINESS MEETING
NOVEMBER 15, 2000
MINUTES**

I. CALL TO ORDER

The Closed Session of the Special Public Business Meeting of the Oradell Board of Education was called to order at 8:12 p.m. by President Lessersohn.

II. ROLL CALL

PRESENT: Mr. Feigenson, Mr. Julis, Mrs. LaForgia, Mrs. Looram, Mrs. Norian, Mrs. Shinevar, Mr. Spadaccini, Mr. Walsh, Mrs. Lessersohn

Also present were Mr. John Esposito, Business Administrator/Board Secretary, and Mr. Malachi Kenney, Board Attorney

WHEREAS, a matter to be considered by the Board of Education deals with personnel, negotiations and/or possible litigation, and

WHEREAS, public disclosure of this matter may be prejudicial to the public good,

NOW, THEREFORE, BE IT RESOLVED, that this matter be considered in a meeting closed to the public; and

BE IT FURTHER RESOLVED, that the Minutes of this meeting be sealed until the matter is resolved.

The purpose of the meeting was to continue the discussion regarding the resignation of Karen A. Lake, Superintendent. Mrs. Lake has asked the Board of Education to release her from Oradell earlier than the 180 days stipulated in her contract.

Prior to discussing the Superintendent, Mr. Kenney distributed a memo regarding the possibility that his firm may represent the Randolph Board of Education during the district's contract negotiations. The Board met privately and determined that there would be no conflict of interest as long as this issue with Mrs. Lake's resignation was resolved prior to Mr. Kenney assisting the Randolph Board of Education.

Mr. Kenney reviewed with the Board the memo he had written to Mrs. Lake's

attorney. There were questions regarding what Oradell may ask of Mrs. Lake until February 1 to ensure continuity of the educational process. The Board was looking for ways to reach a compromise with the Superintendent that would allow her to leave prior to the end of her contract; while at the same time keeping the District running smoothly.

There was general discussion regarding various options available to the Board. These alternatives ranged from taking the issue to court, to allowing the Superintendent to leave under certain conditions. The stipulations discussed included letting her go without any sanctions; having her forfeit moneys due from vacation or retroactive wages; or asking for monetary compensation for any damages to the District.

The Board reviewed the costs associated with finding a replacement for the Superintendent. These included legal fees, search costs, interim rates and others.

The Board also discussed possible alternative administrative configurations for the District in the future.

Mr. Kenney summarized the possible alternatives available to the Board and asked members to reach a conclusion on what to present to Mrs. Lake. Following additional discussion, the Board authorized Mr. Kenney to construct a memo to the Superintendent's attorney asking for a prompt response to the following conditions:

- Voluntary waiver of salary increases and any vacation time accrued;
- Agreement not to use vacation days prior to February 1;
- Signing of both 'no solicitation' and 'no disparagement' clauses

Mr. Kenney left the meeting at 9:32 p.m.

III. ADJOURNMENT

It was moved by Mr. Walsh, seconded by Mrs. Shinevar, that the Closed Session of the meeting be adjourned at 9:37 p.m.

ROLL CALL

Motion carried by a unanimous roll call vote.

Respectfully submitted,


John Esposito
Business Administrator/Board Secretary