

**From:** Pete Calvo  
**To:** [amy.e.lipsett@gmail.com](mailto:amy.e.lipsett@gmail.com)  
**Cc:** Mark Silverstein ([msilverstein@glassboroschools.us](mailto:msilverstein@glassboroschools.us)); MacMichael, Mary  
**Subject:** RE: petition  
**Date:** Tuesday, June 28, 2016 10:18:00 PM  
**Attachments:** [DistrictPolicy 3142 NON RENEWAL OF NON TENURED TEACHING STAFF.pdf](#)  
[image003.png](#)

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Mrs. Lipsett,

I will have the petition along with your daughters statement provided to the entire board of education, along with a copy of your email and my response. I truly appreciate the passion of the students along with the support and feedback of the community members present.

I regret your feelings regarding the BOE proceedings, but as the board president, I have the (often unfortunate) responsibility to follow district and state policy regarding personnel matters. I have attached the BOE policy regarding the situation in question. As you will see, the Board of Education cannot take action unless the Superintendent makes a recommendation or the employee requests a board hearing. Neither of these happened and as such, the Board cannot take any action.

I will be more than happy to meet with you to discuss the process further, but cannot discuss the employee due to confidential and personal reasons. You may also request a meeting with the superintendent if you desire.

Again, I am sorry that the perceptions of the meeting were negative, but it wasn't intended to be that way. I and the board listened intently and were sympathetic to the concerns. I was particularly impressed with the students, and didn't realize that all students didn't have opportunity to speak. Please extend my apologies to your daughter.

Unfortunately, state regulation (N.J.S.A 18A:27-4.1.), which mirror district policy prohibits action of the board without the recommendation of the superintendent or a requested hearing with the staff member.

I appreciate your feedback and hope the attached policy language provides you a better understanding of the process regarding these types of issues.

Thank you.

Peter J. Calvo  
President  
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**From:** MacMichael, Mary [mailto:mmacmichael@glassboroschools.us]

**Sent:** Tuesday, June 28, 2016 9:08 AM

**To:** amy.e.lipsett@gmail.com

**Cc:** Pete Calvo <calvop@horizonsva.com>

**Subject:** FW: petition

Good morning Mrs. Lipsett. I am responding on behalf of Dr. Silverstein to let you know he is currently on vacation this week and requested I relay to you how much he appreciates your efforts. He has also requested that I forward the attached to Mr. Calvo.

**Mary MacMichael**

*Administrative Assistant*

*Superintendent's Office*

*Glassboro Public Schools*

*856-652-2700 Ext. 6101*

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**From:** Amy Lipsett [amy.e.lipsett@gmail.com]

**Sent:** Saturday, June 25, 2016 9:20 PM

**To:** Silverstein, Mark

**Subject:** petition

Dear Dr. Silverstein and the Glassboro Board of Education,

I am one of the concerned parents that attended the Board of Education meeting to support Mr. Ian Miller on Thursday June 16, 2016. There were many appalling moments during the BOE meeting that warrant further discussion, but I recognize any attempt at this would fall on deaf ears. However, I would be remiss if I did not mention Mr. Calvo's disregard towards the BRAVE children that came prepared to speak on behalf of their teacher. They each wrote a speech, came out on the first night of their summer break, and patiently sat through the meeting anxiously waiting for their chance to address the BOE. I can personally attest that my 10 year old daughter spent several hours writing and practicing her speech. She was nervous but decided that it was important for her to stand up for what she believes in. She was one of the children that

Mr. Calvo refused to let speak. In that one moment, he crushed her spirit and made her feel that she was just a nuisance that could be brushed aside with the excuse of the “5 minute rule”. Therefore, since my daughter was prohibited from exercising her first amendment right during your BOE meeting, I have attached the statement which she planned on reading. Also, please see the attached petition from community members in support of Mr. Miller.

Respectfully,  
Amy Lipsett