

Glassboro Public Schools

560 Joseph Bowe Boulevard
Glassboro, New Jersey 08028

www.glassboroschools.us

Phone: 856-652-2700
Fax: 856-881-0884

Danielle M. Sochor
Chief Academic Officer



Scott D. Henry
Business Administrator

Mark J. Silverstein, MBA, Ed.D, Superintendent of Schools

July 26, 2016

Ms. Ann Heidelberg
335 South Cummings Avenue
Glassboro, NJ 08028

Re: **Parent Concern - Email of 7/25/16**

Dear Ms. Heidelberg:

I have been furnished with a copy of your email of 7/25/16 and will share it with the entire Board of Education.

We regret your feelings toward the board and administration regarding the perceptions that came out of the June 16, 2016 Board meeting. 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.

N.J.S.A 18A:12-24.1 - Code of Ethics for School Board Members, requires board members to vote to appoint the best qualified personnel available after consideration of the recommendation of the chief administrative officer. Additionally, N.J.S.A 18A:27-4.1, which mirrors district policy prohibits action of the board without the recommendation of the superintendent or a requested hearing of the staff member.

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, we regret that the perceptions of the meeting were negative, as it was not intended as such. The Board listened intently and were sympathetic to the concerns. We were particularly impressed with the student's feedback and applaud their efforts.

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

Sincerely,

A handwritten signature in black ink, appearing to read "Peter J. Calvo".

Peter J. Calvo
President
Glassboro Board of Education

Copy: Dr. Mark Silverstein, Superintendent of Schools
Glassboro Board of Education

POLICY**Glassboro
Board of Education**

Section: Teaching Staff Members

3142. NONRENEWAL OF NONTENURED TEACHING STAFF MEMBER

Date Created: February, 2010

Date Edited: January, 2014

3142- NONRENEWAL OF NONTENURED TEACHING STAFF MEMBER

The Board of Education recognizes its obligation to employ only those professional staff members best trained and equipped to meet the educational needs of the pupils of this district. The Board shall discharge that obligation by retaining in service only those nontenured teaching staff members who meet those standards. The Board shall renew the employment contract of a teaching staff member only upon the recommendation of the Superintendent and by a recorded roll call majority vote of the full membership of the Board. The Board shall not withhold its approval for arbitrary and capricious reasons.

When the nontenured teaching staff member's performance does not meet the standards of the district, the Superintendent shall recommend not to renew the teaching staff member's contract. A nontenured teaching staff member who is not recommended for renewal by the Superintendent shall be deemed nonrenewed. Prior to notifying the staff member of the nonrenewal, the Superintendent will notify the Board of the recommendation not to renew the staff member's contract and the reasons for the recommendation. The Superintendent may notify the Board in a written notice or in executive session at a full Board Meeting. In the event the Board is notified in executive session, the Superintendent will comply with the requirements of the Open Public Meetings Act and provide reasonable notice to the staff member their employment will be discussed in executive session in order for the staff member to exercise their statutory right to request a public discussion.

The Superintendent shall notify each teaching staff member to whom reemployment will not be offered of such nonrenewal in writing on or before May 15. Any teaching staff member who received written notice a contract will not be offered may within fifteen days of notification request in writing a statement of the reasons for nonrenewal. The Superintendent will provide a written statement of reasons within thirty days after the receipt of any such request.

The nontenured teaching staff member shall have the right to an informal appearance before the Board to permit the staff member an opportunity to convince the members of the Board to offer reemployment. The staff member must request the appearance before the Board within ten calendar days of receipt of the statement of reasons.

The Board is not required to offer reemployment or vote on reemployment after an informal hearing with a nontenured teaching staff member who was not recommended for reemployment by the Superintendent. The Board may, with a majority vote of its full membership in public session and without the recommendation of the Superintendent, offer the teaching staff member reemployment after an informal hearing.

N.J.S.A. 18A:27-3.1 et seq., 18A:27-4.1; 18A:27-10 et seq.
N.J.A.C. 6A:32-4.5; 6A:32-4.6

Adopted: 24 February 2010
Edited: 29 January 2014