

# Robbinsville Board of Education

## Personnel Committee Meeting Minutes

July 23, 2020 6pm | Robbinsville High School | B. Betze Office

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### Committee Members

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Jane Luciano, Chair | Shaina Ciacchio | Sharon DeVito | Craig Heilman | all in attendance

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### Additional Attendees

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Brian Betze, Superintendent |

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### New Business

1. Sharon Elementary VP position - with Nicole Bootier taking over the interim Principal position that leaves VP position open, Brian recommended and committee agrees to give interim in Sharon to Mr. Passaforo and to give the interim created in Pond by Passaforo to Mr. Bertell in addition to his current role as Athletic Director. Neither of these moves will have any monetary impact as both will do for their current salary for the experience. A sidebar with union is needed and Brian will work on it.
2. New opening...Director of Guidance, posting with the resignation of Laurie Retondo to move to her home district. This is a great loss to the district and we anticipate will take some time to fill. In the meantime, the HIB investigations will be move to Anna Hernandez.
3. Posting "Anticipated Openings" - General information was shared about anticipated openings within the schools.
4. Previous staff issue with gift cards. Question about whether to give this teacher any stipended position, was recommending three. Committee agreed no more than one and no monetary responsibilities would be necessary for us to agree to this.
5. Succession planning discussed this document which Brian can not find. Agreed to resurface and discuss at the next Personnel meeting next month to update and consider taking down a level with his team. Jane explained rationale for having a Succession Plan is to have longer term career development dialogues with employees for retention, development and also to anticipate when you will have to go to the outside for a replacement.
6. Paying coaches and club advisors..Discussed pushing this discussion to August in hopes we will know more by then about sports and clubs.
7. Superintendent Evaluation- to avoid loss of 8 QSAC points, Jane spoke to NJSBA about how to complete Kathie's evaluation without her participating and we agreed this might not even be accepted by QSAC. She recommended an alternative strategy which we agreed to which is to complete an evaluation on Brian even though he is

only here a month officially. They recommended a brief two paragraph evaluation that we deliver to Brian at exec and approve at the Board meeting and file in Brian's personnel file. Committee agreed-Jane to Draft and send to board this weekend for comments. Will deliver to Brian as part of executive and approve at BOE meeting on 28th in advance of the end of July deadline.

8. L. Bruce attending these meetings, discussed and agreed as needed but did not want to have Ms Bruce return in the evening unnecessarily.
9. Staff coming back in September- Brian covered high level plan for Reopen and timeline for surveys, plan and Q&A session next Thursday

#### **Old Business -**

1. Looked at potential Non-affiliate increases; will be discussed at the next Personnel meeting post teachers union contract ratification.
2. Agreed to discuss updated version of Brian's on-boarding plan at August Personnel meeting as Re-opening plan has taken precedence over on-boarding in July.

#### **Announcements**

#### **Adjournment**

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**Next meeting will be Tuesday, August 18 at 6pm**