



Mountain Lakes School District
96 Powerville Road, Suite 1
Mountain Lakes, New Jersey 07046
Phone: 973-334-8280 Fax: 973-334-2316
www.mlschools.org

NOTICE

The Regular Meeting of the Mountain Lakes Board of Education will be held on
Monday, December 11, 2023 at 6:00pm at Mountain Lakes High School,
96 Powerville Road, Mountain Lakes, New Jersey

Alex Ferreira,
School Business Administrator / Board Secretary

AGENDA

STATEMENT OF ADEQUATE NOTICE

The New Jersey Open Public Meetings Law was enacted to ensure the right of the public to have advance notice 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 Mountain Lakes Board of Education has caused notice of this meeting to be published by having the date, time and place thereof posted in the Mountain Lakes Municipal Building and sent to the following newspapers: *The Daily Record, The Citizen, and the District Website.*

PLEDGE OF ALLEGIANCE

Board President, Mrs. Barkauskas will lead those present in the Pledge of Allegiance

ROLL CALL

Board Member	Present	Absent
Dr. Don		
Dr. Driscoll		
Mrs. Forman		
Mrs. Hermey		
Dr. Hirschfeld		
Ms. Leininger		
Dr. McIntyre		
Mrs. Parker (<i>Vice President</i>)		
Mrs. Tucker		
Mrs. Barkauskas (<i>President</i>)		

Also present: Mr. Michael Fetherman, Mr. Alex Ferreira, Mrs. Ivonne Cireasi

EXECUTIVE SESSION

BE IT RESOLVED, that the Mountain Lakes Board of Education enter into Executive Session was made by _____ and seconded by _____, that the Board of Education adopt the following resolution.

BE IT RESOLVED, by the Mountain Lakes Board of Education on this 11th day of December, 2023 at _____pm as follows:

1. The Board shall recess to closed session in accordance with the Open Public Meetings Law, N.J.S.A. 10:4-12b (1), (2), (6), (7) and (8). The general nature of the discussion:
Matters of personal confidentiality rights, including but not limited to staff and/or student discipline matters, and specifically:

2. These matters will be disclosed to the public as soon as the need for confidentiality no longer applies. Although the Board cannot guarantee it, the length of the Executive Session is estimated to be _____ minutes after which the public meeting of the Board shall reconvene and proceed with business. Action may take place.

3. This resolution shall take effect immediately.

MOTION, to leave executive session at _____ was made by _____ and seconded by _____.

The motion was approved _____ and the Board returned to public session at _____.

STUDENT GOVERNMENT REPORT

MOUNTAIN LAKES SCHOOL DISTRICT STUDENT COMMENT

COMMENTS AND REQUESTS FROM THE MLEA CO-PRESIDENTS

PRESENTATIONS

- Arts Recognition
- Fall Sports Recognition

BOARD PRESIDENT REPORT

SUPERINTENDENT / ASSISTANT SUPERINTENDENT UPDATE

SCHOOL BUSINESS ADMINISTRATOR UPDATE

APPROVAL OF MINUTES

BE IT RESOLVED, that the Mountain Lakes Board of Education approve the following meeting minutes, as recommended by the Superintendent:

Date	Minutes
November 20, 2023	Regular and Executive Session Minutes

COMMENTS AND REQUESTS FROM THE MEMBERS OF THE PUBLIC ON AGENDA ITEMS

Public comment is set aside for the Board to hear feedback and questions from members of the public. The Board will take all comments and suggestions from the public into consideration. If you have more than one question, we request that all questions are asked within the time provided, as Public Comment is not intended for back and forth dialogue. If the Board is unable to answer your question(s) at this time, we will explain when and in what format the answer(s) will be communicated.

We request that you limit your questions or comments to 3 minutes and present all questions within those 3 minutes. Please state your name and address for the record. The Board appreciates and thanks you for your attendance and participation in our meeting.

COMMUNICATIONS

BOONTON TOWNSHIP REPORT

COMMITTEE REPORTS

2023 COMMITTEES

<u>Curriculum, Instruction & Assessment</u> James Hirschfeld (Chair) Aruni Don Lauren Silva McIntyre	<u>Facilities</u> Erinn Tucker (Chair) Meghan Leininger Jennifer Parker Lauren Silva McIntyre	<u>Finance</u> Kevin Driscoll (Chair) Aruni Don Sara Forman Lauren Silva McIntyre
<u>Personnel</u> Aruni Don (Chair) James Hirschfeld Jennifer Parker Erinn Tucker	<u>Policy</u> Jennifer Parker (Chair) Aruni Don Sara Forman Meghan Leininger	<u>Special Education</u> Meghan Leininger (Chair) Lauren McIntyre Sara Forman
<u>Negotiations (Special Committee)</u> Kevin Driscoll (Chair) Jennifer Parker Erinn Tucker	<u>Long Range Planning (Special Committee)</u> Lauren Silva McIntyre (Chair) Joanne Barkauskas Leigh Hermey Meghan Leininger	

2023 LIAISON AND CONFERENCE REPORTS

<u>Home and School</u> Meghan Leininger	<u>Recreation Commission</u> Lauren Silva McIntyre
<u>ML Education Foundation (MLEF)</u> Erinn Tucker	<u>Traffic & Safety (Borough)</u> Jennifer Parker
<u>ML Friends of the Arts (FOTA)</u> Meghan Leininger	<u>Sound Start Babies Foundation</u> Meghan Leininger
<u>Safety and Security</u> Aruni Don	<u>Laker Sports Club</u> Sara Forman
<u>ML Alumni Association (MLAA)</u> Vacant	<u>Representative to the County SBA</u> Vacant
<u>NJ School Boards Delegate</u> Vacant	

REPORT AND RECOMMENDATIONS OF THE SCHOOL BUSINESS ADMINISTRATOR / BOARD SECRETARY

A. FINANCE

1. Presentation of Bills

BE IT RESOLVED, that the Mountain Lakes Board of Education approve the following bills list and check journals as of November 29, 2023 – November 30, 2023, as recommended by the Superintendent.*

Fund	Amount
General Fund (10)	\$249,437.72
Special Revenue Fund (20)	\$31,287.52
Capital Project Fund (30)	N/A
Debt Service Fund (40)	N/A
Cafeteria Account Fund (60)	\$4,317.39
Payroll	N/A
Total	\$285,042.63

2. Nonresident Tuition

BE IT RESOLVED, that the Mountain Lakes Board of Education approve the following enrollment changes, as recommended by the Superintendent:

Action	Student ID	School-Program	Start Date	End Date	Tuition	Extra Services
New	TEMP-17	Lake Drive Regular	10/24/23	6/30/23	\$67,360.04	
New	IHBSD-1	Lake Drive Itinerant	11/1/23	6/30/23	\$1,440	
New	IWhT-2	Lake Drive Itinerant	11/6/23	6/30/23	\$1,440	
Change	8446	Lake Drive Regular	10/11/23	6/30/23		\$4,064
Change	7249	Lake Drive Regular	11/27/23	6/30/23		\$24,359.04
Change	INHVR-1	Lake Drive Itinerant	10/19/23	6/30/23	\$4,680	
Change	IBu-6	Lake Drive Itinerant	9/14/23	6/30/23	\$6,120	
Terminate	TEMP-5	Lake Drive Regular	8/30/23	11/28/23	\$25,260.04	

3. Travel / Conferences Expenditures *Δ*

BE IT RESOLVED, that the Mountain Lakes Board of Education approve the following staff members to attend training and conferences in accordance with Policy 6471, as recommended by the Superintendent.

Name / ID	Location	Date	Event Name	Cost
DISTRICT				
Fiorina, Teresa	CIA, Hyde Park, NY	11/7/23	Culinary Institute of America Profession Development Day	\$0
Gleeson, William	Uncasville, CT	1/12/24	World Baseball Coaches' Convention	\$175
Lazeration, Julie	Virtual	11/16/23	The NJ Law Against Discrimination in the Workplace	\$0
Mores, Maria	Virtual	3/7 - 3/8/24	2-Day Conference: Play Therapy: Engaging Powerful Techniques for the Treatment of Disruptive Behavior Disorders and Trauma	\$460
Preston, Alison	Virtual	12/4 - 12/5/23	2023 Virtual Health Convention	\$99

Santos, David	Atlantic City, NJ	1/24 - 1/26/24	NJASA TECHSPO '24	\$1,012
Stolarczuk, Kayla	Virtual	1/16 - 1/23/24	AP Statistics Online Workshop	\$150
IVY H/WW/BC				
Chapman, Andrea	Virtual	12/13/23	Vaping: What You Need to Know	\$0
Miele-Motyka, Susan	TCNJ, Ewing Twsp., NJ	11/4/23	TCNJ - Introduction to Algorithms and Programming with Robotics, Apps, Games and More!	\$0

4. Fundraising *A*

BE IT RESOLVED, that the Mountain Lakes Board of Education approve the following District Fundraisers for the 2023-2024 school year, as recommended by the Superintendent:

School	Fundraising Activity	Beneficiary/Purpose
IVY H/WW/BC		
BC (LD)	T-Shirt Sale Fundraiser	RIT National Technical Institute for the Deaf - Middle School Math Competition

5. Disposition of Property

BE IT RESOLVED, that the Mountain Lakes Board of Education approve the following disposition or property, as recommended by the Superintendent:

Property	Amount	Department / Location
DISTRICT		
Gym Mats	\$100	Lake Drive

6. NJ High Impact Tutoring Grant

BE IT RESOLVED, that the Mountain Lakes Board of Education approve the submission of an amendment for the NJ High Impact Tutoring Grant, also known as NJ Learning Accel Program, as recommended by the Superintendent.

7. Every Student Succeeds Act (ESSA)

BE IT RESOLVED, that the Mountain Lakes Board of Education approve the submission of an amendment for the Every Student Succeeds Act grant, as recommended by the Superintendent.

8. Budget Development Calendar for the 2024/25 Fiscal Year

BE IT RESOLVED, that the Mountain Lakes Board of Education will adopt the Budget Development Calendar for the 2024/2025 Fiscal Year, as recommended by the Superintendent:

BUDGET DEVELOPMENT CALENDAR FOR THE 2024/25 FISCAL YEAR	
<u>Month</u>	<u>Task</u>
December 2023	Admin Council 'concept' meeting and training
	Finance Committee 'concept' meeting
	Approve budget calendar
	Review budget goals with Superintendent and Finance Committee
	Budget Managers meet with staff and district administration to perform needs assessment
January 2024	Business Office begins review of contractual needs and projections
	Presentation of prior year audit
	Board of Education reorganization meeting
	Budget Managers submit budgets to Business Office via accounting system
	Budget Managers meet with central administration
February 2024	District administration reviews draft budget
	Discussion with Finance Committee on tentative budget
	Discussion with Board of Education on tentative budget
	District administration reviews draft budget
March 2024	Governor's budget address and release of state aid
	District administration reviews draft budget
	Discussion and adoption of tentative budget by Board of Education
April 2024	Submission of tentative budget to NJDOE County Office
	NJDOE County office budget review
	Advertise budget for public hearing
	Public hearing and adoption of final budget by Board of Education
May 2024	Posting of user-friendly budget
	Certification of tax levy
	Submission of final budget to NJDOE County Office

B. MISCELLANEOUS

REPORT AND RECOMMENDATIONS OF THE SUPERINTENDENT

A. PERSONNEL

9. Appointments / Amendments/ Resignations / Rescission / Retirements / RIF's Δ

BE IT RESOLVED, that the Mountain Lakes Board of Education approve the following appointments, amendments, resignations, rescissions, retirements and RIFs, for all regular employees with base pay, be approved, as recommended by the Superintendent:*

Name	Action	UPC	Position	Location	FTE	Degree/Step	Rate of Pay	Start Date	Term Date
DISTRICT									
Cortese, Lisa	Revise Appointment	ADM-HS-ASTP-01	Assistant Principal	MLHS	1.0	N/A	\$147,004	7/1/23	6/30/24
DiGiacinto, Kerry	Revise Appointment	ADM-DIST-SPS-01	Dir. Spec. Services	CST	1.0	N/A	\$192,200	7/1/23	6/30/24
Fusco, Darrell	Revise Appointment	SUPV-DIST-CAS-04	Spv.Instr. 12-month	MLHS	1.0	N/A	\$153,921	7/1/23	6/30/24
Henry, Nathan (Paul)	Revise Appointment	SUPV-DIST-CAS-02	Spv.Instr. 12-month	MLHS	1.0	N/A	\$154,504	7/1/23	6/30/24
Hurtado, John	Revise Appointment	CUST-DW-CUST-08	Custodian	DW	1.0	Step 1	\$52,350	11/30/23	6/30/24
Lazeration, Julie	Revise Appointment	ADM-LR-PRIN-01	Principal	LD	1.0	N/A	\$193,540	7/1/23	6/30/24
Mangili, Richard	Revise Appointment	ADM-HS-PRIN-01	Principal	MLHS	1.0	N/A	\$178,107	7/1/23	6/30/24
Moschella, Trina	Revise Appointment	SUPV-DIST-CAS-01	Spv.Instr. 12-month	MLHS	1.0	N/A	\$152,515	7/1/23	6/30/24
Searles, Raymond	Revise Appointment	SUPV-HS-GUD-01	Dir. of Guidance	MLHS	1.0	N/A	\$144,760	7/1/23	6/30/24
Wallace, Kevin	Revise Appointment	SUP-HS-AD-01	Athletic Director	MLHS	1.0	N/A	\$140,903	7/1/23	6/30/24
IVY H/WW/BC									
Alves, Michael	Revise Additional Coverage/ Prep	TCH-BC-TCH-09	Teacher	BC	1.16	MA/Step 13	\$104,275 (pro-rated)	12/4/23	6/30/24
Carlson, Erik	Revise Appointment	ADM-BC-PRIN-01	Principal	BC	1.0	N/A	\$155,876	7/1/23	6/30/24
Chara, Susan	Transfer	SPS-CST-AID-O30-05	Paraprofessional (F/T)	WW	1.0	Step 9	\$26,694.72 (pro-rated)	12/12/23	6/30/24
Higgins, Patrick	Revise Appointment	ADM-WW-PRIN-01	Principal	WW	1.0	N/A	\$160,333 (pro-rated)	7/17/23	6/30/24

10. Leaves of Absence

BE IT RESOLVED, that the Mountain Lakes Board of Education approve the following leaves of absence, as recommended by the Superintendent:

ID#	Action	Position	Location	FTE	Start Date	Term Date
DISTRICT						
5443	Revise MLOA (w/benefits)	Teacher	MLHS	1.0	11/13/23	1/1/24
5443	Revise FMLA & NJFLA (unpaid w/benefits)	Teacher	MLHS	1.0	1/2/24	6/30/24

11. Athletics / Extra Services (Schedule B Appointments) Δ

BE IT RESOLVED, that the Mountain Lakes Board of Education approve the following additional compensation, for all extra earnings under the contract, as recommended by the Superintendent:

Name	Action	Position	Location	Degree/ Step	Rate of Pay	Start Date	Term Date
DISTRICT							
Sebesto, Alyssa	Appointment	Head Coach – Girls' Lacrosse	MLHS	Step 3	\$8,521	3/1/24	6/15/24
DeWalt, Bethany	Revise Appointment	Canvas Coordinator	DW	N/A	\$2,500 (pro-rated)	8/28/23	1/15/24
Miele- Moytka, Susan	Appointment	Canvas Coordinator	DW	N/A	\$2,500 (pro-rated)	1/16/24	6/30/24
Petrucelli, Michael	Rescind Appointment	SciP/DEAC	MLHS	N/A	\$3,000	8/28/23	8/28/23
IVY H/WW/BC							
Dewalt, Bethany	Revise Appointment	Robotics	BC	Step 3	\$2,550 (pro-rated)	8/1/23	1/15/24
Dewalt, Bethany	Revise Appointment	7 th Grade Team Leader (Shared)	BC	N/A	\$250 (pro-rated)	9/1/23	1/15/24

12. Additional Compensation Δ

BE IT RESOLVED, that the Mountain Lakes Board of Education approve the following additional compensation, for extra earnings not listed in contract, as recommended by the Superintendent:

Name	Action	Position	Location	FTE	Degree/ Step	Rate of Pay	Start Date	Term Date
DISTRICT								
Cortese, Lisa	Appointment	Summer Academy Co-Principal	DW	N/A	N/A	\$3,000	12/12/23	9/30/24
Dunn, Rose	Appointment	Application for School State Aid, Data Collection & Submission	DW	N/A	N/A	\$2,000	9/1/23	6/30/24
Becht, Jennifer	Appointment	Itinerant Teacher	DW	N/A	N/A	\$2,500	8/28/23	6/30/24
Crimmins, Catherine	Appointment	Itinerant Teacher	DW	N/A	N/A	\$2,500	8/28/23	6/30/24
Gonzalez, Maria	Appointment	Itinerant Teacher	DW	N/A	N/A	\$1,250	8/28/23	6/30/24
Mangili, Richard	Appointment	Summer Academy Co-Principal	DW	N/A	N/A	\$3,000	12/12/23	9/30/24

Oravec, Mary Kelly	Appointment	Itinerant Teacher	DW	N/A	N/A	\$,2500	8/28/23	6/30/24
Perkins, Meredith	Appointment	Itinerant Teacher	DW	N/A	N/A	\$2,500	8/28/23	6/30/24
Polanco, Alana	Appointment	Itinerant Teacher	DW	N/A	N/A	\$2,500	8/28/23	6/30/24
IVY H/WW/BC								
Aporta, Emily	Appointment	Teacher Additional Prep – Spec. Ed. Planning (5394)	WW	1.10	MA/Step 9	\$8,125.50 (prorated)	9/5/23	12/15/23
Goldstein, Debbie	Appointment	Social Worker/CST Evaluation for Tuition Student	DW	N/A	N/A	\$400	11/27/23	11/27/23
Gonzalez, Elizabeth	Appointment	LDT-C/CST Evaluation for Tuition Student	DW	N/A	N/A	\$400	11/27/23	11/27/23
Landwehrle, Amanda	Appointment	School Psychological/CST Evaluation Tuition for Student	DW	N/A	N/A	\$400	11/27/23	11/27/23

13. Substitutes, Volunteers and Intern Appointments

BE IT RESOLVED, that the Mountain Lakes Board of Education approve the following appointments, as recommended by the Superintendent:

Name	Action	Position	Location	Rate of Pay	Start Date	Term Date
DISTRICT						
VanderLaan, Brooke	Intern	Speech Language Specialist	LD @ MLHS	N/A	1/25/24 (pending paperwork)	5/15/24

14. Field Trips *Δ*

BE IT RESOLVED, that the Mountain Lakes Board of Education approve the following field trips for the 2022-2023 school year, as recommended by the Superintendent:

School	Destination	Reason	Date
DISTRICT			
MLHS	Trenton, NJ	HERD recognition at State Senate Session	12/21/23
MLHS	Basking Ridge, NJ	Debate Team Competition	1/27/24
MLHS	Montville, NJ	Debate Team Competition	2/24/24
LD/MLHS	Parsippany, NJ	IBEW Local 102	12/5/23
IVY H/WW/BC			
BC	Montville, NJ	MathCounts Competition	2/3/24; 2/10/24 (snow date)

15. Tuition Reimbursement Δ

BE IT RESOLVED, that the Mountain Lakes Board of Education approve the following course(s) for tuition reimbursement when the course has been completed and the transcripts received by the Superintendent’s office, as recommended by the Superintendent:

Name	Location	College/University	Course Title / #	Credits
DISTRICT				
DiGiacinto, Kerry	MLHS	St. Elizabeth’s Univ.	Ethical Leadership in School Law & Labor Relations/ EDAS757	3
DiGiacinto, Kerry	MLHS	St. Elizabeth’s Univ.	Governance and Community Relations/EDAS765	3
DiGiacinto, Kerry	MLHS	St. Elizabeth’s Univ.	Governance and Community Relations/EDAS765	3
DiGiacinto, Kerry	MLHS	St. Elizabeth’s Univ.	Dissertation Proposal Seminar/ EDAS775	2
Niewood, Elizabeth	MLHS	NJCU	Pedagogy and Application of Children's Literature in the K-12 Classroom/ LTED 618	3
Niewood, Elizabeth	MLHS	NJCU	Best Practices in Literacy in Middle/Secondary School/ LTED 645	3
Sica, David	MLHS	NJCU	Educational Administration Leadership II - Strategic Leadership and Teaching/ EDLD 664	3
Sica, David	MLHS	NJCU	School Finance/ EDLD 681	3
IVY H/WW/BC				
Alves, Michael	BC	Univ. Of CA/San Diego	Building Empathy and Community in Middle and High School / EDUC42445	5
Valvano, Sarah	Ivy H	Rider University	Introduction to Research/ EDUC 500	3

B. CURRICULUM / SPECIAL SERVICES

C. MISCELLANEOUS

16. Letter of Agreement with the New Jersey Department of Health

BE IT RESOLVED, that the Mountain Lakes Board of Education approve the execution of a letter of agreement with the New Jersey Department of Health for the continued operation of an early intervention program through a partnership with Sound Start Babies Program, as recommended by the Superintendent.*

17. District Performance Review

BE IT RESOLVED, that the Mountain Lakes Board of Education approve the NJ Single Accountability Continuum (NJQSAC) District Performance Review (DPR) submission, as recommended by the Superintendent.*

18. Harassment, Intimidation and Bullying Incident

BE IT RESOLVED, that the Mountain Lakes Board of Education affirm and adopt the Superintendent’s decision and findings for the Harassment, Intimidation and Bullying incident #004-2324-MLHS reported to the Board of Education on November 20, 2023, and discussed in Executive Session, as recommended by the Superintendent.

19. Harassment, Intimidation and Bullying Incident Δ

BE IT RESOLVED, that the Mountain Lakes Board of Education affirm and adopt the Superintendent’s decision and findings for the Harassment, Intimidation and Bullying incident #002-2324-BC reported to the Board of Education on November 20, 2023, and discussed in Executive Session, as recommended by the Superintendent.

UNFINISHED BUSINESS

NEW BUSINESS

PENDING LEGISLATION

COMMENTS AND REQUESTS FROM THE PUBLIC

EXECUTIVE SESSION

MOTION to enter into Executive Session was made by _____ and seconded by _____, that the Board of Education adopt the following resolution.

BE IT RESOLVED, by the Mountain Lakes Board of Education on this 11th day of December, 2023 at _____pm as follows:

1. The Board shall recess to closed session in accordance with the Open Public Meetings Law, N.J.S.A. 10:4-12b (1), (2), (6), (7) and (8). The general nature of the discussion:

Matters of personal confidentiality rights, including but not limited to staff and/or student discipline matters, and specifically:

2. These matters will be disclosed to the public as soon as the need for confidentiality no longer applies. Although the Board cannot guarantee it, the length of the Executive Session is estimated to be _____ minutes after which the public meeting of the Board shall reconvene and proceed with business. Action may take place.

3. This resolution shall take effect immediately.

MOTION, to leave executive session at _____ was made by _____ and seconded by _____
The motion was approved _____ and the Board returned to public session at _____.

ADJOURNMENT

MOTION to adjourn the meeting at _____ was made by _____ and seconded by _____.

A Indicates matters not relating to MLHS, the Boonton Township district Representative of the Board of Education will refrain from voting on such matters, pursuant to Board Policy 0141.2.

** Indicates a motion/resolution will have supporting documentation*

2023-2024 District Goals

Goal Area	Goal Statement
Ensuring the Success of All Students	Diversify academic programming that reaches all learners, emphasizing literacy instruction and programming in K-5.
Ensuring the Success of All Staff	Revise the teacher evaluation system by exploring alternative models and engaging with all stakeholders. Building a culture of communication, collaboration, and problem-solving by using resources like Jimmy Casas coaching and peer discussion.
Supporting the Whole Child	Develop a Social Emotional Learning framework for effective behavioral interventions for all students, emphasizing the entrenchment of the Wingman Program across the district.
Finance/Infrastructure/Technology	Update and prioritize the district’s Long Range Facilities Plan (LRFP), conduct a demographic study, develop a safety and security plan, as well as design, migrate, build, and launch a new district website.
Strong Family/School/Community Partnerships	Collaborate with community groups for opportunities to support and show appreciation for teachers, staff, coaches, advisors, and others who engage our students throughout the year, emphasizing a process of awarding NJ Governor Educator of the Year recognition.

2023-2024 Board Goals

Board Goal	Committee Support
Development of a sustainable comprehensive budget that supports the district’s goals/priorities, short and long-term facility needs, strengthens the district’s financial position and works to increase revenue and manage costs.	Finance, Facilities
To support and provide for the implementation of the districtwide five-year strategic plan.	Will assign to align with Strategic Plan action steps
To enhance the support, celebration, and recognition of the contributions and accomplishments of district staff and students.	Curriculum, Personnel, Special Services
To enhance the accountability and transparency of the accomplishment of Board goals through the development/monitoring of action plans and a quarterly reporting of progress.	Full Board