

July 15, 2016

The minutes of the Special Session of the North Plainfield Board of Education held on July 15, 2016 at 3:30 PM, Watchung School, 33 Mountain Avenue, North Plainfield, NJ. Mrs. Bond-Nelson called the meeting to order and made the following announcement: In accordance with NJSA 10:4-10, required advance notice of this meeting was filed with the Borough Clerk; submitted to the COURIER NEWS, STAR LEDGER, AND Comcast; posted at Watchung School, Borough Hall and the North Plainfield Public Library and the school district website. Following the Pledge of Allegiance, Mrs. Bond-Nelson requested the call of the roll:

David Branan - Absent  
Bianka Butler  
Sandra Dodd  
Linda Bond-Nelson

John Fellin, Jr. - Absent  
Thomas Kasper - Absent  
Kathleen Mullen

A quorum was established

Also present were Dr. James V. McLaughlin, Superintendent of Schools; Donald Sternberg, Board Secretary/School Business Administrator; and Michelle Vella, Assistant Superintendent, and approximately 0 members of the staff and public.

### **Discussion Items**

Dr. McLaughlin discussed with the board the recent changes in supervisory staff due to retirement and resignations and proposed various reassignment of responsibilities.

Also discussed reassignment duties and responsibilities of secretarial staff.

### **Recommendations from Superintendent of Schools**

#### **Personnel**

**It is understood that the employment of all new personnel is pending completion of the employment process.**

Ms. Mullen moved, seconded by Ms. Dodd and unanimously approved by roll call vote;  
**WHEREAS**, Dr. James V. McLaughlin, Superintendent of Schools (Superintendent), and the North Plainfield Board of Education (Board of Education) mutually agreed upon three (3) Quantitative and two (2) Qualitative Merit Goals for the period between July 1, 2015 and June 30, 2016; and

**WHEREAS**, the proposed three (3) Quantitative Merit Goals and two (2) Qualitative Merit Goals criteria were submitted to the Executive County Superintendent for Somerset County for approval on August 6, 2015, with additional information submitted on September 29, 2015; and

**WHEREAS**, said proposed three (3) Quantitative Merit Goals and two (2) Qualitative Merit Goals criteria were approved by the Executive County Superintendent for Somerset County on October 16, 2015; and

**WHEREAS**, said three (3) Quantitative Merit Goals and two (2) Qualitative Merit Goals were officially approved by Resolution of the Board of Education on October 21, 2015; and

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**WHEREAS**, completion of any of said Quantitative Merit Goals or Qualitative Merit Goals entitles the Superintendent to a merit bonus equal to a percentage of his annual base salary; and

**WHEREAS**, the Superintendent has submitted to the Board of Education documentation as evidence of completion of Quantitative Goal 1: Increase the District's 2014-2015 grade level mean RIT score for Reading on the NWEA MAP assessment for grades 4 through 6 (from East End School and Somerset School) from below the Norm Grade Level Mean in the 2014-2015 school year to the Norm Grade Level Mean in the 2015-2016 school year; Quantitative Goal 2: Implement a training program in conjunction with Fairleigh Dickinson University that will allow teachers to implement the Orton-Gillingham Reading program, the effectiveness of which will be measured by a growth in scores from baseline to outcome; and Quantitative Goal 3: Implement increased prevention and proactive behavior management measures and programs to decrease by 5%-10% the total number of days that middle school students are suspended for out-of-school suspensions in 2015-2016 as compared to the 2014-2015 school year;

**NOW, THEREFORE, BE IT RESOLVED**, that the North Plainfield Board of Education accepts the documentation submitted by the Superintendent of Schools as evidence of completion of Quantitative Goal 1, Quantitative Goal 2, and Quantitative Goal 3; and

**BE IT FURTHER RESOLVED**, that the North Plainfield Board of Education certifies that the quantitative merit criteria have been met and the Superintendent of Schools is eligible to receive payment in recognition of that fact; and

**BE IT FURTHER RESOLVED**, that a copy of this resolution shall be forwarded to the Executive County Superintendent for Somerset County for approval and requesting authorization to make payment in the amount of 3.33% of the Superintendent's annual base salary for completed Quantitative Goal 1, 2.22% of the Superintendent's annual base salary for completed Quantitative Goal 2, and 3.33% of the Superintendent's annual base salary for completed Quantitative Goal 3.

**BE IT FINALLY RESOLVED**, that this resolution will take effect immediately.

Bianka Butler - Aye

Sandra Dodd - Aye

Kathleen Mullen - Aye

Linda Bond-Nelson - Aye

Ms. Mullen moved, seconded by Ms. Dodd and unanimously approved by roll call vote;

**WHEREAS**, Ms. Michelle Vella, Assistant Superintendent for Curriculum and Instruction (Assistant Superintendent), and the North Plainfield Board of Education (Board of Education) mutually agreed upon three (3) Quantitative and two (2) Qualitative Merit Goals for the period between July 1, 2015 and June 30, 2016; and

**WHEREAS**, the proposed three (3) Quantitative Merit Goals and two (2) Qualitative Merit Goals criteria were submitted to the Executive County Superintendent for Somerset County for approval on August 6, 2015, with additional information submitted on September 29, 2015; and

**WHEREAS**, said proposed three (3) Quantitative Merit Goals and two (2) Qualitative Merit Goals criteria were approved by the Executive County Superintendent for Somerset County on October 16, 2015; and

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**WHEREAS**, said three (3) Quantitative Merit Goals and two (2) Qualitative Merit Goals were officially approved by Resolution of the Board of Education on October 21, 2015; and

**WHEREAS**, completion of any of said Quantitative Merit Goals or Qualitative Merit Goals entitles the Assistant Superintendent to a merit salary bonus equal to a percentage of her annual base salary; and

**WHEREAS**, the Assistant Superintendent has submitted to the Board of Education documentation as evidence of completion of Quantitative Goal 1: Implement in-district professional development through Columbia University's Teachers College Reading Program (TCRWP) for all K-5 teachers. Successful implementation shall result in a performance increase of at least 5%, on average, of district reading assessment scores for students in grades 3 through 5; Quantitative Goal 2: Increase the District's 2014-2015 grade level mean RIT score for Math on the NWEA MAP assessment for grades 4 through 6 (from East End School and Somerset School) from below the Norm Grade Level Mean in the 2014-2015 school year to the Norm Grade Level Mean in the 2015-2016 school year; and Quantitative Goal 3: Work to reduce the absences of those chronic absentee elementary students as identified on June 30, 2015 by the end of the 2015-2016 school year;

**NOW, THEREFORE, BE IT RESOLVED**, that the North Plainfield Board of Education accepts the documentation submitted by the Assistant Superintendent as evidence of completion of Quantitative Goal 1, Quantitative Goal 2, and Qualitative Goal 3; and

**BE IT FURTHER RESOLVED**, that the North Plainfield Board of Education certifies that the quantitative merit criteria have been met and the Assistant Superintendent is eligible to receive payment in recognition of that fact; and

**BE IT FURTHER RESOLVED**, that a copy of this resolution shall be forwarded to the Executive County Superintendent for Somerset County for approval and requesting authorization to make payment in the amount of 3.33% of the Assistant Superintendent's annual base salary for completed Quantitative Goal 1, 3.33% of the Assistant Superintendent's annual base salary for completed Quantitative Goal 2, and 3.33% of the Assistant Superintendent's annual base salary for completed Quantitative Goal 3.

**BE IT FINALLY RESOLVED**, that this resolution will take effect immediately.

Bianka Butler - Aye

Sandra Dodd - Aye

Kathleen Mullen - Aye

Linda Bond-Nelson - Aye

**Adjournment**

Ms. Mullen moved, seconded by Ms. Dodd and unanimously approved to adjourn at 5:45 pm.

Respectfully submitted,

APPROVED:  
Sternberg

Donald