

The minutes of the regular meeting of the North Plainfield Board of Education held on October 21, 2015 at 7:30 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 -Aye	John Fellin, Jr. -Aye
Bianka Butler -Aye	Thomas Kasper –Absent, Notified
Sandra Dodd –Arrived 8:10 pm	Kathleen Mullen -Aye
Linda Bond-Nelson -Aye	

A quorum was established

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

Introduction of New Staff

There was none.

Minutes Approval

Mr. Branan moved, seconded by Mr. Fellin and unanimously approved; to accept the public session minutes of October 7, 2015.

Mr. Branan moved, seconded by Mr. Fellin and unanimously approved by roll call vote; to accept the executive session minutes of October 7, 2015.

Financial Reports

Mr. Branan moved, seconded by Mr. Fellin and unanimously approved by roll call vote, that the Board of Education approve the list of bills and payrolls dated September 30, 2015, in the amount of \$5,978,353.20.

David Branan -Aye	John Fellin, Jr. -Aye
Bianka Butler -Aye	Kathleen Mullen –Aye
Linda Bond-Nelson –Aye	

Mr. Branan moved, seconded by Mr. Fellin and unanimously approved by roll call vote, that the Board of Education accept the monthly financial reports of the School Business Administrator/Board Secretary and the Treasurer of School Funds, for the month of August 2015, and further recommends in compliance with NJAC 6:23-2.11(B), that the Board of Education certify that to the best of their knowledge no major account or fund has been over expended and that as of this report sufficient funds are available to meet the district's financial obligation for the remainder of this fiscal year.

David Branan -Aye	John Fellin, Jr. -Aye
Bianka Butler -Aye	Kathleen Mullen –Aye
Linda Bond-Nelson –Aye	

Comments from the Public

There was none.

Student Representative Report

Good evening, everyone. I hope all has been well since we last met. Unfortunately, Brenda could not attend the meeting tonight, so I will be speaking on her behalf. As the school year progresses, students continue to work hard in academics. Last Wednesday, students from grades 9 through 11 took the PSAT, in hopes to get used to the SAT testing environment. While the underclassmen were taking their exams, seniors enjoyed their lovely senior breakfast, sponsored by the PTO. Alumni visited and shared their experiences to the soon-to-be graduates. Additionally, colleges such as Seaton Hall and Rutgers University have visited NPHS. Seniors have been participating in these college visits to learn more about various colleges.

In terms of student activities, the Interactive Club has been continuing to collect food for their annual food drive. The National Honor Society began tutoring in the library after school to assist students that need help with their classes. The Canuckling Club produces a literacy-art magazine every year, and has recently elected officers and decided on their theme *The Untold Story*. And finally, the yearbook committee sent two seniors to the Balfour program, where Nicholas Pisani and Claudia Orozco designed the cover spread of the yearbook. The NPHS sports and clubs continue to run throughout the school year, providing a variety of fun activities for students to enjoy

Presentation

Dr. McLaughlin discussed and reviewed the Annual Violence and Vandalism report and HIB report. He also answered various questions that were presented by the board.

Ms. Armento presented initiatives related to data analysis and testing programs throughout the school district.

Superintendent Report

On Friday, October 9th North Plainfield played Warren Hills HS in a regularly scheduled game - the first game for Warren Hills Regional HS since the tragic loss of student athlete Evan Murray. At the request of Warren Hills, the game scheduled as a home North Plainfield game, was switched to Warren Hills thus allowing the school community to honor the loss of this young man in their own community with a moment of silence. Many expressions of appreciation were expressed to our staff for this accommodation. The district of North Plainfield continues to mourn this profound loss and shares Warren Hills in their time of grief. We were privileged to lend a small hand of comfort at this difficult time.

Last Wednesday Ms. Vella and I attended Commissioner Hesse's Regional Convocation at Parsippany High School. The Commissioner's Executive Staff were all on hand and several key leaders spoke including Dr. Bari Erlichson, Kim Harrington and Peter Shulman.

Important points emphasized at the convocation included:

- School aid likely to remain flat for the upcoming year
- PARCC data will be released in November for HS and December for 3rd-8th grades
- PARCC Reports will provide significantly more data to educators and parents

- PARCC Parent Presentations scheduled for November 9th and December 7th
- PARCC scores are likely to mirror NAEP (National Assessment of Educational Progress) - see handouts
- Although this will be a new baseline year as far as our school performance report, mSGP scores will be calculated using prior year assessment data. The understanding is that mSGP is a student growth measure where students are compared to peers, as has been done in the past.
- In January we can expect revisions to the Common Core Standards to be presented to the State Board of Education. An emphasis was placed on revision not entirely new standards.

In our most recent administrative team meeting, our administrative team was asked to focus on the Why for our district. As new arrivals to the district we felt it critical to identify the sacred and critical attributes of the school community - those characteristics that make our staff stay and others to seek to work here. The core of this work is that we have a why, a how and a what to the work we do. Many times the emphasis is on the what, sometimes on the how and seldom explores the why - the most critical factor. Based on the work of Simon Sinek this type of reflection can help to unify staff in purpose, to demonstrate consistency and adherence to a common message and to motivate us in our work. Michelle and I will be continuing these discussions with each of our school's faculty's during their monthly meeting time beginning with East End School in November.

Our schools are making good use of the Honeywell system, sharing announcements regarding school events and activities on a regular basis. It is our hope that continued use of the system will spur greater attendance and participation in our school activities. On a related note, the district's IEP system will soon have the addition of a parent portal. The parent portal will allow access to parents to receive, hold and view their children's IEP's and other critical info related to the IEP through their Genesis account. This will also present a significant reduction in mailing costs and paper copies of documents that are now sent routinely. Parents who prefer a paper copy will still be provided with that option.

An update regarding the Harrison School moves. On October 27th Ms. Delaney and the clerical staff will move to Harrison House. At this time team members have moved to East End, Stony Brook and Somerset School. The remaining moves are to Room 118 in the high school and continue to be projected for January.

PSAT - On Wednesday all of our grades 9-11 participated in the PSAT. While those students took the PSAT, the seniors had their senior breakfast sponsored by the Project Graduation Committee. After breakfast, the seniors went to the gymnasium to meet alumni that are willing to serve as mentors and assist the seniors with the college acceptance process, financial aid applications, college visitations, interviewing skills, resume writing and job shadowing. You will see the alumni mentors listed on the upcoming board agenda for approval as volunteers. This promises to be a wonderful addition to our high school CTE related efforts.

Homeroom: Starting last Thursday, students enrolled in the NJROTC had homeroom conducted in the gymnasium. This is a pilot “interest based” homeroom that we anticipate will allow for cross age mentoring, the development of leadership skills and increased teacher/student interaction based on similar interests and allow for the students to develop their leadership skills. Four teachers with military backgrounds have been assigned to the homeroom. The school is going to measure student’s attendance and gauge if having students assigned to homeroom based on their interests improve their attendance. This homeroom will be used to see if creating student interest based homerooms should be expanded. This is part of our effort to reduce tardiness and the discipline measures that stem from it.

Recommendations from the Superintendent of Schools:
Personnel

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

Mr. Branan moved, seconded by Mr. Fellin and unanimously approved by roll call vote, that WHEREAS Frances Ehrlich, teacher of ESL in the North Plainfield School District, has indicated that she wishes to retire on January 1, 2016, and

WHEREAS she has served the District and children of North Plainfield for approximately thirty-one years with dedication to the highest standards, now therefore, be it

RESOLVED that the Board of Education of North Plainfield extend to Ms. Ehrlich its thanks for the service she has given and best wishes for her future; and be it further

RESOLVED that this resolution be spread upon the minutes of the public meeting of the North Plainfield Board of Education on October 21, 2015, and be it further

RESOLVED that a copy of this resolution, signed by the President of the Board of Education and Board Secretary/School Business Administrator, be sent to Ms. Ehrlich.

David Branan -Aye	John Fellin, Jr. -Aye
Bianka Butler -Aye	Sandra Dodd -Aye
Kathleen Mullen –Aye	Linda Bond-Nelson -Aye

Mr. Branan moved, seconded by Mr. Fellin and unanimously approved by roll call vote, that for the 2015-2016 school year, the Board of Education approve the employment of the following individuals as K-12 district substitute teachers.

Dionne Hechavarria	Kristina Poggi
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David Branan -Aye	John Fellin, Jr. -Aye
Bianka Butler -Aye	Sandra Dodd -Aye
Kathleen Mullen –Aye	Linda Bond-Nelson -Aye

Mr. Branan moved, seconded by Mr. Fellin and unanimously approved by roll call vote,

Kathleen Mullen –Aye

Linda Bond-Nelson -Aye

Mr. Branan moved, seconded by Mr. Fellin and unanimously approved by roll call vote, that for the 2015-2016 school year, the Board of Education approve Kiersten Zinnikas and Jacob Compton, students at Rutgers University, to observe Adriana Pequeno, teacher of English at NPHS, for three hours per week for seven weeks.

David Branan -Aye

John Fellin, Jr. -Aye

Bianka Butler -Aye

Sandra Dodd -Aye

Kathleen Mullen –Aye

Linda Bond-Nelson -Aye

Mr. Branan moved, seconded by Mr. Fellin and unanimously approved by roll call vote, that for the 2015-2016 school year, the Board of Education approve Laura-Ann Jones, graduate student at Liberty University, to observe the following teachers for the time indicated.

<u>Teacher</u>	<u>Subject</u>	<u>Hours</u>
Cindy Crawford	Gifted and Talented Program	5
Leanne Borbely	Special Education	5

David Branan -Aye

John Fellin, Jr. -Aye

Bianka Butler -Aye

Sandra Dodd -Aye

Kathleen Mullen –Aye

Linda Bond-Nelson -Aye

Mr. Branan moved, seconded by Mr. Fellin and unanimously approved by roll call vote, that for the 2015-2016 school year, the Board of Education approve the following staff members to present teacher training workshops for in-district teachers at the hourly rate of \$30.00 (total hours include preparation and teaching).

Course Name	Staff Member	Total Hours
Spanish for Educators: Beginner (Professional Development)	Elba Velazquez	14
Co-Teach Utilizing Shared Services through Duke Farms in Hillsborough	Mary Castro	3

David Branan -Aye

John Fellin, Jr. -Aye

Bianka Butler -Aye

Sandra Dodd -Aye

Kathleen Mullen –Aye

Linda Bond-Nelson -Aye

Mr. Branan moved, seconded by Mr. Fellin and unanimously approved by roll call vote, that for the 2015-2016 school year, the Board of Education approve the Board member and/or staff conference and travel expenses as per the attached list.

David Branan -Aye

John Fellin, Jr. -Aye

Bianka Butler -Aye

Sandra Dodd -Aye

Kathleen Mullen –Aye

Linda Bond-Nelson -Aye

Mr. Branan moved, seconded by Mr. Fellin and unanimously approved by roll call vote,

that for the 2015-2016 school year, the Board of Education approve Muriel Plaster as an exchange student at NPHS, effective October 19, 2015 through November 5, 2015.

David Branan -Aye
Bianka Butler -Aye
Kathleen Mullen –Aye

John Fellin, Jr. -Aye
Sandra Dodd -Aye
Linda Bond-Nelson -Aye

Mr. Branan moved, seconded by Mr. Fellin and unanimously approved by roll call vote, that for the 2015-2016 school year, the Board of Education approve the transfer of the following custodial staff.

<u>Custodian</u>	<u>FROM</u>	<u>TO</u>
William Dixon (replace Rafael Burgos)	Stony Brook School (12:30 pm – 9:30 pm)	East End School (10:00 am – 7:00 pm)
Gino Capodiferro (replace Rafael Burgos)	West End School (3:30 pm – 12:00 am)	Stony Brook School (12:30 pm – 9:30 pm)

David Branan -Aye
Bianka Butler -Aye
Kathleen Mullen –Aye

John Fellin, Jr. -Aye
Sandra Dodd -Aye
Linda Bond-Nelson -Aye

Mr. Branan moved, seconded by Mr. Fellin and unanimously approved by roll call vote, that for the 2015-2016 school year, the Board of Education approve the appointment of Tammy Mackiewicz to serve as advisor to the Art Club at NPHS/NPMS, at a stipend of \$1,723.

David Branan -Aye
Bianka Butler -Aye
Kathleen Mullen –Aye

John Fellin, Jr. -Aye
Sandra Dodd -Aye
Linda Bond-Nelson -Aye

Mr. Branan moved, seconded by Mr. Fellin and unanimously approved by roll call vote, that for the 2015-2016 school year, the Board of Education adjust the previously approved appointment of Mary Tremmel for a Level II fieldwork placement with Valerie Pessirilo, an occupational therapist with Trinitas Children’s Therapy Service, **from** September 21, 2015 through December 18, 2015 **to** September 21, 2015 through January 8, 2016.

David Branan -Aye
Bianka Butler -Aye
Kathleen Mullen –Aye

John Fellin, Jr. -Aye
Sandra Dodd -Aye
Linda Bond-Nelson -Aye

Mr. Branan moved, seconded by Mr. Fellin and unanimously approved by roll call vote, that for the 2015-2016 school year, the Board of Education approve Neil Dalton, school psychologist, to present IEP Direct workshops for in-district teachers at the hourly rate of \$30.00 for up to six hours (total hours include preparation and teaching).

David Branan -Aye
John Fellin, Jr. -Aye

Bianka Butler -Aye
Kathleen Mullen –Aye

Sandra Dodd -Aye
Linda Bond-Nelson -Aye

Mr. Branan moved, seconded by Mr. Fellin and unanimously approved by roll call vote, that for the 2015-2016 school year, the Board of Education approve the following staff be reimbursed for graduate courses taken between June and August 2015.

<u>Name</u>	<u>Course</u>	<u>School</u>	<u>Crds</u>	<u>Paid</u>	<u>Reimb.</u>
Gabriela Colon (Elem/WE)	Social Context I	Rutgers University	3	\$1,986.00	\$ 993.00
David Branan -Aye		John Fellin, Jr. -Aye			
Bianka Butler -Aye		Sandra Dodd -Aye			
Kathleen Mullen –Aye		Linda Bond-Nelson -Aye			

Mr. Branan moved, seconded by Mr. Fellin and unanimously approved by roll call vote, with Mr. Branan and Mr. Fellin abstaining that WHEREAS, on or about August 6, 2015, the
the
North Plainfield Board of Education, pursuant to N.J.A.C. 6A:23A-3.1 and its contract of employment with the Assistant Superintendent for Curriculum and Instruction, submitted proposed Quantitative and Qualitative merit criteria to the Executive County Superintendent for Somerset County; and

WHEREAS, on or about September 29, 2015, the North Plainfield Board of Education provided the Executive County Superintendent for Somerset County with additional information regarding proposed Quantitative and Qualitative merit criteria for the Assistant Superintendent for Curriculum and Instruction; and

WHEREAS, the proposed Quantitative and Qualitative merit criteria are associated with merit salary bonuses for the Assistant Superintendent for Curriculum and Instruction for the 2015-2016 school year, and

WHEREAS on or about October 16, 2015, the Executive County Superintendent for Somerset County approved of the Board’s proposed merit criteria for the Assistant Superintendent for Curriculum and Instruction for the 2015-2016 school year,

NOW, THEREFORE, BE IT RESOLVED, that the Board of Education hereby establishes the following quantitative and qualitative merit goal criteria for completion by the Assistant Superintendent for Curriculum and Instruction during the 2015-2016 school year:

- Quantitative Goal 1 – Professional Learning and Student Achievement

In an effort to increase student achievement in literacy, the Assistant Superintendent shall implement in-district professional development through Columbia University’s Teacher College Reading Writing Program (TCRWP) for all K-5 teachers centered upon reading instruction inclusive of five (5) days of coaching, a two (2) day summer literacy institute, and two (2) workshop experiences. Successful implementation of the program shall result in a performance increase of at least 5%, on average, of District reading assessment scores for students in grades 3 through 5.

This goal shall be valued as follows: (a) If 5% of students in one (1) elementary grade reflect a 5% increase in District reading assessment score achievement, the Assistant Superintendent for Curriculum & Instruction shall receive a merit bonus valued at 1.1% of annual base salary; (b) If 5% of students in two (2) elementary grade reflect a 5% increase in District reading assessment score achievement, the Assistant Superintendent for Curriculum & Instruction shall receive a merit bonus valued at 2.2% of annual base salary; or (c) If 5% of students in grades 3, 4, and 5 reflect a 5% increase in District reading assessment score achievement, the Assistant Superintendent for Curriculum & Instruction shall receive a merit bonus valued at 3.3% of annual base salary.

- Quantitative Goal 2 –Student Achievement

The Assistant Superintendent shall 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.

This goal shall be evaluated as follows: (a) If one (1) of the 4 through 6 grade levels has a 5% increase in student expected growth points (determined by MAP) from fall to spring for the 2015-2016 school year, the Assistant Superintendent for Curriculum & Instruction shall receive a merit bonus valued at 1.1% of annual base salary; (b) If two (2) of the 4 through 6 grade levels have a 5% increase in student expected growth points (determined by MAP) from fall to spring for the 2015-2016 school year, the Assistant Superintendent for Curriculum & Instruction shall receive a merit bonus valued at 2.2% of annual base salary; or (c) If grades 4, 5, and 6 have a 5% increase in student expected growth points (determined by MAP) from fall to spring for the 2015-2016 school year, the Assistant Superintendent for Curriculum & Instruction shall receive a merit bonus valued at 3.3% of annual base salary.

- Quantitative Goal 3 – Student Chronic Absenteeism

Regular student attendance at school is essential for students to gain the academic and social skills they require to succeed. Reducing the absenteeism is a simple cost-effective, but often overlooked, strategy for improving academic performance. Statistics show that chronic absences, missing 10 percent of the academic year, can leave third graders unable to read proficiently. In an effort to decrease chronic absenteeism in the North Plainfield elementary schools by the end of the 2015-2016 school year, the Assistant Superintendent shall work to decrease the absences of those chronic absentee elementary students as identified on June 30, 2015. (This goal shall only pertain to students enrolled in 180 days of school in the North Plainfield Public School District).

This goal shall be evaluated as follows: (a) If one (1) of the District’s elementary schools decreases the chronic absentee rate from the 2014-2015 school year to the 2015-2016 school year, the Assistant Superintendent for Curriculum & Instruction shall receive a merit bonus valued at 1.1% of annual base salary; (b) If two (2) of the District’s elementary schools decreases the chronic absentee rate

from the 2014-2015 school year to the 2015-2016 school year, the Assistant Superintendent for Curriculum & Instruction shall receive a merit bonus valued at 2.2% of annual base salary; or (c) If three (3) of the District's elementary schools decreases the chronic absentee rate from the 2014-2015 school year to the 2015-2016 school year, the Assistant Superintendent for Curriculum & Instruction shall receive a merit bonus valued at 3.3% of annual base salary.

- Qualitative Goal 1 – Student Career and Technical Education Readiness

In an effort to build a career and technical education program in the North Plainfield High School and to better prepare North Plainfield High School students for career and technical education readiness by the end of the 2015-2016 school year, the Assistant Superintendent shall obtain New Jersey Department of Education, Office of Career and Technical Education approval for between one (1) and three (3) Career and Technical Education (CTE) Programs for North Plainfield High School students for implementation beginning in the 2016-2017 school year.

This goal is valued at 2.5% of the Assistant Superintendent for Curriculum & Instruction's annual base salary for the 2015-2016 school year.

- Qualitative Goal 2 – School Culture and Student Achievement

In an effort to improve school culture and increase student achievement, the Assistant Superintendent shall establish Core Values for the North Plainfield School District and work with the District Character Education Committee to expand upon current District programs with the intent to improve school culture across the District.

This goal is valued at 2.5% of the Assistant Superintendent for Curriculum & Instruction's annual base salary for the 2015-2016 school year.

David Branan -Abstain
Bianka Butler -Aye
Kathleen Mullen –Aye

John Fellin, Jr. -Abstain
Sandra Dodd -Aye
Linda Bond-Nelson -Aye

Mr. Branan moved, seconded by Mr. Fellin and unanimously approved by roll call vote, that for the 2015-2016 school year, the Board of Education approve Dancing Dragons as an extracurricular activity at Somerset School.

Further, that for the 2015-2016 school year, the Board of Education approve Tatum Stein and Jennifer Mariani as volunteer advisors to Dancing Dragons.

David Branan -Aye
Bianka Butler -Aye
Kathleen Mullen –Aye

John Fellin, Jr. -Aye
Sandra Dodd -Aye
Linda Bond-Nelson -Aye

Mr. Branan moved, seconded by Mr. Fellin and unanimously approved by roll call vote,

with Mr. Branan and Mr. Fellin abstaining that WHEREAS, on or about August 6, 2015, the North Plainfield Board of Education, pursuant to N.J.A.C. 6A:23A-3.1 and its contract of employment with the Superintendent of Schools, submitted proposed Quantitative and Qualitative merit criteria to the Executive County Superintendent for Somerset County; and

WHEREAS, on or about September 29, 2015, the North Plainfield Board of Education provided the Executive County Superintendent for Somerset County with additional information regarding proposed Quantitative and Qualitative merit criteria for the Superintendent of Schools; and

WHEREAS, the proposed Quantitative and Qualitative merit criteria are associated with merit salary bonuses for the Superintendent of Schools for the 2015-2016 school year, and

WHEREAS on or about October 16, 2015, the Executive County Superintendent for Somerset County approved of the Board's proposed merit criteria for the Superintendent of Schools for the 2015-2016 school year,

NOW, THEREFORE, BE IT RESOLVED, that the Board of Education hereby establishes the following quantitative and qualitative merit goal criteria for completion by the Superintendent of Schools during the 2015-2016 school year:

- Quantitative Goal 1 – Student Achievement

The Superintendent shall 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.

This goal shall be valued as follows: (a) If one (1) of the 4 through 6 grade levels has a 5% increase in student expected growth points (determined by MAP) from fall to spring for the 2015-2016 school year, the Superintendent shall receive a merit bonus valued at 1.1% of annual base salary; (b) If two (2) of the 4 through 6 grade levels have a 5% increase in student expected growth points (determined by MAP) from fall to spring for the 2015-2016 school year, the Superintendent shall receive a merit bonus valued at 2.2% of annual base salary; or (c) If grades 4, 5 and 6 have a 5% increase in student expected growth points (determined by MAP) from fall to spring for the 2015-2016 school year, the Superintendent shall receive a merit bonus valued at 3.3% of annual base salary.

- Quantitative Goal 2 – Training Program to Increase Student Achievement

To address the needs of profoundly struggling readers who do not respond to traditional reading instruction, the Superintendent shall put in place a training program in conjunction with Farleigh Dickinson University, that will allow teachers to implement the Orton-Gillingham Reading program. The effectiveness of the implemented program will be evaluated by a growth in scores from baseline to outcomes.

This goal shall be evaluated as follows: (a) If the median score of Orton-Gillingham participants reflects an increase of five (5) DRA levels, the Superintendent shall receive a merit bonus valued at 1.1% of annual base salary; (b) If the median score of Orton-Gillingham participants reflects an increase of eight (8) DRA levels, the Superintendent shall receive a merit bonus valued at 2.2% of annual base salary; or (c) If the median score of Orton-Gillingham participants reflects an increase of ten (10) DRA levels, the Superintendent shall receive a merit bonus valued at 3.3% of annual base salary.

- Quantitative Goal 3 – Reduce Middle School Out-Of-School Suspensions

In an effort to increase student learning time in the classroom and respond in a more effective manner to student behavioral issues, the Superintendent shall implement increased prevention and proactive behavior management measures and programs in the District to decrease the total number of days that middle school students are suspended for out-of-school suspensions as demonstrated by a 5% to 10% decrease in the total number of out-of-school suspension days in the 2015-2016 school year as compared to the 2014-2015 school year.

This goal shall be evaluated as follows: (a) If a 5% decrease in the number of days of out-of-school suspension is demonstrated during the 2015-2016 school year as compared to the number of out-of-school suspensions during the 2014-2015 school year, then the Superintendent shall receive a merit bonus valued at 1.1% of annual base salary; (b) If a 7% decrease in the number of days of out-of-school suspension is demonstrated during the 2015-2016 school year as compared to the number of out-of-school suspensions during the 2014-2015 school year, then the Superintendent shall receive a merit bonus valued at 2.2% of annual base salary; or (c) If a 10% decrease in the number of days of out-of-school suspension is demonstrated during the 2015-2016 school year as compared to the number of out-of-school suspensions during the 2014-2015 school year, then the Superintendent shall receive a merit bonus valued at 3.3% of annual base salary.

- Qualitative Goal 1 – Google Launch

In an effort to maximize the effective use of technology for learning, the Superintendent shall implement Google Apps for Education throughout the North Plainfield School District by March 15, 2016, and work with all District staff to understand and utilize the features of this platform in a manner that effectively enhances instruction throughout the District.

This goal is valued at 2.5% of the Superintendent's annual base salary for the 2015-2016 school year.

- Qualitative Goal 2 – Preschool Master Teacher

The Superintendent shall establish the position of Preschool Master Teacher, define the function of the position, and ensure the effective implementation of this individual's work among the five (5) District preschool sites (two District

sites and three contracted service provider sites). Specifically, the Superintendent shall ensure that the Preschool Master Teacher shall work with the five (5) District preschool sites to promote fidelity to the Creative Curriculum Model utilized by the North Plainfield Schools for the purpose of promoting early childhood education and kindergarten readiness.

This goal is valued at 2.5% of the Superintendent's annual base salary for the 2015-2016 school year.

David Branan -Abstain	John Fellin, Jr. -Abstain
Bianka Butler -Aye	Sandra Dodd -Aye
Kathleen Mullen -Aye	Linda Bond-Nelson -Aye

Curriculum, Instruction & Pupil Services

Mr. Branan moved, seconded by Mr. Fellin and unanimously approved by roll call vote, that WHEREAS, the Superintendent of Schools has provided the Board of Education with reports regarding HIB incidents #2016_1 and the investigations which were conducted following these complaints; and

WHEREAS, the Board of Education was advised of any consequences and/or remedial measures related to these matters as well as the Superintendent's recommendations regarding the results of the investigations; and

THEREFORE BE IT RESOLVED that the Board of Education votes to affirm the Superintendent's recommendations on HIB cases #2016_1

David Branan -Aye	John Fellin, Jr. -Aye
Bianka Butler -Aye	Sandra Dodd -Aye
Kathleen Mullen -Aye	Linda Bond-Nelson -Aye

Mr. Branan moved, seconded by Mr. Fellin and unanimously approved by roll call vote, that for the 2015-2016 school year, the Board of Education approve the following curricula.

Grade 7 & 8 Robotics	US History 2	Gifted & Talented Curriculum
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David Branan -Aye	John Fellin, Jr. -Aye
Bianka Butler -Aye	Sandra Dodd -Aye
Kathleen Mullen -Aye	Linda Bond-Nelson -Aye

Mr. Branan moved, seconded by Mr. Fellin and unanimously approved by roll call vote, that for the 2015-2016 school year, the Board of Education rescind the out-of-district placement of classified student EEEE-15-16 at Somerset Academy, effective September 17, 2015.

David Branan -Aye	John Fellin, Jr. -Aye
Bianka Butler -Aye	Sandra Dodd -Aye
Kathleen Mullen -Aye	Linda Bond-Nelson -Aye

Finance, Purchasing & Agreements

Mr. Branan moved, seconded by Mr. Fellin and unanimously approved by roll call vote,

that the Board of Education approve line item transfers in accordance with the attached list dated August 31, 2015.

David Branan -Aye	John Fellin, Jr. -Aye
Bianka Butler -Aye	Sandra Dodd -Aye
Kathleen Mullen –Aye	Linda Bond-Nelson -Aye

Mr. Branan moved, seconded by Mr. Fellin and unanimously approved by roll call vote, that the Board of Education approve payments from the Cafeteria Account in accordance with the attached list dated October 21, 2015.

David Branan -Aye	John Fellin, Jr. -Aye
Bianka Butler -Aye	Sandra Dodd -Aye
Kathleen Mullen –Aye	Linda Bond-Nelson -Aye

Mr. Branan moved, seconded by Mr. Fellin and unanimously approved by roll call vote, that the Board of Education approve and accept Ms. Deanne D’Armiento to apply for a grant from the IBM Corporation for the purpose of providing funds to attend STEM training and purchasing i-Pads for the classroom to be utilized in the NP Middle School for a total value of \$2,000.00.

David Branan -Aye	John Fellin, Jr. -Aye
Bianka Butler -Aye	Sandra Dodd -Aye
Kathleen Mullen –Aye	Linda Bond-Nelson -Aye

Mr. Branan moved, seconded by Mr. Fellin and unanimously approved by roll call vote, that WHEREAS, the Nonpublic Security Aid Program has been authorized in the Appropriations Act for Fiscal Year 2015–2016; and

WHEREAS, Nonpublic Security Aid shall be paid to school districts and allocated for non-public school pupils in a manner that is consistent with the provisions of the federal and state constitutions; and

WHEREAS, said program requires the Board of Education in each public school district in New Jersey to provide security services, equipment, and technology to the nonpublic schools located in the public school district; and

WHEREAS, it is the responsibility of the chief school administrator of the public school district or designee to confer with the administrator of each participating nonpublic school within the district to advise the nonpublic school of the limit of funds available and to agree upon the security to be provided to the nonpublic school within the limits of the funds that are available for the nonpublic school; and

WHEREAS, it is the responsibility of the public school district to send written verification that conferences were held with each nonpublic school administrator to the County Superintendent, along with a copy of each agreement, prior to the State’s deadline; and

WHEREAS, it shall be the responsibility of each public school district to provide the agreed upon security which may include security services, equipment, and technology; and

WHEREAS, the Somerset County Educational Services Commission (SCESC) has agreed to administer the responsibilities associated with this program for the purpose of greater cost effectiveness through joint purchasing and centralized administration,

NOW, THEREFORE, BE IT RESOLVED that the North Plainfield Borough School District (District) enters into an agreement with the SCESC, whereby the SCESC will administer the Nonpublic Security Aid Program for nonpublic schools located within the boundaries for the 2015–2016 school year and are awarded funding and as authorized by the District, and

BE IT FURTHER RESOLVED that the SCESC will coordinate the Annual Consultation Meeting between the District and its nonpublic schools, according to the provisions set forth by the State of New Jersey Department of Education, and

BE IT FURTHER RESOLVED that the SCESC will invoice the District for security items as expended in accordance with the Guidelines for Administering the Nonpublic Security Aid Program. No other funding is due the Commission in order to operate this program.

David Branan -Aye

John Fellin, Jr. -Aye

Bianka Butler -Aye

Sandra Dodd -Aye

Kathleen Mullen –Aye

Linda Bond-Nelson -Aye

BE IT RESOLVED, that the North Plainfield Board of Education does hereby adopt the following resolution:

WHEREAS, 18A-7a-10 establishes the New Jersey Quality Single Accountability Continuum (NJQSAC) for evaluating performance of each school district, and

WHEREAS, the evaluation of the district is based upon five key components of school district effectiveness: instruction and program, personnel, fiscal management, operations and governance, and

WHEREAS, North Plainfield School District's five components were reviewed by the New Jersey Department of Education the 2013-2014 school year, and

WHEREAS, North Plainfield School District is not scheduled to undergo QSAC in 2015-2016, and all districts not undergoing QSAC in any particular school year must complete a Statement of Assurance (SOA) annually, and

WHEREAS, North Plainfield School District assures that all indicators in the QSAC review have continued to be met,

NOW, THEREFORE, BE IT RESOLVED, that the North Plainfield Board of Education does hereby approve the submission to the New Jersey Department of Education of the Statement of Assurance as certified by the Chief School Administrator and Board President.

David Branan -Aye

John Fellin, Jr. -Aye

Bianka Butler -Aye

Sandra Dodd -Aye

Kathleen Mullen –Aye

Linda Bond-Nelson -Aye

Curriculum Updates/Current Events in Education

Ms. Vella discussed the Parent Literacy Events on September 30, 2015 and October 6, 2015 were both well attended. The future session in winter will cover Words Their Way, DRA, Independent Reading in Class and Dolch. A presentation is posted online.

The plans for the Google Survey are set for November 3, 2015 and will include two three hour sessions for Google Training and PLC work with a focus on SGO's Student growth objectives.

Surveys available are Educational Leadership Profile Survey and Conversations with Apple & iPad Charge.

During the October 19, 2015 QSAC preparedness visit all artifacts were collected and meeting and classroom visits occurred.

Ms. Vella also updated the board on Character Education and schools that will be applying for the Service Learning Plan. During the November 10, 2015 meeting School Committees will share a Service Learning Presentation.

Correspondence

There was none.

Committee and Delegate Report

Board Staff – No meeting scheduled at this time.

Communications – Meeting scheduled for November 19, 2015.

Curriculum – No meeting scheduled at this time.

Finance & Facilities – Meeting scheduled for November 3, 2015.

Policy Meeting – No meeting scheduled at this time.

Negotiations – No meeting scheduled at this time.

NJSBA – No meeting scheduled at this time.

SCSBA – Mr. Kasper submitted a report to the board president on the first county meeting.

SCESC – Ms. Mullen reviewed recent meeting and topics discussed.

Old Business

Mr. Sternberg provide the board with updated information, on attendance at the NJSBA Annual Conference October 27-29, 2015.

New Business

Mr. Branan moved, seconded by Mr. Fellin and unanimously approved by roll call vote, that the Board of Education approve for first reading of the following new policy:

6171.5 Independent Educational Evaluation

David Branan -Aye

John Fellin, Jr. -Aye

Bianka Butler -Aye

Sandra Dodd -Aye

Kathleen Mullen –Aye

Linda Bond-Nelson -Aye

Mr. Branan moved, seconded by Mr. Fellin and unanimously approved by roll call vote,

that the Board of Education approve the following policies as revised:

4112.8/4212.8	Nepotism
5141.4	Child Abuse and Neglect
5118	Nonresidents
6146	Graduation Requirements
6171.4	Special Education

New items requested to be placed on the Agenda

David Branan -Aye	John Fellin, Jr. -Aye
Bianka Butler -Aye	Sandra Dodd -Aye
Kathleen Mullen -Aye	Linda Bond-Nelson -Aye

Mr. Branan reviewed changes to the existing policy and discussed new policies that will be voted on at the next meeting.

Dr. McLaughlin discussed and reviewed the First Tee Program sponsored by the YMCA, which will begin on October 26, 2015 at the High School to include various grade exercises.

Comments from the Public

There were none.

Future Agenda Items

Per presentation calendar.

Adjournment

Mr. Branan moved, seconded by Mr. Fellin and unanimously approved that be it resolved that the Board of Education will hold an Executive Session on Wednesday, November 4, 2015 at approximately 7:00 P.M. at Watchung School for confidential matters relating to students, personnel, contract negotiations, litigation, and/or any other matter considered confidential by federal or state law.

David Branan -Aye	John Fellin, Jr. -Aye
Bianka Butler -Aye	Sandra Dodd -Aye
Kathleen Mullen -Aye	Linda Bond-Nelson -Aye

Mr. Branan moved, seconded by Mr. Fellin and unanimously approved to adjourn at 9:30 pm.

Respectfully submitted,

APPROVED: Donald Sternberg