

Regular Meeting
South Orange-Maplewood
Board of Education
September 11, 2006

A Regular Meeting of the Board of Education of South Orange-Maplewood was held in the District Meeting Room, 525 Academy Street Maplewood, New Jersey, on ~~July 17~~ September 11, 2006.

President Rowland Bennett called the meeting to order at 7:55 p.m.

Adequate written notice of this meeting of the South Orange-Maplewood Board of Education was sent to the Township and Village Clerks, the Libraries, The Star Ledger, the News Record and all schools.

ROLL CALL: Present: Mr. Bennett, Ms. Crawford, Mr. Eastman,
Mr. Gleason, Mrs. Jasey, Mrs. Wren-Hardin

Absent: Mr. Little, Dr. Payne-Parrish

6 MEMBERS PRESENT

PLEDGE OF ALLEGIANCE

MOMENT OF SILENCE

PRESENTATIONS

Presentation: Superintendent's Opening of School Report ñ

Dr. Horoschak, Mrs. Milanette

Dr. Horoschak and Mrs. Milanette reviewed the various summer programs throughout the district, the Department of Special Services' Summer Institute, New Teachers' Institute and curricula changes, as well as the Bridge to Success transitional program for middle schoolers, and staff members' participation in the NJ Network for Educational Renewal at Montclair State University. Staffing and enrollment updates were given. Successes and challenges of the first week of school were detailed.

Board members' discussion included:

- Questioned if staff was leaving for other districts, increase in retirees.
- Discussed under what circumstances are aides used to allow classes to go over enrollment limits?
- Enrollment projections compared to actual
- Suggested extending an invitation to New Teachers Orientation to other teachers.
- Follow up on lunch monitor attendance at next meeting.

Mr. Bennett congratulated staff on a good start to the new school year.

Discussion: District Goals ñ Mr. Bennett

The latest draft was reviewed and changes were made.

Goals for 2006-07

1. STUDENT ACHIEVEMENT

Develop a five-year plan for raising test scores at all grade

levels, with the goal by 2011 of having all measured grade-level scores equivalent to or exceeding the comparable average scores for SOMSD's District Factor Group (DFG).

Key measures for 2006-07 include:

- > Achieve adequate yearly progress (AYP), as defined by NCLB, on all indicators and at all schools within the district, focusing on those disaggregated groups* that need attention.

*AYP results are broken down by subgroups, including those based on race, special education, etc., enabling districts to identify areas most in need of improvement.

- > Increase the numbers of students scoring "proficient" and "advanced proficient" in language arts testing at all grade levels, across the district, by 15%**.

**2006 scores rise by 15% or more in 2007 (not an increase of 15 percentage points -- i.e. 6% to 6.9%, not 6% to 21%).

2. HUMAN RESOURCES

Review the district's human resources strategy and identify changes or expansions of effort that will lead to improved recruiting, diversification, retention and in-district advancement of faculty and leadership. Develop measurable HR goals and timelines, along with a district HR handbook.

3. COLUMBIA HIGH SCHOOL

Develop a five-year renewal plan for Columbia High School that addresses academic achievement and equity, student life, student discipline and facilities renewal. The plan should build on imperatives identified in the Middle States' re-accreditation process (already underway) and should include measurable goals and timelines.

4. ACADEMIC ACHIEVEMENT AND EQUITY

Monitor the progress and impact of the Comprehensive Equity Plan, including its strategies for narrowing the achievement gap in the district. Develop and publish a process to ensure that the district's leveling policies are based upon objective performance criteria and that they are fully and clearly communicated to the school community.

Board members' discussion included:

- Goal 1 – Prefer to have more information before setting a specific goal.
- Two most pressing issues are the contract and Superintendent's search.
- Favor an action plan to carry out strategic plan rather than create a new plan.
- There may be an information gap where the Board and/or community would not have complete information on all that is happening in the district.
- Need steady improvement in student performance as measured by test scores.
- Strategic plan establishes priorities and district goals establish measurement.

HEARING OF INDIVIDUALS AND DELEGATIONS

Name	<u>Topic</u>
Zaida Pacheco	Health and safety of children is a concern
Margie Ladd	during the renovation of the gymnasium floor.
Jefferson PTA	Lunch program needs plan for aides' absences.
Joe Lombardo	SOMEA members have been encouraged to work
English Teacher	only to the contractual hours. Teachers want
	contract settled now.
Paula Bethea	Voiced concern about higher class sizes and
SOMEA President	custodian background checks.
Sharon Roerty	Spoke about success of feeder programs for CHS
CHS Parent	soccer and the need for more resources.
Barbara Arena	Parent of twin girls asked to have the freshman
CHS Parent	girls soccer program reinstated.
David Frazer	Made suggestions to student achievement goal.
Resident	
Leah Gomberg	Concerned about communication and the
Clinton PTA	overseeing of the breakfast program.

PRESENTATION

Discussion: 2nd Reading: Policy 8510 Wellness Policy - Policy Committee Members and Mrs. Milanette

Policy was read and the program explained [on file in Board Secretary's office].

Mrs. Jasey thanked Pat Johnson and Judy LoBianco for their enthusiasm and participation.

ITEMS FOR ACTION

MOTION made by Ms. Crawford, seconded by Mrs. Wren-Hardin, that the Board of Education approve the following:

2148A. RESIGNATIONS

NAME	ASSIGNMENT	EFFECTIVE DATE
Gilcher, Melanie	T Language Arts/Social Studies MM ñ 1.0 FTE	8/29/06
Kirstein, Ilia	Media Specialist DIST - .5 FTE	8/31/06
McIntyre, Judith	T Social Studies CHS - .4 FTE	8/31/06
Reyes, Roberto	T Mathematics CHS ñ 1.0 FTE	9/14/06
Slevin, Elizabeth	Speech/Language Specialist DIST ñ 1.0 FTE	8/29/06
Yablonsky, Maxine	T Art CHS ñ .5 FTE	8/31/06

2148B.APPPOINTMENTS

NAME	ASSIGNMENT	EFFECTIVE DATE	ANNUAL SALARY
Blavet, Sophie	Media Specialist DIST - .5 FTE	9/1/06 6/30/07	\$19,680*
Cooney, James	Acting Assistant Principal MM ñ 1.0 FTE	8/22/06 TBD	\$83,291
Rosser, Rosalyn	1:1 Instructional Aide MAR ñ 1.0 FTE	9/1/06 6/30/07	\$30,170*
Tighe, Donald	T Special Education MM ñ 1.0 FTE	9/1/06 6/30/07	\$58,122*
Wolfe, Sara	Paraprofessional DIST ñ 1.0 FTE	9/1/06 6/30/07	\$29,151*

2148C. EMERGENT HIRE*APPOINTMENTS (*Pending Criminal History Clearance)

NAME	ASSIGNMENT	EFFECTIVE DATE	ANNUAL SALARY
Bathmann, Nancy	T Special Education SB ñ 1.0 FTE	9/1/06 6/30/07	\$59,615*
Coleman, Kip	T Pre-School SM ñ 1.0 FTE	9/1/06 6/30/07	\$41,998*
DiOrio, Jerry	Maintenance (Plumber) DIST ñ 1.0 FTE	9/11/06 6/30/07	\$47,072*
Marigliano, Paul	T Art CHS - .5 FTE	9/1/06 6/30/07	\$19,530*
Neubig, Joyce	T Special Education MM ñ 1.0 FTE	9/1/06 6/30/07	\$54,428*
Pepe, Laura	T Pre-School MAR ñ 1.0 FTE	9/1/06 6/30/07	\$39,060*
Platt, Mari	1:1 Paraprofessional DIST ñ 1.0 FTE	9/18/06 6/30/07	\$30,170*

Richards, Judith	T Math CHS ñ 1.0 FTE	9/1/06 6/30/07	\$54,428*
Seaman, William	Guidance Counselor CHS ñ 1.0 FTE	9/1/06 6/30/07	\$44,138*
Wegner, Lora	Paraprofessional DIST ñ 1.0 FTE	9/6/06 6/30/07	\$30,170*
Woodruff, Lynne	Paraprofessional DIST ñ 1.0 FTE	9/15/06 6/30/07	\$30,170*

2148D. EMERGENT HIRE*APPOINTMENT OF LEAVE REPLACEMENT TEACHER

(*Pending Criminal History Clearance)

NAME	ASSIGNMENT	EFFECTIVE DATE	ANNUAL SALARY
Gascoyne- Lanzafame, Susan	T Special Education SB/CLIN ñ 1.0 FTE	9/6/06 2/28/07	\$50,914*

2148E. SUSPENSION

NAME	EFFECTIVE DATE	SALARY
Employee No. 575	9/1/06 TBD	Suspended with pay

2148F. CHANGE IN START DATE

NAME	OLD START DATE	NEW START DATE
Bhalerao, Shubha	11/1/06 6/30/07	9/5/06 6/30/07

2148G. LEAVES OF ABSENCE

NAME	ASSIGNMENT	EFFECTIVE DATE
Mehl, Elizabeth	2 nd Grade SM ñ 1.0 FTE	10/30/06-12/22/06 (Paid Medical Leave)
Turner, Kelly	Paraprofessional DIST ñ 1.0 FTE	9/1/06-11/10/06 (Unpaid Family Leave)

2148H. RESCIND LEAVE OF ABSENCE

NAME	ASSIGNMENT	EFFECTIVE DATE
Abdelhadi, Mazin	T Math CHS ñ 1.0 FTE	9/12/06-10/13/06 (Unpaid Personal Leave)

2148I. STIPENDS

NAME	ASSIGNMENT	SALARY
Brown, Brenda	Sophomore Class Advisor CHS ñ 1.0 FTE	\$3,446*
Campiglia, Anthony	Channel 35 CHS ñ 1.0 FTE Public Announcements CHS ñ 1.0 FTE	\$5,374* \$2,284*

* To be determined

ROLL CALL: Motion 2148A, E-I passed; 6 yes, 0 no.

Motion 2148B-D passed. YES: Mr. Bennett, Ms. Crawford,

Mr. Eastman, Mr. Gleason, Mrs. Jasey, Mrs. Wren-Hardin.

NO: None.

MOTION made by Mr. Gleason, seconded by Ms. Crawford, that the Board of Education approve the following:

2149A. APPOINTMENT OF SUBSTITUTE TEACHERS FOR THE 2006-2007 SCHOOL YEAR

STATE CERTIFIED TEACHER

NAME	INSTITUTION	DATE	DEGREE
Blavet, Sophia	Montclair State University	5/2004	B.A.
Mannarino, Francesca	Kean University	5/2006	B.A.

COLLEGE GRADUATE AND COUNTY SUBSTITUTE CERTIFICATE

NAME	INSTITUTION	DATE	DEGREE
Buchele, Barbara	Kansas State University	5/1974	B.S.
	Kansas State University	12/1978	M.S.
Faison, Theodore	Rutgers University	5/1979	B.A.
	Drew University	5/2006	M.A.
Mac Arthur, Susan	Seton Hall University	5/1982	B.S.
Paient, Molly	Lafayette College	5/1998	B.A.
	California State Univ.	12/2005	M.A.

NON-DEGREE SUBSTITUTE CERTIFICATE

NAME
Chuck, Vedalyn
Soffer, Pamela

2149B. APPOINTMENT OF SUBSTITUTE NURSE FOR THE 2006-2007 SCHOOL YEAR

NAME	DAILY RATE
Mac Arthur, Susan	\$160.00

2149C. APPOINTMENT OF VOLUNTEER COACH FOR THE 2006-2007 SCHOOL YEAR

NAME	SPORT
Halupka, Krzysztof	Soccer Coach

2149D. REAPPOINTMENT OF SUBSTITUTE TEACHERS FOR THE 2006-2007 SCHOOL
YEAR

TEACHER CERTIFIED

LAST NAME	FIRST NAME	DEGREE	CERT
Pomper	Rayna	B.A.	CEAS-Elementary

COLLEGE GRADUATE AND COUNTY SUBSTITUTE CERTIFICATE

LAST NAME	FIRST NAME	DEGREE
Ash	Martha	B.A.
Lorino	Victoria	B.A.
Nelson	Rivka	B.A.
Taylor-Smith	Jennifer	B.S., M.L.S., M.B.A.
Toth	William	B.A.
Wood	Rita	B.A., M.B.A.

COUNTY SUBSTITUTE CERTIFICATES ñ NON-DEGREES

NAME

Grotrain, Kelly
Martelli, Nicole

2149E. REAPPOINTMENT OF SUBSTITUTE SECRETARY FOR THE 2006-2007 SCHOOL YEAR

NAME	HOURLY RATE
Corry, Jolene	\$8.00

2149F. RESCINDING THE APPOINTMENT OF A SUBSTITUTE TEACHER FOR THE 2006-2007 SCHOOL YEAR

NON-DEGREE SUBSTITUTE CERTIFICATE

NAME
Corry, Jolene

ROLL CALL: Motion 2149A-F passed; 6 yes, 0 no.

MOTION made by Mr. Eastman, seconded by Mr. Gleason, that the Board of Education:

2150. Adopts the attached 2006-07 District Goals [on file in Board Secretary's office].

MOTION made by Mrs. Jasey to separate goals for individual votes.

There was no second.

MOTION made by Mr. Gleason, seconded by Ms. Crawford, to amend Goal 1, Bullet 2, to add the words, "incompetent and".

MOTION made by Mr. Gleason, seconded by Mr. Eastman, to amend Goal 1, Bullet 2, to *increase the number of students from 10% to 15%, and to delete the words in parentheses.*

ROLL CALL: Motion to amend Goal 1, Bullet 2, to add the words "incompetent and" passed; 5 yes, 0 no, 1 abstain (Mrs. Jasey).

Motion to amend Goal 1, Bullet 2, to increase the number of students from 10% to 15% and to delete the words in parentheses passed 4 yes, 1 no (Mr. Bennett), 1 abstain (Mrs. Jasey).

Motion 2150 passed, as amended; 5 yes, 0 no, 1 abstain (Mrs. Jasey).

MOTION made by Mrs. Jasey, seconded by Ms. Crawford, that the Board of Education:

2151. Approves the proposal for an Academic Achievement and Equity Consultant, per the attached educational specifications [on file in Board Secretary's office] and add a "results" component to specifications.

ROLL CALL: Motion 2151 passed, as amended. YES: Mr. Bennett, Ms. Crawford, Mr. Eastman, Mrs. Jasey, Mrs. Wren-Hardin. NO: Mr. Gleason.

MOTION made by Mrs. Jasey, seconded by Ms. Crawford, that the Board of Education:

2152. Adopts revised Policy 8510 ñ Wellness Policy, as presented [on file in Board Secretaryís office].

ROLL CALL: Motion 2152 passed; 6 yes, 0 no.

MOTION made by Mrs. Jasey, seconded by Ms. Crawford, that the Board of Education:

2153A. Accepts the districtís Food Service Biosecurity Management Plan for the 2006-07 school year as required per N.J.A.C. 2:35-1.13.

2153B. WHEREAS the Columbia High School Alumni Association has determined that the district athletic fields are in need of improvement; and,

WHEREAS the Columbia High School Alumni Association has formed an organizing committee to begin planning for a Capital Campaign to raise an estimated \$3,500,000 toward improving district athletic fields; and,

WHEREAS the Board of Education has committed its limited resources for district capital projects to improvement of buildings and academic facilities as identified in the Districtís Long-Range Facilities Plan; and will be financially unable to make improvements to the fields in the absence of these fundraising efforts; and

WHEREAS the Board of Education has reviewed the concept proposal developed by the organizing committee;

NOW THEREFORE BE IT RESOLVED that the Board of Education endorses the Columbia High School Alumni Association Capital Campaign and supports the project concept; and,

BE IT FURTHER RESOLVED that the Board of Education will designate a member to serve as a liaison representative to participate in planning the project and provide staff support for the project.

2153C. Authorizes the execution of a contract with parent and local artist, Tricia Zimic, to create and install a ceramic mural at Maplewood Middle School.

ROLL CALL: Motion 2153A-C passed; 6 yes, 0 no.

MOTION made by Mrs. Jasey, seconded by Ms. Crawford, that the Board of Education:

2154. Approves the addition of a special education class for the 2006-07 school year as follows:

Marshall Elementary School ñ Preschool Disabilities

ROLL CALL: Motion 2154 passed. YES: Mr. Bennett, Ms. Crawford, Mr. Eastman, Mrs. Jasey, Mrs. Wren-Hardin. NO: Mr. Gleason.

MOTION made by Mrs. Jasey, seconded by Ms. Crawford, that the Board of Education:

2155. Approve the Board member committee and liaison assignments as noted on the attached spreadsheet [on file in Board Secretary's office].

ROLL CALL: Motion 2155 passed; 6 yes, 0 no.

HEARING OF INDIVIDUALS

Name	<u>Topic</u>
David Frazer Resident	Voiced his disappointment with the way the goals have been created seemingly without data or guidance.
Diane Thomson Parent	Concerned that families may be choosing schools based solely on test scores, and that goals based on a scoring system that is outside our control may not be attainable.

NEW BUSINESS

- Suggested a review of freshman soccer program
- Would like a lunch monitor program update in a week

- Tricia Zimic was recognized and invited to share her plan for the ceramic mural at Maplewood Middle School.

MOTION made by Ms. Crawford, seconded by Mrs. Jasey, that the Board of Education met in Executive Session on Monday, September 25, 2006, to discuss personnel, legal, Special Education and negotiations matters, the nature of which will be made public at a future date. Motion unanimously approved.

MOTION made by Ms. Crawford, seconded by Mr. Gleason, that the Board of Education meet in Closed Session at 8:00 p.m. on Tuesday, September 26, 2006, to discuss the Superintendent's search with the Search firm. Motion unanimously approved.

MOTION made by Ms. Crawford, seconded by Mr. Gleason, that the Board of Education adjourn. Motion unanimously approved at 11:30 p.m.

Karla Milanette, Board Secretary