Regular Meeting
South Orange-Maplewood
Board of Education
September 15, 2008

A Regular Meeting of the Board of Education of South Orange-Maplewood was held in the District Meeting Room at the Administration Building, 525 Academy Street, Maplewood, New Jersey, on September 15, 2008.

Board President Mark Gleason called the meeting to order at 7:38 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, Mrs. Daugherty, Mr. Eastman, Mr. Gleason, Mr. Huemer, Mrs. Karriem,
Dr. Payne-Parrish, Mrs. Wren-Hardin

Absent: Mr. Laine

8 REGULAR MEMBERS AND ONE STUDENT MEMBER PRESENT

PLEDGE OF ALLEGIANCE

BOARD RECOGNITION – *Read by Mr. Gleason*

1. Clinton School 07-08 PTA President Leah Gomberg and Vice President Cecelia Cancellaro were invited to present a workshop at the National PTA Convention in San Diego this past June based on an event they organized at Clinton School last February. The two leaders applied for and received a National PTA "Take Your Family to School Week" grant to fund "Walk Around the World" where children and their families "traveled" to four different countries (China, Ghana, Haiti, and Spain) all within the walls of Clinton School. The entire community was invited and more than 700 people attended including the National PTA President. The all-expense paid trip to the Convention allowed the two leaders to share their ideas with people from across the country and show how the Clinton School staff, parents and students came together to celebrate the diversity of this community. The two leaders have since been invited to make a second presentation at the New Jersey PTA Convention in Atlantic City in November.

2. The following students were named to the Columbia High School Principal's List for the entire 2007-2008 school year. The students received an A- or better in every course they took throughout the year.

Victoria Adeyinka, Joanna Gross, Dirichi Anuchu, Matthew Gruber, Katsiah Cadet, Estania Hecht-Toitl, Priya Duvvuri, Maureen Howley, Cory Epstein, Brian Kaneshige, Josue Figueroa, Stephanie Schneider, Isabelle Friedman, Andrea Thompson, Leah Garber, Brian Tumolillo, Emma Gilheany, Rebecca Wenokur

APPROVAL OF MINUTES

Mr. Gleason declared the minutes of the Executive and Public Sessions of August 11, 2008 approved as presented.

HEARING OF INDIVIDUALS AND DELEGATIONS

Name	Topic
Dr. Peter Heinze South Orange Parents United for Academic Excellence	Requested an opportunity to present findings from the organization's research.
Stewart Glickman District Parent	Requested the Board consider spending resources used for struggling students to include gifted students who are struggling with boredom and curriculum they have already mastered.

DISCUSSION

Opening of Schools

Superintendent Osborne provided an update on the opening of schools, commenting that it was a smooth opening. Highlights included:

- 352 in full-day kindergarten in 17 sections
- Seth Boyden enrollment is up and drawing from all district elementary schools
- 3 new special education classes opened to retain students in district
- Bridge to Success Program was well received by students moving from 8th to 9th grade.
- The extensive work done on district buildings this summer was recounted, including a new roof at South Orange Middle School, painting of 200,000 square feet of wall space, job training, job descriptions and uniforms for lunch monitors, grass planted at Ritzer Field and turf installed at Underhill.

New administrators, Paul Roth, Chief Information Officer; and Rosetta Wilson, Assistant Superintendent for Curriculum and Instruction, were introduced.

Assessment results of NJ ASK 5-8 were sent home during the summer; scores were changed by NJ Department of Education retroactively to raise the standard at the state level. Board members stated that a letter to the Commissioner of Education is in order.

Columbia High School

Mr. Osborne introduced Dr. Lovie Lilly, CHS principal, who provided background for a specific goal related to Columbia High School that is being proposed.

Dr. Lovie provided an explanation of what Collaborative Assessment for Planning & Achievement (CAPA) is and how it is working for our district.

CAPA is a collaboration between the NJDOE and school districts that have not met Adequate Yearly Progress for three consecutive years according to the NCLB federal law to empower the schools to go beyond their current efforts to improve student achievement.

The findings, key evidence and recommendations were presented for standards in the areas of Curriculum; Classroom Evaluation/Assessment; Instruction; School Culture; Student, Family and Community Support; Professional Development & Evaluation; and Leadership.

The action plan provides for sustained, systemic academic improvement, a formal collaborative coaching cycle, and a monitoring process in the areas of Collection, Analysis and Application of Assessment Data; Monitoring of Curriculum Implementation; Inclusion Program; and Targeted, Embedded Professional Development [powerpoint on file in Board Secretary's office].

Policy Discussion – Nepotism, Board Attorney, Professional Services, Title I Services

Mr. Eastman introduced the First Reading for Board Policies related to Nepotism, Board Attorney, Professional Services and Title I Services. Background was presented.

Policy Discussion - English Language Arts

Mr. Eastman introduced the First Reading for Board Policies related to English Language Arts. Changes reflect some of the recommendations from the recent audit of the subject area curriculum and the members of the Board committee that relate to eliminating achievement gaps.

Dr. Payne-Parrish recommended additional language regarding disparities that will be discussed further by the policy committee.

New Jersey Quality Single Accountability Continuum (NJQSAC) Overview

Mr. Osborne introduced the new state monitoring and evaluation process in the areas of Operations, Instruction & Program, Governance, Fiscal Management and Personnel.

Mr. Memoli presented an update of the implementation in the district to date. The presentation included an overview of the process, role of the district committee, verification process, county review, district placement on the performance continuum and possible improvement activities. District Performance Reviews are to be submitted to the county office on November 17, 2008 [powerpoint on file in Board Secretary's office].

ITEMS FOR ACTION

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

2427A. MEMORIALS – *Read by Ms. Crawford*

BE IT RESOLVEDthat the Board of Education approve the following Memorials:
Dr. Serge Francois Angiel former principal of Columbia High
School passed away on August 27, 2008.
Dominick Deo, Jr. former Director of Health/Physical Education
passed away on August 17, 2008.
Eugene J. Farley former guidance counselor and social studies
teacher passed away on August 14, 2008.

The Superintendent of Schools is asked to convey our condolences and remembrance to the family and friends of Dr. Serge Francois Angiel, Dominick Deo, Jr., and Eugene J. Farley.

2427B. RETIREMENTS – *Read by Ms. Crawford*

NAME	ASSIGNMENT	EFFECTIVE DATE
Brauchli, Roger	1:1 Paraprofessional SB – 1.0 FTE	9/1/08
Mendoker,	T Music	12/1/08

Ann	MM – 1.0 FTE	

2427C. RESIGNATIONS

Name	ASSIGNMENT	EFFECTIVE DATE
Koppenaal, Peter	T Physics CHS – 1.0 FTE	8/14/08
Mandelbaum, Kip	T Preschool JEFF – 1.0 FTE	8/19/08
Natale-Lange, Kristi	LR - T Special Education CHS – 1.0 FTE	9/30/08
Robinson, Gail	Reading Specialist DIST – 1.0 FTE	8/19/08

2427D. APPOINTMENTS

NAME	ASSIGNMENT	EFFECTIVE DATE	ANNUAL SALARY	HIGHEST DEGREE/SCHOOL
Brown, Ja'Myra	School Bus Aide DIST - .5 FTE	9/4/08 6/30/09	$12,554	N/A
Byrd, Bernadine	School Bus Driver DIST - .5 FTE	9/1/08 6/30/08	$20,110	N/A
Campbell, Margaret	Paraprofessional MAR – 1.0 FTE	9/4/08 6/30/09	$31,515	BA in Political Science – Douglass College, Rutgers
Massler, Emily	T Preschool (ELLI) JEFF – 1.0 FTE	9/5/08 6/30/09	$42,260	BA in Early Childhood Ed. – Kean University
Pinto, Jr. Richard	Paraprofessional CHS – 1.0 FTE	9/17/08 6/30/09	$31,515	BA in Recreation Administration - Kean University
Rosser, Rosalyn	2nd Grade MAR – 1.0 FTE	9/1/08 6/30/09	$42,660	BA in Sociology - Rutgers

2427E. EMERGENT HIRE* APPOINTMENTS FOR THE 2008-09 SCHOOL YEAR
(*Pending Criminal History Clearance)

NAME	ASSIGNMENT	EFFECTIVE DATE	ANNUAL SALARY	HIGHEST DEGREE/SCHOOL
Botch, Thomas	T Physics CHS – 1.0 FTE	9/1/08 6/30/09	$57,825	MS in Environmental Science - NJIT
DeLuca, Amy	Behaviorist DIST – 1.0 FTE	9/1/08 6/30/09	$47,980	MSW in Social Work - Columbia University
DiQuinzio, Mary	Paraprofessional MAR – 1.0 FTE	9/1/08 6/30/08	$32,177	MFA in Costume Design – New York University
Hawryluk, Heidi	T Physical Education JEFF - 1.0 FTE	11/1/08 6/30/09	$42,460	BA in Health/PE – Lock Haven University
Kay, Renee	School Psychologist DIST - 1.0 FTE	9/1/08 6/30/09	$58,122	MA in Ed. Psychology – University of Colorado
Knight, Keysha	Secretary, S3/10 months MONT – 1.0 FTE	9/1/08 6/30/09	$38,833	N/A
Stoudemire, Eric	School Social Worker DIST – 1.0 FTE	11/1/08 6/30/09	$57,825	MSW in Social Work – Monmouth University

Varney, Ryann	T Special Education MM 1.0 FTE	9/1/08 6/30/09	$42,260	BS in Special Ed./Behavioral Studies – University of Hartford
Wells, Natalie	Paraprofessional MAR 1.0 FTE	9/1/08 6/30/09	$31,184	BA in Interpersonal Communication – University of Delaware

2427F. APPOINTMENT OF LEAVE REPLACEMENT STAFF FOR 2008-09

NAME	ASSIGNMENT	EFFECTIVE DATE	ANNUAL SALARY	HIGHEST DEGREE/SCHOOL
Piersons, Elizabeth	T Special Education SB – 1.0 FTE	9/1/08 12/17/08	$42,660	BA in Elem./Special Ed. – Providence College, R.I.
Rosario, Evin	Academic Intervention Teacher SB – 1.0 FTE	9/1/08 12/31/08	$61,281	MS in Elementary Ed. – CUNY, Staten Island, NY
Visco, Jennifer	3rd Grade SM – 1.0 FTE	9/1/08 6/30/09	$69,677	BA in Communication – William Paterson University

2427G. RESCIND APPOINTMENTS FOR THE 2008-09 SCHOOL YEAR

NAME	ASSIGNMENT	EFFECTIVE DATE	ANNUAL SALARY	HIGHEST DEGREE/SCHOOL
Cummings, Carole	T Spanish CHS – 1.0 FTE	9/1/08 6/30/09	$58,122	PhD in International Studies – New York University
Davis, Marci	T Physical Education MAR/TUS 1.0 FTE	9/1/08 6/30/09	$42,460	BS in Movement and Sport Studies – Springfield College, MA
Falcone, Nicole	LR Academic Intervention Teacher SB – 1.0 FTE	9/1/08 12/31/08	$48,206	MA in Teaching – Fairleigh Dickinson University
Schuele, Teresa	T Mathematics SOM 1.0 FTE	9/1/08 6/30/09	$48,432	MBA in Marketing – Fairleigh Dickinson University

2427H. TRANSFER/REASSIGNMENTS

NAME	OLD ASSIGNMENT	NEW ASSIGNMENT	EFFECTIVE DATE
Booth, Thomas	T Music JEFF – 1.0 FTE	T Music SOM 1.0 FTE	9/1/08 6/30/09
Dharsi, Smita	LR – T Special Education CHS – 1.0 FTE	T Special Education CHS – 1.0 FTE	9/1/08 6/30/09
Eames, Barbara	T Music CLIN – 1.0 FTE	T Music JEFF/TUS – 1.0 FTE	9/1/08 6/30/09
Martin, Rebecca	T Music SOM – 1.0 FTE	T Music CLIN – 1.0 FTE	9/1/08 6/30/09
Natale-Lange, Kristi	T Special Education CHS – 1.0 FTE	LR – T Special Education CHS – 1.0 FTE	9/1/08 9/30/08
Prince, Sandra	2nd Grade MAR – 1.0 FTE	T Kindergarten MAR – 1.0 FTE	9/1/08 6/30/09

2427I. LEAVES OF ABSENCE

NAME	ASSIGNMENT	EFFECTIVE DATE
Binnington, Sara	1st Grade TUS 1.0 FTE	9/1/01-9/29/08 (Paid Maternity Leave) 9/30/08-12/22/08 (Unpaid Family Leave)
Gergel, Jillian	T Special Education SB 1.0 FTE	9/1/08-9/24/08 (Paid Maternity Leave) 9/25/08-12/17/08 (Unpaid Family Leave)
Herstatt, Anna	T Language Arts MM 1.0 FTE	9/1/08-9/15/08 (Paid Maternity Leave) 9/16/08-10/2/08 (Paid Sick Days) 10/3/08-11/10/08 (Unpaid Family Leave)
Velho-Baker, Judith	3rd Grade SM - 1.0 FTE	9/22/08-6/30/09 (Unpaid Medical Leave)

2427J. RESCIND LEAVE OF ABSENCE

NAME	ASSIGNMENT	EFFECTIVE DATE
Bradley, Maria	Academic Intervention Teacher JEFF/SM – 1.0 FTE	9/1/08-6/30/09 (Unpaid Family/Personal Leave)

2427K. SALARY ADJUSTMENTS

NAME	ASSIGNMENT	EFFECTIVE DATE	ADJUSTMENT	ACTUAL SALARY
Bradley, Maria	Academic Intervention Teacher JE/SM - .4 FTE	9/1/08 6/30/08	-$47,241	$31,494
Brunie, Graziella	3rd Grade JEFF – 1.0 FTE	9/1/08 6/30/09	+$5,598	$48,658
Busichio. Lorenzo	T Biology CHS – 1.0 FTE	9/1/08 6/30/09	+$7,750	$67,365
Cavagnaro, Jessica	T Spanish CHS – 1.0 FTE	9/1/08 6/30/09	+$5,572	$48,432
Ciesla, Kathleen	3rd Grade JEFF – 1.0 FTE	9/1/08 6/30/09	+$9,058	$78,735
Clavijo, Adriana	T Spanish CHS – 1.0 FTE	9/1/08 6/30/09	+$3,514	$54,428
Conway, Deborah	Guidance Counselor CHS – 1.0 FTE	7/1/08 6/30/09	+$6,242	$94,619
Cutrufello, Marlene	1st Grade CLIN – 1.0 FTE	9/1/08 6/30/09	+$7,750	$67,365
Dalbey, Helen	T Math SOM – 1.0 FTE	9/1/08 6/30/09	+$5,590	$88,585
Dharsi, Smita	T Special Education CHS – 1.08 FTE	9/1/08 6/30/09	+$3,856	$52,062
Esposito,	2nd Grade	9/1/08	+$3,343	$51,775

Eleanor	SM – 1.0 FTE	6/30/09		
Gaillard-Johnson, Jean	School Nurse MAR – 1.0 FTE	9/1/08 6/30/09	+$9,318	$82,995
Grasso, Linda	T Special Education CHS – 1.2 FTE	9/1/08 6/30/09	+$14,335	$86,012
Harth, Michele	1st Grade CLIN – 1.0 FTE	9/1/08 6/30/09	+$7,050	$61,281
Iorio, Cathryn	School Nurse SOM – 1.0 FTE	9/1/08 6/30/09	+$5,434	$84,169
Jasey, Rhena	4th Grade SB – 1.0 FTE	9/1/08 6/30/09	+$3,514	$54,428
Joyce, Renee	School Social Worker DIST – 1.0 FTE	9/1/08 6/30/09	+$5,590	$86,585
Kaplus, Deborah	2nd Grade MAR – 1.0 FTE	9/1/08 6/30/09	+$9,058	$78,735
Kohn, Terry	T Special Education CHS – 1.04 FTE	9/1/08 6/30/09	+$3,367	$87,536
Liguori, Barbara	T Special Education CHS – 1.08 FTE	9/1/08 6/30/09	+$6,480	$89,975
Neetz, Lori	T Special Education MM – 1.0 FTE	9/1/08 6/30/09	+$9,318	$80,995
Newman, Karon	4th Grade JEFF – 1.0 FTE	9/1/08 6/30/09	+$7,050	$61,281
O'Connell, Patricia	T Special Education CHS – 1.04 FTE	9/15/08 6/30/09	+$3,240	$86,735
Ospina-Smith, Beatrix	T Math MM – 1.0 FTE	9/1/08 6/30/09	+$5,590	$88,585
Patton, Robin	T Special Education CHS – 1.0 FTE	9/1/08 6/30/09	+$5,598	$48,658
Pena, Miguel	T Spanish MM – 1.0 FTE	9/1/08 6/30/09	+$3,358	$52,016
Pepe, Laura	T Kindergarten MAR – 1.0 FTE	9/1/08 6/30/09	+$5,546	$48,206
Pomares, Natasha	3rd Grade CLIN – 1.0 FTE	9/1/08 6/30/09	+$5,434	$84,169
Reisman, Michele	T Art MM – 1.0 FTE	9/1/08 6/30/09	+$9,058	$78,735
Reyes, Ana	4th Grade TUS – 1.0 FTE	9/1/08 6/30/09	+$5,590	$86,585
Reyes, Ana	T Spanish SOM – 1.0 FTE	9/1/08 6/30/09	+$3,514	$54,428
Rivera II, Angel	5th Grade JEFF – 1.0 FTE	9/1/08 6/30/09	+$5,546	$48,206
Rollin, Jennifer	T Special Education SB – 1.0 FTE	9/1/08 6/30/09	+$6,255	$54,369
Salomon, H. Gail	LDTC DIST – 1.0 FTE	9/1/08 6/30/09	+$5,434	$84,169
Savarese, Daniel	T Language Arts SOM – 1.0 FTE	9/1/08 6/30/09	+$7,050	$61,281
Schwartz, Amy	T Science MM – 1.0 FTE	9/1/08/ 6/30/09	+$5,572	$48,432
Spag, Elena	Academic Intervention Teacher JE/SM - .6 FTE	9/1/08 6/30/09	-$35,846	$53,769

Spencer, Jourdan	T Special Education JEFF – 1.0 FTE	9/1/08 6/30/09	+$3,514	$54,428
Swyberius, Laura	Asst. to the Principal JEFF – 1.0 FTE	9/1/08 6/30/09	+$7,750	$75,554
Vodofsky, Lee	T Social Studies CHS – 1.0 FTE	9/1/08 6/30/09	+$5,546	$48,206
Weinstein, Nancy	School Nurse SB – 1.0 FTE	9/1/08 6/30/09	+$5,590	$86,585

2427L. STIPENDS

NAME	ASSIGNMENT	SALARY
Abeldhadi, Mazin	Math Lab CHS – 1.0 FTE	$9,128
Andrews, Mark	Asst. Varsity, Football CHS – 1.0 FTE	$5,969
Appenzoller, Paula	Safety Patrol SM – 1.0 FTE	$3,386
Arguelles, Emmanuel	Math Team CHS - .25 FTE	$830.75
Bauer, Peter	Brass Ensemble CHS – 1.0 FTE Jazz Ensemble CHS – 1.0 FTE Marching Band (PT) CHS – 1.0 FTE Orchestra CHS – 1.0 FTE	$3,419 $3,323 $4,966 $3,323
Bethea, Paula	Student Council SOM – 1.0 FTE	$2,834
Bolstad, Erin	Bus Duty MAR - .27 FTE	$923.45
Booth, Thomas	Choral SOM – 1.0 FTE	$3,323
Borkowski, Matthew	Junior Class Adv. CHS – 1.0 FTE	$4,126
Bowen, Luther	Asst. Varsity, Football CHS – 1.0 FTE	$5,969
Brancaccio, Mary	Guildscript CHS - .5 FTE	$1,661.50
Brown, Brenda	Senior Class Adv. CHS – 1.0 FTE	$4,966
Brown, Diane	Personal Hygiene JEFF – 1.0 FTE	$941
Busichio, Lorenzo	Intram (FT/PT) CHS – 1.0 FTE	$3,906.50
Bustrin, Janet	Parnassian CHS – 1.0 FTE Stage Crew Director CHS – 1.0 FTE	$4,126 $5,832
Campbell,	Mock Trial	$2,834

Jon	CHS – 1.0 FTE Junior States of America CHS – 1.0 FTE	 $2,834
Campiglia, Anthony	Channel 35 CHS – 1.0 FTE Public Announcements CHS – 1.0 FTE	$6,533 $2,834
Caputo, Maureen	Personal Hygiene MAR – 1.0 FTE	$941
Ceccacci, Debra	Safety Patrol TUS – 1.0 FTE	-$3,386
Charles, Deborah	Bus Duty MAR - .27 FTE	$923.45
Chyzowych, Eugene	Varsity, Soccer Boys CHS – 1.0 FTE	Release Time
Cicenia, Anthony	Newspaper SOM – 1.0 FTE	$2,834
Cook, Christopher	Asst. Varsity, Soccer Boys CHS – 1.0 FTE	$4,251
Cook, William	Orchestra SOM - .5 FTE	$1,661.50
Dalzell, Beth	Student Activities CHS - .5 FTE Student Council CHS - .5 FTE	$2,483 $2,916
Daur, Sharon	GAIA CHS – 1.0 FTE	$3,323
DePalma, Daniela	Personal Hygiene MAR – 1.0 FTE	$941
DiQuinzio, Mary	Personal Hygiene MAR – 1.0 FTE	$941
Dorton, Jayne	Bus Duty SMA – 1.0 FTE	$3,386
Edelman, Hannah	Student Activities CHS - .5 FTE Student Council CHS - .5 FTE	$2,483 $2,916
Elko, Danielle	Freshman, Field Hockey CHS – 1.0 FTE	$3,411
Endlich, Matthew	Freshman Class Adv. CHS – 1.0 FTE	$3,323
Farrell, Joanne	Bus Duty MAR - .25 FTE	-$846.50
Festerling, Dan	Quiz Bowl CHS – 1.0 FTE	$3,323
Fischetti, Joseph	Junior Varsity, Tennis CHS – 1.0 FTE	$3,411
Franklin, Judy	MLKA CHS – .5 FTE	$1,661.50
Frayer, Diane	Bus Duty MAR - .27 FTE	$923.45

Green, Laura	Personal Hygiene MAR – 1.0 FTE	$941
Griffiths, Sara	Production SOM – .5 FTE	$2,483
Gulati, Chandar	Math Team CHS - .25 FTE	$830.75
Harris, Elizabeth	Musical/Drama SOM - .4 FTE	$2,613.20
Healy, Michael	Music Director CHS – 1.0 FTE	$6,533
Hernandez, Joan	Personal Hygiene TUS – 1.0 FTE	$941
Hester, Kathleen	Production SOM - .5 FTE	$2,483
Holmes, Lucrezia	Freshman, Soccer Girls CHS – 1.0 FTE	$3,411
Hurley, Pat	Assembly CHS – 1.0 FTE	$2,834
Intile, April	Bus Duty MAR - .27 FTE	$923.45
Johnston, R. Deron	MLKA CHS - .5 FTE	$1,661.50
Jones, Kathy	Bus Duty SM – .40 FTE	$2,708.80
Kaesshaefer, Jeff	Bus Duty SM – .45 FTE	$3,047.40
Kaplus, Deborah	Bus Duty MAR - .27 FTE	$923.45
Karl, Gwen	RCCP CHS – 1.0 FTE	$1,977
Koes, Melissa	Safety Patrol TUS – 1.0 FTE	$3,386
Lemos, Gonzalo	Freshman, Soccer Boys CHS – 1.0 FTE	$3,411
Levin, Alan	Astronomy CHS – 1.0 FTE	$3,323
Liguori, Barbara	Yearbook CHS - .5 FTE	$3,266.50
Lincoln, Shira	Bus Duty MAR - .27 FTE	$923.45
MacPherson, Stephen	Varsity, Soccer Girls CHS – 1.0 FTE	$5,969
Malhotra, Cindy	Col. Publ CHS -.5 FTE. Guildscript CHS - .5 FTE Newspaper CHS - .5 FTE	$1,661.50 $1,661.50 $3,226.50
McGrane, Janet	Col Publ. CHS – .5 FTE Newspaper CHS - .5 FTE	$1,661.50 $3,266.50
Melchior,	Personal Hygiene	$941

Pam	TUS – 1.0 FTE	
Miller, Paula	Yearbook SOM – 1.0 FTE	$2,834
Moran, Nicole	Bus Duty MAR - .27 FTE	$923.45
Moss, Richard	Varsity, Cross Country Boys CHS – 1.0 FTE	$5,104
Noonan, Pamela	Math Team CHS - .25 FTE	$830.75
Novorro, Allyson	Bus Duty MAR - .27 FTE	$923.45
Panayoutou, Ted	Scenery Design SOM – 1.0 FTE Scenery Construction SOM – 1.0 FTE	$2,834 $2,834
Paradiso, Gerard	Intramural (FALL) SOM – 1.0 FTE	$3,198
Pinto, Jr., Richard	Asst. Varsity, Football CHS – 1.0 FTE	$5,969
Platt, Mari	Personal Hygiene JEFF – 1.0 FTE	$941
Politi, Catherine	FLES CHS - .5 FTE	$2,257
Pomares, Natasha	FLES CHS - .5 FTE	$2,257
Pomeranc, Deborah	AM Duty Monitor SMA – 1.0 FTE	$1,250
Ringler, Lisa	Bus Duty MAR - .27 FTE	$923.45
Ruggiero, Lisa	Personal Hygiene MAR – 1.0 FTE	$941
Russell, Matthew	Choral CHS – 1.0 FTE	$3,323
Russoniello, Miriam	Key Club CHS – 1.0 FTE	$2,834
Savarese, Daniel	Musical/Drama SOM - .6 FTE	$3,919.80
Schwartz, Beth	Yearbook CHS - .5 FTE	$3,266.50
Seaman, William	Intram (FT/PT) CHS – 1.0 FTE	$3,906.50
Shannon, Robert	Intramural (Winter & Spring) SOM – 1.0 FTE	$6,396
Simon, Amy	AM Duty Monitor SMA – 1.0 FTE	$1,250
Smalletz, Jennifer	Bus Duty MAR - .27 FTE	$923.45
Tait, Richard	Bus Duty SM - .15 FTE	$1,015.80
Taylor, Hope	Sophomore Class Adv. CHS – 1.0 FTE	$4,126
Taylor,	Varsity, Volleyball	$5,104

T. Charles	CHS – 1.0 FTE	
Tighe, Donald	Orchestra SOM - .5 FTE Marching Asst. CHS – 1.0 FTE	$1,661.50 $2,834
Wagner, Donna	Bus Duty MAR - .27 FTE	$923.45
Wells, Natalie	Personal Hygiene TUS – 1.0 FTE	$941
Welner, Heidi	Science Team CHS – 1.0 FTE	$3,323
Whitaker, Terri	Personal Hygiene MAR – 1.0 FTE	$941
Williams, Melissa	Junior Varsity, Field Hockey CHS – 1.0 FTE	$4,251
Witty, Dean	Junior Varsity, Soccer Girls CHS – 1.0 FTE	$4,251
Wolfmeyer, Mark	Math Team CHS - .25 FTE	$830.75
Wright, Jazmine	Junior Varsity, Volleyball CHS – 1.0 FTE	$4,251
Wright, Johanna	MLKA SOM – 1.0 FTE	$2,834

2427M. APPROVED REVISED JOB DESCRIPTION

STIPEND POSITION: SHOP FOREMAN

2428A. APPOINTMENT OF SUBSTITUTE TEACHERS FOR THE 2008-2009 SCHOOL YEAR

STATE CERTIFIED TEACHER

NAME	INSTITUTION	DATE	DEGREE
Hunt, Tomeeko	Morgan State University Kean University	5/1999	B.A.
Link, Sheree	State University of New York at Stony Brook	5/1977	B.A.
Polo, Michelle	Caldwell College	5/1993	B.S.
Sharif, Latifa	University of Maryland Eastern Shore	12/2006	B.A.
Smerdon, Cindy	William Paterson University Nova Southeastern University	5/2000 1/2008	B.S. M.A.
Spencer, Keisha	Kean University	5/2001	B.A.
Weinstein, William	University of Southern California	2/1972	B.A.

NAME	INSTITUTION	DATE	DEGREE	SALARY
Convery, Karen	Villanova Univ. New York Univ.	5/1999 6/2002	B.A. M.A.	$271.84

COLLEGE GRADUATE AND COUNTY SUBSTITUTE CERTIFICATE

NAME	INSTITUTION	DATE	DEGREE
Castro, Sonia	New York University	6/2001	B.A.
Cummings, Carol	Montclair State University New York University	5/1979 10/1985	B.A. M.A.
Davis, Marci	Springfield College	5/2007	B.S.
Harrington, Christie	State University of New York	5/1975	B.A.
Jacques, Giguel Joseph	Kean College	5/1996	B.A.
Palmer, Rose-Marie	Rutgers University Tuskegee Univ. School of Veterinary Medicine & Allied Hlth Ross University School of Medicine	5/1995 5/2001 6/2007	B.S. D.V.M. D.M.Sc.
Pierson, Elizabeth	Providence College	5/2006	B.A.
Symonds, Judith	Seton Hall University	5/1976	B.A.
Washington, Chares	DeVry University	5/2007	B.S.

NON-DEGREE SUBSTITUTE CERTIFICATE

Frydman, Jacqueline
Noel, Elfona
Page-Patterson, Naomie

2428B. APPOINTMENT OF VOLUNTEER COACH FOR THE 2008-2009 SCHOOL YEAR

NAME	SPORT
Curtin, David	Football/Varsity Head Coach

2428C. APPOINTMENT OF LONG-TERM SUBSTITUTE TEACHERS FOR THE 2008-2009 SCHOOL YEAR

NAME	DAILY RATE
Cummings, Carol	$170
Davis, Marci	$170
Navata, Marc	$170
Schuele, Teresa	$170
Smerdon, Cindy	$170

2428D. APPOINTMENT OF SUBSTITUTE TEACHERS PAID AT A DAILY RATE OF $100 FOR THE 2008-2009 SCHOOL YEAR

Kwadwo Adjei-Twum Robin Hawkins Paula Murray
Justin Anderson Miriam Kargbo-Jackson Charles Neighbors
Lucy Ayoola Kathleen Kling Genevieve Nilluka
Patrick Ayoola Paul Kierman Rebecca Nuguid

Douglas Bail Catherine Klusey Michael Pease
Patricia Ballew Norma Konowal Rayna Pomper
Joaquin Bohorquez Suzanne McCalla-Simmonds Wesley Reason
Holly Buechel Donald McLaughlin Sandra Reavis
Margaret Campbell Helena Milanytch Sharon Roberts
Duclos Dolce Amber Montgomery Junior Spencer

2428E. REAPPOINTMENT OF SUBSTITUTE TEACHERS FOR THE 2008-2009 SCHOOL YEAR

TEACHER CERTIFIED

LAST NAME	FIRST NAME	DEGREE	CERT
Sterling	Robert	B.S./M.A.	CEAS-Elementary

2429A. Approves the attached list of students who are scheduled to attend Out-of-District tuition supported programs for the 2008-2009 extended school year [on file in Board Secretary's office].

2429B. Approves the attached list of students who are scheduled to attend Out-of-District tuition supported programs for the 2008-2009 school year [on file in Board Secretary's office].

2429C. Rescinds the attached list of students whose Out of District tuitions were previously approved [on file in Board Secretary's office].

2430. Approves the revised Bilingual/ESL Three-Year Program Plan for School Years 2008-2011 [on file in the Board Secretary's office].

ROLL CALL: Motion 2427A-C, G, I-M, 2428A-C, 2429A-C, passed; 8 yes, 0 no.
Motion 2427D-F, H, 2430 passed. YES: Mr. Bennett, Ms. Crawford, Mrs. Daugherty, Mr. Eastman, Mr. Gleason, Ms. Karriem, Dr. Payne-Parrish, Mrs. Wren-Hardin.

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

2431. Approves the revised Board Member committee and liaison assignments as highlighted on the attached spreadsheet [on file in Board Secretary's office].

ROLL CALL: Motion 2431 passed; 8 yes, 0 no.

Board recessed at 8:55 p.m.
Board reconvened at 9:12 p.m.

Mr. Gleason provided background on the district goals development. The document was conceived as a four year plan with milestones for each year.

MOTION made by Ms. Crawford, seconded by Mr. Bennett, that the Board of Education:

2432. Adopts the attached 2008-09 District Goals:

Our Mission

The South Orange-Maplewood School District prepares each student to be a productive member of society by offering a quality, comprehensive education within a diverse learning community that values academic excellence and has the expectation that all students at all grade levels achieve proficiency in the New Jersey Core Curriculum Content Standards.
As a productive member of society, a student of South Orange-Maplewood will be:
• responsible, caring, collaborative and ethical.
• a critical thinker and problem solver.
• an effective communicator, both orally and in writing.
• a lifelong learner.

Core Values

• We value equity and excellence in achieving our mission.
• We value effective communication and active collaboration.
• We value investments in early childhood as the foundation of good education.
• We value the renewal of our secondary schools as vibrant and rigorous learning environments.

Preamble

These *district goals* establish the ends by which the district's success in fulfilling its mission of educating students shall be measured from 2007 - 2011. Each of these goals, and the underlying objectives, is important and relates to the others. No objective shall be considered met if its achievement comes through the erosion of another objective's baselines.

These goals also comprise essential steps on the path to meeting the aim of the federal No Child Left Behind law to achieve 100% student proficiency in core subject areas by 2014, as measured by standardized assessments. The board hereby embraces that aim.

These goals—specifically their achievement or lack thereof—shall form the primary basis for evaluation of the superintendent by the board. Each is rooted in the strategic imperatives identified in *Vision 2010: Rigor, Relationships & Resources*, the strategic plan that was adopted by the board in October 2005. The board presents this document as the primary statement of priorities that shall govern the initiatives, budget allocations and collective-bargaining objectives of the district in 2007-08 as it looks ahead to 2010-11. Each year the board will review and amend these goals by resolution, including resetting and adding milestones.

Lastly, the board wishes to emphasize that the schools of South Orange-Maplewood seek to educate the *complete* student, utilizing a broad and diverse curriculum that includes art, music, languages, technology, physical education and other subjects that may not be mentioned as priorities for improvement in the goals that follow. Although continuing improvement in the quality of language-arts and math instruction is an essential priority (as indicated in Goal One), it is not the board's intent that such improvement occur through a de-emphasis of the arts and sciences.

Roles

The board has a responsibility to ensure that the district goals reflect community values, to establish the necessary policies to achieve the goals, and to communicate with the community about the goals and progress toward them.

The superintendent is responsible for progress toward the goals, through the management of all staff to achieve clearly stated milestones. The board shall evaluate his performance by assessing success against the milestones on an annual basis.

Definitions

Each of the four district goals has five components.

Goal statement — Articulation of the fundamental, long-term aspirations for the schools of South Orange-Maplewood.

Objectives — Specific targets for each goal area. All objectives are four-year targets.

Indicators — Criteria used to evaluate progress toward the goals. They consist of types of information, both quantitative and qualitative, that can reasonably be used to evaluate progress.

Baselines — Articulation of the current status for each indicator for which information is currently available as of the end of the 2006-07 school year. For many indicators data does not yet exist and a mechanism for collecting and reporting good information needs to be developed before a baseline can be defined.
Milestones — Milestones are one-year targets and will serve as the primary basis for measuring the district's progress and the primary means among several for evaluating the superintendent's performance.

Goal One: Student Learning

The South Orange-Maplewood Public Schools will promote the intellectual, social, emotional and physical growth of all students.

Objective A: On both an aggregated and disaggregated basis, the student body in South Orange-Maplewood will demonstrate academic achievement and breadth equal to or better than peer districts as grouped socioeconomically by the state (District Factor Group "I").

Indicator 1: Student performance comparisons to the District Factor Group on both aggregated and disaggregated scores [comparing like to like] on state assessments in language arts, math and science.

Baseline	2007-2008	2008-2009	2009-2010	2010-2011
2006-07 NJ ASK, NJ ASK 8 (formerly GEPA) & HSPA scores	15% closer to DFG* on: · advanced proficient · partially proficient	20-35% closer to DFG on: · advanced proficient · partially proficient	35-65% closer to DFG on: · advanced proficient · partially proficient	65-100% closer to DFG on: · advanced proficient · partially proficient

**Example: If the gap in 2007 HSPA scores is 20 percentage points, narrow it to 17 points.*

Objective B: Enactment of rigorous curricula and an aligned, value-added assessment system; and the creation of expanded learning opportunities to enable the district to meet its goals.

Indicator 1: Implementation of a valid, reliable, and fair growth model to assess the progress of student cohorts and frequent diagnostic assessments in core content areas.

Baseline	2007-2008	2008-2009	2009-2010	2010-2011
No growth model exists	Develop by spring 2008	Pilot Wireless Generation tools (K-2), Learnia (3-8), and develop common midterm and	Full implementa-tion	Assess and revise

		final exams (6-10). Complete growth model.		

Indicator 2: A consistently implemented K-12 standards-based core curriculum reflecting world class standards and 21st century skills.

Core Area	2007-2008	2008-2009	2009-2010	2010-2011
English Language Arts	Assess	See indicator 3 below	See indicator 3 below	See indicator 3 below
Mathematics	Monitor	Assess	Revise	Implement
Science	Implement	Monitor	Assess	Revise
Social Studies	Revise	Implement	Monitor	Assess
World Languages/ESL	Implement	Monitor	Assess	Revise
PE/Health	Revise	Implement	Monitor	Assess
Fine Arts	Implement	Monitor	Assess	Revise
Media/Educational Technology	Monitor	Assess	Revise	Implement

Indicator 3: (Added 2008) The district will revise its K-12 Language Arts Literacy curriculum to reflect increased rigor for all student populations

Baseline	2008-2009	2009-2010	2010-2011
Data from LAL Audit indicates	Revise curriculum for grades K-8 Develop common grade level	Adopt revised K-8 curriculum July	Adopt revised curriculum for grades

need for total revision of K-12 LAL curriculum	assessments for grades 6-10 Identify diagnostic assessment tool(s) for grades 3-5 Implement bi-annual formative assessments for reading and writing in grades 3-8 which focus on skills needed for NJASK Monitor and assess curriculum implementation and protocols Continue district walkthroughs	2009 Revise curriculum for grades 9-12 Monitor and assess curriculum implementation and protocols Continue district walkthroughs	9-12 July 2010 Monitor and assess curriculum implementation and protocols Continue district walkthroughs

Indicator 4: Academic intervention and acceleration for struggling and/or disengaged students.

Milestones for 2008-2009: 10% decrease of students who scored partially proficient and/or failed academic courses

Indicator 5: Number of sections of full-day kindergarten.

Baseline	2007-2008	2008-2009	2009-2010	2010-2011
2 full day sections	3 full day; develop plan to promote the readiness of all students for first grade	17 full day sections	Universal Full Day K	N/A

Indicator 6: Aggregated and disaggregated rates of 1) student participation and achievement in: AP and advanced classes, AP and SAT tests, arts, athletics, extracurricular activities, community service; and 2) graduation, and college matriculation.

Milestones for 2008-2009: Update data in January state of the district. Reduce outcome and participation gaps correlated to demographics by 10% in all categories.

Objective C: Elimination of variations in achievement among student groups correlated with race, socioeconomic status, and special needs.

Indicator 1: District leveling policies/regulations/practices based primarily upon objective performance criteria for placement and advancement that are clearly and fully communicated to the school community.

Baseline	2007-2008	2008-2009	2009-2010	2010-2011
January 2007 memo from Jim Memoli regarding academic placement criteria	Policies/ regs/ practices reviewed and fully communicated	Develop and present options of structural and/or criteria changes for board consideration and action by February 2009. Options must reflect current research, best practices in other districts, and implementation considerations.	Begin implement-tation of desired option.	Monitor and assess impact on achieve-ment

Indicator 2: Development of preparatory programs to enable access for a greater number of students to higher level classes.

2007-2008	2008-2009	2009-2010	2010-2011

Investigate preparatory programs for access to higher level classes	Create baseline of percentages of students in Level 2 and Level 3 that move up a Level over the course of the school year or at the end of the year. Create additional time programs that will enable students (at each grade level and in each core subject) to acquire the knowledge and skills necessary to move from Level 2 to Level 3 or from Level 3 to Level 4	Implement Increase the number percentages of students in Level 2 and Level 3 that move up a Level over the course of the school year or at the end of the year by 10%	Monitor and assess impact on achieve-ment

Indicator 3: Size of statistically significant differences in 1) student performance on standardized assessments, SAT and AP scores by race, socioeconomic status, and special needs; and 2) graduation rates, and college matriculation data.

Baseline	2007-2008	2008-2009	2009-2010	2010-2011
2006-07 NJ ASK, GEPA, HSPA, SAT & AP scores; graduation and college-matriculation rates	15% of the gap closed on: advanced proficient partially proficient	20-35% of the gap closed on: advanced proficient partially proficient	35-65% of the gap closed on: advanced proficient partially proficient	65-100% of the gap closed on: advanced proficient partially proficient

Objective D: Improved student conduct

Indicator 1: A student-centered districtwide code of conduct, tailored as appropriate to different age groups in the elementary, middle and senior high schools, including a valid, reliable and fair method for honoring outstanding positive conduct.

Baseline: Schools have guidelines in handbooks; infractions and consequences not consistent across the district and not tabulated for data collection

Milestones for 2008-2009: create a districtwide data collection system and a consistent code of conduct across schools

Objective E: Increased excellence and equity at Columbia High School

Indicator 1: Well-articulated and standards-aligned curricula

Milestones for 2008-2009: Delineate and prioritize course content (Grades 9, 10). Curricular documents written and field tested for Algebra I, Geometry, Algebra II, English I, and English II

Indicator 2: Curriculum-based common assessments.

Milestones for 2008-2009: Draft and pilot common assessments in core content areas grades 9 and 10.

Indicator 3: A positive, caring and safe environment that supports student achievement and engagement

Baseline-DSACS Student Survey of school climate (May 2008); suspension reports for the 2007-2008; Violence and Vandalism Reports for the 2007-2008

Milestones for 2008-2009: provide training to staff in Social Emotional Learning; strengthen and coordinate at-risk behavior preventions; enhance recognition of students in academics and extracurricular activities. Reduce number of students suspended out of school. Reduce the number of incidents of violence and vandalism.

Indicator 4: Strengthen the special education inclusion program

Baseline: While there are many highly effective co-teaching pairs, the successful team practices have not been identified, quantified, or shared as best practices with colleagues.

Milestones for 2008-2009: Develop a systemic procedure to identify highly effective co-teaching pair practices and teacher trends that positively impact instruction in inclusion classrooms.

Milestones for 2009-2010: Implement program of professional development based on the data collected and analyzed in 2008-2009 for all inclusion co-teaching teams.

Goal Two: Professional Staff

The staff of the South Orange – Maplewood Public Schools will be world-class, with a deep knowledge and understanding of the subjects they teach, and the ability to achieve the educational outcomes the district seeks to achieve.

Objective A: Recruitment, hiring and retention of diverse, qualified and high-performing professional staff.

Indicator 1: Number of qualified candidates for employment; percent of qualified candidates of color

Milestones for 2008-2009: Develop the district's definition of a "qualified candidate" and generate baseline data

Indicator 2: Retention of high-performing staff.

Milestones for 2008-2009: Generation of baseline data, including definition(s) of high performance

Objective B: Professional development programs to equip district faculty to contribute to measurable improvements in student achievement.

Indicator 1: Rollout of an initiative to stimulate faculty pursuit of national board certification (NBC).

Baseline: No district NBC program and no certified teachers in the district.

Milestones for 2007-2008: Development of an NBC program that includes subsidies, supports and incentives for teachers undertaking the process; 5-10 teachers begin the process to attain their board certification, with support (financial and release time) from the district

Milestones for 2008-2009: An additional 5-10 teachers begin the process, and maintained support to the 11 currently committed.

Indicator 2: Access to and provision of high-quality professional development, based on need as identified in the personnel evaluation, to all teachers, school leaders and central office staff.

Baseline: unknown percent of teachers, school leaders and central office staff receive unknown quality of professional development

Milestones for 2007-2008: A system to track the amount of professional development that each teacher, school leader and central office staff member participates in and a feedback system that enables the participating person to rate the quality, relevance and ability to apply what they learn to improve his or her teaching/leading and/or other tasks and responsibilities as tied to school and/or district improvement goals

Milestones for 2008-2009: implement the tracking system, with data analysis to be done twice annually.

Indicator 3: Implementation of leadership opportunities to enable teachers to exercise greater leadership without entirely leaving the classroom

Baseline: no formal process to develop teacher leaders

Milestones for 2008-2009: Create opportunities for teachers to exercise leadership in curriculum and staff development

Objective C: A performance evaluation and compensation system driven by objective measures that are tied to student learning and school/district goals.

Indicator 1: A valid, fair and reliable system for performance evaluation of principals, assistant principals and supervisors, driven by objective measures (student achievement and school/district goals) and linked to opportunities for incentive compensation.

Baseline: No system currently exists

Milestones for 2007-2008: Development via committee including ASCA representatives of a system for performance evaluation of principals and supervisors driven by objective measures

Milestones for 2008-2009: Finalize and pilot system in 08-09.

Indicator 2: A multi-rater, team approach to non-tenured and tenured personnel evaluations, using an evaluation format and procedures that are high-quality and aligned to student achievement and district goals.

Baseline	2007-2008	2008-2009	2009-2010	2010-2011
In current process, non-tenured staff have a single primary evaluator; the secondary evaluator does not always formally observe	Development of a multi-rater, team approach aligned to student achievement, and school and/or district improvement goals for 3rd year non-tenured personnel evaluations	Assess and refine approach; extend to 2nd year non-tenured and struggling tenured staff	Assess and refine approach; extend to first year non-tenured and struggling tenured staff	Extend to broader tenured staff

Goal Three: Communications

The South Orange-Maplewood Public Schools will promote effective communication within the schools and throughout the greater community.

Objective A: Improved district communications for internal and external constituencies.

Indicator 1: Implementation of a user-friendly, information-rich district website.

Baseline	2007-2008	2008-2009
Current site is information-rich but unappealing in design and difficult to navigate	New design and navigation on homepage up by Oct. 31, 2007; new site complete by Feb. 1, 2008; Board minutes posted promptly for public view after Board meetings	Usage of and user feedback on the district website. School and curriculum pages are regularly updated, user-friendly and information-rich

Indicator 2: Readable, information-rich regular publications provided in English, Spanish and Haitian-Creole.

Baseline 2006-2007	2007-2008	2008-2009
annual district calendar/handbook published and widely distributed; monthly education page published in News-Record; e-mail to "key communicators" twice a month to announce	Launch of a periodic e-newsletter in 2007-08 to full parent & citizen community;	New parent letter and resource packet produced and distributed in Haitian-

Board meetings and agendas and as necessary to disseminate messages and other news from the superintendent; board recognitions in a News-Record column and in the South Orange Gaslight	publication of an annual report to the community in spring 2008	Creole and Spanish. E-newsletter issued at least monthly; State of the District report released in January

Indicator 3: Parent, staff and community satisfaction ratings from multiple survey tools, aggregated and disaggregated.

Baseline: Survey tools do not currently exist

Milestones for 2008-2009: Develop and implement surveys by October 2008 to address satisfaction and solicit ideas for improvement with the website, newsletters; and by February 2009 for the annual report.

Objective B: Strong partnerships with parents, local businesses, and organizations in the community.

Indicator 1: Outreach to welcome and engage parents who are new to the district or marginally engaged in the school community.

Milestones for 2008-2009: Develop inventory and assessment of outreach programs and participation levels at each district school.

Objective C: Assess stakeholder satisfaction.

Indicator 1: Student, parent and staff feedback on quality of instruction and other elements of education in SOM schools.

Milestones for 2008-2009: Conduct survey(s) to garner feedback on quality of instruction and other elements of education from students, parents and staff.

Goal Four: Resource Management

The South Orange – Maplewood Public Schools will manage fiscal and facilities resources effectively and efficiently.

Objective A:A transparent, efficient budget that aligns with and supports the attainment of district goals and that reins in spending on budget categories that are rising at a faster rate than the cost of living.

Indicator 1: Timely approval of budgets in accordance with the state spending cap.

Baseline: 2007-2008 budget met cap and included a $90,000 separate proposal covering two onetime items

Milestones for 2008-2009: Passage of a 2009-10 budget at cap and including no separate proposal items other than items required to achieve these district goals.

Indicator 2: Rate of growth in health-insurance costs.

Baseline: 2006-07 spending on health insurance

Milestones for 2007-2008: Introduction of an opt-out incentive program whereby employees with the option of being covered by a spouse or other plan can withdraw from district coverage and share in the resulting savings to the district.

Milestones for 2008-2009: Analyze first- and second-year savings in other similar NJ districts that have introduced opt-out incentives, then achieve participation rate in district's incentive program equal to or higher than average rate for analyzed districts

Indicator 3: Rate of growth in energy costs.

Baseline: 2006-07 spending on energy

Milestones for 2007-08: Limit increase or achieve a decrease in 2007-08 energy usage so that in the case of a comparable winter and energy costs rising at a rate comparable to or below cap district energy spending does not increase by more than cap (4%); implement strategies for controlling or reducing energy spending in 2008-09 budget
Milestones for 2008-2009: Limit increase or achieve a decrease in 2008-09 energy usage so that in the case of a comparable winter and energy costs rising at a rate comparable to or below cap district energy spending does not increase by more than cap (4%); implement strategies for controlling or reducing energy spending in 2009-10 budget. Analysis of energy consumption by location (in anticipation of location-by-location target setting and monitoring for 09-10). Capital planning reflects energy audit finding.

Indicator 4: Usage of alternative sources of energy.

Baseline: 100% reliance on traditionally powered gas & electricity

Milestones for 2007-2008: Completion of an alternative-energy sources feasibility study
Milestones for 2008-2009: Long Range Facilities Planning to incorporate feasibility study findings where appropriate

Indicator 5: Rate of growth in special education costs.

Baseline: 2006-07 spending on special education and in particular, on out-of-district tuition

Milestones for 2008-2009: Identify new opportunities for retaining special-education students in district in 2009-10 with a corresponding improvement in, or at least matching of, delivery of services to those students

Indicator 6: Rate of growth in alternative funding sources.

Baseline: 2006-2007 competitive grant applications and dollar value, and competitive grant approvals and dollar value

Milestones for 2007-2008: Minimum 20% increase in competitive grant approvals and dollar value, with emphasis on ensuring alignment of grants (and efforts expended in obtaining grants) with district goals
Milestones for 2008-2009: Minimum of 20% increase in competitive grant approvals and dollar value, with emphasis on ensuring alignment of grants (and efforts expended in obtaining grants) with district goals.

- Develop district-wide corporate sponsorship inventory. Establish baseline of alternative source revenues, including donations, gifts, corporate sponsorships and other revenue generation, excluding competitive grants.

Objective B: Well-maintained facilities that enable focused and effective teaching and learning, and are repaired and updated in an architecturally sensitive and fiscally responsible manner.

Indicator 1: Feedback from parents, students, administrators and teachers on facilities.

Baseline: Some feedback currently exists

Milestones for 2007-2008: Introduction of annual parent, student, administrator and teacher surveys
Milestones for 2008-2009: Continuation of annual administrator and teacher surveys, and the introduction of a student survey at CHS.

Indicator 2: Numbers of work orders and their completion.

Baseline: 2006-2007 work orders; need to disaggregate into groups defined by complexity and length of time required to complete

Milestones for 2007-208: Decline in work orders; improvement in average time required to close work orders of similar complexity
Milestones for 2008-2009: Decline in work orders; improvement in average time required to close work orders of similar complexity

Indicator 3: District spending on repairs, work orders, and building operations.

Baseline: 2006-2007 spending on repairs, work orders and building operations

Milestones for 2008-2009: Limit increase in spending on repairs, work orders and building operations to cap (4%)

Indicator 4: Progress on Long-Range Facilities Plan.

Baseline: 2006-2007 LRFP spending and project completions

Milestones for 2007-2008: Issuance of new $10 million LRFP bonds; timely completion of scheduled projects

Milestones for 2008-2009: Begin planning for the next bond sale. Architect meetings, engineering studies, decision of project list for the next bond issue. Begin initial study and planning for next Long Range Facilities Plan, with aim of identifying and declaring primary objectives of the next Plan by 2009-10.

Objective C: Effectively operating transportation, food service, purchasing, payroll, security, custodial, and facilities services.

Indicator 1: Parent, student, administrator and teacher surveys.

Baseline: Report-card survey tool used in 2006-07 to gather input on custodial services

Milestones: Improved marks for custodial services on 2007-08 surveys; introduce new survey tool for facilities services in 2007-08; in 2008-09 and beyond, add survey tools for transportation, food and payroll services, and institute an occasional purchasing audit

Objective D: Environmentally responsible facilities operations.

Indicator 1: Expansion of district recycling program.

Baseline: Current recycling activities in some schools and buildings

Milestones for 2007-2008: Implementation of expanded recycling programs to collect and recycle paper, glass and plastic at all schools and buildings

Milestones for 2008-2009: Full compliance at every building, checked through random monitoring visits. Addition of recycling of plastic and aluminum at Underhill Sports Complex.

Objective E: Shared services provided in collaboration with the village and township.

Indicator 1: Specific shared services and the value or savings associated with them.

Milestones: Participation in and completion of the SHARE grant feasibility study in 2007-08 in partnership with the municipalities of South Orange and Maplewood

Milestones for 2008-2009: Ensure that SHARE feasibility study either includes or leads to a plan for field use that incorporates Maplewood's plans for turf fields at Dehart Park and the district's plans for a turf field and redevelopment at Underhill Field

Objective F: A technology infrastructure that effectively supports instruction and administration for the 21st century

Indicator 1: A five year technology plan that defines goals and anticipates technology needs and expenditures.

Indicator 2: Increase bandwidth to the internet.

Baseline: The 3meg pipe to the internet serves the entire district, and is at capacity during normal operating hours, making it difficult to access online instruction material, the special services database and online work order system.

Milestones for 2008-2009: increase from 3 meg to 9 meg

Indicator 3: State of the art high speed wide area network that can be used to provide 4 digit dialing across the district, ability to centralize database systems, broadcast video across the district, and remove existing wireless network used for the security system.

Milestones for 2008-2009: Design for increased WAN focused on school district needs, with optional collaboration with the municipalities, for bid to be supported by capital plan expenditure

Mission Statement:

MOTION made by Ms. Crawford, seconded by Mr. Bennett, to amend paragraph 1 to add "proficiency in" in the first sentence.

ROLL CALL: Motion to amend Mission Statement passed; 8 yes, 0 no.

Goal 1:

MOTION made by Mr. Gleason, seconded by Mr. Eastman, to amend Objective A, Indicator 1, to return to original language to achieve 100% by 2010-11.

ROLL CALL: Objective A, Indicator 1 amendment was defeated; 1 yes, 7 no (Mr. Bennett, Ms. Crawford, Mrs. Daugherty, Mr. Eastman, Ms. Karriem, Dr. Payne-Parrish, Mrs. Wren-Hardin).

MOTION made by Ms. Karriem, seconded by Mr. Bennett, to amend Objective A, Indicator 1, to set goals of 2008-09 at 20-35%, 2009-10 at 35-65%, 2010-11 at 65-100%.

ROLL CALL: Motion to amend Objective A, Indicator 1 passed; 5 yes, 2 no (Mrs. Wren-Hardin, Dr. Payne-Parrish), 1 abstain (Mr. Eastman).

MOTION made by Mrs. Daugherty, seconded by Ms. Crawford, to amend Objective C, Indicator 3 to include the same ranges as in Objective A, Indicator 1.

ROLL CALL: Motion to amend Objective A, Indicator 3 passed; 8 yes, 0 no.

MOTION made Dr. Payne-Parrish, seconded by Mr. Bennett, to amend Objective C, Indicator 2 to delete "CHS" from the 2008-09 milestone.

ROLL CALL: Motion to amend Objective C, Indicator 2 passed; 8 yes, 0 no.

MOTION made by Mr. Gleason, seconded by Mrs. Crawford, to amend Objective E, Indicator 3 to add "to staff" in 2008-09 milestone.

ROLL CALL: Motion to amend Objective E, Indicator 3 passed; 8 yes, 0 no.

MOTION made by Ms. Crawford, seconded by Mr. Eastman, to amend Objective E, Indicator 4 to add "practices" in 2008-09 milestone.

ROLL CALL: Motion to amend Objective E, Indicator 4 passed; 8 yes, 0 no.

Goal 2:

MOTION made by Ms. Karriem, seconded by Dr. Payne-Parrish, to amend the first paragraph to add "with a deep knowledge and understanding of the subjects they teach and the ability to achieve the educational outcomes the district seeks to achieve."

ROLL CALL: Motion to amend the first paragraph passed; 8 yes, 0 no.

MOTION made by Ms. Karriem, seconded by Ms. Crawford, to amend the first sentence of Objective B to delete "that help district faculty to become the best of the best" and add "to equip district faculty to contribute to measurable improvements in student achievement."

ROLL CALL: Motion to amend Objective B passed; 8 yes, 0 no.

MOTION made by Mr. Gleason, seconded by Ms. Crawford, to amend Objective C, Indicator 2 to delete "begin to" in 2010-11 milestone.

ROLL CALL: Motion to amend Objective C, Indicator 2 passed; 5 yes, 3 no (Mr. Gleason, Dr. Payne-Parrish, Mrs. Wren-Hardin).

MOTION made by Mrs. Wren-Hardin, seconded by Ms. Crawford, to amend Objective D to delete "customer" and replace with "community."

ROLL CALL: Motion to amend Objective D passed; 8 yes, 0 no.

MOTION made by Dr. Payne-Parrish, seconded by Ms. Karriem, to amend the amendment to Objective D to delete "community" and replace it with stakeholder and remove quotation marks.

ROLL CALL: Motion to amend the amendment to Objective D passed; 8 yes, 0 no.

MOTION made by Ms. Crawford, seconded by Mr. Bennett, to move Goal 2, Objective D to Goal 3, Objective C.

ROLL CALL: Motion to move Goal 2 Objective D to Goal 3, Objective C passed; 6 yes, 2 no (Mrs. Wren-Hardin, Mrs. Daugherty).

Goal 3:
No changes.

Goal 4:

MOTION made by Mrs. Daugherty, seconded by Ms. Crawford, to amend Objective A, Indicator 6 to delete Milestone for 2008-09 and replace with duplicate of Milestones 2007-08 for new 2008-09; and add new Milestone "Develop districtwide corporate sponsorship inventory. Establish baseline of alternative source revenues including donations, gifts, corporate sponsorships and other revenue generation excluding competitive grants.

ROLL CALL: Motion to amend Objective A, Indicator 6 passed; 8 yes, 0 no.

Correct typo in Objective A, Indicator 3 Milestones from 2007-08 to 2008-09.

MOTION made by Mrs. Wren-Hardin, seconded by Dr. Payne-Parrish, to amend Objective B, Indicator 1 to add "and the introduction of parent and student surveys."

MOTION was withdrawn.

MOTION made by Dr. Payne-Parrish, seconded by Mr. Eastman, to amend Objective B, Indicator 1 to add "and the introduction of a student survey at CHS."

ROLL CALL: Motion to amend Objective B, Indicator 1 passed; 6 yes, 2 no (Mr. Bennett, Ms. Karriem).

ROLL CALL: Motion 2432 passed as amended; 8 yes, 0 no.

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

2433A. Receives and accepts the following financial reports:

1. Board Secretary's Report dated August 29, 2008.
2. Expense Account Adjustment Analysis dated August 29, 2008.
3. Revenue Account Adjustment Analysis dated August 29, 2008.
4. Check Register #354906 in the amount of $563.74
5. Check Register # 354907-355267 in the amount of $4,440,362.29.
6. Check Register #200304 in the amount of $606,021.05.
7. Check Register #200305 for August payroll in the amount of $998,032.04.
8. Treasurer's Report dated May 31, 2008
9. Treasurer's Report dated June 30, 2008
10. Treasurer's Report dated July 31, 2008

2433B. Certify the Board Secretary's Monthly Finance Report [signed certification on file in Board Secretary's office].

2433C. Approves the following list of providers for the 2008-09 school year for the services indicated:

Provider	Service	Rate
Invo Health Care Assts, Inc. Jamison, PA	Speech & Language	$88/hour
Stephanie Mastriano Kearny, NJ	ABA	$45/hour
Rebecca Russell West Orange, NJ	Math Tutoring	$90/hour
Janis Bunis West Orange, NJ	Speech & Language	$90/hour
Creative Speech Solutions Summit, NJ	Speech Therapy	$113/session

2344D. Approves the following attendance and related travel expenses:

BOARD MEMBER	EVENT	DATE	Location	Estimated Cost ($'s)

Sandra Karriem	New Board Member Orientation	11/15/08	Mountain Lakes, NJ	150

BE IT FURTHER RESOLVED THAT the Board of Education approve the above event to be work related and within the scope of the work responsibilities of the of the attendee and promotes the delivery of instruction or furthering of efficient operation of the school district and is fiscally prudent, and in compliance with N.J.S.A. 18A:12-24 and 24.1 of the School Ethics Act.

2344E. WHEREAS, the following employees have requested approval for the indicated work-related travel; and

WHEREAS, the attendance at stated function was previously approved by the employees' supervisor and superintendent as work-related and within the scope of the work responsibilities of the attendee; and

WHEREAS, the attendance at the function was approved as promoting delivery of instruction or furthering efficient operation of the school district; and fiscally prudent;

THEREFORE, BE IT RESOLVED THAT the Board of Education approves the attendance and related travel expenses for the following work-related events:

EMPLOYEE	WORKSHOP/CONFERENCE	DATE	Location	Estimated Cost ($'s)
Kristopher Harrison-MMS	LEAP Institute-ASCD	9/15-17/08	Arlington, VA	931
Karla Milanette-C.O.	NJASBO – QSAC	10/7/08, 10/23/08	Robbinsville/ Mt. Olive, NJ	100
Domenico Tancredi CHS	Teaching Italian	9/26/08	Montclair, NJ	65
Gail Salomon Sp. Svcs	Exploring Technology in the area of Reading	10/17/08	Princeton, NJ	195
Marci Davis P.E.	NJAHPERD	10/3-5/08	Stillwater, NJ	150
Danielle Elko MMS	NJSCC Conference	10/27/08	East Windsor, NJ	95
Mary McCourt MMS	AENJ	10/7/08	Somerset, NJ	90
Michele Reisman MMS	Art Educators of NJ	10/7/08	Somerset, NJ	107
Denise Giorello-Moczulski C.O.	CPI Instructor Training	10/14-16/08	NY, NY	613
Matthew Endlich Sp.Ed.	CPI Instructor Training	10/14-17/08	NY, NY	1390

2433F. Approves the submission of an application for 2009 FY Individuals with Disabilities Education Improvement Act entitlement funds as follows:

Part B Basic Allocation	$1,339,253
Preschool Allocation	$38,807

2433G. Approves the application to Best Buy, Inc. for a grant up to $1,000 to be used by Montrose School for an audio book library.

BE IT FURTHER RESOLVED THAT the Board President, Superintendent and Board Secretary are authorized to execute and deliver any necessary contracts and reports on behalf of the Board.

2433H. Accepts a grant from Washington Mutual in the amount of $3,000 for South Orange Middle School to be used to purchase library materials.

BE IT FURTHER RESOLVED THAT the following budget is increased and the Superintendent or his designee is authorized to administer it:

20-066-200-890 SOMS $3,000

2433I. Accepts a grant from the Italian American Committee on Education in the amount of $2,628.60 to be used for the purchase of educational materials to support Italian classes at Columbia High School.

BE IT FURTHER RESOLVED THAT the following budget is increased and the Superintendent or his designee is authorized to administer it:

20-023-100-610 CHS Italian Classes $2,628.60

BE IT FURTHER RESOLVED THAT the Board President, Superintendent and Board Secretary be authorized to execute and deliver any necessary contracts and reports on behalf of the Board.

2433J. Awards the contract for computer maintenance to Synergy Systems – Light, Sounds & Video, LLC. of Holmdel, New Jersey, for the lowest responsible bid of $39.78 per hour plus the cost of parts and materials.

2433K. Awards the contract for video distribution repair to Synergy Systems – Light, Sounds & Video, LLC. of Holmdel, New Jersey, for the lowest responsible bid of $44.40 per hour plus the cost of parts and materials.

2433L. Awards the contract for the Purchase of Infrared Audio Enhancement Systems to Open Systems Integrators, Inc. of Manalapan, New Jersey, for the lowest responsible bid of $21,589 with an additional unit cost of $1,420 per enhancement and $815 per portable.

BE IT FURTHER RESOLVED THAT the Board of Education awards the contract for the Installation of Infrared Audio Enhancement Systems to Synergy Systems – Light, Sounds & Video, LLC. of Holmdel, New Jersey, for the lowest responsible bid of $3,161.60.

2433M. Approves an agreement with American Family Life Assurance Company of Columbus (AFLAC) to offer a variety of insurance plans to district employees through voluntary payroll deduction.

2433N. Approves the application to the Joseph G. Bradley Charitable Foundation for a grant up to $700,000 to be used to restore the Skinner organ at Columbia High School.

BE IT FURTHER RESOLVED THAT the Board President, Superintendent and Board Secretary are authorized to execute and deliver any necessary contracts and reports on behalf of the Board.

2433O. Appoints James Memoli as the district's Affirmative Action Officer and ADA/504 Compliance Committee Coordinator for the 2008-09 school year.

2433P. Approves a tuition agreement with Essex Regional Educational Services Commission for each district resident student referred to the Essex Campus Academy for the 2008-09 school year at the following annual tuition rates:

Regular Education Program	$19,750.00 per year

2433Q. Approves a service agreement with the Educational Consortium for Telecommunications Savings (ECTS) for the 2008-09 School Year at a cost of 15% of the District's total savings for the school year. Total savings will include E-rate discounts awarded and any non-E-rate savings and discounts identified by ECTS and accepted by the District.

2433R. Accepts the district's implementing draft Emergency and Crisis Management Plan for the 2008-09 school year as required per N.J.A.C. 6A:16-5.2.

2433S. Rescinds resolution 2407AN and accepts a revised grant for Tuscan School in the amount of $30,663.09 from the New Jersey Department of Agriculture for their Fresh Fruit and Vegetable Program.

BE IT FURTHER RESOLVED THAT the following budget is created and the Superintendent or his designee is authorized to administer it:

20-009-200-800	Tuscan	$30,663.09

BE IT FURTHER RESOLVED THAT the Board President, Superintendent and Board Secretary be authorized to execute and deliver any necessary contracts and reports on behalf of the Board.

2433T. Approves an agreement with the South Mountain YMCA for the use of district facilities for the 2008-09 school year for an annual fee of $3,346.

2433U. Approves the following change order to the South Orange Middle

School Roof Replacement:

Contractor	Change Order #	Amount	Time Extension
BMV Group LLC	2	$9,680	0 days

2433V. Enters into an agreement with Essex Regional Educational Services Commission for IDEA-B Services for the 2008-09 school year at the following per-pupil rates:

Initial Examination & Classification	$1,326.17
Annual Exam & Classification	$ 380.00
Corrective Speech	$ 930.00
Supplemental Instruction	$ 826.00

ROLL CALL: Motion 2433A-V passed; 8 yes, 0 no.

HEARING OF INDIVIDUALS AND DELEGATIONS

Name	Topic
Alma Anderson	Spoke about the District Goals and issues of South Orange Resident leveling in the district.

NEW BUSINESS – *Read by Mr. Gleason*

The Board of Education will meet in Closed Session on Monday, October 20, 2008, at 7:00 pm, in the Superintendent's Office to discuss personnel and legal issues, negotiations and other matters to be announced at a later date. Immediately following the Closed Session, the Board of Education will meet in Public Session at 7:30 pm in the District Meeting Room, 525 Academy Street, Maplewood, NJ. Action will be taken.

The Board of Education will meet in Closed Session on Monday, November 17, 2008, at 7:00 pm, in the Superintendent's Office to discuss personnel and legal issues, negotiations and other matters to be announced at a later date. Immediately following the Closed Session, the Board of Education will meet in Public Session at 7:30 pm in the District Meeting Room, 525 Academy Street, Maplewood, NJ. Action will be taken.

The Board of Education will meet in Closed Session on Monday, December 15, 2008, at 7:00 pm, in the Superintendent's Office to discuss personnel and legal issues, negotiations and other matters to be announced at a later date. Immediately following the Closed Session, the Board of Education will meet in Public Session at 7:30 pm in the District Meeting Room, 525 Academy Street, Maplewood, NJ. Action will be taken.

The Board of Education will meet in Closed Session on Monday, January 12, 2009, at 7:00 pm, in the Superintendent's Office to discuss personnel and legal issues, negotiations and other matters to be announced at a later date. Immediately following the Closed Session, the Board of Education will meet in Public Session at 7:30 pm in the District Meeting Room, 525 Academy Street, Maplewood, NJ. Action will be taken.

MOTION made Ms. Crawford, seconded by Mr. Bennett, that the Board of Education meet in Executive Session prior to the October 20, 2008 Public Meeting to discuss personnel, legal and negotiations, the nature of which will be made public at a future date. Motion unanimously approved.

MOTION made by Ms. Crawford, seconded by Mrs. Daugherty, that the Board of Education adjourn. Motion unanimously approved at 12:08 a.m.

_____

Karla Milanette, Board Secretary