

Regular Meeting
South Orange-Maplewood
Board of Education
September 20, 2010

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 20, 2010.

Board President Mark Gleason called the meeting to order at 7:45 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: Ms. Crawford, Mrs. Daugherty, Mr. Eastman, Mr. Giles, Mr. Gleason, Ms. Karriem, Mr. Laine, Dr. Payne-Parrish, Mr. Wolin, Mrs. Wren-Hardin

Absent: None.

9 REGULAR MEMBERS AND ONE STUDENT MEMBER PRESENT

PLEDGE OF ALLEGIANCE

BOARD ACKNOWLEDGEMENT - *Read by Mr. Gleason*

The Board of Education acknowledges and extends its thanks and appreciation to Tucker Lamkin of Maplewood, NJ, for his donation to Tuscan Elementary School of various school and office supplies. These supplies are valued at approximately \$990.

APPROVAL OF MINUTES

Mr. Gleason declared the minutes of the Executive and Public Sessions of August 16, 2010 approved as presented.

SUPERINTENDENT'S MONTHLY PROGRESS REPORT ON DISTRICT GOALS

Superintendent Osborne provided a report on the opening of schools regarding enrollment in grades K-12.

Mr. Osborne provided an update on activities currently underway toward district goals as follows:

Goal 1

- Language Arts curriculum in Grades K-10 is close to what was envisioned in the audit. Thanked teachers and Assistant Superintendent, Rosetta Wilson, for making it happen, including professional development.
- NJASK scores were delayed by the State; should arrive October 8.
- Online courses for credit recovery initiative is going on at the Montrose Campus.

Goal 2

- Second year of using Framework for Teaching as the basis for an enhanced evaluation system.
- Continuing with SOMEA as partners for National Board Certification of Teachers - 9 new teachers are participating.
- A full year is planned for job-embedded development aligned with curriculum by bringing in experts to the schools and curtailing outside travel.
- Essex Regional Educational Services Commission has provided sixty-eight paraprofessionals to the district.

Goal 3

- A new communications tool called School Messenger is replacing the school snow chain and "call 'em all" with e-mail and phone communication.
- Parent portal of Power School is scheduled to open early October and will replace Ed-line. Teachers will use it to post grade books.

Goal 4

- Enrollment projections were accurate and adequate space is available for all students.
- Supplies arrived and continue to arrive without significant delays.
- Surveys from teachers indicate classrooms were clean and ready for school opening.

All goal efforts are focused on the needs of the students.

The presentation was followed by a brief discussion among Board members.

Mr. Osborne announced the release of the \$215,000 allocation of the Education Jobs Act.

MEMORIALS - *Read by Mr. Gleason*

Mr. Gleason read Memorials that will be approved later in the evening:

Dr. Richard Arthur George, retired CHS English teacher, passed away on September 7, 2010;

Eugene Hendricks, former custodian, passed away on August 29, 2010;

Carolyn Johnson, CHS English teacher, passed away on August 28, 2010;

Michele Turner, former paraprofessional, passed away on September 2, 2010.

HEARING OF INDIVIDUALS AND DELEGATIONS

<u>Name</u>	<u>Topic</u>
Sheila Belt, Dana Gilbert United for Academic Excellence	Spoke for United for Academic Excellence to clarify their position on deleveling and invited the community to become involved. Invited everyone to an encore presentation of <i>Pants on the Ground</i> at the Maplewood library on October 23, 2010.

John DeVita
District Teacher

Reported the aggregate scores for a Charter School. Made comparisons and suggestions for how the district can attain the same results.

Donna Smith
District Parent

Spoke about the plan previously presented for Grade 7 Leveling Up. Comments and recommendations were presented. Better assessment of the program is requested.

Annemarie Maini
District Parent

Requested that the Math audit be posted on the district's website.

Jennifer Crohn

Expressed concern that eliminating levels in 6th and 7th grade will harm her daughter's ability to compete. Does not agree that deleveling is the answer.

DISCUSSION

2010-11 District Goals

Mr. Gleason asked members to review the draft goals and provide final recommendations. Changes were made and document was finalized.

***Board recessed at 10:10 p.m.
Board reconvened at 10:18 p.m.***

Budget Analysis

Mrs. Wren-Hardin presented five analyses that the Finance Committee has identified for budget development:

1. Framework for budget priorities
2. Special Education
3. Historical comparison of headcount analysis by school
4. How to provide alternative instructional methods for students
5. Identify programs that might not be effective

Members suggested additional topics to be considered.

New Hires

Mr. Memoli, Assistant Superintendent for Administration, provided a review of new hire profiles as aligned with District Goal 2.

Code of Ethics

Ms. deKoninck, district In-house Counsel, presented a packet containing a copy of the Code of Ethics for school board members. Background on the code was provided. Members had the opportunity to ask questions and discuss the Code of Ethics [signed certificates on file in Board Secretary's office].

Curriculum Committee Update

Ms. Crawford provided the results of a review of the curriculum.

Committee Charges

Mr. Gleason introduced charges for standing committees. He raised a question about policy guidance for including monitoring report recommendations in the charges of the committees.

ITEMS FOR ACTION

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

2658A. MEMORIALS

BE IT RESOLVED that the Board of Education approve the following Memorials:

Mr. Richard Arthur George, retired CHS English teacher, passed away on September 7, 2010;
Eugene Hendricks, former custodian, passed away on August 29, 2010;
Carolyn Johnson, CHS English teacher, passed away on August 28, 2010;
and,
Michele Turner, former paraprofessional, passed away on September 2, 2010.

The Superintendent of Schools is asked to convey our condolences and remembrance to the family and friends of Dr. George, Eugene Hendricks, Carolyn Johnson, and Michele Turner.

2658B. RESIGNATIONS

NAME	ASSIGNMENT	EFFECTIVE DATE
Jackson, Jason-Lamont	T Business CHS - .8 FTE	10/8/10
Krainski, Daniel	T Physical Education SMA - .3 FTE	9/1/10

2658C. APPOINTMENTS

Name	ASSIGNMENT	EFFECTIVE DATE	ANNUAL SALARY
Baglioni, Joanna	T Art SMA - .35 FTE	9/2/10 6/30/11	\$14,791*
Goode, Annie	School Bus Aide DIST - .5 FTE	9/8/10 6/30/11	\$14,732*
Leone, Tiffany	2 nd Grade SB - 1.0 FTE	9/2/10 6/30/11	\$42,860*
Poggio, Anne	T Special Education MM - 1.0 FTE	9/2/10 6/30/11	\$42,660*
Petchers, Penina	Behavior Management Specialist DIST - 1.0 FTE	9/2/10 6/30/11	\$72,015*
Robinson, Kathleen	Clerical Aide CLIN/JEFF - 1.0 FTE	9/2/10 6/30/11	\$32,481*

2658D. RESCIND APPOINTMENT OF LEAVE REPLACEMENT STAFF

Name	ASSIGNMENT	EFFECTIVE DATE	ANNUAL SALARY
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Burns, Megan	T Language Arts SOM - 1.0 FTE	9/2/10 11/19/10	\$42,460*
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2658E. LEAVES OF ABSENCE

NAME	ASSIGNMENT	EFFECTIVE DATE
Hanan, Sandra	T Business CHS - 1.0 FTE	9/13/10-12/3/10 (Unpaid Family Leave)
Harth, Michelle	Academic Intervention Teacher JEFF .4 FTE	9/1/10-10/6/10 (Paid Maternity Leave) 10/7/10-1/5/11 (Unpaid Family Leave) 1/6/11-6/30/11 (Childcare Leave)
Skawinski, Christy	3 rd Grade TUS 1.0 FTE	9/2/10-9/15/10 (Paid Maternity Leave) 9/16/10-12/8/10 (Unpaid Family Leave)

2658F. CHANGE OF START DATE

NAME	ASSIGNMENT	OLD START DATE	NEW START DATE
Hess, Marianne	Assistant Principal TUS - 1.0 FTE	TBD 6/30/11	8/1/10 6/30/11
Patterson- Samuels, Bonita	Assistant Principal SM - 1.0 FTE	TBD 6/30/11	8/1/10 6/30/11

2658G. SALARY ADJUSTMENTS

NAME	ASSIGNMENT	EFFECTIVE DATE	ADJUSTMENT	ACTUAL SALARY
Amabile. Laura	5 th Grade Teacher LR JEFF - 1.0 FTE	9/2/10 6/30/11	+\$5,598	\$48,658*
Brunie, Graziella	Academic Intervention Teacher LR JEFF - .4 FTE	9/2/10 6/30/11	+\$2,344	\$20,366*

2658H. STIPEND

NAME	ASSIGNMENT	SALARY
Aguirre, Arlene	Bus Duty CLIN - 1.0 FTE	\$3,386
Brown, Shekeria	Transportation Clerk DIST - 1.0 FTE	\$3,912
Freede, Jordyn	Safety Patrol CLIN - 1.0 FTE	\$3,386
Gilhuley, Nicole	Varsity, Girls Cross Country CHS - 1.0 FTE	\$5,104
Lehman, Jeffrey	Safety Patrol CLIN - 1.0 FTE	\$3,386
Michel, Francel	Bus Duty CLIN - 1.0 FTE	\$3,386

* To be determined

2659A. APPOINTMENT OF SUBSTITUTE TEACHERS FOR THE 2010-2011 SCHOOL YEAR
STATE CERTIFIED TEACHER

NAME	INSTITUTION	DATE	DEGREE
Ajayi, Amos	University of Ife	1984	BS
Bekkedahl, Alison	Pennsylvania State University Lesley College	5/1985 5/1988	BS MS
Cecala, Corrine	Salisbury University	5/2009	BS
Clitus, Cathy	Rutgers University	1/2010	BA
Criscuolo, Sandra	Fairleigh Dickinson University	1/1976	BA
Denson, Robert	Montclair State University	1/2010	BA
Edwards, Edna	College of Science & Technology	1980	BS
Fischer, Lauren	Syracuse University	8/2008	BS
Gibbs, Whitney	Fairleigh Dickinson University	5/2007	BA
Goodwin, Sarah	Kean University	5/2000	BFA
Howard, Talj	Bloomfield College	5/2004	BA
Riche, Jacqueline	Montclair State University	8/2010	BA
Rodriquez, Julie	Texas Christian University	5/2005	BS
Savvides, Michele	William Paterson University William Paterson University	8/1993 8/2002	BA MS
Stoessel, Jonathan	Seton Hall University	12/2009	BS
West, Tivoli	Rutgers University Rutgers University	5/2008	BA M. Ed.

COLLEGE GRADUATE AND COUNTY SUBSTITUTE CERTIFICATE

NAME	INSTITUTION	DATE	DEGREE
Abood, Ban	University of Baghdad	1998	BA
Adenihun, Kazeem	Polytechnic Ogun State University	1985 2004	BS MBA
Bail, Douglas	Rutgers University	5/1979	BA
Belal, Deemah	Rutgers University	5/2010	BA
Cox, Stephanie	University of Alabama (Birmingham)	5/2009	BA
DeCosey, Temeca	Kean University	5/2009	BA
Edwards-	Baruch College	6/1998	BA

James, Pamela			
Elzen, Sharif	Drew University	5/2010	BA
Forbes, Jacob	Rutgers University	1/1998 5/2004	BS BS
Ishak, Viola	Assuit University	1989	M.D.
Madu, Fidelia	University of Lagos	2004	BS
Onyemaobi, Chika	Akanu Ibiam Federal Polytechnic (Unwana)	2003	BA
Oyefeso, Abimbola	Bowen University	2006	BS
Popoola, Akinade	University of Ibadan University of Ibadan	1998 2002	MS MS
Thomas, Oluyemisi	Obafemi Awolowo University	1995	BA

NON-DEGREE SUBSTITUTE CERTIFICATE

Muccia, Robert
Noel, Patricia
Saintil, Danie

2659B. APPOINTMENT OF SUBSTITUTE TEACHERS FOR THE 2010-2011 SCHOOL YEAR
PAID AT A DAILY RATE OF \$160

Robert Denson	Jacqueline Riche	Michele Savvides
Jennifer Latimer	Sharon Roberts	Marcelo Sousa
Kendall Pierce	Tayla Rothenberg	

2659C. APPOINTMENT OF SUBSTITUTE TEACHERS FOR THE 2010-2011 SCHOOL YEAR
PAID AT A DAILY RATE OF \$100

Guy Antoine	Judi Elterman	Rivka Nelson
Abimbola Ojo	Barbara Wade	

2659D. APPOINTMENT OF SUBSTITUTE SECRETARY FOR THE 2010-2011 SCHOOL
YEAR

Name	Hourly Rate
Allen, Brenda	\$10.50

2659E. APPOINTMENT OF OUT-OF-DISTRICT COACH FOR THE 2010-2011 SCHOOL
YEAR

NAME	ASSIGNMENT	CONTRACT YEAR	STIPEND	BACKGROUND
Protas, Bogdan	Junior Varsity Boys Soccer Coach	7/1/10 12/1/10	\$3,411	Mr. Protas is beginning his 4 th year as a Boys Soccer Coach. He is employed as a teacher for The Children Institute.

2659F. APPOINTMENT OF ATHLETIC EVENT TICKET SELLERS, TICKET TAKERS, SUPERVISORS AND OFFICIALS FOR THE 2010-2011 SCHOOL YEAR (fee schedule attached)

Luther Bowen	Lorenzo Busichio	Jon Campbell
Vanessa Carney	Anthony Campiglia	Lisa Delli Santi
Marguerite Dempsey	Nancy Ettinger	Elizabeth Fanneron
Daniel Festerling	Joseph Fischetti	Joan Foote
Stephen Fradkin	David Frick	Kathy Hester
Patricia Hurley	James Jennings	William Keegan
Nicole Martelli	Toni Martinez	Judi Mason
Mark McCombs	Doris Pannucci	Robin Paton
Caroline Pew	Joseph Pilone	Richard Pinto
Miriam Russoniello	Craig Rynar	Robert Sutherland
Charles Taylor	Nancy Tenenbaum	Patty Schuler
Dean Witty		

2659G. REAPPOINTMENT OF SUBSTITUTE TEACHERS FOR THE 2010-2011 SCHOOL YEAR

TEACHER CERTIFIED

LAST NAME	FIRST NAME	DEGREE	CERTIFICATION
Rodriguez	Julie	BS	T of Students w/Disabilities Elementary School Teacher K-5
Boodhoo	Cassandra	BA	T of Students w/Disabilities Elementary School Teacher K-5

COLLEGE GRADUATE AND COUNTY SUBSTITUTE CERTIFICATE

LAST NAME	FIRST NAME	DEGREE
Nardone	Anthony	BA
Stinson	LaTarsha	BA
Turner	Kelly	BA

2659H. REAPPOINTMENT OF SUBSTITUTE SECRETARIES FOR THE 2010-2011 SCHOOL YEAR PAID A HOURLY RATE OF \$10.50

Barbra Kohl-Bowles

2659I. RESCIND THE REAPPOINTMENT OF SUBSTITUTE TEACHERS FOR THE 2010-2011 SCHOOL YEAR

Diana Adams Sarah Hanson Laura Ksenak Aleisha White

2660A. Approves the attached list of students who are scheduled to attend Out-of-District tuition supported program for the 2010-11 extended school year [list on file in Board Secretary's office].

2660B. Approves the attached list of students who are scheduled to attend Out-of-District tuition supported program for the 2010-11 school year [list on file in Board Secretary's office].

2661. Adopts the following books:

SUBJECT	GRADE	TITLE/AUTHOR	PUBLISHER
Language Arts	7	The Illustrated Man Ray Bradbury	Bantam Books, Inc.
Enrichment	4	D'Aulaires' Book of Norse Myths Ingri and Edgar Parin D'Aulaires	New York Review of Books/November 2005
		D'Aulaires' Book of Greek Myths Ingri and Edgar Parin D'Aulaires	Random House Childrens March 1992
		Chinese Mythology: The Four Dragons Jr. Graphic Tom Daning	PowerKids Press/July 206
		Egyptian Mythology Graphic Novel Gary Jeffrey	Rosen Publishing Group January 2006
		Amazing Mythology Brendan January	New York Public Library 2006
		The One-Eyed Giant Mary Pope Osborne	Hyperion/October 2004
		Mythologies: Monsters John Malam	QEB Publishers/July 2009
		The Gods and Goddesses of Olympus Alilki	Harper Collins/November 1999
		Favorite Greek Myths Mary Pope Osborne	Scholastic/May 1989
		Retold Native American Myths Robert Gish	Perfection/1994
		Stories From The Billabong James Vance Marshall Francis Firebrace	Frances Lincoln Publishing September 2010
		How Come? Kathy Wollard	Workman Publishing January 1993
Enrichment	4	Hundreds of Whys Heng Huang	iUniverse/February 2006
		The Magical Adventures of Krishna Vatsala Sperling	Bear Cub Books/2009
		Elephant Prince - The Story of Ganesh Amy Novesky	Mandala Publishing/2004
		Tales of the Greek Heroes Roger Lancelyn Green	Puffin Classics/2009
		The Children of Odin - The Book of Northern Myths Padraic Colum	Aladdin Paperbacks/2004
		The Boy & His Mud Horses & Other Stories from the Tipi Paul Goble	World Wisdom/2010
		Between Earth and Sky Joseph Bruchac, Thomas Locker	Voyager Books*Harcourt, Inc./1996
		The McElderry Book of Greek Myths Eric A. Kimmel	McElderry Books/2008
		The Gods and Goddesses of Ancient Egypt	Capstone press/2009

SUBJECT	GRADE	TITLE/AUTHOR	PUBLISHER
		Janeen R. Adil	
		Mythological Creature Classical Bestary Lynn Curlee	Antheneum
		Greek Myths Level 3 Debra Lock	Dora Kindersley
		What A beast Mythodeia Sophia Kelly	Scholastic
	5	Five-Minute Crime Busters Stan Smith, Kathleen O'Malley	Sterling Publishers December 1999
	5	What's The Verdict? Ted LeValliant, Marcel Theroux	Sterling Publishers December 20045
	5	Quicksolve Whodunit Puzzles Jim Sukach	Sterling Publishers 1996

2662. Approves class field trips to the following destination:

Hudson River Sloop Clearwater - 724 Wolcott Ave. - Beacon, NY
12508

2663. Authorizes the superintendent to carry over 11 unused vacation days from the 2009-10 school year to the 2010-11 school year.

2664. Approves an action research project by a staff member pursuing post graduate work. Her project will focus on analyzing methods of collecting, storing, and presenting data related to instruction and student achievement as related to the *Framework for Teaching Rubric*.

BE IT FURTHER RESOLVED THAT the Superintendent is authorized to deliver any necessary information and/or reports on behalf of the Board.

2665A. Pursuant to Policy 0155, for the 2010-2011 school year, the Board of Education charges the Engagement and Outreach Committee as follows:

The Engagement and Outreach Committee is responsible for establishing and maintaining effective communication and working relationships between the Board and the community.

The Committee will facilitate and support the Board's external communications and outreach, especially on matters of policy. To this end, the Committee will:

- a. Develop and implement strategies, by which the Board can effectively communicate to the community in various ways the contents of, and progress towards achieving, the district goals.
- b. Develop and implement strategies for obtaining meaningful, actionable input and feedback from the community to ensure that the district goals reflect the values of the community.
- c. Monitor the administration's progress in developing and implementing a strategic communications plan that provides for the use of a variety of communications tools that allow for the most effective distribution of information to parents/guardians and community members in a timely manner.

d. Continue to evaluate the district website and work with the administration to identify improvements that may make the website more informative, user-friendly and timely.

e. Work to improve the Board's communication to the community regarding budget matters and other important issues.

f. Work with the Policy Committee to ensure that current district policies related to community engagement (especially the 9000 - Community series) are aligned with the district goals.

2665B. Pursuant to Policy 0155, for the 2010-2011 school year, the Board of Education charges the Facilities and Technology Committee as follows:

- The Facilities and Technology Committee shall work with the superintendent to establish a reporting tool and standards by which to monitor and communicate the status of all district real properties, their cleanliness, maintenance, capital improvements and safety, and hold the superintendent responsible for meeting these standards.
- The Facilities and Technology Committee shall work with the superintendent to recommend to the Board those priorities, actions and budgets necessary for the proper care and maintenance of district properties to ensure an environment that supports educational excellence, both in the near and long term, and to preserve the community investment. This work shall include preparation for an extension of the Long Range Facilities Plan for the next 10 years.
- The Facilities and Technology Committee shall work with the superintendent to recommend to the Board those priorities, actions and budgets necessary to provide a technology infrastructure that effectively supports instruction and administration for the 21st century.

2665C. Pursuant to Policy 0155, for the 2010-11 school year, the Board of Education charges the Finance Committee to:

Serve in a steering role with regard to 2011-12 budget planning and passage by:

- Working with the Superintendent to develop the budget calendar and engaging the full Board in establishing budget priorities aligned to the 2010-11 adopted district goals in line with appropriate revenue estimates
- Working with the Superintendent to develop criteria for immediate and long-term budget priorities in line with district goals in recognition of our constrained budget environment
- Requesting of the Superintendent, on the Board's behalf, analyses, presentations and monitoring reports focusing on the budget priorities or other topics related to the budget, including, but not limited to, a five-year financial projection to guide both the 2011-12 and long-range budget planning processes;

- Working with the Superintendent to ensure that the analyses to project revenues, expenditures, savings and other data that will influence the budget are understandably and accurately presented to the public in a timely manner to maximize public engagement in the budget process;
- Working with the Superintendent to manage the budget approval process with the full Board, Board of School Estimate and the general public;
- Working with the Facilities Committee to ensure budget-related line items and bonding levels are appropriate to address the district's facilities needs, are fiscally responsible and are aligned to district goals and policies;
- -facility projects;
- Accepting and addressing other business referred to the Committee by the Board.

2665D. Pursuant to Policy 0155, for the 2010-11 school year, the Board of Education charges the Policy Committee as follows:

With the advice of the Superintendent set goals and expectations for the school system through the considered adoption of policies that guide the formulation and implementation of educational programs and the management operations.

The purpose of the Policy Committee of the South Orange/Maplewood Board of Education is to develop, review and evaluate district policies to ensure consistency with district goals.

This is done using a collective decision making approach with a focus on policies that have long term impact.

The Committee may also develop policies that limit the latitude the Superintendent may exercise in choosing the organizational means.

All policies will be developed from the broadest most general level to more defined levels.

2665E. Pursuant to Policy 0155, for the 2010-2011 school year, the Board of Education charges the Curriculum Committee to:

- Working with the Superintendent to disseminate information about District curriculum, programs, and assessments;
- Review the District's curriculum revision model and plan for long and short term issues and a schedule of review;
- Monitor curriculum implementation and develop a list of monitoring reports and a timeframe in which they should be presented to the full Board;
- Determine what data is needed and in what timeframe to enable the Board to monitor progress toward District goals;
- Request information and analyses regarding how the Administration has changed District Curriculum and what effect that has had on student performance;
- Provide direction to the Superintendent or his designee about what information should be presented to the Board and the timeframe for that presentation; and

- Accepting and addressing other business referred to the Committee by the Board.

2666A. Receives and accepts the following financial reports:

1. Board Secretary's Report dated August 31, 2010
2. Expense Account Adjustment Analysis dated August 31, 2010
3. Revenue Account Adjustment Analysis dated August 31, 2010
4. Check Register #364515 in the amount of \$3,127,424.63
5. Check Register #200375-200376 in the amount of \$820,321.37
6. Check Register #200377 for August payroll in the amount of \$1,146,562.36
7. Treasurer's Report for July 2010

2666B. Certify the Board Secretary's Monthly Financial Report [signed certification on file in Board Secretary's office].

2666C. 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)
Gerald Archibald - IT	Avamar Training	October 2010 (tbd)	New York, NY	3,185
Melissa Cooper CHS	Association for the Study of African-American Life and History	9/30 - 10/1/10	Raleigh, NC	0
Karla Ridley MMS	ASCD Conference	10/29-10/31/10	Chicago, IL	1,344
Cheryl Schneider, C.O.	NJASBO Workshop	10/12/10	Robbinsville, NJ	108
Domenico Tancredi CHS	Teaching Italian - Technology Workshop	10/15/10	Montclair, NJ	68
Jeff Truppo -MMS	NSDC Conference	12/6-8/10	Atlanta, GA	1,812
Mary McCourt MMS	Art Educators of NJ	10/5 & 10/6/10	Somerset, NJ	65
Michele Reisman MMS	Art Educators of NJ	10/5 & 10/6/10	Somerset, NJ	109

Christine Tischio MMS	Art Educators of NJ	10/5 & 10/6/10	Somerset, NJ	65
Kathy Bohm CHS	Association of Learning Consultants	10/28 & 29/10	Bridgewater, NJ	185
Alex Freitas CHS	Association of Learning Consultants	10/28 & 29/10	Bridgewater, NJ	185
Lori Hersh CHS	Practical Intervention Strategies for SLP's	10/22/10	Parsippany, NJ	199
Lori Smith Jefferson	DIR/Floor Time	10/5/10	Parsippany, NJ	159
Judy Levy C.O.	DOE Approved & Pending Laws, Fundings, Charters	10/13/10 Jan, Mar, Jun 2011	Monroe Twp, NJ	307
Renee Joyce SpEd	Overcoming Dyslexia	9/27/10	Short Hills, NJ	20
Renee Kay SpEd	Overcoming Dyslexia	9/27/10	Short Hills, NJ	20
Ella Rideau SpEd	Overcoming Dyslexia	9/27/10	Short Hills, NJ	20
Gail Salomon SpEd	Overcoming Dyslexia	9/27/10	Short Hills, NJ	20
Robin Straus SpEd	Overcoming Dyslexia	9/27/10	Short Hills, NJ	20
Craig Rynar CHS	Working with Angry Students	10/21/10	Newark, NJ	199
Jennifer Giordano CHS	Working with Angry Students	10/21/10	Newark, NJ	199
Judy LoBianco CHS	Gopher PEP Summit	9/23-26/10	Minneapolis, MN	300
Judith Hanratty & 2 Teachers tbd - District	New Jersey Literacy Consortium	10/28, 12/15/10 3/1, 5/27/11	Union, NJ	1,300

2666D. Approves the following attendance and related travel expenses:

BOARD MEMBER	EVENT	DATE	Location	Estimated Cost (\$'s)
Lynne Crawford	ERESC Meetings	9/23, 10/21, 11/18, 12/16/10 1/27, 2/24, 3/24, 4/21, 5/19, 6/2, 6/28/11	Fairfield, NJ	\$375

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.

- 2666E. Approves an agreement with the South Orange-Maplewood Adult School for use of district facilities for the 2010-11 school year for an annual fee of \$24,441.96.

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.

- 2666F. Approves an agreement with the South Mountain YMCA for the use of district facilities for the 2010-11 school year for an annual fee of \$6,446.09.

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.

- 2666G. Approves the public school transportation contract to Jimmy's Transportation of Irvington, New Jersey for the 2010-11 school year on a per diem basis of \$474.10. The per diem route cost is as follows:

<u>School/Route</u>	<u>Per Diem Route Cost</u>	<u>Annual Cost (180 days)</u>
Clinton/ESL CL	\$119.70	\$21,546.00
Marshall/24	119.70	21,546.00
SoMtn/SMSHUTL	115.00	20,700.00
Marshall/25	119.70	21,546.00
	\$474.10	\$85,338.00

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.

- 2666H. Approves the following providers for the services indicated:

<u>Provider</u>	<u>Service</u>	<u>Rate</u>
Advancing Opportunities \$110/hr Ewing, NJ	Assistive Technology	On-site AT On-site eval \$880 Consultation \$295 Travel \$55/hour
Amy Cohen Livingston, NJ	Speech Therapy	\$90/ ½ hour
Linda Monformoso Maplewood, NJ	Braille Transcription Svcs incl Nemath Math Braille Code	\$50/hour

Nexus Language Builders Verona, NJ	ABA	\$6,900/month
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Joanna Reyes Ridgewood, NJ	ABA	\$50/hr
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Youth Consultation Services Newark, NJ	Home Instruction	\$50/hr
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2666I. Approves a tuition agreement with Educational Services Commission of Morris County for each district resident student referred to the Park Lake School for the 2010-11 school year at the following annual tuition rate:

Special Education Program	\$61,820 per year
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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.

2666J. Accepts a donation in the amount of \$7,000 to the Parenting Center.

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

20-019-200-890	Parenting Center	\$7,000
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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.

2666K. Accepts a donation from the Marshall School PTA in the amount of \$2,613.60 to be used to purchase a multi-media cart and two SMART document cameras for Marshall School.

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

20-044-200-890	Marshall multi-media	\$2,613.60
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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.

2666L. Accepts a donation from the Seth Boyden PTA in the amount of \$4,997 to be used for the design of a Conceptual Master Plan for an Outdoor Learning Center at Seth Boyden School.

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

20-054-200-890	Seth Boyden Outdoor	\$4,997
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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.

- 2666M. Accepts a donation from the Tuscan School PTA in the amount of \$1,500 to be used to purchase an Apple computer and color printer for use in the Tuscan School art room.
BE IT FURTHER RESOLVED THAT the following budget is increased and the Superintendent or his designee is authorized to administer it:

20-074-200-600	Tuscan School	\$1,500
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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.

- 2666N. Approves an agreement with the HOPSports to provide a workshop for the district's middle school physical education teachers at the rate of \$2,500.

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.

- 2666O. Approves an agreement with the Flaghouse, Inc. operating the CATCH Training Program to provide a workshop for the district's physical education teachers at the rate of \$5,200.

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.

- 2666P. Approves the tuition rate of \$3,700 for students enrolled in the district's preschool program for the 2010-2011 school year, pursuant to N.J.S.A. 18A:44-4b. Tuition is payable in ten monthly installments of \$370. Failure to make monthly tuition payments will result in removal of the child from the preschool program. The students' parents or guardians shall be responsible for providing transportation to and from school.

BE IT FURTHER RESOLVED THAT the Board President, Superintendent and Board Secretary be authorized to execute and deliver any necessary contracts, including contracts with parents or guardians for the payment of tuition, and reports on behalf of the Board.

- 2666Q. Approves the carry over of Fiscal Year 2009 Federal Individuals with Disabilities Education Improvement Act, (IDEIA) Part B Basic funds in the amount of \$787,858 as listed below:

<u>Program</u>	<u>Carryover</u>
IDEIA Basic (public)	\$713,737
IDEIA Basic (non-public)	\$ 53,627
Total Basic	\$767,364
 IDEIA Preschool (public)	 \$ 20,494
Total Carryover	\$787,858

2666R. Approves the refund of \$35,915 special revenue funds to the Treasurer of the State of New Jersey as listed below:

Nonpublic State Aid

2007-08 IDEIA	\$	35,915
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2666S. Approves a tuition agreement with Somerset County Educational Services Commission for each district resident student referred to the Somerset Secondary Academy for the 2010-11 school year at the following annual tuition rates:

Special Education Program	\$44,800 per year
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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.

2666T. Elects to use the alternate method of compliance in accordance with N.J.A.C. 6A:26-6.3(h)4(3)ii, by providing toilet rooms adjacent to or outside the classroom in lieu of individual toilet rooms for use by preschool and kindergarten classrooms at Marshall Elementary School. The school children shall be supervised in the following manner:

The classroom teacher will monitor student use of the lavatory facilities, which are immediately adjacent to and within the line of sight of the kindergarten classrooms.

2666U. Accepts a grant from the 2009 Carol M. White Physical Education Program (PEP) in the amount of \$472,103 to be used by the district's Physical Education Department for the 2010-2011 school year.

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

20-081-200-890	PEP	\$472,103
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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.

MOTION made by Mrs. Wren-Hardin, seconded by Dr. Payne-Parrish, that the Board of Education:

2667. Adopts the District Goals for 2010-11

Vision

The South Orange-Maplewood School District will be the top-performing diverse suburban school district in the nation.

Our Mission

The South Orange-Maplewood School District will prepare each and every student for postsecondary educational success in the 21st century. We

will educate our students to be responsible members of society at large:

- caring, collaborative and ethical people
- critical thinkers and problem solvers
- effective writers and speakers
- lifelong learners

Core Values

Every student is worthy of intellectual respect

Great teaching matters

Quality education demands genuine appreciation of differences

We are all learners and leaders

Parents and guardians are our partners

Preamble

These *district goals* establish the ends by which the district's success in fulfilling its mission of educating students shall be measured in 2010-14. 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—specifically their achievement or lack thereof—shall form the primary basis for evaluation of the superintendent by the board. The board presents this document as the primary statement of priorities that shall govern the initiatives, budget allocations and collective-bargaining objectives in 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 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 four or five components:

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

Objectives. Major components of the goals.

Indicators. Criteria used to evaluate progress toward the objectives. 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.

Milestones. One-year targets that serve as the primary basis for measuring the district's progress and the chief means among several for evaluating the superintendent's annual performance.

Goal One: Student Learning

The South Orange-Maplewood Public Schools will promote the intellectual growth of all students.

Objective A: The student body in South Orange-Maplewood will demonstrate postsecondary readiness in grades 11-12 and proficiency on key benchmarks to readiness in earlier grades equal to or better than peer districts as grouped socioeconomically by the state (District Factor Group "I").

Indicator 1: Student performance comparisons, for both proficiency and advanced proficiency, to the DFG-I on an aggregated student-population basis, district-wide, on state assessments in language arts, math and science for each grade tested.

Milestones:¹

2010-11	2011-12	2012-13	2013-14
Narrow the existing gap between SOMSD and DFG by 20%. (The goal is to cut 20% of the gap, not to gain 20 points.)	Same-narrow gap by an additional 20%.	Same-narrow gap by an additional 20%.	Same-narrow gap by an additional 20%.

Indicator 2: Participation and success in Advanced Placement courses in the high school.

Milestones:

- For 2011-12 schedules, increase the percentage of the high school student body in AP courses by 5% and the percentage of black students enrolled in AP courses by 10%.
- Increase the number of 2010-11 AP scores 3 or higher by 5%.

Objective B: Black students in the district will increasingly perform at a level comparable to their white peers.

Indicator 1: Performance comparisons between white and black students, on a disaggregated basis.

Milestones:

2010-11	2011-12	2012-13	2013-14
Narrow the existing gap between white and black students on all assessments by 10%. (Example: If 95% of whites in a subject/grade are proficient and 75% of blacks are proficient, there is a 20-point achievement gap. Narrowing this gap by 10% would be equivalent to reducing the gap to 18 points.)	Same—narrow achievement gap by an additional 10%.	Same—narrow achievement gap by an additional 10%.	Same—narrow achievement gap by an additional 10%.

¹This same methodology (narrowing gap vs. DFG) will be used on a school-by-school basis for the purposes of calculating performance bonuses for administrators covered by the district's performance compensation plan. In cases where district schools already exceed the DFG on state assessments, the superintendent shall set appropriate milestones for higher absolute performance on the state assessments in lieu of a DFG-gap closing goal.

Objective C: Effective parent/guardian engagement in students' education.

Indicator 1: High-quality parent contacts with teachers.

Milestones:

- Two or more "quality" contacts with homeroom teachers for parent(s)/guardian(s) of 95% of K-5 students during 2010-11.
- Gather baseline data during 2010-11 on teachers' and parent/guardians' use of the Gradebook feature in PowerSchool.
- Beginning in September 2011, 95% of teachers, and 65% of parent/guardians, will be using the Gradebook feature.

Objective D: Rigorous curricula and the creation of expanded learning opportunities to enable the district to meet its goals.

Indicator 1: A consistently implemented and thoroughly articulated K-12 standards-based core curriculum reflecting world class standards and 21st century skills.

Milestones:

Core Area	2010-2011
English Language Arts	Implement revised K-10 curriculum. Develop revisions for grades 11-12.
Mathematics	
Media/Educational Technology	Develop revised curriculum for grades 3-12. Develop middle-school technology curriculum for 2011-12.

Indicator 2: Comprehensive improvement plans in place at Columbia High School and both middle schools, articulating the strategies by which improved curricula, expanded learning opportunities, technology deployment, professional development and teacher evaluation will lead to improved teaching and learning.

Milestones: Development during 2010-11 of five-year improvement plans for each of the three secondary schools.

Goal Two: Professional Staff

The staff of the South Orange-Maplewood Public Schools will consistently and collaboratively lead students of diverse backgrounds and learning styles to learn at or above the appropriate grade-level standards.

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

Indicator 1: Valid, fair, reliable and constructive systems for performance evaluation of principals, assistant principals, supervisors, teachers (non-tenured and tenured) and district administrators, driven by multiple measures (student achievement and individual evaluation) of individual performance as well as contributions to team efforts that are aligned to school/district goals.

2010-11 Milestone: One hundred percent district-wide use of:

- Coaching and evaluations system based on the Danielson framework for all teachers and staff;
- Evaluation and compensation for all principals, supervisors and directors (ASCA members) based on district goals and personal performance development plans; and
- Evaluation and compensation for all senior leaders based on district goals.

Objective B: Professional development programs and activities to strengthen district faculty's ability to contribute to measurable improvements in student achievement.

Indicator 1: Number of national board certified teachers.

2010-11 Milestone: Ten additional staff members initiate the process.

Objective C: Recruitment and hiring of qualified and diverse professional staff.

Indicator 1: Hiring of highly qualified and diverse applicants.

2010-11 Milestones:

- Exceed 75% "top choice" hires for 2010-11.
- 20% increase in applicants identifying themselves as minorities.
- One hundred percent of hires made according to district practices—including use of Danielson framework to assess knowledge of effective practice, a group interview, and a sample lesson done in a district classroom with

students (or presented to staff if students are not available).

Goal Three: Engagement and Outreach

The South Orange-Maplewood Public Schools will engage parents and students to be partners with staff in facilitating learning both in and out of school.

Objective A: Outstanding customer service provided to students and parents by teachers, administrators and other staff.

Indicator 1: Parent and student satisfaction ratings gathered through annual survey(s) on the effectiveness of teacher, school and district communications—both in regard to the needs of individual students and to the sharing of school or district news.

2010-11 Milestones: Achieve minimum 10% gains in applicable satisfaction ratings compared with 2009-10 ratings. Achieve 75% "good" or better ratings with regard to customer satisfaction with PowerSchool implementation.

Objective B: Regular use of a variety of communications tools to proactively share school and district news with students and parents, with expanded emphasis on celebrating students' academic and extracurricular achievements.

Indicator 1: Comprehensive communications strategy in place, addressing tools including the district website, email communications, written publications and external media relations.

2010-11 Milestone: Development and implementation of a district communications strategy.

Goal Four: Resource Management

The South Orange-Maplewood Public Schools will pursue and achieve Goals 1-3 while slowing the rate of increase in operating expenditures.

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 the district budget aligned to district goals and responsive to taxpayer burden.

2010-11 Milestone: Approved 2011-12 budget with a year-over-year tax impact not greater than the allowable cap.

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

2010-11 Milestone: Increase by 50% the number of employees with dual coverage who opt out of district coverage.

Indicator 3: Rate of growth in energy consumption.

2010-11 Milestone: Reduce consumption 5% or more at each district location.

Indicator 4: Rate of growth in special education costs.
2010-11 Milestone: Pass a 2011-12 budget that maximizes efficiencies in the delivery of special education.

Objective B: Well-maintained and safe 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 quality of facilities.
2010-11 Milestone: Improved stakeholder satisfaction rates, as measured by surveys regarding cleanliness and condition of facilities.

ROLL CALL: Motion 2658A, B, D-H, 2659A-I, 2660A-B, 2661, 2662, 2664, 2665A-E, 2666A-U, 2667 passed; 9 yes, 0 no.
Motion 2658C passed. YES: Ms. Crawford, Mrs. Daugherty, Mr. Eastman, Mr. Giles, Mr. Gleason, Mr. Karriem, Mr. Laine, Dr. Payne-Parrish, Mrs. Wren-Hardin. NO: none.
Motion 2663 passed; 8 yes, 1 no (Mr. Laine).

HEARING OF INDIVIDUALS AND DELEGATIONS

<u>Name</u>	<u>Topic</u>
Steve Latz District Resident	Urged board members to use microphones when they speak.

NEW BUSINESS

The Columbia High School TV Studio Open House will be held on September 21, 2010.

MOTION made by Ms. Crawford, seconded by Dr. Payne-Parrish, that the Board of Education meet in Executive Session on Monday, October 11, 2010, to discuss personnel matters, the nature of which will be made public at a future date. Motion unanimously approved.

Future Meetings - Read by Mr. Gleason

The Board of Education will meet in Closed Session on Monday, October 18, 2010, at 6:30 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 15, 2010, at 6:30 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 20, 2010, at 6:30 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 Wednesday, January 20, 2011, at 6:30 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 by Dr. Payne-Parrish, seconded by Mrs. Daugherty, that the Board of Education adjourn. Motion unanimously approved at 11:56 p.m.

Karla Milanette, Board Secretary