

Regular Meeting
South Orange-Maplewood
Board of Education
August 26, 2013

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 August 26, 2013.

Board President Elizabeth Daugherty called the meeting to order at 7:30 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, Mrs. Daugherty, Dr. Gaudelli,
Mr. Giles, Ms. Karriem, Ms. Kritzberg, Ms. Pai,
Mrs. Wren-Hardin

Absent: Ms. Crawford, Mr. Eastman

7 MEMBERS AND ONE STUDENT REPRESENTATIVE PRESENT

PLEDGE OF ALLEGIANCE

APPROVAL OF MINUTES

Mrs. Daugherty declared the minutes of the Executive and Public Sessions of July 15, 2013, and July 29, 2013 approved as presented.

SUPERINTENDENT'S MONTHLY UPDATE - Dr. Osborne

Goal 1

- The Middle School Transformation Plan continues to move forward. Two days of International Baccalaureate training was held for administrators and teachers.
- Summer school was a success, supporting hundreds of students in a number of different ways. A formal report will be provided in the fall.
- Action will be taken tonight to adopt a new Robotics course at Columbia High School, thus increasing our Science, Technology, Engineering and Math (STEM) offerings.
- Revised Social Studies curriculum for grades 3-5 is also on for action tonight.

Goal 2

- In keeping with our goal of providing Professional Development programs that will strengthen faculty's ability to contribute to measurable improvements in student achievement, our annual New Teacher Institute was held.
- The District Administrative Team (DAT) will meet next week and focus on deepening administrators' knowledge and application of the Partnership Leadership approach and process for new Student Growth objectives mandated by the State's TEACHNJ program to incorporate all under the new State Core Curriculum Standards (CCS).

- Staff Development days are scheduled to include topics of Student Growth Objectives, Motivating Reluctant Writers, Data Analysis, and Alignment of Math Learning Trajectories to Partnership for Assessment of Readiness for College and Careers (PARCC) and CCS.
- Three new candidates from South Mountain School have signed up for the National Board Certification process.
- Aligning with the objective that performance will be driven by objective measures that are tied to student learning and school/district goals, the Human Resources handbook has been revised to reflect Achieve NJ requirements.
- Striving to recruit and hire to increase the quality and diversity of the professional staff, a national search for a new high school principal is underway.
- Hiring all positions for the 2013-14 school year is nearly complete.

Goal 3

- The district calendar will be ready soon. Welcome letters and teacher assignment letters are ready to be sent home.

Goal 4

- The Consolidated Monitoring Report that was received from the New Jersey Department of Education following a review of funds received and disbursed from federal programs will be reviewed in tonight's discussion section. Action will be taken to approve a Corrective Action Plan and Appeal of the findings.
- Construction and building maintenance projects are underway everywhere in the district. Progress on these projects will be covered in the Discussion section tonight.
- The transition to a new custodial services company has taken place with positive feedback received.
- In an effort to improve safety at the high school, two changes will begin this year: A buzzer will be installed at the locked front door to be used by everyone entering the building, and students leaving during Open Lunch will be readmitted to the building only via the front door from now on.
- In a partnership with Matters Magazine, a benefit for the high school music department will be held.
- Increased kindergarten enrollment has been unprecedented. An unpredictable high turnover in housing is attributed to the sharp increase. Even with an additional class opening at Seth Boyden School, classrooms will be at maximum student enrollment.

HEARING OF INDIVIDUALS AND DELEGATIONS

None

DISCUSSION

District Goals

Board members finalized the language for all Goals and they will be approved in the Action part of tonight's meeting.

Annual Agenda

Board members reviewed the draft of the annual agenda and made suggestions for changes.

Capital Plan - Mrs. Schneider

Mrs. Schneider presented a district Capital Plan Update with the following highlights:

- Summer 2013 capital projects

In addition to the regular maintenance and cleaning projects, other major projects include:

- o auditorium ventilation
 - o Maplewood Middle School addition, bathroom and technology lab renovations.
 - o Underhill Sports Complex work includes a new press box, additional lighting and general upgrades of the fields and fencing
 - o Columbia High School auditorium restoration, with anticipated completion in November 2013
 - o Columbia High School pool area structural repairs, with anticipated completion in November 2013
- Columbia High School Renewal
 - o Facilities assessment recommendations
 - o Additional classroom space for increasing enrollments
 - o Renovate and revitalize infrastructure
 - o Determine community support for maintaining a swimming program
 - o Several options were discussed with and without a swimming pool
 - Funding, Debt Service and Tax Impact for a multi-year plan was also explained.

The presentation was followed by a discussion among Board members.

[powerpoint is on file in Board Secretary's office]

Teacher Evaluations - Mr. Memoli

Dr. Osborne reported that there are no changes since last month, however, he wants to give the Board monthly updates as we move forward. Mr. Memoli described the evaluations and district progress in the process.

Consolidated Monitoring - Ms. Schneider

The New Jersey Department of Education has completed a review of funds received and disbursed from one or more federal programs by the school district. Ms. Schneider explained the process and the findings that can be found on the district website.

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

Committee Reports

Each committee chair read the committee charges for review. Mrs. Wren-Hardin noted a change in the Finance, Facilities & Technology charge regarding the Board of School Estimate voting on the budget.

Committee updates included:

Finance, Facilities & Technology - Mrs. Wren-Hardin

The committee discussed the capital plan and began discussion on the budget cycle.

Excellence & Equity - Dr. Gaudelli

Dr. Gaudelli commented on the revision to the social studies curriculum and the extensive well-planned revisions. They also discussed technology and professional development related to technology.

Negotiations - Ms. Karriem

The committee met once with the mediator, but the July meeting was canceled. The next meeting is scheduled for September.

ITEMS FOR ACTION

MOTION made by Ms. Karriem, seconded by Mr. Bennett, that the Board of Education approves the following:

3049A. RETIREMENTS

NAME	ASSIGNMENT	EFFECTIVE DATE
Mack, Anita	T SS CHS - 1.0 FTE	1/1/14
Neetz, Lori	T SPED CHS - 1.0 FTE	1/1/14
Pratola, Maryann	T 1 SB - 1.0 FTE	9/1/13

3049B. RESIGNATIONS

NAME	ASSIGNMENT	EFFECTIVE DATE
Barba, Jonathan	T 1 TUS - 1.0 FTE	8/8/13
Gomez, Tina	T Spanish MM - 1.0 FTE	10/12/13

3049C. REAPPOINTMENTS FOR THE 2013-14 SCHOOL YEAR

NAME	ASSIGNMENT	EFFECTIVE DATE	ANNUAL SALARY
Brown, Shekeria	School Bus Driver DIST - 1.0 FTE	8/26/13 6/30/14	\$60,584*
Hicks, Marcia	Guidance Counselor CHS - .8 FTE	9/1/13 6/30/14	\$65,576*

3049D. APPOINTMENTS FOR THE 2013-14 SCHOOL YEAR

NAME	ASSIGNMENT	EFFECTIVE DATE	ANNUAL SALARY
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Castro, Vanda	T Spanish MM - 1.0 FTE	10/26/13 6/30/14	\$66,968*
Funari, Enrica	T Italian CHS - 1.0 FTE	10/26/13 6/30/14	\$76,345*
Gilker, Jacqueline	School Nurse SOM - 1.0 FTE	9/2/13 6/30/14	\$73,763*
Goldsmith, Louise	S3/12, Secretary CHS - 1.0 FTE	7/29/13 6/30/14	\$49,245*
Granaturova- Riera, Nataly	T Math MM - 1.0 FTE	9/2/13 6/30/14	\$56,141*
Green, Jaymie	T Art TUS - 1.0 FTE	9/2/13 6/30/14	\$52,707*
Hohmann, Brian	T Social Studies CHS - 1.0 FTE	9/2/13 6/30/14	\$63,440*
Martino, Angela	T Math CHS - 1.0 FTE	9/2/13 6/30/14	\$69,738*
Miller, Sharon	T Chemistry CHS - 1.0 FTE	9/2/13 6/30/14	\$88,384*
Perez, Jorge	T Math CHS - 1.0 FTE	9/2/13 6/30/14	\$52,976*
Reichel, Sara	School Librarian MM - 1.0 FTE	9/2/13 6/30/14	\$50,372*
Simmons, Elizabeth	Clerical Aide JEFF - .2 FTE	9/2/13 6/30/14	\$7,158*
Verniero, Laura	T 1 TUS - 1.0 FTE	9/2/13 6/30/14	\$44,577*

3049E. APPOINTMENT OF LEAVE REPLACEMENT STAFF FOR THE 2013-14 SCHOOL YEAR

NAME	ASSIGNMENT	EFFECTIVE DATE	ANNUAL SALARY
Binkert, Chelsea	4 th Grade Teacher SM - 1.0 FTE	9/2/13 2/28/14	\$50,372*
Di Pietro, Juliann	5 th Grade Teacher SB - 1.0 FTE	9/2/13 12/4/13	\$44,577*
Guadara, Eric	T English CHS - 1.0 FTE	9/2/13 6/30/14	\$44,577*
Korellis, Jon	T SPED CLIN - 1.0 FTE	9/2/13 12/31/13	\$44,577*
Lucena, Kerri	T Math MM - 1.0 FTE	9/2/13 1/24/14	\$44,577*
Noel, Kristin	5 th Grade Teacher SB - 1.0 FTE	9/2/13 6/30/14	\$46,643*
Robertazzi, Joanna	T English CHS - 1.0 FTE	9/2/13 6/30/14	\$63,440*
Trimbath, Ashley	T SPED MAR - 1.0 FTE	9/19/13 1/9/14	\$44,577*
Wells, Kristen	T SPED JEFF - 1.0 FTE	9/2/13 1/17/14	\$50,372*
West, Carol	3 rd Grade Teacher SB - 1.0 FTE	9/2/13 12/31/13	\$49,809*

3049F. TRANSFER/REASSIGNMENTS

NAME	OLD ASSIGNMENT	NEW ASSIGNMENT	EFFECTIVE DATE
Ferrara, Susan	T SPED	T SPED	9/2/13
	SM - 1.0 FTE	CLIN - 1.0 FTE	6/30/14
Murphy, Sheila	T 5	T 2	9/2/13
	SB - 1.0 FTE	SB - 1.0 FTE	6/30/14
Sands, Lynn	T 2	T Multiage	9/2/13
	SB - 1.0 FTE	(1 st /2 nd) SB - 1.0 FTE	6/30/14

3049G. LEAVES OF ABSENCE

NAME	ASSIGNMENT	EFFECTIVE DATE
Leocata, Mary	T 3	9/2/13-9/23/13
	CLIN - 1.0 FTE	(Paid Maternity Leave) 9/24/13-12/16/13
		(Unpaid FMLA) 12/17/13-12/31/13 (Unpaid Childcare Leave)
McNamara, Tracey	T English	6/18/13-6/30/13
	CHS - 1.0 FTE	(Paid Maternity Leave) 9/2/13-11/22/13
		(Unpaid FMLA) 11/25/13-1/31/14 (Unpaid Childcare Leave)
O'Halloran, Nicola	T 2	6/27/13-6/30/13
	SM	(Paid Maternity leave) 9/1/13-11/22/13
	1.0 FTE	(Unpaid FMLA) 11/25/13-6/30/14 (Unpaid Childcare Leave)
Pomeranc, Deborah	T 4	9/2/13-9/20/13
	SM - 1.0 FTE	(Paid Sick Days) 9/23/13 - 12/13/13
		(Unpaid FMLA)
Sainte, Jean	School Bus Driver	9/2/13-9/13/13
	DIST - .5 FTE	(Unpaid FMLA)

3049H. APPOINTMENT OF 20-DAY AND YEARLONG MENTORS IN 2012-13

NAME	ASSIGNMENT	MENTOR TO	EFFECTIVE DATE	ACTUAL SALARY
Conyers, Vernell	T 5	Marites Manikad (yearlong mentor)	9/3/12	\$550
	SM - 1.0 FTE		6/30/13	
Murphy, Tamara	T 4	Marites Manikad (yearlong mentor)	9/3/12	-\$550
	SM - 1.0 FTE		6/30/13	

3049I. SALARY ADJUSTMENT FOR THE 2012-13 SCHOOL YEAR

NAME	ASSIGNMENT	EFFECTIVE	ADJUSTMENT	ACTUAL
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		DATE		SALARY
Bucher, Carol	T Chemistry CHS - .2 FTE	6/17-20/13 (3 days)	\$73.17 (per day)	\$219.51
Kaiser, Jerome	T Physics CHS - .2 FTE	6/18-19/13 (2 days)	\$81.97 (per day)	\$163.94
Morrill, Michael	T Physics CHS - .2 FTE	6-17-20/13 (3 days)	\$90.88 (per day)	\$272.64
Stine, Robert	T Chemistry CHS - .2 FTE	6/17-19/13 (3 days)	\$89.64 (per day)	\$268.92
Tumolillo, Alan	T Physics CHS - .2 FTE	6/17/13 (1 day)	\$74.55 (per day)	\$74.55

3049J. SUMMER SCHOOL

NAME	ASSIGNMENT	EFFECTIVE DATE	SALARY
Bloch, Valerie	Substitute Teacher Summer School	7/1/13 8/30/13	\$50/hour
Mastrodonato, David	Substitute Teacher Summer School	7/1/13 8/8/13	\$50/hour
West, Tivoli	Substitute Teacher Summer School	7/1/13 8/30/13	\$50/hour
Whitaker, Thomas	Substitute Teacher Summer School	7/1/13 8/8/13	\$50/hour

3049K. STIPENDS

NAME	ASSIGNMENT	EFFECTIVE DATE	SALARY
Abdelhadi, Mazin	Math Comp Lab CHS - 1.0 FTE	9/2/13 6/30/14	\$9,128
Appenzoller, Paula	Safety Patrol SM - 1.0 FTE	9/2/13 6/30/14	\$3,386
Beaumont, Timothy	Elementary Subject Leader: Language Arts JEFF - 1.0 FTE	9/2/13 6/30/14	\$3,335
Bauer, Peter	Brass Ensemble CHS - 1.0 FTE	9/2/13 6/30/14	\$3,419
	Jazz Ensemble CHS - 1.0 FTE	9/2/13 6/30/14	\$3,323
	Marching Band (P/T) CHS - 1.0 FTE	9/2/13 6/30/14	\$4,966
	Orchestra CHS - 1.0 FTE	9/2/13 6/30/14	\$3,323
Bekkedahl, Alison	F.L.E.S CHS - .5 FTE	9/3/13 6/30/14	\$2,257
Bell, Christine	Safety Patrol SMA - 1.0 FTE	9/2/13 6/30/14	\$3,386
Borkowski, Matthew	Mock Trial CHS - .2 FTE	9/2/13 6/30/14	\$1,417
Boryeskne, Kim	Safety Patrol TUs - .5 FTE	9/2/13 6/30/14	\$1,693
Brody, Susan	Elementary Subject Leader: Language Arts SB - 1.0 FTE	9/2/13 6/30/14	\$3,335
Bunce,	Choral	9/2/13	\$3,323

Jamie	CHS - 1.0 FTE	6/30/14	
Bustrin, Janet	Parnassian CHS - 1.0 FTE Production CHS - 1.0 FTE Set Painting CHS - 1.0 FTE	9/2/13 6/30/14 9/2/13 6/30/14 9/2/13 6/30/14	\$4,126 \$4,711 \$2,834
ampiglia, Anthony	Channel 35 CHS - 1.0 FTE Public Announcer CHS - 1.0 FTE	9/2/13 6/30/14 9/2/13 6/30/14	\$6,533 \$2,834
Conyers, Vernell	Elementary Subject Leader: Math SM - 1.0 FTE	9/2/13 6/30/14	\$3,335
Costello, Katherine Costello, Katherine	Elementary Subject Leader: Math SB - .5 FTE Elementary Subject Leader: Math JEFF - .5 FTE	9/2/13 6/30/14 9/2/13 6/30/14	\$1,667.50 \$1,667.50
Curtin, David	Sophomore Advisor CHS - 1.0 FTE	9/2/13 6/30/14	\$4,126
Dalzell, Beth	Student Activities CHS - .5 FTE Student Council CHS - .5 FTE	9/2/13 6/30/14 9/2/13 6/30/14	\$2,483 \$2,916
Daur, Sharon	GAIA CHS - 1.0 FTE	9/2/13 6/30/14	\$3,323
deVomecourt, Courtney	Elementary Subject Leader: Language Arts SM - 1.0 FTE	9/2/13 6/30/14	\$3,335
Edelman, Hannah	Student Activities CHS - .5 FTE Student Council CHS - .5 FTE	9/2/13 6/30/14 9/2/13 6/30/14	\$2,483 \$2,916
Edgerton, Brian	Bus Duty SB - 1.0 FTE	9/2/13 6/30/14	\$3,386
Enyeart, Joshua	Columbian CHS - .5 FTE Newspaper CHS - .5 FTE	9/2/13 6/30/14 9/2/13 6/30/14	\$1,661.50 \$3,266.50
Faison, Kendra	MLKA CHS - .5 FTE	9/2/13 6/30/14	\$1,661.50
Festerling, Dan	Quiz Bowl CHS - 1.0 FTE	9/2/13 6/30/14	\$3,323
Fischetti, Christine	Safety Patrol TUS - .5 FTE	9/2/13 6/30/14	\$1,693
Healy, Michael	Musical Director CHS - .5 FTE	9/2/13 6/30/14	\$3,266.50
Hurley, Pat	Assembly CHS - 1.0 FTE	9/2/13 6/30/14	\$2,834
Jones, Kathy	Bus Duty SM - .7 FTE	9/2/13 6/30/14	\$2,370.20
Kaesshaefer, Jeffrey	Bus Duty SM - .7 FTE	9/2/13 6/30/14	\$2,370.20
Kahn,	Chess	9/2/13	\$3,323

Janet	CHS - 1.0 FTE	6/30/14	
Kirkland, Christopher	Math Team CHS - .5 FTE	9/2/13 6/30/14	\$1,661.50
Koes, Melissa	Safety Patrol TUS - .5 FTE	9/2/13 6/30/14	\$1,693
Levin, Alan	Astronomy CHS - 1.0 FTE	9/2/13 6/30/14	\$3,323
Lewis- Rebimbas, Diane	Bus Duty SMA - 1.0 FTE	9/2/13 6/30/14	\$3,386
Malhotra, Cindy	Columbian CHS - .5 FTE	9/2/13 6/30/14	\$1,661.50
	Guildscript CHS - .5 FTE	9/2/13 6/30/14	\$1,661.50
	Newspaper CHS - .5 FTE	9/2/13 6/30/14	\$3,266.50
Mungiendo, Lucille	Safety Patrol TUS - .5 FTE	9/2/13 6/30/14	\$1,693
Padalino, Stacey	Safety Patrol SB - 1.0FTE	9/2/13 6/30/14	\$3,386
Pianka, Elisa	Guildscript CHS - .5 FTE	9/2/13 6/30/14	\$1,661.50
Power, Megan	Math Team CHS - .5 FTE	9/2/13 6/30/14	\$1,661.50
Reyes, Ana	Elementary Subject Leader: Math TUS - 1.0 FTE	9/2/13 6/30/14	\$3,335
Ridall, Hellana	Yearbook CHS - .5 FTE	9/2/13 6/30/14	\$3,266.50
Robinson, Matthew	Elementary Subject Leader: Language Arts TUS - 1.0 FTE	9/2/13 6/30/14	\$3,335
Rollin, Jennifer	Bus Duty SB - 1.0 FTE	9/2/13 6/30/14	\$3,386
Russoniello, Miriam	Key Club CHS - 1.0 FTE	9/2/13 6/30/14	\$2,834
	Senior Advisor CHS - 1.0 FTE	9/2/13 6/30/14	\$4,966
Sackett, Shayna	Elementary Subject Leader: Math SB - .5 FTE	9/2/13 6/30/14	\$1,667.50
Seamon, William	Intram (P/T) CHS - .5 FTE	9/2/13 6/30/14	\$1,599
Sedlak, Chris	Intram (F/T) CHS - 1.0 FTE	9/2/13 6/30/14	\$4,615
Solis, Irma	F.L.E.S CHS - .5 FTE	9/2/13 6/30/14	\$2,257
Tait, Richard	Bus Duty SM - .6 FTE	9/2/13 6/30/14	\$2,031.60
Thomas, Kristie	Junior States of America CHS - 1.0 FTE	9/2/13 6/30/14	\$2,834
Tumolillo, Alan	Science Team CHS - 1.0 FTE	9/2/13 6/30/14	\$3,323
	Junior Advisor CHS - 1.0 FTE	9/2/13 6/30/14	\$4,126

Vecchione, Jenna	Mock Trial	9/2/13	\$1,417
	CHS - .5 FTE	6/30/14	
	Yearbook	9/2/13	3,266.50
	CHS - .5 FTE	6/30/14	
Wilson, Sisina	FBLA	9/2/13	\$2,834
	CHS - 1.0 FTE	6/30/14	
Wolff, John	Elementary Subject Leader:	9/2/13	\$1,667.50
	Math	6/30/14	
Wright, Jazmine	JEFF - .5 FTE		
	Volleyball, JV Coach	9/3/13	\$4,251
	CHS - 1.0 FTE	11/30/13	

3049L. ABOLISH JOB DESCRIPTIONS

K-5 Supervisor of Curriculum and Instruction
Subject Supervisor (Grades K-8)
Subject Chairperson (Grades K-8) Language Arts/ Social Studies
and Math/Science
Subject Supervisor (Grades 6-12) English, Math, Science and
Social Studies
Subject Supervisor (Grades 6-12)
Subject Chairperson (Grades 9-12)
Subject Supervisor (Grades 9-12)
9-12 Supervisor of Special Services and the Montrose Learning
Center
Director of Curriculum
Director of Secondary Curriculum
Director of Elementary Education
S4/12, Secretary of the Technology Resource Center (TRC)

* To be determined

3050A. APPROVE SUBSTITUTE TEACHER RATES OF PAY FOR THE 2013-2014
SCHOOL YEAR

Approve the recommendation to set the rates for the 2013-2014
school year as follows:

- Certified Substitute Teachers or Substitute Teachers with a county substitute certificate and a college degree at \$90.00 per day or \$100 per day after completing a district approved training program.
- Substitute Teachers with a county substitute certificate and without a college degree at \$70.00 per day.
- Substitute Teacher Long-term rate at \$160 per day or \$170 per day for the Highly Qualified Teacher.
- Substitute Nurses rate at \$160 per day.
- Substitute Secretary rate at \$10.00 per hour.

3050B. APPOINTMENT OF SUBSTITUTE TEACHERS FOR THE 2013-2014 SCHOOL YEAR

STATE CERTIFIED TEACHER

NAME	INSTITUTION	DATE	DEGREE
DiPietro, Juliann	University of Connecticut	5/2010	BFA
Korellis, Jon	Monmouth University	1/2006	BA
Lucena, Kerri	University of Delaware	5/2012	BS
Patton, Jacquelyn	Montclair State University	1989	BA
Tang, Elaine	Rutgers University Rutgers University	5/2012 5/2013	BA MA
Trimbath, Ashley	Kean University	5/2009	BA
Wells, Kristen	College of New Jersey	5/2012	BS

COLLEGE GRADUATE AND STATE SUBSTITUTE CERTIFICATE

NAME	INSTITUTION	DATE	DEGREE
Anodu, Ugochukwu	University of Nigeria	2003	BS
Boone, Tamika	Shaw University	5/2006	BS
DiCarlo, Paul	Caldwell College	5/1994	BA
Simmons, Al	Hampton University	5/1991	BS
Venescar, Renito	Felician College	1/2012	BA

NON-DEGREE SUBSTITUTE CERTIFICATE

Denize, Genie
Mena, Elsa
Raisan, Calibin

3050C. APPOINTMENT OF HOME INSTRUCTOR FOR THE 2013-2014 SCHOOL YEAR
PAID AT THE HOURLY RATE OF \$35.00

NAME	SPORT
Kate Killion	Teacher of Art Elementary K-5 Elementary Teacher w/Mathematics specialization in Grades 5-8

3050D. APPOINTMENT OF SUBSTITUTE SECRETARY FOR THE 2013-2014 SCHOOL
YEAR PAID AT THE HOURLY RATE OF \$10.00

Alaysia Collins Sarah Murphy Sandra Ritchwood

3050E. APPOINTMENT OF SUMMER STUDENT WORKER (TECHNOLOGY & SUMMER
SCHOOL) FOR THE 2013-2014 SCHOOL YEAR PAID AT THE HOURLY RATE OF
\$7.25

Zachary Arguellas

Liam Kafrissen

3050F. APPOINTMENT OF VOLUNTEER FOR THE 2013-2014 SCHOOL YEAR

NAME	SPORT
Krista Handy	Volleyball

3050G. APPOINTMENT OF STIPEND POSITIONS FOR THE 2013-2014 SCHOOL YEAR

NAME	ASSIGNMENT	STIPEND
Tara Abbondate	Stage Crew	\$5,832
Luther Bowen	Intram P/T	\$1,599
Mark Halliday	Set Construction	\$2,834
Christopher Montague	Marching Band Assistant	\$2,834
Jermaine Royster	MLKA	\$1,661.50
Matthew Whaley	Flags	\$3,323

3050H. APPOINTMENT OF OUT-OF-DISTRICT COACHES FOR THE 2013-2014 SCHOOL YEAR

NAME	ASSIGNMENT	CONTRACT YEAR	STIPEND	BACKGROUND
Ahsler, John	Assistant Football Coach	9/2013 11/2013	\$5,969	Mr. Ahsler is beginning his 2 nd season as a football coach. He is presently employed the Chatham School District.
Arena, Anthony	Freshman Boys Soccer Coach	9/2013 11/2013	\$3,411	Mr. Arena is beginning his 4 th season as a soccer coach within our district. Mr. Arena is a retired teacher from the Newark School District.
Bowen, Luther	Assistant Football Coach	9/2013 11/2013	\$5,969	Mr. Bowen is beginning his 7 th season as an asst. football coach within our district. Mr. Bowen holds a NJ State Substitute Certificate.
Blanc, Lys	Assistant Football Coach	9/2013 11/2013	\$5,969	Mr. Blanc is beginning his 1 st season as a football coach. He is presently employed by the Union Township School District.
Chestnutt, Crandal	Junior Varsity Field Hockey Coach	9/2013 11/2013	\$4,251	Mr. Chestnutt is beginning his 2 nd season as a field hockey coach. He holds a NJ State Substitute Certificate.
Cicenia, Susan	Assistant Varsity	9/2013 11/2013	\$4,176	Ms. Cicenia is beginning her 2 nd season

	Field Hockey Coach			as a field hockey coach. She is presently employed by the Millburn Township School District.
Christiani, Tracy	Freshman Field Hockey Coach	9/2013 11/2013	\$3,349	Ms. Christiani is beginning her 1 st season as a field hockey coach. She holds a NJ State Substitute Certificate.
Cuniglio, Mario	Assistant Football Coach	9/2013 11/2013	\$5,969	Mr. Cuniglio is beginning his 1 st season as a football coach. He is currently employed by Hillside School District.
Elzein, Sharif	Girls Soccer Varsity Head Coach	9/2013 11/2013	\$5,969	Mr. Elzein is beginning his 3 rd season as a girls soccer coach. He holds a NJ State Substitute Certificate.
Green, Kevin	Assistant Football Coach	9/2013 11/2013	\$5,969	Mr. Green is beginning his 9 th season as an Asst. Football Coach within our district. He holds a NJ State Substitute Certificate
Lieberman, Robert	Head Tennis Coach	9/2013 11/2013	\$5,104	Mr. Lieberman is beginning his 3 rd season as a tennis coach within our district. He holds a NJ State Substitute Certificate.
Pinto, Richard	Assistant Football Coach	9/2013 11/2013	\$5,969	Mr. Pinto is beginning his 7 th season as an football coach. He holds a NJ State Substitute Certificate.
Morgan, Lisa	Boys Cross Country Track Coach	9/2013 11/2013	\$5,104	Ms. Morgan is beginning her 1 st season as a cross country track coach. She holds a NJ State Substitute Certificate.
Salme, Santiago	Boys Soccer Varsity Head Coach	9/2013 11/2013	\$5,969	Mr. Santiago is beginning his 1 st season as a soccer coach. He is presently employed by the Passaic Valley Regional High School.
Singler, Margaret	Head Field Hockey Coach	9/2013 11/2013	\$5,969	Ms. Singler is beginning her 5 th season as a field hockey coach. She is employed by the Rahway Public

				School District.
Yaniga, Deborah	Color Guard Coach	9/2013 11/2013	\$3,411	Ms. Yaniga is beginning her 6 th season as the color guard coach. She holds a NJ State Substitute Certificate.

3050I. APPOINTMENT OF ATHLETIC EVENT TICKET SELLERS, TICKET TAKERS,
SUPERVISORS AND OFFICIALS FOR THE 2013-2014 SCHOOL YEAR

Andrew Gnutti

Diane Grant

3050J. REAPPOINTMENT OF SUBSTITUTE TEACHERS FOR THE 2013-2014 SCHOOL
YEAR TEACHER CERTIFIED

LAST NAME	FIRST NAME	DEGREE	CERTIFICATION
Adenihun	Kazeem	BA/MA	CE-Elementary K-5 & CE-Elementary w/Math spec. Grades 5-8
Adjei-Twum	Kwadwo	BA	CEAS-Elementary K-5
Ajayi	Amos	BS	Chemistry & Students w/Disabilities
Amon	Laura	BA	CEAS- Elementary K-5
Araujo	Ivanova	BA	Spanish
Audain-Serrette	Genevieve	BA	CE-Elementary K-5
Baglioni	Joanna	BFA	CEAS-Art
Bail	Douglas	BA	Elementary K-5 & Elementary w/Math Specialization
Binkert	Chelsea	BA	CEAS-Elementary K-5
Bergstol	Kara	BA	CEAS- Elementary K-5
Boyer	Marcus	BA	T Social Studies
Bronson	Daniel	BA/BS	CEAS-T Social Studies
Brothers	Leslie	BA	Elementary
Callahan	Kathleen	BA	Elementary
Chambers	Sharonda	BA	CE-Elementary K-5
Connell	Rosemary	BA	CE-Elementary K-5
Conrad	Lisa	BFA	CE-T Art
Criscuolo	Sandra	BA	Elementary
DaSilva	Manuel	BA	Elementary
DeAquino	Dina	MA	T Physical Education

Deeds	Shirley	BS	T Elementary T Home Economics
Dell	Jane	BFA	TOH CEAS-Art
Dobiesz	Rebecca	BA	CEAS-Preschool to Grade 3
Driscoll	Jennifer	BS/MS	T Students w/Disabilities
Elkins	Nancy	BFA/MS	CEAS-Elementary
Fernandez	Doris	BA	T Health & Physical Education
Fisher	Ted	BA	CE-Elementary K-5
Freeman	Diane	BA	CEAS-T Health & Physical Education
Fullerton	Ingrid	BA	Elementary K-5 Elementary w/spec. in Mathematics
Gallo	Amanda	BS	CEAS-Elementary K-5
Gamble	Glenn	BS/MS	CE- T Comprehensive Business
Gardner	Barbara	BA	CE-Elementary
Guterman	Vibeke	BA	CEAS-Preschool to Grade 3
Hawkins(Kilgore)	Robin	BA/MA	Elementary
Herbert	Marina	BA/MA	CEAS-Elementary K-5
Jackson	Gregory	BS	CE-T Biological Science
Kazenel	Janet	BA/MA	School Social Worker & CE- Elementary
Kling	Kathleen	BA	Elementary & Special Education
Kole	Audrey	BA	T French & Spanish
Lilli	Maureen	BS	Driver Education & T Health & Physical Education
Lurie	David	MA	CEAS-Elementary K-5
MacWalters	Patrick	BA	T Social Studies (Secondary Level)
Marangi	Lucie	BA	CE-Art
McConoughey	Linda	BA	T Spanish
McGowan	Janice	BA/MA	T Mathematics Principal/Supervisor
McVety	Nicole	BFA/MA	CEAS-Preschool through Grade 3
Milanytch	Helena	BA	English
Morakinyo	Folashade	BA	CE- Elementary K-5

Morton-Randall	Lynn	BS/MA	CE-Principal
Murphy	Betty	BA	Elementary
Neal	Leticia	BA	CE-Elementary K-5
Nelson	Cootchill	BA/MA	T French
Onyemekeihia	Marie	BA	Preschool to Grade 3
Pallotta	Danielle	BS/MS	CE-Elementary
Phillips	Kelly	BA	CEAS-Elementary K-5 CEAS- T of Sudents w/Disabilities
Pierce	Kyndell	BFA	CE-Vocational Arts/Dance CE-T Students w/Disabilities
Pomper	Rayna	BA	CEAS-Elementary
Rahimi-Torehe	Kobra	MS	Elementary K-5 Elementary w/Math spec. K-5
Reid	Mary	BA/MA	Art
Richa	Gabrielle	BA/MA	CEAS-T Music
Ridley	Karla	BA/MA	Elementary T Social Studies Principal & Supervisor
Riemer-Schachtel	Beth	BS/MSW	School Social Worker CEAS-Elementary K-5
Roberts	Sharon	BS	CE-Elementary K-5
Robinson	Lanee	BS/BA	CE-Elementary K-5
Rothenberg	Talya	BA	CE-Elementary K-5
Robertson	Victoria	Ed.D.	Elementary Reading Specialist Principal-Supervisor
Schultes	Lauren	BA	CEAS-Elementary K-5
Secor	Melanie	BA	Elementary
Sharo	Roseann	BA/MA	T Latin & Spanish
Shenise	Christopher	BS	CEAS-T Health & Physical Ed.
Shipman	Mary	BFA	CEAS-T English
Smith	Stephanie	BS	Elementary K-5
Stoessel	Jonathan	BS	CEAS-Social Studies
Suero	Esther	BA	CE-Elementary K-5
Supreme	Michael	BA	French

Talmadge-Brinkley	Gerilyn	BA/MA	Elementary CE-Principal
Travis	Sidney	BS	Elementary
Tuttle	Jerome	BA/MA	CE-Math
Velastegui	Mayra	BS/MA	CEAS-Preschool through Grade 3 T Students w/Disabilities
Van Doornik	Leah	BA	CEAS-T Music
Verdun	Jolie	BS/MS	CEAS-Elementary
Vissani	Bernadette	BA	T Spanish
Wade	Barbara	BA/MA	Elementary
West	Carol	BS	Elementary
Woodruff	Lynn	BA	CEAS-Elementary
Yin	Cindy	BA	CEAS-T Music
Zelenka	Barbara	BA	Elementary

COLLEGE GRADUATE AND COUNTY SUBSTITUTE CERTIFICATE

LAST NAME	FIRST NAME	DEGREE
Adenihum	Adikat	BA
Adeniji	Adesola	BS/MA
Adesida	Adedotun	BS
Adetule	Adenike	BA
Adubuola	Olufunmilayo	BS
Akande	Temitope	BA
Akinbode	Oluwafemi	MD
Albert	Dieudorne	BA
Alexander	Katarina	BA
Alverna	Dukenson	BA
Anahinga	Florence	BA
Anderson	Felicia	BS
Anderson	Jacqueline	BA/MBA
Aulestia	Ivan	BA/MA
Ayoola	Johnson	BS
Barron	Lia	BA
Bohorquez	Joaquin	BA/MA
Brown	Yvonne	BA/BA
Buchanan	Joan	D.Ph.
Campbell	Margaret	BA
Carter	Lindsay	BA
Cavagnaro	Gabrielle	BA
Constant	Love	BS
Cox	Caitlin	BA
Davis	Zakerah	BA
Delaney	Alexander	BA

DeLarge	Hellana	BS
Edwards-James	Pamela	BA
Ellis	Robert	BA
Elzein	Sharif	BA
Faison	Theodore	BA/MA
Fantacone	Samantha	BA
Forbes	Jacob	BS
Frankoski	Nina	BA
Glassman	Sarah	BA
Gnutti	Andrew	BA
Greenberg	Mitchell	BA
Hardrick	Gwendolyn	BA
Harrington	Christie	BA
Harris	Shadiki	BA
Hart	Debra	BA
Hayward	Amina	BS
Ishak	Viola	DM
Jato	Grace	BA
Jones	Meara	BS
Jukes	Kim	BA
Kennedy, Jr.	Franklin	BS
Klein	Scott	BA
Kobylarz	Francesca	BA
Koflowitch	Jamie	BS
Larkins	Melody	BA/MA
Littlejohn	Antoinette	BS
Loesch	Dennis	BA
Madu	Fidelia	BS
Maebert	Stacey	BA
Martelli	Nicole	BA
McDuffie	Wanda	BA
Miller	Thomas	BS
Miller	Vernon	BA
Morgan	Lisa	BA/MA
Motley	Jha'lon	BS
Murray	Paula	BA
Neighbors	Charles	BA
Nelson	Rivka	BA
Nitzberg	Donna	BA
Nuguid	Rebecca	BA
O'Connell	Victoria	BFA
Obi	Nnenna	BA
Obi	Obinta	BS
Olanrewaju	Victoria	BS
Ostrega-Gold	Jennifer	BA
Parker	Gail	BA
Paul	Kristin	BA
Plaitakis	Gina	BFA
Prochazka	Richard	BS
Quadrini	Richard	BS
Robertson	Judith	BA
Rosenwasser	Nancy	BA/MA
Royster	Jermaine	BA

Semancik	Charlene	BS
Simon	Deborah	BA
Simon	Julienette	BS
Singleton	Kirk	BA
Smith	Ursula	BS/MA
Snead	Carolyn	BA
St. Hubert	Luzeberte	BA
Sumner	Jacob	BA
Taylor	Janice	BS, MA
Thompson	Joya	BA
Tine	Patricia	BFA
Tornquist	Peggy	BS
Townsend	Stacey	BA
Trebitz	Debra	BFA
Tugentman	Madeline	BA
Vissani	Bernadette	BA
Volcy	Rosario	BS
Williams	Joycelyn	BA
Wolfe	Peter	BS
Wood	Rita	BA/MBA
Woolridge	Lori	BS
Wright	Eillaen	BS
Ziperstein	Michael	BA

COUNTY SUBSTITUTE CERTIFICATES - NON-DEGREES

Artiles, Sergio	Nwafor, Uchenna
Busichio, Luke	Porter, Jeffrey
Chestnutt, Crandal	Roberts, Kalysha
Clark, Jasmine	Samedi, Maglicha
Desarme, Marie	Searles, Ashley
Frydman, Jacqueline	Smith, Clifford
Joseph, Joanna	Tynes, Anthony
Noel, Patricia	Washington, Willie

3050K. APPOINTMENT OF SUBSTITUTE TEACHERS FOR THE 2013-2014 SCHOOL YEAR PAID AT A DAILY RATE OF \$100

Kwadwo Adjei-Twum	Margaret Campbell	Kathleen Kling	Rebecca Nuguid
Ivan Aulestia	Dina DeAquino	Dennis Loesch	Gail Parker
Felicia Anderson	Shirley Deeds	Wanda McDuffie	Rayna Pomper
Genevieve Audain-Serrette	Robert Ellis	Helena Milanytch	Sharon Roberts
Joanne Baglioni	Doris Fernandez	Paula Murray	Debra Trebitz
Douglas Bail	Barbara Gardner	Charles Neighbors	Jerome Tuttle
Joaquin Bohorquez	Gwendolyn Hardrick	Rivka Nelson	Barbara Wade
Joan Buchanan	Robin Hawkins	Donna Nitzberg	

3050L. REAPPOINTMENT OF SUBSTITUTE SCHOOL NURSES FOR THE 2013-2014 SCHOOL YEAR AT A DAILY RATE OF \$160

Nkechi Akanno	Michelle Epstein	Ilena Kasdan
Marie DeSarme	Jenace Hyman	Julie Klapper

3050M. REAPPOINTMENT OF SUBSTITUTE SECRETARIES FOR THE 2013-2014 SCHOOL

SUBJECT	GRADE	TITLE/AUTHOR	PUBLISHER/DATE
support the course outline providing students with an awareness/appreciation of African and African-American literature, the connection of the literature of Africa to that of Black writers from the Americas, and opportunities to examine and reflect on readings through several modes of writing.			
Sports and Literature	12	<i>The Unlevel Playing Field</i> David K. Wiggins	University of Illinois Press 2005
		<i>Souled Out: How Blacks are Winning and Losing in Sports</i> Shaun Powell	Human Kinetics 2008
		<i>Friday Night Lights</i> H.G. Bissinger	Da Capo Press 1990
		<i>The Professional</i> WC Heinz	Da Capo Press 1958
		<i>The Girls of Summer</i> Jere Longman	It Books 2000
		<i>40 Million Dollar Slave</i> William Rhodan	Three Rivers Press 2006
Background: Pending BOE approval of Sports and Literature, these books support the course outline covering social and racial awareness, gender issues, and culture.			

3054A. Adopt the following new curriculum for 2013 - 2014:

Robotics

3054B. Adopt the following revised curriculum for 2013 - 2014:

Social Studies Grades 3, 4, 5

3055. Affirms five (5) HIB incidents for the South Orange/Maplewood School District for the month of July 2013 [on file in Board Secretary's office].

3056. Amend the school calendar for the 2013-14 school year as Presented [on file in Board Secretary's office].

3057A. Receives and accepts the following financial reports:

1. Board Secretary's Report dated July 31, 2013
2. Expense Account Adjustment Analysis dated July 31, 2013
3. Revenue Account Adjustment Analysis dated July 31, 2013
4. Check Register #378208-378209 in the amount of \$12,048.71
5. Check Register #378210-378555 in the amount of \$4,432,191.11
6. Check Register #200485-200487 in the amount of \$1,590,945.60
7. Check Register #200488 for July payroll in the amount of \$1,767,798.43
8. Treasurer's Report of June 2013

3057B. Certify the Board Secretary's Monthly Financial Report [signed certification on file in Board Secretary's office].

3057C. 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)
Jennifer Latimer	ASL National Conference	11/14-16/13	Hartford, CT	463
Brian Osborne	NJSBA Fall Workshop	10/22-24/13	Atlantic City, NJ	500
Lydia Furnari	NJSBA Fall Workshop	10/22-24/13	Atlantic City, NJ	500
Cheryl Schneider	NJSBA Fall Workshop	10/22-24/13	Atlantic City, NJ	500
Phil Stern	NJSBA Fall Workshop & Law Forum	10/22-24/13	Atlantic City, NJ	600
Regina Postogna	FEA/NJPSA/NJASCD Fall Conference	10/17-18/13	Long Branch, NJ	275

3057D. Approves the following attendance and related travel expenses:

BOARD MEMBER	EVENT	DATE	Location	Estimated Cost (\$'s)
Lynne Crawford	NJSBA Annual Workshop & Law Forum	10/22-24/13	Atlantic City, NJ	600
Beth Daugherty	NJSBA Annual Workshop	10/22-24/13	Atlantic City, NJ	250
Bill Gaudelli	NJSBA Annual Workshop	10/22-24/13	Atlantic City, NJ	500
David Giles	NJSBA Annual Workshop & Law Forum	10/22-24/13	Atlantic City, NJ	600
Andrea Wren-Hardin	NJSBA Annual Workshop	10/22-24/13	Atlantic City, NJ	500

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.

3057E. Approves the following change orders to the Security Gates at South Orange & Maplewood Secondary Schools project:

<u>Contractor</u>	<u>Change Order #</u>	<u>Amount</u>	<u>Time Extension</u>
Cypreco Industries	5	\$ 15,628.80	0
	6	(\$18,304.90)	0
	7	\$ 10,777.72	0

3057F. Approves the following change order to the Asbestos Abatement at Maplewood Middle School project:

<u>Contractor</u>	<u>Change Order #</u>	<u>Amount</u>	<u>Time Extension</u>
New American Restoration, Inc.	1	\$1,500	0

3057G. Approves the following change order to the Addition to Maplewood Middle School project:

<u>Contractor</u>	<u>Change Order #</u>	<u>Amount</u>	<u>Time Extension</u>
Fine Wall Corp.	1	\$13,720.45	0

3057H. Approves the following change order to the Columbia High School Auditorium project:

<u>Contractor</u>	<u>Change Order #</u>	<u>Amount</u>	<u>Time Extension</u>
John O'Hara Co.	1	\$ 2,458.50	2 days
	2	\$ 2,750.00	0
	3	\$11,512.38	8 days
	4	\$15,116.20	0
	8	\$19,250.00	5 days

3057I. Authorizes Element Architectural Group to prepare and submit Schematic Plans for the Jefferson School Library Classroom Renovation.

BE IT FURTHER RESOLVED THAT the Board of Education approves the application to the Department of Education for a grant and/or debt service aid to assist with the funding of these projects.

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.

3057J. Amends the Long Range Facility Plan to include the Jefferson School Library Classroom Renovation.

3057K. Approves the following providers for the 2012-13 school year for the services indicated:

<u>Provider</u>	<u>Service</u>	<u>Rate</u>
Bergen County Special Svcs School District Rochelle Park, NJ	Augmentative Communication Assessment	\$ 790
Good Talking People LLC Teaneck, NJ	Speech Language Eval	\$1800

It's a New Day LLC Tenafly, NJ	ABA Therapy BCBA Consultation	\$70/hr \$125
Prism Behavioral Consulting Nutley, NJ	Behavior Therapy	\$50/hr
SN Pediatric Potentials Livingston, NJ	OT	\$160/hr
Trinitas Children's Therapy Svcs Springfield, NJ	Speech Therapy Re-Evaluation Initial Evaluation	\$115/hr \$250 \$350

3057L. Enters into an agreement with Essex Regional Educational Services Commission to provide Technology Services to nonpublic school students for the period of July 1, 2013 to June 30, 2014.

3057M. Accepts State Nonpublic Auxiliary Services (Chapter 192) and Handicapped Services (Chapter 193) Aid Entitlement Funds for 2013-2014 for a total amount of \$103,248.00 allocated as follows:

NP Auxiliary Services	Rate/Pupil	Pupils	State Aid	Allocation
*Compensatory Education	\$ 995.33	96	82,174.00	
*E.S.L.	\$1,015.00	0	\$ 0	
Transportation	\$ 0		\$ 0	
Total Auxiliary Services				\$82,174.00
NP Handicapped Services	Rate/Pupil	Pupils	State Aid	
*Initial Exam & Class.	\$1,326.17	15	\$16,710.00	
*Annual Exam & Class.	\$380.00	28	\$ 8,938.00	
*Corrective Speech	\$930.00	8	\$ 6,250.00	
*Supplemental Instruction	\$826.00	38	\$26,366.00	
Total Handicapped Services				<u>58,264.00</u>
TOTAL 192/193 Allocation				\$140,438.00

* Prorated at 84%

3957N. Approves the agreement with NJ Commission for the Blind & Visually Impaired, Newark, New Jersey, to provide services for district students who are visually impaired for the 2013-2014 school year at the following rates:

Level 1 \$ 1,750/year

Level 3 \$11,750/year

3057O. Enters into an agreement with Morris-Union Jointure Commission to provide transportation services as per the attached list for the 2013-14 school year [on file in Board Secretary's office].

3057P. Accepts a donation from the Clinton PTA of the following items to be used at Clinton Elementary School:

- 10 iPads valued at \$5,790.00.
- 1 Apple TV valued at \$99.00
- 1 iPad mini valued at \$529.00

Total value of donated items is \$6,418.00

3057Q. Accepts a donation from the Jefferson PTA to purchase a balcony-mounted LCD projection system in the amount of \$7,088.25.

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

20-095-200-890	Jefferson PTA	\$7,088.25
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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.

3057R. Accepts an Improving Achievement in English Language Arts and Mathematics for Students with Disabilities grant from the New Jersey Department of Education Discretionary Grant Program in the amount of \$45,254.00.

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.

3057S. Renews the contract for telecommunication services with MetTel of New York, New York, at the rate of \$5,362.95 per month plus 3.9 cents per minute on intrastate calls and 2.9 cents per minute on interstate calls, and internet and WAN services to Data Network Solutions of Tinton Falls, New Jersey, at the rate of \$27,050 per month.

3057T. Approves an agreement with Brown & Brown Benefit Advisors of Livingston, NJ, to provide health benefit consulting services to district staff members and to advise the district's benefits decisions at a cost of \$1,500 per month from July 1, 2013 through June 30, 2014.

3057U. Approves the disposal either by auction or as refuse of the following items deemed unusable by the district based on a knowledge of existing programs and based on the age and condition of the items.

The following items are recommended for disposal through auction:

2 Astaro Security Gateway 625 firewall/security appliances
 BE IT FURTHER RESOLVED THAT the Board of Education approves the sale of the surplus property through GovDeals pursuant to the terms and conditions of State Contract A-70967/T2581.

Any remaining items after auction will be disposed of as appropriate.

3057V. Approves the submission of an application for Federal FY2014 *No Child Left Behind* (NCLB) Consolidated Entitlement Funds (Grant NCLB490014) in the amount of \$485,075 as follows: Title I \$359,944; Title II, Part A - \$101,696; Title II, Part D - \$0; Title III - \$23,435; Title IV - \$0; and Title V - \$0, for program activities from September 1, 2013 to August 31, 2014.

Public School

Title I, Part A: Improving Basic Programs	\$358,919
Title II, Part A: Teacher/Principal Training/Recruiting	97,161
Title II, Part D: Enhancing Education through Technology	0
Title III, English Language Acquisition/Language Enhancement	23,435
Title IV, Safe and Drug-Free School and Communities Act	0
Title V, Innovative Programs	0
Total Public School Allocation	<u>\$479,515</u>

Non-Public School Title I Title II-A Title II-D Title III Title IV Title V

Non-Public Title I	1,025					
Marylawn of the Oranges	1,942					
Our Lady of Sorrows	<u>2,593</u>					
Total Non-Public Allocation	4,535	0	0	0	0	5,560

TOTAL NCLB ALLOCATION \$485,075

3057W. Certifies that the findings of the Consolidated Monitoring Review of federal funds for the period of July 1, 2011 through February 28, 2013, conducted by the New Jersey Department of Education, pursuant to N.J.A.C 6A:23 A-5.6, have been discussed in public session, and that the audit findings will be posted on the district's website.

BE IT ALSO RESOLVED THAT the Board of Education approves the submission of the required Corrective Action Plan to address issues raised in the undisputed findings of the Consolidated Monitoring Review of federal funds for the period of July 1, 2011 through February 28, 2013, conducted by the New Jersey Department of Education, as well as the appeal of findings in dispute.

BE IT ALSO RESOLVED THAT the Board of Education approves the appeal of findings in dispute as set forth in a letter from Superintendent Brian Osborne to Robert Ciccino, Director, Office of Fiscal Accounting & Compliance, dated August 26, 2013.

3057X. Approve the following provider and fees for residency checks conducted for the District during the 2013-14 school year:

<u>Provider</u>	<u>Rate</u>
William Ray Smith	\$20.50/residency check \$37/surveillance

3057Y. Approves a tuition agreement with Essex Regional Educational Services Commission for each district resident student referred to the Essex Campus Academy for the 2013-14 school year at the following annual tuition rates:

Regular Education Program	\$17,686 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.

3057Z. Approves the application to the Department of Education for debt service to assist with the funding of the Montrose School Restoration project.

3057AA. Suspends the By-Laws of the Board of Education in connection with the procedure for the hiring of new staff from the date of the regular meeting in August until the regular meeting in September and authorize the hiring of staff during such period upon the authorization and approval of the Superintendent, subject to confirmation by the Board of Education at its next meeting.

3057AB. WHEREAS, the Alliance For Competitive Energy Services (hereinafter referred to as "ACES"), an alliance composed of the New Jersey School Boards Association (hereinafter referred to as "NJSBA"), the New Jersey Association of School Administrators, and the New Jersey Association of School Business Officials, will from time to time during the Effective Period as defined below solicit bids from electric power suppliers for electric generation services through an energy aggregation program in which NJSBA will act as Lead Agency of the ACES Cooperative Pricing System #E8801-ACESCPS in accordance with the "Public School Contracts Law", N.J.S.A. 18A:18A-1 *et seq.*, and the Electric Discount and Energy Competition Act, N.J.S.A. 48:3-49 *et seq.* ("EDECA") and the regulations promulgated thereunder; and

WHEREAS, the South Orange Maplewood Board of Education is a Participating member of the ACES Cooperative Pricing System and is eligible thereby to obtain electric generation services for its own use through one or more contracts to be awarded to electric power suppliers following said bids for electric generation services pursuant to the aggregation program; and

WHEREAS, the Lead Agency will from time to time during the Effective Period (from date of adoption through May, 2018 hereinafter referred to as "Effective Period") issue one or more Requests for Bids for electric generation services on behalf of the ACES Cooperative Pricing System pursuant to the Public School Contracts Law and EDECA; and

WHEREAS, due to significant volatility and the potential for price increases in the wholesale electric market, Participating Members will preauthorize the Lead Agency to award contracts for Electric Generation Service in each service territory to one or more electric power suppliers that submit bids which are reasonably forecasted to provide estimated savings to the Participating Member based upon its previous electric usage and utility provided Basic Generation Service rates; and

WHEREAS, the Lead Agency will only award contracts for said electric generation services to electric power suppliers that submit bids with pricing reasonably estimated to be lower than

the utility-provided basic generation service; and WHEREAS, the District agrees to purchase all electric power needed for its own use (exclusive of on-site electric generation sources) during the Effective Period through any electric power supplier(s) awarded a contract, it being understood that the term of any one contract shall be subject to the provisions of Public School Contracts Law;

WHEREAS, the Lead Agency will notify the Department of Community Affairs' Division of Local Government Services by mail prior to the issuance a Request for Bids for electric generation services, with the understanding that if the Division of Local Government Services does not respond within 10 business days, it will be deemed to have approved the issuance of the Request for Bids or the Request for Rebids.

NOW, therefore, be it RESOLVED that the District binds itself to the ACES Cooperative Pricing System ##E8801-ACESCPS to purchase all electric power needed for its own use (exclusive of on-site electric generation sources) during the Effective Period from the electric power supplier or suppliers awarded a contract for electric generation services by the Lead Agency; and, be it

FURTHER RESOLVED that the Lead Agency of the ACES Cooperative Pricing System is hereby authorized to execute a master performance agreement that obligates the district to purchase electricity at the terms and conditions stated therein with a third-party supplier or suppliers who have been awarded the contract or contracts by the Lead Agency on behalf of the participating members of the ACES Cooperative Pricing System #E8801-ACESCPS (or any CPS number to be assigned in the future), and provided further that all such contracts shall be at prices reasonably forecast and estimated by the Lead Agency to provide savings to the Districts relative to the price charged for basic generation service by the electric public utility that would otherwise provide such service; and, be it

FURTHER RESOLVED that ACES is authorized to continue to bid to obtain electric generation services at any time during the Effective Period on behalf of the ACES Cooperative Pricing System including, for example, a rebid if energy market conditions do not initially lead to a successful bid, on additional dates to be determined by the Lead Agency; and

FURTHER RESOLVED that this Resolution shall take effect immediately upon passage. The authorization provided to the NJSBA pursuant to the Local Public Contracts Laws (N.J.S.A. 40A:11-11(5)), and the Local Public and Public School Contracts Laws Administrative Code (N.J.A.C. 5:34-7.1 et seq.) shall be valid until May, 2018 (the Effective Period) at which time the Cooperative Pricing System will be subject to renewal. Any rescission or expiration of this resolution shall not affect any Agreements entered into prior to such rescission or expiration.

3057AC. WHEREAS, the Alliance For Competitive Energy Services

(hereinafter referred to as "ACES"), an alliance composed of the New Jersey School Boards Association (hereinafter referred to as "NJSBA"), the New Jersey Association of School Administrators, and the New Jersey Association of School Business Officials, will from time to time during the Effective Period as defined below solicit bids from natural gas suppliers for retail natural gas supply services including interstate transportation to the local natural gas distribution utility company (Natural Gas Supply Services) through an energy aggregation program in which NJSBA will act as Lead Agency of the ACES Cooperative Pricing System #E8801-ACESPCS in accordance with the "Public School Contracts Law", N.J.S.A. 18A:18A-1 *et seq.*, and the Electric Discount and Energy Competition Act, N.J.S.A. 48:3-49 *et seq.* ("EDECA") and the regulations promulgated thereunder; and

WHEREAS, the South Orange Maplewood Board of Education is a Participating member of the ACES Cooperative Pricing System and is eligible thereby to obtain natural gas services for its own use through one or more contracts to be awarded to natural gas suppliers following said bids for natural gas services pursuant to the aggregation program; and

WHEREAS, the Lead Agency will from time to time during the Effective Period (from date of adoption through May, 2018, hereinafter referred to as "Effective Period") issue one or more Requests for Bids for natural gas services on behalf of the ACES Cooperative Pricing System pursuant to the Public School Contracts Law and EDECA; and

WHEREAS, due to significant volatility and the potential for price increases in the wholesale natural gas market, Participating Members will preauthorize the Lead Agency to award contracts for Natural Gas Supply Service in each service territory to one or more natural gas suppliers that submits bids which are reasonably forecasted to provide estimated savings to the Participating Member based upon its previous natural gas usage and utility provided Basic Gas Supply Service rates; and

WHEREAS, the Lead Agency will only award contracts for said Natural Gas Supply Services to natural gas suppliers that submit bids with pricing reasonably estimated to be lower than the utility-provided basic gas supply service; and

WHEREAS, the District agrees to purchase all Natural Gas Supply Services for its own use during the Effective Period through any natural gas supplier(s) awarded a contract, it being understood that the term of any one contract shall be subject to the provisions of Public School Contracts Law; and

WHEREAS, the Lead Agency will notify the Department of Community Affairs' Division of Local Government Services by mail prior to the issuance a Request for Bids for natural gas supply services, with the understanding that if the Division of Local Government Services does not respond within 10 business days, it will be deemed to have approved the issuance of the

Request for Bids or the Request for Rebids.
 NOW, therefore, be it

RESOLVED that the District binds itself to the ACES Cooperative Pricing System ##E8801-ACESCPS to purchase all natural gas supply services needed for its own use during the Effective Period from the natural gas supplier or suppliers awarded a contract for natural Gas supply services by the Lead Agency; and, be it

FURTHER RESOLVED that the Lead Agency of the ACES Cooperative Pricing System is hereby authorized to execute a master performance agreement that obligates the district to purchase natural gas at the terms and conditions stated therein with a third-party supplier or suppliers who have been awarded the contract or contracts by the Lead Agency on behalf of the participating members of the ACES Cooperative Pricing System #E8801-ACESCPS (or any CPS number to be assigned in the future), and provided further that all such contracts shall be at prices reasonably forecast and estimated by the Lead Agency to provide savings to the districts relative to the price charged for basic gas supply service by the natural gas public utility that would otherwise provide such service; and, be it

FURTHER RESOLVED that ACES is authorized to continue to bid to obtain natural gas services at any time during the Effective Period on behalf of the ACES Cooperative Pricing System including, for example, a rebid if energy market conditions do not initially lead to a successful bid, on additional dates to be determined by the Lead Agency; and

FURTHER RESOLVED that this Resolution shall take effect immediately upon passage. The authorization provided to the NJSBA pursuant to the Local Public Contracts Laws (N.J.S.A. 40A:11-11(5)), and the Local Public and Public School Contracts Laws Administrative Code (N.J.A.C. 5:34-7.1 et seq.) shall be valid until May, 2018 (the Effective Period) at which time the Cooperative Pricing System will be subject to renewal. Any rescission of this resolution shall not affect any Agreements entered into prior to such rescission or expiration.

3057AD. Accepts school year 2013-2014 New Jersey Nonpublic Textbook Aid Entitlement Funds in the amount of \$10,148.00 to be allocated as follows:

SCHOOL	PUPILS	STATE AID
Our Lady of Sorrows	175	\$ 9,599.00
So Orange Country Day School	10	\$ 549.00
Total Nonpublic Textbook Aid		\$ 10,148.00

3057AE. Accepts school year 2013-2014 New Jersey Nonpublic Nursing Aid Entitlement Funds in the amount of \$772.00 to be allocated as follows:

SCHOOL	PUPILS	STATE AID
South Orange Country Day School	10	\$ 772.00

Total Nonpublic Nursing Aid \$772.00

3057AF. Accepts school year 2013-2014 New Jersey Nonpublic Technology Aid Entitlement Funds in the amount of \$3,500.00 to be allocated as follows:

SCHOOL	PUPILS	STATE AID
Our Lady of Sorrows	175	\$3,500.00

Total Nonpublic Technology Aid \$3,500.00

3057AG. Approves the following change order to Apex Enterprises for the Pool Structural Repairs at Columbia High School project:

Change Order #	Change Order Amount	Contingency Balance in Base Contract	Additional Contract Cost
1	\$22,950.20	\$7,049.80	\$0
2	\$6,732.00	\$317.80	\$0
3	\$1,338.75	\$0	\$1,020.95
4	\$12,621.40	\$0	\$13,642.35

3057AH. Awards a contract to TEMCO Service Industries, Inc. in the amount of \$35,700.00 for Wood Maintenance Services in the Columbia High School Auditorium including the resurfacing of the wall panels, interior side of doors, the wood panels at the front of the stage and the front of the balcony.

ROLL CALL: Motion 3049A, G, I-L, 3050A-N, 3051A-B, 3052, 3053, 3055, 3056, 3057A-AH passed; 7 yes, 0 no.
 Motion 3049C-F, H, 3054A-B passed. YES: Mr. Bennett, Ms. Crawford, Mrs. Daugherty, Mr. Eastman, Mr. Giles, Ms. Karriem, Ms. Pai

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

3058. Adopts the 2013-14 District Goals:

Mission Statement

Our Core Purpose

To prepare each and every student, regardless of demographic or socioeconomic background, for post-secondary educational success, and to educate all students to be responsible and productive members of the global society at large and especially:

- caring, collaborative and ethical people
- critical thinkers and problem solvers
- effective writers and speakers
- thoughtful consumers and producers of media
- lifelong learners

Core Values

Drivers of Our Words and Actions

- ✓ We measure success by student growth and achievement
- ✓ Every student is worthy of intellectual, social and emotional respect
- ✓ Effective teaching is essential
- ✓ Quality education demands genuine appreciation for differences
- ✓ We can all learn from each other
- ✓ Parents and guardians are our partners
- ✓ Demography should not be destiny, academically or otherwise
- ✓ All students deserve the opportunity to achieve their fullest potential

Vision 2016 Statement

What We Intend To Create

Excellence and Equity in Public Education without Excuse:

- High Expectations for ALL Students with Success at Each Grade
- Deep Engagement and Exhilarating Experiences of the Whole Student in Their Learning, Interests and Passions
- Parent Engagement in, Knowledge of, Access to, and Planning for Educational Options
- Teachers Valued as Collaborative, Reflective and Innovative Professionals
- Understanding and Using Our Diverse Community as an Asset and Strength
- Facilities, Technology and Programming Which Supports New and Leading Options for Learning
- Partnerships for Enhanced Learning and Wise Use of Resources

Goals

How We Will Work Towards Our Vision

Goal One: Student Learning - The South Orange-Maplewood Public Schools will promote the intellectual development of all students, challenging and inspiring them to do their best.

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.

Goal Three: Engagement and Outreach - The South Orange-Maplewood Public Schools will communicate effectively with parents, students and the South Orange-Maplewood community.

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.

Preamble

These *district goals* establish the ends by which the district's success in fulfilling its mission of educating students shall be measured from 2011-14. 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, and budget allocations in 2011-12. 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 should occur through a de-emphasis of the arts, humanities 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.

Other terms:

Rigorous. Defined by Common Core Curriculum principles as "robust and relevant to the real world, reflecting the knowledge and skills that our young people will need for success in college and careers."

Differentiated Instruction. Provision of appropriate instructional materials and approaches to facilitate student learning of same curriculum

Goal One: Student Learning

The South Orange-Maplewood Public Schools will promote the intellectual development of all students, challenging and inspiring them to do their best.

Objective A, Student Performance: Students will demonstrate proficiency on key benchmarks to postsecondary readiness equal to or better than peer schools, identified by NJ-DOE as Peer Comparison Groups.

Indicator 1: Improve performance relative to the DFG and Peer Comparison Groups.

Student performance comparisons, for both proficiency and advanced proficiency, to the DFG-I and Peer Comparison Groups (disaggregated by school) on an aggregated **student-population** basis, district-wide, on state assessments in language arts, math and science for each grade tested.

Milestones:

2013-2014	2014-15	2015-2016
Narrow the existing gap between SOMSD and DFG by 25%. (The goal is to cut 25% of the gap, not to gain 25 points.)	Same-narrow gap by an additional 25%.	Same-narrow gap by an additional 25%*
All schools will narrow the gap between themselves and Peer Comparison Groups by 25%	Same-narrow gap by an additional 25%	Same-narrow gap by an additional 25%*

**Note- these projections may change due to new assessments*

Indicator 2: Meet NJDOE annual performance targets for the 'all students' group and in each subgroup. NJDOE annual performance targets are based on the NJDOE ESEA waiver.

Milestones:

NJDOE annual performance targets are set in annual equal increments so that within six years (by 2017 using 2011 as a starting point), the percentage of non-proficient students in the 'all students' group and in each subgroup is reduced by half.

For example, if the 'all students' group is currently demonstrating a proficiency rate of 40 percent, the methodology would take the 60 percent point gap between 100 percent proficiency and the current rate (100 - 40 = 60) and then divide the gap in half to determine the target for the sixth year - a gain of 30 percentage points (60 / 2 = 30). Then, the 30-percentage point gain is divided into six equal increments (30/6 = 5) so that annual targets can be set.

Thus, the group in this example begins this process with a rate of 40 percent and is then expected to move to proficiency rates of 45 percent, 50 percent, 55 percent, 60 percent, 65 percent, and finally 70 percent in each of the following years of the six-year period.¹

Districtwide	3471	80%	82%	83%	83%	85%	87%	88%	90%
White	1683	93%	93%	94%	94%	94%	95%	96%	96%
Black	1463	64%	67%	69%	70%	73%	76%	79%	82%

Hispanic	166	77%	79%	76%	81%	83%	85%	87%	89%
Native American	13	-	-	-	-	-	-	-	-
Asian	124	89%	89%	89%	90%	91%	92%	93%	94%
Pacific Islander	4	-	-	-	-	-	-	-	-
Multi-Racial	18	-	-	-	-	-	-	-	-
Special Education	523	41%	46%	47%	51%	56%	61%	66%	71%
English Language Learners	47	26%	32%	58%	38%	44%	50%	57%	63%
Economically Disadvantaged	661	55%	58%	60%	62%	66%	70%	74%	77%
Male	1743	76%	78%	78%	80%	82%	84%	86%	88%
Female	1728	84%	85%	87%	87%	88%	89%	91%	92%

Math: Percentage of Students Proficient and Above									
	2010-2011 #_Students	2010- 2011 Baseline	2011- 2012 Goal	2011- 2012 Actual	2012- 2013 Goal	2013- 2014 Goal	2014- 2015 Goal	2015-2016 Goal	2016- 2017 Goal
Districtwide	3471	81%	83%	84%	84%	86%	88%	89%	91%
White	1683	95%	96%	96%	96%	97%	97%	97%	98%
Black	1463	66%	69%	68%	72%	75%	77%	80%	83%
Hispanic	166	76%	78%	81%	80%	82%	84%	86%	88%
Native American	13	-	-	-	-	-	-	-	-
Asian	124	94%	95%	93%	95%	96%	96%	97%	97%
Pacific Islander	4	-	-	-	-	-	-	-	-
Multi-Racial	18	-	-	-	-	-	-	-	-
Special Education	523	50%	54%	48%	58%	62%	67%	71%	75%
English Language Learners	47	32%	38%	54%	43%	49%	55%	60%	66%
Economically Disadvantaged	661	56%	60%	61%	64%	67%	71%	75%	78%
Male	1743	80%	82%	81%	84%	85%	87%	88%	90%
Female	1728	82%	84%	85%	85%	87%	88%	90%	91%

SOMSD Annual Performance Targets

Indicator 3: Participation and success in Advanced Placement (AP) courses in the high school.

Milestones: 2012-13 and 2013-14:

- Increase the percentage of the high school student body enrolled in AP courses by 20% and the percentage of black students in the high school student body enrolled in AP courses by 25%
- Increase the number of 2011-2012 AP scores of 3 or higher by 10%

Objective B, Learning Opportunities: Rigorous curricula, differentiated instruction (see glossary) and expanded learning

opportunities will enable all students to thrive and fulfill their academic potential.

Indicator 1: District-wide attention, across subject areas and spanning grade cohorts to instruction, curriculum, professional development and resource allocation for effective and equitable implementation of Common Core Curriculum Standards (CCCS), Middle Years Program-International Baccalaureate (MYP-IB) and Partnership of Assessments for Readiness of College and Careers (PARCC). Regular or quarterly monitoring reports for District preparations for these systemic changes will be reviewed by the BOE.

Core Area	2013-2014
All Core Areas: <ul style="list-style-type: none"> • English Language Arts • Mathematics • Media/Educational Technology • Science • Social Studies • World Language • Physical Education • Fine and Performing Arts 	Grades 7 revisions to address Middle Years Programme of the International Baccalaureate (for 2014-15 implementation)
Mathematics	Implement 6-12 curriculum aligned to new state standards and assessments Implement grades 3-5 curriculum aligned with CCSS and <i>Math in Focus</i>
Social Studies	Implement revised K-5 curricula, interdisciplinary with select ELA units
Science	Revise K-5 curricula, interdisciplinary with select ELA units Revise 9-12 curricula to standards adopted by NJDOE

Core Area	2014-2015
All Core Areas: <ul style="list-style-type: none"> • English Language Arts • Mathematics • Media/Educational Technology • Science • Social Studies • World Language • Physical Education • Fine and Performing Arts 	Grades 8 revisions to address Middle Years Programme of the International Baccalaureate (for 2015-16 implementation)

Indicator 2: Public documents that are distributed, widely available and articulate 1) learning aims; 2) content scope and sequence and 3) student performance expectations. These elements will clearly illustrate differences that exist between

academic levels in appropriate courses. Course criteria for entry and course sequences should be widely available to ensure public knowledge of this. All entry criteria must be based on multiple measures.

Milestone 2013-14:

- All leveled courses in the District will be available
- Review entrance criteria for course offerings including summer step-up learning opportunities

Indicator 3: Strategic Plans in place at CHS, to be reconfigured around the Middle States Accreditation, which includes the following categories: 1. Philosophy/Mission, 2. Governance/Leadership, 3. School Improvement Planning, 4. Finances, 5. Facilities, 6. School Finance/Organization, 7. Health and Safety, 8. Educational Program, 9. Assessment and Evidence of Student Learning, 10. Student Services, 11. Student Life/Activities, 12. Information Resources and Technology.

Milestones 2013-14:

- Development plans to synthesize all Strategic Plans to integrate the Middle States Accreditation Creation of a schematic (e.g., cross-walk) that demonstrates inclusion of original CHS Strategic Plan into Middle States Accreditation.
- Public articulation and discussion of documents and plans.
- Submission of Accreditation documents for external review

Milestones 2014-15:

- Implementation of plans with regular BOE review; Site visit and an analysis of strengths, weaknesses, opportunities and threats (SWOT).
- Prior to the completion of the 2015-16 budget, develop recommendation regarding extending the IB MYP through 10th grade, using input from multiple stakeholder groups.

Indicator 4: MMS and SOMS will demonstrate adequate progress towards IB accreditation.

Milestones 2013-14:

Quarterly BOE reports from middle school principals regarding progress towards IB Accreditation.

Milestone 2014-15:

Successful submission of application for candidacy by April 2015

Indicator 5: Expanded Learning Opportunities

Milestones 2013-14:

- Development of extra-curricular options and consideration of implementation of program rollout

- Planning phase for Gifted and Talented strategy
- Integration of online course offerings into regular process of course selection with attention to providing information and access to students who may be unfamiliar with this learning opportunity,
- Explore creation of an online learning suite within CHS to augment existing programs, provide access for students
- possible realignment of resources/course offerings to better fit changing economic climate by February, 2014. Information from this review will inform the development of a Guiding Change Process

Milestones 2014-15:

- Implement Gifted and Talented strategy
- Development of pilot online learning suite at CHS
- Administration development of Guiding Change Process for CHS curricular realignment by December 2014 to align for March budget cycle with aim to offer new courses in 2015-16

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

Indicator 1: Professional development for district staff to increase their ability to effectively deliver the written curriculum and meet the social emotional needs of our students.

Milestones 2013-1014 and 2014-1015:

- Implement the feedback tool for non-principal administrators
- Increase the District's capacity to support collaborative professional learning such as The Learning Walk, Instructional Rounds, Model Classroom Initiatives, and PLC's (professional learning communities).
- Increase the District's capacity to evaluate professional learning outcomes as they relate to improved teaching and learning.

Objective B: Recruitment and hiring will increase the quality and diversity of the professional staff.

Indicator 1: Highly qualified and diverse applicants

Milestones 2013-2014 and 2014-2015:

- Exceed 90% "top choice" hires

- 20% increase in the number of candidates identifying themselves as people of color
- One hundred percent of hires made according to district practices—including use of the *Framework for Teaching* 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).

Objective C: A performance evaluation system will be 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 and *AchieveNJ*.

Milestones 2013-2014 and 2014-2015:

- Implement the State approved *AchieveNJ* regulations regarding observations/evaluations, student growth objectives, student growth percentiles, corrective action plans, and school improvement panels.
- Continue summative rating for staff in alignment with *AchieveNJ*, including a summative rating derived from both teacher practice and student learning.
- Increase the District's capacity to provide targeted professional learning opportunities related to *TeachNJ* legislation and *AchieveNJ* requirements.

Objective D: A staff recognition program will identify and celebrate excellence in the profession.

Indicator 1: Innovation and excellence in the profession recognized by professional organizations and/or other education related entities

Milestones 2013-2014 and 2014-2015:

- Publish inventory of staff recognition
- 5% of staff will have received recognition during the school year.

Goal Three: Engagement and Outreach

The South Orange-Maplewood Public Schools will communicate effectively with parents, students and the South Orange-Maplewood community.

Objective A: Parents will receive timely information about their children, their schools and the District and be engaged in the education of their children and their schools.

Indicator 1: Parents will receive timely information about their children:

Milestones 2013-2014:

- 80% of parent/guardians of grade 6-12 students will use the Teacher Gradebook feature of PowerSchool
- Parents and, as appropriate, students will be notified when students fail to meet critical benchmarks and advised of interventions available to improve the student's performance.
- Parents and, as appropriate, students will be notified of relevant grade level goals, expectations, and opportunities
- Parents and, as appropriate, students will be notified of relevant policies and procedures related to academic placement.

Indicator 2: Parents will receive timely, relevant information about their schools and the District.

Milestones 2013-14:

- Parents will be able to easily access desired public information on the District's website.

Objective B: The South Orange-Maplewood Public Schools will communicate with the School District community to foster transparency, accountability and community engagement with respect to the development and implementation of District policies.

Indicator 1: The District will make available to the public information related to major policy proposals to ensure that the public has sufficient information to understand and an opportunity to provide meaningful input to the Board and the Superintendent regarding such proposals.

Indicator 2: The District will make available to the public information, data and reports requested by the Board related to the implementation of major policy initiatives and progress toward meeting District goals.

Indicator 3: An annual survey will be completed to gather information from parents, students and staff regarding the achievement of District goals and the delivery of educational services in the District.

Milestones 2013-14:

- Achieve minimum 10% gains in applicable satisfaction ratings compared with prior year.
- The participation rates of parents from demographic groups which have participated in disproportionately low levels in the past will increase.

Objective C: A variety of communications tools will be used to regularly share with parents, students and the South Orange-Maplewood community positive information about our District, schools, staff and students, celebrating in particular the achievements of our students and staff.

Indicator 1: Implementation of communications strategy using tools including the district website, email communications, written publications and external media relations.

Milestones 2013-2014:

- Through the District website and E-Newsletter, provide regular and timely information which highlights positive information about the District, our schools, staff and students.
- Develop and implement, before the winter break in December 2013, a communications strategy to introduce 5th and 8th grade parents, respectively, to the Middle Schools and the High School.

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 budget that supports the attainment of district goals, reins in spending on budget categories that are rising at a faster rate than the cost of living and is produced in an efficient and transparent manner.

Indicator 1: Timely approval of a district budget aligned to district goals, responsive to taxpayer burden, and articulated in the context of a 5-year budget forecast.

Milestone 2013-14:

- Approve 2014-15 operating budget with a year-over-year tax impact not greater than 2% for the operating budget. Should, after exhausting all feasible options to reduce costs, it be impossible to limit the tax impact to 2% without substantially impeding the district's ability to meet its goals, banked cap may be used.
- 5-year budget forecast projecting trends in revenues, expenses and tax levies and identifying opportunities for short and long term cost savings.

Indicator 2: Hold or reduce rate of growth in energy consumption.

Milestone 2013-14:

- Conduct an energy audit which will, through a thorough review of each facility, identify specific energy conservation measures that can be undertaken to yield reduced energy use.

Milestone 2014-15

- Align and implement specific energy conservation projects in a cost effective manner.

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

Indicator 1: A capital plan that extends to 2025.

Milestone 2013-14:

- Refine priorities and projects within phases for the capital plan,
- Support public engagement, and
- Gain BSE approval for the first phase

Indicator 2: Feedback from parents, students, administrators and teachers on quality of facilities and solicitation of facility needs.

Milestone 2013-14 and 2014-15:

- Improved stakeholder satisfaction rates, as measured by surveys regarding cleanliness and condition of facilities.
- Public forums, as deemed necessary, to provide information on and generate feedback for large scale projects in next phase of capital plan

Objective C: The State of New Jersey announced all standardized testing will be conducted electronically beginning in the 2014-2015 school year. This presents an opportunity to leverage the required equipment purchases to pilot one to one computing programs. One to one computing means that every student and teacher is provided a computer device and software to enhance instruction.

Indicator 1: Pilot one to one computing programs.

Milestone 2013-14:

- For every school that participates on standardized assessments, select one or more teachers to pilot a one to one computing program.

Indicator 2: Evaluate the one to one computing pilots.

Milestone 2014-15:

- Prior to finalizing the budget for ~~FY16~~ the 2015-16 school year, create a report on the district's experience and findings of the one to one computer pilots to inform the benefits of one to one computing towards instruction and the costs of pursuing a one to one initiative district wide.

ROLL CALL: Motion 3058 passed as amended; 7 yes, 0 no.

HEARING OF INDIVIDUALS AND DELEGATIONS

None

NEW BUSINESS

Dr. Osborne reported that the current kindergarten enrollments are higher than projected, but still less than last year's enrollment.

Future Meetings - Read by Mrs. Daugherty

The Board of Education will meet in Closed Session on Monday, September 16, 2013, 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, October 21, 2013, 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. Gaudelli, seconded by Ms. Karriem, that the Board of Education will meet in Executive Session prior to the September 16, 2013, Public Meeting to discuss personnel, legal and Special Education matters and negotiations, the nature of which will be made public at a future date. Motion unanimously approved.

MOTION made by Dr. Gaudelli, seconded by Ms. Karriem, that the Board of Education adjourn. Motion unanimously approved at 10:00 p.m.

Cheryl Schneider, Board Secretary