

MINUTES OF THE PUBLIC BOARD MEETING
HELD MONDAY, OCTOBER 1, 2007 AT 7:30 P.M.
22 VALLEY ROAD, MONTCLAIR, NEW JERSEY

- A. The meeting opened at 7:35 p.m. and the following statement was read:
- B. Let the minutes reflect that adequate notice of this meeting has been provided in the following manner:
1. On May 21, 2007 notice of this meeting was faxed to the Montclair Times, the Herald and News and the Star-Ledger. The time, date and location of this meeting were accurately set forth therein.
 2. On this same date a copy of said notice was filed with the Township Clerk and was posted at the public bulletin board in the first floor main hall of the Board of Education Building, 22 Valley Road.
 3. Copies have also been mailed to all persons who have requested same at no cost.
- C. The Pledge of Allegiance occurred at 7:36 p.m.

D. ROLL CALL OF THE BOARD

	Present	Absent
Timothy Barr	<u> X </u>	<u> </u>
John Carlton	<u> X </u>	<u> </u>
Shirley Grill	<u> X </u>	<u> </u>
Robert Kautz	<u> X </u>	<u> </u>
Shelly Lombard	<u> X </u>	<u> </u>
Ronald Riddick	<u> X </u>	<u> </u>
Carmen Taylor	<u> </u>	<u> X </u>
Staff Members Present	<u> 6 </u>	
Members of the Public	<u> 5 </u>	
Members of the Press	<u> 1 </u>	

E. SUPERINTENDENT'S REPORT

Dr. Alvarez commented on the Rand principal search. He noted that the district received a wonderful pool of candidates, 96 applications for the position. Reference calls were

performed. Nine candidates have been invited for a community and staff interview. The field will then be narrowed to the top three or four candidates, who will be interviewed by senior staff. Dr. Alvarez stated that he expects to have a recommendation to the board by the beginning of November.

Dr. Alvarez also reported that the David Greenwald Challenge Course 10th Anniversary Celebration was this past weekend. It was a great afternoon, beautiful weather, big turnout and the Greenwald family was able to join us. It was really a very terrific event.

Dr. Alvarez commented that Montclair Rocks was also this weekend, and that many were in attendance on Saturday evening. He believes that the event probably raised a lot of money for the schools. It's a great evening out and there was a wonderful community spirit throughout the evening.

Dr. Alvarez announced that the district received notice that its web site was awarded a certificate of excellence from the New Jersey School Board's Association, which will be presented at the statewide conference in two weeks.

- Dr. Patterson presented the staffing report, which is new and different. This report is part of several reports that is presented to the Board of Education. The report examines the hiring of staff that came into the district, left the district, and were certified staff last year. This report is an annual cycle of reporting to the board. Following this a report will be presented to the State Department of Education which is called the Annual Certificated Fall Report. Mr. Dabney provides the affirmative action report in January, which looks at targets for the following year.

Dr. Patterson said this particular report looks at:

- An analysis of faculty turnover in Montclair
- An analysis of preparation and experience of new hires
- An examination of the demographics of certified staff in New Jersey, Essex County and across the United States
- An analysis of the diversity demographics of newly hired certified staff in Montclair

Some of the facts that came out of this report:

- We can expect a large turnover of staff in the next three to five years due to retirements. Montclair has 70 staff member currently over 60. Another 112 will be added to this category within the next 5 years. Also 182 members of the staff are over 55. Staff turnover was 8.1% for Montclair whereas nationally it was 17%.
- Degrees held by people brought in: 52.60% had their Bachelors and 25.40% had a Masters or Doctorate.

- Our new hires have graduated from a diverse group of colleges and universities.
- 85% of the staff that were hired went to traditional schools and 15.00% went Alternate Route.
- 53% of new staff have 5 or more years of experience
- Montclair continues to attract a racially diverse workforce exceeding state and national averages.
- The ability to attract staff increases in importance in order to replace staff retiring in the next five years.

Ms. Grill asked what the percentage of people that are hired within a three-year period does the district lose.

Dr. Patterson responded that some of the non-renewals that left the district were due to budget reductions or slots where people have come back from leaves of absences.

F. BOARD OF EDUCATION REPORTS

Mrs. Lombard commented that Drums of Thunder played at the Giants game on Sunday night.

Mr. Kautz stated that the Montclair Rocks fund raiser was sold out and collected over \$80,000. The fund raiser was very successful; there were an enormous number of school personnel present at the event.

Mrs. Lombard, Mr. Riddick, and Mr. Carlton are on the special education committee. They will inform the rest of the board on these issues. Mr. Barr and Mrs. Lombard will probably start early with the board of school estimates meetings. Mr. Carlton thanked Mrs. Lombard and Mr. Riddick whom were donors at the Montclair Rocks and also Deb Wilson (former board member).

G. COMMENTS

1. PTA

None.

2. MEA

None.

H. COMMENTS FROM THE PUBLIC – AGENDA ITEMS

Cary Africk – 2 Erwin Park – Mr. Africk questioned if the mentoring program for new teachers in the high school was cut, commented on housing costs, and also questions the funds of Montclair Rocks.

Dr. Patterson responded that many times people are relocating due to spousal changes or are coming from surrounding districts. Dr. Alvarez stated that the mentoring program stayed the same as in the past years. Montclair Rocks is a fund raiser for the district that works through the Montclair Fund for Educational Excellence. The money then becomes a donation to the district.

I. GENERAL RESOLUTIONS

Mr. Kautz moved to approve the following resolutions:

- a. 2007-2008 School Level Objectives – New Jersey State Department of Education

WHEREAS, the New Jersey State Department of Education requires measurable objectives of student performance annually, and

WHEREAS, these objectives must be submitted to the New Jersey State Department of Education by October 31, 2007, and

WHEREAS, the district will include these measurable objectives of student performance as part of the total listing of objectives which will be presented to the board of education as part of the district's annual planning process;

NOW, THEREFORE, BE IT RESOLVED that the Montclair Board of Education approves the attached listing of measurable objectives for student performance for submission to the New Jersey State Department of Education.

This resolution was tabled until the next Board meeting; Dr. Pryor is going to make a revised copy.

J. BUSINESS RESOLUTIONS

1. Resolutions
 - a. Conference and Travel Expenses

Mr. Riddick moved to approve the following resolutions:

WHEREAS, New Jersey Administrative Code N.J.A.C. 23B and Board of Education policy require approval of the Board of Education prior to expending Board of Education funds for travel and related expenses, and

WHEREAS, the travel must be directly related to the employee's or Board member's current responsibilities,

NOW, THEREFORE, BE IT RESOLVED that the following Board members and employees are approved for travel-related reimbursements for an amount up to the estimated cost indicated:

<u>Conference</u>	<u>Board Member/ Employee</u>	<u>Estimated Cost</u>	<u>Educational Purpose</u>
A Team Approach To Children	Patricia Dowling	\$70.00	Increase my knowledge of diabetes to enable me to manage diabetic students more effectively.
NJ Science Convention	Pamela Wright	\$80.00	Learn more techniques both for information and teaching of science.
NJ Science Convention	Amy Armstrong	\$80.00	To enhance environmental curriculum, as well as science topics.
NJSIAA/Basketball Clinic	Jerry Citro	\$130.00	Basketball instruction for coaches.
	Brian Hillman	\$130.00	
	Jamie Bittner	\$130.00	
	Candace Brennan	\$130.00	
MSAN Student Conference	Peter Renwick	\$931.00	Minority students are trained in valuable leadership skills.
	Jeffrey Freeman	\$931.00	
Everyday Math	Gabriella Bauer	\$40.00	Enhance classroom instruction and pedagogy for board-approved instruction for Everyday Math.
	Robin Alvarado	\$40.00	
	Carly Turley	\$40.00	
	Linda McNish	\$40.00	
	Darryl Richardson	\$40.00	

Office of Teaching and Learning	Evelyn Spivey	\$684.00	Share strategies used in Montclair to close the achievement gap.
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BE IT FINALLY RESOLVED that reimbursement will be made for expenses that are in accordance with Board of Education policy and for which original receipts are submitted to the Business Office.

b. Submission of the No Child Left Behind, FY2008 Application

WHEREAS, the State Department of Education requires Boards of Education to approve application of submission of No Child Left Behind funds,

NOW, THEREFORE, BE IT RESOLVED that the Montclair Board of Education approves the submission of the No Child Left Behind, FY2008 Application in the amount of \$504,709.

2. Contract Awards

Increase in Contract for Professional Services – Construction Manager for the New School

WHEREAS, N.J.S.A. 18A:18A-5 states in part "Any purchase, contract or agreement...may be made, negotiated and awarded by the Board of Education by resolution at a public meeting without public advertising for bids...", and

WHEREAS, the nature of these contract awards generally relate to the provision of professional services,

WHEREAS, the Montclair Board of Education has funds allocated in the capital budget for the New School, and

WHEREAS, the Montclair Board of Education awarded a contract to Epic Management for construction management services, and

WHEREAS, the project was redesigned and was delayed for approximately two years, and the construction manager is requesting an increase in fees as follows:

Construction Phase From \$22,650 to \$24,000/month

NOW, THEREFORE, BE IT RESOLVED that the Montclair Board of Education, after careful study and due deliberation, approves an increase in fees for additional services for construction management services for the New School.

BE IT FINALLY RESOLVED that the School Business Administrator shall be authorized to amend the contract to such provider agency as described above.

3. Change Orders

#1 for Professional Services - Asbestos Management Services – Project Design and Project Monitoring Phase, Block 3110, Lot 10, Block 3102, Lots 12, 13 & 20

WHEREAS, N.J.S.A. 18A:18A-5 states in part “Any purchase, contract or agreement...may be made, negotiated and awarded by the Board of Education by resolution at a public meeting without public advertising for bids...”, and

WHEREAS, the nature of these contract awards generally relate to the provision of professional services, and

WHEREAS, the Montclair Board of Education appointed PMK Group, 1415 Wyckoff Road, Suite 206, Farmingdale, New Jersey, 07727, to provide asbestos management services at an estimated cost of \$135,000,

NOW, THEREFORE, BE IT RESOLVED that the Montclair Board of Education approves change order #1 for TEM Bulk Sampling and Specification Update in the amount of \$9,330.00.

Seconded by Ms. Grill and approved by a roll call vote:

	<u>AYE</u>	<u>NAY</u>	
Timothy Barr	<u>X</u>	_____	
John Carlton	<u>X</u>	_____	
Shirley Grill	<u>X</u>	_____	
Robert Kautz	<u>X</u>	_____	
Shelly Lombard	<u>X</u>	_____	
Ronald Riddick	<u>X</u>	_____	
Carmen Taylor	_____	_____	<u>ABSENT</u>

K. COMMENTS

1. Board Members

Ms. Grill stated that she brought a MHS shirt to her host family in France.

Mr. Barr stated that the back to school night at Hillside was great. Drums of Thunder danced. Mr. Barr is involved with an organization with the Families of 9/11. They are trying to find an appropriate way to teach the lessons of 9/11. Mr. Barr stated that they have been working with some organizations such as New Jersey Science Center and other educational facilities. Mr. Barr stated that if there is a roll for Montclair schools to be part of this program he would like to be a part of it.

Mr. Riddick stated that at MHS back to school night on Oct. 10, there will be representatives of a new organization for young men in the community called Brother to Brother. This will be patterned after the program Sister to Sister and will be open to all students. Mr. Riddick would like to encourage all parents to have their sons come to the meeting to see what it is about. They will discuss issues that are important to young men today such as responsibilities, understanding consequences for actions and how to deal with people in the community regardless of age or gender. This organization will try to teach the young men that there are alternatives to fighting to resolve issues in life and they will have men talking to the young men on the proper way to act.

2. Members of the Public

Cary Africk – 2 Erwin Park – Mr. Africk thanked the Board for the ropes course and the conditioning and maintenance of the trees at the park. Mr. Africk asked what the board is doing about the issue of the Minority Student Achievement Grant loss.

Dr. Alvarez responded that the Board had been planning for the loss because the money was never guaranteed and the board knew this year was going to be a difficult year. The Board has moved some of the things that they knew they really wanted to keep into the regular budget. The state provided the board with a TARA aid and some programs went into that grant. There are a number of programs that didn't survive in whole but they might have received parts of funding. A few programs are gone but other programs are in place.

Mr. Africk asked what kind of position Montclair we will be in next year for retaining this grant money.

Dr. Alvarez responded that every year there is a new battle.

L. ANNOUNCEMENT OF FUTURE MEETING DATES

The next meeting of the Board of Education will be held on October 15, 2007 at 7:30 p.m. in the Board of Education Building, 22 Valley Road.

M. RESOLUTION FOR EXECUTIVE SESSION

At 8:43 p.m. Mr. Riddick moved the following resolution:

WHEREAS, pursuant to N.J.S.A. 10:4-12(b), the Montclair Board of Education may exclude the public from that portion of a public meeting at which the Board discusses any of the matters described at N.J.S.A. 10:4-(b) (1) - (9);

NOW, THEREFORE, BE IT RESOLVED that the Montclair Board of Education shall forthwith enter into closed session to discuss the following matters concerning: personnel; matters covered by the attorney-client privilege; and matter rendered confidential by state or federal law: Exclusions Report.

BE IT FURTHER RESOLVED that said discussion may be disclosed to the public when the reasons for discussing and acting upon it in closed session no longer exist.

Seconded by Mrs. Lombard and approved by a vote of 6-0.

N. RETURN TO OPEN SESSION

Ms. Grill moved that the board shall return from executive session; seconded by Mrs. Lombard and approved by a vote of 6-0.

The Board returned to open session at 9:25 p.m.

O. APPROVAL

Mr. Riddick moved to approve the following:

Personnel Report of October 1, 2007 including individuals who have been hired under the Emergent Hiring Procedures as required by law; Seconded by Mr. Barr and approved by a roll call vote:

	<u>AYE</u>	<u>NAY</u>	
Timothy Barr	<u>X</u>	_____	
John Carlton	<u>X</u>	_____	
Shirley Grill	<u>X</u>	_____	
Robert Kautz	<u>X</u>	_____	
Shelly Lombard	<u>X</u>	_____	
Ronald Riddick	<u>X</u>	_____	
Carmen Taylor	_____	_____	<u>ABSENT</u>

P. ADJOURNMENT

At 9:26 p.m. Mr. Riddick moved to adjourn the meeting; seconded by Mrs. Lombard and approved by a vote of 6-0.

Respectfully submitted,

Dana Sullivan
Board Secretary