

MINUTES OF THE PUBLIC BOARD MEETING
AND PUBLIC HEARING ON SCHOOL BUDGET
HELD MONDAY, MARCH 22, 2010 AT 6:30 P.M.
141 PARK STREET, MONTCLAIR, NEW JERSEY

A. STATEMENTS

Let the minutes reflect that adequate notice of this meeting has been approved in the following manner:

1. On Tuesday, February 23, 2010 notice of this meeting was faxed to the Montclair Times, the Herald 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.

B. RESOLUTION FOR EXECUTIVE SESSION

At 6:39 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. 10:4-12 (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 report, and legal matters.

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

Seconded by Ms. Grill and approved by a vote of 6-0.

C. EXECUTIVE SESSION

D. RETURN TO OPEN SESSION

Ms. Grill moved that the Board shall return from executive session; seconded by Ms. Larson and approved by a vote of 7-0.

The Board returned to open session at 7:35 p.m.

E. The Pledge of Allegiance occurred at 7:41p.m.

F. ROLL CALL

	PRESENT	ABSENT
John Carlton	<u> x </u>	<u> </u>
Shirley Grill	<u> x </u>	<u> </u>
Robert Kautz	<u> x </u>	<u> </u>
Leslie Larson	<u> x </u>	<u> </u>
Shelly Lombard	<u> x </u>	<u> </u>
Ronald Riddick	<u> x </u>	<u> </u>
Carmen Taylor	<u> x </u>	<u> </u>
Staff Members	<u> 190 </u>	
Members of the Public	<u> 110 </u>	
Members of the Press	<u> 2 </u>	

G. SUPERINTENDENT’S REPORT

Discussion of the 2010-2011 Budget

Mr. Carlton, President of the Montclair Board of Education opened the meeting by welcoming the public and indicated that this is a historic meeting of the Board of Education. The unprecedented cuts given to the Board just 98 hours ago, combined with the state law requiring the Board to adopt the budget tonight have left the district short on discussion and even shorter on money. The Board and staff have been working since then to adopt and adapt to the cold reality of losing \$5.4 million in state aid. The conversations, phone calls, and emails that normally play out into a series of discussions at the Board of Education and the Board of School Estimate will now also play out in front of the New Jersey State Legislature and the New Jersey Department of Education.

He stated that Montclair has lead education in New Jersey for many years through the magnet programs, pre-k programs, identification of and work on the minority achievement gap, work with special education students and commitment to differentiated instruction. Over 1000 other schools and municipals budgets in New Jersey will soon be discussed by a shocked public.

Another historic moment in the Montclair Public School District is that the Montclair Education Association voted overwhelmingly to give back part of their contractual raises and a 1-year extension on the contract will contribute to the cost of their healthcare premiums. He publicly acknowledged that the Superintendent and the other members of Senior Staff have waived their contracted rights to salary increases and the Board froze salaries at central office for staff making above \$75,000 per year.

He stated that preserving the essence of the magnet programs in the face of these large cuts requires raising taxes, eliminating programs and staff and restructuring. In fiscal crisis there is a temptation to attack or scrutinize other programs, cut areas of the budget that are not well understood or to pressure the smaller

constituencies. Creating equitable budgets requires balancing many interests, balancing many different programs and magnets, old and new facilities, and litigating the issues that arise when staff members move to different positions in the district. He gave the dates of the upcoming Board of School Estimate meetings.

Dr. Alvarez stated that business is unusual in New Jersey this year. The Board could not predict how devastating the cuts would be. The Board was told to plan for a 15% reduction in state aid but received a 60% reduction. When the budget process began in the fall, the Boards' goal was to try to get to a 1% tax levy increase. That was primarily based on information received last year with regard to how difficult it was for people to pay taxes. On February 1, the Board reached that goal. In order to reach this goal, the Board had to reduce the budget by \$3.5 million by trimming some of the edges, providing some new efficiencies and restructuring programs. He stated that they didn't anticipate that it would only get worse as they moved forward.

He indicated that on February 11, the Governor forced the District to use surplus funds from this year's budget to replace state aid in the current year. The Board realized that if the current surplus fund balance was used then those dollars to offset taxes would not be available in the 2010-2011 school year. This fund balance loss leaves next year's budget with a \$2 million deficit.

Dr. Alvarez stated that the Board has always remained committed to providing a high-quality, integrated public school education. The goal was always about maintaining the magnet system, providing transportation for students, improving academic achievement, maintaining the diversity of programs, and maintaining the full-day kindergarten program. They struggled with many difficult decisions. As Mr. Carlton mentioned, the Board worked very hard to get to a budget with only a 1% tax levy increase. He added that the MEA made great sacrifices. Central office administrators willingly waived their contractual rights to increases as well, and salaries have been frozen for other individuals at central office making in excess of \$75,000.

In light of these cuts, the District has tried very hard to maintain the core values and tried to create parity in all schools. They began by reviewing pupil counts across the district and began allocating staff in response to that count. He stated that they tried to provide some equity - that is why some schools feel that they are getting hit harder. Every school in this community cannot look the same because Montclair has a magnet school system. There will be differences from school to school. He indicated that they remained firm in not hurting instruction and tried not to increase class size or reduce services.

Many people wonder about the work being done at central office. There is a great amount of work that has to be done when running an organization with a budget in excess of \$100 million. He stated that there is a lot of state reporting and mandates that have to be fulfilled through the federal government as well. Cuts to certificated personnel at central office are over 1/3%. Deep cuts across the district will be made. The Board found some creative ways to address some of the things that were a problem for the district. For example, they met with staff and the administration at Renaissance to salvage the extended day program which is the core of Renaissance. Now this extended day program will be based on a flex schedule. World language was another area that was difficult to cut but would allow some flexibility. He stated that he championed the idea of world language because it is critical to Montclair students. There are other ways that world language can be delivered and it is hoped that instructional technology components can provide services for students. Research supports that teaching world language in shorter intervals more frequently gains better results than in longer classes over an extended period of time. The Board does not have a plan yet as to how this will be developed but hopes to have one in the near future. Writer's Room is a component that many deem very

valuable. He indicated that the coordinator positions will no longer be funded, but the Montclair Fund for Educational Excellence has agreed to fund training for coaches if this program continues. Health and Wellness will not be funded this year but the Board hopes that enough infrastructures are in place to continue with efforts in that area.

Dr. Alvarez stated that overall \$7.1 million was cut from the budget. The district lost \$5.4 million in state aid and is well below the allowed CAP. The operating budget for next year will be smaller than the current operating budget and because of loss of state aid, taxes will increase. That is not a great message to have. The budget is not perfect and it certainly is not the budget that they wanted to create. If funding had been available, there would be some things that would not be reduced. However, in these difficult times, he stated that they have done the best job possible to assure classroom instruction and core elements of the magnet school system are not affected. If aid is restored, the administration will work with the board to restore some of the programs to bring back some positions where possible and to use some of those dollars to offset taxes.

Dr. Alvarez turned over the meeting to Mrs. Sullivan who will present figures and data information of the budget.

Mrs. Sullivan stated that the priorities were developed in the fall. She stated that it is important to note these priorities because for the first time in a long time a lot of these things were on the table and really in jeopardy of not being maintained in next years budget. The priorities consist of the following:

- Maintain integrated magnet schools
- Maintain transportation at one mile in grades K-8
- Maintain full day Kindergarten
- Commitment to improve academic achievement for all students and to provide differentiated instruction to meet the needs of all students
- Sensitivity to the current economic climate
- Provide a safe and secure learning environment
- Provide for mandated programs and services

Mrs. Sullivan stated that on March 1 the Board presented a proposed budget that included \$5.1 million in reductions that consisted of 62 staff members. She added that the budget had decreased by \$300,000 from the current year to next year. The budget would have been more than \$1million under the State CAP providing that it was at 4%. At that point, State CAP information was unknown. However, it would have been the lowest school tax increase in 11 years and the average homeowner would have received a \$247 tax increase.

Mrs. Sullivan stated that the March 22 budget is very different. On March 17, information from the New Jersey Department of Education was received stating that state aid for 2010-2011 was reduced by \$5.4 million. The Board had expected and planned for a \$1.5 million decrease. She indicated that the total budget reductions are now \$7.1 million which reflects 85.2 staff members. The operating budget is decreasing from 2009-2010 to 2010-2011 by \$2.4 million. She continued that because of all the decreases in revenue, the tax levy increase is going up 4.8%. The CAP that is set by the State of New Jersey was at 4% but adjustments to that CAP are made based on loss in state aid. Therefore, the State would have allowed a 10% tax levy

increase in this budget which obviously was unrealistic and not something that could be presented. She concluded that currently, the district is \$5 million under the adjusted school tax CAP.

Mrs. Sullivan presented a chart explaining the revenue for 2009-2010 and 2010-2011 that reflects increases in the tax levy while other sources were decreasing. The state aid reflects a reduction of 60.9%. The fund balance decreased because the district was forced to use it to cover the loss of state aid in 2009-2010 and the Board does not feel that it is prudent to appropriate \$2.4 million next year. She stated the other revenue has also decreased due to decrease in interest income that is earned on fund balance because interest rates are so low. The adult school is a self-sustaining program that does flow through the budget but is at no cost to the tax payer and does show as part of the budget. She concluded that the special revenue fund is state and federal grants. The grants cannot be budgeted for until grants are received so the 2.9 figure will increase. Those grants are for designated purposes so they will not fund things that are being reduced out of this years' budget.

Mrs. Sullivan stated that education is a very labor-intensive industry and that the distribution of the budget consists of the following:

- 83% is for salaries and benefits
- 10% is for out of district placements
- 4% is for supplies and materials
- 2% is for cleaning, repairs, maintenance, and rentals
- 1% is for consultants and legal

Mrs. Sullivan indicated that the 2009-2010 general categories of staff consist of the following:

- 53.3% is teachers
- 23.4% is instructional aides
- 9.4 % is support staff
- 5.8% is building administration
- 4.0% is buildings and grounds
- 3.7% is central office
- 0.3% is technology

Mrs. Sullivan indicated that detailed information will not be given out at this point because people have not been notified that their positions may be reduced. Also, tenure and seniority issues have to be worked out.

Mrs. Sullivan stated that the 5.7 staff reductions at central office are in the following areas:

- Administration
- Support staff
- Buildings and grounds/maintenance
- Conference & Travel dues
- Supplies, materials, and textbooks
- Building maintenance and repairs

Mrs. Sullivan stated that there will be 4.0 staff reductions in special education. Additional staff reductions are expected as a result of restructuring special education.

Mrs. Sullivan stated that the 39.7 staff reductions in the elementary schools are in the following areas:

- World Language
- Curriculum Support
- Related Arts
- Librarians
- ESL
- Student Assistance Counselors
- Instructional Aides
- Curriculum and Subject Matter Leaders
- Writers Room Paid Coordinators
- Tutoring/After School Programs
- Non mandated and community programs
- Supplies and materials outside of per pupil budget

Mrs. Sullivan stated that the 15.9 staff reductions in the middle school are in the following areas:

- Librarians
- Classroom and Related arts teachers
- Nurses
- Security
- Instructional aides
- After school programs
- Summer programs
- Writer's room paid coordinators
- Use of non-district owned facilities
- Subject matter and curriculum leaders
- Summer Scheduling
- Non mandated and community programs

Mrs. Sullivan stated that the 19.9 staff reductions in the high school are in the following areas:

- Classroom and related arts teachers
- Support staff
- Administration
- Security
- Writers room paid coordinators
- Athletics and activities
- Summer programs
- Non mandated and community programs

Mrs. Sullivan stated that in regards to the district's costs per pupil, people usually want to know how much the district spends and how it compares to other districts. She added that the most recent data reflects the 2007-2008 school year. This is data that is compiled by the State of New Jersey and based on actual audited costs. Montclair falls in the middle at \$13,670 whereas other districts are above and below. The State average

is \$12,881 and Montclair is usually above that average because salaries tend to be higher than the southern part of New Jersey.

Mrs. Sullivan noted that there have been significant reductions made in administrative costs. Montclair is already the third lowest spending district in Essex County. She added that Montclair spends more than the State average on instructional support, and extra curricular activities and less on administration, plant, and maintenance costs.

Mrs. Sullivan stated that over the years the district has made many efforts and joined many initiatives to try to reduce costs and recognize efficiencies wherever possible. Those programs are as follows:

- Privatized night custodial cleaning services
- Participation in the following programs:
 - Federal E-rate program
 - Alliance for Competitive Energy Services
 - Transportation jointure for out of district special education
 - Cooperative purchasing with hundreds of districts
 - Cooperative purchasing for liability insurance
 - Special education Medicaid initiative
- Professional development provided by Montclair State University
- Technology shared with town and library
 - Private Fiber
 - Network hardware
 - IP phones
 - Web hosting
 - Shared Internet
 - Maintenance and volume purchasing
- Other shared services in town
 - Building usage
 - “Cops in Schools” program
 - Gasoline for vehicles
 - Garbage and recycling
 - Salt
 - Nursing services

Mrs. Sullivan stated that many different groups evaluate the district such as:

- QSAC-review of fiscal efficiencies and accountability
- Annual financial audit by an independent auditor
- Executive County Superintendent review of budget efficiencies
- New Jersey Department of Education Compliance Audits/Monitoring
- Special Education Self Assessment
- Tri-State Consortium
- District Management Council
- Kirwan Institute
- Boggs Center at Rutgers

Mrs. Sullivan stated that although receiving State aid information on Wednesday, the Board is required to adopt this budget this evening. The next phase of the budget will be moved to the Board of School Estimate which the following meetings will take place at 7:00 pm:

Thursday, March 25, 2010	Budget Workshop
Wednesday, March 31, 2010	Public Hearing
Thursday, April 8, 2010	Budget Adoption

Dr. Alvarez introduced Stan Karp from the Education Law Center and resident of Montclair to advise the District of steps and ways it can advocate some of the issues and decisions from the State.

Mr. Karp stated that he is not a lawyer, but he is present to advise the public and Board on what could be done about the current aid issues the district has encountered from the State. The Governor's proposed cuts to state school aid and the process by which they are being imposed have put virtually every community in the State of New Jersey in an impossible position. The cuts should not and cannot stand. There is really no adequate way to respond to cuts of this magnitude at the District level. Whatever hard choices the Board and the Council are forced to make in the short term, the response cannot be limited simply to implementing the budgetary assault on schools and community or pinning schools communities against each other. He stated that Montclair needs to join in the state-wide effort to force the legislature to reject and modify the proposed budget. There are clear legal and political ways to do that.

First, the Governor's budget and school aid cuts clearly violate last May's Supreme Court decision ruling on the School Funding and Reform Act. That ruling upheld at the State's request the legality of the New School Funding Law that was passed in 2008. In that decision the court said that the New School Funding law was constitutional as long as it was applied state-wide – not just in Abbott districts, and as long as it was fully funded. The State's whole case was based on the need to have one unified state-wide formula for all New Jersey districts and the State's repeated commitment to fully fund that formula. The court decision said very plainly, "Our finding of constitutionality is premised on the expectation that the state will continue to provide school funding during this and the next two years at the levels required by the SFRA's formula each year." It added, "The court remains committed in enforcing the constitutional rights of the children of this State should the formula prove ineffective or the required funding not be forthcoming." He stated that there is nothing ambiguous in this ruling and nothing that gives the Governor the authority to cut school aid by more than a billion dollars below what the law requires. The cuts are unlawful not just in the Abbott districts but for all New Jersey districts. The Governor needs to be reminded that he too must obey the law. He added that since cuts do violate the court order there will be an expedited court challenge seeking enforcement of the court to fully fund the formula for all the state school children in fiscal year 2011.

He encouraged Montclair School District to participate in that challenge. He urge the Board to direct its attorneys to work with the Education Law Center to help document the impact and the potential damage of the proposed cuts, to file a "friend of the court" brief in the case, and to confer with other districts about intervening directly on behalf of all New Jersey school children. Beyond that, there are a number of other appropriate responses that the District and the Board can take. Superintendent's and Boards can refuse to certify that the proposed budget that they are forced to adopt satisfies the thorough and efficient requirements of the State Constitution. Instead of providing that certification, the Board can accompany the inadequate budget that it is forced to adopt under state pressure with a letter detailing exactly where that budget falls short of providing the education required by the State Constitution. The Board can also pass a

resolution expressing opposition to the proposed state cuts and concern about the impact it will have on the district. He stated that samples of a resolution are on the New Jersey School Boards Association website.

Mr. Karp also added that the District should lobby the legislators to revise the Governor's proposed budget. The Board should send teams of administrators, teachers, parents, and students to detail the impact of the cuts and the damage they would cause including the inevitable rise of local property taxes across the state. He urged all to suppress the legislators to develop and support alternative budget proposals. He concluded by urging all to participate in signing the circulating petition from the "Our Children Our Schools" campaign – a state-wide network of parent community education advocacy groups demanding full funding of the formula for the next school year.

Dr. Alvarez thanked Mr. Karp. He added that the Board will continue to work with Mr. Karp and stated that information will be provided on the website. He introduced Dr. Adunni Anderson to speak on behalf of the Principals' Association.

Dr. Adunni Anderson, Principal at Edgemont School and President of the Montclair Principal Association, acknowledged all in attendance. She stated that as chief operating officers at the building level, principals are ultimately responsible for the administration, management, and supervision of all aspects of the school environment. She added that principals are also responsible for the care and well being of faculty, students, and families who entrust their most prized possessions in their care on a daily basis. The reductions represented by this budget are understandably difficult to accept and the undeniable impact is almost unimaginable. The reductions in school-based and building-based initiative programs and positions, matters significantly because they translate into reductions of real people. During this extreme economic challenges and difficulties, the principals recognize that it is not about any particular person in any particular building. They stand as part of a larger district team. This budgetary financial situation is further compounded by the fact that it is unknown how things will turn out in the end. But in moving forward, the principals remain grounded by the mission statement of the Montclair Public Schools and the direction of the District Leadership, but also by their collective commitment to work with the Superintendent, the Board of Education, teachers and staff, parent and caregivers, political representatives, Mr. Karp and the Education Law Center to do the best that principals can to minimize the affects of these drastic cuts.

H. COMMENTS

1. PTA

Sally Coughlin of the PTA stated that the PTA has been following the budget process for several weeks now. She continued that a 60% cut in state aid is truly mind boggling. The PTA has been asking the question as parent leaders and community organizers, what they can do to assist the schools, as this budget crisis unfolds. She stated that some of the things that can be done are as follows:

- Under the direction of the Board of Education, lobby legislators in an effort to find a way to restore some of the funding that has been cut by Governor Christie.

- Work with the MFEE to help raise money dedicated to funding some of the most critical areas that have been cut.
- Work with the Board of Education to help those programs and areas which through this joint effort may be restored.

She concluded that the PTA looks forward to meeting with representatives from the Board of Education, senior staff, MFEE with the goals of seeing what they can accomplish.

2. MEA

Dennis Murray, President of the Montclair Education Association stated that all staff gave so that jobs could be saved. He addressed his comments to some of the town's people present that never once during the budget process did classroom teachers, teaching assistants, custodians, nurses, librarians, technology people stop doing their jobs. He stated that the staff gave so that the services provided for their children could continue. He stated that this process have been very tough. He urged everyone to use Cyberlobby on the New Jersey Education Association's website and get the message to Trenton that they will not tolerate the cuts in the school district. He concluded that the MEA and staff will always do their best in behalf of their children.

I. BOARD OF EDUCATION REPORTS

Mrs. Lombard thanked Dr. Alvarez and Senior Staff for their hard work especially over the past couple of weeks and throughout the entire year. She acknowledged Dr. Alvarez and Senior Staff for waiving their contractual rights to receive their raises for the 2010-2011 school year. She thanked the MEA for their efforts on renegotiating salaries and added that the Board truly appreciates their support. Compared to other districts Montclair has received a significant amount of cuts to state aid which there is no wonder why property taxes are extremely high. She stated that after the district received the information from the State on Wednesday, Dr. Alvarez and Mrs. Sullivan for the third time reviewed line by line the entire budget to see where they could make additional cuts. She stated that there are no painless or easy solutions. Despite the MEA concessions, the district will still lose staff members. In some cases, the Board has tried restructuring ways to deliver services to save money but in other cases they had to make cuts to some very good programs. She stated that they didn't have a choice to keep everything that the district has. No one is happy with the proposed tax increase and there is no way that they could not defend a higher tax increase. She added that high taxes puts more stress on families and will drive out the very families the school district supports. The cuts were painful and the alternatives were equally as painful which results in many more kids in classroom or higher taxes.

Mrs. Lombard indicated about 1/3 of Central Office staff were cut. It is ingenuous to think that this district can run without central administration. She stated that even if the cuts are restored, the Board will not be able to carry on business as usual. She stated that they will have to keep a tighter lid on costs than in the past and generate new sources of revenue. Many of these things represent a dramatic change in the culture and the way things were done in the past. She thanked the MEA for the dramatic steps they took assist the Montclair Community. She concluded that there is a new normal and she doesn't think that it will ever get back to old way.

Mrs. Taylor thanked the MEA for their support and willingness of its members to step forward to save jobs. She stated that tough decisions had to be made but that the Board will continue to provide an integrated public school system as they had previously. She thanked parents, central office and Dr. Alvarez, Mrs. Sullivan, and the Board of School Estimate members for their hard work on the budget.

Ms. Larson stated that she attended both the Hillside Musical and the Montclair High School's dance company show. Both of these events featured talented kids whose dedicated and superbly innovative teachers helped them to create stellar productions. She stated that she met with students of CGI at the high school where they conversed about the budget crisis and cuts in certain areas. She mentioned some of the topics that were discussed and how those students responded to those topics.

Ms. Larson stated that there are few wins to have anywhere. This is a very difficult time. She stated that before anyone speak on behalf of their program, or school to remember that there is no money. What they will propose to the Board to keep in the budget, somewhere else there will have to be a cut. She stated that she thinks it's a great idea to follow through on the suggestions from Mr. Karp. She thanked the principals, and the members of the MEA for their efforts and support of the budget.

Mr. Riddick stated that he is concerned about the people who are going to be cut. He stated that the Board did not take this road lightly and that the Governor did not provide any assistance to Montclair. He thanked the teachers for assisting the Board in assisting the children. He thanked the central office staff for freezing their salaries this year and for not taking their raises last year as well. He thanked them for stepping up to the plate this year and in the past. He thanked the town's people who showed a lot of patience, respect, and professionalism in dealing with the Board. He stated that he knows there are a lot of emotions involved and he really appreciates those who supported the Board. He stated that everyone needs to work together in sharing the pain and moving forward.

Mr. Kautz assured everyone that the Board will do everything in its power to contest the Governor's proposal. He stated that Budget has to go before State Legislature and there is a point where the school districts can band together to have some input and Montclair will definitely be a part of that. He stated that the district did not simply lose \$5.5 million in state aid but \$7.5 million in state aid which precipitated these historic cuts. He stated that he want the people to be aware of what the MEA did this week. The MEA had contractual rights to their raises that were bargained for and negotiated three years ago. However, they cut the top end of their salary guide. People must understand that there is no one else in the State that is doing this. These cuts are historic. He complimented the MEA for taking this action. He assured that the Board would do everything in its power to keep the budget as mean and lean as possible. Obviously the goal is to provide children with the best education possible while maintaining a lean budget. He stated that the district will have to make up for services lost and that he knows that it can be accomplished in this town. He has the highest confidence in Dr. Alvarez and his staff and believes that they will address this problem the same as they have addressed many other problems. He indicated that this was not the only year that Dr. Alvarez did not take a raise and thanked him for repeating that generous gesture. He thanked everyone for attending and for their support.

Ms. Grill stated that the Board and MEA extended the contract for one year and extended some very important breakthrough negotiations. She assured the public that every single school will open in September. She stated that the district will maintain the variety and diversity of schools so that parents will have options

for their children. Schools will open because people have been cooperating and collaborating. The district may not have every non-mandated program but will continue to focus on the curriculum needs in each building. She stated that over the years, the district received grants dedicated to the use for some programs. There are strong building leaders who are really planning to make things work. She read a letter she received from a member of the public. She stated that the Board is doing their job and hope that the public holds them accountable every single day.

Mr. Carlton stated that each position cut means that a real person and member of the community will not have their job next year. Each increase in tax makes it less affordable to live in Montclair. Many teachers are facing both the increase tax and job loss. He stated that as the budget is spoken on, try to be compassionate towards the people who will be affected by the budget from all sides. There are differences of opinions where one will speak in support of the budget and another against the budget. He admonished everyone to continue to have respect for each others opinion and views.

J. COMMENTS FROM THE PUBLIC ON AGENDA ITEMS

Robin Kulwin of 12 Duryea Road stated that everyone is present to maintain a strong school system for the community. She expressed her concerns about the schools against each other during this budget crisis. She asked that everyone work together constructively and civilly as a community.

Tessie Thomas of 202 Inwood Avenue stated that she agrees with the comments that everyone is in this fight together. As PTA president at Nishuane, she stated that they expect the budget cuts to be fair, transparent and equitable.

Amy Gidedon of 52 Gordonhurst Avenue stated that the Board has not been as transparent as she knows they could have. She added that the cuts, how they are made, who they are and where they're being made should be made known to everyone. She concluded that the public is not asking them to cut half of Central office but people should take percentage cuts in their salaries. She feels that cutting their salaries will work out better for the benefit to those losing their jobs.

Andrew Gideon of 52 Gordonhurst Avenue stated that the public should be speaking the Board of School Estimate. He's convinced that the public has been kept in the dark and still do not know the details about the budget. He stated that the concerns of parents and tax payer's rests with the Board of School Estimate members who he hopes would listen to their expressions and comments. He wanted to know that the Board of School Estimate would be asking questions about alternatives to the cuts. He expressed his concerns about cuts being made in central office.

Lauren Rosen of 114Edgemont Road thanked the teachers for freezing their salaries for the upcoming year. She stated that she understands the emotions and actions of the parents in all of the schools who want the best for their children and hopes that the focus would be on making sure that cuts are proportionately equitable across the district. She asked that the Board to keep the world language program at Nishuane and Hillside as part of their magnet themes.

Samantha Fusi parent and resident in Montclair stated that she sees no point in having a meeting where the public is given information without dialogue.

Jill Senegal of 28 Porter Place expressed her concerns about transparency of the budget. She concluded that she is really in support of the talented and passionate people who care about what is being done to the children of Montclair

Norman Rosenblaum of 542 Highland Avenue and Chair of the Special Education Parent Advisory Council at Nishuane School, stated that he appreciates the Board for all that they are doing and hopes that they get some support from members of the public. He stated that he was told that there would be a committee that would come to the schools to speak about recommendations and how to save money in special education. However, this never took place. He stated that he is an advocate in exclusion and asked for some opportunity to have some input to whatever changes are being made.

Alma Schneider a parent of a special education student and health and wellness liaison asked the Board to go easy on the Special Education Department. She stated that the mark of a compassionate and evolved society is how special needs students are taken care of.

Nicole Gray-Chan of 588 Upper Mountain Avenue amplified comments from others Nishuane parents about maintaining the integrity of the world language magnet theme.

Denise Ford-Sawadogo of Piedmont Terrace explained that she moved to Montclair because of their schools. She stated that she looked forward to a very detailed presentation of the budget but didn't receive it. She stated she believes that it essential to have the principals involved in the budget process. She stated that the Mini Imani program is very essential to the district and in closing the achievement gap.

Dr. Alvarez addressed the issue of transparency. He stated that the District usually receives figures from the State late January - beginning of February. He stated that they received information from the State last Wednesday and many stayed late and worked through the weekend to work on the budget. He stated he understands that this year it has been a little more difficult to comment on the budget process. However, there is a public hearing that will be held to give the public the opportunity to express their comments. He stated that the Board is trying to release as much information to the public as possible. The budget books and presentations will be on the districts' website and will be available in the Business Office tomorrow. He stated that at the beginning of the budget process, he and senior staff members held meetings with principals regarding the cuts and they were acceptable to all principals. Then on Friday, he personally met with principals concerning cuts and any new developments that were made in their schools. He concluded that principals were included in the budget process.

James Harris 9 Pleasant Avenue, and President of the NAACP stated that cuts have affected the entire State. No one wants to see the budget balanced on the back of high quality education. He stated that he hopes and prays that Montclair will not decide to cut programs that close the academic achievement gap. The academic achievement gap is no small discussion because it has been stated in most of the Districts' objectives. This country recognizes Montclair School Districts in the country doing a lot to close the academic achievement gap. He added that the IMANI, STARS, and after school programs are important. He stated that he hope that when making decisions, the Board will remain sensitive. Before any decisions are made in personnel, he hopes that there is an affirmative action profile analysis performed so that at the end of the process the diversity of race and gender are not diminished.

Chris Mantbey, President of Edgemont PTA stated that he was unable to receive detailed information from the Business Office and principal at Edgemont about cuts. He exclaimed that he thinks that information is being withheld and this is unfair to the public.

Dr. Ben Brennen of 8 Carteret spoke on behalf of the elementary school Student Assistance Counselors (SACS). The children, parents, and principals come to the SACS for help with children. He stated that these reductions will affect the district in the end. It will increase costs instead of decrease them. More than likely there will be more out of district placements. Children benefit from SACS. Children can't learn if they don't feel emotionally safe.

Mrs. Sullivan stated that she did not fulfill the request that she received regarding detailed information about the budget because they were awaiting the decision and vote from the MEA. She added that if the MEA vote had not been in favor, the Board would have had to make additional reductions in the budget. They did not have finalized reductions and a plan until late Friday afternoon and budget books were printed today to be distributed at this meeting. She stated that information is always given out as quickly as possible, but given the timeline, she was unable to disclose information that was not finalized.

Nino Lastella of Mt. Hebron Middle School stated that the Montclair community cannot be caught by surprise in next years' budget. He stated that he is very proud of the teachers for voting to freeze salaries. He stated that the Montclair community needs to work together on budget crisis.

Elena Tsemberis an 8th grade student at Renaissance Middle school demonstrated to the Board the benefits of world language in middle schools by reading her comments in Spanish.

Lisa Prince Shorter of 117 Buckingham Road spoke on behalf of Bradford PTA. She stated that parents and caregivers of children at Bradford school recognize that the current funding model of the Montclair Public School District is not sustainable and cuts are necessary. She stated that the Bradford asks the Board to reduce expenses in the district that results in the quality of educational resources for all elementary schools and they support a revised world language program.

Deb Comeau Trudel teacher at Glenfield Middle school expressed her concerns about the cuts to the Health and Wellness program. She stated that SAC's are very much needed in the classroom. She concluded that the Health and Wellness program benefit the children at Glenfield.

Anne Sonkin of 294 Highland Avenue spoke on behalf of the Northeast PTA. She stated that if each school is to retain its magnet theme then the preservation of the magnet theme is a principle that should apply to every school. She added that the retention of the magnet theme which in Northeast's case is global studies - would be seriously compromised without world language which is a key component.

Shannon Gibson parent of Nishuane students thanked Gail Clarke for being an excellent principal. She expressed her concerns about the world language program with the use of technology.

Najla Simms Junior at Montclair High School spoke on behalf of the "Sister to Sister" program. She indicated that through the support of the Board, this program has resulted in 12 years of successful and expanding programming. She stated that she hopes that this program will continue should funding become available.

Susan Varisco and daughter *Isabella Levy* spoke in behalf of the Health and Wellness partnership. Isabella indicated that she is concerned about the budget cuts affecting the counseling system. School should be a safe and comfortable environment that students need.

Ofira Bondorowsky of 122 Christopher Street stated that she is proud of the students who had the courage to speak this evening. She expressed her concerns about the Board withholding information about which staff would be reduced in each school. She stated that the principals should have more input on the decision of who to reduce in their schools because they have full knowledge of the needs in their buildings. She stated that the Board has a heavy responsibility and one of them should be to educate the Montclair community about their projections and possible decisions prior to making them to give the public an opportunity to input ideas.

Dr. Alvarez clarified that the Board does know where the cuts are being made and this has been discussed with the principals. It's about positions at this point and not personnel because of seniority and tenure rights. It may mean that the position may get cut in one building but will bump another teacher in another building.

Mrs. Lombard stated that Dr. Alvarez has already stated that it would be unfair to the people whose position is being cut to be released to the public before it is discussed with those persons.

Ms. Grill stated that the Board does know who and what is being cut. However, they are not cutting the basic classroom teachers programs that are not mandating.

Michelle Fine of 191 Cooper Avenue thanked Mr. Carlton and Dr. Alvarez for their integrity for maintaining the schools. She thanked the MEA for making a big sacrifice. She hopes that Montclair School District is the first among other districts to revoke Governor Christie's cuts.

Jason Grinkin of 116 Midland Avenue expressed his concerns about fairness in each school concerning world language programs.

Dr. Alvarez clarified that the French and Spanish languages are being cut at Nishuane as well as a number of instructional aides.

Dennis Murray stated that the librarians are an essential part to education. He indicated that every time the district faces budget cuts it's always the teaching assistants. They are invaluable to programs in Montclair. He concluded that the elementary SAC's earned the respect of the Board and the right to keep their jobs for the work that they do.

Wendy Lacey of Park Street expressed her concerns about every schools magnet theme. She spoke in support of the Nishuane school magnet theme of gifted and talented. She stated that cuts should be fair and equitable and asked that the Board to keep what is exceptional and distinguished in the buildings that are serving the biggest population in elementary school children.

Allen Shelton of 530 Valley Road and Reverend at Trinity Presbyterian church spoke on behalf of the critical importance that community-based programs have in the educational system. He stated that these

programs are just as essential to children as the core curriculum subjects are. He asked the Board to rethink their decisions to cut programs that are essential to closing the achievement gap.

Joanne Aidala Director of the Health and Wellness partnership stated that she believes that the Board has done a very challenging job. She thanked the teachers for their hard work. She indicated that during the nine years of its existence, the Health and Wellness partnership has brought in approximately \$1.6 million into the Montclair School District and wonders why this program is being cut out of the budget.

Molly Bangs a senior at Montclair High School stated that student's ideas and concerns should be heard and addressed during this process.

Melonie Hotz a senior at Montclair High School spoke in behalf of those supporting programs that they believe are important and essential to the district. She urged the Board to take the time to educate the students on the fiscal issues that currently face schools.

Sarah Wolman of 114 Christopher Street stated that she supports the Board in contesting the State allocation and taking aggressive legal action to restore what legally and rightfully belongs to Montclair. She suggested that since the culture, schools, and programs are different, creating a discretionary fund for each principal to use to make cuts in their own buildings would be fair. This would allow each principal to restore programs that they deem most central to their work and student body.

Samantha Gonzalez Block of 20 Skyter Terrace feels that there could have been a better place to hold the meeting with the assumption that there would be a greater attendance. It would've made the public feel that the Board cares enough to know that there would be a lot of persons to come and speak on behalf of their community. She indicated that she does not support the cuts to world language and that foreign language is very important for students to learn and very conducive to the world in which they live. The teacher-student interaction is very important rather than technology to teach children.

Lela Weems of 80 Plymouth Street stated that she realize that it is a tough time and that there are a lot of creative things that can be done. She stated that she watched the "Our Schools Our Town" video and that is what drew her to Montclair and that it would take courage to continue the magnet theme in Montclair.

Emily DePhoure of 64 Gates Avenue stated that administrators don't teach the children – teachers teach the children. The Board should consider doubling up on duties at central office to get the work done. She stated that high salaries at central office translate into teachers. She concluded that Mandarin at all schools is important.

June Raegner of 317 N. Fullerton Avenue stated that there needs to be more transparency in administrative and teacher salaries. She further commented on the amount of heat in the schools and that the Board should lower the heat to save money.

Adee Shepen of 110 Yantecaw Drive stated that she is disturbed about the schools pitting themselves against one another. She stated that she would hope for some sense of equality in terms of cuts and that it be across the board in all schools. She inquired about the town's involvement in the cuts.

Mr. Carlton responded that the town will be involved at upcoming meetings. He stated that there are three council members of the town along with three board members that make up the Board of School Estimate. He added that those meetings will take place beginning Thursday, March 25, 2010.

Jennifer Chan expressed her concerns about funding the Health and Wellness programs. She indicated that the writer's room program is valuable to students and it is very necessary to keep in the schools.

Dorothy Oliver a resident in Montclair applauded all of the employees in the district. She supports the work and efforts of the Central Office staff.

K. MINUTES

Mr. Riddick moved to approve the following minutes:

Approval of the Public Board Meeting held on Monday, March 1, 2010

Seconded by *Ms. Taylor* and approved by a vote of 7-0 with 0 abstentions.

L. GENERAL RESOLUTIONS

Ms. Grill moved to approve the following resolutions:

1. Resolution re: Adoption of the 2010-2011 School Calendar

WHEREAS, The Board of Education is required to annually adopt a calendar for the public schools, and

WHEREAS, The draft of the calendar for 2010-2011 has been previously submitted to the board and public for input, now therefore,

BE IT RESOLVED That the Montclair Board of Education adopt the following recommended calendar for the 2010-2011 school year.

2. Resolution re: Approval of School Field Trips

WHEREAS, The New Jersey Department of Education Accountability regulations require approval of all school related field trips by the Board of Education and,

WHEREAS, the field trip must be directly related to instruction and classwork,

NOW, THEREFORE, BE IT RESOLVED that the following field trips are approved:

DATE	SCHOOL	Grade	Teacher	DESTINATION	COST	PURPOSE
3-10-10	MHS	9-12	Fake	St Patrick Days	0	AFJROTC Color Guard

				Parade, New York City OUT OF STATE		performance in the parade
4-2-10	MHS	9-10	Fake	McGuire AFB, NJ	0	KC-10 Incentive Flight demonstration – Close ups of the science of flight and aircraft controls.
5-20-10	MHS	9-12	Emmis	Pace University, NY	0	Learning Career opportunities in the Music Industry
4-13-10 or 4-15-10	MHS	10-12	Weber	FRBNY, Liberty St. NY	0	Academic Competition
4-8-10	MHS	9-10	Weber	Credit Suisse, NYC	0	Academic Competition
4-14-10	MHS	9-12	Sinagorka	Montclair State U	\$3.00	Team building exercise introduces college level ceramics & sculpture studio & process/ Raku firing
5-13-10	Hillside	5	Shahid	NY/NJ Harbor, Marine Science Consortium, Sandy Hook	\$15	Directly addresses the essential questions and objectives of Science and Social Studies and also enhances the Math and LA curriculum.
4-6-10	Hillside	5	Eckardt	Meadowland Environment Ctr. Lyndhurst, NJ	\$11	Estuary Explorers-Explore Salt Water Marshes
4-16-10	Renaissance	7	Garzon	Pax Amicus Theater, Budd Lake, NJ	\$20	Shakespeare, Questions and Answers with actors and director
3-26-10	Renaissance	7&8	Thomas	Rutgers U- Parsippany	0	Students are going to present/debate issues related to the constitution and its application in current times.
4-14-10	Renaissance	7	Khan	Rose Theater, NYC OUT OF STATE	\$10	Who is Tito Puente?
5-25-10 THRU 5-25-10	Renaissance	8	Jackson	Washington, DC- Six Flags OUT OF STATE OVERNIGHT	\$385	8 th grade end of the year trip
4-12-10	Renaissance	8	Thomas	Apple Store, Willowbrook Mall, NJ	\$5	Field trip to apple store to create movie project
4-5-10 thru 4-7-10	Watchung	5	Arnold	Fairview lake YMCA Camp OVERNIGHT	\$30	Environmental/Outdoor Education

6-3-10	Watchung	3	Verducci	Native Lands, Parsippany	\$10	A multi cultural event focusing on Native American and African cultures
4-6-10	Mt. Hebron	7	Taylor	Buehler Challenger & Science Ctr, Paramus	\$21	7 th Grade Curriculum Enrichment for Space Science
3-22-10 3-23-10 3-24-10	Mt. Hebron	6	Sack	TS MA Chinese Restaurant, Upper Mtc.	\$10	Students will learn how to make Chinese dumplings and will sample various Chinese foods. This is a culminating activity for our unit on ancient China
4-29-10	Rand	5	Lowy	Bryant Park, NY OUT OF STATE	\$5	We have an official invitation to read our poetry as a culmination of poetry writing unit.
4-28-10	Edgemont	2	Fiumara	Willowbrook Mall, Wayne, NJ	\$11	Digital writing/social studies research project. Students research is displayed in keynote format and viewed by parents who attend.
6-9-10	Edgemont	4	Plaskow	Ellis Island	\$6	Study of immigration to Northeast
4-30-10	Northeast	2	Maliszewski	Montclair Art Museum	0	Through the Artlink Program the students will study the theme of American Portraiture.
6-1-10	Northeast	K	Lennon	Jenkinson's Aquarium, Pt.Pleasant, NJ	\$12	SW tour aquarium in its entirety. Points of interest include sea creature, reptiles, penguins & other birds
4-6-10	Bradford	K	Cahill	Medieval Times, Lyndhurst, NJ	\$15	Students are learning about the historical context of fairy tales and the goals of women of long ago. We are learning about castles as well.
4-30-10	Bradford	K	Metzinger	Jenkinson's Aquarium, Pt. Pleasant, NJ	\$15	Students will be studying sea animals as part of an animal unit. Animal Unit is part of HM Literacy.
3-23-10 3-30-10 4-7-10 4-13-10 5-5-10	Glenfield	6-7	Freedman	Woodman Field Montclair	0	Students will use the cardiovascular machines at the Field House at Woodman Field for physical education class.

BE IT FINALLY RESOLVED that the field trips are approved in accordance with the New Jersey Department of Education Accountability Regulations.

Seconded by **Mrs. Lombard** and approved by a roll call vote:

	AYE	NAY	ABSTAIN	ABSENT
John Carlton	<u> x </u>	<u> </u>	<u> </u>	<u> </u>
Shirley Grill	<u> x </u>	<u> </u>	<u> </u>	<u> </u>
Robert Kautz	<u> x </u>	<u> </u>	<u> </u>	<u> </u>
Leslie Larson	<u> x </u>	<u> </u>	<u> </u>	<u> </u>
Shelly Lombard	<u> x </u>	<u> </u>	<u> </u>	<u> </u>
Ronald Riddick	<u> x </u>	<u> </u>	<u> </u>	<u> </u>
Carmen Taylor	<u> x </u>	<u> </u>	<u> </u>	<u> </u>

M. BUSINESS

1. Resolution re: MEA Contract Amendment

Mr. Riddick moved to approve the following resolution:

WHEREAS, The New Jersey Employer-Employee Relations Act mandates collectively negotiations between public employers and employees, and

WHEREAS, the Montclair Board of Education and the Montclair Education Association have held collaborative discussions concerning modifying their current negotiated contract, and

WHEREAS, the law holds that it is possible to modify the current contract and mutually agree to amended lengths and terms; and

WHEREAS, an agreement has been reached between each of the parties which modifies the terms and conditions of the contract between the MEA and Montclair Board of Education, therefore,

BE IT RESOLVED that the Montclair Board of Education formally adopts the approved revisions (attached) for the contract between the Montclair Education Association extending from July 1, 2009 to June 30, 2012.

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

	AYE	NAY	ABSTAIN	ABSENT
John Carlton	<u> x </u>	<u> </u>	<u> </u>	<u> </u>
Shirley Grill	<u> x </u>	<u> </u>	<u> </u>	<u> </u>
Robert Kautz	<u> x </u>	<u> </u>	<u> </u>	<u> </u>
Leslie Larson	<u> x </u>	<u> </u>	<u> </u>	<u> </u>

Shelly Lombard	<u> x </u>	<u> </u>	<u> </u>	<u> </u>
Ronald Riddick	<u> x </u>	<u> </u>	<u> </u>	<u> </u>
Carmen Taylor	<u> x </u>	<u> </u>	<u> </u>	<u> </u>

2. Resolution re: Adoption of the 2010-2011 Budget and Capital Budget

Mr. Riddick moved to approve the following resolution:

WHEREAS, the Montclair Board of Education has discussed and reviewed the proposed 2010-2011 Budget, and

WHEREAS, New Jersey Statutes Title 18A:7D-27 and the New Jersey State Department of Education prescribe the method, time and format for the submission of a proposed Budget to the County Superintendent of Schools,

NOW, THEREFORE, BE IT RESOLVED that the Montclair Board of Education, after careful study and due deliberation, does hereby approve the FY2010-2011 school district budget (under separate cover) for submission to the Essex County Superintendent:

	<u>Budget</u>	<u>Local Tax Levy</u>
General Fund	\$107,595,595	\$101,528,844
Separate Proposal	\$ 0	\$ 0
Special Revenue Fund	<u>\$ 2,963,038</u>	<u>\$ 0</u>
Total Base Budget	\$110,558,633	\$101,528,844

BE IT FURTHER RESOLVED that this budget includes a maximum amount allotted for conference and travel of \$125,000, and

Seconded by **Mr. Kautz** and approved by a roll call vote:

	AYE	NAY	ABSTAIN	ABSENT
John Carlton	<u> x </u>	<u> </u>	<u> </u>	<u> </u>
Shirley Grill	<u> x </u>	<u> </u>	<u> </u>	<u> </u>
Robert Kautz	<u> x </u>	<u> </u>	<u> </u>	<u> </u>
Leslie Larson	<u> x </u>	<u> </u>	<u> </u>	<u> </u>
Shelly Lombard	<u> x </u>	<u> </u>	<u> </u>	<u> </u>
Ronald Riddick	<u> x </u>	<u> </u>	<u> </u>	<u> </u>
Carmen Taylor	<u> x </u>	<u> </u>	<u> </u>	<u> </u>

3. Resolution re: Approval of Authorization of School Bonds for Capital Purposes

Mrs. Taylor moved to approve the following resolution:

WHEREAS, the Montclair Board of Education has reviewed the Long Term Capital Needs Plan 2010-2011 through 2014-2015, and

WHEREAS, the Montclair Board of Education does hereby determine, after careful study and due deliberation, that it is necessary to raise funds for roofing replacement at various schools, energy conservation and environmental projects district-wide, site improvements district-wide, furniture and equipment in various schools; technology upgrade and district-wide building modifications, and

WHEREAS, the needs identified in the capital plan have also been identified in the District’s Long Range Facility Plan, and

NOW, THEREFORE, BE IT RESOLVED that the total amount estimated to be necessary for said projects for 2010-2011 is \$2,871,500 (attached), plus Section 20 costs of \$114,860 related to the issuance of bonds, and

BE IT FINALLY RESOLVED that the School Business Administrator is hereby directed to forward a certified copy of this resolution to the Montclair Board of School Estimate forthwith.

Seconded by **Mrs. Lombard** and approved by a roll call vote:

	AYE	NAY	ABSTAIN	ABSENT
John Carlton	<u> x </u>	<u> </u>	<u> </u>	<u> </u>
Shirley Grill	<u> x </u>	<u> </u>	<u> </u>	<u> </u>
Robert Kautz	<u> x </u>	<u> </u>	<u> </u>	<u> </u>
Leslie Larson	<u> x </u>	<u> </u>	<u> </u>	<u> </u>
Shelly Lombard	<u> x </u>	<u> </u>	<u> </u>	<u> </u>
Ronald Riddick	<u> x </u>	<u> </u>	<u> </u>	<u> </u>
Carmen Taylor	<u> x </u>	<u> </u>	<u> </u>	<u> </u>

4. Resolution re: Appropriation of Additional Fund Balance – Adult School

Mr. Riddick moved to approve the following resolution:

WHEREAS, the Adult School has accumulated a fund balance from operations, and

WHEREAS, the estimated fund balance as of June 30, 2009, is \$57,076, and

WHEREAS, this balance is required to be appropriated in the following year,

NOW, THEREFORE, BE IT RESOLVED that the Montclair Board of Education approves the appropriation of the Adult School fund balance in the amount of \$57,076 for use by the Adult School for operations in the 2010-11 school year

Seconded by *Ms. Larson* and approved by a roll call vote:

	AYE	NAY	ABSTAIN	ABSENT
John Carlton	<u> x </u>	<u> </u>	<u> </u>	<u> </u>
Shirley Grill	<u> x </u>	<u> </u>	<u> </u>	<u> </u>
Robert Kautz	<u> x </u>	<u> </u>	<u> </u>	<u> </u>
Leslie Larson	<u> x </u>	<u> </u>	<u> </u>	<u> </u>
Shelly Lombard	<u> x </u>	<u> </u>	<u> </u>	<u> </u>
Ronald Riddick	<u> x </u>	<u> </u>	<u> </u>	<u> </u>
Carmen Taylor	<u> x </u>	<u> </u>	<u> </u>	<u> </u>

5. Resolution re: Monthly Budget Reports and Bills and Claims

Ms. Grill moved to approve the following resolution:

RESOLVED that pursuant to N.J.A.C.6A:23-2.11©3, the Montclair Board of Education certifies that no line item account has encumbrances and expenditures, which in total exceed the line item appropriation in violation of N.J.A.C.6A:23-2.11(a), and that pursuant to N.J.A.C.6A:23-2-11(c)4, after review of the board secretary's monthly financial reports, in the minutes of the Board each month, the Montclair Board of Education certifies that no major account or fund has been overexpended in violation of N.J.A.C.6A:23-2.11(b), and

BE IT FURTHER RESOLVED that the Montclair Board of Education approves the attached Bills and Claims for the month of March, 2010 in the amount of \$3,264,599.85 and the attached Appropriation Adjustments for the month of February, in the amount of \$1,319.93 and

BE IT FURTHER RESOLVED that the Montclair Board of Education does hereby approve the request for tax levy from the Township of Montclair in the amount of \$8,000,000.00 for the month March, 2010 and

BE IT FINALLY RESOLVED that the Montclair Board of Education acknowledges receipt of the attached Budget Reports for the month of February, 2010; and the Secretary's Report for the month of February, 2010

Seconded by *Mrs. Lombard* and approved by a roll call vote:

	AYE	NAY	ABSTAIN	ABSENT
John Carlton	<u> x </u>	<u> </u>	<u> </u>	<u> </u>
Shirley Grill	<u> x </u>	<u> </u>	<u> </u>	<u> </u>
Robert Kautz	<u> x </u>	<u> </u>	<u> </u>	<u> </u>
Leslie Larson	<u> x </u>	<u> </u>	<u> </u>	<u> </u>
Shelly Lombard	<u> x </u>	<u> </u>	<u> </u>	<u> </u>
Ronald Riddick	<u> x </u>	<u> </u>	<u> </u>	<u> </u>

Carmen Taylor x _____ _____ _____

6. Resolutions

Resolution re: Approval of Submission of the No Child Left Behind Amendment Application for FY 2009

Mr. Riddick moved to approve the following resolution:

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

NOW, THEREFORE, BE IT RESOLVED that the Montclair Board of Education approves the submission of the attached No Child Left Behind Amendment Application for FY 2009.

Seconded by **Mrs. Taylor** and approved by a roll call vote:

	AYE	NAY	ABSTAIN	ABSENT
John Carlton	<u> x </u>	_____	_____	_____
Shirley Grill	<u> x </u>	_____	_____	_____
Robert Kautz	<u> x </u>	_____	_____	_____
Leslie Larson	<u> x </u>	_____	_____	_____
Shelly Lombard	<u> x </u>	_____	_____	_____
Ronald Riddick	<u> x </u>	_____	_____	_____
Carmen Taylor	<u> x </u>	_____	_____	_____

7. Change Orders

Mr. Kautz moved to approve the following change orders:

- a. Approval of Change Order #2 for Electrical Work for New Elementary School

Topic: Supplies, equipment and services anticipated to be in excess of \$29,000 are subject to the bidding requirements of New Jersey Statutes 18A:18A-4 or are to be purchased under a State of New Jersey contract through the provisions of N.J.S. 18A:18A-10.

Background Information: In accordance with Public School Contract Law, specifications were prepared for the Board of Education by The Thomas Group, Architect for the Montclair Board of Education, advertised, and sealed bids received on March 19, 2008, for Electrical Work for New Elementary School. The contract was awarded to Sal Electric Company, Inc., 83 Fleet Street, Jersey City, New Jersey, 07306, in the total

amount of \$4,145,945 which includes the base bid of \$2,515,940 plus the alternates amounting to \$1,630,005.00.

Superintendent's Recommendations: It is my recommendation that the Montclair Board of Education approves change order #2 in the amount of \$2,224 as follows:

Change heights of phones in classrooms and offices per ADA requirements. In addition provide credits for unused and unrequired tamper switches and heat detectors.	\$1,533.00
Add light switch and 20 amp convenience outlet in the clock tower.	\$691.00
<hr/>	
Total amount of this change order:	\$2,224.00

b. Approval of Change Order #18 for General Construction for New Elementary School

Topic: Supplies, equipment and services anticipated to be in excess of \$29,000 are subject to the bidding requirements of New Jersey Statutes 18A:18A-4 or are to be purchased under a State of New Jersey contract through the provisions of N.J.S. 18A:18A-10.

Background Information: In accordance with Public School Contract Law, specifications were prepared for the Board of Education by The Thomas Group, Architect for the Montclair Board of Education, advertised, and sealed bids received on March 19, 2008, for General Construction for New Elementary School. The contract was awarded to Niram, Inc., 91 Fulton Street, Unit #4, Boonton, New Jersey, 07005, in the total amount of \$12,949,800.00 which includes the base bid of \$12,377,000 and alternates totaling \$572,800.00.

Superintendent's Recommendations: It is my recommendation that the Montclair Board of Education approves change order #18 in the amount of \$7,101 as follows:

Labor and material necessary to construct window pocket due to top window being higher than ceiling height, Room 102, B	\$1,599.00
Labor and material necessary to install 900 additional polished block in corridor C100B.	\$5,502.00
<hr/>	
Total Amount of this change order:	\$7,101.00

Seconded by *Mrs. Taylor* and approved by a roll call vote:

	AYE	NAY	ABSTAIN	ABSENT
John Carlton	<u> x </u>	<u> </u>	<u> </u>	<u> </u>
Shirley Grill	<u> x </u>	<u> </u>	<u> </u>	<u> </u>
Robert Kautz	<u> x </u>	<u> </u>	<u> </u>	<u> </u>

Leslie Larson	<u> x </u>	<u> </u>	<u> </u>	<u> </u>
Shelly Lombard	<u> x </u>	<u> </u>	<u> </u>	<u> </u>
Ronald Riddick	<u> x </u>	<u> </u>	<u> </u>	<u> </u>
Carmen Taylor	<u> x </u>	<u> </u>	<u> </u>	<u> </u>

8. Contract Awards

Mr. Riddick moved to approve the following:

- a. Approval of Renewal of Contract for Asbestos O&M Repairs/Removal 2010-2011 School Year

Topic: Supplies, equipment and services anticipated to be in excess of \$29,000 are subject to the bidding requirements of New Jersey Statutes 18A:18A-4 or are to be purchased under a State of New Jersey contract through the provisions of N.J.S. 18A:18A-10.

Background Information: In accordance with Public School Contract Law, specifications were prepared, advertised, and sealed bids received on May 7, 2009, for Asbestos O&M Repairs/Removal for the 2009-2010 school year. The bid was awarded to Lillich Corporation, 606 McBride Avenue, West Paterson, New Jersey, 07424.

Superintendent's Recommendations: Since the CPI rate is currently negative, Lillich Corporation is required and has agreed to reduce their current 2009-2010 rates by 2% as per their March 16, 2010, letter (see attached). Therefore, I recommend that the Montclair Board of Education renews the contract for the 2010-2011 school year at the terms and conditions stated in their letter.

- b. Approval of Award of Contract for Food Service Alterations at Edgemont School

Topic: Supplies, equipment and services anticipated to be in excess of \$29,000 are subject to the bidding requirements of New Jersey Statutes 18A:18A-4 or are to be purchased under a State of New Jersey contract through the provisions of N.J.S. 18A:18A-10.

Background Information: In accordance with Public School Contract Law, specifications were prepared for the Board of Education by Richard Rigolo, Architect for the Montclair Board of Education, advertised, and sealed bids received on March 11, 2010, for Food Service Alterations at Edgemont School. Fifteen (15) companies received copies of the bid and thirteen (13) bids were received (see Attachment A).

Superintendent's Recommendations: It is my recommendation that the Montclair Board of Education accepts the recommendation of Board's Architect, Richard Rigolo, AIA, and awards a contract for Food Service Alterations at Edgemont School to C&E Contracting, PO Box 690, Boonton, New Jersey, 07005, in the total amount of \$145,800.00.

- c. Approval of Renewal of Award of Contract for Classroom and Locker Room Renovations at Glenfield School

Topic: Supplies, equipment and services anticipated to be in excess of \$29,000 are subject to the bidding requirements of New Jersey Statutes 18A:18A-4 or are to be purchased under a State of New Jersey contract through the provisions of N.J.S. 18A:18A-10.

Background Information: In accordance with Public School Contract Law, specifications were prepared for the Board of Education by Richard Rigolo, Architect for the Montclair Board of Education, advertised, and sealed bids received on March 11, 2010, for Classroom & Locker Room Renovations at Glenfield School. Fifteen (15) companies received copies of the bid and thirteen (13) bids were received (see Attachment A).

Superintendent's Recommendations: It is my recommendation that the Montclair Board of Education accepts the recommendation of Board's Architect, Richard Rigolo, AIA, and awards a contract for Classroom & Locker Room Renovations at Glenfield School to GPC, Inc., 20 East Willow Street, Millburn, New Jersey, 07041, in the total amount of \$205,000.00 (base bid of \$187,000 plus alternate #1 for \$18,000).

Seconded by *Ms. Larson* and approved by a roll call vote:

	AYE	NAY	ABSTAIN	ABSENT
John Carlton	<u> x </u>	<u> </u>	<u> </u>	<u> </u>
Shirley Grill	<u> x </u>	<u> </u>	<u> </u>	<u> </u>
Robert Kautz	<u> x </u>	<u> </u>	<u> </u>	<u> </u>
Leslie Larson	<u> x </u>	<u> </u>	<u> </u>	<u> </u>
Shelly Lombard	<u> x </u>	<u> </u>	<u> </u>	<u> </u>
Ronald Riddick	<u> x </u>	<u> </u>	<u> </u>	<u> </u>
Carmen Taylor	<u> x </u>	<u> </u>	<u> </u>	<u> </u>

9. Resolution re: Approval of the Amended Personnel Report

Ms. Larson moved to approve the following resolution:

WHEREAS, the Superintendent has recommended that the Board approved the actions contained in the attached Amended Personnel Report.

NOW, THEREFORE, BE IT RESOLVED that the Board approves the Amended Personnel Report March 22, 2010, including the indicated individuals who have been hired under the Emergent Hiring Procedures as required by law.

Seconded by *Mrs. Lombard* and approved by a roll call vote:

	AYE	NAY	ABSTAIN	ABSENT
John Carlton	<u> x </u>	<u> </u>	<u> </u>	<u> </u>
Shirley Grill	<u> x </u>	<u> </u>	<u> </u>	<u> </u>
Robert Kautz	<u> x </u>	<u> </u>	<u> </u>	<u> </u>
Leslie Larson	<u> x </u>	<u> </u>	<u> </u>	<u> </u>
Shelly Lombard	<u> x </u>	<u> </u>	<u> </u>	<u> </u>

Ronald Riddick	<u> x </u>	<u> </u>	<u> </u>	<u> </u>
Carmen Taylor	<u> x </u>	<u> </u>	<u> </u>	<u> </u>

10. Legal Matters

Mr. Riddick moved to approve the following resolutions:

- a. Resolution re: Settlement Agreement to Resolve A.F.’s Educational Program

WHEREAS, the attorney for the Board of Education has forwarded a Settlement Agreement in the matter of S.F. and V.R.F. on behalf of A.F., vs. the Montclair Board of Education.

NOW, THEREFORE, BE IT RESOLVED, that the Board Secretary is authorized to execute this Agreement on behalf of the Board of Education.

- b. Resolution re: Settlement Agreement to Resolve F.S.’s Educational Program

WHEREAS, the attorney for the Board of Education has forwarded as Settlement Agreement in the matter of F.S. on behalf of F.S. vs. the Montclair Board of Education.

NOW, THEREFORE, BE IT RESOLVED that the Board Secretary is authorized to execute this Agreement on behalf of the Board of Education.

- c. Resolution re: Settlement Agreement to Resolve D.M.’s Educational Program

WHEREAS, the attorney for the Board of Education has forwarded a Settlement Agreement in the matter of N.M. and D.M., on behalf of D.M., vs. the Montclair Board of Education.

NOW, THEREFORE, BE IT RESOLVED that the Board Secretary is authorized to execute this Agreement on behalf of the Board of Education.

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

	AYE	NAY	ABSTAIN	ABSENT
John Carlton	<u> x </u>	<u> </u>	<u> </u>	<u> </u>
Shirley Grill	<u> x </u>	<u> </u>	<u> </u>	<u> </u>
Robert Kautz	<u> x </u>	<u> </u>	<u> </u>	<u> </u>
Leslie Larson	<u> x </u>	<u> </u>	<u> </u>	<u> </u>
Shelly Lombard	<u> x </u>	<u> </u>	<u> </u>	<u> </u>
Ronald Riddick	<u> x </u>	<u> </u>	<u> </u>	<u> </u>
Carmen Taylor	<u> x </u>	<u> </u>	<u> </u>	<u> </u>

N. COMMENTS

1. Members of the Public

Maria Gonzalez Spanish teacher at Northeast School expressed her concerns about the importance of world language and that it should not be considered an elective.

Amy Gideon of 52 Gordonhurst Avenue, commented on the fact that whatever amount of money that can be saved as a result of central office staff taking a pay cut, it could be applied to the health and wellness program.

Mr. Kautz responded that the education system should not be compared to corporate America. Everyone must understand that the staff in the district opened their contracts and froze their salaries.

2. Board Members

Mrs. Lombard stated that the Montclair salaries are comparable to other districts that are similar. She stated that it is very disingenuous for the public to highlight why central office staff is not taking pay cuts. She concluded that the thought that this problem can be solved solely based on central office taking a pay cut is unfair because they work very hard.

Ms. Grill stated that all programs do not have to be cut even though funding was cut. She stated that there are a lot of things that need to be addressed. It is not about money but about having the courage to make tough decisions. She indicated that they will write to the Governor about the cuts, but the Board still has to accept a budget in order to be able to open schools in September. She stated that it was amazing that the MEA re-opened their contract and that this community is capable of more amazing acts.

Ms. Larson stated that the central office staff worked all weekend to come up with this budget. She stated that the Board does not know who the people are that will be cut. She stated that there will be more information given that will explain things better including the changes at central office.

Mr. Riddick stated that this has been a very difficult budget period. He stated that he was disappointed in the way parents and teachers were against one another in support of their school. He stated that the members of the Board are volunteers and it would be nice for people to give constructive criticism rather than use sarcasm. He stated that all should be pulling together and hoping to maintain a quality school system. He thanked everyone for being present at the meeting.

Mrs. Taylor stated that this is one step in the process and the next would be to move to the Board of School Estimate. She stated that it is tough for everyone and that everyone must be patient and make the best of the Governor's cuts.

Mr. Kautz stated that everyone needs to pitch in. There will be a lot of changes and everyone will need to rise to meet the challenge. The goal is to continue to provide the same level of education and programs for the children. He stated that there are going to be cuts across the board and it is being done as equitably as possible by looking at each school and determining the least amount of cuts. The goal is also to open schools in September. He stated that he appreciates the attendance of everyone and encouraged everyone to direct their energy into keeping schools at the high level that it has always been.

Mr. Carlton stated that he thinks that energy needs to be directed to Trenton as well. He stated that the Board has a lot of work to do and that the budget process is more involved than just being approved by the Board. The Board approves the budget, then the Board of School Estimate, and then the County Superintendent. The County Superintendent can decide to make changes according to whatever the Governor requests. The School Boards lobby on behalf of school districts, the NJEA lobby's on behalf of teachers, the PTA's should get out and lobby on behalf of parents. He requested that the PTA to put this into action.

Mr. Carlton stated that the squeeze in education is not just happening at the funding level. It is mostly happening at the administrative level. Compared to other districts, Montclair's superintendent isn't paid nearly as high as those who does not have as many schools or a magnet system.

Mr. Carlton stated that Montclair is a segregated town and Montclair Schools are integrated. Things that lead to neighborhood schools segregate them and all schools look the same. The Kirwan Institute is assisting the Board to better define the magnet system. That is where some of the funding is allocated. During this very difficult environment these choices must be made in order to maintain an integrated school system.

Mr. Carlton indicated that the rules of seniority, tenure, and bumping play a key role in knowing who will be cut. There will also be retirements. If there are a lot of retirees in one building, a placement process would begin to fill in these positions. These are some of the factors that will happen to bring balance in the district.

O. ANNOUNCEMENT OF FUTURE MEETING DATES

The next meeting of the Board of Education will be held on Monday, April 12, 2010 and will open at 6:30 p.m. in public but will go immediately into executive session. The meeting will reconvene in public at approximately 7:30 p.m. in the Atrium of the George Innes Annex, 141 Park Street.

P. ADJOURNMENT

At 11:43 p.m. *Mr. Riddick* moved to adjourn the meeting; seconded by *Ms. Grill* and approved by a vote of 7-0.

