

MONTCLAIR PUBLIC SCHOOLS



MONTCLAIR, NEW JERSEY

PUBLIC BOARD MEETING HELD ON

**MONDAY, OCTOBER 17, 2016 AT 6:30 PM
GEORGE INNESS ANNEX ATRIUM
141 PARK STREET, MONTCLAIR, NEW JERSEY**

MINUTES OF THE PUBLIC BOARD MEETING
HELD MONDAY, OCTOBER 17, 2016 AT 6:30 PM
GEORGE INNESS ANNEX ATRIUM
141 PARK STREET, MONTCLAIR, NEW JERSEY

A. STATEMENTS

1. Meeting Notice

B. RESOLUTION FOR EXECUTIVE SESSION

Franklin Turner moved to approve the following resolution:

WHEREAS, the Open Public Meetings Act, N.J.S.A.10:4-12, permits the Board of Education to meet in closed session to discuss certain matters,

NOW THEREFORE BE IT RESOLVED, the Board of Education adjourns to closed session to discuss:

- a collective bargaining agreement and/or negotiations related to it;
- protection of public safety and property and/or investigations of possible violations or violations of law;
- any matter involving the employment, appointment, termination of employment, terms and conditions of employment, evaluation of the performance of, promotion or disciplining of any specific prospective public officer or employee or current public officer or employee employed or appointed by the public body, unless all the individual employees or appointees whose rights could be adversely affected request in writing that such matter or matters be discussed at a public meeting
- matters of attorney-client privilege

AND BE IT FURTHER RESOLVED, the minutes of this closed session be made public when the need for confidentiality no longer exists.

Seconded by Laura Hertzog and approved by a vote of 7-0

	AYE	NAY	ABSTAIN	ABSENT
Jessica de Koninck	x			
Jevon Caldwell-Gross	x			
Laura Hertzog	x			
Joseph Kavesh	x			
Anne Mernin	x			

Eve Robinson	x			
Franklin Turner	x			

- C. EXECUTIVE SESSION at 6:30 pm
- D. RETURN TO OPEN SESSION at 7:30 pm
- E. STATEMENTS
 - 1. Meeting Notice
- F. THE PLEDGE OF ALLEGIANCE
- G. ROLL CALL

	PRESENT	ABSENT
Jessica de Koninck	x	
Jevon Caldwell-Gross	x	
Laura Hertzog	x	
Joseph Kavesh	x	
Anne Mernin		x
Eve Robinson	x	
Franklin Turner	x	

Staff Members	1
Members of the Public	6
Members of the Press	2

- H. SUPERINTENDENT’S OFFICE
- I. SEARCH UPDATES
- J. INTRODUCTION OF MASIEL RODRIQUEZ-VARS, Executive Director of the Montclair Fund for Excellence
- K. COMMENTS FROM THE PUBLIC

The Board will allow time for the public to comment on agenda and non-agenda items.

- L. MINUTES

Eve Robinson moved to approve the following minutes:

1. Public Board meeting held on Monday, September 19, 2016
2. Public Board meeting held on Monday, September 26, 2016
3. Public Board meeting held on Wednesday, October 5, 2016

Seconded by Laura Hertzog and approved by a vote of 6-0

	AYE	NAY	ABSTAIN	ABSENT
Jessica de Koninck	x			
Jevon Caldwell-Gross	x			
Laura Hertzog	x			
Joseph Kavesh	x			
Anne Mernin				x
Eve Robinson	x			
Franklin Turner	x			

M. SUPERINTENDENTS OFFICE

Franklin Turner moved to approve the following resolution:

1. Resolution Re: Approval of Montclair Board of Education and District Goals

WHEREAS, the Montclair Board of Education approved the following goals for the Montclair Board of Education and the District for the 2016-2017 School Year on October 17, 2016:

Board of Education Goals

- Goal 1: The Montclair Board of Education shall be an effective and efficient policy-making body that supports and aligns with district goals and provides effective oversight.
- Goal 2: The Montclair Board of Education shall be responsible for setting policies that prioritize and support growth for all students.
- Goal 3: The Montclair Board of Education shall be aware of and responsive to the community's varied values and priorities and shall engage in respectful and timely interactions with the entire community.
- Goal 4: The Montclair Board of Education shall assure the sound disposition of district resources in a manner to benefit all children, while being sensitive to the needs of taxpayers and incorporating both short- and long-term goals.

Goal 5: The Montclair Board of Education shall support and promote equity in the core programs and resources available at each grade level across all district schools.

District Goals

Goal 1: The Montclair Public School District shall strive to reduce the “achievement gap” and shall incorporate issues of equity and the achievement gap into all of the following district goals.

Goal 2: The Montclair Public School District shall prepare to implement the Renaissance Learning program in grades PK-12 by September 2017.

Goal 3: The Montclair Public School District shall develop a school restructuring plan that reduces class sizes in grades K-5 and restores a districtwide PK program available to all Montclair residents for implementation in September 2017.

Goal 4: The Montclair Public School District shall develop a comprehensive language program for grades PK-12 implementation in September 2017.

Goal 5: The Montclair Public School District shall evaluate all Pupil Services practices and programs and develop a plan to reform and restructure Pupil Services for implementation in September 2017 with priority on Special Education.

WHEREAS, the Montclair Board of Education developed objectives and measures in accordance with these goals,

NOW THEREFORE BE IT RESOLVED that the Montclair Board of Education adopts the Objectives for Montclair Board of Education and District Goals for the 2016-2017 School Year.

Seconded by Eve Robinson and approved by a vote of 6-0

	AYE	NAY	ABSTAIN	ABSENT
Jessica de Koninck	x			
Jevon Caldwell-Gross	x			
Laura Hertzog	x			
Joseph Kavesh	x			
Anne Mernin				x
Eve Robinson	x			
Franklin Turner	x			

Joe Kavesh moved to approve the following resolution:

2. Resolution Re: Resolution Awarding Contract for Superintendent Search Firm Services
Contract – Hazard, Young, Attea & Associates

WHEREAS, the Montclair Board of Education (“Board”) is seeking to hire a superintendent to lead the District;

WHEREAS, the Board advertised and sought proposals from experienced executive search firms to conduct a nationwide search for qualified superintendent candidates;

WHEREAS, the Board advertised for Request for Proposals (“RFP”), which requested that proposals be submitted to the Board;

WHEREAS, the Board has thoroughly reviewed the submission by Hazard, Young, Attea & Associates Executive Search Division (“HYA”), which sets forth the firm’s history, experience, principal employees, references, scope of services and pricing proposal;

WHEREAS, the Board also interviewed Leadership Advantage and Ray & Associates during public session on September 26, 2016;

WHEREAS, the Board had determined that HYA has the qualifications and experience to conduct a nationwide search for qualified candidates for the next Superintendent to lead the District;

WHEREAS, the base consulting fee for HYA is twenty-one thousand and nine hundred dollars (\$21,900.00), and additional, incidental expenses for advertising, travel, background checks, fax, copies, postage, shipping and candidate expenses; and

NOW, THEREFORE, BE IT RESOLVED, the terms of the contract shall be the same as set forth in the Letter of Agreement between the parties, attached hereto.

Seconded by Eve Robinson and approved by a vote of 6-0

	AYE	NAY	ABSTAIN	ABSENT
Jessica de Koninck	x			
Jevon Caldwell-Gross	x			
Laura Hertzog	x			
Joseph Kavesh	x			
Anne Mernin				x
Eve Robinson	x			
Franklin Turner	x			

Eve Robinson moved to approve the following resolution:

1. 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 CLASS WORK,

NOW, THEREFORE, BE IT RESOLVED THAT THE FOLLOWING FIELD TRIPS ARE APPROVED:

DATE OF TRIP	SCHOOL	GRD	TEACHER	DESTINATION	COST	PURPOSE	DURING SCHOOL HRS.
12/22/2016	Buzz Aldrin	6 & 7	Berger	Clary Anderson Arena 41 Chestnut St. Montclair, NJ	\$15	Students will participate in a house team building activity that will include & promote movement skill performance, teamwork and physical fitness	Yes 3hrs.
6/8/2017	Charles H. Bullock	2	Mbayed/Harms	Poricy Park Nature Center 345 Oak Hill Road Red Bank, NJ	\$15	Culminating trip to enrich our Earth Science. Fossil and Dinosaur Unit. Students will fossil hunt for remains from the Cretaceous period.	Yes 5hrs.
6/9/2017	Charles H. Bullock	2	Jackson/Nanfara	Poricy Park Nature Center 345 Oak Hill Rd Red Bank, NJ	\$15	Culminating trip to enrich our Earth Science. Fossil and Dinosaur Unit. Students will fossil hunt for remains from the Cretaceous period.	Yes 5hrs.
1/13/2017	Edgemont	3	O'Connor	NJPAC 1 Center Street Newark, New jersey 07102	\$13.50	"MLK to this Day"- January Black History Month/Martin Luther King Jr. Social Studies, Civil Rights lesson and information.	Yes 4hrs.
10/13/2016	Glenfield	6-8	Freedman	Memorial Field Summit, NJ	\$10	In physical education class we promote lifelong fitness. The students run against other schools.	Yes 3.5hrs.
11/15/2016	Glenfield	8	Kitts/Lupfer	Pascack Valley HS 200 Piermont Avenue Hillsdale, NJ	\$0	Students will see production of Metamorphosis & play based on Greek Myth (which class studies)	Yes 4hrs.
11/17/2016	Glenfield	6-8	Social Studies Department	Montclair H.S.	\$5	NJCCS6.3: Active citizenship in the 21 st century students are afforded the opportunity to engage in simulated democratic process.	Yes 5.5hrs.
5/16/2017	Glenfield	7	Kozma	State Theater NJ 40 Livingston Avenue New Brunswick,NJ	\$20	In being an authentic audience member of a poetry slam, students experience another manner in which to hear the spoken word and to connect to the written word.	Yes 4hrs

DATE OF TRIP	SCHOOL	GRD	TEACHER	DESTINATION	COST	PURPOSE	DURING SCHOOL HRS.
6/15/2017	Glenfield	7	Lofrano	Fountain Springs Country Club 234 Conklintown Road Ringwood, NJ	\$50	This trip is a recreational, spirit-celebrating trip for all 7 th graders to acknowledge a successful middle year at Glenfield Middle School.	Yes 8hrs
10/22/2016	Hillside	4 & 5	D'Amico	Montclair State University 1 Normal Avenue Montclair, NJ	\$0	Drums of Thunder -Performance for halftime show for Homecoming Football Game.	Yes 2.5hrs.
10/23/2016	Hillside	4 & 5	D'Amico	Lincoln Financial Field Philadelphia, Pa	\$0	Drums of Thunder -Performance for halftime show for the Philadelphia Eagles Football	Yes 6hrs.
11/5/2016	Hillside	4 & 5	D'Amico	Fordham University Bronx, NY	\$0	Drums of Thunder -Halftime show for Fordham Rams vs Colgate.	Yes 4hrs.
11/29/2016	Hillside	4 & 5	D'Amico	University of Pennsylvania	\$0	Drums of Thunder - Halftime show for University of Penn vs. Villanova season opener in the Palestra.	Yes 6hrs.
12/16/2016	Hillside	4 & 5	D'Amico	Wells Fargo Center Philadelphia, Pa	\$0	Drums of Thunder - Halftime show for the 76ers vs. LA Lakers	Yes 6hrs
1/24/2017	Hillside	4 & 5	D'Amico	Wells Fargo Center Philadelphia, Pa	\$0	Drums of Thunder - Halftime show for the 76ers vs Clippers	Yes 6.5hrs
1/29/2017	Hillside	4 & 5	D'Amico	Rutgers University RAC Piscataway, NJ	\$0	Drums of Thunder - Halftime show for Rutgers Women vs Northwestern	Yes 6hrs
2/28/2017	Hillside	4 & 5	D'Amico	Rutgers University RAC Piscataway, NJ	\$0	Drums of Thunder - Halftime performance for Men's Basketball vs. Maryland.	Yes 4hrs.
10/20/2016	MHS	10-12	English/Zepada	The Seeing Eye 10 Washington Valley Rd Morristown, NJ	\$0	Students will meet with several Veterinarian's, the breeding genetist, dog instructors and animal behaviorist.	Yes 4.5hrs.
11/3/2016	MHS	10-12	Sampson/English	Steven's Institute 1 Castle Point Ter. Hoboken, NJ	\$0	Students will meet with faculty about undergraduate admissions and pre-college Summer program.	Yes 4.5hrs.
11/15/2016	MHS	10-12	English/Porter	Community Food Bank of NJ 31 Evans Terminal Hillside, NJ	\$0	Give students opportunity to pack Thanksgiving books and general community service.	Yes 3.5hrs.
12/1/2016	MHS	9-12	Ennis	Mountainside Hospital 1 Bay Avenue Montclair, NJ	\$0	Holiday Tree Lighting	Yes 2.5hrs.
12/6/2016	MHS	10-12	English	Liberty Science Center 22 Jersey City Blvd, Jersey City, NJ	\$0	Students will participate in a 2 hr.hands on lab.	Yes 6.5hrs
10/20/2016	Nishuane	K	Keller/Paolazzi/May/ Marcellus/O'Connor/ Daniels/Adamo/ Kolenevic	Ort Farms 25 Bartley Road Long Valley, NJ	\$15	Hands on experience with pumpkin life cycle. Hands on experience with a working farm-agriculture and animals. This trip will also allow for further exploration of pumpkins in the	Yes 4.5hrs.

DATE OF TRIP	SCHOOL	GRD	TEACHER	DESTINATION	COST	PURPOSE	DURING SCHOOL HRS.
						classroom- measuring (height, weight and circumference) making predictions and comparisons.	
11/9/2016	Northeast	5	Dey	VA Hospital 385 Tremont Avenue East Orange, NJ	\$10	To foster community engagement while providing a performance venue for developing instrumentalists.	Yes 4.5hrs
11/15/2016	Northeast	4	Dey	NJPAC Newark, NJ	\$15	New Jersey Symphony Orchestra performance for 4 th grade students who have just begun their study of wind, strings, percussion instruments.	Yes 3hrs.
5/10/2017	Northeast	K	Gustafson, Rebelo, Steele	Jenkinson Aquarium 300 Ocean Ave. Point Pleasant, NJ	\$7	To culminate a science unit on ocean life.	Yes 5.5hrs
3/8/2017	Watchung	4	Berman, Totaro, Hampton	MSU. Memorial Auditorium Montclair, NJ	\$15	Experience the play "Freedom Train" as a follow up to learning about Harriet Tubman for Black History.	Yes 2hrs

BE IT FINALLY RESOLVED THAT THE FIELD TRIPS ARE APPROVED IN ACCORDANCE WITH THE NEW JERSEY DEPARTMENT OF EDUCATION ACCOUNTABILITY REGULATIONS.

Seconded by Jevon Caldwell-Gross and approved by a vote of 6-0

	AYE	NAY	ABSTAIN	ABSENT
Jessica de Koninck	x			
Jevon Caldwell-Gross	x			
Laura Hertzog	x			
Joseph Kavesh	x			
Anne Mernin				x
Eve Robinson	x			
Franklin Turner	x			

O. BUSINESS OFFICE

Eve Robinson moved to approve the following resolution:

1. Resolution Re: Approval of Conference and Travel Requests

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:

CONFERENCE AND TRAVEL EXPENSES						
CONFERENCE	<u>DATE</u>	<u>BOARD MEMBER/ EMPLOYEE</u>	<u>SCHOOL DEPT.</u>	<u>ESTIMATED COST</u>	<u>EDUCATIONAL PURPOSE</u>	<u>LOCATION</u>
AENJ – Fall Conference/ Art Educators of NJ	10/10/16	Arin Leard	Buzz Aldrin	\$0	This conference inspires art teachers and connects standards to real practices in the classroom.	Long Branch, NJ
Dodge Poetry Festival/ Geraldine R. Dodge Foundation	10/20/16	Margaret Saraco	Buzz Aldrin	\$0	Poetry will be infused into the curriculum.	Newark, NJ
Cognitive and Behavioral Approaches for Anxious Youth/ Lakeview Learning Center	10/21/16	Christina Chatlos	Buzz Aldrin	\$0	This conference will offer new strategies to help anxious students in counseling and the classroom.	Wayne, NJ
Fall ‘16 Curriculum Connections Conference/ EFACS-NJ & NJAFCS	10/26/16	Shelly Stebbins	Glenfield	\$0	This conference will provide interaction with colleagues across NJ and provide ideas, resources and updates on various curriculum topics relevant to	Edison, NJ

					Family and Consumer Science.	
BELS Consortium Mandatory Training Day/ BELS Consortium	10/27/16	Margaret Mary McGrath	Bullock	\$0	Google and BELS Destiny training to enhance the Library at Bullock.	Lyndhurst, NJ
Elementary FBA & Intervention Strategies/ Shepard Schools	10/28/16	Tanya Bitar Leslie Masuzzo Dana Koplik	Hillside	\$0	This workshop will allow for development of knowledge related to intervention strategies for students who struggle with behavior and other issues.	Kinnelon, NJ
Lindamood-Bell Learning/ Lindamood Bell	11/3 & 4,16	Kathleen Pillar	Hillside	\$0	The program focuses on sensory/cognitive functioning to build decoding and comprehension.	Princeton, NJ
Health Education Conference/ NJASPERD	12/5/16	Sara Lipman	Nishuane	\$65	This conference will focus on more innovative ways to teach Physical Education.	Monroe, NJ
Google for Education NJ Leadership Academy/ Google	10/11/16	Marcos Vargas	CO	\$25	Opportunity to explore transformational change tools in technology designed to help increase student engagement and prepare students for the careers of the future.	Leonardo, NJ
10 th Annual Thurgood Marshall Freedom Fund	10/28/16	Kendra V. Johnson Jessica de Koninck Laura Hertzog Naomi Kirkman	CO CO CO Bradford	\$100.00 each	Community Outreach	East Hanover, NJ

Dinner and Award Ceremony/ Montclair NAACP						
AVID Tutorology/ AVID	11/7&8/16	Joyce Weeg	MHS	\$520.00	Training in AVID teaching.	Brooklyn, NY
UDL – Part 2/ LRC – North	11/2/16	Maxine Atkinson Vanessa Daerti Denise Macaluso	Bradford	\$0	This seminar will provide strategies and methods to be implemented to meet student’s individual needs.	East Orange, NJ
NJ Science Teachers Convention/ NJSTA	10/26/16	Delia Maloy Leslie Masuzzo Lynne O’Sullivan Emma Tami Elizabeth Facey	Glenfield	\$875.00	Workshops for science teachers.	Princeton, NJ
The Holocaust Museum	10/26/16	Esther Canela Nadine Quatorze	Glenfield	\$0	This workshop is part of the agreement that the district has with Kean University for the course on “Teaching the Holocaust” to Montclair teachers.	Washington, DC

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.

Seconded by Jevon Caldwell-Gross and approved by a vote of 6-0

	AYE	NAY	ABSTAIN	ABSENT
Jessica de Koninck	x			
Jevon Caldwell-Gross	x			
Laura Hertzog	x			
Joseph Kavesh	x			
Anne Mernin				x

Eve Robinson	x			
Franklin Turner	x			

Eve Robinson moved to approve the following resolution:

2. Resolution Re: Monthly Budget Reports and Bills and Claims

RESOLVED that pursuant to N.J.A.C. 6A:23-2.11 (c) 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 over expended 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 October 2016 in the amount of \$2,649,179.72.

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 \$10,000,000.00 for the month of October 2016.

BE IT FINALLY RESOLVED that the Montclair Board of Education acknowledges receipt of the Secretary’s Report for the month of June 2016 and Treasurer’s report for the month of June 2016.

Seconded by Jevon Caldwell-Gross and approved by a vote of 6-0

	AYE	NAY	ABSTAIN	ABSENT
Jessica de Koninck	x			
Jevon Caldwell-Gross	x			
Laura Hertzog	x			
Joseph Kavesh	x			
Anne Mernin				x
Eve Robinson	x			
Franklin Turner	x			

Eve Robinson moved to approve the following resolution:

3. Resolution Re: New Jersey Schools Insurance Group

WHEREAS, the New Jersey School Boards Insurance Act, Assembly 1373, enacted and signed by the Governor in 1983, enables school districts to cooperate with each other to make the most efficient use of their powers and resources on a basis of mutual advantage in the areas of insurance and self-insurance and related services, and

WHEREAS, the Montclair Board of Education district desires to secure protection, services, and savings relating to insurance and self-insurance for itself and its departments and employees, and

WHEREAS, the Montclair Board of Education district finds that the best and most efficient way of securing this protection and services is by cooperating with other school districts across the State of New Jersey, and

WHEREAS, the New Jersey Schools Insurance Group and its bylaws provide a basis for securing this protection for member districts,

NOW THEREFORE BE IT RESOLVED that the Montclair Board of Education district joins with other school districts in organizing and becoming members of the New Jersey Schools Insurance Group and that by adoption and signing of this resolution, the Montclair Board of Education is hereby joining the New Jersey Schools Insurance Group effective July 1, 2016.

Seconded by Jevon Caldwell-Gross and approved by a vote of 6-0

	AYE	NAY	ABSTAIN	ABSENT
Jessica de Koninck	x			
Jevon Caldwell-Gross	x			
Laura Hertzog	x			
Joseph Kavesh	x			
Anne Mernin				x
Eve Robinson	x			
Franklin Turner	x			

Eve Robinson moved to approve the following resolution:

4. Resolution Re: Xerox Copier Lease for District Print Shop

WHEREAS, Title 18A:18A-10 provides that, “A board of education, without advertising for bids, or after having rejected all bids obtained pursuant to advertising therefore, by resolution may purchase any goods or services pursuant to a contract or contracts for such goods or services entered into on behalf of the State by the Division of Purchase and Property, “ and

WHEREAS, the District is desirous of replacing the existing copier system, Xerox DocuTech 135, in the print shop due to the constant breakdown of the equipment;

WHEREAS, the lease pricing proposal for a Xerox DPS144 (Nuvera 144 EA System) has been provided by Stewart Business Systems, a licensed dealer of Xerox products provided under the State Contract # 40469, for a 60 month lease at a cost of \$4,174.85 per month with the following included in the lease agreement:

- A print volume allowance of 200,000 copies
- Copies over 200,000 would be billed at \$0.0053 per copy
- Consumable supplies included for all prints
- Fixed pricing for the term of the lease

NOW THEREFORE BE IT RESOLVED that the Montclair Board of Education does hereby approve the lease of a Xerox DPS144 (Nuvera 144 EA System) from Xerox Corporation for a term of 60 months at \$4,174.85 per month for the district print shop.

Seconded by Jevon Caldwell-Gross and approved by a vote of 6-0

	AYE	NAY	ABSTAIN	ABSENT
Jessica de Koninck	x			
Jevon Caldwell-Gross	x			
Laura Hertzog	x			
Joseph Kavesh	x			
Anne Mernin				x
Eve Robinson	x			
Franklin Turner	x			

Eve Robinson moved to approve the following resolution:

5. Resolution Re: Revised Designation of District Affirmative Action Officer/Title IX Coordinator for the 2016-2017 School Year

WHEREAS, the Montclair Board of Education is required to comply with the regulations of Title VI of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973 and the Americans with Disabilities Act; and

WHEREAS, in accordance with district policies no student in the Montclair Public Schools shall be denied access to or benefit from any educational program or activity solely on the basis of race, color, creed, religion, sex, ancestry, national origin or handicap; and

WHEREAS, as required by N.J.A.C. 6:4-1.3, each public school district must appoint an Affirmative Action Officer/Title IX Coordinator as the district’s chief equity officer;

NOW, THEREFORE, BE IT RESOLVED that the Montclair Board of Education designates Dr. Kendra V. Johnson, Assistant Superintendent for Equity to serve as the district’s Affirmative Action Officer/Title IX Coordinator.

Seconded by Jevon Caldwell-Gross and approved by a vote of 6-0

	AYE	NAY	ABSTAIN	ABSENT
Jessica de Koninck	x			
Jevon Caldwell-Gross	x			
Laura Hertzog	x			
Joseph Kavesh	x			
Anne Mernin				x
Eve Robinson	x			
Franklin Turner	x			

Eve Robinson moved to approve the following resolution:

- 6. Resolution Re: Sale of Surplus, Broken and/or Out Dated Equipment

WHEREAS, the Board of Education is the owner of certain surplus, broken and/or out dated equipment, and;

WHEREAS, the Board of Education wishes to dispose of one (1) Casio Celliviano AP-60R electric upright piano located at the Charles H. Bullock School as it is in disrepair; and

WHEREAS, the Board of Education wishes to sell the upright piano through a request for bids advertisement in the district’s newspaper of record; and

NOW THEREFORE BE IT RESOLVED, that the Montclair Board of Education hereby authorizes the Business Office to advertise for sale one (1) Casio Celliviano AP-60R electric upright piano located at the Charles H. Bullock School.

Seconded by Jevon Caldwell-Gross and approved by a vote of 6-0

	AYE	NAY	ABSTAIN	ABSENT
Jessica de Koninck	x			
Jevon Caldwell-Gross	x			
Laura Hertzog	x			
Joseph Kavesh	x			
Anne Mernin				x
Eve Robinson	x			
Franklin Turner	x			

P. DEPARTMENT OF CURRICULUM AND INSTRUCTION

Franklin Turner moved to approve the following resolution:

1. Resolution Re: Approval of New Board of Education Courses

WHEREAS, N.J.S.A. 18A:33-1 requires that all courses of study be adopted by a recorded roll call majority vote of a Board of Education, and

WHEREAS, N.J.S.A. 18A:4-25 requires that a Board of Education submit to the commissioner for approval or disapproval courses of study adopted by them,

NOW, THEREFORE, BE IT RESOLVED that the following New Jersey Department of Education Model Curriculum of the Montclair Board of Education be, and hereby, are adopted, effective immediately and until such time as modified by the Board of Education:

- Math 6 Curriculum Guide 6th Grade Math
- Algebra A Curriculum Guide 7th Grade Math
- Algebra B Curriculum Guide 8th Grade Math

Seconded by Joe Kavesh and approved by a vote of 6-0

	AYE	NAY	ABSTAIN	ABSENT
Jessica de Koninck	x			
Jevon Caldwell-Gross	x			
Laura Hertzog	x			
Joseph Kavesh	x			
Anne Mernin				x
Eve Robinson	x			
Franklin Turner	x			

Q. PUPIL SERVICES

Joe Kavesh moved to approve the following resolution:

1. Resolution Re: Approval of Out Of District Placements

WHEREAS, the Superintendent recommends that the Board approves the actions contained in the attached Out-of-District Placements for the 2016-2017 school year.

BE IT RESOLVED that the Board approves the attached lists.

Note: Tuition amounts listed below are based on full-year costs due to the need to estimate if attendance dates have not yet been determined. Actual costs will be reflected on contract when it is issued.

Student ID	School	Tuition
039452	Windsor Learning Center	\$54,900.00

040672	Fed Cap	\$65,161.80
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Student ID	School	Tuition
983514	Commission For The Blind and Visually Impaired	\$1900.00
983536	Commission For The Blind and Visually Impaired	\$1900.00
045855	Commission For The Blind and Visually Impaired	\$1900.00
069902	Commission For The Blind and Visually Impaired	\$4500.00
984344	Commission For The Blind and Visually Impaired	\$14,300.00
028511	Commission For The Blind and Visually Impaired	\$1900.00

Seconded by Eve Robinson and approved by a vote of 6-0

	AYE	NAY	ABSTAIN	ABSENT
Jessica de Koninck	x			
Jevon Caldwell-Gross	x			
Laura Hertzog	x			
Joseph Kavesh	x			
Anne Mernin				x
Eve Robinson	x			
Franklin Turner	x			

Joe Kavesh moved to approve the following resolution:

2. Resolution Re: Approval of Out-of-District Placements for Vocational Schools

WHEREAS, the Superintendent recommends that the Board approves out-of-district placements for the 2016-2017 school year as follows:

Student ID	School	Tuition
012278	Essex County Vocational-Technical Schools	\$9,104.00
021889	Essex County Vocational-Technical Schools	\$9,104.00
019752	Essex County Vocational-Technical Schools	\$9,104.00
009077	Essex County Vocational-Technical Schools	\$9,104.00
013507	Essex County Vocational-Technical Schools	\$9,104.00
011084	Essex County Vocational-Technical Schools	\$9,104.00
014078	Essex County Vocational-Technical Schools	\$9,104.00
066884	Essex County Vocational-Technical Schools	\$9,104.00
011136	Somerset County Educational Services Commission	\$28,713.00

BE IT RESOLVED that the Board approves these placements.

Seconded by Eve Robinson and approved by a vote of 6-0

	AYE	NAY	ABSTAIN	ABSENT
Jessica de Koninck	x			
Jevon Caldwell-Gross	x			
Laura Hertzog	x			
Joseph Kavesh	x			
Anne Mernin				x
Eve Robinson	x			
Franklin Turner	x			

Joe Kavesh moved to approve the following resolution:

3. Resolution Re: Award of Contract for Professional Services – Speech Therapy Service

WHEREAS, N.J.S.A. 18A:18A-5 states in part "Any purchase, contract or agreement...may be made, negotiated or awarded by the Board of Education by resolution at a public meeting without public advertising for bids...", when the cost does not exceed \$40,000, and

WHEREAS, the Montclair Board of Education is in need of Speech Therapy services, and

WHEREAS, Hillmar, LLC has offered to provide this service at a rate as follows for a total not to exceed \$20,000 for the 2016-2017 school year,

Bilingual: Spanish - speech-language, psychological, educational, social, BDI evaluation= \$ 550.00 per evaluation;

Bilingual: Hebrew, Arabic, Hindi/Kannada, Ukrainian, French, Greek, Russia; Korean, Italian; Portuguese, Polish, Turkish, Gujarati = \$ 700.00 per evaluation;

Monolingual: English- speech-language, psychological, educational, social, BDI evaluation= \$ 450.00 per evaluation;

CST Evaluations for the Hearing Impaired: speech-language, psychological, educational and social evaluation= \$550.00 per evaluation;

Occupational Therapy Evaluations: \$300.00;

Occupational Therapy Services: \$90.00 per treatment;

Counseling Services: \$75.00 per group session per hour; \$ 85.00 per individual session per hour;

Participation at I.E.P. Meetings: \$100.00 per hour (minimum 1 hour);

Oral Interpreter (Spanish) at I.E.P. Meeting: \$100.00 per hour (minimum 1 hour);

Other Specialty Languages: \$125.00 per hour (minimum 1 hour);

Sign Language Translator: \$ 100.00 per hour (minimum 1 hour);

Written Translation of Hillmar, LLC child study teams assessments involving bilingual psychological, educational, social and speech-language evaluation impressions and/or results from English to Spanish continue to be available. The fee for this service remains the same at \$35.00 per page.

Copies of each test protocol: \$10.00 per test protocol.

Speech Therapy Service Rates (Monolingual): \$90.00 per 60 min @ a maximum of 5 students in group session or individual sessions.

Speech Therapy Service Rates (Monolingual/Spanish Bilingual): \$120.00 per 60 min @ a maximum of 5 students in group session or individual sessions.

NOW THEREFORE BE IT RESOLVED that the Montclair Board of Education does hereby approve Hillmar, LLC to provide this service.

Seconded by Eve Robinson and approved by a vote of 6-0

	AYE	NAY	ABSTAIN	ABSENT
Jessica de Koninck	x			
Jevon Caldwell-Gross	x			
Laura Hertzog	x			
Joseph Kavesh	x			
Anne Mernin				x
Eve Robinson	x			
Franklin Turner	x			

Joe Kavesh moved to approve the following resolution:

- Resolution Re: Contract with Advantage Educational Consultants

WHEREAS, N.J.S.A. 18A:18A-5 states in part “Any purchase, contract or agreement...may be made, negotiated or 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 is in need of professional services for reading consultation, and

WHEREAS, Advantage Educational Consultants will provide reading services for nine (9) hours per week to be used at the District’s discretion at a cost of \$675.00 per week for 25 weeks, from October 2016 through June 2017 – Total cost \$16,875.00

NOW, THEREFORE, BE IT RESOLVED that the Montclair Board of Education will contract with Advantage Educational Consultants. Funding Source – Special Education IDEA Budget – Early Intervening Services.

Seconded by Eve Robinson and approved by a vote of 6-0

	AYE	NAY	ABSTAIN	ABSENT
Jessica de Koninck	x			
Jevon Caldwell-Gross	x			
Laura Hertzog	x			
Joseph Kavesh	x			
Anne Mernin				x
Eve Robinson	x			
Franklin Turner	x			

Joe Kavesh moved to approve the following resolution:

5. Resolution Re: Award of Contract for Professional Services – Behavioral Services Contract

WHEREAS, N.J.S.A. 18A:18A-5 states in part "Any purchase, contract or agreement...may be made, negotiated or awarded by the Board of Education by resolution at a public meeting without public advertising for bids...", when the cost does not exceed \$40,000, and

WHEREAS, the Montclair Board of Education is in need of behavioral services for the 2016-2017 school year, and

WHEREAS, Lisa Shriber, Behavioral Analyst has offered to provide this service at a rate of \$50/hour for direct service and program coordination assistance by an instructor, and \$80/hour for BCBA supervision and program coordination by BCBA, for an estimated total of \$20,000,

NOW THEREFORE BE IT RESOLVED that the Montclair Board of Education does hereby appoint Lisa Shriber, Behavioral Analyst to provide this service.

Seconded by Eve Robinson and approved by a vote of 6-0

	AYE	NAY	ABSTAIN	ABSENT
Jessica de Koninck	x			
Jevon Caldwell-Gross	x			
Laura Hertzog	x			
Joseph Kavesh	x			
Anne Mernin				x
Eve Robinson	x			
Franklin Turner	x			

Joe Kavesh moved to approve the following resolution:

6. Resolution Re: Award of Contract for Professional Services – Caldwell Pediatric Therapy Center

WHEREAS, N.J.S.A. 18A:18A-5 states in part "Any purchase, contract or agreement...may be made, negotiated or awarded by the Board of Education by resolution at a public meeting without public advertising for bids...", when the cost does not exceed \$40,000, and

WHEREAS, the Montclair Board of Education is in need of occupational and physical therapy services for the 2016-2017 school year, and

WHEREAS, Caldwell Pediatric Therapy Center has offered to provide this service at a rate of \$90/hour and an estimated total of \$7,200,

NOW THEREFORE BE IT RESOLVED that the Montclair Board of Education does hereby appoint Caldwell Pediatric Therapy Center to provide this service.

Seconded by Eve Robinson and approved by a vote of 6-0

	AYE	NAY	ABSTAIN	ABSENT
Jessica de Koninck	x			
Jevon Caldwell-Gross	x			
Laura Hertzog	x			
Joseph Kavesh	x			

Anne Mernin				x
Eve Robinson	x			
Franklin Turner	x			

Joe Kavesh moved to approve the following resolution:

7. Resolution Re: Award of Contract for Professional Services – Staff Training

WHEREAS, N.J.S.A. 18A:18A-5 states in part "Any purchase, contract or agreement...may be made, negotiated or awarded by the Board of Education by resolution at a public meeting without public advertising for bids...", when the cost does not exceed \$40,000, and

WHEREAS, the Montclair Board of Education is in need of consulting and technical assistance regarding the implementation of inclusive practices and/or positive behavioral interventions and supports for identified students and classrooms, and

WHEREAS, New Jersey Coalition for Inclusive Education, Inc. has offered to provide this service at a rate of \$1,000 per half day service not to exceed a total of \$10,000,

NOW THEREFORE BE IT RESOLVED that the Montclair Board of Education does hereby authorize the Board Secretary to enter into a contract with New Jersey Coalition for Inclusive Education, Inc. to provide this service.

Seconded by Eve Robinson and approved by a vote of 6-0

	AYE	NAY	ABSTAIN	ABSENT
Jessica de Koninck	x			
Jevon Caldwell-Gross	x			
Laura Hertzog	x			
Joseph Kavesh	x			
Anne Mernin				x
Eve Robinson	x			
Franklin Turner	x			

Joe Kavesh moved to approve the following resolution:

8. Resolution Re: Revised Resolve 985490 Educational Program

WHEREAS, the attorney for the Board of Education has forwarded Amendment to the Parties' Settlement Agreement regarding the matter of 985490.

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

Seconded by Eve Robinson and approved by a vote of 6-0

	AYE	NAY	ABSTAIN	ABSENT
Jessica de Koninck	x			
Jevon Caldwell-Gross	x			
Laura Hertzog	x			
Joseph Kavesh	x			
Anne Mernin				x
Eve Robinson	x			
Franklin Turner	x			

Joe Kavesh moved to approve the following resolution:

9. HIB Resolution

- a. BE IT RESOLVED that the Board hereby affirms the Superintendent's decision in HIB Investigation involving SID No. # 034174 reported on 9/7/16 for the reasons set forth in the Superintendent's Report to the Board and directs the Board Secretary/School Business Administrator to transmit a copy of the Board's decision to the affected students' parents forthwith.
- b. BE IT RESOLVED that the Board hereby affirms the Superintendent's decision in HIB Investigation involving SID Nos. # 033478 and #982537 reported on 10/6/16 for the reasons set forth in the Superintendent's Report to the Board and directs the Board Secretary/School Business Administrator to transmit a copy of the Board's decision to the affected students' parents forthwith.
- c. BE IT RESOLVED that the Board hereby affirms the Superintendent's decision in HIB Investigation involving SID No. # 041955 reported on 10/7/16 for the reasons set forth in the Superintendent's Report to the Board and directs the Board Secretary/School Business Administrator to transmit a copy of the Board's decision to the affected students' parents forthwith.

- d. BE IT RESOLVED that the Board hereby affirms the Superintendent’s decision in HIB Investigation involving SID Nos. # 095556,056084,056223, 056264, 056144, and 055942 reported on 10/13/16 for the reasons set forth in the Superintendent’s Report to the Board and directs the Board Secretary/School Business Administrator to transmit a copy of the Board’s decision to the affected students’ parents forthwith.

- e. BE IT RESOLVED that the Board hereby affirms the Superintendent’s decision in HIB Investigation involving SID No. # 056223 reported on 10/13/16 for the reasons set forth in the Superintendent’s Report to the Board and directs the Board Secretary/School Business Administrator to transmit a copy of the Board’s decision to the affected students’ parents forthwith.

- f. BE IT RESOLVED that the Board hereby affirms the Superintendent’s decision in HIB Investigation involving SID No. # 984339 reported on 10/13/16 for the reasons set forth in the Superintendent’s Report to the Board and directs the Board Secretary/School Business Administrator to transmit a copy of the Board’s decision to the affected students’ parents forthwith.

Seconded by Eve Robinson and approved by a vote of 6-0

	AYE	NAY	ABSTAIN	ABSENT
Jessica de Koninck	x			
Jevon Caldwell-Gross	x			
Laura Hertzog	x			
Joseph Kavesh	x			
Anne Mernin				x
Eve Robinson	x			
Franklin Turner	x			

R. HUMAN RESOURCES

Jevon Caldwell moved to approve the following resolution:

- 1. Resolution Re: Personnel Action for Substitute School Nurses and Overnight Field Trips

WHEREAS, the Superintendent of Schools has recommended that the rate of pay be adjusted as follows:

	<u>Old Rate</u>	<u>New Rate</u>
Substitute School Nurse	\$200.00 per day	\$250.00 per day
Overnight Field Trips	\$350.00 per night	\$500.00 per night

NOW, THEREFORE, BE IT RESOLVED, that the Board of Education hereby approves the increase in the substitute school nurse rate and the overnight field trip rate be effective as of October 18, 2016.

BE IT FURTHER RESOLVED, that the Board's Secretary make this a document of record.

Seconded by Joe Kavesh and approved by a vote of 6-0

	AYE	NAY	ABSTAIN	ABSENT
Jessica de Koninck	x			
Jevon Caldwell-Gross	x			
Laura Hertzog	x			
Joseph Kavesh	x			
Anne Mernin				x
Eve Robinson	x			
Franklin Turner	x			

Jevon Caldwell-Gross moved to approve the following resolution:

2. Resolution Re: Approval of Revised Job Description: Director of Operations and School Support Services

WHEREAS the Montclair Board of Education requires a Director of Operations and School Support Services to support the needs of the district,

BE IT RESOLVED that the Montclair Board of Education approves the attached job description for Director of Operations and School Support Services pursuant to Board Policy P-2130.

JOB DESCRIPTION

Title: **Director of Operations and School Support Services**

Qualifications:

1. Must hold acceptable NJ Administrative Certification (principal minimum)
2. Must possess strong communication, managerial, budgetary, and leadership skills

3. Demonstrated ability to function effectively in a diverse school community
4. Demonstrated aptitude or competence for assigned responsibilities
5. Strong public relations skills
6. Demonstrated knowledge of effective public education programs, particularly magnet programs
7. Ability to follow directions and work as a productive component of a highly functioning administrative team
8. Demonstrated ability to solicit and organize individuals and groups for the purpose of providing positive organizational support
9. Required criminal background check and proof of US citizenship or legal alien status
10. Ability to work on site during the hours required
11. Such alternatives to the above qualifications as the Superintendent may find appropriate and acceptable.

Responsible to: Superintendent of Schools

Job Goal: To use leadership, supervisory, and administrative skills in such a way that they will assist the superintendent in the performance of his/her duties within the framework of Board policy and to promote a partnership with the community that strives to enhance school district programs while successfully aligning these activities to district objectives and state and federal mandates.

Performance Responsibilities:

- 1) Develops and coordinates programs that bridge and reduce the communications gap between home, school and community groups and ensures information sent to parents is understandable
- 2) Develops parent education training modules and activities that improve the social, emotional, academic and career attainment skills of students and families
- 3) Assists in the alignment of appropriate diversity and equity program(s) with the District's strategic and/or continuous improvement plans
- 4) Coordinates, plans, maintains, and continually reviews all policy and regulation work and keeps staff updated and current policy posted to the website
- 5) Provides assistance to help parents understand the state's academic standards, state and local assessments, and how to monitor their children's progress
- 6) Educates school personnel in techniques for communicating and working with parents
- 7) Prepares reports for the Board as the Superintendent may request or deem necessary
- 8) Evaluates the performance of assigned personnel or staff direct reports
- 9) Maintains department budget
- 10) Provides leadership and guidance in the process of magnet program planning, coordination and evaluation
- 11) Coordinates and oversees the full NJQSAC process including assigning District QSAC team as per the Superintendent, school preparation and Board resolutions
- 12) Articulates and supports the goals of the district to the community and staff
- 13) Trains parents to enhance involvement of other parents
- 14) Establishes a district-wide parent advisory council
- 15) Responsible for the EVVRS State Reporting and Violence and Vandalism reporting to the Board along with oversight of all Violence and Vandalism including review of data as it reflects disproportionality
- 16) Reviews and provides services which conform to district objectives, policies, and state and federal laws and regulations
- 17) Maintains positive relationships with the building administration, parents, other staff and students in the buildings
- 18) Assumes other related responsibilities and duties within the context of the above performance responsibilities
- 19) Oversees and manages residency which includes:
 - a. Site visits
 - b. Legal document review
 - c. 5-day notice

- d. Annual report
- e. Hotline
- 20) Oversees and manages district-wide registration which includes:
 - a. Kindergarten enrollment
 - b. Kirwan/OCR Compliance
 - c. FOC of K-8 Students
 - d. Elementary/Middle Orientations
 - e. Annual Enrollment Report
- 21) Continually works to strengthen community partnerships, serves as a primary leader for engagement with community partners and includes oversight of the following:
 - a. Community partners relationships – meetings, programs, attendance at events
 - b. Summer programs/camps, including Work Family Connection
 - c. After-school STARS
 - d. Early Childhood Liaison
 - e. Civil Rights Commission
 - f. Montclair State University-National Network for Educational Renewal
 - g. Postings/Notices/Flyer Approvals
 - h. NAACP liaison
 - i. Police Athletic League
 - j. Montclair Public Library Foundation Advisory Board
 - k. Invitations and recognitions of community partners, staff, students at Board of Education meetings
 - l. Keep administrators, supervisors and school community informed of requirements, events and activities.
- 22) Administrative responsibility for Pre-K evaluation

Terms: 12 month, salary and benefits as determined by the Board.

Evaluation: Performance of this job will be evaluated annually in accordance with the Board’s policy on evaluation of certified staff.

Established: 7.1.15 BOE Approval (revised): 6.8.16 BOE Approval (revised) 10.17.16

The Montclair Public School District encourages people with disabilities, minorities, veterans and women to apply. Applicants and employees will not be discriminated against on the basis of any legally protected category.

EEO/AA/Vet/Disability Employer

Seconded by Joe Kavesh and approved by a vote of 6-0

	AYE	NAY	ABSTAIN	ABSENT
Jessica de Koninck	x			
Jevon Caldwell-Gross	x			
Laura Hertzog	x			
Joseph Kavesh	x			
Anne Mernin				x
Eve Robinson	x			
Franklin Turner	x			

Jevon Caldwell-Gross moved to approve the following resolution:

3. Resolution Re: Approval of Revised Job Description: Assistant Superintendent for Equity

WHEREAS the Montclair Board of Education requires an Assistant Superintendent for Equity to support the needs of the district,

BE IT RESOLVED that the Montclair Board of Education approves the attached job description for an Assistant Superintendent for Equity pursuant to Board Policy P-2130.

JOB DESCRIPTION

Title: Assistant Superintendent for Equity

Qualifications:

1. Must hold acceptable NJ Administrative Certification
2. Minimum School Administrator Certificate; Masters Degree qualifications required; experience as a School Administrator in a school district
3. Ten years administrative experience required
4. Must possess strong communication, managerial, budgetary and leadership skills
5. Demonstrated knowledge of effective principles of teaching and learning
6. Demonstrated ability to function effectively in a diverse school community
7. Demonstrated aptitude or competence for assigned responsibilities
8. Strong public relations skills
9. Demonstrated knowledge of effective public education programs, particularly magnet programs
10. Ability to follow directions and work as a productive component of a highly functioning administrative team
11. Required criminal background check and proof of US citizenship or legal alien status
12. Ability to work on site during the hours required
13. Such alternatives to the above qualifications as the Superintendent may find appropriate
14. Bi-lingual preferred

Responsible to: Superintendent of Schools

Job Goal: To effectively assist the Board of Education in developing district policies and administrative regulations as directed by the Superintendent. The Assistant Superintendent will serve as the **District's:**

- Affirmative Action Officer ensuring that the District complies with regulations required under N.J.A.C. 6:4
- Equity Officer
- Compliance and Hearing Officer in all activities required in accordance with federal mandates, such as Title VI, Title VII, Title IX

Performance Responsibilities:

1. Evaluates and improves upon the overall satisfaction of assigned school services and programs for staff, parents and students
2. Assists with the preparation and administration of the assigned accounts in the school budget
3. Provides leadership and guidance in process of program planning, coordination and evaluation for pupil services and assigned services
4. Identifies priorities for improvement based upon the analysis of data and perception indicators
5. Oversees the preparation of the drafts of needed board policies and administrative rules for the Superintendent's review and/or Board action
6. Participates in the selection and use of assessment instruments which align to assigned programs
7. Maintains a positive liaison with professional, civic, volunteer and other community agencies and groups having an interest in the schools
8. Attends Board meetings and prepares such reports for the board as the Superintendent may request
9. Evaluates the performance of assigned personnel in accordance with law, code and Board policy
10. Enforces all Board policies, administrative directions and state laws/regulations
11. Keeps supervisors and school community informed of requirements, events and activities
12. Oversees the continuous improvement of assigned district services
13. Assists in the recruiting, screening, hiring, training, assigning, evaluation, and removal when needed of staff assigned within the district
14. Aligns program priorities with district standards and objectives
15. Supervises Student Advocate
16. Uses the continued input from the total school community in improvement efforts
17. Perform all other duties and assignments as designated by the Superintendent

Terms: 12 month, salary and benefits as determined by the Board.

Evaluation: Performance of this job will be evaluated annually in accordance with the Board's policy on evaluation of certified staff.

Established: 6.8.16. BOE Approved: 7.25.16 BOE Approved Revisions. 10.17.16

The Montclair Public School District encourages people with disabilities, minorities, veterans and women to apply. Applicants and employees will not be discriminated against on the basis of any legally protected category.

EEO/AA/Vet/Disability Employer

Seconded by Joe Kavesh and approved by a vote of 6-0

	AYE	NAY	ABSTAIN	ABSENT
Jessica de Koninck	x			
Jevon Caldwell-Gross	x			

Laura Hertzog	x			
Joseph Kavesh	x			
Anne Mernin				x
Eve Robinson	x			
Franklin Turner	x			

Jevon Caldwell-Gross moved to approve the following resolution:

4. Resolution Re: Approval of Personnel Report

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

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

Seconded by Joe Kavesh and approved by a vote of 6-0

	AYE	NAY	ABSTAIN	ABSENT
Jessica de Koninck	x			
Jevon Caldwell-Gross	x			
Laura Hertzog	x			
Joseph Kavesh	x			
Anne Mernin				x
Eve Robinson	x			
Franklin Turner	x			

S. ANNOUNCEMENT OF FUTURE MEETING DATES

The next public meeting of the Montclair Board of Education will be held on Wednesday, November 2, 2016 at 6:30 pm in the George Inness Annex Atrium at 141 Park Street. The meeting will open in public and immediately go into closed session until approximately 7:30 pm.

T. ADJOURNMENT at