

Date of Board Approval: November 17, 2014

Department: Business Office

SUBJECT: MINUTES of the REGULAR MEETING on OCTOBER 20, 2014

The Board of Education of the East Windsor Regional School District, Hightstown, NJ, held a regular meeting on October 20, 2014 at 7:30 p.m. in the Hightstown High School Cafeteria located at 25 Leshin Lane, Hightstown, NJ

Members Present: Pete Bussone, Tracy Carroll, Paul Connolly, Bertrand Fougnyes (7:35)
Lilia Gobaira, Christine Harrington, Robert Laverty (7:40 pm),
Kennedy Paul (7:45 pm) and Alice Weisman

Also Present: Dr. James C. Baker, Interim Chief School Administrator
Thaddeus Thompson, SBA/Board Secretary
David Coates, Board Legal Counsel

1. WELCOME/SUNSHINE NOTICE

Board President Alice Weisman called the meeting to order at 7:30 p.m. and read the Open Public Meeting Act Statement: "Written advance notice of this meeting has been given in accordance with law. Minutes of this meeting are being kept by the Board Secretary and will be made available to the public requesting them from at the Administration building, 25A Leshin Lane, Hightstown, NJ. Minutes will be provided at cost and in accordance with Board policy." Ms. Weisman asked "Are there any Board members present who believe this meeting to be in violation of the Open Public Meeting Act?" No one objected. "There being none, we may proceed."

2. PLEDGE OF ALLEGIANCE

3. A. APPROVAL OF AGENDA

Mr. Connolly moved, seconded by Mr. Bussone to approve the agenda with an addendum to staffing and the addition of item 13.CC: Waiver Request for Teacher Evaluations.

Vote: On a roll call poll of the Board, Motion to approve was carried unanimously with 6 'yes' votes

B. RESOLUTION: EXECUTIVE SESSION

Mr. Connolly moved, seconded by Mr. Bussone, to approve the following resolution:

BE IT RESOLVED, that the Board of Education of the East Windsor Regional School District will hold two closed sessions its Meeting on Monday, October 20, 2014. This closed session concerns:

1. Student Matters - Bullying
2. Student Legal Matter – Settlement Agreement

Minutes of this closed session will be available in accordance with board policy when the need for confidentiality no longer exists.

Vote: On a roll call poll of the Board, Motion to approve was carried unanimously with 7 'yes' votes.

4. LRE PLACEMENTS – Presentation by Dr. Tekelah Sherrod, Student Services Supervisor

Dr. Sherrod presented to the Board and public on the process for bringing back previously out of district students. This is in compliance with the LRE (Least Restrictive Environment) requirements of Part B of the Individuals with Disabilities Education Act (IDEA). The act mandates that school districts must educate students with disabilities in the regular classroom with appropriate aids, support and services. They would be placed with their nondisabled peers in the school they would attend if not disabled, unless a student's IEP requires some other arrangement, and with prior parent / guardian approval. Dr. Sherrod explained the very crucial task of providing and recruiting appropriately trained teachers in the classrooms. We have partnered with an outside program: Rutgers University Natural Setting Therapeutic Management to help us develop professional development in this area and guide us through the initial development of this program. Dr. Sherrod asked Mr. Damien Petino, Assistant Project Director and Supervisor of the Rutgers program, to speak to the Board and clarified Rutgers's role in the transition and process to provide devoted and motivated teachers.

In addition, Dr. Sherrod spoke on the new integrated preschool opportunity for disabled preschool students to be educated with non-disabled peers. A parent information night is scheduled for Nov. 3 at the Rogers School for interested parents. The plan is to add this class to the other two existing preschool classes. In addition to expand our Wilson Reading Intervention Program, with the appropriate teacher training/certification in this reading program.

Discussion:

Mr. Bussone commented that he supports the Wilson Reading Program and knows firsthand of its worth. He noted that 726 special education students seems like a high number; to educate a student in district will save the money.

Dr. Baker commented that the money to pay for the Rutgers training program is paid for by the tuition we are saving, and agreed the Wilson program is very good.

Ms. Harrington commented that research supports the success of the Wilson program.

Ms. Gobaira is very glad to see our students attend school in their community.

**5. PRESENTATION: SPRING 2014 STATE TESTING REPORT GRADES 3-8
For the New Jersey Assessment of Skills and Knowledge (NJASK)
Michael Dzwonar, Assistant Superintendent for Curriculum and Assessment**

Mr. Dzwonar presented the results of the last NJASK test to be given to grades 3-8 last spring. He noted that going forward, this test will no longer be offered or required by the State. This is partly due to the transition to core curriculum standard two years ago. He explained the proficiency ability and test scores in math and language arts under the different classifications of students. His analysis and presentation will be put on the District website for public review.

Discussion: A question and answer period ensued. Dr. Baker thanked Mr. Dzwonar and commended him on his thorough and comprehensive analysis of the test results. He added that the District is very lucky to have Mr. Dzwonar on our staff.

6. FIRST OPPORTUNITY FOR PUBLIC COMMENT

Jerry Foster of West Windsor is a representative of the Greater Mercer Transportation Management Association (GMTMA). He talked about the NJDOT Safe Routes to Schools Grant which supports safe routes to schools. The goal is to use these grants to make sure new roadway improvement supports bikers and walkers. He speaks to school boards to promote and create a safer community for walking and biking to school, and ensure the buddy system is used so no student has to walk alone. In addition to the benefit of exercise, studies have shown that biking or walking to school can help increase cognitive ability.

Victoria Frederick of East Windsor commented on her concerns with the Kreps school student code of conduct. She noted that the student code of conduct does not align with the parent's version, and also questioned the code's statement regarding personal electronic devices and confiscation thereof.

Lisa Giblin of East Windsor asked about the type of training that will be provided to prepare teachers for PARCC tests. Also where is money coming from to support the technology needed. Will there be enough technicians available to assist and do we have the bandwidth ability needed for these tests.

Ms. Weisman suggested that the District should add to our website a tab or "FAQ" section related to the tests; to alleviate concerns and offer responses to the parents' questions. In addition, there will be a meeting on this topic in near future. Ms. Weisman also noted the parent concerns about Kreps code of conduct, and thanked her for bringing it to the Board's attention.

Sean O'Connor of East Windsor commented on the NJ State Common Core Curriculum Standards. He expressed his opinion that it is unconstitutional and anti-freedom of choice. He read from a written statement he had prepared that gave examples of other school districts who he says have made the heroic choice to opt out; and support high quality education. He read quotations from various resources that support his strong opposition to the Common Core. Mr. O'Connor requested that the Board take a stand on whether they are for or against it, and requested a yes or no answer.

Ms. Weisman responded that the Board has no position; is neither pro nor con. The State requires us to give the exams. She added that the purpose of the public comment agenda item is to give the Board the opportunity to hear the public, not to have a dialogue or discussion.

Mr. O'Connor stated he would like it noted on the record that he did not get an answer to his question at the last meeting, and again at this meeting. He asked that the Board please consider a resolution for the district to not participate in common core curriculum.

7. FIRST OPPORTUNITY FOR BOARD MEMBERS' COMMENTS

Mr. Bussone commented that he had attended the HHS Hall of Fame luncheon. The Hall of Fame committee sponsored 31 students. It was a great event and very well attended.

Mr. Paul commented on the first finance committee meeting that was held. He thanked all involved and thanked Mr. Thompson for his efforts in seeking and receiving a lower bid for the new high school science labs/elevator project, saving the district almost \$400,000. Other topics that were discussed:

- District roof project is almost completed.
- West Windsor approached us to expand our revenue generating activities with them in regard to transportation.
- Very preliminary discussion of next year's budget.
- Providing a better understanding of the financial packet as presented in the agenda binder.

Ms. Harrington asked about the athletic website. Hopes we can have it up and running soon. There are many tournaments and events coming up.

8. FIRST READING OF BOE POLICIES

- 1581 – Victim of Domestic or Sexual Violence Leave – Mandated/New
- 3125 – Employment of Teaching Staff Members – Mandated/Revised
- 3240 – Professional Development for Teachers and School Leaders – Mandated/Revised
- 4125 – Employment of Support Staff Members – Mandated/Revised

Action: Mr. Connolly moved, seconded by Mr. Paul to approve the above listed policies on first reading. On a roll call poll vote of the Board, motion to approve was carried unanimously with 9 ‘yes votes.

1581 – Victim of Domestic or Sexual Violence Leave (New)

P.L. 2013 c.82 – The “New Jersey Security and Financial Empowerment Act” or “NJ SAFE Act” was adopted and codified in N.J.S.A. 34:11C-1.1 et seq. The Act requires political subdivisions of New Jersey to provide leave time to an employee who was a victim of domestic violence or sexually violent offense(s) or if the employee’s child, parent, spouse, domestic partner, or civil union partner was a victim of such offense. A qualified employee is entitled to twenty days over a twelve month period and the program has some of the same features as the New Jersey Family Leave Act. The Act indicates an employee may elect or the Board may require the employee to use accrued paid vacation leave, personal leave, or medical or sick leave. However, N.J.S.A. 18A:30-1 defines sick leave as the absence from duty because of personal disability due to illness or injury and the issue becomes complicated if employees request using their paid sick leave to engage in some of the activities outlined in the Act that are not illness or injury related (i.e. attending or participating in related court proceedings). A statement has been added to the Policy that says the use of any sick leave will be in accordance with N.J.S.A. 18A:30-1. This statement does not impact an employee’s right to take the time off as it only impacts whether it would be a paid sick day. Policy Guide 1581 is MANDATED

3125 – Employment of Teaching Staff Members (Revised)

4125 – Employment of Support Staff Members (Revised)

Policy Guides 3125 and 4125 have been revised to remove options that are seldom, if ever, included in these Policy Guides. These Guides had options that included many terms and conditions of employment that are usually negotiated into a collective bargaining agreement or are included in an individual contract between the Board and the staff member and are not included in the district’s policy manual. These options have been removed from the Policy Guides. The nepotism option has also been removed from these Policy Guides and reference to the required Nepotism Policy has been inserted. In addition, some detailed requirements of the criminal history record check process have been deleted and are incorporated by referencing the statute as these details often change and the revisions will prevent minor Policy Guide revisions in the future. These updated Policy Guides should replace the district’s existing Policy Guides 3125 and 4125.

Policy Guide 3125 is MANDATED Policy Guide 4125 is MANDATED

3240 – Professional Development for Teachers and School Leaders (Revised)

N.J.A.C. 6A:9-15 has been revised regarding required professional development for teachers. In addition, N.J.A.C. 6A:9-15 also includes professional development requirements for school leaders that were previously addressed in N.J.A.C. 6A:9-16. The Department of Education indicated the new requirements shift the focus of professional development rules from a compliance focus with a cumbersome approval process to one that is focused on driving student learning and streamlining the planning and oversight process at local and State levels. In doing so, the Department of Education believes Principals and Superintendents will become responsible, respectively, for developing school and district level professional plans, and professional development activities will stress activities that are embedded in daily practices rather than learned offsite, and the State-level professional development committees for teachers and school leaders will be combined into one committee. Policy Guide 3240 has been revised to incorporate these revisions.

However, as the new administrative code is significantly different than the previous code, Regulation Guide 3240 has been re-written and this new Regulation Guide should replace the district's existing Regulation Guide 3240. The Policy Guide is mandated as it includes general reference to required professional development for teachers and school leaders and required travel expenditure approvals and requirements. The Regulation provides the details of the professional development requirements and is not a mandated Regulation, but is recommended. Policy Guide 3240 is MANDATED

9. ANNOUNCEMENTS

Dr. Baker spoke on the following topics that were also discussed at Administrative Council today.

- PARCC Scheduling - goal is to make it as efficient as possible.
- Anti-bullying week of respect; impressive to see what each school is doing and activities scheduled to promote this.
- Dynamic Learning Maps (DLM) are a great tool and the ultimate proficiency assessment of handicapped students.
- Coordination of vending machines in schools.
- Coordination of school pictures.
- Technology update.
- Presentation to the principals on support for I&RS (Intervention and Referral Services) Committees; look at ways to minimize number of students who are classified and to ensure that students are classified appropriately.

10. EXECUTIVE SESSION

The Board went into closed session

11. SECOND OPPORTUNITY FOR PUBLIC COMMENT

Mr. Sean O'Connor of East Windsor commented that he does not wish to appear brash or disrespectful in his request to know the Board's opinion on the common core. He would like to hear their thoughts on the topic and if the Board would consider evaluating the common core standards. He stressed his position against the common core and repeated his request to know the Board's opinion on the subject.

12. SECOND OPPORTUNITY FOR BOARD MEMBERS COMMENTS

Mr. Paul commented that Friday was homecoming at the high school; it was very well attended and lots of school spirit was evident.

Ms. Harrington commented on the recent horrific event that took place at Sayreville high school. We certainly want to make sure our students are protected and not ever subjected to anything even close to that incident. She noted that appropriate supervision and broad character based education is a good tool and glad we are engaging in this.

Dr. Baker noted that he has directed the athletic director to make sure the coaches to routinely and periodically check the locker rooms.

13. MOTION TO APPROVE ROUTINE ITEMS BY EXCEPTION

Mr. Connolly moved, seconded by Mr. Paul that "having read and reviewed the materials received, I move that the Board approves the listed routine agenda items as submitted."

A. Staffing – as submitted (copy inserted in minutes file).

B. Application to Join CJ Pride – Minority Recruitment Consortium

CJ Pride is a Minority Recruitment Consortium which the District joins annually. The total cost for 2014-15 renewal is \$300.

C. ~~Approval of MOA Sidebars with EWEA~~ (this item was tabled at meeting)

D. Annual Adoption of Evaluation Rubrics for all teaching Staff Members

6A:10-2.1 Evaluation of teaching staff members:

The District Board of Education annually shall adopt evaluation rubrics for all teaching staff members. The evaluation rubrics shall have four defined annual ratings: ineffective, partially effective, effective and highly effective. The Stronge Effectiveness Performance Evaluation System, formerly adopted by the Board and currently implemented in the district, includes a rubric with four defined annual ratings: ineffective, partially effective, effective, and highly effective.

E. Approval of Annual Statement of Assurance for NJDOE Monitoring

The Quality Single Accountability Continuum (QSAC) is the Department of Education’s monitoring and evaluation system for public school district. All districts must complete the Statement of Assurance (SOA) annually to the NJ Department of Education. There are five scores – one each for Instruction and Program, Fiscal Management, Governance, Personnel and Operations. The scores will be expressed as a percentage, based upon the total number of points the district receives for the SOA items.

- The District Superintendent needs to present the completed SOA at a Board of Education meeting.
- The Board needs to prepare a resolution attesting to the accuracy of the SOA responses.
- Both the Chief School Administrator and Board President must sign the SOA declaration page.

F. Bullying Report – October 6, 2014

G. Approval of Settlement Agreement for student related legal matter

Settlement papers have been provided to the Board of Education regarding a student legal matter. Board approval of said agreement is requested as discussed in closed session.

H. Field Trip

HHS – Model UN Club
JP Stevens High School, 855 Grove Ave., Edison, NJ

I. Overnight Field Trip – HHS Baseball Team

The Hightstown High School Baseball Team would like to take a trip to Myrtle Beach, South Carolina from March 25-28, 2015. The team will have practice time, will play against teams from other states, and visit Coastal Carolina University to observe their nationally ranked baseball team in a training session.

J. Donation to HHS FIRST Robotics from Bristol-Myers Squibb Co.

Bristol-Myers Squibb Company, through Mr. Frederick Egenolf, Director of Corporate and Community Affairs, PO Box 4000 Princeton, NJ 08543-4000, would like to donate \$6,000 to the FIRST Robotics Team of Hightstown High School. These funds will be used to cover fees for the FIRST Robotics competitions.

K. Approval of New Club at HHS:

1) The Cube Club

Hightstown High School would like to start a new club entitled “The Cube Club” which would fall under the category of a non-paid extracurricular activity with a teacher advisor. The advisor will be Peggy Romans, a world language teacher at HHS. The students will meet and hold races for solving the Rubik Cube and other cube puzzles.

2) National Honor Society – Mathematics

Hightstown High School would like to start a new club entitled “National Honor Society - Mathematics” which would fall under the category of a non-paid extracurricular activity with a teacher advisor. The advisor will be John Vaage, a mathematics teacher at HHS. The purpose of the club will be the advancement and stimulation of student knowledge in the area of mathematics.

L. Travel & Related Expenses

				Per Person	Total
J. Baker	Admin	Jan 29-30, 2015	Registration/anticipated expenses to attend NJASA Techspo, Atlantic City, NJ	649.14	649.14
M. Tiedemann	Curric/Student Services	Nov 3, 2014	Registration to attend NJASCD: Chromebooks & the Common Core, Monroe Township, NJ	149.00	149.00
M. Beckman	Student Services	Nov 20, 2014	Reg.to attend Strauss Esmay Harrassment, Intimidation & Bullying Workshop, Toms River, NJ	150.00	150.00
M. Dzwonar S. Small J. Smedley K. Akey	Curriculum	Jan 29-30, 2015	Reg./anticipated expenses to attend NJASA Techspo, Atlantic City, NJ	649.14	2,596.56

Monthly Total \$7,845.70

YTD Total \$15,343.49

M. Annual Review of Policy 2415.04 – Title I District Wide Parental Involvement

The East Windsor Regional School District is required to have a written parent involvement policy, developed in collaboration with parents of participating Title 1 students and evaluated annually. Title I Schools in the East Windsor Regional School District are required to have a written parent involvement policy, developed in collaboration with parents of participating Title 1 students and evaluated annually. For 2014-15, Title 1 school in the East Windsor Regional School District are the Melvin H. Kreps Middle School, Perry L. Drew Elementary School, and Grace N. Rogers Elementary School. The East Windsor Regional School District sponsored three separate Title 1 Parent Meetings at the Melvin H. Kreps Middle School, Perry L. Drew, and Grace N. Rogers. Copies of the policy were distributed. No changes were recommended to Policy 2415.04. Therefore, Policy 2415.04 – Title I - District-Wide Parental Involvement is submitted to the Board for annual review and re-approval.

N. Revised K-12 World Languages Curriculum

The World Language Curriculum needed revision in order to add some high quality web based resources, videos and additional strategies at various grade levels.

O. HHS Winter Sports Schedules - posted on District Website

P. Professional Services for Students

The special education department requires services of consultants to provide children with disabilities a free appropriate public education as defined by The Individuals with Disabilities Education Act (IDEA).

Name	Type of Service	Rate
Joanne C. Checket	Speech/Language Evaluations	Per fee Schedule
Douglass Outreach Services	Evaluations	Per fee Schedule

Q. Establish &/or Eliminate a Special Education Program or Services Effective Jan. 5, 2015

1. The request to establish and/or eliminate a special education program is based on the needs of students with disabilities enrolled in the East Windsor Regional School District.
 - **Eliminate** the following Special Education Program:
 - Grace N. Rogers Elementary School
 - One (1) Self-Contained Preschool Disabilities Program (AM and PM)
 - **Establish** the following Special Education Program:
 - Grace N. Rogers Elementary School
 - Integrated Preschool (AM and PM)

R. Rutgers: Natural Setting Therapeutic Management

In an effort to meet Least Restrictive Environment (LRE) there is a need to develop in-district programs to support students with behavioral disabilities. Contracted services with Rutgers University to develop and maintain a comprehensive in-district program for students with behavioral disabilities. Therapeutic management will support program development to include students with disabilities and students considered “at risk” for possible classification; and assist the District with building capacity to sustain the program following implementation. Program deliver will be in four phases:

1. Clarify the needs of the target population of students (Needs Assessment)
2. Design the program’s components and procedures (Program Design)
3. Implement the program’s design while making necessary changes based upon reliable information and feedback (Implementation)
4. Evaluate the program as a basis for continuous improvement (Evaluation)

It is recommended that the Board approve the recommendation to contract with Rutgers: Natural Setting Therapeutic Management to support the development of in-district programs for students with behavioral disabilities.

S. Certification Program for Ten (10) Special Education Teachers

As a result of the success of the Wilson Reading System, there is a need to train additional special education teachers for Wilson Certification. Training includes direct delivery of reading instruction to a practicum student for a total of sixty (60) lessons under the supervision of a Wilson Reading Supervisor.

T. Approval of Minutes for September 22, 2014 regular meeting

U. Joint Transportation Agreement with Robbinsville School District

BE IT RESOLVED that the East Windsor Regional School District Board of Education approves the joint transportation agreement for the 2014-15 school year with the Robbinsville Public School District as indicated below.

East Windsor will be the “JOINER” District” for the following route

Host District’s Route #	Destination	Joiner District Annual Cost
NDRE	Notre Dame High School	\$17,400.00

V. Declaration and Removal of Surplus Property

1. Tabbing Machine – Administration
2. Cash Registers – GNR Basement
3. AED Devices – District

Board approval is requested to recycle, sell or dispose of the above items at the discretion of the Business Administrator.

W. Recycle Proposal for Surplus Technology Equipment

The Technology Center is in possession of computer processing units that are no longer of useful service to the district. The recycling company, UPCYCLE, located in Fairfield, NJ, has offered to buy this equipment (50-desktop computers, 19- laptops, 12 – printers, 4- monitors, 11- switches, 18 – POE injectors, 2 – scanners, 1 – server, 15 –sound bars, 1 – UPS, 1 – projector, 2 batteries, 1 – scantron device, 14 – laptop power adapters, 1 – toner cartridge(Sharp), 2 – laptop carts, 1 – Ncomputing access device, and 1 – print cartridge) from the district for \$1,865.00 which includes labor and freight charges. Board approval is recommended to sell surplus technology equipment to UPCYCLE, in Fairfield, NJ, a recycling company, and accept their offer of \$1,865.00 as payment.

X. Tuition Contract for Homeless Student

There is a homeless regular education 2nd grade student currently enrolled in the Pine Hill Public School District, Camden, NJ. This student’s last residence of record was in East Windsor, NJ. When a homeless child is enrolled in a school district other than the school district of origin, the district of origin shall pay the costs of tuition for the child to the receiving school district pursuant to N.J.S.A. 18A:38-1 and N.J.A.C.6A: 23-3.1. The District will be able to apply for reimbursement of tuition costs from the State NJDOE at the end of the school year.

Y. Board Secretary and Treasurer’s Report for August, 2014

WHEREAS, the Board of Education has received the report of the **Board Secretary and Treasurer** of School Monies for the month of **AUGUST, 2014** submitted pursuant to N.J.S.A 18A:17-9, and **WHEREAS**, in compliance with N.J.A.C. 6:20-2A.10 (d) the Secretary has certified that, as of the date of the reports, no budgetary line item account has obligations and payments (contractual orders) which in total exceed the amount appropriated by the District Board of Education; and **WHEREAS**, the report of the Treasurer in agreement with the Report of the Board Secretary; **NOW, THEREFORE BE IT RESOLVED**, the Board of Education accepts the above referenced reports and certifications, and certifies that after review of the Secretary’s Monthly Financial Report (appropriation section), and Treasurer’s Report, to the best of its knowledge, no major account or fund has been over expended in violation on N.J.A.C.6:20-2A.10(a)(1), and that sufficient funds are available to meet the district’s financial obligations for the remainder of the year.

Z. Transfer Report for August, 2014

The East Windsor Regional School District submits to the County School Business Administrator an updated report of budget transfers and changes in revenue and appropriations on a monthly basis. The EWRSD Board of Education certifies to the best of its knowledge that no major account or fund has been over expended in violation of N.J.A.C. 6A:23-2.11 and that sufficient funds are available to meet the District’s financial obligations for the remainder of the fiscal year.

RESOLVED, that the Board of Education ratifies the attached transfers between budget line items that have been approved by the Superintendent of Schools and reported to them pursuant to Board policy and State regulation.

AA. Bill List – October 20, 2014 in the amount of: \$780,739.21

BB. Award of Re-Bid – New High School Science Labs

The first bid opening for the new HHS Science Labs was held on October 1, 2014. This group of bids came in over the District’s budgeted amount. The Business Office received Board approval at the October 6th meeting to ask the architect to coordinate a second round of bids (re-bid). The re-bids were opened on Friday, October 17, 2014 at 3:00 pm. After thorough review by the Business Administrator, District Architect, and after conferring with the Superintendent, it is recommended to award the Bid for Construction of New High School Science Labs and Elevator to the lowest responsible bidder TNT Construction Co. Inc. of Deptford, Township, NJ. with a total base bid of \$3,054,000, plus alternate bids #3, #4, #5, contingent upon final review of Board Attorney.

Base Bid	\$3,054,000.
Alternate Bid #3 Window W4	\$ 18,500.
Alternate Bid #4 Data Wiring	\$ 28,900.
Alternate Bid #5A DDC System	<u>\$ 112,500.</u>
	\$3,213,900

CC. Teacher Observation Requirement Waiver Request

At least three formative observations are required annually for all teaching staff. A Waiver Request Application (N.J.A.C.6A:5) will submitted to the Department of Education seeking to have a minimum of two observations for tenured teachers in the cases of teachers deemed solidly effective or above in lieu of three required observations. This will facilitate an increase in administrative capacity to provide more support for non-tenured teachers, which currently comprise one third of our 473 teachers, as well as, tenured teachers who are not rated as solidly effective.

14. EXECUTIVE SESSION – none

15. OPEN SESSION

16. ADJOURN

Ms. Harrington moved, seconded by Mr. Bussone to adjourn meeting.

As recorded by Thaddeus Thompson, Board Secretary

(Transcribed by C. Jablonski, Confidential Secretary)