

THE ENGLEWOOD BOARD OF EDUCATION

AGENDA – SPECIAL PUBLIC MEETING

July 2, 2018

6:15 p.m.

A Public Meeting of the Board of Education will be held this day opening in Room 311 at Dr. John Grieco Elementary School; immediately moving to closed session and returning to open session at 7:30 p.m. in the Cafeteria. The order of business and agenda for the meeting are:

I. CALL TO ORDER STATEMENT – Board of Education President

The New Jersey Open Public Meetings Law was enacted to insure the right of the public to have advance notice of and to attend the meetings of public bodies at which any business affecting their interests is discussed and acted upon. In accordance with the provisions of this act, the Board of Education has caused notice of this meeting to be posted in the Board Office, City Clerk's Office, Public Library, and all Englewood public schools and e-mailed or faxed to the Record, Suburbanite, Presidents of the ETA and EAA, Presidents of parent-teacher organizations and any person who has requested individual notice and paid the required fee.

II. ROLL CALL Michelle Marom, Brent Watson, Kim Donaldson, Angela Midgette-David, Elisabeth Schwartz, George Garrison, III, Henry Pruitt, Dalia Lerner, Molly Craig-Berry

III. PLEDGE OF ALLEGIANCE

IV. CLOSED SESSION AS NECESSARY *(Use this resolution to identify the qualified matters to be discussed)*

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: (select one or more)

- 1) *a matter rendered confidential by federal or state law*
- 2) *a matter in which release of information would impair the right to receive government funds*
- 3) *material the disclosure of which constitutes an unwarranted invasion of individual privacy*
- 4) *a collective bargaining agreement and/or negotiations related to it*
- 5) *a matter involving the purchase, lease, or acquisition of real property with public funds*
- 6) *protection of public safety and property and/or investigations of possible violations or violations of law*
- 7) *pending or anticipated litigation or contract negotiation and/or matters of attorney-client privilege*
- 8) *specific prospective or current employees unless all who could be adversely affected request an open session*
- 9) *deliberation after a public hearing that could result in a civil penalty or other loss*

and be it

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

V. REVIEW OF CONSENT AGENDA

(The following resolutions are presented for your consideration pursuant to Board of Education Bylaw 164.)

Board 19-B-01

Section	Section	Topic	Page	Tab
Board	19-B-01	Approval –of Superintendent’s Merit Action Plans 2017-2018	3-4	

VI. PRIVILEGE OF THE FLOOR

VII. APPROVAL OF CONSENT AGENDA

- a. Motion to approve the consent agenda: _____ Second: _____
- b. Board Discussion
- c. Vote

VIII. OLD/NEW BUSINESS

IX. ADJOURNMENT

BOARD**18-B-01 APPROVAL – OF SUPERINTENDENT’S MERIT ACTION PLANS 2017-2018**

It is recommended that the Board approve the merit action plan for the Superintendent as follows:

WHEREAS on or about November 16, 2017, the Englewood Board of Education (hereinafter referred to as the “Board”) approved merit action plans for the Superintendent for the 2017-2018 school year consisting of three (3) quantitative merit criteria and two (2) qualitative merit criteria and submitted same to the Interim Executive County Superintendent for approval in accordance with N.J.A.C 6A: 23A-3.1(e) (10) ii (hereinafter referred to as “Merit Bonus Goals”); and

WHEREAS, on June 15, 2018, Robert Kravitz received notice from the Interim Executive County Superintendent stating that he reviewed and finds that the action goal achievements are in compliance with N.J.A.C 6A: 23A-3.1(e) (10) ii and therefore has approved the three (3) quantitative merit criteria and two (2) qualitative merit criteria for the 2017-2018 school year; and

Goal 1. WHEREAS, the Board has agreed that the Superintendent achieved three citywide mailings that share the changes that are taking place in our school district. A newsletter has been developed to send to all residents with the highlights of our changes and the success stories of our district. We are utilizing the district email system as well as the townwide email service to distribute this newsletter to reduce mailing costs. In addition, we have posted the newsletter on the district’s website. Additionally, the newsletter highlights have been presented in a monthly format to the local Northern Valley Press. This will also help in our marketing campaign of the change in our school district. This is a qualitative goal, thereby entitling the Superintendent to a qualitative merit bonus of 2.5% of his annual salary in the amount of \$4,914.60 and

Goal 2. WHEREAS, the Board has agreed that the Superintendent has developed college classes with our partner universities. We have developed classes that enhance our curriculum and allow for the students of our high school to earn 3 college credits at FDU. Otherwise known as option 2, the data shows that most of the Dwight Morrow students have not taken advantage of this option. Developing classes that create an interest will increase enrollment for the Dwight Morrow side. The unique aspect of these classes is an overview of artificial intelligence, robotics and electronic programming which has never been offered in Englewood before. This is a qualitative goal, thereby entitling the Superintendent to a qualitative merit bonus of 2.5% of his annual salary in the amount of \$4,914.60 and

Goal 3. WHEREAS, the Board has agreed that the Superintendent began discussions with the City Manager with the intent of creating a shared agreement with the City of Englewood. The agreement would ideally reduce costs for the district and allow our students to foster involvement in many different departments our city offices have to offer: creation of a clear line of resources that would be shared, analysis of expenses including reviewing gas usage at the DPW garage, and cost of lighting field for recreation as well as additional cost for overtime. This is a quantitative goal, thereby entitling the Superintendent to a quantitative merit bonus of 3.3% of his annual salary in the amount of \$6,788.27; and

Goal 4. WHEREAS, the Board agreed that the Superintendent is combining the collective search and recruitment efforts of districts from around the County, providing our District and others with access to hundreds of viable candidates for open positions and substitutes. The Superintendent will serve as Communication Director for the group. This is a quantitative goal, thereby entitling the Superintendent to a quantitative merit bonus of 3.3% of his annual salary in the amount of \$6,788.27; and

Goal 5. WHEREAS, the Board agreed that the Superintendent has been more communicative among all stakeholders. The Superintendent has augmented the current means of communication. The Superintendent will write scripts and record the script for the robo calls to the district. The idea would be to have a weekly call to all school community members and direct them to certain parts of our website. The idea is to drive more traffic to our website and student information system. The long-term goal is to move to a more paperless community. The goal will be to have an asktheboe@epsd.org email to allow for questions. The data can then be used for future FAQ sections of our website. This is a quantitative goal, thereby entitling the Superintendent to a quantitative merit bonus of 3.3% of his annual salary in the amount of \$6,788.27; and

NOW, THEREFORE, BE IT RESOLVED, with the completion of Goals 1-5, the Board hereby approves the aforementioned merit bonus for the 2017-2018 school year subject to approval by the Interim Executive County Superintendent that the quantitative and qualitative merit criteria for each of the Board assessed objectives have been satisfied for the payment of such merit bonus.