

MINUTES OF THE PUBLIC BOARD MEETING
HELD MONDAY, MARCH 1, 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 Wednesday, June 10, 2009 notice of this meeting was faxed to the Montclair Times, the Herald and News and the Star-Ledger. The time, date and location of this meeting were accurately set forth therein.
2. On this same date a copy of said notice was filed with the Township Clerk and was posted at the public bulletin board in the first floor main hall of the Board of Education building,, 22 Valley Road.
3. Copies have also been mailed to all persons who have requested same at no cost.

B. RESOLUTION FOR EXECUTIVE SESSION

At 6:39 p.m. *Ms. Grill* 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, personnel matters, legal matters, and negotiations.

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 *Mr. Kautz* and approved by a vote of 7-0.

C. EXECUTIVE SESSION

D. RETURN TO OPEN SESSION

Mr. Kautz moved that the Board shall return from executive session; seconded by *Mrs. Lombard* and approved by a vote of 7-0.

The Board returned to open session at 7:38 p.m.

E. The Pledge of Allegiance occurred at 7:40 p.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> 7 </u>	
Members of the Public	<u> 200 </u>	
Members of the Press	<u> 1 </u>	

G. MINUTES

Mr. Riddick moved to approve the following minutes:

1. Special Board Meeting held, Monday, February 2, 2010
2. Quarterly Board Meeting held, February 8, 2010

Seconded by Mrs. Lombard and approved by a vote of 7-0 and 0 abstentions.

H. SUPERINTENDENT'S REPORT

Discussion of the 2010-2011 Budget

Dr. Alvarez opened the budget discussion acknowledging that these are very difficult economic times for all. Initially, the Board set a goal of a 1% tax increase considerably lower than the 4.2 % increase of last year. Governor Christie's February cuts to state aid made the 1% increase no longer possible. State aid in 2009-2010 was reduced to \$2 million, forcing the district to use fund balance this year which was slated for reducing taxes in the coming year. In addition, the district was notified that it should anticipate a 15% cut in state aid. He added that the district is concentrating on restructuring programs for efficiencies, reassigning staff to utilize people more effectively and reassessing programs to benefit the district. He stated that the district is now at a 2.9% tax increase which is the lowest in 10 years. Even so, the district is still facing millions of dollars in cuts. He introduced Mrs. Sullivan to give detailed information on the budget.

Mrs. Sullivan stated that the Board began this budget process in the fall of 2009 by developing the following priorities:

- 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 indicated that the Boards' original fiscal goal that they gave to administration for the 2010-2011 budget was for a tax levy increase of 1% plus the additional costs associated with the new school. Those additional costs were about \$350,000 so the increase in the tax levy would have been about 1.5%.

Mrs. Sullivan stated that budget assumptions prior to Governor Christie's message on February 11 consisted of the following:

- Assumed state aid remained at 09-10 level
- Assumed fund balance used as revenue at same level as 09-10
- Special Education: Savings of \$200,000 anticipated from bringing back a number of students from out of district placements
- Renaissance School: Savings of \$206,718 I rental costs for use of Immaculate Conception building
- \$3.5 million in budget reductions were identified to achieve tax levy goal.

She added that on February 11 Governor Christie announced that the current 2009-2010 year state aid would be reduced by \$1.9 million. Reductions to make up that \$1.9 million are difficult and an immediate freeze on hiring nonessential positions and unnecessary purchasing was put into effect in the district. It is anticipated that the district will need \$1.5 million of surplus to cover the shortage of state aid for this current fiscal year. That \$1.5 million was money that was anticipated to use next year as revenue for the 2010-2011 budget. Governor Christie's message also prepared public school districts to expect a 15% decrease in state aid for next year.

Mrs. Sullivan stated that in order to achieve the 1% goal that was given, the Board would have to identify \$6.2 million in reductions. In addition to the \$3.5 million previously identified, another \$2.7 million in reductions needs to be identified in order to reach tax levy goal. Because the Board understood that the reductions were massive and would create problems in the schools, it decided that the tax levy goal of 1% was no longer possible. The new tax levy target is now a 2.9% increase assuming that the 15% of reductions in state aid is made. Another \$1.3 million in reductions in the budget would need to be identified. The total amount of reductions to the budget will now amount to approximately \$4.8 million. She indicated that they will continue to monitor news from the New Jersey Department of Education and Governor's office which is expected on March 16.

Mrs. Sullivan indicated that with the \$200,000 in special education savings, \$200,000 in Renaissance rental costs, and the \$4.7 million reduced out of the budget, the district is facing \$5.1 million in reductions in current programs and services. These reductions decreased the operating budget by about \$400,000 from 2009-2010 to 2010-2011. This is the first time that the operating budget has decreased in 20 years. She added that if CAP is at 4% then the district remains under CAP at \$1million with this budget. This is the lowest school tax increase in 11 years and the increase to an average homeowner for school tax is \$247.

Mrs. Sullivan stated that the proposed budget consists of the following:

- 15% decrease in state aid
- Decrease of \$1.5 million in fund balance used as revenue
- Total reductions = 60.7 staff positions. Additional positions may be reduced after District Management Council's report is received.

Mrs. Sullivan stated the following about the distribution of the budget:

- 83% is for Salary and Benefits
- 10% is Out of District tuition costs
- 4% is for supplies and materials
- 2% is for cleaning, repair and maintenance rentals,
- 1% is for legal consultants

Mrs. Sullivan stated that the following reflects the 2009-2010 General Categories of Staff:

- 0.3% is Technology staff
- 3.7% is Central Office staff
- 4.0% is Buildings and Grounds staff
- 5.8% is Building Administration
- 9.4% is Support Staff
- 23.4% is Aides
- 53.5% is Teachers

Reductions in Central Office consist of 5.2 staff reductions in the following areas:

- Administration
- Support Staff
- Buildings and Grounds/Maintenance
- Conference and Travel Dues
- Supplies/Materials/Textbooks
- Building Maintenance and Repairs.

Reductions in Special Education consist of the following:

- 3.0 Staff Reductions
- Additional staff reductions are expected because of restructuring special education

Reductions in Elementary Schools consist of 33.1 staff positions in the following areas:

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

Reductions in Middle Schools consist of 12.9 staff position in the following areas:

- Librarians
- Core Subject Teachers
- Nurses
- Security
- Relate Arts
- Instructional Aides
- After School Programs
- Summer Programs
- Writers Room Paid Coordinators
- Use of Non-District Owned Facilities
- Subject Matter and Curriculum Leaders
- Summer Scheduling
- Non-mandated and Community Programs

Reductions in the High School consist of 6.5 staff position in the following areas:

- Core Subject Leaders
- Support Staff
- Administration
- Security
- Writers Room Paid Coordinators
- Athletics and Activities
- Summer Programs
- Non-mandated and Community Programs

Mrs. Sullivan stated that Montclair is not a high spending district as compared to other districts that are similar. Montclair spends \$13,670 per pupil. The State average cost per pupil for K-12 districts is \$12, 881. Montclair spends about \$800 more than the State because salaries are higher in

northern New Jersey than in southern New Jersey. Montclair's administrative costs per pupil is \$1,250 and is among the lowest in Essex County.

Mrs. Sullivan stated that over the years Montclair has made many efforts to share services and to benefit from efficiencies by participating in the following:

- 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 with the Town of Montclair are as follows:
 - Building Usage
 - “Cops in Schools” program
 - Gasoline for vehicles
 - Garbage and recycling
 - Salt
 - Nursing services

Mrs. Sullivan stated that the Montclair School District is involved with several programs for evaluations consisting of the following:

- QSAC-review of fiscal efficiencies and accountability
- Annual Financial Audit by Independent Auditor
- Executive County Superintendent review of budget efficiencies
- New Jersey Department of Education Audits/Monitoring
- Special Education Self Assessment
- Tri-State Consortium
- District Management Council
- Kirwan Institute
- Boggs Center at Rutgers

Mrs. Sullivan stated that calendar for the upcoming 2010-2011 budget is as follows:

Monday, February 22	Public Board Meeting – Preliminary Budget Discussions
Monday, March 1	Board Conference Meeting – Budget Workshop
Tuesday, March 16	State Aid Information Released
Monday, March 22	Public Hearing on 2010-2011 Budget followed by Public Board Meeting Board Adopts 2010-2011 Budget

Mrs. Sullivan added that depending on what information is received from the State, another meeting may or may not be scheduled.

Mrs. Sullivan stated that the capital budget is separated from the operating budget. The capital budget is projected over a 5-year-period and it pays for maintenance projects in the schools. This budget is funded very differently. The capital budget approved for projects that will take place next year. Bonds are sold and paid for over the life of the project. Those projects vary over a period of years with 20 years being an average. The impact to the taxpayer is not as immediate on the capital budget as it is on the operating budget. The Board prepared this budget mindful of economy this year. However, the district relies heavily on this budget to keep buildings in good shape. All buildings except for the new school are 100 years old or close to it and they need to be kept in a state of repair. She stated that they reviewed every school, line item, and anything that was not essential was pushed out to following years. The things that are being asked for the 2010-2011 budget are considered safety and health issues or building issues that need to be taken care of immediately.

Mrs. Sullivan indicated that the total amount that the district is requesting is \$2.8 million dollars. She added that this is the lowest capital budget in the last 10 years and the breakdown is as follows:

Roofing	\$538,000
HVAC	\$100,000
Rand Conversion	\$375,000
Site Improvements	\$ 40,000
Environment	\$ 75,000
Furniture/Equipment	\$ 20,000
Technology	\$375,000
Other Projects	\$1,348,500

Mrs. Sullivan stated that the following roofing and safety issues are as follows:

Roofing:	
Highs School gymnasium	\$380,000
Edgemont center wing and annex	\$158,000

Safety:

High School bleachers	\$121,000
Security – video surveillance –district	\$273,000
Hillside fire curtain and stage rigging	\$ 95,000

Mrs. Sullivan indicated that the following program improvements are:

Renovate Rand into Middle School	\$375,000
Glenfield – Boys Locker Room	\$107,000
High School – Girls Locker Room	\$ 61,000
Nishuane – Library Improvements	\$144,000
Furniture/Equipment District wide	\$ 20,000
Technology Upgrades District wide	\$375,000

Masonry and Site Repairs are as follows:

Montclair High School	
Auditorium steps	\$ 21,500
George Inness	
North Fullerton retaining wall	\$ 73,000
Mt. Hebron	
Entrance steps and sidewalk	\$ 98,000

Other projects consist of the following:

HVAC-district wide	\$100,000
Landscaping/erosion control	\$ 40,000
Environmental	\$ 75,000
Floor replacements – district wide	\$ 85,000
Sanitary and storm drains	\$ 20,000

I. BOARD OF EDUCATION REPORTS

Ms. Larson stated that the Board values the teachers and aides in the district. She clarified her prior proposal of reopening the contract with the Montclair Education Association to renegotiate salaries.

Mrs. Lombard spoke about the reasons for cuts being predominantly teachers. She stated that this is not the kind of environment to request that people absorb an 8% tax increase. She added that to some extent this is not based on economics or about people not deserving their raises but about how the Montclair community can come together during this budget crisis.

Mrs. Taylor attended the Montclair High Schools' school review. There were several concerns that were addressed. One issue was about 9th graders scheduling starting earlier for the purpose of shadowing students from the high school to help them make an easy transition and schedule selection.

Mr. Riddick expressed his concerns about the budget with regards to teachers. He stated that he doesn't like the idea of cuts being made and hopes for a change before the next Board meeting. He concluded that this is one of the worse times for the Montclair community. However, the focus is on the students.

Mr. Kautz thanked the public for attending the meeting. He stated that one of the facts to digest is that the district has been suffering due to an incredibly low amount of state aid. He briefly spoke about the history of the budget. He stated that over the next couple of weeks the Board will try to make minimal cuts and reductions to staff as possible and keep the curriculum strong. He stated that one thing to realize is that class size will be affected. The benefits of the new school will be increased classrooms which will enable the district to bring special education students back into the district with the hope of saving money. He stated that the message to taxpayers is to understand that they are working hard to reduce taxes. He concluded that full support and cooperation is needed from parents, students, teachers, and taxpayers.

Ms. Grill stated that the Nia Gill grant was a luxury that assisted the district in training teachers on differentiated instruction. She stated that the budget tries to maintain the core of Montclair's educational system – the teachers. She added that with these cuts being made, more will be required of teachers.

Mr. Carlton stated that the Board has been working on the budget for six to seven months to achieve the goal of a low tax increase. He added that it is devastating to see millions of dollars in cuts being made this year. In Montclair the average house pays a little over \$10,000 in taxes. There were a lot of people that lost businesses, jobs, homes and had to move into smaller apartments. With that being said it is very difficult to look at million dollars in cuts. The teaching that goes on in Montclair is unique. It is creative and reaches a broad spectrum of students. It prepares our students in a way that students in other high schools are not prepared for the world and college. He stated that the budget is not a science. The Board is looking at laying off non-funded positions – real people. The commitment to everyone is to try to look at it equitably across the board as best as possible. But there is no doubt that this is painful and it will be required of all to do a little more.

J. COMMENTS FROM THE PUBLIC – AGENDA ITEMS

Dennis Murray, President of the MEA stated that he remains offended by the Board's request to reopen the contract to renegotiate salaries. He informed the Board that the MEA will not comply with their request but will discuss outside the contract how to preserve those 60 positions that the Board spoke about reducing. He suggested that the Board consider making reductions to extra-curricular activities such as \$1million in sports. He stated that the MEA looks forward to working with the Board within the confines of the current agreement to continue excellent service to the residents – mainly the children of the Montclair. He stated that he is sure that the Board has the

interest of the students at heart and hope that they have staff at heart when they vote on making any cuts that may occur.

Betty Strauss, of 24 Hillside Avenue, and Head Nurse at Montclair High School, employed in the District for 27 years thanked the teachers for their help in assisting the children. She spoke on behalf of the nurses in the district informing the Board of their daily duties.

Stephanie Nagorka a 24-year resident of Montclair stated that this is a fantastic educational system and she is proud of being a part of it. She stated to keep this fantastic system it is important to maintain staff. She stated that she has not only upheld the job of being a teacher, but a counselor, and sometimes mom to many students. Everyone in the Montclair community is vital and to support that community. She asked the Board to please keep jobs and make no cuts.

Scott Kennedy a 26-year resident of Montclair thanked the teachers and administrators for building a school system that his children enjoy. All teachers are important. One of the great things about Montclair is that in times of need and good times everyone comes together. He asked if all can come together again to solve the problems and to understand that there is a middle of the road that have to be met.

Helen Falon mother of Renaissance student asked if firm decisions have been made concerning the elimination of outside contracts for Renaissance.

Dr. Alvarez responded that when restructuring Renaissance they reviewed all of those partners and decided that it was necessary to make cuts to the budget.

Marybeth Rosenthal stated that Montclair needs to engage in a constructive give and take and she is willing to help.

Jennifer Prust of 51 Christopher Street stated teachers' salaries should be higher but this crisis leaves few choices because the biggest part of the budget is predominately salaries and benefits. If all teachers and administrators would agree to forgo raises or a portion of contracted raises, then the district could meet their goal without a single lay off. She asked the teachers' union to protect every teacher's job.

Ellen Koba expressed her concerns about the positions of the coordinators of the Writer's Room program. She stated that the program cannot operate without paid staff.

Gemma Sullivan manager of the Writer's room and helped build the program expressed that the coordinator is essential to the program for mentors, community volunteers and students.

Mara Novak of 47 Gordonhurst Avenue thanked the Board and all of the teachers in the district for their major accomplishments. She suggested to the Board that the administrative staff should forgo their raises and that the teachers should consider reopening their contracts. She stated that it is important to consider and if teachers and staff are willing then administrators should be willing.

Linda Bowers, resident of Montclair expressed that all should have the same goal – the children during this budget process.

Jody Adams, resident of Montclair for 23 years expressed her concerns about the budget and that as a taxpayer and mom is willing to give a little more to help. She stated that this budget crisis should be viewed as a short term concern and there should be efforts to make it work.

Sue Weintraub a fulltime volunteer for the district and town stated that she admired and respect the teachers for their efforts and dedication to the children of Montclair. She asked the MEA president to reconsider reopening the contract and that administrators should renegotiate theirs as well.

Deborah Wilson resident of Montclair asked have the figures been run to give a view of how much the district could save if the MEA were to agree to not raise salaries and how many of the 62 positions could potentially be saved if that formula is implemented. She stated that although reopening the contract may be difficult, it is certainly worth negotiating.

Mrs. Sullivan responded the amount would be \$2.5 million if every staff and administrator froze their salary. It would be difficult to quantify the number of positions that will be saved. There are different levels of staff so it depends on where the reductions are being made.

Courtney Washington a resident of Montclair stated that she was offended about the idea of reopening of the contract and that the Board should give the teachers the opportunity to work with them to come up with a solution rather than making the decision alone.

Carol Evertson a resident and volunteer in the Montclair community stated that now is the time to come together with teachers and administrators to be very honest of the idea of a salary freeze. If there is no compromise in Montclair, this may very well go to the State level.

Emmett Murphy, 425 Bloomfield Avenue, suggested that the Board utilize teachers to assist with the budget. He added that leadership begins with the administrators and asked administrators, non-union workers, and principals to open their contracts before they ask union workers. He asked what formula was derived to come up with the amount of cuts proposed.

Mrs. Sullivan responded that it's not based on an average salary. For teachers it is based on the bottom of the teachers guide because the lower paid teachers are the ones that would be reduced.

Dr. Alvarez suggested to Mr. Murphy that he provides suggestions to the MEA President, Dennis Murray. He added that the Board was unable to prepare an operating budget without knowledge of state aid and other information from the State.

Nicholas Villacente a 46-year resident of Montclair suggested that cuts be made to people who make \$80,000 per year instead of cutting peoples jobs in order to balance the budget.

The Board took a brief 5 minute recess.

K. RESOLUTIONS

1. Other Resolutions

Mr. Riddick moved to approve the following resolutions:

a. 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:

SCHOOL FIELD TRIPS						
DATE	SCHOOL	Grade	Teacher	DESTINATION	COST	PURPOSE
3-11-10 thru 3-14-10	MHS	9-12	Gavazzi	Flemington, NJ OVERNIGHT	0	The students will develop leadership qualities through academic & physical activity.
3-23-10	MHS	10-12	Lavosky	JCC Maurice Levine Theater, WO	\$18.75	The students will be exposed to music from some of the Spanish speaking countries, they have studied.
3-16-10	MHS	9-12	Yurga-Graf	Princeton University, Princeton, NJ	\$10	Students will be participating in a competition that test students' knowledge of latin grammar, roman history, culture and mythology.
4-10-10	MHS	1-12	Panayev	Seton Hall University, SO	0	Educational lecture to supplement a course
10-12-10	MHS	10-12	Panayev	Seton Hall University SO	0	Educational lecture for a course
4-10-10	MHS	9-11	Portas	American Museum of Natural History, NY OUT OF STATE	0	Tour with docents of special exhibits arranged by Josh & Judy Weston
3-3-10	Watchung	3	Verducci	Liberty Science Ctr. Jersey City, NJ	0	Students will acquire knowledge & participate in hands on learning experiences aligned with our schools magnet theme.
4-28-10	Watchung	K	Olson	Tenaflly Nature Ctr. Tenaflly, NJ	\$10	Environmental awareness in relation to science magnet theme
3-12-10	Renaissance	8	Hittel	Sterling Hill Mineral Mine, Ogdensburg, NJ	\$13	To learn about the fluorescent rocks and minerals that are unique to the Franklin NJ area.
3-19-10	Renaissance	8	Napolitano	Sterling Hill Mineral Mine, Ogdensburg, NJ	\$13	Same as above

DATE	SCHOOL	Grade	Teacher	DESTINATION	COST	PURPOSE
6-8-10 6-9-10 6-10-10	Glenfield	8	Scribner	Washington, DC OUT OF STATE OVERNIGHT	\$375	This trip is the 8 th grade Read Your Way trip as incentive trip for students who read 25 book credits
3-22-10 3-23-10	Glenfield	6-8	Washington	Harrison School, Caldwell, NJ	\$10-15	Math competiton
3-26-10	Glenfield	7-8	Cespedes	Montclair State University, Montclair	\$8	The rogate program will take the students to a college lecture
6-9-10 6-10-11 6-11-10	Glenfield	8	Dominick	New York City Broadway OUT OF STATE OVERNIGHT	\$375	Read Your Way
3-10-10	Nishuane		Campbell	Montclair State Univerity, Montclair	0	Field Day
3-31-10	Northeast	2	Rebelo	Montclair Art Museum, Montclair	0	Observe American Portraiture
3-31-10	Mt. Hebron	8	Sack	Essex County Court House, Newark, NJ	0	We will tour the courthouse and view court proceedings to help students understand the judicial system.

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

- b. Resolution re: Approval of the Mandarin Grade 2 and Grade 7 Addendum to the World Language Curriculum

WHEREAS, The recommended curriculum addendum has been developed by the staff of the Montclair School District, and is aligned with the New Jersey Department of Education Core Curriculum Content Standards, 2004

WHEREAS, Title 18A (NJSA) requires New Jersey Boards of Education to adopt courses of study for children between the ages of 5 and 20, and

WHEREAS, this curriculum addendum is developmentally appropriate, inclusive and challenging.

NOW, THEREFORE, BE IT RESOLVED, that the Montclair Board of Education approve the adoption of the Mandarin, Grade 2 and Grade 7 addendum to the World Language Curriculum.

- c. Resolution re: Award of Transportation Contract for the 2010-2011 School Year (Renewal)

WHEREAS, N.J.S.A. 18A-18A-5(B) authorizes the awarding of a contract to other governmental agencies without benefit of advertising and bidding, and

WHEREAS, the Essex County Services Commission has provided transportation service to out-of-district special education students of Montclair and has offered these same services for the 2010-2011 school year,

NOW, THEREFORE, BE IT RESOLVED that the Montclair Board of Education award a contract to the Essex County Educational Services Commission for transportation of all eligible students for whom applications are submitted by the Montclair Board of Education, and

BE IT FINALLY RESOLVED that the Board President and the Board Secretary be authorized to execute the contract attached and issue a purchase order for this contract effective July 1, 2010, through June 30, 2011.

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> </u>	<u> </u>	<u> x </u>	<u> </u>
Carmen Taylor	<u> x </u>	<u> </u>	<u> </u>	<u> </u>

2. Resolution re: Approval of the Personnel Report

Mr. Riddick moved to approve the following resolution:

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 Personnel of March 1, 2010, including the indicated individuals who have been hired under the Emergent Hiring Procedures as required by law.

Seconded by *Mrs. Lombard* 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>

L. COMMENTS

1. Members of the Public

None.

2. Board Members

Ms. Larson stated that she appreciate all of the comments that came from those in attendance regarding ways to save jobs in the district.

Mrs. Taylor thanked all that came out to support the budget. She stated that despite the grim outlook, there are many good things going on in the schools today. School meetings are being held to find ways to work with less. Teachers are continuing to teach with passion. She hopes that the programs in place that helped to close the achievement gap can somehow be salvaged. She concluded that she hopes to being able to work things out with the MEA to save jobs.

Mr. Riddick stated that if we follow the trend of last in-first out, it will unfortunately destroy the foundation of the future which are the young teachers. He stated that he hopes that there is a way that all can work together to save those young teachers, if not, it will affect recruitment. He encouraged all to cheer on the girl's varsity basketball team because they should be rewarded with support of the town and their peers. He stated that the teachers do a tremendous job in educating the children of Montclair.

Mrs. Lombard stated that teachers are abused more than they are thanked. She encouraged all to come out to the SVPA dance performance at the high school.

Mr. Kautz stated that an important thing to note is that this is a long term problem and will require a long term solution. There is a negative trend coming from the State that less funding is to be expected. He suggested that the Superintendent not view this on a short term basis and to realize that if short term solutions are made then the same situation will arise in next years budget.

Ms. Grill agreed with Mr. Kautz that the district should figure out ways that go beyond this year to find solutions. She added that finding ways within the structure to use facilities to produce revenue to off-set reductions are essential for next year's budget. She concluded that when reductions were being made, the Board made certain not to touch specific services for the children. She stated that she suspect that teachers will continue to be diligent as usual.

Mr. Carlton stated that the one thing that the district has in its control is the ability to perhaps provide educational services for student's who do not reside in Montclair. This could become a business model to bring revenue into the district and is something that the district should pursue. It would create revenue to assist in future budgeting in the district and can assist

students in Montclair who might use the program at a lesser cost. He announced that all should be on alert for a possible board meeting as soon as information is received from the State regarding the funding formula.

M. ANNOUNCEMENT OF FUTURE MEETING DATES

The next meeting of the Board of Education will be held on Monday, March 22, 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.

N. ADJOURNMENT

At 10:28 p.m. **Mr. Riddick** moved to adjourn the meeting; seconded by **Mrs. Lombard** and approved by a vote of 7-0.