

WEST ORANGE BOARD OF EDUCATION
Public Board Meeting - 8:00 p.m. – October 19, 2016
West Orange High School
51 Conforti Avenue

Agenda

- I. ROLL CALL OF THE MEMBERS AND PLEDGE OF ALLEGIANCE**
- II. NOTICE OF MEETING: Please take notice that adequate notice of this meeting has been provided in the following manner:**
 - A. That a written notice was sent from the Office of the Secretary of the Board at 4:00 p.m. on September 27, 2016.
 - B. That said notice was sent by regular mail to the West Orange Township Clerk and the Editors of the West Orange Chronicle and the Star-Ledger.
 - C. That said notice was posted in the lobby of the Administration Building of the Board of Education.
- III. CONSIDERATION OF THE CLOSED AND PUBLIC MEETING MINUTES OF September 26, 2016 (Att. #1)**
- IV. SUPERINTENDENT/ BOARD REPORTS**
 - A. Standardized Testing Results Presentation
 - B. NJQSAC Statement of Assurance
 - C. New Jersey Student Learning Standards (NJSLS)
 - D. Demographer - November 2016
 - E. The Violence, Vandalism, Weapons and HIB Presentation - November 2016
 - F. HIB Report
 - G. Athletic/Extracurricular Update
- V. QUESTIONS FROM THE PUBLIC ON AGENDA ITEMS**
- VI. REPORTS, DISCUSSIONS, AND RECOMMENDATIONS**
 - A. PERSONNEL**
 - 1. Approve a Memorandum of Agreement between the West Orange Board of Education and the International Union of Operating Engineers Local 68 Bargaining Unit members (Head Custodians, Custodians, Maintenance/Utility and Full-time Bus Drivers), for a successor collective negotiations agreement covering the period of July 1, 2015 through June 30, 2019.
 - 2. **Resignations / Retirements / Terminations**
 - a. Superintendent recommends approval to the Board of Education for the following certificated staff resignation(s) / retirement(s):

Name	Location	Position	Reason	Effective Date
Marylin Campbell	Washington	Grade 4	Retirement 10 years	7/1/17
Colleen Woods	Gregory	Grade 2	Resignation	9/30/16

- b. Superintendent recommends approval to the Board of Education for the following non-certificated staff resignation(s) / retirement(s):

Name	Location	Position	Reason	Effective Date
Ann Cupo	Washington	Clerical Aide	Resignation	11/4/16*
Carla Gonzales	Transportation	Part-time Bus Monitor	Resignation	10/19/16

*or sooner as determined by the Superintendent

- c. Superintendent recommends approval to the Board of Education for the following termination(s):

Employee #	Effective Date
7545	11/7/16
7670	9/30/16
7959	9/22/16

3. Rescission(s):

- a. Superintendent recommends approval to the Board of Education for the following rescission(s):

Name	Location	Position	Effective Date
Katie Gasparri	Hazel	Student Council	9/1/16

4. Appointments

- a. Superintendent recommends approval to the Board of Education for the following certificated staff appointment(s):

Name	Location	Position	Replacement / New	Guide	Step	Salary	Effective Dates
Cemran Biricik	WOHS	Italian Extended Assignment Substitute	Zamloot	N/A	N/A	\$200 Per diem	10/26/16 - 12/7/16
Kenneth Carter	WOHS	Business Education Extended Assignment Substitute	Salvatore	N/A	N/A	\$180 Per diem	9/8/16 - 11/7/16 extended
Julia Jurist	Kelly	Grade 1 Leave Replacement	Amendola	MA	2	\$55,380 prorated	12/1/16 - 4/28/17
Natalia McGuire	Gregory	Grade 2 amended	Woods	BA+30	2	\$54,516 prorated amended	10/5/16 - 6/30/17 amended
Christine O'Neill	WOHS	Special Education Leave Replacement	Core	MA	2	\$55,380 prorated	10/5/16 - 6/30/17 extended
Mary Schulze	WOHS	Mathematics Leave Replacement	Nuzzi	MA	2	\$55,380 prorated	11/28/16 - 6/30/17

						amended	
Meryl Tillis	Kelly	School Social Worker Leave Replacement	DeVita	MA	2	\$55,380 prorated	12/12/16 - 6/30/17
Keisha Yarrell	WOHS	Family and Consumer Science Extended Assignment Substitute	Graham	N/A	N/A	\$180 Per diem	9/6/16 - 10/28/16 extended

b. Superintendent recommends approval to the Board of Education for the following non-certificated staff appointment(s):

Name	Location	Position	Replacement / New	Guide	Step	Salary	Effective Dates
Andrea Alfonso	Kelly	Paraprofessional Part-time to Full time	Ferrara	BA	2	\$28,293 prorated	10/10/16 - 6/30/17
Joseph Anderson	Mt. Pleasant	Paraprofessional	New	Non-Degree	2	\$26,915 prorated	10/5/16 - 6/30/17
Carla Gonzales	Transportation	Clerical Aide	Mangieri	N/A	N/A	\$18.25 Per hour	10/20/16 - 6/30/17
Venice Jackson	Mt. Pleasant	Lunch Aide	Tortoriello	N/A	N/A	\$17.70 per hour not to exceed 2.25 hours per day	9/30/16 - 6/21/17
Poonam Sonak	Transportation	Part-time Bus Driver	Ferville	N/A	N/A	\$21.70 per hour	11/21/16 - 6/21/17
Keisha Yarrell	WOHS	Paraprofessional	New	BA	2	\$28,293 prorated	10/31/16 - 6/30/17

c. Superintendent recommends approval to the Board of Education for the following additional teaching assignment(s):

Name	Location	Position	Guide	Step	Salary	Effective Dates
Jonathan Tick	WOHS	Mathematics	BA+15	6	\$49.39 per day	10/13/16 - 2/2/17*

*or sooner as determined by the Superintendent

d. Superintendent recommends approval to the Board of Education for the following additional assignment(s):

Name	Location	Position	Rate of Pay	Effective Dates
Mercedes Asqui Arroba .8 Redwood / .2 Mt. Pleasant	Washington	Latino Family Literacy Project Instructor	\$48 per hour not to exceed 2 hours per day as assigned Funded by Title III	10/5/16 - 12/22/16 not to exceed 9 sessions
Mercedes Asqui Arroba .8 Redwood / .2 Mt. Pleasant	Washington	Academic Literacy Learning for Second Language Parents	\$48 per hour not to exceed 2 hours per day as assigned Funded by Title I	11/1/16 - 5/31/17 not to exceed 50 sessions
Kristin Azzato	Edison	Aftercare Program	\$20 per hour as assigned not to exceed 3.5 hours per day	2016-2017
Lee Cohen	WOHS	Social Skills through Expressive Art Substitute	\$73 per hour not to exceed 75 minutes per day as assigned	10/5/16 - 6/8/17 not to exceed 66 sessions
Dia DeAngelis	Liberty	Morning Breakfast	\$35 per diem	2016-2017

		Duty	as assigned	
Jason Goldberg	Liberty	Morning Breakfast Duty	\$35 per diem as assigned	2016-2017
Jodie Goldstein	WOHS	Social Skills through Expressive Art Instructor	\$73 per hour not to exceed 75 minutes per day as assigned	10/5/16 - 6/8/17 not to exceed 66 sessions
Nicole Handler	WOHS	Social Skills through Expressive Art Substitute	\$73 per hour not to exceed 75 minutes per day as assigned	10/5/16 - 6/8/17 not to exceed 66 sessions
Andrea Klein Gregory	Washington	Latino Family Literacy Project Instructor	\$48 per hour not to exceed 2 hours per day as assigned Funded by Title III	10/5/16 - 12/22/16 not to exceed 9 sessions
Kevan Murphy	WOHS	Paraprofessional Support Homecoming Event	\$23 per hour not to exceed 2.25 hours	10/14/16
Carmen NesSmith .5 Mt. Pleasant / .5 St. Cloud	Hazel	Latino Family Literacy Project Instructor	\$48 per hour not to exceed 2 hours per day as assigned Funded by Title III	10/5/16 - 12/22/16 not to exceed 9 sessions
Mary Norcia	Edison	Aftercare Program	\$20 per hour as assigned not to exceed 3.5 hours per day	2016-2017
Jennie Pu	WOHS	After School Library Media Center Program-Substitute	\$35 per hour as assigned	2016-2017
Ana Ribeiro-Shaw	WOHS	Social Skills through Expressive Art Instructor	\$73 per hour not to exceed 75 minutes per day as assigned	10/5/16 - 6/8/17 not to exceed 66 sessions
Veronica Traversari .5 Liberty / .5 Roosevelt	Hazel	Latino Family Literacy Project Instructor	\$48 per hour not to exceed 2 hours per day as assigned Funded by Title III	10/5/16 - 12/22/16 not to exceed 9 sessions

- e. Superintendent recommends approval to the Board of Education for the following non-certificated staff amended salaries and/or hours:

Name	Location	Position	Change	Guide	Step	Salary	Effective Dates
Harriett Brown-Cobb	Washington	Lunch Aide	Hours	N/A	N/A	\$17.70 per hour not to exceed 2.5 hours per day amended	9/6/16 - 6/21/17
Sandra Forshaw	Washington	Lunch Aide	Hours	N/A	N/A	\$17.70 per hour not to exceed 2.5 hours per day amended	9/6/16 - 6/21/17
Verna Fraser	Washington	Lunch Aide	Hours	N/A	N/A	\$17.70 per hour not to exceed 2.5 hours per day amended	9/6/16 - 6/21/17
John Kelly	Washington	Lunch Aide	Hours	N/A	N/A	\$17.70 per hour not to exceed 2.5 hours per day amended	9/6/16 - 6/21/17
Glenny Martinez	Washington	Lunch Aide	Hours	N/A	N/A	\$17.70 per hour not to exceed 2.5 hours per day amended	9/6/16 - 6/21/17

Virginia Reznik	Washington	Lunch Aide	Hours	N/A	N/A	\$17.70 per hour not to exceed 2.5 hours per day amended	9/6/16 - 6/21/17
Maria Osorio	Washington	Lunch Aide	Hours	N/A	N/A	\$17.70 per hour not to exceed 2.5 hours per day amended	9/6/16 - 6/21/17
Larry Sanders Voluntary	Mt. Pleasant	Custodian Night Shift	Custodian Mid Shift	Custodian	10	\$37,628.91 Includes shift differential of \$285 prorated / amended	10/5/16 - 6/30/17

- f. Superintendent recommends approval to the Board of Education for the following substitute appointment(s) at the appropriate substitute rates for 2016-2017:

Name	Certification Code	Teacher	Paraprofessional	Administrative Assistant	Lunch Aide	Nurse	Custodian
Erick Alexandre	Substitute	X	X				
Micaela Baker	Substitute	X	X	X	X		
Casey Brennan	N/A				X		
Jennica Carmona	Substitute	X	X	X	X		
Kathlyne Charles	Substitute	X	X		X		
Robin Chilton	Standard	X	X	X	X		
Keisha Fuller	CEAS	X	X	X			
Jerry Peralta	CE	X					
Craig Pickrell	Substitute	X	X	X	X		
Monica Salazar	N/A				X		
Qadriyyah Shakoor	Substitute	X	X	X	X		
Emma Stein	Substitute	X	X				
Leighton Todd	Substitute	X	X	X	X		
Anna Tong	CE	X	X		X		
Colleen Woods	Standard	X	X				
Jennifer Yarznbowicz	Substitute					X	

5. Leaves of Absence:

- a. Superintendent recommends approval to the Board of Education for the following leaves of absence for certificated staff:

Name	Location / Position	Paid Leave	Unpaid Leave with Benefits	Unpaid Leave without Benefits	Anticipated Return Date
Kellie Carsillo Family	.6 Washington / .4 Hazel Learning Disabilities Teacher-Consultant	10/17/16 - 12/23/16 amended	1/3/17 - 4/14/17	N/A	4/17/17
Lauren Feehan Family	WOHS Social Studies	12/7/16 - 2/21/17	2/22/17 - 4/28/17	N/A	5/1/17
Sarah Forte Medical	Redwood Special Education	9/1/16 - 10/7/16 amended	N/A	N/A	10/10/16 amended
Lori Graham Medical	WOHS	9/1/16 - 10/28/16	N/A	N/A	10/31/16

	Family & Consumer Science	amended			
Jessica Moffett-Lee Family	Kelly Grade 4	10/28/16 - 12/20/16 amended	12/21/16 - 3/3/17	N/A	3/6/17
Cindy Newell Family	Kelly School Social Worker	1/3/17 - 2/16/17	2/17/17 - 5/19/17	N/A	5/22/17
Janis Oliver Medical	Roosevelt Art	10/27/16 - 12/23/16	N/A	N/A	1/3/17
Patricia Rudy Family	Kelly Special Education	9/19/16 - 12/2/16 amended	N/A	12/3/16 - 1/31/17	2/1/17
Kristine Weinberger Family	St. Cloud .5 Special Education	12/5/16 - 2/6/17	2/7/17 - 5/9/17	5/10/17 - 6/30/17	9/1/17

b. Superintendent recommends approval to the Board of Education for the following leaves of absence for non-certificated staff:

Name	Location / Position	Paid Leave	Unpaid Leave with Benefits	Unpaid Leave without Benefits	Anticipated Return Date
Timothy Allen Medical	Buildings & Grounds Maintenance	10/10/16 - 11/9/16	N/A	N/A	11/10/16
Henry Chang Personal	Roosevelt Paraprofessional	N/A	10/17/16 - 10/21/16	N/A	10/24/16
Catrina Files Medical	Transportation Bus Monitor	N/A	N/A	9/1/16 - TBD	TBD
Noah Formey Medical	Buildings & Grounds Maintenance	N/A	9/1/16 - 10/10/16 amended	N/A	10/11/16 amended
Karla Hernandez Family	Administrative Assistant Administration Building	9/8/16 (p.m. only) - 10/31/16 amended	11/1/16 - 6/30/17	N/A	7/1/17
Haja Kaba Personal	Edison Lunch Aide	N/A	N/A	9/6/16 - 9/20/16 amended	9/21/16

B. CURRICULUM AND INSTRUCTION

1. Recommend approval for field trip(s) /destination(s) for the 2016-2017 school year. (Att. #2)
2. Recommend approval of the following new course proposals for 2017-2018:

New Course	Department	Grade(s)
Calculus	Mathematics	11-12
Statistics	Mathematics	11-12
College Math	Mathematics	11-12
Dance II-Developing Performance Skills	Visual and Performing Arts	10-12
Art & Creativity A & B	Visual and Performing Arts	N/A

3. Recommend approval for the following curriculum writing for 2016-2017 (Att. #3)
4. Recommend approval/acceptance of Applications for School Business requests (Att. #4)

C. FINANCE

a.) Special Services

1. Recommend approval for the following tuition/extraordinary services adjustments for the 2014-2015 School Year, as certified by the State of NJ Division of Administration and Finance:

School	Amount
Allegro School, Cedar Knolls, NJ	\$5,189
Bonnie Brae School, Liberty Corner, NJ	\$2,376
New Beginnings, Fairfield, NJ	\$4,670.40
Celebrate the Children, Denville, NJ	\$1,478.84
New Road School of Somerset, Somerset, NJ	\$670.08
Lakeview Learning Center, Wayne, NJ	\$3,803
Lord Stirling School, Basking Ridge, NJ	\$10,649.10
Chancellor Academy, Pompton Plains, NJ	\$7,839.40
YCS Fort Lee Education Center, Fort Lee, NJ	\$11,630
Montgomery Academy, Basking Ridge, NJ	\$2,586.80
Garden Academy, West Orange, NJ	\$15,423
Phoenix Center, Nutley, NJ	\$10,785
P.G. Chambers School, Cedar Knolls, NJ	\$7,331.58
Gateway School, Carteret, NJ	\$1,820.71
Windsor Bergen Academy, Ridgewood, NJ	\$762

2. Recommend approval to fund the following out of district tuitions through the FY17 IDEA Grant, retroactive to July 1, 2016:

Account	Student	School	Tuition
20.250.100.560.19.86	2910100	Allegro School, Cedar Knolls, NJ	\$96,810
20.250.100.560.19.86	2609102 2806078 2807093 1103027 2707047	CPNJ Horizon High School, Livingston, NJ	\$383,365.50
20.250.100.560.19.86	1411025	CPNJ Horizon School, Livingston, NJ	\$293,823.60

	2906068 2806125 1408102		
20.250.100.560.19.86	246142	Matheny School, Peapack, NJ	\$101,200
20.250.100.560.19.86	2506146 2706082 2706143	Newmark School, Scotch Plains, NJ	\$169,595.76
20.250.100.560.19.86	2907054 1010091	P.G. Chambers School, Cedar Knolls, NJ	\$145,714.80
20.250.100.560.19.86	1207143 236129	Reed Academy, Oakland, NJ	\$216,300
20.252.100.560.19.00	1406078	Lake Drive School, Mountain Lakes, NJ	\$66,522

3. Recommend approval of the following service provider for a Neurological Evaluation:

Student	School	Provider	Cost
226117	West Orange High School	Dr. Abba Cargan, Child Neurologist	\$450.00

4. Recommend approval for the following tuition students for the 2016-2017 school year:

Student	School	Responsible District	Tuition
236124	West Orange High School (MCI)	North Plainfield	\$27,634
1210074	Edison (Resource)	State of New Jersey	\$17,069
1610070	Kelly Elementary (Autistic)	State of New Jersey	\$58,175
1410087	Kelly Elementary (PSH)	State of New Jersey	\$56,519

b.) Business Office

1. Recommend approval of the 10/19/16 Bills List: (Att. #5)

Payroll/Benefits	\$13,389,673.88
Transportation	\$ 91,085.93
Tuition (Spec. Ed./Charter)	\$ 453,682.49
Instruction	\$ 764,714.27
Facilities	\$ 179,775.38
Capital Outlay	\$ 2,175.00
Grants	\$ 195,300.45
Food Service	\$ 334,221.39
Summer Enrichment	\$ 149.60
Debt Service	\$ 2,680,789.66
ESIP	\$ 34,119.38
Support Svcs/Co-Curricular/Athletics/Misc.	\$ 215,143.47
	<u>\$18,340,830.90</u>

2. Recommend approval of the following resolution for member participation in a cooperative pricing agreement:

A RESOLUTION AUTHORIZING THE WEST ORANGE BOARD OF EDUCATION
TO ENTER INTO A COOPERATIVE PRICING AGREEMENT

WHEREAS, N.J.S.A. 40A:11-11(5) authorizes contracting units to establish a Cooperative Pricing System and to enter into Cooperative Pricing Agreements for its administration; and

WHEREAS, the ESSEX REGIONAL EDUCATIONAL SERVICES COMMISSION, hereinafter referred to as the "Lead Agency " has offered voluntary participation in a Cooperative Pricing System for the purchase of goods and services;

WHEREAS, on October 19, 2016 the governing body of the West Orange Board of Education , County of Essex, State of New Jersey duly considered participation in a Cooperative Pricing System for the provision and performance of goods and services;

NOW, THEREFORE BE IT RESOLVED as follows:

TITLE

This RESOLUTION shall be known and may be cited as the Cooperative Pricing Resolution of the West Orange Board of Education

AUTHORITY

Pursuant to the provisions of *N.J.S.A. 40A:11-11(5)*, the Business Administrator is hereby authorized to enter into a Cooperative Pricing Agreement with the Lead Agency.

CONTRACTING UNIT

The Lead Agency shall be responsible for complying with the provisions of the *Local Public Contracts Law (N.J.S.A. 40A:11-1 et seq.)* and all other provisions of the revised statutes of the State of New Jersey.

EFFECTIVE DATE

This resolution shall take effect immediately upon passage.

3. Recommend acceptance of the following donation(s):

Donor	Recipient	Donation
Louis Caprario	WOHS Technology and Engineering Dept.	3.5 horsepower Toro lawnmower engine
West Orange Council of PTAs	WOBOE Summer Enrichment Program	\$1,200.00

4. Recommend approval of Revised Non-Public State Aid for the 2016-2017 school year as follows:

School	Technology	Nursing
Golda Och Academy-Lower School	\$ 6,422.00	\$ 22,410.00

Golda Och Academy-Upper School	\$ 7,436.00	\$ 26,010.00
Jewish Community Center Metro West	\$ 260.00	\$ 900.00
Love Grows Inc. Tutor Time Children	\$ 182.00	\$ 630.00
Playhouse	\$ 468.00	\$ 1,620.00
Seton Hall Prep	\$24,362.00	\$ 84,330.00
Total:	\$39,130.00	\$135,900.00

5. Recommend approval of settlement agreement of two (2) Worker's Compensation claims in the case of employee #5021; the first in an amount up to \$33,001.34; the second in an amount up to \$29,376.00.

D. REPORTS

1. Superintendent recommends to the Board of Education acceptance of the HIB Report ending October 19, 2016.
2. Recommend approval of submission of the Statement of Assurance (SOA) for New Jersey Quality Single Accountability Continuum (NJQSAC) for school year 2016-2017.

VII. REPORT FROM THE BOARD PRESIDENT AND/OR BOARD MEMBERS

VIII. NEXT BOARD MEETING to be held at 8:00 p.m. on November 7, 2016 at West Orange High School.

IX. PETITIONS AND HEARINGS OF CITIZENS

X. ADJOURNMENT

WEST ORANGE BOARD OF EDUCATION
Public Board Meeting - 8:00 p.m. - October 19, 2016
West Orange High School
51 Conforti Avenue
Agenda Addendum

A. PERSONNEL

2. Resignations / Retirements / Terminations

- a. Superintendent recommends approval to the Board of Education for the following certificated staff resignation(s) / retirement(s):

Name	Location	Position	Reason	Effective Date
Suzanne Buccolo	Roosevelt	School Nurse	Resignation	12/16/16

3. Rescission(s):

- a. Superintendent recommends approval to the Board of Education for the following rescission(s):

Name	Location	Position	Effective Date
Brian Dillon	WOHS	Baseball: Assistant Coach	10/17/16
Kathy Jackson Edison	WOHS	Indoor Track: Assistant Coach	10/17/16
Connor Smeraldo OOD	WOHS	Lacrosse: Assistant Coach	10/17/16

4. Appointments

- a. Superintendent recommends approval to the Board of Education for the following certificated staff appointment(s):

Name	Location	Position	Replacement / New	Guide	Step	Salary	Effective Dates
Cemran Biricik	WOHS	Italian Extended Assignment Substitute	Zamloot	N/A	N/A	\$200 Per diem	10/26/16 - 12/6/16 amended

- c. Superintendent recommends approval to the Board of Education for the following additional teaching assignment(s):

Name	Location	Position	Guide	Step	Salary	Effective Dates
Jean Claude Cenatus	.6 Liberty / .4 Roosevelt	French	BA+30	9	\$10,224	2016-2017
Chiaohan Yu	.6 Roosevelt / .4 Liberty	Chinese	MA	3	\$9,298	2016-2017

- f. Superintendent recommends approval to the Board of Education for the following substitute appointment(s) at the appropriate substitute rates for 2016-2017:

Name	Certification Code	Teacher	Paraprofessional	Administrative Assistant	Lunch Aide	Nurse	Custodian
Ebony Baskin	Substitute	X	X	X	X		
Cemran Biricik	Standard	X	X				
Cynthia Galate	Standard	X	X				
Alex Gouin	Substitute	X	X				
August Harris III	Substitute	X	X	X	X		
Latisha Jefferson	Substitute	X	X	X	X		
Michilena Vincent	Substitute	X	X	X	X		
Krista Wergeland	Substitute	X	X		X		

- g. Superintendent recommends approval to the Board of Education for the following new co-curricular activities:

Club	Location	Stipend
Aspiring Writers Club	WOHS	N/A
Computer Coding Club (Video Game Designers Club) Name Change	WOHS	\$1,435
Science Olympiad Team	WOHS	N/A

- h. Superintendent recommends approval to the Board of Education for the following negotiated co-curricular assignment(s):

Name	Location	Position	Stipend	Effective Dates
Mark Lagatic	Gregory	Jazz Band-Grade 5	\$500	2016-2017
Julie Matz	Gregory	Tech Savvy Club I	\$500	2016-2017
Julie Matz	Gregory	Tech Savvy Club II	\$500	2016-2017
Elba Valdes	Gregory	Spanish Club	\$500	2016-2017
CarolAnn Wells	Gregory	Dance Club	\$500	2016-2017
Diana Bolivar	Hazel	Zumba	\$500	2016-2017
Christyn Dluoik	Hazel	Lego Learners I	\$500	2016-2017
Boris Ioshpa	Hazel	Math Explorers	\$500	2016-2017
Karen Lott	Hazel	Student Council	\$1,435	2016-2017
Barbara Pople	Hazel	STEM Adventures Co-Advisor	\$250	2016-2017
Sophia Rivera	Hazel	Google Apps for Education	\$500	2016-2017
Marybeth Sabates	Hazel	STEM Adventures Co-Advisor	\$250	2016-2017
Jennifer Sissman	Hazel	Lego Learners II	\$500	2016-2017
Anthony Carsillo	Kelly	Lego League	\$750	2016-2017
Kelly Clancy	Kelly	Sign Language	\$750	2016-2017
Keri Orange	Kelly	Newspaper	\$750	2016-2017
Amy Pacifico	Kelly	Makerspace	\$750	2016-2017
Leonard Ford	Redwood	Board Game Club Co-Advisor	\$250	2016-2017
Maria Martino	Redwood	Board Game Club Co-Advisor	\$250	2016-2017

Joel Perry	Redwood	Guitar Club	\$500	2016-2017
Gerald Powers	Redwood	Math Club	\$500	2016-2017
Andrea Rommel	Redwood	Honor Band	\$500	2016-2017
Lisa Schustak	Redwood	Garden Club	\$500	2016-2017
Paul Stefanelli	Redwood	Character Education Club	\$500	2016-2017
Frank Auletta	St. Cloud	Math Club Co-Advisor	\$500	2016-2017
Tara Capra	St. Cloud	Environmental Club Co-Advisor	\$500	2016-2017
Gerard Franck	St. Cloud	Math Club Co-Advisor	\$500	2016-2017
Caroline Stoner	St. Cloud	Environmental Club Co-Advisor	\$500	2016-2017
Jennifer Catalano	Washington	Board Games	\$333.33	2016-2017
Janine Duarte	Washington	Girls on the Run	\$333.33	2016-2017
Anne Engelhardt	Washington	Cursive Writing Co-Advisor	\$333.33	2016-2017
Katherine Fitzpatrick	Washington	Board Games	\$333.33	2016-2017
Maria Ganduglia-Pirovano	Washington	Spanish	\$333.33	2016-2017
Amy Jakimas	Washington	Cursive Writing Co-Advisor	\$333.33	2016-2017
Albina Loconsole	Washington	Technology/Coding	\$333.33	2016-2017
Wayne Oakley	Washington	Math Club	\$333.33	2016-2017
Michael Schiavo	Washington	Comic/Super Heroes	\$333.33	2016-2017
Lauren Feehan	WOHS	Class Advisor: Senior Co-Advisor	\$1,057.50 amended	Sept., Oct., Nov., 2016 May, June, 2017
Rachel Ostanski	WOHS	Class Advisor: Senior Co-Advisor	\$1,057.50	Dec. 2016, Jan., Feb., Mar., Apr. 2017

5. Leaves of Absence:

- a. Superintendent recommends approval to the Board of Education for the following leaves of absence for non-certificated staff:

Name	Location / Position	Paid Leave	Unpaid Leave with Benefits	Unpaid Leave without Benefits	Anticipated Return Date
Eleanor Frank Medical	Mt. Pleasant Lunch Aide	10/21/16 - 11/21/16	N/A	N/A	11/22/16
James Holik Medical	WOHS Paraprofessional	9/30/16 - TBD	N/A	N/A	TBD

6. Recommend approval of Superintendent Merit Goals for the 2016-2017 school year (Att. #6)

C. FINANCE

- b.) **Business Office**

6. Recommend approval of change order #2 to increase the contract with Drill

Construction in an amount of \$1,800 to provide material and labor to stabilize the existing structural wall for the bus garage project.

**West Orange School District
Field Trips 2016-2017
10-19-16**

School	Grades	Course/Group	Destination	City	State
Gregory	1		Stony Hill Farm	Chester	NJ
Hazel	4		Canterbury Village	West Orange	NJ
Hazel	5		SOPAC	South Orange	NJ
Hazel	K		Paper Mill Playhouse	Millburn	NJ
Hazel	5		Mayo Performing Arts Center	Morristown, NJ	NJ
Hazel	3		The NJ Sea Grant Consortium	Fort Hancock	NJ
Liberty	7, 8		Natural History Museum	New York	NY
Liberty	7		Sterling Hill Mineral Mine Museum	Ogdensburg	NJ
Liberty	7		Sterling Hill Mineral Mine Museum	Ogdensburg	NJ
Liberty	8		The Metropolitan Museum of Art	New York	NY
Liberty	7		FunPlex	East Hanover	NJ
Liberty	7, 8	Selected Strings	Summit Health Care / Whole Foods	West Orange	NJ
Liberty	7, 8	Selected Strings	Summit Health Care / Brighton Gardens / Whole Foods	West Orange	NJ
Redwood	3		Thomas Edison Museum	West Orange	NJ
Redwood	2		Essex County Environmental Center	Roseland	NJ
Redwood	2		Essex County Environmental Center	Roseland	NJ
Redwood	3		Thomas Edison Museum	West Orange	NJ
Redwood	3		Thomas Edison Museum	West Orange	NJ
Redwood	3		Thomas Edison's Museum	West Orange	NJ
Redwood	K		Paper Mill Playhouse	Millburn	NJ
Redwood	5		Museum of Natural History	New York	NY

Redwood	3		Thomas Edison Museum	West Orange	NJ
Roosevelt	7	Art Classes	The Metropolitan Museum of Art	New York	NY
Roosevelt	8	Art Classes	Modern Museum of Art	New York	NY
St Cloud	K		West Orange Public Library	West Orange	NJ
St Cloud	3		West Orange Town Hall	West Orange	NJ
St Cloud	4		NJ State House	Trenton	NJ
St Cloud	5		YMCA Camp Bernie	Port Murray	NJ
Washington	2		Morris Museum	Morristown	NJ
Washington	2		Morris Museum	Morristown	NJ
Washington	2		Morris Museum	Morristown	NJ
Washington	2		Paper Mill Playhouse	Millburn	NJ
WOHS	9, 10, 11, 12	WOHS Step Teams	Rutgers University	New Brunswick	NJ
WOHS	9, 10, 11, 12	WOHS Honors Chamber Choir	Westminster Choir College	Princeton	NJ
WOHS	9, 10, 11, 12	WOHS Boys and Girls Step Teams	ECVTS Tech School	Newark	NJ
WOHS	9, 10, 11, 12	WOHS Choir and Step Teams	West Windsor High School	West Windsor	NJ
WOHS	9, 10, 11, 12	WOHS Step Teams	Tilden High School	Brooklyn	NY
WOHS	9, 10, 11, 12	WOHS Step Teams	Livingston Mall	Livingston	NJ
WOHS	9, 10, 11, 12	WOHS Step Teams	Prudential Center	Newark	NJ

DESTINATION APPROVAL ONLY - TRIPS PREVIOUSLY APPROVED

WOHS	10	US History I	Essex County Courthouse	Newark	NJ
WOHS	10	US History I	Essex County Courthouse	Newark	NJ
WOHS	9	9th Grade ELA	New Jersey Performing Arts Center	Newark	NJ
WOHS	10	US History I Honors	Essex County Courthouse	Newark	NJ
WOHS	10	US History I	Essex County Courthouse	Newark	NJ
WOHS	10	US History I	Essex County Courthouse	Newark	NJ
WOHS	10	US History I	Essex County Courthouse	Newark	NJ

WOHS	10	US History I	Essex County Courthouse	Newark	NJ
WOHS	9, 10, 11, 12	Ultimate Frisbee Club	Mercer County Community College	West Windsor Township	NJ
WOHS	9, 10, 11, 13	FCCLA	Pines Manor	Edison	NJ
WOHS	9, 10, 11, 12	Drama Club	STANJ Festival - Rutgers University Mason Gross School of Arts	New Brunswick	NJ
WOHS	9, 10, 11, 12	Spring Musical	Fairleigh Dickinson-Dreyfus Theatre	Madison	NJ
WOHS	9, 10, 11, 12	Theatre Classes & Drama Club	Paper Mill Playhouse	Milburn	NJ

Curriculum Writing 2016-2017

10-19-16

Writer's Name	Title of Project	Hours	Stipend
Demond Cowins	Career Education A*	10	\$390.00
Cyndee Critelli	Early Childhood and Family Studies 1	60	\$2,340.00
Maria Frangos	Personal Finance	30	\$1,170.00
Derrick Gagner	Multicultural Foods A	30	\$1,170.00
Anne Hanson	Accounting A	30	\$1,170.00
Kim Szalkai	Digital Design and Multimedia Applications	10	\$390.00
Greg Marchesi	Health Curriculum, Grades K-2	20	\$780.00
Sebastian DePinho	Health Curriculum, Grades 3-5	20	\$780.00
Bridget Haine	Health Curriculum, Grade 6	20	\$780.00
Kim Carissimo	Health Curriculum, Grade 7	20	\$780.00
Bridget Haine	Health Curriculum, Grade 8	20	\$780.00
Ryan Patscher	Health Curriculum, Grade 9	20	\$780.00
Jackie Cruz	Driver Theory, Grade 10	20	\$780.00
Diane Mitchell	Health Curriculum, Grade 11	20	\$780.00
Jeff Mazurek	CPR/First Aid, Grade 12	20	\$780.00
Cyndee Celi	Architectural and Engineering Design 1, Grades 9-12	30	\$1,170.00
Max Grossman	Architectural and Engineering Design 2, Grades 10-12	60	\$2,340.00
Steve Ferrara	Automotive Technology 2, Grades 11-12	60	\$2,340.00
Max Grossman	Basic Woodworking, Grades 9-12	30	\$1,170.00
Krista Romanyshyn	Freshman Seminar, Grade 9	20	\$780.00
Nicole Krulik	Freshman Seminar, Grade 9	20	\$780.00
John Hellyer	Choir for Treble & Tenor Bass Voices, Grades 9-12	60	\$2,340.00
Melissa Sande	Elements of Dance, Grades 9-12	60	\$2,340.00
Jennifer Morante	Three-Dimensional Design 1, Grades 9-12	30	\$1,170.00
Heather Young	Art 4 / Honors Art 4 / AP Studio Art, Grade 12	60	\$2,340.00
Erin Lagatic	Concert Band, Grades 10-12	60	\$2,340.00
William Farley	Honors Chamber Choir, Grades 10-12	60	\$2,340.00
Lewis Kelly	Honors Wind Ensemble, Grades 10-12	60	\$2,340.00
Jennifer Morante	Three-Dimensional Design 2, Grades, 10-12	30	\$1,170.00

*Curriculum Revised

Applications for School Business 2016-2017
10-19-16

Name	Position	School	Conference	Dates	Amount	Funded
Vincenza Amabile	Italian Teacher	WOHS	Teaching Italian Symposium Montclair, NJ	11/4/16	\$50.00	Local
Leanna Amorim	Spanish Teacher	Roosevelt	New Jersey State Bar Foundation New Brunswick, NJ	11/16/16	\$0	
Darlene Berg	Math K-5 Supervisor	Administration Building	NJ Tiered System of Support (NJTSS) East Orange, NJ	12/15/16*	\$0	
Jenna Bleeke	Library Media Specialist	Mt. Pleasant	NJASL 2016 Fall Conference Long Branch, NJ	11/17/16, 11/18/16, 11/19/16	\$181.62	Local
Jennifer Bottarini	Basic Skills Teacher	Washington	49th Annual Conference on Reading and Writing New Brunswick, NJ	10/28/16	\$191.16	Title I
Shena Brown	Nurse	St. Cloud	NJAAP School Health Conference Somerset, NJ	10/18/16	\$0	
Kimberly Buckley	Special Education Teacher	WOHS	Reducing Behavior Problems and Power Struggles Through Positive Connections Montclair, NJ	1/18/17	\$0	
Cheryl Butler	Director of Guidance	WOHS	Connecting the Dots: Identifying and Serving Children and Youth Experiencing Homelessness Princeton, NJ	10/21/16	\$27.09	Local
Cheryl Butler	Director of Guidance	WOHS	Implementing a Schoolwide Approach to Tiered Interventions East Orange, NJ	12/1/16	\$0	
Samantha Cameron	Social Studies Teacher	Roosevelt	Next Generation Social Studies: Literacy, Inquiry and Technology Piscataway, NJ	10/25/16	\$80.00	Local
Aldo Casale	Guidance Counselor	WOHS	Marine Officer & Enlisted Opportunities Workshop Iselin, NJ	10/21/16	\$0	
Aldo Casale	Guidance Counselor	WOHS	HESAA Training Institute for School Counselors Lakewood, NJ	10/25/16	\$0	
Aldo Casale	Guidance Counselor	WOHS	Section 504 and I&RS Overview West Orange, NJ	12/1/16	\$75.00	Local
Cindy Celi	Tech Ed Teacher	WOHS	2016 NJTEEA Conference and Expo	10/21/16	\$150.00	Local

			Wayne, NJ			
Lesley Chung	Assistant Principal	WOHS	Gang Awareness Training Newark, NJ	10/28/16	\$0	
Lee Cohen	School Psychologist	WOHS	Cognitive and Behavioral Approaches for Anxious Youth Wayne, NJ	10/21/16	\$4.34	Local
Diana DaCosta	Technology Integration Specialist	Administration Building	The Educator Collaborative Think Tank: Today's Literacy Classroom: Balancing Teach & Text in Meaningful Ways Virtual Online Course	10/26/16, 11/30/16, 1/11/17 2/15/17, 3/8/17	\$600.00	Local
Nicole Dalle-Molle	School Psychologist	Kelly	Four-Day Instructor Certification Nonviolent Crisis Intervention Training Program & DVD East Brunswick, NJ	2/21/17, 2/22/17, 2/23/17, 2/24/17	\$3,074.00	Local
Deborah Daniel	Administrative Assistant	Administration Building	Special Education Medicaid Initiative (SEMI) Sessions I and II Westfield, NJ	10/21/06	\$8.74	Local
Ryan DelGuercio	Tech Ed Supervisor	WOHS	MUJC STEM/STEAM Committee New Providence, NJ	10/18/16, 1/24/17, 3/21/17, 5/16/17	\$0	
Ryan DelGuercio	Tech Ed Supervisor	WOHS	STEAM Tank Challenge Atlantic City, NJ	10/26/16	\$0	
Anna D'Elia	Guidance Counselor	WOHS	Rider University Counselor Breakfast Lawrenceville, NJ	10/18/16	\$0	
Anna D'Elia	Guidance Counselor	WOHS	University of Maine School Counselor Update Ridgewood, NJ	10/26/16	\$0	
Eveny de Mendez	Assistant Superintendent	Administration Building	The Every Student Succeeds Act (ESSA) A New Era in Federal Education Law New Providence, NJ	1/30/17	\$75.00	Local
Olivia DelSpina	Guidance Counselor	WOHS	School Counselor Day at UMass Amherst Short Hills, NJ	10/24/16	\$0	
Nancy Donnelly	Family & Consumer Science Teacher	WOHS	Visit to Orange High School Culinary Arts Program Orange, NJ	10/24/16	\$0	
Cheryl Ann Dunlap	Business Education Teacher	WOHS	Statewide Advisors Meeting Somerset, NJ	2/8/17	\$0	
Susan Dyer	Speech Therapist	Kelly	Conference for School-Based Speech Language Pathologists West Orange, NJ	12/1/16	\$249.00	Local
Xavier Fitzgerald	Principal	Edison	NJ Tiered System of Support (NJTSS) East Orange, NJ	11/3/16	\$0	
Suzanne Forgione	Basic Skills Teacher	Washington	49th Annual Conference on Reading and Writing	10/28/16	\$191.16	Title I

			New Brunswick, NJ			
Kathryn Furey	Guidance Counselor	WOHS	Section 504 and I&RS Overview West Orange, NJ	12/1/16	\$75.00	Local
Derrick Gagner	Family & Consumer Science Teacher	WOHS	Visit to Orange High School Culinary Arts Program Orange, NJ	10/24/16	\$0	
Kristin Gogerty	Special Services Pre-K -5 Supervisor	Administration Building	MUJC Supervisors Subcommittee Meeting New Providence, NJ	10/11/16, 4/26/17	\$0	
Kristin Gogerty	Special Services Pre-K -5 Supervisor	Administration Building	Effective IEP Development: LRE Decision-Making Part I and Part II East Orange, NJ	11/7/16	\$0	
Josh Goldfarb	Social Studies Teacher	Roosevelt	Character Education for Middle/High School Educators New Brunswick, NJ	11/16/16	\$23.89	Local
Jodie Goldstein	School Social Worker	WOHS	Cognitive and Behavioral Approaches for Anxious Youth Wayne, NJ	10/21/16	\$4.34	Local
Carmen Gordillo	ELA Teacher	Liberty	49th Annual Conference on Reading and Writing New Brunswick, NJ	10/28/16	\$24.61	Local
Tracy Gordon	Science Teacher	Roosevelt	Character Education for Middle/High School Educators New Brunswick, NJ	11/16/16	\$0	
Terry Granato	NCLB/Title I Program Director	Administration Building	Changes to Funding & Requirements from NCLB to the Every Student Succeeds Act Galloway, NJ	11/21/16	\$74.20	Local
Meredith Johnson	BCBA	Administration Building	MUJC Autism Symposium New Providence, NJ	10/12/16, 3/15/17	\$9.61	Local
Mary Kehoe	Guidance Counselor	WOHS	Section 504 and I&RS Overview West Orange, NJ	12/1/16	\$75.00	Local
Amal Kheir	Paraprofessional	Kelly	Strategies for Working With Braille readers New Brunswick, NJ	10/26/16	\$0	
Mark Kirchenbauer	Science Teacher	WOHS	AP Physics 1 Workshop Norwalk, CT	12/5/16	229.86	Local
Bob Klemt	Principal	Liberty	NJ Tiered System of Support (NJTSS) East Orange, NJ	11/15/16	\$0	
William Kochis	Principal	Hazel	NJ Tiered System of Support (NJTSS) East Orange, NJ	11/15/16	\$0	
Marc Lawrence	Vice Principal	Roosevelt	An Introduction to Teasing and Bullying for School Safety Climate New Brunswick, NJ	12/15/16	\$0	

Yajing Li	Chinese Teacher	WOHS	College Board AP Chinese Workshop Forest Hills, NY	11/8/16	\$285.00	Local
Mark Maniscalco	Dean	WOHS	Gang Awareness Training Newark, NJ	10/28/16	\$0	
Michelle Martino	Vice Principal	Liberty	NJPSA/FEA Three Things Administrators Can Do Today to Get More Out of Their Teachers Tomorrow Monroe, NJ	12/7/16	\$0	
Julie Matz	Library Media Specialist	Gregory	NJASL 2016 Fall Conference Long Branch, NJ	11/17/16, 11/18/16, 11/19/16	\$150.00	Local
Guerlyne Millington	Guidance Counselor	WOHS	HESAA Training Institute for School Counselors Morristown, NJ	10/19/16	\$0	
Guerlyne Millington	Guidance Counselor	WOHS	Pace University Counselor Event New York, NY	12/2/16	\$0	
Diane Mitchell	Health and Physical Education Teacher	WOHS	Fall 2016 Character & Health Education Conferences New Brunswick, NJ	10/24/16	\$20.20	
Nancy Mullin	Career Education and Library Science Supervisor	Administration Building	Visit to Orange High School Culinary Arts Program Orange, NJ	10/24/16	\$0	
Nancy Mullin	Career Education and Library Science Supervisor	Administration Building	Building Capacity for Career Pathways Grantees West Windsor, NJ	10//27/16	\$0	Local
Nancy Mullin	Career Education and Library Science Supervisor	Administration Building	CTE: Business Management and Administration Career Cluster Program Reapproval Trenton, NJ	11/3/16	\$0	
Nancy Mullin	Career Education and Library Science Supervisor	Administration Building	NJASL 2016 Fall Conference Long Branch, NJ	11/17/16, 11/18/16, 11/19/16	\$0	Local
Tracy Nardone	ELA Teacher	Roosevelt	Character Education for Middle/High School Educators New Brunswick, NJ	11/16/16	\$0	
Stephen Olshalsky	Social Studies Supervisor	WOHS	NJ Social Studies Supervisor Association Monroe, NJ	10/7/16, 1/17/16, 5/5/17	\$0	
Louis Pallante	Guidance Counselor	WOHS	Montclair State University Counselor Workshop Montclair, NJ	12/9/16	\$0	
Ryan Patscher	Health and Physical Education Teacher	WOHS	Fall 2016 Character & Health Education Conferences Flemington, NJ	10/25/16	\$27.28	Local
Joanne Pollara	Principal	Kelly	Developing an Inclusive Preschool Program East Orange, NJ	10/6/16	\$0	

Jennie Pu	Library Media Specialist	WOHS	The A.B.C. Preview New York, NY	10/24/16	\$0	
Mary Quiroz	World Language/ ESL Supervisor	Administration Building	Interpreting ACCESS for ELLs Score Reports for Instruction Farmingdale, NJ	10/18/16	\$0	
Mary Quiroz	World Language/ ESL Supervisor	Administration Building	Implementing a Schoolwide Approach to Tiered Interventions East Orange, NJ	12/1/16	\$0	
Dawn Ribeiro	Special Services Supervisor 6-12	WOHS	MUJC Supervisors Subcommittee Meeting New Providence, NJ	10/11/16, 4/26/17	\$0	
Dawn Ribeiro	Special Services Supervisor 6-12	WOHS	Effective IEP Development: LRE Decision-Making Part I and Part II East Orange, NJ	11/7/16	\$0	
Christina Rivera	Library Media Specialist	Hazel	NJASL 2016 Fall Conference Long Branch, NJ	11/17/16, 11/18/16, 11/19/16	\$150.00	Local
Kyle Nelson	ELA Teacher	WOHS	A Morning with Ralph Fletcher: How Mentor Texts Lift Student Writing New Brunswick, NJ	12/8/16	\$158.06	Local
Marge Theobald	Health & Physical Education Teacher	Roosevelt	Going for Gold Sharing the Spirit of Adapted PE Lawrenceville, NJ	10/25/16	\$102.55	Local
Beverly Tindall	Library Media Specialist	WOHS	NJASL 2016 Fall Conference Long Branch, NJ	11/17/16, 11/18/16 11/19/16	\$150.00	Local
Lisa Touzeau	Library Media Specialist	Liberty	NJASL 2016 Fall Conference Long Branch, NJ	11/17/16, 11/18/16 11/19/16	\$150.00	Local
Michele Thompson	Principal	Gregory	Utilizing Data to Drive Instruction Morris Plains, NJ	10/13/16	\$0	
Barbara Walls	Director of Personnel	Administration Building	The Power of Legal Information Employment Trenton, NJ	1/24/17	\$150.00	
Michael Wenson	Health and Physical Education Teacher	WOHS	Fall 2016 Character & Health Education Conferences Flemington, NJ	10/25/16	\$0	
Madelaine Werner	Speech Therapist	Roosevelt	Conference for School-Based Speech Language Pathologists West Orange, NJ	12/1/16	\$249.00	Local
Shari Whitman	Social Worker	Washington	Trauma and disaster: Managing Sudden Traumatic Loss in the School Environment Ridgewood, NJ	1/2/16	\$0	

*Revised date

MERIT GOAL SUBMISSION FORM
School Year 2016-2017

Name of Individual Jeffrey Rutzky

Title Superintendent of Schools

School District West Orange

Quantitative Goal Percentage _____
Goal Number _____ Dollar Value _____

Qualitative Goal Percentage 2.50%
Goal Number 1 Dollar Value \$4,437.50

Description of Goal:

Coordinate and oversee a comprehensive analysis and review of the Special Education Department by evaluating in-district and out-of-district programs, services and staffing.

*Attach any data/reports that will be used as the Basis of Measurement: **See Attached**

*Individual(s) Responsible for completion of the goal: **See Attached**

*Action(s) taken to complete the goal in the school year: **See Attached**

*Timeline(s) to complete the goal in School Year: **See Attached**

Date sent to ECS _____

ECS Signature _____
Date Approved by ECS _____

MERIT GOAL SUBMISSION FORM
School Year 2016-2017

Name of Individual Jeffrey Rutzky

Title Superintendent of Schools

School District West Orange

Quantitative Goal Percentage _____
Goal Number _____ Dollar Value _____

Qualitative Goal Percentage 2.50%
Goal Number 2 Dollar Value \$4,437.50

Description of Goal:

Coordinate and oversee a comprehensive analysis and review of the Guidance Department by analyzing the programs, services and staffing.

*Attach any data/reports that will be used as the Basis of Measurement:
See Attached

*Individual(s) Responsible for completion of the goal: **See Attached**

*Action(s) taken to complete the goal in the school year: **See Attached**

*Timeline(s) to complete the goal in School Year: **See Attached**

Date sent to ECS _____

ECS Signature _____
Date Approved by ECS _____

MERIT GOAL SUBMISSION FORM
School Year 2016-2017

Name of Individual Jeffrey Rutzky

Title Superintendent of Schools

School District West Orange

Quantitative Goal Percentage 3.33%
Goal Number 3 Dollar Value \$5,910.75

Qualitative Goal Percentage _____
Goal Number _____ Dollar Value _____

Description of Goal:

Oversee the coordination of the District's Five Year Strategic Plan by implementing at least 70% of the Year One action plans that support the goals and objectives.

*Attach any data/reports that will be used as the Basis of Measurement:
See Attached

*Individual(s) Responsible for completion of the goal: **See Attached**

*Action(s) taken to complete the goal in the school year: **See Attached**

*Timeline(s) to complete the goal in School Year: **See Attached**

Date sent to ECS _____

ECS Signature _____
Date Approved by ECS _____

MERIT GOAL SUBMISSION FORM
School Year 2016-2017

Name of Individual Jeffrey Rutzky

Title Superintendent of Schools

School District West Orange

Quantitative Goal Percentage 3.33%
Goal Number 4 Dollar Value \$5,910.75

Qualitative Goal Percentage _____
Goal Number _____ Dollar Value _____

Description of Goal:

Meet or exceed 70% of the Year One goals as outlined in the student achievement Goal 2, Objective 1 of the District's Five Year Strategic Plan.

*Attach any data/reports that will be used as the Basis of Measurement:
See Attached

*Individual(s) Responsible for completion of the goal: **See Attached**

*Action(s) taken to complete the goal in the school year: **See Attached**

*Timeline(s) to complete the goal in School Year: **See Attached**

Date sent to ECS _____

ECS Signature _____
Date Approved by ECS _____

MERIT GOAL SUBMISSION FORM
School Year 2016-2017

Name of Individual Jeffrey Rutzky

Title Superintendent of Schools

School District West Orange

Quantitative Goal Percentage 3.33%
Goal Number 5 Dollar Value \$5,910.75

Qualitative Goal Percentage _____
Goal Number _____ Dollar Value _____

Description of Goal:

Coordinate and oversee a demographic feasibility study of the current grade configuration within the PreK-8 schools to alleviate overcrowding in the elementary schools by collecting birth patterns, analyzing five year enrollment projections and community development projects, assessing building capacity versus student enrollment ratio comparisons, conducting a transportation analysis and determining the budget impact.

*Attach any data/reports that will be used as the Basis of Measurement:
See Attached

*Individual(s) Responsible for completion of the goal: **See Attached**

*Action(s) taken to complete the goal in the school year: **See Attached**

*Timeline(s) to complete the goal in School Year: **See Attached**

Date sent to ECS _____

ECS Signature _____
Date Approved by ECS _____