

**WESTWOOD REGIONAL BOARD OF EDUCATION
ADDENDUM
REGULAR MEETING AGENDA
AUGUST 25, 2016**

18. PERSONNEL

- S. Motion: that upon the recommendation of the Superintendent, approval be given for the appointment of staff and salaries for the **2016-17** school year:

NAME	POSITION	BUILDING	SALARY
1. Christine Internicola <i>(replacing Michael Corso)</i>	Supervisor of Guidance	Jr. Sr. High School	\$106,348 - starting date to be determined +5 consultant days @ per diem rate

- T. Motion: that upon the recommendation of the Superintendent, approval be given for the appointment of Painters from September 1, 2016 through June 30, 2017:

NAME	STIPEND
1. Howard Booth	\$5,000
2. Shkelqim Kodra	\$5,000
3. Donovan Willis	\$5,000

- U. Motion: that upon the recommendation of the Superintendent, approval be given for the transfer of the following staff for the 2016-17 school year:

NAME	POSITION	FROM	TO
1. Joseph CoFrancesco	Custodian	3rd shift High School/Middle School	3rd shift High School

- V. Motion: that upon the recommendation of the Superintendent, approval be given for the approval of additional aides for the 2016-17 school year:

NAME	POSITION	BUILDING	RATE OF PAY
1. Alicia Dott	ABA Aide	George	\$20.25 per hour
2. Daniela Pinto	ABA Aide	Brookside	\$20.25 per hour

- W. Motion: that upon the recommendation of the Superintendent, approval be given for the resignation of Ethan Scholl, Aide, Jr. Sr. High School, effective August 25, 2016.

- X. Motion: that upon the recommendation of the Superintendent, approval be given for the resignation of Antony Muir, Aide, Special Services, effective August 22, 2016.

- Y. Motion: that upon the recommendation of the Superintendent, approval be given to rescind the appointment of Sandra Bruno, Aide, George School, for the 2016-17 school year.

- Z. Motion: that upon the recommendation of the Superintendent, approval be given to rescind the appointment of Elizabeth Barcia, Aide, Washington School, for the 2016-17 school year.

- AA. Motion: that upon the recommendation of the Superintendent, approval be given for a *revised* child rearing leave of absence for Margaret Montenare, Guidance Counselor, Jr. Sr. High School, for use of sick days with full medical benefits for the period of September 1, 2016 through September 30, 2016, and an unpaid leave of absence with full medical benefits under the Family Medical Leave Act and New Jersey Family Leave Act for the period of October 1, 2016 through December 11, 2016.

BB. Motion: that upon the recommendation of the Superintendent, approval be given the following resolution:

WHEREAS, the Westwood Regional Board of Education does hereby adopt the following contractual Merit Goals for the Superintendent of Schools for the 2016-2017 school year as developed and designed within the requirements of the New Jersey State Department of Education pursuant to N.J.A.C. 6A:23A-3.1;

Quantitative Goal #1:

STUDENT FEEDBACK: Through the strategic planning community forums hosted in the spring of 2016, it was evident that our students have much to contribute to the discussion about improving our school district. Therefore, by June 2017 the Superintendent will lead student focus groups at each of the district's six (6) schools in order to solicit direct feedback on the current and future state of education and the school district.

Quantitative Goal #2:

TECHNOLOGY LEADERSHIP: In 2016 the Superintendent became a Google Certified educator. Therefore, in order to promote technology use throughout the district and lead by example, by June 2017, the Superintendent will personally host four (4) after school professional development sessions to turnkey the knowledge gained from the Google Certified Educator experience.

Quantitative Goal #3:

COMMUNICATION: Since 2014, the district has embraced Google Apps for Education and continues to adopt tools to improve productivity and enhance communication. This year Google introduced a new website builder which coincides with the redesign of the district website. Therefore, by June 2017, the Superintendent will work with principals and supervisors to ensure that 100% of all staff webpages are converted from SchoolWires to Google Sites and will include standard and updated information to improve communication between the classroom and home.

Qualitative Goal #1:

EVALUATION: In 2016, the district implemented a new evaluation system for certificated staff members only. Therefore, by June 2017, the Superintendent will spearhead the review and revision of evaluation instruments used for secretaries, aides, and custodial/maintenance workers.

Qualitative Goal #2:

RECRUITMENT: Finding highly qualified candidates is critical to the success of the school district; however, this is not unique to just Westwood Regional. All districts engage in individual efforts to find talented candidates. Therefore, by June 2017, the Superintendent will join with other school district's to lead the first-ever Bergen County job fair.

NOW THEREFORE BE IT RESOLVED that the Board hereby approves a non-pensionable merit bonus in the total amount of 14.99% of the Superintendent of Schools' annual salary for the 2016-2017 school year subject to approval by the Executive County Superintendent.

CC. Motion: that upon the recommendation of the Superintendent, approval be given the following resolution:

WHEREAS, the Westwood Regional Board of Education does hereby adopt the following contractual Merit Goal for the Assistant Superintendent of Schools for the 2016-2017 school year as developed and designed within the requirements of the New Jersey State Department of Education pursuant to N.J.A.C. 6A:23A-3:

Qualitative Goal:

By June 2017, the Assistant Superintendent will increase the consistency of information being distributed to staff members by developing a curriculum webpage that serves as a one stop digital resource for administrators/teachers regarding such topics as mentoring, My Learning Plan, PARCC, Rubicon Atlas, professional days, required professional development, and I&RS.

NOW THEREFORE BE IT RESOLVED that the Board hereby approves a non-pensionable merit bonus in the amount of 2.39% of the Assistant Superintendent of Schools' annual salary for the 2016-2017 school year subject to approval by the Executive County Superintendent.

DD. Motion: that upon the recommendation of the Superintendent, approval be given the following resolution:

WHEREAS, the Westwood Regional Board of Education does hereby adopt the following contractual Merit Goal for the School Business Administrator/Board Secretary as outlined below for the 2016-2017 school year as developed and designed within the requirements of the New Jersey State Department of Education pursuant to N.J.A.C. 6A:23A-3:

Qualitative Goal:

By June 2017, the School Business Administrator will work with members of the Buildings and Grounds department to develop a comprehensive procedures manual which would serve as a resource for the Maintenance of the Buildings & Grounds, Proper Cleaning Procedures, Day-to-Day Safety Concerns, and Safety & Security Protocols.

NOW THEREFORE BE IT RESOLVED that the Board hereby approves a non-pensionable merit bonus in the amount of 2.39% of the School Business Administrator/Board Secretary's annual salary for the 2016-2017 school year subject to approval by the Executive County Superintendent.