

**New Jersey State Board of Education
Minutes of the Regular Monthly Meeting
in the Conference Room on the First Floor,
100 River View Executive Plaza
Trenton, NJ**

November 18, 2009

Presiding: Josephine Hernandez, President

Secretary: Lucille E. Davy, Commissioner

PRESENT CONSTITUTING A QUORUM

ABSENT

Mr. Arcelio Aponte
Dr. Ronald Butcher
Ms. Kathleen Dietz
Ms. Edithe Fulton
Mr. Robert Haney
Dr. Ernest Lepore
Ms. Florence McGinn
Mr. Ilan Plawker
Dr. Dorothy Strickland

CONVENING

Josephine Hernandez, President, State Board of Education, convened the public meeting at 9:20 a.m. with the reading of the statement pertaining to the public session of the State Board meeting as it complies with the Open Public Meetings Act.

The New Jersey Open Public Meetings Act was enacted to insure the right of the public to have advance notice of and to attend the meeting of public bodies at which any business affecting their interest is discussed or acted upon.

In accordance with the provisions of this act, the State Board of Education has caused notice of this meeting to be published by having the date, time and place thereof posted in the Department of Education, Secretary of State's Office and notice also having been given to the State House Press Corps, the Governor's Office and the state board agenda subscribers.

And seeing there was a quorum the meeting of November 18, 2009, was called to order.

ADJOURN TO EXECUTIVE SESSION

President Hernandez then read the resolution pertaining to the executive session of the State Board meeting as it complies with the Open Public Meetings Act.

WHEREAS, in order to protect the personal privacy and to avoid situations wherein the public interest might be disserved, the Open Public Meetings Act permits public bodies to exclude the public from that portion of a meeting at which certain matters are discussed, now therefore be it

RESOLVED, that consistent with the provision of *N.J.S.A. 10:4-12(b)*, the State Board of Education will now adjourn to executive session to discuss personnel issues.

The State Board immediately adjourned to executive session.

RECONVENING

President Hernandez reconvened the public meeting with the reading of the resolution pertaining to the resumption of the public session of the State Board meeting as it complies with the Open Public Meetings Act.

WHEREAS, consistent with the provision of *N.J.S.A. 10:4-12(b)*, the State Board will now adjourn from executive session to resume the open session of this meeting.

PLEDGE OF ALLEGIANCE

STUDENT SPEAKERS

Commissioner Davy introduced the student representative Devon McRimmon, a junior at J.P. Stevens High School. Devon introduced the student guest speaker Delores Bujnowski, a senior at Bayonne High School (Hudson County). Delores spoke about the importance of vocational and technical education. On behalf of the State Board, President Hernandez thanked Delores for her comments and wished her well in the future.

INTRODUCTIONS

Commissioner Davy recognized Rosalie Lamonte, Executive County Superintendent of Schools (Sussex County), who represented the county superintendents.

Student Recognition Program

Dr. Lamonte introduced Gabe Hatem, a third grade student at Florence M. Burd School in the Andover Regional School District (Sussex County). The State Board members congratulated Gabe for being the youngest student recognized by the State Board and for his accomplishments in racing bikes to raise funds to find a cure for juvenile cancer.

APPROVAL OF MINUTES OF THE MEETINGS

On a motion duly seconded and carried, the State Board members approved the minutes of the public meeting conducted on October 21, 2009. Arcelio Aponte, Robert Haney and Kathleen Dietz abstained from the vote.

PRESIDENT'S REPORT

President Hernandez highlighted the NJSBA and NJEA Conventions held in Atlantic City. At the NJEA Convention several state board members participated in a question and answer session. President Hernandez shared that she visited the Bergen Science Academy Charter School in Garfield where she spoke about leadership.

President Hernandez announced that no one signed up for public testimony and therefore the session would not be held this afternoon.

COMMISSIONER'S REPORTS

Principals of the Year

Commissioner Davy and the State Board recognized James Hickey and Joan Zuckerman as Principals of the Year. Mr. Hickey is principal at Old Bridge High School (Middlesex County). Ms. Zuckerman is principal at Antheil Elementary School in Ewing Township (Mercer County).

One Step Beyond Award

Commissioner Davy introduced the One Step Beyond Exemplary Program Recognition Award which is being awarded to three secondary schools who went "one step beyond" to increase awareness and promote diversity among students and staff. Assistant Commissioner Rochelle Hendricks announced the three winners: Northern Highlands Regional High School (Bergen County), Robert R. Lazar Middle School (Morris County) and Soehl Middle School (Union County).

H1N1

Commissioner Davy shared that there are approximately 450 school-based clinics that have been established to vaccinate children. Both the mist and shot vaccines are being used.

ARRA Funds

Commissioner Davy shared that the department received two-thirds of the stabilization funds. The department is now applying for the remaining third. Once approved, the remaining funds (approximately \$350 million) will be released to the state.

Race to the Top

Commissioner Davy stated that the federal government has released the application and guidelines for this grant. There are two submission windows: January 19, 2010 and July 1, 2010. The department is waiting to talk to the incoming administration's transition team to determine how they would like to proceed with the application.

Common Core Standards

Commissioner Davy stated that details will be provided later in the meeting regarding the crosswalk between our current standards and the common college and career-ready expectations.

Monitoring of School Districts

State Board member Ronald Butcher requested an update on the status of the districts that are in takeover status. Commissioner Davy responded that she will have a report next month.

ITEMS FOR CONSIDERATION:

On motions duly seconded and carried, the State Board of Education took the following action:

A. Appointments

- There were no appointments.

B. Business Services – Adoption Level

- Adopted the proposal with amendments to the Business Services regulations.

C. Professional Licensure and Standards – Proposal Level

- Approved the proposed amendments to the speech language specialists' code. Deputy commissioner Willa Spicer, Robert Higgins, director of the Office of Licensure and Credentials and Barbara Gantwerk, assistant commissioner answered questions regarding the amendments. Kathleen Dietz voted against the proposal.

WORK SESSION

CCCS/Math and Language Arts Standards

Commissioner Davy discussed the crosswalk between the common core standards and NJ's standards. Deputy commissioner Willa Spicer, Sandra Alberti, director of the Office of Math and Science Education and Mary Jane Kubinski, director of the Office of Language Arts Literacy were present to answer questions.

Merit Pay and Teachers

Ilan Plawker opened the discussion of the possibility of creating a bonus, incentive or reward system to motivate teachers to perform better. He believes there is a practical aspect of this issue which says that people lose motivation to perform at a higher level if everyone gets paid the same amount year after year regardless of their level of performance. Mr. Plawker made that point that he is not proposing the incentive be tied to grades or student performance. But rather with teacher readiness; measuring how prepared the teachers are on absolute terms based upon what they have learned and what is required to achieve a certain rank such as master teacher or mentor.

Bob Haney questioned whether this issue is within the State Board's purview to address. He also asked if the evaluation of teachers can be included in the NJQSAC regulations. Commissioner

Davy said teacher evaluation is a component of the NJQSAC regulations. Deputy commissioner Spicer commented that the federal government has asked the states to identify effective teachers and that is going to take enormous effort. It will be difficult to determine the qualifications of an effective teacher and then what incentive would work.

Dr. Lepore shared that the merit system in universities is generated internally within a particular department. Comparisons are made within a single department because the assumption is that all the members of the same department have the same pool of students. Therefore, to connect an incentive to teacher effectiveness, it would be important to compare teachers with the same student base. Otherwise, the incentive program might punish a teacher with a more difficult student body.

Ms. Fulton commented that there have been many attempts to create incentive programs but all have failed. She also commented that incentive programs that have been implemented in other states have not fared well. Ms. Fulton believes that there are many opportunities for teachers to earn more money through extracurricular activities, and professional development activities for example.

Dr. Butcher questioned the process on creating an incentive program. He suggested that the State Board fine tune the discussion by putting into writing the specific problem and identify what the State Board hopes to accomplish and then have a discussion on possible solutions. The State Board also needs to consider how President Obama's proposal fits into whatever is developed.

Ms. Dietz commented that she does not believe this item should be an open agenda item until it is clear that the entire board wants to discuss the issue and has identified a plan for how to approach the issue. She endorsed Dr. Butcher's recommendation.

President Hernandez asked Dr. Butcher and Mr. Plawker to work on putting together a white paper on this topic. Ms. Fulton agreed to participate in this endeavor.

NEW BUSINESS

President Hernandez asked the Commissioner Davy for an update on technology in schools and virtual programs. Specifically, how many virtual programs are there in the state; what are they doing; how do they conduct business; what outcomes have we seen?

Kathy Dietz encouraged members to review the document forwarded by Florence McGinn from the Asia Society showing what is going on around the country and in states that are active in global education. Ms. Dietz congratulated the department for being one of the few state education departments that has integrated our initiatives into the curriculum.

Mr. Plawker shared that he received a letter from the Montvale council regarding dissolving the regional school district. He asked about the feasibility of having a discussion on how regional schools are funded. Commissioner Davy responded that by law regional school districts can determine how they are funded. In addition, the Commissioner stated that the legislature has decided that part of the determination of funding for education is based upon property value and ratables. The Commissioner concluded that the State Board would have to have a conversation with the legislature to convince them to go in a different direction.

Mr. Haney asked for a copy of the code that details how teachers are evaluated and terminated and the portion of QSAC that deals with when teachers are evaluated.

ADJOURNMENT

On a motion duly seconded and carried the State Board of Education adjourned its November 18, 2009 public meeting at 1:45 p.m.

Lucille E. Davy, Commissioner
Secretary, State Board of Education