

**EXCERPT FROM THE MINUTES OF THE REGULAR PUBLIC MEETING OF THE
BOARD OF EDUCATION OF RIDGEWOOD
BERGEN COUNTY, N.J. AS RECORDED IN THE
OFFICIAL MINUTE BOOK**

The Board of Education of Ridgewood, in the County of Bergen, New Jersey, convened in public session on Monday, July 19, 2010 at 7:33 p.m. in the Education Center, 49 Cottage Place, Ridgewood, New Jersey.

The following members of the Ridgewood Board of Education were present:

Ms. Sheila Brogan; Ms. Laurie Goodman; Mr. Charles Reilly; Mr. Robert Hutton, Vice-President; Ms. Michele Lenhard, Board President

The following members were absent: None

Superintendent Salary Cap

WHEREAS, on July 15, 2010, Governor Christopher Christie announced a reform proposal to cap school superintendents' base pay; and

WHEREAS, Governor Christie proposed that the capped salary be based on a sliding scale determined by the state; and

WHEREAS, Governor Christie's proposal based the maximum amount of the capped salary for a superintendent on the number of students enrolled in the district; and

WHEREAS, Governor Christie's proposal allows for an increment of \$5,000 for each additional district the superintendent oversees and an additional \$2,500 if the district includes at least one high school; and

WHEREAS, Governor Christie's proposal restricts a duly elected Board of Education from increasing a superintendent's base pay above the mandated cap; and

WHEREAS, Governor Christie's proposal would disallow renewal of a contract for an existing superintendent with a compensation package above the mandated cap and requires that the compensation in the new contract conform to the mandated salary cap; and

WHEREAS, Governor Christie's proposal would allow the duly elected Board of Education to provide a non-pensionable, individual year merit stipend awarded on the basis of the school district's year-to-year progress relative to specific performance metrics of student learning defined by the state; and

WHEREAS, Governor Christie's proposal would require the New Jersey Department of Education to provide the duly elected Board of Education with a list of state-approved quantitative and qualitative merit criteria; and

WHEREAS, Governor Christie's proposal would permit the duly elected Board of Education to add one district-requested merit criterion to the NJDOE list and have the district-requested merit criterion approved by the Executive County Superintendent; and

WHEREAS, Governor Christie's proposal would allow the duly elected Board of Education to choose 3 quantitative and 2 qualitative merit criteria from the state approved list; and

WHEREAS, Governor Christie's proposal would require the Executive County Superintendent to assemble the quantitative and qualitative performance data that forms the basis of a superintendent's performance evaluation relative to the state approved merit criteria; and

WHEREAS, Governor Christie's proposal prescribes the amount of the non-pensionable merit stipend to be 3.33% of base salary for each quantitative performance criterion achieved and 2.5% of base salary for each qualitative performance criterion achieved in a given year; and

WHEREAS, Governor Christie's proposal arbitrarily compared and set the compensation of career educators to that of his statutory elected official's salary;

WHEREAS, Governor Christie's proposal has no provision for higher cost of living expenses in different areas of the state;

WHEREAS, Governor Christie's proposal would impact 70% of New Jersey superintendents whose current salaries are above the proposed salary caps; therefore

BE IT RESOLVED, that the Ridgewood Board of Education opposes Governor Christie's proposal to cap superintendent salaries; and be it further

RESOLVED, that the Ridgewood Board of Education objects to the state's interference in contract negotiations between the duly elected Board of Education and the superintendent; and be it further

RESOLVED, that the Ridgewood Board of Education objects to the state defining the quantitative and qualitative merit criteria to be used to evaluate the superintendent's performance; and be it further

RESOLVED, that the Ridgewood Board of Education believes that the superintendent's compensation and merit increase should be based on achievement of district and superintendent goals defined by the Board of Education; and be it further

RESOLVED, that the administrative and supervisory tasks required of a superintendent to run an effective and efficient school district are not to be undervalued by the state; and be it further

RESOLVED, that with dwindling resources, reduced state aid, and restrictive tax and expenditure limits, the job of the superintendent to manage the budget, supervise staff, oversee the instructional program, ensure compliance with state and federal mandates, and focus efforts on continued improvement and high student achievement requires a skilled administrator whose salary is appropriately determined based on his/her education, experience, skill, and goal attainment, not on the number of students in the district or a state approved list of performance criteria; and be it further

RESOLVED, that the Ridgewood Board of Education duly elected by the voters in Ridgewood has the duty and responsibility to negotiate a fair and reasonable contract and set the compensation for our Superintendent of Schools; and be it further

RESOLVED, that this resolution be sent to Governor Christopher Christie, Commissioner of Education Bret Schundler Senate President Stephen Sweeney, Assembly Speaker Sheila Oliver, State Senator Kevin O'Toole, Assemblyman David Russo, and Assemblyman Scott Rumana; and be it further

RESOLVED, that a copy of this resolution be forwarded to the Garden State Coalition of Schools, Dollar\$ and Sense, the Bergen County Association of School Officials, the New Jersey Association of School Administrators, the New Jersey Association of School Business Officials, and the New Jersey School Boards Association.

Ms. Brogan moved approval of the resolution.

Mr. Reilly seconded the motion, which carried by the following roll-call vote:

AYES: Ms. Brogan, Ms. Goodman, Mr. Reilly, Mr. Hutton

NAYS: Ms. Lenhard

I certify that this is a true and correct excerpt from the Ridgewood Board of Education minutes.

Date

Angelo DeSimone
Board Secretary