

RECEIVED

Melindo A. Persi

2008 JUN 24 AM 9:11

3900 Galt Ocean Drive, Apt. # 801

Ft. Lauderdale, Florida 33308

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SCHOOL BOARD  
OFFICE

June 18, 2008

Pinellas County School Board

301 Fourth Street. SW

P.O. Box 2942

Largo, Florida 33779-2942

000014

Ladies and Gentlemen:

It is with a great degree of enthusiasm and passion for educational administration that I apply for the position of Superintendent of Schools in Pinellas County Florida.

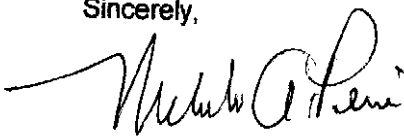
As the enclosed resume will show, I have had extensive leadership experience during my career in educational administration in Rural, Suburban and Urban School Districts with enrollments ranging from 800 to 82,000 students. I have served as an administrator at the local, county, and state levels in a variety of leadership roles.

I have prided myself in a career that has focused upon the notion of "What is best for Children" and have been able to earn the support of boards of education, staff and community members. I have always subscribed to the notion that "Schools Belong to the People" and as such have led administrations that are client centered and transparent. I have had positive relationships with staff and community members as demonstrated by the "Win/ Win" theory of negotiations that has spilled over to a daily operational style. I believe in the empowerment of all stakeholders while at the same time holding all accountable to implement predetermined objectives. I have organized and implemented Strategic Planning Process in school districts that have led to the improvement of the educational process in several districts.

I am most interested in meeting with you to discuss the possibility of being appointed as your next superintendent of schools. I am available for a meeting at your convenience.

I thank you for the anticipated consideration this application will receive.

Sincerely,



Melindo A. Persi

# **RESUME**

*Melindo A. Persi*

3900 Galt Ocean Drive, Apt. # 801

Ft. Lauderdale, Florida 33308

Telephone: (954) 563-2867 Cell: (973) 615-1919 Fax: (954) 563-0985 E-Mail: [Mappersi@aol.com](mailto:Mappersi@aol.com)

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*Seasoned Superintendent of Schools in Rural, Urban and Suburban School Districts of varying size from 800 to 82,000 students is interested in being appointed as the permanent Superintendent of Schools in Pinellas County Florida.*

## ***Educational Work History:***

### ***Interim Supt. of Schools:***

Brick Township Board of Education, NJ (2006-2008) Enrollment: 11,000  
Willingboro Board of Education, NJ (2005-2006) Enrollment: 5500  
Plainfield Board of Education, NJ (2002-2003) Enrollment: 5000

### ***Superintendent of Schools:***

Edison Board of Education, NJ (1994-1998) Enrollment 12,400  
Elmwood Park Board of Education, NJ (1991-1994) Enrollment 5000  
Washington Township Board of Education (1963-1967) Enrollment 800

### ***Assistant Superintendent of Schools:***

Madison Board of Education, NJ (1967-1978) Enrollment 3600

### ***NJ County and State Level Administrative Positions:***

Morris County, NJ School Business Administrator (1978-1984)  
Fiscal Monitor: NJ State Department of Ed. (1984-1985)  
Passaic County, NJ Supt of Schools (Enrollment 82,000) (1985-1991)  
Acting Assistant Commissioner of NJ Education (1990)

Resume: Melindo A. Persi

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***Educational Consultant: (Since 1998)***

Management Consultant Yonkers, NY School District  
Senior Consultant: Sequoyah Literacy  
Senior Consultant: I Can Learn (Algebra Program)  
Senior Consultant: Watchful Eye  
Senior Consultant : Princeton Computer Support  
Senior Consultant: URS Architectural Services  
Senior Consultant: Ray Associates (Education Search Firm)

***Education:***

BA Degree Trenton NJ State College  
M.Ed. Rutgers, The NJ State University  
Course Work at Temple University

***Certification:***

Florida: Educational Leadership, All Levels  
New Jersey: Superintendent, School Business Administrator,  
Principal, and Teacher

***Honors:***

***2007 Distinguished Service Award***  
by the American Assn. of School Administrators  
Outstanding Men of America, and Who's Who in New Jersey

***Presentations:***

County Meetings, and National and NJ State Conferences

***Recent Publications:***

Developing a Comprehensive Maintenance Plan,  
"NJ School Boards Journal"

Resume: Melindo A. Persi

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***College Teaching: (Adjunct Professor)***

Rutgers University: Public School Finance

Morris County Community College:

“Organization and Operation of NJ Public Schools”

***Current: Membership:***

NJ and American Association of School Administrators

NJ Assn. of Former County Superintendents of Schools

***Civic: Leadership Experiences:***

Chapter Chairperson: Madison Red Cross

Division Chairperson: Harriman Metro Division American Red Cross

Secretary Eastern Area Advisory Council American Red Cross

President: Madison Kiwanis Club

President: Little Falls UNICO Club

Vice-President Washington Township PTA

National Treasurer: UNICO National

Trustee (7 yrs) and Vice President (1yr):

Passaic County Community College

Board of Education Member (7 yrs) Passaic County Vocational School

***Military Service:***

NJ Air National Guard (9yrs) and US Air Force (1yr)

Served in France for one year: In charge of On The Job Training

Resume: Melindo A. Persi

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***Attributes:***

- Proven success as a leader in Rural, Urban and Suburban School Districts with a variety of educational and administrative issues.
- Developed "Key Communicators Program in school districts and featured in Weekly TV Programs entitled "Education and You"
- Developed and successfully implemented Strategic Planning Models in several School Districts:  
(See enclosed CD Rom "Brick Schools Strategic Planning")
- Authored Weekly Reports to the Board Of Education, newsletters and "Board Bits"
- Subscribe to the notion that "Schools Belong to the People" and as such have led transparent inclusive school district operations.
- Earned the respect of parents, community members and staff in being an educational leader and advocate for children.  
(See enclosed letters from Board of Education Presidents)

***Noteworthy Items:***

- Led the State takeover of the Paterson New Jersey School District.  
(Enrollment 29,000)
- Through legislation and community involvement was able to acquire a state grant of \$10M to avoid the demise of a school district. Re-organized the configuration of the school district.
- Spearheaded the implementation of the Morris Union Consortium for Special Education
- Assisted in the Takeover of the second largest school district in NJ, (Jersey City)
- Serve as the Executive Director of the NJ Assn. of Former County Superintendents
- Organized and fostered the development: Passaic County Ed. Services Commission
- Served as the NJ Commissioner's Representative:  
Asbury Park and Willingboro School Districts

***Personal:***

Married to Dr. Maureen J. Persi, the former Principal of the Linden Avenue School,  
Father of two grown children and grandfather of four.

***References:***

- Dr. Walter Mc Carroll, Former NJ and Florida Deputy Commissioner of Education
- Dr. Saul Cooperman, Former NJ Commissioner of Education

Resume: Melindo A. Persi

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***Enclosures:***

- Copy of Florida State Certification
- Reference letters: Sharon Kight and Brian De Luca
- Strategic Planning CD Rom
- Copy of AASA Distinguished Service Award
- Testimony on March 6, 2008 before the NJ Assembly Education Committee

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**Note: Please respond via e-mail or Cell Phone**

Thank you!



## Official Statement of Status of Eligibility

MELINDO PERSI  
801  
3900 GALT OCEAN DRIVE  
FORT LAUDERDALE, FL 33308

Florida DOE Number: 1057048  
Applicant ID Number: 143265711  
Processing Date: April 09, 2008  
Expiration Date: July 24, 2010

**DO NOT DESTROY. PLEASE RETAIN UNTIL ALL REQUIREMENTS ARE COMPLETE.**

This Official Statement of Status of Eligibility outlines requirements for issuance of a Florida Educator's Certificate. Florida school district personnel will advise you of any additional requirements for employment in the school district and compliance with the federal No Child Left Behind Act.

### REVISED

We received your valid certificate from the State of New Jersey. The following is an update of your Official Statement of Status of Eligibility.

**YOU ARE ELIGIBLE FOR A FLORIDA EDUCATOR'S CERTIFICATE AS SHOWN BELOW.**

**PROFESSIONAL CERTIFICATE:** For issuance of a Professional Educator's Certificate valid for five years covering **EDUCATIONAL LEADERSHIP (ALL LEVELS)**, official documentation of the following requirement must be submitted to the Bureau of Educator Certification:

- results of your fingerprint processing from the Florida Department of Law Enforcement and the FBI. If your application or fingerprint report reflects a criminal offense or suspension/revocation record, your file will be referred to Professional Practices Services for further review. Issuance of your certificate will be contingent upon the results of this review.

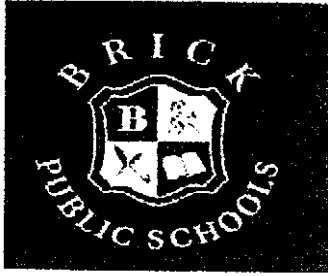
*If you are seeking employment in Florida, your employer will assist you in completing the fingerprint process.*

~~*If you do not plan to seek employment in Florida or if you have an immediate need for issuance of your*~~

~~*Professional Certificate, please contact us through our e-mail form at*~~

~~*<http://www.fldoe.org/edcert/contact.asp#Email> or by telephone at the numbers listed below, and we will mail a fingerprint packet to you. The fingerprint processing fee is \$56.25.*~~

***Please note: If you choose to have your fingerprints processed prior to Florida employment, it may be necessary to have your fingerprints reprocessed and you may have to pay a second processing fee as a condition of employment in a Florida public school.***



BRICK TOWNSHIP PUBLIC SCHOOLS

101 Hendrickson Avenue, Brick, NJ 08724  
Telephone (732) 785-3000, Fax (732) 836-1279

April 14, 2007

To Whom It May Concern:

It is with my pleasure that I write this recommendation for Melindo Persi. Mr. Persi has been serving as the interim Business Administrator for Brick Township Public Schools, while I served as President of the Board of Education.

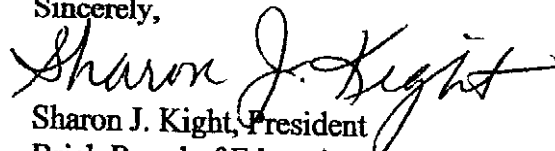
During my tenure as a board member, and more so as President, I have had the opportunity to work very closely with Mr. Persi on a day to day basis, and on special and emergency projects.

I found his work ethic impeccable. I will go as far as to say his work ethic is second to none in my experience as President. The manner in which he handles employees with grace and respect impressed me; as did the results he has produced in difficult situations, using the same resources and staff to succeed where others prior to him had not.

Mr. Persi's attention to detail and excellent organizational skills are just a few of his best attributes. In his short time in Brick, he has accomplished what others have not in years. Even though he has proven himself to us in a short time, he continues to aggressively seek out ways to improve or benefit the District.

Once one comes to know Mr. Persi, it is small wonder that he has accomplished what he has. His personality and intra-personal skills have taken him a long way. It was my pleasure to work with him. Additionally, any school district that Mr. Persi chooses to work for will be a much better place as a result.

Sincerely,

  
Sharon J. Kight, President  
Brick Board of Education

# Brick Township Board of Education



101 HENDRICKSON AVENUE  
BRICK, NEW JERSEY 08724-2599  
TELEPHONE (732) 785-3000  
FAX (732) 840-9089

*Administrative Offices*

## Reference Letter for Mr. Melindo A. Persi

December 2007

### To Whom It May Concern:

Please accept this letter of reference on behalf of **Melindo A. Persi**. I have known Mel for approximately 2 years first as the Interim School Business Administrator and most recently, as the Interim Superintendent for the Brick Township Public Schools.

Mel Persi was highly recommended to us and his professional experience is extensive and comprehensive. Mel has worked for the Department of Education as the County Business Administrator, as County Superintendent of Schools and as Acting Assistant Commissioner of Education and led the state takeover of the Paterson School district. Additionally, he has also served as a teacher, a local Superintendent of Schools in a number of school districts and as an Adjunct Professor for both Rutgers University and Morris County Community College.

After his formal retirement from public education, Mel served as Interim Superintendent in the Willingboro school district. While in Willingboro he was instrumental in securing a \$10M loan from the State of New Jersey to offset the school budget deficit that he inherited from the previous board and administration. Tough decisions had to be made, resulting in closing two elementary schools, and offering a retirement incentive for the employees that provided savings of about \$3.5M thus balancing the budget.

In my capacity as Board President, I had the opportunity to work very closely with Mel on a number of issues facing our school district. One of Mel's many traits is that he is an "excellent" listener and one who believes that everyone who is involved with the education of a child plays an indispensable role in touching the life of that individual.

When our Superintendent of Schools left, we looked to Mel to serve as the Interim Superintendent of Schools while still maintaining his role as the Interim School Business Administrator. The Board was unanimous in its decision to appoint Mel. He has united the Community, staff, and Board in working together in the Strategic Planning Process.

As the Interim Superintendent, Mel works tirelessly encompassing the process of "inclusion." He involves all the Board members, administrators and teaching as well as support staff. His process also includes and involves community members.

Mel's tireless efforts have resulted in opening up more Shared Services opportunities between the School District and the Township saving thousands of dollars. Mel has and continues to enhance our relationship with the Mayor and Council members so that working together we can better serve the needs of our Community and the children that have been entrusted to our care.

As a Member of the Brick Township Board of Education serving as its president and recently elected to serve to the Township Council, I have known numerous individuals involved in education. However, few have impressed me like Mel Persi. He is truly an extraordinary human being. He has integrity, compassion, sensitivity, dependability (Mel literally works 7 days a week!) and a blend of humility and righteousness. Mel's educational background and experience lend themselves, in my highly and unreservedly recommending him to you for any position. He definitely would be an asset to you in whatever capacity he serves.

Should you need additional information or if I can be of any further assistance, please do not hesitate to contact me.

*Sincerely,*

A handwritten signature in cursive script that reads "Brian DeLuca".

**Brian DeLuca**  
**President**

Distinguished Service Award

Presented to

Philip A. Poole

American Association of  
School Administrators

For Exemplary Leadership, Service and  
Commitment to Education

His dedication has brought honor to the profession

March 1, 2007

New Orleans, Louisiana

*[Signature]*

Executive Director

*[Signature]*



## **BRICK TOWNSHIP PUBLIC SCHOOLS**

101 Hendrickson Avenue, Brick, NJ 08724

Telephone (732) 785-3000, Fax (732) 836-1279

Email: mpersi@brickschools.org

**Melindo A. Persi**  
**Interim Superintendent of Schools**

### **Testimony of Melindo A. Persi before the Assembly Education Committee Thursday, March 6, 2008**

Good Afternoon:

Members of the Committee I thank you for the opportunity to share with you the Brick Township School District experience in developing the proposed 2008-2009 school district budget. With me today as resources are: the Mayor of Brick Township, Mr. Stephen Acropolis, and the School District Business Administrator, Mr. James Edwards, who is also the Vice President of the NJASBO.

As a point of reference, the Brick Township School District is located in Ocean County and is a K-12 School District with 10,606 students, operating 14 schools, 2 of which are high schools, 2 middle schools, 7 elementary schools, an alternative school, an Elementary Enrichment Center and a Primary Learning Center housing all the District's Kindergarten students. By district factor group the District is a D/E District. The community is built out with most of the available land gone and includes a number of large senior citizens housing communities.

Also as a point of reference, I have been involved in public education in New Jersey for the past 52 years having served in all administrative positions in local districts, at the County level as the Passaic County Superintendent of Schools, as County School Business Administrator, and at the state level as Acting Assistant Commissioner of Education. I have served in Rural, Urban and Suburban districts and was involved in assisting in the writing of the state takeover law, and in fact, led the state takeover of the Paterson School district in 1991. I have served in 12 different counties in this state and understand the differences in operation from one county to another. Presently, I am serving as the Interim Superintendent in Brick Township. I also serve as the present Executive Director of the Former County Superintendents Association, an association of some 65 former county superintendents of schools. I have had the privilege of developing and/or approving school district budgets under a variety of funding formulas.

The Chairman has requested that we relate the choices that the District had to consider in developing the 2008-2009 school district budget. At the outset, let me say that I have attended many of the hearings held by the various legislative committees during the past two years as they struggled with the notion of developing a new funding formula, and heard several times that the formula should deal equitably with all children in the state. We were excited that in the case of Brick, funds would be available to enhance and improve the program, as many of the Urban districts had done. As the formula was rolled out on January 24th, we were surprised that the District would receive only an increase of 2% which amounted to \$780,838. That fact, coupled with the fact that the District would be capped by a 4% increase on the tax levy, made the notion of improvement of program virtually impossible. We were faced with additional revenue from the tax levy of \$ 3,364,937 and increased aid in the amount of \$780,838 for a total of \$4,145,775, yet the increase in the salary account amounted to \$3,476,861, and there were increases in the insurance account of \$373,312, the utilities of \$446,127, the pension costs of \$1,382,033, and health benefits of \$1,943,694, totaling on the expense side of \$7,622,027, or a shortfall in revenue. At that point there was a \$3.5M shortfall for the 2008-2009 fiscal year. Given the fact that the tentative budget needed to be presented to the County Superintendent, due to waiver requests, for approval and review by February 15th, the District had only 15 working days to develop a budget and consider options for reductions in order to meet the deadline for filing. Most disconcerting was the fact that there was not sufficient time to share information and dialog as to options with the stakeholders in the community. The district had embarked upon Strategic Planning in September and over 450 volunteers were involved in the process. The Board of Education believed that the schools belong to the people and adopted a Strategic Planning Process that was transparent and inclusive. Yet, with the short timeline, it was impossible to be as inclusive as the Board would have wanted.

The Administration and the Board at that point considered a number of options in order to reduce the expenditure budget. Some of the items considered and discounted were charging a parking fee for high school students (Ridgewood Plan) to park in the school parking lots. That option would have realized \$198,000. That option was not accepted since it was believed that the District did not have the resources to properly administer and supervise the plan. Another option was to assess a fee for participation in extra curricular activities and athletics.(Glen Ridge Plan). That plan would have realized some \$299,400 and was quickly rejected due to the fact that additional time was needed to properly implement and discuss the plan with stakeholders. Consideration was given to purchasing a \$20 student use license for each student to provide them with four electronic textbooks, thereby saving some \$385,000 needed to replace textbooks. That option was also rejected due to the fact that additional time was needed to discuss the plan with stakeholders and to resolve issues of students not having access to the internet. All of these options will be discussed this year with the Strategic Planning Committee for possible inclusion in the 2009-2010 school district budget.

It became increasingly clear that it was necessary to make major reductions in a short period of time in order to meet the \$3.5 shortfall. The reductions consisted of removing \$24,000 from the budget to pay for graduation caps and gowns. The special police account was reduced by 50% or \$45,000, leaving only coverage of 2 special police officers during the day and one at night. It was decided to remove some \$375,874 from the budget to fund the replacement of textbooks. The textbooks would be replaced using a lease purchase plan. Not fiscally sound but necessary.

We had included in the budget an allocation for the employment of a Director of Human Resources. There are 1,605 persons employed by the District, yet there is no one in the capacity of a supervisor to handle negotiations and the many regulations imposed upon the district by Civil Service. The District is one of 9 districts in the state covered by Civil Service Regulations.

We had hoped to employ a Supervisor of Security. Certainly no one in these times would challenge the need for such a position. This position was removed from the budget, and will be placed as a special question along with a \$480,000 request for the replenishment of technology in the District. Considering that these items will require a 60% passage rate, it is doubtful that they will be approved by the voters.

The Brick Schools has approximately 18% of its student body classified, requiring special education. The District prides itself in the Autistic Program, a program that has been celebrated in the March Issue of The American School Board Journal, and praised by the Commissioner of Education, upon her visit to the District last year, yet there are only two persons in a supervisory capacity. We had included another supervisor in the proposed budget and subsequently removed it from consideration.

Three Technology Technicians were also included in the budget to augment the two technicians on the current payroll. To have only two technicians on the payroll to repair and service the many computers in the District is absurd, however that is reality.

The forgoing represented necessary new positions in the District; however, due to the lack of funding, were eliminated from the Tentative Budget for a savings of \$492,400.

A review of the coaching positions was made, and a reduction in the number of assistant coaches was reduced for a total savings of \$71,358. Four Special Education Teachers and six Paraprofessionals were removed from the budget for a savings of \$403,450, together with administrative and clerical savings of \$139,331.

After all was said and done, the District still needed to fill a shortfall of \$1,964,237, and it was clear that trimming expenditures was not the answer, and a large reduction was necessary in order to fill the gap. The Board and the Administration were adamant that above all, the educational program had to be secure. After one Public Hearing attended by 600 residents and staff, the Board of Education

upon my recommendation, voted to close the Primary Learning Center, a center that housed all of the District's Kindergarten students and transfer those students to their home schools for a savings of \$856,625 from a reduction in staff. Additionally, the Laurelton School, an alternate school housing five classes, would be moved to the Primary Learning Center. Additionally, \$1,082,937 would be appropriated from surplus in order to fill the \$1.9M gap. It should be noted that \$3,632,144 is anticipated to be appropriated in the next budget some \$ 2,390,764 more than the present year, leaving the District with a fund balance of 1.1% of the budget. The plan is that the Laurelton School will be sold and the proceeds would replenish the meager surplus.

All in all, major decisions had to be made in just 15 working days that should have included stakeholders and other community members. Considering that the adequacy budget is listed as needing an additional \$13,681,141, it seems that the current state of affairs, and going forward will not allow the District to arrive at that level. Looking forward, it appears that the 2009-2010 budget year will be as bleak, and significant reductions in programs would need to be made in order to meet the shrinking state aid.

Thank you.

Melindo A. Persi

**WILLINGBORO PUBLIC SCHOOLS**  
WILLINGBORO, NEW JERSEY 08046-2847



MELINDO A. PERSI  
INTERIM SUPERINTENDENT OF SCHOOLS

COUNTRY CLUB ADMINISTRATION BUILDING  
440 BEVERLY-RANOCAS ROAD  
TELEPHONE: (609)835-8665  
FAX: (609)835-3880

# **TEN MONTH PROGRESS REPORT**

**MAY 8, 2006**

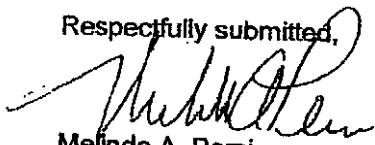
I am pleased to report, that despite numerous challenges the following represents the progress made to date by this administration in support of the "5500" Program:

1. Identified the 2004-2005 deficit and sought assistance from Department of Education.
2. Initiated a special question for the electorate to resolve the 2004-2005 budget deficit.
3. Recruited and recommended a permanent School /Business Administrator to provide stability in the Business Office.
4. Recruited and recommended a Treasurer of School Monies to ensure that cash is properly accounted for as required by statute.
5. Initiated an action for the receipt of \$10M loan to cover the deficit.
6. Planned and implemented a "Save Our Schools Program."
7. Recommended and initiated a Strategic Planning Process to provide a coherent system of long range planning for the district.
8. Recommended and initiated School Improvement Teams to improve student performance.
9. Recommended and initiated changes in the Human Resource Office to ensure appropriate and efficient staffing.
10. Recommended and initiated Systems 3000 to improve administrative software and improve financial accountability.
11. Recommended consultants in two major offices, Curriculum and Special Education to conduct needs assessments and develop improvement.
12. Recommended and implemented a Sick Leave Incentive Program thereby saving well over \$500,000.

*Success 5500*

13. Implemented an information flyer entitled "Board Bits" as a communication device to keep community informed of activities, programs, and events within the school district.
14. Initiated and implemented a \$265,000 grant as a Student Support Service at the high school in the areas of teen pregnancy prevention, drug and anger management.
15. Applied for a \$372,000 Elementary School Guidance Program Grant to provide counseling at each of the elementary schools at no cost to the district.
16. Completed 20 months of board minutes. Initiated action to complete the backlog of Board of Education minutes to make documents available to the public and district.
17. Reorganized the Business Office and introduced safeguards with respect to purchasing, payment of bills, payroll and other security issues.
18. Solicited and received a donation for \$60,000 to pay for the new accounting system.
19. Initiated an action plan to ensure that all staff is evaluated in accordance to Board policy, code, and statute.
20. Conducted a needs assessment to provide Curriculum Mapping for each content area. Identified 42 curriculum courses and initiated Curriculum Mapping..
21. Planned for the Reorganization of the School District resulting in a cost savings to the district for 2006 – 2007.
22. Established a positive rapport with the community through group meetings with various agencies and the clergy to provide information on the school district, resulting in a two-way channel of communication between the community and district.
23. Developed a Child Abuse Training program to fulfill mandate.
24. Obtained the services of a public consulting group to assist with reimbursement for Medicaid covered services provided to special education students.
25. Initiated in-service programs in the area of Special Education in order to improve programs at no cost to the district.
26. Changes were made to enhance and improve the format and content of the districts website.
27. Tech support was assigned to each school building to ensure that computers were updated and operational. Provided instructions to ensure that computers are properly maintained in order to provide classroom instruction.
28. Developed a school lock down plan in order to provide and ensure student, staff and community safety.

Respectfully submitted,



Melindo A. Persi  
Interim Superintendent

PUBLIC SCHOOLS OF EDISON TOWNSHIP  
OFFICE OF THE SUPERINTENDENT

MAP

MEMO TO: Members of the Board of Education

FROM: Melindo A. Persi  
Superintendent of Schools

DATE: July 18, 1996

SUBJECT: Twenty Month Progress Report

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Since the evaluation process of the Superintendent of Schools has now been completed, I believe it to be appropriate to publicly review the accomplishments of this administration, during my watch, since November 1, 1994. At the outset let me say that I am pleased concerning the progress made to date and as evidenced by the two positive evaluations of the Superintendent and the successful completion of a multitude of objectives.

During the past twenty months the following accomplishments are noted, which in my judgment, have advanced the school district in order to provide a quality education for all the children in Edison. During that same period, actions were taken by this administration which have saved or will save the taxpayers of Edison valuable tax dollars, and in some cases allowed the administration to reallocate resources to maintain a quality program.

Following is a list of noteworthy accomplishments:

- Implemented a revised budget process which focused upon assumptions, constraints and priorities of the school district as identified by a broad based involvement of staff and community.
- Revised the student registration process and implemented an Enrollment Center. Created a bounty program which focused on an aggressive plan to ensure that illegal students would not enter or continue in the district.
- Implemented a Saturday morning detention program at both high schools which reduced the number of "tardy" students at both locations.
- Fostered a relationship with the Edison Business Alliance for the establishment of a business partnership with the school system.

Recommended and implemented the highly successful "Business Education Days" for two years. The program is a career awareness program for the middle school students.

Through the relationship with the Business Alliance, acquired surplus furniture for the reorganization of the Central Office thereby again saving taxpayer dollars. The alliance also supported Project Graduation for the past two years. Again a saving of taxpayer dollars.

- Recommended, organized and implemented a retreat for the members of the board of education to improve the working relationship of the board of education. The retreat was cost effective, since it was held at no cost at the New Jersey School Board Field Office.
- Recommended and implemented student representatives at board of education meetings to improve the communication with the student body.
- Developed, recommended and implemented the criteria of hazardous bussing which resulted in a curtailment of the expansion of the hazardous bussing program and a savings of taxpayer dollars and a systematic approach to the issue.
- Planned and implemented a successful "Job Fair" to recruit quality teachers for the school district. Particular emphasis was placed upon recruitment of minority candidates.

Aside from advertising costs, the Job Fair was staffed with volunteers from the district.

- Instituted a reorganization of the central office to improve work flow. This resulted in a successful approval of the Table of Organization by the Board of Education.
- Instituted a revised personnel employment procedure with an emphasis of broad based community input and staff involvement and improved the paper trail to ensure that quality candidates are recommended for employment.

Increased the percentage of Edison residents on staff to 27%.

- Reduced the cost of staff dental insurance and realized a savings of \$400,000.
- Bid natural gas for the schools and reduced expenditures by \$94,000.
- Recommended and implemented a Win/Win process for negotiations with an attendant reduction of the increase of \$2.3 million in year one of the new contract and a savings of \$300,000 in medical benefits.

- Planned and implemented and will continue to plan for a referendum to provide adequate and safe facilities for students.
- Planned and recommended and is in the process of implementing a technology plan that will increase the number of computers from one to 292 students to one to 60 students.
- Recommended and will be providing a distance learning lab in each high school to improve the offerings at both high schools in a cost effective manner.
- Re-negotiated transportation contracts with a resultant savings of approximately \$40,000 in year one.
- Reduced the cost of the district insurance program by \$30,000 under budget.
- Implemented on a limited basis, due to the lack of personnel, a public information program re: "Board Bits", to keep the community informed, meetings with the Key Communicators, participation with the Chamber of Commerce, meeting with the Governor Teachers Recognition Personnel and most recently the initiation of the "Presidents Club".
- Improved the staff evaluation process with the result of the censoring of marginal employees through withholding of salary increments and/or removal from office, thereby improving the educational and support service delivery system.
- Recommended and developed a strategic planning process for the identification of a long range plan for the district. The process was completed "in house" at a savings of over \$25,000.

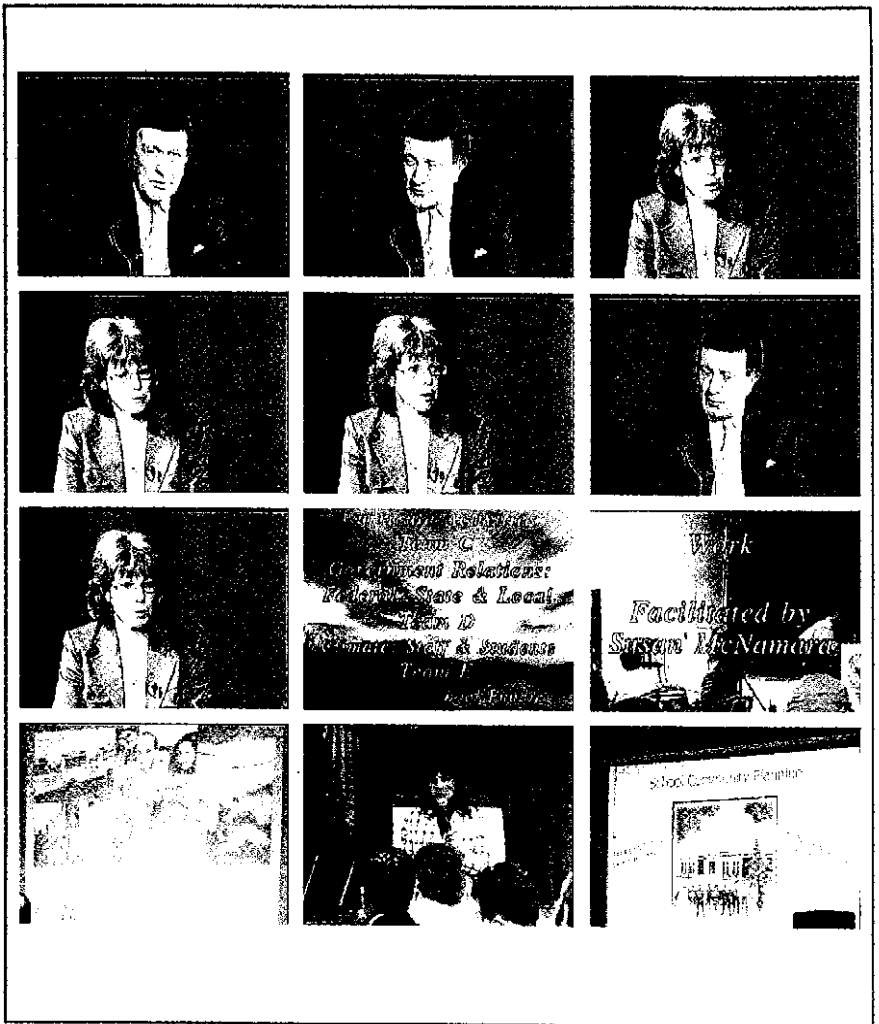
The plan will be used in lieu of a Comprehensive Middle States visit to J.P. Stevens High School thereby realizing a savings of approximately \$15,000.

- Reorganized the staff development programs to provide a means for the entire staff to receive timely inservice programs which will ultimately improve the districts quality of the educational program.
- Reorganized the Curriculum department to include staff training and supervision at the elementary level.

I want to thank the entire staff of the district for their contributions in the accomplishments of many noteworthy objectives this past twenty months. Their combined efforts will ensure a quality educational program in the most cost effective means for the students of Edison.

Board Members,  
As we'd  
with application.  
It is in the Bd.  
Office if you wish to  
check out.  
Mary

Brick Schools Strategic Planning



Brick Schools Strategic Planning

Duration 0.25.36