

Regular Meeting
South Orange-Maplewood
Board of Education
November 15, 2021

A Regular Meeting of the Board of Education of South Orange-Maplewood was held in the District Meeting Room at the Administration Building, 525 Academy Street, Maplewood, New Jersey as well as utilizing the online video conference platform on November 15, 2021.

Board President Thair Joshua called the meeting to order at 7:42 p.m.

Adequate written notice of this meeting of the South Orange-Maplewood Board of Education was sent to the Township and Village Clerks, The Star Ledger, the News Record, TAPintoSOMA.net, villagegrseennj.com and the District website.

PLEDGE OF ALLEGIANCE

ROLL CALL: Present: Board Member Bergin (Remote), Board Member Cuttle,
Board Member Joshua, Board Member Maini,
Board Member Malespina, Board Member Sabin,
Board Member Siders (Remote), Board Member Winkfield,
Board Member Wright, Student Rep. Noah Morros

Absent: None

NINE VOTING MEMBERS AND ONE STUDENT REPRESENTATIVE PRESENT

Motion made by Board President Joshua, second by Board Member Maini to allow distance participation in our monthly Regular Board Meeting.

Motion passed 9 yes, 0 no.

APPROVAL OF MINUTES

Motion made by Board President Joshua, seconded by Board Member Cuttle to approved the minutes of the October 18, 2021 Regular Meeting-Public and Executive Sessions approved as presented.

BOARD PRESIDENT'S STATEMENT

The School Board meeting is a business meeting in public not a meeting with the public. Oftentimes it may appear to members of our audience that the Board of Education takes action with very little comment and in many cases a unanimous vote. Before a matter is placed on the agenda at a public meeting, the Administration has thoroughly reviewed the matter with the Superintendent of Schools/Chief School Administrator (CSA). If the Superintendent of Schools/Chief School Administrator is satisfied that the matter is ready to be presented to the Board of Education, it is then referred to the

appropriate Board Committee. The Members of the Board Committee work with Administration and the Superintendent to assure that the members fully understand the matter. After the committee discusses the matter, it is presented to the full Board for discussion before any action is taken. Only then, is it placed on the agenda for action at a public meeting.

SUPERINTENDENT'S UPDATE - *Dr. Ronald G. Taylor*

Good Evening Everyone,

As we move into the season where many in our community pause to reflect and give thanks, I would like to acknowledge and thank all who have assisted our district in overcoming many obstacles to successfully launch and sustain our school year. Thank you to our school leaders, teachers, support staff, central office, counselors, CST members, school nurses, Facilities Department, custodians, students, families and community members; you have a hand in us reaching the Thanksgiving milestone. In the past we would have taken that for granted. We have all sacrificed to mitigate the spread of COVID-19 in our schools. We have all given some of ourselves towards the greater good of our school district family. As we entered last summer and this fall I repeatedly vowed that we would do all we could to return our students to schools that operated in a fashion that would be quote-unquote as close to pre-COVID as possible. That meant full days with lunch periods, traditional academic schedules, music, sports, clubs and after school programs. Thanks to you, we have been able to fulfill this promise while working tirelessly to keep everyone healthy and safe.

We did this while successfully implementing year one of our Intentional Integration Initiative and breaking ground on the first of many construction projects. Those two generational goals would have been considered ambitious during a typical school year and we are very proud of our progress thus far. We know that the challenge of COVID-19 is far more impactful than just physical illness. The social-emotional toll that our students and staff members feel cannot be ignored. We know the need for support is not always apparent from an individual's presentation. Over the last few years our annual budget has added mental health support to our schools. We urge our families to let your schools know if you sense that your child is having challenges that you cannot quite put your finger on. To our instructional professionals, school leaders etc., we also encourage you to do the same for yourselves. Let your supervisors or HR Director know if you need support.

We must continue to recognize that the threat of COVID-19 is still with us. We must stay vigilant. As recently as last week schools not far from us have had to close due to in school spread. To assist in preventing this from occurring in our schools we are providing additional testing opportunities in our district while also publicizing and encouraging vaccinations for all of our stakeholders. To that end, to our families of students who are not yet

fully vaccinated, please be on the lookout for a Thanksgiving Travel Survey that will assist us in continuing to stop the spread of the pandemic in our schools. Similar to our Fall Break Travel Survey, we will share your responses with our principals so they can ensure that virtual instruction is verified and in place for your child.

Lastly, as we give thanks I would like to personally and publicly thank our Board of Education, Senior Leadership Team, Lead Nurse Porter, Departments of Health, Mayor McGehee, Village President Collum, our teachers and principals for your tireless support as we continue to push through the challenges of the pandemic on behalf of our children, families and community.

Underhill Field Architect Presentation

Mr. Burnside introduced Mr. Scott Downie of Spiezle Architectural Group who presented an update on the Underhill Field Project.

[Presentation on file in Board Secretary's Office & the District Website].

Comprehensive Maintenance Plan

Mr. Burnside presented the Comprehensive Maintenance Plan detailing the following:

- What is the Comprehensive Maintenance Plan and what is the purpose?
- What is the scope of the Comprehensive Maintenance Plan?
- What are the requirements of the Comprehensive Maintenance Plan?
- What are the required maintenance activities of the Comprehensive Maintenance Plan?
- Actual Fiscal Year 2020-2021, Budget Fiscal Year 2021-2022, Planned Fiscal Year 2022-2023.

[Presentation on file in Board Secretary's Office & the District Website].

BOARD PRESIDENT'S UPDATE - *Board President Joshua*

Welcome

Congratulations to Qawi Telesford, Arun Vadlamani and Kaitlin Wittleder on their election to the Board of Education. They will be sworn in on January 5th in person at 525 Academy Street in Maplewood. We are looking forward to working with you all.

COVID testing

The district's continuing partnership with MediMobile to provide COVID testing is still ongoing. Testing is readily available every Saturday from 9am - 3pm, at the CHS Gymnasium and as of last week, every Wednesday from 4-6pm here at 525 Academy St. Anyone who lives, or works, in Essex County is eligible to get tested. The Board strongly encourages district families to take advantage of the testing program.

Ethics Update

On Tuesday September 28th, Board Member Malespina went directly to the School Ethics Commission to ask for clarification on the advisory opinion about leaving the dais during the presentation at the September 20th meeting.

A week later, on October 5th I drafted a letter to formally ask for clarification and circulated it amongst the Board. Later on the 5th, I was informed that the School Ethics Commission had already replied to the initial email request by declining to opine about a past event and suggested the Board could ask for an additional opinion if necessary.

After receiving Board Member Malespina's email to the Commission, I sought legal counsel on whether the Commission could provide guidance on how to enforce their opinion. After hearing that they could, the Board decided to wait for any future guidance from the Commission.

On October 25, the School Ethics Commission denied the Board's request for an advisory opinion and referred us back to legal counsel. In sum, legal has stated that while there is no requirement to leave the dais during a public discussion, leaving the dais would make a stronger case against impropriety if anyone ever challenged.

I want to reiterate that Board Member Malespina was not accused of anything improper that caused the Board to seek the clarification of the advisory opinion.

Essex County SBA Meeting

Lastly, I was pleased to attend this month's County SBA meeting at the Glen Ridge Country Club. Special guests included the Acting Commissioner of Education, Dr. Allen-McMillian and Lt. Gov. Sheila Oliver. It was good to attend in person and hear inspiring speeches from both Lt. Gov Oliver, Dr. Allen-McMillan and the 2021-22 Teacher of the Year, Ms. Theresa Maughan.

STUDENT REPRESENTATIVE REPORT - Noah Morros

As the days shorten and the temperature becomes colder our school year is only heating up. Students around the district are finishing up the first

quarter and slowly becoming reacclimated with being back in the building. I had the pleasure of meeting with the Maplewood Middle School student council. I was able to share the details and experience of high school student council as well as the Board of Education's role in their school. I also got involved in the committees that the students split into later in the meeting. They were planning school events, how to advertise them, run their school store and even had a committee to bring student concerns to MMS Principal Ms. Gronau.

Most importantly, I spoke with students not only about their concerns, but also what they enjoyed within MMS. The students that I spoke to are fond of their classmates and teachers and genuinely enjoyed all that MMS has offered, though it would be remis of me to say they did not have ideas about things they thought could be done better or added to the school, with a few standing out to me in particular. First, is the addition of organized sports for students with special needs. After speaking with Dr. Taylor this is something the district and Vanessa and I would all like to focus on in the coming weeks. Second was repairing and adding additional water fountains at MMS. As of late October, there is only one operational water fountain in the building. This is something that needs to be and can be fixed. Luckily, the facilities department is currently focusing on this with the addition of bottle filling water fountains in the near future. Lastly is the addition of more vegetarian and halal food options in the cafeteria. Something that can be improved throughout the district. Seeing as how school lunch is free this year, students who are vegetarian or whose religion may not allow them to eat certain types of meat may rely on school lunch this year, especially after a hard year of COVID, but they may not be met with nutritious meals. This is something that can be fixed and Vanessa and I look forward to assisting with this change anyway that we can.

The CHS student council has also been extremely busy this month, kicking off our Autumn Food Drive today, which will last until this Friday, November 19. All nonperishable items can be dropped off in the cafeteria or at the front desk. The Columbia High School Fishing Club is also hosting their *Fill the Net Campaign* and will be accepting donations of canned fish in Room A301 until December 22. These are two great causes to support and it continues to impress me how much students at CHS want to get involved with the community.

Lastly, I want to thank Mr. Sanchez, CHS Administration and teachers. October 26, CHS students were able to take the PSAT which provided many students the opportunity to earn awards and college scholarships. Thank you again for helping CHS students earn these opportunities.

HEARING OF INDIVIDUALS AND DELEGATIONS

Rocio Lopez

My name is Rocio Lopez I am here as the President of SOMEA (South Orange Maplewood Education Association) and I am also now a proud resident of Maplewood so, I have a voice as a teacher in the District for 21 years, as President of SOMEA and as a resident. The first thing that I want to say is enough saying SOMEA is a part of the decisions. SOMEA is not being invited to many decisions that are happening in the District. When we are invited we are invited to the last meeting where everything has already been decided. I want you to stop using the name of our association and saying that we have made decisions. Honesty and transparency should be the first thing that we have in this district. I moved to this district because I have pride in South Orange and Maplewood, to me they are the best towns in New Jersey. For many years I could not afford to live here. I moved from a townhouse to a little apartment to be able to live here. 21 years in the district and guess what, my salary still does not make it. I have three jobs in order to be able to live here and many of my colleagues are the same way.

What do we get all the time? Please do this, it's for the kids and we do it. But, what about our kids? We have neglected our own kids to give it to your kids. Is there a point where you are thinking about our kids as well? Do you know that we also have families and that we cannot afford to pay for our kids to go to college? We have to take out loans to pay for their college education. Have you considered that in order to provide for our children we have to work more than one job.

Shira Lincoln

Good Evening, my name is Shira Lincoln the Vice President of SOMEA, educator in the district for 24 years and a graduate of CHS. Tonight, I would like to expand on the questions and concerns that were asked by Board Members at the November 9th meeting regarding the HeyTutor proposal. Board Members Malespina and Wright shared concerns regarding outsourcing. The Village Green quoted Dr. Friedman stating that "The District has reached out to half a dozen teachers in house to provide tutoring and they are struggling to find teachers who are interested in filling the role". I ask, is reaching out to six teachers a true effort? If the district were actively trying to fill this position, why has there not been communication to the over 700 educators in the district? Dr. Friedman is also quoted saying that teachers would be paid at "The contracted agreed upon rate". There has been no discussion with SOMEA leadership with regard to teachers providing this service or compensation as no rate currently exists in the contract and it must be negotiated. Board Member Wright raises concerns regarding meeting the needs of our underserved and unrepresented students. Dr. Friedman specifically referenced the need for a tutor to assist with an elementary student doing middle school math. The question should be asked, is the district actually looking to support student learning or is it more focused on math acceleration? If student learning was

truly the focus, federal grant funds that Ms. Bodnar referenced can be spent in more effective ways. Board Members Maini and Cuttle shared concerns regarding doing due diligence, finding best practices and doing better for our students. When a proposal is shared, a plan usually accompanies that proposal. It seems that the C&I department is yet again putting the cart before the horse. We have seen the domino effect and consequences that have occurred with outsourcing related services such as our OT/PT and speech therapists, paraprofessionals, elementary lunch aides and custodial staff. I ask the Board to consider the potential consequences. Board Member Wright is quoted as saying that "These wounds are self-inflicted". As a Board you have the power to stop these self-inflictions. SOMEA is willing to engage in this process, we just have to be given a valued seat at the table.

Patrice Massung

My name is Patrice Massung. I am a second grade teacher at Marshall Elementary School and also the chair of both the Professional Rights and Responsibility Committee and the Negotiations Team for SOMEA. As a member of SOMEA's Executive Board, I and others were asked to look over the calendar in preparation for this school year. It is our job to make sure that the calendar follows out contractual obligations. It is not within my purview to monitor holidays and vacation time. In my 12 years in SOMSD, as a district, we pride ourselves on being culturally responsive and I know a lot of that work is ongoing. Parent-Teacher conferences this fall are scheduled for December 1-3, this is in direct conflict with the celebration of Hanukkah which starts on Sunday, November 28 and ends on Monday December 6. There are many families as well as staff in the district that will celebrate this holiday and for whom this conflict will present a hardship. Flexibility is one of the components of the Danielson Framework and as teachers we are expected to be flexible. As administration we ask the same of you. Elementary parent-teacher conferences should be rescheduled so that they will not be in direct conflict with this religious holiday.

Kristie Thomas

My name is Kristie Thomas and I teach history at Columbia High School. I've been in the district since 2011, hold two master's degrees in education and I am only on step 7 in our salary guide. In my years at Columbia I have served as chair of the Middle States Committee, ran student activities, co-chaired the School Climate Transformation Project which serves to use data to make meaningful advancements and improvements at Columbia High School, I've advised various clubs including Junior States of America, the Debate Club and Quiz Bowl. I am currently serving as Senior Class Advisor and teach four sections of AP US. I have written curriculum and served as a mentor to new social studies teachers. For me, the reality of our salary guide is currently quite grim. People hired after me with less experience and with no

institutional knowledge of our district are offered more money because of the salary freezes and collapsed steps that have plagued us. I am on step 7 on our guide despite my 11 years of experience. Our salary guide does not reward loyalty and does not offer any incentive for those of us who have pledged the majority of our careers, for me my entire teaching career to SOMSD. There is no incentive for us to stay. In practically any other district in the county I would make far more money than I do and in fact if I left the district and was rehired here next year I would receive an \$11,000 raise. To supplement my income, I am forced to work outside of school several jobs. Where is the respect for those teachers who have dedicated their careers to SOMSD. I love what I do and I love my students dearly, but I am pleading with the Board to recognize this reality. The number of teachers who leave the district each year is staggering. You have the power to change this by paying us as the professionals we are and creating a salary guide that is commensurate with the hard work and professionalism that we do and with the neighboring districts. Please heed the call and come back to the table to bargain in good faith.

Tivoli Hunt

My name is Tivoli Hunt and I am teacher at Tuscan, the mom of a second grader at Tuscan and a graduate of this district. I am here tonight with two other teachers from Tuscan to read a statement we broke into three parts. This is on behalf of the entire staff and signed by more than 30 teachers at Tuscan. When the pandemic started, we had to completely change gears and make virtual learning work. We rose to the occasion and in the words of administrators stepped up to the challenge and exceeded expectations. We worked around the clock to make virtual learning as positive and helpful as possible for all of our students. We learned new platforms and programs on our own time and with limited training and supported our Tuscan families and students in any and every way possible that we could. None of us went into teaching to sit at a computer all day, we love being in classrooms with our students working with them hands on, making connections and watching them thrive, but we did what we had to do and worked impossibly hard to continue to be interactive, make connections and watch our students learn and grow. This year the safe return to school was celebrated by all students, parents and educators, yet for many of us in SOMEA the return to school has been extremely challenging as this year has been fraught with new frustrations. We are facing a lack of supplies in curriculum materials, not enough training on new curriculum, substitute and lunch monitor shortages, construction challenges and more. We are being pulled for recess/lunch duty during our lunch and prep times, among the many other duties that we are responsible for accomplishing within our contractual hours, including grading papers, planning for whole group and differentiated instruction, bulletin boards, data spreadsheets and the list goes on and on.

Claire Sinclair

My name is Claire Sinclair, I am a Tuscan teacher for 15 years. I am also the parent of two Columbia High School graduates and a graduate of Columbia High School myself. I am continuing the letter we wrote as a staff.

Most importantly we are facing extreme challenges in supporting students who are being greatly impacted by this pandemic. Academically we see the impact of the pandemic in a much larger gap between our lowest and highest performing students. It continues to be a challenge to keep up emotionally and physically for many of them. Behavioral issues including lack of self-control, focus, stamina and executive functioning skills have been in the forefront as never before. We have returned to classrooms where students have missed out on social and emotional learning aspects of school for a year and a half. This has been a priority for us and while supervisors continue to echo agreement and its importance it is always followed with you must insert new curriculum or online platform to collect data then record that data in a new format sometimes in duplicate. Our students and their families need so much more from us. We teachers are completely exhausted and drained. We are constantly being reminded about selfcare by our administrators but seriously, when are we supposed to practice this selfcare and now most importantly we are seeing exactly how little the district has appreciated our sacrifices and how much our hard work and precious time has been taken for granted.

Jessica Wheeler

I am a resident of South Orange, a teacher at Tuscan School and a parent of two children in the district and I will complete the letter that we wrote as Tuscan staff. We started the year without a contract but we were hopeful that negotiations would go smoothly especially considering that pandemic exposed just how important and irreplaceable educators are. Instead negotiations broke down as soon as SOMEA asked for a pay raise. The requested pay raise was not just SOMEA asking for more money as an effort to get our salary guide closer to being commensurate with surrounding comparable districts in Essex County. This Board of Education voted to give our Superintendent a \$30,000 raise prior to his contract being up for renewal. We only wish educators were valued in the same way. Many teachers and staff have left this district to make more money in surrounding areas as a result of the inequality of our pay compared to surrounding districts. We supplement our incomes by working more than one job to make ends meet. We tutor, we teach Beyond the Bell, we coach, we write curriculum, we work as music educators at local churches and so many more second and third jobs that keep us away from our own families. We are so disappointed with the way things have gone and that we have to be here tonight reading this to you. Many of our children attend or have attended schools in this district and we want the best learning environment for them and for all district students. Many of us went through and graduated from this district and feel pride to work here because we believe in this

district. We teachers give our students and families in this district our all every single day, sometimes at the expense of our children and families and sometimes at the expense of our own mental and physical health. In spite of all of our passion and dedication here we are tonight asking for the respect and appreciation that we deserve. Please stop telling us how amazing we are and how much were appreciated and show us by providing us with salary guide that is fair.

Talya Rothenberg

My name is Tayla Rothenberg and have lived in Maplewood for over 35 years and raised four children here. I worked in the school district as a long-term substitute teacher, Achieve tutor, pod teacher last year and for many years a Hebrew School teacher. I am here to read Tamar Herman's official October 13, 2021 statement so that it is made a part of the record. She is a second grade teacher at Seth Boyden School and has been a friend and colleague of mine for over 30 years. Along with other professional encounters, I've worked in her classroom as an Achieve tutor and I've had many opportunities to observe and learn from this very professional dedicated, loving and hard-working teacher. Here is her statement.

This is a message to my community, Maplewood and South Orange. The community that I grew up in and chose to teach in. I am a second teacher I've been helping kids for over 30 years. I help kids tie their shoes, I help kids put on their jackets, I help kids put on their band aids, I help kids learn every day. Often, I am standing near my students to give them instruction or to review their work. Last week, I asked one of my students to raise the hood of her sweatshirt, it was covering her eyes, with her mask on too her whole face was covered. I gently got her attention by brushing up the front of her hood. The moment I realized she was not wearing her usual hijab underneath she kept the hood on and the learning went on, that is what happened. My students have missed in person learning for half of kindergarten and most of first grade. I love teaching my kids, I love watching them grow and blossom, I love Seth Boyden. I always have. Seth Boyden is a special school, with teachers, staff, kids and parents who go the extra mile. I miss you Seth Boyden. I believe in Maplewood and South Orange, our kids need us now more than ever. Let us be there for our kids. Let us cultivate a climate of acceptance, tolerance, compassion and respect for all. Diversity is our strength it should not divide us. I always tell my students to try their best every day and I do the same. I try my best every day! And I always have and I always will. To my second grade students and the Seth Boyden Community:

I pray we can move forward as on community. Let us find a place where all of us can be our best selves and make a better kinder world. I miss you so much!

Leah Van Doornik

I am Leah Van Doonik and I am the music teacher at Seth Boyden, I am in my 12th year as a teacher, my eighth in this district. I'm a proud member of SOMEA, my salary is public record, I make \$57,260 a year on step five. For the 2021 school year the income cut off for free and reduced lunch for a family five is \$57,424. I am also a resident of Maplewood and a single parent of four children, two of whom are now in college and two who are students at Columbia High School. I speak with trepidation tonight, because it really stinks to put my personal business out in the public but I think that your need to hear what I have to say outweighs my feeling of vulnerability. My own kids were on free and reduced lunch in this district when I began working full-time. That was also the first year that anyone asked for proof of eligibility. I don't think that was a coincidence. Eventually I missed qualifying by merely hundreds of dollars and as others have spoken, I also work multiple jobs in order to make ends meet. My kids contribute to my household, so my daughter paid for a Christmas tree so that we wouldn't have another Charlie Brown year as last year. I know that I am doing the best that I can and did you know that 30% of your gross income should be your rent, well when I started working here mine was 52%. I am glad now that it has gone to 42% but that is just because I live in smaller and smaller places. I am currently in a two bedroom apartment with my four children and myself. We could talk about pandemic life and how it was a professional responsibility for me to provide enough internet. I could also tell you how I sat outside of Seth Boyden to teach and attend meetings so I could do my job. When I asked the district for assistance I was told there was none for teachers we had to provide it. Thankfully my kids go here so I could get a district hotspot. I taught from my deck because that's the only space I had and every day I went and picked up lunch and breakfast for my kids to provide for my kids. I am glad you are doing that again this year; thank you for that. There are so many things that I could tell you and it's embarrassing, but I am putting myself out here because shame on you. You can do better.

Lynn Irby

My name is Lynn Irby, Principal of South Orange Middle School and President of ASCA the organization that represents all Principals, Assistant Principals and Supervisors in the South Orange Maplewood School District. It is rare that ASCA participates in public comment at Board meetings, but I do so this evening as a matter of urgency. On October 19, ASCA sent a letter to the District SLT and my comments tonight highlight our concerns as a body regarding the October 18 Board of Education, 10:30 p.m. hand carried resolution to enact and immediate moratorium on student suspensions as well as a new privacy policy. We wish to be clear that this is not a pro suspension statement. We believe in the power of restorative practices and have demonstrated that commitment as a body for years. Our concerns are on behalf of our students, staff and our members. ASCA members have not been set

up for success to support students. We were blindsided by the decision and to date have not received adequate clarity on the specific ways with which we are expected to apply the code of conduct differently. When crises or safety situations involving our young people occur, timeliness is critical for our students and staff. We are concerned as an organization about the amount of time it takes for us to reach our central office and hear back from them while students are in crisis and in limbo, while we wait to hear back. Waiting for hours on end heightens our students and families and prevents our social- emotional support team from doing its urgent work with students. Board members suggested to the community that suspensions are made without careful thought and as a last result. This could not be further from the truth and is wholly insulting to our members. We are firm believers of restorative practices. The Board painted a negative picture of our members to our community. My colleague will resume our statement.

Melissa Butler

There is great irony in the Board's emphasis on restorative practices for this decision. When this Board of Education violated the basic tenets of that approach, hearing from those most closely involved impacted by a decision. There are members of the Board of Education with a background in Education, we safely assume that they would want to be on the receiving end of this heavily handed approach to change management in which this Board of Education engaged. Inaccurate information was shared with the community on October 18. 100% of suspensions in the district to date were not black, African American students as the Board stated on October 18. We know of the at least three district schools where non-black, African American students were suspended. The Board should correct this inaccurate data for the public record. If this was the rationale for this decision ASCA members request clear and specific resources and support for African American students other than an acting moratorium. To date we have not received written direction or updates to the updated privacy policy. Some ASCA members have suggested that is violation of the Memorandum of Agreement with the South Orange and Maplewood Police Departments. Throughout the Board Meeting, Board of Education members reiterated that our children are facing an increase in social emotional challenges, dysregulation and an increase in peer conflict and peer to adult conflict. We agree yet at no time during the Board's discussion of the moratorium was there a discussion about how financial or personnel resources would be directed to schools to support our student's pressing needs. This action does not meet the needs of our most vulnerable students.

Henry Cittone

I speak today on behalf of the South Orange Maplewood Anti-Semitism monitoring committee. We are here to demand the immediate reinstatement of Tamar Herman to classroom teaching at Seth Boyden. The complaint and the

investigation of the teacher have been shown over the past month to be based on one thing, the anti-Semitic beliefs of the complainant and supporters in town. The attorney for the complainant now admits in the press weeks afterward that we don't believe there is necessarily a law enforcement case or crime here. So why is this investigation still unresolved? Were not waiting on the prosecutor's office any longer. There are teachers and administrators in this district still in the classroom who had more serious allegations made against them. They got due process not a suspended investigation that appears to be in permanent stasis. Why are Jewish faculty subject to a different process? The disparate treatment of this case is likely to be found to be a violation of the Civil Rights Act. Is the rule in this District going to be for Jewish faculty immediate suspension upon any allegation, no matter how baseless or unlikely? We already have parents from Seth Boyden saying the teacher's story matches what happened. Parents are saying several students said it was not a hijab. By the way this complainant has also raised a similar issue at a school in Jersey City before she came to this district, of course over there they did not suspend a teacher despite the allegation. So, I ask the Board and Mr. Taylor to please conclude this investigation, restore her to teaching immediately and then do what you need to do finish the investigation, but please do not leave her in stasis for the rest of the year.

Nathan Marinoff

1. The name of Jefferson Elementary is scheduled to be changed because Thomas Jefferson was a slaveholder. Is the Board also planning to change the name of Columbia High School because of Christopher Columbus' treatment of Native Americans? If not, why not, and what does that refusal signify?
2. Is the primary duty of this Board to look out for the welfare of the children who attend school in the district? If not, why not, and what is this Board's primary duty?
3. What connections, if any, do the members of the Board have to outside contractors who receive funds from the district?
4. Have any members of the Board accepted any funds from such contractors, whether towards campaign expenses or otherwise?

Thank you for your time.

Katy Perez

I am aware of the COVID disease that is around in this world today. The fact is that my kid, and most other children in this district are not at risk for this disease at all. Even though I have been vaccinated, I do not feel the

want or need to vaccinate my child at all. It will never happen. I hear rumors that a COVID Vaccine will eventually be required for school children in New Jersey. All I will say is that such a mandate is unscientific and unnecessary, and many parents and children will be against that and push back. Allow parents and families to make the best choice for their children.

Julie Dechen

Regardless of any issues we have had in the district, one thing has always remained consistent- both of my kids have had amazing, dedicated teachers. When friends are considering moving here but are concerned about what they read about the schools, I say the same thing to them, we have always had fantastic teachers. I was deeply saddened to learn that one of our amazing teachers decided to retire early last year. Obtaining and retaining talent is such a necessity for this district, especially if the district is truly committed to having a more diverse faculty and it is not just lip service. Please pay our teachers fairly. We all know they deserve much more than what they're asking for, and we cannot afford to lose any more.

Dr. Taylor

Good Evening Everyone and thank you to all who took time out of your evening to give us your opinions and public speaks. Unfortunately, I cannot respond to comments/requests about negotiations because of legal standards but if there are issues noted that are not referencing negotiations I will be able to respond.

- Regarding concerns around giving teachers opportunities to initiate and participate in tutoring, I am very excited to hear that and we will reach out regarding that opportunity with a more wide spread approach.
- With regard to the conflict that was noted with the holiday and parent teacher conferences, we did share that with those who gives us feedback on our calendar annually, to share ideas of how we can rectify that. We took those responses and we have a follow-up meeting this week to alleviate that conflict. So, thank you for the comment on this we appreciate it and when it was pointed out to us we made sure to reach out to our partners who often give us feedback on our calendars.
- To the ASCA leaders, I've had direct conversations with you and direct exchanges with your group regarding this topic and I've also shared those exchanges with the Board to keep them abreast of your concerns, our responses and those things that we put in place. Immediately following the moratorium that was voted on at the last board meeting. We are committed as we stated before to engaging in more professional development, refreshers for some regarding restorative practices and

again we are inviting the ASCA President to continue that conversation with us and the previous vendor that we've use for many years for training on restorative practices.

- I cannot comment on a teacher that is involved in an investigation, but I acknowledge the comments that were received.
- The comment on the naming of Jefferson School and Columbia High School is acknowledged.
- Regarding the mandate on student vaccinations, we have not received that mandate from the state. For those who are aware how these mandates occur, they are usually generated from the Governor's office via the Departments of Health and Department of Education.

COMMITTEE REPORTS

POLICY COMMITTEE - Board Member Bergin

The committee discussed the following policies for first and second reading:

Policies for second reading

- 2425 Emergency Virtual or Remote Instruction Program
- 2422 Health & Physical Education
- 2431 Athletic Competition

Policies for first reading

- 1540.1 Personnel - Employee Personal Relationships
- 2417 Pupil Intervention and Referral Service
- 2421 Career & Vocational Education
- 2467 Surrogate Parents and Resource Parents
- 3283 ELECTRONIC COMMUNICATIONS SCHOOL STAFF (M)
- 4219 Commercial Driver's License Controlled Substance & Alcohol Use Testing
- 4283 Electronic Communications Between Support Staff Members and Students
- 5111 Eligibility of Resident/Nonresident Students

FINANCE FACILITIES & TECHNOLOGY - Board Member Wright

The committee discussed the following:

- Construction Update
 - Response to safety letter(s) from NJDOH on Clinton construction
- Health and Safety of District Buildings
- Policies:
 - Policy 8330 Student Records - a mandatory policy that has not been reviewed since 2004

- o Policy 7450 Property Inventory - a mandatory policy that has not been reviewed since 2001
- o WebEx technology use for meetings
- Open FFT Meetings
- New Business
 - o Two resolutions were reviewed by the Business Office including for the new Bond issuance and the annual comprehensive maintenance plan. The committee was also notified that budget meetings with district leadership have been scheduled for November.

PERSONNEL & LABOR RELATIONS - Board Member Maini

The committee discussed the following:

- October 2021 Personnel Resolutions
- Residency Update - Dr. Perez was not present. A residency update will be provided at the December meeting.
- Staffing Demographic Report Update
 - o Ms. Robinson provided a detailed analysis of 2021 staffing changes.
- Employee Relationship Policy - This policy has been thoroughly reviewed and will be forward for first read.
- Committee members inquired about the teacher coach positions. Dr. Taylor shared that this item is currently under negotiation with SOMEA leadership.
- Policies
 - o 3221 - Evaluation of Teachers
 - o 3222 - Evaluation of Teaching Staff Members, Excluding Teachers and Administrators
 - o 3223 - Evaluation of Administrators, Excluding Principals, Vice Principals & Assistant Principals
 - o 3224 - Evaluation of Principals, Vice Principals & Assistant Principals
 - o 3142 - Nonrenewal of Nontenured Teaching Staff Member
 - o 4146 - Nonrenewal of Nontenured Support Staff Member
- The following policies were mentioned and will be forwarded on for first read:
 - o Electronic Communication - Committee members suggested submitting this for a first read.
 - o 4219 Commercial Driver's License Controlled Substances and Alcohol Abuse

ITEMS FOR ACTION

Motion made by Dr. Taylor, seconded by Board Member Maini that the Board of Education approves the following except 4225 (severed):

4216A. RETIREMENTS

| NAME | ASSIGNMENT | EFFECTIVE DATE | YEARS IN DISTRICT |
|-------------------|---|----------------|-------------------|
| Betcher, Susan | School Social Worker CL/SM - 1.0 FTE | 1/1/22 | 17 |
| Dos Santos, Carla | T Spanish SOM - 1.0 FTE | 1/1/22 | 22 |

4216B. RESIGNATIONS

| NAME | ASSIGNMENT | EFFECTIVE DATE | YEARS IN DISTRICT |
|-----------------|--|----------------|-------------------|
| Florance, Jill | Dispatcher DIST - 1.0 FTE | 11/30/21 | .4 |
| Goodman, Treena | Clerical Aide SM - 1.0 FTE | 1/4/22 | 12 |
| Rossen, Anina | Library Media Specialist SM - 1.0 FTE | 12/28/21 | 1 |

4216C. APPOINTMENTS

(This employment is conditional and subject to the disclosure requirement; pending compliance with NJ Public Law 2018, Chapter 5)

| NAME | ASSIGNMENT | EFFECTIVE DATE | ACTUAL SALARY |
|---------------------|--|-------------------|--------------------------------------|
| Costello, Katherine | Instructional Coach DIST 1.0 FTE | TBD 6/30/22 | Current Salary + 2 months' pay |
| Hart, Yves | Instructional Coach DIST 1.0 FTE | TBD 6/30/22 | Current Salary + 2 months' pay |
| McGrath, Theresa | T 1 st /2 nd (Multiage) MAR - 1.0 FTE | 1/4/22 6/30/22 | \$57,260* |

* SOMEA salary based on 2020-21 agreement

4216D. CHANGE IN END DATE

| NAME | ASSIGNMENT | OLD END DATE | NEW END DATE |
|-----------------|-----------------------------|--------------|--------------|
| Cohen, Scott | T Business CHS - 1.0 FTE | 11/19/21 | 11/10/21 |

4216E. CHANGE IN START DATE

| NAME | ASSIGNMENT | OLD START DATE | NEW START DATE |
|--------------------|------------------------------------|----------------|----------------|
| Langley, Nicole | School Bus Driver DIST - .6 FTE | 11/8/21 | 11/9/21 |

4216F. LEAVE REPLACEMENT APPOINTMENT FOR THE 2021-22 SCHOOL YEAR
(This employment is conditional and subject to the disclosure requirement; pending compliance with NJ Public Law 2018, Chapter 5)

| NAME | ASSIGNMENT | EFFECTIVE DATE | ACTUAL SALARY |
|------------------------|-------------------------|--------------------|---------------|
| Selesky, Jacqueline | T Dance MM - 1.0 FTE | 1/19/22 6/30/22 | \$53,660 * |

4216G. TRANSFER

| NAME | OLD ASSIGNMENT | NEW ASSIGNMENT | EFFECTIVE DATE |
|-----------------|---------------------------------------|-------------------------------------|---------------------|
| Lewis, Alvin | School Bus Driver DIST - .6 FTE | School Bus Aide DIST - .6 FTE | 11/16/21 6/30/22 |

4216H. LEAVES OF ABSENCE

| NAME | ASSIGNMENT | EFFECTIVE DATE |
|----------------------|------------------------------|--|
| Giarratana, Jason | AV Tech DIST - 1.0 FTE | 11/15/21-11/29/21 (Unpaid Medical Leave) |
| Inn, Hee Sook | T SPED/INC TUS 1.0 FTE | 11/8/21-11/19/21 (Paid Sick/Personal Days) 11/22/21-12/1/21 (Unpaid Medical Leave) |
| Lachmund, Jordyn | T PE CLIN - 1.0 FTE | 12/22/21-2/28/22 (Unpaid Childcare Leave) |
| Lawrence, Stacey | T English CHS | 11/8/21-11/12/21 (Paid Sick Days) |

| | | |
|------------------------|-------------------------|---|
| | 1.0 FTE | 11/15/21-12/23/21 (Unpaid FMLA) |
| Leggio, Vincent | T SCI MM 1.0 FTE | 12/13/21-1/4/22 (Paid Sick/Personal Days) 1/5/22-3/4/22 (Unpaid FMLA) |
| Wieboldt, Katherine | T Math SOM - 1.0 FTE | 11/30/21-6/30/22 (Unpaid Childcare Leave) |

4216I. STIPEND

| NAME | ASSIGNMENT | EFFECTIVE DATE | SALARY |
|------------------------|------------------------------|---------------------|------------|
| Lawrence, Stacey | Guildscript CHS - .5 FTE | 10/29/21 6/30/22 | \$1,661.50 |
| Zavocki, Mary Alice | Science Fair MM - 1.0 FTE | 11/1/21 6/30/22 | \$3,223 |

4216J. SALARY ADJUSTMENTS

| NAME | ASSIGNMENT | EFFECTIVE DATE | ADJUSTMENT | ACTUAL SALARY |
|-----------------------|---|--------------------------------|----------------------|------------------|
| Bohm, Kathleen | LDTC CHS - .2 FTE | 10/1-10/29/2 1 (21 days) | \$93.25 (per day) | \$1,958.2 5 |
| Freitas, Alexandra | LDTC CHS - .2 FTE | 10/1-10/29/2 1 (21 days) | \$98.95 (per day) | \$2,077.9 5 |
| McCormick, Phillip | School Social Worker CHS - .2 FTE | 10/1-10/29/2 1 (21 days) | \$71.06 (per day) | \$1,492.2 6 |
| Speth, Gregory | School Psychologist CHS - .2 FTE | 10/1-10/29/2 1 (21 days) | \$98.95 (per day) | \$2,077.9 5 |
| Teng, Deborah | School Psychologist CHS - .2 FTE | 10/1-10/29/2 1 (21 days) | \$89.06 (per day) | \$1,870.2 6 |
| Kaller, Nichole | T SPED/INC CHS - .2 FTE | 10/1-10/29/2 1 (21 days) | \$76.26 (per day) | \$1,601.4 6 |
| Obasi, Mabel | T SPED/INC CHS - .2 FTE | 10/1-10/29/2 1 (21 days) | \$78.86 (per day) | \$1,656.0 6 |

| | | | | |
|--------------------------------|----------------------------------|---------------------------------|----------------------|----------------|
| Quinn, Robin | T SPED/INC CHS - .2 FTE | 10/1-10/29/2 1 (21 days) | \$83.86 (per day) | \$1,761.0 6 |
| Spina, Kathleen | T SPED/INC CHS - .2 FTE | 10/1-10/29/2 1 (21 days) | \$93.86 (per day) | \$1,971.0 6 |
| Stradford, Lynn | T SPED/INC CHS - .2 FTE | 10/1-10/29/2 1 (21 days) | \$98.95 (per day) | \$2,077.9 5 |
| Fein, Suzanne | T SPED/INC MM - .2 FTE | 10/1-10/11/2 1 (7 days) | \$93.25 (per day) | \$652.75 |
| Hesse, Melissa | T SPED/INC MM - .2 FTE | 10/1-10/11/2 1 (7 days) | \$64.46 (per day) | \$451.22 |
| Simmons, Adam | T SPED/INC MM - .2 FTE | 10/1-10/11/2 1 (7 days) | \$66.46 (per day) | \$465.22 |
| Nicosia Nicole | T SPED/INC MM - .2 FTE | 10/1-10/11/2 1 (7 days) | \$72.26 (per day) | \$505.82 |
| Silva, Debra | AIT MM - .2 FTE | 10/18-10/29/ 21 (10 days) | \$93.25 (per day) | \$932.50 |
| Loupis, Michael | SAC CHS - .2 FTE | 10/1-10/26/2 1 (18 days) | \$66.26 (per day) | \$1,192.6 8 |
| Clyburn, Brian | School Counselor CHS - .2 FTE | 10/1-10/29/2 1 (21 days) | \$83.86 (per day) | \$1,761.0 6 |
| Fleming, Yolande | School Counselor CHS - .2 FTE | 10/1-10/29/2 1 (21 days) | \$93.25 (per day) | \$1,958.2 5 |
| Mooney-Chav ez, Danielle | School Counselor CHS - .2 FTE | 10/1-10/29/2 1 (21 days) | \$83.39 (per day) | \$1,751.1 9 |
| Renelle, Stephanie | School Counselor CHS - .2 FTE | 10/1-10/29/2 1 (21 days) | \$78.91 (per day) | \$1,657.1 1 |
| Williams, Adrian | School Counselor CHS - .2 FTE | 10/1-10/29/2 1 (21 days) | \$60.46 (per day) | \$1,269.6 6 |
| Copeland, Jeanette | Clerical Aide JEFF - 1.0 FTE | 9/13-10/15/2 1 (14 hours) | \$9.58 (per hour) | \$134.12 |

| | | | | |
|-----------------|----------------------------------|---------------------|----------|----------|
| Lewis, Alvin | School Bus Aide DIST - .6 FTE | 11/16/21 6/30/22 | -\$7,574 | \$25,304 |
|-----------------|----------------------------------|---------------------|----------|----------|

4216K. STAFF FUNDED BY TITLE 1 FUNDS

| NAME | ASSIGNMENT | EFFECTIVE DATE | ACTUAL SALARY |
|----------------------|---|-------------------|------------------|
| DeSarno, Mary | Teacher SB - .49 FTE ACCT# 20.231.100.101.SB.0231 | 9/1/21 6/30/22 | \$49,960 |
| Friedrich, Donna | Teacher SB - .49 FTE ACCT# 20.231.100.101.SB.0231 | 9/1/21 6/30/22 | \$46,918 |
| Miller, Colleen | Teacher MM - .47 FTE ACCT# 20.231.100.101.MM.0231 | 9/1/21 6/30/22 | \$39,414 |
| Strauss, Brittany | Teacher MM - .49 FTE ACCT# 20.231.100.101.MM.0231 | 9/1/21 6/30/22 | \$31,068 |

4216L. STAFF FUNDED BY TITLE 11-A FUNDS

| NAME | ASSIGNMENT | EFFECTIVE DATE | ACTUAL SALARY |
|--------------------|--|-------------------|------------------|
| Massoud, Nicole | Teacher CHS - .67 FTE ACCT# 20.274.100.101.GR.0274 | 9/1/21 6/30/22 | \$40,231 |
| Silver, Bianca | Teacher CHS - .59 FTE ACCT# 20.274.100.101.GR.0274 | 9/1/21 6/30/22 | \$40,231 |

4216M. STAFF FUNDED BY PRESCHOOL EDUCATION EXPANSION AID (PEEA)

| NAME | ASSIGNMENT | EFFECTIVE DATE | ACTUAL SALARY |
|---------------------------------|---|-------------------|------------------|
| Alcott, Julia | Preschool Teacher MONT - 1.0 FTE ACCT# 20.218.100.101.MO.5900 | 9/1/21 6/30/22 | \$50,060 |
| Burns, Nicole | Preschool Secretary MONT - 1.0 FTE ACCT# 20.218.200.105.MO.5900 | 7/1/21 6/30/22 | \$58,606 |
| China-Richardso n Felicia | Preschool Secretary DIST - 1.0 FTE ACCT# 20.218.200.105.MO.5900 | 7/1/21 6/30/22 | \$64,967 |
| Donovan, Kelly | Preschool Teacher MONT - 1.0 FTE | 9/1/21 6/30/22 | \$59,060 |

| | | | |
|-------------------------|---|-------------------|-----------|
| | ACCT# 20.218.100.101.MO.5900 | | |
| Fantacone, Samantha | Preschool Teacher MONT - 1.0 FTE ACCT# 20.218.100.101.MO.5900 | 9/1/21 6/30/22 | \$60,460 |
| Field, Stacey | Master Teacher DIST - 1.0 FTE ACCT# 20.218.200.176.MO.5900 | 9/1/21 6/30/22 | \$71,060 |
| Golden, Steffi | Nurse MONT - 1.0 FTE ACCT# 20.218.200.104.MO.5900 | 9/1/21 6/30/22 | \$67,760 |
| Goliszkeski, Christa | Preschool Teacher MONT - 1.0 FTE ACCT# 20.218.100.101.MO.5900 | 9/1/21 6/30/22 | \$55,460 |
| Hannon, Elizabeth | Preschool Teacher MONT - 1.0 FTE ACCT# 20.218.100.101.MO.5900 | 9/1/21 6/30/22 | \$68,260 |
| Johnson, III Leroy | Supervisor of Preschool Ed./SPED DIST - 1.0 FTE ACCT# 20.218.100.103.MO.5900 | 7/1/21 6/30/22 | \$111,120 |
| Lane-Mega, Lataeya | Preschool Teacher/Family Liaison MONT - 1.0 FTE ACCT# 20.218.100.101.MO.5900 | 9/1/21 6/30/22 | \$60,460 |
| Leary, Karen | Master Teacher DIST - 1.0 FTE ACCT# 20.218.200.176.MO.5900 | 9/1/21 6/30/22 | \$95,250 |
| Marfo, Mikita | Preschool Teacher MONT - 1.0 FTE ACCT# 20.218.100.101.MO.5900 | 9/1/21 6/30/22 | \$64,460 |
| Milligan, Rebecca | PIRT Specialist DIST - 1.0 FTE ACCT# 20.218.200.104.MO.5900 | 9/1/21 6/30/22 | \$100,950 |
| Pasko, Erika | Preschool Teacher MONT - 1.0 FTE ACCT# 20.218.100.101.MO.5900 | 9/1/21 6/30/22 | \$71,060 |
| Samuels, Bonita | Principal MONT - 1.0 FTE ACCT# 20.218.200.103.MO.5900 | 7/1/21 6/30/22 | \$161,968 |
| Pribula, Yisel | Preschool Teacher MONT - 1.0 FTE ACCT# 20.218.100.101.MO.5900 | 9/1/21 6/30/22 | \$80,660 |
| White, | Nurse | 9/27/21 | \$78,860 |

| | | | |
|---------|--|---------|--|
| LaWanda | DIST - 1.0 FTE ACCT# 20.218.200.104.MO.5900 | 6/30/22 | |
|---------|--|---------|--|

4217A. APPOINTMENT OF SUBSTITUTE TEACHER(S) FOR THE 2021-2022 SCHOOL YEAR
STATE CERTIFIED TEACHER

| NAME | INSTITUTION | DATE | DEGREE |
|-------------------------|---|-------------------|-----------|
| Gerstle, Bradley | University of Southern California University of Virginia | 5/1989 5/1980 | MS BA |
| Grimmer, DaVon Marie | New Jersey Institute of Technology Saint Peter's University | 5/2003 12/2020 | MBA MA |

COLLEGE GRADUATE AND STATE SUBSTITUTE CERTIFICATE

| NAME | INSTITUTION | DATE | DEGREE |
|-------------------------|--|------------------|-----------|
| Auguste, Decereste | Facility of Applied Science | 1999 | BS |
| Busichio, Luke | Southern New Hampshire University | 11/1/2017 | BA |
| Caparruva, Geraldine | Fairleigh Dickinson University | 5/1984 | BFA |
| Turner, Javita | New Jersey City University | 5/2009 | BA |
| York, Lydia | The College of William & Mary Drew University | 5/1991 5/2016 | BA PhD |
| Zimmerman, Gina | Pennsylvania State University | 5/2002 | BA |

4217B. APPOINTMENT OF SUBSTITUTE SCHOOL NURSE FOR THE 2021-2022 SCHOOL
YEAR PAID AT A DAILY RATE OF \$215

Nancy Weinstein

4217C. APPOINTMENT OF SUBSTITUTE SECRETARY FOR THE 2021-2022 SCHOOL
YEAR PAID AT A HOURLY RATE OF \$12.00

Dejah Maia DeJesus

4217D. APPOINTMENT OF OUT-OF-DISTRICT COACHES FOR THE 2021-2022 SCHOOL
YEAR

| NAME | ASSIGNMENT | CONTRACT YEAR | STIPEND |
|------------------|---|-------------------|---------|
| Dennis, Donte | Basketball (Boys) Asst Varsity Coach | 12/2021 2/2022 | \$5,614 |
| Mebude, | Basketball (Boys) | 12/2021 | \$3,811 |

| | | | |
|-------------------------|---|-------------------|----------------|
| Omotayo | Freshman | 2/2022 | |
| Robinson, Eugene | Basketball (Boys) Varsity Head Coach | 12/2021 2/2022 | \$7,891 |
| Simmons, Crystal | Cheerleading Head Coach | 12/2021 2/2022 | \$5,614 |
| Mustilli, Frank | Fencing (Boys) Asst. Coach | 12/2021 2/2022 | \$5,614 |
| White, Robert | Fencing (Boys) Head Coach | 12/2021 2/2022 | \$7,891 |
| Paulina, Arthur | Fencing (Girls) Head Coach | 12/2021 2/2022 | \$7,891 |
| Faraone, Christopher | Indoor Track (Boys) Head Coach | 12/2021 2/2022 | \$7,891 |
| Keenan, Margaret | Swimming (Boys & Girls) Head Coach | 12/2021 2/2022 | \$ 9,863.75 |
| Aguero, Christopher | Swimming (Boys) Head Coach | 12/2021 2/2022 | \$5,918.25 |
| Freedman, Michael | Wrestling Head Coach | 12/2021 2/2022 | \$7,905 |
| Breitman, Aaron | Basketball (Girls) Asst Junior Varsity | 12/2021 2/2022 | \$5,614 |

4218A. Approves the attached list of students who are scheduled to attend Out-of-District tuition supported programs for the 2021-extended school year [list on file in Business Administrator's Office].

4218B. Approves the attached list of students who are scheduled to attend Out-of-District tuition supported programs for the 2021-2022 school year. [list on file in Business Administrator's Office].

4219A. Receives and accepts the following financial reports:

1. Board Secretary's Report dated October 31, 2021
2. Expense Account Adjustment Analysis dated October 31, 2021
3. Revenue Account Adjustment Analysis dated October 31, 2021
4. Check Register #410746-410996 in the amount of \$4,986,857.58
5. Check Register #200756-200758 in the amount of \$3,147,145.47
6. Check Register #200759 for October 2021 payroll in the amount of \$7,239,979.80
7. Treasurer's Report of September 2021

4219B. Certify the Board Secretary's Monthly Financial Report.

4219C. Approves the attendance and related travel and/or workshop expenses for

the following work-related events:

| EMPLOYEE | WORKSHOP/CONFERENCE | Date(s) | Location | Estimated Costs |
|-----------------------------------|---|----------|--------------|-----------------|
| Dorothy Conners Central Office | NJASBO - Open Public Records Act and Records Management | 12/21/21 | Whippany, NJ | \$150.00 |

4219D. Approves the following provider(s) for the service indicated:

| Provider Name | Service | Rate |
|--|---|---|
| Cure Staffing, Inc. Whitestone, NY | Registered Nurse (RN) | \$72.00 per hour \$75.00 last minute calls |
| Jewish Vocational Service of Metrowest Livingston, NJ | Vocational Evaluations | \$900.00 per eval |
| Brain Health Neuropsychology, LLC Parsippany, NJ | Comprehensive Neuropsychological Evaluation | \$4,500 per eval |

4219E. Approves the use of the following vendors in excess of the \$40,000 for the 2021-2022 school year:

| VENDOR NAME | PRODUCT | TYPE OF VENDOR |
|--------------------|--------------------------|----------------|
| South Orange Water | Utility | Other |
| Tang Math | Professional Development | Other |

4219F. Approves a Parental Contract for Student Transportation for special education students ID# 4854867939 and 1683027001, pending receipt of all required documents and authorize the Board President to execute the transportation contract.

4219G. Accepts the district's Comprehensive Maintenance Plan for the 2021-22 school year and the Annual Maintenance Reserve Deposit Worksheet per N.J.A.C. 6:24 (form M-1) as submitted.

BE IT FURTHER RESOLVED THAT the Board of Education states that the district's required maintenance activities are reasonable to keep the

schools' facilities open and safe for use or in its original condition and maintain the validity of their warranties.

4219H. Approves the refund of \$81,312.00 special revenue funds to the Treasurer of the State of New Jersey as listed below:

Nonpublic State Aid

| | |
|---|-----------------|
| 2020-21 Nonpublic Compensatory Aid | \$29,350 |
| 2020-21 Nonpublic Exam & Classification Aid | \$17,473 |
| 2020-21 Nonpublic Supplementary Instruction Aid | \$11,577 |
| 2020-21 Nonpublic Corrective Speech Aid | \$18,592 |
| 2020-21 Nonpublic Textbook Aid | \$ 1,870 |
| 2020-21 Nonpublic Nursing | \$ 0 |
| 2020-21 Nonpublic Technology | \$ 0 |
| 2020-21 Nonpublic Security | <u>\$ 2,450</u> |
| Total Refund | \$81,312 |

4219I. Approves a tuition agreement with Essex County Vocational Schools for the 2021-2022 school year.

Full Time:

| | |
|-------------------|---------------------|
| Regular Education | \$5,911 per student |
| Special Education | \$9,104 per student |

Shared Time:

| | |
|-------------------|------------------------|
| Regular Education | \$2,955.50 per student |
| Special Education | \$4,552.00 per student |

4219J. Approves a tuition agreement with Essex Regional Educational Services Commission for each district resident student referred to the Essex High School for the 2021-22 school year at the following annual tuition rates:

| | |
|---------------------------|-------------------|
| Regular Education Program | \$27,500 per year |
|---------------------------|-------------------|

BE IT FURTHER RESOLVED THAT the Board President, Superintendent and Board Secretary are authorized to execute and deliver any necessary contracts and reports on behalf of the Board.

4219K. Approves an affiliation agreement with Seton Hall University, College of the Arts & Sciences Department of Sociology, Anthropology and Social Work BSW & MSW programs for the purposes of providing clinical experiences for Seton Hall University students in these programs effective August 25, 2021 through August 24, 2024.

4219L. Awards the contract for renovations and additions to South Mountain and

South Mountain Annex Elementary Schools to G&P Parlamas Inc. of Neptune, New Jersey for the following amount:

| | |
|--------------------|---------------------|
| Base Bid | \$18,847,107 |
| Alternate AB-03 \$ | 40,000 |
| Alternate AB-04 \$ | 20,000 |
| Alternate AB-05 \$ | <u>78,000</u> |
| Total | \$18,985,107 |

4219M. Cancels the contract with Precision HR New Jersey, Inc. for lunch monitors due to lack of staffing effective January 1, 2022.

4219N. BE IT RESOLVED BY THE BOARD OF EDUCATION OF THE SOUTH ORANGE-MAPLEWOOD SCHOOL DISTRICT IN THE COUNTY OF ESSEX, NEW JERSEY AS FOLLOWS:

SECTION 1. The \$32,986,000 School Bonds, Series 2021 of The Board of Education of the South Orange-Maplewood School District in the County of Essex, New Jersey (the "Board" when referring to the governing body and the "School District" when referring to the territorial boundaries governed by the Board) authorized by virtue of a proposal adopted by the Board on July 15, 2019 pursuant to N.J.S.A. 18A:24-1 et seq., as amended and supplemented, and specifically, N.J.S.A. 18A:24-10(b), shall be issued as School Bonds (the "Bonds"). The Bonds shall mature in the principal amounts on August 15 in each of the years as follows:

| <u>Year</u> | <u>Principal Amount</u> | <u>Year</u> | <u>Principal Amount</u> |
|-------------|-------------------------|-------------|-------------------------|
| 2023 | \$ 776,000 | 2035 | \$1,550,000 |
| 2024 | 815,000 | 2036 | 1,550,000 |
| 2025 | 1,070,000 | 2037 | 1,550,000 |
| 2026 | 1,125,000 | 2038 | 1,550,000 |
| 2027 | 950,000 | 2039 | 1,550,000 |
| 2028 | 1,550,000 | 2040 | 1,550,000 |
| 2029 | 1,550,000 | 2041 | 1,550,000 |
| 2030 | 1,000,000 | 2042 | 1,550,000 |
| 2031 | 900,000 | 2043 | 1,550,000 |
| 2032 | 1,550,000 | 2044 | 1,550,000 |
| 2033 | 1,550,000 | 2045 | 1,550,000 |
| 2034 | 1,550,000 | 2046 | 1,550,000 |

The Bonds shall be subject to optional redemption prior to maturity as set forth therein. The Bonds shall be twenty-four (24) in number, with

one certificate being issued for each year of maturity and shall be numbered SCH-1 to SCH-24 inclusive. The Bonds are entitled to the benefits of the New Jersey School Bond Reserve Act, 1980 N.J. Laws c. 72, as amended and supplemented.

SECTION 2. The Bonds will be issued in fully registered book-entry only form, without certificates. One certificate shall be issued for the aggregate principal amount of Bonds maturing in each year. Both principal of and interest on the Bonds will be payable in lawful money of the United States of America. Each certificate will be registered in the name of and held by Cede & Co., as nominee of The Depository Trust Company, New York, New York ("DTC"), which will act as securities depository for the Bonds (the "Securities Depository"). The certificates will be on deposit with DTC. DTC will be responsible for maintaining a book-entry system for recording the interests of its participants or the transfers of the interests among its participants. The participants will be responsible for maintaining records regarding the beneficial ownership interests in the Bonds on behalf of individual purchasers of such beneficial interests. Individual purchases of the beneficial interests in the Bonds may be made in the principal amount of \$1,000 each or any integral multiple thereof with a minimum purchase of \$5,000 required, through book entries made on the books and the records of DTC and its participants.

Individual purchasers of the Bonds will not receive certificates representing their beneficial ownership interest in the Bonds, but each book-entry Bond owner will receive a credit balance on the books of its nominee, and this credit balance will be confirmed by an initial transaction statement stating the details of the Bonds purchased.

The Bonds will be dated their date of delivery and will bear interest from such date, which interest shall be payable, commencing August 15, 2022 and semiannually thereafter on the fifteenth day of February and August in each year until maturity or prior redemption, at a rate or rates per annum, expressed in a multiple of one-eighth (1/8) or one-twentieth (1/20) of one per centum (1%), as proposed by the successful bidder in accordance with the Notice of Sale authorized and defined herein. The principal of and interest on the Bonds will be paid to the Securities Depository by the Board on the respective maturity dates and due dates and will be credited on the respective maturity dates and due dates to the participants of DTC as of each next preceding August 1 and February 1 (the "Record Dates" for the Bonds). The Bonds shall be executed by the manual or facsimile signature of the Board President under the official seal (or facsimile thereof) affixed, imprinted, engraved or reproduced thereon and attested by the manual

signature of the Business Administrator/Board Secretary. The following matters are hereby determined with respect to the Bonds:

| | |
|--------------------------|--|
| Date of Bonds: | Date of Delivery |
| Principal Payment Dates: | August 15, 2023 and each August 15 thereafter until maturity or prior redemption |
| Interest Payment Dates: | Semiannually on each February 15 and August 15 of each year beginning August 15, 2022 until maturity or prior redemption |
| Place of Payment: | Cede & Co., New York, New York |

SECTION 3. The Bonds shall be substantially in the form set forth in Exhibit A attached hereto, with such additions, deletions and omissions as may be necessary for the Board to market the Bonds in accordance with the requirements of DTC.

SECTION 4. The Notice of Sale (the "Notice of Sale") and the Official Form of Proposal for Bonds shall be substantially in the form set forth in Exhibit B with such additions, deletions and omissions as may be necessary for the Board to market the Bonds in accordance with the requirements of DTC.

SECTION 5. The Bonds shall be sold upon receipt of electronic bids on December 1, 2021 at 11:00 a.m. by the Business Administrator/Board Secretary of the Board on i-Deal's Bidcomp®/PARITY® electronic competitive bidding system ("PARITY") in accordance with the Notice of Sale authorized herein. The use of the services provided by PARITY and the fees associated therewith are hereby approved. The Business Administrator/Board Secretary or Wilentz, Goldman & Spitzer, P.A., Bond Counsel ("Bond Counsel") is hereby authorized and directed to arrange for the publication of the Notice of Sale, such publication to be not less than seven (7) days prior to the date of sale, in summary form in The Bond Buyer, a nationally recognized local government bond marketing publication devoted to financial news and municipal bonds, and the full text of such Notice of Sale in The Star-Ledger. The Board hereby delegates to and designates the Business Administrator/Board Secretary as the officer authorized to sell and to award the Bonds in accordance with the Notice of Sale authorized herein, and the Business Administrator/Board Secretary shall report in writing the results of the sale to this Board as required by law. Furthermore, the Board hereby delegates to the Business Administrator/Board Secretary the

authority to postpone and reschedule the sale of the Bonds, upon consultation with Bond Counsel, without readvertisement in accordance with the Notice of Sale authorized herein and to adjust the maturity schedule of the Bonds up to twenty-four (24) hours prior to the date of sale indicated herein, which adjustment shall not exceed ten percent (10%) of the principal amount of any maturity or in the aggregate, the overall issue.

The Board President, the Business Administrator/Board Secretary, Bond Counsel, the Municipal Advisor, Phoenix Advisors, LLC (the "Municipal Advisor"), the Board Auditor and the Board Attorney, are each hereby further authorized and directed to do and accomplish all matters and things necessary or desirable to effectuate the offering and sale of the Bonds.

SECTION 6. The Bonds shall have affixed thereto a copy of the written opinion with respect to the Bonds that is to be rendered by Bond Counsel to the Board.

SECTION 7. The Official Statement to be distributed in preliminary form on or about November 22, 2021 (the "Preliminary Official Statement"), prepared in connection with the offering and sale of the Bonds, is hereby "deemed final" for the purposes of Rule 15c2-12, as amended and supplemented (the "Rule") promulgated by the Securities and Exchange Commission pursuant to the provisions of the Securities and Exchange Act of 1934, as amended and supplemented, with the exception of certain information permitted to be omitted thereby and is hereby approved and authorized for the information of purchasers of the Bonds, with such changes and corrections not inconsistent with the substance thereof, including those required to reflect the effect of the sale of the Bonds, as are deemed necessary and advisable by the Business Administrator/Board Secretary in consultation with Bond Counsel.

SECTION 8. Bond Counsel is hereby authorized and directed to arrange for the printing of the Preliminary Official Statement and the Official Statement. Bond Counsel is hereby authorized and directed to arrange for the distribution of the Preliminary Official Statement on behalf of the Board to those financial institutions that customarily submit bids for such Bonds. The Board President or the Business Administrator/Board Secretary is hereby authorized and directed to deliver the Official Statement to the purchaser of the Bonds for its use in connection with the sale, resale and distribution of the Bonds, where and if applicable. Bond Counsel is hereby authorized and directed to prepare the Preliminary Official Statement and the Official Statement as necessary in connection with the issuance of the Bonds,

and the Board President or the Business Administrator/Board Secretary is hereby authorized and directed to execute the Official Statement and any certificates necessary in connection with the distribution of the Official Statement. Bond Counsel is hereby further authorized and directed to arrange for the printing of the Bonds.

SECTION 9. The Board hereby covenants that it will comply with any conditions subsequent imposed by the Internal Revenue Code of 1986, as amended

(the "Code"), in order to preserve the exemption from taxation of interest on the Bonds, including, if necessary, the requirement to rebate all net investment earnings on the gross proceeds above the yield on the Bonds.

SECTION 10. The Business Administrator/Board Secretary, Bond Counsel, the Municipal Advisor and the Board Attorney are hereby authorized and directed to make representations and warranties, to enter into agreements and to make all arrangements with DTC, as may be necessary in order to provide that the Bonds will be eligible for deposit with DTC and to satisfy any obligation undertaken in connection therewith.

SECTION 11. The Board reasonably expects to reimburse itself from the proceeds of the Bonds for certain costs of the school project paid prior to the issuance of the Bonds. No funds from sources other than the Bonds have been or are reasonably expected to be reserved, allocated on a long-term basis or have otherwise been set aside by the Board, or any member of the same "Controlled Group" as the Board, within the meaning of Treasury Regulation Section 1.150-1(e), pursuant to their budget or financial policies with respect to any expenditures to be reimbursed. This Section 11 is intended to be and hereby is a declaration of the Board's official intent to reimburse any expenditures toward certain costs of the school project, as described above, to be incurred and paid prior to the issuance of the Bonds in accordance with Treasury Regulation Section 1.150-2, and no further action (or inaction) will be an abusive arbitrage device in accordance with Treasury Regulation Section 1.148-10 to avoid, in whole or in part, arbitrage yield restrictions or arbitrage rebate requirements under Section 148 of the Code. The proceeds of the Bonds used to reimburse the Board for any expenditures toward certain costs of the school project to be financed by the Bonds will not be used directly or indirectly (i) to "refund" an issue of governmental obligations within the meaning of Treasury Regulation Section 1.150-1(d), (ii) to create or increase the balance in "replacement proceeds", within the meaning of Treasury Regulation Section 1.148-1 of the Bonds, or any other Bond issue, with respect to any obligation of the Board or to replace funds or (iii) to reimburse the Board for any expenditure or payment that was

originally paid with the proceeds of any obligation of the Board (other than borrowing by the Board from one of its own funds or the funds of a member of the same "Controlled Group" within the meaning of Treasury Regulation Section 1.150-1(e)). The Bonds used to reimburse the Board for any expenditures toward certain costs of the school project, as described above, will be issued in an amount not to exceed \$32,986,000. The costs to be reimbursed with the proceeds of the Bonds will be "capital expenditures" in accordance with the meaning of section 150 of the Code and Treasury Regulation Section 1.150-1. This section shall take effect immediately, but will be of no effect with regard to expenditures for costs paid outside the permitted reimbursement period set forth in Treasury Regulation Section 1.150-2(d) (2).

SECTION 12. In the event that DTC may determine to discontinue providing its service with respect to the Bonds or is removed by the Board and if no successor securities depository is appointed, the Bonds which were previously issued in book-entry only form shall be converted to registered Bonds (the "Registered Bonds") in denominations of \$1,000, or any integral multiple thereof with a minimum purchase of \$5,000 required. The beneficial owner under the book-entry system, upon registration of the Bonds held in the beneficial owner's name, will become the registered owner of the Registered Bonds. The Board shall be obligated to provide for the execution and delivery of the Registered Bonds in certified form.

SECTION 13. The Board hereby covenants and agrees that it will comply with and carry out all of the provisions of the Continuing Disclosure Certificate (the "Certificate") which will set forth the obligation of the Board to file budgetary, financial and operating data and notices of certain enumerated events deemed material in accordance with the provisions of the Rule. The Business Administrator/Board Secretary is hereby authorized and directed to execute and deliver the Certificate evidencing the Board's undertaking with respect to the Rule. Notwithstanding the foregoing, failure of the Board to comply with the Certificate shall not be considered a default on the Bonds; however, any Bondholder may take such actions as may be necessary and appropriate, including seeking mandamus or specific performance to cause the Board to comply with its obligations hereunder.

SECTION 14. The Board President and the Business Administrator/Board Secretary are each hereby authorized and directed to determine all matters in connection with the issuance of the Bonds by the Board not determined by this or a subsequent resolution, all in consultation with Bond Counsel and the manual or facsimile signature of the Board President or the Business Administrator/Board Secretary upon any

documents shall be conclusive as to all such determinations. The Board President and the Business Administrator/Board Secretary and any other Board representative, including but not limited to, Bond Counsel and the Board Attorney, are each hereby authorized and directed to take such actions or refrain from such actions as are necessary to consummate the transaction contemplated by the issuance of the Bonds by the Board and any and all such actions or inactions heretofore taken by the Board President and the Business Administrator/Board Secretary and any other Board representative, including, but not limited to Bond Counsel and the Board Attorney, are hereby ratified and confirmed. Wherever herein the Board President is authorized and directed to act or execute and deliver documents, including the Bonds, the Board Vice President is hereby authorized and directed to do same in the Board President's place.

SECTION 15. After a process seeking proposals, the Business Administrator/Board Secretary, in consultation with the Municipal Advisor is hereby authorized to appoint an investment agent to invest the proceeds of the Bonds and provide arbitrage/rebate services.

SECTION 16. The Bonds will not be designated as "qualified tax-exempt obligations" for purposes of section 265(b)(3)(B)(ii) of the Code.

SECTION 17. This resolution shall take effect immediately.

4220. Approves the addition of the following class field trip destinations based upon the attached "Statements of Assurance."

Upcoming Field Trips

| | |
|-------------|--|
| CHS | NJIT, Newark, NJ |
| CHS (LOFT) | Bowlero, North Brunswick, NJ |
| Seth Boyden | South Mountain Reservation, Essex County, NJ |

Additional Destinations Added to Statement of Assurance

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|---|
| Constitution Center, Philadelphia, PA |
| The United States Mint, Philadelphia, PA |
| Ben Franklin's Laboratory, Philadelphia, PA |
| Meadowbrook Country Day Camp, Long Valley, NJ |
| Jeff Lake Camp, Stanhope, NJ |

4221. Hereby affirms the HIB investigations reported to the South Orange/Maplewood School District for the month of October 2021.

4222. Approves a settlement agreement for special education Student ID #6561391346 and authorizes the Board President to execute the settlement agreement.
- 4223A. Adopt Board Policy 0143.2 Student Representatives to the Board of Education.
- 4223B. Adopt Board Policy 2425 Emergency Virtual or Remote Instruction Program.
- 4223C. Adopt Board Policy 2431 Athletic Competition.
4224. Approves a Sidebar agreement with SOMEA concerning "New Teacher Orientation" dates and authorizes the Board President to execute the agreement.
4225. WHEREAS, the Board had previously resolved to join in the amicus brief filings in support of litigation supporting the legal rights of transgender students; and

WHEREAS, there is currently pending in the Eleventh Circuit Court of Appeals litigation entitled Adams v. School Board of St. Johns County, Florida, No. 18-13592 (11th Cir. 2021) which concerns the legal rights of transgender students; and

WHEREAS, the Eleventh Circuit Court of Appeals in August, 2020, had ruled in favor of Drew Adams finding that the school board's policy violated Title IX and the Equal Protection Clause of the Constitution, but the Court subsequently vacated that decision and granted the school board's petition for a rehearing *en banc*; and

WHEREAS, the Board of Education wishes to express its support of the Plaintiff/Appellee Drew Adams.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Education agrees to join in the amicus brief to be submitted in support of Plaintiff/Appellee Drew Adams to the Eleventh Circuit Court of Appeals, and authorizes the execution of any necessary retainer agreement, at no cost to the Board, with Amicus Counsel supporting Plaintiff/Appellee Drew Adams.

ROLL CALL: MOTION 4216A-M, 4217A-D, 4218A-B, 4219B-N, 4220, 4221, 4222, 4223, 4224 YES: Bergin, Cuttle, Joshua, Maini, Malespina, Sabin, Siders, Winkfield, Wright NO: None.

MOTION 4219A YES: Bergin, Cuttle, Joshua, Maini, Sabin, Siders, Winkfield, Wright NO: None ABSTAIN: Malespina (payments to any vendor or matter in the check register from which Board Malespina is conflicted; including but not limited to Follett, Mackin, and Edmodo)

Motion 4225 PASSED YES: Bergin, Cuttle, Joshua, Maini, Malespina, Sabin, Siders, Winkfield Wright NO: None

HEARING OF INDIVIDUALS AND DELEGATIONS

Rocio Lopez

What is the problem that we are having? We keep training good educators in this district but after three or four years they leave, why do they leave? Look at the salaries. Ms. Lopez spoke fondly of a former Spanish Teacher, who despite being a great teacher who was well-liked by staff and students left the district. Why, because they came to look for him to pay him \$12,000 more. This is what we are doing. We are becoming a training district. We are training people to go to other places to work. We teach them equity and access, we teach them social justice, we teach them to be open minded. What South Orange and Maplewood prides themselves on is being progressive. Are we being progressive with our educators? Are we treating our educators like second class citizens? Are we trying to divide more and more the people in power from the workers? You are discussing turf on Underhill Field and you have someone who is making 54,000 dollars. Have you thought about that? People are working two, three jobs to be with your children. We're giving you everything we have. Our mental health, our health! We are here everyday and you are forgetting about that. I am not here because I decided I have an awesome salary and I want to work in South Orange and Maplewood. I am here because I am here in heart. We work here because we love the job, we love the kids and we give our best. But there is a point when people do not care about your family and children that you have to think twice. This is what you are putting us through. This is what we are suffering with right now. Nobody is happy in this district anymore.

NEW BUSINESS

None.

Future Meetings

The Board of Education's Curriculum & Instruction Committee, which is a committee of the whole, will meet in public on Tuesday, December 14, 2021 at 6:30 pm utilizing an online video conference platform. Since this is not a Board meeting the public is welcome to watch but there will not be any public comments or official action.

The Board of Education will meet in Closed Session on Monday, December 20, 2021 at 6:30 pm in the Superintendent's Office, 525 Academy Street, Maplewood, NJ, as well as using the online video conference platform to discuss personnel and legal issues, negotiations, and other matters to be announced at a later date. Immediately following the Closed Session, the Board of Education will meet in Public Session at 7:30 pm in the District Meeting Room, 525 Academy Street, Maplewood, NJ in person and utilizing an online video conference platform which will include Hearing of Individuals. The community can view the meeting by following the steps which will be listed on the agenda. If there are members of the community who would like to attend the meeting in person, please note that masks and social distancing are required in accordance with the guidance received from the local DOH and the CDC. Action will be taken.

Motion made by Board President Joshua, seconded by Board Member Winkfield, that the Board of Education will meet in Executive Session prior to the December 20, 2021 Public Meeting to discuss personnel and legal issues, negotiations and other matters, the nature of which will be made public at a future date. Motion unanimously approved.

MOTION made by Board President Joshua, seconded by Board Member Maini, that the Board of Education adjourn at 9:24 p.m.

Eric Burnside, Business Administrator