

Regular Meeting  
South Orange-Maplewood  
Board of Education  
April 18, 2022

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 April 18, 2022.

The South Orange Middle School Orchestra performed "Blackbird" by Paul McCartney and John Lennon.

Board President Thair Joshua called the meeting to order at 7:41 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, villagegreennj.com and the District website.

PLEDGE OF ALLEGIANCE

ROLL CALL

Present: Board member Bergin, Board President Joshua, Board Member Malespina, Board Member Siders, Board Member Telesford, Board Member Vadlamani, Board Member Winkfield, Board Member Wittleder, Board Member Wright, Student Representative Morros

Absent: NONE

*NINE VOTING MEMBERS AND ONE STUDENT REPRESENTATIVE PRESENT*

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

Motion passed 9 yes, 0 no.

BOARD RECOGNITION - *Noah Morros*

NAME/SCHOOL	RECOGNITION
District-wide	Several SOMSD students from the District submitted essays to the Essex County Education Association's essay contest and 3 were selected as county winners for their grade level. They will be honored at an ECEA event at the Turtleback Zoo, tentatively scheduled for late June/early July

	2022.
	<p>The students are as follows:</p> <ul style="list-style-type: none"> <li>● Jack Levit, 2nd grader, Tuscan School, won third place</li> <li>● Brandon Jones, CHS Senior, won third place</li> <li>● Arushi Vadlamani, CHS Sophomore, won third place</li> <li>● Jonathan Crosse, CHS Freshman, won first place</li> </ul> <p>Both Arushi and Jonathan responded to the prompt <i>"Looking back, who in your school career has had the biggest impact on your life?"</i> Arushi wrote about her piano teacher and Jonathan wrote about Marshall Elementary Teacher and SOMEA VP Shira Lincoln. Jack drew a picture and responded, "I look forward to going to school because..." Congratulations to Jack, Arushi and Jonathan.</p>
Marshall Elementary School	<p>Congratulations to Marshall Elementary School on their 2022 service project. Each year, Marshall focuses on various character education traits and discusses the importance of service to others. They typically have a school-wide service project each January for MLK Day. However, this year, they were unable to partner with their organization. Nonetheless, their project was not canceled.. it was simply delayed! In March Marshall Elementary partnered with the local Ukrainian Orthodox Church of Maplewood to collect items to send to impacted families in the Ukraine.</p> <ul style="list-style-type: none"> <li>● Kindergarten collected: New socks and blankets</li> <li>● 1st grade collected: Nonperishable food items that are light in weight and compact (e.g, granola bars, pasta, dried nuts, oats, etc.)</li> <li>● 2nd grade collected: First-aid</li> </ul>

	<p>supplies (band-aids, ace bandages, gloves, gauze pads)</p> <p>Their collection was held from March 14th - April 1st. Families also had the opportunity to make a monetary donation if they chose. The service project was spearheaded by teacher Mr. Martinez's 2nd grade class.</p>
<p>CHS Parnassian Society: Equus production</p>	<p>Congratulations to CHS's Parnassian Society, whose December 2021 Equus production was nominated in several award categories by the Montclair State University, Department of Theater and Dance for the 2022 Theater Night Awards. The Theater Night Awards recognizes excellence in the production of high school and middle school straight plays throughout New Jersey.</p> <p>Equus was nominated for:</p> <ol style="list-style-type: none"> <li>1. Outstanding achievement in the sound design</li> <li>2. Outstanding achievement in direction of a play</li> <li>3. Outstanding achievement by an acting ensemble</li> <li>4. Outstanding production of a contemporary dramatic play</li> <li>5. Outstanding Performance by actors/actress in a Contemporary Dramatic Play: <ul style="list-style-type: none"> <li>● Cyrus Shields</li> <li>● Dylan Boyd</li> <li>● Racquel Anicette</li> </ul> </li> </ol>
<p>Columbia High School Student:</p> <ul style="list-style-type: none"> <li>● Zachary Hale</li> </ul>	<p>Zachary Hale, a junior at Columbia High School, was selected to participate in the Governor's School of Engineering and Technology Summer Program hosted by the Rutgers University School of Engineering. Zachary's accomplishments and hard work distinguished him among a talented group of his peers. Zachary will be taking 4 academic classes, completing a research and/or design project in a group of peers from across the state. Congratulations to Zachary Hale.</p>

<p>Columbia High School Student:</p> <ul style="list-style-type: none"> <li>• Seth Peiris</li> </ul>	<p>Seth Peiris, a senior at Columbia High School, was nominated by the New Jersey Music Educators Association for All-State Band. Seth is among approximately 100 students and 15 arts leaders who will receive the prestigious New Jersey Governor's Award in Arts Education for 2022. Congratulations to Seth Peiris.</p>
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APPROVAL OF MINUTES

Motion made by Board President Joshua, seconded by Board Member Vadlamani to approve the minutes of the following meetings: March 16, 2022 Executive Session and Special Public Meeting-Budget Workshop, March 21, 2022 Executive Session and Regular Public Meeting and March 31, 2022 Executive Session and Special Public Meeting. Motion unanimously approved.

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. Taylor and the Board held a moment of silence and reflection to recognize the recent tragic loss of a Columbia High School student. We continue to send our prayers and support to the family, friends and love ones who are undoubtedly still coping with this unspeakable tragedy.

Thank you to the members of our school community for taking time out of your evening to join us for our regularly scheduled Board of Education meeting. A huge bravo to our student performers and their instructors for bringing pride and smiles to us all this evening. What a way to start a Board meeting! We have missed this so much since the pandemic shut us down in March 2022.

Some of you may not be aware that our Board approved Budget for the current school year 2021-2022 included funding for additional music teachers, specifically for the middle school level. This was in addition to the supplementary fifth grade music instruction provided last summer. Both of these efforts were put in place to support our students' social-emotional recovery from the instructional interruption created by the COVID-19 health crisis, while also recognizing that fifth and sixth grade can be linchpin years for childhood music discovery. At a recent Board of Education committee meeting, leaders of our Arts Department gave specific details and updates regarding the significant growth achieved via the aforementioned administration recommended Board investments. Kudos again to those amazing students their supportive instructors and parents.

Next, as we return from spring break we again encourage our families and staff members to carefully review our recently released newsletters and updates sent over the last few weeks, which among other things, include our recommendations regarding students who have returned to school from recent travel. Please also be aware that we were notified today that every county in our state has now shifted to a moderate CALI (COVID-19 Activity Level) score from low. This trend is concerning and we are continuing conversations with our health and wellness subcommittee which includes our Departments of Health to ensure we are reviewing and acting upon the latest data and guidance.

We are thrilled to share that our Board of Education's recently approved Intentional Integration Initiative Year II middle school placements have been finalized and distributed to the families of our rising 6<sup>th</sup> graders. Thank you to our central office team members, middle school leaders and the Alves Group who contributed to this generational work. For those who may have missed our last Board meeting, presentations on the Intentional Integration Initiative and our District goals, are available on our website. Specifically, the Intentional Integration slides include brief summaries of previous presentations and board actions regarding this ongoing District goal. Our rising kindergarten families who completed the registration process will also be receiving placement letters soon, as well as information on upcoming kindergarten orientations.

Our construction efforts are continuing to move forward. Our construction partners utilized spring break to complete very important work that they cannot pursue while students and staff are present. This work has a direct link to our summer construction projects, so it was vital that it was successfully completed during spring break. Thank you to Mr. Burnside, Business Administrator, Mr. Giglio, Facilities Director, school leaders and teachers for working together through temporary inconveniences for these much needed health and safety improvements and exciting building expansions. For those who are interested, biweekly updates on our construction progress is on our website under Long Range Facilities Plan.

Lastly, as part of our ongoing social-emotional learning support plan, I am very happy to announce that our middle schools and Columbia High School will have their Challenge Day events during the first few week of

May. Each school will have multiple days of targeted social emotional learning engagement for hundreds of select students. I want to thank Candice Davenport and the Alliance from South Orange and Maplewood for contributing grant funds to these efforts as well.

#### PRESIDENT'S UPDATE

##### Negotiations Update

The Board reached an agreement in principle with SOMEA on a new three-year deal which runs from July 1, 2021, through June 30, 2024. I cannot comment on any other specifics at this time as the contract has yet to be ratified by SOMEA and subsequently approved by the Board. We anticipate ratification and approval sometime next month. I'd like to thank the Board's Negotiations Committee, the district administration and the leadership of SOMEA for working together in good faith to reach a deal.

##### NJSBA Training

NJSBA has opened registration for this year's Workshop, which will again be in person in Atlantic City. The last two years have been virtual due to the pandemic and I am looking forward to attending in person for the first time. I encourage my colleagues to attend if able. Locally, we will continue with our Board training with our Field Services Representative, Charlene Peterson, who will be here at our May 16<sup>th</sup> meeting to provide training on the Chief School Administrator (CSA) Evaluation tool.

##### Mask Optional

As we all return from spring break, the board reminds families of the District's recent communication specifically considering taking advantage of COVID-19 testing opportunities, including MediMobile here at 525 Academy Street on Wednesdays and Saturdays.

##### Swim Access

Since our last meeting, Dr. Taylor, Mr. Burnside and the Board's Municipal Partnerships Committee met with leaders in both towns and discussed ways the District can help support opportunities for swim access for district students. More updates will be provided as those conversations occur.

##### SEC Advisory Opinion

Please note Board Member Malespina will not be participating in any discussion on Policy 5124 on this evening's agenda, which is up for first read. This policy is related to implementation of the District's Integration Plan. The Plan is noted in Paragraph 4 of the Settlement Agreement and is therefore a matter "related to the litigation".

STUDENT REPRESENTATIVE REPORT - Noah Morros

Student Representative Morros provided an update on the following:

- Tragic loss a Columbia High School student. Thank you to Ms. Balassone, Guidance Director and Principal Sanchez for their quick and compassionate response to student grieving.
- The need for additional social workers and expanded counseling resources with better outreach to students so they know that these resources are available and also, so Columbia High School and the District as a whole can be better equipped to help students with their mental health needs.
- Thank you to teachers who hosted AP review sessions outside of school hours to ensure that their students achieve the highest scores possible.
- 2022 Shakespeare Festival Team spearheaded by Mr. MacPherson and Dr. Bustrin is hard at work for the 20<sup>th</sup> Anniversary of the Shakespeare Festival.
- The CHS Elementors program has resumed. The program connects CHS students with elementary students once a week for activities, to share experiences and answer questions about Columbia High School.

HEARING OF INDIVIDUALS AND DELEGATIONS

Talia Rotherberg

Spoke in support of SOMSD teacher Tamar Herman and demanded the District publicly apologize to Ms. Herman.

Mercer Barton-Griffin

Advocated for gender neutral bathrooms in all SOMSD schools.

David Wise

Read a letter against antisemitism and in support of SOMSD teacher Tamar Herman.

Sue-Ellen Levavy

Echoed the sentiments of previous speakers Talia Rothenberg and David Wise in support of Tamar Herman.

Erin Corpuz

Asked the Board to lift the pre-k mask mandate or move to mask optional which will make the decision to wear a mask the parent's choice.

William Cook

Spoke against outsourcing of district bus drivers.

Dr. Taylor

- Legally we are unable to comment on personnel matters, these matters are confidential and protect the employee. We cannot speak about employee matters negatively or positively. Please trust that your concerns have been noted. Again, this is a legal matter, an investigative matter and when it comes to us trying to bring resolution we are using all steps possible to make that happen.
- I will speak with our Facilities Department and construction partners to expand the opportunity of gender neutral bathrooms in all district schools.
- In my opening comments I mentioned that I spoke with our Health and Wellness Subcommittee which includes our Departments of Health regarding the pre-k mask mandate and we do not feel that we are at a point where we can move to a mask optional setting for students who do not yet have access to vaccinations for COVID-19, but these conversations will continue.
- Thank you, Mr. Cook, for your thoughtful comments regarding your colleagues.

COMMITTEE REPORTS

POLICY COMMITTEE - *Board Member Bergin*

The committee discussed the following:

POLICIES ON FOR SECOND READING ADOPTION:

- 1648.11 The Road Forward COVID-19 - Health & Safety
- 2480 Alternative Education Programs
- 3233 Political Activities (Certificated)
- 4233 Political Activities (Support Staff)
- 7510 Use of School Facilities
- 7540 Joint Use of Facilities

POLICIES FOR POSSIBLE FIRST READING & DISCUSSION:

- 0131 Bylaws, Policies, and Regulations
- 2415.05 Student Surveys, Analysis and/or Evaluations\*
- 2431.4 Prevention & Treatment of Sports-related Concussions & Head Injuries\*
- 2622 Student Assessment\*
- 3134 Assignment of Additional Duties
- 5124 Internal Student Transfers
- 5460 High School Graduation\*
- 5541 Anti-Hazing\*
- 8830 Patriotic Observances\*
- 8465 Bias Crimes & Bias-Related Acts\*
- 9400 News Media Relations
- 9410 Broadcast Media Relations



- 9713 Recruitment by special interests

Items for Discussion:

- Regulation 2460.30 - ADDITIONAL/COMPENSATORY SPECIAL EDUCATION AND RELATED SERVICES (M)
- Regulations adopted by board
- 0164 Conduct of Board Meetings
- Questions from Board Member Malespina

PERSONNEL & LABOR RELATIONS - *Board Member Winkfield*

The committee discussed the following:

- Personnel Resolutions 4282 A-K were reviewed.

OLD BUSINESS:

- Committee Charges
- Policy #3134 - Assignment of Additional Duties

NEW BUSINESS:

- Administrative Leave case
- Recruitment Procedures
- Exit Interview Reporting
- Job Description - Maintenance Worker
- Status on Evaluation

OPEN ITEMS:

- The Committee will Finalize and submit their mission statement in May.

FINANCE, FACILITIES AND TECHNOLOGY COMMITTEE - *Board Member Vadlamani*

The committee discussed the following:

- Budget Update
- Construction Update
- Job Descriptions
  - Assistant Transportation Coordinator
  - Dispatcher
  - Assistant Food Service Director
  - Facility director
- Public FFT Meetings
- Vendor Contracts
  - Renewals and Awards

ITEMS FOR ACTION

Motion made by Board President Joshua, seconded by Board Member Winkfield to discuss the following resolutions: 4282-4293 with the exception of 4285G. Motion passed unanimously.

Board President Joshua made a motion, seconded by Board Member Wittleder to recall his previous motion.

Motion made by Board President Joshua, seconded by Board Member Wittleder to discuss the following resolutions: 4282-4293 with the exception of 4285G and 4285R. Motion passed unanimously.

4282A. RETIREMENTS

NAME	ASSIGNMENT	EFFECTIVE DATE	YEARS IN DISTRICT
Hersh, Lori	Speech/Language Specialist DIST - 1.0 FTE	7/1/22	19.8
Mauritzen, George	T Math MM - 1.0 FTE	7/1/22	25
Williams, Ingrid	S4/12, Secretary (SPED) DIST - 1.0 FTE	5/1/22	13

4282B. RESIGNATIONS

NAME	ASSIGNMENT	EFFECTIVE DATE	YEARS IN DISTRICT
Hart-Ruderman, Sophie	T PE/Health SOM - 1.0 FTE	7/1/22	5
Pateman, Cecelia	T 5 CLIN - 1.0 FTE	7/1/22	1
Sharma, Gopika	T SS CHS - 1.0 FTE	7/1/22	7

4282C. APPOINTMENT FOR THE 2022-2023 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
Shu, Dorothy	T Math SOM - 1.0 FTE	9/1/22 6/30/23	\$71,060*

\* SOMEA salary based on 2020-21 agreement

4282D. CHANGE IN START DATE

NAME	ASSIGNMENT	OLD START DATE	NEW START DATE
Varney, Ryann	Interim Supervisor of SPED DIST - 1.0 FTE	TBD	4/19/22 9/30/22

4282E. CHANGE IN END DATE

NAME	ASSIGNMENT	OLD END DATE	NEW END DATE
Pope-Forbes, Lauren	LR T 1 SMA - 1.0 FTE	5/20/22	6/30/22

4282F. TRANSFER/REASSIGNMENT

NAME	OLD ASSIGNMENT	NEW ASSIGNMENT	EFFECTIVE DATE
Axon, Hilary	T SPED/POR & INC MM - 1.0 FTE	T SPED/I-Step MM - 1.0 FTE	4/19/22 6/30/22
Bradley, Maria	AIT JEFF - 1.0 FTE	AIT SM - 1.0 FTE	4/7/22 6/30/22
Buggy, Eva	Social Worker (Non- CST) TUS/MM - 1.0 FTE	Social Worker (Non- CST) TUS - 1.0 FTE	4/25/22 6/30/22
Shook, Gretchen	School Nurse CHS - 1.0 FTE	School Nurse MM - 1.0 FTE	5/2/22 6/30/22

4282G. SUSPENSION

NAME	EFFECTIVE DATE
Employee #4614	3/31/22 (w/pay)

4282H. LEAVES OF ABSENCE

NAME	ASSIGNMENT	EFFECTIVE DATE
Chirlo, Nicole	T Science SOM - 1.0 FTE	9/1/22-9/12/22 (Unpaid NJ FLA)
Maebert, Stacey	S4/10, Secretary SM - 1.0 FTE	4/4/22 (1/2 day) - 5/13/22 (Unpaid FMLA)
Pomeranc, Deborah	T 1 SMA 1.0 FTE	5/20/22-6/30/22 (Unpaid Personal Leave) 9/1/22-10/31/22 (Unpaid Personal Leave)
Prall, Stephanie	School Counselor SOM - 1.0 FTE	7/1/22-6/30/23 (Unpaid Personal Leave)
Quinitchett, Amanda	T SPED/EBR JEFF - 1.0 FTE	3/11/22 and 3/30/22 (Unpaid FMLA)
Rodriguez, Gina	T 4 TUS - 1.0 FTE	9/1/22-6/30/23 (Unpaid Childcare Leave)

4282I. SALARY ADJUSTMENTS

NAME	ASSIGNMENT	EFFECTIVE DATE	ADJUSTMENT	ACTUAL SALARY
Obasi, Mabel	T SPED/INC CHS - .2 FTE	3/1-3/31/22 (23 days)	\$78.86 (per day)	\$1,813.78

Quinn, Robin	T SPED/INC CHS - .2 FTE	3/1-3/31/22 (23 days)	\$83.86 (per day)	\$1,928.78
Spina, Kathleen	T SPED/INC CHS - .2 FTE	3/1-3/23/22 (17 days)	\$93.86 (per day)	\$1,595.62
Stradford, Lynn	T SPED/INC CHS - .2 FTE	3/1-3/31/22 (23 days)	\$98.95 (per day)	\$2,275.85
Buzar, Marissa	T SPED/INC CHS - .2 FTE	3/1-3/31/22 (23 days)	\$64.46 (per day)	\$1,482.58
Keegan, William	T SPED/INC CHS - .2 FTE	3/1-3/31/22 (23 days)	\$93.25 (per day)	\$1,771.75
Robinson, Nicole	T SPED/INC CHS - .2 FTE	3/1-3/31/22 (23 days)	\$65.46 (per day)	\$1,505.58
Simon, Ken	T SPED/INC CHS - .2 FTE	3/1-3/31/22 (23 days)	\$83.86 (per day)	\$1,928.78
Barber, Kristin	T SCI/B CHS - .2 FTE	3/1-3/31/22 (23 days)	\$98.95 (per day)	\$2,275.85
Biasucci, Amy	T SCI/B CHS - .2 FTE	3/1-3/31/22 (23 days)	\$93.25 (per day)	\$2,144.75
Degioia, Damiana	T SPED/INC CHS - .2 FTE	3/1-3/31/22 (23 days)	\$68.46 (per day)	\$1,574.58
Regler, James	T SPED/INC CHS - .2 FTE	3/1-3/31/22 (23 days)	\$63.16 (per day)	\$1,452.68
Steiner, Michael	T SCI/P CHS - .2 FTE	3/1-3/31/22 (23 days)	\$53.66 (per day)	\$1,234.18
Gallof, Pamela	T SPED CHS - .2 FTE	3/1-3/31/22 (23 days)	\$83.55 (per day)	\$1,921.65
Grasso, Linda	T SPED CHS - .2 FTE	3/1-3/31/22 (23 days)	\$83.55 (per day)	\$1,921.65
Weiland, Elaine	T Math CHS - .2 FTE	2/7-3/31/22 (38 days)	\$86.46 (per day)	\$3,285.48
Berry, Rashida	T Math CHS - .2 FTE	3/1-3/31/22 (23 days)	\$80.66 (per day)	\$1,855.18
Massoud, Nicole	T Math CHS - .2 FTE	3/1-3/31/22 (23 days)	\$60.46 (per day)	\$1,390.58
Noonan, Pamela	T Math CHS - .2 FTE	3/1-3/31/22 (23 days)	\$83.55 (per day)	\$1,921.65
Pociask, John	T Math CHS - .2 FTE	3/1-3/31/22 (23 days)	\$93.25 (per day)	\$2,144.75
Clem, Dallas	T PE/H CHS - .2 FTE	3/1-3/31/22 (23 days)	\$51.86 (per day)	\$1,192.78
Hurley, Pat	T PE/H CHS - .2 FTE	3/1-3/31/22 (23 days)	\$93.25 (per day)	\$2,144.75
Maggiore, Molly	T PE/H CHS - .2 FTE	3/1-3/31/22 (23 days)	\$67.76 (per day)	\$1,558.48
Mobley, Gary	T PE/H CHS - .2 FTE	3/1-3/31/22 (23 days)	\$93.25 (per day)	\$2,144.75
Pilone, Jr. Joseph	T PE/H CHS - .2 FTE	3/1-3/31/22 (23 days)	\$98.95 (per day)	\$2,275.85
Shannon, Robert	T PE/H CHS - .2 FTE	3/1-3/31/22 (23 days)	\$93.25 (per day)	\$2,144.75

Cayo, Danielle	T WL/Spanish CHS - .2 FTE	3/22-3/31/22 (8 days)	\$93.25 (per day)	\$746.00
Hernandez, Luis	T WL/Spanish CHS - .2 FTE	3/22-3/31/22 (8 days)	\$71.06 (per day)	\$568.48
Lemos, Gonzalo	T WL/Spanish CHS - .2 FTE	3/22-3/31/22 (8 days)	\$93.25 (per day)	\$746.00
Lopez, Pamela	T WL/Spanish CHS - .2 FTE	3/22-3/31/22 (8 days)	\$51.86 (per day)	\$414.88
Lopez, Rocio	T WL/Spanish CHS - .2 FTE	3/22-3/31/22 (8 days)	\$93.25 (per day)	\$746.00
Pena Pascual, Raysa	T WL/Spanish CHS - .2 FTE	3/22-3/31/22 (8 days)	\$60.46 (per day)	\$483.68
Bethea, Sabrina	Clerical Aide TUS - 1.0 FTE	3/16-3/18/22 (16.5 hours)	\$13.72 (per hour)	\$226.38
Williams, Christine	Clerical Aide CLIN - 1.0 FTE	3/29-4/1/22 (15 hours)	\$9.52 (per hour)	\$142.80
Brako, Samuel	Bus Driver DIST - .6 FTE	11/8/21 2/8/22	\$500	\$500
Charles, Karen	Bus Driver DIST - .6 FTE	11/8/21 2/8/22	\$500	\$500
Crespo, Marie	Bus Driver DIST - .6 FTE	11/8/21 2/8/22	\$500	\$500
Langley, Nicole	Bus Driver DIST - .6 FTE	11/9/21 2/9/22	\$500	\$500

4282J. STIPENDS

NAME	ASSIGNMENT	EFFECTIVE DATE	SALARY
Silva, Debra	Team Leader - Gr. 6 MM - 1.0 FTE	4/19/22 6/30/22	\$5,944 (pro-rated)
Varney, Ryann	Team Leader - Gr. 6 MM - 1.0 FTE	9/1/21 4/18/22	\$5,944 (pro-rated)
Hansen, Meredith	Yearbook MM - .33 FTE	9/1/21 1/20/22	\$935.22 (pro-rated)
Varney, Ryann	Yearbook MM - .5 FTE	1/21/22 4/18/22	\$1,417 (pro-rated)
Zavocki, Mary Alice	Yearbook MM - .5 FTE	1/21/22 4/18/22	\$1,367 (pro-rated)
	Yearbook MM - 1.0 FTE	4/19/22 6/30/22	\$2,734 (pro-rated)

4282K. SUMMER EMPLOYMENT

NAME	ASSIGNMENT	EFFECTIVE DATE	SALARY
Hunt, Tivoli	ESY Coordinator DIST - 1.0 FTE	7/6/22 8/31/22	\$10,800
Varney, Ryann	ESY Coordinator DIST - 1.0 FTE	7/6/22 8/31/22	\$10,800

4283A. APPOINTMENT OF SUBSTITUTE TEACHER(S) FOR THE 2021-2022 SCHOOL YEAR

COLLEGE GRADUATE AND STATE SUBSTITUTE CERTIFICATE

NAME	INSTITUTION	DATE	DEGREE
Dambrot, Miranda	Montclair State University	5/2019	BA

NON-DEGREE

NAME
Kaitlyn Diaz
Natalie Koeber
Daniel Risueno
Cullen Yanosy

4283B. APPOINTMENT OF SUBSTITUTE SCHOOL NURSE FOR THE 2021-2022 SCHOOL YEAR PAID AT THE DAILY RATE \$ 215

NAME
Erin Amantia

4284A. 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 Board Secretary's office].

4284B. 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 Board Secretary's office].

4285A. Receives and accepts the following financial reports:

1. Board Secretary's Report dated March 31, 2022
2. Expense Account Adjustment Analysis dated March 31, 2022
3. Revenue Account Adjustment Analysis dated March 31, 2022
4. Check Register #412566-412832 in the amount of \$9,614,102.70
5. Voided Checks 410705 and 411755 in the amount of \$10,878.00
6. Check Register #200772-200775 in the amount of \$2,587,922.85
7. Check Register #200776 for March 2022 payroll in the amount Of \$7,200,775.64
8. Treasurer's Report of February 2022

4285B. Certify the Board Secretary's Monthly Financial Report.

4285C. Approves the attendance and related travel and/or workshop expenses for the following work-related events:

EMPLOYEE	WORKSHOP/CONFERENCE	Date (s)	Location	Estimated Costs
Susie Budine Central Office	NJASA/NJAPSA Spring Leadership Conference	5/18/22- 5/20/22	Atlantic City, NJ	\$1,282.13

Dr. Matthew Friedman Central Office	Central Office Leadership Academy	4/25/22, 5/2/22, 5/9/22, 6/6/22	Virtual 2 days Union, NJ 2 days	\$357.00
Chris Preston Columbia High School	Liberty in American Revolution: Teaching Slavery	5/23/22- 5/26/22	Union, NJ	\$750.00
Dr. Ronald Taylor Central Office	NJSBA Equity Conference	5/20/22	Virtual	\$99.00
Kristie Thomas Columbia High School	Liberty in American Revolution: Teaching Slavery	5/23/22- 5/26/22	Union, NJ	\$750.00
Greg Tuttle Columbia High School	Liberty in American Revolution: Teaching Slavery	5/23/22- 5/26/22	Union, NJ	\$750.00
Christina Whalen Montrose School	2022 NJSBA Convention	4/28/22- 4/29/22	Long Branch, NJ	\$412.10

4285D. Approves the following attendance and related travel expenses:

BOARD MEMBER	EVENT	DATE	Location	Estimated Cost (\$'s)
Kaitlin Wittleder	NJSBA Virtual Labor & Employment Summit	6/13/2022	Virtual	\$99.00

BE IT FURTHER RESOLVED THAT the Board of Education approve the above event to be work related and within the scope of the work responsibilities of the of the attendee and promotes the delivery of instruction or furthering of efficient operation of the school district and is fiscally prudent, and in compliance with N.J.S.A. 18A:12-24 and 24.1 of the School Ethics Act.

4285E. Approves the following provider(s) for the service indicated:

Provider Name	Service	Rate
New Pathway Counseling, Inc. Pinebrook, NJ	Home Instruction	\$60/hour

4285F. Approves the use of the following vendors in excess of the \$44,000 for the 2021-2022 school year:

VENDOR NAME	PRODUCT	TYPE OF VENDOR
Open System Integrators	Integrated Fire Notification System	Co-op

4285G. Authorize New Jersey School Board Insurance Group and South Orange and Maplewood School District Administration to pay legal fees associated with ethics charges filed against Board Member Elissa

Malespina at a rate of \$165/hour and within the limits of the Board of Education Insurance Policy.

4285H. Awards the contract for removal and disposal of Asbestos containing materials in the Administration Building to Lilich Corporation of Totowa, New Jersey for the following amounts:

Summer 2022

Administration Building	\$ 67,500.00
Contingency	\$ 13,500.00
Total	\$ 81,000.00

Pipe & Fitting Insulation \$100.00/Linear Ft

4285I. Awards the contract for removal and disposal of Asbestos containing materials in South Mountain Elementary School to Unicorn Contracting of Bloomfield, New Jersey for the following amounts:

Summer 2022

South Mountain	\$112,200.00
Contingency	\$ 22,440.00
Total	\$134,640.00

Pipe & Fitting Insulation	\$40.00/Linear Ft.
Ceiling Tile	\$15.00/Sq. Ft.
Ceiling Plaster	\$15.00/Sq. Ft.

4285J. Awards the contract for removal and disposal of Asbestos containing materials in South Orange Middle School to VMC Company, Inc. of Clifton, New Jersey for the following amounts:

Summer 2022

South Orange Middle School	\$ 340,400.00
Contingency	\$ 68,080.00
Total	\$ 408,480.00

Pipe & Fitting Insulation	\$150.00/Linear Ft
Ceiling Plaster	\$ 60.00/Sq. Ft.

4285K. Approves the following change order to APS Contracting, Inc. for Renovations and Additions to Seth Boyden and Tuscan Elementary School Projects.

<u>Contractor</u>	<u>Change Order #</u>	<u>Amount</u>
APS Contracting, Inc.	1	\$7,098.05

4285L. Approves an agreement with Atlantic Tomorrow's Office of Bloomfield, New Jersey for a 60-month lease for the following



Digital Imaging System copy machines:

- (1) - Savin IM 4000
- (2) - Savin IM 8000
- (1) - Savin IMC 3000

The total combined monthly lease cost of \$2,035.00 for an annual combined cost of \$24,420.00 plus the cost of \$.0053 per page for maintenance and supplies (excludes paper and staples).

- 4285M. Approves the submission of an application for FY 2022 American Rescue Plan Homeless Children and Youths (ARP-HCY II) Funds in the amount of \$14,535.00.
- 4285N. Submits and accepts additional Fiscal Year 2022 Elementary & Secondary Education Act (ESEA) Carryover Funds in the amount of \$48,473.00 as listed below:

Program

Title III, English Language Acquisition/Language Enhancement	\$ 1,131.00
Title IV, Part A	<u>\$ 47,342.00</u>
Total Carryover	\$ 48,473.00

- 4285O. Accepts a donation of a plants to the Columbia High School Horticulture Club. The approximate value of this donation is \$2,000.00
- 4285P. Approves a contract with Handle with Care Behavior Management System, Inc. of Gardiner, New York to provide program licensing and training at a cost not to exceed \$8,200.00 for the 2021-2022 school 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.
- 4285Q. Approves an agreement with Union County Educational Services Commission to provide transportation coordination services for transporting special education, non-public, public, vocational school students during the period of July 1, 2022 through June 30, 2023 for an administrative fee of 4% of the actual cost paid for transportation.
- 4285R. Approves an agreement with Sussex County Regional Cooperative to provide transportation coordination services for transporting special education, public/private school, sports and field trip and other school students during the period of July 1, 2022 through June 30, 2023 for an administrative fee of 3% of the actual cost paid for transportation.

4285S. Approves the fee schedule for use of district facilities effective July 1, 2022:

<u>Facility:</u>	<u>Facility Use</u> <u>Per Hour</u>	<u>Custodial</u> <u>Fees</u> <u>Per Hour</u>
Columbia High School:		
Auditorium	\$250.00	\$50.00
Black Box Theatre	\$100.00	\$50.00
Gym	\$120.00	\$50.00
Cafeteria	\$90.00	\$50.00
Classrooms per room/Library	\$50.00	\$50.00
Ritzer Field	\$50.00	\$50.00
Project Adventure	\$50 per person - minimum 10 people *	
Underhill Complex:		
Football Field	\$150.00	\$50.00
Baseball Field	\$100.00	\$50.00
Track	\$75.00	\$50.00
Middle Schools:		
Auditorium	\$150.00	\$50.00
Gym	\$120.00	\$50.00
Cafeteria	\$90.00	\$50.00
Classrooms per room/Library	\$50.00	\$50.00
Elementary Schools:		
Auditorium	\$100.00	\$50.00
Little Theater	\$75.00	\$50.00
Gym	\$100.00	\$50.00
Cafeteria	\$90.00	\$50.00
Classrooms per room /Library	\$50.00	\$50.00

- Custodial hours will be charged at the custodial rate of \$50 per hour per custodian (minimum 4 hours).

- Security guard (required for groups with more than 100 people in attendance) \$50 per hour per guard for a minimum of 4 hours.
- Use of kitchen will require a cafeteria worker who must be compensated at their overtime rate (4 hour minimum). Dishes, silverware, and utensils of the cafeteria may not be used.
- Use of stage lighting/sound and stage equipment must be under the supervision of a representative of the Board of Education to be paid by the applicant at a rate of \$55 per hour. The following fees will be charged for all other equipment or services used:

Stage Manager/Staff	\$55 per hour per person
Projector	\$25 per event
VCR/DVD	\$25 per event
Microphone	\$20 per event (each microphone)
Tripod Screen	\$20 per event
Stage Screen	\$20 per event
Overhead	\$25 per event
Audio System	\$30 per event (and requires Stage Manager)
Stage Lighting	\$35 per event (and requires Stage Manager)
Underhill Sound Booth	\$100 per event
Underhill Concession Stand	\$100 per event
CHS Cafeteria Equipment	\$30 per event (and requires Stage Manager)

\* Use of Project Adventure must be under the supervision of a Project Adventure certified representative of the Board of Education.

4285T. Awards the contract for Legal Services - General Counsel to Law Firm Cleary, Giacobbe, Alfieri and Jacobs, LLC of Oakland, New Jersey for the 2022-2023 school year at the following rates: Attorneys \$165.00/hour, Paralegals \$90/hour plus the cost of photocopying \$0.20 per page and interpreting services if necessary at current market rates.

4285U. Awards the contract for Legal Services - Special Education Counsel to Busch Law Group of Metuchen, New Jersey for the 2022-2023 school year at the hourly rate of \$170 for all attorneys plus the cost of direct expenses such as fees associated with court appearances (e.g. filing fees, transcripts), excessive copying, messenger service and overnight mail. The firm does not charge for travel time or support staff services.

4285V. Approves the establishment of a partnership with the following

private child care providers in the 2022-2023 school year, as required by the Division of Early Childhood Education in the New Jersey State Department of Education. Projected enrollment includes a total of 276 general education students who are eligible to participate in the District's Pre-School Program in 2022-2023.

Applecore Learning  
 Le Petit Academy  
 Zadie's of the Oranges  
 Curious Children Childcare Center  
 Iris Family Center for Early Childhood Education

4285W. Approves the submission of an application for 2022-2023 Preschool Expansion Aid (PEEA) Discretionary Grant funds and accepts these funds in the amount of \$7,262,957.00.

4285X. WHEREAS the South Orange Maplewood School District's commitment to expanding access to high-quality pre-school education programs in 2022-2023 will be best accomplished through the implementation of a mixed-delivery system that includes local child care providers.

WHEREAS 750 square feet total (50 square feet per child) of usable space shall be provided that is free and open and excludes storage and major pieces of equipment and built in furnishings (N.J.A.C. 6A:26-6.4). "Useable" space includes materials and pieces of equipment that are easily movable. 150 square feet of storage for equipment and furnishings that are either built in or not easily moveable. 50 square feet of an attached toilet room that is accessible to students with physical disabilities (N.J.A.C. 5:23-7) built to meet the needs of young children, identified for their exclusive use and barrier free in design as per N.J.A.C. 5:23-7.

WHEREAS eleven (11) providers and school district facilities do not meet the required 950 net square feet of classroom space.

BE IT RESOLVED THAT the South Orange and Maplewood Board of Education approves the submission of an application to waive the pre-school program classroom square footage requirement.

4286. Adopts the following book:

SUBJECT	GRADE	TITLE/AUTHOR	PUBLISHER/DATE
STEM	10-12	The Practice of Statistics /Updated 6 <sup>th</sup> Ed, Starnes/Tabor	Bedford, Freeman & Worth/2020

4287. Approves the addition of the following class field trip destinations based upon the attached "Statements of Assurance."

Upcoming Field Trips

CHS	NJ Teen Arts Festival
CHS	Branch Brook Park
Seth Boyden	Durand-Hedden House
South Mountain	Reeves-Reed Arboretum

Additional Destinations Added to Statement of Assurance

Middlesex College, Edison, NJ
Branch Brook Park, Newark/Belleville, NJ
Reeves-Reed Arboretum, Summit, NJ
Borden Park, Maplewood, NJ
Escapolohy, Garwood, NJ
Fairfield Inn by Marriott, Ithaca, NY (MODEL UN)

4288. Approves the assignment of the student(s) listed below as tuition-free student(s) for the remainder of the 2021/2022 school year, pursuant to Board Policy 5111 (Eligibility of Resident/Nonresident Students). Transportation shall be provided by the student's family to and from assigned District school.

Student ID#	School	Grade
3386214983	CHS	12

4289. Affirms the HIB investigations reported to the South Orange/Maplewood School District for the month of March 2022.

4290. Approves a settlement agreement for special education Student ID #5023087640 and authorizes the Board President to execute the settlement agreement.

4291A. Abolish Board Policy 2480 Alternative Education Programs.

4291B. Adopt Board Policy 1648.11 The Road Forward COVID-19 - Health & Safety.

4291C. Adopt Board Policy 3233 Political Activities.

4291D. Adopt Board Policy 4233 Political Activities.

4291E. Adopt Board Policy 7510 Use of School Facilities.

4291F. Adopt Board Policy 7540 Joint Use of Facilities.

4291G. Adopt Board Policy 9560 Administration of School Surveys.

4292. Approve the amended 2021-2022 school year calendar as submitted.

4293. Approve the amended 2022-2023 & 2023-2024 school year calendars as submitted.

ROLL CALL: MOTION 4282A-K, 4283A-B, 4284A-B, 4285B-F, 4285H-Q, 4285S-X, 4286, 4286, 4287, 4288, 4289, 4290, 4291, 4292, 4293.

PASSED YES: Bergin, Joshua, Malespina, Siders, Telesford, Vadlamani, Winkfield, Wittleder, Wright NO: None

MOTION 4285A PASSED YES: Bergin, Joshua, Siders, Telesford, Vadlamani, Winkfield, Wittleder, 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 made by Board President Joshua, seconded by Board Member Wittleder to discuss resolutions 4285G and 4285R. Motion unanimously approved.

ROLL CALL: Motion 4285G PASSED YES: Bergin, Joshua, Siders, Telesford, Vadlamani, Winkfield, Wittleder NO: Wright ABSTAIN: Malespina (in accordance with School Ethics Advisory Opinion A05-21)

Motion 4285R PASSED YES: Bergin, Joshua, Siders, Telesford, Vadlamani, Winkfield NO: Malespina, Wittleder, Wright

#### HEARING OF INDIVIDUALS AND DELEGATIONS

None.

#### NEW BUSINESS

Board Member Malespina - Resolution 4215 Moratorium on Suspensions had certain milestones and methods of implementation including two climate surveys given to our grade 6-12 students, report with survey results and recommendations given to the Board no later than March 31 and a presentation given to the public at tonight's meeting. I would like to know how things are going since the Board has not received the status report nor was there a presentation done tonight.

Dr. Taylor - What I shared with our Safety and Security committee and what we shared with the Board in your most recent Friday packet were notes from our Task Force meetings. In those notes we shared that instead of us creating our own in-house surveys, that we are going with a State survey platform that was launched with Rutgers University (documents from the platform were shared with Board members in the Friday packet). Our plan is to have this completed by the next Board meeting. We are also going to include a summation of code reds and code yellows as well as other security and disciplinary information and trends.

Board Member Wright - What is the cost for the Rutgers Survey Platform?

Dr. Taylor - There is no cost to the District and is part of a pilot with Rutgers. We will be one of the first districts in the State to participate.

Board Member Malespina - The District has done Climate and Culture surveys with Rutgers in the past is this a new Survey?

Dr. Taylor - This is more than a survey, this is a dashboard. More information will be provided on the platform during the presentation.

Board Member Malespina - I Would like to find a better method to answer Board Member questions. Board Members were initially told to ask the Executive Committee but only certain Board Members are using this method, with results being that many times the questions were not answered. Recently Board President Joshua said that questions should be directed to the committee chairperson which I did and almost none of my questions were addressed, some were in the committee meetings, including items related to security and mental health. I am trying to understand how the committee chairpersons are prioritizing what items make the meeting agendas and whose questions will be answered. A better system is needed to make sure all Board Member questions are answered in a timely manner and that we all have access to same information.

Board Member Wright - I've had similar experiences waiting to get answers to questions, there has to be a better way to communicate because we are still in silos.

Board Member Wittleder - I think there are ways that we can always improve communication and new business is supposed to be an opportunity for us to deliberate together and build a consensus. Data requests can be made by one person but if it is something the majority of us would like to see then there needs to be action on that. I would like to see new business become more interactive, where we can have two-way dialogue about opportunities and challenges that we are experiencing.

Board Member Vadlamani -As the FFT Chairperson, I reach out to the Board for questions. Items are prioritized based on time, sometimes items are moved to the next meeting if there was not enough time to address it in the current meeting. If your questions are being pushed back multiple meetings that is a problem, but I think that everyone should be patient enough to wait until one meeting has passed before making a complaint that your questions have not been addressed.

Board President Joshua - I would like to ask the Board to continue to follow the established protocols which are to go through the committee chairs if you know which committee your questions would fall under or if you are unsure or it does not fall under any committee, send it to the Executive Committee and we can determine if there is a committee for it and if not maybe there should be an ad hoc for it or it should go to Dr. Taylor. One thing that I heard is the idea that a request from one person is not a request from the Board. I would like to reiterate to my colleagues that a request from the Board is a request from the Board. We are given examples at NJSBA trainings that if two people ask the

Superintendent for different things and neither item is on our annual agenda or necessarily related to District goals, we are pulling administration in two different directions. Our job is to ensure that the district is being run well without trying to run the District. So, I ask all of us to ensure that all of our questions are on the well-run side versus the running the district side. I also ask that we ensure that the questions that are related to district goals are prioritized over questions that are not although they could be included in future goals. I believe our upcoming retreats will address this topic.

The Board continued the discussion on Board questions and communication.

### Future Meetings

The Board of Education will meet in a Special Public Session on Thursday, April 28, 2022 at 6:30 pm via an online video conference platform for a Budget Hearing. Immediately following the Public Session, the Board of Education will meet in Closed Session to discuss personnel and legal issues, negotiations and other matters to be announced at a later date. The community can view the meeting by following the steps which will be listed on the agenda. Action will be taken.

The Board of Education will meet in Closed Session on Monday, May 9, 2022, at 6:00 pm in the Superintendent's Office, 525 Academy Street, Maplewood, NJ, as well as using an 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 8:00 pm for a Organizational/Staff Renewal Meeting 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 optional in accordance with the guidance received from the local DOH and the CDC. Action will be taken.

The Board of Education will meet in Closed Session on Monday, May 16, 2022 at 6:30 pm in the Superintendent's Office, 525 Academy Street, Maplewood, NJ, as well as using an 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 optional 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 Wittleder, that the Board of Education will meet in Executive Session prior to the May 16, 2022 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 Wittleder to adjourn. Motion to adjourn was unanimously approved at 9:11 p.m.

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Eric Burnside, Business Administrator