

Regular Meeting  
South Orange-Maplewood  
Board of Education  
October 28, 2019

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, on October 28, 2019.

Board President Annemarie Maini called the meeting to order at 7:39 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 and all schools.

PLEDGE OF ALLEGIANCE

ROLL CALL: Present: Board Member Adamson, Board Member E. Baker, Board Member R. Baker, Board Member Cuttle, Board Member Farfan, Board Member Lawson-Muhammad, Board Member Maini, Board Member Mazzocchi, Board Member Wright  
Student Representative Lily Forman

Absent: none

9 VOTING MEMBERS AND ONE STUDENT REPRESENTATIVE PRESENT

*The SOMSD community has suffered the heartbreaking loss of two students. Board President Maini asked for a moment of silence to honor their memory.*

*The Columbia High School Furioso String Quartet performed.*

BOARD RECOGNITION - *Dr. Ronald Taylor*

The National Hispanic Recognition Program (NHRP) recognized Columbia High School students who took the PSAT/NMSQT. The National Hispanic Recognition Program Scholars Class of 2020 are:

Isabella Garcia	Jeremy Mandelbaum Giles	Isabel Wolter
Martina Zacker	Noori Zubieta	

The National Merit Scholarship Program Semifinalists on the 2020 National Merit Scholarship Competition are:

Ryanne Barrett	Alexander Glynn	Zubin Kremer Guha
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Columbia High School Commended Students are:

Hannah Anthony	Hannah Brownstein	Evan Fagan
Isabella Garcia	Jeremy Mandelbaum Giles	Connor Kosik
Cameron Lipp	Tate Olitt	Timothy Rohan
Olivia Vande Vusse	Noori Zubieta	

Students enter by taking the Preliminary SAT/National SAT/National Merit Scholarship Qualifying Test (PSAT/NMSQT)

The Columbia High School Virtuosi String Ensemble was selected by the New Jersey School Boards Association (NJSBA) to perform at the annual NJSBA/NJASA/NJASBO Workshop 2019 under the direction of Columbia High School Teacher, Todd Van Beveren.

Members of the Virtuosi String Ensemble are:

Hazel Allison-Way	Margaret Andrejco	Julien Gagnier
Zubin Kremer Guha	Henrik Mecinski	Michael Nicholas
Imogen Pranger	Frida Rahmani	Gabriel Roth
Jasper Thomas-Yount	Tess von Brachel	

Columbia High School Dance Educator, Kandice Point-Du-Jour, has been selected as a mentor in the 2019 National Dance Education Organization's Mentorship Program. She will be mentoring a new teacher in dance education from Minnesota.

Columbia High School Teacher Anthony Campiglia will be a speaker at the November *Teen Driver Safety Event "AAA to Gen Z: A Safety Summit for the New Generation of Drivers."* The event is held to show safe driving programs that teens can bring to their schools. Mr. Campiglia will be presenting the Public Service Announcement his TV students produced last spring which was a winner at the UGOTBRAINS safe driving competition.

Columbia High School Teacher, Scott Cohen, is being inducted into HomeSharing's Hall of Fame. Mr. Cohen serves as a board president for the program which creates affordable housing solutions by matching those seeking housing with those who need additional income or services to maintain their homes, while fostering independence and dignity. HomeSharing provides services in Somerset, Hunterdon, Middlesex, Morris, and Union counties and the Montclair area.

Technology Integration Trainer for the District Sabina Ellis' technology workshop entitled "*Up Your Productivity Using the New Features of Gmail, Google Calendar and Google Keep*" has been selected for the National Education Association (NEA) Professional Development Webinar Training Series.

Clinton Special Education Teacher, Bebe Greenberg, was asked to present a workshop based on her experience supporting children and families with dyslexia at the Teacher's College Reading and Writing Project, Institute to Explore Dyslexia and the Reading Workshop K-5.

Columbia High School Spanish Teacher, Luis F. Hernandez was designated by the Sociedad Honoraria Hispánica as the official sponsor of the prestigious chapter, "Sonia Sotomayor" to Columbia High School. The National Spanish Honor Society is a national academic honor society for high school students enrolled in Spanish and/or Portuguese.

Columbia High School Teacher of Social Studies, Katerina Karis, participated in QFI Highlights of Jordan. The Qatar Fund International grant was awarded to teachers through an intensive application process, involving teachers from across the United States who traveled through the country of Jordan, touring ancient and medieval sites while learning history and modern culture.

South Mountain 4th grade Teacher, Tamara Murphy, received two grants through DonorsChoose: "Bring on the Word Play Grant" in the amount of \$346 to provide supplemental literacy skill practice for 4th grade language art students and "Flexible Seating for Writing and Reading Grant" in the amount of \$537 to expand on the flexible seating spaces.

Fine Arts Supervisor, James A Manno, was a part of a panel workshop entitled "Engage & Empower All Students With Woodworking" at the New Jersey School Boards Association (NJSBA) conference, where he shared impactful educational experiences that Maplewood Woodshop (<https://www.maplewoodshop.com/>) has

provided SOMSD students over the past few years per a partnership facilitated with the organization.

South Orange Maplewood Board of Education member Shannon Cuttle gave a presentation at the 2019 New Jersey School Board Association conference on what boards can do to support LGBTQ+ youth in their school systems. Cuttle joined forces with Dr. Jan Kaminsky, Director of Education for Rainbow Health Consulting to present, "Supporting the Health of LGBTQ+ Students in Schools," and "Developing an Inclusive School District for LGBTQ+ Students," - the first conference sessions the organization has had to address the topic of LGBTQ students and the first to be led by anyone from SOMSD.

#### APPROVAL OF MINUTES

Board President Maini declared the minutes of the Executive and Public sessions of September 16, 2019 and the revised minutes of the August 23, 2019 Special Meeting approved as presented.

#### BOARD PRESIDENT'S STATEMENT - *Board President Annemarie Maini*

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 MONTHLY UPDATE - *Dr. Ronald Taylor, Superintendent*

Dr. Taylor informed the Board of the following changes to the agenda:

- Due to an emergency presenter Nancy Kislin is no longer able to present tonight. Her presentation will be added to next month's Board meeting agenda.
- The 7<sup>th</sup> name on resolution 3926C has been removed.

Dr. Taylor introduced Ms. Tanya Lewis of TSL Consulting. TSL Consulting is a consultant to the District, providing training in Restorative Practices. Restorative Practice is a huge part of the Code of Conduct. TSL Consulting is helping the district understand the theory, principles and practices of Restorative Practice in order to live out the intent of the Code of Conduct.

[Presentation on file in the Board Secretary's office]

#### RESTORATIVE PRACTICES - *Tanya Lewis, TSL Consulting*

Ms. Lewis presented a Powerpoint presentation on Restorative Practices. The presentation outlined the following areas:

- Why are we here?
- Paradigm Shift
- What Are Restorative Practices?

- Goals
- Restorative Practices, Principles and Theory.
- Trainers
- Marshall Rosenberg's Nonviolent Communication
- Circle Characteristics

[Presentation on file in the Board Secretary's office]

2019 NEW JERSEY STUDENT LEARNING ASSESSMENT (NJSLA) RESULTS - Dr. Taylor

Dr. Taylor presented the Spring 2019 NJSLA results. The purpose of this brief presentation is to share with the public and Board our district's Spring 2019 New Jersey Student Learning Assessment data, including grade year-to-year comparisons, multi-year comparisons for single classes and subgroup comparisons. The presentation also outlined the following:

- NJ Statewide Assessment Program
- NJSLA and PARCC Comparisons
- Previous PARCC Performance Levels
- New NJSLA Performance Levels
- State Averages vs. SOMSD Averages.
- Multi-Year Comparisons
- PARCC vs. NJSLA Scores by Subgroups
- Highlights

A brief Board discussion yielded the following comments/questions:

- Is this data being used to help students this quarter? What is happening with each school and department?
- African American students are not meeting the state average. Why?
- Would like to know the strengths, weaknesses and additional actionable analysis.
- How are scores reported to the schools?

BOARD PRESIDENT'S UPDATE - Annemarie Maini

Board President Maini made the following comments:

- Thank You Dr. Taylor for the presentation on Restorative Practices.
- Certificated Staff, non-certificated staff and contracted workers will participate in a half day of professional development focused on Restorative Practices.
- Thank you to all staff for assisting students during code yellow drills. Your ability to stay calm and help all children when there is usually a communication void is greatly appreciated.
- Thank you to the community for offering their feedback on the security policy. Thank you to Dr. Taylor and building leaders for honestly discussing the drill process and addressing some of the bigger identified issues promptly.
- Thank you to Board members for attending the 2019 NJSBA Convention and training sessions. Seven Board members were able to attend, successfully completing a Board Goal.
- Appreciates the community's willingness to work towards a more effective public speaks process.

HEARING OF INDIVIDUALS AND DELEGATIONS

NAME

TOPIC

Myles Cabbagestalk  
Maplewood

Spoke about a program he started with the help of his principal called the MDC program. The program was created to help people understand that they should not say or do insensitive things to people with disabilities. Everyone should be treated with dignity and respect. Would like this topic to be added to staff development discussions. Hopes the SOMSD renovation plans address the needs of students with physical disabilities.

Elissa Malespina  
South Orange

Presented the Board with a petition to address Columbia High School needs. Urged the Board to revisit the public speaks process.

Scott Sinkler  
South Orange

Expressed concern regarding his daughter's experience at Columbia High School. Letter of submitted to the Board.

**Board Recessed at 9:39 p.m.**

**Board Member Farfan left at 9:39 p.m.**

**Board Reconvened 9:45 p.m.**

**8 voting members and one student representative present**

Marco Hurtado  
South Orange

Expressed concern regarding a teacher at CHS. What is done to ensure teachers are evaluated properly?

Khadijah White  
Maplewood

Spoke about school safety and active shooter drills.

Khaneisha White  
Maplewood

Recalled her experience during an active shooter drill. Feels it would be helpful to notify parents and students in advance of drills.

Kathy Greenstone  
South Orange

Thanked the Board for accepting input regarding policy 8420. Requested more definite language as to the minimum number of drills required by law and to add parental notification prior to drills.

Lindsey Stone  
South Orange

Parent of a preschool student at Montrose who is extremely adverse to loud noises. The loud sirens and speaker announcements that occur during these drills severely affect him. Please keep preschool students in mind when considering the length of the drills and how often they will occur.

Dr. Taylor responded to concerns and comments made during the Hearing of Individuals and Delegations with the following remarks:

- Miles Cabbagestalk is a champion of a young man and I will personally reach out to this family to give them my response. Very happy to hear

that Miles is taking the initiative and advocating for his beliefs. I am legally restricted from speaking about personnel matters at public meetings, but I believe the professional development request for sensitivity training is a welcomed recommendation that we will keep in mind.

- The items presented in the petition will be included in the budget discussion.
- The Board of Education recently approved new teacher and administrator evaluation systems. We hope to become an exemplar District in how we evaluate and give feedback to support all of our professionals, including myself. Dr. Carrick has a presentation planned regarding our District's evaluation systems that will help give some transparency.
- I've tried to personally respond to each email regarding policy 8420. This topic is up for discussion. The Board is considering reviews and recommendations based on the advocacy of those who have come to speak with us. Our responsiveness is very clear on this matter. No one here entered into this business to harm students or to know that our most vulnerable students are being harmed by the decisions we are making. We also know that we are required by law and mandated to keep students safe. We are always trying to find a happy medium while also understanding that our law enforcement partners are a big part of that. We are always in a push and pull when it comes to the advocates who have the well-being and mental health of students at heart and those who truly believe in the safety and security of our students. We believe this document represents the input from all sides of this issue, with a focus on being compliant with the law, but also taking into consideration the mental health and well-being of all of our students and staff.

#### STUDENT REPRESENTATIVE - *Lily Forman*

Student Representative Lily Forman shared the following Columbia High School highlights and news of upcoming events:

- At the end of September, students participated in a day of action with the climate strike. Hundreds of students marched to demand climate action from the government and listened to our peers speak about the climate crisis.
- Last week students donated blood through a student council sponsored blood drive.
- Earlier this month students enjoyed spirit week. Students were invited to dress up based on a different theme each day. We ended the week by watching the football team win their homecoming game followed CHS juniors and seniors attending the homecoming dance.
- Students have not received the Code of Conduct.
- Students are also confused regarding the homework policy during holidays.
- Ms. Forman shares the concerns of students regarding policy 8420.
- Acknowledged students who spoke at last month's Board meeting and those who are here tonight. It isn't easy to speak at Board meetings, but I am glad to see you here to advocate for all students. It is so important to make our voices heard.
- Thanked the Board for adopting the policy of uplifting student voices during public speaks.

#### COMMITTEE REPORTS

##### CURRICULUM & INSTRUCTION - *Board Member Lawson-Muhammad*

The committee discussed:

- Revised Curriculum
- Book Adoption
- October 15th Professional Development
- Sustainable NJ
- Code of Conduct
- Week of Respect
- Special Education
  - Policy 5561 Use of Physical Restraint and Seclusion Techniques for Students with Disabilities
  - New IEP System
  - Standard Operating Procedures
  - Intervention and Referral Services Brochure
  - Pre-K Program Early Childhood Advisory Council Meeting
  - Transition Coordinator Reassessment

FINANCE FACILITIES & TECHNOLOGY - Board Member Mazzocchi

The committee discussed the following:

- New Phone System
- Policies 5513, 7520, 8507, 8540, and 6660
- Free internet access for homes
- Paraprofessional Bid
- Pre-School program
- Capital Plan Update
- Comprehensive Maintenance Plan
- Facility Waivers

PERSONNEL & LABOR RELATIONS - Board Member E. Baker

The committee discussed the following:

- Personnel resolutions on tonight's agenda for approval
- Exit Interview Action Plan was reviewed for 2019-2020 implementation
- SOMSD open positions
- Certification Update
- Danielson observation component schedule for 2019-2020.
- Danielson, McRel and Frontline training sessions scheduled for October and November.
- Personnel Policies

Dr. Taylor introduced Anide Eustache candidate for the Multi-Media Specialist position. Ms. Eustache thanked the Board for the opportunity and provided a brief background of her experience and her plans for the District.

ITEMS FOR ACTION

Motion made to sever resolution 3936. Motion unanimously approved.

Motion made by Dr. Taylor, seconded by Board Member R. Baker that the Board of Education approves the following:

3926A. RETIREMENTS

NAME	ASSIGNMENT	EFFECTIVE DATE	YEARS IN DISTRICT
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Voorhees, Roseann	S4/12, Secretary CHS - 1.0 FTE	1/1/20	18
Weber, Lisa	Data Entry Manager SOM/MM - 1.0 FTE	2/29/20	33

Background

3926B. RESIGNATIONS

NAME	ASSIGNMENT	EFFECTIVE DATE
Amaral, Agata	T Math MM - 1.0 FTE	12/13/19
Antoine, Claudy	ELL Instructional Aide/Parent Liaison CLIN - 1.0 FTE	11/16/19
Tait, Mark	Technology Integration Trainer DIST - 1.0 FTE	1/15/20

3926C. 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
Barkley, Ronald	AV Tech DIST - 1.0 FTE	10/29/19 6/30/20	\$65,843
Burns, Nicole	S4/11, Secretary MONT - 1.0 FTE	11/11/19 6/30/20	\$56,006
Charney, Dr. Jeff	External Evaluator DIST 1.0 FTE	10/29/19 4/30/20	\$500 (per day)
Edmond, Barbara	ELL Instructional Aide/Parent Liaison CLIN - 1.0 FTE	10/29/19 6/30/20	\$41,551
Eustache, Anide	Multi-Media Communications Specialist DIST - 1.0 FTE	10/31/19 6/30/20	\$110,000
Faley, Christopher	T SPED JEFF - 1.0 FTE	1/1/20 6/30/20	\$61,700
Mincer, Ebony	T SPED MM - 1.0 FTE	11/11/19 6/30/20	\$71,100
Minchello, Ethel	Interim Principal MAR - 1.0 FTE	10/4/19 10/28/19	\$500 (per day)

\* ASCA salary based on 2018-19 agreement

3926D. LEAVE REPLACEMENT 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
Cagide, Helen	T SPED MM - 1.0 FTE	10/29/19 3/27/20	\$67,500
Carluccio, Joanna	T Lang. Arts SOM - 1.0 FTE	12/9/19 4/30/20	\$49,600
Dewey, Deborah	T Physics CHS - 1.0 FTE	10/4/19 6/30/20	\$75,700
Faley, Christopher	T SPED JEFF - 1.0 FTE	10/29/19 12/31/19	\$61,700

3926E. RESCIND APPOINTMENT

(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
Spina, Anthony	T SPED CHS - 1.0 FTE	9/2/19 6/30/20	\$51,300

3926F. CHANGE IN START DATE

NAME	ASSIGNMENT	OLD START DATE	NEW START DATE
Daly, Antoinette	LR Guidance Counselor CHS - 1.0 FTE	9/1/19 11/25/19	10/1/19 11/25/19

3926G. LEAVES OF ABSENCE

NAME	ASSIGNMENT	EFFECTIVE DATE
Dore, Deirdre	T 2 TUS - 1.0 FTE	11/1/19-12/5/19 (Unpaid Leave)
Frydlewicz, Sarah	T 1 MAR 1.0 FTE	9/3/19-10/30/19 (Paid Maternity Leave) 10/31/19-1/24/20 (Unpaid FMLA)
Mack, Michael	T 5 CLIN - 1.0 FTE	1/2/20-3/25/20 (Unpaid FMLA)
Nicosia, Nicole	T SPED MM 1.0 FTE	9/3/19-9/27/19 (Paid Maternity Leave) 10/2/19-1/3/19 (Unpaid FMLA)
Renelle, Stephanie	Guidance Counselor CHS 1.0 FTE	9/3/19-10/10/19 (Paid Maternity Leave) 10/11/19-12/19/19 (Unpaid FMLA)
Voorhees, Roseann	S4/12, Secretary CHS - 1.0 FTE	10/3/19-12/26/19 (Unpaid FMLA)

3926H. SALARY ADJUSTMENTS

NAME	ASSIGNMENT	EFFECTIVE DATE	ADJUSTMENT	ACTUAL SALARY
Degoia, Damiana	T SPED CHS - .2 FTE	9/5-27/19 (17 days)	\$65.50 (per day)	\$1,113.50
Gallof, Pamela	T SPED CHS - .2 FTE	9/5-27/19 (17 days)	\$82.15 (per day)	\$1,396.55
Karl, Gwen	T SPED CHS - .2 FTE	9/5-27/19 (17 days)	\$91.85 (per day)	\$1,561.45
Logan, Takia	T SPED CHS - .2 FTE	9/5-27/19 (17 days)	\$69.50 (per day)	\$1,181.50
Regler, James	T SPED CHS - .2 FTE	9/5-27/19 (17 days)	\$60.10 (per day)	\$1,021.70
Boni, Susan	T Math CHS - .2 FTE	9/11-27/19 (13 days)	\$82.15 (per day)	\$1,067.95
Buzar, Marisa	T SPED CHS - .2 FTE	9/11-27/19 (13 days)	\$54.70 (per day)	\$711.10
Endlich, Matthew	T SPED CHS - .2 FTE	9/11-27/19 (13 days)	\$97.55 (per day)	\$1,268.15
Stratford, Lynn	T SPED CHS - .2 FTE	9/11-27/19 (13 days)	\$97.55 (per day)	\$1,268.15
Femenella, Matthew	T SPED CHS - .2 FTE	9/11-27/19 (13 days)	\$61.70 (per day)	\$802.10

D'Alessio, Tara	T SPED CHS - .2 FTE	9/11-27/19 (13 days)	\$91.85 (per day)	\$1,194.05
Grasso, Linda	T SPED CHS - .2 FTE	9/11-27/19 (13 days)	\$82.15 (per day)	\$1,067.95
Herekar, Ashwin	T SPED CHS - .2 FTE	9/11-27/19 (13 days)	\$54.70 (per day)	\$711.10
Lucas, Justin	T Math CHS - .2 FTE	9/11-27/19 (13 days)	\$80.20 (per day)	\$1,042.60
Spina, Kathleen	T SPED CHS - .2 FTE	9/11-27/19 (13 days)	\$90.60 (per day)	\$1,177.80
Mudrak, David	T SPED CHS - 1.0 FTE	9/2/19 6/30/20	+\$6,400	\$56,000
Knight, Keysha	S5/12, Secretary CHS - 1.0 FTE	10/29/19 6/30/20	+\$5,107	\$71,722
Cadorette, Catherine	Clerical Aide SB - 1.0 FTE	9/17-23/19 (26.5 hours)	\$8.91 (per hour)	\$236.11
Goodman, Treena	Clerical Aide SM - 1.0 FTE	9/17/19- 10/16/19 (38 hours)	\$8.91 (per hour)	\$338.58
Pierre Louis, Renaud	School Bus Driver DIST - .8 FTE	9/3-26/19 (182.80 hours)	\$5.07 (per hour)	\$926.79
Taylor, Peter	School Bus Aide DIST - .5 FTE	9/3-26/19 (4 hours)	\$8.92 (per hour)	\$35.68
Tyson, Angela	School Bus Aide DIST - .8 FTE	9/3-26/19 (2 hours)	\$9.43 (per hour)	\$18.86

3926I. STIPENDS

NAME	ASSIGNMENT	EFFECTIVE DATE	SALARY
Andrews, Shawana	Team Leader, Gr 8B SOM - 1.0 FTE	9/1/19 6/30/20	-\$5,944
Borkowski, Matthew	Mock Trial CHS - 1.0 FTE	9/1/19 6/30/20	\$2,834
Cadet, Jason	Model U.N. SOM - 1.0 FTE	9/1/19 6/30/20	\$2,734
Elson, Anna	Team Leader, Gr 8B SOM - 1.0 FTE	9/1/19 6/30/20	\$5,944
McMahon, Bridget	Elementary Subject Leader: ELA JEFF - 1.0 FTE	9/16/19 6/30/20	\$3,335
Rosen, Hilary	Team Leader, Gr 8A SOM - 1.0 FTE	12/9/19 4/30/20	\$5,944
Rowe, Amy	Team Leader, Gr 8A SOM - 1.0 FTE	9/1/19 12/8/19	\$5,944
Serpico, Maria	Team Leader, Gr 8 MM - 1.0 FTE	9/1/19 6/30/20	-\$5,944
Thomas, Kristie	Mock Trial CHS - .5 FTE	9/1/19 6/30/20	-\$1,417
White, Dillon	Boys Basketball, JV/Asst. Coach CHS - 1.0 FTE	12/1/19 2/28/20	\$5,614
Keegan, William	Girls Basketball, Varsity Coach CHS - 1.0 FTE	12/1/19 2/28/20	\$7,891
Ferruggiaro, Alan	Girls Basketball, Asst. Coach CHS - 1.0 FTE	12/1/19 2/28/20	\$5,614
Huszar, Evelyn	Fencing, Volunteer CHS - 1.0 FTE	12/1/19 2/28/20	n/a
Mobley, Gary	Boys Indoor Track, Asst. Coach CHS - 1.0 FTE	12/1/19 2/28/20	\$4,676

Iraggi, Taylor	Girls Indoor Track, Varsity Coach CHS - 1.0 FTE	12/1/19 2/28/20	\$5,531
Clesmere, Lindsey	Indoor Track, Volunteer CHS - 1.0 FTE	12/1/19 2/28/20	n/a
Picillo, Nicholas	Wrestling, Freshman/Asst. Coach CHS - 1.0 FTE	12/1/19 2/28/20	\$3,811

3926J. 2018-19 SCHOOL YEAR SOMEA STAFF PERFECT ATTENDANCE AWARD (REVISED NEW LIST)

NAME	ASSIGNMENT	EFFECTIVE DATE	ACTUAL SALARY
Bonanne, Melanie	Teacher JEFF - 1.0 FTE	9/1/18 6/30/19	\$750
Bonheur, Pierreline	Teacher CLIN - 1.0 FTE	9/1/18 6/30/19	\$750
Brody, Susan	Teacher SB - 1.0 FTE	9/1/18 6/30/19	\$750
Carlsen-Gaffney, Kathleen	Teacher JEFF - 1.0 FTE	9/1/18 6/30/19	\$750
Cayo, Danielle	Teacher CHS - 1.0 FTE	9/1/18 6/30/19	\$750
Ciemniecki, Richard	Teacher CHS - 1.0 FTE	9/1/18 6/30/19	\$750
Fakhoury, Sarah	Teacher CHS - 1.0 FTE	9/1/18 6/30/19	\$750
Gregory, Lakilah	Teacher MAR - 1.0 FTE	9/1/18 6/30/19	\$750
Hein, Jesse	Teacher SB - 1.0 FTE	9/1/18 6/30/19	\$750
Massung, Patrice	Teacher MAR - 1.0 FTE	9/1/18 6/30/19	\$750
Palmgren, Richard	Teacher MM - 1.0 FTE	9/1/18 6/30/19	\$750
Pei, Kristin	Teacher SB - 1.0 FTE	9/1/18 6/30/19	\$750
Porter, Julianne	School Nurse MM - 1.0 FTE	9/1/18 6/30/19	\$750
Reisman, Michele	Teacher MM - 1.0 FTE	9/1/18 6/30/19	\$750
Somoza, Debra	Teacher CHS - .5 FTE	9/1/18 6/30/19	\$750
Trimble, Darrell	Teacher MM - 1.0 FTE	9/1/18 6/30/19	\$750
Vengraitis, Cynthia	Teacher TUS - 1.0 FTE	9/1/18 6/30/19	\$750

3926K. 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	9/1/19 6/30/20	\$49,024
Dinkins, Sharonn	Social Worker SB - 1.0 FTE	9/1/19 6/30/20	\$59,800

	ACCT# 20.231.100.101.SB.0231		
Friedrich, Donna	Teacher SB - .48 FTE ACCT# 20.231.100.101.SB.0231	9/1/19 6/30/20	\$45,288
Harris, Taylor	Teacher MM - .94 FTE ACCT# 20.231.100.101.MM.0231	9/1/19 6/30/20	\$57,998
Miller, Colleen	Teacher MM - .48 FTE ACCT# 20.231.100.101.MM.0231	9/4/18 6/30/19	\$38,544
Santos, Brittany	Teacher MM - .5 FTE ACCT# 20.231.100.101.MM.0231	9/1/19 6/30/20	\$29,900

3926L. STAFF FUNDED BY TITLE 11-A FUNDS

NAME	ASSIGNMENT	EFFECTIVE DATE	ACTUAL SALARY
Massoud, Nicole	Teacher CHS - .8 FTE ACCT# 20.274.100.101.GR.0274	9/1/19 6/30/20	\$44,150
Silver, Bianca	Teacher CHS - .88 FTE ACCT# 20.274.100.101.GR.0274	9/1/19 6/30/20	\$44,150

3927A. APPOINTMENT OF SUBSTITUTE TEACHERS FOR THE 2019-2020 SCHOOL YEAR

STATE CERTIFIED TEACHERS

NAME	INSTITUTION	DATE	DEGREE
Beauchamp, Meladie	Empire State College	6/2017	BS
	New York University	7/2019	MA
Carluccio, Joanna	Stockton University	12/2018	BA

COLLEGE GRADUATE AND STATE SUBSTITUTE CERTIFICATE

NAME	INSTITUTION	DATE	DEGREE
Howell, Conrad	St. Peter's University	8/1987	BS
Jackson, Clarke	Rutgers University	1/2019	BA
Mompoint, Jacqueline	University of the District of Columbia	5/1981	BS
O'Halloran, Pamela	Brooklyn College	2/1995	BA

COUNTY SUBSTITUTE CERTIFICATES - NON-DEGREE

McGuire, Shannon

3927B. APPOINTMENT OF SUBSTITUTE NURSE FOR THE 2019-2020 SCHOOL YEAR PAID AT THE DAILY RATE OF \$215

Scott, Myrna

3927C. APPOINTMENT OF STIPEND POSITIONS FOR THE 2019-2020 SCHOOL YEAR

NAME	ASSIGNMENT	STIPEND
Charlotte Arevalo	Robotics	\$3,223
Michael Pettis	Marching Assistant	\$2,760

3927D. APPOINTMENT OF SUBSTITUTE TEACHER FOR THE 2019-2020 SCHOOL YEAR PAID AT THE DAILY RATE OF \$160

NAME
Antoinette Daly

3927E. APPOINTMENT OF OUT-OF-DISTRICT COACHES FOR THE 2019-2020 SCHOOL YEAR

NAME	ASSIGNMENT	CONTRACT YEAR	STIPEND
Aguero, Christopher	Swimming (Boys) Head Coach	12/2019 2/2020	\$4,210.50
Donte, Dennis	Basketball (Boys), Varsity Asst. Coach	12/2019 2/2020	\$5,531
Faraone, Christopher	Indoor Track (Boys), Head Coach	12/2019 2/2020	\$5,614
Freedman, Michael	Wrestling. Head Coach	12/2019 2/2020	\$7,905
Keenan, Margaret	Swimming (Boys & Girls) Head Coach	12/2019 2/2020	\$7,017.50
Lantz, Christopher	Wrestling, Asst. Coach	12/2019 2/2020	\$5,614
Mebude, Omotayo	Basketball (Boys), Freshmen Coach	12/2019 2/2020	\$3,749
Richardson, Nijah	Basketball (Girls), JV Coach	12/2019 2/2020	\$5,531
Robinson, Eugene	Basketball (Boys), Head Coach	12/2019 2/2020	\$7,891
Simmons, Crystal	Cheerleading Coach	12/2019 2/2020	\$3,811
Spina, Anthony	Soccer (Boys), Freshman Coach	8/2019 11/2019	\$3,749
Stephens, Christopher	Indoor Track (Girls) Asst. Coach	12/2019 2/2020	\$4,005

3927F. APPOINTMENT OF SUBSTITUTE BUS DRIVERS FOR THE 2019-2020 SCHOOL YEAR PAID AT THE HOURLY RATE OF \$10.50

NAME
Richard Fanning
Roy Keller

3928. Approves the attached list of students who are scheduled to attend Out-of-District tuition supported programs for the 2019-20 school year [list on file in Board Secretary's office].

3929A. Receives and accepts the following financial reports:

1. Board Secretary's Report dated September 30, 2019
2. Expense Account Adjustment Analysis dated September 30, 2019
3. Revenue Account Adjustment Analysis dated September 30, 2019
4. Check Register# 403594-403901 in the amount of \$5,986,140.24
5. Check Register#200683-200684 in the amount of \$1,398,793.37
6. Check Register#200685 for September 2019 payroll in the amount of \$6,812,586.11
7. Treasurer's Report of August 2019

3929B. Certify the Board Secretary's Monthly Financial Report [signed certification on file in Board Secretary's office].

3929C. Approves the attendance and related travel expenses for the following work-related events:

Employee	Workshop/Conference	Travel Date (s)	Location	Estimated Cost (s)
Jane Bean-Folkes Columbia HS	The Leadership Challenge	11/15/19	Somerset, NJ	\$185.00
Brad Bertani Tuscan	Leading an Equitable System	9/23/19 10/14/19 12/3/19 1/14/20 3/3/20	Piscataway, NJ	\$750.00
Ann Bodnar Central Office	Designing Equitable and Sustainable Learning Systems	9/23/19 10/14/19 12/3/19 1/14/20 3/3/20	Piscataway, NJ	\$750.00
Angel Rivera Jefferson	Designing Equitable and Sustainable Learning System	9/23/19 10/14/19 12/3/19 1/14/20 3/3/20	Piscataway, NJ	\$750.00
Lynn Irby SOMS	The Leadership Challenge	11/15/19	Somerset, NJ	\$185.00
Leroy Johnson III Central Office	Designing Equitable and Sustainable Learning System	9/23/19 10/14/19 12/3/19 1/14/20 3/3/20	Piscataway, NJ	\$750.00
Christina Luzzi Columbia HS	AP Psychology Workshop	11/5/19	New York, NY	\$82.20
Cheryline Hewitt Columbia HS	Designing Equitable and Sustainable Learning System	9/23/19 10/14/19 12/3/19 1/14/20 3/3/20	Piscataway, NJ	\$750.00
Maria-Daphne Kazanis Marshall	NJASL 2019 Fall Conference	12/9/19- 12/10/19	East Brunswick, NJ	\$218.85
Jennifer Latimer Clinton School	NJASL 2019 Fall Conference	12/9/19- 12/10/19	East Brunswick, NJ	\$236.60
		11/20/19 12/9/19 2/10/20 2/11/20 5/12/20 5/13/20		

Rebecca Milligan Montrose	Preschool Intervention & Referral Team Specialist Seminar	6/8/20 6/9/20	Trenton, NJ	106.80
Amy Popp Tuscan	NJASL Fall Conference	12/8/19- 12/10/19	East Brunswick, NJ	222.40
Christopher Preston Columbia HS	History Conference	12/6/19	Princeton, NJ	80.00
Christopher Preston Columbia HS	NCSS Annual Conference	11/20/19- 11/24/19	Austin, TX	2498.20
Dr. Ronald Taylor Central Office	Techspo 20	1/30/20- 1/31/20	Atlantic City, NJ	824.72
Dr. Ronald Taylor Central Office	NJICLE 2020 Annual School Law Conference	2/4/2020	Edison, NJ	277.71
Michael Zarabi SOMS	Urban Mental Health	11/1/19	Newark, NJ	\$108.27
Ramon Robles- Fernandez Columbia HS	ACTFL Conference	11/22/19- 11/24/19	Washington, DC	1483.40

3929D. Approves the following providers for the 2019-2020 school year for the service indicated:

Provider Name	Service	Rate
Professional Education Services, Inc Glassboro, NJ	Home Instruction	\$35.00
Silvergate Prep Bridgewater, NJ	Home Instruction	\$55.00
Pirelli Clinical & Forensic Psychology, LLC Verona, NJ	Psychological Evaluations with report	\$2,500.00
Anne Fetherston Sicklerville, NJ	Behavior Therapy	\$140.00/hr
Stepping Forward Counseling Center Chatham, NJ	Home Instruction	\$75.00/hr
Learnwell Plymouth, MA	Hospital Tutoring	\$53.50/hr
Maxim Healthcare Services West Orange, NJ	Registered Nurse Licensed Practical Nurse	\$52.52/hr \$48.70/hr
	Substitute School Nurse (RN)	\$55.55/hr

3929E. WHEREAS, N.J.S.A. 40A:11-11(5) authorizes contracting units to establish a Cooperative Pricing System and to enter into Cooperative Pricing Agreements for its administration; and

WHEREAS, the Mercer County Special Services Cooperative Pricing System ("MCSSSD"), hereinafter referred to as the "Lead Agency" has offered voluntary participation in a Cooperative Pricing System for the purchase of goods and services;

WHEREAS, on October 28, 2019 the governing body of the South Orange and Maplewood School District, County of Essex, State of New Jersey duly considered participation in a Cooperative Pricing System for the provision and performance of goods and services;

NOW, THEREFORE, BE IT RESOLVED as follows:

#### TITLE

This Resolution shall be known and may be cited as the Cooperative Pricing Resolution of the South Orange and Maplewood School District.

#### AUTHORITY

Pursuant to the provisions of N.J.S.A. 40A:11-11(5), the Business Administrator is hereby authorized to enter into a Cooperative Pricing Agreement with the Lead Agency.

#### CONTRACTING UNIT

The Lead Agency shall be responsible for complying with the provisions of the Local Public Contracts Law (N.J.S.A. 40A:11-1 et seq.) and all over the provisions of the revised statutes of the State of New Jersey.

This resolution shall take effect immediately upon passage.

- 3929F. Approves Zadies Early Childhood Center as partner in the implementation of the District's Pre-School Education Expansion Aid Program for 2019-2020 school year.
- 3929G. Approves La Petite Academy as partner in the implementation of the District's Pre-School Education Expansion Aid Program for 2019-2020 school year.
- 3929H. Approves Prozio, Bromberg and Newman P.C. of Morristown, New Jersey as Special Counsel to the Board of Education for the period July 1, 2019 and June 30, 2020 at the following rates:
- Senior Attorney \$345 per hour
  - Associate Attorney \$225 per hour
  - Paralegal \$145 per hour
- 3929I. Approves David B. Rubin, Esq. of David B. Rubin, PC and Busch Law Group of Metuchen, New Jersey as Special Counsel to the Board of Education through June 30, 2020 at a rate of \$185 per hour, plus reimbursement of all costs, disbursements and expenses reasonably and necessarily incurred in connection with this agreement.
- 3929J. WHEREAS, the Public School Contracts Law (N.J.S.A. 18A: 18A-1, et seq) authorizes the awarding of a contract for "Professional Services" without competitive bidding.

NOW, THEREFORE, BE IT RESOLVED by the Board of Education of The School District of South Orange Maplewood, that Patrick Carrigg, Esq. and the



law firm of Lenox Socey, Fomidoni, Giordano, Carrigg, Lang and Casey of Lawrenceville, New Jersey be appointed as Special Counsel for Labor, Employment and other overflow legal matters by assignment for this Board for the period October 28, 2019 through June 30, 2020 to provide comprehensive legal services ordinarily provided by an Attorney at Law of the State of New Jersey in accordance with the terms and conditions more specifically set forth in the Retainer Agreement between the parties. Said Patrick Carrigg, Esq., is a person authorized by law to practice a recognized profession in the State of New Jersey, which practice is regulated by the laws of this State, to wit; the profession of law.

These professional services are necessary and are required by the Board of Education. Legal services will be provided at the following rates: Partners \$175 per hour, Associates \$145 per hour and Paralegals \$95 per hour.

- 3929K. Whereas the South Orange Maplewood Board of Education (or Board of Trustees) seeks to participate in Sustainable Jersey for Schools to focus attention and efforts on matters of sustainability and pursue initiatives that will lead to Sustainable Jersey for Schools Certification.

Whereas the South Orange Maplewood Board of Education Board of Education and District Superintendent seek to support and work with school staff and administrators, students, and parents to ensure a safe and healthy environment for students by encouraging our school community to implement sustainable, energy-smart, eco-friendly, and cost-effective solutions.

Whereas extensive opportunities exist to teach students about ecological, economic and social sustainability, environmental health, and nutrition; to integrate sustainability education into classroom learning; and to support students in becoming leaders in making their schools healthier and more sustainable places.

Whereas many options and choices exist for schools to use resources more efficiently; to reduce, reuse, and recycle; to follow Green Building Standards for construction and major renovations; to form school partnerships; to eliminate toxic chemicals; to purchase (or produce) clean energy; and to purchase recycled paper, energy-efficient equipment and other green products to protect our global environment.

Whereas sustainability means using resources wisely, saving money, and reducing our impact on the environment, all of which will ensure the future health, safety, and prosperity of our children.

Whereas the South Orange Maplewood Board of Education Board of Education commits to the formation of at least one Sustainability Leadership Team (also referred to as "Green Team"), based on the guidance of Sustainable Jersey for Schools. (See the "Create A Green Team" action. Your district "Green Team" can be designated from a pre-existing group within the district if desired.).

Whereas Green Team members help schools adopt policies and practices addressing areas such as sustainability education and professional training, green purchasing, waste reduction, indoor air quality, energy-saving initiatives, and community partnerships.

Whereas the South Orange Maplewood Board of Education Board of Education will encourage Green Teams at all district schools by providing networking and educational opportunities.

Therefore, it is resolved that the South Orange Maplewood Board of Education Board of Education agrees to participate in Sustainable Jersey for Schools, and it is the board's intention to pursue certification for schools in the district.

We hereby appoint the School Business Administrator to be the district's liaison to Sustainable Jersey for Schools.

We do hereby recognize our School(s) as the agent(s) to carry out our commitment to building a sustainable school district through the implementation of Sustainable Jersey for Schools actions.

We agree to complete district actions and to support the district's schools in completing their actions.

3929L. Approves the use of the following vendors in excess of the \$40,000 for the 2019-2020 school year:

VENDOR NAME	PRODUCT	TYPE OF VENDOR
Lowe's	Maintenance and building supplies/equipment	State Contract
Delta Dental of NJ	Health Insurance	Other
Frontline Technologies	Software licensing and training	Other
Shaw's Complete Security	Locksmith	Co-op
Kencor	Elevator Service & Inspection	Co-op
NJ American Water	Utilities	Other
B&H Photo	Technology Supplies & Equipment	Co-op
Delta Dental	Health Insurance	Other
Pitney Bowes	Mailroom Equipment & Maintenance	State Contract

3929M. Accepts a donation for the Parenting Center in the amount of \$11,500.00

BE IT FURTHER RESOLVED THAT the following budget is increased and the Superintendent or his designee is authorized to administer it:

20-019-200-890                      Parenting Center                      \$11,500.00

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.

3929N. Accepts a donation to the Beyond the Bell Afterschool Program in the amount of \$10,000.00

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.

3929O. Accepts the district's Comprehensive Maintenance Plan for the 2019-20

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.

3929P. Approves an agreement with Matt O'Connor of Bergenfield, New Jersey to manage and monitor the Columbia High School online Latin course at a rate of \$40 per hour. Total cost not to exceed \$2,000.00.

3929Q. Accepts a donation of two violins (approximate value \$500) from Mr. Larry Levy of Maplewood, NJ to the Maplewood Middle School Fine Arts Strings Program.

3929R. Accepts a donation to Tuscan Elementary School in the amount of \$493.70 from Benevity Community Impact Fund.

BE IT FURTHER RESOLVED THAT the following budget is increased and the Superintendent or his designee is authorized to administer it:

20-016-200-890	Tuscan School	\$493.70
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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.

3929S. Accepts a donation from the Clinton PTA in the amount of \$6,000.00 purchase a membership and licensing for "The Leader in Me programming".

BE IT FURTHER RESOLVED THAT the following budget is increased and the Superintendent or his designee is authorized to administer it:

20-057-200-890	Clinton School	\$6,000.00
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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.

3929T. Enters into an agreement with Morris-Union Jointure Commission to provide transportation services as per the attached list for the 2019 extended school year [list on file in Board Secretary's Office].

3929U. Enters into an agreement with Morris-Union Jointure Commission to provide transportation services as per the attached list for the 2019-20 school year [list on file in Board Secretary's Office].

3929V. Approves a tuition agreement with Essex County Vocational Schools for the 2019-2020 school year.

Full Time:

Regular Education \$5,911 per student

Shared Time:

Regular Education \$2,955.50

3929W. Accepts State Nonpublic Auxiliary Services (Chapter 192) and Handicapped Services (Chapter 193) Aid Entitlement Funds for 2019-2020 for a total amount of \$ allocated as follows:

<u>NP Auxiliary Services</u>	<u>Rate/Pupil</u>	<u>Pupils</u>	<u>State Aid</u>	<u>Allocation</u>
*Compensatory Education	\$995.33	33	\$26,769.00	
*E.S.L.	\$1,015.00	0	\$0.00	
*Transportation	\$0	0	\$0.00	
<b>Total Auxiliary Services</b>				<b>\$26,769.00</b>

<u>NP Handicapped Services</u>	<u>Rate/Pupil</u>	<u>Pupils</u>	<u>State Aid</u>	<u>Allocation</u>
*Initial Exam & Class.	\$1,326.17	12	\$15,596.00	
<b>*Annual Exam &amp; Class.</b>	<b>\$380.00</b>	<b>12</b>	<b>\$4,469.00</b>	
<b>*Corrective Speech</b>	<b>\$930.00</b>	<b>20</b>	<b>\$18,228.00</b>	
<b>*Supplemental Instruction</b>	<b>\$826.00</b>	<b>19</b>	<b>\$15,380.00</b>	
<b>Total Handicapped Services</b>				<b>\$53,673.00</b>

TOTAL 192/193 Allocation **\$80,442.00**

\* Prorated at 96.00%

3929X. Approves an agreement with Montclair State University's Center for Autism and Early Childhood Mental Health College of Education and Human Services of Montclair, New Jersey, to provide consultation services to South Orange Middle School for the 2019-2020 school year at a cost not to exceed \$10,125.

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.

3929Y. Approves a contract with McRel International of Denver, Colorado, to provide for professional development related to the McRel's Balanced Leadership Framework for Research-based Leadership and Principal Evaluation Instrument and System for the 2019-20 school year as detailed below.

McRel Principal Evaluation: Rubric License -  
 Electronic version of principal evaluation rubrics  
 will be licensed for use on district's internal system. \$1,700/year

Principal Evaluation Workshop - one day onsite session  
 with Administration \$6,150/day

Participant manuals 25/attendee

3929Z. BE IT RESOLVED by the Board of Education of the South Orange Maplewood School District as follows:

1. The South Orange Maplewood Board of Education hereby finds and determines that (a) the Business Administrator has received and reviewed (i) the Information Statement dated as of January 3, 2005 describing the New Jersey Asset & Rebate Management Program ("NJ/ARM") and (ii) the Amended and Restated Interlocal Services Investment Agreement governing the NJ/ARM Program ("Program Agreement") and (b) the Business Administrator has been afforded the opportunity to discuss NJ/ARM with the Investment Administrator and Special Counsel to NJ/ARM and the Board of Education has determined that it is in the best interests of the South Orange Maplewood School District to authorize the South Orange Maplewood School District to participate in NJ/ARM.
  2. The Program Agreement is hereby approved and the Business Administrator is authorized to execute the Program Agreement on behalf of the South Orange Maplewood School District.
  3. Wells Fargo Bank, N.A., as Custodian for the NJ/ARM Program, is hereby approved to act as a depository of Public Funds for the South Orange Maplewood School District
  4. The Board of Education acknowledges that its decision to authorize the participation in NJ/ARM is based solely on the information set forth in the Information Statement and in the Program Agreement.
  5. This resolution shall take effect immediately upon its adoption.
- 3929AA. Approves a contract with Jennifer Serravallo of South Orange, New Jersey to provide ELA Professional Development for the 2019-2020 school year at rate of \$2,500.
- 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.
- 3929AB. Approves the disposal of the items on the attached list either by auction or as refuse. These items are deemed unusable by the district based on knowledge of existing programs and based on the age and condition of the items.
- BE IT FURTHER RESOLVED THAT the Board of Education approves the sale of the surplus property through GovDeals pursuant to the terms and conditions of State Contract A-70967/T2581.
- 3929AC. Approves an agreement with Cisco Capital for the finance purchase of an IP Phone System. Cisco Capital will provide 0% financing of all associated hardware, software, and professional services. The terms of the financing agreement are five annual payments of \$233,346.16 totaling \$1,166,730.80.
- BE IT FURTHER RESOLVED THAT the Board of Education approves an agreement with Dyntek Services for the procurement, configuration, and deployment of a Cisco IP phone system. All hardware, software, wiring, and professional services are approved under State Contract NJ Cisco NVP 87720.
- 3929AD. WHEREAS, The Board of Education of the South Orange-Maplewood School District in the County of Essex, New Jersey (the "Board") seeks to

acquire and install a new phone system (the "Project") at a cost not to exceed \$1,166,730.80; and

WHEREAS, the Board intends to finance such Project through a lease purchase financing in an aggregate amount not exceeding \$1,166,730.80 (the "Lease Purchase Financing"); and interest on the Lease Purchase Financing; and

WHEREAS, as a result of the 0% interest rate, the Board is not required to seek bids or quotes for such Lease Purchase Financing; and

WHEREAS, the Board seeks to execute a lease purchase agreement (the "Lease") for the Lease Purchase Financing with Key Government Finance in its capacity as lessor and in accordance with the terms set forth below; and

WHEREAS, the Board desires to set forth the basic financial terms to be incorporated into the Lease and authorize the preparation, the execution and the delivery of the Lease and certain other agreements necessary or incidental to the transactions contemplated thereby.

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF THE SOUTH ORANGE-MAPLEWOOD SCHOOL DISTRICT IN THE COUNTY OF ESSEX, NEW JERSEY, as follows:

**SECTION 1.** The Board hereby approves to finance the acquisition and installation of the Project and other related costs and hereby awards the financing to Key Government Finance. The interest rate per annum, the lease payment and the other terms of the financing shall be as described in the Lease and shall be consistent with the Exhibit A attached hereto (the "Quote"). In accordance with the Quote the interest rate shall be 0%.

**SECTION 2.** The Board hereby authorizes (i) the execution and the delivery of the Lease and other related documents, including an Escrow Agreement, and (ii) the performance by the Board of its obligations under the Lease and the Escrow Agreement, both to be dated the date of respective closing. The Board further authorizes and directs the Board President (or in every instance where the Board President is authorized to execute a document under this Resolution the same such authority shall also be given to the Vice President), the Business Administrator, the Assistant Business Administrator or the Superintendent to approve any non-material changes, additions or deletions to the Lease and the Escrow Agreement as may be necessary in the judgment of the Board's Bond Counsel. The Lease sets forth, among other things, the lease payments of the Board and their respective amounts. In all respects, the Lease shall be consistent with the terms of this Resolution.

**SECTION 3.** In exchange for its authorization and execution of the Lease, the Board will receive an aggregate amount not to exceed \$1,166,730.80, which will be used to finance the Project and other related costs. Lease payments under the Lease may occur on one or more dates, provided that the final lease payment shall not extend beyond 5 years from the date of the Lease Purchase closing.

**SECTION 4.** The Board President, the Business Administrator, the Assistant Business Administrator and/ or the Superintendent are hereby authorized and directed to execute and to deliver on behalf of the

Board each of the agreements referred to in Section 2 of this Resolution and such other agreements and certificates as may be necessary to complete the transaction contemplated by the Lease and the Board President, the Business Administrator, the Assistant Business Administrator and/or the Superintendent are hereby authorized and directed to take, on behalf of the Board, such other actions as shall be necessary and appropriate to accomplish the lease purchase financing of the Project in accordance with the terms of the Lease and this Resolution and pursuant to the terms of the agreements and the instruments authorized to be prepared hereby and to accomplish the performance of the obligations of the Board in respect thereof.

**SECTION 5.** The Board hereby covenants that it will comply with any conditions subsequently imposed by the Internal Revenue Code of 1986, as amended (the "Code"), in order to preserve the exemption from taxation of interest on the Lease, including, if necessary, the requirement to rebate all net investment earnings on the gross proceeds above the yield on the Lease.

**SECTION 6.** The Board reasonably expects to reimburse its expenditure of Project costs paid prior to the issuance of the Lease with proceeds of the Lease. This resolution is intended to be and hereby is a declaration of the Board's official intent to reimburse the expenditure of Project costs paid prior to the issuance of the Lease with the proceeds of the Lease, in accordance with Treasury Regulations §150-2. The maximum principal amount of the Lease expected to be issued to finance the Equipment is \$1,166,730.80. The Project costs to be reimbursed with the proceeds of the Lease will be "capital expenditures" in accordance with the meaning of Section 150 of the Code. No reimbursement allocation will employ an "abusive arbitrage device" under Treasury Regulations §1.148-10 to avoid the arbitrage restrictions or to avoid the restrictions under Sections 142 through 147, inclusive, of the Code. The proceeds of the Lease used to reimburse the Board for Project costs, or funds corresponding to such amounts, will not be used in a manner that results in the creation of "replacement proceeds", including "sinking funds", "pledged funds" or funds subject to a "negative pledge" (as such terms are defined in Treasury Regulations §1.148-1), of the Lease or another issue of debt obligations of the Board, other than amounts deposited into a "bona fide debt service fund" (as defined in Treasury Regulations §1.148-1). All reimbursement allocations will occur not later than 18 months after the later of (i) the date the expenditure from a source other than the Lease is paid, or (ii) the date the Project is "placed in service" (within the meaning of Treasury Regulations §1.150-2) or abandoned, but in no event more than 3 years after the expenditure is paid.

**SECTION 7.** This Resolution shall take effect immediately upon its adoption.

3929AE. Approves a contract with Ahera Consultants, Inc. of Oceanville, New Jersey to Conduct Construction Asbestos Impact Studies for eight school renovation plans in the amount of \$47,386.08. Ahera Consultants, Inc. will furnish all labor and material necessary to conduct investigations of all areas being impacted to determine if any asbestos containing materials will be impacted by the planned renovations.

This service is a requirement for the long range facilities plan and is chargeable to the capital improvements bond.

3929AF. Award a bid to ESS Support Services, LLC for the period of January 21, 2020 through June 30, 2020 to provide Paraprofessional Services at a percent markup over the hourly rate of 23.969%.

3929AG. Enters into a contract with Applecore Preschool located in Maplewood, New Jersey to provide lunch service meals in the amount of \$3.00 per meal plus \$.25 per meal delivery charges for the 2019-2020 school year.

3930. Adopts the following book:

SUBJECT	GRADE	TITLE/AUTHOR	PUBLISHER/DATE
Social Studies	11 & 12	Thinking About Psychology, 3 <sup>rd</sup> Edition	Worth Publishers/2013

3931. Approves the addition of the following class field trip destinations based upon the attached "Statements of Assurance."

School	New Destination
All SOMSD Schools	All New Jersey Schools, Colleges & Universities
Clinton	Philadelphia National Park & Historical Sites Philadelphia, PA
Columbia HS	The Metropolitan Museum of Art, New York
Columbia HS	Museum of Modern Art (MoMA), New York
Columbia HS	The Met Cloisters, New York
Columbia HS	Sacred Heart Cathedral, Newark
Columbia HS	Storm King Art/Sculpture Center, New York

3932. Adopt the following new and revised curricula:

Resolution Number	New/Revised	Department	Subject
3932A	REVISED	Social Studies	Grade 1 Social Studies
3932 B	REVISED	Social Studies	Grade 4 Social Studies
3932 C	REVISED	Social Studies	Grade 5 Social Studies
3932 D	REVISED	ELA	Grade 6 Writing: Deep Study of Character Unit
3932E	REVISED	ELA	Grade 7 Writing: The Art of Argument Unit
3932 F	REVISED	ELA	Grade 7 Writing: Dystopian Book Clubs Unit

3933. Approves the assignment of the student listed below as tuition-free student for the 2019-2020 school year, pursuant to Board Policy 5111 (Admission of Resident/Non-Resident Pupils). Transportation shall be provided by student's family to and from Columbia High School.

Student No.	School	Grade
2881967717	CHS	12

3934. Approves a settlement agreement for special education Student ID #9478440253 and authorizes the Board President to execute the settlement agreement.



- 3934B. Approves a settlement agreement for special education Student ID #6561391346 and authorizes the Board President to execute the settlement agreement.
- 3934C. Approves a settlement agreement for special education Student ID #2448912340 and authorizes the Board President to execute the settlement agreement.
- 3934D. Approves a settlement agreement for special education Student ID #1989810758 and authorizes the Board President to execute the settlement agreement.
- 3934E. Approves a settlement agreement for special education Student ID #5124712160 and authorizes the Board President to execute the settlement agreement.
- 3934F. Approves a settlement agreement for special education Student ID #8393905536 and authorizes the Board President to execute the settlement agreement.

3935. Adopt the following policies as presented:

- Policy 8507 Breakfast Offer Versus Serve - OVS
- Policy 8540 School Nutrition Programs

3936. WHEREAS, each school, through its School Safety Team, is required to evaluate its implementation of the Anti-Bullying Bill of Rights Act (ABR) from July 1 through June 30 each year by using the NJDOE Self-Assessment, in accordance with N.J.S.A. 18A:17-46, and

WHEREAS the South Orange Maplewood Board of Education has completed its self-assessment for the period of July 1, 2018 through June 30, 2019;

NOW THEREFORE BE IT RESOLVED THAT the South Orange Maplewood Board of Education does hereby approve the submission of the NJDOE Self-Assessment for Determining Grades under the Anti-Bullying Bill of Rights for the 2018-2019 school year.

3937. Adopts the following Superintendent Merit Goals:

- Qualitative Goal:

The District's organizational chart and central office design is in need of significant revision. Understanding that the School District of South Orange and Maplewood has had four (4) Superintendents over the last five (5) years has produced instability in the organization, this is reflected in the design of central administration. The current design lacks clarity and cohesiveness which leads to a lack of efficiency. **The Superintendent shall develop, present and recommend a restructuring of the central administration design.** This design should be directly related to areas of critical need and must be fiscally sound, data-driven and research-based. Evidence of completion will be the presentation that details the proposed changes, revised job descriptions etc.-

- Quantitative Goal:

The launching of new student achievement information data management system-**Performance Matters**, is a significant step toward intentionally improving our student's academic progress. The efficiency and effectiveness of our teachers and administrators will be greatly advanced by the adoption of this sophisticated tool. To ensure that year one of this launch is successful the Superintendent shall shepherd in the tool through facilitating presentations and ongoing support for our school leaders and teachers. The Superintendent shall monitor this implementation and keep the Board abreast of the district's progress. Additionally, the Superintendent will also report out publicly during a Board Meeting regarding this new resource. Evidence of completion will be the presentations, sign-in sheets and no fewer than three (3) reports generated from the system

- Quantitative Goal:

Our school district has many needs that are not able to be funded by our local and state funding sources. Partnerships allow for additional investments in student achievement; these investments can include but are not limited to: professional development for teacher improvement, mentoring for student practicum experience to combat socio-economic challenges as well as supplemental instructional assistance to help students who are in need of intense tiered curricular recovery. To this end, **Dr. Taylor will develop at least three (3) new partnerships** with community organizations that will bring additional resources (both human and physical) to the School District of South Orange and Maplewood. Examples could be municipal, collegiate or private. Evidence of completion will be the approved Board Resolutions confirming the partnerships as well as evidence of contributions to the district.

3938. Ratifies the agreement between the South Orange-Maplewood Board of Education and the Association of Supervisors, Coordinators and Administrators (ASCA) covering the terms and conditions of employment for the 2019-2022 school years and adopts the salary guides generated by the agreement.

3939. WHEREAS, the Board had previously resolved to join in the amicus brief filing in support of Plaintiff G.G. in earlier appellate litigation entitled G.G. v. Gloucester County School Board; and

WHEREAS, the litigation has continued and the most recent decision was issued by the District Court of the Eastern District of Virginia in favor of Plaintiff Gavin Grimm in Gavin Grimm v. Gloucester County School Board; and

WHEREAS, the Gloucester County School Board has filed another appeal to the Fourth Circuit Court of Appeals, Case No. 19-1952; and

WHEREAS, the aforementioned case involves the legal rights of transgender students; and

WHEREAS, the Board of Education wishes to express its continued support of the Plaintiff/Appellee Gavin Grimm.

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 Gavin Grimm to the Fourth 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 Gavin Grimm.

3940. WHEREAS, the need has arisen for investigative support for various issues; and

WHEREAS, the Board has received a proposal for said services from Peter B. Fallon, Esq.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Education authorizes an agreement with Peter B. Fallon, Esq. to provide investigative support in accordance with the terms in his proposal.

Board members discussed policy 8420. Tom Shea, Director of Safety and Security joined the discussion.

ROLL CALL: Motion 3926A-L, 3927A-F, 3928, 3929B-AG, 3930, 3931, 3932, 3933, 3934, 3935, 3937, 3938, 3939, 3940 passed. YES: Adamson, E.Baker, R. Baker, Cuttle, Lawson-Muhammad, Maini, Mazzocchi, Wright  
NO: None

Motion 3929A passed. YES: Adamson, R. Baker, Cuttle, Lawson-Muhammad, Maini, Mazzocchi, Wright NO: None ABSTAIN: E. Baker (payments to any vendor or matter in the check register from which Board Member E. Baker is conflicted; including but not limited to Pomptonian Food Service, Atalian Global Service, and U.S. Security Associates, Inc.)

Motion 3936 passed. YES: Adamson, E. Baker, R. Baker, Cuttle, Lawson-Muhammad, Maini, Mazzocchi, Wright NO: None

Anti-Bullying Bill Of Rights Act (ABR) Self-Assessment - Ms. Butler

In-House Counsel Joanne Butler presented the District's Anti-Bullying Bill of Rights Act (ABR)Self-Assessment for the 2018-2019 school year. The report included a comparison of score totals and grades for years 2017-2019. The District continues to meet or exceed the requirements for reporting, training, programs etc. as required by the Anti-Bullying Bill of Rights Act in most areas.

For the 2019-2020 school year, administrators and anti-bullying specialists (ABS) will receive additional intense training on the HIBster program, to facilitate reporting, investigation and reports. The HIBster software will assist the ABS and administrative staff in timeline compliance, thorough investigations, accurate and comprehensive reports, as well as capture pertinent demographic data on HIB. Additionally, follow-up reporting to parents will be easier.

[Presentation on file in the Board Secretary's office]

HEARING OF INDIVIDUALS AND DELEGATIONS

Name

Topic

Community Member

Spoke about her experiences as a substitute teacher for SOMSD and provided comparisons between SOMSD and the district where she is currently employed. Suggested smaller class sizes, better teachers that are engaged and more supervisors to evaluate

teachers, provide feedback and support.

*Dr. Taylor: Thank You for the information and the context provided; it will be useful to the Board moving forward.*

NEW BUSINESS

Dr. Taylor informed the Board that the Superintendent's Action Plan will be reviewed at the next Board meeting. Board Member E. Baker requested the discussion take place in committee meetings to allow for questions.

Board Member Wright requested the Board revisit the public speaks policy.

Board members briefly discussed this policy and agreed to continue the discussion during committee meetings.

Future Meetings

The Board of Education will meet in Closed Session on Monday, November 18, 2019 at 6:30 pm in the Superintendent's Office 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. Action will be taken.

Motion made by Board Member Adamson, seconded by Board Member Lawson-Muhammad, that the Board of Education meet in Executive Session prior to the November 18, 2019 public meeting to discuss personnel and legal issues, negotiations, security and other matters to be at a later date.

MOTION made by Board Member Maini, seconded by Board Member R. Baker that the Board of Education adjourn. Motion unanimously approved at 12:14 p.m.

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Paul Roth, Board Secretary