

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

A Regular Meeting of the Board of Education of South Orange-Maplewood was held using the online video conference platform on March 15, 2021.

Board President Thair Joshua called the meeting to order at 7:38 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 Member Cuttle
Board Member Joshua, Board Member Maini,
Board Member Malespina, Board Member Siders,
Board Member Winkfield, Board Member Wright
Board Member Zubieta, Student Rep. Forman

Absent: Alternate Student Rep. Mccray joined at 7:50 p.m.

NINE VOTING MEMBERS AND ONE STUDENT REPRESENTATIVE PRESENT

Motion made by Board President Joshua seconded by Board Member Malespina to allow distance participation in our monthly Regular Board Meeting during the COVID-19 emergency.

Motion passed 9 yes, 0 no.

APPROVAL OF MINUTES

Board President Joshua declared the minutes of the February 8, 2021 Special Public Meeting - Board Retreat and the February 22, 2021 Regular Meeting, Executive and Public Sessions approved as presented.

BOARD PRESIDENT'S STATEMENT

The School Board meeting is a business meeting in public not a meeting with the public. Oftentimes it may appear to members of our audience that the Board of Education takes action with very little comment and in many cases a unanimous vote. Before a matter is placed on the agenda at a public meeting, the Administration has thoroughly reviewed the matter with the Superintendent of Schools/Chief School Administrator (CSA). If the Superintendent of Schools/Chief School Administrator is satisfied that the matter is ready to be presented to the Board of Education, it is then referred to the appropriate Board Committee. The Members of the Board Committee work with Administration and the Superintendent to assure that the members fully understand the matter. After the committee discusses the matter, it is presented to the full Board for discussion before any action is taken. Only then, is it placed on the agenda for action at a public meeting.

RECOGNITIONS - Lily Forman

Student Recognitions:

NAME/SCHOOL	RECOGNITION
CHS: Cougar Girls' Basketball Team	As we celebrate Women's History Month, we want to acknowledge and congratulate the CHS Cougar's Girls basketball team who finished their season undefeated with a 12-0 record and were the Liberty Division Champions as part of the Super Essex Conference.
CHS: Cougar Girls' Fencing Team	As we celebrate Women's History Month, we want to highlight and congratulate the CHS Cougars Girls Fencing team who ended their season undefeated, with a 9-0 record; and ranked #2 in their conference. It's the Cougars' first unbeaten season since their 2015-16 campaign in which they went 11-0.
CHS: Cougars, Boys' Basketball Team	Congratulations to the CHS Boys' Basketball team who made it to the playoffs and ended their season with an 11-4 record. The team was very competitive in one of the strongest divisions in the state the American Division of the Super Essex Conference
CHS: National Honor Society Inductees	<p>Columbia High School is proud to announce the Class of 2022 students, 108 in total, who will be inducted into this year's National Honor Society.</p> <p>The National Honor Society was founded to create enthusiasm for scholarship, to stimulate a desire to render service, to promote leadership, and to develop character in the students of secondary schools around the country.</p> <p>CHS Faculty and Administrators are impressed with their expression of commitment to academic excellence, their demonstrations of school character and citizenship, the ways in which they have accessed and grown in leadership and service, and for their commitment to continued growth as a scholar and citizen of Columbia. This year's inductee's include.</p> <ul style="list-style-type: none">● Ella Abramson● Lillie Austin● Lillian Bak● Lauren Barnett● Emma Booker-Dodd● Layla Brisset● Julia Bromfeld● Benno Broncel● Katherine Brown● Charlotte Busch-Vogel

	<ul style="list-style-type: none"> • Elizabeth Byrd • Lachlan Campbell • Shania Campbell • Jillian Canning • Damien Cataneo • Ella Cervi • Jesse Cherins • Olivia Chung • Eve Citron • Aidan Conway • Emilia Cramer • Alexander Crosby • Aidan Cunningham • Maia Curran • Sawyer Dahlen • Wuraola Daramola • Piper Davenport • Makenna Davis • Noah Eisenberg • Joshua Essner • James Evans • Zoe Ferguson • Gianna Forrester • Lucy Freeman • Benjamin Fuhrman • Dylan Gill • Eloise Glantz • Aaron Glassman • Maya Glenn • Laila Gold • Daniel Goldsmith • Taylor Goodson • Daria Gordon • Lyra Graff • Isioma Grant • Lucia Guerrieri • Aidan Haley • Peter Hamel • Kyle Haniph • Charlotte Harteveld • Phoebe Hill • Hayley Hutchinson • Alex Iozzio • Bella Jasper • Leonard Jasper • Gideon Johnson • Zachary Johnson • Lauren Kasdan
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	<ul style="list-style-type: none"> • Jackson Kondak • Emma Kosik • Olivia Kramer • Nina Kremen • Jason Lam • Brianna Lucas • Camryn Lyken • Jack Maitlin • Susanna Mann • Sydney Mannion • Griffin Marks • Cassidy Moskowitz • Anthony Offiah • Sadie Ordower • Faith Orzeck • Jesiah Owens • Jadyn Park • Lucy Parry • Seth Peiris • Elianna Perlman • Nathan Perlman • Coralie Pierre • Courtney Plaza • Lillie Promisel • Cassandra Ratkevich • Calliope Reeves • Elodie Reeves • Evalyn Rhody • Katherine Rohan • Andrew Rowley • Sarah Schneider • Cyrus Shields • Katherine Spangler • Aoife Spiesel • Tyler Stephan • Johannes Stoeber • Ada Stout • Fiona Strasser • Clare Strasser • Marley Striem • Cole Strupp • Kaia Thelwell • Thomas Troesch • Katie Trzaska • Maeve Tuohy • Oren Van Allen • Evelyn Van de North • Kathleen Wack
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	<ul style="list-style-type: none"> • Ariella Weiss • Addie Wiener <p>We look forward to celebrating their accomplishments with our current NHS members in a virtual ceremony later in May.</p>
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Staff:

NAME/SCHOOL/DEPARTMENT	RECOGNITION
Dr. Jane Beane-Folkes, ELA Supervisor	<p>ELA Supervisor, Dr. Jane Beane-Folkes along with C&I Department launched the SOMSD Project Literacy. A reading book distribution event designed to support students reading at home. The range of books selected aims to match each reader, and it instills the love of reading shared by the student's teacher. The book bundle supports both fiction and nonfiction reading at the heart of all disciplines across all grade levels. Students and/or parents are invited to come during their school's allotted timeframe to pick-up their curated book selection.</p> <p>The first event took place for middle school students on Saturday, March 6 and working with PTA parents, school administrators and staff, they were able to collate and distribute approximately 350 bags of books at MMS and close to 500 bags at SOMS.</p> <p>The next SOMD Project Literacy took place at Seth Boyden on Sat., March 13. Subsequent book events will be coordinated and take place at individual schools in the coming weeks.</p>
Julie Porter RN, CSN South Mountain Annex School Nurse & SOMSD School Nurse Leader	<p>Julie Porter was recognized as a "Shero" by the Department of Community Services and Arts and Culture as an essential worker who helped the township, staff and community continue and function safely during COVID.</p> <p>Maplewood and South Orange pays tribute to female front-line workers for Women's History Month '21. SHEROES, an exhibit celebrating female essential workers, will grace the windows of 1978 Springfield Avenue, highlighting the contributions made of WOMEN as Essential Workers, on the front lines of the COVID-19 pandemic. Their unwavering dedication to keep working through the worst of the coronavirus crises, to ensure the health, protection, and safety of the community, is a</p>

	testament to the sheer Heroic strength of women and the value women hold in all areas of the workforce.
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Community Organization:

NAME/SCHOOL	RECOGNITION
The Achieve Foundation	<p>We want to acknowledge and thank our partners the Achieve Foundation who have funded 50 projects totaling \$66,170 this school year (\$60,524 from Achieve budget; \$5,636 in direct community support). Most notably we want to highlight their YMCA scholarship fundraising effort in support of families who expressed hardship and significant need for childcare access. Achieve was able to raise over \$43,000 and \$20,000 was given to the District to aid our families and provide childcare support via the YMCA.</p> <p>The Achieve Foundation of South Orange & Maplewood raises funds to promote exemplary public education for all students and educators in our community. Achieve is a registered, tax exempt 501(c)(3) organization. Many community volunteers join together to pursue its mission by organizing events and campaigns and by seeking corporate and institutional grants. Achieve's funds are distributed exclusively to educators in the ten schools of the School District of South Orange and Maplewood for classroom grants, volunteer tutors, professional development, innovative pilot programs and much more to enrich the learning experience at all grade levels.</p>

***Alternate Student Rep. Jahki McCray joined the meeting at 7:50 p.m.
Nine voting members and two student representatives present***

Board Member Wright acknowledged Columbia High School Alumnus Eric Hudson and his father Curtis Hudson, who were awarded a Grammy for best R&B Album by the Recording Academy during last night's ceremony.

SUPERINTENDENT'S UPDATE

Dr. Taylor acknowledged the retirement of School Business Administrator Paul Roth with the following comments:

I have only worked with Mr. Roth for a year a half, but I can tell you from personal experience that his work ethic is beyond reproach. His intellect and commitment are stellar and we are going to have a hard time filling the shoes of Mr. Roth. Like most great leaders he has filled our coffers with other professionals who will help us to bridge the gap as we attempt to continue the process of finding his replacement. I want to acknowledge Mr. Roth for his work, commitment and contributions to our community as a whole.

2021-2022 PRELIMINARY BUDGET PRESENTATION - *Paul Roth, Business Administrator*

Business Administrator Paul Roth presented the 2021-2022 Preliminary Budget presentation, including an overview of the following:

- Projected Revenue
- Expenditures
 - Salaries and contracted services
 - Tuition
 - Transportation
 - Other Benefits
 - Special Services, Technology, Curriculum, Maintenance & Operation, Utilities, Central Admin, custodial supplies
- Additional Funding
- Expenditures vs Revenue
- Tax Impact
 - Estimated School Tax Impact
 - Year over Year Tax Impact
- Budget Calendar
- Audit Report

[presentation on file in Board Secretary's office and on the district website]

2021-2022 SOMSD BUDGET UPDATE ADDITIONAL STATE AID FUNDING - *Dr. Taylor*

Dr. Taylor presented the 2021-2022 Budget Update on Additional State Aid Funding outlining the following:

- District Priorities
 - Student Recovery from lack of in-person instruction
 - (Academic & Social Emotional)
 - Comprehensive Equity Plan
 - Office of Civil Rights
 - BPW Settlement
 - Under-credit/Over-aged
 - Student Support
- CEP/OCR/BPW - Access & Equity (Academic Intervention)
 - Increased Summer Instructional Opportunities
 - Add 2 SLAM Lab Dedicated Teachers
 - Add 2 Middle School (STEM) Intervention Teachers
 - Invest in Year Long Virtual Instructional Tutoring Program (Sept thru June)
 - Partner with an entity similar to Equal Opportunity Schools
 - (Advanced Placement for all)
 - Add 2 Instructional Academic Coaches (Teacher Instructional Practices/Inclusion Support/Dual)
- Social and Emotional Resources for Students
- Sustainability Workshop for Parents and Caregivers

- 2021 SOMSD Music/Arts Summer Enrichment & 2021-2022 SY Music Learning Loss Support
- Comprehensive Student Recovery (Academic & Social Emotional)
Approximate costs

The presentations were followed by an in-depth discussion among Board members.

[presentation on file in Board Secretary's office and on the district website]

UPDATE ON PHASE 3 RETURN TO SCHOOL - Dr. Taylor

I would like to offer you an update on our Phase 3 Reopening. Many families have reached out anxious to know if there are plans for any grade levels to return prior to April 19. I would like to reiterate that we do not make these decisions in silos. Our internal health professionals, Department of Health Officials as well as our School Leadership Team members and many others contribute to our discussions and our decision making. One important caveat is our design for phased return was meant to cautiously and methodically increase our in-person student enrollment for families who selected hybrid learning. This was to allow our teachers to become comfortable with this new reality, while also allowing our health department to monitor the potential impact if any that our reopening is having on our community at large. We also knew that there were connectivity issues that would be unpredictable until we had users logged into our network. While we have added a very significant amount of broadband access to our network as well as hotspots to our schools, some of the challenges are unable to be seen until they are in use. Today, our team and I were able to visit our schools and we were pleased to see our students and teachers engaged in in-person instruction. All of our prek-2 classes were in their hybrid setting, except for three classes at Marshall School. This is the proverbial elephant in the room and is the cusp of our disagreement with SOMEA. Our Principals and Assistant Principals have been attentive in shifting rooms due to SOMEA objections that have been well documented.

To convey how this is impacting school operations we've had to move some classes out of rooms that we believe are appropriate. This has been discussed at nauseum and is a key tipping point for us as it is connected to the number of available rooms in each school. We do not agree with SOMEA's assertion that many rooms are unfit. Tomorrow we are having a scheduled emergent hearing for a judge to review our recently submitted injunction. We are very hopeful that the judge will rule in our favor. If this happens we will adjust room assignments almost immediately including the three rooms previously mentioned at Marshall School.

The question begs why not just place those three classes in another school or why not relocate them to Jefferson School which is not too far from Marshall. We did not want to move these students to only put them back after a few days if the judge rules in our favor. It also takes time to finalize transportation, even to a neighboring. The teachers would need time to set up their classrooms and there are also so many complexities

such as how specialists (art, music and PE) can serve classes in a different school building when they only have a few minutes in between classes. Teachers must also have planning periods. These are just a few examples of how impactful piecemealing school operations can be when we are not in a place that we are designed to be.

We were happy to have a subset of 600+ students in today. We know our sixth graders and ninth graders and their families are still not able to attend our planned return and they should. To that end a walkthrough of South Orange Middle School occurred today with SOMEA and another is scheduled for Maplewood Middle School tomorrow. While we are grateful for this seemingly small light at the end of the tunnel these are spaces that have been visited many times for walkthroughs. I know it is frustrating for our families to hear no certainty. We are hopeful that our hearing tomorrow will allow us to use rooms that have a fresh air source in conjunction with our other mitigation strategies (social distancing, masks, hand hygiene etc.) so that we can thoughtfully accelerate our return to schools for our families who have selected a hybrid design.

We also have some families who send questions and concerns around what fall will look like and if we are giving considerations to the fall and we are most certainly doing so. The Board is also concerned about the fall and how it will look. It is our goal to return to a normal fall schedule, as normal as possible. But we know there are variables that will impact this plan. Here are some of the most impactful variables that we and every other district has to address as we try to move to a five day a week full plan. We have to deal with social distancing requirements and recommendations that reduce the capacity of our classrooms and busses. Another tipping point for us is lunch. We know that even having an outdoor lunch may be challenging for some of our schools. Please do not forget that some of our outside space will start to be used by our construction partners and vendors, so there will not be as much outside space available next year as there is now.

The last of many very important tipping facts for Fall reopening is the question of is virtual learning a required option going into next year. While it is easier for elementary schools to identify virtual only teachers, to allow for a more customary instructional setting for everyone, the courses at the middle and high school level become more granular and finite. Some of our middle and high school courses have only one or two teachers who teach these courses. So, to have a virtual only teacher at the middle and high school level becomes more complex.

We are addressing these three huge variables and we know that the State and Governor are going to give us some updates and help us to understand if these requirements or very strong recommendations will be a part of our planning for next year. We will keep everyone posted on whatever the outcomes are tomorrow and how the hearing will impact our hybrid design moving forward.

BOARD PRESIDENT'S UPDATE

To the South Orange and Maplewood community

We have all experienced lots challenges during this pandemic. Loss of stability, loss of income and most tragically, losses of life. Husbands and wives, brothers and sisters, fathers and sons, mothers and daughters all taken away from us way to soon by this virus. As we celebrate Women's History Month, we are acutely aware of the disproportionate toll the pandemic has taken on working mothers, in our community and throughout the country.

Today, we welcomed over 675 students back today as part of Cohort A in K-2 and expect the district to bring more students back in the coming weeks. We also welcomed staff back today and we expect to welcome more in the coming weeks.

Conversations on resuming in person instruction frequently highlight the additional burden that working families face while managing remote learning as well as other known issues, such as student engagement and ability to switch between instructional models.

Some of these online conversations have been incredibly hostile. And while that is unfortunately not surprising, the Board was utterly disgusted in person verbal abuse directed at the President of our teacher's union and we stand together to condemn that behavior.

No one should pass judgment on a family's educational choice at this time. We are all neighbors, and we should remain neighborly. That applies to family interactions with each other as well as our staff. More of our educators in the SOMSD community live in our two towns than anywhere else. This is not the first, nor will it be the last hot button topic in our district. There have been others such leveling, integration and rezoning, and all cases we hear from passionate people on both sides. This however feels different.

I don't think this is who we are, but I am afraid this is who we've become.

I hope I am wrong.

So, as we continue to engage with each other, let's remember to think before we hit send, or hit post, or whatever that Instagram arrow is called.

STUDENT REPRESENTATIVE UPDATE - Jakhi McCray

Student Representative McCray provided an update on the following:

- Last week Student Representative Forman and I met with Mr. Sanchez to discuss the student survey. Students were overwhelming in support of C days and 10-minute breaks in between classes. Mr. Sanchez said he would speak to teachers to see how they feel about

C days and he confirmed that 10-minute breaks will happen once hybrid learning returns.

- Students feel stressed with AP tests and SATs coming soon. Mr. Sanchez informed us that there will occasionally be school days when students will come to class but will not be given any new content or work. These days would be for review and making sure students understand what is going on in their classes
- Department supervisors are working on issues surrounding late work, grace periods and issues surrounding student attendance.
- Students are scheduling their next year classes. CHS plans to have every student speak with their guidance counselor by the end of March.
- National Honor Society induction for juniors begins soon.
- We were very happy to hear that all of the extra state aid in the budget will go towards academic and social/emotional support for students.
- We also discussed reopening plans.

HEARING OF INDIVIDUALS AND DELEGATIONS

Tony Mazzocchi

I am following up on my last public speak regarding our district art and music programs. Here is the data and rationale for music that I believe the Board should hear. The district music program is built on the sequence that students who start instruction in 5th grade which is over 80% of all district students. Comprised the rest of the program 6-12 with no other real points of entry, so this year as I explained more than half the number of students who usually begin instrumental vocal instruction did not do so due to the pandemic and our scheduling decisions around it. But of the few students left who did, most have quit according to data we are seeing statewide. I have not seen data from SOMSD in a while about most of our curricular issues so I am projecting, but the remaining students have received in theory instruction due to the multiple reasons that beginning music instruction online does not work. You just noted on your last slide that you understand these issues and I thank you Dr. Taylor.

I am interested to hear Board Members speak about these issues especially including that we ensure this pandemic will have as little systemic disruption as possible in programming in the lives of our children and that we will attempt to use the next year to address all curricular issues of learning loss, supports and getting students back on track per state standards etc. Since we finally found ourselves in an unusual place having met many of the necessary foundational goals set by this BOE and were in a great place financially as Paul just showed us. Thank you, Paul. We should all begin and expect big thinking and innovative curricular initiatives generated by data leading the way as Board Winkfield so pointedly articulated. This is not an expensive fix, it is a necessary one. I saw the summer program, and while that is nice to have, please be clear that this is an enrichment for a chosen few not an academic interventional program saving measure that needs to happen and not a data driven action

step. You can reach every child for an entire year for the same cost of the that summer program.

Jocelyn Ryan

Dear Dr. Taylor and BOE Members,

I'm writing in support of the suggested changes to policy 5430 Class Rank. Roughly 60% of high schools across America no longer rank their students. And in a 2018 State of College Admission report issued by the National Association for College Admission Counseling, only 1 in 3 admissions counselors identified class rank as even "moderately important" in the admissions process.

Class rank penalizes excellent students, who are squeezed out of the top decile and may then be overlooked by top colleges.

It also penalizes students of color, who we know are underrepresented in AP and honors classes.

It further penalizes students who have not attended Columbia for the full four years.

Lastly, it is just one more stressor on children who are already overwhelmed. Student representatives Forman and Lodgson-McCray presented the results of a survey at your last meeting. When asked how they were feeling about school right now, the top four responses from a sample of over 1,000 students were "overwhelmed", "stressed", "unmotivated", and "anxious".

I urge you to pass the changes to policy 5430 as written, and eliminate class rank from Columbia.

Thank you.

Elizabeth Rohan

As a 21-year taxpayer of Maplewood Township and parent of a CHS student, I would like to say how disheartened I am by SOMEA's refusal to return to classrooms for the majority of students. There is always a lot of talk in BOE elections and at BOE meetings about how our district values equity. The wealthier families in the district have options, including academic enrichment, private schools and moving. But these teachers' actions have a disproportionate effect on our community's lower income students who do not have these options. Teachers were prioritized for vaccines and many of them have been vaccinated. The weather is warmer now for opening classroom windows. The science does not show a large percentage of COVID transmission through socially distanced classrooms. The district seems to be engaged in a power struggle with an unreasonable union at the expense of thousands of children.

I would be happy to withhold a portion of my property taxes in escrow until the teachers return to school buildings. I am glad the district filed a

lawsuit against SOMEA and hope the court can rule on this dispute as soon as possible. This unreasonable and petty dispute has gone on for far too long and is not acceptable to the families and taxpayers of SOMSD."

Kim Gorode

Does the school have a timeline for announcing in-person/virtual options for the 2021-2022 school year? Can the district share what they're working towards?

Elena Radine

Thank you, Dr. Taylor and the BOE for your continued efforts to get our kids back to school. And thank you to our teachers for helping to move us forward. However, a hybrid schedule for only 3 grades is just not enough. Our children deserve and need to go to school 5 days a week. Can Dr. Taylor and the BOE tell us your plan for getting our kids back in school 5 days THIS SCHOOL YEAR? And can you give us more insight into the planning for 2021-22?

Jeff Wolfe

Thank you for pushing to re-open schools for k-2. We are still one of the districts with the least amount of in person schooling, operating at a significant disadvantage to our neighbors. When can we anticipate grades 3-5 returning to school buildings? When can the in-person students learn freely without a personal screen? When can we anticipate 5 days of in person instruction?

Kendra Kessler

I understand that the 2 weeks following Spring Break will be all virtual for everyone. Is this true? Would it be possible to shorten this with a return for phase 3 the week of April 12th instead of the 19th? Phasing back in phase 3, then followed by Phase 4 then following week could make it a smoother transition instead of all kids all back at once after 3 weeks away again.

Can you provide further information and timing for the list of approved rooms sent to SOMEA for use during mitigation? SOMEA is saying that there were not approved rooms on the list. When were these rooms agreed to originally?

THANK YOU to the BOE and the district for advocating for our students and pushing to get us all back in school as soon as possible!

Laura Gachko

Hello, I want to first thank the Board and Superintendent Taylor for your work in getting children back in school this week. I realize it must be a tireless and thankless position to be in.

As a Maplewood resident with two young children, I am writing to express again my desire to see students, particularly elementary students, back to school five days a week. For so many of us, fighting for this has become another full-time job, and my fear is that while we want to celebrate wins, like opening up for limited hybrid this week for k-2, it's simply not enough.

The BOEA keeps making reference to things still not being safe in the schools. Is there an updated and shared public document detailing exactly what they deem unsafe in each room, hallway, bathroom, staff room, administration room, etc.? I would like to call for this type of transparency along with the district's response. All in writing and in photographs, along with capacity limits for all the spaces.

Would this be possible? It would help the community feel as though it is an active part of the conversation and perhaps even help find solutions. I would gladly run fundraising efforts and personally donate to provide PPE supplies and air filtration solutions.

Thank you very much.

Jennifer Carlson

I am the parent of an incoming freshman at Columbia High School. Virtual learning has been a disaster on many levels for my child. I would like to know what Columbia High School administrators and the board are doing right now to plan for a full-time IN-PERSON reopening option for the fall of 2021. How are they planning right now for potential obstacles to reopening? If these obstacles are not being addressed right now-why not? What can concerned parents do to support efforts already being made to reopen full time for the fall?

Liz Evans

I would like to know what plans are being made for the fall to ensure that our kids have a better school experience. Expecting teachers to teach both virtual and in-person students at the same time does not work. Having early elementary schoolers in school sitting on laptops does not meet their educational needs. It's critical that we don't wait until the last minute to address this. We need to do better for next year.

Thanks

Jessica Keuskamp

Clearly ventilation and non-working ventilators in classrooms has been an issue for some time, made all the more urgent because of Covid. This is evidenced by the number of units which were found to be broken. Why were these left in disrepair for so long? Will they be left unrepaired or will the need to repair them disappear when Covid is no longer the threat that it is?

Claudia Zuluaga

My sophomore said to me, just last night, in tears, 'I know I'm not going to be back in school this year. I wish people would stop pretending.' Is opening hybrid to the other grades still a district goal for this school year? Is opening to 5 days still a district goal for this year? What needs to happen to make these things possible?

Neil Ginsberg

Does the superintendent make the decision about when 5-day full time in person learning will resume or is the teacher's union in charge? I had always thought that they were partners in education but no longer feel that is true. Teachers seem perfectly happy working from home rather than opening the windows and wearing a mask.

Laura Thompson

Even if Friday must stay virtual, when can students return Mon-Thurs in person without screens now that 3ft spacing between students has been determined as safe (and has been successful in many private/public schools across the country)? Also, when will an at-desk or outside snack be incorporated so the day can be longer? There's virtually no risk whatsoever in an outdoor snack break.

Regina Eckert

Thank you for the recent efforts to get (most of) the previous hybrid cohorts back into our schools. I'd like to know what the plans are for the following:

1. to get technology into the classrooms (i.e. smart boards) so that in person students don't need to be on their devices
2. Getting back to 5 days/week in person
3. Considering alternative air filtration plans since repairs to the motors and univents continues to be unknown because the parts have not arrived"

Anna Ferguson

When does the district plan to open for five days a week?

Christine Houseworth

I would like to voice my support for the new policy eliminating class rank at CHS. I believe class rank creates unnecessary competition and stress among high-achieving students. Excellence should be defined in terms of rigorous and challenging learning criteria, not in terms of a student's relative standing among classmates.

Thank you.

Coleen Lynch

When will we see children with IEP's back in school five days a week? Other districts have prioritized these students and offer the option to attend five days a week.

Julia Sommer

As parents and members of the SOMSD Green Team we urge the board to create a line item in the budget for Sustainability Education.

As evidenced by the administration's commitment to achieving certification from Sustainable Jersey for Schools, it's clear that this community sees the importance of teaching students about what's happening to our planet and how to mitigate the Climate Crisis. And this awareness coincides perfectly with the new state mandate, spearheaded by First Lady Tammy Murphy, that requires Climate Change education at every grade level, in every subject area, k-12. Most adults never took courses themselves on sustainability so it's understandable that staff need support in learning the content before they teach it.

A line item in the budget would give space for teachers and administrators to participate in Professional Development opportunities to learn how to teach this topic in every discipline from science to ELA to math to art, at every grade level. Funding would also make it possible to take on interdisciplinary environmental learning projects across the district. And finally, a line item would make larger sustainability efforts possible in our buildings, such as installation of water filling stations in every school to reduce use of plastic water bottles.

New Jersey is one of the states facing the worst adverse effects of climate change, and our students need to learn their role in dealing with it. Let's show our community that we can be leaders in this critical area and dedicate real money to figuring out how. Thanks for your attention and leadership.

Sincerely,

Julia Sommer, Jennie Aylward, Georgia Madiba

Samantha Mattheiss

According to CDC guidelines, physical barriers, like plastic desk separators, should be used when social distancing of 6 ft cannot be maintained, such as within a classroom. Also, according to CDC guidelines, opening windows even a crack is an acceptable method of ventilation in the absence of other ventilation systems. According to these current guidelines, shouldn't we be planning now to open full time, in-person, with plastic desk barriers installed and open windows? Can someone explain exactly why we aren't doing this? At the very least, it seems that district leaders, with parent collaborators, should be ordering plastic barriers now so that we are prepared to open in-person in September 2021, if not earlier. Can we agree to aim for half day in-person for all students by May 1st, 2021 (to "test run"/ ensure effective solutions), and full-time in person for all students by September 1st, 2021? Plans for virtual

synchronous and asynchronous options should be underway now as well. Having both synchronous and asynchronous options will satisfy diverse family needs during this tumultuous time, and allow for reduced in-person student attendance, thus facilitating social distancing. My suggestion is to ask parents to choose by May 2021 whether the enroll their children in full time in-person, virtual synchronous, or virtual asynchronous, so that there is ample time to plan.

Kim Charles

Can you update the status of the many rooms deemed unfit by the union and/or school district? In rooms that are awaiting univent motors from Nesbitt, what will be done to make the rooms meet union/district/public health standards in order to be usable this year and next year? Specifically, will you be using portable air filtration systems, space heaters, etc. to be able to allow for both mechanical ventilation, fresh air, and warm enough temperatures for both this year and next year? It is clear given how long it is taking for these motors to be repaired, that we need a plan B as we can likely expect these motors to potentially break again in the future and we cannot afford to continue to lose so many days due to broken motors.

Christopher Trzaska

Dr. Taylor, Chairman Joshua, BOE Members

It was with great dismay that I saw today that the proposed policy on class rank remained effectively unchanged from its first reading. While I understand and support the Board's desire to cure myriad long-standing equity issues within CHS, this wholly reactive response does little to address any of the underlying causes. It reflects little forethought regarding its impact and alternatives, considers rank inappropriately as something competed for (which is anecdotally untrue in my experience anyway—grades are far more likely to be a point of comparison, if any—rank is merely a resultant calculation) and ignores much of the financial strain families are facing when contemplating paying for college, and the realities facing students in an ever-competitive admissions environment.

Per the NACAC's latest reporting roughly 40% of colleges report class rank as an admissions factor of "considerable importance" or "moderate importance", and while its weight has declined over the past decade, other typically important factors (e.g. standardized test scores, extracurriculars, interviews, work, demonstrated interest, et.al.) in this time of COVID can be expected to decrease with weights placed elsewhere, particularly for public universities and those private institutions with massive and ever-increasing application counts.

Stripping away a factor which could help elevate CHS students in such a competitive environment is both counterintuitive and counterproductive, not least when a circumspect treatment of class rank and optional reporting would provide for an alternative approach that is sensitive to both those who will be harmed by this policy and those previously and currently harmed by the district's equity failures.

Further, the College Board's professional guidance has indicated that, in those cases where class rank is not present, amongst other things a school should "find a way to make colleges aware of...students' achievements and future potential," and cited a number of things to be provided to colleges to that end, including class grade distributions, range and median of student GPAs, AP exam results, range and median SAT scores, curriculum, and others, many of which we do not presently provide.

Apart from the academic import, there exists yet another factor overlooked by the Board—that of the financial impact of such a decision. Setting aside colleges who REQUIRE rank to apply, or who may provide acceptance purely based upon it, there exists a significant number of 3rd-party college scholarships which require class rank as part of the application. Summarily depriving students of the chance to receive much-needed financial assistance by eliminating rank altogether is not only short-sighted but counterintuitively harms all district students, including those who we profess to be trying to help with this policy change.

Please consider the above in your policy deliberations and explain why, at the barest minimum, an optional reporting policy isn't an agreeable compromise that helps all students, and how the above concerns are expected to be remediated outside of a few lines of policy.

Thanks for your time and for your consideration.

Ronni Schwartz

Dr. Taylor and members of the SOMSD Board of Education,

I'm writing to you in support of the new policy eliminating class rank at CHS. I agree with this change and think high school students should be measured on their own performance. Their own achievements and excellent experience in high school do not need to be limited to how they measure up to other students, especially as we have struggled to overcome access and equity issues. Their performance, earned on their own merit and rather than in comparison to their peers, is far more important and developmentally appropriate.

Thank you

William Meyer

I write briefly to raise two issues. Firstly, with regard to school reopening and the disputes between the board, district, and union, it seems like there is blame to go around with regard to how talks and attendance broke down. But please don't add insult to injury by so blithely flinging barbs back and forth through the District's email, text, and phone notification system to complain about the union without acknowledging the impact this discourse has on parents. Second: I see the proposed changes to Policy 0164 would push the first public comments period even deeper on the agenda. This is not in the spirit of public participation in this process.

It's a school night, after all. Please consider moving the first public speaks up so it can happen within the first hour of the meeting.

Catherine Bernard "Dear Dr. Taylor and Board Members,

We're grateful for the board, administration and SOMEA's efforts to put aside differences and move forward on a plan for Phase 4 and 5. Saying we're nearing "the end of the journey" for families who opted in to in-person learning back in the fall is just not accurate, though. Our 8th graders are looking at fewer than 16 mornings of in-person instruction. Most of our poor high schoolers less still.

What concrete plans are being put in place right now to ensure that next year we're in a position to offer full-day, 5-day a week in-person instruction to middle and high school students? We're already aware of the additional logistical challenges scheduling for those older ages entails. We're likewise aware of the differences in current CDC guidance for elementary and older students. What we have no sense of is this administration's concrete, specific plans to meet those challenges and criteria agreed to get there so that we're not once again calling a handful of hours a couple of days a week "in-person learning."

While April 26 and May 3 are starts, they aren't even close to the end of the journey. The community deserves more detail on how we'll be building on this start for a more successful 2021.

Thank you

Dr. Taylor thanked everyone for their comments and responded with the following comments:

- I hope that the Phase III reopening update helped to give a lot of answers to the questions around the process for reopening and where we are with reopening now and next year.
- Returning as quickly and safely as possible has been our plan and to do it in a methodical nature so that we can monitor what happens with our departments of health, if anything.
- To former Board Member Mazzocchi, Thank You for your support as always regarding the Arts. I recall very spirited conversations around your support of the Arts and I am glad nothing has changed and I hope that you saw from the presentation this evening that we are also listening and making provisions through our recommendations to the Board in considering the gap in 5th grade as you so eloquently noted.
- Liz and Nicole, the Board President and I thank you for your follow-up on wanting to support our district and community regarding the current circumstances.
- Thank you for confirming through conversations around all of the progress that we have made with our HVAC systems. We will be sharing more from our facilities department on this topic.
- We purchased a lot of plexiglass dividers when you return to our schools hopefully next year when we can again have visitors come into our schools you will see there is plexiglass in the front

offices and also our classrooms and any place that we cannot have six feet of social distancing.

- There's a lot of discourse in our policy committee meetings and previous C&I committee meetings regarding the Class Rank Policy. Principal Sanchez as well as our Director of Guidance, Ms. Balassone have given this a lot of thought and brought feedback from other districts and best practices. This is not a haphazard decision or recommendation.
- I hope my update for Phase III Reopening shared what our lens is regarding five day instruction for next year. It is our goal to be able to offer five day in-person instruction for a close to normal a day as we can.
- I only know of one district near us attempting 3ft social distancing. There have been hints from Washington that recommendations for social distancing will change from 6ft to 3ft, this change will inform the planning that we are doing.
- We are designing our classrooms with smartboards and other technology that we are able to support and maintain long-term.
- Many of our students with special needs designations and requirements are in school four days a week across grade levels.
- Thank you for the comment about the Green Team and how impactful they can be.

COMMITTEE REPORTS

FINANCE FACILITIES & TECHNOLOGY - Board Member Wright

- Budget Update
 - Additional State Aid
 - Additional Debt Service Aid
- Job Descriptions
 - Assistant Transportation coordinator
 - Dispatcher
 - Assistant Food Service director
 - Facility director
- Business Office Transition - A resolution will be presented at the next Board Meeting to appoint Andrea Del Guercio as the Acting School Business Administrator.
- Budget Update
- Job Descriptions - The following new positions are included in the 2021-2022 budget request.
 - Assistant Transportation coordinator
 - Dispatcher
 - Assistant Food Service director
 - Facility Director
- Transportation eligibility requirements, transportation subscription services, and shuttle services were discussed.
- Student Services

CURRICULUM & INSTRUCTION - Board Member Siders

The committee discussed the following:

- Special Services
 - March Newsletter:
 - Reopening Update
 - DLM Update
 - SEPAC Update
- Policy Update
 - Policy 5430- Class Rank (2nd Read)
 - Policy 5440- Honoring Student Achievement (2nd Read)
 - Policy 5350- Pupil Suicide
 - Policy 5756- Transgender
 - Policy 5519- Dating Violence
 - Policy 5530- Substance Abuse
 - Policy 5533- Smoking
- Dr. Fergus BPW Settlement (Dr. Fergus)
- Access and Equity (Fergus/Severns' work)
- Humanities Course (Dr. Bean-Folkes)
- Book in Hand Project(SOMSD Literacy Project) Update (Dr. Bean-Folkes)
- Failing and Struggling Student-Supervisor Recommendations (Dr. Friedman & Ms. Bodnar)
- Greg Tang Update Seth Boyden Presentation (Principal Glander)
- Artist in Residence Update (Dr. Friedman & Ms. Bodnar)
- ATLAS update (Dr. Friedman & Ms. Bodnar)
- District Goal #3 update (SOMSD Portrait of a Graduate Timeline)

POLICY COMMITTEE - Board Member Bergin

The committee discussed the following:

- Perkins Audit Policy
- Policy process and management
- Strauss Esmay
- Policies for second reading:
 - 0142 Board Member Qualifications, Prohibited Acts and Code of Ethics
 - 0143 Board Member Election and Appointment
 - 5430 Class Rank Policy
 - 0145 Board Member Resignation and Removal
 - 0148 Board Member Indemnification
- Policies for first reading:
 - 5350- Pupil Suicide Prevention
 - 9713- Recruitment by Special Interest Groups
 - 8600- Student Transportation)
 - 5751- Sexual Harassment
 - 0164 - Conduct of Board Meetings

- Status of Perkins Audit Policies
- Status of Migration to Strauss Esmay
- Policy Management

PERSONNEL & LABOR RELATIONS - Board Member Maini

The committee discussed the following:

- Title IX Compliance Investigation
- Affirmative Action Complaints
- Residency Checks
- March 2021 personnel resolutions
- Vacancies
- ESS Demographic Report
- Allergen testing
- Other personnel matters
- Staff Evaluation update
- Update on the School Business Administrator Position
- Policies
- 5751 -Sexual Harassment

ITEMS FOR ACTION

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

4114A. MEMORIAL

BE IT RESOLVED THAT THE Board of Education approve the following memorials:

Constance Czekanski, retired CHS business education teacher passed away on February 15, 2021.

The Superintendent is asked to convey our condolences to the family and friends of Constance Czekanski.

4114B. RESIGNATIONS

NAME	ASSIGNMENT	EFFECTIVE DATE	YEARS IN DISTRICT
Beck, Denise	T 5 SB - 1.0 FTE	4/26/21	8.5
Dinkins, Sharonn	Social Worker (Non-CST) SB - 1.0 FTE	4/30/21	1.5
Pate, Beth	T SPED/INC TUS - 1.0 FTE	7/1/21	10

4114C. 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
Del Guercio, Andrea	Acting School Business Administrator/Board Secretary DIST - 1.0 FTE	4/1/21 6/30/21	\$185,316
Diaz, Joaquin	School Bus Driver DIST - .5 FTE	4/5/21 or sooner 6/30/21	\$29,243
Stewart, Kandice	T Art CHS - 1.0 FTE	5/1/21 6/30/21	\$73,660
Turpin, Keith	School Nurse SOM - 1.0 FTE	2/1/21 6/30/21	\$57,260

4114D. LEAVES OF ABSENCE

NAME	ASSIGNMENT	EFFECTIVE DATE
Dios, Kelli	Guidance Counselor MM - 1.0 FTE	3/1/21-4/1/21 (Unpaid Personal Leave)
Ortega, Yuridalva	T SCI/Biology CHS - 1.0 FTE	3/1/21-4/15/21 (Unpaid NJ FLA)
Pomeranc, Deborah	T 1 SMA - 1.0 FTE	3/15/21-5/6/21 (Paid Sick Days)
Williams, Ingrid	S4/12, Secretary (SPED) DIST - 1.0 FTE	3/15/21-4/7/21 (1/2 day) (Unpaid FMLA)
Winkler, Rebecca	T 2 SM - 1.0 FTE	1/19/21-3/15/21 (Paid Maternity Leave) 3/16/21-6/14/21 (Unpaid FMLA) 6/15/21-6/24/21 (Paid Sick/Personal Days)
Zavocki, Mary-Alice	T STEM MM - 1.0 FTE	3/8/21-3/25/21 (Paid Sick/Personal Days)

4114E. SALARY ADJUSTMENTS

NAME	ASSIGNMENT	EFFECTIVE DATE	ADJUSTMENT	ACTUAL SALARY
Clyburn, Brian	School Counselor CHS - .2 FTE	2/1-2/11/21 (8 days)	\$83.86 (per day)	\$670.88
Mooney-Chavis, Danielle	School Counselor CHS - .2 FTE	2/1-2/11/21 (8 days)	\$83.39 (per day)	\$667.12
Renelle, Stephanie	School Counselor CHS - .2 FTE	2/1-2/11/21 (8 days)	\$78.91 (per day)	\$631.28
Rucker, Courtney	School Counselor CHS - .2 FTE	2/1-2/11/21 (8 days)	\$66.46 (per day)	\$531.68
Williams, Adrian	School Counselor CHS - .2 FTE	2/1-2/11/21 (8 days)	\$60.46 (per day)	\$483.68

Alexander, Marvin	T PE/H CHS - .2 FTE	2/3-2/28/21 (16 days)	\$76.26 (per day)	\$1,220.16
Cahill, Allison	T PE/H CHS - .2 FTE	2/3-2/28/21 (16 days)	\$93.25 (per day)	\$1,492
Iraggi, Taylor	T PE/H CHS - .2 FTE	2/3-2/28/21 (16 days)	\$51.86 (per day)	\$829.76
Maggiore, Molly	T PE/H CHS - .2 FTE	2/3-2/28/21 (16 days)	\$67.76 (per day)	\$1,084.16
Pilone, Jr., Joseph	T PE/H CHS - .2 FTE	2/3-2/28/21 (16 days)	\$93.25 (per day)	\$1,492
Trieu, Johnathan	T PE/H CHS - .2 FTE	2/3-2/28/21 (16 days)	\$55.46 (per day)	\$887.36
D'Alessio, Tara	T SPED CHS - .2 FTE	2/1-2/28/21 (17 days)	\$93.25 (per day)	\$1,585.25
Kaller, Nichole	T SPED CHS - .2 FTE	2/1-2/28/21 (17 days)	\$76.26 (per day)	\$1,296.42
Keegan, William	T SPED CHS - .2 FTE	2/1-2/28/21 (17 days)	\$93.25 (per day)	\$1,585.25
Simon, Kenneth	T SPED CHS - .2 FTE	2/1-2/28/21 (17 days)	\$83.86 (per day)	\$1,425.62
Spina, Kathleen	T SPED CHS - .2 FTE	2/1-2/28/21 (17 days)	\$93.86 (per day)	\$1,595.62
Pierre, Yves	T Math CHS - .2 FTE	2/1-2/28/21 (17 days)	\$86.46 (per day)	\$1,469.82
Barber, Kristin	T SCI/B CHS - .2 FTE	2/11-2/25/21 (5 days)	\$98.95 (per day)	\$494.75
Hannemann, Monika	T SCI/B CHS - .2 FTE	2/17-2/25/21 (4 days)	\$76.66 (per day)	\$306.64
Silver, Bianca	T SCI/B CHS - .2 FTE	2/16-2/28/21 (5 days)	\$68.26 (per day)	\$341.30
Steiner, Michael	T SCI/P CHS - .2 FTE	2/16-2/26/21 (5 days)	\$53.66 (per day)	\$268.30
Tedeschi, Chasity	T SCI/B CHS - .2 FTE	2/16-2/26/21 (5 days)	\$72.06 (per day)	\$360.30
Moran, Colleen	T SPED MM - .15 FTE	2/10-2/28/21 (11 days)	\$44.30 (per day)	\$487.30
Nicosia, Nicole	T SPED MM - .05 FTE	2/10-2/28/21 (11 days)	\$18.07 (per day)	\$198.77
Silva, Debra	T SPED/ELA MM - .2 FTE	2/10-2/28/21 (11 days)	\$93.25 (per day)	\$1,025.75
Vorona, Heather	T SPED MM - .2 FTE	2/10-2/28/21 (11 days)	\$64.46 (per day)	\$709.06
Tyson, Angela	School Bus Aide DIST - .8 FTE	2/1-2/28/21 (10 hours)	\$9.78 (per hour)	\$97.80
Bethea, Sabrina	Clerical Aide TUS - 1.0 FTE	2/16-2/19/21 (24 hours)	\$13.72 (per hour)	\$329.28

4114F. STIPENDS

NAME	ASSIGNMENT	EFFECTIVE DATE	SALARY
Crouch, David	Baseball, Asst. Coach CHS - 1.0 FTE	3/1/21 6/30/21	\$5,614

Muirhead, Ryan	Baseball, Varsity Coach CHS - 1.0 FTE	3/1/21 6/30/21	\$7,891
Nichols, Thomas (Max)	Baseball, Asst. Coach/Freshman CHS - 1.0 FTE	3/1/21 6/30/21	\$3,811
White, Dillon	Baseball, Asst. Coach CHS - 1.0 FTE	3/1/21 6/30/21	\$5,614
Keegan, William (Chuck)	Boys Outdoor Track, Varsity Coach CHS - 1.0 FTE	3/1/21 6/30/21	\$7,891
Mobley, Gary	Boys Outdoor Track, Asst. Coach CHS - 1.0 FTE	3/1/21 6/30/21	\$5,614
Clesmere, Lindsey	Softball, Asst. Coach CHS - 1.0 FTE	3/1/21 6/30/21	\$5,614
Marigliano, Paul	Girls Tennis, Asst. Coach/JV CHS - 1.0 FTE	3/1/21 6/30/21	\$6,566
Reichenstein, Steven	Girls Tennis, Varsity Coach CHS - 1.0 FTE	3/1/21 6/30/21	\$6,566
Trieu, Johnathan	Boys Lacrosse, Asst. Coach/JV CHS - 1.0 FTE	3/1/21 6/30/21	\$5,614

4115A. APPOINTMENT OF SUBSTITUTE TEACHER(S) FOR THE 2020-2021 SCHOOL YEAR

COLLEGE GRADUATE AND STATE SUBSTITUTE CERTIFICATE

NAME	INSTITUTION	DATE	DEGREE
Catalano, Marissa	Fairleigh Dickinson University	1/2021	BA
Sullivan, Taylor	Ramapo College of New Jersey	1/2017	BA

4115B. APPOINTMENT OF LONG-TERM SUBSTITUTE TEACHER(S) FOR THE 2020-2021 SCHOOL YEAR PAID AT A DAILY RATE OF \$160

Robert Toussaint

4115C. APPOINTMENT OF SUBSTITUTE SECRETARY FOR THE 2020-2021 SCHOOL YEAR PAID AT AN HOURLY RATE OF \$12.00

Patricia Lewis-Johnson

4115D. APPOINTMENT OF OUT-OF-DISTRICT COACHES FOR THE 2020-2021 SCHOOL YEAR

NAME	ASSIGNMENT	CONTRACT YEAR	STIPEND
Christie, Cassius	Lacrosse (Boys), Asst. Varsity Coach	3/2021 6/2021	\$5,614
Heningburg, Dylan	Lacrosse (Boys), Head Coach	3/2021 6/2021	\$7,891
Dennis, Donte	Lacrosse (Girls), Asst. Varsity Coach	3/2021 6/2021	\$5,614
Ramos, Steven	Lacrosse (Girls), Head Coach	3/2021 6/2021	\$7,891

Faraone, Christopher	Outdoor Track (Girls), Head Coach	3/2021 6/2021	\$7,891
Stephens, Christopher	Outdoor Track (Girls), Asst. Coach	3/2021 6/2021	\$5,614
Rothenberger, Nicole	Softball (Girls) Freshman/Asst. JV	3/2021 6/2021	\$3,749
Alves-Filho, Jennifer	Softball (Girls), Asst. Junior Varsity Coach	3/2021 6/2021	\$5,614
Smith, Clifford	Softball (Girls), Head Coach	3/2021 6/2021	\$7,891
Little, Austin	Lacrosse (Girls), Freshman/Asst. JV Coach	3/2021 6/2021	\$3,811

4115E. APPOINTMENT OF HOME INSTRUCTORS FOR THE 2020-2021 SCHOOL YEAR

Name	Certification(s)
Monika Hannemann	Teacher of Biological Science
Kirk Maynard	Teacher of Art
Monica Soliman	Teacher of Social Studies

4116A. Approves the attached list of students who are scheduled to attend Out-of-District tuition supported programs for the 2020 extended school year [list on file in Board Secretary's office].

4116B. Approves the attached list of students who are scheduled to attend Out-of-District tuition supported programs for the 2020-2021 school year [list on file in Board Secretary's office].

4116C. Approves the attached list of students who are scheduled to attend Out-of-District tuition supported programs for the 2019-2020 school year [list on file in Board Secretary's office].

4117A. Receives and accepts the following financial reports:

1. Board Secretary's Report dated February 28, 2021
2. Expense Account Adjustment Analysis dated February 28, 2021
3. Revenue Account Adjustment Analysis dated February 28, 2021
4. Check Register #408031-408256 in the amount of \$3,709,987.08
5. Check Register #200730-200732 in the amount of \$3,022,095.40
6. Check Register#200733 for February 2021 payroll in the amount of \$7,079,354.48
7. Treasurer's Report of January 2021

4117B. Certify the Board Secretary's Monthly Financial Report [signed certification on file in Board Secretary's office].

4117C. Approves the attendance and related travel and/or workshop expenses for the following work-related events:

Employee	Workshop/Conference	Travel Date(s)	Location	Estimated Cost(s)
Ramon Robles Columbia HS	NJTESOL - Equity for Language Learners	5/25/21- 5/27/21	Online	\$299.00

Stacey Robinson Central Office	Analyzing & Constructing Salary Guidelines	3/25/21	Online	\$149.00
Andrea Del Guercio Central Office	Analyzing & Constructing Salary Guidelines	3/25/21	Online	\$149.00
Andrea Del Guercio Central Office	Overview of the New Coronavirus Response & Relief Supplemental Appropriations	4/13/21	Online	\$25.00
Rebecca Milligan Central Office	ASQ Online Hand-On Learning Session	4/15/21	Online	\$350.00

4117D. Approves the following provider(s) for 2020-2021 school year for the service indicated:

Provider	Service	Rate
Social Strides, LLC Roseland, NJ	Behavior Consultation Services	\$125/hour

4117E. Approves the use of the following vendors in excess of the \$40,000 for the 2020-2021 school year:

VENDOR NAME	PRODUCT	TYPE OF VENDOR
Cifelli & Son	Masonry, repairs to various concrete steps and sidewalks	CO-OP

4117F. Accepts a donation of \$2,500.00 from the Columbia High School Music Parents' Association (CHSMPA) to the Columbia High School Fine Arts Department to purchase xylophone kits.

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

20-048-200-890 CHS Music \$2,500.00

4117G. Approves payment to Maplewood Township Recreation Department for the Summer Meal Program, cost not to exceed \$10,000.

4117H. Authorizes Maplewood Middle School to establish a Model Un Club student activity account.

4117I. 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 \$7,500 for the 2020-2021 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.

4117J. Approves the Preliminary Budget for the 2021-2022 school year in the amount of:

	2021-2022 Total Expenditures	Less: Anticipated Revenues	Tax Levy
General Fund	141,695,735	15,894,948	125,800,787
Special Revenues	8,675,670	8,675,670	0
Debt Service	9,311,827	2,264,278	7,047,549
Total	159,683,232	26,834,896	132,848,336

BE IT FURTHER RESOLVED that the South Orange Maplewood Board of Education authorizes the Business Administrator to submit the 2021-2022 Preliminary Budget to the County Superintendent for review and approval.

BE IT FURTHER RESOLVED that the South Orange Maplewood Board of Education in accordance with the N.J.A.C. 6A:23A-7.3(a), establishes a maximum travel expenditure for the 2021-2022 school year not to exceed the amount of \$150,000.

4117K. Accepts a donation from the Achieve Foundation in the amount of \$21,820.

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

20-006-100-610	Education Foundation	\$21,820.00
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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.

4118. APPROVES FOR 12 MONTH STAFF THAT:

Notwithstanding limits in any individual contracts and collective bargaining agreements, the Board authorizes that all personnel shall be permitted to carry all unused vacation days one time only from 2020-2021 to 2021-2022. The excess carryover days must be used prior to June 30, 2022. Those days in excess of what would otherwise have been permitted under individual contract or collective bargaining agreement have no cash value should the employee retire or separate from employment during the 2020-21 school year or thereafter.

4119. WITHDRAWN

4120. WHEREAS, by Resolution No. 4099 dated January 25, 2021, the Board ordered the transfer or removal of the student(s); and

WHEREAS, the parents or guardians residency was verified by the residency officer through a valid in-home verification of the address on file, which was deemed sufficient to establish an entitlement to a free public education in accordance with N.J.S.A. 18A:38-1;

NOW, THEREFORE, BE IT RESOLVED, that the Board hereby rescinds the January 25, 2021, resolution ordering the transfer or removal of the student(s) listed below; and

BE IT FURTHER RESOLVED, that the remaining provisions of the January 25, 2021 Resolution No. 4099 remain intact.

<u>STUDENT #</u>	<u>SCHOOL</u>	<u>GRADE</u>
6552114810	CHS	9 th
9984061835	CHS	9 th
1434452101	SB	5 th

4121. Affirms the HIB investigations reported to the South Orange/Maplewood School District for the month of February 2021.

4122A. Approves a settlement agreement for special education Student ID #3069682624 and authorizes the Board President to execute the settlement agreement.

4122B. Approves a settlement agreement for special education Student ID #3297378063 and authorizes the Board President to execute the settlement agreement.

4122C. Approves a settlement agreement for special education Student ID #3793544276 and authorizes the Board President to execute the settlement agreement.

4123. Adopt the following policies as presented:

- 0142 Board Member Qualifications, Prohibited Acts and Code of Ethics
- 0143 Board Member Election and Appointment
- 0145 Board Member Resignation and Removal
- 0148 Board Member Indemnification
- 5430 Class Rank Policy

ROLL CALL: Motion 4114 A-G, 4115 A-E, 4116 A-C, 4117 B-K, 4118, 4120, 4121, 4122, passed. YES: Bergin, Cuttle, Joshua, Maini, Malespina, Siders, Winkfield, Wright, Zubieta
NO: None

Motion 4117A passed. YES: Bergin, Cuttle, Joshua, Maini, Siders, Winkfield, Wright, Zubieta 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 Dr. Taylor, seconded by Board Member Zubieta to sever resolution 4123.

Motion to sever passed 9 yes 0 no.

Motion 4123 passed. YES: Bergin, Cuttle, Joshua, Maini,
Malespina, Siders, Winkfield ABSTAIN: Wright NO: Zubieta

HEARING OF INDIVIDUALS AND DELEGATIONS

Erin Scherzer

Good Evening Dr. Taylor and Board of Education Members,

I am writing on 2 items.

Item 1 - Given the challenges of this school year and last due to the pandemic out of our control, I am writing to request that an end of the year conference period be added to the calendar for just this year. Face to face dialogue (even if virtual) to discuss the transition to next academic year would better help prepare students and parents for what will be a big climb ahead. It would also require the district to plan now to work through the academic, social, and emotional gaps for each of our 7,000 amazing students.

Item 2 - As a parent of color, specifically a Black mom, I wanted to speak before the Board of Education today regarding the equity report shared earlier in 2021. It is clear from those reports that a dramatic overhaul is needed in how we ensure our district is equitable. As a Parent of Color, to be honest, I didn't need that report to tell me and my fellow Black & Brown Parents that there is a problem and things are not getting better. I appreciated the comments from Dr. Taylor this evening offering support programming, and yes, we need those types of programs (data informed to ensure that the programs are addressing the need). While those programs are great, I struggle that those programs put the burden on the students, not on the educators to support all learning during the formal school day. How will students be able to take advantage of those music programs, participate in sports, join other activities, and form social relationships if they have to fill limited free time including summer with tutoring? What we need is our curriculum overhauled and accountability measures on educators (even the most tenured of educators) put in place. Put another way, I see supplemental programs as taking blood pressure meds for hypertension, yes it helps, but if your body is still overweight and the diet is bad and there is no exercise, we aren't actually addressing the real issue. Based on the data alone, it is not the students who need to do better, we the adults, district, educators, community need to do dramatically better for them. Our students are brilliant with big hearts every day we do not overhaul this curriculum and add in more accountability measures, we are blowing out the bright lights of our students.

I am concerned that the data presented and the support services focus on high school, but not enough on the elementary grades. Our preschool and elementary curriculum is the roots for middle school and high school. We need to support those roots better with a more inclusive curriculum and uniformity in teaching starting from our earliest grades.

We also need more transparency with the public about the curriculum.

Grading metrics (including with examples) should be on the district website and with that the learning objectives by unit by course.

Lastly, I do want to take a 10,000 foot in the sky perspective. Could the district hire a data analyst with a social justice focus to track and analyze all of our data real time and provide information to the BOE and district leaders? Our district personnel wear many hats, and to do data analysis right with the level of information that will allow the district to make informed decisions, we need someone solely focused on this critical need.

Thank you

NEW BUSINESS

Board members discuss the possibility of meeting twice a month and other suggestions to improve the effectiveness of Board meetings. The Board selected two meeting dates that would be more effective if split into two meeting dates instead of one.

Board Member Cuttle reminded the Board that March is Women's History Month. Our two towns of South Orange and Maplewood are jointly celebrating with SOMA Celebrates Women. Everyone is encouraged to visit the website at somawomen.org for events and programming.

Mr. Roth spoke briefly about his time in the South Orange Maplewood School District and expressed how grateful he is for the opportunity to serve the district and community in many roles over the last 20 years.

Future Meetings

The Board of Education will meet in Executive Session on Monday, March 15, 2021 at 6:30 p.m. via 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 p.m. using the online video conference platform. Action will be taken.

Motion made by Board President Joshua, seconded by Board Member Maini, that the Board of Education will meet in Executive Session prior to the March 15, 2021 Public Meeting to discuss personnel and legal issues, negotiations and other matters, the nature of which will be made public at a future date.

MOTION made by Board President Joshua, seconded by Board Member Maini that the Board of Education adjourns. Motion unanimously approved at 12:19 a.m.

Paul Roth, Board Secretary

