

Regular Meeting
South Orange-Maplewood
Board of Education
November 16, 2016

A Regular Meeting of the Board of Education of South Orange-Maplewood was held in the Library at Columbia High School, 17 Parker Avenue, Maplewood, New Jersey, on November 16, 2016.

Board President Elizabeth Baker called the meeting to order at 7:55 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 Libraries, The Star Ledger, the News Record and all schools.

ROLL CALL: Present: Ms. Baker, Mrs. Daugherty, Mrs. Lawson Muhammad, Ms. Maini, Ms. Pai, Mr. Sabin, Mr. Saulean, Mrs. Wright.

Absent: Ms. Jones, Ms. Smith

7 VOTING MEMBERS AND ONE STUDENT REPRESENTATIVE PRESENT

PLEDGE OF ALLEGIANCE

Memorials read by Mrs. Mrs. Lawson-Muhammad

BOARD ACKNOWLEDGEMENT - Read by Ms. Pai

The Board of Education acknowledges and extends its thanks and appreciation to:

- Dr. Gary Green for his donation of one Hombach Bassoon worth approximately \$1000 to the South Orange Maplewood District Music Department

APPROVAL OF MINUTES

Ms. Baker declared the minutes of the Executive Session of the October 17, 2016 Regular Meeting and Executive and Public Sessions of the October 24, 2016 Special Meeting approved as presented and amend the minutes of the October 17, 2016 Public Session to reflect that Mrs. Wright wishes to change her vote on resolution 3472 (Superintendent's Merit Goals) to reflect an abstention (in accordance with School Ethics Advisory Opinion A20-12 due to conflict of interest).

ITEMS FOR ACTION MOVED FORWARD

Dr. Ramos introduced Dr. Kalisha Harris-Morgan candidate for Director of Planning and Assessment.

3476C. APPOINTMENT

NAME	ASSIGNMENT	EFFECTIVE DATE	ACTUAL SALARY
Harris Morgan, Dr. Kalisha	Director of Planning & Assessment DIST - 1.0 FTE	1/17/17 6/30/17	\$140,000

Pierce, Kyndell	T Language Arts SOM - 1.0 FTE	1/3/17 6/30/17	\$50,565
Pyne, Lisa	S5/12, Secretary DIST - 1.0 FTE	1/3/17 6/30/17	\$68,047

Dr. Harris-Morgan thanked the Board and looks forward to the opportunity.

Motion to move 3476c made by Ms. Daugherty and Ms. Pai

ROLL CALL: Motion 3476C, passed. YES: Ms. Baker, Mrs. Daugherty, Mrs. Lawson-Muhammad, Ms. Maini, Ms. Pai, Mrs. Sabin, Mrs. Wright. NO: None

Dr. Morgan thanked the Board and looks forward to the opportunity.

Motion to adjourn to exec made by Ms. Pai and Ms. Wright.

Motion passed 7 to 0.

Board Recessed at 8:10 pm
Board Reconvened at 9:45 pm

ASBESTOS MANAGEMENT PLAN - Ms. Baker

The Annual Asbestos Management Statement was read as required by law [statement on file in Board Secretary's office].

Dr. Ramos acknowledged the loss to our school community with the passing of South Mountain 4th grade teacher Jennifer Feinberg. Ms. Feinberg was an extraordinary teacher, and will be deeply missed. Dr. Ramos also expressed how proud he is of the way the entire district came together to support the students and staff of South Mountain in response to this tragedy, once again offered condolences to the family and many, many friends Ms. Feinberg leaves behind.

SUPERINTENDENT'S MONTHLY UPDATE

Goal 1

Adoption and Initial Implementation of Strategic Plan:

- The Action Planning Teams presented their plans to the original Strategic Direction Committee on October 18th in a marathon 12-hour day. Each team had 30 minutes to present, and committee members had the opportunity to ask questions. The committee then broke into small groups to review each plan in detail against a rubric, to ensure alignment to the original intention and to the requirements of an action plan. All of the deliverables - products, services and initiatives - identified by the action planning teams were accepted, although revisions were requested for several plans.
- This week we have held informal briefings with representatives from the teams to give Board members a sense of how each team approached their work, the types of deliverables which were developed into action plans, and an opportunity to ask questions.
- We will hold a special Board of Education meeting devoted to the Strategic Plan and Action Plans. This Board meeting will include a brief overview of the 47 deliverables, and the timeline for the next phases of this work.

- Education Summit 2 will provide Board and community members with an opportunity to go into more depth with each strategy.
- There will be three additional smaller community forums for those who are not able to participate in the Education Summit 2.
- At its next meeting, the Board will be asked to:
 - Adopt the Strategic Direction Document originally accepted last February, including the new mission statement, to serve as the blueprint for our work going forward.
 - Accept the work of the action planning teams.
 - Authorize administration to proceed to step 10 of the Strategic Planning Process, including soliciting Board and community feedback on which plans to pursue first, prioritizing the action plans, creating a multi-year implementation schedule, and incorporating the first year's initiatives into the 2017-2018 budget.

Goal 2

Responsible Financial Management:

- We have our first major round of budget meetings with principals and supervisors scheduled for the first week of December.
- The Finance Facilities and Technology Committee will meet with Ross Haber to discuss utilization of buildings and to determine next steps.
- Clean-up of Information Technology Department at Central Office is complete. We are beginning repairs to the ceiling.
- Open enrollment meetings start tomorrow for the state employee health benefits program, which will go into effect in February. All employees must have documentation in by December 9, 2016.

Goal 3

Execution Plan that Assures Effective Implementation of Board of Education Policies and Monitoring:

- Access and Equity
 - We held the first meeting of the District Data Team Development on October 20th. The team reviewed the data process, developed a shared vision for the work, established norms, determined calendar for the year, and agreed upon work to be completed for the next meeting.
 - We are finalizing At A Glance Documents to communicate course expectations for grades 9-12
 - We are in the process of preparing personalized student profiles for students in grades 5-11. These will be shared with families and serve as a tool in the course selection process.
- The Class Size report is included in the materials for tonight's meeting. All core academic courses are within the range which Board Policy allows, including the Superintendent's discretion to exceed stated limits under specific circumstances.
- The Focus Schools will complete the first cycle review of data with the Regional Achievement Centers (RAC) team this month.
- Clinton School and South Orange Middle School completed student, staff and parents surveys and met the participation goals for all three categories. Maplewood Middle School will complete the survey in February.
- We are so very proud of Clinton Elementary School for being recognized by the State for making significant progress towards closing the achievement gap and their collective efforts to improve teaching and learning. We

congratulate Principal Bodnar, Assistant Principal Beaumont and the entire teaching staff, students and parents for this acknowledgement.

Goal 4

Develop Plan to Improve the Climate and Culture in Our School Community:

- Professional Development Day included sessions on culturally responsive teaching and on positive interactions with families.
- The Parenting Center held an event with Dr. Khyati Joshi for parents and guardians with a focus on how to talk to children about race and other challenging topics.

STUDENT REPORT - *Mr. Saulean*

Mr. Saulean gave an update on student activities and concerns at Columbia High School including the following:

- Mac Scholars screening of 13th a documentary Centered on race in the United States criminal justice system. The screening was followed by a discussion on racism and prejudice and student shared personal experiences in which they experienced racism.
- MAPSO Freedom School event held to combat police brutality.
- Arranging transportation for college visits.
- Student sponsored blood drive.

BOARD PRESIDENT'S UPDATE - *Ms. Baker*

Ms. Baker discussed the Annual Agenda and combining New Jersey School Board requirements with the Strategic Plan. Ms. Baker congratulated the three winners of the Board election, Mrs. Stephanie Lawson-Muhammad, Mrs. Johanna Wright and new member Ms. Susie Adamson.

HEARING OF INDIVIDUALS AND DELEGATIONS

<u>Name</u>	<u>Topic</u>
Mr. Nathan West Orange	Came to the meeting to hear the Board's decision on his HIB appeal.

DISCUSSION

ANNUAL AGENDA - *Mrs. Daugherty*

Dr. Ramos presented the annual agenda. The Annual Agenda is an outline that allows the community to see what the board is working on and monitoring for the current year and into the next budget year.

Board Member discussion included the following comments:

- Removing the Baseline Budget Report from the month of December.
- Providing an update on the budget process in place of the Baseline Budget report.
- Preliminary Budget Report to the public January 2017.
- Swearing in of the Student Representative to take place in July to align with the start of the school year.

ACCESS & EQUITY UPDATE - *Mr. Walston*

Mr. Walston gave an update on Access and Equity including the following:

- Changes in due dates of items on initial plan to align with school scheduling.
- Student profiles will be available via the Powerschool Parent Portal in December. Student profiles will detail test scores and grades to help parents select student placements.
- Student level placement projection letter will be replaced by student profile.
- Access and Equity schedule and At a Glance documents will be available after the Thanksgiving holiday.
- Establishment of a District Data Team and school data teams by the end of the year.
- Office of Civil Rights (OCR) agreement.

Discussion following the update included:

- Request for a revised plan to share on the District website.
- Concerns that Access and Equity supports are not available.
- Monitor who is accessing Powerschool.
- Ensure that students understand profile more than the parents.
- Discuss difficulty in students changing levels.
- Profiles do not provide recommendations.
- Concerns that recommendations regarding levels will not be provided.

QSAC - *Mr. Roth*

Mr. Roth provided an update regarding the Quality Single Accountability Continuum (QSAC). QSAC is the Department of Education's monitoring and evaluation system for public school districts. Mr. Roth discussed the difference between the District Performance Review (DPR) and the Statement of Assurance (SOA) explaining that SOA is a self-evaluation submitted by school districts on an annual basis while the DPR occurs every three years, includes state officials visiting the district and reviewing operations. The DPR contains all elements of the SOA and additional details such as student performance on standardized exams. The board is required to approve the SOA every year for state submission.

Mr. Saulean left 11:09 p.m. 7 voting members present

INTERLOCAL AGREEMENT - *Mrs. Daugherty*

Mrs. Daugherty spoke about the Interlocal agreement between the Board of Education, Township of South Orange Village and Maplewood Township to Establish a Recreation Facilities Improvement Fund to be used for field and facility improvements and enhanced maintenance. The Board of Education will contribute \$20,000 per year (approximately \$20 per student athlete). Organization using the fields will pay a usage fee. The committee will decide how to use the funds to improve the fields.

COMMITTEE REPORTS

Finance, Facilities and Technology - *Mrs. Daugherty*

The committee discussed the following:

- Zero based budgeting process
- Enrollment projections
- Beyond the Bell agreement with Essex Regional Education Services Commission.
- YMCA facility usage fees
- Formulating a job description to fill the In-House Counsel vacancy.
- PILOTS and asking developers to provide resources to the District.
- Redistricting
- Adjusted Budget to include more transparency
- Need to review Transportation Policy
- District employees returning to the State Health Benefits Program for Health Insurance.

Community Engagement and Outreach - Ms. Maini

The committee discussed issues with the rollout of Let's Talk platform at the building level, website development, Strategic Plan, Access and Equity and January 4, 2017 reorganizational meeting.

Equity and Excellence - Ms. Maini

The committee discussed the following:

- Committee charge and the goal to simplify the annual charge and align it to the district goals.
- WIN (Whatever I need) period at the middle schools
- Gifted and Talented Program

Resolution 3484N on for approval tonight is to approve the hiring of Allison Brown, to serve as a consultant within the district to assist with implementation of the Gifted and Talented Program.

Policy and Monitoring - Ms. Baker

There is no update. The committee did not meet.

ITEMS FOR ACTION

MOTION made by Ms. Pai, seconded by Mrs. Daugherty, that the Board of Education approve the following:

3476A. MEMORIAL

BE IT RESOLVED that the Board of Education approve the following memorial:

Jennifer Feinberg elementary school teacher, passed away on November 7, 2016.

The Superintendent is asked to convey our condolences to the family and friends of Jennifer Feinberg.

3476B. RETIREMENT

NAME	ASSIGNMENT	EFFECTIVE DATE
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Mason, Judith	S5/12, Secretary CHS - 1.0 FTE	1/1/17
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3476D. CHANGE IN END DATE

NAME	ASSIGNMENT	OLD END DATE	NEW END DATE
Catalano, Janis	LR School Social Worker SOM - 1.0 FTE	9/1/16 12/31/16	9/1/16 6/30/17

3476E. CHANGE IN START DATE

NAME	ASSIGNMENT	OLD START DATE	NEW START DATE
Green, Bridgett	Supervisor of Special Services DIST - 1.0 FTE	10/22/16 6/30/17	11/1/16 6/30/17

3476F. TRANSFER/REASSIGNMENT

NAME	OLD ASSIGNMENT	NEW ASSIGNMENT	EFFECTIVE DATE
Berezny, Michael	LR T Math MM - 1.0 FTE	T Math MM - 1.0 FTE	12/11/16 6/30/17
Layne, Christine	T Academic Intervention SB - 1.0 FTE	T Lang. Arts/READ 180 SOM - 1.0 FTE	11/14/16 6/30/17

3476G. LEAVES OF ABSENCE

NAME	ASSIGNMENT	EFFECTIVE DATE
Buccellato, Elizabeth	T Art SM .2 FTE	10/11/16-11/14/16 (Paid Maternity Leave) 11/15/16-1/2/17 (Unpaid FMLA)
Conrad, Lisa	T Art SOM 1.0 FTE	9/1/16-11/23/16 (Unpaid FMLA) 11/24/16-6/30/17 (Unpaid Childcare Leave)
Goodman, Treena	Clerical Aide SM - 1.0 FTE	10/25/16-12/23/16 (Paid Medical Leave)
Litkey, Amy	School Social Worker SOM - .6 FTE	11/24/16-6/30/16 (Unpaid Childcare Leave)
Vizcaya, Gina	T KDG MAR 1.0 FTE	9/2/16-11/21/16 (Paid Maternity Leave) 11/22/16-2/21/17 (Unpaid FMLA) 2/22/17-3/3/17 (Unpaid Childcare Leave)

3476H. SALARY ADJUSTMENTS

NAME	ASSIGNMENT	EFFECTIVE DATE	ADJUSTMENT	ACTUAL SALARY
Aaron, Elizabeth	Principal CHS - 1.0 FTE	8/8-24/16 (9 days)	\$50 (per day)	\$450
Alexander, Marvin	T PE/Health CHS .2 FTE	11/7/16 1/27/17 (49 days)	\$63.66 (per day)	\$3,119.34
Calzada, Jacinta	T SPED SOM - 1.2 FTE	10/5/16 6/30/17	+\$11,866.20	\$71,197
Copeland, Jeanette	Clerical Aide JEFF - 1.0 FTE	10/27/16 (7 hours)	\$10.85 (per hour)	\$75.95
Edmonds, Kimberly	Clerical Aide MAR - 1.0 FTE	10/10-25/16 (13 hours)	\$10.30 (per hour)	\$133.90
Ezell, Charles	Asst. Principal CHS - 1.0 FTE	8/8-24/16 (13 days)	\$50 (per day)	\$650
Femenella, Matthew	T SPED CHS - 1.04 FTE	10/24/16 6/30/17	+\$2,224.40	\$57,834
Freitas, Alexandra	LDTC CHS - .2 FTE	9/6- 10/21/16 (31 days)	\$94.31 (per day)	\$2,923.67
Gallof, Pamela	T SPED CHS - 1.24 FTE	10/24/16 6/30/17	+\$18,930.96	\$97,810
Gilligan, Holly	T SPED SOM - 1.2 FTE	10/3/16 6/30/17	+\$15,775.80	\$94,655
Knasel, Jessica	T SPED SOM - 1.2 FTE	10/14/16 6/30/17	+\$13,700	\$82,200
Knight, Keysha	S4/12, Secretary CHS - 1.0 FTE	8/1-31/16 (9.25 hours)	\$37.46 (per hour)	\$346.51
Mullen, William	T PE/Health CHS .2 FTE	11/7/16 1/27/17 (49 days)	\$49.41 (per day)	\$2,421.09
Riddick, Crystal	Supervisor of SPED DIST - 1.0 FTE	10/5-31/16 (17 day)	\$150 (per day)	\$2,550
Robinson, Kathleen	Clerical Aide CLIN - 1.0 FTE	9/22- 10/11/16 (15 hours)	\$9.17 (per hour)	\$137.55
Rosenblatt, Carly	T Music DIST - .48 FTE	10/26/16 6/30/17	+\$3,952	\$23,716
Strauss, Robin	School Social Worker CHS - .2 FTE	9/6- 10/21/16 (31 days)	\$94.31 (per day)	\$2,923.67
Tyson, Angela	School Bus Aide DIST - .8 FTE	10/1-31/16 (26 hours)	\$8.34 (per hour)	\$216.84
Van Doornik, Leah	T Music SB - 1.04 FTE	10/17/16 6/30/17	+\$1,976.36	\$51,385
Velder, David	School Psychologist CHS - .2 FTE	9/6- 10/21/16 (31 days)	\$94.31 (per day)	\$2,923.67
Winter, Benjamin	T SPED SOM - 1.2 FTE	10/17/16 6/30/17	+\$14,619.60	\$87,718
Yesowitz, Risa	T Music JEFF - 1.0 FTE	10/17/16 6/30/17	-\$3,772	\$96,312

3476I. STIPENDS

NAME	ASSIGNMENT	EFFECTIVE DATE	ACTUAL SALARY
Keegan, Charles	JV/Asst. Coach, Girls Basketball CHS - 1.0 FTE	12/1/16 2/28/17	\$5,614
Korellis, Jon	Freshman Coach, Boys Basketball CHS - 1.0 FTE	12/1/16 2/28/17	\$3,811
Rosario, Joel	Asst. Coach, Wrestling CHS - 1.0 FTE	12/1/16 2/28/17	\$5,531
Whitaker, Thomas	Asst. Coach, Girls Basketball CHS - 1.0 FTE Assistant to the Affirmative Action Officer DIST - 1.0 FTE	12/1/16 2/28/17 11/17/16 6/30/17	\$5,614 \$8,935
Wright, Jazmine	Varsity Coach, Girls Basketball CHS - 1.0 FTE	12/1/16 2/28/17	\$7,891

3477A. APPOINTMENT OF SUBSTITUTE TEACHERS FOR THE 2016-2017 SCHOOL YEAR

STATE CERTIFIED TEACHER

NAME	INSTITUTION	DATE	DEGREE
Feinman, Joanna	University of Massachusetts	6/1982	BA
Margolin, Hannah	Albright College	5/2014	BA
Nuguid, Sheryllyn	College of Saint Elizabeth	5/2016	BA
Soden, Jillian	College of Saint Elizabeth	5/2009	BA

3477B. APPOINTMENT OF SUBSTITUTE TEACHERS FOR THE 2016-2017 SCHOOL YEAR

COLLEGE GRADUATE AND STATE SUBSTITUTE CERTIFICATE

NAME	INSTITUTION	DATE	DEGREE
Hernaiz, Alnisa	New Jersey City University	5/2015	BS
Stephens, Christopher	St. Augustine University	5/2006	BS

3477C. APPOINTMENT OF SUBSTITUTE TEACHERS FOR THE 2016-2017 SCHOOL YEAR PAID AT THE DAILY RATE OF \$100

Arlene Aguirre Esther Anderson Belle Silverlieb

3477D. APPOINTMENT OF VOLUNTEER(S) FOR THE 2016-2017 SCHOOL YEAR

Name	Assignment
Arthur Paulina	Girls Fencing
Lauren Markon	Guidance Office

3477E. APPOINTMENT OF OUT-OF-DISTRICT COACHES FOR THE 2016-2017 SCHOOL YEAR

NAME	ASSIGNMENT	CONTRACT YEAR	STIPEND	BACKGROUND
Baltimore, Gabriel	Boys Basketball Assistant Coach	12/2016 2/2017	\$5,614	Mr. Baltimore is beginning his 1st season as a basketball coach. He holds a NJ State Substitute Certificate.
Chestnutt, Crandal	Asst. Varsity Field Hockey Coach	10/26/2016 11/2016	\$4,676	Mr. Chestnutt is beginning his 5 th season as a field hockey coach. He holds a NJ State Substitute Certificate.
DeFrancesco, Paul	Boys Indoor Track Head Coach	12/2016 2/2017	\$5,614	Mr. DeFrancesco is beginning his 2 nd season as track coach. He holds a NJ Standard Elementary School Teacher Certificate. He presently employed by the Union Township Board of Education.
DeNicola, Carmine	Boys Asst Indoor Track Coach	12/2016 2/2017	\$4,005	Mr. DeNicola is beginning his 1 st season as a track coach. He holds a NJ Standard Teacher of Physical Science Certificate. He is presently employed by the Cranford School District.
Faraone, Christopher	Girls Indoor Track Head Coach	12/2016 2/2017	\$5,614	Mr. Faraone is beginning his 2 nd season as a track coach. He holds a NJ Standard Teacher of Social Studies Certificate. He presently employed by the Union Township Board of Education.
Ginlock, Tiffani	Girls Fencing Head Coach	12/2016 2/2017	\$4,676	Ms. Ginlock is beginning her 3 rd year as a fencing coach. She holds a NJ State Substitute Certificate.
Gonzalez, Javier	Asst. Football Coach	9/2016 11/2016	\$6,566	Mr. Gonzalez is beginning his 1 st season as an assistant football coach. He holds a NJ State Substitute Certificate.
Grace, Jameel	Assistant/JV Boys Basketball	12/2016 2/2017	\$5,614	Mr. Grace is beginning his 3 rd season as a basketball coach. He holds a NJ State Substitute Certificate.
Hernaiz, Alnisa	Girls Basketball Freshman Coach	12/2016 2/2017	\$3,749	Ms. Hernaiz is beginning her 2nd season as a basketball coach. She holds a NJ State Substitute Certificate.
Keenan, Margaret	Swimming Boys Head Coach	12/2016 2/2017	\$7,017.50	Ms. Keenan is beginning her 5th season as a swim coach. She is employed by the Rahway Public School District.
LaPierre, Edward	Swimming Girls Head Coach	12/2016 2/2017	\$4,210.50	Mr. LaPierre is beginning his 2nd season as a swimming coach. He is presently employed by the Irvington Public School District.
Robinson, Eugene	Boys Basketball Head Coach	12/2016 2/2017	\$7,891	Mr. Robinson is beginning his 2nd season as a basketball coach. He presently employed by the Irvington

				School District.
Simmons, Crystal	Cheerleading Coach	12/2016 2/2017	\$3,811	Ms. Simmons is beginning her 4th season as a cheerleading coach. She holds a NJ Substitute Certificate.
Stephens, Christopher	Girls Indoor Track Asst Coach	12/2016 2/2017	\$4,005	Mr. Stephens is beginning his 2 nd season as track coach. He holds a NJ State Substitute Certificate.
Whalen, James	Boys Baseball Headcoach	3/2017 6/2017	\$6,566	Mr. Whalen is beginning his 1 st season as the varsity baseball coach. He holds a Physical Education certificate and is presently employed as a Physical Education teacher at Valley View Middle School in Denville.
White, Robert	Boys Fencing Head Coach	12/2016 2/2017	\$4,676	Mr. White is beginning his 11th season as a fencing coach. He is presently employed by the Newark Public School District.

3478. WHEREAS, in accordance with law, hearings were afforded with regard to the children identified by student number below; and

WHEREAS, the Board has determined that, as to the students identified below, the parents or guardians are not domiciled within the District or the children are not kept in the home of another person domiciled within the school district pursuant to the affidavit pupils statute; now, therefore

BE IT RESOLVED, that the Board hereby orders the transfer or removal of the students identified below.

<u>STUDENT #</u>	<u>SCHOOL</u>	<u>GRADE</u>
53564	CHS	12 th
53310	JEFF	3 rd
57573	CLIN	1 st
59677	MAR	K

3479. Approves class field trips to the following destination(s):

All Local, County, and State Parks	New Jersey Locations
Museums, Galleries, Restaurants, and other Places of Interest	Flushing, New York
Church of Epiphany	Orange, New Jersey

3480. Approves the attached list of students who are scheduled to attend Out-of-District tuition supported programs for the 2016-2017 extended school year [list on file in Board Secretary's Office] .

3481. WHEREAS, 18A:7a-10 establishes the New Jersey Quality Single Accountability Continuum (NJQSAC) for evaluating performance of each school district, and

WHEREAS, the South Orange Maplewood School District is not scheduled to undergo QSAC this year, and all districts not undergoing QSAC in any particular school year must complete a Statement of Assurance (SOA) annually, and

WHEREAS the South Orange Maplewood Board of Education in the County of Essex has reviewed the Statement of Assurance and hereby approves this document, and

NOW THEREFORE BE IT RESOLVED THAT the South Orange Maplewood Board of Education does hereby authorize the Superintendent of Schools to submit to the New Jersey Department of Education the Statement of Assurance to the Commissioner of Education in compliance with the provisions of N.J.A.C. 6A:30-3.2(f).

3482A. Approves a settlement agreement for special education Student ID #52820 and authorizes the Board President to execute the settlement agreement.

3482B. Approves a settlement agreement for special education Student ID #20208 and authorizes the Board President to execute the settlement agreement.

3483A. Affirms that there were no HIB investigations reported to the South Orange/Maplewood School District for the month of October 2016.

3484A. Receives and Accepts the following financial reports:

1. Board Secretary's Report dated October 31, 2016
2. Expense Account Adjustment Analysis dated October 31, 2016
3. Revenue Account Adjustment Analysis dated October 31, 2016
4. Check Register#392100-392101 in the amount of \$12,396.00
5. Check Register#392102-392465 in the amount of \$5,439,408.11
6. Check Register#200588 in the amount of \$517,350.00
7. Check Register#200589 for October 2016 payroll in the amount of \$6,142,057.81
8. Treasurer's Report of September 2016

3484B. Certify the Board Secretary's Monthly Financial Report [signed certification on file in Board Secretary's office].

3484C. Approves the attendance and related travel expenses for the following work-related events:

EMPLOYEE	WORKSHOP/CONFERENCE	DATE	Location	Estimated Cost (\$'s)
Peter F. Bauer Columbia HS	NAFME Eastern Division Conference	4/5/17 - 4/7/17	Atlantic City, NJ	290.00
Francine DePaolo MMS	AMTNJ Conference	12/9/16	East Windsor, NJ	175.00
Jamie Felder MMS	AMTNJ Conference	12/9/16	East Windsor, NJ	192.00
Mara Fox Clinton	Learning Ally Spotlight on Dyslexia Webinar	12/2/16	Maplewood, NJ	59.00

Shannon Glander Marshall	Future of Education Technology Conference	1/23/17- 1/27/17	Orlando, FL	949.00
Susan Lanzafame Seth Boyden	Adapting Units of Study for Special Education/IEP	12/8/16- 12/10/16	New York, NY	650.00
Kevin Mason Tuscan	Aspiring Principals Program 6 sessions	1/10/14- 2/14/17	South Orange, NJ	500.00
Barbara McCarthy Our Lady of Sorrows	NJASL Conference	11/17/16	Long Branch, NJ	150.00
Christopher Preston Columbia HS	NCSS Annual Conference in Washington	11/30/16 -2/3/16	Washington, DC	1498.00
Victoria Schodowski Marshall	Adapting Units of Study for Special Education/IEP	12/3/16- 12/10/16	New York, NY	650.00

3484D. Approves the following attendance and related travel expenses:

BOARD MEMBER	EVENT	DATE	Location	Estimated Cost (\$'s)
Elizabeth Baker	Bargaining at the Table	12/2/16	West Trenton, NJ	\$193.00

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

3484E. Approves the following providers for 2016-17 school year for the service indicated:

<u>Provider</u>	<u>Service</u>	<u>Rate</u>
Star Pediatric Home Care Teaneck NJ	Nursing Services	(1:1) \$55/hour RN
		(2:1) \$74/hour RN
		(1:1) \$45/hour LPN
		(2:1) \$64/hour LPN
Epic Health Services, Inc. Dallas, TX	Nursing Services	\$55/hour RN
		\$45/hour LPN
Education Services, LLC Cedar Grove, NJ	Speech	\$85/hour
	Per Diem CST	\$425/day
	CST Evaluations	\$350/Eval
	(Psychological, Educational, Speech Language/Evaluation)	
	Speech Evaluation/Oral Motor/Feeding	\$475/Eval
	Bilingual Evaluations	\$425/Eval
	Social/Development Assessments	\$300/Eval
	Annual Reviews	\$275/Each
	Speech/Language Therapy Services	\$85/hour
	Prism Behavioral Consulting Nutley, NJ	Behavior Therapy

AssistiveTek, LLC Port Murray, NJ	Assistive Technology Evaluation	\$1000/Eval
Cerebral Palsy of N. Jersey Livingston, NJ	OT, PT, Speech Therapy	\$54/session
	OT, PT, Speech Evaluations	\$525/eval
	AT OR AAC Evaluation	\$750/eval
	Combined AT/AAC assessment	\$1200
	Augmentative & alternative Communication Training	\$150/hour
	Home Based/Transitional: OT, PT, or Speech	\$120/hr
	DI or ABA Specialist	\$95/hr
	Child Development Associate	\$65/hr
The Craig School Mountain Lakes, NJ	Speech Language Services	\$115/hr group \$150/hr individual
Psych-Ed Services Inc. Franklin Lakes	Psychological, Educational & Social Eval.	\$442/std
		\$450 Bilingual
	Battelle Test for preschool placement	\$350/std
		\$400 bilingual
	OT & PT Evaluation	\$350/std
	\$450 bilingual	
	Pediatric Neurological & Psychiatric Exam	\$500/eval

3484F. Accepts school year 2016-2017 New Jersey Nonpublic Technology Aid Entitlement Funds in the amount of \$8,450.00 to be allocated as follows:

<u>SCHOOL</u>	<u>PUPILS</u>	<u>STATE AID</u>
Our Lady of Sorrows	169	\$8,450.00

3484G. Approves a tuition agreement with Summit Board of Education for one district resident student attending Summit High School for the 2016-17 school year in the amount of \$14,475.

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.

3484H. Accepts a donation for the Parenting Center in the amount of \$1,250.

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	\$1,250
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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.

3484I. WHEREAS, the Alliance For Competitive Energy Services (hereinafter referred to as "ACES"), an alliance composed of the New Jersey School Boards Association (hereinafter referred to as "NJSBA"), the New Jersey Association of School Administrators, and the New Jersey Association of School Business Officials, will from time to time during the Effective Period as defined below solicit bids from natural

gas suppliers for retail natural gas supply services including interstate transportation to the local natural gas distribution utility company (Natural Gas Supply Services) through an energy aggregation program in which NJSBA will act as Lead Agency of the ACES Cooperative Pricing System #E8801-ACESCPS in accordance with the "Public School Contracts Law", N.J.S.A. 18A:18A-1 *et seq.*, and the Electric Discount and Energy Competition Act, N.J.S.A. 48:3-49 *et seq.* ("EDECA") and the regulations promulgated thereunder; and

WHEREAS, the School District of South Orange and Maplewood is a Participating member of the ACES Cooperative Pricing System and is eligible thereby to obtain natural gas services for its own use through one or more contracts to be awarded to natural gas suppliers following said bids for natural gas services pursuant to the aggregation program; and

WHEREAS, the Lead Agency will from time to time during the Effective Period (from date of adoption through May, 2018, hereinafter referred to as "Effective Period") issue one or more Requests for Bids for natural gas services on behalf of the ACES Cooperative Pricing System pursuant to the Public School Contracts Law and EDECA; and

WHEREAS, due to significant volatility and the potential for price increases in the wholesale natural gas market, Participating Members will preauthorize the Lead Agency to award contracts for Natural Gas Supply Service in each service territory to one or more natural gas suppliers that submits bids which are reasonably forecasted to provide estimated savings to the Participating Member based upon its previous natural gas usage and utility provided Basic Gas Supply Service rates; and

WHEREAS, the Lead Agency will only award contracts for said Natural Gas Supply Services to natural gas suppliers that submit bids with pricing reasonably estimated to be lower than the utility-provided basic gas supply service; and

WHEREAS, the District agrees to purchase all Natural Gas Supply Services for its own use during the Effective Period through any natural gas supplier(s) awarded a contract, it being understood that the term of any one contract shall be subject to the provisions of Public School Contracts Law; and

WHEREAS, the Lead Agency will notify the Department of Community Affairs' Division of Local Government Services by mail prior to the issuance a Request for Bids for natural gas supply services, with the understanding that if the Division of Local Government Services does not respond within 10 business days, it will be deemed to have approved the issuance of the Request for Bids or the Request for Rebids.

NOW, THEREFORE BE IT RESOLVED that the District binds itself to the ACES Cooperative Pricing System ##E8801-ACESCPS to purchase all natural gas supply services needed for its own use during the Effective Period from the natural gas supplier or suppliers awarded a contract for natural Gas supply services by the Lead Agency; and, be it

FURTHER RESOLVED that the Lead Agency of the ACES Cooperative Pricing System is hereby authorized to execute a master performance agreement that obligates the district to purchase natural gas at the terms and conditions stated therein with a third-party supplier or suppliers who have been awarded the contract or contracts by the Lead Agency on behalf of the participating members of the ACES Cooperative Pricing System #E8801-ACESCPS (or any CPS number to be assigned in the future), and provided further that all such contracts shall be at prices reasonably forecast and estimated by the Lead Agency to provide savings to the districts relative to the price charged for basic gas supply service by the natural gas public utility that would otherwise provide such service; and, be it

FURTHER RESOLVED that ACES is authorized to continue to bid to obtain natural gas services at any time during the Effective Period on behalf of the ACES Cooperative Pricing System including, for example, a rebid if energy market conditions do not initially lead to a successful bid, on additional dates to be determined by the Lead Agency; and

FURTHER RESOLVED that this Resolution shall take effect immediately upon passage. The authorization provided to the NJSBA pursuant to the Local Public Contracts Laws (N.J.S.A. 40A:11-11(5)), and the Local Public and Public School Contracts Laws Administrative Code (N.J.A.C. 5:34-7.1 et seq.) shall be valid until May, 2018 (the Effective Period) at which time the Cooperative Pricing System will be subject to renewal. Any rescission of this resolution shall not affect any Agreements entered into prior to such rescission or expiration.

3484J. Approves the following change orders to Electrical Upgrades at Jefferson Elementary:

Contractor	Change Order #	Amount	Time Extension
Manor II Electric Inc.	2	\$8,406.15	0

3484K. BE IT RESOLVED THAT the Board of Education accepts the district's Comprehensive Maintenance Plan for the 2016-17 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.

3484L. Awards the bid for Professional Services-Professional Development Elementary Language Arts to Teachers College, Columbia University of New York, New York.

Staff Developer per school per all day session	\$2,000.00
Staff Developer (Senior Staff Developer)- per school all day session	\$2,200.00
Conference Days Subscriptions per session	\$ 50.00

Plus the cost of travel not to exceed \$125 per session to be paid with proof of expense (receipts).

3484M. Enters into an agreement with Essex Regional Educational Services Commission to provide Management Services for the Beyond the Bell Afterschool Program at the followings rates:

- \$45.83 per hour for each instructor, plus a flat rate of \$30 per student over a class size of 16 students
- \$45.83 per hour for each Nurse
- \$20.83 per hour for each Coordinator
- \$20.83 per hour for each Clerk
- Plus all payroll taxes
- Plus a service fee of 6% of total payroll

3484N. Approves a contract with Alison Brown, of Maplewood, New Jersey to assist with implementation of the Gifted and Talented Policy at a rate not to exceed \$20,000 during the 2016-17 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.

3484O. Accepts a donation from the Clinton PTA in the amount of \$6,517.63 to purchase furniture for the main office.

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	\$6,517.63
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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.

3484P. Approves the refund of \$19,209 special revenue funds to the Treasurer of the State of New Jersey as listed below:

Nonpublic State Aid

2015-16 Nonpublic Compensatory Aid	\$	3,893
2015-16 Nonpublic Exam & Classification Aid	\$	5,284
2010-16 Nonpublic Supplementary Instruction Aid	\$	5,199
2015-16 Nonpublic Corrective Speech Aid	\$	2,257
2015-16 Nonpublic Textbook Aid	\$	739
2015-16 Nonpublic Nursing	\$	990
2015-16 Nonpublic Technology	\$	349
2015-16 Nonpublic Security	\$	498
Total Refund Due	\$	19,209

3484Q. BE IT RESOLVED THAT the Board of Education approves a two year Interlocal shared services agreement with the Township of South Orange Village and Maplewood Township to Establish a Recreation Facilities Improvement Fund to be used for field and facility improvements and enhanced maintenance. The Board of Education's contribution to the fund is \$20,000 per year beginning January 1, 2017 - December 31, 2018.

3484R. BE IT RESOLVED THAT the Board of Education appoint:

- Sidney Sayovitz of Schenck, Price, Smith & King as the District ADA/504 Compliance Committee Coordinator for employees, District Anti-Bullying Coordinator and the District Truant Officer.
- Pamela Murray as the District ADA/504 Compliance Committee Coordinator for students.

3485. Approve the school calendar for the 2016-2017 school year as presented.

3486. Approves a settlement agreement with the New Jersey Division on Civil Rights concerning employee #509.

3487. BE IT RESOLVED THAT the South Orange Maplewood School District approve the submission of the Superintendent Merit Goals for the 2016-2017 School Year to the Executive County Superintendent as follows:

1. Create and implement a communications plan that engages stakeholders in a community-wide dialogue about the strategic action plans prior to their acceptance by the board (G1)
2. Budget staffing and materials for 2017-2018 based on assessed needs of students and classrooms, rather than on historical programming (G2)
3. Increase participation of traditionally underrepresented demographic groups in higher level (more challenging, academic) courses, comparing 2015-16 to 2016-17, (official October enrollment data) by 5%. (G3)
4. Provide full-day professional development opportunity to a minimum of 96 elementary, 32 middle school and 147 CHS high school teachers, which will build the capacity of teachers by raising awareness, increasing knowledge, and developing skills to counter bias in the classroom; approximately 40% of certified staff will have received training by year end. (G4)
5. Increase revenue from tuition and facilities usage by 10% in a manner consistent with the District mission and goals. (G2)

3488. Approves the school district's three-year Comprehensive Equity Plan for the academic years 2016-2017 through 2018-2019, as presented; and approves the re-submission of the Plan to the New Jersey Department of Education by November 16, 2016.

3489. Approves a settlement agreement resolving litigation in Superior Court of New Jersey, Law Division: Essex County, Docket ESX-L-5953-16.

3490. Approves the following for the 2016-2017 Affirmative Action Team members.

NAME	TITLE	GRADE LEVEL (if applicable)
Dr. John Ramos	Superintendent	Superintendent of Schools
Kevin L. Walston	Affirmative Action Officer	Assistant Superintendent of Admin

Susan Grierson	Assistant Superintendent	Assistant Superintendent of C& I
Thomas Whitaker	Affirmative Action Officer	ELA Teacher 9-12
Jameel Misbadhuddin	STEM Supervisor	Math & Science 9-12
Kim Beane	STEM Supervisor	Math & Science K-8
Dr. Pam Murray	Supervisor of Youth & P.P.D.	Guidance 6-12
Crystal Riddick	Supervisor of Special Education	Grades 8-12
Bridgett Green	Supervisor of Special Education	Grades K-7

3491. Affirms its prior determination in HIB Number BB 2014-3 that the actions complained of do not constitute HIB, and directs the Superintendent, or his designee, to issue a written decision reflecting the Board's determinations and to provide a copy of the decision to the affected individuals with appropriate redaction, if necessary.

3492. Affirms its prior determination in HIB Number BB 2014-5 that the actions complained of do not constitute HIB, and directs the Superintendent, or his designee, to issue a written decision reflecting the Board's determinations and to provide a copy of the decision to the affected individuals with appropriate redaction, if necessary.

3493. BE IT RESOLVED, that the South Orange Board of Education reverses its prior determination in HIB Numbers BB 2014-1a & BB 2014-4, and now finds that the actions complained do not constitute HIB, and directs the Superintendent, or his designee, to issue a written decision reflecting the Board's determinations and to provide a copy of the decision to the affected individuals with appropriate redaction, if necessary.

3494. BE IT RESOLVED, that the South Orange Board of Education reverses its prior determination in HIB Numbers BB 2014-1a & BB 2014-4, and now finds that the actions complained do not constitute HIB, and directs the Superintendent, or his designee, to issue a written decision reflecting the Board's determinations and to provide a copy of the decision to the affected individuals with appropriate redaction, if necessary.

3495. Affirms its prior determination in HIB Number BB 2014-8 that the actions complained of constitute HIB, and directs the Superintendent, or his designee, to issue a written decision reflecting the Board's determinations and to provide a copy of the decision to the affected individuals with appropriate redaction, if necessary.

Motion made by Ms. Pai seconded by Mrs. Wright to sever resolution 3476I.

Motion to sever 3476I passed 6 yes 1 no (Maini).

Board members discussed 3476I Stipends.

ROLL CALL: 3476I Passed; 6 yes, 0 no, 1 abstain [Mrs. Wright, in accordance with School Ethics Advisory Opinion A20-12 due to conflict of interest].

Motion made by Ms. Pai seconded by Mrs. Lawson-Muhammad to sever resolution 3490.

Motion to sever resolution 3490 passed 7 yes 0 no.

ROLL CALL: Motion 3490 passed; yes 6 no 1 (Ms. Pai)

Motion made by Mrs. Wright seconded by Mrs. Lawson-Muhammad to sever resolution 3488.

Motion to sever resolution 3488 passed; 7 yes 0 no.

Mr. Roth provided a brief overview of the Comprehensive Maintenance Plan.

ROLL CALL: Motion 3488 passed; yes 7 no 0.

Motion made by Mrs. Wright, seconded by Ms. Pai to sever resolution 3484N.

Motion to sever resolution 3484N passed; yes 7 no 0.

Mrs. Wright expressed concern that the District is hiring an outside consultant to run the Gifted and Talented Program.

ROLL CALL: Motion 3484N passed; yes 6 no 1 (Mrs. Wright)

ROLL CALL: 3476A-B, 3476D-H, 3477, 3478, 3479, 3480, 3481, 3482, 3483, 3484A-M, 3484O-R, 3485, 3486, 3487, 3489 passed; 7 yes, 0 no.

3484N Passed; 6 yes, 1 no (Mrs. Wright)

Ms. Baker summarized resolutions 3491, 3492, 3493, 3494, 3495 HIB resolutions.

ROLL CALL:

Motion to move 3491 by Ms. Daugherty and Ms. Pai
Roll Call 3491 passed; 4 yes, 3 no (Pai, Sabin, Wright).

Motion to move 3492 by Ms. Daugherty and Ms. Pai
Roll Call 3492 passed; 5 yes, 2 no (Mr. Sabin, Mrs. Wright).

Motion to move 3493 by Ms. Wright and Ms. Pai
Roll call 3493 passed; 5 yes, 2 no (Mr. Sabin, Mrs. Wright).

Motion to move 3494 by Ms. Daugherty and Ms. Lawson-Muhamad
Roll call 3494 passed; 5 yes, 2 no (Mr. Sabin, Mrs. Wright).

Motion to move 3495 by Ms. Pai and Ms. Wright
Roll call 3495 passed; 7 yes, 0 no.

HEARING OF INDIVIDUALS AND DELEGATIONS

None.

NEW BUSINESS

Ms. Pai would like the Board to be aware that Maplewood Township may pass a resolution to become a sanctuary for undocumented immigrants, which may affect federal funding. Asks Mr. Roth to contact the township for additional information.

FUTURE MEETINGS - *Read by Ms. Baker*

The Board of Education will meet in Closed Session on Monday, November 21, 2016 at 7:00 pm in the Columbia High School auditorium, 17 Parker Avenue, Maplewood, New Jersey to discuss the Strategic Plan. No Action will be taken.

The Board of Education will meet in Closed Session on Monday, December 19, 2016 at 6:30 pm in the Columbia High School Guidance Conference Room 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 7:30pm in the Columbia High School Auditorium, 17 Parker Avenue, Maplewood, New Jersey. Action will be taken.

The Board of Education will meet in its annual Reorganization Meeting on Wednesday, January 4, 2017 at 7:30 pm in the District Meeting Room, 525 Academy Street, Maplewood, New Jersey. Action will be taken.

Motion made by Mrs. Lawson-Muhammad, seconded by Mrs. Daugherty that the Board of Education will meet in Executive Session prior to the November 21, 2016 Public Meeting to discuss personnel and legal issues, negotiations and other matters to be announced at a later time. Immediately following the Closed Session, the Board of Education will meet in Public Session at 7:30pm in the Auditorium, 17 Parker Avenue, Maplewood, New Jersey. Action will be taken.

MOTION made by Mrs. Lawson-Muhammad, seconded by Ms. Pai, that the Board of Education adjourn. Motion unanimously approved at 12:11 a.m.

Paul Roth, Board Secretary